

WIGGIN DEI DRIVE



Diversity, Equity and Inclusion
ANNUAL REPORT 2022

WIGGIN DEI DRIVE



Driving Diversity Through Investment in
Representation, Infrastructure, Career Visioning
and Education.

INTRODUCTION



We are excited to share Wiggin and Dana's inaugural Diversity, Equity and Inclusion (DEI) annual report. In 2022, we continued to invest in building an inclusive firm culture where our entire workplace can thrive at every stage of their careers. The firm began to implement its DEI Strategic Action Plan, DEI DRIVE, and as part of the implementation process, we focused on improving our representation, infrastructure, talent management processes, and education.



This year, we created many opportunities for attorneys and business operations staff to contribute to our DEI efforts and empowered our underrepresented communities and allies to make an impact. The firm launched its ERG initiative, in which over 25% of our firm constituents are currently members.

In 2022, we also invested in resources to ensure all attorneys have equitable access to the firm's success, including participating in the 2022-2023 Midsize Mansfield Rule and joining the Leadership Council on Legal Diversity (LCLD) to advance diversity at our firm and in the legal profession. The firm also implemented two programs to fast-track the development of our diverse attorneys, including a six-month business development coaching program for six of our high-potential women attorneys at the firm.

Our DEI DRIVE framework allowed us to formalize our diversity pipeline initiatives and focus on increasing diverse representation across all levels of the firm. For the first time in the firm's history, our associates include over 50% women and over 20% attorneys of color. We recognize there is more work to be done, and we are committed to furthering diverse representation across our associate, counsel and partner ranks, as well as through our business operations.

Lastly, the firm was honored to welcome outstanding speakers throughout the year, all who encouraged us to continue to learn about equity and to be advocates for change, both at our firm and in society.

As you will read in this report, 2022 was a year of advancements in our DEI efforts and we continue to weave a culture of equity and inclusion into the fabric of our firm. We also know that our DEI work is never complete, and we look forward to sharing with you our progress as we drive our diversity, equity and inclusion initiative forward.

Tim Diemand
Managing Partner

Jana Simon
Chief Diversity, Equity
and Inclusion Officer

REPRESENTATION



Increase diverse representation across all attorney levels at the firm and in departments and business operations as outlined in the firm's strategic plan.

In addition to our formal pipeline initiatives mentioned below, we regularly support many affinity law student associations throughout law schools in which we have relationships.



■ *Law School Pipeline Initiatives*

WIGGIN AND DANA/ CBRE 1L LCLD SCHOLAR PROGRAM

As part of our membership with the Leadership Council on Legal Diversity (LCLD), we participate in the 1L Scholars Program, in which the firm provides a diverse first-year law student the unique opportunity to spend their 1L summer associate experience with our firm and with CBRE.

YALE NEW HAVEN HEALTH SYSTEM SCHOLAR

Every summer, Yale New Haven Health System and our firm welcome a diverse first-year law student for an eight-week program in which the student splits their time with both organizations. This program provides the student with exposure to a broad range of legal issues with an emphasis on health care law.

CBRE



**Yale
NewHaven
Health**

■ Current Diversity

PRACTICE GROUP LEADERSHIP GENDER DIVERSITY

A Snapshot of Some of Our Women Leaders



Erika Amarante
Co-Chair, Medical
Malpractice Defense
Practice



Najia Khalid
Chair, Business
Immigration and
Compliance Practice



Patti Melick
Chair, Life Sciences
Practice



Heather D. Rahilly
Co-Chair, Private Equity
Practice



Kim Rinehart
Chair, Class Actions
Practice



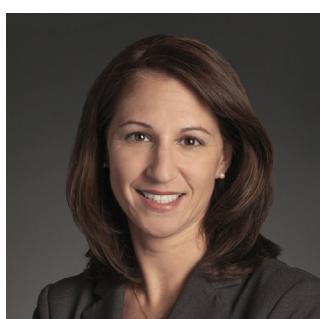
Tahlia Townsend
Co-Chair, International
Trade Compliance
Practice



Maureen Weaver
Co-Chair, Health Care
Practice



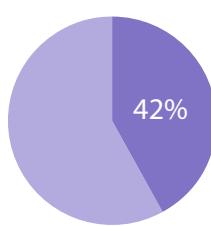
Kristina Wesch
Co-Chair, Health Care
Practice



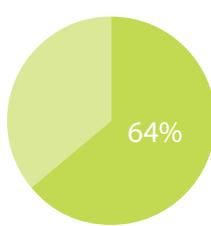
We are pleased to share that partner Robyn Abbate is the Firm's new Chair of the Real Estate, Environmental and Energy Department.

