



Promoting justice for all

Microsoft 2022 Pro Bono Report



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Pro bono volunteers Trina Saldana, Betsy Mullen, Paola Kuvac, Tom Wong



I grew up in Tehran, Iran, and my grandparents lived by the Caspian Sea in a town called Sari. They had orchards of citrus trees surrounded by tall evergreens that served as natural fence lines. I used to walk with my father through the orchards, and one time he stopped to teach me an important lesson.

“Look at the evergreen trees,” he said and pointed toward the sky. “They stand tall and seek admiration, yet they bear no fruit.” He then pointed down to the orchard. “Now look at the citrus trees. While their branches hang low toward the earth, they bear fruit. Just like the citrus trees, the more you accomplish, the lower you should hold your head.” I lost my father this year, but his lesson about humility will stay with me all my life.

I share this story of the orchard as it reminds me of the exceptional work being done through Microsoft’s Pro Bono Program. Like the citrus trees, the humility displayed by our volunteers, pro bono team, and partners has resulted in many fruitful outcomes such as reuniting children with their parents, making sure Dreamers can live and thrive in the United States, and so much more.

In our latest Pro Bono Report, you’ll find stories of individuals who are making an impact to address access to justice along with updates on our progress. This year alone, at least 217 pro bono clients received free legal aid provided by 160 Microsoft pro bono volunteers with the aid of 14 legal aid organizations. In addition to donating our time and skills, Microsoft is committed to advocating for legal aid solutions. This year [we joined 161 other legal departments to petition Congress](#) to increase funding to the Legal Services Corporation, the largest funder of civil legal aid in the United States.

Thank you to the many nonprofit organizations who partner with Microsoft, our small team running the pro bono program under Beth Henderson, and our pro bono volunteers. With so many challenges facing our society today, we often find ourselves solving the challenge

at hand. Addressing commonalities among these challenges together through efforts like the Microsoft Pro Bono Program, however, creates the virtuous dynamic of “one hand lifting the other” and increases our collective impact across them.

There are so many more people who need help. Please consider volunteering your time and skills, donating, and getting involved.

Humbly,

Hossein Nowbar



Hossein Nowbar

*Microsoft Corporate Secretary,
Corporate Vice President, and
General Counsel of Corporate Legal Affairs*



I'm proud to share Microsoft's third annual Pro Bono Report. The mission of the Microsoft Pro Bono Program is to inspire and empower Microsoft employees and community partners to create solutions that promote justice for all by providing those in need with access to legal knowledge, resources, and services. In this year's report, you will find two core sections that align with the pillars of our mission: Providing Direct Legal Services and Expanding Access to Legal Knowledge and Resources.

Throughout the report, you will find many wonderful written and visual stories that highlight the impact of Microsoft's Pro Bono Program. One example is our longstanding and dedicated commitment to serving community members who are eligible for the immigration benefit known as Deferred Action for Childhood Arrivals (DACA). As we marked the 10-year anniversary of the DACA program this year, Microsoft employees surpassed **2,500 hours of total time volunteered to supporting the DACA clinics we have hosted with the Northwest Immigrant Rights Project since 2012.**

The human experience is also woven throughout this report, from the dedication to our late colleague Amra Kondza to the story of Seattle Clemency Project client James Rollins to the video featuring Equal Justice Works' fellow Ming Cheung.

Like the image on the report's cover, these stories demonstrate the power of human connection. When we come together to provide pro bono legal assistance, the benefits extend well beyond the person receiving the assistance. We not only help a person in need, but we grow and learn as individuals and make our communities stronger.

Thank you to the many wonderful employees, partners, and clients who make the Microsoft Pro Bono Program—and this report—possible. It's a true honor to be able to lead this program and to work alongside so many talented, determined, and compassionate individuals. I look forward to working together with you to continue to develop scalable and durable solutions that promote justice for all.

Beth Henderson



Beth Henderson

*Microsoft Assistant General Counsel
and Senior Director of the Microsoft
Pro Bono Program*

Tribute to Amra Kondza

On March 5, 2022, Amra Kondza, a long-time and much-loved Microsoft employee and dedicated pro bono volunteer, passed away. In honor of Amra and her service to others, the Microsoft Pro Bono team dedicates this year's report to her, and we encourage you to donate your time and skills to promoting equal justice.

A few of Amra's friends and colleagues share about Amra's powerful impact on their lives:

“

Amra was a generous and dedicated pro bono volunteer who regularly volunteered. Thank you Amra for giving so much to support people in need. We are fortunate to have worked alongside you and will miss you deeply.

