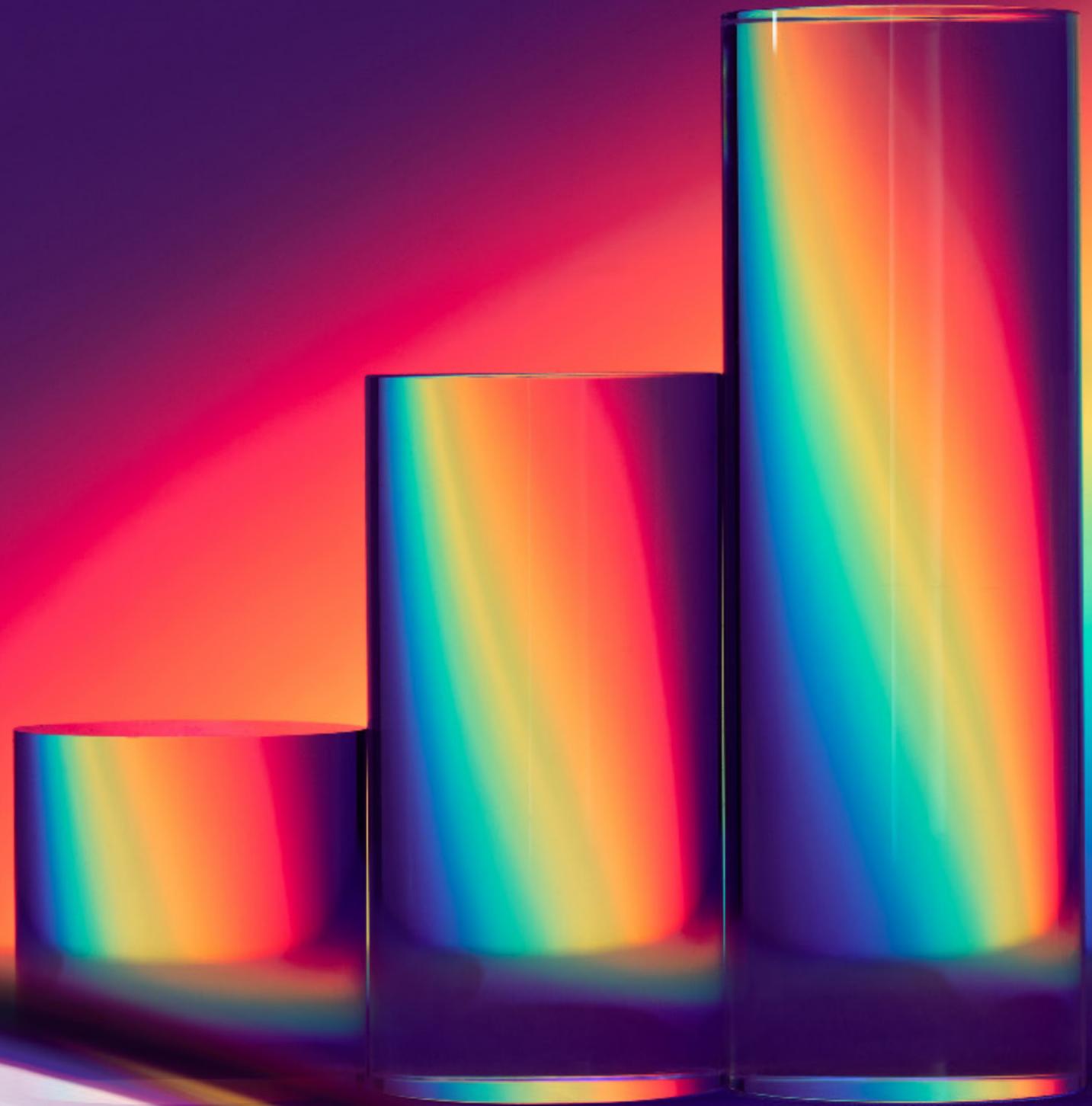


Morgan Lewis

2021  
**MOBILIZING  
FOR EQUALITY**  
Annual Report



# 01 INTRODUCTION

## 01 INTRODUCTION

The murder of George Floyd in May 2020 ignited a long-overdue global movement for racial justice, with communities across the United States and around the world unifying to demand change.



In the immediate aftermath of the killing, Grace Speights and I received hundreds of messages from every part of our community—including from our clients and alumni—with offers of support, help, and encouragement. We were moved by the stories we heard and by the passion of individuals across the globe to do something and to make a difference, and we were determined to bring our voices and power to bear to work for racial justice.

