

WeilLatinx aims to actively recruit and retain attorneys from all Hispanic backgrounds, as well as to provide our Firm with a better understanding of the unique contributions attorneys of Latinx/Hispanic origin can make to the Firm's overall success.

Client & Alumni Development



In honor of Hispanic Heritage Month, and as part of our General Counsel Spotlight Series, Weil partner and WeilLatinx leader Adam Hemlock held an insightful conversation with Pilar Ramos – General Counsel and Corporate Secretary of TelevisaUnivision – and Lara Bueso Bach – Senior Vice President, Litigation at TelevisaUnivision and Weil Alum. They discussed the importance of leveraging a culturally fluent and global mindset in times of change and celebrated Pilar's spirit and success as a Hispanic trailblazer.

WeilLatinx hosts pan-affinity group programs to connect with Latinx clients and alumni, such as Discovery, Goldman Sachs, IBM, NBCUniversal, and Univision. The intimate roundtable discussions address leveraging the Latinx/Hispanic community, developing relationships with sponsors, and general career advice.

The Dallas office recently held a Women@Weil client event hosted by partner and WeilLatinx leader Vynessa Nemunaitis, featuring speakers from the Texas Ballet Theater.

Welcoming New WeilLatinx Members

In 2022, the group welcomed new Latinx associates with a meet & greet ice cream social featuring New York's famous Latinx LaNewYorkina

The group welcomed new Latinx associates with a virtual wine blending class by RGNV, a Mexican-American winery on the North-Fork of Long Island.

Mentoring Circles

WeilLatinx members participate in associates of color mentoring circles, which supplement the existing mentoring program for associates who seek additional access to partners as advisors and role models.

Firm Leaders



Alfredo Pérez
Managing Partner
Houston office



Edward Soto
Managing Partner
Miami office

Diversity Education

Since May 2020, Weil has held 30+ virtual programs for the Racial Justice Speaker Series, including:

- "How to Be an Antiracist" with Professor Ibram X. Kendi, an anti-racist activist and historian of race and discriminatory policy.
- "Linguicism and Antiracism in Law" with Professor Jasmine Gonzales Rose, the Associate Director for Policy at the Center for Antiracism Research.

Racial Justice Efforts and other educational programs:

- Weil requires all attorneys and administrative staff across the U.S. to complete a two-hour Annual Mandatory Diversity Training. Recent topics include: Diversity in the Day to Day - making inclusion an every day habit by Vallot Karp.
- Weil's Racial Justice Fellowship was developed to provide associates the opportunity to participate in full-time, six-month long pro bono fellowships.



- Transgender Awareness Month program with Anya Marino and Alejandra Caraballo, the first transgender women of color to teach at Harvard Law School.
- Pride Month program with Gabby Rivera about the intersectionality of gender identity and race in the LGBTQ+ community.

Conference



Weil Latinx attendees at the 2022 Latino Justice 50th Anniversary Gala Awards in NYC.

Pro Bono, Community & Sponsorships

- Weil won a transformational victory in a federal civil rights case challenging the constitutionality of a ban on a Mexican-American Studies Program in Tucson, Arizona schools.

- Weil supports LatinoJustice PRLDEF through sponsorship and pro bono partnerships.



- Weil has also been a longtime supporter of PALS (Practicing Attorneys for Law Students), a nonprofit organization committed to the success of attorneys and law students of color. The organization also sponsors and hosts mock interviews and 1L exam writing workshops.



- The Firm partners with the American Bar Association's Judicial Intern Opportunity Program, the Sponsors for Educational Opportunity Program (SEO), and Make a Play Foundation to offer internship opportunities to underrepresented groups.

Diversity Recruiting

Weil hosted or participated in 38+ targeted diversity recruiting events in 2022.

The U.S. 2022 summer class was 30 percent law students of color, with eight identifying as Latinx/Hispanic.

Throughout summer, the Latinx group hosted several events including an ice cream social and a reception at Amali. WeilLatinx hosted virtual events and virtual networking opportunities for summer associates, including a cheese and beer tasting.

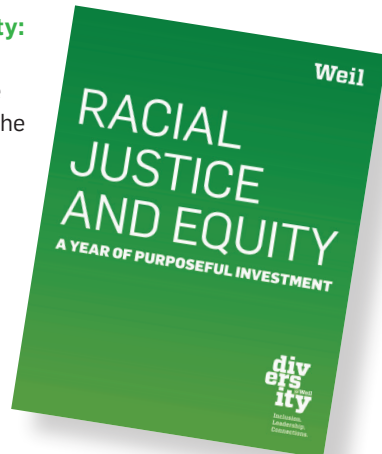


Summer Soiree Latinx Brunch at The Black Ant.

Weil's Diversity Fellowship Program awards progressive scholarships with the first installment awarded as a summer associate and second upon acceptance of a full-time offer. Since 2011, the Firm has awarded 80+ fellowships.

Racial Justice

Weil released **Racial Justice and Equity: a Year of Purposeful Investment in 2022**—the second annual report on the Firm's racial justice work.



Our People In the U.S.

From 2015 to 2023, partners of color in the U.S. have increased from **9% to 15%** and **37% of partner promotions** in the U.S. are people of color.

8

Partners

5

Counsel

39

Associates

8

2022 Summer Associates

Michael Lubowitz is the Management Committee Sponsor for WeilLatinx

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