

**Inclusion** is in  
our **DNA**

[careers.weil.com](http://careers.weil.com)

A commitment to diversity and inclusion has been at the core of our firm 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 a leader in investing in formal initiatives to cultivate an inclusive culture where all feel comfortable and encouraged to excel.

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@Weil

Inclusion.  
Leadership.  
Connections.

## 5 Affinity Groups:

- AsianAttorneys@Weil
- Black Attorney Affinity Group
- Latinos@Weil
- WEGALA (LGBT+ Affinity Group)
- Women@Weil



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.

- Launched with a cross-office panel and video
- Upstander Action Guide and an intranet site
  - 50+ upstander behaviors
  - 40+ resources
- Interactive diversity theater program utilized professional actors and guided group discussions
  - 20 sessions across 8 offices
- Andrea Bernstein Upstander@Weil Awards
  - 70+ honorees to date

## TOWER | 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.

- TOWER members represent all four Firm departments and 10 offices; 42% of TOWER members are men.
- TOWER is currently piloting a Women's Sponsorship and Leadership program to develop more female partners into Firm leadership positions globally.

## Affinity Group Conferences



Weil has been a leader among law firms for holding firmwide conferences for Asian, Black, Latino, and LGBT+ attorneys. The conferences bring together summer associates and attorneys from across the Firm's offices for professional development, internal networking and mentoring, client development, and diversity pipeline efforts. To date, the Firm has held 13 affinity group conferences. In January 2017, the Firm held a global Multicultural Attorney Conference (above) bringing together Asian, Black and Latino attorneys from across the US and London offices. In 2018, the Black Attorney Affinity Group and WEGALA (LGBT+) Affinity Group will hold individual conferences.

## Client Diversity Events



All of Weil's affinity groups contribute to the Firm's bottom line and work to enhance their individual member's networks and client development skills. Recent examples include an Asian Pacific Heritage Month program with speaker Larry Tu, Senior EVP and Chief Legal Officer of CBS Corporation and former law clerk for U.S. Supreme Court Justice Thurgood Marshall (above left). Also, in May 2016, the Silicon Valley office hosted a California Elimination of Bias CLE workshop and networking reception with clients (above right).

## Weil's History of Inclusion

1931

Weil, Gotshal & Manges founded

1969

Weil hires its first female and its first African-American associates

1976

Weil elects its first LGBT partner

1977

Weil elects its first female partner

1984

Weil adopts a Professional Code of Conduct Policy and establishes a committee to administer it

1987

Weil elects its first African-American partner

1990

Weil elects its first Asian-American partners

1992

Weil adopts a formal workplace diversity policy, conducts a firmwide assessment, and commences mandatory training

## Deep commitment to the diversity pipeline

Weil's multifaceted diversity pipeline efforts increase access to opportunities from elementary school to law school and beyond, such as:

- To strengthen the pipeline of high school graduates matriculating to college, approximately 30 Weil volunteers meet monthly for college and career readiness programs during the academic year with students from Middle School 224 in the South Bronx through PENCIL, a leading education based nonprofit organization.
- To support law students of color, Weil hosts 1L exam preparation programs, mock interviews and resume writing workshops with nonprofit partner, PALS.

## Intersectionality



Weil's affinity group partnerships address women of color and LGBT+ women. Recent examples include a Pride Month Lunch Panel Presentation: "OutWomen at the Forefront" moderated by Stephanie Sandberg, Managing Director of Out Leadership.

## Management Committee Sponsors

Each affinity group has an appointed senior leader sponsor, who is not a member of that demographic group. The sponsors are charged with understanding key issues the group members face and advocating for necessary change.

## Diversity Month

Biennially, Weil hosts a global diversity celebration to maintain our focus on timely and cutting-edge issues across the Firm. In 2015, there were nearly 60 events across Weil's offices during Diversity Month. Diversity Month in November 2017 focused on "Diversity of Thought".

- Programs included a conversation on Leadership, Mentorship and Diversity of Thought in Higher Education with Michael Sorrell, President of Paul Quinn College, and a diversity recruiting event featuring Marc Morial, President and CEO of the National Urban League.
- Office-specific events included a Silicon Valley office client event on tackling diversity issues featuring panelists from Adobe, eBay, HP, Intel and Paradigm. The London office hosted a talk with Micro Rainbow International about ending homelessness of LGBTI refugees. The Hong Kong office participated in a 'Make Your Candle' workshop.

## Diversity Education Workshops

**2 hour annual requirement modeled on the ethics CLE requirement**

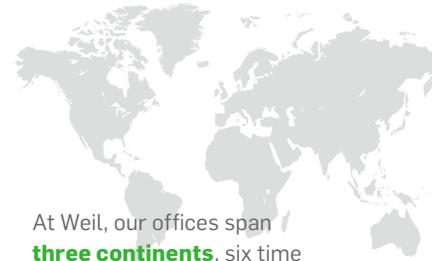
**2017 Program: "Talking Boldly About Race" with Vernā Myers**

**COMMUNITY @WEIL**

In 2017, Weil launched the Community@Weil program, including Volunteer Time Off, to promote greater community engagement by providing all employees with an opportunity to volunteer, during Firm time, with a cause that they are passionate about.

## Global Perspective

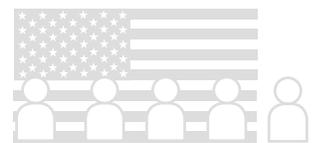
Our cultural diversity is our strength as we serve clients who touch nearly every corner of the globe.



At Weil, our offices span **three continents**, six time zones, seven countries, and 17 cities.

**52** languages

In our U.S. offices, our lawyers and staff hail from **40 countries** around the globe.



Nearly **one in five** was born outside of the United States and over one-quarter has at least one parent born abroad.

**1996**

Weil institutes same-sex domestic partner health plan benefits and elects its first Latino partner

**2000**

Weil establishes a management level diversity professional position

**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

**2017**

Weil hosts its first Multicultural Attorney Conference

## Summer Associate & Law Student Diversity

Weil's Diversity Fellowship Program offers

**\$10,000**

scholarship awards to first- and second-year law students to promote greater diversity in the profession.

Since 2011, the firm has awarded

**37**

fellowships

2017 US summer associates:

**40%** women  
**31%** people of color  
**8%** LGBT+

**60+** law student diversity recruiting events in 2017

**16** firm leaders are **LGBT+, people of color, or women**

Weil continues to rank among the **“Best Places to Work”** for members of the **LGBT community** with a perfect score of 100% on the **2017 Corporate Equality Index (CEI).**

### 2017 “Best International Firm for Diversity”

at Euromoney Americas Women in Business Law Awards

### #16 Best Firm for Overall Diversity 2018

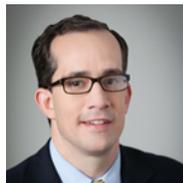
#18 Best Firm in Diversity for Minorities 2018

2016 Morgan Stanley's Leadership and Excellence in Inclusion and Diversity Award Recipient

## Connect with Us



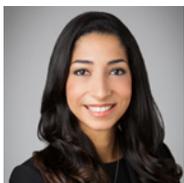
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