



Arnold & Porter

Innovative. Integrated. Industry-Focused.

Summer Associate Program

Firm Facts

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Arnold & Porter

Diversity, Equity
& Inclusion

Pro Bono

Well-Being

Career &
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Diversity and Inclusion

Diversity and inclusion are core values for Arnold & Porter. We are recognized leaders for our innovative programs aimed at advancing diversity, equity, and inclusion within the firm, the legal industry, and for our clients.



“We are committed to cultivating a workplace that values our commonalities and our differences and one where everyone feels welcome and valued.”
– Anand Agneshwar
Partner and Diversity & Inclusion Committee Co-Chair

“We believe the future belongs to those who champion inclusion and respect difference—where every voice is heard, every perspective valued, and every person empowered to thrive.”
– Kathleen Harris
Partner and Diversity & Inclusion Committee Co-Chair

“As a firm, we are deeply committed to diversity and inclusion. Inclusive recruiting is a critical component of our strategy, but it is a piece of a broader commitment; we strive to ensure these values are deeply ingrained in every aspect of our firm life.”
– Brenda Carr, Chief Diversity & Inclusion Officer

Arnold & Porter has 14 employee-led affinity groups that are open to all. They serve as invaluable networks of support, friendship, and community for many of our lawyers and professional staff. The affinity groups focus on the experiences of the following communities.

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AP Cares
(Arnold & Porter Caregivers)

First Gen
(First Generation Attorneys
and Professionals)

VALOR
(Veterans and Affiliates
Leadership Organization)

Interfaith Affinity Group

**Jewish Professionals
Affinity Group**

**Muslim Professionals
Affinity Group**

**Professionals with
Disabilities Affinity Group**

ACCORD
(Attorney Community Championing
Our Racial Diversity)

BLAC
(Black Lawyers of ACCORD Caucus)

Professionals of Color

Pride Attorneys

Pride Professionals

WISE Attorneys
(Women's Initiative for Success and Empowerment)

WISE Professionals
(Women's Initiative for Success and Empowerment)

Pro Bono

From our early days arguing for a right to counsel in *Gideon v. Wainwright* to our current work advocating for equal access to justice, we believe that pro bono is an integral part of legal practice.

We address major social issues of the day through litigation, transactional, regulatory, and public policy approaches in areas including:

- | | |
|-----------------------|---------------------------------------|
| Voting rights | Veterans' rights |
| Housing rights | Criminal justice |
| Immigration | Family and children's defense |
| Reducing gun violence | Reproductive rights |
| Education rights | Small Business & Nonprofit Counseling |



Recent Notable Pro Bono Victories

107,000+
PRO BONO HOURS IN 2025

Family and children’s defense. Significant appellate victory guaranteeing that parents in New York receive a prompt hearing when their children are taken into protective custody, helping to ensure that children are not taken from their parents unless strictly necessary.

Secured release of wrongfully convicted client after almost 29 years in prison. After an eight-day hearing, the Connecticut Superior Court vacated client’s guilty conviction, based on prosecution’s suppression of numerous pieces of evidence favorable to the client, in violation of *Brady v. Maryland*, 373 U.S. 83 (1963).

Major criminal justice class action. Largest reported settlement with the U.S. Bureau of Prisons (BOP) in a class action over systemic staff sexual abuse, retaliation, and medical neglect at the now-closed FCI Dublin, through which the BOP is subject to two years of court oversight, and mandating reforms across federal women’s prisons to prevent abuse, ensure medical care, and limit solitary confinement, among other reforms.

Significant housing rights case. Major settlement on behalf of tenants in landlord’s bankruptcy, ensuring that 80 tenants facing eviction are eligible to have their eviction proceedings dismissed, 240 tenants will receive financial compensation, and all tenants will retain their rent credits and security deposits following the property’s transfer to the new owner.

Supreme Court victory protecting veterans from job discrimination. A former employee of the Texas Department of Public Safety achieved a significant win for a wrongful termination after requesting a workplace accommodation due to lung damage he sustained from the now infamous “burn pits” in Iraq. The ruling has major significance for tens of thousands of veterans and service members that serve as both state employees and members of the armed forces.

“It is impossible to overstate the commitment of Arnold & Porter in the fight for racial equity and for equal justice. The firm’s dedication to ensuring that the law is used in the services of good is built in its DNA.”

– Jonathan M. Smith, former Executive Director,
Washington Lawyers’ Committee for Civil Rights and Urban Affairs



FT INNOVATIVE LAWYERS
NORTH AMERICA
2025 SHORTLISTED
IN PRO BONO



Ranked in *Law360 Pulse's*
2024 “Social Impact Leaders
Report” (Top 5 for Pro Bono
Services; Top 10 for
Social Impact)



BLOOMBERG LAW
PRO BONO INNOVATORS
2025

Arnold & Porter attorneys commit to pro bono clients and causes with care and compassion.

Pro bono is more than a professional responsibility for us — it is the reason why so many choose to make it their professional home.



“Pro bono is the purest form of our legal profession. There are many individuals in this country and throughout the world who are unable to advocate for themselves. As lawyers, working on pro bono allows us to advocate for them.”

– Kodjo Kumi, Associate, New York



“Pro bono matters give me the opportunity to work on issues and causes that are important to me. I’ve been able to work on cases that I care deeply about with teams of colleagues that I normally wouldn’t work with.”

