



2013
THE LEGAL
NEED IN
ARIZONA



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Comparison of the Arizona Legal Need Studies		
Topic Area	2007	2013
Methodology	1,076 phone calls made to Arizona residents asking for survey responses.	Three separate surveys: 1,714 responses from individuals seeking legal information; 78 community group responses; and, 524 responses from attorneys and the judiciary.
Race / Ethnicity	White 76%; Black or African American 3%; American Indian and Alaska Native 3%; Asian 1%; Two or More races 1%; Hispanic 11%	White 60%; Black or African American 5%; American Indian and Alaska Native 4%; Asian 0%; Some Other Race 6%; Hispanic 25%
Reason as to why they did not seek help for legal issue: Worried they could not afford an attorney	Income under ~\$20K – 71%; Income at ~\$50K – 56%	Income under ~\$20K – 63%; Income at ~\$50K – 33%
Where they went for legal help	25% got help from a person or agency; 41% attempted to take care of the problem themselves; 21% took no action at all; and, 13% did not specify.	31% got help from a person or agency; 58% attempted to take care of the problem themselves; 6% took no action at all; and, 5% did not specify.
Top Legal Issues from public survey responses	Consumer; Housing; Family and Juveniles; Employment; and, Discrimination	Consumer; Family Law; Domestic Violence; Housing Ownership; and Housing Rental.

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EXECUTIVE SUMMARY

One avenue towards understanding the legal service needs of Arizonans is to look at the work of Arizona's three legal aid agencies: Community Legal Services, DNA People's Legal Services, and Southern Arizona Legal Aid. These agencies provide direct *legal services* to ~21,000 low-income Arizona adults annually¹, not only by providing legal representation, advice and monetary recoveries for individuals, but also by providing information through outreach activities and educational materials distributed across Arizona.

In addition to looking at the work of Arizona's legal aid agencies, this report helps define legal services needs of Arizonans through three separate surveys: public feedback; attorney & judiciary feedback; and, community organization feedback.

The public survey, launched on the AZLawHelp.org website, focused on multiple areas of civil legal need: housing; consumer; family law & domestic violence; immigration; discrimination; healthcare; public benefits; and, education. This survey allowed the people needing legal services to explain what that need meant in their lives.

The attorney/judiciary and the community organization surveys focused on these professionals describing the areas of need for civil legal assistance from their unique views.

Comparison of the three surveys offers insight into the perspectives of each group. For example, the public feedback placed consumer issues as the highest need (77%), followed by family law (38%), and domestic violence (31%). Housing, both rental and ownership, (27%) rounded out the top five needs. The community groups' perspective offered the ranking of child support and custody issues as the highest, which would be categories under family law, but their top issues did not include consumer issues, which was the top issue reported from the public feedback. The attorney and judiciary perspective listed family law first and domestic violence family law second. This closely matches the public feedback, but the attorneys and judiciary placed consumer law as the fifth highest ranking while the clients' responses indicate it is the greatest need.

The differences in ranking only points to the importance of gathering input from all three groups. It also indicates the resources of the varying groups against the needs that are present in the community. Again, for example, the community groups may have access to resources for domestic violence immediate legal needs but lack the resources to assist with the longer-term needs of child support and custody issues. The attorneys and judiciary will see the onslaught of open cases in family court but the legal consumer needs of the public never reach that level of assistance, as indicated by the public feedback. The public responses indicate that over 60% of those surveyed still attempt to deal with their legal needs on their own or just ignore them. The responses also show that this is not working: Only 5% reported that their legal needs were resolved with 95% reporting that the legal issues are still hovering over them.

The results of each of the three surveys are enlightening and will assist in strategic planning to further increase access to justice in Arizona.

¹ Legal Service Corporation program profiles. <http://www.lsc.gov/local-programs/state-profile?st=AZ> retrieved 1/14/2013

PUBLIC NEED SURVEY

Methodology

The research survey was developed with commercial software, Survey Monkey. Feedback from the public survey was sought through the Arizona legal help websites. This survey targeted only those Arizonans seeking information and/or assistance with a legal issue they experienced over the last twelve-month period.

The sample size for the public survey is over 1,700 survey participants. This sample size is verified as valid using calculations supplied by the commercial survey company: The survey is completed with a 95% confidence level and a 5% margin of error.

The survey is modeled primarily following the legal needs survey instruments of other states' legal aid agencies and with the input of Arizona's three legal aid agencies funded and regulated by the Legal Service Corporation: Community Legal Services, DNA-People's Legal Services, and Southern Arizona Legal Aid. The legal need survey queried basic demographic information and legal needs in multiple areas of law. Further, the survey targeted those individuals searching for legal information or seeking legal assistance.

Demographics

The responses encompass the broad geographic areas of Arizona resulting in a reflection of the state's general population. As the table indicates, the survey is under represented in Maricopa County and has a higher percentage representation for Pima County. The percentage variations in the other counties are much smaller, and overall, the response distribution is across each county of Arizona.

Counties	Survey	General Pop ²
Apache	0.1%	1.1%
Cochise	4.3%	2.1%
Coconino	0.4%	2.1%
Gila	1.6%	0.8%
Graham	0.3%	0.6%
Greenlee	0.2%	0.1%
La Paz	0.2%	0.3%
Maricopa	41.4%	59.7%
Mohave	2.6%	3.1%
Navajo	1.6%	1.7%
Pima	35.2%	15.3%
Pinal	7.5%	5.9%
Santa Cruz	0.4%	0.7%
Yavapai	2.9%	3.3%
Yuma	1.1%	3.1%

The tables below offer the demographics of the public survey participants. It is important to remember that the participants to the public survey were either visiting one of the Arizona legal information websites (<http://www.azlawhelp.org>, <http://www.lawforseniors.org>, or <http://www.lawforkids.org>) or seeking assistance from a legal aid agency.

