



SCHULTE  
ROTH +  
ZABEL



PRO BONO INITIATIVES

# Impact

# From co-managing partners Marc Elovitz and David Efron

Pro bono work is woven into the fabric of Schulte. From our inception in 1969, we have had a tremendous impact on the individuals, communities, and organizations we have served. We are so proud of our pro bono successes and also the collaboration, creativity, and energy our people have brought to bear in achieving them.

We encourage you to read through this magazine which features some of our pro bono clients and engagements. We hope that these highlights will inspire you as much as they have inspired us.

With everyone, with impact.

## Marc Elovitz and David Efron



Co-managing partners Marc Elovitz and David Efron

“I am so proud of every member of the Schulte community – from senior leadership, to lawyers, to business professionals – we are so passionately committed to our pro bono work and we are honored to play just a small part in helping our pro bono clients make a critical impact in the most underserved communities.”

— Sara Solfanelli,  
Special Counsel for Pro Bono Initiatives

## Key facts

- Schulte founding partner Bill Zabel drafted the ACLU's brief in the 1967 landmark case, *Loving v. Virginia*, which struck down state laws prohibiting interracial marriage.
- Early in his career, Schulte's co-managing partner Marc Elovitz was a staff attorney for the ACLU.
- Michael Swartz, co-head of Schulte's Litigation Group and chair of our Pro Bono Committee, is also the 2023-25 co-chair of the Lawyers' Committee for Civil Rights Under Law.
- For more than two decades, we have far exceeded our annual goal of donating at least 3% of our lawyers' target hours to our pro bono clients and initiatives.
- Schulte strongly encourages every lawyer to do at least 30 hours of pro bono work each year.
- We were the first New York law firm to introduce Summer Associate Pro Bono Week, when every summer associate spends one week fully embedded and working for a pro bono client.
- Every year, an associate is seconded for six months to work exclusively for a pro bono client as the Brooks Burdette Fellow, continuing to receive full pay and benefits at no cost to the client.
- Each month, Schulte attorneys and business staff spend time on an average of 150 pro bono matters.
- Every year, the firm or an individual attorney or member of our business staff are recognized and honored by one of our pro bono partners for their dedication and passion.

# Pro bono is intrinsic to who we are.

Our commitment to social justice, human rights, and representing the most vulnerable and marginalized members of our communities has never wavered, and we're still fueling social change today.

From our founders Bill Zabel and Paul Roth's extraordinary dedication to civil rights and racial justice in the 1960s to the hundreds of thousands of pro bono hours recorded by Schulte over the last 50 years, we continue to be a leader in pro bono legal work with a firmwide legacy of contributing to the greater good.

We directly represent and empower individual clients.

We bring impact litigation to effect societal change.

We support social entrepreneurs to form the next generation of mission-driven organizations.

We are one of the only law firms to leverage our experience from all of our practice areas to play the role of "outside general counsel" to nonprofit organizations. This allows our pro bono clients to make an even greater impact, focusing on their missions and clients with Schulte's holistic support.

Schulte partner Taleah Jennings speaks with our largest pro bono client Partners In Health's founder, the late Dr. Paul Farmer, who was the keynote speaker at Schulte's 2019 Private Investments Funds Seminar in New York.



# Foundation Rwanda



Between April and June of 1994 in Rwanda, Hutu militia groups engaged in brutal mass killings of Tutsis and Tutsi sympathizers, killing approximately 800,000 people in a span of 100 days. Women were subjected to a widespread campaign of rape which led to the births of an estimated 20,000 children. These children were not orphans, nor considered survivors, because they were born after the genocide.



In 2007, photojournalist Jonathan Torgovnik documented the harrowing experiences of over 30 Tutsi women genocide survivors with children born from genocidal rapes. These women often lived in deep poverty and isolation, having lost either their families to the genocide or been shunned by their communities due to the stigma of rape and bearing a child of the militia. While their relationships with their children, now known as second-generation survivors, were often complex, each woman expressed a deep desire for her child to receive an education.



Torgovnik and Jules Shell originally founded **Foundation Rwanda** to empower these families by providing holistic support to mothers and second-generation survivors, including secondary school, vocational training, and trauma counseling.



Today, Foundation Rwanda is a movement working to break the cycle of poverty and empower over 1,650 survivors by providing support for educational opportunities and vocational training; providing income-generating and financial literacy programs and small business innovation grants; linking their families to mental health, medical, and social support services; and creating awareness about the consequences of genocide and sexual violence through photography and new media.

Second-generation survivors face intergenerational trauma and significant challenges related to the circumstances of their births. Foundation Rwanda's Community Counseling Initiative is the first of its kind in Rwanda and is a collaboration between international and Rwandese psychologists and counselors.

Schulte has supported Foundation Rwanda's mission since its start in 2007. We set up Foundation Rwanda as a tax-exempt 501(c)(3) organization, helping the Foundation bring its strategic mission-driven vision to life. We have served as steadfast outside general counsel, working hand-in-hand with Foundation Rwanda ever since.

*Photographs courtesy  
© Jonathan Torgovnik*

# Figure Skating in Harlem

**Figure Skating in Harlem (FSH)** is one of the only community-based organizations in the world for girls of color that combines the power of education with access to the artistic discipline of figure skating, transforming each of its members into a champion in life.

FSH has established itself as a safe space for young girls to achieve academic excellence and physical well-being. FSH's programs work with hundreds of girls annually on the ice and in the classroom. Their staff has grown from 3 to more than 75 coaches, teachers, tutors, and counselors. Each young figure skater at FSH will become a powerful speaker, an effective leader, and a global citizen while living a healthy and financially independent lifestyle.

