

Wiley LLP

2020 VAULT/MCCA LAW FIRM DIVERSITY SURVEY

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LOCATIONS

Washington, DC

DIVERSITY LEADERSHIP

Head(s) of Firm: Peter Shields, Managing Partner

Diversity team leader(s): Anna Gomez, Partner, Chair, Diversity Committee

NUMBER OF ATTORNEYS

TOTAL NUMBER OF ATTORNEYS

	Currently	As of December 31, 2019
Worldwide	204	205
U.S. offices only	204	205

Law Firm Demographic Profile

Does your firm have more than one tier of partnership?

Yes

ASSOCIATES (2019)

	Men	Women
White/Caucasian	24	27
African-American/Black	3	1
Hispanic/Latinx	1	7
Alaska Native/American Indian	0	0
Asian	1	2
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	2
Openly LGBTQ	2	0
Individuals with Disabilities	1	n/a
Total	29	39

SUMMER ASSOCIATES (2019)

	Men	Women
White/Caucasian	2	2
African-American/Black	0	1
Hispanic/Latinx	1	1
Alaska Native/American Indian	0	0
Asian	1	1
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	1
Openly LGBTQ	0	0
Individuals with Disabilities	0	0
Total	4	6

EQUITY PARTNERS (2019)

	Men	Women
White/Caucasian	46	12
African-American/Black	1	1
Hispanic/Latinx	0	2
Alaska Native/American Indian	0	0
Asian	2	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	2	0
Individuals with Disabilities	1	0
Total	49	15

NON-EQUITY PARTNERS (2019)

	Men	Women
White/Caucasian	26	13
African-American/Black	1	1
Hispanic/Latinx	2	0
Alaska Native/American Indian	0	0
Asian	3	1
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	4	1
Individuals with Disabilities	0	n/a
Total	32	15

OF COUNSEL (2019)

	Men	Women
White/Caucasian	7	12
African-American/Black	1	0
Hispanic/Latinx	1	0
Alaska Native/American Indian	0	0
Asian	1	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	0	0
Individuals with Disabilities	0	0
Total	10	12

NEW HIRES (2019)

	Men	Women
White/Caucasian	9	14
African-American/Black	2	1
Hispanic/Latinx	1	0
Alaska Native/American Indian	0	0
Asian	1	1
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	2	0
Individuals with Disabilities	0	0
Total	13	16

Strategic Plan and Diversity Leadership

How does the firm's leadership communicate the importance of diversity to everyone at the firm?

Firm leadership has adopted a variety of strategies to establish an understanding and appreciation of the role diversity plays in enriching the professional lives of our attorneys, and in providing our clients more creative thinking and innovative solutions. Most notably among the tools used to communicate the importance of this philosophy are: the semi-annual partners' retreats at which the firm's Managing Partner and members of the firm's Diversity and Inclusion Committee discuss diversity challenges, initiatives, and progress; and the firm's allocation of financial and other resources to support our efforts to gain better visibility within the minority legal community and to recruit and retain attorneys of color to the partnership and associate ranks. Members of the Diversity and Inclusion Committee also discuss the firm's efforts through presentations at committee meetings and during firm events and informal gatherings. Additionally, the firm's diversity efforts are communicated through the firm's internal intranet page.

Who has primary responsibility for leading diversity initiatives at your firm?

Peter D. Shields, Managing Partner; Anna M. Gomez, Chair of the firm's Diversity, Equity and Inclusion Committee; Jon Burd, Chair of the firm's Recruiting Committee; and Ben Eggert, Chair of the firm's Associates Committee, Janell Mallard, Senior Recruiting and Diversity Manager, share principal responsibility for identifying and implementing diversity initiatives throughout the firm.

Does your law firm currently have a diversity committee?

Yes

If yes, do one or more members of the firm's management/executive committee (or the equivalent) serve on the diversity committee?

Yes

If yes, how many attorneys are on the committee, and in 2019, what was the total number of hours collectively spent by the committee in the furtherance of the firm's diversity initiatives?

Total attorneys on committee: 21

Total hours spent on diversity: [No response]

Comments: It is estimated that those in the firm taking leadership roles in diversity initiatives (i.e., the firm's Managing Partner and the Chairs of the Diversity, Equity and Inclusion, Recruiting, and Associates Committees) each spend several hundred hours annually in support of the various diversity recruiting and advancement efforts that are undertaken.