On June 10, 2020, Morgan Lewis launched Mobilizing for Equality to reflect our commitment as a law firm to more directly, effectively, and aggressively pursue racial justice in a sustained manner. We asked our 14 working groups to move us forward by curating substantive racial justice projects, including developing an internal platform for discussions on racism, power, and privilege; supporting minority-owned businesses and community economic development; litigating high-impact, racial justice matters; collaborating with law enforcement on safe policing practices; providing free services to the racially disadvantaged; and working to secure voting rights.

Our law firm took this mandate to heart. Notwithstanding the challenges of the last two years, we have come together to, among other things, create internal learning opportunities and family-focused events, host speakers on multiple topics, litigate key voting-rights cases, provide educational and networking forums for entrepreneurs of color, and engage with our clients and alumni. We are extremely proud of the advances these groups have already made and look forward to additional work to come.

At Morgan Lewis, we know our response to racial injustice must be thoughtful, respectful, and, above all, long-lasting and impactful. We know there is much work to do, and we intend these efforts to be sustained. We will continue to pursue progress at our firm and in our communities, striving always to convert aspiration into action. We invite you to join us as we work toward a better future.

**Jami McKeon**  
CHAIR OF THE FIRM

02

# MEANINGFUL IMPACT

## NAMED MOST INNOVATIVE FIRM FOR DIVERSITY & INCLUSION

BY THE *FINANCIAL TIMES*

Citing Morgan Lewis's signature **Mobilizing for Equality (MFE)** Task Force, the *Financial Times* named the firm the winner in the **Innovation in Diversity & Inclusion** category as part of its 2021 Innovative Lawyers North America Report. The annual report recognizes law firms and practitioners deploying innovative solutions to effect change in the legal profession and communities.

MFE was honored for its sweeping approach to addressing systemic racism with hundreds of lawyers and professional staff volunteering for 14 working groups that target different areas of racial justice and equality.

## 02 MEANINGFUL IMPACT

Our lawyers and professional staff collectively donated more than **\$1 MILLION** to organizations dedicated to racial justice.



Our firm partnered with the University of Pennsylvania Carey Law School to establish the **Morgan Lewis Impact Fund for Racial Justice**, a \$250,000 gift aimed at supporting racial justice and anti-racism efforts at the law school and in the legal profession at large. This gift will help Penn Law expand programs that increase access to legal education and support graduates in careers advancing racial justice.



Our firm **sponsored two associates to focus on voting rights and racial equity initiatives** during six-month pro bono secondments at the Lawyers' Committee for Civil Rights Under Law and New York Lawyers for the Public Interest.



### JUNETEENTH

was designated a firm holiday in the United States.

**03**  
**BY THE**  
**NUMBERS**

### 03 BY THE NUMBERS



**460**

Volunteer personnel

**28+**

Events

**62**

Client partners



**04**

# **WORKING GROUP HIGHLIGHTS**

## 04 WORKING GROUP HIGHLIGHTS

# VOTING RIGHTS



### LAWYERS' COMMITTEE FOR CIVIL RIGHTS UNDER LAW

The **Voting Rights and Engagement** working group, working with the Lawyers' Committee for Civil Rights Under Law, provided extensive legal research involving the electoral college relating to issues that could arise after Election Day leading up to the acceptance of the decision of the Electoral College by Congress on January 6.

The **Voting Rights and Engagement** and **Impact Litigation** working groups, working with the Lawyers' Committee for Civil Rights Under Law, also secured a ruling for the Georgia NAACP preventing an individual voter from obtaining a temporary restraining order either to stop the state from certifying its 2020 US presidential election results or to require it to throw out 1 million absentee ballots.

The **Impact Litigation** working group subsequently defended the favorable result on a highly expedited schedule and obtained a strongly worded opinion from the US Court of Appeals for the Eleventh Circuit affirming the lower court decision.

[lawyerscommittee.org](http://lawyerscommittee.org)



THE ANDREW GOODMAN FOUNDATION

### THE ANDREW GOODMAN FOUNDATION

The **Voting Rights and Engagement** working group prepared a comprehensive 50-state memoranda for The Andrew Goodman Foundation (AGF) regarding state residency requirements for the purpose of establishing voting domicile for college students. This memoranda proved to be a key reference as novel questions and structural issues invariably arose throughout AGF's network amid a surge in youth voting rates nationally. In one instance, AGF was able to refer to the memoranda to protect the vote for Georgia youth, who comprised 20% of the vote in that state.

