



wiley



Inclusion in Action

2025 Inclusion and Engagement Report





Message from the Managing Partner and Chief Inclusion and Engagement Officer

We are delighted to present Wiley’s Inclusion and Engagement Report for 2025 – a reflection of our shared journey toward a more inclusive and vibrant workplace. Over the past year, our commitment to inclusion continued to spark innovation, deepen collaboration, and strengthen our culture. The impact of our engagement efforts is visible in the ways our teams work, grow, and contribute to the communities we serve. As you explore this report, we invite you to see how “Inclusion in Action” is turning intent into measurable progress and helping shape a brighter, more resilient future for all. Together, we are building the foundation for sustained success.



Peter Shields
Managing Partner



**Rashida MacMurray-
Abdullah**
Chief Inclusion and
Engagement Officer

“Our commitment to inclusion continued to spark innovation, deepen collaboration, and strengthen our culture.”

– Rashida MacMurray-Abdullah



2025 Year in Review

Inclusion in Action

Throughout the year, Wiley was recognized for our efforts to create an inclusive legal profession. In 2025, our firm promoted inclusion through several channels. From firmwide programming to curated small-group attorney programs to facilitate networking opportunities, we focused on growing together. Below is a summary of some of our signature programs.



Black History Month: Guest Speaker – Nicol Turner Lee, Ph.D., Senior Fellow and Director, Center for Technology Innovation, Brookings Institution

Black History Month: Driving Positive Change

Moderated by Wiley Telecom, Media & Technology partner Diane Holland, the program explored Nicol Turner Lee's 2024 book *Digitally Invisible: How the Internet Is Creating the New Underclass*, which outlines a roadmap toward a more just digital society and economy. The book draws on personal stories from individuals across the country to illustrate how the emerging digital underclass is navigating the rapidly evolving online economy, while also sharing their resilience, aspirations, and hopes for a more equitable future. The program highlighted actionable tools that lawyers can use to help drive positive change.

Women's History Month: Amplify Your Impact: Promoting Your Unique Value Proposition

The Women's Forum hosted a program featuring professional development and personal branding expert Paula Edgar, who presented *Amplify Your Impact: Promoting Your Unique Value Proposition*. The program focused on personal branding, offering practical strategies for identifying and communicating individual strengths and standing out in professional environments. Participants gained insights on how to confidently promote their value, build visibility, and align their personal narrative with their career goals.



Women's History Month: Guest Speaker – Paula Edgar, CEO of PGE Consulting Group LLC

AANHPI Heritage Month: Rooted in Resilience – Asian American, Native Hawaiian, and Pacific Islander Stories of Strength

This program, in partnership with the National Asian Pacific American Bar Association-DC and South Asian Bar Association-DC, explored the historical and contemporary legal treatment of AANHPI communities, examining how the law has both shaped and reflected broader societal struggles with inclusion and justice.



Guest Speakers – John Yang, President and Executive Director of Asian Americans Advancing Justice (AAJC) and Sherally Munshi, Professor of Law, Georgetown University Law Center

Citing examples such as the Chinese Exclusion Act of 1882 and the incarceration of Japanese Americans during World War II, panelists highlighted how exclusionary policies influenced the development of modern legal frameworks. The conversation also addressed ongoing challenges facing AANHPI communities today, including issues related to language access, voting rights, and representation. Panelists emphasized the importance of balancing national security priorities with the protection of civil liberties.

Honoring Juneteenth: A Defining Moment in American History

Pro Bono Partner Ted Howard moderated a discussion with Blair LM Kelley, Ph.D., an award-winning author, historian, and scholar of the African American experience. The conversation centered on Dr. Kelley's book *Black Folk: The Roots of the Black Working Class*, which explores the question of what it means to be Black and working class in America. Through family histories and archival research, the book highlights both the challenges and the resilience of the Black working class across generations.



Guest Speaker – Blair LM Kelley, Ph.D., Professor of Southern Studies and Director of the Center for the Study of the American South, University of North Carolina-Chapel Hill

Dr. Kelley discussed how the everyday experiences of working Black Americans connect to broader conversations about labor, citizenship, and democracy. Widely recognized for its impact, the book was named one of the best books of 2023 by the Smithsonian Institution and Amazon, received honors including the Brooklyn Public Library Book Prize, the Robert F. Kennedy Human Rights Book Award, and the Philip Taft Labor History Prize, and was selected as a finalist for the *Los Angeles Times* Book Prize in history.

Veterans, Military Families & Allies: Serving Together – Leadership Within and Across Organizations

Wiley's Veterans, Military Families & Allies Affinity Group hosted a discussion focused on the principles of successful leadership. Moderated by Government Contracts partner Scott Felder, the program brought together participants to reflect on lessons learned through military service and how those experiences can inform leadership in the private sector. The conversation explored how values often emphasized in the military, such as accountability, teamwork, adaptability, and mission-driven focus, translate to professional environments, particularly within the legal field.



