



Engine of Allyship



Message from the Chief Diversity Officer

In 2022, Wiley transitioned from primarily virtual operations to a new hybrid operating model that focused on inclusion. Technology afforded us the opportunity to seamlessly connect, whether we were in person or remote. Throughout the year, we focused on allyship and supporting each other as we adapted to this new working style. For the first time in three years, we were able to host many of our cultural heritage and professional development programs in person, with a virtual option. This enabled us to reunite as a firm while connecting face to face with newer colleagues for the first time outside of a virtual screen.

For the third year in a row, we are delighted to share that over 50% of our partner promotions were women, and over 89% of our 2022 summer and fall associate classes were women, racially or ethnically diverse, or members of the LGBTQIA+ community. Firmwide, over 45% of our partners are women, racially or ethnically diverse, or members of the LGBTQIA+ community – a 2% increase from 2021.

Just as an engine is defined as a machine with moving parts that converts power into motion, it is our collective efforts that fuel our allyship focus. In 2022, we launched our “Be An Ally at Wiley” podcast series and also hosted courageous conversations for our community to come together in the face of nationwide tragedies, racial tension, violence, and loss of life. We continued our ongoing commitment to amplifying the many voices that reflect the diversity of our communities. We also engaged with our clients in exploring tangible opportunities to facilitate a culture of belonging and inclusion. We continue on this journey in 2023, leveraging

the lessons learned over the past year in delivering DEI in a hybrid environment, keeping in mind that we must be strategic and intentional about how we engage with each other. As we move into this new year, we will continue our investment in strengthening our work environment to ensure each member of our Wiley team is celebrated for their unique contributions to the delivery of best-in-class legal services.



Rashida MacMurray-Abdullah
Chief Diversity Officer

2022 Year in Review

As a firm, Wiley is deeply committed to enhancing diversity in the legal industry. We are constantly reevaluating how we can create a more inclusive culture, be inclusive leaders, and partner with clients on opportunities to innovate. Throughout 2023, we will continue to champion our firm's efforts to provide real-time feedback and meaningful opportunities while ensuring that we are intentional and inclusive in our approach to providing mentorship, sponsorship, and leadership development programs tailored to promoting historically underrepresented lawyers and professionals.



Peter D. Shields
Managing Partner

Who We Are at Wiley

In 2022, Wiley was recognized in the marketplace for its efforts in advancing diversity, equity, and inclusion within the legal industry. We share a few of our 2022 highlights. It is each of our individual efforts that collectively advance our diversity, equity, and inclusion goals. We are focused on moving forward together.



Named among Best Law Firms for Women by Seramount for the fifth year in a row



Diversity and Flexibility Alliance's Tipping the Scales Award recognizing law firms for promoting 50% or more women to partner, for the third year in a row



Dell Technologies 2022 Law Firm Diversity Award



Leadership Council on Legal Diversity (LCLD) Compass Award for the second year in a row



Ranked #6 by the Washington Business Journal for Midsize Firm Corporate Philanthropy



Perfect score of 100% on the Human Rights Campaign Foundation's 2022 Corporate Equality Index as a best place to work for LGBTQIA+ equality for the seventh year in a row



