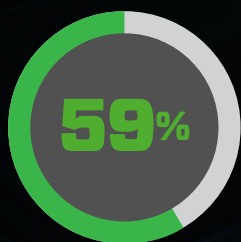
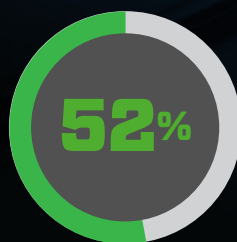


In 1931, Frank Weil, Sylvan Gotshal, and Horace Manges founded Weil, Gotshal & Manges LLP after finding many doors closed to them simply because of their religious affiliation. Today, Weil is recognized as an outspoken leader that prides itself in continuing to open doors for diverse generations to come,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

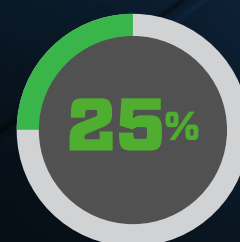
Since 2019:



PARTNER PROMOTIONS  
HAVE BEEN DIVERSE IN THE U.S.



PROMOTIONS  
HAVE BEEN WOMEN



PROMOTIONS HAVE BEEN  
ATTORNEYS OF COLOR

Women of color attorneys increased by **20%**  
with women of color partners more than **doubling**.

**div  
ers  
ity**  
@Weil

Inclusion.  
Leadership.  
Connections.

# Weil, Gotshal & Manges LLP

## 2021 Vault Law Firm Diversity Survey



### LEADERSHIP

#### Head of Firm

Name and Title	Race/Ethnicity	Gender	Add'l Demo
Barry M. Wolf, Executive Partner	White	Male	

#### Executive Committee

Total Number of Attorneys on Committee: 12

Demographics	Men	Women	Nonbinary	Unknown
<b>Race / Ethnicity</b>	<b>9</b>	<b>3</b>	<b>0</b>	<b>0</b>
American Indian or Alaska Native	0	0	0	0
Asian	0	0	0	0
Black or African-American	0	0	0	0
Hispanic or Latinx	0	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	9	3	0	0
Two or More Races	0	0	0	0
Other or Unknown	0	0	0	0
<b>Additional Demographics</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
LGBTQ+ Individuals	0	0	0	0
Individuals with Disabilities	0	0	0	0

The Executive Committee count above does not include international attorneys, including 1 openly LGBTQ+ member.

**2021 Vault Law Firm Diversity Survey**

**DEI Professional**

Does the firm have a chief diversity officer, director of diversity, or other professional(s) leading the firm’s diversity, equity, and inclusion initiatives?

**Yes**

**Name and Title**

Meredith Moore, Director, Diversity, Equity & Inclusion

**DEI Committee**

Does the firm have a diversity, equity, and inclusion committee or the equivalent?

**Yes**

In what year was the committee formed?

**1992**

Total Number of Attorneys on DEI Committee: **19**

Demographics	Men	Women	Nonbinary	Unknown
<b>Race / Ethnicity</b>	<b>13</b>	<b>6</b>	<b>0</b>	<b>0</b>
American Indian or Alaska Native	0	0	0	0
Asian	2	1	0	0
Black or African-American	3	1	0	0
Hispanic or Latinx	1	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	7	4	0	0
Two or More Races	0	0	0	0
Other or Unknown	0	0	0	0
<b>Additional Demographics</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>0</b>
LGBTQ+ Individuals	2	0	0	0
Individuals with Disabilities	0	0	0	0

*DEI Committee above only includes US attorneys. One international self-identified LGBTQ+ member is not included in the above.*

Is the firm women-owned, minority-owned, and/or LGBTQ+-owned? **N/A**

Does the firm have a non-discrimination policy in the employee handbook or elsewhere in firm materials?

