

INCLUSION
IS IN OUR

DNA

weil.com/about-weil/diversity-and-inclusion

A commitment to diversity and inclusion has been at the core of our firm since Frank Weil, Sylvan Gotshal, and Horace Manges found many doors closed to them because of their religious beliefs. They founded Weil, Gotshal & Manges LLP to open those doors. For over 30 years, Weil has been a leader in investing in formal initiatives to cultivate an inclusive culture where all feel comfortable and encouraged to excel.

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@Weil

Inclusion.
Leadership.
Connections.

5 Affinity Groups:

- AsianAttorneys@Weil
- Black Attorney Affinity Group
- WeilLatinx
- WeilPride (LGBTQ+ Affinity Group)
- Women@Weil



In 2015, Weil launched Upstanders@Weil to establish an explicit role for diversity allies and promote greater inclusion for all groups. Upstanders are allies, supporters and advocates for people and communities that share a different background or identity than one's own.

- 50+ behaviors and 40+ resources in Upstander Action Guide
- 100+ Upstander@Weil honorees to date

Intersectionality



Weil's affinity group partnerships address the intersectionality of race, sexual orientation and other diversity demographics. For example, in fall 2019, the Black Attorney Affinity Group and WeilPride co-hosted a dinner with SoundCloud General Counsel Antonious Porch (pictured above). Additionally in fall 2020, Weil hosted a webinar with Haben Girma, a Black woman who was the first Deafblind person to graduate from Harvard Law. The Firm also hosts biannual breakfasts for women attorneys of color.

Affinity Group Conferences



Weil has been a leader among law firms for holding firmwide conferences for Asian, Black, Latino, and LGBTQ+ attorneys. The conferences bring together summer associates and attorneys from across the Firm's offices for professional development, internal networking and mentoring, client development, and diversity pipeline efforts. To date, the Firm has held 17 affinity group conferences. In January 2017, the Firm held a global Multicultural Attorney Conference bringing together Asian, Black and Latino attorneys from across the US and London offices. In 2018, the Black Attorney Affinity Group and WeilPride, the LGBTQ+ Affinity Group, held their conferences. An AsianAttorneys@Weil conference was held in November 2019 (pictured above).

Client Diversity Events



All of Weil's affinity groups contribute to the Firm's bottom line and work to enhance their individual members' networks and client development skills. Recent examples include the 9th annual WeilPride client networking reception; Weil's Pan Affinity Group Council hosted special pre-screenings of Wonder Woman, the RBG documentary, On the Basis of Sex, and Harriet (pictured above). Additionally, several Weil offices hosted attorneys and clients at four stops of *Becoming: An Intimate Conversation with Michelle Obama*. In New York, a 1L diversity recruiting reception and panel featured representatives from Eli Lilly to kick off the recruiting season.

Weil's History of Inclusion

1931

Weil, Gotshal & Manges founded

1969

Weil hires its first female and its first African-American associates

1976

Weil elects its first LGBTQ+ partner

1977

Weil elects its first female partner

1984

Weil adopts a Professional Code of Conduct Policy and establishes a committee to administer it

1987

Weil elects its first African-American partner

1990

Weil elects its first Asian-American partners

1992

Weil adopts a formal workplace diversity policy, conducts a firmwide assessment, and commences mandatory training

1996

Weil institutes same-sex domestic partner health plan benefits and elects its first Latino partner

Mentoring Circles



Diversity sponsored mentoring circles offer additional access to partners as advisors and role models, foster peer mentoring and provide a forum to discuss diversity topics. Women@Weil has over 20 active mentoring circles which include one female partner and one male partner and groups of male and female associates to discuss career development, work-life, and diversity topics. Associate of color mentoring circles include one white partner and one partner of color with associates of color across departments and levels and many affinity groups have developed virtual mentoring circles to stay connected during this time.

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.



Partner Kelly DiBlasi interviewed retired partner Marcia Goldstein to capture Marcia's insights before she left the firm as part of our ongoing Weil Women's Wisdom series.

