



2024 Impact Report

A MESSAGE FROM

Anna Chu

Executive Director of We The Action

As I reflect on the past year’s achievements and what lies ahead, I have the voices of our community on my mind. Last year, I had the privilege of connecting with thousands of lawyers – from having coffee with a lawyer advancing rare disease research, to meeting in-house pro bono teams at the Mayo Clinic, to developing partnerships with legal advocacy networks, to volunteering alongside many of you on the national, nonpartisan Election Protection hotline. It’s been truly inspiring to hear what We The Action means to you and how we can work together to protect the most vulnerable, fight for justice, and defend our values.

Throughout the year, we heard how We The Action supported you: easing the challenge of recruiting high-quality volunteers, helping you find pro bono opportunities that fit your skills and schedule, and, as Ashley Adams, a We The Action volunteer since 2018 shared, making you feel “empowered, educated, and civically inspired.”

In 2024, We The Action played a key role in the national voter protection ecosystem, helped increase the percentage of refugees and asylum seekers who are represented in immigration legal proceedings, defended reproductive rights and access to abortion care, supported criminal justice reform by providing representation at disciplinary hearings, and launched our partnership with the Chan Zuckerberg Initiative and their Rare As One Network, bringing legal support to patient-led organizations working to improve the lives of people affected by rare disease.

Time and again, this community has adapted to unprecedented challenges, responding with innovation, energy, and – most importantly – hope. Whether you’re a volunteer lawyer, a nonprofit working in your community, or a supporter of our work helping spread the word: Thank you. I am proud to share this report – a reflection of your efforts – with all of you. None of this would be possible without your support.

With gratitude,

Anna Chu
Executive Director, We The Action

Our community of
52,000
lawyers



has donated more than
370,000
hours



worth over
\$194M



to our more than
700
nonprofit partners

Our Vision and Mission

In 2024, we completed a year-long strategic planning process. We're proud to introduce our new vision and mission statements, reflecting our deep commitment to expanding access to justice and driving social impact through the power of pro bono legal service.



Vision

We envision a world where lawyers serve as shields against injustice, as guides through challenging times, and as civic architects building a fair and inclusive society. We aim to advance social justice and empower underserved and marginalized communities by generating unprecedented access to the power and protection of the law.

Mission

We The Action unites lawyers with nonprofits to expand access to justice and deliver free legal services where they are critically needed.

We build innovative technology and collaborative relationships that transform unmet legal needs into actionable, high-impact projects for civic-minded lawyers.

By unlocking unique opportunities and mobilizing lawyers for social justice work at scale, we amplify the impact of nonprofit leaders, accelerate progress, and infuse millions of dollars of free legal support into the movement for a more democratic and equitable world.

Launched Partnership to Expand Legal Support for Rare Disease Organizations

We The Action launched an innovative partnership with the Chan Zuckerberg Initiative and their Rare As One Network to bring legal support to patient-led organizations working to improve the lives of people affected by rare disease.

Rare disease is anything but rare. As many as 7,000 rare diseases affect 300 million people globally. Since launching, 60 We The Action volunteers have signed up to support 23 organizations. Rare disease nonprofits are often small operations led by parents and patients and have few full-time staff members and limited resources. A critical need of these communities is being able to call upon and rely on legal support. That's where we come in.

We The Action volunteers have:

- Ensured compliance with clinical trial research regulations
- Negotiated contracts with pharmaceutical companies
- Established governance structures for a collaborative network of nonprofit research partners

“We are grateful to We The Action and its partnership with the Chan Zuckerberg Initiative for the generous provision of pro bono legal services that will enable us to formalize collaborations focused on accelerating our path to treatments.”

