



Commitment to Diversity, Equity and Inclusion

Diversity, equity and inclusion are core pillars of our firm. We are committed to maintaining a professional environment where everyone feels included, and one that is free of bias, prejudice, and harassment. As an inclusive firm, we believe that diversity, equity, and inclusion are the key to building successful and fulfilling careers while concurrently creating an innovative and congenial culture. We encourage all perspectives because working across differences allows us to think more creatively and produce exceptional solutions for our clients.

We also strive to be a leader in our efforts to recruit and advance diverse talent. To do this, we undertake focused and targeted efforts that include the following activities:

- Recruitment initiatives for business professionals and attorneys that seek to broaden our outreach to potential candidates. These efforts include support and engagement for law students of historically underrepresented groups, participation in the Leadership Council on Legal Diversity 1L Scholars Program, and participation in pipeline programs, such as Wiley's 1L/2L DEI Fellowship and the Federal Communications Bar Association Diversity Pipeline Program.
- Active participation in and sponsorship of affinity bar associations and organizations that focus on advancing diversity in the legal profession, as well as other legal industry organizations designed to promote and advance equity.
- Extensive professional development support for each attorney's career including robust in-house training, workload management, mentoring and career advancement programs. The firm also conducts regular firmwide diversity and inclusion training. Topics have included Embracing Generational Diversity, Pride in the Workplace, and Unconscious Bias for Law Firm Leaders.
- Our affinity groups assist with the firm's retention efforts by bringing together people with common interests. The firm has eight diversity-focused groups founded by members of the Wiley community that meet regularly to promote a diverse, equitable, and inclusive environment:
 - Asian American, Native Hawaiian & Pacific Islander Lawyers
 - Black Lawyers
 - Latinx Lawyers
 - LGBTQ+ Lawyers & Allies
 - Minority Lawyers
 - Parents-in-the-Law & Allies
 - Veterans, Military Families & Allies
 - Women's Forum

For more information on our diversity, equity and inclusion initiatives, including our awards, please visit <https://www.wiley.law/diversity> or contact [Rashida MacMurray-Abdullah](#), Chief Diversity Officer.