

Latinos@Weil

Latinos@Weil aims to actively recruit and retain attorneys from all Hispanic backgrounds, as well as provide our firm with a better understanding of what unique contributions attorneys of Latino/Hispanic origin can make to the Firm's overall success.

Summer Associate Diversity Events



Women of color from the Firm met with Maria Fernandez, Senior Counsel at IBM, for an informal conversation about career and professional advancement.

Event Highlights

- In summer 2016, BAAG and Latinos@Weil hosted a panel of alumni of color who are judges, a women of color discussion featuring Maria Fernandez of IBM, and a welcome reception for summer associates. In addition, they co-hosted an SEO (Sponsors for Educational Opportunity) event at Citifield.
- Each summer the Dallas office hosts an annual multicultural luncheon. In June 2016, the featured speaker was Liji Thomas, Senior Manager of Diversity and Inclusion at Southwest Airlines.
- In May 2016, the Silicon Valley office hosted a California Elimination of Bias CLE workshop and networking reception with clients.
- In May 2016, the Dallas office invited a representative from the Latino Cultural Center to discuss the Center's role in the preservation, development and promotion of Latino and Hispanic arts and culture, as well as a brief history of Cinco de Mayo.
- In November 2015, Professor Kenji Yoshino of NYU Law School shared his award-winning findings on "covering," or the pressure at work to downplay outsider attributes to blend in to the mainstream. He also addressed the critical role of "ethical

Diversity Recruiting

Weil hosted or participated in **60 targeted diversity recruiting events**. The US 2016 summer class is 37 percent law students of color. (six identify as Latino).

Weil launched a **Diversity Fellowship Program** for first and second-year law students offering **\$10,000** in scholarship awards to recipients. The program has awarded **23** fellowships since it was founded in 2011.

The annual **Folks Party** is a **Weil tradition beginning in 1987**. Members of the Firm's affinity groups, alumni and summer associates of color come together for a reception at a partner's home.

Latinos@Weil Affinity Group Conferences



Weil hosts biennial affinity group conferences. In November 2014, the Latinos@Weil conference was held in New York City for members across the U.S. offices. It included a US Latino-Hispanic Market presentation, community service, a Latino Firm leaders panel, "Own the Room" professional development workshops, and a client networking event.

In addition, a panel (pictured above) on practicing in-house featured Weil alumni from Daymon Worldwide, gategroup Airline Solutions and QBE North America, moderated by L@W associates.

In Fall 2016, Weil will host an Attorneys of Color Conference, bringing together Asian American, Black/African American and Latino attorneys from across the US and London offices for professional development, client networking, and strategic planning.

bystanders" and "allies" in making society and the workplace more inclusive.

- In November 2015, the Dallas office hosted a Diversity Month In-House Counsel Panel featuring Tracy Preston of The Neiman Marcus Group, Navin Rao of Michaels Stores, and Amy Roman of EnLink Midstream.
- Latinos@Weil partnered with Morgan Stanley to host a CLE on recent trends and best practices in corporate investigations.
- The Firm has hosted several documentary film screenings and discussions, such as "The Central Park Five" with an Innocence Project Managing Attorney and one of the exonerated members of the group and "The Latino List" with the filmmaker and producer.



Inclusion.
Leadership.
Connections.

Community & Pro Bono

- Weil has been a longtime supporter of LatinoJustice PRLDEF as well as the Corporate Counsel Women of Color Conference, the Council of Urban Professionals, the Center for Talent Innovation, the Hispanic Lawyers Society of New York, the Leadership Council on Legal Diversity, Legal Outreach, and the Minority Corporate Counsel Association.
- Weil has a longstanding relationship with PALS (Practicing Attorneys for Law Students), a nonprofit organization committed to minority attorneys and law students, including hosting mock interview, 1L exam writing, and networking workshops.
- The Firm sponsors and actively participates in internship opportunities through DC's Posse Foundation, the Dallas Judicial Intern Opportunity Program, the Sponsors for Educational Opportunity Program (SEO) and Summer Search. Weil's New York Office has provided 81 summer internships to high school and college students from community based organizations since 2013.

Diversity Pipeline Programs



Weil recognizes the importance and influence of diversity pipeline programs. The Firm is proud of its continued work through its engagement with students from the PENCIL Partnership Program, the Big Brothers Big Sisters of NYC Workplace Mentoring Program (featured above), the Legal Outreach PACT Program, hosting of the Girls Inc.'s Annual College Shower and participation in Disability Mentoring Day.

- Weil's offices in New York and Texas participated in programs that assist young immigrants with their Deferred Action for Childhood Arrivals (DACA) applications.
- For several years, Weil has been part of the US's largest nonpartisan election protection program working to break down barriers to the ballot box for traditionally disenfranchised voters with the Lawyers' Committee for Civil Rights Under Law, the Asian American Legal Defense and Education Fund, and the Puerto Rican Legal Defense and Education Fund. Attorneys in our multi-office effort meet with election officials, staff voting rights hotlines, serve as mobile legal volunteers on Election Day, and litigate for improvements to the election process where necessary.

Our People

in the U.S. offices

7 Partners | **1** Counsel | **30** Associates

3 Firm Leaders



Edward Soto
Managing Partner,
Miami office
Co-Head,
Global Complex
Commercial Litigation



Adam C. Hemlock
Management
Committee



Alfredo Pérez
Managing Partner,
Houston office

Dan Dokos

is the Management Committee Sponsor for Latinos@Weil.

Management Committee

Sponsors demonstrate the strength of our leadership commitment. These appointed senior leaders serve as sponsor to affinity groups for which they are not already a member. They are charged with understanding key issues the group members face and advocating for necessary change.



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