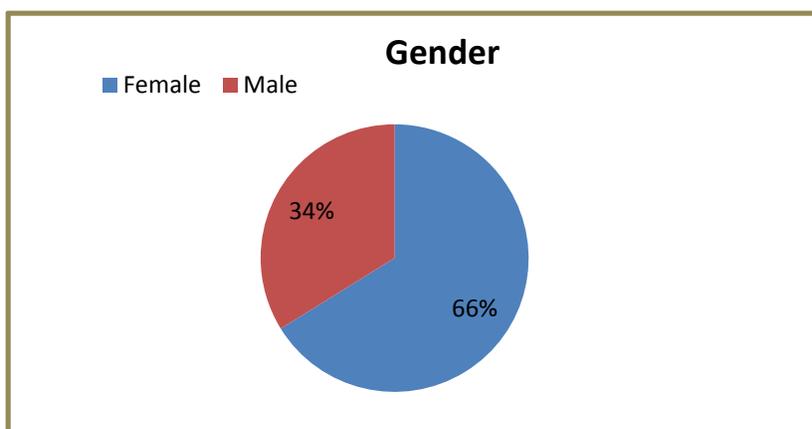
This segmented the survey population to be those who have self identified as needing legal information and/or assistance. The demographic categories below will provide a description of this population seeking legal help.

² http://www.workforce.az.gov/pubs/demography/April1_2010Population.pdf retrieved 1/13/13.

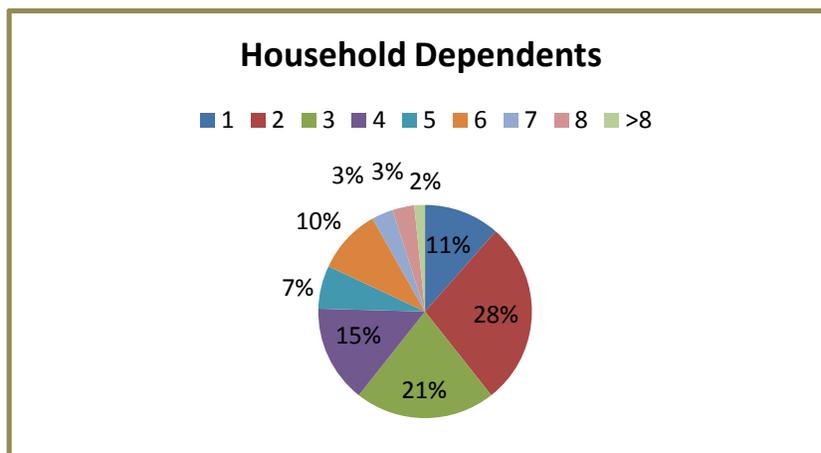
House Hold Type	Survey
Single	29%
Single w/children	25%
Married or Partners	14%
Married or partners w/children	19%
Multi-generational (parents adult children)	7%
Multi-generational (grandparents parents with children)	6%
Age	Survey
18 to 29	33%
30 to 45	30%
46 to 59	17%
60 to 70	12%
71 and up	8%

It should be noted that not all respondents chose to answer certain demographic information. The percentages reported are totals of those completing the demographic information. These totals vary from approximately a thousand answering the county and gender question to as low as less than a hundred answering the number of dependents and age breakdowns.

Still, the demographic statistics allows the reader to see a broad, general picture of the Arizonans in need of legal aid. The following sections will reveal a more detailed view of the crises these households are facing and their need for legal assistance.



Race/Ethnicity	Survey
White	60%
Some other race	6%
Black or African American	5%
American Indian and Alaska Native	4%
Asian	0%
Native Hawaiian and Other Pacific Islander	0%
Hispanic or Latino (of any race)	25%
Income Level	Survey
< \$10,000	51%
\$11,000 to \$20,000	20%
\$20,000 to \$40,000	18%
\$40,000 to \$60,000	7%
\$60,000 to \$80,000	2%
>\$80,000	2%

