

2022 REPORT  
Pro Bono Racial  
Justice & Equity  
CEASE Initiative

WINSTON  
& STRAWN  
LLP

## **MISSION STATEMENT**

“In recognition of the systemic racism that continues to pervade all aspects of our society, and in full appreciation of the special role that lawyers play in serving critical legal needs in their communities, Winston & Strawn pledges significant financial assistance and dedicated pro bono legal and policy resources to support the fight for justice and equity for persons of color, with specific attention to causes impacting Black people.”

# The CEASE Initiative

**In the wake of George Floyd’s murder at the hands of police in Minneapolis—and the widespread societal reckoning with longstanding issues of racial inequity and inequality—we decided we had to do more to help right these wrongs.**

In September 2020, we launched our Pro Bono Racial Justice & Equity CEASE Initiative and pledged to devote **100,000 pro bono hours** through 2025 to racial justice and equity matters, with a primary focus on issues and programs impacting Black people. Our pledge of 100,000 pro bono hours is a significant expansion of Winston’s longstanding commitment to racial justice and equity and represents **a \$50 million investment over five years.**

We also established a Racial Justice & Equity Council to work collaboratively with the firm’s Pro Bono Committee and attorneys across the firm, to develop and implement pro bono projects that most effectively impact these five critical areas for change, identified by the CEASE Initiative:

**CRIMINAL JUSTICE AND CRIMINAL JUSTICE REFORM**

**EDUCATIONAL AND VOCATIONAL OPPORTUNITY**

**ACCESS TO THE POLITICAL SYSTEM**

**SOCIAL WELFARE**

**ECONOMIC DEVELOPMENT**

To date, **we have contributed more than 25,000 hours** to achieving the goals of the CEASE Initiative. We have made significant progress expanding existing and establishing new relationships with public interest organizations to cultivate opportunities that advance our CEASE Initiative goals. We’ve laid a strong foundation and are proud of the new and innovative work undertaken by our attorneys to address racial disparities and help **build better societal and economic systems.**

On the following pages, you will find summaries of our most significant CEASE wins to date as well as ongoing matters that impact each of our five areas of focus for achieving racial justice and equity.



# Criminal Justice and Criminal Justice Reform

## WE ARE FOCUSED ON

**PROMOTING** police accountability and vigorously represent those subjected to abuse

**ADVOCATING** for the elimination of incarceration for low-level crimes and unjust sentencing policies

**PROVIDING** direct representation to Black persons and persons of color in criminal defense, appellate, and post-conviction matters, particularly where the representation has the potential to impact the Council's mission more broadly

# WINSTON SECURES PUBLIC ACCESS TO POLICE DISCIPLINARY RECORDS

**A Winston team secured a complete denial and dismissal with prejudice of the Schenectady Police Benevolent Association’s lawsuit seeking to prevent the release of an officer’s disciplinary records.**

The New York Civil Liberties Union (NYCLU) submitted a Freedom of Information Law (FOIL) request for an officer’s disciplinary records after he was recorded on video kneeling on a man in July 2020.

In response, the Schenectady Police Benevolent Association (PBA) filed an order to show cause and a temporary restraining order attempting to shield disclosure of the requested documents sought by the NYCLU and more than a dozen media organizations.

On behalf of the NYCLU, Winston sought and obtained intervener status in October 2020, and immediately filed an opposition to the Schenectady PBA’s complaint. In addition, Winston submitted a second FOIL request seeking law enforcement disciplinary records, as well as records related to the use of force, stops, temporary detentions, field interviews, and civilian complaints.

On December 29, 2020, the New York State Supreme Court issued a decision in the NYCLU’s favor and mandated that the officer’s disciplinary records be disclosed. The court adopted Winston’s arguments with respect to each of the PBA’s claims and found that no privacy right exists for records related to the performance of public duties.

The court looked to the state legislature’s intent in repealing the law that had shielded police records from public disclosure and found that law enforcement disciplinary records should be afforded the “greatest permissible disclosure.”

