



Weil

INCLUSION IS IN OUR

DNA

div
ers
@Weil
ity

Inclusion.
Leadership.
Connections.

INCLUSION IS IN OUR DNA

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 on continuing to open doors for diverse generations to come, engendering and empowering talent inclusivity at a global scale.

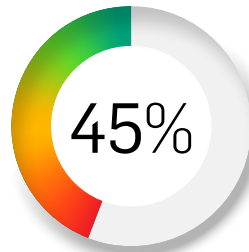


RANKED #1 BY LAW.COM
FOR THE U.K. FIRM
WITH THE MOST
LGBTQ+ PARTNERS

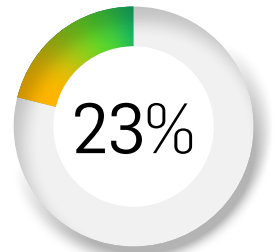
U.S. RACIALLY DIVERSE EQUITY PARTNERS
19% vs. 12%
COMPARED TO AMLAW AVERAGE

U.S. PARTNERS

PROMOTIONS IN THE
PAST 5 YEARS:

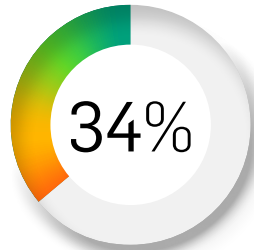


Women

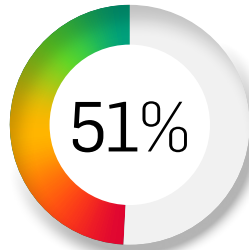


Racially Diverse

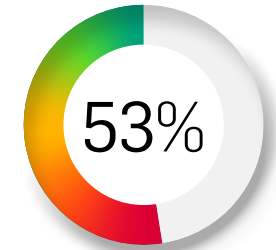
U.S. WOMEN



Partners

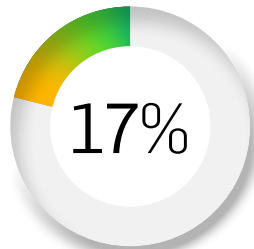


Associates

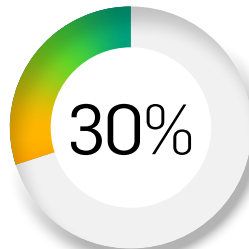


Summer Associates

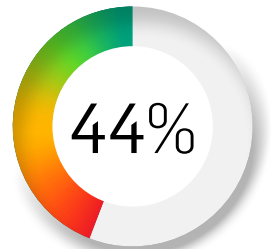
U.S. RACIALLY DIVERSE



Partners

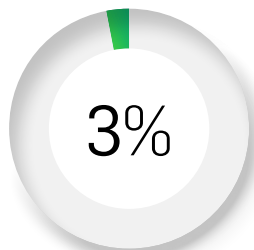


Associates

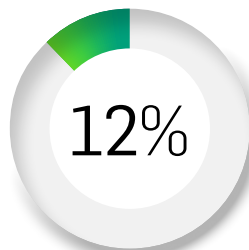


Summer Associates

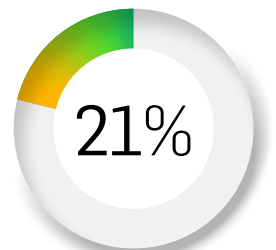
U.S. LGBTQ+



Partners



Associates



Summer Associates

CAREER AND LEADERSHIP DEVELOPMENT PROGRAMS

TOWER BLAST

TOWER (Taskforce on Women's Engagement and Retention) and **BLAST** (Black Lawyers Achieving Success Together) provide a series of bespoke career development initiatives including externally facilitated group sessions, executive coaching, business plan development workshops and senior leader roundtable discussions.

MENTORING CIRCLES

Attorneys: 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.

Business Professionals: Mentoring circles comprised of business professionals of color include member-led meetings, Firm leader roundtables and professional development workshops.