Since 2009, Schulte has served as general counsel to FSH and handles its intellectual property, employment, general corporate governance, tax, and real estate matters. We look forward to supporting FSH as it continues to grow and thrive.



# Girls Who Code



**Girls Who Code (GWC)** is on a mission to close the gender gap in new entry-level tech jobs by 2030 and to change the image of what a programmer looks like and does. GWC programs educate and equip girls with the computing skills they need to pursue technology-focused opportunities. GWC is not just preparing girls to enter the workforce — GWC is preparing them to lead, improve, and completely transform it.

Acting as outside general counsel, Schulte has provided pro bono services to GWC since we started working with its founder, Reshma Saujani, and set it up as a new, nonprofit entity in 2012. GWC relies on Schulte's tax, corporate, employment, and IP experience as it expands its impact globally and doubles down on meeting the need for young women around the world to excel in STEM.

GWC's efforts to teach girls coding and expose them to jobs in technology have now reached over 500,000 girls served through a variety of programming, including a summer immersion program, clubs, college loops, and coding from home.

# Partners In Health

## Making the impossible possible

For over three decades, **Partners In Health** has delivered high-quality healthcare and social services in the poorest areas of developing countries, partnering with local governments to bring about global change. Believing that quality healthcare is a universal human right, Partners In Health builds hospitals and other medical facilities, hires and trains local staff, and delivers a range of healthcare, from in-home consultations to cancer treatments. Partners In Health also removes barriers to maintaining good health, such as dirty water or a lack of food, and helps strengthen the rights of the poor. By working closely with local governments and alongside communities to design and deliver public health programs, Partners In Health has emerged as a leader in providing health services in poor and under-resourced settings.

Partners In Health began in 1987 after Dr. Paul Farmer and Ophelia Dahl helped set up a community-based health project in Cange, Haiti, called Zanmi Lasante (“Partners In Health” in Haitian Creole). The organization initially focused on treating people with HIV/AIDS in rural Haiti. Partners In Health now embraces a holistic approach to tackling disease, poverty, and human rights abuses in a variety of countries. The organization operates at the frontlines of healthcare services, providing treatment for a wide range of conditions and diseases, from malnutrition to multidrug-resistant tuberculosis (MDR-TB), complications of childbirth to schizophrenia.

In addition to direct patient care, Partners In Health works in partnership with leading academic institutions such as Harvard Medical School, generating robust evidence that underscores the effectiveness of its healthcare delivery model and advocating for global policies that support health equity.

In 2015, Partners In Health took the first steps towards realizing a long-sought aspiration — to create the University of Global Health Equity in Rwanda, a university that would advance global health delivery



*Photograph courtesy of Partners In Health*

by training a new generation of global health leaders and social medicine practitioners who are equipped in not just building but sustaining effective and equitable health systems.

Since 2005, Schulte has supported all aspects of Partners In Health’s work, guiding them as they grew to provide critical, lifesaving healthcare in 11 countries with more than 18,000 employees worldwide. Partners, special counsel, associates, summer associates, and business staff across all of our practice areas work with Partners In Health to help with their legal needs.

Schulte was deeply saddened by Paul’s untimely passing in 2022 and we worked closely with his family and loved ones to support the administration of his estate and to help ensure that his legacy would continue through Partners In Health’s extraordinary work.

# Gary Sinise Foundation

Where heroes live

American veterans have made unimaginable sacrifices to protect American freedom. **The Gary Sinise Foundation (GSF)** mobilizes all of its resources to ensure that severely wounded veterans, their families, and caretakers are equipped with the critical tools that allow them to live full and active lives.

Schulte represents GSF in relation to its R.I.S.E. program, which builds 100% mortgage-free, specially adapted smart homes for catastrophically injured veterans and provides home modifications, mobility devices, and adapted vehicles to wounded, ill, and aging veterans.

The Schulte team helps with the entire portfolio of documents required for veterans to participate in R.I.S.E. and to receive their houses and related benefits. We handle all of the legal work surrounding the purchase, building, and transfer of the homes built as part of the program. We also provide GSF with ongoing legal support in other key areas, including tax, intellectual property, and corporate governance.



# Friend of the Court

## Amicus Curiae Briefs

### US Supreme Court

#### Voting Rights

***Merrill v. Milligan*** — We filed an amicus brief to the Court on behalf of our pro bono clients **Southern Poverty Law Center**, the **League of Women Voters of Alabama**, the **League of Women Voters of the United States**, and **Stand-Up Mobile** outlining how the Alabama Legislature’s discriminatory congressional district map, which “packs” Black Alabamians into the state’s sole majority-minority district and “cracks” apart Black communities in other parts of the state into three separate districts in which they have no meaningful say, denies Black Alabamians an equal voice in government. The Court’s decision affirming that the state’s map violated Section 2 of the Voting Rights Act was an extraordinary outcome, and our brief likely played an important part in the result: a remarkably unremarkable ruling that voting rights remain the law of the land. Eleven lawyers and business staff worked on this important brief from our New York, London, and Washington DC offices.

#### LGBTQ+ Rights

***303 Creative LLC v. Aubrey Elenis, et al.*** — We filed an amicus brief with the US Supreme Court on behalf of our pro bono client **Tanenbaum Center for Interreligious Understanding** in response to a lawsuit

brought by a graphic designer who refuses to provide website design services to LGBTQ+ engaged couples on the basis of the graphic designer’s religious beliefs. The designer argued that the Colorado Anti-Discrimination Act (CADA) infringes on her First Amendment right to Freedom of Speech, claiming that her websites are artistic expression and that by prohibiting discrimination on the basis of sexual orientation, CADA burdens that expression. As an organization dedicated to religious liberty, Tanenbaum argued that a successful petition finding CADA unconstitutional would allow for discrimination against individuals based on either their religious beliefs or lack thereof. Unfortunately, the Court’s decision in *303 Creative* to allow the graphic designer to discriminate against LGBTQ+ engaged couples may prove to be a warning about the justices’ intentions to roll back protections for gay rights and about its views on the intersection of religious liberty and other constitutional rights.