**Yes**

**ATTORNEY DEMOGRAPHICS**

**Attorney Headcount**

900 Total attorneys in U.S. offices

1,227 Total attorneys worldwide (including all U.S. and global offices)

**U.S. Associates**

618 Total number of U.S.-based associates

Demographics	Men	Women	Nonbinary	Unknown
<b>Race / Ethnicity</b>	<b>334</b>	<b>275</b>	<b>1</b>	<b>0</b>
American Indian or Alaska Native	0	0	0	0
Asian	38	56	0	0
Black or African-American	8	15	0	0
Hispanic or Latinx	16	11	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	268	184	1	0
Two or More Races	4	9	0	0
Other or Unknown	0	0	0	0
<b>Additional Demographics</b>	<b>32</b>	<b>8</b>	<b>1</b>	<b>0</b>
LGBTQ+ Individuals	32	8	1	0
Individuals with Disabilities	0	0	0	0

8 associates did not disclose demographic data.

**U.S. Equity Partners**

189 Total Equity Partners

Demographics	Men	Women	Nonbinary	Unknown
<b>Race / Ethnicity</b>	<b>133</b>	<b>52</b>	<b>0</b>	<b>0</b>
American Indian or Alaska Native	0	0	0	0
Asian	6	6	0	0
Black or African-American	4	2	0	0
Hispanic or Latinx	8	2	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	115	42	0	0
Two or More Races	0	0	0	0
Other or Unknown	0	0	0	0
<b>Additional Demographics</b>	<b>3</b>	<b>0</b>	<b>0</b>	<b>0</b>
LGBTQ+ Individuals	3	0	0	0
Individuals with Disabilities	0	0	0	0

4 partners did not disclose demographic data.

**U.S. Non-Equity Partners**

0 Total Non-Equity Partners

Demographics	Men	Women	Nonbinary	Unknown
<b>Race / Ethnicity</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
American Indian or Alaska Native	0	0	0	0
Asian	0	0	0	0
Black or African-American	0	0	0	0
Hispanic or Latinx	0	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	0	0	0	0
Two or More Races	0	0	0	0
Other or Unknown	0	0	0	0
<b>Additional Demographics</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
LGBTQ+ Individuals	0	0	0	0
Individuals with Disabilities	0	0	0	0

Weil does not have non-equity partners

**U.S. Counsel / Of Counsel**

93 Total Counsel / Of Counsel

Demographics	Men	Women	Nonbinary	Unknown
<b>Race / Ethnicity</b>	<b>56</b>	<b>36</b>	<b>0</b>	<b>0</b>
American Indian or Alaska Native	0	0	0	0
Asian	5	5	0	0
Black or African-American	0	1	0	0
Hispanic or Latinx	0	1	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	51	29	0	0
Two or More Races	0	0	0	0
Other or Unknown	0	0	0	0
<b>Additional Demographics</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
LGBTQ+ Individuals	0	0	0	0
Individuals with Disabilities	0	0	0	0

1 counsel did not disclose demographic information.

**U.S. Non-Partner-Track Attorneys**

0 Total Non-Partner-Track Attorneys

Demographics	Men	Women	Nonbinary	Unknown
<b>Race / Ethnicity</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
American Indian or Alaska Native	0	0	0	0
Asian	0	0	0	0
Black or African-American	0	0	0	0
Hispanic or Latinx	0	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	0	0	0	0
Two or More Races	0	0	0	0
Other or Unknown	0	0	0	0
<b>Additional Demographics</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
LGBTQ+ Individuals	0	0	0	0
Individuals with Disabilities	0	0	0	0

**U.S. Law Clerks**

2 Total Law Clerks

Demographics	Men	Women	Nonbinary	Unknown
<b>Race / Ethnicity</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>0</b>
American Indian or Alaska Native	0	0	0	0
Asian	2	0	0	0
Black or African-American	0	0	0	0
Hispanic or Latinx	0	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	0	0	0	0
Two or More Races	0	0	0	0
Other or Unknown	0	0	0	0
<b>Additional Demographics</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
LGBTQ+ Individuals	0	0	0	0
Individuals with Disabilities	0	0	0	0