- CACNA1A Foundation, nonprofit partner since 2024

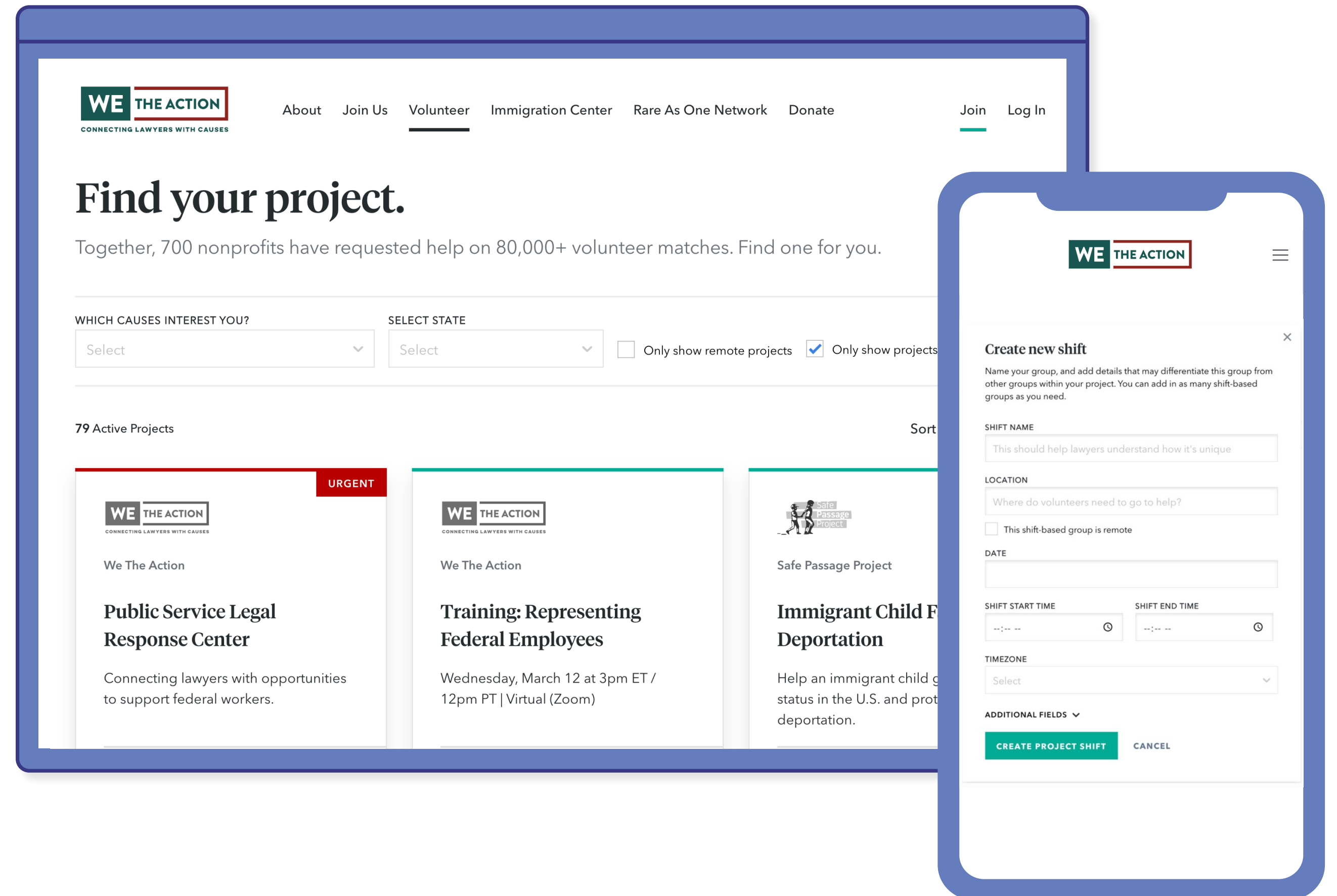


Our Award-Winning Platform

We The Action pursues innovation in both our award-winning platform and our concierge approach to supporting nonprofits. Our tools solve specific volunteer management challenges nonprofits face, including:

- Streamlining volunteer screening and onboarding
- Filtering volunteers by key qualities, such as bar license, legal expertise, and language skills
- Providing advanced shift and group tools to organize volunteers within large mobilizations
- Messaging capabilities to quickly and easily text or email volunteers

In 2024, 150 nonprofit organizations relied on We The Action’s platform to recruit and manage legal volunteers. For example, We The Action’s tools powered the largest nonpartisan voter protection campaign in the country, empowering thousands of volunteers to select hotline shifts that fit their schedules, in order to assist voters leading up to and on Election Day.