The court also summarily rejected the PBA’s assertion that the public’s right of access could be bargained away in collective bargaining agreements.

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“This precedent-setting decision confirms that the repeal of Section 50-a and corresponding amendments to FOIL provide the public with a broad right of access to police disciplinary records. As Judge Powers set forth: There is no ambiguity in the new statutory scheme. We are proud to represent the NYCLU in its critical mission to increase police accountability.”

**SOFIA ARGUELLO, NEW YORK PARTNER**

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The Winston team that worked on this matter included **Sofia Arguello**, **Molly Donovan**, **Lauren Duxstad**, and **Brett Waters**. ■

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“We are grateful to have played a role in holding ICE accountable, and reducing the fear of unlawful arrest that so many people of color live with, by ensuring that our country’s immigration laws are applied in a nondiscriminatory, constitutional manner.”

**IVAN POUULLAOS,**  
**CHICAGO PARTNER**

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“This hard-fought settlement reflects an acknowledgement by ICE that our laws place meaningful limits on the ability of officers to make warrantless arrests to enforce immigration laws.”

**PAT O’MEARA,**  
**CHICAGO ASSOCIATE**

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## WINSTON WINS SETTLEMENT TO CURTAIL RACIAL PROFILING, RAIDS, AND WARRANTLESS ARRESTS BY ICE

Winston & Strawn reached a settlement agreement with U.S. Immigration and Customs Enforcement (ICE) that curtailed its use of illegal traffic stops and mass arrest practices nationwide.

In May 2018, Winston served as co-counsel in a federal class action lawsuit filed against ICE for relying on warrantless traffic stops and racial profiling to arrest and detain Black and brown residents of the Chicagoland area. The lawsuit charged ICE with violating the Immigration and Nationality Act and the Fourth Amendment of the U.S. Constitution by conducting pretextual traffic stops in order to fingerprint and arrest Latinx residents and by failing to obtain warrants before making mass arrests in community enforcement raids, often called “ICE sweeps.”

On December 2, 2021, the U.S. District Court for the Northern District of Illinois preliminarily approved a class action settlement requiring ICE to implement new policies nationwide to prevent officers from making arrests and vehicle stops that violate statutory and constitutional limits, and to fully document the circumstances under which they make vehicle stops and community arrests.

The Winston team that worked on this matter includes **Nasir Hussain, Pat O’Meara, Ivan Poullaos,** and **Sam Trimbach.** ■

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## WINSTON SECURES REVERSAL OF CONVICTION BASED ON A PRETEXTUAL STOP

**Winston & Strawn won an important appeal that affirmed the Fourth Amendment’s protection against unreasonable searches and seizures—helping to safeguard private citizens from illegal police intrusions.**

Our client was walking home late at night when a police officer spotted him and followed him down a narrow alley. As the officer got closer to our client, the officer claimed that he saw our client holding a cup filled with unidentifiable liquid. He then decided to approach our client to investigate whether he was violating a local ordinance that prohibits carrying an open container of alcohol in a public way. The officer then cut off our client with his police SUV and began questioning him about the contents of the cup. Later, after the officer exited his vehicle to issue a citation, he decided to frisk our client, at which time he discovered an unlicensed firearm.

Our client was charged with unlawful possession of a firearm. Prior to trial, our client moved to suppress the firearm, arguing that the officer’s conduct violated his Fourth Amendment rights. The trial court denied his motion. After a bench trial, the court convicted our client and sentenced him to one year in prison and one year of mandatory supervised release.

On appeal, the Winston team argued that our client’s conviction should be reversed for two reasons. First, Winston argued that the officer’s detention of our client was an unconstitutional seizure because there was no reasonable suspicion that he was

committing a crime at the start of the stop. Second, Winston argued that the officer’s frisk was an unconstitutional search because there was no reason to think that our client was armed and dangerous when the pat down began.