#### Medicaid & Elder Care Rights

***Health and Hospital Corporation of Marion County, Indiana v. Talevski*** — While the question before the Court was whether an individual (in this case, a nursing home resident) can bring a claim against a private entity (a nursing home) to enforce their rights under a federal statute, we drafted an amicus brief outlining how Indiana’s public hospital system exploits the state’s nursing homes



Schulte has a long history of drafting amicus curiae briefs, also known as “friend of the court” briefs on behalf of our pro bono clients in the US Supreme Court and lower courts every year.

We are inspired by our founder Bill Zabel, who wrote the American Civil Liberties Union’s winning brief in the 1967 *Loving v. Virginia* case when the US Supreme Court overturned laws prohibiting interracial marriage nationwide.

The 2022 Fall Term is a good example of the breadth of amicus briefs that Schulte files each year.



in an illusory scheme to receive large sums of Medicaid funds and then divert those funds away from the nursing homes, thus depriving Medicaid-eligible residents of the care to which they are entitled and that the funds were intended to support. Horrifically, this also has resulted in Indiana receiving more supplemental Medicaid payments than any other state, yet its Medicaid-eligible nursing home residents languish in nursing homes that are consistently ranked the worst in the country. The Court’s finding that a beneficiary could pursue private enforcement of their rights will be a powerful tool to combat exploitation and to protect the most vulnerable.

## District Court for the Western District of Texas

### Abortion Care Rights

*Fund Texas Choice, et al. v. Ken Paxton, in his official capacity of Attorney General, et al.* — Our long-time pro bono client **Physicians for Reproductive Health** asked us to urgently draft and file this amicus brief on their behalf in support of the plaintiffs’ motion for a preliminary injunction against Texas’s anti-abortion laws. The brief outlines the ways that the Texas abortion bans violate the Commerce Clause by, among other reasons, seeking to control activity wholly outside the state’s borders, which includes prohibiting any person

or provider from leaving the state to obtain or perform an abortion in a state where it is legal. The brief also highlights how the Texas abortion bans subject abortion care providers and pregnant patients to potential liability, reputational harm, and uncertainty when seeking or providing safe and essential medical care.



Photograph courtesy © Aidan Sullivan

# Impact Litigation

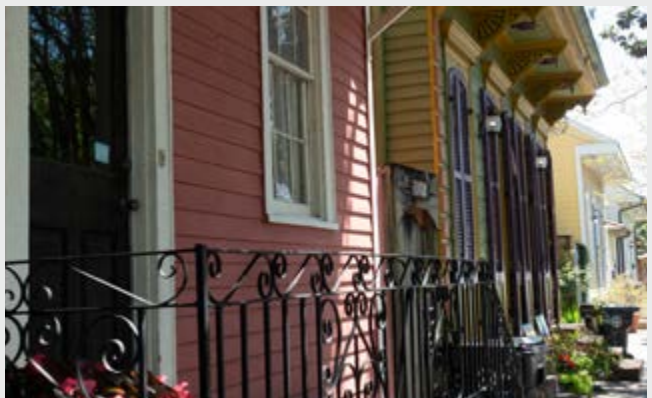
## Combating racial gerrymandering

Schulte filed a case alongside the **Lawyers' Committee for Civil Rights Under Law**, the **Southern Poverty Law Center**, the **ACLU of Georgia**, the **Southern Coalition for Social Justice**, and the **League of Women's Voters of the United States** to protect the voting rights of people of color in Cobb County, Georgia, in their local School Board elections. The case is an important part of those civil rights groups' strategy to focus on racial gerrymandering claims under the Equal Protection Clause after the Supreme Court declared Section 5 of the Voting Rights Act unconstitutional in Shelby County and all but neutered Section 2 of the VRA in *Brnovich*. This matter is significant because the intentional underrepresentation of minorities on the School Board greatly impacts minority children's lives at school. For instance, the white majority Board has used its over-representation to ban the teaching of certain topics about race while maintaining — over protests from the community — the name of a school named after a slave-owning Confederate soldier.



## Hurricane Katrina

In 2007, Schulte prevailed in a class action lawsuit against the Federal Emergency Management Agency (FEMA), preventing the agency from evicting more than 150,000 families who were Hurricane Katrina victims from their federally funded hotel rooms pending determinations on their applications for benefits.



## Mental Health Care for Indigent Children

Schulte and **The Bazelon Center for Mental Health Law** are co-counsel in a federal class action lawsuit against the District of Columbia for systematically denying critical community-based mental health services to Medicaid-eligible children. Too often, mostly Black and Brown children lack access in communities

to critical mental health services, forcing them to seek care in institutional settings, such as psychiatric hospitals and juvenile detention facilities, which are often located outside of DC. Traveling to and from those facilities forces already vulnerable children to be separated from their families and communities, causing significant, long-term harm. The team has enjoyed early wins and is engaging in extensive discovery as of the time of publication. The impact of this case could be extraordinary, improving mental health services for thousands of DC families.