“The Lawyers’ Committee is grateful for our six-year partnership with We The Action, as part of the Election Protection nonpartisan national voter hotline. Since 2018, this collaboration has enabled us to recruit and manage legal volunteers for over 85,000 hotline shifts.”

– LAWYERS’ COMMITTEE FOR CIVIL RIGHTS UNDER LAW

We’re always eager to showcase the platform – contact us to schedule a demonstration at your convenience.

Meet the We The Action Lawyers

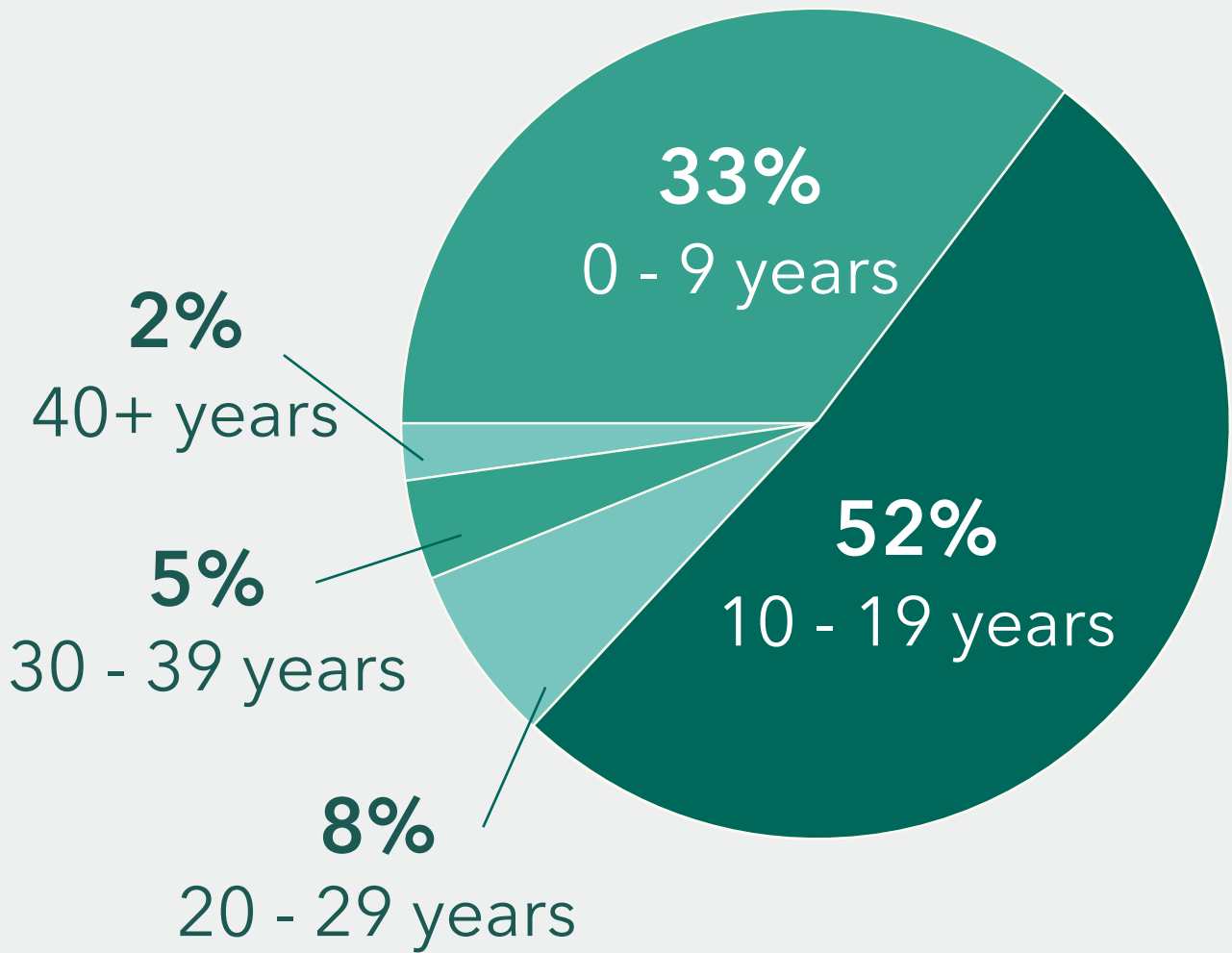


52,000
volunteer lawyers
from all
50 states with an
average of 14 years
of legal experience.

