

# Latinos@Weil

## Mission Statement

**Latinos@Weil** is comprised of Weil attorneys who have self-identified as Latinos/Hispanics and who come from various ethnic and national backgrounds, such as Cuba, Puerto Rico, Mexico, Nicaragua and Argentina, just to name a few. It is our membership that forms the core of **Latinos@Weil** and shapes its mission – to actively recruit and retain attorneys from all Hispanic backgrounds, as well as provide our Firm with a better understanding of what we, as Hispanics, can uniquely contribute to the firm’s overall success.

First, **Latinos@Weil** aims to set the standard among its peer groups at other top-tier law firms by actively recruiting the best and the brightest among Hispanic law students from across the country. The group’s members are active in all stages of the recruiting process. **Latinos@Weil** aspires for its members to serve as friends and mentors to law students and to each other. Second, recognizing the importance of retaining and promoting our membership, **Latinos@Weil** exists as a source of information and support for the Hispanic attorneys at the Firm. Through the members of **Latinos@Weil** the Firm can better support Hispanic attorneys and contribute to their development as professionals. Lastly, **Latinos@Weil** serves as a professional network uniquely equipped to interface with other Hispanic professional networks and clients with needs in Spanish-speaking countries.

## Our People

- Of the Firm’s Latino attorneys, there are 8 partners, 2 counsel, and 33 associates in the U.S. offices.
- In 2013, Weil was ranked fifteenth in “Best Law Firms for Diversity” and thirteenth in “Diversity for Minorities” by Vault. The Firm was also ranked fourteenth on the 2013 AmLaw Diversity Scorecard.
- Management Committee sponsors demonstrate the strength of our leadership commitment. These appointed senior leaders serve as a sponsor to an affinity group for which they are not already a member. They are charged with understanding key issues the group members face and advocating for necessary change. Dan Dokos is the Management Committee Sponsor for Latinos@Weil.
- Weil holds biennial individual conferences for its Black Attorney Affinity Group, Asian Attorneys@Weil, Latinos@Weil, and WEGALA (LGBT) affinity groups. The conferences are designed to bring together members from across the Firm’s offices for professional development, internal networking, mentoring, client development and pipeline efforts. Latinos@Weil will hold their next conference in New York City in November 2014, covering topics such as business development, Spanish & Portuguese speaking markets, alumni engagement and leadership development.
- In May 2013, Latinos@Weil partnered with Morgan Stanley to host a CLE on recent trends and best practices in corporate investigations.

## Key Accomplishments

- Partner Christopher L. Garcia was named a 2013 “Rising Star” in White Collar Law360, New York Law Journal and Minority Corporate Counsel Association.
- Partner Adam C. Hemlock was named a “Leading” Lawyer for Antitrust in New York by Chambers USA 2013.
- In 2014, Ed Soto was named co-head of global commercial litigation practices. Edward Soto was also named a “Best Lawyer” in the specialties of Bet-the-Company Litigation and Commercial Litigation, in *The Best Lawyers in America* 2014.
- Latinos@Weil held film screenings for the New York and DC offices of the HBO documentary, “The Latino List.” The film features personal video portraits of prominent Latinos in America ranging from Gloria Estefan to Justice Sonia Sotomayor. The New York audience participated in a special discussion with the film’s director Timothy Greenfield Sanders and interviewer Sandra Guzman.

## Event Highlights

- In June 2014, Latinos@Weil hosted a lunch event featuring Elpidio (PD) Villareal, SVP of Global Litigation at GlaxoSmithKline. Mr. Villareal shared highlights of his inspiring career, discussing what individuals and organizations can do to remove the barriers of advancement for Latinos/Hispanics and other underrepresented groups, in addition to also addressing inclusion building strategies in the legal profession.
- In honor of Cinco de Mayo, the Houston office hosted a day of fun at the Dynamo Major League Soccer Stadium. The Dallas office organized “Cinco de Mayo & Client-Connecting Celebration” at Jorge’s, a Tex-Mex Café, with each associate bringing at least one client as a guest.