Does the committee and/or diversity leader establish and set goals or objectives consistent with management's priorities?

Yes

If yes or partially, please explain.

Wiley has a strategic plan specifically for diversity, equity and inclusion that establishes a flexible blueprint to guide the diversity activities and efforts of the firm. The plan provides a road map for our future so that our firm can continue to be an outstanding place to work for all attorneys and staff. Wiley's Diversity, Equity and Inclusion Strategic Plan outlines goals that focus on the four strategic areas described below: • Hiring and Advancement • Internal Efforts • External Initiatives • Education and Awareness

Has the firm undertaken a formal or informal diversity program or set of initiatives aimed at increasing the diversity of the firm?

Yes

If yes, is it formal or informal?

Yes, the firm has a formal set of initiatives aimed at increasing the diversity of the firm. The initiatives are included in the firm's strategic diversity plan.

How often does the firm's management review the firm's diversity progress/results?

Monthly

How is the firm's diversity committee and/or firm management held accountable for achieving results?

The firm's Diversity, Equity and Inclusion Committee is held accountable for ensuring that identified initiatives are undertaken. Because no one on the Committee (or in the firm generally) controls which minority attorneys ultimately will choose to practice at the firm, the Committee's emphasis is on: ensuring that members of the minority legal community are familiar with the firm, aggressively encouraging their application for associate and partner positions, and making certain that mentoring and other systems are in place (e.g., coordinating and monitoring work assignments) that will allow them to succeed once here. The Committee is evaluated on the extent to which initiatives that further these goals are identified and implemented.

Is your firm minority-owned or women-owned?

No

Law Firm Diversity Initiatives

INITIATIVES FOR ALL DIVERSE ATTORNEYS

Already Completed	Currently Addressing	Not a Current Priority	
X			Undertake communication from firm management that diversity is a top priority of the firm
X			Formalize diversity plan and committee with action steps and accountability to management
X			Conduct firmwide mandatory diversity training for all attorneys and staff annually
X			Implement bias interrupters with respect to hiring/assignments/evaluations/compensation reviews/promotions/ etc.
X			Focus on strengthening firm's mentoring program
X			Conduct internal diversity needs assessment (e.g., culture and environment surveys) and/or retain diversity consultant to examine how firm culture might be more welcoming of minorities
X			Support law firm's internal affinity networks
X			Hire a director of diversity or other full-time professional to implement the firm's diversity program
X			Coordinate or work with clients on diversity issues
X			Develop/expand relationships with minority bar associations and other legal diversity organizations to offer firm's support of these networks



Law Firm Diversity Initiatives

INITIATIVES SPECIFICALLY FOR MINORITY ATTORNEYS

Already Completed	Currently Addressing	Not a Current Priority	
X			Increase the number of minority attorneys at the associate level
X			Increase the number of minority attorneys at the partnership level
X			Increase the number of minority attorneys in leadership positions
X			Focus on strengthening firm's mentoring program for minority attorneys
X			Manage/monitor allocation of work assignments and/or hours billed to ensure minority attorneys have equal access/inclusion on top client matters
			Other (please specify): Increase collaboration between firm and DC-based law schools, as well as events in connection with fall recruiting of students and attorneys of color; develop internal training efforts by becoming a Supporting Member of the Diversity and Flexibility Alliance, joining Corporate Counsel of Women in Color and bringing other external speakers to present on diversity related topics; member of Leadership Council on Legal Diversity's 1L Scholar, Pathfinder, Fellowship, and Law School Mentoring Programs; and encourage the formation of affinity groups and encourage current affinity groups to remain active.



Law Firm Diversity Initiatives

INITIATIVES SPECIFICALLY FOR WOMEN ATTORNEYS

Already Completed	Currently Addressing	Not a Current Priority	
X			Institute a formal part-time policy that addresses partnership prospects
X			Increase the number of women at the associate level
X			Increase the number of women at the partnership level
X			Increase the number of women in leadership positions
X			Focus on strengthening firm's mentoring program for women
X			Manage/monitor allocation of work assignments and/or hours billed to ensure women have equal access/inclusion to top client matters
X			Provide accommodations specific to mothers (e.g., lactation rooms)
X			Implement policies to address gender pay equity
			Other (please specify): Our Women's Forum serves as a resource and asset to the entire firm, focusing on professional and business development with an emphasis on women's initiatives. The firm will continue to support the activities of the Women's Forum. Sponsoring Women in Government Contracts (WiGC) is a program, founded by three Wiley female partners, whose mission is to advance the profile of women professionals in all aspects of government contracting law by providing opportunities for networking, mentoring, knowledge-sharing, and professional growth.



