

This edition of Voices of Excellence looks at immigrants and refugees in the United States as well as the controversial laws affecting them that have been the subject of national debate and court battles.

The Current Status of the US Refugee Admissions Program (USRAP)

In early 2017, **Executive Order 13780**, "Protecting the Nation From Foreign Terrorist Entry Into the United States," was signed by President Trump. The order required a 120-day review of USRAP to identify and implement additional security screening processes for those seeking to enter the United States as refugees. Under this Order, all refugees were temporarily banned from entering the country.

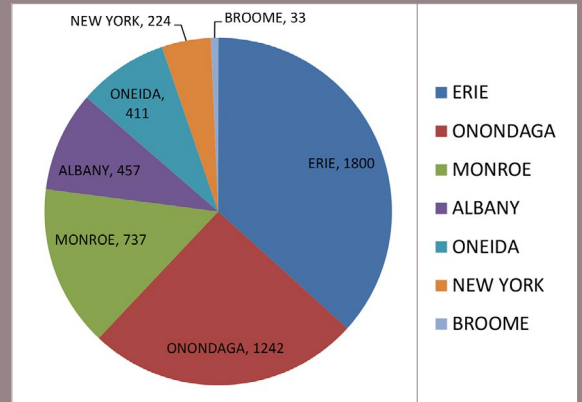
In October 2017, the government announced that additional screening and vetting was needed only for refugees from Egypt, Iran, Iraq, Libya, Mali, North Korea, Somalia, South Sudan, Sudan, Syria, and Yemen—predominantly Muslim countries—whose citizens were listed as "potentially posing a higher risk" to the United States. This lengthened review period ended in January 2018, resulting in enhanced screening for individuals from these 11 countries and a periodic analysis of which countries potentially present "higher security risks" to the nation.

The Current Status of the Deferred Action for Childhood Arrivals (DACA) Program

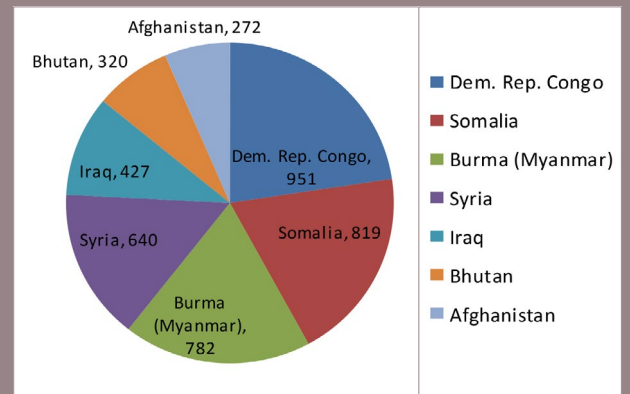
The **DACA program** allows children of illegal immigrants, commonly known as "Dreamers," to remain in the country if, among other requirements, they arrived by 2007 and were under 16 years old when they entered the United States. The Department of Homeland Security continues to accept biennial renewal applications from roughly 700,000 young people currently enrolled in the program, however, new applications are not being accepted.

In September 2017, the Trump administration announced it would end DACA within six months, alleging it was put in place without proper legal authority. However, two federal judges in California and New York ruled the government was required to keep DACA intact. On February 26, 2018, the US Supreme Court declined to hear the Trump administration's appeal of these federal rulings, thus preserving DACA for the time being. The DACA challenge remains pending before federal appeals courts. The US Department of Justice has said it will take at least another year to get back to the Supreme Court for a decision on DACA's future.

Refugee Arrivals in New York State Before Executive Order 13780



For 2016, six of the top seven arrival counties are in Upstate New York and the remaining one is New York County.



The top seven countries from which refugees have resettled in 2016.

DID YOU KNOW?

As a result of Executive Order 13780, new refugees dropped 72 percent in the Syracuse area in 2017.

