

# 2013 Greater Dayton Workplace Diversity Award

## THE AWARD

Each year The Dayton Chamber, along with our partner the National Conference for Community and Justice (NCCJ) of Greater Dayton, looks to honor local companies who foster an inclusive work environment in which all employees are inspired to contribute their best through their different perspectives, backgrounds and experiences. Our objective is to encourage and increase the number of businesses and institutions implementing innovative programs, projects, or practices that will help to improve workforce diversity/inclusion excellence. The award recognizes organizations and/or companies who have been a role model in their local community as a strong advocate for diversity. The Greater Dayton Workplace Diversity Award is presented at The National Conference for Community and Justice (NCCJ) Annual Friendship Dinner. This year's award is sponsored by KeyBank.

## 2013 WINNER

**WilmerHale** is a "1000 lawyer strong" firm with 14 offices in the United States, Europe and Asia, and a strong heritage of legal aid, foundation and pro bono work. Their lawyers have played prominent roles opposing discrimination and defending human rights around the world. One of the firm's guiding principles is diversity, defined by its mission to foster an environment that embraces each individual's unique background, experience and perspective. WilmerHale's goal – to reflect the diversity of its clients and the communities in which it practices – is made a reality through firm-wide efforts led by the Director of Diversity, Diversity Committee Co-Chairs and the WilmerHale Staff Diversity and Inclusion Council. The law firm was ranked among the top 30 firms in the "Top Law Firms for Diversity" by Multicultural Law Magazine in 2012 and was number two in the "Top 100 Law Firms for Women."

The firm's comprehensive diversity strategy focuses on several areas, including recruitment, leadership commitment, financial support and client engagement.

**Recruitment.** An ongoing goal of the firm is to help the firm attract minority, LGBT and women lawyers and law students and staff, while finding ways to distinguish the firm from our competitors. We accomplish this through targeted recruiting and outreach efforts that include participating in job fairs, supporting student led affinity groups, hosting receptions for law students and supporting diversity pipeline initiatives.

**Leadership Commitment.** Management demonstrates



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its commitment to diversity through direct involvement and financial support. For the past three years, members of the Management Committee and the Diversity Committee Co-Chairs have met with department and practice group leaders to discuss the progress and prospects of all minority and LGBT non-partners in our domestic offices. While several factors impact retention and advancement, this deliberate approach gives leadership an opportunity to identify accomplishments and address potential issues early.

**Financial and Human Resources.** In 2012, firm leadership allocated more than \$450,000 to support the firm's diversity efforts. The Diversity Committee used the budget to fund internal activities, expand its pipeline initiatives, support lawyers involved in various bar associations, and send attorneys to conferences that enhanced their professional development and expanded their external networks.

**Client Engagement.** The firm has developed innovative opportunities to engage clients. We invite clients to attend and/or participate in our Diversity Speaker Series, which include panels discussing issues relevant to minority and LGBT lawyers. Clients are expressing greater interest in our diversity efforts. Of the 300+ surveys and RFPs the firm received and responded to in 2012, 36% specifically asked about diversity.

According to WilmerHale its diversity programs have existed since their predecessor firms, Wilmer, Cutler & Pickering and Hale and Dorr, merged in 2004. These programs were expanded in 2008 with the development of internal diversity affinity groups in each US office.

On behalf of the Dayton Chamber and NCCJ we would like to Congratulate WilmerHale as the 2013 Greater Dayton Workplace Diversity Award Winner. ■



Ali Moallem, Kathryn Philips, Marieta Bingatati and Rebecca Owen  
– Dayton-based members of the firm's Staff Diversity and Inclusion Council