

Wiley Named a 2019 'Inclusion Blueprint Champion' by Diversity Lab

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Washington, DC – Wiley was named a 2019 “Inclusion Blueprint Champion” by Diversity Lab today after participating in a first-of-its kind law firm survey that measures both the representation of diverse attorneys and the activities that enhance equality and drive professional opportunities for historically underrepresented lawyers. Wiley was among an elite group of 18 law firms that earned top scores and was one of three firms named in the “Regulatory” category.

The Inclusion Blueprint, a collaborative project between Diversity Lab and ChIPs, includes two main categories for law firms to track, measure, and benchmark their diversity and inclusion efforts at both the leadership and practice-group levels: (1) current diversity representation target thresholds and year-over-year progress; and (2) ongoing inclusion practices and activities. As a result of these two elements, this survey stands apart from traditional diversity surveys that focus solely on a “snapshot” of where firms currently stand in their diversity efforts.

First, the Inclusion Blueprint provides specific goals across three populations that firms should strive to achieve at both the firm leadership and practice group levels, including: 30% representation of women, 15% representation of racial and ethnic minorities, and 5% representation of LGBTQ lawyers.

Second, the Inclusion Blueprint provides a roadmap or “blueprint” of actions that firms can take to continue to invest in their diverse talent. Those practices include actively tracking diverse lawyers’ work activities and experiences – such as work allocation, leave, sponsorship, client pitches, and other critical development and advancement opportunities – to ensure that all lawyers have fair and equal access to career growth.

Wiley’s recent accomplishments and awards highlight the firm’s commitment to build a more diverse, equitable, and inclusive firm. For five years running, Wiley is proud to have achieved a perfect score of 100% on the Corporate Equality Index (CEI), a national benchmarking survey and report on LGBT workplace

equality, administered by the Human Rights Campaign Foundation. In addition, the firm has been named among the "Best Firms for Minority Attorneys" by *Law360* for two years running and honored by *Working Mother* for two consecutive years as one of the "Best Law Firms for Women."

The Blueprint Inclusion full report can be viewed [here](#).

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ChIPs is a nonprofit organization focused on advancing and connecting women in technology, law, and policy. Founded in 2005 by seven women chiefs of intellectual property, it has expanded beyond those roots, now with over 3,000 members and nine regional chapters in the United States and abroad.

Diversity Lab is an incubator for innovative ideas and solutions that boost diversity and inclusion in law. The organization leverages data, behavioral science, design thinking, and technology to further develop and test new ideas and research, measure the results, and share the lessons learned.