QUOTE OF THE QUARTER

*Give me your tired, your poor, Your huddled masses yearning to breathe free,
The wretched refuse of your teeming shore. Send these, the homeless, tempest-tost to me,
I lift my lamp beside the golden door!*

(Excerpt from The New Colossus, by Emma Lazarus, inscribed at the base of the Statue of Liberty)

서울을 떠나 진짜 소울을 찾다

Leaving Seoul to Fulfill My Soul

I am from Seoul, South Korea. I was raised in a culture where expressing oneself was considered disobedient and out of the ordinary. I was always told that good kids were modest and obedient.

Since I was born, my future was pre-determined by my father, who really liked classical music. Thus, for the first 13 years of my life, my dream was to become a classical pianist. As a “good kid,” I followed my piano teacher’s instructions and memorized how to play the music. For the first few years, I placed first in several competitions. However, when I realized that I did not enjoy classical music as much as my father did, I began to fail in competitions.

For the first time in my life, I asked my parents if I could go study abroad in the United States and play piano only as a hobby. My mother, who wanted to raise me as a modest and humble child like she was, did not like the idea. However, I was able to persuade her by telling her about my dream to become independent and follow my grandparents’ and father’s paths to become a working professional.

When I started to attend a boarding school in the United States, I had to adapt to a new culture. During my first lesson in the United States, I was surprised by the fact that the teacher actually asked me how I felt about the music. In the United States, expressing my own thoughts and making my own music were not considered as disobedient behavior. At first, it was not easy for me to speak up. But as I began to

feel more comfortable, I realized that expressing my own thoughts and raising questions helped me to improve and excel.

That is when I started to dream about living in the United States permanently. I would have been a different person if I had stayed in Korea. I would not have known how to speak up—similar to many of my friends who stayed in Korea. Although I continue to be respectful of others, I am grateful that I was given a chance to learn how to express my own thoughts and true identity after I started to live in the United States.

Through my church, I am currently helping international Syracuse University students to adjust and adapt to a new culture. Like myself, many of the students struggle with discussion sessions and being called on by professors in class, but they ultimately realize that such discussions and cold calling help them improve their thought processes and confidence. I am grateful that I have this opportunity to share my background and experience. So when you see someone with an Asian background who appears to have hard time speaking up, please be mindful that they may be trying to adjust to a new culture!



Sang Eun (Jennice) Lee

Upcoming Diversity & Inclusion Lunch & Learn

The Rochester DLT will host the next D&I Lunch & Learn on April 18 at 12 p.m. Local attorney and Islamic Center of Rochester President, Sareer “Sandy” Fazili, will present “Representing Muslim Clients Respectfully and Well.”

The presentation will discuss the Islam religion, intersections of Islamic belief and civil law, and will have a Q&A session for attendees looking to learn more about Islam. We hope that you will join us for this interesting and timely discussion.

New Faces Around the Firm

(Through April 1, 2018)

ALBANY

Allen F. Light, *Associate*

BUFFALO

Jonathan M. Atlikhani, *Technical Support Specialist*

Arthur A. Marrapese III, *Partner*

Megan K. Tomaszewski, *Marketing Writer*

Cheryl A. VanDenHandel, *Paralegal*

SYRACUSE

Kevin A. Barone, *Associate*

William B. Cable, *Office Manager*

Frances A. Ciardullo, *Special Counsel*

Tricia J. Holl, *Collections Coordinator*

Kyle S. Howatt, *Data Analyst*

Irene C. Meyer, *Marketing Manager*

Barclay Damon Wins Multiple NYSBA Pro Bono Awards

In January 2018, Barclay Damon was named a Free Legal Answers™ Firm Honoree by the New York State Bar Association as the law firm with the most attorneys who participated in NYSBA's Free Legal Answers program in the past year. The honor was accepted by pro bono partner Heather Sunser and partners Sheila Gaddis and Courtney Merriman at NYSBA's Annual Justice for All Luncheon in New York City.

The firm was also recognized as an Empire State Counsel Law Firm Honoree for the 18 attorneys who provided 50+ hours of pro bono service in 2017.