[andrewgoodman.org](http://andrewgoodman.org)



### CAMPAIGN LEGAL CENTER

The **Impact Litigation** and **Voting Rights and Engagement** working groups joined forces with the Campaign Legal Center to represent the League of Women Voters to successfully challenge Pennsylvania's rules for rejecting mail-in ballots, which disproportionately disenfranchise minority communities.

As a direct result, Pennsylvania confirmed that local election boards cannot reject a ballot based solely on an election official's belief that a signature does not match the signature in the voter's file.

[campaignlegal.org](http://campaignlegal.org)



### POWER THE POLLS, VOTER PROTECTION CORPS, AND OTHER ELECTION-RELATED VOLUNTEERISM

The **Community Engagement and Volunteerism** working group partnered with firm leadership and our pro bono team to coordinate firmwide volunteer efforts as part of the 2020 ML Votes Initiative, including highlighting relevant volunteer opportunities with organizations such as Power the Polls and Voter Protection Corps across various offices.

[powerthepolls.org](http://powerthepolls.org)  
[voter-protection.org](http://voter-protection.org)

## 04 WORKING GROUP HIGHLIGHTS

# ENGAGING WITH AND LEARNING FROM OUR COLLEAGUES, OUR CLIENTS, AND OUR FAMILIES

### DIVERSITY & INCLUSION HELPS US:



- ✓ Attain top talent
- ✓ Generate employee satisfaction
- ✓ Meet client expectations
- ✓ Generate innovation, creativity, diversification of thought

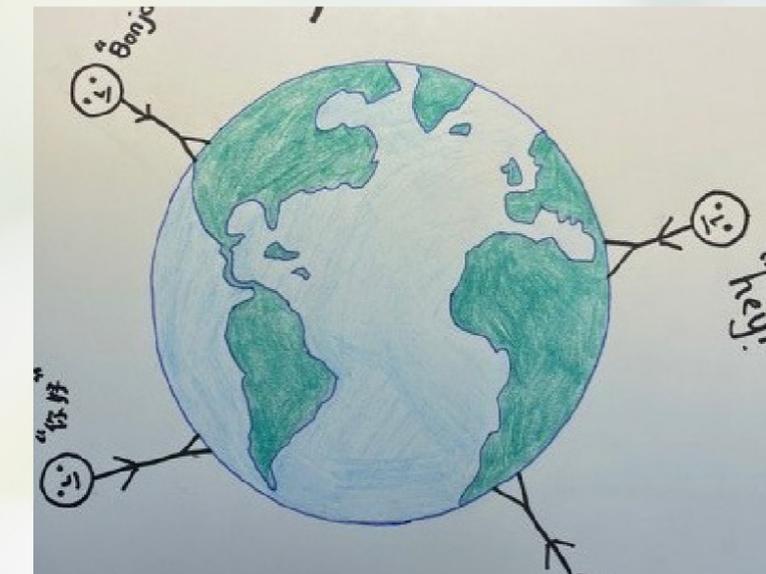
### IMPLICIT BIAS TRAINING

The **Educating Ourselves** working group developed a dynamic and user-friendly multipart implicit bias training for all firm personnel. More than 1,000 employees have viewed at least one part of the Implicit Bias 101 series and more than 300 have taken part in Implicit Bias 201 workshops.