**U.S. Office Managing Partners**

8 Total U.S. Office Managing Partners

Demographics	Men	Women	Nonbinary	Unknown
<b>Race / Ethnicity</b>	<b>4</b>	<b>4</b>	<b>0</b>	<b>0</b>
American Indian or Alaska Native	0	0	0	0
Asian	0	0	0	0
Black or African-American	0	0	0	0
Hispanic or Latinx	0	2	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	4	2	0	0
Two or More Races	0	0	0	0
Other or Unknown	0	0	0	0
<b>Additional Demographics</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
LGBTQ+ Individuals	0	0	0	0
Individuals with Disabilities	0	0	0	0

2021 Vault Law Firm Diversity Survey

**U.S. Hiring Committee**

14 Total U.S. Hiring Committee Attorneys

Demographics	Men	Women	Nonbinary	Unknown
<b>Race / Ethnicity</b>	<b>8</b>	<b>6</b>	<b>0</b>	<b>0</b>
American Indian or Alaska Native	0	0	0	0
Asian	0	0	0	0
Black or African-American	1	0	0	0
Hispanic or Latinx	1	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	6	6	0	0
Two or More Races	0	0	0	0
Other or Unknown	0	0	0	0
<b>Additional Demographics</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
LGBTQ+ Individuals	0	0	0	0
Individuals with Disabilities	0	0	0	0

**FORMAL PROCESSES AND GOALS**

**Metrics**

Does the firm provide a formal means for attorneys to voluntarily disclose any of the following?

- Yes** Racial/ethnic identity
- Yes** Gender identity and gender expression
- Yes** Sexual orientation
- No** Disability

**Measurement**

Has the firm set formal, measurable targets for increasing diversity in recruitment, retention, promotion, and/or leadership?

**Yes** If yes, describe the firm’s targets:

*The Firm tracks progress through metrics on representation, recruiting, retention, advancement, business development and leadership.*



**Accountability**

Has the firm set formal, measurable targets for increasing diversity in recruitment, retention, promotion, and/or leadership?

**No**

If yes, explain how the firm holds partners accountable for DEI achievements?

**DEI Training**

Which of the following steps has the firm undertaken to bolster diversity, equity, and inclusion awareness among attorneys and staff

- Yes** Provides annual DEI training that addresses implicit bias for all attorneys
- Yes** Provides annual DEI training that addresses implicit bias for all attorneys and staff
- Yes** Provides DEI training specifically for firm leadership/managers/department chairs
- Yes** Includes DEI training in on-boarding process for new associates and/or summer associates
- Yes** Retained a DEI consultant to conduct a

If applicable, describe any other initiatives taken:

**RECRUITMENT AND HIRING**

**HBCUs**

Does the firm recruit at law schools of Historically Black Colleges and Universities (HBCUs)?

**Yes**

If yes, which HBCUs does the firm hire from?

*Howard University*

**Law Schools**

Does the firm recruit at any other law schools specifically for diversity purposes, such as institutions with significant populations of students of color? (Note that we are looking for intentional recruiting efforts to broaden the pool of applicants and extend more opportunities to diverse students.)

**Yes**

If yes, which law schools does the firm recruit at specifically for diversity purposes?

*Howard University*

**Scholarships**

Does the firm offer scholarships, internships, or fellowships to diverse law students?

**Yes**

If yes, provide the following:

Description, opportunities available, and link	Number awarded in 2020
<b>Scholarships</b>	

Link:

**Internships**

Link:

**Fellowships**

The Firm provides diversity fellowships for 2L and 1L law school students. The fellowship is progressive, with students receiving \$10,000 their first year and \$20,000 upon accepting a full-time associate offer with Weil. Link: **9**  
<https://careers.weil.com/diversity-and-inclusion>

**Career Fairs**

Does the firm participate in legal diversity career fairs?

**Yes**

If yes, list the diversity career fairs in which the firm participates

*Lavender Law Job Fair, NEGLSA Job Fair*

**Combating Implicit Bias**

What steps has the firm taken to combat implicit bias in recruiting (e.g., interview training, behavioral interview questions, blind resume review, etc.)?

*The Firm provides interviewer training and an annual interviewer guide.*

**Summer Associates**

In what ways does the firm support diverse summer associates (e.g., mentoring, training, events, etc.)?

*The Firm provides mentoring opportunities specifically for summer associates, networking, education, and diversity events, as well as affinity group programs for summer associates.*

**1L Summer Associates**

Does the firm hire 1L summer associates?

