

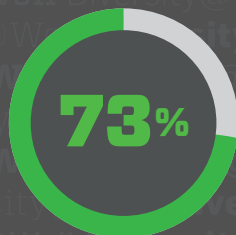
**Weil**

# diversity @Weil

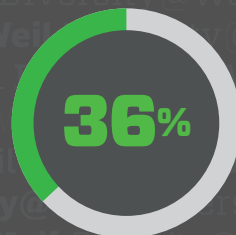
**Inclusion.  
Leadership.  
Connections.**

For the past 30 years, Weil has been a leader in investing in formal initiatives to empower and engender an inclusive culture. Our culture of respect and support creates an environment where all feel comfortable and encouraged to excel.

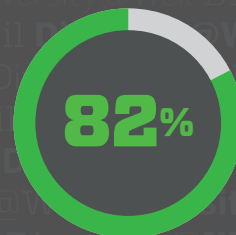
**Weil's 2020 partner class is the most diverse in the Firm's history. In the U.S.:**



**WOMEN**



**PEOPLE OF COLOR**



**DIVERSE**

# Weil, Gotshal & Manges LLP

2020 VAULT/MCCA LAW FIRM DIVERSITY SURVEY

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New York, NY 10153  
Phone: 212-310-8000  
Fax: 212-310-8007  
[Weil.com](http://Weil.com)



## LOCATIONS

Beijing, China; Boston, MA; Dallas, TX; Frankfurt, Germany; Hong Kong, China; Houston, TX; London, UK; Miami, FL; Munich, Germany; New York, NY; Paris, France; Princeton, NJ; Shanghai, China; Silicon Valley, CA; Washington, DC

## DIVERSITY LEADERSHIP

**Head(s) of Firm:** Barry Wolf, Executive Partner

**Diversity team leader(s):** Jacqueline Marcus, Partner, Co-Chair of the Firmwide Diversity Committee and the Taskforce on Women's Engagement & Retention; Christopher Garcia, Partner, Co-Chair of the Firmwide Diversity Committee; Paul Genender, Partner, Co-Chair of the Firmwide Taskforce on Women's Engagement & Retention

## NUMBER OF ATTORNEYS

### TOTAL NUMBER OF ATTORNEYS

	Currently	As of December 31, 2019
Worldwide	1122	1192
U.S. offices only	807	825

### Law Firm Demographic Profile

#### Does your firm have more than one tier of partnership?

No

#### ASSOCIATES (2019)

	Men	Women
White/Caucasian	262	191
African-American/Black	8	17
Hispanic/Latinx	13	1
Alaska Native/American Indian	0	0
Asian	31	52
Native Hawaiian/Pacific Islander	0	0
Multiracial	5	8
Openly LGBTQ	31	7
Individuals with Disabilities	n/a	n/a
<b>Total</b>	<b>350</b>	<b>276</b>

The Firm does not track individuals with disabilities.

#### EQUITY PARTNERS (2019)

	Men	Women
White/Caucasian	120	38
African-American/Black	4	1
Hispanic/Latinx	7	1
Alaska Native/American Indian	0	0
Asian	7	5
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	4	0
Individuals with Disabilities	n/a	n/a
<b>Total</b>	<b>138</b>	<b>45</b>

The Firm does not track individuals with disabilities.

#### OF COUNSEL (2019)

	Men	Women
White/Caucasian	21	7
African-American/Black	0	0
Hispanic/Latinx	0	0
Alaska Native/American Indian	0	0
Asian	2	1
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	3	0
Individuals with Disabilities	n/a	n/a
<b>Total</b>	<b>23</b>	<b>8</b>

The Firm does not track individuals with disabilities.

#### SUMMER ASSOCIATES (2019)

	Men	Women
White/Caucasian	43	43
African-American/Black	2	3
Hispanic/Latinx	3	7
Alaska Native/American Indian	0	0
Asian	16	14
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	11	3
Individuals with Disabilities	n/a	n/a
<b>Total</b>	<b>71</b>	<b>68</b>

The Firm does not track individuals with disabilities.

#### NON-EQUITY PARTNERS (2019)

	Men	Women
White/Caucasian	n/a	n/a
African-American/Black	n/a	n/a
Hispanic/Latinx	n/a	n/a
Alaska Native/American Indian	n/a	n/a
Asian	n/a	n/a
Native Hawaiian/Pacific Islander	n/a	n/a
Multiracial	n/a	n/a
Openly LGBTQ	n/a	n/a
Individuals with Disabilities	n/a	n/a
<b>Total</b>	<b>n/a</b>	<b>n/a</b>

#### NEW HIRES (2019)

	Men	Women
White/Caucasian	83	44
African-American/Black	3	4
Hispanic/Latinx	5	4
Alaska Native/American Indian	0	0
Asian	7	19
Native Hawaiian/Pacific Islander	0	0
Multiracial	2	1
Openly LGBTQ	3	2
Individuals with Disabilities	n/a	n/a
<b>Total</b>	<b>100</b>	<b>76</b>

The Firm does not track individuals with disabilities.