<p><b>1 FILM: Hair Love</b> Watch the Oscar-nominated short movie <a href="#">Hair Love</a>, written and directed by former NFL wide receiver Matthew Cherry. Discuss the messages in the movie and write a "review" of the film to let others know why they should watch it.</p>	<p><b>2 MUSIC: African Drumming</b> Used to communicate and celebrate all aspects of life, rhythmic drumming holds a deep symbolic and historical significance in African culture. <a href="#">Enjoy this five-minute video drum lesson</a> from African percussionist Farai M'anga as he talks about drums and their place in African history.  In your house, find the closest item to a West African Cajon or Djembe drum, or create one!</p>	<p><b>3 FOCUS ON FOOD</b> Explore a roundup of <a href="#">10 popular frozen treats enjoyed by kids (and adults) in Japan</a>, then have some fun in the kitchen taking some mochi using your favorite ice cream flavor and just a few other ingredients. Yum!  Post a picture of your mochi!</p>
<p><b>4 HOORAH FOR HOLIDAYS</b> Diwali is a festival of lights celebrated by Hindus, Sikhs, and Jains. <a href="#">Rangoli</a> is a popular Diwali tradition—beautiful patterns made using colorful powders and flowers. <a href="#">People draw Rangoli</a> on the floor by the entrances of their homes to welcome the gods and bring good luck.  Submit a drawing of your own Rangoli or color one of these <a href="#">printable Rangoli coloring pages</a>.</p>	<p><b>5 CONVERSATION STARTER</b>  ★ ★ ★ Join former NFL linebacker and current Fox Sports analyst Emmanuel Acho, and thebanna/Chip Gaines family, as they engage in an <a href="#">important conversation about teaching kids to "see color"</a>.  Option for younger kids: Join Sesame Street pals to learn the <a href="#">Color of Me</a> song.</p>	<p><b>6 READ (ALoud)</b> Listen to author Isani Memory read his acclaimed book <a href="#">A Kids Book About Racism</a>.  Talk about what you learned from the book. Discuss if you have experienced racism and/or what you can do if you see or experience it.</p>
<p><b>7 CRAFT</b> Make thumbprint artwork by pressing thumbs on an inkpad or using markers then pressing on a piece of paper. Examine how the thumbprints are alike and different, and discuss how everyone has a unique fingerprint. <a href="#">Use markers to decorate your prints</a>.</p>	<p><b>8 KIDS MAKING A DIFFERENCE</b> At five, Jazz Jennings made headlines as one of the youngest people to publicly identify as transgender. She has used her platform to advocate for LGBTQIA issues and, specifically, trans rights. With the assistance of her parents, Jazz founded the <a href="#">TransKids Purple Rainbow Foundation</a>.</p>	<p><b>9 DEFINING WORDS</b> Use an online resource such as <a href="#">Merriam-Webster</a> to look up definitions for the following words:</p> <ul style="list-style-type: none"> <li>• Stereotype</li> <li>• Bias</li> <li>• Racism</li> </ul>

### EQUALITY STARTS AT HOME CHALLENGE

More than 500 firm personnel and their families participated in the **Transforming the Next Generation** working group's five-week Equality Starts at Home Challenge designed to foster exploration, creativity, and discussions about equality, diversity, inclusivity, and anti-racism.



### PLANET PEN PALS

More than 150 children of firm personnel signed up for the **Transforming the Next Generation** working group's eight-week Planet Pen Pals program to exchange communications to further understanding of diversity, inclusion, and anti-racism.

# CONVERSATIONS ON PRIVILEGE AND ANTI-RACISM

## LEARNING INTO CHANGE

### PRACTICING ALLYSHIP PANEL

The **Conversations on Privilege and Anti-Racism** working group partnered with our ML Lawyer Networks on a presentation to colleagues focused on best approaches for anti-racist work on organizational and individual levels. More than 555 individuals from across the firm took advantage of the opportunity to hear practical guidance on how to be a better ally.

## ONE YEAR LATER

### ONE YEAR LATER – HAVE WE MADE MEANINGFUL PROGRESS ON ACHIEVING JUSTICE AND EQUALITY FOR BLACK AMERICA?

The **Conversations on Privilege and Anti-Racism** working group partnered with the Diversity & Inclusion team and the Black Lawyer Network to bring a panel of experts to discuss the societal and workplace impacts of George Floyd's death. More than 360 employees joined the discussion to hear the panelists share their thoughts on what true progress may look like.

# ENGAGING WITH AND LEARNING FROM OUR COLLEAGUES, OUR CLIENTS, AND OUR FAMILIES

## CLIENT PARTNERSHIPS

What began as exploratory conversations between Morgan Lewis lawyers and our clients to combat systemic racism together gained momentum when we formed the **Engaging with Clients** working group to maximize our impact. In the last 18 months this working group has:



Hosted a Pennsylvania Innocence Project training for members of **Vanguard's** legal and compliance team.



Supported collaborative participation in the New York City Urban Debate League alongside **JP Morgan Chase**.



Partnered with our ML Women London Committee to host a client-led panel exploring race and ethnicity issues and development in the United Kingdom and the rest of Europe, with speakers from **Vanguard, Endeavor, VEON,** and barristers' set **Blackstone Chambers**. Forty-seven individuals—including 32 firm clients—participated in the event.

