

The Black Attorney Affinity Group

Weil

The Black Attorney Affinity Group embodies the talents and strengths of black attorneys across the Firm, focusing on mentorship and networking, recruitment and retention, pro bono initiatives, business development and client outreach.

Conferences



The Black Attorney Affinity Group Conference in New York City brought together affinity group members from the U.S. and London offices in July 2018 for career development, client and law student networking, and strategic planning.

Conference Highlights

- Client and Alumni Networking Reception
- Speed Mentoring Workshop benefiting PENCIL
- "Taking Ownership of Your Career" client panel and discussion featuring Felice Gray-Kemp, Michelle Ifill and John Mbiti
- Lunch discussion and strategic planning session with Firm leaders
- "Career Paths and Lessons Learned" panels featuring Weil alumni and BAAG partners Adé Heyliger and Adam Banks
- Personal Branding Workshop facilitated by Weil's Business Development team

Associate of Color Mentoring Circles



BAAG members participate in associate of color mentoring circles, which supplement the existing mentoring program for associates who

seek additional access to partners as advisors and role models. The circles foster peer mentoring and provide a forum to discuss diversity topics at the Firm.

Diversity Education



In 2018, a diversity recruiting reception and panel featuring representatives from Eli Lilly, alongside Weil partners Christopher Garcia and Elizabeth Weiswasser, was held for local first-year law students to kick off the recruiting season.

- The Firm hosted several interactive workshops in 2018 for attorneys and clients fulfilling the New York Diversity, Inclusion and Elimination of Bias CLE requirement. The workshop and networking reception was held in the Silicon Valley office.
- The Annual two-hour Mandatory Diversity Training in 2017 was focused on "Talking Boldly About Race" led by Vernā Myers. In February 2018, Vernā returned to present "Talking Boldly about Race: Lessons Learned."
- The Dallas office hosts an annual Multicultural program. Recent programming included: "Changing the Narrative: Including the Stories of the Enslaved" in 2019. In 2018, Angela Winfield, Director of Inclusion and Workforce Diversity at Cornell University, discussed disability and intersectionality in the workplace.
- Weil hosted a U.S.-Wide panel, "Racial Justice in America: Diverse Perspectives on the Current Crisis," featuring William Bratton, Former New York City Police Commissioner and Los Angeles Police Department Chief; Kristen Clarke, President and Executive Director of the Lawyer's Committee for Civil Rights Under Law; and Don Cravins, Jr., Senior Vice President for Policy and Executive Director of the Washington Bureau of the National Urban League.

Diversity Recruiting

Weil hosted or participated in over 60 targeted diversity recruiting events. The U.S. 2019 summer class was 34 percent law students of color.

Weil has granted 50 Diversity Fellowships of \$10,000 each in scholarship awards to first and second-year law students since 2011.

The Folks party is a Weil tradition since 1987, bringing together alumni, summer associates, and Weil attorneys of color at a partner's home.

BAAG and Latinos@Weil co-hosted a welcome reception for 2019 summer associates and SEOs (Sponsors for Educational Opportunity) with Sushi, Ceviche and Tapa making at Sen Sakana.

Community & Sponsorships

- Weil is a supporter of the Corporate Counsel Women of Color Conference, the Council of Urban Professionals, the Center for Talent Innovation, the Leadership Council on Legal Diversity, and Legal Outreach.
- Weil has also been a longtime supporter of PALS (Practicing Attorneys for Law Students), a nonprofit organization committed to minority attorneys and law students, including sponsoring and hosting mock interview and 1L exam writing workshops.
- The Firm sponsors internship opportunities through the American Bar Association's Judicial Intern Opportunity Program and the Sponsors for Educational Opportunity Program (SEO). Weil's New York Office has provided nearly 100 summer internships to students from community based organizations since 2013.

Our People In the U.S. and London offices

5

Partners

22

Associates



2019 Best International Firm for Diversity, Euromoney Americas Women in Business Law Awards



Chambers Diversity & Inclusion: Executive Partner Barry Wolf Outstanding Ally award

Accolades



#16 Best Firm for Overall Diversity 2018



#18 Best Firm in Diversity for Minorities 2018

#7 Firm for Diversity 2018

Pro Bono Spotlight

- A Weil team successfully secured a grandmother's guardianship of her Jamaican grandson, who had been abandoned by his parents. On National Adoption Day, New York City's Kings County Family Court approved the petition for adoption.
- Weil partners and associates are currently co-leading an effort to help the Innocence Project review its backlog of more than 7,000 requests for assistance from prospective clients who are currently incarcerated.

Client & Alumni Development



The 2018 BAAG Conference kicked off with a client and alumni networking reception in New York.

- In 2018, the Firm hosted a special pre-screening of *Black Panther* for clients and Weil associates.
- Weil's London Black Attorney Affinity Group partnered with Success Talks and Board Apprentice to host "Influence in the Board Room" in July 2019. The program was designed to provide insights into what is required of a board director and tips on how to obtain board roles.
- Weil Partner Adam Hemlock arranged for David Arroyo, SVP and Chief Ethics & Compliance Officer at Discovery, to participate in a lunch with our attorneys of color. Senior associate Candace Arthur served as the fireside chat moderator.
- BAAG members attend pan-affinity events such as intimate dinners with alumni of color working at Goldman Sachs, NBCUniversal, and Univision.

David Lender is the Management Committee Sponsor for The Black Attorney Affinity Group.

Management Committee

Management Committee Sponsors demonstrate the strength of our leadership commitment. These appointed senior leaders serve as sponsors to affinity groups for which they are not already a member. They are charged with understanding key issues the group members face and advocating for necessary change.



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