CURRENT REPRESENTATION

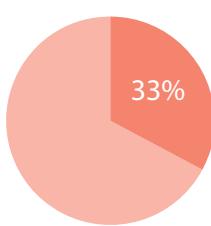
Diverse attorneys include women, attorneys of color and LGBTQ+ attorneys. We are proud of our progress and know there is more work to be done.



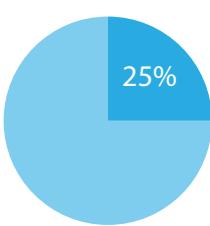
ALL ATTORNEYS



ASSOCIATES

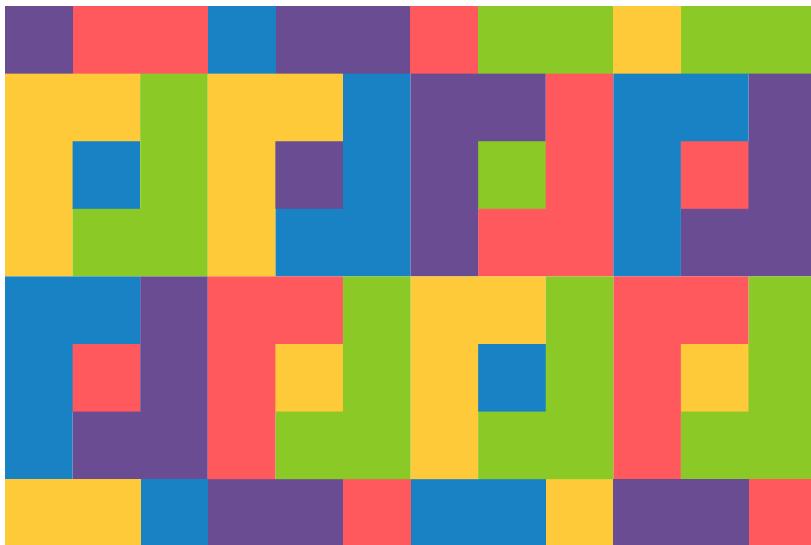


PARTNERS



EXECUTIVE
COMMITTEE

INFRASTRUCTURE



Increase DEI infrastructure, accountability, and visibility (both internal and external), encouraging everyone to engage in DEI efforts and allowing the firm to benchmark and measure DEI progress.

■ *Building Our Partnerships*

DRIVE PARTNERSHIP MEMBERS



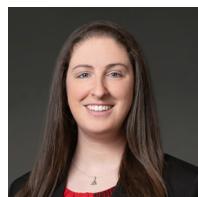
Toby Bannon
Partner



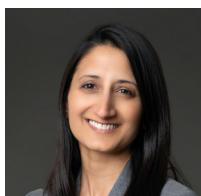
Alundai Benjamin
Associate



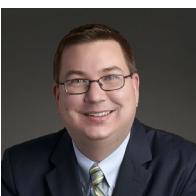
Kevin Budge
Partner



Jenna Cutler
Associate



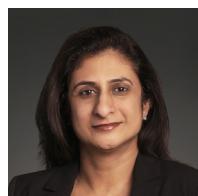
Anjali Dalal
Counsel



Benjamin Diessel
Partner



Robyn Gallagher
Partner



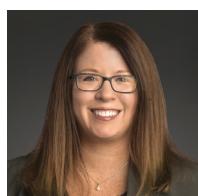
Najia Khalid
Partner



Nestor Rodriguez Smyt
Associate



Erika Malm-Fabrizio
Collaborator/
Director of Firmwide
Professional Development



Dawn Ogrodnicz
Collaborator/
Chief Talent Officer



Jana Simon
Collaborator/
Chief Diversity, Equity
and Inclusion Officer

DRIVE PARTNERSHIP

This year, we launched an internal group, DRIVE Partnership, which consists of lead relationship attorneys with our DEI organizations, including affinity bar associations and strategic industry/geographic organizations. DRIVE Partnership's mission is to ensure the firm is well-positioned within our communities to foster the recruitment, development, and advancement of diverse talent.