Law Firm Diversity Initiatives

INITIATIVES SPECIFICALLY FOR OPENLY LGBTQ ATTORNEYS

Already Completed	Currently Addressing	Not a Current Priority	
X			Offer same-sex domestic partners the same benefits available to married individuals
X			Increase the number of LGBTQ attorneys at the associate level
X			Increase the number of LGBTQ attorneys at the partnership level
	X		Increase the number of LGBTQ attorneys in leadership positions
X			Focus on strengthening firm's mentoring program for LGBTQ attorneys
X			Manage/monitor allocation of work assignments and/or hours billed to ensure LGBTQ attorneys have equal access/inclusion on top client matters
X			Ensure that EEO and non-discrimination policies specifically address gender identity
X			Provide accommodations for LGBTQ attorneys (e.g. bathroom facilities)
			Other (please specify): Increase collaboration between firm and DC-based law schools, as well as events in connection with fall recruiting of students and attorneys who identify as GLBT; Our LGBT and Allies Lawyers affinity group is intended to be an internal discussion forum for attorneys to focus on issues of interest to attorneys and law students who are lesbian, gay, bisexual, or transgender. The goal of the LGBT and Allies Lawyers group is to promote healthy work/life balance for members of the LGBT community. This group also host a reception annually during Pride month for clients and attorneys to network.

Law Firm Diversity Initiatives

INITIATIVES SPECIFICALLY FOR ATTORNEYS WITH DISABILITIES

Already Completed	Currently Addressing	Not a Current Priority	
	X		Increase the number of attorneys with disabilities at the associate level
	X		Increase the number of attorneys with disabilities at the partnership level
	X		Increase the number of attorneys with disabilities in leadership positions
X			Focus on strengthening firm's mentoring program for attorneys with disabilities
X			Manage/monitor allocation of work assignments and/or hours billed to ensure attorneys with disabilities have equal access/inclusion on top client matters
X			Ensure that EEO and non-discrimination policies specifically address individuals with disabilities
X			Implement accommodations for current and future attorneys with disabilities (e.g., access, technology, etc.)



Pipeline Initiatives

Does your firm actively engage in initiatives to feed the diversity pipeline by encouraging minority students to consider law as a career and/or assisting them in pursuing such opportunities?

- Participate in established pipeline programs, such as SEO, Legal Outreach, Prep for Prep or Street Law*
- Fund scholarships for minority high school or college students*
- Mentor minority high school or college students*
- Participate in or host mock trial programs or career events*
- Provide internships or employment to minority high school or college students*
- Outreach to middle school students*

Please discuss any additional efforts to reach out to diverse undergraduates, high school, middle school or grade school students.

Wiley continues to participate in pipeline initiatives to increase the number of minority students who will choose to attend law school.

Wiley has started a school partnership with Langdon Elementary School as part of The DC Public School Partnership Program led by the Washington Lawyers' Committee for Civil Rights and Urban Affairs. As part of our support for Langdon Elementary School, we organized a Back to School event where our attorneys and staff donated school supplies so that Langdon students could get a great start to their new school year. Each year, Wiley hosts a "Law Day" program for Thurgood Marshall Academy, a public charter high school in the District of Columbia. Through the Law Day program, students entering high school at Thurgood Marshall Academy are introduced to legal topics and problem solving. Thurgood Marshall Academy's unique "law-related" approach to education regularly integrates issues of justice, law, and government into the curriculum.



Recruitment - New Associates

Does your firm annually recruit at any of the following types of institutions?

Ivy League law schools: Harvard University, University of Pennsylvania

Other private law schools: Washington & Lee University School of Law, Antonin Scalia Law School - George Mason University, George Washington Law School, Georgetown University Law Center

Public state law schools: University of Virginia Law School

Law schools of Historically Black Colleges and Universities (HBCUs): Howard University School of Law

Diversity job fairs: None

Do you have any special outreach efforts directed to encourage minority law students to consider your firm?

