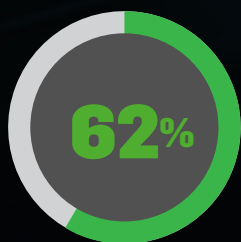
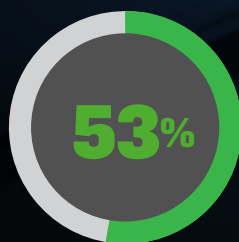


In 1931, Frank Weil, Sylvan Gotshal, and Horace Manges founded Weil, Gotshal & Manges LLP after finding many doors closed to them simply because of their religious affiliation. Today, Weil is recognized as an outspoken leader that prides itself in continuing to open doors for diverse generations to come,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

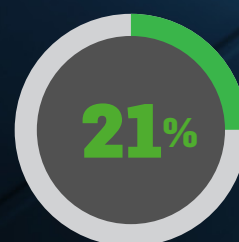
Since 2019:



PARTNER PROMOTIONS
HAVE BEEN DIVERSE IN THE U.S.



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

2023 Vault Law Firm Diversity Survey



LEADERSHIP

Head of Firm

Name and Title	Race/Ethnicity	Gender	Add'l Demo
Barry Wolf	White	Male	

Executive Committee

Total Number of Attorneys on Committee: 14

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	11	3	0	0
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	11	3	0	0
Two or More Races	0	0	0	0
Other or Unknown	0	0	0	0
Additional Demographics	0	0	0	0
LGBTQ+ Individuals	0	0	0	0
Individuals with Disabilities	0	0	0	0

2023 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, Chief Diversity, Equity, and Inclusion Officer

DEI Committee

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

In what year was the committee formed?

1984

Total Number of Attorneys on DEI Committee: 18

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	13	5	0	0
American Indian or Alaska Native	0	0	0	0
Asian	2	2	0	0
Black or African-American	3	0	0	0
Hispanic or Latinx	1	1	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	7	2	0	0
Two or More Races	0	0	0	0
Other or Unknown	0	0	0	0
Additional Demographics	3	0	0	0
LGBTQ+ Individuals	3	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

2023 Vault Law Firm Diversity Survey

ATTORNEY DEMOGRAPHICS

Attorney Headcount

906 Total attorneys in U.S. offices

1,262 Total attorneys worldwide (including all U.S. and global offices)

U.S. Associates

624 Total number of U.S.-based associates

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	318	306	0	2
American Indian or Alaska Native	1	0	0	0
Asian	52	71	0	0
Black or African-American	17	18	0	0
Hispanic or Latinx	19	22	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	204	175	0	2
Two or More Races	9	10	0	0
Other or Unknown	16	10	0	0
Additional Demographics	31	28	0	2
LGBTQ+ Individuals	31	28	0	2
Individuals with Disabilities	0	0	0	0

2023 Vault Law Firm Diversity Survey

U.S. Equity Partners

207 Total Equity Partners

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	145	54	0	0
American Indian or Alaska Native	0	0	0	0
Asian	9	3	0	0
Black or African-American	5	3	0	0
Hispanic or Latinx	5	2	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	126	46	0	0
Two or More Races	0	0	0	0
Other or Unknown	0	0	0	0
Additional Demographics	6	0	0	0
LGBTQ+ Individuals	6	0	0	0
Individuals with Disabilities	0	0	0	0

U.S. Non-Equity Partners

0 Total Non-Equity Partners

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	0	0	0	0
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
Additional Demographics	0	0	0	0
LGBTQ+ Individuals	0	0	0	0
Individuals with Disabilities	0	0	0	0

2023 Vault Law Firm Diversity Survey

U.S. Counsel / Of Counsel

77 Total Counsel / Of Counsel

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	38	39	0	0
American Indian or Alaska Native	0	0	0	0
Asian	1	4	0	0
Black or African-American	0	1	0	0
Hispanic or Latinx	3	1	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	33	31	0	0
Two or More Races	0	1	0	0
Other or Unknown	1	1	0	0
Additional Demographics	3	0	0	0
LGBTQ+ Individuals	3	0	0	0
Individuals with Disabilities	0	0	0	0

