



wiley



Inclusion in Action

2024 Inclusion and Engagement Report





Message from the Managing Partner

In 2024, we made meaningful progress in fostering a culture of inclusion by investing in the growth and well-being of our people, clients, and community. This annual report highlights a few of the impactful initiatives that have shaped our firm and strengthened our engagement with the Washington, DC area.

We remain committed to nurturing an environment where everyone feels valued, respected, and engaged. As we reflect on these milestones, we continue to be driven by our core values to inspire and uplift each other. It is the Wiley Way.

Peter D. Shields
Managing Partner



Message from the Chief Inclusion and Engagement Officer

At Wiley, our core values enable us to create a collaborative culture where all team members can thrive. As we continue blazing our own path, this year's report is titled "**Inclusion in Action.**" Our focus on inclusion ensures that all voices are heard and valued, while creating spaces where differences are respected and celebrated. We also know that a strong, collegial culture doesn't happen by chance, it is built and sustained through ongoing, active engagement throughout the firm.

Thank you to my Wiley colleagues for their dedication and contributions to making our firm a place where inclusion is core to who we are.

Rashida MacMurray-Abdullah
Chief Inclusion and Engagement Officer



2024 Year in Review

Inclusion in Action

Throughout the year, Wiley was recognized in the marketplace for our efforts to create an inclusive legal profession. In 2024, our firm promoted inclusion through several channels. From firmwide programming to curated small-group programs to facilitate networking opportunities, we focused on growing together. Below is a summary of some of our signature programs:

Elevating Legal Teams: Inclusive Leadership Strategies for Maximizing Performance and Retention

The firm developed a facilitated learning program for all of the firm's partners and of counsel. The workshop focused on understanding the key-traits of high-performing legal teams and how inclusive leadership strategies can address some of the most common barriers to team performance, including feedback, ownership, engagement, and the importance of employing a teaching mentality.

Strengthening Inclusivity: Empowering Inclusive Leaders and Successors

Led by an external facilitator, this session for the firm's Affinity Group leaders focused on cross-collaboration of best practices and the importance of leadership succession planning in their respective groups. It also provided those who are leading the charge at Wiley with the opportunity to learn from each other.

Leading From the Front: Wiley Affinity Groups in Action

In honor of Black History Month, Wiley's Black Lawyers Affinity Group hosted a fireside chat with Roger Fairfax, Jr., the Dean of Howard University School of Law and former Dean of American University Washington College of Law. Moderated by Wiley International Trade partner Derick Holt, this program discussed the 99-year history of National Black History Month. The goal of this program was to inspire and educate all members of our community, including providing actionable tools lawyers can employ to effect positive change.



**As of the date of this report, Dean Fairfax was installed as the new Dean of Howard University School of Law in July 2024.*



Veterans, Military Families & Allies: 2024 Veterans Day Program, “Cultivating Leaders — Lessons from the Battlefield”

Wiley’s Veterans, Military Families & Allies Affinity Group hosted a discussion centered around successful leadership. Moderated by Wiley Government Contracts partner Scott Felder, this program explored important lessons learned from military experiences and how we can utilize this knowledge in the private sector. Some of the key themes from the discussion included bridging generational perspectives, cultivating leaders and one’s personal identity, and mental health.

Thrive DC – Supporting the Needs of the Unhoused Community

In partnership with Thrive DC, Wiley volunteers assembled winter tote bags filled with various winter clothing from the generous contributions from Wiley attorneys and professional staff. Thrive DC is a nonprofit organization that provides vulnerable individuals experiencing homelessness or economic crisis with access to necessities and comprehensive services to help stabilize their lives. Our team filled 120 tote bags with critical items including thermal sets, hand warmers, scarves, socks, blankets, and more. All items were donated through the firm’s Winter Clothing Drive, which was organized by the Wiley Wellness Initiative and the Community Service Committee.



Lawyers Have Heart

Each spring, the District of Columbia legal community gathers for the annual **Lawyers Have Heart** race. The 34th Annual Lawyers Have Heart 10k, 5k, and Fun Walk took place on Saturday, May 18, 2024 at West Potomac Park. This year, Wiley fielded its largest team ever, with nearly 60 participants, including attorneys, summer associates, professional staff, friends, and family. Led by the American Heart Association (AHA), the event supports heart disease and stroke research, patient care, and health initiatives like CPR training.

Recruiting and Advancing Talent

Wiley is passionate about being a place where everyone can succeed and reach their full professional potential.

