DIVERSITY AND INCLUSION REPORT

CONNECTING SUCCESS
MESSAGE FROM THE MANAGING PARTNER

Wiley Rein LLP embraces diversity and inclusion as core values. As a law firm with national and international clients, we are committed to a professional workforce that reflects the rich cultural and ethnic diversity of our client base and our country. This reflects our belief that we, along with our clients, are enriched by working with a diverse group of exceptional attorneys who, through different perspectives and experiences, allow us to think more creatively and produce innovative solutions for clients.

The pages that follow highlight our efforts toward becoming a leader among law firms in recruiting and advancing diverse attorneys, and include:

• Our pipeline initiatives to expose high school and college students to careers in the legal field;
• Our internal programs and policies that promote a diverse and inclusive community; and
• Our commitment to mentoring and professional development to retain our diverse attorneys and prepare them for leadership positions.

As a result of these efforts, we are proud to have achieved a perfect score of 100% on the 2017 Corporate Equality Index (CEI), a national benchmarking survey and report on LGBT workplace equality, administered by the Human Rights Campaign Foundation; it’s the second consecutive year we have been named to the prominent list. In addition, we were named to Law360’s 2016 list of “The 100 Best Law Firms for Female Attorneys,” one of only six major law firms in the Washington, DC area to earn this recognition.

While we’re proud of these accomplishments, we continue to strive to build a workforce and culture that are even more diverse and inclusive. We understand how important individual backgrounds, experiences, and identities are to the overall success of our firm and are committed to creating an inclusive environment where all attorneys, professional staff, and clients are welcome.

Thank you for your interest in diversity and inclusion at Wiley Rein. If you have any questions or would like additional information, please feel free to contact Anna Gomez, chair of the firm’s Diversity and Inclusion Committee, or me.

PETER D. SHIELDS
Managing Partner
DIVERSITY AND INCLUSION AT A GLANCE

WOMEN LEAD 85% OF OUR COMMITTEES

5 WOMEN ARE PRACTICE GROUP LEADERS

WILEY REIN HAS 8 AFFINITY GROUPS

WILEY REIN RECEIVED A SCORE OF 100% ON THE HUMAN RIGHTS CAMPAIGN FOUNDATION’S 2017 CORPORATE EQUALITY INDEX

100 BEST WILEY REIN WAS NAMED TO LAW360’S 2016 LIST FOR “THE 100 BEST LAW FIRMS FOR FEMALE ATTORNEYS”

MORE THAN HALF OF WILEY REIN’S ASSOCIATES ARE WOMEN

WE PARTICIPATE IN 50 DIVERSITY AND INCLUSION PROGRAMS AND INITIATIVES THROUGHOUT THE YEAR

IN THE LAST FIVE YEARS, 54% OF WILEY REIN ATTORNEYS PROMOTED TO PARTNER OR OF COUNSEL WERE WOMEN, LGBT, AND/OR ETHNICALLY DIVERSE

IN THE LAST 10 YEARS, THE NUMBER OF OUR MINORITY PARTNERS INCREASED BY 20% AND OUR MINORITY ASSOCIATES INCREASED BY 60%

WILEY REIN ATTORNEYS SPAN GENERATIONS:

1% TRADITIONALISTS
27% BABY BOOMERS
44% GENERATION X
28% MILLENNIALS

35% OF OUR WOMEN ATTORNEYS WORK IN STEM-RELATED PRACTICES
RECRUITING DIVERSE TALENT

Wiley Rein is a great place to build a career. We are home to a diverse group of people, who share a passionate commitment to our clients, our work, and our community. We credit our firm’s growth and success to our collaborative culture and our initiatives to attract talent. With half a dozen law schools in the greater Washington, DC area, the firm’s lawyers regularly participate in panel discussions and mock-interview programs for diverse law students. Further, Wiley Rein regularly invites minority law student groups to the firm for “shadow day” programs, where students are provided with an opportunity to observe lawyers in their daily work.

LAW SCHOOL OUTREACH

We regularly provide outreach to diverse student groups at the following law schools:

• American University Washington College of Law
• Georgetown University Law Center
• The George Washington University Law School
• Harvard Law School
• Howard University School of Law
• University of Virginia School of Law
• University of Pennsylvania Law School

DC ROAD SHOWS

The firm is a long-standing participant and sponsor of the DC Road Show events. The DC Road Show was begun more than 40 years ago by a group of DC-based law firms to encourage African-American law students to practice law in the city. It has grown into a popular series of annual events where employers and students can participate in candid discussions about practicing law in a big firm from an African-American perspective. Issues such as handling interviews, managing grades, choosing a practice area, and succeeding in a large firm are discussed by panels consisting of both partners and associates. In 2016, we participated in DC Road Show Events at Howard University School of Law, University of Pennsylvania Law School, The George Washington University Law School, and Georgetown University Law Center; we also participated in the annual DC Road Show Reception.
LEADERSHIP COUNCIL ON LEGAL DIVERSITY

Through the Leadership Council on Legal Diversity’s (LCLD) 1L Scholars Program, Wiley Rein provides networking and professional development opportunities to diverse students who have completed their first year of law school.