The individuals honored as Empire State Counsel were Kayla Arias, Megan Bahas, Gabriel Bouvet-Boisclair, Eric Charlton, Melle Fabian, Ross Greenky, Jeremy Hourihan, Danielle Mettler-Lafeir, Gabe Nugent, Sarah O'Brien, Matt Rosno, Paul Sanders, Cassandra Santoro, Bella Satra, Michael Smeader, Bridget Steele, Charles von Simson, and Arnold Zelman.



Pro Bono Case Note

Buffalo Office attorneys Gregory Zini and Meghan Dwyer recently represented an inmate at the Wende Correctional Facility who went on a hunger strike. The case involved a petition filed by the New York State Attorney General's Office to force-feed the inmate. Supreme Court Justice Deborah Chimes directed the AG's office to find counsel to represent the inmate, and it reached out to Barclay Damon.

In this difficult situation where a client was trying to starve himself to death, Gregory and Meghan discovered the inmate wanted—and needed—a level of mental health care that was not available at Wende. The goal then became securing appropriate treatment for the client. Gregory and Meghan's arguments were so effective that the AG's office withdrew its petition and transferred the inmate to a facility that could provide appropriate mental health services. Without the dedicated, zealous representation from Barclay Damon attorneys, this inmate would most likely not have received the treatment he needed and would have fallen through the cracks of the criminal justice system. Congratulations to Gregory and Meghan for their great work!

Barclay Damon Attorneys Achieve 100 Percent Pro Bono Participation

In 2017, every one of the firm's full-time attorneys participated in the pro bono program, providing more than 3,500 hours of service valued at nearly \$1 million. This accomplishment tops the milestone reached by the firm in 2016, with 100 percent participation from associates. In their pro bono work, attorneys provide assistance to low-income individuals and organizations to help them navigate complex issues including immigration, housing, women's rights, prisoners' rights, community building, and economic development.

Employee Spotlight: Darlene Baker

Legal secretary Darlene Baker is the co-director of the Syracuse-based Roots Uplifted, an organization that aims to cultivate a better understanding of cultural diversity by exploring the cultural components of the African diaspora, Japan, Dominican Republic, Jamaica, and Mexico, including economics, politics, history, music, art, dance, and cuisine.



Roots Uplifted is currently offering two unique programs for youth wishing to learn about deep historical and cultural influences globally. Making Global Connections is a free cultural education program for elementary and middle school students in the Syracuse City School District. The Cultural/Educational Program for high school students and college interns is a travel-based initiative that prepares participants to travel to Ghana by holding sessions focused on language learning, cooking, social etiquette, human rights issues, family culture, literacy history, and more. Roots Uplifted intends to expand its education and travel programs to other African countries, as well as explore the roots and cultural links in Canada, Europe, and other territories. Darlene is an exemplary example of upholding our Diversity & Inclusion values in and out of the office!

President's Pro Bono Service Award Presented to Barclay Damon

The New York State Bar Association (NYSBA) presented Barclay Damon with a President's Pro Bono Service Award at a luncheon ceremony, in Albany. This award honors recipients for providing extraordinary pro bono service to New Yorkers who seek access to justice but cannot afford a lawyer. Bob Heary, of the Buffalo office, accepted the award on behalf of the firm.



Office Updates

ALBANY OFFICE

Diversity Potluck

This luncheon provided employees with a chance to sample a variety of dishes, with Yolanda Bacote taking the award for her fried chicken, collard greens, and sweet potatoes.

Diversity 1L Mentoring Program

Melissa Bennett, Connie Cahill, David Cost, Jamie Dughi Hogenkamp, Eric Dyer, Brad Gallagher, Bob Hussar, Naresh Kannan, Oksana Ludd, Amanda Mirabito, George Pond, Bella Satra, Ekin Senlet, and Erika Wood volunteered to mentor 24 Albany Law School students from diverse backgrounds. The program will be featured in Albany Law School's alumni magazine later this year. Thanks to all the mentors for their time!

Diversity 1L Summer Associate Program

The Albany office hired its first-ever intern in the Diversity 1L Summer Associate Program: Jennifer Cruz, a current participant in the Diversity 1L Mentoring Program. The Albany team is very excited to join Barclay Damon's Buffalo, Rochester, and Syracuse offices in this initiative!