## Freedom to speak and teach in public classrooms

As co-counsel with the **Lawyers' Committee for Civil Rights Under Law, ACLU,** and **ACLU of Oklahoma,** we represent a multiracial group of students and educators challenging an Oklahoma classroom censorship bill, HB 1775, which severely restricts public school teachers and students from learning and talking about race and gender in the classroom. This is the first federal lawsuit facially challenging one of these statewide bans that censor certain discussions in public classrooms. The lawsuit argues HB 1775 not only chills students' and educators' First Amendment right to learn and talk about these issues, but also prevents students from having an open and complete dialogue about American history — one that includes the experiences and viewpoints of all historically marginalized communities in this country.

## Adequate, competent public defense

For more than 10 years, Schulte was co-counsel with the **New York Civil Liberties Union** in a lawsuit against the State of New York, which resulted in more competent and accessible defense counsel for indigent defendants. We continue to ensure that New York State upholds its obligation to provide adequate funding for a just and equitable justice system.

# 1921 Tulsa Race Massacre

## The Worst Act of Domestic Terrorism in America's History

On May 31, 1921, one of the worst acts of domestic terrorism in US history completely decimated Tulsa's thriving, all-Black community of Greenwood. A large white mob, including members of the Tulsa Police Department, the Tulsa Chamber of Commerce, the Tulsa County Sheriff's Department, and the Oklahoma National Guard, as well as other city and county leaders, overwhelmed the approximately 40-square-block community, killing hundreds of Black residents, injuring thousands more, burning down over one thousand homes and businesses, and stealing residents' personal property.

The Tulsa Race Massacre case was wiped from our history books for decades and the survivors and the descendants of the Massacre have never had an opportunity to fight for justice in a court of law.

## Seeking Justice

To pursue justice through the legal system, we have partnered with our pro bono client, Tulsan lawyer and **Justice for Greenwood** founder Damario Solomon-Simmons, to co-counsel the

groundbreaking lawsuit, *Randle v. City of Tulsa et. al.* Schulte, Solomon-Simmons, and a team of civil and human rights lawyers represent the Massacre's only known living survivors. When we filed the lawsuit in 2020, our clients Lessie Benningfield "Mother" Randle, Viola "Mother" Fletcher, and Hughes "Uncle Redd" Van Ellis were, respectively, 106 years old, 106 years old, and 99 years old.

For more than two years, the legal team, with our clients by our side every step of the way, presented more than 20 hours of oral arguments and submitted hundreds of pages of briefs to the court opposing the defendants' aggressive delay tactics and motions to dismiss. The lower court, in a shocking and nonsensical last-minute entry on a late Friday afternoon in July 2023, dismissed the lawsuit after having allowed it to move forward a year earlier. We immediately appealed the ruling and the Oklahoma Supreme Court agreed to hear the appeal; unfortunately, while the appeal was pending, in October 2023 our client, American hero and WWII veteran Uncle Redd, passed away at the age of 102. We continue our fight for Mother Randle and Mother Fletcher — who, as of the time of publication, are both 109 years old — with the hope that they see justice in their lifetimes.

Survivors and our legal team at Tulsa Country Court, May 2023



**Justice for Greenwood (J4G)** is a network of volunteers, civil and human rights lawyers, academics, experts, Massacre survivors, and descendants advocating for reparations and justice on behalf of survivors and descendants of the 1921 Tulsa Race Massacre. J4G is also working to revitalize the Greenwood community and address the major areas of racial inequality and injustice directly caused by the Massacre.

As Schulte's relationship with Solomon-Simmons and the Greenwood community deepened through our work on the Tulsa Race Massacre litigation, J4G became a Schulte pro bono client. We provide general corporate support to J4G as well as partner with J4G on advocacy projects. Schulte business staff have been a critical resource to J4G's descendant outreach and oral history project.

From 2021 to 2023, Schulte lawyers (across every group in the firm) spent more than 9,000 hours working on the Tulsa Race Massacre litigation and for J4G, including preparing the survivors' wills and drafting their testimony before Congress. Schulte lawyers also have advocated for the US Justice Department's investigation of the Massacre, meeting with Assistant Attorney General Kristen Clarke and her team.

Schulte business staff have spent hundreds of hours providing public relations, communications, docketing and court services, and IT support. In addition, an amazing team of 15 business staff each dedicated several hours a week to J4G, calling hundreds of self-identified Massacre descendants as part of J4G's descendant outreach and oral history project.



As a Black woman, being given the opportunity to work pro bono with Justice for Greenwood on the Tulsa Descendants Outreach Project was unbelievably moving. I had never heard of the Tulsa Race Massacre. Learning that history was painful, but being able to help the living descendants with their case is something I am extremely proud of. I'm also proud to be working for a firm that continues to demonstrate that we matter.