Yes

11 Total 1L summer associates at the firm in 2020

Demographics	Men	Women	Nonbinary	Unknown
<b>Race / Ethnicity</b>	<b>1</b>	<b>10</b>	<b>0</b>	<b>0</b>
American Indian or Alaska Native	0	0	0	0
Asian	1	1	0	0
Black or African-American	0	1	0	0
Hispanic or Latinx	0	2	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	0	6	0	0
Two or More Races	0	0	0	0
Other or Unknown	0	0	0	0
<b>Additional Demographics</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>
LGBTQ+ Individuals	0	1	0	0
Individuals with Disabilities	0	0	0	0

**Diversity Program Participants**

If applicable, how many of the law students who participated in the firm's 1L summer associate program in 2020 were hired through the firm's diversity scholarship/internship/fellowship program?

1

2021 Vault Law Firm Diversity Survey

**2L Summer Associates**

Did the firm hold a 2L summer program in 2020? **Yes**

**136** Total 2L Summer Associates at the Firm in 2020

Demographics	Men	Women	Nonbinary	Unknown
<b>Race / Ethnicity</b>	<b>56</b>	<b>80</b>	<b>0</b>	<b>0</b>
American Indian or Alaska Native	0	0	0	0
Asian	11	17	0	0
Black or African-American	3	5	0	0
Hispanic or Latinx	0	5	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	42	53	0	0
Two or More Races	0	0	0	0
Other or Unknown	0	0	0	0
<b>Additional Demographics</b>	<b>6</b>	<b>5</b>	<b>0</b>	<b>0</b>
LGBTQ+ Individuals	6	5	0	0
Individuals with Disabilities	0	0	0	0

**2L Summer Associates Who Received Offers**

**140** Total 2L Summer Associates Received Offers

Demographics	Men	Women	Nonbinary	Unknown
<b>Race / Ethnicity</b>	<b>59</b>	<b>81</b>	<b>0</b>	<b>0</b>
American Indian or Alaska Native	0	0	0	0
Asian	12	16	0	0
Black or African-American	3	5	0	0
Hispanic or Latinx	0	5	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	44	55	0	0
Two or More Races	0	0	0	0
Other or Unknown	0	0	0	0
<b>Additional Demographics</b>	<b>6</b>	<b>4</b>	<b>0</b>	<b>0</b>
LGBTQ+ Individuals	6	4	0	0
Individuals with Disabilities	0	0	0	0

**2L Summer Associates Who Accepted Offers**

**124** Total 2L Summer Associates Received Offers

Demographics	Men	Women	Nonbinary	Unknown
<b>Race / Ethnicity</b>	<b>50</b>	<b>74</b>	<b>0</b>	<b>0</b>
American Indian or Alaska Native	0	0	0	0
Asian	10	16	0	0
Black or African-American	3	4	0	0
Hispanic or Latinx	0	5	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	37	49	0	0
Two or More Races	0	0	0	0
Other or Unknown	0	0	0	0
<b>Additional Demographics</b>	<b>5</b>	<b>3</b>	<b>0</b>	<b>0</b>
LGBTQ+ Individuals	5	3	0	0
Individuals with Disabilities	0	0	0	0

Associates who received offers - 1 summer withdrew & 5 did touchbacks with another firm.



**Diversity Program Participants**

How many of the law students who participated in the firm’s 2L summer associate program in 2020 were hired through the firm’s diversity scholarship/internship/fellowship program?

**11**

**New Attorneys Hired**

**61** Total 2L Summer Associates Received Offers

Demographics	Men	Women	Nonbinary	Unknown
<b>Race / Ethnicity</b>	<b>37</b>	<b>18</b>	<b>0</b>	<b>0</b>
American Indian or Alaska Native	0	0	0	0
Asian	4	6	0	0
Black or African-American	2	0	0	0
Hispanic or Latinx	5	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	26	12	0	0
Two or More Races	0	0	0	0
Other or Unknown	0	0	0	0
<b>Additional Demographics</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
LGBTQ+ Individuals	0	0	0	0
Individuals with Disabilities	0	0	0	0

6 attorneys did not disclose demographic data.