We have made it our mission to develop initiatives and programs that support all attorneys and professional staff. This commitment takes shape through various activities including professional development programs, coaching, mentoring circles, or opportunities to participate, lead, or speak at external professional organizations. Our internal educational programs are also designed to support individual pathways for success.

To help inspire and prepare the next generation of professionals, we open our doors to high school and college students who want to learn more about what life is like at a law firm. By providing these students with firsthand experiences and insights, we aim to provide exposure and networking to build professional skills and career interests.

In addition to our internal efforts, we proudly partner with law schools and bar associations to ensure that our recruiting efforts are rooted in a broad talent pool. Our goal is to recruit the very best talent to serve our clients.



The firm offers a scholarship for law students joining our Summer Associate program who have demonstrated financial need and academic, leadership, and/or professional accomplishments while weathering adversity.

The firm also participates in fellowship programs to support law students.

- AT&T Summer Fellows Program
- Leadership Council on Legal Diversity
- The Federal Communications Bar Association’s (FCBA) TMT Law & Policy Pipeline Program



“

‘Walking the walk’ is intrinsic to gaining the benefits of diverse and inclusive teams. At Wiley, we strive to demonstrate our commitments to inclusion not only in identifying legal talent, but also in how we continually teach, train, and cultivate attorneys to become the next generation of industry and firm leaders.

Jon Burd, Partner



Our Community in Action

Wiley’s investment in our community affords us the opportunity to make an impact on the Washington area we call home.

Our collective accomplishments are not just about making a difference; we are transforming lives and creating a brighter future for those around us. Whether it’s through our serving as pro bono counsel, outreach programs, volunteer efforts, or community partnerships, each initiative we undertake is a testament to our unwavering commitment to excellence and social responsibility. We continue to strive for excellence and make our community even stronger.

This year, we continue to make an impact that is felt far and wide. We are proud of the dedication and passion that our colleagues bring to this mission.

In 2024, Wiley proudly sponsored a variety of charitable organizations serving residents in the Washington area, including:

- American Heart Association
- Boys & Girls Club of Greater Washington
- Campaign For the Fair Sentencing of Youth
- Capital Area Food Bank
- Catholic Charities DC
- Council for Court Excellence
- DC KinCare Alliance
- Martha’s Table
- N Street Village
- The Posse Foundation, Inc.
- Washington Tennis & Education Foundation



Pro Bono Matters

Since the founding of our firm in 1983, pro bono has been an integral part of the firm’s commitment to our community while promoting teamwork as well as enhancing our collaborative culture. The firm is committed to representing pro bono clients as strongly encouraged by our profession. Each year at our annual Pro Bono Awards, during Pro Bono Week, we pause to celebrate our firm attorneys and business professionals that lead pro bono matters. This year, for our Pro Bono Honor Roll, we recognized a total of 40 attorneys, representing a total of almost 9,000 pro bono hours and serving over 102 clients.

In 2024,
Wiley partnered with over
15 local organizations
in support of pro bono
legal services.



Wiley’s commitment to Inclusion and Engagement is reflected in our attorneys, whose diverse interests and perspectives define the broad array of challenging and consequential pro bono matters in which the firm has been and continues to be involved. It is an honor and privilege to coordinate and, in some instances, lead those important efforts.

Ted Howard, Partner



At Wiley, we are committed to fostering an inclusive environment for everyone and supporting meaningful community engagement.

Duane Pozza, Partner



Giving back isn’t just the right thing to do, it makes us stronger as a firm. Through our pro bono efforts, not only do our attorneys enhance their problem-solving skills, but we also build deeper relationships in our community and create lasting impact for critical populations.

Mary Borja, Partner



Effective leadership is about fostering collaboration, driving innovation, and guiding a team toward shared success. At Wiley, we take pride in leading with integrity, empowering others, and a willingness to always learn from those around us.

Liz Lee, Partner



Wiley is an equal opportunity employer. The firm does not discriminate in hiring, or in any other respect, on the basis of race, color, sex, age, religion, national origin, sexual orientation, gender identity or expression, genetic information, personal appearance, political affiliation, marital status, family responsibilities, matriculation, disability, status as a veteran, or any other legally protected characteristic.

For more information, please contact:

Rashida MacMurray-Abdullah

Chief Inclusion and Engagement Officer

202.719.3305 | RMacMurray-Abdullah@wiley.law

Wiley Rein LLP | 2050 M Street NW | Washington, DC 20036 | 202.719.7000

wiley.law