U.S. Non-Partner-Track Attorneys

0 Total Non-Partner-Track Attorneys

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	0	0	0	0
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
Additional Demographics	0	0	0	0
LGBTQ+ Individuals	0	0	0	0
Individuals with Disabilities	0	0	0	0

2023 Vault Law Firm Diversity Survey

U.S. Law Clerks

0 Total Law Clerks

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	0	0	0	0
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
Additional Demographics	0	0	0	0
LGBTQ+ Individuals	0	0	0	0
Individuals with Disabilities	0	0	0	0

U.S. Office Managing Partners

7 Total U.S. Office Managing Partners

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

2023 Vault Law Firm Diversity Survey

U.S. Hiring Committee

12 Total U.S. Hiring Committee Attorneys

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	8	4	0	0
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	0	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
Additional Demographics	0	0	0	0
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:

Attorneys of Color: Increase % of attorneys of color in leadership positions through the expansion of mentoring groups, advisory councils that meet with the chair, targeted professional development, and intentional succession planning.

Women Attorneys: Increase % of women in leadership positions through creation of sub-committees for Women@Weil, a global group geared towards the development of women attorneys, collaboration between the management committee and TOWER, Taskforce on Women’s Engagement and Retention, and the creation of TOWER 3.0, a leadership program for women partners with no additional leadership positions.

2023 Vault Law Firm Diversity Survey

Accountability

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

Yes

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

Partners are evaluated holistically, which takes into account their efforts in increasing diversity both within and outside of the Firm. Additionally, each leader is provided an annual diversity scorecard, which measures the diversity of their departments, teams, and specific efforts related to D&I. The Firm has recently enhanced multiple partner accountability mechanisms including adding a scoring element on Black attorney representation to leader diversity scorecards; an additional partner report card question about efforts to recruit, retain, and advance Black attorneys; and belonging, inclusion, and allyship questions to the upward review surveys.

2023 Vault Law Firm Diversity Survey

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 cultural assessment or review firm processes

If applicable, describe any other initiatives taken:

2023 Vault Law Firm Diversity Survey

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

2023 Vault Law Firm Diversity Survey

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 2021
Scholarships	

Link:

Internships

SEO Fellows Link:	6
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Fellowships

The Weil Diversity Fellowship Program 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 our U.S. offices. Weil's Diversity Fellowship Program offers \$50,000 scholarship awards to first- and second-year law students to promote greater diversity in the profession. Since 2011, the Firm has awarded 80 fellowships. Link: <https://selfapply.weil.com/viRecruitSelfApply/ReDefault.aspx?Tag=b37d28f7-3eb1-4d93-8780-5b5f3489caf2> 12

2023 Vault Law Firm Diversity Survey

Career Fairs

Does the firm participate in legal diversity career fairs?

Yes

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

NEBLSA Job Fair, Lavender Law, and Sunbelt 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.

2023 Vault Law Firm Diversity Survey

Summer Associates

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

Weil supports diverse summer associates in several ways. Weil has informal and formal meet and greets at the start of the summer for each affinity group. Weil also hosts external and internal events geared towards each affinity group. In June 2022, Weil hosted the BLAST (Black Attorneys Achieving Success Together) and WeilPride conferences in New York. In June 2023, Weil hosted a WeilPride conference. US and London attorneys and summer associates who identify as members of each group were invited. Both conferences included daytime programs featuring sessions with senior firm leaders, partner panels, and networking lunches. Weil also pairs Black summer associates with a Black partner mentor, as part of a larger initiative, JumpStart, aimed at providing Black associates with professional development, mentorship, and community.

2023 Vault Law Firm Diversity Survey

1L Summer Associates

Does the firm hire 1L summer associates?