Beth Henderson
Microsoft Pro Bono Program Director

“

I will always remember Amra as the strongest and bravest woman I know, her love for shoes, and love for chocolate. She survived war times in the former Yugoslavia but was always very proud of her heritage and her hometown of Mostar. Amra was willing to help others and very passionate about immigration volunteer projects such as the DACA clinic and KIND cases. I will miss her so much but I will always remember her smile and strength.

Alessandra Reyes
Microsoft pro bono volunteer

“

Amra made our lives better and brighter every day—the unexpected word of encouragement, the spontaneous acts of kindness, the stashes of fancy chocolate that she shared, the dry wit, the crisply expressed views of unacceptable COVID haircuts (mine), the empathy and care she brought to her pro bono practice—we will miss all of that and her more than words can ever express.

Ranjit Narayanan
Microsoft pro bono volunteer



Amra Kondza (left) and Alessandra Reyes (right) at a DACA clinic hosted by the Microsoft Pro Bono Program

2022 Pro Bono by the Numbers



217+

Clients assisted through pro bono service



880+

Hours volunteered for Protecting Journalists



99

DACA applicants assisted



630+

Hours volunteered for the Afghan Asylum Initiative



500+

Hours volunteered to support domestic violence survivors



117

Volunteers for KIND



800

Hours invested in Virtual Records Clinic



68

Volunteers for Seattle Clemency Project

Providing direct legal services

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Kids in Need of Defense

No child should face immigration court alone

A growing number of children around the world lack basic safety and security because of natural disasters, political instability, and other crises. These children often have no choice but to seek protection in another country and many travel on their own without a parent or guardian.¹

In 2021, nearly 150,000 unaccompanied children left their home countries and made a perilous journey to the United States in search of protection.² Like adults placed in U.S. immigration proceedings, unaccompanied minors are not appointed legal representation and must represent themselves in court, gather witnesses, and build a legal case which almost no child speaking any language has the resources and developmental capability to do.

Without a lawyer, the odds are strongly stacked against these vulnerable children—9 out of 10 cases are denied and children are deported, which sends them right back to the life-threatening situations that caused them to flee in the first place.³

Despite all of this, there is hope. Studies show that children are nearly 100 times more likely to receive immigration relief if they have legal representation.⁴ [Kids in Need of Defense](#) (KIND), a nonprofit legal aid organization, helps unaccompanied minors gain access to legal counsel and other social services.

This last year, 20 Microsoft volunteers donated over 600 hours to support U.S. KIND cases.

Since Microsoft co-founded KIND in 2008, 117 pro bono volunteers at Microsoft have donated their legal and language skills to help unaccompanied children navigate the U.S. immigration process.

Thirteen new matters were assigned to Microsoft employees, and **10 clients received either a green card or asylum to achieve U.S. permanent residency.**

Additionally, Microsoft employees outside of the United States have worked with KIND and KIND's global partners to provide legal support to unaccompanied children seeking protection in France, Ireland, and the United Kingdom and Ireland.

