

Weil

WeilPride

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@Weil

Inclusion.
Leadership.
Connections.

WeilPride, the Lesbian, Gay, Bisexual, Transgender and Queer+ Affinity Group of Weil, was established with the primary purpose of enhancing the recruitment and retention of LGBTQ+ attorneys and fostering a better understanding among all of the Firm's attorneys and business professionals of the unique issues facing the LGBTQ+ community.

DIVERSITY EDUCATION & EVENTS

During Pride Month and throughout the year, the Firm hosts educational programs for all attorneys and business professionals. Recent programming includes:

- Pride and Resilience panel discussion on health and well-being issues facing the LGBTQ+ community, featuring guest speakers Nelson Sanchez (LGBT Health Workforce Conference), Cheriko A. Boone (Treatment Action Group), and Kimberleigh Joy Smith (Callen-Lorde Community Health Center)
- Transgender and nonbinary inclusion training with Dru Levasseur, Director of DEI at the National LGBTQ+ Bar Association and Foundation



Fireside chat on activism and intersectionality within the LGBTQ+ community with author Gabby Rivera



Fireside chat with Judy and Dennis Shepard, founders of The Matthew Shepard Foundation, to commemorate the organization's 25th anniversary

DIVERSITY RECRUITING

For more information on our recruiting initiatives, visit careers.weil.com



2023 AIDS Walk with Weil partners, associates, summer associates, and business professionals

BY THE NUMBERS

Our People in the U.S. and Europe offices

11

Partners

6

Counsel

61

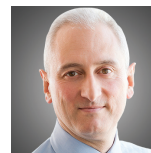
Associates

25

Summer Associates

1

Firm Leader



Marco Compagnoni

Co-Head,
International Private Equity Group,
Management Committee Member

NON-PROFIT & PRO BONO

In 2023, the London office hosted two employability days for Micro Rainbow, a charity that supports LGBTQ+ refugees and asylum seekers into work and safe accommodation. A number of attorneys and business professionals also mentored Micro Rainbow beneficiaries in the Weil-Micro Rainbow Career Launchpad Scheme.

London WeilPride has also partnered with Micro Rainbow to provide pro bono legal advice, volunteering opportunities and sponsorship.

In New York, Weil works with Legal Services NYC (LSNYC) to provide representation for low-income transgender clients in name change proceedings and to obtain updated core identity documents.



WeilPride partnered with two non-profit organizations, Callen-Lorde and Hetrick-Martin Institute, to make signs for young people marching in New York Pride 2023 and to build safer sex kits to distribute at the parade.



WeilPride members at the Lambda Legal Gala supporting LGBTQ+ rights advocacy

GENDER IDENTITY

Weil has taken important steps for gender inclusivity including:

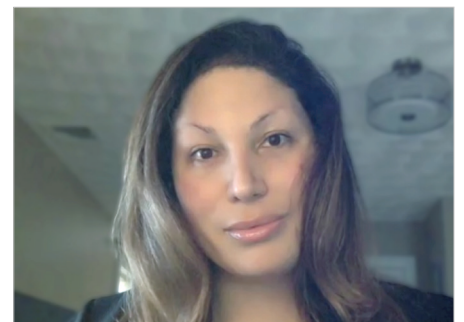
- Firm leadership encouraged all attorneys and business professionals to add pronouns to their email signatures
 - Addition of Transgender Inclusion Guidelines to our attorney and business professional handbooks
 - Sponsorship of the National LGBTQ+ Bar Association and Foundation's Trans in BigLaw network, and a number of Weil attorneys and business professionals are members of the network
- Gender identity focused educational programs including:
 - Imara Jones, creator of TransLash Media, a platform dedicated to combatting transphobia
 - Sasha Buchert of Lambda Legal on the LGBTQ+ legal landscape, with a focus on anti-trans legislation
 - Anya Marino and Alejandra Caraballo, the first transgender women of color to teach at Harvard Law School



Imara Jones



Alejandra Caraballo



Anya Marino

CONFERENCES

The WeilPride Conference in June 2023 brought together affinity group members from across offices for career development, networking and strategic planning.

The two-day program included:

- LGBTQ+ alumni panel featuring former Weil attorneys now working in-house
- Fireside chat with LGBTQ+ Firm Leaders
- Strategic planning session with Managing Partner Barry Wolf, Management Committee Sponsor Elizabeth Weiswasser and Management Committee member Marco Compagnoni



CLIENT AND BUSINESS DEVELOPMENT



WeilPride celebrated 11 years of Pride with the annual soiree at the Gansevoort Hotel Rooftop. Over 150 clients, alumni, Weil attorneys, and summer associates came together to network and reconnect.



Pride Leadership panel and networking event with AlixPartners and Moelis & Company



EUROPE



In June 2023, WeilPride members from London and Paris attended the WeilPride Conference in New York. Marco Compagnoni spoke about his career path, and Jenny Doak and Chris Marks (pictured above) presented on 'The View from London'.



WeilPride in London held its annual Early Careers Insight Evening, which included a panel discussion and networking with 30 students interested in a career in law and at Weil.



In October 2023, Elizabeth Weiswasser (Management Committee Sponsor for WeilPride) hosted a morning tea with women and non-binary members of London WeilPride to discuss priorities at Weil at the intersection of gender and sexual orientation.

Weil Paris has formally committed to L'Autre Cercle's (French LGBTQ+ association) charter to ensure increased LGBTQ+ inclusion efforts.

WeilPride partner Jenny Doak and Paris partner Romain Ferla hosted a pan-European program with anti-bias and diversity trainer David Rosenbauer. Speakers included Alfonso Pantisano, a board member of the Lesbian and Gay Federation in Germany and Alexandre Toureh, the co-founder of LGBT Talents.



London WeilPride sponsored the Trans Pride Brighton 10th Anniversary Fundraising Gala, in support of the trans and non-binary community in the UK, and supported Micro Rainbow beneficiaries to attend the Trans Pride celebrations.

ASIA

Weil Hong Kong and Shanghai celebrated the very first Weil Asia Pride+ Day by gathering with colleagues to enjoy pizzas, colorful celebratory cakes and in-theme beverages. All attorneys and business professionals were encouraged to attend dressed as colorfully as possible. As part of the celebrations, each office also held group activities for everyone to enjoy.



AWARDS & COMMITMENTS



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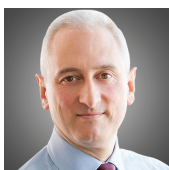
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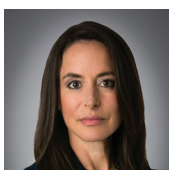
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Elizabeth Stotland Weiswasser
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An ally and the Management Committee Sponsor for WeilPride

Find Weil on social media:



Weil, Gotshal & Manges LLP