

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.

Out Women



WeilPride regularly hosts events for women in the LGBTQ+ community. In summer 2021, WeilPride held a Women's Alumni Panel hosted by WeilPride leader Jenny Doak with Weil alumni Danielle Do of Synchrony and Erin Law of Morgan Stanley who discussed their career paths and experiences as LGBTQ+ women in law.

Gender Identity

In 2021, Weil took two important steps for gender identity inclusion: Firm leadership encouraged all attorneys and staff to add pronouns to their email signatures, and added Transgender Inclusion Guidelines to our attorney and staff handbooks. In 2020-2021, the Firm hosted multiple guest speakers on transgender inclusion, such as:

- Imara Jones (pictured in the Diversity Education & Events section), creator of TransLash Media, a platform dedicated to combatting transphobia.
- Sasha Buchert of Lambda Legal on the LGBTQ+ legal landscape, with a focus on anti-trans legislation.
- Anya Marino and Anya Caraballo, the first transgender women of color to teach at Harvard Law School.

Europe

In 2021, the London Inclusion Committee hosted guest speakers from Global Butterflies, an organization that helps companies combat transphobic behavior in the workplace.

In June 2021, WeilPride partner Jenny Doak and Paris partner Romain Ferla hosted a pan-European program with anti-bias and diversity trainer David Rosenbauer. Speakers included Alfonso Pantisano, a board member of the Lesbian and Gay Federation in Germany and Alexandre Toureh, the co-founder of LGBT Talents.

Weil's Paris office formally committed to L'Autre Cercle's (French LGBTQ+ association) charter to ensure increased LGBTQ+ inclusion efforts.

Weil's London office has won multiple awards for its LGBTQ+ specific pro bono efforts, including being shortlisted for the City of London Corporation Lord Mayor's Dragon Awards for their innovative partnership with Micro Rainbow's safe-house for LGBTQ+ refugees and asylum seekers.

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.

Conferences



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

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 to come together as a community to celebrate important victories and in solidarity to overcome challenges.

We look forward to when we can gather together again with the WeilPride community.

Diversity Recruiting



Weil hosted or participated in 55+ targeted diversity recruiting events in 2021. The U.S. 2021 summer associate class included 23 self-identified LGBTQ+ students with 14 identifying as women and 12 identifying as a person of color.

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.

In summer 2021, Weil hosted virtual mixers, including a Zoom paint and sip, where WeilPride summer associates from all U.S. offices met the current members. Summers also participated in a "Pride Pod" small group virtual mentoring throughout the program.

Accolades

Chambers | Diversity

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



Weil was named among the "Best Places to Work" for LGBTQ+ individuals by the Human Rights Campaign's 2022 Corporate Equality Index and has been on the best companies list since 2008.

Diversity Education & Events



During Pride Month and throughout the year, the Firm hosts educational programs for all attorneys and staff. Recent programming includes:

- Fireside chats on activism and intersectionality within the LGBTQ+ community with Imara Jones and author Gabby Rivera (pictured).
- A Father's Day panel highlighting LGBTQ+ parenthood and Weil's inclusive surrogacy, adoption, and egg retrieval and freezing benefits.

Our People in the U.S. and Europe offices

8

Partners

7

Counsel

48

Associates

23

2021 Summer Associates

2

Firm Leaders



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



Dan Dokos
Head, Global Finance Practice

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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