Who We Are at Wiley

Attorney Demographics

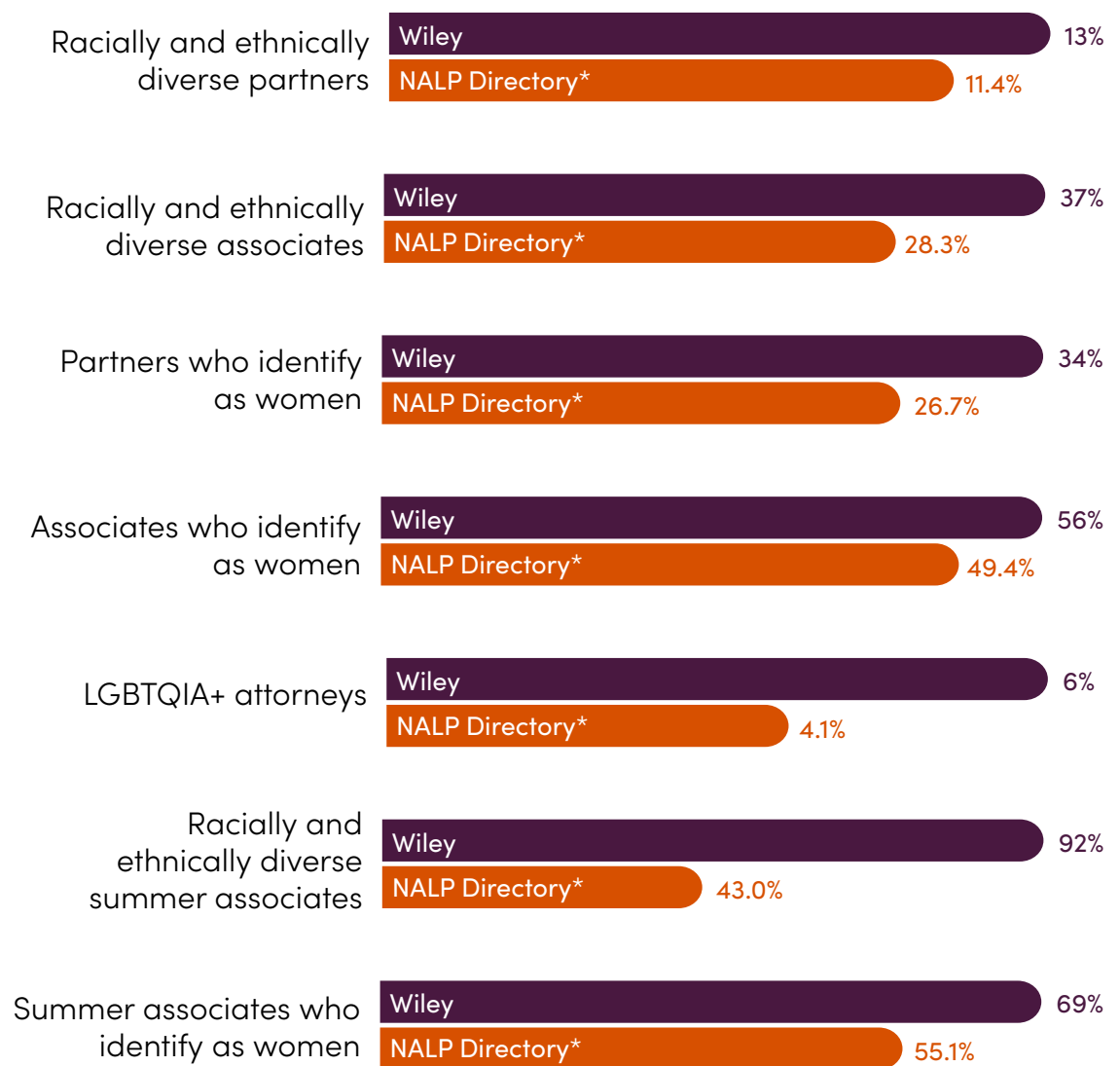
Our diversity demographics are one component of our DEI strategy. We are pleased with the progress we have made over the past two years, which reflects our ongoing work to create an inclusive and equitable environment at Wiley where everyone can thrive.



60% Partner/Of Counsel promotions are diverse attorneys

89% Fall Associates were from underrepresented backgrounds

100% Summer Associates were from underrepresented backgrounds



*Data compiled from the 2022 NALP Directory of Legal Employers, which includes lawyer information for more than 99,000 partners, associates, and other lawyers in 825 offices and more than 7,000 summer associates in 543 offices nationwide.



Growing the Diverse Talent Pipeline

At Wiley, we recognize that fostering a diverse legal talent pool is an iterative process that begins before associates arrive at the firm to start their legal careers in private practice. It is for this reason that we are investing in strengthening our pipeline programs. From high school students to college graduates and law students, we continually cultivate a competitive candidate pool that reflects the diversity of our clients and communities.

In 2020, Wiley created and launched our “Pre-Law Diversity, Equity, and Inclusion Scholarship” with the selection of our first Pre-Law DEI Scholar. The scholarship includes a monetary award of \$10,000 upon the successful completion of a two-year period of employment at the firm, and provides financial assistance for LSAT preparation and exam costs. While employed at Wiley as a Project Assistant, the Pre-Law DEI Scholar works directly on client matters with our attorneys, performs research and analysis, and supports the organization and management of cases. Our investment in Pre-Law DEI Scholars reflects our desire to drive long-term and sustainable change while expanding diversity among individuals considering careers in the legal profession.

In June 2020, we welcomed Yehosef Thomas as our first Pre-Law DEI Scholar to Wiley, and we are excited that after two years at Wiley, Yehosef is a first-year law student at Yale University Law School.



Recruiting Diverse Talent at Wiley

Wiley conducts On Campus Interviewing at several top-caliber law schools, including Howard University School of Law, George Washington University Law School, Georgetown University Law Center, University of Virginia School of Law, George Mason University – Antonin Scalia Law School, and Harvard Law School. Our law school pipeline programs are designed to increase the breadth and depth of the talent pipeline for our entry-level Associate positions.

