

# Women@Weil

Women@Weil embraces the talents and energy of women attorneys across Weil, focusing on mentoring, networking, recruiting, retention, advancement, pro bono initiatives, business development and outreach.

## Women@Weil Client Retreat



In March 2016, the Firm hosted its inaugural cross-office women partner and client retreat in Napa, California.

## Client Development

- Recent US female client events include a Women in Private Equity "Chopped" challenge in Boston; a mixology event at Reunion Tower in Dallas; an annual Silicon Valley dinner at Flemings Steakhouse and Wine bar; and California Elimination of Bias CLE workshop and networking reception.
- Recent European client events include an exhibition of painter Elisabeth Vigée Le Brun at the Grand Palais in Paris; a half-day interactive workshop with a client focused on honing women's communication skills in Frankfurt; and an exhibition of designer Jean Paul Gaultier and dinner in Munich.
- Women@Weil has developed multiple business development workshops, including a recent workshop for women and men partners on developing relationships with women clients.
- Women@Weil in Warsaw organized an event with female representatives from General Electric to discuss career advancement, mentoring, and work-life balance. All female attorneys from the Warsaw office participated.

## Mentoring & Professional Development

- The New York and London offices have 20 active mentoring circles which include one female partner, one male partner, and five-to-six female associates to discuss career development topics.
- The London office is piloting, Women of Impact, which pairs a junior female lawyer with a female partner to co-mentor a social enterprise which benefits women and girls.
- The New York office hosts biennial half-day conferences which include leadership workshops, small group discussions, and networking.
- "Mentors Across Borders" fosters informal mentoring between women attorneys when they travel to other offices. For example, 2 Warsaw female partners met with the Budapest office female attorneys for an informal discussion and tour and the Paris Women@Weil hosted visiting Washington DC attorneys for a luncheon and tour of the Louis Vuitton Foundation art museum.

## Gender Diversity Programs

- In June 2016, two events addressed intersectionality of gender with other diversity demographics: a Pride Month panel, "Out Women at the Forefront," and a women of color discussion featuring Maria Fernandez of IBM.
- For Women's History Month in 2016, offices firmwide participated in a discussion of "Sisters-in-Law: How Sandra Day O'Connor and Ruth Bader Ginsberg went to the Supreme Court and Changed the World" with the author and senior partner, Ira Millstein, who described his personal experiences with Justice Ginsberg.
- 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.
- In 2015, the Frankfurt and Munich offices invited a member of the Allianz corporate board to speak about women's advancement.

## TOWER

Taskforce on Women's  
Engagement & Retention

TOWER is a committee of female and male partners from across the Firm focused on the advancement and development of female attorneys globally.

TOWER members represent all 4 Firm departments and **10** offices; **42%** of TOWER members are men

As result of TOWER's business development efforts, women-led pitches globally increased by **46%** and women-involved pitches globally increased by **30%**.

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@Weil  
Inclusion.  
Leadership.  
Connections.

## Work/Life Balance

The following are examples of the Firm's suite of comprehensive and inclusive work/life benefits:

**Flexible Work Arrangements:** The Firm has a long-standing Flex-time program for associates and a "Flex-Time Partner" role, which are available for women and men who want to adopt a reduced work schedule while continuing to practice law.

**Inclusive Parental Leave:** Weil's policy is available for women and men and includes adoption leave.

**Career & Life Coaching:** Attorneys have access to external professional coaches to navigate work/life challenges, ranging from before, during and after parental leaves to elder care.

**Mothers@Weil:** This Women@Weil subcommittee provides a forum for mothers of young children, as well as hosting programs on business travel as a working parent, the estate planning process for parents, and a male and female associate-led discussion on navigating parenting and professional responsibilities.

## Community & Pro Bono

- The Silicon Valley office is participating in the Women in Law Hackathon, where teams formed from leaders at various law firms present competing innovative solutions to the promotion, retention, and advancement of women in law firms.
- In June 2016, Weil hosted the Association of Black Women Attorneys' Annual Associate Dinner, "Do You Slay" A Fireside Chat on Client Exposure, Leveraging Power Players, and Other Key Steps to Succeed as an Associate at Every Level."
- For the past six years, the New York office has hosted the Girls Inc. of New York City's College Shower which shows girls the value of educational achievement by honoring high school students who will be attending college. In 2016, the Silicon Valley office supported a Bay Area Girls Inc. College Shower.
- In 2016, Weil supported ChIPs Women in IP Summit, HerJustice, Legal Momentum, the New York City Bar Association's Annual Justice Ruth Bader Ginsberg Women in Law Lecture Series in addition to the Committee for Women in the Legal Profession and the Regent Atlantic Wall Street Women's Forum, amongst others. Weil also supports the Corporate Counsel Women of Color conference, the Council of Urban Professionals, the Center for Talent Innovation, the Leadership Council on Legal Diversity and the Minority Corporate Counsel Association.

## Michael Francies

is the Management Committee Sponsor for Women@Weil.



**Management Committee Sponsors** demonstrate the strength of our leadership commitment. These appointed senior leaders serve as sponsors 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.

## Leadership Board Contacts

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## Women By the Numbers

**58** Partners  
**16** Counsel  
**385** Associates

In 2016, Weil was honored with a firmwide achievement award for "Best International Firm for Diversity" at the Euromoney Legal Media Group's Americas Women in Business Law Awards.



**43%**  
of the U.S. partners (31 percent globally) promoted since 2007 are women.

**11** Firm Leaders



**Karen Ballack**  
Management Committee



**Marcia Goldstein**  
Management Committee



**Akiko Mikumo**  
Managing Partner, Asia Management Committee



**Mindy Spector**  
General Counsel