— Donna Izzard,  
Schulte Director of Training & Development

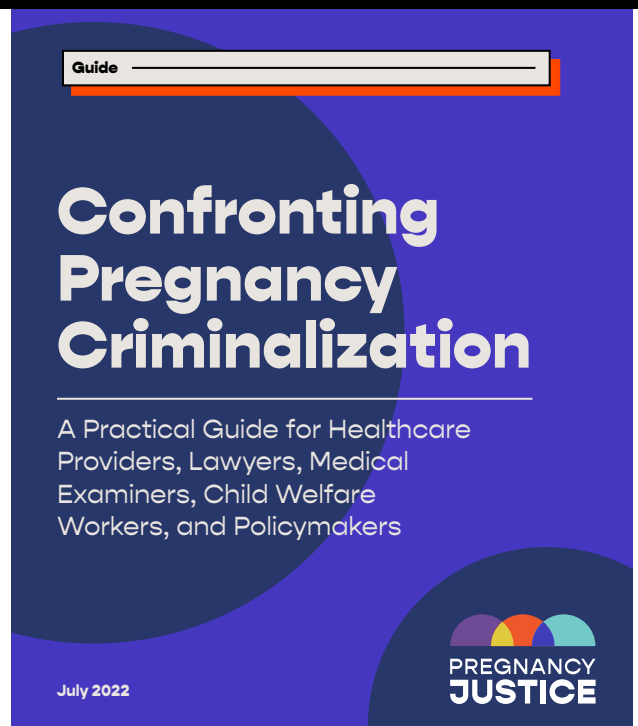
# Collaborations

Schulte's commitment to social justice, human rights, and supporting the most vulnerable and marginalized has never wavered. In addition to our work to strive for justice through the legal system and to support dozens of nonprofit organizations as their outside general counsel, we frequently collaborate with our pro bono clients on important initiatives to confront their most pressing issues and to seek justice through advocacy, education, and raising awareness.

## Collaborating to Protect Reproductive Health

While we have worked with **Pregnancy Justice** since 2015, we deepened our collaboration in 2022 as we anticipated the inevitable overturning of *Roe v. Wade* and the ongoing assault on a pregnant person's right to healthcare.

Pregnancy Justice works to secure the human and civil rights, health, and welfare of pregnant and parenting women, and those who are most likely to be targeted for state control and punishment — low-income women, women of color, and drug-using women. Schulte partnered with Pregnancy Justice to research and draft the timely multidisciplinary guide, "Confronting Pregnancy Criminalization," which provides necessary tools and strategies to confront the criminalization of all pregnancy outcomes. The guide has been cited in countless publications, including by the US Department of Health and Human Services in its proposed rule to increase privacy protections surrounding reproductive healthcare and in a comment submitted to HHS on behalf of 23 State Attorneys General.



ACKNOWLEDGMENTS

## Thank you to

Schulte Roth & Zabel LLP, including Special Counsel for Pro Bono Initiatives Sara Solfanelli and firm co-authors Heather N. Wyckoff, Georgia A. Haniuk, Meghan J. Carey, Ryan L. Newbrough, Dominic Sharma, Marissa Volpe, Jesse Weissman, and Shannon B. Wolf. And thank you to Pregnancy Justice co-authors Emma Roth, Afsha Malik, and Dana Sussman.

## Collaborating to Advocate for LGBTQ+ Rights

Schulte worked closely with **SAGE**, a national advocacy and services organization for LGBTQ+ elders, to draft a federal bill that, among many things, bars discrimination on the basis of sexual orientation and gender identity in long-term care settings. We continue our work with them on similar state bills. We also worked with SAGECare, a division of SAGE that provides credentialing and training to skilled nursing care facilities to create more welcoming and inclusive communities for LGBTQ+ older adults.

Recorded incidents of discrimination and abuse include facility staff having forced LGBTQ+ residents to wear clothing contrary to their gender identity and expression, refusing to use a resident's pronouns and/or name, and imposing de-transitions, among others.

We also assessed the impact of Florida's Stop WOKE Act (the "Act") on SAGECare's work in Florida. The Act prohibits, among other things, employers from requiring employees to participate in DEI trainings that address certain concepts of privilege or inequity based on gender, race, or sexuality. Schulte advised SAGECare on ways to navigate/mitigate the impact of the Act on SAGECare's exposure while still adhering to SAGECare's mission.

“

With rare exceptions, all of your most important achievements on this planet will come from working with others – or, in a word, partnership.

— Dr. Paul Farmer  
(1958–2022)

”



# Voting Rights

In 1965, Congress passed the Voting Rights Act to outlaw racial discrimination in voting, and it became our nation's most successful and consequential civil rights law.

In 2013, the US Supreme Court's ruling in *Shelby County v. Holder* eviscerated the most powerful provision of the Voting Rights Act: the Section 5 preclearance requirement. Under Section 5, certain jurisdictions were required to obtain preclearance from the Justice Department or the US District Court for the District of Columbia before implementing any change in a voting practice or procedure. Thus, under Section 5, discriminatory voting practices could be blocked before they went into effect. **The John Lewis Voting Rights Advancement Act** (H.R.4) would restore Section 5.

In support of H.R.4, a team of Schulte lawyers and business staff worked tirelessly to draft a 100+ page Report, "Selma, Shelby County, & Beyond: Alabama's Unyielding Record of Racial Discrimination in Voting, the Unwavering Alabamians Who Fight Back, & the Critical Need to Restore the Voting Rights Act." The Report reveals current, consistent, and well-documented racial discrimination in voting in Alabama and shares the first-hand experiences of 56 Alabama voters.

Schulte drafted this Report on behalf of our pro bono client **The Southern Poverty Law Center (SPLC)**.

The Report was submitted into the Congressional Record on August 16, 2021.

Deepening our collaboration with SPLC, in addition to drafting and filing an amicus brief with the US Supreme Court urging the Court to preserve Section 2 of the VRA, we are also co-counsel with SPLC on a lawsuit challenging racially motivated redistricting in Cobb County, Georgia.



# Election Protection

Voting and civil rights continue to be threatened as debate over voter suppression has intensified since the US Supreme Court's decision in *Shelby* weakened key sections of the Voting Rights Act. **The Lawyers' Committee for Civil Rights Under Law** works year-round through its national, non-partisan Election Protection coalition to ensure all voters have an equal opportunity to vote and have that vote count. Election Protection's national voter hotlines assist voters with problems and guide them throughout the voting process, regardless of party affiliation. Given the raft of state voting laws enacted since the 2020 election

and the COVID-19 crisis, and the ways in which they may have adversely impacted the ability to vote, it is essential for the Election Protection hotline to be a reliable source of information to those who need it.