### Strategic Plan and Diversity Leadership

#### How does the firm's leadership communicate the importance of diversity to everyone at the firm?

The Firm communicates the importance of diversity to everyone at the Firm through both verbal and written communications. The communications take place both through internal and external websites. The Firm also has an annual mandatory formal training program required for both staff and attorneys. The Firm promotes diversity through a number of annual events, including, but not limited to: discussions at partner meetings; State of the Firm addresses; memoranda to the Firm; department and annual practice group meetings; business planning; brochures; fact sheets; charitable giving. The Firm holds and promotes regular events for the Firm's affinity groups throughout the year.

#### Who has primary responsibility for leading diversity initiatives at your firm?

Meredith Moore, Director of Global Diversity & Social Responsibility; Jacqueline Marcus, Diversity Committee Co-Chair and Taskforce on Women's Engagement & Recruitment Co-Chair; Christopher Garcia, Diversity Committee Co-Chair; Paul Genender, Firmwide Taskforce on Women's Engagement & Retention Co-Chair

#### Does your law firm currently have a diversity committee?

Yes

#### If yes, do one or more members of the firm's management/executive committee (or the equivalent) serve on the diversity committee?

Yes

#### If yes, how many attorneys are on the committee, and in 2019, what was the total number of hours collectively spent by the committee in the furtherance of the firm's diversity initiatives?

Total attorneys on committee: 25

Total hours spent on diversity: 500

#### Does the committee and/or diversity leader establish and set goals or objectives consistent with management's priorities?

Yes

#### Has the firm undertaken a formal or informal diversity program or set of initiatives aimed at increasing the diversity of the firm?

Yes

#### If yes, is it formal or informal?

Formal

#### How often does the firm's management review the firm's diversity progress/results?

Quarterly

#### How is the firm's diversity committee and/or firm management held accountable for achieving results?

The Executive Partner of the Firm takes a keen interest in the ongoing inclusion initiatives of the Diversity Committee and Taskforce on Women's Engagement and Retention (TOWER). Each quarter, the chairs of the Diversity Committee and TOWER meet with the Executive Partner to report progress made and identify future goals, both short-term and long-term. Annually, the Management Committee, Office Heads and Practice Group Leaders are provided a diversity scorecard that measures the efforts of each leader, along with key diversity metrics for each group. The Professional Evaluation and Compensation Committee places particular emphasis on reviewing diverse associates, including attorneys of color, LGBTQ+, and women. All attorneys individually, practice groups, and offices are evaluated through an upward review process, which also includes questions regarding diversity, work/life, mentoring, and feedback. Practice groups and offices are provided, semi-annually, detailed information for associates, including departures, diversity profile, associates currently on flex-time arrangements, and detailed exit interview information by the Legal Personnel department.

#### Is your firm minority-owned or women-owned?

No



### Law Firm Diversity Initiatives

#### INITIATIVES FOR ALL DIVERSE ATTORNEYS

Already Completed	Currently Addressing	Not a Current Priority	
X	X		Undertake communication from firm management that diversity is a top priority of the firm
X	X		Formalize diversity plan and committee with action steps and accountability to management
X	X		Conduct firmwide mandatory diversity training for all attorneys and staff annually
X	X		Implement bias interrupters with respect to hiring/assignments/evaluations/compensation reviews/promotions/ etc.
X	X		Focus on strengthening firm's mentoring program
X	X		Conduct internal diversity needs assessment (e.g., culture and environment surveys) and/or retain diversity consultant to examine how firm culture might be more welcoming of minorities
X	X		Support law firm's internal affinity networks
X	X		Hire a director of diversity or other full-time professional to implement the firm's diversity program
X	X		Coordinate or work with clients on diversity issues
X	X		Develop/expand relationships with minority bar associations and other legal diversity organizations to offer firm's support of these networks



## Law Firm Diversity Initiatives

### INITIATIVES SPECIFICALLY FOR MINORITY ATTORNEYS

Already Completed	Currently Addressing	Not a Current Priority	
	X		Increase the number of minority attorneys at the associate level
	X		Increase the number of minority attorneys at the partnership level
	X		Increase the number of minority attorneys in leadership positions
	X		Focus on strengthening firm's mentoring program for minority attorneys
	X		Manage/monitor allocation of work assignments and/or hours billed to ensure minority attorneys have equal access/inclusion on top client matters
	X		Other (please specify): Establish affinity group conferences; associates of color mentoring circles



### Law Firm Diversity Initiatives

#### INITIATIVES SPECIFICALLY FOR WOMEN ATTORNEYS

Already Completed	Currently Addressing	Not a Current Priority	
X			Institute a formal part-time policy that addresses partnership prospects
	X		Increase the number of women at the associate level
	X		Increase the number of women at the partnership level
	X		Increase the number of women in leadership positions
	X		Focus on strengthening firm's mentoring program for women
	X		Manage/monitor allocation of work assignments and/or hours billed to ensure women have equal access/inclusion to top client matters
X			Provide accommodations specific to mothers (e.g., lactation rooms)
	X		Implement policies to address gender pay equity
X	X		Other (please specify): Establish affinity group half-day conference and mentoring circles; identify and develop ways for our women attorneys to network with and receive mentoring from clients; promoted practices to increase female participation in client pitches



