

## Commitment to Diversity, Equity and Inclusion

Diversity, equity and inclusion are core pillars of our firm. We attribute our success to the diversity of our firm – our people, our practices, our clients. We encourage all perspectives because working across differences allows us to think more creatively and produce exceptional solutions for our clients.

The firm is committed to maintaining a professional environment where everyone feels included, and one that is free of bias, prejudice, and harassment. We recognize that inclusion is the key to building successful and fulfilling careers and creating an innovative and supportive culture.

We also strive to be a leader in our efforts to recruit and advance talent. To do this, we undertake focused and targeted efforts that include the following activities:

- Recruitment initiatives for employees and attorneys that seek to broaden our outreach to potential candidates. These efforts include support and engagement for minority law student groups, participation in the Leadership Council on Legal Diversity 1L Scholars Program, and participation in pipeline programs, such as the OnRamp Fellowship program which matches experienced women returning to the workforce after a career break with law firms.
- Active participation in minority bar associations, organizations that focus on increasing diversity in law firms, and other legal industry outreach including the National Bar Association, the National Asian Pacific American Bar Association, the Hispanic Bar Association of the District of Columbia, the Women's Bar Association of the District of Columbia, the Diversity & Flexibility Alliance, and the Leadership Council on Legal Diversity.
- Extensive professional development support for each attorney's career including robust in-house training, mentoring and career advancement programs. The firm also conducts regular firmwide diversity and inclusion training. Topics have included Embracing Generational Diversity, Pride in the Workplace, and Unconscious Bias.
- Our affinity groups assist with the firm's retention efforts by bringing together people with common interests. The firm has the following groups that meet regularly and provide a network of support.
  - Black Lawyers
  - American Constitution Society
  - Federalist Society/RNLA
  - Latinx Lawyers
  - LGBTQ & Allies Lawyers
  - Minority Lawyers
  - Parents-in-the-Law
  - Veterans
  - Women's Forum

For more information on our diversity, equity and inclusion initiatives, including our awards and recognition for our efforts, please visit <https://www.wiley.law/diversity> or contact [Janell Mallard](#), Director of Attorney Recruiting.