

*“Diversity, equity and inclusion are guiding principles of WilmerHale and key drivers of the value the firm provides to our clients. The range of perspectives, backgrounds and talents of our lawyers helps us develop creative and effective solutions for our clients’ most complex and challenging legal issues.”*

– Robert Novick and Susan Murley, Co-Managing Partners

That focus on diversity has put this law firm of nearly 2,000 attorneys and staff in the highest ranks of companies dedicated to DEI efforts.

*Financial Times* put WilmerHale on its 2022 “Innovations in Equity and Racial Justice” shortlist for the firm’s work in furthering racial equality. Diversity & Flexibility Alliance has recognized WilmerHale as “Tipping the Scales” for having 50% or more women in its 2022 US-based new partner class and the company achieved Mansfield Certification Plus status in 2022, for the fifth consecutive year.

The Mansfield Certification seeks to ensure that 30 percent of candidates are women or attorneys of color for lateral hiring, promotions to equity partner, and firm leadership.

The company first received the designation in 2018 after successfully completing a one-year pilot program in which participating firms agreed to have their diversity efforts measured against ambitious goals for the percentages of women and attorneys of color in leadership and other important roles. Underscoring WilmerHale’s continued commitment to diversity and inclusion, the firm has achieved Mansfield Certification Plus status since its inception. Its participation in Mansfield 6.0 is currently underway.

Racial justice is also a part of this firm’s mission. The WilmerHale Racial Justice Reform Initiative (RJRI) was designed to ensure that the firm’s efforts and resources are deployed to have the most impact on racial justice reform throughout the country. Since its inception, WilmerHale’s lawyers have devoted more than 55,000 work hours to the initiative.



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**Philosophy:** DEI are guiding principles of WilmerHale and key drivers of the value the firm provides to our clients. The range of perspectives, backgrounds, and talents of our lawyers helps us develop creative and effective solutions for our clients’ most complex and challenging legal issues.

WilmerHale is constantly trying to up its diversity game. In November, over 260 diverse lawyers gathered in Washington, DC to take part in WilmerHale’s second bi-annual Diversity Summit. The two-day event was an important opportunity for firm leaders and diverse attorneys to reflect and reunite around the ongoing mission to make diversity, equity and inclusion part of the essential fabric of the firm and participate in professional development programs.

And it is reconsidering how it should recruit new lawyers in 2023 and beyond. It wants to make sure that diversity isn’t an issue affecting some people, resulting in diverse attorneys taking on additional work and responsibilities. Instead, it wants to encourage allyship through trainings and programs. WilmerHale amended its Bonus Eligible Time policy to include up to 50 hours of firm time spent on activities related to DEI programming in recognition of the commitment from the attorneys, especially diverse attorneys, to spend time on recruiting/pipeline initiatives and on building a culture of inclusion within the firm.