- Hold a reception for minority students
- Advertise in minority law student association publications
- Participate in or host minority law student job fairs
- Sponsor minority law student association events
- Firm lawyers participate on career panels at schools
- Outreach to leadership of minority student organizations
- Scholarships or intern/fellowships for minority students
- Other (please specify)

Do you have any programs specifically targeted at first-year students?

Wiley participates in the Leadership Council on Legal Diversity's (LCLD) 1L Scholars Program. Through the LCLD 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 a hands-on law firm experience. 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.

We are also excited to announce, that in 2019, we created The Wiley 1L Diversity, Equity and Inclusion Scholarship which provides a scholarship and a summer associate position to one 1L law student who is a member of a historically underrepresented group in the legal profession. This is another way in which Wiley is continuing to build pipelines of diverse students in the legal community.

Wiley also consistently attends 1L networking receptions at many law schools in the DC area. We have also had our lawyers participate in a variety of panel discussions geared towards 1Ls, as well as mock-interview programs. The firm has previously supported the following programs: Georgetown University Law Center 1L Law Firm Reception; Georgetown University Law Center World of Choices: A Program for 1L Students on Careers in the Law; George Washington University Law School Inns of Court Programs; Harvard Law School Black Law Student Association's 1L Job Fair; Howard University School of Law's 1L Interview Skills Program.



Recruitment - New Associates

ALL 2L SUMMER ASSOCIATES (2019)

	Men	Women
White/Caucasian	2	2
African-American/Black	0	1
Hispanic/Latinx	1	1
Alaska Native/American Indian	0	0
Asian	1	1
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	0	0
Individuals with Disabilities	0	0
Total	4	5

OFFERS MADE* (2019)

* Summer associates who received an offer of full-time employment

	Men	Women
White/Caucasian	2	2
African-American/Black	0	1
Hispanic/Latinx	1	1
Alaska Native/American Indian	0	0
Asian	1	1
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	0	0
Individuals with Disabilities	0	0
Total	4	5

OFFERS ACCEPTED* (2019)

* Summer associates who accepted an offer of full-time employment

	Men	Women
White/Caucasian	2	2
African-American/Black	0	0
Hispanic/Latinx	1	1
Alaska Native/American Indian	0	0
Asian	1	1
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	0	0
Individuals with Disabilities	0	0
Total	4	5

NEITHER ACCEPTED NOR DECLINED (2019)

* Summer associates who neither accepted nor declined an offer of full-time employment because of postgraduate clerkship/fellowship

	Men	Women
White/Caucasian	0	0
African-American/Black	0	0
Hispanic/Latinx	0	0
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	0	0
Individuals with Disabilities	0	0
Total	0	0

Recruitment - Lateral Associates and Partners

LATERAL ASSOCIATE HIRES (2019)

	Men	Women
White/Caucasian	6	10
African-American/Black	1	0
Hispanic/Latinx	1	0
Alaska Native/American Indian	0	0
Asian	1	1
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	0	0
Individuals with Disabilities	0	0
Total	9	11

LATERAL OF COUNSEL HIRES (2019)

	Men	Women
White/Caucasian	1	3
African-American/Black	0	0
Hispanic/Latinx	0	0
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	0	0
Individuals with Disabilities	0	0
Total	1	3

LATERAL PARTNER HIRES* (2019)

* Both equity and non-equity

	Men	Women
White/Caucasian	3	0
African-American/Black	1	0
Hispanic/Latinx	0	0
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	2	0
Individuals with Disabilities	0	0
Total	4	0

NEW PARTNERS PROMOTED* (2019)

* Both equity and non-equity promoted from associate or of counsel rank

	Men	Women
White/Caucasian	3	2
African-American/Black	0	0
Hispanic/Latinx	1	0
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	1	0
Individuals with Disabilities	0	0
Total	4	2

NEW EQUITY PARTNERS* (2019)

* Whether hired laterally or promoted from within

	Men	Women
White/Caucasian	0	0
African-American/Black	1	0
Hispanic/Latinx	0	0
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	1	0
Individuals with Disabilities	0	0
Total	1	0

Recruitment - Lateral Associates and Partners

What activities does the firm undertake to attract diverse attorneys?