- Sarah Gryll, Partner, Chicago



Arnold & Porter values and prioritizes the well-being of everyone within the Arnold & Porter community, including their physical, mental, emotional, intellectual, occupational, spiritual, and social well-being. Accordingly, Arnold & Porter is dedicated to making well-being a tenet of its culture and to promoting and protecting individual and collective well-being at the firm. A sampling of our over 30 well-being offerings are below.

Firm-wide Focus

Well-Being Committee & Dedicated Director focused on well-being strategy and programming.

Mental Health

Guide + Thrive on-site or virtual sessions with licensed clinicians, who know our firm.

Unmind A proactive and preventative science-backed well-being platform, offering bite-size programs and mood and well-being trackers.

Lyra Health A mental health and coaching benefit providing eight free sessions annually, with continuing in-network care, medication management, plus loads of self-guided resources.

Calm Health a digital mental health platform that provides evidence-based tools and resources to support individuals in managing their mental health.

Mindful Moments weekly 15-minute sessions for practicing mindfulness and breathing techniques to improve overall well-being, including practical tips and strategies.



Physical Well-Being

Physical health options such as the Healthy Incentive Program and Hinge Health (muscular/skeletal support).

Cultivate Center offers mindfulness classes, workshops, and virtual yoga.

One Pass Select fitness and well-being program offering access to thousands of gyms and online classes.

Occupational

Wellness Rooms and outdoor patio spaces that can contribute to a state of energy, resiliency and peak performance.

Remote Work Options Policy that allows employees to work 50% of their time in the office each month, allowing for 50% remote work.

Career Development & Advancement

Our in-house career management team provides individualized career development and advancement counseling to attorneys by helping them think critically about their career paths. Conversations with them are confidential.



Arnold & Porter
Career Development
& Advancement

“*The Career Development & Advancement team is one of the main reasons I chose Arnold & Porter over any other firm.*”

– First-Year Associate

“*Having a confidential resource to discuss my career goals has been invaluable.*”

– Mid-Level Associate

Professional Development



Formal Programming

The firm offers comprehensive training programs designed to provide Associates with core skills development and knowledge acquisition. This includes:

- Deal School
- Deposition Skills Training
- Trial School
- Practice Group Trainings

Experiential Learning

For hands-on development of real-world skills, the firm provides experiential learning opportunities for Associates. This includes:

- Associate Shadowing Program
- AssociaTED Talks
- Writing Coaching
- Writing Group

Seniority-Based Retreats

Thoughtfully designed initiatives are phased to meet professional developmental needs at key stages of an Associate's career. These include:

- Foundations (new associates)
- Ascent (midlevel associates)
- Elevation (senior associates)

Integration & Onboarding Initiatives

All new and lateral Associates joining the firm participate in orientation programming during their first days of employment. The PD Team has additional initiatives in place to help Associates with their integration into the firm. This includes:

- Associate Integration Sessions
- Associate Committee
- Attorney Lunch Program
- Career Development Meetings
- Mentoring Program

Mentoring Program



Structured Mentor Program

Summer Associates

- Junior Mentor
- Midlevel Mentor

Junior Associates

- Associate Advisor
- Mentoring Pod

Midlevel Associates

- Partner or Counsel Mentor
- Midlevel Mentoring Circle

Senior Associates

- New Partner or Counsel Mentor

“One of the things that I’ve enjoyed the most here is how this has become a professional home for me. I’ve had a lot of mentors, not even ones that I fully realized were mentoring me in ways that have encouraged my professional development. I have grown from opportunities to work on matters that are not only cutting edge but that are also really personally enjoyable. And a lot of our attorneys find that here.”

- Arthur Luk, Partner

Innovation & Practice Management

Practice Management and Innovation team works with practice leadership to bring together strategy, operational expertise and a forward-looking approach to how legal work gets done.

Delivering Value for Clients

- Plays active role in how we serve clients, helping ensure engagements are staffed smartly, run efficiently, and structured to meet client goals.
- Associates work alongside teams where client service is built into how matters are managed from the start.

Innovation with Purpose

- We continually evaluate how emerging tools and approaches, including AI, can make our attorneys sharper, more responsive, and better prepared.

Looking Ahead

- For associates, that means working in an environment where infrastructure is in place to support excellence, innovative solutions and client-centered legal work from day one.

Arnold & Porter ADVANCE

The firm has made a significant investment in AI to ensure our attorneys can deliver sharper, more strategic counsel for our clients.

Governance and Commitment

- Dedicated leadership team for AI and innovation
- In-house GenAI Development Team building proprietary tools and solutions.

The Tools

- Legal research: Westlaw Precision AI, Lexis+ AI, Bloomberg Law AI
- Generative AI platforms: ChatGPT Enterprise, Anthropic Claude Enterprise, Microsoft M365 Copilot
- Document review and discovery: Relativity aiR, Opus 2 AI
- Contract and document analysis: Kira by Litera, Definely, Contract Companion
- Custom solutions developed by firm's GAI Team

What This Means for You

- You'll use AI tools on real matters, researching faster, so you spend more time on analysis that builds legal skills.
- When reviewing hundreds of pages for a deal or brief, AI helps you get to the strategic questions sooner, not just the busywork.
- We'll train you on how to use and evaluate AI responsibly, a skill set that will set you apart wherever your career goes.

Summer Program

Our summer program immerses summer associates in the values that shape our Firm and drive the highest level of legal excellence in service to our clients and commitment to social justice.



Curious about what it's like to be part of our dynamic team? Get a sneak peek into the world of legal excellence and collaboration and Arnold & Porter!



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