The appellate court agreed on both grounds, reversing our client’s conviction and vacating his sentence. In its order, the court repeatedly referenced Winston’s oral argument and briefs.

Winston attorneys **James Randall** and **Sean Suber** secured this win with supervision from **Julie Bauer**. ■

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“It is easy to get caught up in the result of what law enforcement finds when they stop and search people, but when a search violates a person’s basic rights, then our collective right to be free from unlawful stops and seizures is undermined.”

**SEAN SUBER, CHICAGO ASSOCIATE**

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## ADVANCING CRIMINAL JUSTICE REFORM IN COOK COUNTY

**Winston & Strawn is collaborating with the Cook County State’s Attorney’s Office (CCSAO) to implement the State of Illinois’ landmark justice reform law, which allows prosecutors to seek resentencing if the original sentence no longer advances the interests of justice. The new law took effect in January 2022.**

Winston & Strawn is collaborating with the Cook County State’s Attorney’s Office (CCSAO) to implement the State of Illinois’ landmark justice reform law, which allows prosecutors to seek resentencing if the original sentence no longer advances the interests of justice. The new law took effect in January 2022.

The Resentencing Initiative is initially focused on people in these three categories:

- Age 65 or older and have served 20 years or more for a case not related to a sex crime or homicide
- Have served at least 10 years for a drug, theft, robbery or burglary conviction
- Have served 15 or more years for a case other than a sex crime or homicide and who were younger than 21 when they committed the offense

Once a prosecutor identifies resentencing candidates, Winston attorneys will represent defendants during the proceedings. We will also develop an appropriate release plan to ensure successful reentry into the community and minimize the risk of recidivism.

Winston attorney **Mike Meneghini** and pro bono specialist **Ken Berry**, with supervision from **Julie Bauer**, are representing the first defendants presented by prosecutors for resentencing. ■

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“ This Resentencing Initiative gives prosecutors a way to address the fact that numerous Black and brown people remain incarcerated today even though they have been rehabilitated and pose little threat to public safety, and their original sentences no longer advance the interests of justice. ”

**GREG McCONNELL, SENIOR PRO BONO COUNSEL**

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# Educational and Vocational Opportunity

## WE ARE FOCUSED ON

**ASSISTING** organizations that provide educational opportunities, vocational training, and practical employment skills to disadvantaged communities

**PROMOTING** access to education by defending against biased disciplinary actions

**FIGHTING** for the removal of a criminal record as a barrier to employment

**PROMOTING** access to quality education by challenging discriminatory funding and admission policies and practices

# WINSTON NEGOTIATES SETTLEMENT WITH UNIVERSITY OF CALIFORNIA TO HELP LEVEL PLAYING FIELD FOR STUDENTS OF COLOR

**In a clear win for underrepresented students, Winston attorneys negotiated a historic settlement agreement with the University of California to stop using standardized test scores when making admission decisions and awarding scholarships.**

In December 2019, a group of students, six nonprofit organizations, and Compton Unified School District filed civil rights lawsuits against the University of California Board of Regents and its president, Janet Napolitano. The lawsuits argued that the University's use of standardized test scores in admission and scholarship decisions violated the California Constitution and anti-discrimination statutes by creating barriers to higher education for students of color, students with disabilities, and students facing socioeconomic disadvantages.

In July 2020, the University adopted a "test-optional" policy in the midst of the COVID-19 pandemic. In response, Winston and Public Counsel attorneys filed and won a motion for a preliminary injunction against the use of tests because they were inaccessible to disabled students who required on-site accommodations not being offered due to the pandemic.

Plaintiffs then prevailed against the University's efforts to seek a stay of the preliminary injunction from the court of appeals.

During the next application cycle, when the University was temporarily

precluded from using ACT and SAT test scores, it experienced a historic rise in applications from students of color—with Black applicants increasing by 22% and Latinx applicants by 12%.