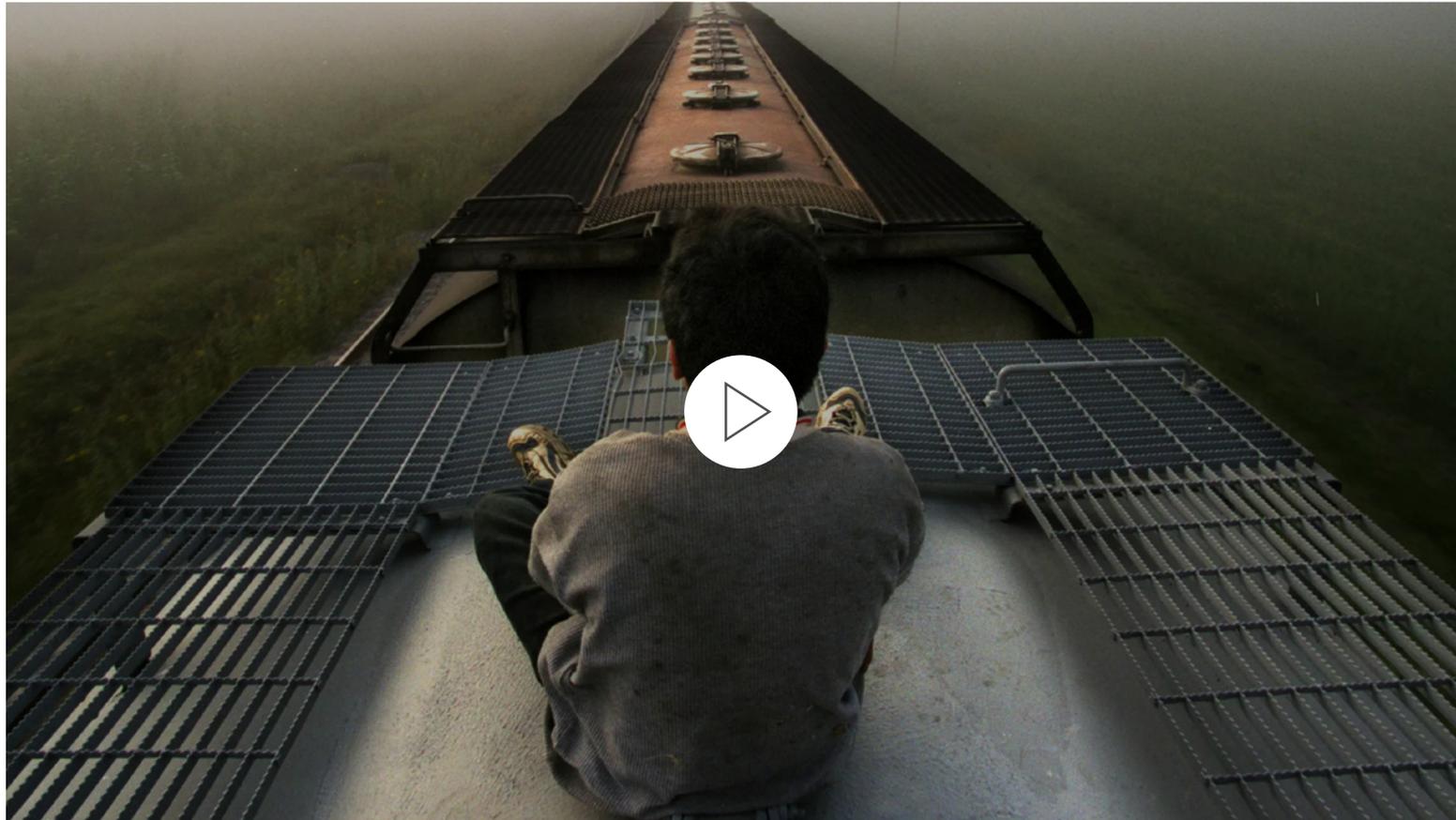


KIND
KIDS IN NEED OF DEFENSE

¹ Source: [UNICEF Report about child migration worldwide](#); ² Source: [Council on Foreign Relations, U.S. Detention of Child Migrants, Dec 2021](#);

³ Source: [Congressional Research Service, Unaccompanied Alien Children: An Overview, Sept 2021](#); ⁴ Source: [TRAC Immigration Project](#)

Kids in Need of Defense



This year, Microsoft hosted Pulitzer Prize-winning journalist and KIND board member, Sonia Nazario, for an intimate look at her experience riding the trains as a journalist to write "Enrique's Journey: The story of a boy's dangerous odyssey to reunite with his mother."

From this event, 20 new volunteers took on a case.



The immigration of Latin American minors across the southern U.S. border has been an impactful crisis for me to watch over the past few years, and I didn't want to sit by and do nothing when I knew I had valuable skills to offer."

Jennifer Polera

Microsoft pro bono volunteer

Deferred Action for Childhood Arrivals

Advocating for the fundamental right to fair immigration

Through extensive lobbying and advocacy by undocumented youth often referred to as “Dreamers,” former President Obama issued a 2012 Executive Order that created the Deferred Action for Childhood Arrivals (DACA) program. This program has helped Dreamers obtain protection from deportation and an Employment Authorization Document (EAD).

Shortly after DACA came into effect in 2012, the [Northwest Immigrant Rights Project](#) (NWIRP) and Microsoft formed a partnership to host monthly pro bono DACA clinics. Those clinics continue today. Dreamers with DACA status, including the nearly 300 Dreamers in Washington State, must file renewal applications every two years.

Since the clinic’s inception 10 years ago, over 100 Microsoft volunteers have helped community members renew their DACA status and employment authorization.

This year, 99 DACA clients worked with 48 Microsoft volunteers to process their applications.

