

# INCLUSION IS IN OUR DNA

[weil.com/about-weil/diversity-and-inclusion](http://weil.com/about-weil/diversity-and-inclusion)

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.



Inclusion.  
Leadership.  
Connections.

## 5 Affinity Groups:

**AsianAttorneys@Weil**

**Black Attorney Affinity Group**

**Latinos@Weil**

**WeilPride (LGBTQ+ 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
  - 85+ honorees to date



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 9 offices; 35% of TOWER members are men.
- TOWER is currently piloting two Women's Sponsorship and Leadership programs to develop more female associates into partners and 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 LGBTQ+ 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 15 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 WeilPride, the LGBTQ+ Affinity Group, held their conferences. An AsianAttorneys@Weil conference is being planned for 2019.

## 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. Weil's Pan Affinity Group Council hosted special pre-screenings of Wonder Woman, Black Panther, the RBG documentary, and On the Basis of Sex, a film honoring the career of Justice Ginsburg, for clients and Weil associates. Additionally, several Weil offices hosted attorneys and clients at tour stops of *Becoming: An Intimate Conversation with Michelle Obama*. In New York, a 1L diversity recruiting reception and panel featured representatives from Eli Lilly to kick off the recruiting season. The Firm has also hosted several interactive workshops in 2018 for attorneys and clients fulfilling the New York Diversity, Inclusion and Elimination of Bias CLE requirement (above left). The Silicon Valley office also held a client event on tackling diversity issues featuring panelists from Adobe, eBay, HP, Intel and Paradigm (above right).

## Weil's History of Inclusion

1931	1969	1976	1977	1984	1987	1990	1992	1996
Weil, Gotshal & Manges founded	Weil hires its first female and its first African-American associates	Weil elects its first LGBTQ+ partner	Weil elects its first female partner	Weil adopts a Professional Code of Conduct Policy and establishes a committee to administer it	Weil elects its first African-American partner	Weil elects its first Asian-American partners	Weil adopts a formal workplace diversity policy, conducts a firmwide assessment, and commences mandatory training	Weil institutes same-sex domestic partner health plan benefits and elects its first Latino partner

## 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, Weil attorneys and staff volunteer with the Big Brothers Big Sisters Workplace Mentoring and PENCIL Partnership Programs.
- To support law students of color, Weil sponsors and hosts 1L exam preparation programs, mock interviews and resume writing workshops with nonprofit partner, PALS (Practicing Attorneys for Law Students).

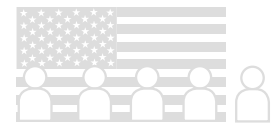
## Intersectionality



Weil's affinity group partnerships address women of color and LGBTQ+ women. Recent examples include an intimate breakfast for women attorneys of color in New York and an informal networking event with women of the Firm's LGBTQ+ affinity group and women of color.

## Global Perspective

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



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

## Diversity Education Workshops

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

2017 Program:

**"Talking Boldly About Race" with Vernā Myers**

2018:

**Interactive Diversity, Inclusion and Elimination of Bias CLE presentations**

**Weil was "Highly Commended" for its development of the first accredited unconscious bias training program in New York State to improve diversity in the profession.**

2018 Financial Times North America Innovative Lawyers



Vernā Myers – Talking Boldly About Race



Jonathan Haidt – Ideological Diversity

## Diversity Month

Biennially, Weil hosts a global diversity celebration to maintain our focus on timely and cutting-edge issues across the Firm. Diversity Month 2017 explored the Firm's historic commitment to inclusion and delved into the topic of "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
- a presentation from Professor Jonathan Haidt of NYU Stern School of Business on Ideological and Political Diversity
- a diversity recruiting event featuring Marc Morial, President and CEO of the National Urban League.

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

2018

Weil begins hosting interactive presentations that satisfy the new Diversity, Inclusion and Elimination of Bias CLE requirement in New York.

## 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

**49**

fellowships

2018 US summer associates:

**47%**

women

**34%**

people of color

**5%**

LGBTQ+

**60+**

law student diversity recruiting events in 2018

**18** firm leaders are **LGBTQ+, people of color, or women**

Weil continues to rank among the **"Best Places to Work"** for members of the **LGBTQ+ community** with a perfect score of 100% on the **2018 Corporate Equality Index (CEI).**

### 2018 "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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