

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

Conferences



The WeilPride Affinity Group Conference in Washington, D.C. brought together affinity group members from the U.S., London and Warsaw offices in September 2018 for career development, law student networking, and strategic planning.

2018 Conference Highlights

- Alumni Panel and Discussion
- Non-profit lunch discussion with Sasha Buchert of Lambda Legal and Robin Maril of the Human Rights Campaign
- A WeilPride Reception with local law students on the rooftop terrace of Weil's D.C. office building (pictured above)
- Community engagement project with Whitman-Walker Health, a non-profit community health center with special expertise in LGBTQ+ healthcare
- "Career Paths and Lessons Learned" panel featuring WeilPride Firm leaders

LGBTQ+

Inspired by Out Leadership, the PLUS (+) in LGBTQ+ ensures that we will always be inclusive of **all identities**, making our community feel welcomed and helping to ensure that nobody is left out.

Out Women

- In 2016, WeilPride launched an effort to address the intersection of gender and sexual orientation in the workplace. In 2018, an informal networking event was held for women of WeilPride and women of color at the firm.
- The Firm hosted an LGBTQ+ Women's Networking Event for students in New York to network and hear from current attorneys about working in the legal profession as an "out woman."
- Weil hosted a Pride Month Lunch Presentation: "OutWomen at the Forefront" featuring a panel comprised of a Managing Director at Out Leadership, a Weil partner, a Weil associate, and a Weil alumnae/client.

Annual Pride Month Networking Soiree



Weil held its Ninth Annual Pride Month client networking event in July 2019 at the Standard East Village Hotel. Over 100 people attend year after year from leading client organizations as well as Weil attorneys, alumni and summer associates. At this event over the last 9 years, we have come together as a community with pride to celebrate important victories and join together in solidarity in times of adversity.

Europe

- In July 2019, the London office celebrated the WeilPride relaunch with a panel discussion featuring transgender advocate Jacqui Gavin hosted by Weil Partner Marco Compagnoni, followed by a rooftop reception.
- Weil's London office has won multiple awards for its LGBTQ+ pro bono efforts, including being shortlisted for the City of London Corporation Lord Mayor's Dragon Awards for its innovative partnership with Micro Rainbow. Weil helped Micro Rainbow open the UK's first ever safe-house for LGBTQ+ refugees and asylum seekers through volunteer work, financial support and pro bono legal advice. Since 2017, the partnership has supported 37 homeless LGBTQ+ asylum seekers into safe housing.
- WeilPride in London hosted a networking event for clients and peer law firms with pro bono client Terrance Higgins Trust.
- Weil's European offices participated in a program on LGBTQ+ rights in Europe and the London office's LGBTQ+-related pro bono work.

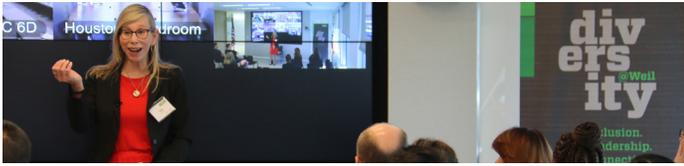
Diversity Recruiting

Weil hosted or participated in over 60 targeted diversity recruiting events. The US 2019 summer associate class included 14 self-identified LGBTQ+ students.

Weil has granted 50 Diversity Fellowships of \$10,000 each scholarship awards to first and second-year law students since 2011.

In summer 2019, Weil hosted informal and formal welcomes for WeilPride summer associates, including a floral arranging class at the Flora School of NY.

Diversity Education



In honor of **Pride Month 2018**, Weil welcomed Ellie Krug, attorney, activist, and author of *Getting to Ellen: A Memoir about Love, Honesty and Gender Change* to speak at the Firm.

- In honor of the 50th anniversary of the Stonewall Uprising in New York City, WeilPride hosted a screening of "From Selma to Stonewall: Are we there yet?" exploring the African American and LGBTQ+ civil rights movements, with commentary featuring partner Adam Banks on the intersection of race, sexual orientation, gender identity, and religion.
- Professor Kenji Yoshino of NYU Law School shared his findings on "covering," 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*.

AIDS Walk



Annually, Weil participates in the AIDS walk of New York. In 2019, the WeilPride-led team consisted of over 80 attendees.

Our People

In the U.S. and Europe offices

6

Partners

3

Counsel

34

Associates

14

Summer Associates (2019)

2

Firm Leaders



Marco Compagnoni
Co-Head, International Private Equity Group, Management Committee Member



Dan Dokos
Head, Global Finance Practice

Accolades

#16 Best Firm
for Overall Diversity 2018



#7 Firm
for Diversity 2018



Weil was named among the **"Best Places to Work"** for LGBTQ+ individuals by the Human Rights Campaign's 2019 Corporate Equality Index and has been on the best companies list since 2008.



Most Inclusive Firm for LGBT+ Lawyers by Chambers Diversity & Inclusion

Chambers | Diversity

Jonathan Polkes is the Management Committee Sponsor for WeilPride.

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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