- Partner programs with women, minority, LGBTQ or disability-focused bar associations
- Participate at diversity job fairs
- Attend events at diversity legal organizations
- Seek referrals from other attorneys
- Utilize online job services (e.g., MCCA Job Bank)
- Hire recruiting professional who specializes in identifying diverse candidates
- Firm is Mansfield Rule certified
- If the firm is not Mansfield Rule certified, does it plan to be certified?
- Other (please specify)

Do you use executive recruiting/search firms to seek to identify new diversity hires (partners or associates)?

Yes

If yes, are any of these executive recruiting/search firms women and/or minority-owned?

Unknown

If yes, list all women and/or minority-owned executive search/recruiting firms to which the firm paid a fee for placement services in the past 12 months:

[No response]



Retention and Professional Development

ATTORNEYS WHO LEFT THE FIRM IN 2019

1ST-YEAR ASSOCIATES

	Men	Women
White/Caucasian	2	0
African-American/Black	0	0
Hispanic/Latinx	0	0
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	0	0
Individuals with Disabilities	0	0
Total	2	0

2ND-YEAR ASSOCIATES

	Men	Women
White/Caucasian	0	1
African-American/Black	0	0
Hispanic/Latinx	0	0
Alaska Native/American Indian	0	0
Asian	1	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	0	0
Individuals with Disabilities	0	0
Total	1	1

3RD-YEAR ASSOCIATES

	Men	Women
White/Caucasian	1	0
African-American/Black	0	0
Hispanic/Latinx	0	0
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	1	0
Individuals with Disabilities	0	0
Total	1	0

4TH-YEAR ASSOCIATES

	Men	Women
White/Caucasian	0	0
African-American/Black	0	0
Hispanic/Latinx	0	0
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	0	0
Individuals with Disabilities	0	0
Total	0	0

5TH-YEAR ASSOCIATES

	Men	Women
White/Caucasian	1	1
African-American/Black	0	0
Hispanic/Latinx	0	0
Alaska Native/American Indian	0	0
Asian	0	1
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	0	0
Individuals with Disabilities	0	0
Total	1	2

6TH-YEAR ASSOCIATES

	Men	Women
White/Caucasian	0	0
African-American/Black	0	0
Hispanic/Latinx	0	0
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	0	0
Individuals with Disabilities	0	0
Total	0	0

Retention and Professional Development

*ATTORNEYS WHO LEFT THE FIRM IN 2019***7TH-YEAR ASSOCIATES**

	Men	Women
White/Caucasian	0	0
African-American/Black	0	0
Hispanic/Latinx	0	0
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	0	0
Individuals with Disabilities	0	0
Total	0	0

8TH-YEAR PLUS ASSOCIATES

	Men	Women
White/Caucasian	0	0
African-American/Black	0	0
Hispanic/Latinx	0	0
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	0	0
Individuals with Disabilities	0	0
Total	0	0

OF COUNSEL

	Men	Women
White/Caucasian	1	1
African-American/Black	1	0
Hispanic/Latinx	0	0
Alaska Native/American Indian	0	0
Asian	0	1
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	0	0
Individuals with Disabilities	0	0
Total	2	2

NON-EQUITY PARTNERS

	Men	Women
White/Caucasian	2	1
African-American/Black	0	0
Hispanic/Latinx	0	0
Alaska Native/American Indian	0	0
Asian	1	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	0	0
Individuals with Disabilities	0	0
Total	3	1

EQUITY PARTNERS

	Men	Women
White/Caucasian	4	0
African-American/Black	0	0
Hispanic/Latinx	0	0
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	0	0
Individuals with Disabilities	0	0
Total	4	0

Retention and Professional Development

Please identify the specific steps you are taking to reduce the attrition rate of diverse attorneys.