JUMPSTART

Weil's Jumpstart program offers pre-orientation enrichment and affinity group mentors to ensure a seamless onboarding experience for summer and new associates of color joining the Firm.

BLAST Evolve Client Dinner Series



AAPI Heritage Month Program

AsianAttorneys@Weil Client Event



BUSINESS DEVELOPMENT

An important focus of Weil's affinity groups is to continually grow members' business networks by leveraging DEI-focused client development opportunities. Noteworthy efforts include Weil's General Counsel (GC) Spotlight Series that highlights dynamic women and people of color GCs, the Annual Global Black Partners Evolve dinner series as well as various diverse artists client entertainment events.

ACCOUNTABILITY

To measure and motivate participation in DEI efforts, Firm Citizenship hours place DEI, feedback, mentoring and recruiting on an equal footing with client billable and pro bono time. Partners fill out an annual report card that includes questions about DEI efforts. The annual associate upward review process also includes questions on belonging, inclusion and allyship. Finally, Management Committee members and other Firm leaders receive a Diversity Scorecard each year that reflects their contributions on a range of diversity metrics.



Women@Weil Client Event

DIVERSITY EDUCATION

Diversity in the Day to Day: Show Your Work Summit



U.S. Black History Month Program

Juneteenth Program

DIVERSITY IN THE DAY TO DAY SHOW YOUR WORK

Adopting small, consistent habits is 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.

To amplify this campaign, "Show Your Work" was launched in 2023 to encourage attorneys and business professionals to share their individual and team-based inclusive habits. In January 2024, the Show Your Work Summit highlighted these practices to share and inspire others to incorporate inclusive and equitable practices into their everyday interactions.

Upstander

listen up show up speak up talk up

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

In 2011, Executive Partner Barry Wolf mandated annual DEI training for all U.S. attorneys and business professionals. The most recent U.S. and London DEI workshop series theme was Diversity in the Day to Day: Make Inclusion an Everyday Habit. These interactive programs identified tactical ways for individuals and groups to contribute toward creating an inclusive work experience in their teams.

DIMENSIONS OF DIVERSITY

INTERSECTIONALITY

- Active collaborations focused on promoting intersectionality across race, religion, gender and sexual orientation among other demographics.
- Fireside chat with Professor Kimberlé Crenshaw who coined the term "intersectionality".
- Regular networking events for women of color attorneys.
- Cross-office virtual gatherings for women and nonbinary members of WeilPride

Affinity Group Toast for New Partners



GENDER IDENTITY

- Firm trans inclusion best practices guidelines.
- Attorneys and business professionals encouraged to add pronouns to email signatures.
- Training on fostering an inclusive environment for transgender and nonbinary individuals.
- Educational programs such as a Transgender and Nonbinary Inclusion Training with M. Dru Levasseur, Esq., Director of DEI for the National LGBTQ+ Bar Association and Foundation.

Transgender Awareness Month Program



Countering Islamophobia Program

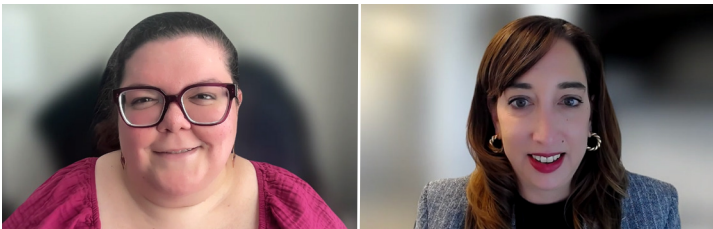
RELIGIOUS DIVERSITY

- Weil strives to be an inclusive workplace for people of all faiths and none.
- Downloadable calendar highlighting key religious observances and cultural holidays.
- Regular educational programs and anti-bias training on religious diversity.



Holocaust Remembrance Day Program

Memorial Day Program



National Disability Employment Awareness Month Program

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 to ensure accessibility.
- Programs including a fireside chat with author and disability rights advocate Emily Ladau, exploring disability inclusion in the legal field.

