

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.

Mentoring & Professional Development



The New York biennial half-day conference in November 2016 was attended by Boston, Washington DC, and New York female attorneys and included: a presentation from Claire Shipman, author of "The Confidence Code: The Science and Art of Self-Assurance"; Weil Women Wisdom from General Counsel Mindy Spector; a Fireside chat with the Executive Partner; small group discussions; and a Women Alumni Leaders Panel (pictured above). The next conference will be planned for 2018.

- The New York and London offices have over 20 active mentoring circles which include one female partner, one male partner, and five-to-six male and female associates to discuss career development, work-life, and diversity topics.
- 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.
- "Mentors Across Borders" fosters informal mentoring between women attorneys when they travel to other offices.

Honoring Women's History Month



Weil honored Women's History Month in 2017 with a fireside chat featuring Carol Robles-Román, President & CEO of Legal Momentum.

- In 2016, Weil hosted a discussion of "Sisters-in-Law: How Sandra Day O'Connor and Ruth Bader Ginsberg went to the Supreme Court and Changed the World" with the author and Weil senior partner and friend of Justice Ginsberg, Ira Millstein.

Client & Alumni Development



In May 2017, the Munich office hosted a W@W Roundtable, "Higher – Faster – Further – Women in Masculine Domains" with Steffi Jones, coach of the German national female team and former soccer player, and Bibiana Steinhaus, first female soccer referee.

Other Events

- The inaugural cross-office women partner and client retreat was held in Napa, California in March 2016. The second retreat is planned for March 2018.
- Recent US female client events include an exclusive pre-screening of Wonder Woman for female and male associates and clients; a Beauty, Breakfast, & Bonding event at Warren Tricomi Salon; an event at the Isabella Stewart Gardner Museum followed by hors d'oeuvres at a partner's home in Boston; a mixology event at Reunion Tower and a breakfast, blowout, and professional headshot event in Dallas; and a dinner at The Sea by Alexander's Steakhouse in Silicon Valley.
- Recent European client events include an exhibition of painter Elisabeth Vigée Le Brun at the Grand Palais in Paris; a half-day interactive workshop with a client focused on honing women's communication skills in Frankfurt; and an exhibition of designer Jean Paul Gaultier and dinner in Munich.
- In 2016, Weil hosted a "Returnship Workshop" to inform alumni who have taken a career break about opportunities to return to the workforce.

Community & Pro Bono

- Weil partners with a number of community based organizations benefiting women and their families including WHEDCo and Coalition for the Homeless, amongst many others.
- A partner in the Silicon Valley Office participated in the Women in Law Hackathon hosted by Diversity Lab in 2016. In 2018, a partner in the Dallas office will participate in the second Diversity in Law Hackathon series.
- In 2017, Weil sponsored a number of women's organizations including Corporate Counsel Women of Color, HerJustice and Legal Momentum, amongst many others.

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

- TOWER members represent all 4 Firm departments and 10 offices. One co-chair and 42% of members are men.
- TOWER is currently piloting a Women's Sponsorship and Leadership program to develop more female partners into Firm leadership positions globally.
- During Mentoring Week, TOWER hosted a "How to Cultivate Sponsors" program for associates facilitated by the Center for Talent Innovation.
- The 2016 US Mandatory Diversity Training utilized interactive diversity theater to act out Upstander scenarios, including how male colleagues can advocate for gender equality.

Intersectionality

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

- The 2017 Multicultural Attorney Conference featured men and women of color breakout sessions with women of color facilitator Tiffany Dufu and men of color facilitator Calvin Gladney.
- Weil hosted a Pride Month Lunch Panel Presentation in 2016: "OutWomen at the Forefront" moderated by Stephanie Sandberg, Managing Director at Out Leadership, and hosted a LGBT+ Women's Networking Event in March 2017 as an opportunity for all women LGBT+ students in New York to network and hear from current attorneys about working in law as an out woman.
- In June 2016, the Firm hosted a women of color discussion featuring Maria Fernandez of IBM.

Accolades

In 2017, Weil was honored with a firmwide achievement award for "Best International Firm for Diversity" at the Euromoney Legal Media Group's Americas Women in Business Law Awards.



#16 Best Firm for Overall Diversity 2018



#7 Firm for Diversity 2017



Work-Life Task Force

Developed in response to TOWER recommendations, the global Work-Life Task Force was formed to recognize the challenges of practicing law in a global professional services firm and offers a suite of leading edge work-life programs and benefits reflecting the diverse needs of our attorneys:

- Career and life coaching is offered to both female and male attorneys and their significant others for any reason, including juggling multiple client responsibilities, elder care and parenting. There are over 30 participants in the US and UK.
- Recent additions to the US Work-Life benefits include back up in-home care for child and adult dependents, and access to Milk Stork, which helps business traveling, nursing mothers store and ship their milk back home to her baby while she is away.
- The Work-Life Task Force and TOWER co-sponsored pilot workshops for partners on how to Attract, Engage, and Retain Millennials at Weil.
- A number of workshops have been offered, including, "Building Resilience" and "Finding Success as a Working Parent".

TOWER Co-Chairs



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Women By the Numbers

55

Partners

16

Counsel

399

Associates

10

Firm Leaders

Michael Francies

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