### Law Firm Diversity Initiatives

#### INITIATIVES SPECIFICALLY FOR OPENLY LGBTQ ATTORNEYS

Already Completed	Currently Addressing	Not a Current Priority	
X			Offer same-sex domestic partners the same benefits available to married individuals
	X		Increase the number of LGBTQ attorneys at the associate level
	X		Increase the number of LGBTQ attorneys at the partnership level
	X		Increase the number of LGBTQ attorneys in leadership positions
	X		Focus on strengthening firm's mentoring program for LGBTQ attorneys
	X		Manage/monitor allocation of work assignments and/or hours billed to ensure LGBTQ attorneys have equal access/inclusion on top client matters
X			Ensure that EEO and non-discrimination policies specifically address gender identity
X	X		Provide accommodations for LGBTQ attorneys (e.g. bathroom facilities)
X			Other (please specify): Establish group conference; provide transgender benefits; provide inclusive family building benefits; incorporate LGBTQ+ attorneys in mentoring circles; annual LGBTQ+ client event





### Law Firm Diversity Initiatives

#### INITIATIVES SPECIFICALLY FOR ATTORNEYS WITH DISABILITIES

Already Completed	Currently Addressing	Not a Current Priority	
	X		Increase the number of attorneys with disabilities at the associate level
	X		Increase the number of attorneys with disabilities at the partnership level
	X		Increase the number of attorneys with disabilities in leadership positions
		X	Focus on strengthening firm's mentoring program for attorneys with disabilities
	X		Manage/monitor allocation of work assignments and/or hours billed to ensure attorneys with disabilities have equal access/inclusion on top client matters
X			Ensure that EEO and non-discrimination policies specifically address individuals with disabilities
	X		Implement accommodations for current and future attorneys with disabilities (e.g., access, technology, etc.)
X	X		Other (please specify): Mental Health Month program; added disability inclusion information to Firm diversity web page



### Pipeline Initiatives

**Does your firm actively engage in initiatives to feed the diversity pipeline by encouraging minority students to consider law as a career and/or assisting them in pursuing such opportunities?**

- ✓ *Participate in established pipeline programs, such as SEO, Legal Outreach, Prep for Prep or Street Law*
- ✓ *Fund scholarships for minority high school or college students*
- ✓ *Mentor minority high school or college students*
- ✓ *Participate in or host mock trial programs or career events*
- ✓ *Provide internships or employment to minority high school or college students*
- ✓ *Outreach to middle school students*

**Please discuss any additional efforts to reach out to diverse undergraduates, high school, middle school or grade school students.**

Weil continues providing enhanced opportunities, from elementary school level through law school, for historically underrepresented groups. Opportunities include, but are not limited to, providing financial assistance and volunteer resources through schools and community based organizations.

Each year, Weil's New York office engages in the Summer Internship Program, which allows approximately ten high school and college students to gain valuable professional experience. Students invited to participate in the Summer Internship Program come from longstanding nonprofit partners of the Firm, including Advocates for children, Summer Search, and the Thurgood Marshall (NYCBAR) Program, among others.

Weil actively engages with organizations such as Big Brothers Big Sisters of New York City and PENCIL to mentor middle and high school students on an ongoing basis. Through Big Brothers Big Sisters Workplace Mentoring Program, Weil mentors 12 high-school aged "Littles", with meetings taking place twice a month between each "Little" and mentor. Similarly, the PENCIL program pairs 15 middle school students with Weil mentors, meeting on a monthly basis, to support each student and increase college and career readiness.

The partnership between Weil and Practicing Attorneys for Law Students (PALS) continues to be substantive and robust. Weil continues to provide content and host programs each year with PALS, such as pre-on-campus interview networking workshops, exam preparation programs, mock interview sessions, and resume writing workshops.

Weil continues to promote diversity within law programs by providing \$10,000 scholarship funds to first and second-year law students through the Firm's Diversity Fellowship Program. Since 2011, Weil has awarded 53 Diversity Fellowships. The Firm also provides funding and additional summer internship opportunities through programs such as Sponsors for Educational Opportunity, the NY Bar Fellowship, and the Judicial Intern Opportunity Program



### Recruitment - New Associates

#### Does your firm annually recruit at any of the following types of institutions?

*Ivy League law schools:* Harvard, Yale, Columbia, Penn & Cornell

*Other private law schools:* Benjamin N. Cardozo, Boston College, Boston University, Brooklyn, University of Chicago, Columbia, Cornell, Duke, Emory, Fordham, Georgetown, George Washington, Harvard, Howard, New York University, Northwestern, New York Law School, Washington and Lee Job Fair, Osgoode Hall, Santa Clara, SMU, Stanford, St. John's University, Suffolk University, Tulane University, University of Pennsylvania, University of Miami, University of San Francisco, Notre Dame and Vanderbilt

*Public state law schools:* UCLA, UC Berkeley, University of Washington, George Mason, University of Texas, University of Virginia, University of Michigan, University of Toronto, William & Mary Law Job Fair

*Law schools of Historically Black Colleges and Universities (HBCUs):* Howard

*Diversity job fairs:* NEBALSA Job Fair, Lavender Law Fair, Sunbelt Job Fair

#### Do you have any special outreach efforts directed to encourage minority law students to consider your firm?

- Hold a reception for minority students
- Advertise in minority law student association publications
- Participate in or host minority law student job fairs
- Sponsor minority law student association events
- Firm lawyers participate on career panels at schools
- Outreach to leadership of minority student organizations
- Scholarships or intern/fellowships for minority students
- Other (please specify)

#### Do you have any programs specifically targeted at first-year students?

Weil often hosts and attends receptions targeted at first-year law students who are members of underrepresented groups, as well as partners with Sponsors for Educational Opportunities and the New York City Bar Association Diversity Fellowship to target the same.