- Wiley's 1L DEI Scholarship is awarded to outstanding law students from under-represented backgrounds who are selected for Wiley's Summer Associate Program. Scholars receive the distinction of being named Wiley's 1L Leadership Council on Diversity Scholar prior to commencing their tenure in our Summer Associate Program and receive up to \$25,000 in scholarship funds.
- In partnership with the Federal Communications Bar Association's 1L Pipeline Program, Wiley selects one 1L candidate to join our Summer Associate Program.
- In 2022, Wiley participated in AT&T's inaugural Summer Fellows Program, which afforded one of our 1L Summer Associates the opportunity to spend two weeks working on assignments and networking with AT&T in-house counsel.
- Since 2020, Wiley has partnered with The Appellate Project to increase the talent pipeline and amplify opportunities to pursue appellate work. The Appellate project is a nonprofit organization in Washington, DC with a mission to empower law students of color to thrive in the appellate field.





Belonging at Wiley

The recruitment of stellar candidates is just the beginning of the journey. One of our core pillars is promoting a congenial workplace. Over the last year we have driven advancements in what it means to cultivate a culture of belonging for our attorneys and our entire Wiley community.

The firm launched a flexible work policy that complements our single-office, co-located culture. We also hosted a variety of programs dedicated to the professional development and well-being of our teams, including:

- Firmwide professional development initiative that features access for everyone at the firm to unlimited LinkedIn Learning programming
- Black History Month program, 1968 to Now: Exploring Dr. Martin Luther King Jr.'s Legacy and Teachings
- Asian American and Pacific Islander Heritage Month event, Promoting AAPI Voices and Allyship in the Aftermath of Heightened Anti-Asian Violence
- Firmwide DEI training entitled "Understanding and Addressing Unconscious Bias"
- Pride Month movie screening and discussion of CURED documentary
- Building a Culture of Belonging panel discussion with Wiley clients
- Wiley's "Better Every Day" wellness initiative plays a key role in developing and implementing our culture of well-being and ensuring that we are living by our five core pillars of physical, spiritual, intellectual, social, and emotional well-being.

Allyship at Wiley




Veterans Day Celebration

Thursday, November 10, 1:00 p.m. - 2:00 p.m.
Main Conference Center

On behalf of the Veterans Affinity Group, we invite all Wiley Veterans and members of our Wiley community with military spouses or immediate family members that have served to join us for a lunch in honor of Veterans Day. We are looking forward to celebrating those who have served and sacrificed for our nation.





**Wiley Women's Forum presents
Mountaintop Business Development Work**

AANHPI Heritage Month

Wiley's Asian & Pacific American Lawyers Affinity Group presents:
**Promoting AAPI Voices and Allyship
in the Aftermath of Heightened
Anti-Asian Violence**

A Fireside Chat with John Yang, President and Executive Director of Asian Americans Advancing Justice-AAJC, and Wiley Partner Neal Seth



**Hispanics in Tech Panel Discussion
& Networking Reception**

Co-sponsored by the Wiley Latinx Lawyers Affinity Group and the Hispanic National Bar Association (HNBA) Region V and Corporate Counsel Division

Thursday, October 13, 2022
Panel Discussion 4:00 p.m. | Networking Reception 5:15 p.m. - 6:30 p.m.



**WELL-BEING
WEEK
IN LAW**

MAY 2-6, 2022


SWING BY! 

After-Dinner LCLD 2022 Fellows Second Meeting







Women in Government Contracting Fall Reception



**Promoting AAPI Voices Everyday:
A Conversation with Elizabeth Kari,
Founder of AAP(I belong)**

The Black Lawyers Affinity Group
Invites You to a

Rooftop Happy Hour

Wednesday, June 29, 2022
5:00 pm - 7:00 pm





Thriving at Wiley: Insights from our Partners

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Pro bono work is a critical element of my practice, and it's also an integral part of Wiley's identity. My pro bono cases consistently remind me that devoting my time to public service is one the most important ways I can leverage my legal skills.

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As the co-chair of our Telecom, Media & Technology Practice, we are proud to serve technology company clients that share in our commitment to fostering diversity, equity, and inclusion – both within our organization and throughout the entire legal profession. Our firm's largest clients are constantly working to embed their core DEI values into their corporate cultures and products that serve the general public. We are proud of the role Wiley continues to play in driving this important effort across the industries we serve and the opportunities it affords our attorneys to make an impact.

