

# Black Attorney Affinity Group

Weil

The Black Attorney Affinity Group embodies the talents and strengths of Black attorneys across the Firm, focusing on mentorship and networking, recruitment and retention, pro bono initiatives, business development and client outreach.

## Antiracism & Diversity Education



Since May 2020, Weil has held 30+ virtual programs for the **Racial Justice Speaker Series**, including:

Key Speakers at Weil since 2020

- *Trailblazing Leadership in Times of Change* with Ursula Burns (pictured bottom left)
- *How to Be an Antiracist* with Professor Ibram X. Kendi (pictured top left)
- Juneteenth program with political commentator, strategist and author Heather McGhee (pictured top right)

Weil offers programming with an **intersectional** lens, including:

- Intersectionality with Kimberlé Crenshaw, a UCLA and Columbia law school professor who is the leading authority on race, racism and the law
- Veteran's Day program with Lieutenant General Nadja West (pictured bottom right)

## Conferences



The 2022 **BLAST [Black Lawyers Achieving Success Together] mini conference** held in New York City brought together group members from across the US for networking and career development followed by an evening reception honoring some of Weil's most distinguished Black Alumni, with entertainment by the Syncopated Ladies.

## Our People In the U.S. and London offices



BAAG Alumni Reception 2022

**1**  
Counsel

**9**  
Partners

**30**  
Associates

In the past three years, **59% of partner promotions** in the U.S. have been diverse with **25% of promotions being attorneys of color**.

From 2015 to 2021, partners of color have **increased from 9% to 16%** and the number of Black partners have more than doubled to **9 partners representing 5 offices and 76 practice areas**.

## Diversity Recruiting

Weil hosted or participated in **38+ targeted diversity recruiting events** in 2022.

The U.S. 2022 summer class was **32% law students of color** with **11% identifying as black**.

**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.**

**BAAG hosted programs** for summers in 2022, including, breakfasts, informal ice cream socials and a visit to the Basquiat Exhibit followed by a Reception after the event,

## Internal Racial Equity Initiatives



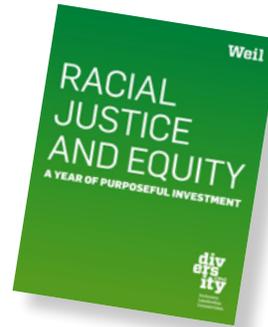
In its second successful year, **BLAST** (Black Lawyers Achieving Success Together) is a new leadership and business development initiative. BLAST invests in participants through Management Committee Sponsors, individualized business plans, executive coaches, and group leadership sessions. To date, there are three BLAST programs dedicated to Black senior attorneys, mid-and junior-level associates and partner mentors.

Two advisory boards were formed in 2021 to work with Executive Partner Barry Wolf, one composed of Black partners, and the other of Black counsel and associates. These advisory boards advise on a range of issues of importance to the Firm, including but not limited to diversity-related topics.

## External Racial Justice Commitments

Weil aims to serve the community through the sponsorship of several organizations as part of our ongoing **Racial Justice Initiative**, including:

- Boston University Center for Antiracist Research
- Equal Justice Initiative
- Lawyers Committee for Civil Rights Under the Law
- Law Firm Antiracism Alliance (LFAA)
- In recognition of Judge Ketanji Brown Jackson's historic nomination to the U.S. Supreme Court, Weil held a fireside chat featuring the visionary founders of #SheWillRise



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



## Mentoring

**BAAG members participate in associate of color mentoring circles**, which supplement the existing mentoring program for associates who seek additional access to partners as advisors and role models. The circles foster peer mentoring and provide a forum to discuss diversity topics at the Firm. The Black Affinity Group also created Zoom mentoring circles to stay connected during the pandemic. **Jumpstart** is Weil's bespoke resource for new and lateral Black associates who are paired with a Black partner and associate to support their transition to the Firm. Pre-orientation workshops are also held for incoming Black associates and summer associates.

## Client & Alumni Development

BAAG hosts events to network with clients and alumni, including:

- In 2022 Weil partners participated in the NBA CLS conference as well as sponsored the MBBA for all group members to attend.
- In December 2021, 20 BAAG members convened at the Charting Your Own Course conference in Orlando, FL.
- The London office hosted a client panel and networking event in honor of Black History Month 2021.



## 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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