**Mandatory Arbitration**

**No** Does the firm require associates to agree to mandatory arbitration as a condition of employment?

**N/A** Does the requirement also apply to summer associates?

If yes to mandatory arbitration, elaborate on mandatory arbitration provisions:

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**CULTURE AND COMMUNITY**

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**Affinity Groups**

Does the firm have internal affinity groups or networks?

**Yes**

If yes, list the firm's affinity groups:

*Weil Pride, Asian Attorneys at Weil, Black Attorney Affinity Group, Weil Latinx, and Women at Weil*

**Affinity Groups Cont'd**

What kind of support does the firm provide for its affinity groups or networks?

*Management Committee members sponsor each group, the firm provides mentoring opportunities, 1:1 coaching, internal professional development, affinity group events, and affinity group conferences.*

**DEI Events**

Does the firm host DE&I retreats or conferences? **Yes**

Does firm leadership attend these events? **Yes**

If applicable, provide more detail on the firms DE&I events:

*Each affinity group holds a conference biannually. The conferences bring together affinity group members from all offices and provide opportunities for networking and professional development.*

**Reverse Mentoring**

Does the firm offer reverse mentoring, pairing senior attorneys with junior attorneys to help bridge generational or cultural gaps, share perspectives and skills, and foster a more inclusive culture?

**Yes**

If applicable, elaborate on the firm's reverse mentoring program:

*The Firm is piloting a reverse mentoring program in the London office.*

**Associate Committee**

Does the firm have an associate committee that consults with the partnership?

**Yes**

If applicable, describe how the associate committee engages with the partnership:

**Combating Structural Racism**

Is the firm a member of the Law Firm Antiracism Alliance (LFAA)? **Yes**

**Cultural Awareness**

How does the firm commemorate important dates honoring diversity?

*The Firm regularly invites prominent speakers from non-profits, academia and other organizations relevant to historical dates and heritage months. The programs are open to all attorneys and staff.*

**NETWORKING, MENTORING, AND PROFESSIONAL DEVELOPMENT**

**Mentoring & Sponsorship**

Does the firm offer a mentorship or sponsorship program that connects diverse attorneys with senior leadership?

**Yes**

If applicable, describe the mentoring or sponsorship program

*Senior leaders serve as mentors to attorneys through mentoring circles, leaders serve as sponsors for affinity groups, the Firm and leaders sponsor registration for conferences, such as Charting Your Own Course.*



**Professional Development**

Does the firm offer professional development programs specifically for diverse attorneys?

**Yes**

If applicable, elaborate on the professional development programs available to diverse attorneys:

*The Firm's TOWER (Taskforce on Women's Engagement and Retention) aims at providing additional professional development to women attorneys. Through the TOWER initiative, the Firm increased the participation of women in pitches by 69.4% and increased pitches led by female partners from 12.8 to 20% in five years.*

**Work Allocation**

Does the firm monitor work distribution to ensure that diverse attorneys have equal access to quality assignments and significant client matters?

**Yes**

Describe how the firm monitors work distribution

**2021 Vault Law Firm Diversity Survey**

**External Professional & Business Development Opportunities**

Does the firm support associate involvement in external activities related to diversity, equity, and inclusion, such as the following?

- Yes** Pays for associate membership in diversity bar associations or other affinity organizations
- Yes** Sponsors associate participation in diversity, equity, and inclusion conferences
- Yes** Supports associate participation in other external DEI-related activities, events, or organizations (please describe):

*The firm regularly supports associate participation in external DEI-related activities. Most recently, one of the Firm's associates who participates as a mentor for Make A Play Foundation (MAP) facilitated a partnership between MAP and Weil.*

---

**PROMOTION AND ADVANCEMENT**

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**Countering Implicit Bias**

Has the firm implemented processes to mitigate implicit bias in work allocation, performance reviews, and/or promotions?

**Yes**

If applicable, describe the firm's initiatives to mitigate implicit bias

**Upward Reviews**

Does the performance review process include the opportunity for associates to provide anonymous upward reviews?