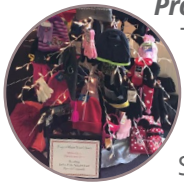
BOSTON OFFICE

Teaching Financial Literacy to High School Students

As part of a student financial literacy program sponsored by the Boston Bar Association and US Bankruptcy Court, partner Tony Scibelli and counsel Carolyn Marcotte volunteered to teach a financial literacy class at North Quincy High School in Quincy, Massachusetts, on February 15.

BUFFALO OFFICE

Project Warm Your Heart

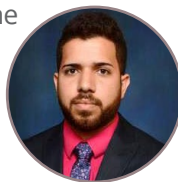


The Buffalo and Clarence offices held their fifth annual mitten, glove, hat, and scarf drive, donating warm winter accessories to community children in need at Buffalo Public School #18 and Plymouth Crossroads.

ROCHESTER OFFICE

Puerto Rico Hurricane Relief Fundraiser

In an effort to support a Puerto Rico hurricane relief fundraiser co-founded by Puerto Rico native and 2017 summer law clerk Jonathan Reyes-Colon and other University at Buffalo Law students, the Rochester Diversity Leadership Team sponsored a Jeans Day on January 26. The event raised \$450 in online and in-person donations, contributing to the total of nearly \$6,000 in relief funds.



WOIS College March

On December 15, Barclay Damon participated in the World of Inquiry School's College March, where high school seniors walk to City Hall to meet with the mayor, mail their college letters of intent, and thank an adult who has supported them in their journey. The College March is a national

tradition among expeditionary learning high schools, offering a celebration and reminder that college and post-graduation opportunities are accessible to all with intentional effort and focus. Congratulations to the Class of 2018!



SYRACUSE OFFICE

Diversity 1L Mentoring Program

Thirty Syracuse University College of Law students are participating in the Syracuse office's inaugural Diversity 1L Mentoring Program, which kicked off with a meet-and-greet reception and office tour. The program seeks to foster mentorship with practicing attorneys and 1Ls from historically underrepresented groups within the legal profession. Mentees will be invited back to the office for a wrap-up networking reception at the end of the semester. Thank you to the Syracuse office mentors: Kayla Arias, Kevin Barone, David Burch, Julie Cahill, Jim Canfield, Eileen Casey, Frances Ciardullo, Brenda Colella, Elizabeth Cominoli, John Cook, Jeff Davis, Tim DeMore, Jon Devendorf, Phillip Dysert, Kate Felice, Zach Forward, Sue Katzoff, John Kelepurovski, Matt Kerwin, John Langan, Jennice Lee, Buster Melvin, Courtney Merriman, Patricia Naughton, Hoda Rifai-Bashjawish, Cassandra Santoro, Mike Sciotti, Gerry Stack, Rob Thorpe, Paul Vellano, and Forrest Young.

Diversity 1L Summer Associate Program

The Syracuse office recently hired its 2018 Diversity 1L Summer Associate: Syracuse University College of Law student Gaiti Hashimi, who is also a current participant in the Diversity 1L Mentoring Program.

Winter Clothes Drive

In December, the Syracuse office collected winter clothing donations for local nonprofit Interfaith Works, which provides support services to resettled refugees in Onondaga County.

Tickets for Teens Jeans Day

A Jeans Day was held to benefit the Salvation Army Tickets for Teens Program, which provides movie tickets to low-income families at the Salvation Army's Christmas Bureau Distribution.

SU College of Law Diversity & Inclusion Panel

Syracuse Diversity Leadership Team members discussed Barclay Damon's D&I initiative and Diversity 1L Summer Associate program with 20 students. This was a great opportunity to showcase the firm's initiatives and network with current law students.

Pipeline Program

Syracuse City School District high school students Tamar Wallace and Umesh Dahal are currently participating in the Accounting Department's 12-week internship program, where they will study how to manage expenses, generate income, and optimize profit in a professional office environment.