

## *Professional Development and Inclusion*

### **Diversity Speaker Series and Professional Development Series**

Through our Diversity Speaker Series and Professional Development Series, we expose our diverse lawyers and the firm community to prominent lawyers in academia, private practice and the public sector, and to a range of diversity-related topics. Our Professional Development Series addresses the professional development needs of our diverse lawyers through local programming. We also provide WilmerHale lawyers with networking opportunities through affinity group activities and internal and external programs.

## *Representative Events*



John Payton, former director-counsel and president of the NAACP Legal Defense and Educational Fund and a former WilmerHale partner, discussed the firm's role in supporting South African lawyers in using the rule of law to combat apartheid. The exhibit in our Washington DC office includes copies of Nelson Mandela's handwritten manuscripts and a video describing the firm's involvement.



Martha Coakley (then-Massachusetts attorney general) and Massachusetts Attorney General and former WilmerHale Counsel Maura Healey (at the

time of the presentation, chief of the Civil Rights Division of the Office of the Attorney General) discussed the federal case challenging DOMA and President Barack Obama's decision to stop defending DOMA in court.

Charles Fried, Harvard Law School professor and former US Solicitor General, and Charles Ogletree, Harvard Law School professor and director of the Charles Hamilton Houston Institute for Race and Justice, discussed the effectiveness of the US Supreme Court nomination and confirmation process, and the impact of the Court's decisions on immigration, campaign finance, Miranda rights, guns and torture. Former Co-Managing Partner Bill Lee moderated the discussion.

Then-WilmerHale Partner and New York Diversity Committee Co-Chair Elizabeth Derbes moderated a discussion featuring in-house counsel from financial services firms and a financial regulator who addressed the state of diversity and inclusion in their industry.

Harvard Law School Professor and former US Solicitor General Charles Fried and Gregory Fried, Suffolk University's philosophy department chair, participated in a debate about presidential authority in the fight against terrorism. Seth Waxman, co-chair of WilmerHale's Appellate and Supreme Court Litigation Group and a former US Solicitor General, moderated.

Nelson Mandela Exhibit Dedication Ceremony

Defense of Marriage Act (DOMA)

Lawyers, Guns & Money...and More!

# An Insider's Perspective: Diversity and Inclusion in the Financial Services Industry

## Because It Is Wrong: Torture, Privacy and Presidential Power in the Age of Terror

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### ***Diversity and Inclusion Opportunities***

#### *Alumni Events*

We are particularly proud of our many distinguished alumni who have moved on to highly respectable positions after leaving the firm, including as Chief of Staff to the Deputy Attorney General, in-house counsel for National Football League teams, Assistant Solicitor General, Assistant White House Counsel, director-counsel and president of the NAACP Legal Defense and Educational Fund, and US Attorney for the District of Columbia.

The following is a sampling of recent alumni events:

- US District Court for the Southern District of New York Judge Paul Engelmayer, a former WilmerHale partner, discussed his experience as Justice Thurgood Marshall's law clerk. This event commemorated the 50th anniversary of Justice Marshall's confirmation to the US Supreme Court.
- Partner [Ron Machen](#), a former US Attorney for the District of Columbia, discussed the role his office played in addressing local, national and international issues ranging from community outreach to the prosecution of terrorists and pirates. He also explained how his tenure with the firm—from summer associate to partner—prepared him to be US Attorney for the nation's capital.

#### *Affinity Groups*

WilmerHale supports affinity groups for our women, LGBT, and racially and ethnically diverse lawyers across the firm. Affinity groups host firmwide bi-monthly meetings, as well as regular programs related to the importance of networking and social activities, such as sporting events, dinners at partners' homes and lunches in the office.

## *Career Development*

We believe that superb legal skills are best built through broad work experiences, sound formal training by experienced practitioners, and strong mentoring relationships. The framework of our professional development program is the Career Advancement Program (CAP). CAP offers a flexible career path structure, supportive training, and a competency-based approach to evaluation, promotion, compensation and overall professional development. Given that mentors play an important role in a lawyer's professional development and career success, through CAP, the firm provides associates and counsel with formal mentors who guide and support their careers. The Diversity Committee works with firm leadership to ensure that our mentoring program supports our efforts to develop, retain and advance a diverse group of lawyers.

WilmerHale has a long history of community service and philanthropy, based on the principles John Pickering held in founding the firm. Today, the firm pays tribute to his legacy and strengthens its commitment to the community through the annual presentation of the Pickering Fellowships, which allow selected associates to spend six months working at a public interest organization.

Also, in a program with the Middlesex District Attorney's Office in Massachusetts, WilmerHale sends litigation associates and counsel to the Somerville and Malden District Courts for six-month rotations as special assistant district attorneys.

## *Women's Leadership Initiative*

WilmerHale's Women's Leadership Initiative (WLI) was established in 2006 by women partners, counsel, associates and senior administrators to promote the recruitment, retention and advancement of women lawyers. WLI programs focus on professional development tailored to the needs and interests of women attorneys, building relationships within the firm, strategies for business development, and fostering opportunities to engage with women clients and alumni. Our Management Committee strongly endorses the WLI, which is an important component of the firm's social compact to support and enhance the professional development of all lawyers. What distinguishes the WLI from the women's initiatives of other firms is the level of attorney participation in the planning of its programs, strong support from the Management Committee, and regularly scheduled events.