

INCLUSION
IS IN OUR

DNA

weil.com/about-weil/diversity-equity-and-inclusion

In 1931, Frank Weil, Sylvan Gotshal, and Horace Manges founded Weil, Gotshal & Manges LLP after finding many doors closed to them simply because of their religious affiliation. Today, Weil is recognized as an outspoken leader that prides itself in continuing to open doors for diverse generations to come, engendering and empowering talent inclusivity at a global scale.



Inclusion.
Leadership.
Connections.

WEIL'S HISTORY OF INCLUSION

1976

Elects its first LGBTQ+ partner

1984

Adopts a Professional Code of Conduct Policy

1990

Elects its first Asian-American partners

1992

Adopts a formal Workplace Diversity Policy, conducts a firmwide assessment, and commences mandatory training

1996

Institutes same-sex domestic partner health plan benefits and elects its first Latinx partner

2011

Launches annual two-hour mandatory diversity education requirement

2015

Upstanders@Weil initiative launched during global Diversity Month

2019

Hosts inaugural Mental Health and Wellness Month; launches European inclusion training effort

2020

Racial Justice speaker series launches, including Professor Ibram X. Kendi

1930

1940

1950

1960

1970

1980

1990

2000

2010

2020

1931

Weil, Gotshal & Manges founded

1969

Hires its first female and its first Black associates

1977

Elects its first female partner

1987

Elects its first Black partner

2000

Establishes a management level diversity professional position

2006

Celebrates its first global diversity week; hosts first individual affinity group retreat

2007

Women account for more than 50% of Weil's new partner class; Firm elects its first two flextime partners

2018

Begins hosting interactive presentations satisfying the NY Diversity, Inclusion and Elimination of Bias CLE

2021

Two advisory boards composed of Black attorneys formed to work with Executive Partner Barry Wolf

2022

Launched Firm Citizenship Hours Credit

Since 2015

In the U.S., **partners of color** have increased from **9% to 15%** and **women partners** have increased from **21% to 31%**.

Black partners have more than doubled with **9 partners** representing **5 offices** and **7 practice areas**.

Since 2019

59% of partner promotions have been diverse in the U.S., with **52% of promotions being women** and **25% of promotions being attorneys of color**.

Women of color attorneys **increased by 20%** with women of color partners **more than doubling**.

WEIL INCLUSION PLATFORMS

5 Affinity Groups:

AsianAttorneys@Weil

Black Attorney Affinity Group

WeilLatinx

WeilPride (LGBTQ+)

Women@Weil



Research tells us that adopting small, consistent habits is the key to achieving goals like greater equity and inclusion. With this in mind, Weil's Diversity Committee launched a new initiative, Diversity in the Day to Day, aiming to make inclusion an everyday habit for everyone in the Firm. The Committee provides support and resources to help individuals be more intentional and inclusive in how they invest their time.

TOWER

Taskforce on Women's
Engagement & Retention

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

DISABILITY INCLUSION

Weil was an early signatory of The Valuable 500, a global movement putting disability on the business leadership agenda. In 2021, the Firm established disability guidelines that provide best practices for making events more accessible for all. The Firm held a number of programs including a fireside chat with acclaimed author and lawyer Hayley Moss, which explored the importance of appreciating the experience and capabilities of neurodivergent individuals in the legal field.

GENDER IDENTITY AND TRANSGENDER INCLUSION

In 2021, Weil adopted transgender inclusion guidelines, encouraged all attorneys and staff to add pronouns to their email signatures, and held programs on these topics, including trainings from the Human Rights Campaign and a fireside chat with Anya Marino and Alejandra Caraballo, the first transgender women of color professors at Harvard Law School.



Women of color breakfast in July 2022

INTERSECTIONALITY

Partnerships between Weil's affinity groups address the intersectionality of race, sexual orientation and other diversity demographics. For example, Pride Month 2021 programming included a Women of WeilPride panel with client/alumni panelists Danielle Do of Synchrony and Erin Law of Morgan Stanley. In March 2021, Professor Kimberlé Crenshaw discussed the importance of viewing history and current events through the lens of intersectionality. In particular, the Firm focused on hosting a variety of in-person and virtual events with a keen focus on promoting intersectionality as an agenda.

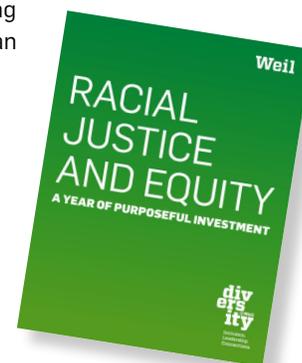
WEIL VETS

In 2021, Weil created a network of attorneys and staff who have served in the military, have family members who serve, or are interested in recruiting and supporting military veterans. The group has hosted distinguished guest speakers including Nadja West, the first Black female Lieutenant General and the highest ranking woman to graduate from the U.S. Military Academy, and Admiral Michelle J. Howard, the first African American woman to reach the three-star and four-star rank in the Armed Forces.

