Encourage perspectives.
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We don’t suffer from groupthink here, and we attribute that to the diversity of our firm—our people, our practices, our clients. We embrace diversity as a core value because we don’t all see the world in the same way. Invite those with different outlooks and experiences to the table. Encourage perspectives. And reap the rewards.
Message from the managing partner.

It is with great pride that I share with you our efforts to broaden our impact and build a more diverse, equitable and inclusive firm. Each and every day, we set out to increase the representation of individuals from diverse backgrounds at our firm, and to develop and advance individuals to rise to positions of leadership and broaden their own contributions.

Our culture of collegiality means that we rise together. We believe that when one of us advances, we all do. This professional development mindset touches the philosophies and policies that help embed diversity, equity and inclusion into all that we do.

The pages that follow highlight our efforts toward becoming a leader among law firms in recruiting, advancing and developing diverse talent.

Our efforts are bearing fruit. Our recent accomplishments and awards highlight the hard work of individuals across the firm.

- We are proud to have achieved a perfect score of 100% on the Corporate Equality Index (CEI), a national benchmarking survey and report on LGBTQ workplace equality, administered by the Human Rights Campaign Foundation. It is the fourth consecutive year we have been named to this prominent list.

- Working Mother magazine has named us to its Best Law Firms for Women list for the second year in a row.

- Law 360 has recognized us as one of the Best Firms for Minority Attorneys for two years running.

And most notably and importantly, we have received recent awards from two of our major clients, noting our efforts to staff diverse teams on their matters and partner with them to build a more diverse pipeline of future lawyers.

As we look ahead, we will continue to encourage perspectives, to broaden our connections with others and maintain our sharp focus on growing our firm together.

Thank you for your interest in diversity at Wiley. If you have any questions or would like additional information, please feel free to contact Anna Gomez, chair of the firm’s Diversity, Equity and Inclusion Committee, or me.

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Peter D. Shields
Managing Partner
At a glance.

Our success is measured in a variety of ways. While we are proud of these accomplishments, we continue to strive to build a workforce and culture that are even more diverse and inclusive.

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In the last 10 years, the number of our minority partners increased by **20%**

and our minority associates increased by **60%**

**Minority Partners**

Wiley — **13%**

Washington, DC Law Firms — **10%**

**Minority Associates**

Wiley — **28%**

Washington, DC Law Firms — **24%**

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Wiley was named to *Law 360’s* 2019 list for “The 100 Best Law Firms for Minority Attorneys”

We participate in **50 diversity, equity, and inclusion programs and initiatives throughout the year**
Wiley received a score of **100%** on the Human Rights Campaign Foundation’s 2019 Corporate Equality Index.

Wiley has **9** Affinity Groups.

Wiley was named to *Working Mother’s* list of “Best Law Firms for Women.”

More than **HALF** of Wiley’s associates are women.

Women lead **85%** of our committees.

Women lead **5** Practice Groups.

**Female Partners**
- Wiley: 26%
- Washington, DC Law Firms: 24%

**Female Associates**
- Wiley: 54%
- Washington, DC Law Firms: 46%

Recruiting diverse talent.

Wiley is a great place to build a career. We are home to a diverse group of people, who share a passionate commitment to our clients, our work and our community. We credit our firm’s growth and success to our collaborative culture and our initiatives to attract talent. It is our goal to not only increase diversity at our firm but to also help build pipelines to diversify the legal profession. Below are some initiatives that reflect our efforts:

Wiley 1L Diversity, Equity and Inclusion Scholarship

As a sign of our commitment to diversity, equity and inclusion in the legal profession, we created the Wiley 1L Diversity, Equity and Inclusion Scholarship which provides a scholarship in the amount of up to $25,000 and a 2020 summer associate position to 1L law students who are members of a historically underrepresented group in the legal profession – including law students who are members of a racial and/or ethnic minority group, are differently abled, or are from disadvantaged socioeconomic backgrounds – and who have demonstrated academic, leadership, and/or professional accomplishments and a commitment to diversity, equity and inclusion.
Law School Outreach
We annually host a “Summer in the City” reception for law students from various law schools throughout the United States. At this reception, law students learn more about Wiley, network with our attorneys, and hear personal stories about what it is like to work at a big law firm. With half a dozen law schools in the greater Washington, DC area, the firm’s lawyers regularly participate in panel discussions and mock-interview programs for diverse law students. In addition, we regularly provide outreach to diverse student groups at the following law schools:

