

WEGALA The LGBT+ Affinity Group of Weil

Weil

WEGALA, the Lesbian, Gay, Bisexual and Transgender Affinity Group of Weil, was established with the primary purpose of enhancing the recruitment and retention of LGBT+ attorneys and fostering a better understanding among all of the Firm's attorneys and staff of the unique issues facing the LGBT+ community.

Conferences



The June 2016 WEGALA Affinity Group Conference in New York City brought together affinity group members from the US and London offices for career development, client and law student networking, and strategic planning.

Conference Highlights

- Alumni Panel and Discussion with Erick Flores of NBC Universal, Erin Law of Morgan Stanley, and Timothy Soldani of Citibank.
- Lunch speaker discussion with Richard Saenz, Staff Attorney and Criminal Justice and Police Misconduct Program Specialist at Lambda Legal.
- Strategic planning discussion with Executive Partner and Management Committee Sponsor.
- The conference was hosted at the Michael Kors Building at Gods Love We Deliver and featured an onsite community service project and dinner (pictured above).

Out Women

In 2016, WEGALA launched an effort to address the intersection of gender and sexual orientation in the workplace.

- In March 2017, the Firm hosted a LGBT+ Women's Networking Event as an opportunity for all women LGBT+ students in New York to network and hear from current attorneys about working in the legal profession as an "out woman".
- In June 2016, Weil hosted a Pride Month Lunch Panel Presentation: "OutWomen at the Forefront" moderated by Stephanie Sandberg, Managing Director at Out Leadership with panelists Hannah Field-Lowes, Weil partner; a Weil associate; and Germaine Gurr, Vice President & Deputy General Counsel at Schneider Electric and Weil alumnae.

WEGALA Pride Month Networking Soiree



Weil hosted its Seventh Annual Pride Month client networking event at the Standard East Village Hotel in 2017 with over 100 people in attendance from leading client organizations. The event also welcomed current Weil attorneys, alumni, and summer associates. At this event over the past 7 years, we have come together as a community with pride to celebrate important victories and join together in solidarity in times of adversity.

Europe

- WEGALA in London hosted a networking event for clients and peer law firms with pro bono client Terrance Higgins Trust.
- The London office hosted a program titled, "Global Working: Supporting Lesbian, Gay & Bisexual staff overseas" by the Stonewall Equality LTD.
- Weil's European offices participated in a program on LGBT+ rights in Europe, the London office's LGBT+-related pro bono work (including with the Human Dignity Trust's efforts to decriminalize homosexuality in Malawi), and broader plans to support LGBT+ issues across Europe.

Diversity Recruiting

Weil hosted or participated in 60 targeted diversity recruiting events. The fall 2016 associate class is 10% self-identified LGBT+. The 2017 summer associate class is 8% (11) self-identified LGBT+.

Weil has granted 31 Diversity Fellowships of \$10,000 in scholarship awards to first and second-year law students since 2011.

Weil hosts an annual law student reception at the National Lesbian and Gay Law Association's Lavendar Law Conference and Career Fair.

In summer 2017, Weil hosted an informal welcome for WEGALA summer associates and hosted an event to learn how to DJ & produce music at Scratch DJ Academy.

Diversity Education

- In November 2015, Professor Kenji Yoshino of NYU Law School shared his award-winning findings on “covering,” or the pressure at work to downplay outsider attributes to blend into the mainstream. He also spoke about his book, *Speak Now: Marriage Equality on Trial*, and the critical role of “ethical bystanders” and “allies” in making society and the workplace more inclusive.
- The 2016 annual Diversity training utilized interactive diversity theater to act out Upstander scenarios, including how to be LGBT+ allies in the workplace.
- A documentary screening of “Brother Outsider,” on the African American and gay civil rights activist Bayard Rustin was held with a post film discussion featuring the filmmaker and Rustin’s surviving partner.
- Weil’s Houston office held a panel featuring a transgender rights attorney and representatives from HATCH and PFLAG.

Community & Pro Bono

- Weil has worked with Immigration Equality, an LGBT+ immigrant rights organization, providing advice and legal services to thousands of LGBT+ and HIV-positive immigrants seeking refuge, fair treatment and freedom in the United States, on several cases.
- In response to the tragic event in Orlando in June 2016, Weil contributed to the Florida Equality Fund for victims and families as well as to our longstanding nonprofit partner, Lambda Legal, to further the cause of LGBT+ civil rights.
- Weil’s London office provides critical support to Micro Rainbow International, focused on securing equal opportunity for LGBTI people in employment, training, education, financial services and public services.
- In 2017, Weil sponsored the AIDS Walk New York, the Ali Forney Center, Lambda Legal, National LGBT Bar Foundation, Out Leadership, Whitman-Walker Health, amongst many others.

Our People In the U.S. and London offices

6 Partners

1 Counsel

27 Associates

(LGBT+)

Inspired by Out Leadership, the PLUS (+) ensures that we will always be inclusive of **all identities** to make our community feel welcomed and that nobody is left out.

2 Firm
Leaders



Marco Compagnoni
Co-Head, International
Private Equity Group,
Management Committee
Member



Dan Dokos
Head,
Global Finance
Practice

Accolades

#16 Best Firm
for Overall
Diversity 2018



#7 Firm
for Diversity
2017



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



Weil was named among the “**Best Places to Work**” for LGBT individuals by the Human Rights Campaign’s 2017 Corporate Equality Index and has been on the best companies list since 2008.

Jonathan Polkes is the Management Committee Sponsor for WEGALA.

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.



Contacts

John Quattrocchi
Dallas, Partner, Corporate
+1 214 746 7898
john.quattrocchi@weil.com

Marco Compagnoni
London, Partner, Corporate
+44 20 7903 1547
marco.compagnoni@weil.com

Hannah Field-Lowes
London, Partner, Litigation
+ 44 20 7903 1303
hannah.field-lowes@weil.com

Douglas Nave
London, Partner, Litigation
+44 20 7903 1288
doug.nave@weil.com

Daniel Dokos
New York, Partner, Corporate
+1 212 310 8576
daniel.dokos@weil.com

Donald Whittaker
New York, Counsel, Corporate
+1 212 310 8009
donald.whittaker@weil.com

David Bower
Washington DC, Partner, Tax
+ 1 202 682 7112
david.bower@weil.com