In the 2020 and 2022 elections, Schulte took a leadership role in ensuring the integrity of elections. Dozens of Schulte associates, special counsel, partners, and business professionals joined the efforts in hosting a call center that received calls from five states and the District of Columbia.



# CUNY Citizenship Now!

Schulte has long partnered with **CUNY Citizenship Now!** to empower immigrants in New York City by supporting them on their path to US citizenship. It is difficult to navigate the onerous and confusing process of applying for citizenship. Becoming a US citizen gives immigrants and their families immeasurable pride and security.

Every month, Citizenship Now! hosts a group application event that assists hundreds of permanent residents with their applications for naturalization. Schulte lawyers and business staff regularly volunteer at their events to assist with the applications and the logistics of these large-scale, impactful events.



# Responding to Crises

As we witness humanitarian crises unfold around the world — from the enduring impact of COVID-19 to Afghanistan’s return to Taliban control to the war in Ukraine and to migrants fleeing violence, climate disasters, and political unrest — Schulte stands at the ready to use our legal skills and resources to help.

## COVID-19

In 2020, when the pandemic hit and lockdowns became commonplace, law firms were called upon to assist healthcare organizations in coping with the devastation to their budgets, their clients, and their employees. Schulte did not have to invent ways to be helpful.



Photograph courtesy © Veronique de Viguerie

We already represented many health providers such as our largest pro bono client **Partners In Health** as well as **Physicians for Human Rights**, **Healthright International**, **Village Health Works** (who built and operate hospitals in Burundi), **Care for the Homeless**, and **PIVOT** (who provide healthcare in Madagascar).

We immediately began work for many of them as well as advising on pandemic-related matters for non-healthcare groups in employment, CARES Act submissions, recovering deposits for cancelled events,

and supporting survivors of domestic violence who were suddenly “locked in” with their abusers.

Throughout 2020, more than three dozen existing pro bono clients turned to us for help with COVID-19-related matters, and the firm stepped up to provide the same support and guidance as we did for all of our clients during that difficult year.

## Global Conflicts

When the Taliban took control of Afghanistan, more than a dozen lawyers volunteered to help a small nonprofit, **Too Young To Wed (TYTW)**, evacuate high-risk Afghan women, including translators, journalists, and activists, and their families. With Schulte’s support, TYTW has evacuated or secured safe houses for more than 1,000 Afghans. Schulte now represents one such Afghan family that found refuge in the United States in their application for asylum.



Photograph courtesy © Harriet Logan

As the war in Ukraine raged on, Schulte partnered with **Immigration-ARC** and **New York Law School** to host a one-day clinic to help Ukrainian and Afghani refugees apply for Temporary Protected Status in the United States.

### Seeking Security

Schulte lawyers continue to partner with **Immigration Equality** and **Urban Justice Center (UJC)** to represent individuals who risk their lives to come to the US to escape persecution against LGBTQ+ individuals in their home countries.

We also joined the **Domestic Violence Project at UJC** to help survivors of intimate partner violence obtain secure immigration status under the Violence Against Women Act (VAWA) to empower them to live freely.

In 2020, **Sanctuary for Families** created a Remote Order of Protection clinic to ensure the safety of survivors. A dozen lawyers volunteered to assist pro se litigants to navigate the complicated process.



Photograph courtesy © Brent Stirton for UJC

### Supporting Migrants

Since 2022, over 100,000 individuals seeking asylum arrived in NYC and more are arriving each day. Individuals are barred from applying for work authorization until their asylum applications are completed. Asylum seekers are eager to gain work authorization so they can support themselves and their families and contribute to NYC's economy and community without the fear of exploitation.



Photograph courtesy © Alejandro Cegarra

In 2023, more than 45 Schulte lawyers volunteered at the **NYC Asylum Application Assistance Center** and at **Legal Aid Society's** Work Permit Clinics to help some of our newest and most vulnerable New Yorkers. We also volunteered to assist migrants in applying for Temporary Protected Status through a virtual clinic with **HIAS**, a global refugee resettlement organization.

# Brooks Burdette Fellowship

In 2009, Schulte created the Brooks Burdette Fellowship in honor of Brooks Burdette, Schulte's late litigation partner who was a long-time Chair of the Pro Bono Committee and whose commitment to public interest work was exemplary. Each year, through a competitive selection process, a Schulte associate is embedded for six months with a pro bono client while continuing to receive their full salary and benefits from the firm. The Fellow works full-time and exclusively for the nonprofit organization, at no cost to the organization, but with continued pro bono support from throughout the firm.

Since its inception, the following pro bono clients have hosted a Brooks Burdette Fellow:

## 2009

The Lawyers' Committee for Civil Rights Under Law

## 2010

Human Rights First

## 2011

Sanctuary for Families / Partners in Health

## 2012

The Innocence Project

## 2013

The New York Civil Liberties Union

## 2014

The New York Civil Liberties Union / Tanenbaum

## 2015

Youth Represent / WHEDCo

## 2016

Henry Street Settlement / Community Resource Exchange

## 2017

The Opportunity Agenda

## 2018

Community Service Society

## 2019/20:

Urban Justice Center

## 2021

Asian American Legal Defense and Education Fund (AALDEF)

## 2022

Pregnancy Justice

## 2023

SAGE (Advocacy & Services for LGBTQ+ Elders)

## Schulte summer pro bono week

Each summer associate spends one week at a nonprofit legal organization selected from among the firm's regular pro bono clients. We were the first firm in New York City to include a pro bono week in our summer program. Please note the dozens of clients on page 21 who have hosted our summer associates.