With the fate of the DACA program on the line following a recent federal court decision declaring DACA illegal, advocacy efforts on behalf of Dreamers are more important than ever. As a member of the Coalition for the American Dream, Microsoft recently signed a letter along with dozens of other Fortune 500 companies urging Congress to pursue bipartisan measures to protect Dreamers. To learn more, read the [October 20, 2022 letter from the Coalition for the American Dream](#).

Northwest
IMMIGRANT
RIGHTS
Project

“

Because of the uncertainty many Dreamers face with respect to their U.S. immigration status, Microsoft remains committed to monthly DACA clinics with the Northwest Immigrant Rights Project and continues to advocate for bipartisan legislation to provide protection for our nation’s Dreamers.”



Brad Smith
Vice Chair and President,
Microsoft

Pro Bono and Accessibility teams help a Dreamer

The U.S. government does not provide translators or accommodations to Dreamers in need of assistance in filling out their DACA applications. This means that individuals in need of this support must pay for someone to assist them or find pro bono services.

At one of this year’s DACA clinics hosted by Microsoft and the Northwest Immigrant Rights Project, a client needed an American Sign Language (ASL) interpreter to facilitate communication with the volunteer team preparing their DACA application.

Microsoft’s Pro Bono and Accessibility teams partnered to provide this individual with the support required on a pro bono basis. Through the Accessibility Team’s ASL Pro Bono Program, employees who work as ASL interpreters at Microsoft are encouraged to volunteer their time to address the shortage of certified sign language interpreters. **This past year, five Microsoft ASL interpreters volunteered over 100 hours in support of the deaf, deaf-blind, and hard of hearing communities.**



Learn more about accessibility at Microsoft

Afghan Asylum Initiative

Helping at-risk Afghan nationals pursue safety in the United States through the asylum application process

The U.S. military withdrawal from Afghanistan in August 2021 resulted in the evacuation of over 84,000 Afghan nationals to the United States. Many of these individuals risk being harmed by the Taliban because of their work with the U.S. government.

Upon their arrival to the United States, the U.S. government granted Afghan evacuees a temporary, two-year parole status. Under [Operation Allies Welcome](#), hundreds of refugee resettlement agencies and community organizations have resettled these Afghans in communities across the United States.

Those Afghan evacuees must now navigate the complicated U.S. immigration system to find a pathway to permanent status in the United States. While some of the Afghan evacuees will qualify for special visas based upon their work for the U.S. military, many do not meet the narrow eligibility criteria for these visas and must instead request asylum.

To address this need, Microsoft teamed up with the global immigration law firm of Fragomen and a referring organization to assist evacuated Afghans and their families who worked for this organization in Afghanistan.⁵

Over the course of several weeks this year, over 20 Microsoft attorneys and business professionals worked quickly and efficiently to prepare and file asylum applications for 7 Afghan national clients through this initiative.

Many of these clients are now being scheduled for their asylum interviews, and the Microsoft volunteers will be joining them either virtually or in person for these interviews. Without this support, these individuals may not get the legal protection they deserve and would face grave danger if they had to return to Afghanistan.



As an American, I felt a responsibility to help those that were fleeing Afghanistan because of their support for the United States and a democratic government. Our clients are some of the bravest people I have ever met. They faced grave personal danger and harm due to their commitment to democracy and human rights. I hope that our work can help them find some stability and peace in the United States."



Barbara Leen
Senior Corporate Counsel and lead pro bono attorney for the Afghan Asylum Initiative

⁵ To protect the safety of the individuals associated with this organization, we are not publicly disclosing its name.

Seattle Clemency Project

Helping secure reduced or commuted prison sentences

Seattle Clemency Project works with incarcerated individuals sentenced to lengthy prison terms in Washington State who have reformed themselves and who are strong candidates for a reduced or commuted prison sentence through a clemency petition or a request for resentencing.

Because Washington State abolished parole in 1984, the clemency and resentencing processes are often the only pathways for establishing that a prison sentence no longer serves its purpose upon considering a person's rehabilitation. These pathways, however, are often arduous and may require cost-prohibitive legal representation.

In 2018, Microsoft began its pro bono partnership with the Seattle Clemency Project, and since then, **68 Microsoft employees have volunteered to provide direct legal services to 30 Seattle Clemency Project clients.**

This year, four of these clients secured reduced or commuted prison sentences.

Microsoft volunteers Julie Florida, Jacquelyn Krones, and Jenner Mandel helped James, a Seattle Clemency Project client, secure release from prison after serving 26 years. James shares his story in his own words on the following page.



I don't think I have ever done something in my legal career that made me as proud as seeing my client's reaction."