Weil's Diversity Fellowship Program, open to first and second-year students, aims to promote greater diversity in law school classes. In addition to awarding a scholarship to diverse first year students, the Program is aimed at those who want to pursue careers at one of our US offices.

The Weil Legal Innovators Program (WLI) aims to engage ten incoming law students in addressing the most pressing social and legal challenges in our communities. As part of the WLI Program, students defer their first year of law school to work at one of WLI's 20+ partner nonprofit organizations. The experience provides opportunities to execute a strategic initiative designed to leverage individual's business acumen and commitment to public service.



### Recruitment - New Associates

#### ALL 2L SUMMER ASSOCIATES (2019)

	Men	Women
White/Caucasian	38	40
African-American/Black	2	3
Hispanic/Latinx	3	7
Alaska Native/American Indian	0	0
Asian	15	14
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	11	3
Individuals with Disabilities	n/a	n/a
<b>Total</b>	<b>65</b>	<b>65</b>

The Firm does not track individuals with disabilities

#### OFFERS MADE\* (2019)

\* Summer associates who received an offer of full-time employment

	Men	Women
White/Caucasian	38	40
African-American/Black	2	3
Hispanic/Latinx	3	7
Alaska Native/American Indian	0	0
Asian	15	14
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	11	3
Individuals with Disabilities	n/a	n/a
<b>Total</b>	<b>65</b>	<b>65</b>

The Firm does not track individuals with disabilities

#### OFFERS ACCEPTED\* (2019)

\* Summer associates who accepted an offer of full-time employment

	Men	Women
White/Caucasian	33	39
African-American/Black	1	2
Hispanic/Latinx	2	2
Alaska Native/American Indian	0	0
Asian	15	12
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	8	1
Individuals with Disabilities	n/a	n/a
<b>Total</b>	<b>57</b>	<b>55</b>

The Firm does not track individuals with disabilities

#### NEITHER ACCEPTED NOR DECLINED (2019)

\* Summer associates who neither accepted nor declined an offer of full-time employment because of postgraduate clerkship/fellowship

	Men	Women
White/Caucasian	1	0
African-American/Black	0	0
Hispanic/Latinx	0	0
Alaska Native/American Indian	0	0
Asian	0	1
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	0	1
Individuals with Disabilities	n/a	n/a
<b>Total</b>	<b>1</b>	<b>1</b>

The Firm does not track individuals with disabilities

### Recruitment - Lateral Associates and Partners

#### LATERAL ASSOCIATE HIRES (2019)

	Men	Women
White/Caucasian	26	12
African-American/Black	1	1
Hispanic/Latinx	2	1
Alaska Native/American Indian	0	0
Asian	3	9
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	2	0
Individuals with Disabilities	n/a	n/a
<b>Total</b>	<b>32</b>	<b>23</b>

The Firm does not track individuals with disabilities

#### LATERAL OF COUNSEL HIRES (2019)

	Men	Women
White/Caucasian	0	0
African-American/Black	0	0
Hispanic/Latinx	0	0
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	0	0
Individuals with Disabilities	n/a	n/a
<b>Total</b>	<b>0</b>	<b>0</b>

The Firm does not track individuals with disabilities

#### LATERAL PARTNER HIRES\* (2019)

\* Both equity and non-equity

	Men	Women
White/Caucasian	4	1
African-American/Black	1	0
Hispanic/Latinx	1	0
Alaska Native/American Indian	0	0
Asian	0	1
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	0	0
Individuals with Disabilities	n/a	n/a
<b>Total</b>	<b>6</b>	<b>2</b>

The Firm does not track individuals with disabilities

#### NEW PARTNERS PROMOTED\* (2019)

\* Both equity and non-equity promoted from associate or of counsel rank

	Men	Women
White/Caucasian	4	2
African-American/Black	0	0
Hispanic/Latinx	0	0
Alaska Native/American Indian	0	0
Asian	0	1
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	1	0
Individuals with Disabilities	n/a	n/a
<b>Total</b>	<b>4</b>	<b>3</b>

The Firm does not track individuals with disabilities

#### NEW EQUITY PARTNERS\* (2019)

\* Whether hired laterally or promoted from within

	Men	Women
White/Caucasian	8	3
African-American/Black	1	0
Hispanic/Latinx	1	0
Alaska Native/American Indian	0	0
Asian	0	2
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	1	0
Individuals with Disabilities	n/a	n/a
<b>Total</b>	<b>10</b>	<b>5</b>