The LCLD scholar participates in Wiley Rein’s traditional 10-week summer associate program, which provides hands-on experience at the firm. 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.

ONRAMP FELLOWSHIP

Wiley Rein is a proud supporter of the OnRamp Fellowship program, which is a re-entry platform that matches experienced women returning to the workforce after a career break with law firms, legal departments, and financial services firms for six- to twelve-month paid positions. Through our participation in the program, we hired our first OnRamp Fellow, who is an African-American female practicing in our Intellectual Property Group. Our goal is to provide professional development opportunities for our fellow and to create an ongoing pipeline of talented diverse and female attorneys, each of whom would ultimately join the firm as an associate on a full-time basis.

SUMMER PROGRAM SUCCESS

In order to address the firm’s ongoing efforts to build a diverse and inclusive workforce, the chair of Wiley Rein’s Recruiting Committee, a female partner in the firm’s Health Care and Government Contracts practices, held calls with each of the law schools where we recruit on-campus. During these discussions, we emphasized Wiley Rein’s commitment to diversity and expressed the firm’s desire to see a more diverse selection of students on its interview schedules. As a result of these efforts, Wiley Rein is pleased to report that 50% of our 2017 summer associate class is comprised of diverse students.

INTERVIEWER TRAINING

In addition, the firm’s Recruiting Committee created and developed an interviewer training program to detect and correct unconscious biases in the hiring process. Through awareness of our own biases, and with practical scenario-based training, the attorneys on the firm’s Recruiting Committee are able to ensure an open and fair hiring process for the firm.
ADVANCING AND RETAINING OUR DIVERSE TALENT

Recognizing that recruitment is only part of our commitment to an inclusive workforce, Wiley Rein 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.

AFFINITY GROUPS

Wiley Rein’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 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 our diversity-based affinity groups:

- African-American/Black Lawyers
- Latino Lawyers
- LGBT & Allies Lawyers
- Minority Lawyers
- Parents-in-the-Law
- Women’s Forum

LEGAL INDUSTRY SUPPORT

Wiley Rein is an active member of the following industry groups who are committed to advancing and promoting diversity in the legal profession, and our attorneys and professional teams regularly present, host, or sponsor events for these groups:

- Diversity & Flexibility Alliance
- Leadership Council on Legal Diversity (LCLD)
- The National Association for Law Placement (NALP) and the NALP Foundation
- Women in Law Empowerment Forum
LEADERSHIP COUNCIL ON LEGAL DIVERSITY

Through our membership in LCLD, the firm sponsored an LCLD Fellow – Brian Pandya, an Asian-American partner in the firm’s Intellectual Property Practice. The LCLD Fellows program is designed to provide specific professional development and networking support for diverse lawyers in their 10th to 12th year of practice. This allows lawyers such as Brian to build connections with in-house lawyers and others who will help build their professional networks and expand their practices.

Wiley Rein also sponsored two LCLD Pathfinders (lawyers in their fifth to eighth year of practice). Samantha Lee, an Asian-American associate in our Government Contracts Practice, and Dylan Hix, a Latino associate in our White Collar Practice, were able to participate in networking and professional development opportunities at the site of a major corporate law department. Pathfinders build skills in business development and networking, and make professional connections that will help them succeed at their firms and continue to build and amplify their practice experience.

BAR ASSOCIATIONS AND OTHER INITIATIVES

The firm also contributes both financially and with volunteer time to initiatives, organizations, and events that are important to our diverse attorneys, including:

- Asian Pacific American Bar Association of DC
- DC Diverse Partners Network
- The George Washington University Law School & Northrop Grumman Focus on the Future
- Hispanic Bar Association of DC
- Hispanic National Bar Association
- Muslim Advocates
- National Asian Pacific American Bar Association
- National Partnership for Women & Families
- National Bar Association
- ABA Committees and Subcommittees that Focus on Diversity
- National Women’s Law Center
- South Asian Bar Association of Washington, D.C.
- Women’s Bar Association
- Women in Law Empowerment Forum
- Women’s Leadership & Mentoring Alliance

WBA

WOMEN’S BAR ASSOCIATION
of the District of Columbia
RECOGNITIONS

Our success is measured in a variety of ways. We receive recognition from publications such as MultiCultural Law magazine, which selected Wiley Rein as one of the “Top 100 Law Firms for Diversity” and “Top 100 Law Firms for Women.” In recent years, our women and minority attorneys have been recognized for their outstanding legal work, including:

- Partner Dot Powell-Woodson received the 2015 YWCA National Capital Area Women of Achievement Award. Only five women from the National Capital Area were selected to receive this prestigious award that recognizes their outstanding leadership, civic engagement, commitment to inspiring other women, and support of the YWCA mission to eliminate racism, empower women, and promote peace, justice, freedom, and dignity for all.
- Partner Lawrence Sung was named “Lawyer of the Year” for Biotechnology Law in Washington, DC (2016) in The Best Lawyers in America directory.
- Government Contracts associate Tara Ward was a SmartCEO Washington Power Player finalist.
- Five women and two minority attorneys were listed in The Legal 500 US as being among the best in the country.
- Five women attorneys were named in Chambers USA: America’s Leading Lawyers for Business.
- Super Lawyers named 12 women and four minority attorneys to their list of top legal talent.
- TMT Practice co-chair Kathy Kirby received the Radio Television Digital News Foundation’s prestigious First Amendment Leadership Award. Kathy is only the second woman to receive the prominent award (the other was Katharine Graham of The Washington Post).
PIPELINE INITIATIVES

Wiley Rein is focused on the future of the legal profession by undertaking the following pipeline initiatives and partnerships with high school and college students.

NATIONAL ASSOCIATION FOR LAW PLACEMENT (NALP)/STREET LAW LEGAL DIVERSITY PIPELINE PROGRAM

Wiley Rein is the only Washington, DC-based law firm, and one of only 12 firms in 2016, to sponsor the program, which encourages diverse high school students to pursue careers in the law by introducing them to legal concepts and the legal profession. As part of Wiley Rein’s participation, attorneys teach two classes to students at Anacostia Senior High School, a public school in Washington, DC, with predominantly African-American student enrollment (99%). The high school students also spend a day at Wiley Rein’s office, where they participate in interactive workshops with our attorneys and network with attorneys and professional staff. More than 20% of Wiley Rein attorneys participate annually in the NALP/Street Law Legal Diversity Pipeline Program.

THURGOOD MARSHALL ACADEMY

Each year, Wiley Rein hosts a “Law Day” program for rising ninth graders at Thurgood Marshall Academy, a public charter high school in Washington, DC. The program educates students on basic legal principles and features a case study, mock trial, and panel discussion on careers in the law.

WOMEN IN GOVERNMENT CONTRACTING (WIGC)

Founded by three Wiley Rein female partners, WiGC’s 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. Wiley Rein attorneys of all levels participate alongside firm clients in this group.
HOW WE COMPARE

Wiley Rein’s number of women and minority attorneys exceeds averages for Washington, DC law firms and we continue to strive to surpass our peers.

FEMALE PARTNERS
- Wiley Rein 25.9%
- Washington, DC Law Firms 21.9%

FEMALE ASSOCIATES
- Wiley Rein 53.3%
- Washington, DC Law Firms 45.6%

MINORITY PARTNERS
- Wiley Rein 10.7%
- Washington, DC Law Firms 9.1%

MINORITY ASSOCIATES
- Wiley Rein 25.8%
- Washington, DC Law Firms 22.3%

OUR DIVERSITY AND INCLUSION COMMITTEE

Our commitment to diversity and inclusion would not be possible without the diligent work of our dedicated Diversity and Inclusion Committee, comprised of attorneys from across many practice areas. The Committee is responsible for developing an action plan to enhance the firm’s efforts in recruiting and retaining minority and female attorneys, as well as initiatives that foster a diverse and inclusive environment.

MEET OUR MEMBERS

Anna Gomez
Chair, Partner

Floyd Chapman
Co-Chair, Partner

Mary Sylvia
Co-Chair, Partner

Shawn Chang
Partner

Edgar Class
Of Counsel

Cynthia Galvez
Associate

Sonali Gunawardhana
Of Counsel

Karin Hessler
Partner

Derick Holt
Associate

Tracye Winfrey Howard
Partner

Samantha Lee
Associate

Charlie Lemley
Partner

Saverio Romeo
Associate

Nina Rustgi
Associate

Kathleen Scott
Associate

Joan Stewart
Of Counsel

Kay Tatum
Partner

Brian Walsh
Partner
Wiley Rein LLP embraces diversity and inclusion as core values. We will continue to undertake focused and targeted efforts as we execute our Diversity & Inclusion Strategic Plan. Our nine primary goals are:

**HIRING AND ADVANCEMENT**
- Engage in strategic partnerships to build a robust hiring pipeline and further our advancement efforts.
- Continue to analyze our internal diversity data to identify gaps, related initiatives, and strategies for improvement.
- Explore additional retention programs in addition to the firm’s Professional Development Partner Program.

**INTERNAL EFFORTS**
- Foster an environment where inclusion is central to our diversity and talent management activities.
- Promote participation for firm leaders in diversity and inclusion efforts.
- Continue to empower, embrace, unify, and solidify the firm’s culture across all practices, and re-energize efforts where needed.

**EXTERNAL INITIATIVES**
- Broaden firm participation in external diversity activities.
- Evaluate external measurements of success and determine how to achieve results.

**EDUCATION AND AWARENESS**
- Provide internal education on diversity, inclusion, and multicultural competence, including developing cross-cultural skills for international clients.
Wiley Rein LLP 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 on diversity at Wiley Rein, please contact:
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