Ty Kayam
Corporate Counsel and
Microsoft pro bono volunteer

Seattle Clemency Project

James' story

"My team surrounded me on all sides until I was okay."

"I've spent the last 26 years raised in prison. I was born into gang life. Me and my six siblings were on our own by the time I was nine, so we had to pay bills and get our own place. So, I got involved in the gang life.

People can't know what it's like, what's going on in the life of a little kid who becomes a gang member. A kid that probably never went to school or walked more than a one-mile radius of home because his parents were also gang members or drug addicts. It's always going to be possible to judge, but people will never understand—that kid never stood a chance.

I started getting arrested for drug possession and went to juvenile courts, and then entered the adult system straight from there after third strike.

I was still in the gang life in prison, but a few elders in took me aside and asked, 'Do you want to just exist or really live?' I didn't understand what that meant for a lot of

years. They pushed me to go to school, so I started learning and doing good things. I became the youngest president of the oldest African American organization in the state of Washington prisons, the Black Presidents Former Limited, and I also joined the Black Prisoners Caucus. I was reading books, watching documentaries, and bringing other young gang members with me to learn our history. I did a lot of changing and eventually stopped the gang life.

People came into the prisons from outside that showed love, including the Seattle Clemency Project and my clemency team, and that's what a lot of gang members are missing and why gangs started in the first place.

My clemency team came to meet me on the day I was released. We went for milkshakes and fries, and I had to stop in the mall while we were walking and cover my face, it was just so much. My team surrounded me on all sides and let me have my moment until I was okay.

They are the most magnificent of people who showed me that there are people out there who care, for free. It was all free.

I have a saying, 'Live life free.' Because we all have responsibilities, but don't take them so serious that you don't enjoy your life. You only have one life to live. Enjoy it. Live it free."



Microsoft volunteers Julie Florida, Jacquelyn Krones, and Jenner Mandel helped James, a Seattle Clemency Project client, secure release from prison after serving 26 years.

Beyond Direct Legal Services

In addition to providing direct legal services, Microsoft employees have volunteered with the Seattle Clemency Project to help people recently released from prison with the reentry process and have supported the development of the [Equity Dashboard](#) to provide increased transparency around sentencing data in Washington State.

[Learn more](#)

The Microsoft Pro Bono and Technology for Social Impact teams have also collaborated to provide dedicated technical support to the Seattle Clemency Project over the course of its adoption of Microsoft 365 through the [Microsoft for Nonprofits](#) program.

Virtual Help Clinic

Helping domestic violence survivors secure long-term protection from abuse

Studies show that domestic violence survivors who obtain long-term protection orders are less likely to face future violence at the hands of their abusers.⁶

Although securing a protection order often requires the preparation of legal documentation and an appearance before a judge for a hearing where their abuser may be present and represented by counsel, domestic violence survivors are not guaranteed an attorney when navigating this process.

To help address the dramatic increase in domestic violence that emerged during the COVID-19 pandemic, and to provide survivors pursuing a protection order with free, high-quality legal services, Microsoft partnered with Perkins Coie and the King County Protection Order Advocacy Program (POAP) in 2020 to launch Virtual Help.⁷

Through this clinic, built on Microsoft Teams, volunteers from Microsoft and Perkins Coie collaborate and access training materials and resources to help survivors obtain long-term protection orders.

Since the clinic's inception, 30 clients have received protection, due in part to over 1,000 hours of professional skills donated by pro bono volunteers.

This year, in a historic Virtual Help win, Microsoft volunteer David Fetcher secured a protection order for his client that is valid through 2099, essentially granting the client a lifetime of protection from the abuser.



“

The pro bono attorney who helped me was astounding. Through all the struggles of COVID and the case being parallel with a criminal case which led to multiple hearing representations...each time my attorney was hardworking, kindhearted, patient, and went above and beyond to grant me a lifetime domestic violence protection order.”

Anonymous beneficiary of Domestic Violence Protection Order obtained through the Microsoft Virtual Help Clinic

⁶ Source: [Civil protection orders and risk of subsequent police-reported violence – PubMed \(nih.gov\)](#)

⁷ Source: [The Shadow Pandemic: Violence against women during COVID-19 | UN Women – Headquarters](#)

Protecting Journalists Pro Bono Program

Offering free legal aid to ensure journalists and news organizations can report fairly and accurately

Fair and accurate reporting is essential to a healthy democracy, and many small newsrooms and journalists find themselves in need of legal aid but with no means to access it.