The Firm does not track individuals with disabilities

### Recruitment - Lateral Associates and Partners

#### What activities does the firm undertake to attract diverse attorneys?

- Partner programs with women, minority, LGBTQ or disability-focused bar associations
- Participate at diversity job fairs
- Attend events at diversity legal organizations
- Seek referrals from other attorneys
- Utilize online job services (e.g., MCCA Job Bank)
- Hire recruiting professional who specializes in identifying diverse candidates
- Firm is Mansfield Rule certified
- If the firm is not Mansfield Rule certified, does it plan to be certified?
- Other (please specify)

Weil has a Diversity Fellowship Program that supports the Firm's overall commitment to diversity and is designed to increase the number of diverse attorneys who want to pursue careers at one of its US offices.

#### Do you use executive recruiting/search firms to seek to identify new diversity hires (partners or associates)?

Yes

#### If yes, are any of these executive recruiting/search firms women and/or minority-owned?

Yes

#### If yes, list all women and/or minority-owned executive search/recruiting firms to which the firm paid a fee for placement services in the past 12 months:

SJL Attorney Search; The PeterSan Group



## Retention and Professional Development

## ATTORNEYS WHO LEFT THE FIRM IN 2019

## 1ST-YEAR ASSOCIATES

	Men	Women
White/Caucasian	1	0
African-American/Black	0	0
Hispanic/Latinx	0	0
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	0	0
Individuals with Disabilities	n/a	n/a
<b>Total</b>	<b>1</b>	<b>0</b>

The Firm does not track individuals with disabilities

## 2ND-YEAR ASSOCIATES

	Men	Women
White/Caucasian	5	1
African-American/Black	0	0
Hispanic/Latinx	0	1
Alaska Native/American Indian	0	0
Asian	2	2
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	0	0
Individuals with Disabilities	n/a	n/a
<b>Total</b>	<b>7</b>	<b>4</b>

The Firm does not track individuals with disabilities

## 3RD-YEAR ASSOCIATES

	Men	Women
White/Caucasian	6	5
African-American/Black	2	1
Hispanic/Latinx	0	1
Alaska Native/American Indian	0	0
Asian	2	1
Native Hawaiian/Pacific Islander	0	0
Multiracial	1	0
Openly LGBTQ	1	0
Individuals with Disabilities	n/a	n/a
<b>Total</b>	<b>11</b>	<b>8</b>

The Firm does not track individuals with disabilities

## 4TH-YEAR ASSOCIATES

	Men	Women
White/Caucasian	8	7
African-American/Black	1	0
Hispanic/Latinx	1	1
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	1	0
Openly LGBTQ	0	0
Individuals with Disabilities	n/a	n/a
<b>Total</b>	<b>11</b>	<b>8</b>

The Firm does not track individuals with disabilities

## 5TH-YEAR ASSOCIATES

	Men	Women
White/Caucasian	4	5
African-American/Black	0	0
Hispanic/Latinx	1	0
Alaska Native/American Indian	0	0
Asian	3	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	0	0
Individuals with Disabilities	n/a	n/a
<b>Total</b>	<b>8</b>	<b>5</b>

The Firm does not track individuals with disabilities

## 6TH-YEAR ASSOCIATES

	Men	Women
White/Caucasian	8	5
African-American/Black	0	1
Hispanic/Latinx	0	0
Alaska Native/American Indian	0	0
Asian	0	1
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	0	0
Individuals with Disabilities	n/a	n/a
<b>Total</b>	<b>8</b>	<b>7</b>

The Firm does not track individuals with disabilities

### Retention and Professional Development

#### ATTORNEYS WHO LEFT THE FIRM IN 2019

##### 7TH-YEAR ASSOCIATES

	Men	Women
White/Caucasian	2	1
African-American/Black	0	0
Hispanic/Latinx	0	1
Alaska Native/American Indian	0	0
Asian	0	4
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	0	1
Individuals with Disabilities	n/a	n/a
<b>Total</b>	<b>2</b>	<b>6</b>

The Firm does not track individuals with disabilities

##### 8TH-YEAR PLUS ASSOCIATES

	Men	Women
White/Caucasian	15	11
African-American/Black	1	2
Hispanic/Latinx	0	2
Alaska Native/American Indian	0	0
Asian	3	3
Native Hawaiian/Pacific Islander	0	0
Multiracial	1	0
Openly LGBTQ	1	0
Individuals with Disabilities	n/a	n/a
<b>Total</b>	<b>20</b>	<b>18</b>

The Firm does not track individuals with disabilities

##### OF COUNSEL

	Men	Women
White/Caucasian	3	3
African-American/Black	0	0
Hispanic/Latinx	1	0
Alaska Native/American Indian	0	0
Asian	0	1
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	0	0
Individuals with Disabilities	n/a	n/a
<b>Total</b>	<b>4</b>	<b>4</b>