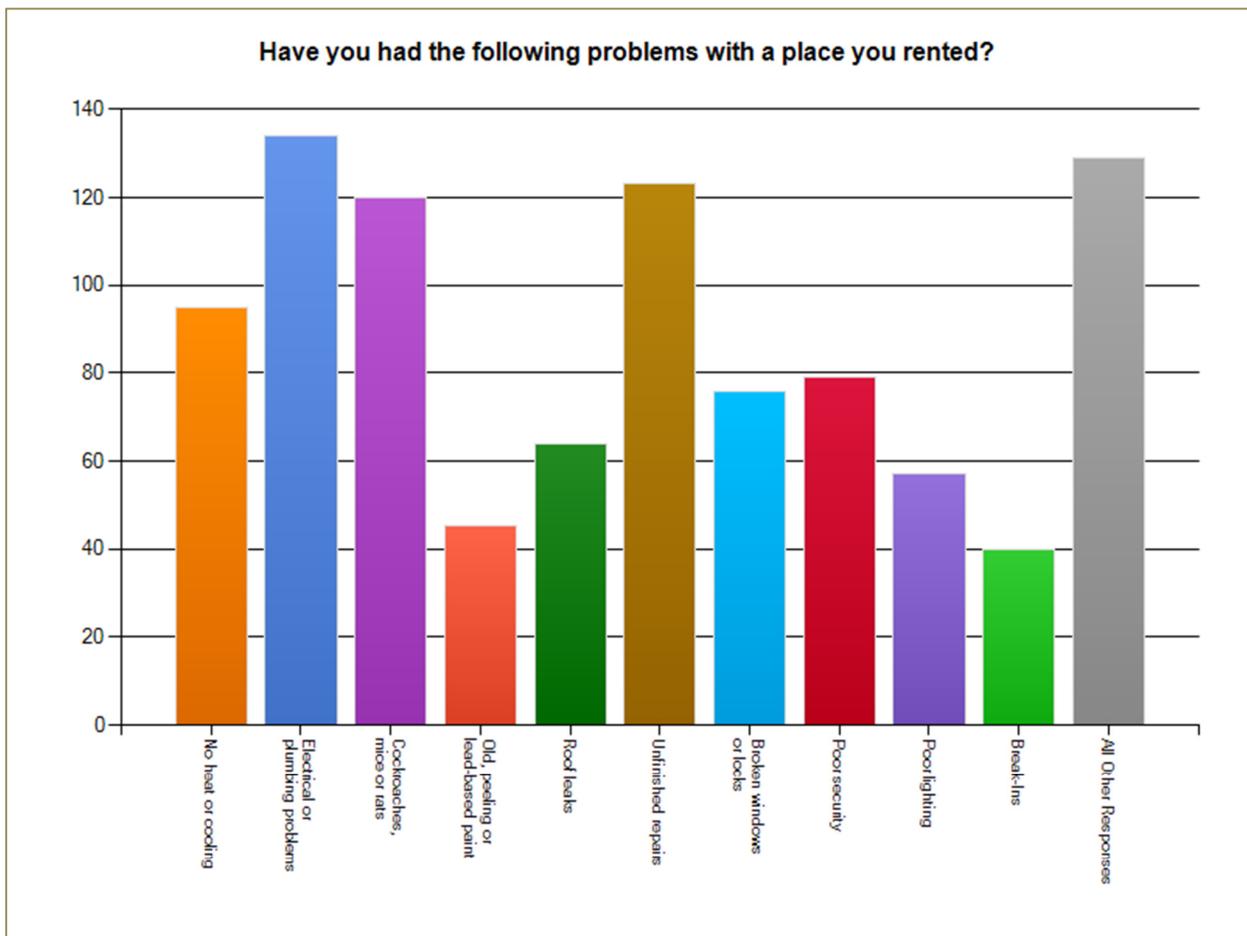


Females are the predominant majority seeking legal assistance. The combined age brackets from 18 to 45 years comprises 63% of the total seeking legal assistance. Those individuals over sixty, though, make up 20% of the total, which is of particular interest

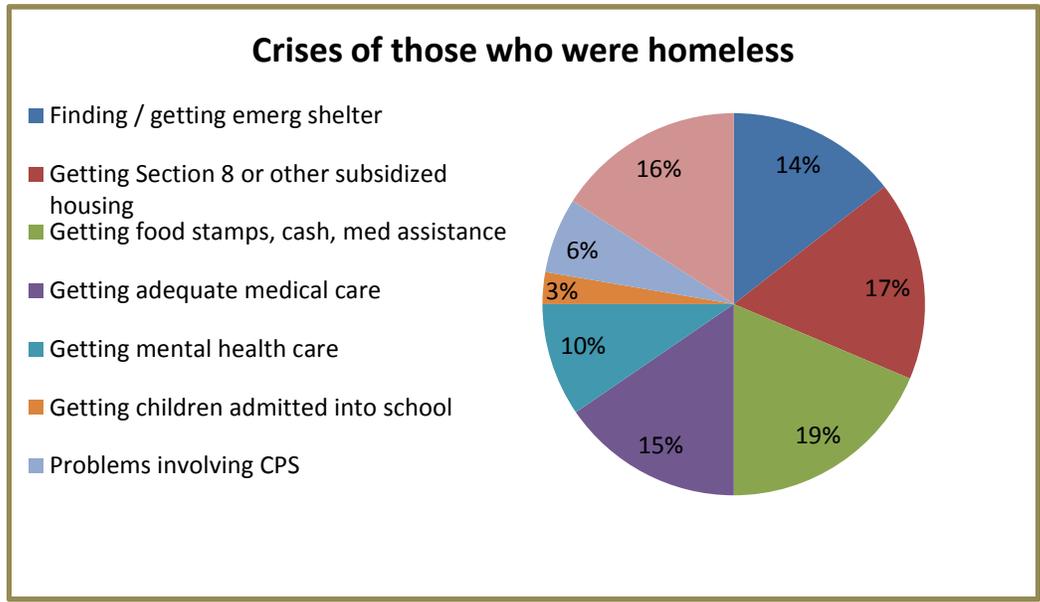
as this survey was available through the internet, which is often referenced as used less by those who are over sixty years.

Housing

46% of the people responding to the survey are renters. 43% of these renters reported having problems with their landlords over issues relating to health and safety issues. Each of the issues presented are basic housing standards, yet these renters needed to seek legal help to secure health and safety in housing.



Beyond having to deal with basic building standards, renters found themselves at odds with property owners over the understanding of their obligations under the terms of the lease agreement. 29% of tenants had disagreements ranging from the amount of rent owed, specific lease terms, security deposits, and other issues that were, for most, not resolved and ended with 20% not remaining in their home, but only 7% were evicted. Of those who left, 17% had to live with someone else after moving because they could not find affordable adequate housing. Homelessness was the reality for 12% of the respondents. The lack of housing was one of the crises issues these families faced. The chart shows all the really hard issues that added to the spiraling instability a family deals with when struggling to get out of homelessness.



Having to move from your home is always a stressful situation, having nowhere to move to is even more so, and when you are a homeowner, the loss is also compounded. 36% of the survey respondents had a mortgage or owned their own home. 28% of the homeowners could have benefited from legal aid with at least one of the following problems that existed for them:

- The mortgage was sold and couldn't reach a contact to discuss payments - 15%
- The escrow payments were not applied to taxes and house insurance payments – 7%
- A need to short sale the property – 17%
- Foreclosure notice was sent when they had been told a loan modification was in the works – 37%
- Given an eviction notice and told the house had been auctioned without receiving notice of a foreclosure pending – 15%
- Neighborhood association made demands not included in association guidelines – 10%

The age groups of 30 to 45 (21%) and 60 to 70 years (46%) had the highest numbers of those reporting needing a short sale. The 46 to 59 age group had the highest percentage (71%) experiencing foreclosure notices sent when they had been told a loan modification was in process.

The problems described above could be mitigated or halted with access to legal assistance and as those surveyed will attest, can lead to the loss of your home when you there is no assistance available.

Consumer

Over 77% of the survey respondents reported having consumer legal problems. The issue was not just a complaint that there was a debt or an overdrawn bank account. The need for legal assistance arises when there is a disagreement about the terms and conditions regarding the funds or debt. The top areas needing legal assistance include:

- Bank accounts – 21%
- Debt Collectors/Collection agencies – 21%
- Credit card accounts – 18%
- Student loans – 13%

The table below looks at these top issues and separates them out by the housing status of the responders. People reporting that they were homeless in the last twelve months also reported a higher percentage having legal issues with their bank accounts and student loans. Renters also had higher percentages reporting concerns in these two areas and in addition had the highest percentage reporting difficulties with debt collection. Homeowners reported the highest percentage of difficulties with credit card accounts.

