

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.

Weil Women's Wisdom



During Women's History Month 2019, we launched a new series featuring our women partners, counsel and staff leaders titled, "Weil Women's Wisdom: Advice to Our Younger Selves." The U.S. offices held a panel discussion featuring senior women leaders which coincided with a book of the same name. The London office hosted a cross European panel focusing on gender equality in the legal profession. For Women's History Month 2020, we released an updated version of the publication featuring profiles of 32 Firm leaders.



In fall 2019, partner Kelly DiBlasi interviewed partner Marcia Goldstein to capture Marcia's insights before she retired as part of our ongoing Weil Women's Wisdom fireside chat series. 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.

Client & Alumni Development



In fall 2019, clients were invited to join Weil attorneys for a private screening of the biopic *Harriet*, preceded by a networking reception.

Other Events

Clients were invited to join the firm for a special webinar honoring the life and legacy of Justice Ruth Bader Ginsburg. Her husband, Marty Ginsburg, once led Weil's tax practice.

Other recent U.S. Women@Weil client events include: Oprah's 2020 Vision Tour stop in Brooklyn with special guest Michelle Obama, Mindfulness luncheon for Private Equity clients in Boston; private viewing of the exhibition: "Dior, from Paris to the World" in Dallas; "Rides & Rosé" charity cycling class in support of the Tahirih Justice Center in Silicon Valley; and a 10th anniversary Women@Weil dinner in Silicon Valley.

Recent European client events include an exhibition of artist Dora Maar at the Pompidou Center in Paris; a half-day interactive workshop focused on honing women's communication skills and a museum tour presenting the work of Jil Sander in Frankfurt; and a discussion of the impact of digitalization in our professional and private lives in Munich.

Mentoring & Professional Development

The New York office has over 20 mentoring circles which include one female partner, one male partner, and five-to-six male and female associates. Female associates also have the option to participate in women-only circles.

The London office sponsors the Women of Impact Initiative, which pairs a junior female lawyer with a female partner to co-mentor a social enterprise which benefits women and girls.

In 2020, the London office hosted an onsite for Women@Weil, including executive coaching, a client panel, and a Q&A with Managing Partner and Women@Weil sponsor Michael Francies.

In October 2020, Women@Weil hosted Lydia Fenet, author of *The Most Powerful Woman in the Room is You*. Fenet shared her tips for succeeding in a male-dominated industry.

In 2019, Women@Weil hosted informal business development sessions to help associates develop their client lists and answer questions about how to invite clients to events.

Summer Associates

Women@Weil hosts summer associate events

in each office, such as the Beehive tour and workshop at Filoli Gardens in Silicon Valley. For the 2020 summer associates, the group hosted a US-wide Zoom where the summers could meet and mingle with current members.



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 Co-Chairs

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



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Career Development

OnDemand Coaching offers U.S. associates and counsel six sessions annually of confidential, one-on-one external professional coaching for targeted career development needs, such as people management, business development, leadership skills, and work-life integration.

TOWER recently piloted two Women's Sponsorship and Leadership programs to develop more female associates into partners and female partners into Firm leadership positions globally.

TOWER has hosted multiple sessions for associates on "How to Cultivate Sponsors" facilitated by the Center for Talent Innovation.

Accolades



In 2019, Weil was honored for the second year in a row with a firmwide achievement award for "**Best International Firm for Diversity**" at the Euromoney Legal Media Group's Americas Women in Business Law Awards.



2019 Best International Firm for Diversity, Euromoney Americas Women in Business Law Awards.

Chambers Diversity & Inclusion: Executive Partner Barry Wolf Outstanding Ally award.

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

Michael Francies

is the Management Committee Sponsor for TOWER and Women@Weil.



Work-Life@Weil

The global Work-Life Task Force recognizes the challenges of practicing law in a global firm and offers a suite of programs and benefits reflecting the diverse needs of our attorneys. During the pandemic, the Task Force hosted a series of webinars dedicated to mental health and well-being.

In 2020, Weil announced enhanced fertility, adoption and surrogacy benefits through partner WINFertility. 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.

Other benefits include back up in-home care for child and adult dependents, and Milk Stork, which helps nursing mothers store and ship their milk home while traveling on business.

Weil also offers programming for parents. Recent examples include a guest speaker on kids and technology, and informal sessions where summer associates asked current attorneys what it is like to be a parent at Weil.

Intersectionality

The Firm focuses on intersectionality of gender with other diversity demographics through affinity group partnerships:

The Firm hosts biannual intimate breakfasts for women attorneys of color

Other recent events include:

19th Amendment Centennial Anniversary program featuring scholars Martha Jones and Laura Free discussing the Black women of the suffrage movement.

Guest speaker Haben Girma, a Black woman who was the first Deafblind person to graduate from Harvard Law.

Transgender Day of Remembrance Program with Imara Jones, a Black trans woman who is the founder of Translash media.

Women By the Numbers (Global)

65 Partners

351 Associates

72 Counsel

15 Firm Leaders

Weil's 2020 partner class is 56% women globally and 73% women in the U.S. From 2015-2020, the percentage of women partners in the U.S. has increased from 20% to 28%.

Weil's award-winning Pitch Parity initiative increased participation in client pitches by women partners by 69.4% from 2014 to 2018.