

AAW promotes the recruitment, retention and professional development of Asian attorneys, including attorneys of East Asian, Pacific Island, South Asian and Southeast Asian descent.

Conferences



AsianAttorneys@Weil Conference took place in November 2019 in Brooklyn, New York. AAW attorneys from across the U.S. gathered for a day and a half of networking, community building, and professional development. Conference highlights included:

- Alumni networking reception
- Fireside chat with Pulitzer Prize winning journalist Sheryl WuDunn
- Executive Presence and Communications Skills Workshop
- Business Development Workshop
- Career Paths Panel with Weil alumni from Credit Suisse, Synchrony, Hudson's Bay Company, Culturupt and the Brooklyn District Attorney's Office

Religious Diversity

The AsianAttorney@Weil group celebrates key holidays such as: Diwali, Eid, Lunar New Year and Vaisakhi, for example:

- As part of the group's efforts to celebrate a range of important holidays, Weil Partner, Charan Sandhu hosted a Vaisakhi celebration luncheon in April 2019.
- Weil is an active member of MUBANY, the Muslim Bar Association of New York, sponsoring a table each year at the MUBANY Annual Gala and has held the organization's Annual General Meeting and Iftar Dinner hosted by Weil Partner Faiza Rahman.
- Weil annually hosts a Lunar New Year networking celebration such as a client reception with spoken word poet, Kelly Tsai, a private exhibit viewing at the Museum of Chinese in America, and a group dinner at Philippe Chow. In 2020, AAW members in New York and Silicon Valley gathered for group dinners at Morimoto and Koi Palace, respectively.

Diversity Events

- In fall 2019, AAW hosted an intimate dinner for female clients in Silicon Valley.
- Biannually, AAW partners Faiza Rahman and Charan Sandhu host breakfasts for women of color attorneys in New York.
- AAW members attend pan-affinity events such as a *Crazy Rich Asians* movie screening and intimate dinners with alumni of color working at Goldman Sachs, NBCUniversal, and Univision.
- The Silicon Valley Office hosted Sam Mihara, a second-generation Japanese American, one of the few survivors of the Japanese-American imprisonment who is willing to speak about his experiences.

Mentoring Circles



AAW members participate in associate of color mentoring circles, which supplement the existing mentoring program for associates who seek additional access to partners as advisors. 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 in 2019. The U.S. 2019 summer class was 32 percent law students of color, with twenty-five summer associates in the class identifying as Asian/Pacific Islander.

Weil launched a Diversity Fellowship Program for first and second-year law students offering \$10,000 in scholarship awards to recipients. The program has awarded 53 fellowships since it was founded in 2011.

2019 summer associate events included: Formal and informal welcomes as well as an Asian affinity group mixology class at Sanctuary T in New York.

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.

Pro Bono Community & Sponsorships

- Weil attorneys work with students from various law schools to assist the International Refugee Assistance Project to provide legal representation to refugees seeking resettlement. IRAP has trained more than 7,400 lawyers and law students and provided legal aid to more than 30,000 refugees facing life-or death situations.
- Weil has been part of the U.S.'s largest nonpartisan election protection program working to break down barriers to the ballot box for traditionally disenfranchised voters with the Lawyers' Committee for Civil Rights Under Law, the Asian American Legal Defense and Education Fund, and the Puerto Rican Legal Defense and Education Fund.
- Weil also sponsors the Asian American Bar Association of New York, the Asian American Legal Defense & Education Fund, Council of Urban Professionals, the Corporate Counsel Women of Color Conference, the Leadership Council on Legal Diversity, South Asian Bar Association of North America, the Muslim Bar Association of New York, and the National Asian Pacific American Bar Association.
- Weil has 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.



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%.**

15
Partners

17
Counsel

80
Associates

25
Summer
Associates
in 2019

Accolades



#16 Best Firm for Overall Diversity 2018

#18 Best Firm in Diversity for Minorities 2018

#7 Firm for Diversity 2018



11 Weil Asian-American partners have won 20 prominent awards since 2015

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



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

Gary Holtzer is the Management Committee Sponsor for AsianAttorneys@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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