

INCLUSION  
IS IN OUR

DNA

[weil.com/DEI](http://weil.com/DEI)

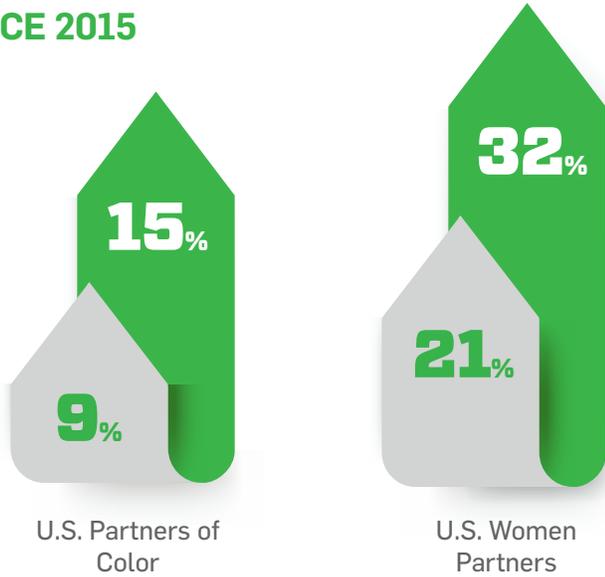
In 1931, Frank Weil, Sylvan Gotshal, and Horace Manges founded Weil, Gotshal & Manges LLP after finding many doors closed to them simply because of their religious affiliation. Today, Weil is recognized as an outspoken leader that prides itself in continuing to open doors for diverse generations to come,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



Inclusion.  
Leadership.  
Connections.

# DIVERSITY BY THE NUMBERS

## SINCE 2015



**Black partners** have more than doubled with **11 partners** representing **5 offices** and **9 practice areas**.

## SINCE 2020 PARTNER PROMOTIONS



of U.S. partner promotions have been diverse, 56% globally

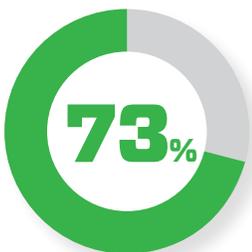


of U.S. partner promotions have been women, 45% globally



of U.S. partner promotions have been attorneys of color

## 2024 PARTNER CLASS



of U.S. partner promotions are diverse, 69% globally



of U.S. partner promotions are women, 38% globally



of global partner promotions are attorneys of color

## AWARDS & ACCOLADES



# DIMENSIONS OF DIVERSITY

## RELIGIOUS DIVERSITY

Weil strives to be an inclusive workplace for staff and attorneys of all faiths as well as those who do not practice a religion.

- Downloadable diversity calendar highlighting key holidays and cultural observances.
- Portal pages including information on religious holidays throughout the year and tips on how to be inclusive of colleagues of all faiths and none.
- Educational programs on religious diversity, including anti-bias trainings.



The WeilVets Resource Network comprises 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 Veterans Day in the U.S., our WeilVets Resource Network hosted a panel discussion with veterans who shared their journeys from service members to Weil. The panel featured Weil veterans Robert Taylor, Howard Lane, and Crystal Weeks. The discussion was moderated by WeilVets ally Kelly DiBlasi. (image below)



## INTERSECTIONALITY

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



Women of color breakfast in Spring 2023

## GENDER IDENTITY AND TRANSGENDER INCLUSION

- Firm transgender inclusion guidelines on best practices to foster broader gender inclusion.
- 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 Transgender and Nonbinary Inclusion Training with M. Dru Levasseur, Esq., Director of Diversity, Equity, and Inclusion of the National LGBTQ+ Bar Association and Foundation.



- 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.

Since 2020, Weil has hosted more than **35 racial justice programs**

# 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.

## BUSINESS DEVELOPMENT

An important focus of Weil's affinity groups is to continually grow members' networks alongside client development opportunities. Weil's General Counsel (GC) Spotlight Series highlights dynamic women and people of color GCs, sharing their career paths and advice for Weil attorneys. Some of our recent speakers included GCs from 3M, Apple, Meta, and TelevisaUnivison.

## MENTORING

### ATTORNEY 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 related topics. There are currently over 25 active mentoring circles including women associate-only circles and circles with clients.

### JUMPSTART

The Jumpstart program offers a pre-orientation enrichment experience and affinity group mentors 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.

Staff Mentoring Circle



BLAST: Jumpstart - Welcome Toast



NASABA Conference



Dallas Women@Weil Client Event



BLAST Evolve Client Dinner

## ACCOUNTABILITY

### PARTNER REPORT CARD:

The annual report card that partners fill out in advance of the compensation process includes questions on their efforts related to diversity generally, as well as specifically, to recruit, retain, develop, and advance Black attorneys.

### UPWARD REVIEWS:

Each year, associates complete surveys evaluating the partners, counsel, and senior associates with whom they work, which include questions on belonging, inclusion, and allyship.

### LEADER SCORECARDS:

Management Committee members and other Firm leaders receive a Diversity Scorecard each year that reflects their contributions on a range of diversity metrics.



listen up show up speak up talk up

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.