# Howard Godnick Public Service Award

Randall Adams, Inaugural Award Winner 2022



Randall Adams is a partner in the Litigation Group at Schulte Roth & Zabel. He focuses his practice on commercial and business disputes, shareholder activism litigation, and securities class actions.

First as an associate and now as a partner, Randall has spearheaded, led, and contributed to a diverse and

important array of more than 30 pro bono matters. Currently, Randall is a lead lawyer on the 1921 Tulsa Race Massacre litigation.

An ardent advocate for LGBTQ+ rights, Randall spearheaded and managed Schulte's participation in a name change clinic for transgender clients and has served on several teams filing amicus briefs with the US Supreme Court in defense of LGBTQ+ rights.

Randall worked with the Lawyers' Committee's Election Protection program in the run-up to the 2020 election. Randall preemptively drafted 12 briefs before the election on various legal issues that could arise on election day so that the rapid response team could bring matters to Court in New York without delay. Randall has also worked on immigration matters and directly represented individuals referred by Legal Aid and other public legal services organizations.

Randall's dedication and passion for helping others through pro bono work is an inspiration across the firm. His leadership, guidance, and support motivate not only his peers to become increasingly engaged in pro bono work, but also motivate the younger generation of lawyers to get involved and give back.

## Howard Godnick

1958–2021



Howard Godnick was a litigation partner from 1995 to 2018. Howie was lead counsel in *McWaters v. Federal Emergency Management Agency (FEMA)*, the class action lawsuit that secured temporary housing assistance for tens of thousands of Hurricane Katrina evacuees.

From 2005 through the successful conclusion in 2007, Howie spent more than 750 hours on the lawsuit,

overseeing 68 lawyers and business staff who worked more than 8,500 hours to help families remain secure and avoid eviction. Schulte and Howie received numerous local and national awards honoring this pro bono work.

Before law school, Howie was an actor, street mime, and stand-up comic, appearing on "Saturday Night Live" from 1981 to 1983 as a regular extra and bit-part player. Howie was much beloved by his colleagues and is survived by his partner Carey and sons Max and Andrew.

“Schulte has been a critical, valued partner in our advocacy for many years, collaborating on important projects supporting children in Alabama and Mississippi, and providing significant support for our voting guide for people with mental disabilities. More recently, Schulte has dedicated extraordinary resources as co-counsel to our class action on behalf of indigent children and youth with mental health disabilities against the District of Columbia.”

— Lewis Bossing, Senior Staff Attorney,  
Bazelon Center for Mental Health Law



“Schulte has been there since Foundation Rwanda’s inception in 2007 — helping us to grow as a grassroots organization and providing expert legal advice every step of the way. Fifteen years later and over 1,700 Rwandan beneficiaries empowered, their unwavering commitment to justice and their innovative approach have allowed Foundation Rwanda to thrive beyond our wildest dreams.”

— Jules Shell, Co-Founder & Executive  
Director, Foundation Rwanda

*Pictured above from left to right:*  
Jules Shell, Foundation Rwanda; Agathe, Foundation Rwanda mother; Sara Solfanelli,  
Schulte Roth & Zabel, Special Counsel for Pro Bono Initiatives, in Kibuye, Rwanda

“Schulte’s collaborative approach and dedicated commitment resulted in a work product that we shared with our allies as a model. ...[The Southern Poverty Law Center is] incredibly grateful for your time, energy, dedication, and passion. It has been clear from day one how seriously you took this assignment, and we have trusted you with it ever since. You have made us incredibly proud, and I cannot wait for Congress to read this.”

— Caren Short, 2021 Interim Deputy Legal Director, Voting Rights, Southern Poverty Law Center, on the 100+ page report, “Selma, Shelby County, & Beyond: Alabama’s Unyielding Record of Racial Discrimination in Voting, the Unwavering Alabamians Who Fight Back, & the Critical Need to Restore the Voting Rights Act”

# Clients

Bolded clients participate in our summer pro bono program.

100 Women in Hedge Funds

Ackerman Institute for the Family

**Anti-Defamation League**

**American Friends  
Service Committee**

The Apollo Theater  
Foundation, Inc.

**Asian American Legal  
Defense & Education Fund**

Borderless Technologies

Bronx Documentary Center

Care Chairz

**CASES**

**Center on Safety and Change**

City Bar Justice Center

Coalition for Asian American  
Children & Families

Common Justice

Community Resource Exchange

**Community Service Society**

Consortium for Street Children

**CUNY Citizenship Now!**

Debate Spaces

Dress for Success

Figure Skating in Harlem

Filling in the Blanks

First Up

Foundation Rwanda

Friends of Firefighters

Friends of the East River  
Esplanade

Futures Ignite

**GMHC (Gay Men's Health  
Crisis)**

Gibney Dance

Girl Scouts of Greater New York

**Girls Who Code**

Gladiator Sports Inc.

**Global Doctors for Choice**

GLO Good Foundation

Glynwood

Govern for America

Habitat for Humanity

HealthRights International

Help for Children

**Henry Street Settlement**

**HIAS**

Home Care Training Institute

**Human Rights First**

**Human Rights Watch**

**Immigrant ARC**

Immigrant Defense Project

Immigrant Justice Corps

**Immigration Equality Inc.**

Independent School Admissions  
Association of Greater NY

**Innocence Project**

Institute for Justice and  
Democracy in Haiti

Interfaith Prison Partnership

International Coalition of  
Girls Schools

Islamic Museum of New York City  
(IMNYC)

**Jewish Association Serving  
the Aging (JASA)**

Joyce Theater

Justice for Greenwood  
Foundation, Inc.