Finally, in May 2021, the University of California Board of Regents approved a historic settlement agreement ending its use of standardized test scores.

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“ This momentous settlement with the University of California system has national implications and is a major step forward in the fight for educational equity. ”

**KATHERINE FARKAS, LOS ANGELES PARTNER**

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The Winston team that negotiated the settlement with the University of California included **Gregory Ellis, Katherine Farkas, Michael Lavetter,** and **Jeffrey Steinfeld.**■

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“ We recognize that as criminal justice has evolved, so must our position on these cases. And when we look at our incarceration rates, and we look at the history of over-incarceration, and where we are now, it’s a matter of truly when you know better, you do better. And so this is an effort by us to... go back and not just acknowledge the wrongs of the past but try to correct them. ”

**KIM FOXX,  
COOK COUNTY STATE’S ATTORNEY**

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## VACATING UNCONSTITUTIONAL FELONY CONVICTIONS THAT IMPEDE EMPLOYMENT

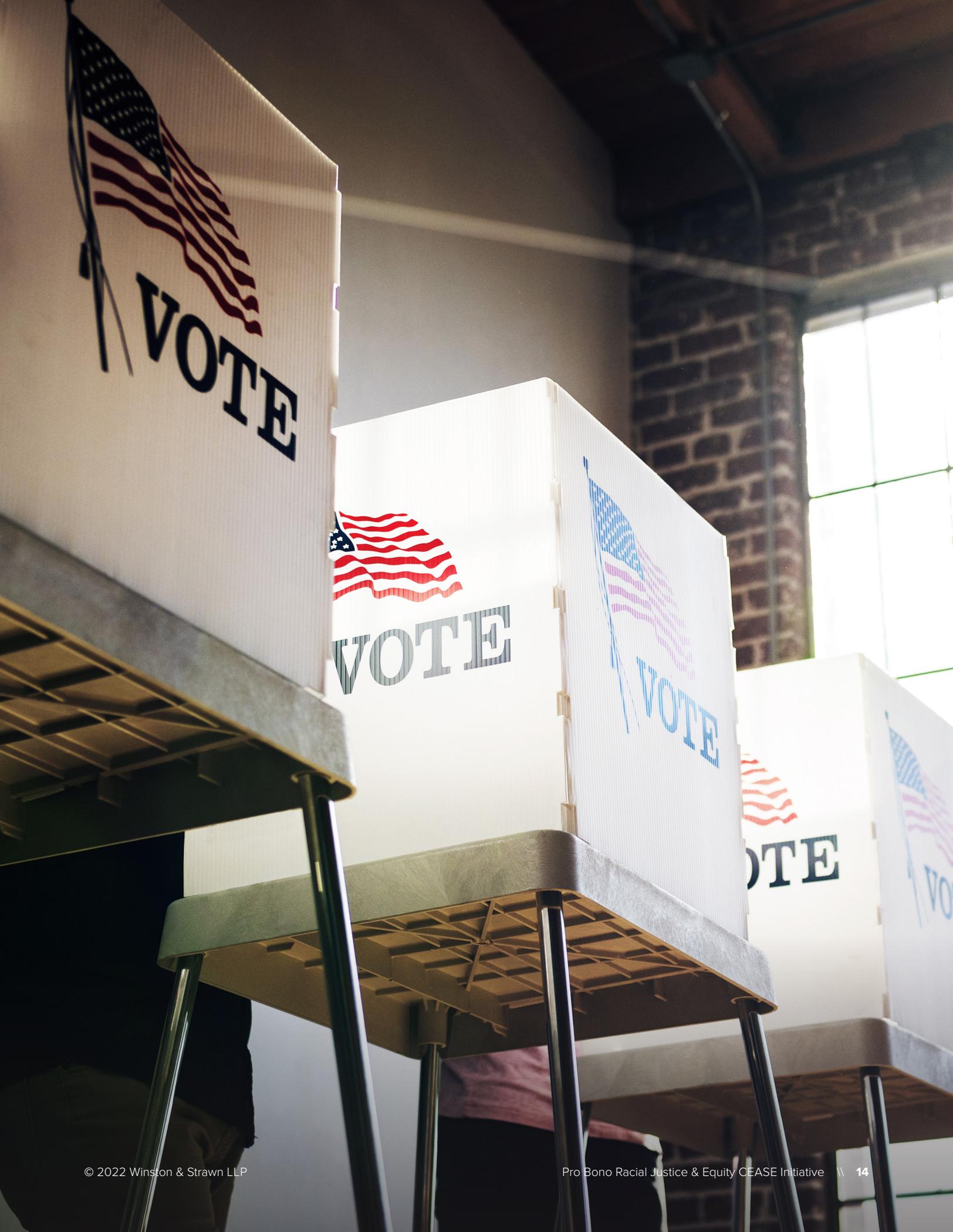
A felony conviction is a nearly insurmountable hurdle when it comes to finding meaningful employment. That’s why Winston is working with Cabrini Green Legal Aid to help hundreds of Chicagoans with felony convictions—that were found unconstitutional—to clear their records.

