

Women@Weil embraces the talents and energy of women attorneys across Weil, focusing on mentoring, networking, recruiting, retention, advancement, pro bono initiatives, business development and outreach.

GC Spotlight



Weil partners Chantale Fiebig and Susan Shin launched the General Counsel Spotlight Series in 2022. The series features dynamic women and people of color GCs sharing their career paths and advice to Weil attorneys.

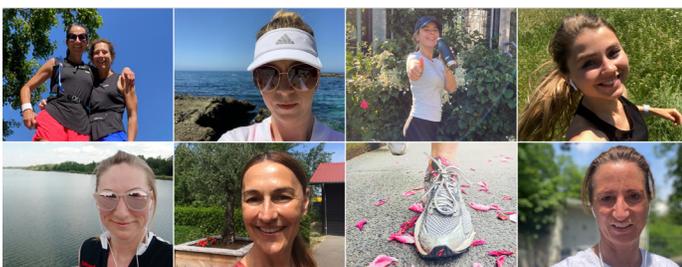
Client & Alumni Development

Recent events with clients include:

- Women@Weil Dallas co-hosted a Coffee & Conversation Networking Breakfast with Weil client Kainos Capital featuring Dallas area private equity and investment professionals.
- London's Women@Weil hosted a Banking breakfast series featuring Roxana Mirca of Apax, Nicole Noel of PSP Investments and Yasmine Bassili of Goldman Sachs on discussions about mentoring, career navigation/development and the importance of role models. (pictured below)



- "Women Run the World" team charity run organized by Women@Weil Germany to support two organizations assisting women in the workplace (pictured below).



Mentoring & Professional Development

- The New York office has over 20 mentoring circles that include one female partner, one male partner, and five-to-six male and female associates. Female associates have the option to participate in women-only circles.
- For mentoring week 2022, the mentoring award winners consisted of all women including partners and counsel from New York, Silicon Valley, Dallas and Munich. Award winners were acknowledged for their contributions to the mentoring and development of Weil associates.
- Women@Weil members in Europe and Asia gathered for virtual "speed networking."

Work-Life@Weil

- Weil hosted experts from Smart Kids City for the Navigating NYC School Admission series to learn about the admissions process for nursery school, kindergarten, middle/high school and college.
- Weil's enhanced fertility, adoption and surrogacy benefits include a 3-retrieval cycle fertility limit plus elective egg freezing with 1 year of storage and reimbursement up to \$25,000 per adoption/surrogacy.
- Regular virtual meetings of current and prospective mothers to share support and strategies for parenting during the pandemic and transitioning back to the office. Additional supports include access to the Child Mind Institute parent support line and to online classes through Outschool to help manage distance learning.

Women By the Numbers (Global)

75 Partners **343** Associates

77 Counsel **16** Firm Leaders

There have been **5 promotions** of women partners into leadership roles in the last year.

Weil's award-winning Pitch Parity initiative increased participation in client pitches by women partners by **69%** from 2014 to 2018.

From 2015-2021, the percentage of women partners in the US has increased from **20% to 31%**. In the last three years, women partners of color have more than doubled and since 2015, women of color attorneys overall have increased by **20%**.

TOWER Taskforce on Women's Engagement and Retention

Weil

TOWER is a committee of female and male partners from across the Firm focused on the advancement and development of female attorneys globally.

TOWER Leadership

TOWER members represent all 4 Firm departments and 9 offices. One co-chair and 40% of members are men.



Britta Grauke
Co-Chair,
Partner, Litigation,
Frankfurt



Paul Genender
Co-Chair,
Partner, Litigation,
Dallas



Jessica Falk
Associate/Counsel
Working Group Lead,
Partner, Litigation,
New York



Stephanie SruLOWITZ
Leadership Working
Group Lead,
Partner, Corporate,
New York



Michael Francies
Management
Committee
Sponsor

Intersectionality



The diversity of women is recognized through programming and affinity group partnerships:

- Biannual breakfasts for women attorneys of color and regular virtual programs.
- Hot Topics round table for junior women of color associates.
- Conflict resolution workshop with Weil alum Damali Peterman.
- LGBTQ+ women programs, such as a panel discussion with London partner Jenny Doak and Weil alumni sharing their career paths and their experiences as LGBTQ+ women in law.
- Educational diversity programs with an intersectional perspective on gender identity including:
 - Women's History Month program featuring Professor Kimberlé Crenshaw who developed the concept of intersectionality.
 - Transgender Awareness Month program with Anya Marino and Alejandra Caraballo, the first transgender women of color to teach at Harvard Law School.

Summer Associates



Each year, Weil hosts social and informative events for summers, including a panel of Weil women leaders who share their career experiences and an informal session where summer associates ask current attorneys what it is like to be a parent at Weil. In 2021, women summer associates met and mingled with current attorneys at a U.S.-wide virtual cocktail/mocktail making class.

Career Development

- Executive presence seminar with Cara Hale Alter for women partners.
- Confidential, one-on-one, external OnDemand Coaching for all U.S. associates and counsel.
- Sponsorship and Leadership programs to develop female associates into partners and female partners into Firm leaders.
- Bimonthly round tables organized for recently promoted women partners led by external experts, including Pat Gillette, and firm leaders on topics ranging from business development to thriving as a leader while remote.
- London's Women@Weil group hosted virtual mini conferences in July and December 2021 on career development.