“As a senior in-house legal leader, it’s not always the easiest to find pro bono activities that fit into my experience. We The Action has helped me find incredible opportunities to assist the public, from helping groups navigate personal privacy concerns online to volunteering with Election Protection. We The Action makes it easy to discover who, where, and how I can help!”

– JERRY LEVINE
We The Action volunteer since 2020

Years of Experience of a We The Action Lawyer



We The Action Lawyers Bring a Wealth of Expertise

TOP AREAS OF EXPERTISE AMONG
WE THE ACTION LAWYERS



LITIGATION



BUSINESS LAW



LABOR & EMPLOYMENT LAW



CORPORATE &
TRANSACTIONAL LAW



INTELLECTUAL
PROPERTY LAW

Meet the We The Action Lawyers



George McGregor

The Lawyer Protecting Access
to Reproductive Health

MEET GEORGE: George McGregor began his career working in biomedical engineering and mathematics, and spent decades researching AIDS, cancer treatments, and the effects of airborne toxins. After deciding to pursue a legal career, George joined We The Action in 2021, expecting to volunteer in his areas of expertise. But in the aftermath of the Dobbs ruling, George decided to try something new.

GEORGE’S IMPACT: George worked tirelessly with Regulatory Assistance for Abortion Providers (now Resources for Abortion Delivery) in North Carolina to help reproductive healthcare providers keep their doors open and remain compliant with new restrictive state laws. Thanks to George and other We The Action volunteers, the providers assisted by this program can now confidently work within the law, so they can focus on the day-to-day running of their operations.



Keli Cochran

The Lawyer Fighting to End
Solitary Confinement

MEET KELI: Keli Cochran went to law school with the sole purpose of advocating for incarcerated individuals. Motivated by her two brothers’ experiences within the New York prison system, she draws inspiration from them to combat the school-to-prison pipeline and advocate against inhumane incarceration practices. Keli joined We The Action in 2022 in order to volunteer with the #HALTsolitary Campaign.

KELI’S IMPACT: The #HALTsolitary Campaign joined We The Action in 2021, shortly after the New York State legislature passed the HALT Solitary Confinement Law. Under the new law, for the first time ever, people in New York prisons and jails are allowed representation at disciplinary hearings that could result in solitary confinement. Keli, and more than 100 We The Action volunteers, are using their passion and expertise to improve the lives of incarcerated people by representing individuals facing solitary confinement.



David Hubbard

The Lawyer Who Made
a Difference on Election Day

MEET DAVID: David Hubbard exemplifies a deep commitment to service. He’s been recognized as a Racial Justice Champion and is a past recipient of the Garden State Bar Association’s “Corporate Lawyer of the Year” award. But this year, David served as a poll monitor for the first time, supporting the PLAN-LEAAD Foundation’s Election Protection program in New Jersey.

DAVID’S IMPACT: On election night, the PLAN-LEAAD Foundation learned of a potential mass disenfranchisement due to polling machine issues. Around 8 P.M., David was deployed to Burlington County, stopping to buy water and snacks for voters. Upon arrival, he was amazed by how many people were willing to wait as long as it took to make their voices heard. One voter was ready to give up, but David stayed to reassure him and the voter was able to cast his ballot. David, along with over 6,000 We The Action volunteers, ensured the 2024 election was safe and accessible for all voters.

Meet Our Nonprofit Partners



683

nonprofit organizations



100

new partners joined in 2024



300

projects posted to
WeTheAction.org in 2024

We The Action’s nonprofit partners worked on the nation’s most urgent problems. Forty-seven percent of projects are connected to a volunteer in less than a week, and 20% are connected in less than one day.

