



LAWYER TO LAWYER MENTORING PROGRAM
WORKSHEET H
INTRODUCTION TO PRO BONO, CIVIC AND CHARITABLE ACTIVITIES

Worksheet H is intended to facilitate a discussion about pro bono agencies and opportunities, as well as civic and charitable work.

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- Read the Supreme Court of Ohio’s Statement Regarding the Provision of Pro Bono Legal Services by Ohio Lawyers, which is provided below. Discover the pro bono opportunities offered in your geographical area and area of practice in www.ohioprobono.org.
- Discuss why it is so important to provide pro bono representation and why this responsibility is included in the *A Lawyer’s Creed* and *A Lawyer’s Aspirational Ideals*, excerpts of which are provide below. Read and discuss the attached article. Stephen D. Easton, *Give Back (Because You Can and You Should)*, LAW PRACTICE, Sept. 2005.
- Discuss the types of pro bono and other charitable activities the mentor engages in and why s/he does so. What tangible and intangible benefits does the mentor find that offsets the investment of time and resources?
- Discuss opportunities for other types of charitable and civic work.
- Discuss how pro bono work contributes to or detracts from having balance in the mentor’s life.
- Read the attached article and discuss the different ways to provide service. Merrilyn Astin Tarlton, *What Gives? 21 Ways Lawyers Can Give Back – Every Day*, LAW PRACTICE TODAY, Sept. 2005.
- Invite the new lawyer to attend a meeting of a charitable or civic organization in which the mentor is involved, or invite the new lawyer to participate in a pro bono activity with the mentor (if appropriate).
- To the extent possible, introduce the new lawyer to those involved in an organization where the new lawyer is interested in volunteering.



RESOURCES

**STATEMENT REGARDING THE PROVISION OF
PRO BONO LEGAL SERVICES BY OHIO LAWYERS**

Each day, Ohioans require legal assistance to secure basic needs such as housing, education, employment, health care, and personal and family safety. Many persons of limited means are unable to afford such assistance, and legal aid programs must concentrate limited resources on those matters where the needs are most critical. The result is that many Ohioans who are facing significant legal problems do not have access to affordable legal services. These persons are forced to confront landlord-tenant issues, have questions involving employment rights, or seek protection against domestic violence without the assistance of a legal advocate.

In 1997, this Court issued a Statement on Professionalism that recognizes each lawyer's obligation to engage in activities that promote the common good, including the provision of and support for pro bono representation to indigent clients. In 2007, in the Preamble to the Ohio Rules of Professional Conduct, the Court reemphasized the importance of this obligation by stating:

A lawyer should be mindful of deficiencies in the administration of justice and of the fact that the poor, and sometimes persons who are not poor, cannot afford adequate legal assistance. Therefore, all lawyers should devote professional time and resources and use civic influence to ensure equal access to our system of justice for those who because of economic or social barriers cannot afford or secure legal counsel.

Lawyers, law firms, bar associations, and legal services organizations, such as the Ohio Legal Assistance Foundation, have done and continue to do much to address unmet civil legal needs through the organization of, support for, and participation in pro bono legal services programs. Although these programs have increased both in number and scope in recent years, there remains an urgent need for more pro bono services.

This Court strongly encourages each Ohio lawyer to ensure access to justice for all Ohioans by participating in pro bono activities. There are pro bono programs available throughout Ohio that are sponsored by bar associations, legal aid programs, churches, and civic associations. Many programs offer a variety of free legal services, while others concentrate on specific legal needs. Lawyers also may choose to participate in programs that focus on the needs of specific individuals such as senior citizens, the disabled, families of military personnel, or immigrants.



The web site www.ohioprobono.org contains a complete, searchable listing of pro bono programs and opportunities in Ohio. A lawyer may fulfill this professional commitment by providing legal counsel to charitable organizations that may not be able to afford to pay for legal services or by making a financial contribution to an organization that provides legal services to persons of limited means.

The Court recognizes that many Ohio lawyers honor their professional commitment by regularly providing pro bono legal services or financial support to pro bono programs. Moreover, the Court encourages lawyers to respond to this call by seeking to engage in new or additional pro bono opportunities. To document the efforts and commitment of the legal profession to ensure equal access to justice, the Court, in conjunction with the Ohio Legal Assistance Foundation, will develop a means by which Ohio lawyers may report voluntarily and anonymously their pro bono activities and financial support for legal aid programs. The information regarding pro bono efforts will not only underscore the commitment of the legal profession to serving the public good but also will serve as a constant reminder to the bar of the importance of pro bono service.

Issued by the Supreme Court of Ohio

Sept. 20, 2007

Excerpts from **A LAWYER'S CREED:**

To the profession, I offer assistance in keeping it a calling the spirit of public service, and in promoting its understanding and an appreciation for it by the public. I recognize that my actions and demeanor reflect upon our system of justice and our profession, and I shall conduct myself accordingly.