Legal Issues with:	Renters	Homeowners	Homeless
Bank accounts	43%	31%	53%
Debt collectors/collection agencies	39%	35%	35%
Credit card accounts	30%	39%	28%
Student loans	31%	10%	37%

40% of 18 to 29 year old households listed having student loan problems and this issue was tied for second in this age group as debt collection (40%). Coming in at the highest percentage for this age group was bank account problems (44%). The next table lists the highest area of consumer legal needs for the various age groups and demonstrates that the complexities of financial matters or falling prey to mistakes or scams do not diminish with age.

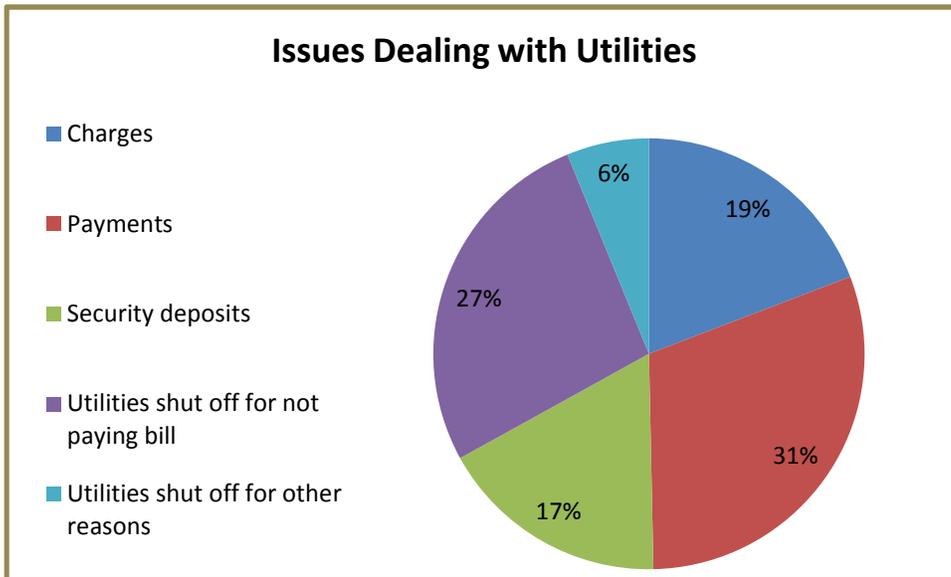
Highest Legal Consumer Needs by Age Groups				
	Debt Collectors	Student Loans	Bank Accts	Credit Card Accts
18 to 29	40%	40%	44%	38%
30 to 45	42%	32%	42%	33%
46 to 59	30%	17%	27%	27%
60 to 70	35%	11%	37%	38%
71 <	23%	3%	26%	23%

A clear difference of consumer legal issues can be seen when looking at the incomes of households. Those families with annual incomes of less than \$10,000 experience the highest percentage of problems with their bank accounts, seizure of property, state or federal income tax returns, auto accidents, loss of driver's license,

and identity theft. The hardship with debt collectors and collection agencies was greatest with households earning between \$10,000 and \$20,000 (41%) and then the households with incomes between \$20,000 and \$40,000 were at 37% and between \$40,000 and \$60,000 at 33%.

Under the Consumer Law area were questions that were at the most basic level of an individual's standard of living: 21% of all respondents reported having legal issues related to their utility

services. The issues varied, as seen in the chart below, with the highest percentages relating to disagreements over payments and subsequent shut off of the services.



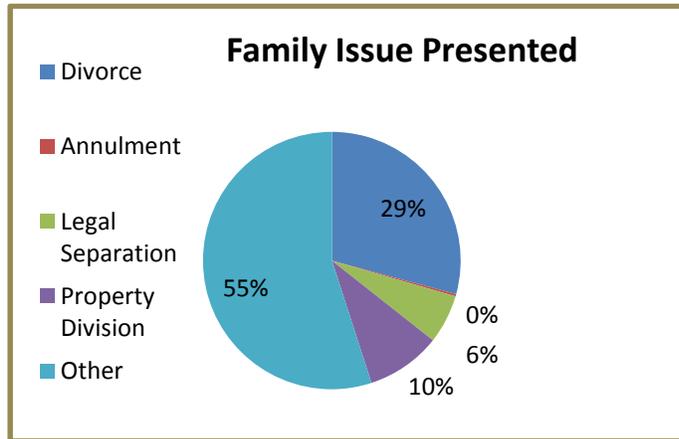
When defined by the person who is in need, the ambiguous term of “Consumer Law” becomes painfully clear –

Someone took money out of my bank account... my identity was stolen... debt collectors are hounding me and I don't know if I even owe them... can they really garnish my wages... I don't believe my utilities should be this high...

These are real justice issues, which often cannot be resolved, if the person has to stand up against a corporate attorney and not have any legal representation speaking in their defense.

Family

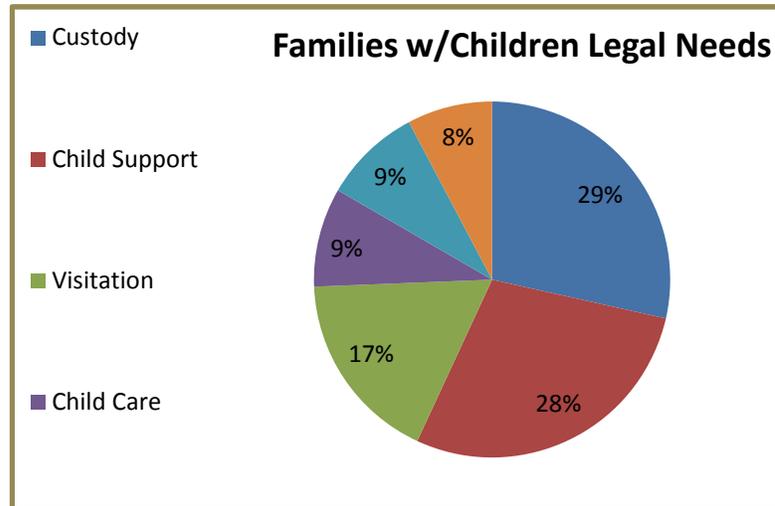
38% of all survey respondents answered that in the last twelve months they needed legal assistance with a family issue. Of the people needing family law help, the largest number listed ‘other’ (55%) as the legal issue rather than any of the issues listed in the chart below. The category of ‘other’ was then described in numerous explanations: A spouse wasn’t following through with the court decrees; confusion about what a court document required; and, a long list of few words trying to understand what the ‘legal process’ expected from them or could do for them in the middle of their personal sorrows.