Most common issue areas for projects in 2024:



DEMOCRACY
& ELECTIONS:

88

projects



RARE AS ONE &
HEALTH LAW:

51

projects



IMMIGRATION:

48

projects



POVERTY:

20

projects



GENDER EQUITY:

19

projects



RACIAL JUSTICE:

18

projects

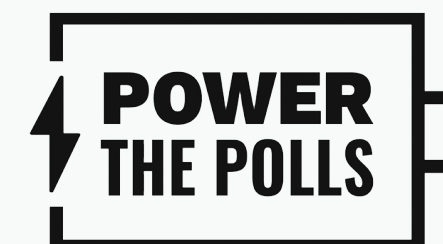
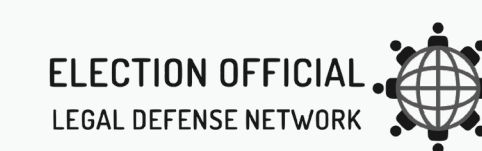
“As a lawyer, I have seen how life-changing having access to legal help can be for people living with ALS and so many other diseases. Partnering with We The Action has been an invaluable experience for I AM ALS.”

— BRIAN WALLACH,
I AM ALS, Nonprofit partner since 2020

From nationally recognized organizations to volunteer-driven local nonprofits, we're proud to provide free legal support to 700 partners. This year, we welcomed 100 new nonprofits, including the logos in color below.



BraveHeart Sun Dance



Meet Our Advisory Council

Our Advisory Council, featuring 11 distinguished lawyers representing the nonprofit, academic, and private sectors, guides We The Action in amplifying our impact, expanding our network of volunteer lawyers, and fostering new partnerships across the country.

In 2024, Advisory Council members convened in Chicago, New York, and Washington, D.C., to host We The Action events with former White House Chief of Staff Ron Klain and former Secretary of Homeland Security Jeh Johnson.

Advisory Council Members:



**Advisory Council Chair
Dana Remus**
Partner, Covington & Burling LLP



Nishka Chandrasoma
Vice President, Chief Legal Officer
and Secretary, Ford Foundation



Ilona Cohen
Chief Legal & Policy Officer,
HackerOne



Julie B. Ehrlich
Program Director, Presidential
Initiatives and Chief of Staff,
Mellon Foundation



Michael Gottlieb
Partner, Litigation & Crisis
Management, Willkie Farr
& Gallagher LLP



Josh Hsu
Partner,
Jenner & Block LLP



**Astri Kimball
Van Dyke**
Director, Google



Jonathan Kravis
Partner, Munger, Tolles
& Olson LLP



**Professor Spencer
Overton**
Patricia Roberts Harris Research
Professor, George Washington
University Law School



Robert Rivkin
Senior Vice President
and Chief Legal Officer,
United Airlines



**Professor Cristina
Rodriguez**
Leighton Homer
Surbeck Professor of Law,
Yale Law School

Safeguarding Democracy

We The Action played a key role in the national voter protection ecosystem in 2024 as the go-to destination for lawyers seeking to protect our freedom to vote. Through our Voter Vanguard campaign, we provided pro bono opportunities for lawyers to conduct election law research, monitor disinformation, serve as poll monitors and workers, restore voting rights, conduct polling site audits, staff the national nonpartisan voter hotline, support election officials, ensure legal compliance for voter protection organizations, observe the official canvass, and more. Voter Vanguard members also participated in a series of webinars featuring democracy experts and advocates, including Second Gentleman Douglas Emhoff.



In 2024, We The Action volunteers donated



working to make the 2024 elections safe and accessible for all voters.

“Using We The Action for our Election Protection poll monitoring project did so much more than increasing capacity with additional volunteers. We The Action introduced us to new like-minded community members and helped us forge what we believe will be ongoing service relationships with folks we otherwise may never have met.”

– PRISONERS LEGAL ADVOCACY NETWORK FOUNDATION, new nonprofit partner



“Serving as a volunteer poll monitor this year with We The Action was an incredibly rewarding experience. It was an opportunity to help ensure that every voter had access to the ballot box and that our democratic process ran smoothly. Knowing that my efforts contributed to safeguarding the right to vote made this work profoundly meaningful.”

