

WeilLatinx aims to actively recruit and retain attorneys from all Hispanic backgrounds, as well as to provide our Firm with a better understanding of the unique contributions attorneys of Latinx/Hispanic origin can make to the Firm's overall success.

Client & Alumni Development

In honor of Hispanic Heritage Month 2021, Weil hosted our second annual "Latinx Legal Leaders" Fireside chat with LatinoJustice President Lourdes Rosado and TPG Chief Human Resources Officer Anilu Vazquez-Ubarri. Topics included Latinx advocacy work, intersectionality, and being Latina in the legal industry. In 2020, the program featured partner Ed Soto and Weil alumni Jose Ramon Gonzalez of CNA Insurance.



WeilLatinx hosts pan-affinity group programs to connect with Latinx clients and alumni, such as Discovery, Goldman Sachs, IBM, NBCUniversal, and Univision. The intimate roundtable discussions address leveraging the Latinx/Hispanic community, developing relationships with sponsors, and general career advice.

The Dallas office recently held a Women@Weil client event hosted by partner and WeilLatinx leader Vynessa Nemunaitis, featuring speakers from the Texas Ballet Theater.

Welcoming New WeilLatinx Members

In 2021, the group welcomed new Latinx associates with a virtual wine blending class by RGNV, a Mexican-American winery on the North-Fork of Long Island.

Mentoring Circles

WeilLatinx members participate in associates 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. During the pandemic, WeilLatinx members across the U.S. met periodically to stay connected, offer mutual support, and share career advice.

2 Firm Leaders



Alfredo Peréz
Managing Partner
Houston office



Edward Soto
Managing Partner
Miami office

Diversity Education

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

- "How to Be an Antiracist" with Professor Ibram X. Kendi, an anti-racist activist and historian of race and discriminatory policy.
- "Linguicism and Antiracism in Law" with Professor Jasmine Gonzales Rose, the Associate Director for Policy at the Center for Antiracism Research.

Racial Justice Efforts and other educational programs

- Weil requires all attorneys and administrative staff across the U.S. to complete a two-hour Annual Mandatory Diversity Training. Recent topics include: anti-racism with Hollaback! and implicit bias with the Perception Institute.
- Weil's Racial Justice Fellowship was developed to provide associates the opportunity to participate in full-time, six-month long pro bono fellowships.



- Transgender Awareness Month program with Anya Marino and Alejandra Caraballo, the first transgender women of color to teach at Harvard Law School.
- Pride Month program with Gabby Rivera about the intersectionality of gender identity and race in the LGBTQ+ community.

Conferences



In September 2019, Weil's Latinx attorneys from across the U.S. convened in New York for strategic planning and career development sessions, including a fireside chat with Weil alumni from Columbia University and NBCUniversal. In the evening, Weil hosted the 2019 Annual Hispanic National Bar Association Convention's kick-off reception where partner Ed Soto delivered welcome remarks.

Pro Bono, Community & Sponsorships

- Weil won a transformational victory in a federal civil rights case challenging the constitutionality of a ban on a Mexican-American Studies Program in Tucson, Arizona schools.
- Weil supports LatinoJustice PRLDEF through sponsorship and pro bono partnerships. 
- Weil has also been a longtime supporter of PALS (Practicing Attorneys for Law Students), a nonprofit organization committed to the success of attorneys and law students of color, including sponsoring and hosting mock interviews and 1L exam writing workshops. 
- The Firm partners with the American Bar Association's Judicial Intern Opportunity Program, the Sponsors for Educational Opportunity Program (SEO), and Make a Play Foundation to offer internship opportunities to underrepresented groups.

Racial Justice

Weil released **Racial Justice and Equity: a Year of Purposeful Investment in 2022**—the second annual report on the Firm's racial justice work.



Our People In the U.S.

From 2015 to 2021, partners of color in the U.S. have increased from **9% to 15%** and **25% of partner promotions** in the U.S. are people of color.

7

Partners

3

Counsel

42

Associates

8

2022 Summer Associates

Diversity Recruiting



Weil hosted or participated in **38+ targeted diversity recruiting events in 2021**. The U.S. 2021 summer class was 44 percent law students of color, with ten identifying as Latinx/Hispanic.

Throughout summer, the Latinx group hosted several events including an ice cream social and a reception at Amali. WeilLatinx hosted virtual events and virtual networking opportunities for summer associates, including a cheese and beer tasting.

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.

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. Michael Lubowitz is the Management Committee Sponsor for WeilLatinx.



Michael Lubowitz
Head of Mergers & Acquisitions

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