

Diversity & Inclusion

“Williams & Connolly is able to develop unique solutions for our clients’ complex legal problems because we value the different perspectives that come from people of different backgrounds.”

—Joe Petrosinelli, Chairman

“As a firm that represents clients across the globe, we continually strive to attract and develop a diverse team of legal talent that enables us to best serve the broad needs of our clients and community.”

— Hack Wiegmann, Managing Partner

Williams & Connolly recognizes diversity and inclusion as core values; exceptional advocates are not cut from a single—or predictable—cloth. We work to recruit individuals from diverse backgrounds and provide them with the opportunities and resources necessary to thrive.

Our Diversity & Inclusion Committee, chaired by Chief Diversity Partner Malachi Jones, develops and monitors initiatives to achieve our goals, and the entire firm implements them. Our commitment to diversity and inclusion makes us better able to serve our clients and community.

Mansfield Rule Certified

Williams & Connolly is Mansfield Rule certified by Diversity Lab. The firm successfully achieved certification in 2020 and is on track to achieve certification again in 2021. The Mansfield Rule measures whether law firms have affirmatively considered women, lawyers of color, persons with disabilities, and LGBTQ+ lawyers — at least 30% of the candidate pool — for significant leadership and governance roles in the firm (e.g., practice group leaders, management committee) as well as promotions to equity partner. As the firm pursues Mansfield Certification, we have examined our internal processes for management appointments, and promotions, and are working to ensure those decisions are as transparent and inclusive as possible.

Women’s Initiative

The Williams & Connolly Women’s Initiative, chaired by partners Katherine Turner and Amanda MacDonald, focuses on the recruitment, retention, and advancement of women. The objectives of the Women’s Initiative include advancing the professional development of women attorneys, encouraging mentorship and sponsorship by our partners, strengthening the internal and external network of our women, and supporting legal and business development skills.

Recent events include a panel discussion by women outside counsel focused on developing leadership skills in the legal profession, a presentation from a nationally recognized jury consultant on effective courtroom communication, and a partner perspective series in which partners share strategies that have helped them to be successful. The

Women's Initiative also participates in recruiting efforts and has hosted internal networking events to foster relationships among the women attorneys at the firm.