## Sponsorships and Community Service

- Latinos@Weil has developed an ongoing partnership with Summer Search, a non-profit that provides low-income high school students a year-round mentoring, life-changing summer experiences, college advising, and a lasting support network. In 2012, Weil hosted the Career Coach Kick-off for Summer Search students to meet their volunteer career coaches, with 4 Weil associates mentoring students. We hosted Summer Search high school and college students for a Career Discovery Day that addressed interviewing, resumes, cover letters, professional etiquette and time management. In addition, students shadowed various professionals, including Weil attorneys, after the program. In 2010, Latinos@Weil, along with KPMG's Hispanic affinity group, held a "Meet and Greet" for high schools students from Summer Search.
- In 2011, Weil launched a Diversity Fellowship Program to first-year law students offering \$10,000 in scholarship awards to recipients. The program was expanded in 2012 to include second-year law students.
- Weil has been a longtime supporter of PALS (Practicing Attorneys for Law Students), a nonprofit organization committed to enhancing the skills and careers of minority attorneys and law students. In 2013 and 2014 the Firm hosted a panel and reception for New York racial/ethnic minority law students on "Thriving as a Summer Associate of Color." The panel consisted of partners of color representing Weil among other law firms. Weil has hosted a PALS "1L Exam Writing Workshop for Law Students of Color: How to Write an "A" Quality Exam" since 2012.
- The Firm participates in several internship opportunities including the Posse Foundation's program in DC for undergraduate students interested in the law, the Judicial Intern Opportunity Program in Dallas for Minority law students interested in legal research and writing for judges, and the Sponsors for Educational Opportunity Program for minority students interested in the law. Weil's New York office provided 19 summer internships in 2013 and 11 in 2014 to students from community based organizations.
- Weil performs outreach with urban schools and programs to introduce the legal profession to racial/ethnic minority students. The firm hosts middle school students from MS224 through PENCIL and high school students from Summer Search for mentoring, college advising, and networking. Weil works with recent high school graduates from Girls, Inc. for their annual "College Shower", college and advanced degree students through Disability Mentoring Day and law students from Practicing Attorneys for Law Students for networking workshops. Recent programs with MS 224 include bringing the BioBus, a state-of-the-art microscope lab and hands-on science education, to students. Weil employees also led a Building Your Professional Brand and Networking workshop and participated in a Career Day program for students.
- Latinos@Weil members in the New York office have hosted panel discussions and activities for troops of girls from middle schools in the South Bronx as part of their Career Exploration Program (CEP). CEP is a new initiative designed by the Girl Scout Council of Greater New York to broaden the career horizons of disadvantaged girls in New York City.



Each year, Latinos@Weil New York welcomes summer associates to the Firm over a dinner hosted by members of the L@W affinity group.

## Pro Bono

- In 2014, Weil's Pro Bono and Diversity departments hosted a program highlighting the Firm's pro bono work on the Election Protection Program featuring Edward Soto, Weil's head of the Litigation Department in the Miami office and co-head of the global Complex Commercial Litigation practice. For several years, Weil has been working with the Lawyers' Committee for Civil Rights Under Law as part of the nation's largest nonpartisan program working to break down barriers to the ballot box for traditionally disenfranchised voters.
- Weil's offices in New York and Texas participated in programs that assist young immigrants with their Deferred Action for Childhood Arrivals (DACA) applications. Students and graduates who receive status pursuant to DACA can for a certain period of time work and study legally in the United States, apply for certain forms of college financial aid, and remain eligible for relief under any future immigration reforms. In New York, Weil co-hosted two clinics for volunteer attorneys with Volunteers of Legal Service (VOLS) in support of the VOLS Dream Not Deferred Project, and at the clinics, attorneys from Weil and other New York law firms helped immigrant high school students and recent graduates complete their DACA applications. Given the huge immigrant population in Texas, Weil's Texas offices, working closely with the Texas Civil Rights Project (TCRP), have been at the forefront of providing training, plus organizing and staffing clinics, throughout Texas to assist immigrants with DACA applications. In fact, TCRP recently recognized Weil as one of the firms in Texas contributing substantially to their success.

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