



## Commitment to Inclusion and Engagement

Inclusion and collegiality 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 a firm, we believe that inclusion and engagement are the keys to building successful and fulfilling careers while concurrently creating an innovative and collegial 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 identify, recruit, and develop qualified talent. To do this, we undertake efforts that include the following activities:

- Recruitment initiatives for business professionals and attorneys that seek to broaden our outreach to potential candidates.
- Active participation in affinity bar associations and organizations that focus on advancing diversity in the legal profession.
- Extensive professional development support for every attorney's career including robust in-house training, workload management, mentoring and career advancement programs.
- Our affinity groups bring together people with common interests. The firm has several groups founded by members of the Wiley community that meet regularly to facilitate an inclusive environment where everyone has the opportunity to thrive. These groups help foster our collegial culture and promote retention. Affinity groups are open to all attorneys.
  - 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 initiatives, including our awards, please visit <https://www.wiley.law/inclusion> or contact [Rashida MacMurray-Abdullah](#), Chief Inclusion and Engagement Officer.