

DIVERSITY COMMITTEE

MISSION STATEMENT

Weil

Weil's Mission of Diversity, Equity and Inclusion

Our Mission is Rooted in Weil's DNA

One of the qualities distinguishing Weil from our peers is our culture. Diversity, equity and inclusion (DEI) have been core values since our founding. For decades, Weil has been an outspoken leader in empowering and engendering an inclusive culture. As we forge ahead, Weil remains committed to being a market leader in attracting and promoting diverse talent at all levels as a moral, business, and talent imperative for all Weil attorneys and staff.

Weil recognizes diversity across dimensions of race, sexual orientation, gender identity, disability, national origin, religion, socio-economic background, and veteran status, among others¹, and acknowledges the intersection of different aspects of an individual's identity.

Weil's Diversity Committee, which consists of partners, counsel, and senior staff in Weil's offices around the world, strives to ensure that the firm's commitment to our culture of inclusion is realized. The Diversity Committee accomplishes its mission by developing programs and strategies focused on:

- **Recruitment and Retention:** Promoting the recruitment, retention, and advancement of diverse attorneys and staff through (i) designing and monitoring talent policies and processes to ensure they are fair, equitable, and transparent and (ii) enhancing opportunities available to diverse attorneys and staff for career development;
- **Promoting Our Culture Internally Through Active Engagement:** Ensuring a respectful and inclusive culture where attorneys and staff at all levels are Upstanders who are empowered to interrupt bias. This goes beyond educating our attorneys and staff to creating positive opportunities for engagement on diversity, equity, and inclusion.
- **Career Development and Coaching:** Developing and offering support systems for diverse attorneys and staff; and
- **Promoting Our Commitment to Diversity, Equity, and Inclusion:** Facilitating engagement with the world beyond Weil on diversity, equity, and inclusion issues.

Focus on Black Attorneys and Staff in This Moment

From time to time, the Diversity Committee brings special focus to the experiences of certain members of the Weil community. In light of events that have highlighted the experiences of

¹ See Weil's Workplace Diversity and Inclusion Policy

Black people in our society, the Diversity Committee is dedicating particular attention to the experiences of our Black attorneys and staff and the Firm's engagement with the outside world on issues specific to the Black community. As part of this focus, the Diversity Committee will be undertaking the following work to promote anti-racism and racial justice internally and externally:

- Culture: seek ways to ensure that all Black attorneys and staff experience a comfortable and supportive environment that values and respects individual differences and contributions.
- Careers: redouble our efforts to recruit, retain, develop, and advance Black attorneys and staff at all levels through developmental opportunities, strategic relationships, feedback, and support.
- Connections: foster enhanced mentoring, sponsorship, and networking for our Black attorneys and staff.
- Clients and Partners: work with clients and other partners to address systemic racism, promote racial justice, and provide opportunities for our attorneys to develop and grow their practices.
- Community: harness our legal and business skills to effect systemic changes promoting racial justice through strategic investments in pro bono legal service, community service, and sponsorships.