In *People v. Aguilar*, the court held that certain statutory firearm possession restrictions violated the Second Amendment. While Illinois has a relatively simple expungement process, no process existed for easily vacating these unconstitutional convictions, which disproportionately impact Black people. Moreover, most of the affected people do not have the financial means to navigate the convoluted process required to obtain relief.

Winston and Cabrini Green Legal Aid attorneys worked collaboratively with the court and prosecutors to establish an efficient process for vacating and expunging these felony convictions.

Winston is now helping numerous Cabrini Green Legal Aid clients to clear their records and gain greater access to employment.

The Winston team working on this matter includes Julie Bauer, Ken Berry, and Bryce Cooper. ■





# Access to the Political System

**WE ARE FOCUSED ON**

**ENSURING** voter protection

**GUARANTEEING** polling access

**REMOVING** bars to enfranchisement

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## WINSTON HELPS ENSURE LATINX VOTERS IN ILLINOIS ARE FAIRLY REPRESENTED

**Winston attorneys and the Mexican American Legal Defense and Educational Fund (MALDEF) won a federal court ruling requiring the State of Illinois to adopt new legislative maps that better represent the State’s Latinx community.**

Every 10 years, the U.S. conducts a comprehensive census, and the results are used to reapportion voting districts throughout the country. In early 2021, the U.S. Census Bureau announced that results from the 2020 Census would be available in August—approximately five months later than usual.

In May, the Illinois General Assembly elected not to wait for the census data and approved a new redistricting plan based on an alternative data source, which Governor Pritzker signed into law on June 4.

Winston & Strawn and MALDEF filed a lawsuit on behalf of Latinx voters arguing that the state’s use of population estimates rather than 2020 Census data was a violation of the Constitution’s guarantee of “one person, one vote.”

In its ruling, the three-judge panel agreed with plaintiff’s argument that the Illinois House and Senate districts created using estimates were unconstitutional and enjoined the state from holding elections using them.

The Winston team that worked on this matter included **Julie Bauer, James Randall, Nathan Gilbert,** and **Alison King.** ■

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“With today’s ruling, plaintiffs, who are Latino voters in Illinois, have succeeded in proving that the Illinois General Assembly drew unconstitutional maps in May and that the drawing of legal, non-discriminatory maps should be overseen by the Court.”

**ERNEST HERRERA, MALDEF STAFF ATTORNEY**

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## DEFENDING THE RIGHT TO VOTE

**Winston has long partnered with the Lawyers' Committee for Civil Rights Under Law to advocate for minority voting rights.**

In addition to serving as election day polling monitors, we continue to be a resource to the Committee in connection with issues of racial gerrymandering, restrictions to ballot access and voter suppression, all of which threaten the foundational principles of our democracy—the right to vote and to be heard.