**Yes**

If applicable, describe the firm's initiatives to mitigate implicit bias

**Diverse Slate of Candidates**

Does the firm employ any of the following measures to ensure that a diverse slate of candidates is considered for promotions, leadership roles, or hiring?

- No** The firm is Mansfield Certified
- No** The firm is Mansfield Certified Plus
- Yes** The firm is currently participating in the Mansfield Rule certification process administered by Diversity Lab
- No** The firm has instituted other formal processes (please describe):

**Multi-tier Partnership**

Does the firm have a multi-tiered partnership? **No**

**Alternatives to Partnership**

Does the firm have a multi-tiered partnership? **Yes**

If applicable, describe the alternatives to partnership:

*The Firm has niche counsel roles.*

**2021 Vault Law Firm Diversity Survey**

**Homegrown Partners**

Please provide the percentage of equity partners at the firm as of December 31, 2020 who started as associates at the firm.  
**70%**

**Promotions to Partnership**

**11** Total Number of Attorneys Promoted to Partner in 2020 (includes promotions effective in 2020, not announced in 2020)

Demographics	Men	Women	Nonbinary	Unknown
<b>Race / Ethnicity</b>	<b>3</b>	<b>8</b>	<b>0</b>	<b>0</b>
American Indian or Alaska Native	0	0	0	0
Asian	0	1	0	0
Black or African-American	1	1	0	0
Hispanic or Latinx	0	1	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	2	5	0	0
Two or More Races	0	0	0	0
Other or Unknown	0	0	0	0
<b>Additional Demographics</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
LGBTQ+ Individuals	0	0	0	0
Individuals with Disabilities	0	0	0	0

**BILLABLE HOURS AND COMPENSATION**

**Credit for DEI Work**

Does the firm provide billable credit for work contributing to diversity, equity, and inclusion efforts (e.g., with respect to recruiting or business development)? Note that this does not include pro bono projects.

**N/A (firm has no billable requirement)**

If so, how many hours can be applied to the firm’s billable hour target?

**N/A**

**Compensation**

Are associate salaries lockstep or discretionary?

**Lockstep**

**Bonuses**

Are associate bonuses lockstep or discretionary?

**Hybrid**

If salaries and/or bonuses are discretionary or hybrid: Does the firm publish compensation ranges or actual compensation for each associate?

*N/A*

**Flex-time Policy**

Does the firm have a formal flex-time policy?

**Yes**

**Reduced-hours Policy**

Does the firm have a formal reduced-hours policy?

**Yes**

**Partnership Eligibility**

Do attorneys who take advantage of the firm's reduced-hours or flex-time options remain eligible for partnership?

**Yes**

Please explain how working an alternative schedule may affect an associate's path to partnership:

*Working an alternative schedule does not reduce the likelihood of promotion to partnership, but may affect the timeline.*

**Attorneys Working Reduced Hours**

**13** Total Number of Attorneys Working Reduced Hours

Attorneys with Reduced-Hours Schedules	Men	Women	Nonbinary	Unknown
Associates	1	4	0	0
Equity Partners	1	4	0	0
Non-equity Partners	0	0	0	0
Counsel / Of Counsel	0	3	0	0
Non-Partner-Track Attorneys	0	0	0	0

**WORKING PARENTS**

**Family-planning Resources**

Does the firm offer any fertility or family-planning benefits, such as in-vitro fertilization, egg freezing, adoption or surrogacy support  
**Yes**

If applicable, describe the family-planning resources available:

*The Firm offers inclusive family-planning resources, including fertility assistance, egg freezing, adoption and surrogacy support for all individuals.*



**Parental Leave for Adoption**

Does the firm offer parental leave for adoption?

**Yes**

If yes, is the adoption leave gender neutral?

**Yes**

**Primary & Secondary Caregivers**

Does the firm offer parental leave for adoption?

**Yes**

If yes: In what way does the firm's policy distinguish between primary and secondary caregivers?

*Birth mothers and primary caregivers of an adopted child/child born by surrogates are offered additional parental leave.*

If yes: How much paid leave is available to primary caregivers?

