

**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.

## Weil Women's Wisdom



During Women's History Month 2019, we launched a new series featuring our women partners, counsel and staff leaders titled, "Weil Women's Wisdom: Advice to Our Younger Selves". The U.S. offices held a panel discussion featuring senior women leaders which coincided with a book of the same name. The London office hosted a cross European panel focusing on gender equality in the legal profession. For Women's History Month 2020, we released an updated version of the publication featuring profiles of 32 Firm leaders.



In fall 2019, Partner Kelly DiBlasi interviewed Partner Marcia Goldstein to capture Marcia's insights before she retired as part of our ongoing Weil Women's Wisdom fireside chat series.

## Client & Alumni Development



In fall 2019, clients were invited to join Weil attorneys for a private screening of the biopic *Harriet*, preceded by a networking reception.

### Other Events

- Recent U.S. Women@Weil client events include: Oprah's 2020 Vision Tour stop in Brooklyn with special guest Michelle Obama; Mindfulness luncheon for Private Equity clients in Boston; private viewing of the exhibition: "Dior, from Paris to the World" in Dallas; "Rides & Rosé" charity cycling class in support of the Tahirih Justice Center in Silicon Valley; and a 10th anniversary Women@Weil dinner in Silicon Valley.
- Recent European client events include an exhibition of artist Dora Maar at the Pompidou Center in Paris; a half-day interactive workshop focused on honing women's communication skills and a museum tour presenting the work of Jil Sander in Frankfurt; and a discussion of the impact of digitalization in our professional and private lives in Munich.

## Mentoring & Professional Development

- The New York office has over 20 mentoring circles which include one female partner, one male partner, and five-to-six male and female associates. Female associates also have the option to participate in women-only circles.
- 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.
- In 2020, the London office hosted an onsite for Women@Weil, including executive coaching, a client panel, and a Q&A with Managing Partner and Women@Weil sponsor Michael Francies.
- "Mentors Across Borders" fosters informal mentoring between women attorneys when they travel to other offices.
- Women@Weil hosts cross-office professional development programs, such as department-specific programs featuring women partners sharing how to leverage performance evaluations for growth.
- In 2019, Women@Weil hosted informal business development sessions to help associates develop their client lists and answer questions about how to invite clients to events.

## Summer Associates

Women@Weil hosts summer associate events in each office, such as the Beehive tour and workshop at Filoli Gardens in Silicon Valley.



# 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 Co-Chairs

TOWER members represent all 4 Firm departments and 9 offices. One co-chair and 40% of members are men.



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## Career Development

- OnDemand Coaching offers U.S. associates and counsel six sessions annually of confidential, one-on-one external professional coaching for targeted career development needs, such as people management, business development, leadership skills, and work-life integration.
- 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.
- TOWER has hosted multiple sessions for associates on "How to Cultivate Sponsors" facilitated by the Center for Talent Innovation.

## Accolades



In 2019, Weil was honored for the second year in a row with a firmwide achievement award for **"Best International Firm for Diversity"** at the Euromoney Legal Media Group's Americas Women in Business Law Awards.



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

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

**Weil's 2020 partner class is 56% women globally and 73% women in the U.S.** From 2015-2020, the percentage of women partners in the U.S. has increased from 20% to 28%.



**#7 Firm**  
for Diversity 2018



**#16 Best Firm**  
for Overall  
Diversity 2018

## Work-Life@Weil

- 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.
- In 2020, Weil announced enhanced fertility, adoption and surrogacy benefits through partner WINFertility. Benefits include a 3 retrieval cycle fertility limit plus elective egg freezing with 1 year of storage and reimbursement up to \$25,000 per adoption/surrogacy.
- Other benefits include back up in-home care for child and adult dependents, and Milk Stork, which helps nursing mothers store and ship their milk home while traveling on business.
- Weil also offers programming for working parents. Recent examples include a guest speaker on kids and technology, a workshop on teens and mental health, and informal Q&A sessions where new associates and summer associates can ask current attorneys what it is like to be a parent at Weil.

## Intersectionality



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

- The Firm hosts biannual intimate breakfasts for women attorneys of color
- Other recent events include a program on gender identity (Silicon Valley), a program on disability, race and gender (Dallas), and an informal networking event with women of the Firm's LGBTQ+ affinity group and women of color (New York).

## Women By the Numbers (Global)

**64**

Partners

**54**

Counsel

**334**

Associates

**12**

Firm  
Leaders

## Michael Francies

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

