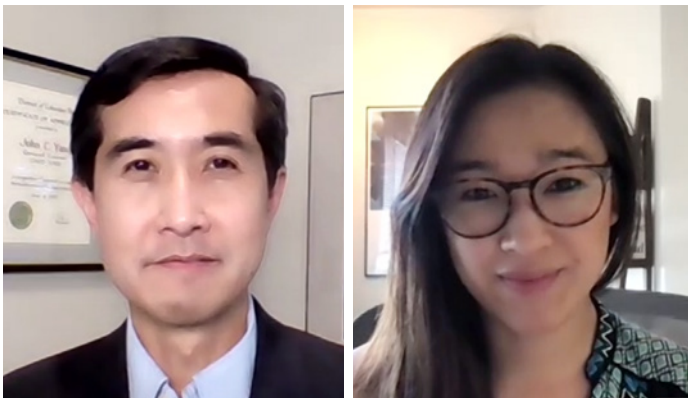


AAW promotes the recruitment, retention and professional development of Asian attorneys, including attorneys of East Asian, Pacific Island, South Asian and Southeast Asian descent.

Combatting Anti-Asian Hate

- Weil joined the National Asian Pacific American Bar Association to denounce anti-Asian hate, violence and racism. Weil also joined law departments and other firms in the creation of The Alliance for Asian American Justice, a national pro bono initiative.
- Starting in May 2020, Weil has hosted a webinar series on the recent spike in instances of anti-Asian hate with leaders such as Jerry Vattamala, Democracy Program Director at AALDEF.

Diversity Education



Asian American Pacific Islander Heritage Month 2021 programs:

- Fireside chat with John C. Yang, President and Executive Director of Asian Americans Advancing Justice (pictured above, left). Yang shared AAJC's efforts to fight for civil rights and empower Asian Americans through public policy, advocacy, education, and litigation.
- Virtual tour of the Japanese American National Museum exploring the Japanese-American experience from the 1860s to the post-war era, including a first-person account by survivor Mas Yamashita.

The Firm recently hosted Liz Kleinrock (pictured above, right), an antiracist educator, who shared how individuals can act in solidarity with members of other communities against racism.

As part of Weil's Annual Mandatory Diversity Training requirement, the 2021 program tackled antiracism at work with Hollaback!.

Conferences



AsianAttorneys@Weil Conference took place in November 2019 in Brooklyn, New York. AAW attorneys from across the U.S. gathered for a day and a half of networking, community building, and professional development.

Mentoring Circles

AAW members participate in associate of color mentoring circles, which supplement the existing mentoring program for associates who seek additional access to partners as advisors. The circles foster peer mentoring and provide a forum to discuss diversity topics at the Firm. AAW members also participate in virtual mentoring pods: cross-office, cross-department groups within the affinity group.

Religious Diversity

Weil Partner Charan Sandhu hosted a Virtual Spring Holidays Gathering in May 2021 to celebrate Ramadan, Holi, Hola Mohalla and Vaisakhi. Weil also hosts annual Lunar New Year and Diwali celebrations. In 2021, AAW members gathered virtually to share family traditions, celebrations, and support.

Diversity Recruiting



Weil hosted or participated in **55+ targeted diversity recruiting events in 2021**. The U.S. 2021 summer class was 44 percent law students of color, with 39 summer associates in the class identifying as Asian-American/Pacific Islander (25%).

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 – Pro Bono, Community & Sponsorships.

Our People in the U.S.

From 2015 to 2021, partners of color have increased from **9% to 15%**, and Asian-American partners from **3% to 6%**.

12	9	94	38
Partners	Counsel	Associates	2021 Summer Associates

Intersectionality and Pan-Affinity Efforts



Weil hosts biannual breakfasts for women of color attorneys in New York, and virtual get-togethers for women of color attorneys across the U.S.

In recognition of Women's History Month, partner Charan Sandhu moderated a fireside chat with Kimberlé Crenshaw on the importance of intersectionality. In June 2021, WeilPride held a LGBTQ+ Women in Law panel with partner and WeilPride leader Jenny Doak, Weil alumni Danielle Do of Synchrony and Erin Law of Morgan Stanley.

Pro Bono, Community & Sponsorships

In addition to our longstanding relationships with the Asian American Legal Defense & Education Fund and the National Queer Asian Pacific Islander Alliance, Weil is working with the Asian American Justice Center, the Asian American Business Development Center and the Sikh Coalition on initiatives to protect, support, and empower the AAPI community nationally.

Weil also sponsors a number of other non-profits and bar associations, including Asian Pacific American Bar Association Educational Fund (AEF); Muslim American Bar Association (MUBANY); National Asian Pacific American Bar Association (NAPABA); and South Asian Bar Association (SABA).

Gary Holtzer is the Management Committee Sponsor for AsianAttorneys@Weil.

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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