Initially launched in 2020 as a pilot by the Microsoft Pro Bono Program and the law firm Davis Wright Tremaine, the [Protecting Journalists Pro Bono Program](#) pairs Microsoft volunteers with experienced First Amendment and Media Law attorneys from [Davis Wright Tremaine](#) to assist independent journalists and small newsrooms with legal matters involving pre-publication review and access to public records.

Since the program began two years ago, volunteer teams from Microsoft and Davis Wright Tremaine have served 44 clients.

This year, 19 matters have been placed, and over 800 hours of pro bono service donated.

Based on the initiative's success, the John S. and James L. Knight Foundation awarded the [Reporters Committee for Freedom of the Press](#) a \$1.3 million grant to facilitate the expansion of the program from a regional pilot to a national network, officially named ProJourn. This grant will allow for ProJourn to grow into a network of law firms and corporate legal departments with the capacity to handle up to 300 legal matters each year. To learn more, read the [2022 ProJourn report](#).



Investigative, fact-based journalism and access to public information is a prerequisite for a thriving democratic society. By supporting independent newsgathering organizations and journalists to obtain public records at both a state and federal level, I am, in a small way, helping to support a robust, well-functioning public information ecosystem."



Krishna Sood
Assistant General Counsel
and Microsoft pro bono
volunteer

Protecting Journalists Pro Bono Program

Independent documentarian Jennifer Huang received pro bono pre-publication review assistance from attorneys through ProJourn for her film "[This Adventure Called California](#)" about a labor trafficking survivor.



Without this program, I don't know if I would have been able to get the thorough and thoughtful assistance that I did receive, and I may have released a version of my film that would have unwittingly made me, and possibly my protagonist, legally vulnerable."

Jennifer Huang
Independent journalist



 [Learn how ProJourn got started](#)

National Veterans Legal Services Program

Helping ensure access to benefits for veterans

Many U.S. veterans return home from deployment with injuries that are a direct result of serving in an armed conflict. Moreover, many service members are impacted by post-traumatic stress disorder and similar conditions that contribute to behavior that results in a discharge with a less than honorable characterization of service.

The Lawyers Serving Warriors program, through the [National Veterans Legal Services Program](#) (NVLSP), offers help through several means:

- First, they connect injured veterans with pro bono volunteers to prepare claims for Combat-Related Special Compensation, a special monetary compensation program created by Congress to support veterans with a verifiable service-related injury.
- Second, Lawyers Serving Warriors provides veterans with free legal representation for matters involving military Discharge Review Boards and Boards for Correction of Military Records.

This year, Microsoft volunteers Candice MacPherson, Juliana Chen, and Brien Jacobsen represented a veteran in connection with his application for Combat-Related Special Compensation. Candice, Juliana, and Brien used their legal, business professional, and administrative skills to develop and organize supporting evidence, which successfully demonstrated their client's injuries were combat related.

Microsoft volunteers also participated in a discharge upgrade clinic in which they reviewed client files to help the NVLSP assess eligibility for pro bono legal services.



Over the past year, 28 Microsoft volunteers donated over 200 hours on 35 NVLSP matters.



I greatly appreciate what you all have done for me, and frankly, it makes me get misty-eyed knowing there are people out there that do pro bono work to assist people like me to navigate the system. It truly means a lot to us."

Michael Johnston
Veteran

Make What's Next

Empowering up-and-coming inventors and entrepreneurs

The Microsoft [Make What's Next Patent Program](#) supports aspiring inventors from underrepresented communities by providing mentorship, guidance, and legal support.

The Make What's Next Program works with partners, such as the Lemelson-MIT Program, to identify student creators with an invention. These students are then matched with teams of Microsoft volunteers who guide and represent them during the patent application filing and examination process before the United States Patent and Trademark Office.

This year, 12 Microsoft employees volunteered over 100 hours in support of the Make What's Next program.

Protecting animals from man-made debris

Microsoft pro bono volunteers helped inventors at Greenon High School in Ohio acquire a patent for an intelligent netting system they invented to decrease man-made debris that enters waterways from residential storm drains, thereby protecting animals that reside in nearby creeks and rivers.



Learn more about the Greenon High School patent



The Greenon High School team was issued a U.S. patent through the Make What's Next program for their intelligent netting system



Being named on a patent is a significant achievement for these young inventors and I am glad our program contributed to making this possible. It is also gratifying to see that several of these young women inventors decided to pursue a college degree in a STEM field after graduating from high school."