# DIVERSITY CONFERENCES

Weil is a leader among law firms in holding internal conferences for Asian, Black, Latinx, LGBTQ+ attorneys, and business professionals. The conferences bring together personnel from across the Firm's offices for professional development, internal networking, mentoring, and client development efforts. To date, the Firm has held 22 diversity conferences.

## 2023 WeilPride CONFERENCE



In June 2023, we held our annual WeilPride conference convening LGBTQ+ attorneys globally in New York.

## B L O C

BUSINESS LEADERS OF COLOR CONFERENCE



In September 2023, we held our inaugural Business Leaders of Color Conference bringing together staff leaders from across our U.S. and London offices.

## RADIATING BRILLIANCE

EMPOWERING THE PATH TO SUCCESS



In November 2023, we held the Radiating Brilliance conference for attorneys of color across our U.S. and London offices.

# DIVERSITY EDUCATION

2024 marks 13 years since Executive Partner Barry Wolf mandated annual DEI training for all U.S. attorneys and staff. In 2022/2023, the U.S. DEI workshop series led by VallotKarp focused on Diversity in the Day to Day: Make Inclusion An Everyday Habit. This interactive program identified tactical ways for individuals and groups to contribute toward creating an inclusive work experience in their teams. The London office's most recent DEI annual trainings were led by Sasha Scott and Caroline Flanagan.

## DIVERSITY IN THE DAY TO DAY

SHOW YOUR WORK

Adopting small, consistent habits are the key to achieving goals like greater equity and inclusion. Weil's Diversity Committee launched Diversity in the Day to Day in 2021, to make inclusion an everyday habit for everyone in the Firm.



Guest Speaker Dr. Tracy K. Paul, acclaimed cardiologist and Director of Weill Cornell Medicine's Women's Heart Program with Weil Partner Candace Arthur.



Guest Speaker Carmen Ortiz-McGhee and Weil Partners Vynessa Nemunaitis and Adé Heyliger



Professor Kenji Yohsino of NYU and Weil Partners Anish Desai and Adam Banks

# LONDON OFFICE HIGHLIGHTS



## NICOLA WILLIAMS FIRESIDE CHAT

Our London Women\* @Weil and BLAST affinity groups co-hosted a fireside chat welcoming Nicola Williams FRSA – part-time Crown Court Judge, author, and former Commissioner for the Independent Police Complaints Commission. Nicola shared her trailblazing career trajectory, including the obstacles she faced and the milestones she achieved.



## TRANS PRIDE BRIGHTON

WeilPride sponsored the Trans Pride Brighton fundraising gala and supported Micro Rainbow beneficiaries to attend the Trans Pride celebrations along with London WeilPride members.



## NEURODIVERSITY

Our London Disability Inclusion network group hosted the Legal Neurodiversity Network's summer rooftop event, providing a diverse food menu for those with sensory sensitivities and the perfect setting to meet new people and current members.



## U.K. BLACK HISTORY MONTH

Weil London recently honored Black History Month in the U.K. by hosting a panel discussion and networking event at the Century Club for valued clients and guests, including from the SEO London Alumni network.

Barry Fishley, Martin Weatherston-Wilson, Paul Stewart, and Wupya Nandap welcomed Robert Peston, Charles K. Holmes and Derek Browne who shared their insights and experiences on topics ranging from the global economy and the deal landscape to the challenges and opportunities for the next generation of leaders and entrepreneurs.

**SOCIAL  
MOBILITY**  
@WEIL

**WeilPride**

**MULTI-CULTURAL  
ACTION GROUP**  
@WEIL

**BLAST**  
BLACK LAWYERS ACHIEVING  
SUCCESS TOGETHER

**DISABILITY  
INCLUSION**

**WOMEN\***  
@WEIL

**RELIGION**  
@WEIL



## MAKING MODERNISM

Women\*@Weil London hosted a networking breakfast for clients at the Royal Academy, featuring a private viewing of the Making Modernism exhibition, the first major U.K. exhibition devoted to the pioneering women working in Germany in the early 1900s. Art expert Claudia-Antonia Merkle provided an introduction.

## YOM HASHOAH HOLOCAUST SURVIVOR TALK



Peter Summerfield BEM



Kirsty Fraser



Mike Francies

To commemorate Yom HaShoah – Holocaust Remembrance Day within the Jewish faith – Weil recently partnered with the Holocaust Educational Trust to hear from Peter Summerfield BEM. Peter shared his wartime experience as a survivor who escaped from Nazi Germany as a refugee to a new life in London. Weil London's Managing Partner Mike Francies hosted the event, which also featured remarks from Kirsty Fraser, HET Ambassador Program Manager, and a Q&A moderated by Weil's David Koehne.

# COMMUNITY AND PIPELINE COMMITMENTS



Recent community partnerships include participation in the AIDS walk, work with the Red Cross to support veterans, and mentorship programs with organizations such as Read Alliance (pictured left).

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).

To learn about our recruiting efforts, visit [weil.com/careers](http://weil.com/careers)



## CONNECT WITH US



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## LEARN MORE