– ANDREA DRIGGS,
First-time We The Action volunteer

Examples of We The Action’s 2024 Democracy Work



Strengthening Grassroots Democracy Initiatives

During the 2024 primary and general elections, We The Action partnered with national and state-level democracy partners, including the ACLU, All Voting is Local, and Common Cause, to deploy 600 volunteers across 12 states to serve as poll monitors, conduct polling site audits, monitor disinformation, and observe the official canvass.



Supporting the Largest Nonpartisan Voter Protection Campaign in the Country

In 2018, We The Action partnered with the Lawyers’ Committee for Civil Rights Under Law in building a bespoke platform to support thousands of lawyers who volunteer to protect the vote on and leading up to Election Day. In 2024 alone, lawyers staffed 18,000 shifts on the 866-OUR-VOTE hotline to ensure voters had access to accurate information and support.



Helping Formerly Convicted People Restore Their Rights to Vote

Since 2020, We The Action has partnered with the Florida Rights Restoration Coalition to research individual cases and determine whether formerly incarcerated individuals are eligible to have their voting rights restored. With the help of 500 volunteers, over 70,000 cases have been reviewed. In 2024 alone, volunteers assisted 2,600 individuals in modifying their sentences or paying fines and fees, removing barriers to their voting rights.



Monitoring Legislative Sessions to Stop Anti-Voting Bills

In 2024, at least 30 states enacted 78 restrictive voting laws, meaning millions of voters faced obstacles to vote that they had never before encountered in a presidential election.¹ Volunteers worked with The Leadership Conference to identify, monitor, and combat discriminatory voting laws. ***“Thanks to assistance from We The Action volunteers, The Leadership Conference is educating Congress, the Administration, and voting rights organizations and practitioners around the country about current obstacles to voting.”***

- The Leadership Conference



Evaluating Polling Locations for Disability Access

In Florida, a state where voting rights have changed every year since 2020, the Election Protection Coalition designed a new volunteer program to meet two essential voting rights needs. In addition to serving as poll monitors, volunteers evaluated polling locations with respect to accessibility for voters with disabilities. ***“The quality of work We The Action volunteers produced will make the electoral process more accessible for all Floridians.”***

- Florida Election Protection Coalition



Defending Election Officials

In response to increasing threats and harassment against election officials nationwide, We The Action partnered with the Election Official Legal Defense Network. Since 2021, We The Action has recruited more than 250 volunteers to support election officials across the country as they face ongoing threats, intimidation, and a deluge of misinformation. ***“We The Action volunteers not only provide crucial legal support, but they help many election workers feel less alone.”***

- Election Official Legal Defense Network

1 Brennan Center for Justice, [Voting Laws Roundup: September 2024](#)

Supporting Immigrant Communities

Legal services often make the difference between whether someone is allowed to remain safely in the United States or is deported to harm or permanently separated from family. While there are many barriers to immigrants finding representation, a shortage of available attorneys caused representation rates to fall from 65% in 2019 down to 30% at the end of 2023.² The scarcity of legal representation poses significant challenges to the fairness and efficiency of immigration proceedings. We The Action is committed to increasing access to legal representation for immigrants.



2 Transactional Records Access Clearinghouse: [Too Few Immigration Attorneys](#)

In 2024, We The Action volunteers donated



1,400
hours



worth
\$1M



to
30
nonprofits

helping immigrants navigate the American immigration system, protect children from deportation, represent refugees seeking asylum, and more.

“We are immensely grateful for our ongoing partnership with We The Action, which has been instrumental in enabling us to effectively carry out our work to increase representation for immigrants and refugees.”

— VECINA
Nonprofit partner since 2020



“Thanks to Safe Passage Project’s (nonprofit partner since 2019) mentorship program, I was able to quickly get up to speed and provide critical pro bono representation to children facing deportation. It has been an incredibly rewarding experience.”