- American University, Washington College of Law
- Georgetown University Law Center
- The George Washington University Law School
- Harvard Law School
- Howard University School of Law
- University of Michigan Law School
- University of Virginia School of Law

Thurgood Marshall Academy
Annually, Wiley hosts a “Law Day” program for approximately 100 rising 9th and 10th graders for a half-day workshop that introduces legal skills including critical thinking, advocacy, and negotiation. The students work with attorneys and other legal staff on interactive projects, including learning the basics of a mock trial.

Leadership Council on Legal Diversity 1L Scholar Program
Through the Leadership Council on Legal Diversity’s (LCLD) 1L Scholars Program, Wiley provides networking and professional development opportunities to diverse students who have completed their first year of law school. The LCLD scholar participates in Wiley’s traditional 10-week summer associate program, which provides hands-on experience at the firm. In addition, the firm’s LCLD scholar has the opportunity to attend a summit, along with other LCLD scholars, that provides training and professional development opportunities.

DC Road Shows
The firm is a long-standing participant and sponsor of the DC Road Show events. The DC Road Show began more than 40 years ago by a group of DC-based law firms to encourage African-American law students to practice law in the city. It has grown into a popular series of annual events where employers and students can participate in candid discussions about practicing law in a big firm from an African-American perspective. Issues such as interviews, managing grades, choosing a practice area, and succeeding in a large firm are discussed. Wiley has sponsored Road Show events at Howard University School of Law, University of Pennsylvania Law School, and The George Washington University Law School.

OnRamp Fellowship
Wiley is a proud supporter of the OnRamp Fellowship program, a re-entry platform that matches experienced women returning to the workforce after a career break with law firms, legal departments, and financial services firms for six- to twelve-month paid positions.
Advancing & developing talent.

Recognizing that recruitment is only part of our commitment to an inclusive workforce, Wiley ensures that once at our firm, our women and diverse attorneys are provided opportunities that will allow them to flourish. We are committed to providing our diverse attorneys appropriate work assignments, mentoring, resource groups, and client networking opportunities that will ultimately allow them to rise to leadership positions, both inside and outside the firm.

Bar Associations and Professional Organizations

The firm contributes both financially and with volunteer time to initiatives, organizations, and events that are important to our diverse attorneys, including:

- Asian Pacific American Bar Association of DC
- Charting Your Own Course Conference
- DC Diverse Partners Network
- The George Washington University Law School & Northrop Grumman Focus on the Future
- Hispanic Bar Association of DC
- Hispanic National Bar Association
- LCLD Success in Law School Mentoring Program
- National Asian Pacific American Bar Association
- National Association of Muslim Lawyers
- National Partnership for Women & Families
- National Bar Association
- National Women’s Law Center
- South Asian Bar Association of Washington, D.C.
- Women’s Bar Association
- Women’s Leadership & Mentoring Alliance
Affinity Groups

Wiley’s affinity groups provide active, ongoing support for lawyers within the firm. They are comprised of attorneys from various practice areas and levels of seniority. Groups are open to all interested lawyers and help create opportunities for all attorneys to develop professional relationships. The groups organize social activities, discuss and raise awareness of issues important to each group, participate in recruiting efforts, and conduct professional development programs. Below are our diversity-based affinity groups:

- African-American/Black Lawyers
- Latinx Lawyers
- LGBT & Allies Lawyers
- Minority Lawyers
- Parents-in-the-Law
- Veterans
- Women’s Forum
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:
Janell R. Mallard, Senior Recruiting and Diversity Manager
202.719.3324 • jmallard@wiley.law

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