To the public and our system of justice, I offer service. I shall devote some of my time and skills to community, governmental and other activities that promote the common good. I shall strive to improve the law and our legal system and to make the law and our legal system available to all.

Excerpts from **A LAWYER'S ASPIRATIONAL IDEALS:**

As to our profession, I shall aspire:

- (a) To improve the practice of law. I should:
 - (1) Assist in continuing legal education efforts;



- (2) Assist in organized bar activities;
 - (3) Assist law schools in the education of our future lawyers; and
 - (4) Assist the judiciary in achieving objectives of A Lawyer's Creed and these Aspirational Ideals.
- (b) To promote the understanding of and an appreciation for our profession by the public. I should:
- (1) Use appropriate opportunities, publicly and privately, to comment upon the roles of lawyers in society and government, as well as in our system of justice; and
 - (2) Conduct myself always with an awareness that my actions and demeanor reflect upon our profession.
- (c) To devote some of my time and skills to community, governmental and other activities that promote the common good.

As to the public and our system of justice, I shall aspire:

- (a) To consider the effect of my conduct on the image of our system of justice, including the effect of advertising methods.
- (b) To help provide the pro bono representation that is necessary to make our system of justice available to all.
- (c) To support organizations that provide pro bono representation to indigent clients.
- (d) To promote equality for all persons.
- (e) To improve our laws and legal system by, for example:
 - (1) Serving as a public official;
 - (2) Assisting in the education of the public concerning our laws and legal system;
 - (3) Commenting publicly upon our laws; and



- (4) Using other appropriate methods of effecting positive change in our laws and legal system.

PERSPECTIVE: STEPHEN D. EASTON

Give Back (Because You Can and You Should)

In "My Last Lecture: Unsolicited Advice for Future and Current Lawyers," University of Missouri-Columbia law professor Stephen Easton delivers a fictional final lecture to a group of law students in which he presents suggestions for how to increase professionalism, civility, job satisfaction, happiness and service while practicing law. The original article received the 2004 American Inns of Court first annual Warren E. Burger Prize. While the audience for the lecture is students about to enter the workforce, the author provides invaluable words on how every member of the profession can give back as well. Here is an excerpt of that sage advice.

We lawyers are given many gifts. As is often the case for beneficiaries of largess, we sometimes forget how much we have been given. Allow me to quickly list just a few of the things others have given you. First, though you have certainly sacrificed a lot for the law license you will soon obtain, so have your parents and other loved ones. Second, by the time you have graduated from law school, you will have been the beneficiary of at least 20 years of education, much, if not all, of it subsidized by taxpayers. Third, when you get that law license, you will become a member of the only profession to which an entire branch of government is devoted. Think of it: courthouses, judges, clerks, bailiffs, jurors and many other resources, all taxpayer-funded. Although our fellow citizens may not like us, they have provided us with the infrastructure that makes our jobs possible.

So give something back. Not because you have to. Because you should. It is undignified to take without giving in return. Moreover, give because you can. You have skills that can be very valuable to the community. Finally, give because it feels good.

Perhaps the best place to start is to provide pro bono legal services to the poor, but this, at least in my view, is not the only valuable way to give back to the community. Aside from providing services to the poor, attorneys serve their communities by: sitting on boards of charitable organizations and offering their

legal skills and advice without compensation; sacrificing income to run for office because they have unique skills for drafting legislation, advocating on behalf of constituencies and resolving disputes; accepting low-paying legal jobs that help those who would otherwise go without legal services; and volunteering to assist public interest groups. There are countless ways for attorneys to offer their valuable combination of intellect, education, advocacy, conflict resolution and logic skills. Find one or, better yet, several.

While service is on your mind, let me offer one specific suggestion. Before the end of your legal career, make sure you have been someone's Atticus Finch. At least once in your career, represent an unpopular client even though you will not make a dime (and may, in fact, lose income); even though your partners will complain about it; even though your other clients will be concerned that you are not paying adequate attention to them; and even though the judge will be irate that you are wasting her time.

Of course, the case need not be for a "client" in the traditional sense, and you do not have to be a private practitioner, but the idea is the same. I am talking about the kind of case that hurts you because it keeps you from other pressing concerns. At least one

time, throw yourself into a case just because it is the right thing to do. At least one time, do what you came to law school to do—seek justice.

When you have represented your last client, that one case will mean more to you than any of the others, regardless of whether you "win" or simply spend every ounce of energy you can muster trying to win and nevertheless fail. There is no higher use for a law license than for the person who holds it to fight against all odds, and perhaps even against all common sense, for justice. LP

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Excerpted with permission from the *South Carolina Law Review*. Stephen D. Easton, "My Last Lecture: Unsolicited Advice for Future (and Current) Lawyers," *South Carolina Law Review*, Vol. 56: Book 2 (2004).