Yes

15 Total 1L summer associates at the firm in 2022

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	5	10	0	0
American Indian or Alaska Native	0	0	0	0
Asian	0	4	0	0
Black or African-American	3	1	0	0
Hispanic or Latinx	0	0	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
Additional Demographics	1	2	0	0
LGBTQ+ Individuals	1	2	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 2021 (2 years ago) were hired through the firm's diversity scholarship/internship/fellowship program?

4

2023 Vault Law Firm Diversity Survey

2L Summer Associates

Did the firm hold a 2L summer program in 2022? Yes

116 Total 2L Summer Associates at the Firm in 2022

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	51	65	0	0
American Indian or Alaska Native	0	0	0	0
Asian	3	8	0	0
Black or African-American	3	4	0	0
Hispanic or Latinx	2	6	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	41	43	0	0
Two or More Races	2	4	0	0
Other or Unknown	0	0	0	0
Additional Demographics	5	6	0	0
LGBTQ+ Individuals	5	6	0	0
Individuals with Disabilities	0	0	0	0

2L Summer Associates Who Received Offers

116 Total 2L Summer Associates Received Offers

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	51	65	0	0
American Indian or Alaska Native	0	0	0	0
Asian	3	8	0	0
Black or African-American	3	4	0	0
Hispanic or Latinx	2	6	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	41	43	0	0
Two or More Races	2	4	0	0
Other or Unknown	0	0	0	0
Additional Demographics	5	6	0	0
LGBTQ+ Individuals	5	6	0	0
Individuals with Disabilities	0	0	0	0

2L Summer Associates Who Accepted Offers

101 Total 2L Summer Associates Received Offers

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	44	57	0	0
American Indian or Alaska Native	0	0	0	0
Asian	3	8	0	0
Black or African-American	3	4	0	0
Hispanic or Latinx	2	5	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	35	38	0	0
Two or More Races	1	2	0	0
Other or Unknown	0	0	0	0
Additional Demographics	4	3	0	0
LGBTQ+ Individuals	4	3	0	0
Individuals with Disabilities	0	0	0	0

0

2023 Vault Law Firm Diversity Survey

Diversity Program Participants

How many of the law students who participated in the firm’s 2L summer associate program in 2022 were hired through the firm’s diversity scholarship/internship/fellowship program?

7

New Attorneys Hired

202 Total 2L Summer Associates Received Offers

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	95	76	0	0
American Indian or Alaska Native	1	0	0	0
Asian	19	0	0	0
Black or African-American	8	6	0	0
Hispanic or Latinx	5	9	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	49	44	0	0
Two or More Races	3	5	0	0
Other or Unknown	10	12	0	0
Additional Demographics	12	16	0	0
LGBTQ+ Individuals	12	16	0	0
Individuals with Disabilities	0	0	0	0

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:

2023 Vault Law Firm Diversity Survey

CULTURE AND COMMUNITY

Affinity Groups

Does the firm have internal affinity groups or networks?

Yes

If yes, list the firm's affinity groups:

Asian Attorneys@Weil (AAW), Black Attorneys Achieving Success Together (BLAST), WeilLatinx, and WeilPride (LGBTQ+)

2023 Vault Law Firm Diversity Survey

Affinity Groups Cont'd

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

Throughout the year, affinity group members participate in a wide range of events including:

- *Attorneys of color and LGBTQ+ conferences
- *Gatherings celebrating religious and cultural holidays
- *Attending non-profit partner events
- *Informal meals to connect across practice groups

As an added support, a Management Committee member is appointed to serve as a sponsor for each affinity group. These sponsors work actively to provide visibility and advocacy for the group and individual members internally and externally.