Guest Speakers – Brigadier General (Retired) Warren Wells, Chief Warrant Officer 4 Michael Rodriguez, and Sergeant Major (Retired) Joe Bannan

Speakers and attendees examined how these leadership principles would be applied to strengthen organizational culture, guide decision-making, and support effective collaboration within law firms. The discussion also highlighted the unique perspectives veterans and military-connected professionals bring to the workplace and how those insights can enhance the practice of law as well as the broader operations of a firm. By connecting military leadership experiences with the challenges and opportunities present in the legal profession, the event provided practical insights and strategies for leading with purpose, resilience, and integrity.

Lawyers Have Heart

Each spring, the District of Columbia legal community gathers for the Lawyers Have Heart race to benefit the American Heart Association (AHA). The 35th Annual Lawyers Have Heart 10k, 5k, and Fun Walk took place May 17, 2025 at West Potomac Park in Washington.

Wiley fielded its largest team ever, with over 70 participants, including attorneys, summer associates, professional staff, friends, and family. The event supports AHA programs for the prevention and treatment of heart disease and stroke, including research, patient education, and CPR training.



So Others Might Eat (SOME) – Wiley Holiday Drive

In partnership with SOME, Wiley volunteers assembled and wrapped boxes of essentials for a holiday donation drive organized by the Wiley Wellness Initiative and Community Service Committee. Our team packed 75 boxes with essentials, including basic clothing, warm socks, gloves, journals and writing supplies, puzzle books, and thermoses.

SOME supports vulnerable District residents by helping break cycles of poverty and homelessness through life-saving programs and services.



Events and Connection



ABA Death Penalty Representation Project Volunteer Recognition & Awards Event



National Asian Pacific American Bar Association Convention



APABA-DC Gala



Amica Center for Immigrant Rights Gala



NBA Annual Corporate Counsel Conference



HNBA/VIA Corporate Counsel Conference 2025



NAWL Annual Meeting





Our Community in Action

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

Our collective accomplishments extend beyond mere difference-making; we are actively transforming lives and fostering a brighter future for those in our vicinity. Through our roles as pro bono counsel, outreach programs, volunteer efforts, and community partnerships, each initiative we pursue exemplifies our steadfast commitment to excellence and social responsibility. We persist in striving for excellence to fortify our community further.

In 2025, we continued to create a significant impact that resonates widely. We take pride in the dedication and passion our colleagues contribute to this mission.

Wiley proudly sponsored a variety of charitable organizations serving residents in the DC region, including:

- American Heart Association
- Boys & Girls Clubs of Greater Washington
- Bread for the City
- Breadcoin Foundation
- Capital Area Food Bank
- Catholic Charities DC
- Council for Court Excellence
- Blood Cancer United (formerly Leukemia & Lymphoma Society)
- Martha's Table
- N Street Village
- Riverworks Art Center
- The VIVA School
- The Posse Foundation
- Washington Tennis & Education Foundation
- Whitman-Walker Health – “Going the Extra Mile” Fundraiser Sponsorship

“I am proud that at Wiley, we continue to embrace the fact that everyone is welcomed and should feel confident that they can bring their whole, authentic selves to our workplace.”



Diane Holland, Partner

“At Wiley, inclusion is a catalyst – for stronger teams, better outcomes, and deeper engagement with our clients and communities. By fostering a workplace where every voice is valued, we unlock collaboration, innovation, and a shared sense of purpose.”



Kevin Rupy, Partner



Pro Bono Matters

Since the founding of our firm in 1983, pro bono work has been a vital aspect of our dedication to the community, fostering teamwork and enriching our collaborative culture. The firm is wholeheartedly committed to advocating for pro bono clients, as strongly encouraged by our profession. Each year, our Pro Bono Awards (held during Pro Bono Week) celebrate the remarkable contributions of our attorneys and paralegals who volunteer for pro bono initiatives.

In 2025, our Pro Bono Honor Roll recognized a total of 52 attorneys, who collectively contributed over 10,000 pro bono hours and served more than 100 clients.

Wiley partnered with 17 local organizations in support of pro bono legal services.

- ACLU of Maryland
- American Bar Association (ABA)
- Amica Center (formerly CAIR Coalition)
- Association of Corporate Counsel Foundation
- Campaign for the Fair Sentencing of Youth (CFSY)
- Children's Law Center
- DC Access to Justice Foundation
- DC Bar Foundation – Avenues to Justice
- DC Bar Pro Bono Center
- DC KinCare Alliance
- Disability Rights Maryland, Inc.
- Legal Aid Society of DC
- Legal Counsel for the Elderly
- National Legal Aid & Defender Association (NLADA)
- Rising for Justice (formerly DC Law Students in Court)
- Washington Council of Lawyers
- Washington Lawyers' Committee for Civil Rights and Urban Affairs

"Bringing together different perspectives and experiences is not just mere words – it is the foundation of who we are as a firm and integral to how we are able to deliver outstanding results for our clients."



Megan Brown, Partner

"Our commitment to inclusion is central to how we tell our story as a firm. It ensures our brand reflects not only who we are, but the diverse clients and communities we are proud to serve."



Diana Dillon, Senior Director of Marketing



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:

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