- Develop and/or support internal employee affinity groups (e.g., networks within the firm for minorities, women, LGBTQ attorneys, or individuals with disabilities)
- Increase/review compensation relative to competition
- Implement procedures to ensure gender pay equity
- Increase/improve current work/life programs
- Adopt dispute resolution process
- Succession plan includes emphasis on diversity and greater inclusion of minority men and women in firm leadership
- Work with diverse attorneys to develop career advancement plans
- Introduce diverse attorneys to key clients, including to lead engagements
- Review work assignments and hours billed to key client matters to make sure diverse attorneys, particularly minority attorneys (for whom research indicates a greater inclusion problem), are not being excluded
- Strengthen mentoring program for all attorneys
- Professional skills development program for all attorneys
- Provide a gender-neutral parental leave policy that covers adoptions
- Other (please specify)

Does your firm have part-time/flex-time policies that permit attorneys (male or female) to work alternative schedules?

Yes

Comments:

Yes, the firm has an Alternative Work Arrangements policy. These arrangements can be either: part-time, working on a percentage reduction of full-time billable hours (e.g., 75 or 80%, etc.); or flexible schedule, working a full-time schedule with no more than one day of work per week scheduled to occur outside of the firm's offices.

What impact, if any, will the decision to work part time have on an attorney's ability to make a partner, or if already a partner, to remain a partner at your firm?

For associates, the point in time when they decide to work a part-time schedule determines whether the length of their partnership track is affected. Those who work a part-time schedule for the majority of their time as associates may have promotion consideration delayed for one year. Associates who transition to a part-time schedule late in their tenure are generally not delayed for partnership consideration.

How many current equity partners have worked part time, exclusive of maternity/paternity leave or short-term disability?

2



Retention and Professional Development

PART-TIME ATTORNEYS (2019)	PART-TIME ATTORNEYS			TOTAL NUMBER OF ATTORNEYS (full and part-time)
	Men	Women	Total	
Associates	n/a	1	1	68
Of counsel	n/a	7	7	22
Non-equity partner	n/a	n/a	n/a	n/a
Equity partner	n/a	n/a	n/a	n/a



Management Demographic Profile

FIRMWIDE COMMITTEES 2019

EXECUTIVE/MANAGEMENT COMMITTEE*

* Attorneys on the Executive/Management Committee or equivalent

	Men	Women
White/Caucasian	13	6
African-American/Black	0	1
Hispanic/Latinx	0	1
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	0	0
Individuals with Disabilities	0	0
Total	13	8

HIRING COMMITTEE*

* Attorneys on Hiring Committee or equivalent

	Men	Women
White/Caucasian	4	2
African-American/Black	0	2
Hispanic/Latinx	0	1
Alaska Native/American Indian	0	0
Asian	0	3
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	0	0
Individuals with Disabilities	0	0
Total	4	8

PARTNER REVIEW COMMITTEE*

* Attorneys on the Partner Review Committee or equivalent

	Men	Women
White/Caucasian	13	6
African-American/Black	0	1
Hispanic/Latinx	0	1
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	1	0
Individuals with Disabilities	0	0
Total	13	8

ASSOCIATE REVIEW COMMITTEE*

* Attorneys on the Associate Review Committee or equivalent

	Men	Women
White/Caucasian	6	4
African-American/Black	0	1
Hispanic/Latinx	0	1
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	0	0
Individuals with Disabilities	0	0
Total	6	6

ATTORNEYS ON THE DIVERSITY COMMITTEE OR EQUIVALENT

	Men	Women
White/Caucasian	7	7
African-American/Black	0	0
Hispanic/Latinx	1	1
Alaska Native/American Indian	0	0
Asian	2	1
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	1	0
Individuals with Disabilities	0	0
Total	10	9

Management Demographic Profile

OTHER LEADERSHIP ROLES

Leadership positions (2019)	U.S. office heads	Practice group/ department leaders	Committee leaders
Total number of positions	1	17	24
Number of such positions held by:			
Minorities	0	2	4
Women	0	7	10
LGBTQ attorneys	1	0	0
Individuals with Disabilities	0	1	0

Please provide information regarding all diverse attorneys who currently head offices, practice groups and committees. Enter responses in the following format: Attorney, Office location/Practice group/Committee (No. of attorneys in office/practice group/committee).

