

INCLUSION  
IS IN OUR

DNA

[weil.com/about-weil/diversity-equity-and-inclusion](http://weil.com/about-weil/diversity-equity-and-inclusion)

Diversity, equity, and inclusion (DEI) have been our core values since Frank Weil, Sylvan Gotshal, and Horace Manges found many doors closed to them because of their religious beliefs. They founded Weil, Gotshal & Manges LLP to open those doors. For over 30 years, Weil has been an outspoken leader in empowering and engendering an inclusive culture.



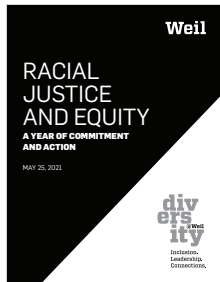
Inclusion.  
Leadership.  
Connections.

# 5 Affinity Groups:

- AsianAttorneys@Weil
- Black Attorney Affinity Group
- WeilLatinx
- WeilPride (LGBTQ+)
- Women@Weil

## Racial Justice & Equity

In 2020, the Firm recommitted to our racial justice efforts internally and externally. This commitment included the launch of the Racial Justice speaker series, with 20+ programs held to date, joining the Law Firm Antiracism Alliance (LFAA), signing statements condemning anti-Semitism and anti-Asian hate, and creating a Racial Justice Fellowship Program.



Learn more by reading: [Racial Justice and Equity: A Year of Commitment and Action](#)



In 2015, Weil launched Upstanders@Weil to establish an explicit role for diversity allies and promote greater inclusion for all groups. Upstanders are allies, supporters, and advocates for people and communities that share a different background or identity than one's own.

- 50+ behaviors and 40+ resources in Upstander Action Guide
- 100+ Upstander@Weil honorees to date

## Client Diversity Events

All of Weil's affinity groups work to enhance their individual members' networks and client development skills while contributing to the Firm's bottom line. The affinity groups collaborate to host client events such as film screening events for Black Panther, Crazy Rich Asians, Harriet and RBG. Pan-affinity group lunch and dinner programs provide opportunities to connect and learn from clients and alumni, such as a Black Attorney Affinity Group, and WeilPride dinner with SoundCloud General Counsel, Antonious Porch.

## Affinity Group Conferences

Weil has been a leader among law firms for holding firmwide 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 17 affinity group conferences.



Asian Attorneys at Weil Conference 2019



Black Attorney Affinity Group Conference 2018

## Mentoring Circles

Launched in 2012, diversity-sponsored mentoring circles offer additional access to partners as advisors and role models, foster peer mentoring and provide a forum to discuss diversity topics. The circles are generally comprised of 2 partner mentors with 5-6 mentees. 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 have developed virtual mentoring circles to stay connected during the past year.



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. In winter 2020, partners Lyuba Goltser and P.J. Himelfarb hosted a virtual fireside chat with retiring partner Ellen Odoner, the first woman partner in Weil's Corporate Department, as part of our ongoing [Weil Women's Wisdom](#) series.

## Weil's History of Inclusion

1931	1969	1976	1977	1984	1987	1990	1992	1996	2000
Weil, Gotshal & Manges founded	Weil hires its first female and its first African-American associates	Weil elects its first LGBTQ+ partner	Weil elects its first female partner	Weil adopts a Professional Code of Conduct Policy and establishes a committee to administer it	Weil elects its first African-American partner	Weil elects its first Asian-American partners	Weil adopts a formal workplace diversity policy, conducts a firmwide assessment, and commences mandatory training	Weil institutes same-sex domestic partner health plan benefits and elects its first Latino partner	Weil establishes a management level diversity professional position

## Intersectionality



Imara Jones – 2020 Transgender Month

Partnerships between Weil's affinity groups address the intersectionality of race, sexual orientation and other diversity demographics. For example, WeilPride and The Black Attorney Affinity Group hosted Imara Jones (pictured left) from TransLash media in honor of Transgender Day of Remembrance in October

2020. In March 2021, Professor Kimberlé Crenshaw discussed the importance of viewing history and current events through an intersectional lens. The Firm also hosts biannual breakfasts for women of color attorneys.