— PAULA SCHAAP
We The Action volunteer since 2020

Examples of We The Action’s 2024 Immigration Work



Representing Unaccompanied Children

Immigration judges are 100 times more likely to grant relief to unaccompanied children with legal representation than to those without it.³ We The Action volunteers are working with Kids in Need of Defense, Safe Passage Project, and VECINA to ensure that no child appears in immigration court without high-quality legal representation. For example, since 2021, we have partnered with VECINA on their ReUnite Project, the only program in the United States that provides pro bono legal assistance to sponsors of detained unaccompanied immigrant children in order to expedite their release from government custody and reunification with their loved ones. Our volunteers have been a crucial part of the efforts of the ReUnite Project, which has provided reunification support to more than 1,400 children from 31 countries to date.

Human Rights First



Welcoming Afghan Allies by Offering Essential Legal Support

The U.S. military’s withdrawal from Afghanistan led to the arrival of tens of thousands of Afghans in the U.S., many of whom have since applied for and been granted asylum. Over the past three years, We The Action partners, including the Afghan Refugee Sanctuary Network, Human Rights First, International Rescue Committee, VECINA, and others, have supported Afghan allies in accessing critical legal assistance. For example, volunteers have been helping Afghan evacuees apply for “adjustment of status,” the process of becoming lawful permanent residents – an essential step toward permanent safety in the U.S. Additionally, volunteers helped launch a new nonprofit dedicated to providing women and children with legal, safe passage out of Afghanistan.



Protecting Migrants in Detention

The Government Accountability Project represents more than 25 whistleblowers – federal employees and contractors – who have raised concerns about abuses and oversight failures causing harm to children and adult migrants throughout their asylum-seeking process. In one example, Vonda Vandaveer, a former journalist and We The Action volunteer since 2020, donated hundreds of hours to analyze evidence and draft complaints to the Office of Special Counsel and Congress, detailing whistleblower disclosures about human rights violations at the Baker County Detention Center, a county jail that operates in part as a federal immigration detention facility near Jacksonville, Florida. These disclosures have been vital to catalyzing accountability and changing policies and practices within the immigration detention system.

3 Congressional Research Service, Unaccompanied Alien Children (via KIND fact sheet)

Fighting for Reproductive Freedom and Gender Equity

Lawyers play a central role in protecting reproductive freedom and advancing gender equity. They advise abortion providers, analyze current and proposed legislation, and increase capacity for domestic violence hotlines and pro bono networks that provide legal information and resources. Additionally, through legal expertise and advocacy, We The Action lawyers have been instrumental in addressing the significant gaps in legal support and resources for survivors of domestic violence and transgender and gender-nonconforming individuals.



In 2024, We The Action volunteers donated



working to fight for reproductive freedoms, empower trans and gender nonconforming people, and reduce gender-based and sexual violence.

“These [abortion] providers can now confidently work within the law, so they can focus on the day-to-day running of their operations. Without We The Action volunteers, our clients would have to go elsewhere because we wouldn’t be able to meet their needs.”

— REGULATORY ASSISTANCE FOR ABORTION PROVIDERS (NOW RESOURCES FOR ABORTION DELIVERY)
Nonprofit partner since 2020



“I appreciate that We The Action gave me the opportunity to use the time I had available to contribute in a small way to an issue that is important to me.”

