

**INCLUSION
IS IN OUR****DNA**weil.com/about-weil/diversity-equity-and-inclusion

In 1931, Frank Weil, Sylvan Gotshal, and Horace Manges founded Weil, Gotshal & Manges LLP after finding many doors closed to them simply because of their religious affiliation. Today, Weil is recognized as an outspoken leader that prides itself in continuing to open doors for diverse generations to come, engendering and empowering talent inclusivity at a global scale.

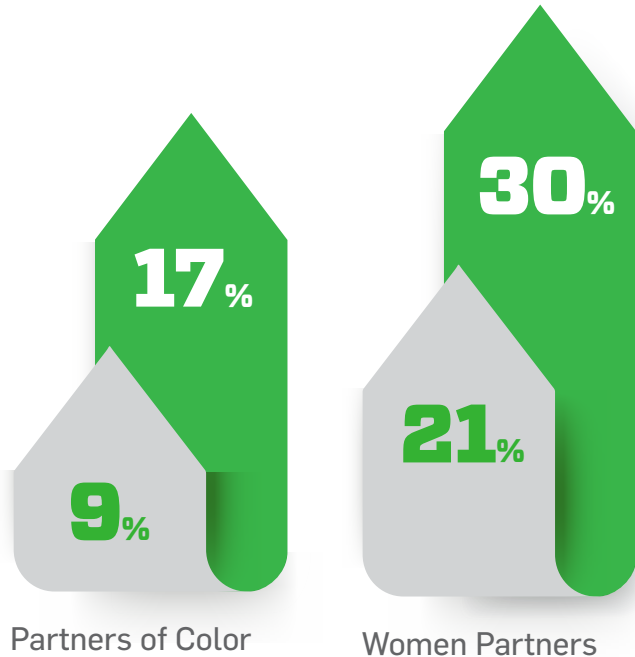


Inclusion.
Leadership.
Connections.

SINCE 2015

In the U.S., partners of color have increased from **9%** to **17%** and women partners have increased from **21%** to **30%**.

Black partners have more than doubled with **9** partners representing **5** offices and **7** practice areas.



DIVERSITY EDUCATION

2021 marked 10 years since Executive Partner Barry Wolf mandated annual training for all U.S. attorneys and staff. In 2022, the U.S. training led by VallotKarp. The content built on the Firm's focus on Diversity in the Day to Day: Make Inclusion An Everyday Habit. The interactive program was an opportunity to identify how individuals and groups can contribute to an inclusive experience on their teams. The London office's annual training led by Caroline Flanagan also addressed antiracism and allyship. In 2019 mandatory inclusion workshops led by David Rosenbauer were held in Frankfurt, Munich, Paris offices.



Upstanders@Weil established an explicit role for diversity allies in promoting inclusion. Upstanders are allies, supporters, and advocates for people and communities that share a different background or identity than one's own.

50+
behaviors in Upstander
Action Guide

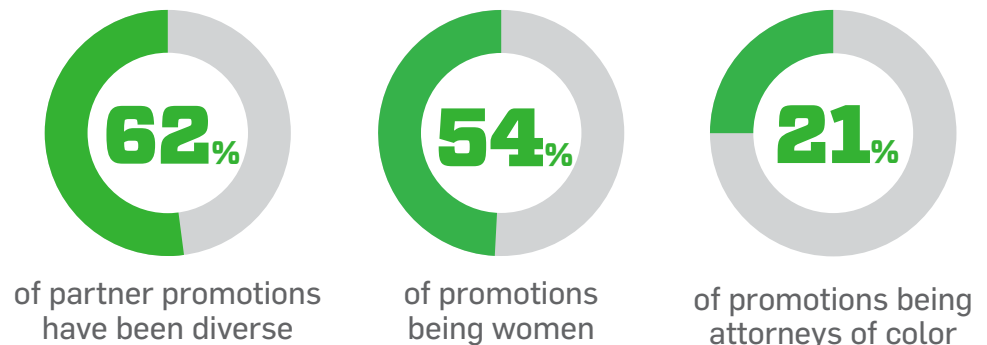
100+
Upstanders@Weil
honorees to date



Adopting small, consistent habits like learning correct name pronunciation and using gender neutral language, is the key to achieving goals like greater equity and inclusion. Weil's Diversity Committee launched Diversity in the Day to Day, to make inclusion an everyday habit for everyone in the Firm.

SINCE 2019 U.S. PARTNER PROMOTIONS

Women of color attorneys increased by **20%** with women of color partners more than doubling.



CAREER AND BUSINESS DEVELOPMENT



2022 Black Lawyers Achieving Success Together (BLAST) Conference

AFFINITY GROUP CONFERENCES

Weil is a leader among law firms in holding internal conferences for Asian, Black, Latinx, and LGBTQ+ attorneys. The conferences bring together summer associates and attorneys from across the Firm's offices for professional development, internal networking and mentoring, and client development efforts. To date, the Firm has held 19 affinity group conferences.



2022 WeilPride Conference

CLIENT DIVERSITY EVENTS

An important focus of Weil's affinity groups is to continually grow members' networks alongside client development opportunities.

Weil's GC Spotlight highlights dynamic women and people of color GCs sharing their career paths and advice to Weil attorneys. Some of our recent speakers include general counsel from TelevisaUnivision, Meta, and 3M.



Dallas Women@Weil Client event 2022



GC Spotlight series



Staff Mentoring Circle Pilot 2022



DIVERSE LEADERSHIP PROGRAMS

TOWER (Taskforce on Women's Engagement and Retention) and BLAST (Black Lawyers Achieving Success Together) have a series of tailored career development initiatives. Adjusted by level, the elements include externally facilitated group coaching sessions, one-on-one executive coaching, business plan development, and senior leader round table discussions.