## DIVERSITY MONTH

Biennially, Weil hosts a global diversity celebration to maintain our focus on timely and cutting-edge issues across the Firm. Diversity Month 2021's theme was "Antiracism and Allyship: The Collective Power of Individual Actions." Programs included Antiracism in Law and Policy with Professor Jasmine Rose Gonzales, the Associate Director for Policy at the Center for Antiracism Research, Intersectional Antiracism with historian, social activist, and educator Blair Imani, and Antiracism & Allyship in Europe with Professor of History of Slavery and Memory of Enslavement at the University of Bristol, Olivette Otele and Amandine Gay, a French filmmaker, researcher, and actress.

## Diversity Pipeline

Weil's multifaceted diversity pipeline efforts increase access to opportunities from elementary school to law school and beyond.

To strengthen the pipeline of high school graduates matriculating to college, Weil attorneys and staff volunteer with the Big Brothers Big Sisters Workplace Mentoring and PENCIL Partnership Programs.

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).

## WEIL VETS

In 2021, a network was created of Weil attorneys and staff who have served in the military, have family members who serve, or who are interested in recruiting and supporting military veterans.

## DISABILITY INCLUSION

In 2020, 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 aimed at making events more accessible for all.

## Diversity Education Workshops

2021 marks 10 years since Executive Partner Barry Wolf mandated annual training for all U.S. attorneys and staff. *The Financial Times North American* commended Weil for the first accredited unconscious bias training program in New York. In 2021, the US training led by Hollaback! addressed promoting antiracist behavior in the workplace. The London office's annual program led by Caroline Flanagan promoted antiracism and allyship.



David Rosenbauer – 2019 Inclusion Workshops in Frankfurt, Munich, and Paris offices



Vernā Myers – 2017 Talking Boldly About Race in US offices

2006

Weil celebrates its first global diversity week; Weil hosts first individual affinity group retreat (Black Attorney Affinity Group)

2007

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

2011

Weil launches annual two-hour mandatory diversity education requirement

2015

Upstander@Weil initiative launched during global Diversity Month

2018

Weil begins hosting interactive presentations that satisfy the new Diversity, Inclusion and Elimination of Bias CLE requirement in New York

2019

Weil hosts inaugural Mental Health and Wellness Month; launches new European inclusion training effort

2020

Racial Justice speaker series launches, including a fireside chat with Professor Ibram X. Kendi, author of *How to Be an Antiracist*

2021

Two advisory boards, composed of Black partners, counsel and associates, were formed to work with Executive Partner Barry Wolf; BLAST, a leadership and business development initiative for Black partners, counsel and senior associates launches

## Summer Associate & Law Student Diversity

**\$30,000**

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

**70**  
fellowships

2021 US summer associates:

**62%** women  
**44%** people of color  
**17%** LGBTQ+

**55+**

Law student diversity recruiting events in 2020

## Data Highlights

Since 2015 in the U.S., the **percentage of partners of color has increased from 9% to 16%** and the **percentage of women partners has increased from 21% to 29%**.

Black partners have **doubled since 2015** with **9 partners representing 5 offices and 6 practice areas**.

In the past three years, **68% of partner promotions have been diverse**, with **60% of promotions being women** and **24% of promotions being attorneys of color**.

Women of color attorneys **have increased by 20%** with women of color partners **more than doubling** in the past **3 years**.

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

**Best International Firm for Diversity** (2019) at Euromoney Americas Women in Business Law Awards

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

**Financial Times Most Innovative North American Law Firms 2019** Weil was "Highly Commended" in the Diversity & Inclusion and Talent, Strategy and Changing Behaviors categories.

## Connect with Us



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