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What Gives?

**21 Ways Lawyers
Can Give Back—
Every Day**



- The ABA Division of Bar Services offers links to hundreds of pro bono and public interest organizations and resources.
www.abanet.org/legalservices/weblink.html
- The Pro Bono Institute at Georgetown University assists law firms in establishing pro bono initiatives.
www.probonoinst.org
- Probono.net helps connect the various parts of the public interest legal community. Opportunities are searchable by state or by practice area.
www.probono.net
- Lawyers Without Borders connects lawyers from around the globe who stand ready to offer pro bono service to worldwide initiatives.
www.lawyerswithoutborders.org

BY MERRILYN ASTIN TARLTON

The legal profession sure gets its share of shin kicking. We all know about the popular characterization of lawyers as heartless money-grubbers. The jokes portraying the profession as some special breed of bottom-feeding predator. The national media devoting endless ink to the crass and selfish deeds of lawyers far and wide. It doesn't feel good, does it? Does it make you think glumly about your career choice? Fear not. Just as they always have, lawyers are giving back to their communities. Just as they always will, lawyers see ways to change the world for good and are acting to make it so. And just as they said they would, the partners in your own firm are modeling volunteerism and public service regularly.

There's nothing new about the criticism of lawyers. At the same time, there's nothing new about the service role that lawyers play in the world. Every day thousands of lawyers help people, through actions large and little, public and imperceptible.

There's a long tradition of service for you to celebrate—and for you to participate in. Take a quick tour through this list of 21 ways that you can give. Check off the ones that are already part of your life. Take a few new ones and act on them. Add your own ideas to the list. Pass it on to younger lawyers as a reminder of the profession's sacred pledge. Use it as the agenda for your next partner meeting.

Start now. It feels good to do good.

1 EMBRACE PRO BONO. In 1984, when I first began to work with lawyers, I took a young lawyer friend to lunch and asked him to translate some terms of art for me: “due process,” “sub rosa,” “tabula rasa” and “pro bono publico.” The first three were a slam-dunk. But he hadn't a clue about the last term. Don't be that young lawyer. Pro bono legal work is the chief framework of any lawyer's life: “The responsibility to ensure access to justice for all by meeting not only the legal needs of those who can afford a lawyer but also the legal needs of those individuals and communities that cannot.”

2 VOLUNTEER. Plant a tree. Deliver meals to the homebound. Advocate for patients' rights. Hand out resource information to the indigent. Build a playground. Find an issue you care deeply about and give your time and money to it.

3 SERVE ON A BOARD. Every organization values a board member with a legal perspective. Your reliable knowledge of legal and business issues, as well as your time and energy, can help a fledgling or established organization move smartly—

and safely—ahead. (The fact that this is also a great way to make community connections is good, but beside the larger point.)

4 MENTOR. The best and perhaps only way to repay those kind and wise lawyers who helped you when you were a novice is to do the same for young lawyers in your firm. How many times have you bemoaned all the things they don't teach young lawyers anymore? Maybe it's up to you. Find a young lawyer or two who will benefit from some perspective and coaching, and take them under your wing. If you really want to see what it's like to make a difference, hang in there with them for more than a year or two.

5 BE A SAFE RESOURCE. Make it your business to keep track of public and private resources that offer reliable and current legal information and support in your area of practice. Offer this information freely to those who need it.

6 HELP A CLIENT GET AHEAD. Yes, it is your job—the one they pay you for—to help your clients with their legal problems. But have you considered that they are people with non-legal needs, too? Offer a connection for a client's college-bound teen. Suggest a new market for her business. Make him feel welcome with an invitation to join a luncheon club. Suggest your clients' services to those you know who might use them.

7 EDUCATE THE PUBLIC. There are some spectacular ways for you to disseminate information. Check out the Colorado Divorce Handbook at www.harhai.com or the immigration

resources at www.visalaw.com for stellar examples of ways lawyers are using the Internet to provide information to folks where and when they need it. But it doesn't have to be electronic. Print a simple legal FAQ sheet for potential clients. Offer a "how to know when it's time to call your lawyer" card. Speak on helpful topics before groups large and small.

8 ORGANIZE. Do you know a neighborhood group that's anxious about encroaching development? Have your local school's PTO leaders told you there are safety concerns with the school buses? Help these people get organized to take action and make something happen. Isn't that what you're best at?

9 EXPRESS YOUR CARING. You do care about the outcome of your client's matter, don't you? And beyond that, you care about the impact of the legal events on your client's business and family, right? Make sure your clients know it! Don't assume they can read your mind, or your heart.

10 GET INVOLVED. Don't allow your billable-hours mentality to prevent you from raising your hand. It may be something as simple as coaching a T-ball team—but it will be important to those you coach, it will set an example for your colleagues and, most of all, you'll have a ball.