2023 Vault Law Firm Diversity Survey

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:

Affinity Group Conferences:

Weil holds biennial individual conferences for its AsianAttorneys@Weil, BLAST, WeilLatinx, and WeilPride affinity groups. The conferences are designed to bring together members from across the Firm's offices for professional development, internal networking and mentoring, client development, and pipeline efforts. In June 2022, Weil hosted the BLAST and WeilPride conferences in New York. Attorneys and summer associates from across Weil's US offices were invited to attend. Both conferences included daytime programs featuring sessions with senior firm leaders, partner panels, and networking lunches. BLAST held an evening reception that included Weil alumni, with a performance by the Syncopated Ladies. In June 2023, WeilPride hosted their 11th annual Pride Month Networking Soiree with over 150 LGBTQ+ Weil attorneys, summer associates, and clients. To date, the Firm has hosted 20 affinity group conferences.

2023 Vault Law Firm Diversity Survey

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?

No

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

2023 Vault Law Firm Diversity Survey

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:

The Associates Committee is sometimes tasked with providing feedback on a variety of topics from the associates in their respective practice groups, departments and offices on a particular topic, which is reported back to the partnership.

2023 Vault Law Firm Diversity Survey

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?

Weil commemorates important dates honoring diversity through a myriad of ways such as educational programming, key speaker events, interactive programming, newsletters, and curated videos, firm produced informational videos.

2023 Vault Law Firm Diversity Survey

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

Women Attorneys: Our most recent initiative, TOWER 3.0, is a Leadership and Practice Development program for US women partners between 2-15 years of partnership who have not already participated in a Weil diversity professional development program and do not already have a leadership role. The program was be launched in January 2023 and is designed to provide participants with opportunities to deepen critical leadership skills including business development, relationship management, executive presence, and team management and Increase the leadership pipeline of women partners.

Black Attorneys: Another effort is Jumpstart, a unique mentoring effort for Black associates joining the Firm that matches first-year or lateral associates with Black partner and associate mentors to help navigate the transition to the Firm.

2023 Vault Law Firm Diversity Survey

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 has ongoing partnerships with external trainers that tailor professional development programs for our diverse attorneys: from presentation skills for women attorneys to writing workshops for junior associates of color.

2023 Vault Law Firm Diversity Survey

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

including, but not limited to, relevant subject-matter expertise, client expectations, geographic proximity, and value for money, and with a focus on important attributes such as overall team diversity and associate/partner ratio, among other things. By ensuring that our attorney ranks, including leadership roles, reflect our overall commitment to hiring and advancing talented diverse attorneys, our pitch teams necessarily will be diverse as a result. Our pitch data suggest that our approach serves our clients and attorneys well. For example, in the last calendar year, 60% of our pitches in the United States involved a women attorney, and almost 20% were led by a woman attorney.

Partner leaders also receive annual diversity scorecards that include diverse staffing and breakdowns of women, POC, and LGBTQ+ staffing. This report allows leaders to be more cognizant of diverse staffing challenges, equipping them with a path forward during individual discussions.

2023 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):

2023 Vault Law Firm Diversity Survey

PROMOTION AND ADVANCEMENT

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

In 2011, Executive Partner Barry Wolf instituted annual mandatory DEI training for attorneys and staff. All firm trainings address implicit bias. The latest program, launched in 2022, reinforced the Firm's focus on Diversity in the Day to Day: Making Inclusion an Everyday Habit. The interactive workshops identified ways for individuals and teams to contribute to an inclusive experience. Part of these daily habits evaluating work allocation, performance reviews, and promotions from a bias and diverse perspective.

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

The performance review process and upward review process are completely separate. Annually the firm conducts anonymous upward reviews of partners, counsel and senior associates using an outside provider.

2023 Vault Law Firm Diversity Survey

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?

- Yes** The firm is Mansfield Certified
- Yes** The firm is Mansfield Certified Plus
- No** 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? **No**
If applicable, describe the alternatives to partnership:

2023 Vault Law Firm Diversity Survey

Homegrown Partners

Please provide the percentage of equity partners at the firm as of December 31, 2022 who started as associates at the firm.

