

WEGALA The LGBT Affinity Group of Weil

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

WEGALA Affinity Group Conferences



Weil is unique among law firms for bringing together affinity group members firmwide for biennial professional development conferences. Weil's LGBT affinity group held its third firmwide conference in June 2016 in New York City. Highlights from the most recent conference include:

Conference highlights include:

- Alumni Panel and Discussion with Erick Flores, Counsel at NBC Universal, Erin Law, Executive Director & Counsel at Morgan Stanley, and Timothy Soldani, Vice President at Citi Bank.
- Community service project with Gods Love We Deliver
- Dinner at the Michael Kors Building at Gods Love We Deliver
- Lunch speaker discussion with Richard Saenz, Staff Attorney and Criminal Justice and Police Misconduct Program Specialist at Lambda Legal
- Strategic planning with Barry Wolf, Executive Partner and Karen Ballack, Management Committee Sponsor.

Out Women

In 2016, WEGALA launched an effort to address the intersection of gender and sexual orientation in the workplace.

- In March 2017, the Firm hosted a LGBT Women's Networking Event as an opportunity for all women LGBT students in New York to network and hear from current attorneys about working in law as an out woman.

Diversity Recruiting

Weil hosted or participated in 60 targeted diversity recruiting events.

The fall 2016 associate class is 10% self-identified LGBT. The 2017 summer associate class is 8% (11) self-identified LGBT.

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 **29** fellowships since it was founded in 2011.

Weil hosts an annual law student reception at the National Lesbian and Gay Law Association's Lavendar Law Conference and Career Fair.

WEGALA Pride Month Networking Soiree



Weil hosted its Sixth Annual Pride Month client networking event at the Standard East Village Hotel in 2016 with over 120 people in attendance from leading client organizations. The event also welcomed current Weil attorneys, alumni, and summer associates. The seventh annual WEGALA Pride Month Networking Soiree will be held on June 22, 2017.

- In June 2016, Weil hosted a Pride Month Lunch Panel Presentation: "OutWomen at the Forefront" moderated by Stephanie Sandberg, Managing Director at Out Leadership with panelists Hannah Field-Lowes, a Weil partner, Jennifer Johnson, an associate at Weil, and Germaine Gurr, Vice President & Deputy General Counsel at Schneider Electric and former Weil associate.

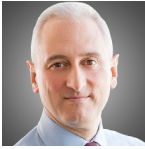

Europe

- During Diversity Month, WEGALA in the London office hosted a networking event for clients and peer law firms with our pro bono client Terrance Higgins Trust.
- The London office has also hosted a program titled, "Global Working: Supporting Lesbian, Gay & Bisexual staff overseas" by the Stonewall Equality LTD.
- Weil's European offices participated in a program on LGBT rights in Europe, the London office's LGBT-related pro bono work (including with the Human Dignity Trust's efforts to decriminalize homosexuality in Malawi), and broader plans to support LGBT issues across Europe.

Diversity Education

- 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 into the mainstream. He also spoke about his book, *Speak Now: Marriage Equality on Trial*, and the critical role of "ethical bystanders" and "allies" in making society and the workplace more inclusive.
- A documentary screening of "Brother Outsider," on the African American and gay civil rights activist Bayard Rustin was held with a post film discussion featuring the filmmaker and Rustin's surviving partner.
- Weil's Houston office held a panel featuring a transgender rights attorney and representatives from HATCH and PFLAG.

Our People

<p>in the Hong Kong, London & U.S. offices</p> <p>6 Partners</p>	<p>2 Firm Leaders</p>
<p>1 Counsel</p>	<div style="display: flex; flex-direction: column; align-items: center;"> <div style="display: flex; align-items: center; margin-bottom: 10px;">  <div style="margin-left: 10px;"> <p>Marco Compagnoni Co-Head, International Private Equity Group Management Committee Member</p> </div> </div> <div style="display: flex; align-items: center;">  <div style="margin-left: 10px;"> <p>Dan Dokos Head, Global Finance Practice</p> </div> </div> </div>
<p>32 Associates</p>	<p>Weil is a signatory of the Texas Competes Pledge, a commitment among major businesses in Texas to seek fair treatment for the LGBT community.</p>
<p>Weil was named among the "Best Places to Work" for LGBT individuals by the Human Rights Campaign's 2015 Corporate Equality Index and has been on the best companies list since 2008.</p>	

"Best Places to Work"

Inclusive Policies

- Transgender health benefits
- Same and opposite sex domestic partner benefits, including a tax "gross-up" payment
- Inclusive parental leave policy, including adoption leave

Community & Pro Bono

- In response to the tragic event in Orlando in June 2016, Weil contributed to the Florida Equality Fund for victims and families as well as to our longstanding nonprofit partner, Lambda Legal, to further the cause of LGBT civil rights.
- A Weil Team secured recommended approval of asylum for a man from Serbia who feared persecution on account of his sexual orientation if forced to return to his country.
- Weil has been supporting the work of the Transgender Legal Defense & Education Fund's Name Change Project. This initiative helps transgender people complete the name change petition to be filed with the civil court. Volunteers also accompany the client to court for the name change hearing.
- Weil is a substantial contributor and sponsor of many LGBT related nonprofit organizations including ACLU/NYCLU LGBT & AIDS Project, the Ali Forney Center, Out Leadership's Out in Law program, Lambda Legal New York and DC, and Whitman-Walker Health in Washington, DC, amongst others.
- Globally, Weil is an inaugural member of Out Leadership and Out in Law and recently joined the Hong Kong Gay & Lesbian Attorney Network (HKGALA).
- Annually, WEGALA members and their guests attend an annual holiday dinner benefitting the Ali Forney Center for homeless LGBT youth.

Jonathan Polkes

is the Management Committee Sponsor for WEGALA.

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.



Contacts

John Quattrocchi

Dallas, Partner, Corporate
+1 214 746 7898
john.quattrocchi@weil.com

Marco Compagnoni

London, Partner, Corporate
+44 20 7903 1547
marco.compagnoni@weil.com

Hannah Field-Lowes

London, Partner, Litigation
+ 44 20 7903 1303
hannah.field-lowes@weil.com

Douglas Nave

London, Partner, Litigation
+44 20 7903 1288
doug.nave@weil.com

Daniel Dokos

New York, Partner, Corporate
+1 212 310 8576
daniel.dokos@weil.com

Donald Whittaker

New York, Counsel, Corporate
+1 212 310 8009
donald.whittaker@weil.com

David Bower

Washington DC, Partner, Tax
+ 1 202 682 7112
david.bower@weil.com