With the collaboration of DRIVE Partnership members, we have continued to sponsor various events and programs.



**Asian American
Bar Association
of New York**

CRAWFORD
George W. Crawford Black Bar Association



**THE
LGBTQ+
BAR**

Lambda Legal
making the case for equality



*The South Asian Bar Association of
Connecticut*



**CONNECTICUT
WOMEN'S
HALL OF FAME**
EDUCATE • INSPIRE

SPONSORSHIP HIGHLIGHTS



LCD Judges of Color Event

In November, Wiggin partnered with LCD and the George W. Crawford Black Bar Association for our annual Judges of Color reception, welcoming approximately 100 attendees and 15 judges for a wonderful evening. Kevin Budge, partner and Board member of LCD, gave opening remarks, and there was a dynamic panel of judges moderated by Judge Elgo. Panelists were Judge Cradle, Judge Johnson, Judge Suarez and Judge Harmon.



George W. Crawford Black Bar Association Back to School Event

This fall, the firm hosted a back-to-school networking event with the George W. Crawford Black Bar Association. We welcomed over 30 law students from BLSA chapters at law schools in Connecticut and Massachusetts.



CT Women's Hall of Fame Induction Ceremony

Wiggin and Dana was proud to be a sponsor at the Connecticut Women's Hall of Fame Induction Ceremony. This year, the event honored the 50th anniversary year of Title IX. We had a great time celebrating the work, achievements, and spirit of women in sports.



LGBTQ Bar Association Lavender Law Conference and Career Fair

The firm had a career fair booth at this year's LGBTQ Bar Association's Lavender Law Conference.

WOMEN ATTORNEY CLIENT EVENT



In November, our women attorneys hosted an engaging evening of networking and dinner. We were honored to welcome author, speaker, and networking expert Kelly Hoey for a dynamic presentation about the art of networking in a hyper-connected world.

We are committed to supporting women in our communities and were excited to be joined by local women-owned businesses to showcase their products.

- Handknit by Xoli
- Stoned Jewelry Concierge
- Le Rouge Artisan Chocolates
- Sant M Functional Luxury Footwear
- Rose Sisters Chips
- Wild Wood Granola
- Alma Mexican Foods
- Unbakeables
- Sanasta Wellness



Le Rouge Chocolates by Aarti



■ Building Our Operations

DEI BILLABLE HOUR CREDIT

In 2022, the firm implemented billable hour credit for diversity, equity and inclusion work. An annual allocation of 150 hours per lawyer previously granted for work with pro bono clients or within the Wiggin Opportunity Initiative now extends to qualified activities that enhance diversity, equity and inclusion at the firm or in the legal industry.

“ Providing billable credit for DEI work is a key component of our firm’s efforts to foster a diverse and welcoming professional environment, one where DEI work is valued and critical to our success. This important step signals the next phase of building greater equity into our systems and policies. **”**

– Tim Diemand, *Managing Partner*

“ By incentivizing and rewarding attorneys for spending time on activities that build an inclusive culture and equitable workplace, we aim to ensure attorneys are appropriately credited for DEI activities, the majority of which often falls disproportionately to attorneys from underrepresented groups. Additionally, incentivizing DEI work through the billable hour drives more engagement from attorneys firmwide to enhance DEI at the firm and in the profession. **”**

– Jana Simon, *Chief Diversity, Equity and Inclusion Officer*

DATA COLLECTION

This year, the firm launched a voluntary demographic data survey for everyone at the firm. This survey provides crucial data that allows us to understand who is in our organization, what tailored DEI solutions are needed for our workforce, and enables us to benchmark our progress to reach our DEI DRIVE goals.

■ Building Our Community

DRIVE PEOPLE GROUPS

This year, we were thrilled to launch DRIVE People Groups, our new Employee Resource Group (ERG) initiative. DRIVE People Groups are employee-led, self-directed, inclusive workplace groups based on shared values and centered on those from historically underrepresented groups.

DRIVE People groups are open to everyone at Wiggin – lawyers and business professionals alike – which is intentional.