*Up to 20 weeks*

If yes: How much paid leave is available to secondary caregivers?

*Up to 10 weeks*

If no: How much paid leave is available to those taking parental leave?

*N/A*

**Parental Leave Policy**

Describe the firm's parental leave policy.

*All US associates/counsel are eligible for 10 weeks of paid parental leave regardless of gender or caregiver status. Birth mothers and primary caregivers of an adopted child/child born by surrogate are eligible for an additional 10 weeks of paid leave.*

**Support for Parents**

What steps has the firm taken to support parents and ensure that their parental status does not adversely affect their opportunities for career advancement?

- No** Pro rates billable requirements / credit / bonus targets for parents who take leave
- Yes** Provides resources for nursing mothers, such as private nursing rooms, breast milk storage, or breast milk shipping
- Yes** Offers child care resources, such as onsite day care, back-up child care, etc.
- Yes** Provides programs to assist new parents transitioning to leave and/or returning to work after leave (e.g., ramp up/ramp down, flexible hours, Mindful Return)

Feel free to elaborate on the nature of programs and resources the firm makes available to parents.

*The firm provides an infant transitional program, back up childcare, tutoring and test prep through Bright Horizons, a parent support line and webinar series focused on mental health and learning disorders in children through the Childmind Institute, and interactive online classes through Out School.*

**INCLUSIVENESS AND ACCESSIBILITY**

**Equity in Benefits**

Do the firm's health care benefits, family leave, and bereavement leave include same-sex spouses and domestic partners?

**Yes**

**LGBTQ+ Inclusivity**

What steps has the firm taken to create an inclusive environment for transgender and gender non-conforming individuals?

- Yes** Provides gender-neutral restrooms/facilities
- Yes** Offers health insurance plans that provide equitable benefits for transgender employees and dependents
- Yes** Provides an opportunity for employees to share preferred pronouns
- Yes** Uses gender-neutral pronouns in its policies and materials
- Yes** Non-discrimination policy explicitly includes "gender identity and expression" as a protected category
- Yes** Other (please elaborate):  
*Transgender awareness programs.*

**Accessibility**

What steps has the firm taken to create an inclusive environment for attorneys with disabilities?

- No** Has evaluated and addressed issues of accessibility in firm buildings, workspaces, and parking facilities
- No** Has a clear and well-communicated process for attorneys to request accommodations or raise other workplace concerns
- Yes** Non-discrimination policy explicitly includes "disability" as a protected category
- Yes** Other (please elaborate):  
*Disability/accessibility guidelines, disability inclusion and etiquette training.*

**ATTRITION**

**Departures among U.S. Associates**

69 Total Number of Departures among Associates in 2020:

Demographics	Men	Women	Nonbinary	Unknown
<b>Race / Ethnicity</b>	<b>38</b>	<b>31</b>	<b>0</b>	<b>0</b>
American Indian or Alaska Native	0	0	0	0
Asian	4	3	0	0
Black or African-American	2	1	0	0
Hispanic or Latinx	5	3	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	25	23	0	0
Two or More Races	2	1	0	0
Other or Unknown	0	0	0	0
<b>Additional Demographics</b>	<b>3</b>	<b>1</b>	<b>0</b>	<b>0</b>
LGBTQ+ Individuals	3	1	0	0
Individuals with Disabilities	0	0	0	0

**Departures among U.S. Partners**

2 Total Number of Departures among U.S. Partners in 2020:

Demographics	Men	Women	Nonbinary	Unknown
<b>Race / Ethnicity</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>0</b>
American Indian or Alaska Native	0	0	0	0
Asian	0	0	0	0
Black or African-American	0	0	0	0
Hispanic or Latinx	0	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	2	0	0	0
Two or More Races	0	0	0	0
Other or Unknown	0	0	0	0
<b>Additional Demographics</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
LGBTQ+ Individuals	0	0	0	0
Individuals with Disabilities	0	0	0	0

