

Wiggin and Dana Extends Billable Hour Credit for Work that Advances DEI

NEW HAVEN, Conn. – May 12, 2022 – Wiggin and Dana announced that it is implementing 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. This decision to prioritize DEI work reflects Wiggin and Dana's continued leadership in DEI efforts and is retroactive to January 1, 2022.

Qualified DEI activities include representing Wiggin and Dana at law school diversity events, mentoring and establishing recruiting relationships with law students from diverse backgrounds, partnering with clients on DEI initiatives, participating in diversity specific bar and other legal associations and any of the several LCLD programs in which Wiggin and Dana has enrolled, among many other options.

"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," said Tim Diemand, Wiggin and Dana's Managing Partner. "This important step signals the next phase of building greater equity into our systems and policies."

"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,"

said Jana Simon, Wiggin and Dana's Chief DEI Officer. "Additionally, incentivizing DEI work through the billable hour drives more engagement from attorneys firmwide to enhance DEI at the firm and in the profession."

About Wiggin and Dana

Wiggin and Dana is a national law firm with more than 160 attorneys. We are a true partnership of highly talented, creative, and experienced lawyers dedicated to exceeding our clients' expectations every day. With offices in Connecticut, New York, Philadelphia, Washington, DC, and Palm Beach, we represent clients throughout the United States and globally on a wide range of sophisticated and complex matters. From defending the Fortune 500 in "bet-the-company" litigation to helping the next generation of inventors bring new technologies to market, we pride ourselves in offering value-driven solutions and results.