



BLACK LAWYERS ACHIEVING SUCCESS TOGETHER

Weil

Black lawyers achieving success together embodies the talents and strengths of Black attorneys across the Firm, focusing on mentorship and networking, recruitment and retention, pro bono initiatives, business development and client outreach.

Conferences

The 2022 BLAST [Black Lawyers Achieving Success Together] mini conference held in New York City brought together group members from across the US for networking and career development followed by an evening Alumni reception and entertainment by the Syncopated Ladies.



Antiracism & Diversity Education

Since May 2020, Weil has held 30+ virtual programs for the **Racial Justice Speaker Series**, including:

Key Speakers at Weil since 2020:

- *Trailblazing Leadership in Times of Change* with Ursula Burns (pictured top)
- *How to Be an Antiracist* with Professor Ibram X. Kendi. (pictured right)
- Juneteenth program with political commentator, strategist and author Heather McGhee. (pictured right 3rd down)

Weil offers programming with an **intersectional** lens, including:

- Intersectionality with Kimberlé Crenshaw, a UCLA and Columbia law school professor who is the leading authority on race, racism and the law.
- Veteran's Day program with Lieutenant General Nadja West. (pictured bottom right)



Black Attorney Advisory Boards



Two advisory boards were formed in 2021 to work with Executive Partner Barry Wolf, one composed of Black partners, and the other of Black counsel and associates. These advisory boards advise on a range of issues of importance to the Firm, including but not limited to diversity-related topics.

Diversity Recruiting

Weil hosted or participated in **38+ targeted diversity recruiting events** in 2022.

The U.S. 2022 summer class was **32% law students of color** with **11% identifying as black**.



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.**

Basquiat Exhibit followed by a Reception after the event. **Summer Program 2022.** (pictured left)



BLAST
Alumni
Reception
2022

Our People
in the U.S.
and London
offices

9
Partners

3
Counsel

42
Associates

75% of the 2023 **U.S. partner promotions** are diverse, with **38%** of **promotions being attorneys of color.**

From 2015 to 2022, partners of color have **increased from 9% to 15%** and the number of Black partners have more than doubled to **9 partners representing 5 offices and 76 practice areas.**



In honor of Juneteenth, members of the Weil family participated in a guided tour of Seneca Village in Central Park.

Mentoring

BLAST members participate in associate of color mentoring circles, which supplement the existing mentoring program for associates who seek additional access to partners as advisors and role models. **Jumpstart** is Weil's bespoke resource for new and lateral Black associates who are paired with a Black partner and associate to support their transition to the Firm. Pre-orientation workshops are also held for incoming Black associates and summer associates.

Client & Alumni Development

BLAST hosts events to network with clients and alumni, including:

- In 2022 Weil partners participated in the NBA CLS conference as well as sponsored the MBBA for all group members to attend.
- In December 2021, 20 BLAST members convened at the Charting Your Own Course conference in Orlando, FL.
- The London office hosted a client panel and networking event in honor of Black History Month 2022.



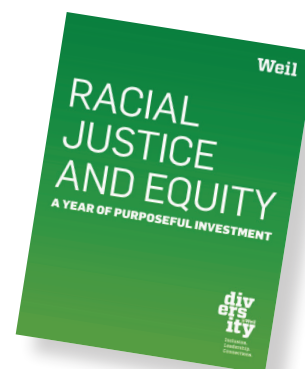
External Racial Justice Commitments

Weil aims to serve the community through the sponsorship of several organizations as part of our ongoing **Racial Justice Initiative**, including:

- Boston University Center for Antiracist Research
- Equal Justice Initiative
- Lawyers Committee for Civil Rights Under the Law
- Law Firm Antiracism Alliance (LFAA)
- In recognition of Judge Ketanji Brown Jackson's historic nomination to the U.S. Supreme Court, Weil held a fireside chat featuring the visionary founders of #SheWillRise.



We invite you to **learn about** Weil's purposeful investments within our Firm and in broader society to achieve racial justice and equity.



David Lender is the Management Committee Sponsor for BLAST

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