

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 members in the Washington, DC office hold book club discussions focusing on inspirational and thought provoking books by women authors.

Diversity Education



Weil honored Women's History Month in 2017 with a fireside chat featuring Carol Robles-Román, President & CEO of Legal Momentum.

- The Firm has hosted several interactive workshops in 2018 for attorneys and clients fulfilling the New York Diversity, Inclusion and Elimination of Bias CLE requirement. The workshop and a networking reception were also held in the Silicon Valley office.

Community & Pro Bono

- Weil partners with a number of community based organizations benefiting women and their families through partnerships with the United Way and New York Cares.
- Weil is a sponsor of the Center for Talent Innovation, CHIPs, Corporate Counsel Women of Color Conference, HerJustice, Leadership Council on Legal Diversity, Legal Momentum, and National Women's Law Center, amongst many others.
- Weil partners have participated in both Women in Law Hackathons hosted by Diversity Lab.

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 US female client events include exclusive prescreenings of Wonder Woman and On the Basis of Sex for female and male associates and clients. Several offices hosted special screenings of the RBG documentary including remembrances of Weil's relationship to Justice Ginsburg and her late husband (pictured below left). Several Weil offices also hosted attorneys and clients at tour stops of *Becoming: An Intimate Conversation with Michelle Obama*.
- In November 2018, Women@Weil in our 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.
- The Munich office hosted "Higher – Faster – Further – Women in Masculine Domains" with the coach of the German national female team and former soccer player, and the first female soccer referee.
- Other European events include an exhibition of painter Elisabeth Vigée Le Brun at the Grand Palais and a female lawyer dinner (pictured below right) 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 an event discussing the impact of digitalization in our professional and private lives in Munich.



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.



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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 2018, 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.

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



#16 Best Firm
for Overall
Diversity 2018



#7 Firm
for Diversity
2018

Women By the Numbers

58

Partners

21

Counsel

394

Associates

12

Firm
Leaders

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 US Work-Life benefits include back up in-home care for child and adult dependents, and access to Milk Stork, which helps business traveling, nursing mothers store and ship their milk back home while they are away.
- The Work-Life Task Force and TOWER co-sponsored pilot workshops for partners on how to Attract, Engage, and Retain Millennials at Weil.
- 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 2018, 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 first, hosted by the Silicon Valley office, addressed gender identity. The second, hosted by the Dallas office, discussed disability as well as the intersection with race and gender.
- The 2017 Multicultural Attorney Conference featured men and women of color breakout sessions with women of color facilitator Tiffany Dufu and men of color facilitator Calvin Gladney.

Michael Francies

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