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Joining Wiley was the best career decision I've ever made. When I arrived as a Summer Associate, I found that Wiley had big-firm cases and know-how, but it also had the entrepreneurial spirit of a small firm. That continues to this day.

If I had to give younger lawyers one piece of advice, I would say always try to look at things from the viewpoint of the others you interact with, including opposing counsel, clients, judges and colleagues. Do your best to understand their motivations, and always be open to listening.



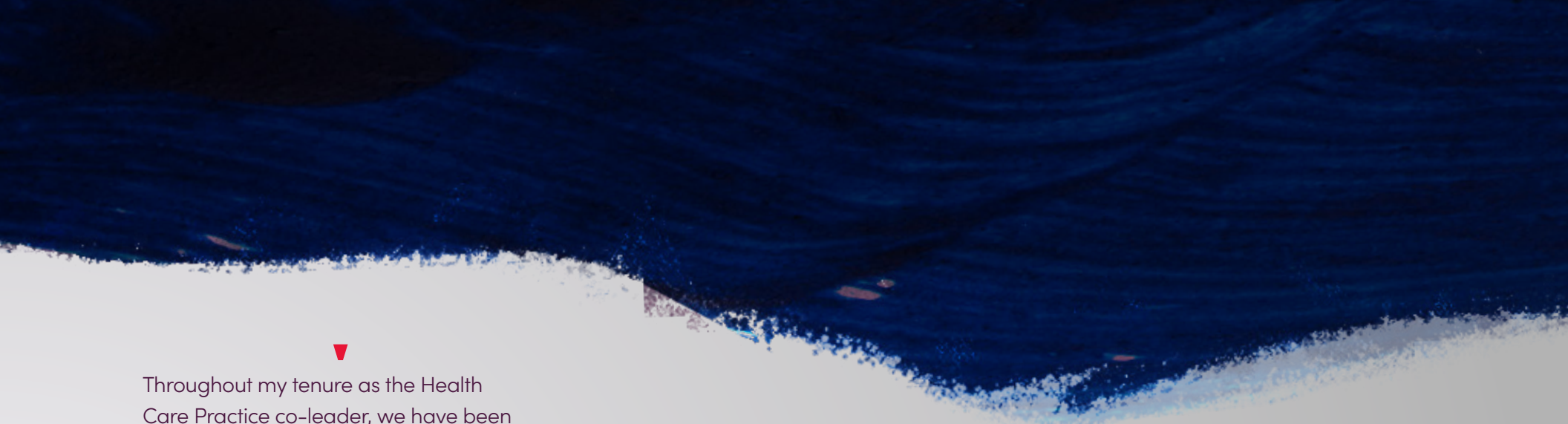
Lukman S. Azeez
Partner



Jennifer D. Hindin
Partner



Paul F. Khoury
Partner



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Throughout my tenure as the Health Care Practice co-leader, we have been strategic about leveraging diversity as our superpower at all practice levels, from associate to senior partner. Our clients value the diverse perspectives, lived experiences, and capabilities that our team offers, and we have seen time and time again that a diversity of thought, experiences, and perspectives leads to exceptional work.



Dorthula H. Powell-Woodson
Partner

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At Wiley, we recognize that our greatest asset is our talent. Our Partner Professional Development Committee is dedicated to helping new partners achieve their professional development goals through targeted programming and mentorship.



John R. Prairie
Partner

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Diversity, equity, and inclusion are core values at Wiley. We continuously work to maintain a workplace in which everyone at Wiley can develop and thrive, both personally and professionally. Across our organization, we understand that our diverse backgrounds and experiences are vital to the success of the firm and our clients.



Antonio J. Reynolds
Partner

Attorneys Leading from the Front

Throughout 2022, we were intentional about raising awareness of heritage month celebrations and encouraged our attorneys to share their unique perspectives. Below are a few examples of attorney spotlights we have featured during the past year.



Practicing in environments that foster authenticity without fear to unlock your full potential. Queer visibility is essential.



Rachel A. Alexander
Partner



Mentoring younger attorneys and doing my part to create a more diverse legal profession.