MENTORING

MENTORING CIRCLES

Diversity-sponsored mentoring circles offer access to partners as advisors and role models, foster peer mentoring and provide a forum to discuss diversity topics. There are currently over 25 active mentoring circles including women associate-only circles and circles with clients.

AFFINITY GROUP PODS

During the pandemic, WeilPride, BLAST, WeilLatinx, and AsianAttorneys@Weil launched cross-office, cross-practice pods to provide mutual support and guidance.

JUMPSTART

The Jumpstart program offers a pre-orientation for Black summer associates and new associates joining the Firm.

STAFF MENTORING CIRCLES

Launched in 2021 to increase the retention and advancement of Black staff into Firm Leadership roles, the pilot circle included monthly sessions featured a range of topics including feedback, evaluations, authentic leadership, and wellness.

DIMENSIONS OF DIVERSITY

REPRODUCTIVE JUSTICE

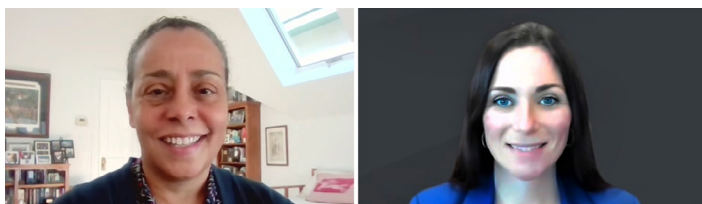
- 15+ years of pro bono work for the Center for Reproductive Rights.
- Continuing to provide reproductive healthcare benefits, including abortion, and any necessary travel and lodging, in all locations where our people live and work.
- Financial sponsorship of the Center for Reproductive Rights and National Women's Law Center.

DISABILITY INCLUSION

- Early signatory of The Valuable 500, a global movement putting disability on the business leadership agenda.
- Firm disability guidelines and workshops with best practices for ensuring events are accessible.
- Programs including a fireside chat with author and lawyer Hayley Moss exploring neurodivergence in the legal field.

WEIL VETS

Network of attorneys and staff who have served in the military, have family members who serve, or are interested in supporting and recruiting military veterans.



In honor of Memorial Day, Weil welcomed retired Admiral Michelle Howard for a conversation with Weil partner and WeilVets member Kelly DiBlasi.

RACIAL JUSTICE & EQUITY: A YEAR OF PURPOSEFUL INVESTMENT IN 2022

In 2020, the Firm recommitted to our racial equity efforts. The commitment included the launch of the Racial Justice speaker series with 30+ programs, the creation of two Black attorney advisory boards to the Executive Partner, and focused 2021 Diversity Month and mandatory training on "Antiracism and Allyship: The Collective Power of Individual Action."

INTERSECTIONALITY

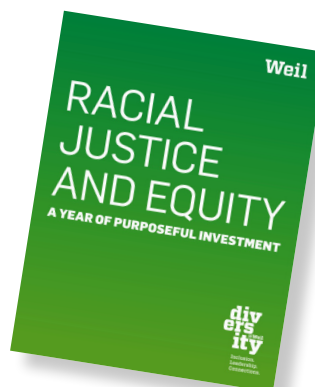
- Partnerships between Weil's affinity groups address the intersectionality of race, sexual orientation and other diversity demographics.
- Women of WeilPride panel featuring clients and alumni.
- Fireside chat with Professor Kimberlé Crenshaw who coined the term "intersectionality".
- Regular gatherings of women of color attorneys.

GENDER IDENTITY AND TRANSGENDER INCLUSION

- Firm transgender inclusion guidelines.
- Attorneys and staff encouraged to add pronouns to email signatures.
- Professional development training on creating an inclusive environment for transgender and nonbinary individuals.
- Educational programming such as a fireside chat with Anya Marino and Alejandra Caraballo, the first transgender women of color professors at Harvard Law School.



Women of color breakfast in Fall 2022



Read and Learn more about the Firm's continued Racial Justice and Equity Efforts

RECRUITING AND PIPELINE



Team Weil at the 2022 AIDS Walk New York included staff, attorneys and summer associates.



2022 BLAST Summer Associates attend Basquiat exhibit.

2022 U.S. Summer Associates:

57%
Women

32%
People of color

11%
LGBTQ+

Since 2011,
the firm has
awarded

80
fellowships

55+ law student
diversity recruiting
events in 2021 and

35+ recruiting social
events in the
summer of 2022

PIPELINE COMMITMENTS

Weil's multifaceted diversity pipeline efforts aim to increase access and opportunity across the board. Weil attorneys and staff volunteer with the Big Brothers Big Sisters and PENCIL Partnership Programs to encourage students to consider and prepare for opportunities in the legal profession. Additionally, to support law students of color, Weil sponsors and hosts 1L exam preparation programs, mock interviews and resume writing workshops with nonprofit partner PALS (Practicing Attorneys for Law Students).



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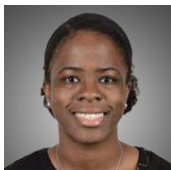
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AWARDS & ACCOLADES

Weil has been recognized for their diversity, equity, and inclusion efforts. This can be seen in our Mansfield Plus Certification: Weil successfully achieved at least 30% “underrepresented” lawyer representation in a notable number of leadership categories.



Find Weil on social media:



Weil, Gotshal & Manges LLP