“ Law firms tend to underestimate the role of Business Operations professionals in recruiting talent, developing business, and informing culture. To recruit and retain the highest caliber professionals for every position at the firm, we must work to develop everyone to their potential. Diversity of thought enriches our culture and informs our business decisions. **”**

– Jana Simon, *Chief Diversity, Equity and Inclusion Officer*

“ Launching DRIVE People is an important step towards expanding the support needed for a more diverse and equitable firm, and to making our processes, systems and business decisions more inclusive. Our Business Operations professionals are absolutely critical to our operations and we need to make investments in everyone who contributes to our success. **”**

– Tim Diemand, *Managing Partner*



DRIVE PEOPLE GROUP LEADERS AND MISSION STATEMENTS

DRIVE Women

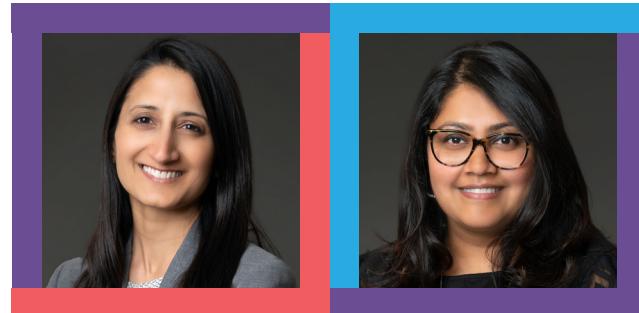


Erika Malm-Fabrizio
Director of Firmwide
Professional Development

Caroline Park
Partner

Mission: To contribute to a welcoming and inclusive community that empowers Wiggin women in all aspects of their lives – including their professional growth and development – by providing tools, resources and learning opportunities for women and allies.

DRIVE People of Color

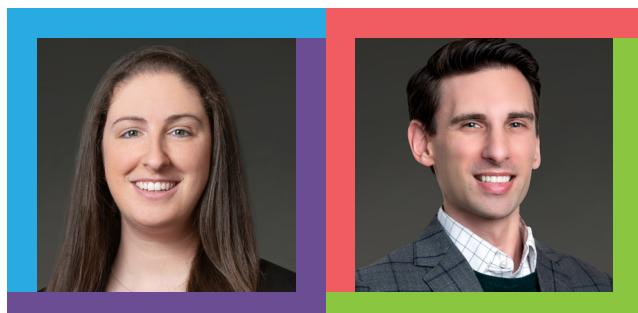


Anjali Dalal
Counsel

Ramya Mathur
Regional Manager

Mission: To foster an inclusive environment where people of color and allies can share experiences openly and have the support of colleagues and stakeholders at the firm.

DRIVE Pride

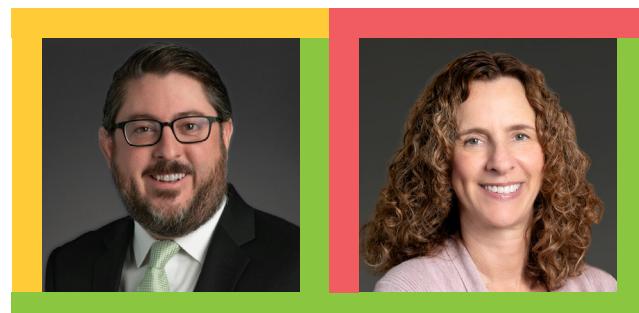


Jenna Cutler
Associate

Dan Maloney
Practice Group Manager

Mission: To cultivate an inclusive, safe, and equitable environment for LGBTQ+ members and allies at Wiggin and Dana by promoting education and awareness around LGBTQ+ issues. DRIVE Pride seeks to attract more diversity to the firm, both in terms of talent acquisition and client engagement. The group is also committed to advocating for and supporting LGBTQ+ employees and encouraging representation at the firm and in the broader legal community.

DRIVE Caregiving



Jack Sousa
Partner

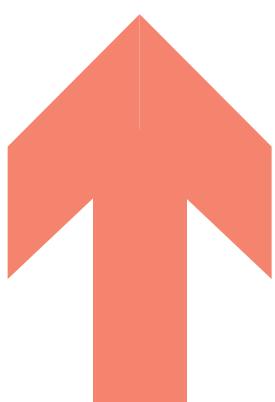
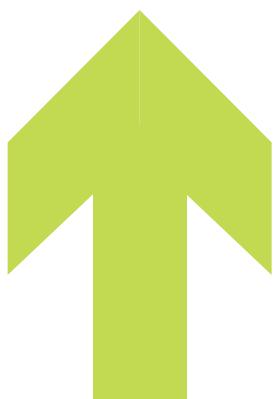
Susan Wertheim
Chief People Officer

Mission: To enhance connection, support, programming, and resources for members of the Wiggin and Dana community who are caregivers – whether caring for children, aging or ill family members, or others. The Caregiving DPG aims to foster a culture of compassion, empathy, joy, understanding, and authenticity. The Caregiving DPG seeks to advocate for and support all members of the Wiggin and Dana caregiving community, regardless of membership in the DPG.