Currently, we are focused on the implications of recent state redistricting plans that do not adequately represent demographic change as reflected in the most recent census. The Winston attorneys working with the Lawyers' Committee on those issues include **Marisa Manzi, George Mastoris, Michelle Tuma** and **Jay Wexler.** ■





# Social Welfare

## WE ARE FOCUSED ON

**ASSISTING** organizations providing social services to communities of color

**PROVIDING** civil legal services to persons and organizations in connection with legal issues disparately impacting Black communities and communities of color

**SUPPORTING** urban anti-violence efforts and organizations

**CHALLENGING** racist and White supremacist institutions

## ADDRESSING HISTORIC DISCRIMINATION AGAINST BLACK FARMERS

For more than a century, Black farmers have suffered racial bias and discrimination in U.S. Department of Agriculture (USDA) programs, according to numerous studies and reports—many of which were conducted by the USDA. Denied access to loans that White farmers routinely benefit from, Black farmers now own fewer than 1% of all farms in the U.S., compared to 14% in 1920.

Seeking to address the longstanding discrimination in the USDA's farm loan program, Congress included \$4 billion in debt relief for minority farmers in the American Rescue Plan that passed in March 2021. Before the funds could be distributed, however, several White farmers sued the USDA, arguing that the loan forgiveness program unconstitutionally discriminated against them on the basis of race.

Winston & Strawn, with co-counsel from the Lawyers' Committee for Civil Rights Under Law and Public Counsel, is representing The Federation of Southern Cooperatives to ensure Black farmers receive the funds Congress allotted to them.

In March 2022, Winston won a reversal in the Fifth Circuit Court of Appeals of an order that had denied Winston's motion to intervene on behalf of The Federation of Southern Cooperatives to defend the law granting debt relief to Black farmers.

The Winston team working on this matter includes **Kobi Kennedy Brinson, Chase Cooper, Janelle Li-A-Ping, George Lombardi, Jordan Redmon, Jackson Smith, and Andy Tauber.** ■

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“What's missing in the narrative about this is the actual discrimination against Black farmers that led us to this point in the first place. The discrimination against Black farmers is so pervasive, so deep, and has caused such a negative financial impact that it is virtually impossible for the USDA to tell that story itself because it's a part of that same system.”

**KOBI KENNEDY BRINSON, CHARLOTTE PARTNER**

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## FIGHTING BACK AGAINST A WHITE MOB'S INTIMIDATION AND RETALIATION

**In spring of 2020, a large group of White men, led by an armed off-duty sheriff, confronted a Black mother and her teenage son who live in rural North Carolina, demanding to enter their home and search for a missing teenage girl. Law enforcement officials responded and dispersed the mob.**

On behalf of the family, the Lawyers' Committee for Civil Rights Under Law filed a lawsuit against several members of the mob alleging trespass and assault, as well as violations of North Carolina's civil rights and fair housing statutes. After settling the lawsuit in March 2022, the defendants filed a defamation lawsuit against the Lawyers' Committee and two of its attorneys based on assertions made in the underlying complaint and in statements made to the media.

Winston & Strawn attorneys are defending the Lawyers' Committee and the individual attorneys against these retaliatory charges that represent yet another attack on the rights of victims of racially motivated attacks to seek justice.

The Winston team includes **Anthony Baker, Kobi Kennedy Brinson, Alex Cote, Elizabeth Ireland,** and **Gabi Wolk.** ■

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# COMPENSATING BLACK HOMEOWNERS FOR RACIALLY BIASED PROPERTY TAX FORECLOSURES

**From 2011 to 2015, more than 100,000 families in Detroit lost their homes due to illegally inflated property taxes.**

Black families were the most deeply impacted and many Black neighborhoods were decimated by these illegal property tax foreclosures. Compounding this injustice, many of those who lost their homes were eligible for a poverty exemption from paying their property taxes, but the City of Detroit made the process for applying for this exemption so complicated that most qualifying homeowners were unable to obtain this relief.

