

**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.

## Mentoring & Professional Development

- The New York and London offices have over 20 active mentoring circles which include one female partner, one male partner, and five-to-six male and female associates to discuss career development, work-life, and diversity topics.
- 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.
- "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 recent department-specific programs featuring women partners sharing how to leverage performance evaluations for career growth.

## Women's History Month



During Women's History Month, 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. The London office hosted a cross European panel focusing on gender equality in the legal profession.

## Celebrating Justice Ginsburg

Our U.S. wide and European offices held several events to celebrate the career milestones of Justice Ruth Bader Ginsburg, whose husband Martin Ginsburg was a Weil partner.

- Women@Weil New York held a pre-screening for clients of the documentary *RBG*, which featured remarks from senior partners on their experiences with Justice Ginsburg and her husband.
- Several offices held internal screenings of the *RBG* documentary including Boston and Washington DC. The Frankfurt and Munich office movie night included remarks from a retired partner with personal reminiscences of Justice Ginsburg.
- Women@Weil hosted a special prescreening for clients of *On the Basis of Sex*, a biopic of Justice Ginsburg's first Supreme Court case. For this screening, retired partners shared their personal interactions and Weil's involvement in this case.

## Client & Alumni Development



In March 2018, the second cross-office women partner and client retreat was held in Palmetto Bluff, South Carolina. The retreat convened 53 women for two and one-half days of CLE panels, roundtable discussions, team-building activities and networking. The retreat's theme of "Managing Risk" was addressed throughout the program. The inaugural retreat was held in Napa, California in 2016.

## Other Events

- Recent U.S. Women@Weil client events include: Mindfulness luncheon for Private Equity clients in Boston; private viewing of the exhibition: "Dior, from Paris to the World" in Dallas; Cheese School class for associates and clients in Silicon Valley; "Rides & Rosé" charity cycling class in support of the Tahirih Justice Center in Silicon Valley; and several Weil offices hosted clients at four stops of *Becoming: An Intimate Conversation with Michelle Obama*.
- In 2018, Women@Weil in Germany held two events spotlighting women's leadership in sports. The Munich office hosted "Higher – Faster – Further – Women" featuring the coach and member of the German national female team, former soccer player, and the first female soccer referee. The Frankfurt office hosted "Go beyond – Women@Weil Challenges Your Limits" featuring the coach and a member of the German Female National Gymnastics Team discussing mental strength.
- Other European events include an exhibition of artist Dora Maar at the Pompidou Center in Paris; a half-day interactive workshop with a client 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.

## 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 35% of members are men.



**Paul Genender**

Partner,  
Litigation  
Paul.Genender@weil.com  
+1 214 746 7877  
Dallas



**Britta Grauke**

Partner,  
Litigation  
Britta.Grauke@weil.com  
+49 69 21659665  
Frankfurt



**Jacqueline Marcus**

Partner,  
Business Finance and  
Restructuring  
Jacqueline.Marcus@weil.com  
+1 212 310 8130  
New York

## Professional 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.

**20**

Women@Weil partners won 27 individual awards from prominent business and legal publications in 2018



**#7 Firm** for Diversity 2018



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

## Work-Life Task Force

Developed in response to TOWER recommendations, 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:

- Recent additions to the U.S. Work-Life benefits include back up in-home care for child and adult dependents, and access to Milk Stork, which helps nursing mothers store and ship their milk back home while traveling on business.
- A number of workshops have been offered, including, "Building Resilience" and "Finding Success as a Working Parent".
- Big Jobs Little Kids is a networking group geared towards connecting working professional parents of young children with each other to navigate the challenges of balancing a demanding job and the demands of small children.

## Intersectionality



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

- In 2019, an intimate breakfast for women attorneys of color and an informal networking event with women of the Firm's LGBTQ+ affinity group and women of color were held in New York.
- In the summer of 2018, Weil hosted two firmwide programs exploring intersectionality among other topics. The Silicon Valley office program addressed gender identity and the Dallas office program discussed disability, race and gender.
- The 2017 Multicultural Attorney Conference featured men and women of color breakout sessions with facilitators Tiffany Dufu and Calvin Gladney.

## Women By the Numbers

**47**

Partners

**9**

Counsel

**335**

Associates

**12**

Firm Leaders

## Michael Francies

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