70%

Promotions to Partnership

19 Total Number of Attorneys Promoted to Partner in 2022 (includes promotions effective in 2022, not announced in 2022)

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	11	17	0	0
American Indian or Alaska Native	0	0	0	0
Asian	0	0	0	0
Black or African-American	0	11	0	0
Hispanic or Latinx	0	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	11	6	0	0
Two or More Races	0	0	0	0
Other or Unknown	0	0	0	0
Additional Demographics	1	0	0	0
LGBTQ+ Individuals	1	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

2023 Vault Law Firm Diversity Survey

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.

2023 Vault Law Firm Diversity Survey

Attorneys Working Reduced Hours

7 Total Number of Attorneys Working Reduced Hours

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

Weil offers in-vitro fertilization, egg freezing, adoption, and surrogacy support.

2023 Vault Law Firm Diversity Survey

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's parental leave policy distinguish between primary and secondary caregivers?

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

2023 Vault Law Firm Diversity Survey

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.

2023 Vault Law Firm Diversity Survey

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.

2023 Vault Law Firm Diversity Survey

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?

- Yes** Has evaluated and addressed issues of accessibility in firm buildings, workspaces, and parking facilities
- Yes** 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
- No** Other (please elaborate):

2023 Vault Law Firm Diversity Survey

ATTRITION

Departures among U.S. Associates

143 Total Number of Departures among Associates in 2022:

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	71	72	0	0
American Indian or Alaska Native	0	0	0	0
Asian	20	24	0	0
Black or African-American	0	0	0	0
Hispanic or Latinx	5	4	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	43	38	0	0
Two or More Races	1	3	0	0
Other or Unknown	2	3	0	0
Additional Demographics	4	3	0	0
LGBTQ+ Individuals	4	3	0	0
Individuals with Disabilities	0	0	0	0

Departures among U.S. Partners

17 Total Number of Departures among U.S. Partners in 2022:

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	10	7	0	0
American Indian or Alaska Native	0	0	0	0
Asian	0	1	0	0
Black or African-American	0	0	0	0
Hispanic or Latinx	1	1	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	9	5	0	0
Two or More Races	0	0	0	0
Other or Unknown	0	0	0	0
Additional Demographics	0	0	0	0
LGBTQ+ Individuals	0	0	0	0
Individuals with Disabilities	0	0	0	0

0

2023 Vault Law Firm Diversity Survey

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

45 Total Number of Departures among U.S. Counsel and Non-Partner-Track Attorneys in 2022

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	25	20	0	0
American Indian or Alaska Native	0	0	0	0
Asian	2	2	0	0
Black or African-American	0	0	0	0
Hispanic or Latinx	0	0	0	0
Native Hawaiian or Other Pacific Islander	0	1	0	0
White	23	16	0	0
Two or More Races	0	0	0	0
Other or Unknown	0	1	0	0
Additional Demographics	4	0	0	0
LGBTQ+ Individuals	4	0	0	0
Individuals with Disabilities	0	0	0	0

2023 Vault Law Firm Diversity Survey

SUCSESSES AND PRIORITIES

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

Women Partner Promotions: 63% of newly promoted partners have been women

2023 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?

#2

Diverse Leadership: Since 2020, 48% of our appointed leaders are diverse.

2023 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

Staff Leadership: Since 2020, BIPOC leaders have increased to 52%

2023 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

Increasing diversity within our leadership, specifically BIPOC leadership

2023 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

Continue to build culture and habits around diversity in our everyday lives

2023 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?

#3

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

2023 Vault Law Firm Diversity Survey

ADVICE TO CANDIDATES

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?

Follow the data: look at the firm's improvement around diversity to see whether or not they are making progress.

Affinity Groups: Ask about affinity groups and mentorship efforts--you'll be connected to one of many resources as you adapt to life at Weil.

Firm-wide & Consistency: To see real change, efforts must be made firm-wide--not just at headquarters. Learn about ways diversity issues are being handled across an organization. Consistency is also crucial. Inquire about efforts that have been implemented over time. Diversity isn't a trend but an ongoing, conscious effort.