In response, a reparation fund—Black Homes Matter—has been established for these homeowners. Winston attorneys helped form and secure federal tax-exempt status for the fund and continue to advise the fund on various corporate and contract concerns.

In addition to providing compensation for Detroit homeowners who were unjustly dispossessed of their homes and wealth, the fund is creating a template that other American cities can use to address this longstanding fault line of racial injustice.

The Winston team that worked on this matter included **Todd Betor, Kyle Foley, Angela Machala, and Zachary Weit.** ■

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“Detroit is in the midst of a property tax foreclosure crisis of a magnitude not experienced in American history since the Great Depression.”

**BERNADETTE ATUAHENE, SENIOR RESEARCH SCHOLAR, UNIVERSITY OF MICHIGAN LAW SCHOOL AND CHRISTOPHER BERRY, PROFESSOR, THE UNIVERSITY OF CHICAGO HARRIS SCHOOL OF PUBLIC POLICY**

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JUSTICE  
NO  
PEACE



BANK



# Economic Development

## WE ARE FOCUSED ON

**ASSISTING** organizations dedicated to economic and employment development of Black communities and communities of color

**PROVIDING** disadvantaged neighborhoods with holistic development assistance, including broad-based legal services, legal assistance to small businesses, organizational leadership, financial support, and other forms of assistance

**ASSISTING** Black-owned small businesses with formation and other business-related legal advice

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## WINSTON HELPS SOCIAL ENTERPRISE LEVEL THE PLAYING FIELD FOR BLACK TECH ENTREPRENEURS

**Winston & Strawn played a pivotal role in the formation of Fifth Star Funds—a social enterprise that provides equitable access to early-stage venture capital and reinvests 100% of its returns.**

Founded in the aftermath of George Floyd’s murder, Fifth Star Funds fills a crucial need for Black business owners who face systemic funding inequities. In America, Black founders receive only 1% of the available venture capital, compared to 77% for White-owned businesses.

Winston provided formation counsel, secured tax-exempt status, and advised on intellectual property concerns to support Fifth Star Funds’ vital mission.

The Winston attorneys supporting Fifth Star Funds include **Ben Chrisman, Jeff Huelskamp, Dennis Kelly, Irina Lyapis, Bradley Ratliff, and Justin Trapp.** ■

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“It’s exciting to play a key role in launching and sustaining this ground-breaking initiative that’s addressing racial bias and inequity head-on by providing early-stage capital to Black entrepreneurs.”

**JEFF HUELSKAMP, CHICAGO PARTNER**

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## SUPPORTING BLACK-OWNED SMALL BUSINESSES

In addition to helping launch Fifth Star Funds, Winston's corporate and transactions attorneys are working directly with its portfolio companies on a wide range of legal issues.

- For **Cyber Pop-up**—an on-demand cybersecurity platform—we are providing data management and privacy advice to the firm's founder, who is also the first Black woman in the U.S. to earn a Ph.D. in security engineering. Winston's Cyber Pop-up team includes **Ben Chrisman, Dennis Kelly, Ben Kern,** and **Justin Trapp.**
- Winston is helping **E3 Media**—an online radio station playing queer and independent music—with structuring multiple business lines into an integrated entity. **Ben Kern** is counseling E3 Media.
- **Roomii**—an online marketplace that lets you rent your personal furniture for cash—is working with Winston attorneys to address various corporate and contractual issues. The Winston team supporting Roomii includes **Peter Clarke, Michelle Kallick, Susan Storiale,** and **Nick Worden.**
- For **CRTSIDE**—which is building a social community and brand-building network for basketball athletes, coaches, and supporters—we are helping develop terms and conditions for the platform as well as its privacy policy and talent release forms. The attorneys supporting CRTSIDE include **Sheryl Falk, Mary Katherine Kulback,** and **Alessandra Swanson.** ■

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## HELPING LOUISIANA CITIZENS ACCESS UNEMPLOYMENT BENEFITS

**In 2020, as the pandemic upended the workplace, the State of Louisiana was inundated with claims for benefits.**

By May 2020, half a million Louisianans received some form of unemployment benefits, and by November 2020, Louisiana had one of the highest unemployment rates in the nation, with Black Louisianans and low-income people of color being affected disproportionately.