Tom Wong
Assistant General Counsel and Microsoft pro bono volunteer

Make What's Next

Monitoring made easier for diabetic patients

Microsoft pro bono volunteers helped inventors from Garey High School in California obtain a patent for a medical invention designed to help diabetic patients. Microsoft, along with the Lemelson-MIT Program and the U.S. Patent and Trademark Office, participated in an event hosted by Garey High School to celebrate the inventors and educate the community on the importance of STEM education and the power of invention.



Learn more about the Garey High School patent



Teacher Antonio Gamboa, inventors Anh Tran and Melody Sanchez, and Microsoft pro bono volunteer Dan Choi at the patent celebration at Garey High School



The patent system is one of the greatest libraries of innovation in the world. Every innovator—no matter what background—should have the opportunity to contribute to this library that represents freedom of innovation. We're grateful that we had the chance to help this team through the Make What's Next Patent Program and hope many more aspiring inventors follow in their footsteps!"

Dan Choi,
Assistant General Counsel and Microsoft
pro bono volunteer

Expanding access to legal knowledge and resources

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Virtual Records Clinic

Helping justice-impacted individuals gain equitable access to basic needs

Because convictions often create barriers to employment, education, and housing, removing them from someone's record can have a profoundly positive impact.

Like many states, Washington provides a process for clearing certain types of convictions from a person's record, but this process can be opaque and difficult to navigate. Not surprisingly, a significant "[Second Chances Gap](#)" has emerged in Washington State, meaning there is a large and growing number of people who are eligible to vacate or clear a conviction from their record, but who do not obtain such relief.

To help address this problem, Microsoft launched its Virtual Records Clinic in 2020, in partnership with the Post-Conviction Unit of the King County Prosecuting Attorney's Office, Civil Survival, and the Urban League of Metropolitan Seattle.

Clinic volunteers assist people referred by the Urban League of Metropolitan Seattle with the record clearing process in Washington State, which involves preparing a motion, obtaining supporting documentation, and addressing any Legal Financial Obligations that may be attached to a conviction.

In addition to pairing Microsoft volunteers with individual clients, the Microsoft Pro Bono team organized two special virtual clinics this year through which Seattle University School of Law students and Microsoft legal interns worked under the supervision of an attorney to provide relief to clients seeking a new start.

*Using Microsoft Teams,
25 volunteers helped clear over
11 convictions through 100
hours of pro bono service.*



The collaboration between Seattle University School of Law and Microsoft on the Virtual Records Clinic is a perfect example of effective advocacy. Not only did the law students receive mentoring opportunities, but the clinic also provided efficient legal services for justice-impacted clients who were seeking to vacate their criminal records."



Sean Dong
Graduate of Seattle University Law School and former student liaison for the Washington State Minority and Justice Commission

Street Law

Inspiring the next generation of legal leaders

Street Law's Legal Diversity Pipeline Program creates pathways for high school students from communities that are often underrepresented in the legal profession by partnering with corporate legal departments and law firms to increase student access to resources and legal education.

Since 2020, 30 Microsoft volunteers have volunteered with Street Law and facilitated legal and career workshops for students at Cascade High School in Everett, Washington.

This past year, 15 Microsoft volunteers donated over 50 hours in support of Street Law's Legal Diversity Pipeline Program.

In addition to these workshops, Microsoft hosted 39 students and 3 teacher chaperones at its Redmond campus for an event designed to inspire students to consider what might be possible for their own careers.

Students heard from Amy Pannoni, Vice President and Deputy General Counsel of HR Legal at Microsoft and Pro Bono Program Executive Sponsor for Street Law, along with employees from across Microsoft's legal department about their own journeys toward a career in law.



Microsoft hosted 39 students from Cascade High School in Everett, Washington, at its Redmond Campus.



I am deeply proud of the commitment and contribution that Microsoft makes to the Street Law program and legal education of students while also being grateful for the learning and enrichment I am able to take away from every student interaction. I hope I can pass that same spark onto the next generation, and I look forward to seeing what we can accomplish together as we enter our next chapter."