# ENGAGING WITH AND LEARNING FROM OUR COLLEAGUES, OUR CLIENTS, AND OUR FAMILIES

## CLIENT AND ALUMNI EVENTS

From Fireside Chats to virtual tours, the **Engaging with Alumni** working group and our alumni community has:



Hosted a conversation with alumna **Sandra Phillips Rogers**, General Counsel, Chief Legal Officer, and Chief Diversity Officer at **Toyota Motor North America**, during Black History Month.

Distributed our Menu of Client Partnership Opportunities to 140 executive-level alumni contacts.



## RECLAIMING BLACK SPACES

Partnered with the Black Lawyer Network to host a virtual event for firm alumni and clients with the Tenement Museum, "Reclaiming Black Spaces." This family-friendly guided tour highlighted stories of how Blacks shaped Lower Manhattan—creating homes, businesses, and thriving communities over centuries. From the story of Sebastiaen de Britto, one of the first Black residents of the area in the 1640s, to Studio We, a musician's collective in the 1970s, the event was a peek into the windows of the past that expanded on the history of today's Lower East Side.

[tenement.org/reclaiming-black-spaces/](https://tenement.org/reclaiming-black-spaces/)

## 04 WORKING GROUP HIGHLIGHTS

# INVESTING IN & STRENGTHENING OUR COMMUNITIES



### DELAWARE ATTORNEY GENERAL

The **Law Enforcement Policy** working group was chosen by Delaware Attorney General Kathy Jennings to work with her team in evaluating a tragic police shooting. Our team analyzed the issues relating to prosecution of this specific matter and, in working with nationally renowned policing experts hired by the AG, provided recommendations for policy and training improvements aimed to prevent similar future outcomes. Morgan Lewis's report appears in the Delaware AG's open letter.

[view the letter >](#)



### BAR ASSOCIATION OF SAN FRANCISCO

The **Law Enforcement Policy** working group provided pro bono representation to the Bar Association of San Francisco's Criminal Justice Task Force regarding the city's labor negotiations with its police union, and the bar's recommendations ultimately contributed to passage of a police reform ballot initiative.

[sfbar.org/cjtf](https://sfbar.org/cjtf)



### GIFFORDS LAW CENTER TO PREVENT GUN VIOLENCE

The **Law Enforcement Policy** working group partnered with Giffords Law Center to Prevent Gun Violence in San Francisco to conduct pro bono research and analysis on police unions' role in criminal justice reform.

[giffords.org/lawcenter/gun-laws/](https://giffords.org/lawcenter/gun-laws/)



### SUPERVISION TO AID REENTRY (STAR) PROGRAM PANEL DISCUSSION

The **Law Enforcement Policy** working group sponsored a roundtable on "Criminal Justice Reform and the Importance of Reentry Initiatives." Panelists included Judge Felipe Restrepo of the US Court of Appeals for the Third Circuit.

## 04 WORKING GROUP HIGHLIGHTS

# INVESTING IN & STRENGTHENING OUR COMMUNITIES



## QUATTRONE CENTER FOR THE FAIR ADMINISTRATION OF JUSTICE

The **Law Enforcement Policy** working group partnered with the Quattrone Center for the Fair Administration of Justice at the University of Pennsylvania to help produce a report on the police response to protests and violence that occurred across Madison, Wisconsin following the 2020 murder of George Floyd. The report provides nearly 70 recommendations on evaluating the resources available to police and suggests improvements such as expanding protest facilitation training for all officers and naming community representatives to enhance communication with protesters. More than 50 lawyers and eData technology and operations team members supported the project by reviewing thousands of pages of police reports and policies, analyzing 700-plus hours of video footage and audio from the Madison police and dispatch of the incidents in question, interviewing Madison officers, presenting at stakeholder meetings, and helping draft the final Safety Evaluation Report. Our critical contributions will help Madison residents and police work together to safely exercise and protect the First Amendment freedoms of the community.

Following the release of the report, the Madison Police Department Chief stated his willingness to implement the recommendations, and the Mayor issued a statement in support of the recommendations.

The report can be accessed at <https://www.cityofmadison.com/police/documents/SentinelReport20211116.pdf>.

[law.upenn.edu/institutes/quattronecenter/](http://law.upenn.edu/institutes/quattronecenter/)

## 04 WORKING GROUP HIGHLIGHTS

# INVESTING IN & STRENGTHENING OUR COMMUNITIES

With a focus on supporting community-based solutions through volunteerism efforts, the **Community Engagement and Volunteerism** working group continues to foster and track volunteer opportunities emphasizing racial justice.