11 HELP A CHILD. If you've looked into pro bono programs, you know that the greatest ongoing need is for lawyers trained and willing to help indigent families with custody and abuse situations. It doesn't take much to change a child's life forever.

12 TEACH A CLASS. Yes, you could teach a CLE course. Bar associations are always looking for expert instructors. But you might visit your local high school or junior college to teach a session on conflict resolution. Or maybe a group of seniors in your community is looking for an introduction to the basics of living wills.

13 WRITE A BOOK. At this point in your career, you've learned a lot, haven't you? Perhaps your family law practice has taught you how to avoid the pitfalls that the court system presents for juveniles. Maybe you and a social worker colleague are sharing notes about the relationship between education and criminal behavior. You might have seen too many gifted entrepreneurs bite the dust owing to a lack of sophistication about the basic legal requirements for new businesses. Well, write the book. (Or, given your time commitments, maybe it's the booklet.)

14 ADOPT A LAW STUDENT. Remember how lost you sometimes felt in law school? Did you think you'd ever find a paying job as a lawyer? Many practitioners are finding ways to reach beyond the confines of their own firms to guide young lawyers' careers. Through organized programs to mentor students of diversity or individual contacts made via family or friends, you can enjoy introducing a work-in-progress lawyer to the culture, practice styles, social structures and business tactics of law practice in your town.

Reality Check

TRUE CALLING: SIDELINED BY DEBT?

If you ask law students why they chose the law, most will tell you it's because they wish to spend their lives "helping people," "righting wrongs" and "serving the public interest." Results from the National Association of Law Placement's newly released study, *Jobs & JD's: Employment and Salaries of New Law Graduates—Class of 2004* reveal, however, that it is a much smaller number of graduates who actually find their way into public service. Public service employment, including government jobs, judicial clerkships and public interest positions, accounted for 27 percent of jobs taken by employed 2004 graduates. Jobs with actual public interest organizations accounted for 4.9 percent of jobs. The study results also reveal that while 31 percent of women graduates took these types of positions, just over one-quarter of employed men followed suit.

Global, Local Impact from the Private Sector. Do you have to be employed by one of these organizations to "give back?" Or as some might say, "Do I have to go into bankruptcy over my student loan to fulfill my career goals?" Absolutely not. The profession is full of examples of innovative ways that individual lawyers are finding to have an impact from inside the private sector—giving back, not giving up. Take Chicago's Sonnenschein, Nath and Rosenthal. The firm has pledged \$1 million and a significant investment in lawyers' time to launch and help operate a charter grade school in one of the city's poorest communities. And take DLA Piper Rudnick Gray Cary—the 2,800-lawyer firm that has created a nonprofit subsidiary, New Perimeter, devoted to long-term international pro bono projects. Firm estimates are that this new effort will bring the firm's pro bono commitment up to a total of 80,000 hours, or \$23 million.

15 TUTOR. There's nothing like the look in a child's eyes in that first magical moment when

she realizes she's reading! It doesn't take a lot to lead a child to that moment. Just patience, kindness and the understanding gained from your own struggles with learning. Haven't we all had a tough time "getting it" once in a while? Maybe you can find a way to pass on your mastery of differential equations to a struggling high-schooler.

16 RUN FOR OFFICE. It's true. Politics is probably the way that U.S. lawyers got their bad

image in the first place. (Watergate trials, anyone?) Maybe it's time someone like you demonstrated how it's really done: with scruples, integrity and a sense of what needs to happen to put things right. It doesn't have to be big. How about the school board?

17 LAUNCH A NOT-FOR-PROFIT. If there's a social cause that's got you burning but

you've found no organization that focuses on it, then start your own organization. Recruit like-minded friends and colleagues to join in.

18 CONTRIBUTE. It's simple. Just write a check to a deserving charity. Get your part-

ners to write checks, too. In fact, you could consider arranging for the firm to flat-out adopt a charity that you can all get behind.

19 SAY THANK YOU. Of course it's a business deal between you and your client. But even

your local barista smiles and says, "Thanks a latte!" when your morning coffee transaction concludes. Don't hesitate to pipe up and thank your clients and colleagues for their business and their loyalty. After all, don't you expect the same from them?

20 RESOLVE CONFLICT. Put heavy emphasis on the word "resolve."

Volunteer your mediation and facilitation skills to community organizations. Take pride in stepping forward to guide neighborhood, church and school groups from conflict to collaboration. Demonstrate the steps to agreement.

21 GO ON, CHANGE THE WORLD! And keep in mind that the small steps can prove as

important as the big ones. There's a job for everyone who is willing to pitch in. Your gifts to the world need not be on a grand scale. As French author Paul Carvel said, "He who wants to change the world should already begin by cleaning the dishes." ♣

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