Katonah Museum of Art

KidSpirit

Lawyers' Committee For Civil  
Rights Under Law

Lawyers for Good Government  
Foundation

LeagueApps FundPlay  
Foundation

**Legal Momentum**

**Legal Services of New York**

Los Deliveristas Unidos (LDU)/  
Workers Justice Project

MAZON

**Mobilization for Justice**

Mount Sinai Medical-Legal  
Partnership

**National Center for Access  
to Justice**

National Women's Law Center

Neighborhood Housing Services

New Leaders, Inc.

**New York Civil Liberties Union**

New York Council of  
Defense Lawyers

**New York Legal  
Assistance Group**

North American Conference  
on Ethiopian Jewry

**Northern Manhattan  
Improvement Corporation**

NYAG Pro Bono Task Force for  
Reproductive Health

NYCDS Rikers Writ Project

Only Make Believe Inc.

**Open Hands Legal Services**

Opportunity Network

Pace Law Food & Beverage Clinic

ParkMed NYC

**Partners for Dignity & Rights**

**Partners in Health**

**PEN American Center**

Physicians for Reproductive  
Choice and Health

**Pregnancy Justice**

PIVOT

Prison Policy Initiative

**Project Guardianship, Inc.**

Promise of Justice Initiative

Push for Empowered  
Pregnancy Inc.

**Riverkeeper**

**SAGE USA**

**Sanctuary for Families**

Second Stage Theatre

Shades of Yale

Shiv's Third Eye

Soar Over Hate

The Southern Poverty  
Law Center

Stand Up! Girls

Street Law

Surveillance Technology  
Oversight Project (STOP)

**Tannenbaum Center**

The Acceleration Project

The Bazelon Center for  
Mental Health Law

**The Brennan Center**

The Chick Mission

The Damon Runyon Cancer  
Research Foundation

The Fort Ticonderoga  
Association

The Gary Sinise Foundation

The GO Project, Inc.

The Hispanic Society

The Ian Parry Scholarship

The League of Live Stream  
Theater

**The Legal Aid Society**

The Queen Elizabeth II  
September 11th Garden, Inc.

The Remedy Project

The Second Look Project

The Sidney Hillman Foundation

The Workers Circle

Too Young To Wed

**Transgender Legal Defense &  
Education Fund (TLDEF)**

Tulsa Racial Justice Initiative

UrbanGlass

Union Settlement

**Urban Justice Center**

Urban Pathways

**Vera Institute of Justice**

Vibrant Emotional Health

Village Health Works

Voice of the Experienced

**Volunteers of Legal Services**

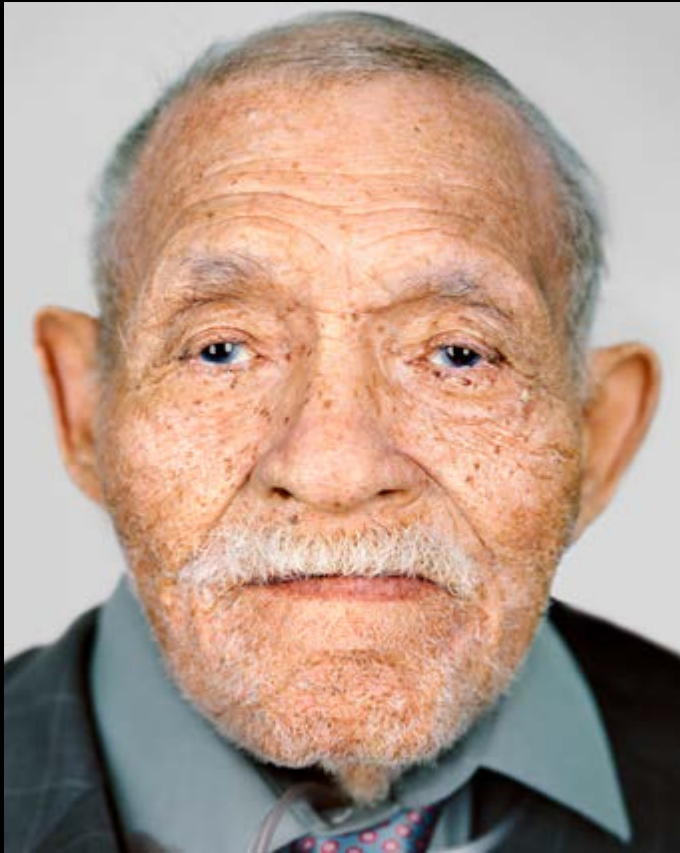
**WHEDCo**

Women and Girls Initiative

Women's Campaign International

World Science Festival

**Youth Represent**



Hugh "Uncle Redd" Van Ellis, b. 1921 – d. 2023  
Survivor, 1921 Tulsa Race Massacre



Viola "Mother" Fletcher, b. 1914  
Survivor, 1921 Tulsa Race Massacre

Photographs courtesy of © Martin Schoeller.

Martin Schoeller (b. 1968, Germany) is one of the world's preeminent contemporary portrait photographers. He is most known for his extreme close-up portraits, a series in which familiar faces are treated with the same scrutiny as the unfamous. Schoeller's close-up portraits emphasize, in equal measure, facial features of his subjects — world leaders and indigenous groups, movie stars and the homeless, athletes and artists — leveling them in an inherently democratic fashion.

Schoeller's portraits are exhibited and collected internationally, as well as being part of the permanent collection of the National Portrait Gallery, Smithsonian Institution, Washington, DC. Martin lives and works in New York City.

*On the cover:*

Lessie Benningfield "Mother" Randle, b. 1914  
Survivor, 1921 Tulsa Race Massacre



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