WEIL VETS

The WeilVets Resource Network is comprised of attorneys and business professionals 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 in the U.S., WeilVets partnered with the Red Cross, an organization that supports caregivers of veterans. In honor of Veterans Day 2024, Hidden Heroes shared insights on how we can support care givers of veterans both in our personal lives and the workplace.

DIVERSITY CONFERENCES

Weil is a leader among law firms in holding internal conferences for Asian, Black, Latinx and LGBTQ+ attorneys, and senior 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

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

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



COMMUNITY AND PIPELINE COMMITMENTS



Weil's multifaceted diversity pipeline efforts aim to increase access and opportunity across the board. In the U.S., Weil attorneys and business professionals 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

Howard University School of Law Program



Women@Weil Read Alliance Program



Sikh National Bar Association Program

EUROPE OFFICE HIGHLIGHTS



U.K. BLACK HISTORY MONTH

Weil London honored Black History Month in the U.K. by hosting a panel discussion and networking event for valued clients and guests, including from the Sponsors for Educational Opportunity (SEO) London alumni network.

PRIDE MONTH

WeilPride members from London and Paris hosted the inspirational Colin Jackson CBE to speak about his experiences as an Olympic athlete and story of coming out later in life.



YOM HASHOAH HOLOCAUST SURVIVOR TALKS

To commemorate Yom HaShoah in 2023 and 2024, Weil London partnered with the Holocaust Educational Trust to hear survivors give testimony of their experiences.

WOMEN@WEIL

Paris Women@Weil Business Professionals gathered for a team lunch to celebrate International Women's Day.



PARIS

Weil Paris attended a guided tour of "Jews and Muslims: a Shared History," an exhibit organized by the Arab World Institute and the Museum of Jewish Art and History in Paris.



GERMANY

Women@Weil Munich hosted clients for a fashion exhibit followed by a reception.

CONNECT WITH US

[WEIL.COM/DEI](https://weil.com/dei)



Adam Banks
Partner,
Appeals and Strategic Counseling
adam.banks@weil.com



Adé Heyliger
Partner,
Public Company Advisory Group
ade.heylinger@weil.com



Meredith Moore
Chief Diversity,
Equity and Inclusion Officer
meredith.moore@weil.com



Liz Joslin Varghese
Senior Manager,
Global Diversity, Equity & Inclusion
liz.joslin@weil.com



Meher Rabbani
Senior Manager,
Global Diversity, Equity & Inclusion
meher.rabbani@weil.com



Jonas Martin
Manager, London Diversity,
Equity & Inclusion
jonas.martin@weil.com

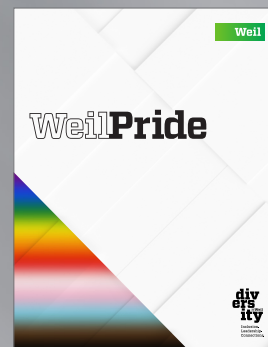
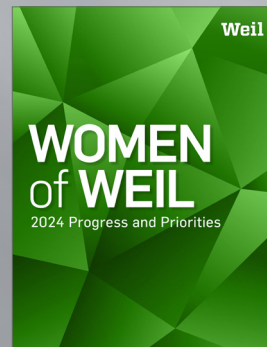
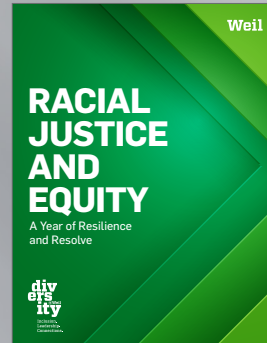


Brittany Fields
Assistant Manager,
Global Diversity, Equity & Inclusion
brittany.fields@weil.com



Stephanie Walker
Analyst,
London Diversity, Equity & Inclusion
and HR
stephanie.walker@weil.com

LEARN MORE



Follow Weil on social media:

