



# CITIZENSHIP AT WEIL

## OUR FIVE PILLARS

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### WEIL FOUNDATION

The Weil Foundation, overseen by the Firm's Philanthropic Committee, contributes to nonprofit and community-based organizations that meet our philanthropic giving guidelines. Contributions further the Firm's corporate citizenship, pro bono or diversity and inclusion efforts. Four vital areas of engagement for the Foundation are charitable giving, disaster relief, the Weil Foundation Scholarship Program and nonprofit board service. The Weil Foundation's charitable contributions along with those of the Firm have totaled nearly \$100 million since 1983.



### WEIL SOCIAL RESPONSIBILITY

Weil's social responsibility programs encourage administrative staff and attorneys in our U.S. offices to participate in a broad spectrum of community engagement opportunities, from short- and long-term volunteer opportunities, to individual- and team-based volunteer experiences. Weil's Community@Weil portfolio, which includes our Volunteer Time Off and Weil Gives programs, encourages a culture of giving back during work hours, as well as team-based fundraising opportunities at select points over the course of the year.

The five pillars of our Citizenship platform operate independently, while also overlapping and partnering in ways that help our workplaces and communities thrive. Here we offer a succinct look at their missions.



## WEIL PRO BONO

Weil's pro bono practice demonstrates the Firm's deeply held belief that legal representation of those with limited access to justice is among the highest values a law firm can hold. As our most recent *Pro Bono Annual Review* demonstrates, our matters span the spectrum of need, from asylum and refuge to criminal justice reform. Weil performed more than 50,000 hours of pro bono work in 2017 for both individual and institutional clients.



## WEIL DIVERSITY

A commitment to diversity and inclusion has been at the core of our Firm since its founding. Weil's nationally recognized diversity program includes five active affinity groups, recruiting and pipeline efforts, education and leadership programs, as well as innovative initiatives such as Upstander@Weil.



## WEILGREEN

WeilGreen targets programs and policies in areas such as document production and management, energy reduction and conservation, and hazardous electronic waste. In celebration of Earth Week each April, Weil offices globally participate in educational and awareness-building campaigns, contests and community engagement programs related to environmental stewardship.