The Firm does not track individuals with disabilities

##### NON-EQUITY PARTNERS

	Men	Women
White/Caucasian	n/a	n/a
African-American/Black	n/a	n/a
Hispanic/Latinx	n/a	n/a
Alaska Native/American Indian	n/a	n/a
Asian	n/a	n/a
Native Hawaiian/Pacific Islander	n/a	n/a
Multiracial	n/a	n/a
Openly LGBTQ	n/a	n/a
Individuals with Disabilities	n/a	n/a
<b>Total</b>	<b>n/a</b>	<b>n/a</b>

##### EQUITY PARTNERS

	Men	Women
White/Caucasian	2	1
African-American/Black	0	1
Hispanic/Latinx	0	0
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	0	0
Individuals with Disabilities	n/a	n/a
<b>Total</b>	<b>2</b>	<b>2</b>

The Firm does not track individuals with disabilities



### Retention and Professional Development

Please identify the specific steps you are taking to reduce the attrition rate of diverse attorneys.

- Develop and/or support internal employee affinity groups (e.g., networks within the firm for minorities, women, LGBTQ attorneys, or individuals with disabilities)
  - Increase/review compensation relative to competition
  - Implement procedures to ensure gender pay equity
  - Increase/improve current work/life programs
  - Adopt dispute resolution process
  - Succession plan includes emphasis on diversity and greater inclusion of minority men and women in firm leadership
  - Work with diverse attorneys to develop career advancement plans
  - Introduce diverse attorneys to key clients, including to lead engagements
  - Review work assignments and hours billed to key client matters to make sure diverse attorneys, particularly minority attorneys (for whom research indicates a greater inclusion problem), are not being excluded
  - Strengthen mentoring program for all attorneys
  - Professional skills development program for all attorneys
  - Provide a gender-neutral parental leave policy that covers adoptions
  - Other (please specify)
- The Firm has a lockstep compensation structure

Does your firm have part-time/flex-time policies that permit attorneys (male or female) to work alternative schedules?

Yes

What impact, if any, will the decision to work part time have on an attorney's ability to make a partner, or if already a partner, to remain a partner at your firm?

Weil has a long-standing Flex-Time program for associates to adopt a reduced work schedule while continuing their commitment to practicing law. Time spent working part time does not have an impact on one's ability to make partner. It may affect the length of the partnership track on a case by case basis.

How many current equity partners have worked part time, exclusive of maternity/paternity leave or short-term disability?

[No response]



### Retention and Professional Development

PART-TIME ATTORNEYS (2019)	PART-TIME ATTORNEYS			TOTAL NUMBER OF ATTORNEYS (full and part-time)
	Men	Women	Total	
Associates	0	8	8	609
Of counsel	11	1	12	40
Non-equity partner	n/a	n/a	n/a	n/a
Equity partner	7	3	10	187



### Management Demographic Profile

#### FIRMWIDE COMMITTEES 2019

##### EXECUTIVE/MANAGEMENT COMMITTEE\*

\* Attorneys on the Executive/Management Committee or equivalent

	Men	Women
White/Caucasian	9	3
African-American/Black	0	0
Hispanic/Latinx	0	0
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	0	0
Individuals with Disabilities	n/a	n/a
<b>Total</b>	<b>9</b>	<b>3</b>

The Firm does not track individuals with disabilities. There are 4 international attorneys not counted above, including 1 openly LGBTQ male partner.

##### HIRING COMMITTEE\*

\* Attorneys on Hiring Committee or equivalent

	Men	Women
White/Caucasian	6	6
African-American/Black	0	0
Hispanic/Latinx	1	0
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	0	0
Individuals with Disabilities	n/a	n/a
<b>Total</b>	<b>7</b>	<b>6</b>

The Firm does not track individuals with disabilities.

##### PARTNER REVIEW COMMITTEE\*

\* Attorneys on the Partner Review Committee or equivalent

	Men	Women
White/Caucasian	8	3
African-American/Black	0	0
Hispanic/Latinx	0	0
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	0	0
Individuals with Disabilities	n/a	n/a
<b>Total</b>	<b>8</b>	<b>3</b>

The Firm does not track individuals with disabilities.

##### ASSOCIATE REVIEW COMMITTEE\*

\* Attorneys on the Associate Review Committee or equivalent

	Men	Women
White/Caucasian	10	3
African-American/Black	0	0
Hispanic/Latinx	1	0
Alaska Native/American Indian	0	0
Asian	0	1
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	0	0
Individuals with Disabilities	n/a	n/a
<b>Total</b>	<b>11</b>	<b>4</b>

The Firm does not track individuals with disabilities.

##### ATTORNEYS ON THE DIVERSITY COMMITTEE OR EQUIVALENT

	Men	Women
White/Caucasian	11	12
African-American/Black	3	1
Hispanic/Latinx	2	0
Alaska Native/American Indian	0	0
Asian	2	1
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	3	0
Individuals with Disabilities	n/a	n/a
<b>Total</b>	<b>18</b>	<b>14</b>

The Firm does not track individuals with disabilities. There are two committees included in this data: the Diversity Committee and the Taskforce on Women's Engagement and Retention. There are 10 international attorneys not counted above, including 1 Asian woman, and 3 white women, 1 black man, 1 Asian man, and 4 white men.

