

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 and John C. Yang, President and Executive Director of Asian Americans Advancing Justice.



- In our continued efforts to support the AAPI community in light of the challenges of hate and bias, Weil partner Susan Shin moderated a fireside chat with author and activist Min Jin Lee and ABC correspondent and WABC-TV New York news reporter CeFaan Kim, who shared their unique perspectives on how they have used their voices and platforms to make a difference. (Pictured above.)
- As part of our Asian American and Pacific Islander Heritage Month programming, our Silicon Valley office welcomed Mina Fedor – a Nickelodeon Kid of the Year 2021 nominee and founder of AAPI Youth Rising who spoke to Weil partner Karen Ballack on how everyone can make a difference at any age. (Pictured below.)



Religious Diversity

Weil Partners Charan Sandhu and Drew Yoon regularly host festive meals and virtual gatherings to observe a variety of holidays, including Eid, Holi, Lunar New Year, and Vaisakhi.

Conferences



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

Racial Justice



AAPI Leaders for Change

We invite you to **learn about** Weil's purposeful investments within our Firm and in broader society to achieve racial justice and equity.



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.

Diversity Recruiting



Partner Andrew Yoon hosted a pool party at his Southampton residence for the summers

Weil hosted or participated in 38+ targeted diversity recruiting events in 2022. The U.S. 2021 summer class was 32 percent law students of color, with 14% identifying as Asian-American/Pacific Islander.

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 80+ 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%**.

15	9	93	15
Partners	Counsel	Associates	2022 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. Recent programs include a "hot topics" round table for junior women of color associates and a conflict resolution workshop with Weil alum Damali Peterman.

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).



SABA 2022 Conference

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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