The personal sorrows and need for legal assistance does not have a gender bias: 61% of the female and 55% of the male respondents stated that they needed family legal help with the issues cited in the charts above.

53% of those responding to the family issues had children, which then added to the complexity of their family legal issues.

15% reported they had problems getting a child support order and 19% reported problems in getting a child support payment. Another area where legal aid offices are often called to assist is as an advocate with governmental agencies. This is of a particular help when the government entity workload is heavy and the budgets are strained by current economic conditions. Of the respondents with children and family legal issues, the following percentages report these needs a problems they had with the Child Support Enforcement Office:



- 9% getting someone from the child support office to call back
- 5% getting a child support order
- 9% getting a child support order changed
- 6% getting child support on time
- 11% getting the correct amount of child support

Domestic Violence

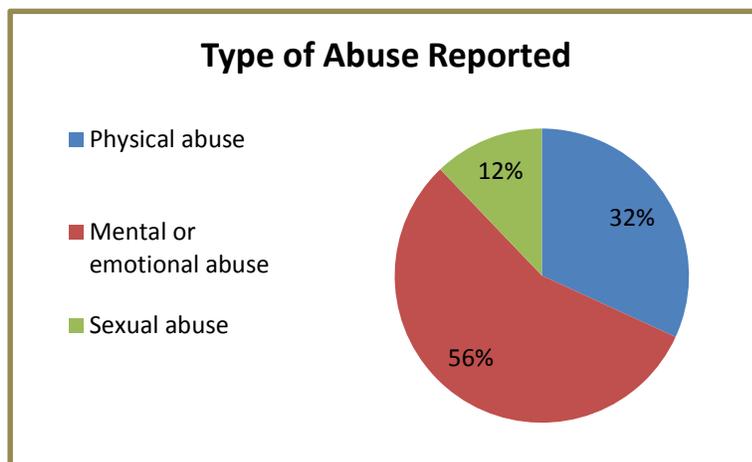
Domestic Violence seems to hold a gender unbalance: 42% of females reported having dealt with domestic violence in the past twelve months and 19% of males reported domestic violence issues. The table below shows all ages can be victims of abuse and the chart shows the forms of domestic violence that victims are suffering.

Getting an order of protection or restraining order was the greatest problem reported with 45% reporting this issue. Enforcing an order of protection was second with 41% reporting this difficulty.

The Victim of Abuse	
A child(ren)	24%
Adult	69%
Elderly (over 65)	7%

The legal issues stemming from abuse are compounded as the victims often need to leave their homes, lose their financial security, and incur costs while they re-establish their lives.

Beyond the need for safety, a victim needs legal assistance in navigating the challenges that come with trying to become a survivor and rebuilding a life without fear.



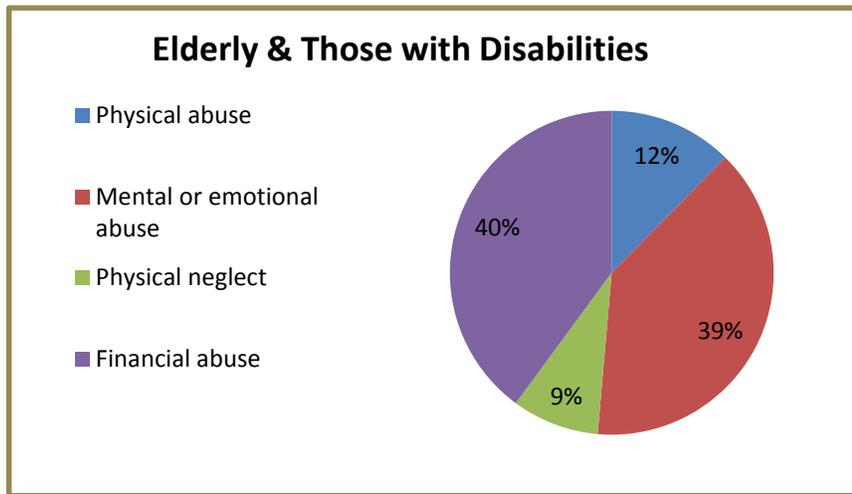
Elderly & Disabled

The legal needs of the elderly and disabled populations can be specialized. The survey asked questions to determine these specialized areas of concerns. 17% of those responding to this area stated that there was an adult living in their home that needed help because he/she could no longer handle his/her own affairs.

Other issues often relating to this population include the need for guardianship or conservatorship, power of attorney, living wills, and wills. 12% of all respondents indicated they had one of the following legal needs during the last twelve months.

- 35% needed help with a guardianship or conservatorship
- 48% needed help with a power of attorney
- 54% needed help with a living will
- 53% needed help with a will

Abuse of the elderly and those with disabilities, do not seem to hold the same gender in balance. 20% of females reported that an elderly or person with disabilities, in their home had been abused during the last twelve months. 18% of male respondents reported same abuse occurring.