CAREER VISIONING



Increase process and transparency around talent management and advancement to ensure equitable access to information, success, and leadership.



WIGGIN UP MENTORING PROGRAM

2022 was our first year implementing WigginUp, the firm's formalized level-based mentorship program. WigginUp provides deliberate opportunities for valuable mentoring and mentoring training to ensure every associate and counsel has equal access to contribute to the firm's success.



LCLD PATHFINDER AND FELLOWS PROGRAMS

In addition to welcoming an LCLD 1L Scholar, the firm participated in LCLD's Pathfinder and Fellows programs, leadership development programs that fast-track the professional development of the legal industry's diverse, high-potential mid-career and early-career leaders, respectively.

In 2022, the firm was named a Top Performer and Compass Award winner by LCLD, recognizing those law firms and corporations showing a strong commitment to building more diverse organizations and a more inclusive legal industry, and was one of only 89 member organizations to earn both distinctions.

GROWTHPLAY ACCELERATED BUSINESS DEVELOPMENT PROGRAM FOR WOMEN

In 2022, the firm engaged GrowthPlay, a professional services BD consulting firm, for a pilot six-month BD coaching program for six of our high-potential women at the firm, which included training, coaching and critical adoption activities to increase the ability for participants to generate revenue for the firm.



Caroline Park
Partner



Robyn Gallagher
Partner



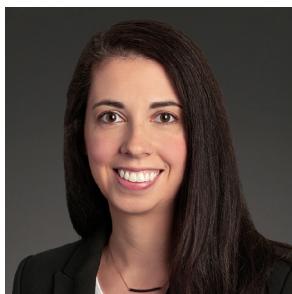
Najia Khalid
Partner



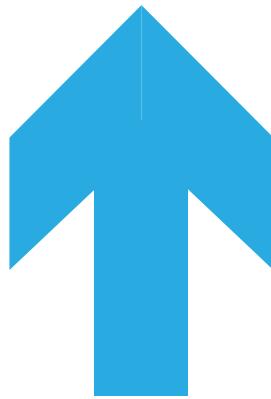
Jody Erdfarb
Partner



Kristina Wesch
Partner



Vanessa Maczko
Partner



2022-2023 MIDSIZE MANSFIELD RULE

The firm is participating in the 2022-2023 Midsize Mansfield Rule. To be Mansfield Certified, law firms need to have affirmatively considered at least 30% women, lawyers of color, LGBTQ+ lawyers and lawyers with disabilities for significant leadership and governance roles in the firm, as well as elevations, attorney hiring and inclusion on pitch teams. Participating in this certification process provides a critical framework to ensure that the firm intentionally and consciously considers diversity when making these important decisions.



“ The Mansfield Rule provides a framework for us to increase representation and promotion of diverse talent, which is critical to our mission of working towards a more equitable and inclusive firm and legal industry. DEI is a cornerstone of our firm’s culture and The Mansfield Rule will help ensure that we remain intentional in our efforts. **”**

– Tim Diemand, Managing Partner

“ Real progress towards representation requires action and measurement. These two areas act as pillars of the Mansfield Rule, allowing us to take meaningful steps on the road towards advancing diversity and inclusion. **”**

– Jana Simon, Chief Diversity, Equity and Inclusion Officer

EDUCATION



Increase education and raise firm consciousness to drive emotional intelligence and inclusive behaviors.

■ *Educational Programming*

The Meaning of our Words



Gender Inclusivity at Wiggin and Dana

GENDER INCLUSIVITY

We provided a training to our entire firm on gender inclusivity, which included a review of common terminology, the importance of using personal pronouns, and how to foster a culture of inclusion.

MICHELLE SILVERTHORN

As part of the firm's commitment to DEI, we ensure that there is a DEI component at every partner meeting. In July, we were excited to welcome Michelle Silverthorn from Inclusion Nation to speak to our partners about how law firm leaders can build inclusion for good.



Pictured here are Tim Diemand and Michelle Silverthorn discussing DEI best practices with our partners.