0

**Departures among U.S. Counsel / Of Counsel and Non-Partner-Track Attorneys**

6 Total Number of Departures among U.S. Counsel and Non-Partner-Track Attorneys in 2020

Demographics	Men	Women	Nonbinary	Unknown
<b>Race / Ethnicity</b>	<b>6</b>	<b>0</b>	<b>0</b>	<b>0</b>
American Indian or Alaska Native	0	0	0	0
Asian	3	0	0	0
Black or African-American	0	0	0	0
Hispanic or Latinx	0	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	3	0	0	0
Two or More Races	0	0	0	0
Other or Unknown	0	0	0	0
<b>Additional Demographics</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
LGBTQ+ Individuals	0	0	0	0
Individuals with Disabilities	0	0	0	0

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**SUCCESSES AND PRIORITIES**

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**Top Three Accomplishments**

What are the firm's top three accomplishments or areas in which the firm has had its greatest success with respect to fostering diversity, equity, and inclusion within the firm?

**#1**

*Galvanizing Firm leadership, including the Diversity Committee which of 39 partners and senior staff, after the murder of George Floyd to take action. The Diversity Committee generated a list of more than 175 racial justice and equity recommendations, and proposed approximately 20 actions that were unanimously adopted by the Management Committee.*

**Top Three Accomplishments**

What are the firm's top three accomplishments or areas in which the firm has had its greatest success with respect to fostering diversity, equity, and inclusion within the firm?

**#2**

*BLAST (Black Lawyers Achieving Success Together) was launched in early 2021. BLAST is a leadership and business development initiative for Black partners, counsel, and senior associates that invests in the participants through Management Committee sponsors, individualized business plans, executive coaches, and group leadership sessions.*



**2021 Vault Law Firm Diversity Survey**

**Top Three Accomplishments**

What are the firm's top three accomplishments or areas in which the firm has had its greatest success with respect to fostering diversity, equity, and inclusion within the firm?

**#3**

*Two advisory boards were formed to work with Executive Partner Barry Wolf. One is composed of Black partners, and the other of Black counsel and associates in the US and London. The advisory boards opine on a range of issues of importance to the Firm, including but not limited to diversity-related topics.*

**2021 Vault Law Firm Diversity Survey**

**Top Three Priorities**

What are the firm's top three priorities for advancing diversity, equity, and inclusion within the firm moving forward?

**#1**

*Sustain connections and career development during the pandemic for women, LGBTQ+, and BIPOC communities.*

**2021 Vault Law Firm Diversity Survey**

**Top Three Priorities**

What are the firm's top three priorities for advancing diversity, equity, and inclusion within the firm moving forward?

**#2**

*Broaden and deepen efforts for disability, gender identity, and veteran inclusion, with a particular emphasis on intersectionality.*

**Top Three Priorities**

What are the firm's top three priorities for advancing diversity, equity, and inclusion within the firm moving forward?

**#3**

*Implement and refine racial justice and equity plan working to make meaningful progress on recruiting, retaining, and advancing Black attorneys and staff.*

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**ADVICE TO CANDIDATES**

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**Advice**

What advice do you have for candidates who are looking for a diverse and inclusive work environment? What questions should they ask when interviewing to help them assess the extent of a firm's commitment to diversity, equity, and inclusion?

*Candidates should look for tangible programs and results from diversity, equity and inclusion initiatives. Weil's DEI efforts include facilitating regular mentoring circle meetings, holding affinity group conferences, creating leadership programs for diverse attorneys, and mandatory DEI training workshops for all attorneys and staff each year. One program that has achieved significant traction is the TOWER (Taskforce on Women's Engagement and Retention) Pitch Parity initiative that increased woman participation in client pitches by 69.4%.*

*Weil strives to keep all interviews conversational, allowing for greater transparency and access. We encourage students to ask us any questions related to the strong efforts and results the Firm has made in the DEI space. In particular, we encourage students to ask everyone they meet with about their personal involvement in DEI—given our Upstander@Weil allyship initiative we are proud that everyone at Weil is encouraged and empowered to be part of our inclusion efforts. Students should feel empowered to look through the DEI section of [weil.com](http://weil.com) and ask specific questions about past programs and initiatives, as well as current and future Firm goals.*