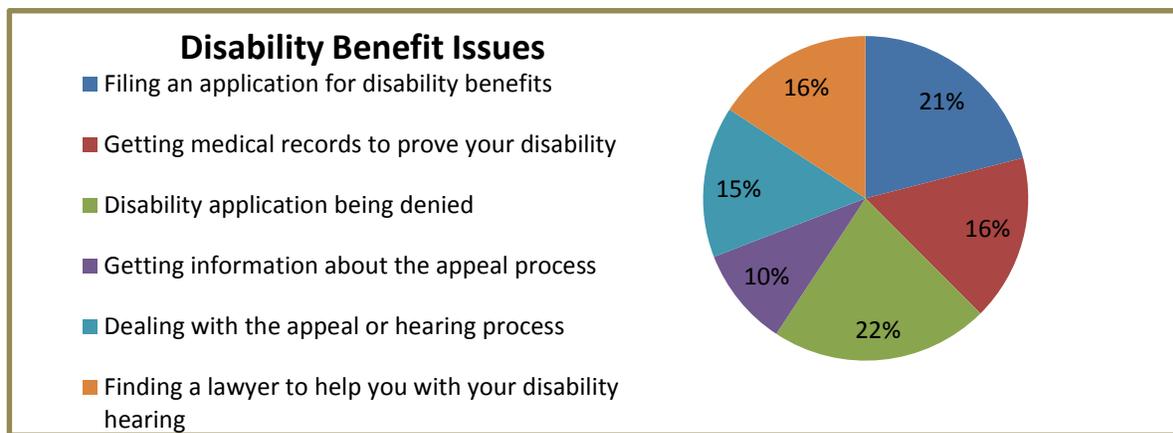


Public Benefits & Health Care

The legal area of public benefits and health care is pivotal to an individual's stability. The survey asked about the need for legal assistance in the following specific areas: cash or food stamp benefits; receipt of public benefits; and, healthcare.

Only 8% of the respondents answered that they had received cash or food stamp assistance in the last twelve months. The highest concern for them, at 97%, was that benefits were denied, cut, or stopped in error. 27% responded that they were paid their wrong amount.

16% of all respondents reported that they, or a household member, had difficulties with public benefits. Their concerns varied from difficulty in contacting the caseworker (58%) to dealing with the appeal or hearing process (26%).



17% of all respondents reported that a medical bill collector had harassed them.

30% of all respondents reported that they, or a household member, had applied for governmental medical assistance in the last twelve months. The highest percentage (29%) reported being denied medical or dental services for adults. The second highest percentage (20%) reported their issue of not being able to get in touch with their caseworker.

6% of all respondents reported that they, or a household member, had problems with Medicare. The largest percentage within this subset reported the difficulty as paying for co-pays and prescriptions (61%). The next highest issue was getting information about the programs availability: 43% reported this as their issue.

11% of all respondents reported they, or a household member, had problems with mental health services. 52% reported that paying for prescriptions for the mental condition was an issue for them. The next largest percentage, 49%, reported their difficulty was dealing with the counselor, doctor or other mental health provider.

Education & Immigration

9% of all respondents reported needing assistance in relation to their children’s education. The table below lists the issues by the percentage reporting the concern.

Education Concerns	
Getting or keeping a child in school	29%
Getting special classes or services	32%
Child placed below his or her level	8%
Bilingual education services	6%
Special education services	25%
Dangerous school	16%
Student treated unfairly or unequally	29%
Suspension or expulsion	16%
Other discipline	11%
Education seriously inadequate	19%
Working with school officials - teachers or administrators	36%
Other (please specify)	35%

The legal needs dealing with immigration are not being minimized by this listing as a subtopic tied with education. While immigration is an important legal issue for a large segment of population here in Arizona, the scope of this study does not provide a forum to address the entirety of immigration needs. This legal need section only applied to 3% of the respondents.

The LSC legal service entities are restricted from dealing with immigration issues of non-documented individuals. This restriction limits the feedback available from those in need of immigration services. A separate study, targeting this population, is required to adequately assess the needs of those with immigration issues. This question was asked to provide a window of information regarding those who are documented, but experiencing legal issues related to their status.

Have you or your household member had immigration problems such as:	
Abuse by a spouse, parent or other family member who is a citizen or legal permanent resident	26%
Getting lawful permanent residency	21%
Bringing family members to US	13%
Threatened deportation	17%
Legal status, yet prevented from employment	11%

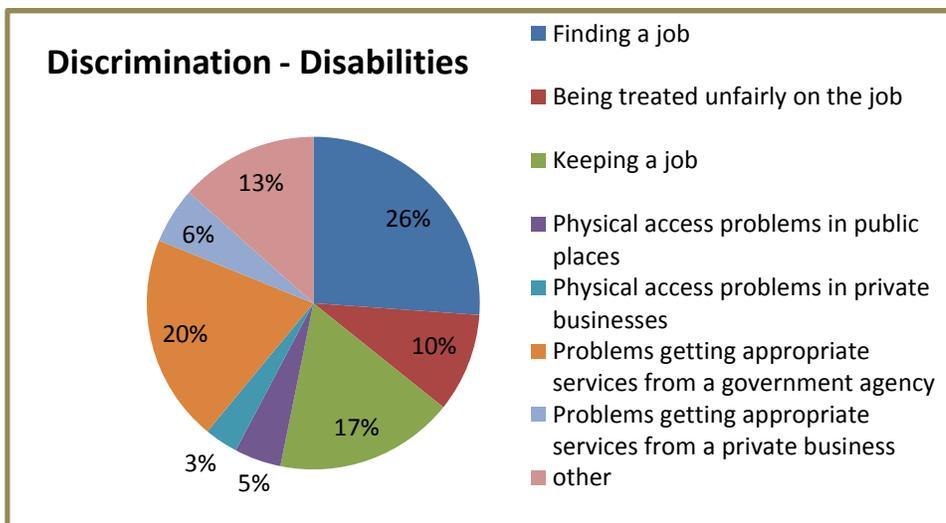
Discrimination

The legal area dealing with discrimination in this survey included housing, disabilities, native language, and as a Native American. Only 1% reported that they had difficulties with rights protected under treaties or other laws specific to Native Americans. The issues were individualized and not able to be grouped. 6% of the respondents reported they had been discriminated against relating to housing. The following table clarifies the cause of the discrimination.

Cause of Discrimination	
Race	42%
Sex	14%
Age	29%
Disability	43%
Sexual orientation	13%

In addition to the statistics reported in the table, 2% of the respondents reported that a landlord had refused to rent to them because they had children.

15% of all respondents reported that they, or a household member, faced difficulties due to a physical or mental disability.



