

# WeilPride The LGBTQ+ Affinity Group of Weil

Weil

**WeilPride**, the Lesbian, Gay, Bisexual, Transgender and Queer+ Affinity Group of Weil, was established with the primary purpose of enhancing the recruitment and retention of LGBTQ+ attorneys and fostering a better understanding among all of the Firm's attorneys and staff of the unique issues facing the LGBTQ+ community.

## Conferences



The **WeilPride Conference** brought together affinity group members from across offices in July 2022 for career development, networking and strategic planning. Programs included: Networking lunch, Management Committee Panel, Partner Career Paths Panel, LGBTQ+ Pro Bono Panel, Affinity Group Strategic Planning.

## Annual Pride Month Networking Soiree



**WeilPride celebrated 10 years of Pride** with a networking soiree at the Standard East Village Hotel. Over 100 clients, alumni, Weil attorneys, and summer associates came together to network and reconnect.

## Europe

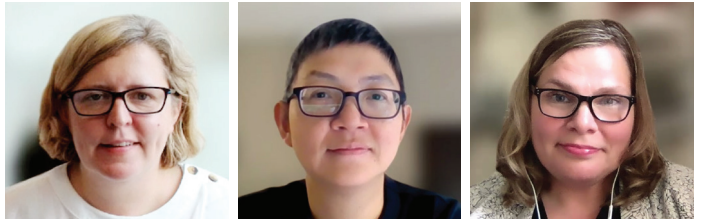
In 2021, the London Inclusion Committee hosted guest speakers from Global Butterflies, an organization that helps companies combat transphobic behavior in the workplace.

In June 2021, WeilPride partner Jenny Doak and Paris partner Romain Ferla hosted a pan-European program with anti-bias and diversity trainer David Rosenbauer. Speakers included Alfonso Pantisano, a board member of the Lesbian and Gay Federation in Germany and Alexandre Toureh, the co-founder of LGBT Talents.

Weil's Paris office formally committed to L'Autre Cercle's (French LGBTQ+ association) charter to ensure increased LGBTQ+ inclusion efforts.

In 2022, the London office hosted a careers carousel for Micro Rainbow, a charity that supports LGBTQ+ refugees and asylum seekers into work and safe accommodation.

## Out Women



WeilPride regularly hosts events for women in the LGBTQ+ community. In summer 2021, WeilPride held a Women's Alumni Panel hosted by WeilPride leader Jenny Doak with Weil alumni Danielle Do of Synchrony and Erin Law of Morgan Stanley, who discussed their career paths and experiences as LGBTQ+ women in law.

## Diversity Education & Events

During **Pride Month and throughout the year**, the Firm hosts educational programs for all attorneys and staff. Recent programming includes:

- Fireside chats on activism and intersectionality within the LGBTQ+ community with Imara Jones and author Gabby Rivera (pictured right).
- Associate Robert Niles-Weed, chair of the board of non-profit Hope in a Box, led a conversation on the impact of the organization's work, school book bans, and current legal issues targeting LGBTQ+ youth.



## Gender Identity

In 2021, Weil took two important steps for gender identity inclusion: Firm leadership encouraged all attorneys and staff to add pronouns to their email signatures, and added Transgender Inclusion Guidelines to our attorney and staff handbooks.

- Imara Jones (pictured right), creator of TransLash Media, a platform dedicated to combatting transphobia.
- Sasha Buchert of Lambda Legal on the LGBTQ+ legal landscape, with a focus on anti-trans legislation.
- Anya Marino and Anya Caraballo, the first transgender women of color to teach at Harvard Law School.



## Diversity Recruiting



Weil hosted or participated in 55+ targeted diversity recruiting events in 2022. The U.S. 2022 summer associate class included 15 self-identified LGBTQ+ students with 9 identifying as women and 7 identifying as a person of color.

Weil's Diversity Fellowship Program awards progressive scholarships with the first installment awarded as a summer associate and second upon acceptance of a full-time offer. Since 2011, the Firm has awarded 80 fellowships.

WeilPride summer associates in New York started off their summer participating in the NY AIDS Walk, and attending an informal ice cream social with Pride attorneys. Later in the program, the summers and attorneys took a cooking class together.

## TEAM WEIL | AIDS WALK NEW YORK 2022



## Our People in the U.S. and Europe offices

9

Partners

3

Counsel

57

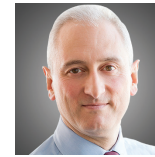
Associates

15

2022 Summer Associates

1

Firm Leader



**Marco Compagnoni**

Co-Head, International Private Equity Group, Management Committee Member

## Accolades

**Chambers | Diversity**

**Most Inclusive Firm**  
for LGBT+ Lawyers by Chambers Diversity & Inclusion



Weil was named among the "Best Places to Work" for LGBTQ+ individuals by the Human Rights Campaign's 2022 Corporate Equality Index and has been on the best companies list since 2008.

**Elizabeth S. Weiswasser** is the Management Committee Sponsor for WeilPride

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