

Women@Weil

Mission Statement

Women@Weil embraces the talents and energy of women across Weil, focusing on mentoring, networking, recruiting, retention, advancement, pro bono initiatives, business development and outreach. **Women@Weil** is committed to helping the Firm's women achieve their potential in their professional and personal lives, and addressing the challenges they may encounter along the way. **Women@Weil** is represented in each of the Firm's offices around the world, and is open to all women lawyers, from first-year associates to senior partners.

Women's Advancement

Management Committee Sponsor: Weil named Management Committee Sponsors of each affinity group for which they are not a member and charged them with understanding key issues the group members face and advocating for necessary changes. Michael Francies is the sponsor for Women@Weil.

Women Leaders: There are 60 women partners globally (20 percent). Twenty-two percent of the Firm's US partners are women. 10 women serve as leaders of departments, offices, or practice groups, or are Firmwide committee chairs or Management Committee members. The General Counsel, 1 of the 4 department leaders, and 3 of the 16 Management Committee members are women.

New Women Partners: Forty-three percent of the US partners (32 percent globally) promoted since 2007 are women.

Women Associates and Counsel: Forty-four percent of the Firm's associates and counsel are women.

Client Development

- In 2013, Women@Weil in the Munich and Frankfurt offices partnered with a German association for female wine-growers to host a wine tasting and six-course dinner. Guests represented various companies such as Advent International, BASF, Corealcreditbank, Helaba, Kreditanstalt für Wiederaufbau, Lazard and STADA.
- Kicking off Weil's annual Partner meeting in November 2013, women partners across the Firm joined women and men clients representing 25 companies at Todd English's Plaza Food Hall. Prior to the event, partners participated in a business development workshop to develop networking strategies.
- In spring 2013, New York Women@Weil launched a pilot business development initiative for senior associates interested in the life sciences and media/entertainment industries. The effort includes workshop sessions ranging from conducting client research to crafting an effective biography and will culminate by delivering a CLE program at a client company.
- Over the last two years, London has hosted several breakfast roundtable events for women General Counsel on a range of topics suggested by clients, including crisis management and women on boards and in positions of power.

Professional Development

- Over the past two years, Women@Weil Europe has held cross-office trainings, showcasing women partner panelists across offices and addressing topics such as "Getting Feedback You Can Use," "Building a Strategic Network," "Establishing Meaningful Mentoring Relationships," and "Stepping Up To Leadership."

- In 2013, Weil partnered with Sheryl Sandberg's Lean In Organization resulting in programs across the Firm. For example, Women@Weil Frankfurt/Munich and New York Litigation discussed gender and non-verbal communication after watching Deborah Gruenfeld's "Power and Influence" video provided by LeanIn.org.
- In spring 2013, The Boston office hosted a panel of Weil management committee female members discussing their career paths and advice.

Mentoring and Networking

- Women@Weil organizes "Mentors Across Borders" to foster the development of informal mentoring across offices and practice groups by facilitating relationships between women attorneys when they are traveling to other offices.
- Women@Weil New York and London launched mentoring circles which include one female partner, one male partner, and five female associates to discuss professional and business development topics.
- Women@Weil Houston hosts a lunch series to discuss timely and important articles on gender issues.
- In 2012, Paris women lawyers participated in an International Women's Day Conference organized by the city's bar association, followed by a Women@Weil dinner discussion.
- During Diversity Week 2013, Women@Weil Budapest held a presentation and discussion on "Women @ Work in the 21st Century – Work/Life Balance Issues and Goals of Different Generations of Working Women." The event was attended by attorneys and staff.



In 2013, Women@Weil hosted a panel, moderated by partner Diane Sullivan, of women general counsel from UPS, Louis Vuitton, Berkshire Partners LLC, and Christie's to speak to women lawyers at Weil on topics such as career development, building professional relationships, client service, and the ways in which they can "stand out" with clients and colleagues.

Work/Life Balance

Flex-Time: The Firm created the role of "Flex-Time Partner," available for women and men who have made a long-term career choice to work on a flexible schedule. Since 2006, four flex-time partners have been elected.

Working Parents: Weil provides up to 18 weeks paid parental leave in the US for eligible female associates who are expectant mothers, up to 10 weeks for fathers upon the birth of a child, and up to 10 weeks for adoption leave. A subcommittee of Women@Weil New York, Mothers@Weil, provides a forum to discuss and address issues affecting mothers of young children, such as traveling for business as a working parent, and mentorship and support at key transitioning times. Also, a Mother's Room is available for nursing mothers in the New York office.

In 2012, the London office hosted an information session for both women and men on maternity/paternity leave policies with advice from two maternity leave coaches based on their work with Weil women associates. The session has led maternity leave coaching to become a standard for all associates. London also offers MyFamilyCare, an external resource providing advice and help with childcare.

Community Service

- Women@Weil initiated "Weil Pay It Forward," an inclusion and community service initiative that empowers associate and staff-led teams to turn \$1,000 of Firm funds into lasting community impact. The 2011 pilot program in New York resulted in twenty-six diverse teams raising over \$175,000 in six weeks. In 2012, twenty-one teams in Weil's Boston, Dallas, Houston, London, and Washington, D.C. offices raised more than \$120,000. The 2013 program returned to the New York office with ten teams raising nearly \$95,000.
- Members in the New York office regularly host panel discussions, tours and activities for Girl Scouts from middle schools in the South Bronx as part of their Career Exploration Program (CEP) to broaden the career horizons of disadvantaged girls in New York City.
- For the past four years, the New York office has hosted the Girls Inc. College Shower which shows girls the value of educational achievement by honoring those who are graduating from high school and going to college.
- Women@Weil Frankfurt, London, New York, Paris, and Warsaw hosted business attire clothing drives, collecting over 700 pieces.
- Offices throughout the Firm sponsored various women's organizations and events including the Breast Cancer Research Foundation, Catalyst, Corporate Counsel Women of Color, the Financial Women's Association, Legal Momentum, New Jersey Women Lawyers Association, Refuge, Women's Fund of Miami, and YWCA.

Pro Bono

A Weil Pro Bono team, partnering with the Center for Reproductive Rights, represented the Red River Women's Clinic in its successful challenge to the constitutionality of an amendment to North Dakota's Abortion Control Act that would have effectively banned the provision of medication abortion in the state of North Dakota. Following a three-day trial in April 2013, the judge ruled from the bench that all challenged provisions of the law are unconstitutional under the North Dakota constitution, holding that a woman's reproductive rights under the state constitution must be protected and recognized as fundamental.



In May-June 2012, six members of Women@Weil Paris organized a business attire clothing collection to benefit Dress for Success, a well-established organization that has recently extended its efforts to Paris.

In a particularly difficult case involving the one-year bar to filing asylum claims, a Weil team secured asylum for a 23-year-old college student who faced female circumcision and forced marriage to an older, polygamous, and likely abusive man if she returned to Mali, prompting her to file for asylum. Weil successfully argued during the asylum proceeding that the one-year filing deadline in the Immigration and Nationality Act should not apply to her claim. The Department of Homeland Security chose not to oppose the entry of an order granting asylum, which was then issued by the judge.

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