Deep commitment to the diversity pipeline

Weil's multifaceted diversity pipeline efforts increase access to opportunities from elementary school to law school and beyond, such as:

- To strengthen the pipeline of high school graduates matriculating to college, Weil attorneys and staff volunteer with the Big Brothers Big Sisters Workplace Mentoring and PENCIL Partnership Programs.
- To support law students of color, Weil sponsors and hosts 1L exam preparation programs, mock interviews and resume writing workshops with nonprofit partner, PALS (Practicing Attorneys for Law Students).

Diversity Education Workshops

2 hour annual requirement modeled on the ethics CLE requirement. Recent programs include:

"Talking Boldly About Race" with Vernā Myers

2018: Interactive Diversity, Inclusion and Elimination of Bias CLE presentations

Steps Drama Interactive Theater Unconscious Bias Training

Customized inclusion workshops for all attorneys and staff in France, Germany and the U.K.

The Financial Times North America commended Weil for the first accredited unconscious bias training program in New York.



2019 Inclusion Workshops in Frankfurt, Munich, and Paris offices



Vernā Myers – Talking Boldly About Race 2017

Diversity Month

Biennially, Weil hosts a global diversity celebration to maintain our focus on timely and cutting-edge issues across the Firm. Diversity Month 2019's theme was "From Bystander to Upstander: Together We Can Make a Difference." Programs included a client Upstander panel, a presentation from "Better Allies" author Karen Catlin, and a speaker from the American Indian College Fund. Over 40 events were held at our offices around the world.

Racial Justice

In 2020, the Firm recommitted to racial justice efforts internally and externally. This commitment included the launch of the Racial Justice speaker series, contributions to Lawyers Committee for Civil Rights Under the Law, NAACP Legal Defense and Education Fund, and the National Urban League, and joining the Law Firm Antiracism Alliance (LFAA).

2000

Weil establishes a management level diversity professional position

2006

Weil celebrates its first global diversity week; Weil hosts first individual affinity group retreat (Black Attorney Affinity Group)

2007

Women account for more than 50% of Weil's new partner class and the Firm elects its first two flextime partners

2011

Weil launches annual two-hour mandatory diversity education requirement

2015

Upstander@Weil initiative launched during global Diversity Month

2018

Weil begins hosting interactive presentations that satisfy the new Diversity, Inclusion and Elimination of Bias CLE requirement in New York.

2019

Weil hosts inaugural Mental Health and Wellness Month; Launches new European inclusion training effort

2020

Racial Justice speaker series launches, including a fireside chat with Professor Ibram X. Kendi, author of *How to Be an Antiracist*

Summer Associate & Law Student Diversity

Weil's Diversity Fellowship Program offers

\$15,000

scholarship awards to first- and second-year law students to promote greater diversity in the profession.

Since 2011, the firm has awarded

59

fellowships

2020 US summer associates:

58% women
34% people of color
8% LGBTQ+

65+ Law student diversity recruiting events in 2019

From 2015 to 2020 in the U.S., the percentage of **partners of color** has increased from **9%** to **15%** and the **percentage of women partners** has increased from **21%** to **27%**.

Weil's 2020 partner class is the most diverse in the Firm's history:

56% women globally, **73%** in the U.S.

36% people of color in the U.S.

69% women and/or people of color globally, **82%** in the U.S.

Weil continues to rank among the "**Best Places to Work**" for members of the **LGBTQ+ community** with a perfect score of 100% on the 2019 Corporate Equality Index (CEI).

Named **Most Inclusive Firm for LGBT+ Lawyers** by the Chambers Diversity & Inclusion Awards

2019 Best International Firm for Diversity at Euromoney Americas Women in Business Law Awards

#16 Best Firm for Overall Diversity 2018

#18 Best Firm in Diversity for Minorities 2018

Chambers Diversity & Inclusion Awards: Executive Partner **Barry Wolf** Named Outstanding Ally

Financial Times Most Innovative North American Law Firms 2019 Weil was "Highly Commended" in the Diversity & Inclusion and Talent, Strategy and Changing Behaviors categories.

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