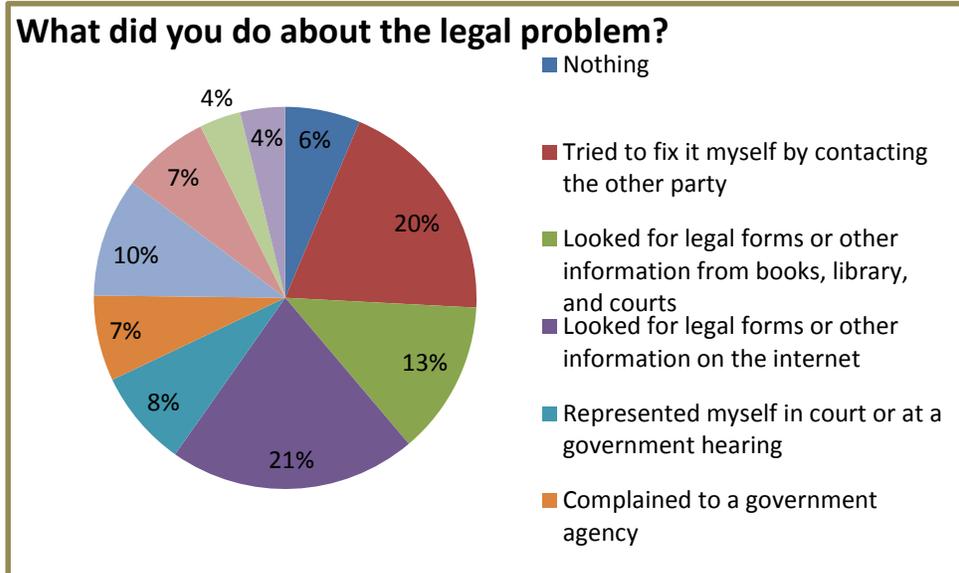
4% reported problems due to speaking a primary language other than English. The three highest percentage reported problems were as follows: 36% not being able to defend their rights; 27% getting work; and, 26% getting government benefits.

Access to Legal Help

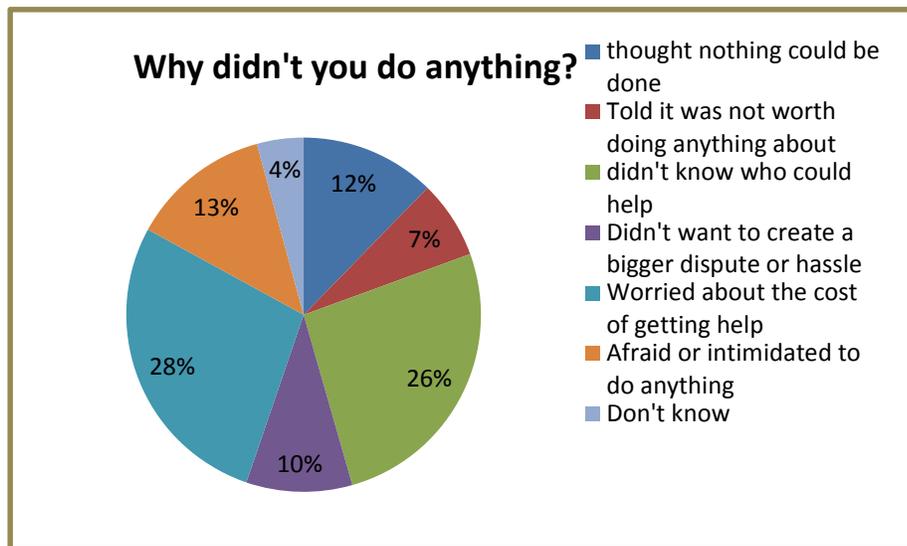
In addition to identifying the legal needs, this public survey sought to understand how those with legal needs were resolving the issues facing them. The chart below shows how the people dealt with the legal problem they faced.

When asked if the legal problem was resolved, only 5% responded that the issue had been resolved and 95% said the issue had not been resolved.

It was also asked, if they did nothing, why they chose not to do anything about their legal problem. The next chart outlines those responses.



The next chart outlines those responses.



Of the 10% who had attempted to reach a legal aid agency, the survey also inquired as to how the legal aid agency had helped.

Over 40% said that they could not receive help from legal aid for a variety of reasons. These reasons included income levels, types of cases, conflicts, and

time. Those who responded that they had been assisted, acknowledged varying levels of assistance: 23% advice was given, 7% helped with forms, 6% written information was given, 3% assigned to a clinic; 2% represented them in the case.

COMMUNITY GROUP FEEDBACK

Methodology

Seventy-eight (78) community group respondents participated in the survey. The survey was developed using a commercial survey instrument, Survey Monkey, and distributed utilizing the community relationships of the Arizona Bar Foundation and the three legal aid agencies: Community Legal Services, DNA People’s Legal Services, and Southern Arizona Legal Aid.

Feedback

The groups were asked to identify the county(ies) which were the primary base for the clients they served: Several groups served more than one county.. As the table below shows, the response rate in some counties is quite disproportionate to the total population residing in each respective county. The results, therefore, must take into consideration that the outlying rural areas were highly represented in the responses given. They reported, too, that 71% of their clients’ primary language was English and 29% was Spanish.

Counties	Survey
Apache	3%
Cochise	4%
Coconino	5%
Gila	6%
Graham	5%
Greenlee	4%
La Paz	25%
Maricopa	14%
Mohave	18%
Navajo	4%
Pima	14%
Pinal	6%
Santa Cruz	4%
Yavapai	4%
Yuma	41%
Statewide	5%

The groups were also asked to identify if they served any Native American Tribes and to identify Chapter/District. Nine respondents answered that they served the following: Colorado River Indian Tribes, Cocopah CRIT, all reservations, Navajo, Hopi, Havasupai, Yavapai-Apache, San Carlos Apache Tribe, and Navajo Nation surrounding areas: LeChee, Kaibeto, Cameron, Bitter Springs, Tuba City, Coppermine, Bodaway Gap, Inscription House, Navajo Mountain, Sonto, and Tonelea.

The next question for the community groups was: “In what issues do the people in your service community need legal assistance?” The two highest issues tied at 65% were child support and custody issues. Disability was the third highest at 64%; Divorce and evictions/other rental housing at 57%; Understanding court procedures, criminal, and protection orders at 53%; Social Security at 52%; Social Security benefits at 52%; Foreclosure/other owner at 44%; Guardianship and Healthcare issues at 47%; Paternity and Food Stamp/TANF at 27%; Children education rights at 26%; Pro se help at 20%; Mobile Home repossession at 17%; Name change/correction at 16%; Probate at 11%; Other Consumer at 9%; Vehicle repossession at 8%; Validation of marriage at 7%; and Pawnshops at 3%.

