

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



Diversity Events



In honor of Asian Pacific American Heritage Month in 2020, Weil hosted two programs:

Partner Drew Yoon hosted a conversation with Jerry Vattamala to discuss AALDEF's work to protect the civil rights of Asian Americans such as fighting COVID-19 related harassment, the 2020 Census and election protection work (pictured above).

Staff and attorneys gathered virtually to discuss Min Jin Lee's *Pachinko*, a National Book Award finalist about four generations of a Korean family.

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 client events such as a *Crazy Rich Asians* movie screening.

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.

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 Recruiting

Weil hosted or participated in 65+ targeted diversity recruiting events in 2019. The U.S. 2020 summer class was 34 percent law students of color, with thirty summer associates in the class identifying as Asian/Pacific Islander.

Weil launched a Diversity Fellowship Program for first and second-year law students offering \$15,000 in scholarship awards to recipients. The program has awarded 59 fellowships since it was founded in 2011.

AAW held a virtual welcome for summer associates from across the U.S. where they got to meet and mingle with current members of the group.

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, and "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%.**

14

Partners

13

Counsel

103

Associates

30

Summer Associates in 2020

Accolades

Financial Times Most

Innovative North American Law Firms 2019

Weil was "Highly Commended" in the Diversity & Inclusion and Talent, Strategy and Changing Behaviors categories

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.



Contacts

Karen Ballack

Silicon Valley, Partner, Corporate
+1 650 802 3120
karen.ballack@weil.com

Luna Barrington

New York, Partner, Litigation
+1 212 310 8421
luna.barrington@weil.com

Anish Desai

New York, Partner, Litigation
+1 212 310 8730
anish.desai@weil.com

Richard Frye

Dallas, Partner, Corporate
+1 214 746 7716
richard.frye@weil.com

Natasha Hwangpo

New York, Partner, Restructuring
+1 212 310 8715
natasha.hwangpo@weil.com

Sachin Kohli

New York, Partner, Corporate
+1 212 310 8294
sachin.kohli@weil.com

Jessica Liou

New York, Partner, Restructuring
+1 212 310 8817
jessica.liou@weil.com

Faiza Rahman

New York, Partner, Corporate
+1 212 310 8235
faiza.rahman@weil.com

Charan Sandhu

New York, Partner, Corporate
+1 212 310 8983
charan.sandhu@weil.com

Susan L. Shin

New York, Partner, Litigation
+1 212 310 8090
susan.shin@weil.com

David Singh

Silicon Valley, Partner, Litigation
+1 650 802 3010
david.singh@weil.com

Sunny Singh

New York, Partner, Restructuring
+1 212 310-8547
sunny.singh@weil.com

Andrew Yoon

New York, Partner, Corporate
+1 212 310 8689
andrew.yoon@weil.com

Dawn Kim

New York, Counsel, Corporate
+1 212 310 8917
dawn.kim@weil.com