U.S. OFFICE HEADS

How many offices does your firm have in the United States? 1

Minorities heading offices: Peter Shields, DC (205)

Women heading offices: 0

LGBTQ attorneys heading offices: 0

Individuals with Disabilities heading offices: 0

PRACTICE GROUP/DEPARTMENT LEADERS

Minorities heading practices: Dorthula H. Powell-Woodson, Health Care, Co-Chair (12); A. Neal Seth, Intellectual Property, Chair (18)

Women heading practices: Kathryn Bucher, Health Care, Co-Chair (12); Claire J. Evans, Appellate, Chair (19); Tracy Heinzman, Consumer Product Regulation, Chair (16); Tracy Heinzman, Environment & Safety, Co-Chair (11); Kathleen A. Kirby, Telecom, Media & Technology, Co-Chair (54); Dorthula H. Powell-Woodson, Health Care, Co-Chair (12)

LGBTQ attorneys heading practices: [No response]

Individuals with Disabilities heading practices: Todd A. Bromberg, Chair, Employment & Labor (3)

COMMITTEE LEADERS

Minorities heading committees: Mary Borja, Pro Bono, Chair (18); Anna M. Gomez, Diversity and Inclusion, Chair (19); Jerita L. DeBraux Salley, Recruiting, Co-Chair (12)

Women heading committees: Brandi Zehr, Associates (16); Kim Ashmore, Associate Evaluation (13); Carol Laham, Billing and Collections Task Force (10); Stephanie Bell, Community Service (4); Anna Gomez, Diversity, Equity and Inclusion (19); Jessica Rosenthal, Firm Benefits (3); Chris Connelly, Firm Events (5); Kathy Bucher, Opinion Letters (6); Katy Ross, Partner Professional Development (6); Mary Borja, Pro Bono (18); Jerita Salley, Recruiting (12)

LGBTQ attorneys heading committees: 0

Individuals with Disabilities heading committees: 0



The Firm Says

Wiley ensures that once at our firm, our women and minority 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. 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.

Internally, the firm is dedicated to developing and maintaining policies and practices that promote a diverse and inclusive professional workforce. Wiley is committed to diversity in firm leadership and the development of future leaders. Peter Shields, Wiley's Managing Partner, is one of only a small group of LGBT leaders at major law firms. Minority and women attorneys hold significant positions within the firm. They lead practice groups and serve on or lead several committees. Our active Diversity, Equity, and Inclusion Committee, comprised of attorneys of all levels and from across the firm's practice areas, works hard to enhance the firm's diversity, equity and inclusion efforts in recruiting and advancing minority and women attorneys through mentoring, outreach, affinity groups, and a robust firm-wide professional development program.

Wiley has a strategic plan specifically for diversity, equity and inclusion that establishes a flexible blueprint to guide the diversity activities and efforts of the firm. The plan provides a road map for our future so that our firm can continue to be an outstanding place to work for all attorneys and staff. Wiley's Diversity, Equity and Inclusion Strategic Plan outlines goals that focus on the four strategic areas described below:

- Hiring and Advancement
- Internal Efforts
- External Initiatives
- Education and Awareness

In addition, 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 at the firm 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 descriptions of our key affinity groups:

- African America/Black Lawyers. Works to provide an opportunity to cultivate relationships among lawyers who self-identify as African-American/Black, in order to improve ongoing efforts involved in recruitment, networking, career development, inclusion and retention in the workplace. The goal of this group is to engage, across all levels of seniority, in understanding key issues that group members face and counsel new ways to make necessary improvements and changes to ensure that all members can work and grow successfully within the firm.
- Latinx Lawyers. Provides ongoing informal mentoring and support for the firm's Latinx lawyers; also organizes participation and support for the firm's involvement in the Hispanic National Bar Association and the Hispanic Bar Association of DC.
- LGBT & Allies Lawyers. Serves to provide support to LGBT lawyers and to advance the inclusion of all lawyers and staff throughout the firm. The LGBT & Allies group has hosted educational programming including a "safe space" training for all lawyers at the firm. The group also created and delivered a highly successful networking reception for firm lawyers to meet with outside counsel and other lawyers in the industry.
- Minority Lawyers. Provides informal networking and programming for the firm's minority lawyers.
- Parents-in-the-Law. Provides support to new parents and opportunities for sharing resources and strategies for success.
- Veterans. This affinity group works to address issues important to military veterans, active-duty service members, reservists, and their family members. This group is open to Wiley attorneys and staff members.
- Women's Forum. Hosts business and professional development events and informal networking opportunities for the firm's women lawyers.