### COALITION FOR THE HOMELESS

Our New York office worked with Coalition for the Homeless, an organization that provides housing opportunities, supplies, and resources to homeless New Yorkers, and raised \$2,000 to purchase hygiene kits.

[coalitionforthehomeless.org](https://coalitionforthehomeless.org)



### SALVATION ARMY

Our London office coordinated efforts among our Brussels, Frankfurt, and Paris offices to donate spices to the Salvation Army's food bank.

[salvationarmy.org.uk/](https://salvationarmy.org.uk/)



### HEART OF LOS ANGELES

Our Century City and Los Angeles offices organized a virtual supply drive and on-site volunteer event benefiting Heart of Los Angeles (HOLA), an organization providing underserved youth with free programs in academics, arts, and athletics within a nurturing environment. Through donations, we were able to help HOLA secure supplies needed for its back-to-school soundproofing project, which will enable youth and community members to hear and learn significantly better at HOLA's new arts and recreation center. In addition, our on-site team assisted with the soundproofing panel preparation and installation. MFE volunteers also assembled more than 150 backpacks with essential supplies for HOLA to distribute to students and their families as they return to the HOLA campus for the first time since the pandemic began.

[heartofla.org](https://heartofla.org)

## 04 WORKING GROUP HIGHLIGHTS

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### SMALL THINGS MATTER

Our Washington, DC, office packed and distributed food to benefit the food insecure through Small Things Matter, an organization committed to helping others in need through its food, literacy, and charity crafting programs.

[smallthingsmatter.org](https://smallthingsmatter.org)



### THE BEACON

Our Houston office has partnered with The Beacon, a nonprofit organization dedicated to providing essential and next-step services for individuals experiencing homelessness in Houston. Among other things, The Beacon restores hope and works toward ending homelessness through the provision of daily services, health counseling and mentoring, access to housing, and civil legal aid for individuals living on the margins of our society. Morgan Lewis is committed and has made significant efforts to support and promote The Beacon within and outside of our firm, providing not only financial assistance but also legal support through The Beacon's innovative pro bono expungement work which leverages a user-friendly and free step-by-step online tool to help individuals identify and seal any eligible criminal records they may have in Harris County. In doing so, these individuals are able to turn the page on their future and make a fresh start. In addition, our lawyers and staff have been given the opportunity to participate in The Beacon's volunteer program at the Day Center, assisting in kitchen and laundry services, an incredible, eye-opening, and most rewarding experience for all.

[beaconhomeless.org/](https://beaconhomeless.org/)

## 04 WORKING GROUP HIGHLIGHTS

# INVESTING IN & STRENGTHENING OUR COMMUNITIES



### CARVER FEDERAL SAVINGS BANK

Morgan Lewis has partnered with Carver Federal Savings Bank, the largest publicly traded minority depository institution managed by African Americans and Caribbean Americans in the United States, in furtherance of its mission to provide access to capital and banking services to minority- and women-owned business enterprises and consumers across the Greater New York City region. As an initial step, our firm worked with Carver to open an account and make a substantial deposit, of which Carver reinvests approximately 80 cents of each dollar back into its communities to fuel business growth, job creation, and development.

[carverbank.com](https://www.carverbank.com)



### DOWN NORTH PIZZA LLC

The **Economic Development and Investment** working group originated a pro bono relationship with Down North Pizza LLC, a Strawberry Mansion (Philadelphia)-based pizzeria with a mission to provide gainful employment for the formerly incarcerated. Since September 2020, ML lawyers have helped Down North with employment, real estate, corporate, and risk management issues. Down North was recently named to *The New York Times's* [2021 Restaurant List](#), which features the 50 American restaurants that the *Times* is most excited about right now.

[downnorthpizza.com](https://www.downnorthpizza.com)



### THE GREATER HARLEM CHAMBER OF COMMERCE

More than 250 individuals, including from clients BNY Mellon, M&T Bank, Novartis, and York Capital Management, joined the **Economic Development and Investment** working group to partner with The Greater Harlem Chamber of Commerce for three days of panel discussions on financial literacy, economic empowerment, and pathways focused on uplifting entrepreneurs of color.

[greaterharlemchamber.com](https://www.greaterharlemchamber.com)



### READ AHEAD

The **Access to Education and Opportunity** working group partnered with Read Ahead to recruit volunteers to help NYC public elementary school students build connections, confidence, love of reading, literacy skills, and more through weekly one-on-one virtual sessions.

[readahead.org](https://www.readahead.org)

# Morgan Lewis

# THANK YOU

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