

**WeilLatinx** aims to actively recruit and retain attorneys from all Hispanic backgrounds, as well as to provide our firm with a better understanding of the unique contributions attorneys of Latinx/Hispanic origin can make to the Firm's overall success.

## Conferences



In September 2019, Weil's Latinx attorneys from across the U.S. convened in New York for strategic planning and career development sessions, including a fireside chat with Weil alumni from Columbia University and NBCUniversal. In the evening, Weil hosted the 2019 Annual Hispanic National Bar Association Convention's kick off reception where partner Ed Soto delivered welcome remarks.

## Diversity Education

Weil requires all attorneys and administrative staff across the U.S. to complete a two hour Annual Mandatory Diversity Training. Recent topics include: interactive theater on unconscious bias by Steps Drama; implicit bias training by the Perception Institute; "Talking Boldly About Race: Being an Upstander in a Time of Cultural Unrest" in the workplace led by Vernā Myers.

## Client & Alumni Development



Weil Partner Adam Hemlock arranged for David Arroyo, SVP and Chief Ethics & Compliance Officer at Discovery, to participate in a lunch with our attorneys of color. Senior associate Candace Arthur served as the fireside chat moderator.

- In fall 2019, BAAG co-hosted an intimate dinner with WeilLatinx for Silicon Valley clients.

- WeilLatinx hosted pan-affinity group dinners with Weil alumni from Goldman Sachs, NBCUniversal, and Univision. The dinners featured intimate roundtable discussions around leveraging the Latinx/Hispanic community, developing relationships with sponsors, and general career advice.

## Mentoring Circles



WeilLatinx members participate in associate of color mentoring circles, which supplement the existing mentoring program for associates who seek additional access to partners as advisors and role models. The circles foster peer mentoring and provide a forum to discuss diversity topics at the Firm.

## Diversity Recruiting

Weil hosted or participated in 65+ targeted diversity recruiting events. The U.S. 2019 summer class was 32 percent law students of color, with nine identifying as Hispanic or Latino.

Weil has granted 53 Diversity Fellowships of \$10,000 each in scholarship awards to first and second-year law students since 2011.

The Folks party is a Weil tradition since 1987, bringing together alumni, summer associates, and Weil attorneys of color at a partner's home.

The Black Attorney Affinity Group and Latinos@Weil co-hosted a welcome reception for 2019 summer associates and SEOs (Sponsors for Educational Opportunity) with Sushi, Ceviche and Tapas making at Sen Sakana.

## Pro Bono, Community & Sponsorships

- Weil won a transformational victory in a federal civil rights case challenging the constitutionality of a ban on a Mexican-American Studies Program in Tucson, Arizona schools.
- Weil has long taken on many asylum matters referred through service organizations. For example, a Weil team secured Special Immigrant Juvenile Status (SIJS) for a boy from El Salvador who became a target of Salvadoran gangs after the death of the boy's grandmother.
- Weil supports LatinoJustice PRLDEF, the Corporate Counsel Women of Color Conference, the Council of Urban Professionals, the Hispanic National Bar Association, the Center for Talent Innovation, the Hispanic Lawyers Society of New York, the Leadership Council on Legal Diversity and Legal Outreach.
- Weil has also been a longtime supporter of PALS (Practicing Attorneys for Law Students), a nonprofit organization committed to minority attorneys and law students, including sponsoring and hosting mock interview and 1L exam writing workshops.
- The Firm sponsors internship opportunities through the American Bar Association's Judicial Intern Opportunity Program and the Sponsors for Educational Opportunity Program (SEO).

## Our People In the U.S.

Our 2020 partner class is the most diverse in the history of the Firm including **36% people of color.**

From 2015 to 2020, partners of color have **increased from 9% to 15%.**

9

Partners

1

Counsel

29

Associates

9

Summer Associates

## Accolades



**#16 Best Firm** for Overall Diversity 2018

**#18 Best Firm** in Diversity for Minorities 2018

**#7 Firm** for Diversity 2018

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

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

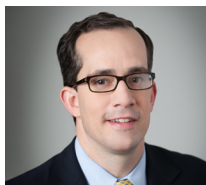
## 3 Firm Leaders



**Alfredo Pérez**  
Managing Partner  
Houston office



**Edward Soto**  
Managing Partner  
Miami office  
Co-Head, Global  
Complex Commercial  
Litigation



**Christopher Garcia**  
Co-Head, White Collar  
Defense, Regulatory  
and Investigations  
Practice Group

**Frederick Green** is the Management Committee Sponsor for Latinos@Weil.

## Management Committee

Management Committee Sponsors demonstrate the strength of our leadership commitment. These appointed senior leaders serve as sponsors to affinity groups for which they are not already a member. They are charged with understanding key issues the group members face and advocating for necessary change.



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