## Management Demographic Profile

## OTHER LEADERSHIP ROLES

Leadership positions (2019)	U.S. office heads	Practice group/ department leaders	Committee leaders
Total number of positions	5	7	6
Number of such positions held by:			
Minorities	2	4	1
Women	3	2	5
LGBTQ attorneys	0	1	0
Individuals with Disabilities	n/a	n/a	n/a

The Firm does not track individuals with disabilities

Please provide information regarding all diverse attorneys who currently head offices, practice groups and committees. Enter responses in the following format: Attorney, Office location/Practice group/Committee (No. of attorneys in office/practice group/committee).

## U.S. OFFICE HEADS

How many offices does your firm have in the United States? 8

Minorities heading offices: Alfredo Perez, Houston (17); Ed Soto, Miami (20)

Women heading offices: Marilyn Shaw, Boston (29); Courtney Marcus, Dallas (47), Diane Sullivan, Princeton (2)

LGBTQ attorneys heading offices: [No response]

Individuals with Disabilities heading offices: [No response]

## PRACTICE GROUP/DEPARTMENT LEADERS

Minorities heading practices: Derrick Cephas, Financial Institution Regulatory (1); Edward Soto, Complex Commercial Litigation (151); Adam Hemlock, Antitrust & Competition (52); Christopher Garcia, White Collar Defense, Regulatory and Investigations (16)

Women heading practices: Ellen Odoner, Public Company Advisory Group (12); Elizabeth Weiswasser, Patent Litigation (42)

LGBTQ attorneys heading practices: Daniel Dokos, Banking & Finance (132)

Individuals with Disabilities heading practices: [No response]

## COMMITTEE LEADERS

Minorities heading committees: Christopher Garcia, Diversity (25)

Women heading committees: Jackie Cohen, Professional Hiring & Steering (13); Annemargaret Connolly, Professional Development (28); Lyuba Goltser, Summer Program (19); Jacqueline Marcus, Diversity (25), TOWER (20); Mindy Spector, Compliance (4), Governance Task Force (11), Nominating (9), Senior Review (7)

LGBTQ attorneys heading committees: [No response]

Individuals with Disabilities heading committees: [No response]



### The Firm Says

Inclusion is in our DNA. Since its founding, Weil has held diversity and inclusion as a core value of our firm since Frank Weil, Sylvan Gotshal and Horace Manges found many doors closed to them because of their religious beliefs. Over the following 85 years, as we have become a global firm, these principles have been a cornerstone for our growth and success. Our pioneering attitude towards diversity led us to embark on a series of "firsts" for the legal profession from conducting a diversity assessment in 1992 to creating a formal management level diversity professional position in 2000 to a broad-reaching ally initiative in 2015. We strive for all our people to feel comfortable and supported, able to thrive and achieve as far as their talents and hard work take them. We believe the results of our inclusion efforts tell a remarkable story. Of the U.S. partners promoted since 2007, 42% are women. Weil's upcoming partner class is the most diverse in the Firm's history with: 56% women globally and 73% women in the U.S.; 36% people of color in the U.S.; 69% women and/or people of color globally, 82% in the U.S.

Our efforts have been recognized by numerous industry and business publications, including the 2019 "Best International Firm for Diversity" at Euromoney Americas Women in Business Law Awards. Weil was named among the "Best Places to Work" for LGBT+ individuals by the Human Rights Campaign Foundation's 2019 Corporate Equality Index. In 2019, 23 women Weil partners won 30 individual awards from prominent business and legal publications.

The following is a brief summary of the Firm's marquee inclusion initiatives:

**Upstanders@Weil:** The Firm launched an innovative initiative in 2015 to inspire all attorneys and staff to stand up for inclusion in the workplace, community and at home. This campaign expands the powerful "ally" concept within the LGBT+ community to a broader spectrum of groups, including people of color and women. A diversity training workshop, action guide, and extensive online resources were developed to raise awareness and showcase concrete behaviors to be an Upstander@Weil. The Andrea Bernstein Upstander@Weil award rewards and recognizes actions promoting diversity, with over 100 recipients to date.

**Diversity Education:** Weil has consistently been at the forefront of law firm diversity training programs for over two decades. The most recent evolution of our efforts began in 2011 with a two-hour annual diversity education requirement for all US attorneys and staff. Each year, a new program is developed customized specifically for Weil to provide concrete skills for achieving inclusion. Program topics have included unconscious bias, mentoring and delivering feedback across difference, working with different generations, religious diversity, and managing cross-cultural relationships. Weil's mandatory diversity training in 2019 featured interactive diversity, inclusion and elimination of bias CLE presentations. Weil was "Highly Commended" by the Financial Times' "North America Innovative Lawyers" for its development of the first accredited unconscious bias training program in New York State to improve diversity in the profession.

In addition, the Firm hosts heritage months and other educational programs throughout the year. For example, in 2019 in honor of Women's History Month, Weil held a panel discussion featuring senior women leaders and launched a new series called "Weil Women's Wisdom: Advice to Our Younger Selves".