Hiring Best Practices

Looking Through a DEI Lens

Presented by Jana Simon, Chief DEI Officer

HIRING BEST PRACTICES

We provided a training to the firm's Hiring Committee on DEI best practices in the hiring process, including in resume reviews, interviews, and hiring decisions.

■ Months of Significance

2022 THEME: HOW TO BE AN ADVOCATE FOR CHANGE

The firm welcomed outstanding outside speakers throughout the year who encouraged us to learn and enact change, both at our firm and in society.



Asian American and Pacific Islander Heritage Month

Beth Nguyen

In celebration of Asian American and Pacific Islander Heritage month, the firm was honored to welcome author Beth Nguyen to discuss the power and impact of names and how they intersect with race, identity, and the refugee and immigrant experience in America.



Hispanic Heritage Month

Cristina Henríquez

In celebration of Hispanic Heritage Month, the firm was honored to welcome author Cristina Henríquez to discuss the immigrant experience in America, identity, and the power of inclusion.



Black History Month

*Minnijean
Brown-Trickey*

In honor of Black History Month, the firm was proud to host Minnijean Brown-Trickey, one of the Little Rock Nine. As a central figure in U.S. civil rights history, Minnijean shared with us her experience in helping to desegregate public schools and what we can do to be agents of change and active participants in social justice.



Women's History Month

Major MJ Hegar

In honor of Women's History Month, the firm was proud to host Major MJ Hegar, a Purple Heart-decorated pilot and the woman who won a landmark lawsuit that paved the way for women in combat.

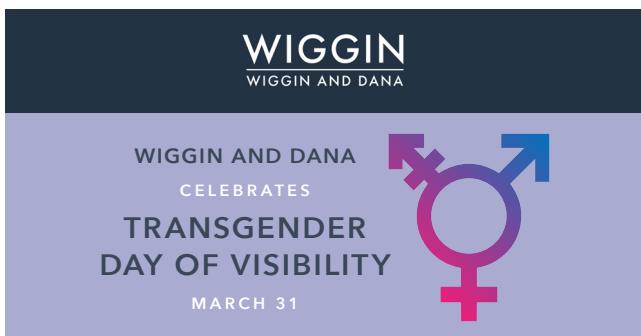
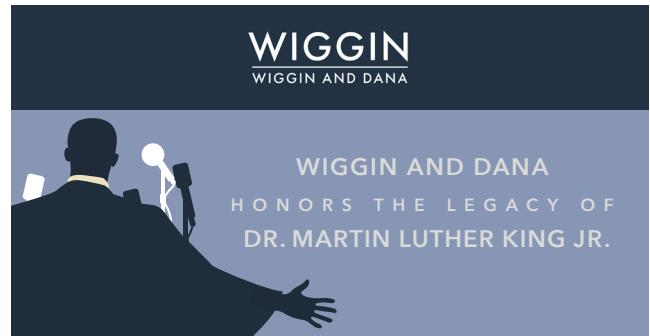


Pride Month

Jim Obergefell

In celebration of Pride Month, the firm was honored to host Jim Obergefell, a civil rights activist who was the lead plaintiff in the 2015 U.S. Supreme Court case Obergefell v. Hodges that resulted in victory for marriage equality. Jim shared with us his story, his dedication to the fight for equality.





WIGGIN AND DANA OFFICE LOCATIONS

NEW HAVEN

One Century Tower
265 Church Street
17th Floor
New Haven, CT 06510
203.498.4400

NEW YORK

437 Madison Avenue
35th Floor
New York, NY 10022
212.551.2600

WASHINGTON, DC

600 Massachusetts Avenue NW
Suite 375
Washington, DC 20001
202.800.2470

STAMFORD

281 Tresser Boulevard
Two Stamford Plaza
14th Floor
Stamford, CT 06901
203.363.7600

PALM BEACH

251 Royal Palm Way
Suite 601
Palm Beach, FL 33480
561.701.8700

HARTFORD

20 Church Street
16th Floor
Hartford, CT 06103
860.297.3700

PHILADELPHIA

Two Liberty Place
50 S. 16th Street
Suite 2925
Philadelphia, PA 19102
215.98.8310

GREENWICH

30 Milbank Avenue
Greenwich, CT 06830
203.363.7600

WESTPORT

60 Church Lane
Westport, CT 06880
203.363.7680

MADISON

23 Woodland Road
Unit B1
Madison, CT 06443
203.498.4540