Elizabeth S. Lee
Associate



Siempre pa' lante y nunca pa' tras ni pa' coger impulso
(Always forward and never behind, even to gain momentum)



Amaru J. Sánchez
Associate

Supporting Our Talent Through Affinity Groups and DEI Committee Leadership

Wiley recognizes the importance of supporting our attorneys and professionals through education, mentoring, and career development. Our DEI-related programs are championed through the firm's DEI Committee and eight diversity-focused affinity groups:

- Asian & Pacific American Lawyers
- Black Lawyers
- Latinx Lawyers
- LGBTQ+ Lawyers & Allies
- Minority Lawyers
- Parents-in-the-Law & Allies
- Veterans
- Women's Forum

2022 Affinity Group and Committee Leadership



Cara Tseng Duffield
Women's Forum



Edgar Class
Latinx Lawyers



Kathryne C. Dickerson
Parents-in-the-Law & Allies



Laura El-Sabaawi
Minority Lawyers;
Women's Forum



Scott A. Felder
Veterans



Derick G. Holt
Minority Lawyers



Duane C. Pozza
LGBTQ+ & Allies
Lawyers



Eve Klindera Reed
Women's Forum



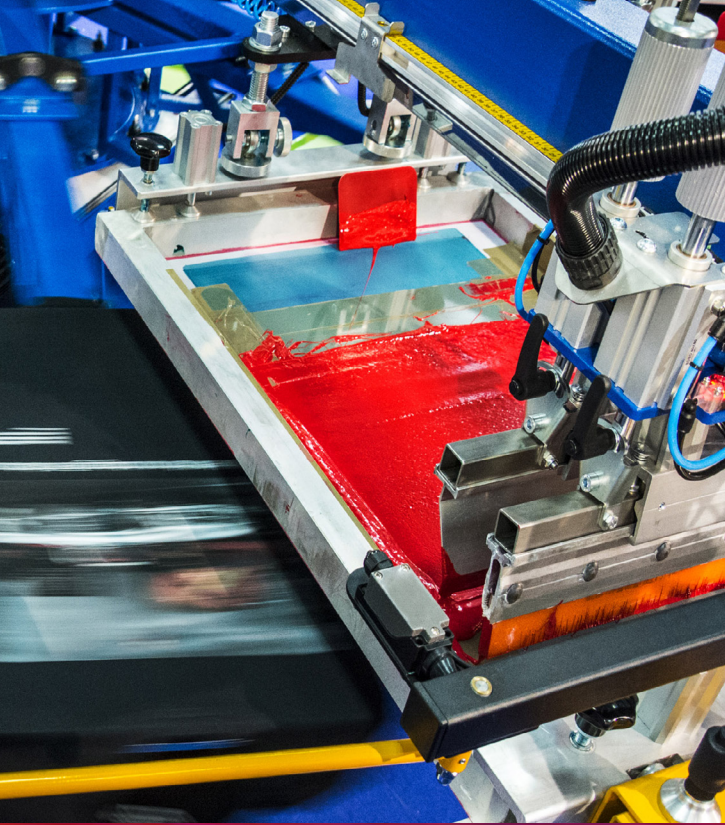
Antonio Reynolds
Chair, Diversity, Equity & Inclusion Committee



Jerita L. DeBraux Salley
Black Lawyers



Neal Seth
Asian & Pacific
American Lawyers



Corporate Social Responsibility at Wiley

At Wiley, success is measured not simply by financial results, but by our ability to positively impact our local community. We have a social responsibility to our people, our clients, and our communities. We live by actions, not words.

Wiley's three pillars of Corporate Social Responsibility (CSR) demonstrate how we work to effect positive social change across our community.



Education: We partner with organizations providing training, development, and empowerment for underserved communities or individuals historically underrepresented in the legal profession.



Equity/Justice: We support legal services and nonprofit organizations committed to increasing access to justice.



Health/Well-Being: We dedicate time and resources to organizations fighting food insecurity and serving mind and body.



Charitable Giving

Throughout the year, Wiley has continued to donate our time and financial resources to positively impact our local communities. The firm also contributed financially to nonprofits including legal services organizations whose mission is to advocate for equal access to justice. We are particularly proud of our continued support of organizations serving the residents in the District of Columbia.

- American Heart Association
Lawyers Have Heart
- The Appellate Project
- Bread for the City
- Boys & Girls Club of Greater Washington
- Campaign for Fair Sentencing
- Capital Area Immigrant Rights Coalition
- Catholic Charities Legal Network
- Children's Law Center
- Council for Court Excellence
- D.C. Bar Pro Bono Center
- Family and Youth Initiative, Inc.
- House of Ruth
- Legal Aid Society
- N Street Village
- Posse
- SMYAL
- Thrive DC
- United Way
- Washington Bar Association
- Washington Lawyers' Committee for Civil Rights and Urban Affairs
- Washington Performing Arts
- Whitman Walker Health

The Wiley logo is displayed in a white, lowercase, sans-serif font in the upper left corner of the page. The background of the entire page is a vibrant, abstract painting with thick, expressive brushstrokes in shades of orange, red, and yellow, creating a textured, energetic feel.

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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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