Amy Pannoni
Vice President and Deputy General Counsel of HR Legal at Microsoft and Pro Bono Program Executive Sponsor for Street Law

Equal Justice Works

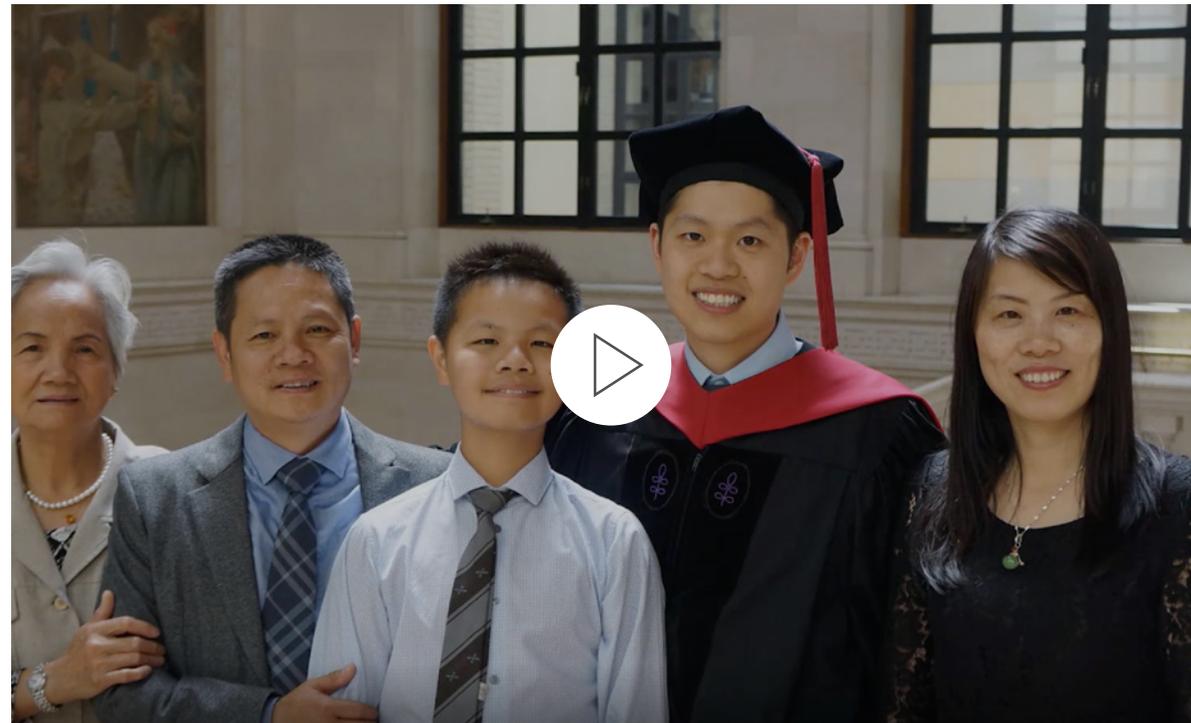
Creating opportunities for the next generation of legal professionals

Equal Justice Works, a nonprofit organization founded by law students, works to create opportunities for lawyers to transform their passion for justice into a lifelong commitment to public service.

Equal Justice Works offers fellowships for public interest lawyers and law students to serve at legal services organizations across the nation to increase equal access to justice for communities in need.

The goal of each fellowship is not only to address unmet legal needs in an area the fellow cares deeply about, but also to facilitate professional development that can help launch a career as a public service lawyer.

Since 2011, Microsoft has co-sponsored 18 Equal Justice Works fellows.



Former Equal Justice Works' fellow Ming Cheung shares how his personal experience being separated from his family fuels his passion for immigration law and reuniting families.



Joe Philipson

2022 fellow sponsored by Microsoft and Fish & Richardson P.C.; hosted by Bet Tzedek Legal Services

[Read more about Joe Philipson](#)



Erin Sweeney

2022 fellow sponsored by Microsoft and Sidley Austin LLP; hosted by Kids in Need of Defense

[Read more about Erin Sweeney](#)

Awards and recognitions



Awards and recognitions

Thank you to our partners for the kind and well-earned recognition of the following Microsoft Pro Bono volunteers. Congratulations to the award winners!

Pro Bono Advocates of the Year 2022

Kids in Need of Defense



Yana Rosenbloom
Paralegal and Microsoft pro bono volunteer



Alan Bruggeman
Assistant General Counsel and Microsoft pro bono volunteer

Washington State Bar Association

2022 APEX Award for Pro Bono and Public Service (Individual)



Bill Hayden
Senior Corporate Counsel and Microsoft pro bono volunteer

The Pro Bono and Public Service Award for Individual is presented to an individual, a lawyer, or other legal professional for outstanding cumulative efforts in providing pro bono services or who gives back in meaningful ways to the public, the community, or to the legal profession.

[!\[\]\(3e20e1de1ec46120aff11818eeebf90e_img.jpg\) Watch Bill Hayden be honored at APEX award's ceremony](#)