RACIAL JUSTICE & EQUITY: A YEAR OF COMMITMENT AND ACTION

In 2020, the Firm recommitted to our racial equity efforts internally and externally. The commitment included the launch of the Racial Justice speaker series with 30+ programs, joining the Law Firm Antiracism Alliance (LFAA), signing statements condemning Anti-Asian hate and Anti-Semitism, and creating a Racial Justice fellowship program.

Read and Learn more about the Firm's continued Racial Justice and Equity Efforts



CAREER DEVELOPMENT PROGRAMS



2022 Black Lawyers Achieving Success Together (BLAST) Mini Conference

AFFINITY GROUP CONFERENCES

Weil is a leader among law firms in holding internal conferences for Asian, Black, Latinx, and LGBTQ+ attorneys. The conferences bring together summer associates and attorneys from across the Firm's offices for professional development, internal networking and mentoring, and client development efforts. To date, the Firm has held 19 affinity group conferences.



2022 WeilPride Mini Conference

DIVERSE LEADERSHIP PROGRAMS

TOWER (Taskforce on Women's Engagement and Retention) and BLAST (Black Lawyers Achieving Success Together) have a series of tailored career development initiatives. Tailored by level, the elements include externally facilitated group coaching sessions, one-on-one executive coaching, business plan development, and senior leader sponsors.



MENTORING CIRCLES

Diversity-sponsored mentoring circles offer bespoke access to partners as advisors and role models, foster peer mentoring and provide a forum to discuss diversity topics. There are currently over 25 active mentoring circles including those for women associates, associates of color, LGBTQ+ associates, and Black staff managers. Many affinity groups developed virtual mentoring circles to stay connected during the pandemic.

CLIENT DIVERSITY EVENTS

An important focus of Weil's affinity groups is to continually grow members' networks alongside client development opportunities. Events such as film screenings and small group gatherings have served to create meaningful and lasting dialogue, connecting with both clients and alumni on how best to meet the needs of their business.

Vynessa M. Nemunaitis
She/her/hers



“Mentorship is opening yourself up to meaningful and authentic professional connections and is more rewarding the more you dedicate your time to it. It is never too soon to be a mentor or too late to seek out new mentors.”

IMPACT AND CHANGE

DIVERSITY EDUCATION

2021 marks 10 years since Executive Partner Barry Wolf mandated annual training for all U.S. attorneys and staff. In 2021, the U.S. training led by Hollaback! promoted antiracist behavior in the workplace. The London office's annual training led by Caroline Flanagan also addressed antiracism and allyship. In 2019 mandatory inclusion workshops led by David Rosenbauer were held in Frankfurt, Munich, and Paris offices.

DIVERSITY MONTH

The 2021 theme was "Antiracism and Allyship: The Collective Power of Individual Actions" and featured virtual programs globally such as Blair Imani's practical insights on how to be an effective ally and Liz Klinerock on ways to facilitate anti-bias and anti-racist practices in the workplace. The Firm's 30-day Antiracism Challenge program was another well-received initiative that successfully raised awareness and dialogue at all levels.



Upstanders@Weil established an explicit role for diversity allies in promoting inclusion. Upstanders are allies, supporters, and advocates for people and communities that share a different background or identity than one's own.

50+
behaviors in Upstander Action Guide

100+
Upstanders@Weil honorees to date

DIVERSITY RECRUITING

Summer Associate & Law Student Diversity

Weil's Diversity Fellowship Program awards progressive scholarships with the first installment awarded as a summer associate and the second upon acceptance of a full-time offer.

2022 U.S. Summer Associates:



PIPELINE COMMITMENTS

Weil's multifaceted diversity pipeline efforts aim to increase access and opportunity across the board. Weil attorneys and staff volunteer with the Big Brothers Big Sisters and PENCIL Partnership Programs to encourage students to consider and prepare for opportunities in the legal profession. Additionally, to support law students of color, Weil sponsors and hosts 1L exam preparation programs, mock interviews and resume writing workshops with nonprofit partner PALS (Practicing Attorneys for Law Students).



Charting Your Own Course, December 2021



Summer Associate Affinity Group Reception, July 2021

AWARDS & ACCOLADES

Named to *The American Lawyer's* 2021 A-List

Named Most Inclusive Firm for LGBT+ Lawyers by the Chambers Diversity & Inclusion Awards

Chambers Diversity & Inclusion Awards: Adé Heyliger shortlisted as "Diversity & Inclusion: Lawyer of the Year" in North America 2022.

Chambers Diversity & Inclusion Awards: Executive Partner Barry Wolf Named Outstanding Ally

Human Rights Campaign 2022 Weil has been named among the "Best Places to Work" for LGBTQ+ individuals by the Human Rights Campaign's 2022 Corporate Equality Index and has been on the best companies list since 2008.

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