While almost all states struggled initially to accommodate the unprecedented surge in claims, Louisiana claimants are still facing multiple roadblocks to receiving the benefits they are entitled to receive, ranging from being stonewalled by the Louisiana Workforce Commission to having benefits terminated unexpectedly and without notice.

In response, Winston & Strawn is supporting the National Center for Law and Economic Justice with a class action against the Louisiana Workforce Commission alleging rampant due process violations in the administration of unemployment benefits.

The Winston team working on this matter includes **Steven Laxton**, **Becca Loegering**, **Rex Mann**, and **Chad Walker**. ■

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## INCREASING OPPORTUNITIES FOR DIVERSE ASSET MANAGERS

**Diverse and female-owned firms manage less than 1.3% of the \$74 trillion of U.S. assets despite the fact that they represent 8.6% of all asset management firms and 80% of the population.**

To help bring more balance to this equation, Winston & Strawn is collaborating with Lafayette Square Foundation to support its Diverse Managers Initiative. This comprehensive program helps high-performing diverse and female investment professionals become best-in-class business operators.

Winston attorneys are providing ongoing legal counsel to Lafayette Square Foundation. In addition, we are offering workshops for participants in the Diverse Managers Initiative that range from the fundamentals of fund development and general market rates to filing for a small business investment company license.

The attorneys working with Lafayette Square Foundation include **Meg Frey**, and **Jeffrey Stern**. ■



# Pro Bono Racial Justice & Equity Council



**BRYAN GOLDSTEIN**  
CO-CHAIR



**ANGELA SMEDLEY**  
CO-CHAIR

## COUNCIL MEMBERS

**SOFIA ARGUELLO**  
**SUZANNE LABI**  
**AUSTIN LEACH**  
**JENNIFER ROUALET**  
**DION ROBBINS**

**DAVID SAKOWITZ**  
**DJÉNÉBA SAMAKÉ**  
**CHANTE WESTMORELAND**  
**MICHAEL WU**

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## PRO BONO TEAM

**GREG McCONNELL**  
**JULIE BAUER**  
**KEN BERRY**  
**MARIA KUTNICK**

**RUBI CONCHAS LOPEZ**  
**TARA MOSS**  
**NAREENEH SOHBATIAN**



THE CEASE INITIATIVE

100,000

PRO BONO HOURS OVER FIVE YEARS

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\$50 million

INVESTMENT

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25,000

HOURS CONTRIBUTED TO DATE

*“Not everything that is  
faced can be changed,  
but nothing can be  
changed until it is faced.”*

– JAMES BALDWIN

#### **About Winston & Strawn**

Winston & Strawn LLP is a global law firm with 900+ attorneys across 16 offices in Brussels, Charlotte, Chicago, Dallas, Hong Kong, Houston, London, Los Angeles, Miami, New York, Paris, San Francisco, São Paulo, Shanghai, Silicon Valley, and Washington, D.C. Additionally, the firm has significant resources devoted to clients and matters in Africa, the Middle East, and Latin America. The exceptional depth and geographic reach of our resources enable the firm to manage virtually every type of business-related legal issue. We serve the needs of enterprises of all types and sizes, in both the private and the public sectors. We understand that clients are looking for value beyond legal talent. We take time to learn about our clients' organizations and their business objectives. And we leverage technology and collaborate seamlessly to respond quickly and effectively to our clients' needs.

Visit [winston.com](http://winston.com) if you would like more information about our legal services, our experience, or the industries we serve.

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