— JENNIFER HEALEY
We The Action volunteer since 2023

Examples of We The Action’s 2024 Reproductive Freedom and Gender Equity Work



Strengthening Legal Networks

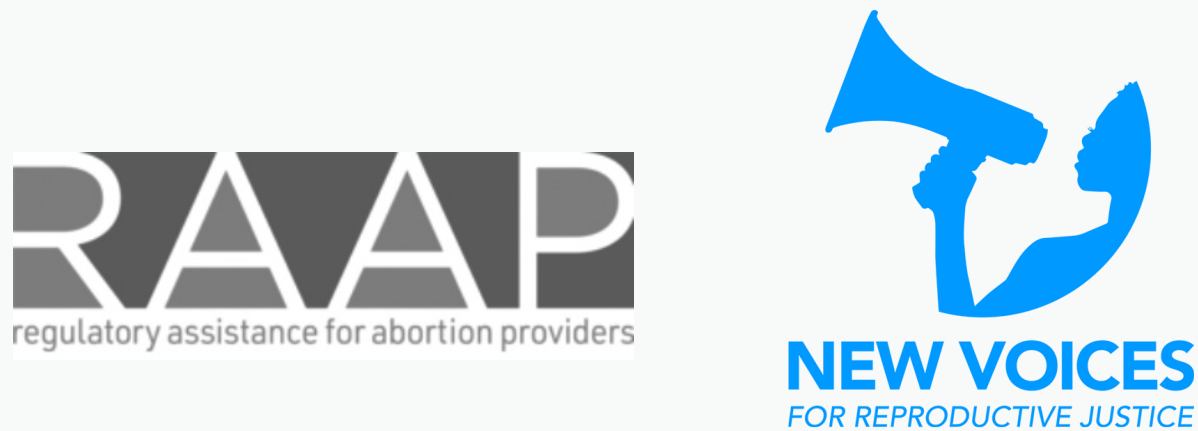
Recent survivors of domestic violence did not receive any or enough legal help for 88% of their civil legal problems.⁴ Working with leading nonprofits in the movement, including National Women’s Law Center and WomensLaw, We The Action volunteers are increasing capacity at domestic violence hotlines and pro bono networks that provide legal information and resources to survivors. Additionally, since our partnership with the Transgender Law Center started in 2017, we have recruited close to 250 volunteers, including pro bono coordinators at law firms and corporate legal departments, to assist in responding to over 1,000 inquiries each year from transgender and gender-nonconforming individuals seeking legal guidance and assistance in order to assert their rights.

4. [The Justice Gap: The Unmet Civil Legal Needs of Low-income Americans](#), Legal Services Corporation



Empowering Grassroots Movements

Rise Justice Labs is a first of its kind civil rights accelerator to help everyday people pass their first law. Since 2020, 40 We The Action volunteers have joined campaigns to help end the practice of forced marriage in California, create a standardized process for the collection and transfer of sexual and domestic violence police reports, advocate for a multidisciplinary Domestic Violence and Sexual Assault Review Board in Nebraska, update sexual assault laws, and more. For 12 weeks, volunteers provide legal support, helping Justice Labs participants review and edit draft legislation, provide feedback on memos to legislative and governors’ offices, and answer questions about filing for 501(c)(3) or (c)(4) status.



Defending Reproductive Rights and Access to Abortion Care

Since the Supreme Court’s Dobbs ruling in 2022, the impact of abortion restrictions and bans has affected people across race, class, and gender identities. In particular, people of color continue to bear the brunt of the harm caused by the lack of protection of sexual and reproductive health rights. From 2020 to 2024, a task force of volunteers worked with Regulatory Assistance for Abortion Providers (now Resources for Abortion Delivery) to support abortion providers by acting as local counsel in their state. In addition to helping healthcare providers navigate abortion restrictions and keep their doors open, volunteers secured a trademark to help New Voices for Reproductive Justice advocate at the national, state, and local level.

From all of us at We The Action: Thank you.

To stay informed on the latest from
We The Action, join us at [WeTheAction.org](https://www.wetheaction.org)
and follow us on social media.



And you can help us continue the fight for a
more just and equitable nation. Please consider
making a donation to We The Action.

[DONATE](#)

In reflecting on our accomplishments, we are immensely grateful for the unwavering support of our community. From protecting our democracy, to supporting immigrant communities, to fighting for reproductive freedom and gender equity, to advocating for racial justice, We The Action's dedicated team has remained steadfast in our mission.

We The Action was founded in turbulent times. Looking forward, we know what it takes to meet this moment, and we are uniquely positioned to tackle the challenges ahead.

In 2025, We The Action volunteers will be:

- Safeguarding democracy
- Protecting vulnerable communities
- Responding to crisis moments
- Expanding legal support for rare disease organizations

In moments like these where the future feels uncertain, we are reminded that democracy doesn't defend itself, and lawyers have a unique and important role to play. We will rise to the occasion no matter what lies ahead, and we are grateful to be doing this work alongside you.

Sincerely,

Anna, Beth, Drew, Katie, Victoria, and Wilson