The groups were also asked to identify the top three most pressing issues, but there were not just three issues that received a clear high priority. The issues with more than 20% of responses were:

Child Support	33%	Custody	32%
Eviction/Rental	30%	Health Care	28%
Criminal	26%	Social Security benefits	24%
Disability	24%	Understanding court procedure	22%

ATTORNEY & JUDICIARY FEEDBACK

Methodology

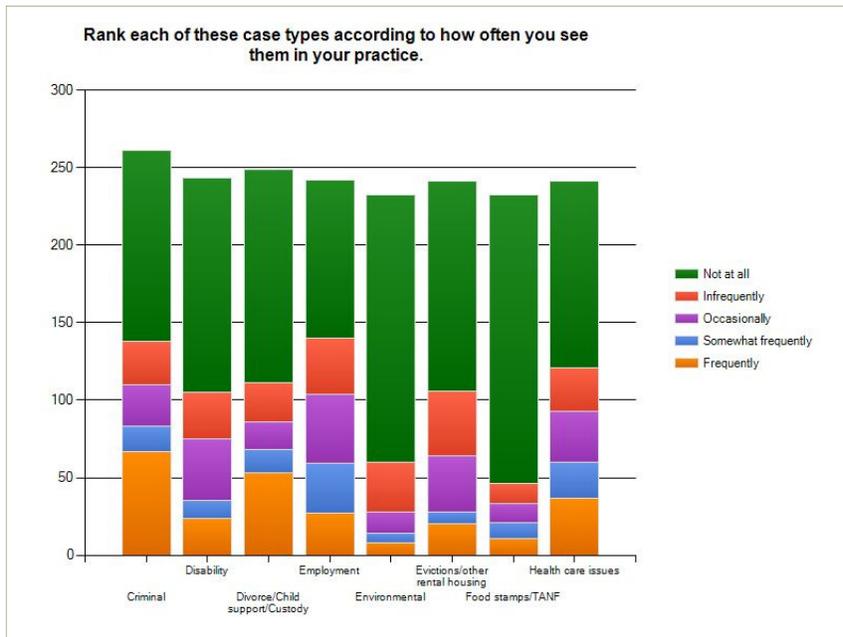
Five hundred twenty-three (523) attorneys and/or judges participated in the survey. The survey was developed utilizing a commercial survey instrument, Survey Monkey, and distributed through the assistance of the State Bar of Arizona.

Feedback

Counties	Survey
Apache	2%
Cochise	4%
Coconino	5%
Gila	2%
Graham	.8%
Greenlee	.4%
La Paz	.8%
Maricopa	72%
Mohave	2%
Navajo	2%
Pima	21%
Pinal	5%
Santa Cruz	2%
Yavapai	5%
Yuma	2%

The attorneys and judges were asked to identify the primary locations of their practice: Several respondents identified more than one county. The geographic division of response is more in line with the general population breakdown than the community group responses. The urban areas actually have a greater representation in these responses than the general population percentages.

This survey also inquired if they provided legal services on a reservation. Nine percent (49) respondents answered that they did work with Native Americans in Tribal Court or with Native Americans in Federal court. The following were listed: Ak-Chin (3); Apache (5); Cocopah (2); Colorado River (2); Fort McDowell (2); Gila River (7); Havasupai (1); Hopi (4); Hualapai (2); Navajo (12); Pascua Yaqui (6); Quechan (1); Salt River (4); San Carlos (2); Tohono O’odham (7); and, Statewide (2).



The next question addressed was how often different types of cases were seen in their areas of practice. The chart to the left shows the rankings. As the chart indicates, criminal law and family law (divorce, child support, custody) were the areas most frequently seen in their areas of practice. Work with the environment and food stamps/TANF were the least seen among the respondents.

In addition, the respondents were asked to list all the legal needs that were not being met in their communities. The table below ranks those needs by the percentage of responses indicating it was an unmet need.

Answer Options	Response Percent
Mortgages/ other ownership housing	46.0%
Child Support	44.1%
Custody	42.9%
Health care issues	41.8%
Evictions/other rental housing	40.4%
Divorce	36.7%
Disability	36.7%
Employment	31.6%
Other consumer	27.7%
Other Gov't benefits	24.6%
Criminal	21.5%
Protection Orders	20.1%
Food stamps/TANF	19.5%
Probate	16.9%
Vehicle Repossession	13.0%
Mobil Home Repossession	12.4%
Environmental	11.9%
Name change/corrections	6.2%
Validation of Marriage	4.5%

When asked to choose the one area of law where they see the greatest need for legal assistance in their community, the top needs were as follows:

1. Family law, not domestic violence
2. Family law, domestic violence
3. Civil law, housing
4. Public Benefits
5. Civil law, consumer

These top five had over 10% ranking in the highest needs. The lower percentage rankings included:

1. Bankruptcy
2. Criminal law, not domestic violence
3. Civil Rights
4. Employment
5. Civil law, other
6. Criminal law, domestic violence

The survey also inquired as to what was area of law of the practice for the respondents, which may influence their perspective of the community needs. Based upon the percentages allocated it is clear that the respondents practice more than one area of law. The percentages greater than 15% include: 27% practiced criminal law; 22% litigation; 21% general civil practice; family law & domestic relations 18%; business law 18%; and real estate/property 16%.

56% reported that they work in private practice and 23% reported they work for the government. 5% reported they were a member of the judiciary and 5% reported they worked with legal services or in the not-for-profit arena. Less than 1% reported their work as within a law school.

56% of the respondents worked in practices/departments where there were less than five attorneys and only 10% worked in practices/departments where there were more than two hundred attorneys. The respondents also reported the amount of pro bono work they did annually: 29% reported that they give over 50 hours annually; 21% reported give between 25 and 50 hours; 20% offer 11 to 25 hours; and, 30% report less than 10 hours annually.





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