

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

Client & Alumni Development



In honor of Hispanic Heritage Month 2020, Weil hosted "Latinx Legal Leaders." Counsel Lara Bach moderated a fireside chat with partner Ed Soto and Weil alumni Jose Ramon Gonzalez (Executive Vice President and General Counsel at CNA Insurance). Topics included non-profit board service, voting rights and election protection, and what it means to be a Latinx leader in the legal industry.

WeilLatinx hosts pan-affinity group lunch and dinner programs to connect with Latinx clients and alumni, such as Discovery, Goldman Sachs, IBM, NBCUniversal, and Univision. The intimate roundtable discussions address leveraging the Latinx/Hispanic community, developing relationships with sponsors, and general career advice

The Dallas office hosted a Women@Weil client event hosted by partner and WeilLatinx leader Vynessa Nemunaitis featuring speakers from the Texas Ballet Theater.

Mentoring Circles

WeilLatinx members participate in associates of color mentoring circles, which supplement the existing mentoring program for associates who seek additional access to partners as advisors and role models. The circles foster peer mentoring and provide a forum to discuss diversity topics at the Firm. During the pandemic, WeilLatinx members across the U.S. met periodically to stay connected, offer mutual support, and share career advice.

Our People In the U.S.

From 2015 to 2021, partners of color in the U.S. have increased from **9% to 16%** and **24% of partner promotions** in the U.S. are people of color.

9

Partners

1

Counsel

26

Associates

10

2021 Summer Associates

Diversity Education

Since May 2020, Weil has held 22 virtual programs for the Racial Justice Speaker Series, including:

- How to Be an Antiracist with Professor Ibram X. Kendi
- Linguicism and Antiracism in Law with Professor Jasmine Gonzales Rose
- Intersectionality with Kimberlé Crenshaw

Other Racial Justice Efforts:

- Weil requires all attorneys and administrative staff across the U.S. to complete a two hour Annual Mandatory Diversity Training. Recent topics include: anti-racism with Hollaback!, interactive theater on unconscious bias by Steps Drama, implicit bias training by the Perception Institute, and "Talking Boldly About Race: Being an Upstander in a Time of Cultural Unrest" by Vernā Myers.
- Weil's Racial Justice Fellowship was developed to provide associates the opportunity to participate in full-time six-month long pro bono fellowships. The Firm's first non-profit partner is the Institute for American Police Reform (IAPR).

Diversity Recruiting

Weil hosted or participated in 55+ targeted diversity recruiting events in 2020. The U.S. 2021 summer class was 44 percent law students of color, with ten identifying as Latinx/Hispanic.

Throughout summer 2021, WeilLatinx hosted virtual events and virtual networking opportunities for summer associates, including a cheese and beer tasting with City Brew Tours.

Weil's Diversity Fellowship Program awards progressive scholarships with the first installment awarded as a summer associate and second upon acceptance of a full-time offer. Since 2011, the Firm has awarded 70 fellowships.

3 Firm Leaders



Alfredo Pérez
Managing Partner
Houston office



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



Christopher Garcia
Co-Head, White Collar
Defense, Regulatory
and Investigations
Practice Group

Conferences



In September 2019, Weil's Latinx attorneys from across the U.S. convened in New York for strategic planning and career development sessions, including a fireside chat with Weil alumni from Columbia University and NBCUniversal. In the evening, Weil hosted the 2019 Annual Hispanic National Bar Association Convention's kick off reception where partner Ed Soto delivered welcome remarks.

Pro Bono, Community & Sponsorships

- Weil won a transformational victory in a federal civil rights case challenging the constitutionality of a ban on a Mexican- American Studies Program in Tucson, Arizona schools.
- Weil has long taken on many asylum matters referred through service organizations. For example, a Weil team secured the release from immigration detention of an asylum applicant from Honduras, who fled to escape a Honduran gang who targeted him because of his public stance against their corruption.
- Weil supports LatinoJustice PRLDEF, and hosted two webinars on their behalf in 2020. The first discussed the 2020 census and the second examined COVID-19 and its impact on the 2020 election.
- Weil has also been a longtime supporter of PALS (Practicing Attorneys for Law Students), a nonprofit organization committed to the success of minority attorneys and law students, including sponsoring and hosting mock interviews and 1L exam writing workshops.
- The Firm partners with the American Bar Association's Judicial Intern Opportunity Program, the Sponsors for Educational Opportunity Program (SEO), and Make a Play Foundation to offer internship opportunities to underrepresented groups.



Michael Lubowitz is the Management Committee Sponsor for WeilLatinx

Management Committee

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.



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