**Diversity Month:** Our approach is to hold inclusion as a firmwide value and empower each office to address the most important diversity issues that are relevant to their geographic location. In 2019, Weil's biennial Diversity Month theme was From Bystanders to Upstanders: Together We Can Make a Difference and highlighted our own Upstanders, as well as client and non-profit partner Upstanders. Programs included an Intersectionality Event with Vinay Kapoor from BNP Paribas, a conversation with Karen Catlin, author of Better Allies, Interactive Theater Diversity Training, and an Upstander Celebration hosted at our New York City office.

**Affinity Groups:** Weil was among the first law firms to develop formal affinity groups to provide a forum for historically under-represented groups in the legal profession to network and grow. The firm's five affinity groups are AsianAttorneys@Weil, the Black Attorney Affinity Group, WeilLatinx, Women@Weil and WeilPride. In 2019, the Firm convened Latinx attorneys in New York in September for strategic planning and career development sessions, including a fireside chat with Weil alumni from Columbia University and NBCUniversal. The Black Attorney Affinity Group and WeilLatinX co-hosted an intimate dinner for Silicon Valley clients in the fall of 2019. Affinity Group Conferences: Weil is unique among law firms for holding individual affinity group conferences bringing together members from across the Firm's offices and incoming summer associates for professional development, internal networking and mentoring, client development, and pipeline efforts. To date, the Firm has hosted 17 affinity group conferences. In 2019, AsianAttorneys@Weil and WeilLatinx both held conferences. The AsianAttorneys@Weil conference featured a fireside chat with Pulitzer Prize winning journalist Sheryl WuDunn, Executive Presence and Communications Skills workshop and Business Development workshops, Career Paths Panel with Weil alumni, and an alumni networking reception. The WeilLatinx conference convened Latinx attorneys from across the US for strategic planning and career development sessions as well as hosted the 2019 Annual Hispanic National Bar Association Convention's kick off reception.

**Management Committee Sponsors:** The strength of the Firm's leadership commitment is demonstrated through the designation of a Management Committee member, who is not a member of that demographic group, appointed to serve as a sponsor for each affinity group. The sponsors provide visibility to the group and individual members internally and externally.

**Women's Initiatives:** TOWER, the Taskforce on Women's Engagement and Retention, is a committee of women and men partners are focused on the advancement and development of women attorneys globally. TOWER members represent all four Firm departments and 10 offices. One co-chair and 40% of members are men.

**Women@Weil New York** has 20 active mentoring circles which include one female partner, one male partner, and five to six male and female associates to discuss career development topics. Women@Weil London sponsors the Women of Impact Initiative, which pairs a junior female lawyer with a female partner to co-mentor a social enterprise which benefits women and girls. In 2019, Women@Weil hosted cross-office professional development programs, such as department-specific programs featuring women partners sharing how to leverage performance evaluations for growth and sessions to help associates develop their client lists and answer questions about how to invite clients to events. During Women's History Month 2019, Weil launched a series featuring women partners, counsel, and staff leaders titled "Weil Women's Wisdom: Advice to Our Younger Selves" and held a panel discussion featuring senior women leaders which was updated in 2020 to include 13 additional leaders. Additionally, the firm focuses on intersectionality of gender with other diversity demographics through affinity group partnerships. For example, in 2019 the Black Attorney Affinity Group and Women@Weil co-hosted a pre-screening of Harriet for attorneys and clients.

A subcommittee of Women@Weil called Mothers@Weil provides a forum to discuss and address issues affecting associate mothers, provides mentorship and support at key transitioning times of motherhood in one's careers, and effects change in the workplace to accommodate the unique needs of working mothers.

**Work-Life Taskforce:** Weil recognizes the challenges of practicing law in a global professional services firm and offers a suite of leading edge work-life programs and benefits reflecting the diverse needs of our employees. Such programs include flexible work arrangements, inclusive parental leave and benefits, services to help new business-traveling mothers, back-up child and adult/elder care, career and life coaching services, opportunities to give back to the community, and more. The Work-Life Task Force works to mitigate these challenges by offering relevant training programs and sponsoring initiatives including a Remote Working Pilot program for New York Associates.

**Social Responsibility:** Weil's corporate citizenship footprint is brought to bear through the Firm's industry leading diversity & inclusion, pro bono legal service, sustainability, community engagement, and charitable contributions programs. Whether it be leveraging the subject matter expertise of our attorneys and administrative staff, providing volunteer hands-on support or financial resources to our network of nonprofit partners, Weil is committed to engaging as a responsible corporate citizen in the communities where we

# Weil, Gotshal & Manges LLP

## 2020 VAULT/MCCA LAW FIRM DIVERSITY SURVEY

live and work. Weil is one of the first law firms in the legal industry to implement a comprehensive community engagement program, including employee giving and volunteer opportunities for all U.S. attorneys and administrative staff, taking place during and outside of work hours.

**Disability Inclusion & Awareness:** Weil strives to create an environment where diverse abilities are appreciated and respected. For 2019 Mental Health Month, Weil's US offices hosted a series of programs, such as Making Mental Health a priority and a CLE on Mental Health & Ethical Obligations. In 2019, Weil signed the American Bar Association's Pledge to improve mental health and well-being of those in the legal profession.

