



Paul | Weiss

# Diversity

PAUL, WEISS, RIFKIND, WHARTON & GARRISON LLP





“WE ARE SENSITIVE TO THE FACT THAT WE PRACTICE IN NEW YORK CITY, which is a pluralistic community and the major international and financial center of the Western world.

We believe in maintaining, by affirmative efforts, a membership of partners and associates reflecting a wide variety of religious, political, ethnic and social backgrounds, characteristic of that community. We believe that through this policy we may bring to the service of our clients greater breadth of understanding and wider contacts with the world at large, while enriching our personal lives and demonstrating the value of democratic principles as applied to the organization of a law firm.”

— Judge Simon Rifkind  
Firm Principles, 1963



# Welcome

From Our Chair

**P**aul, Weiss has been dedicated to diversity since the day the firm was created. Our founders — two lawyers who were, by tradition, not allowed to practice together because of their differing religions — decided to create a firm where diversity was the norm, not the exception.

Today, Paul, Weiss is privileged to handle the most important legal issues of our times. Our success is directly attributable to the unique skills, talents and viewpoints contributed by lawyers from a variety of different backgrounds and beliefs.

The groundbreaking work we handle at Paul, Weiss benefits from our diversity. We invite you to read further and learn more about our history, our unique programs and offerings, and the vibrant individuals who practice law at Paul, Weiss.

— Brad S. Karp  
Firm Chair





# A History of Diversity

Diversity is a concept that is touted at most elite law firms, but Paul, Weiss has put the concept into practice from its very inception.

In 1927, Louis Weiss and John Wharton joined the firm Weiss's father had founded with the determination to defy prevailing conventions holding that Jews and Gentiles were not to mingle in either practice or clientele. In 1949, when no other law firm would hire an African-American despite his qualifications, our firm hired William T. Coleman Jr., editor of the *Harvard Law Review* and former Supreme Court clerk.

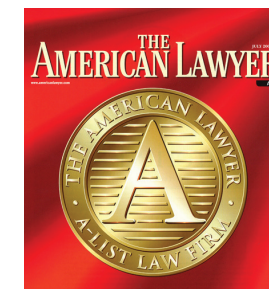
Our firm's commitment to cultural progress can be seen throughout our history. Our work has affected groundbreaking societal change, from assisting Thurgood Marshall in *Brown v. Board of Education*, to the hiring of our first female partner long before our peer firms, to successfully arguing against the Defense of Marriage Act and prevailing in the historic case, *United States v. Windsor*, before the Supreme Court in 2013.

But the history of diversity at Paul, Weiss is more than a series of milestones, it is an evolving narrative. We owe our success to a consistent and proactive commitment to diversity — a dedication that has shaped the intellectual and cultural character of our firm.



- One of only four firms to have been included in *The American Lawyer's* “A-List” every year since the list’s inception in 2003
- *The American Lawyer* has ranked the firm #1 in diversity based on the percentage of minority lawyers over the last decade
- Repeatedly named a “Best Law Firm for Women” by *NAFE/Flex-Time Lawyers* (formerly *Working Mother*) magazine
- Paul, Weiss received a perfect score on the Corporate Equality Index and was named “One of Best Places to Work for LGBT Equality” by the Human Rights Campaign
- Consistently named among the top U.S. law firms for diversity in the *Vault Guide to the Top 100 Law Firms*
- Consistently named among the top 100 law firms for diversity by *Multicultural Law* magazine
- Received Honorable Mention on the 2013 Yale Law Women’s Top 10 Family Friendly Firms
- Proud members of Leadership Council on Legal Diversity (LCLD)

## Awards and Recognitions







## Annual Diversity Networking Reception

Diversity is not just an internal matter. It is also a commitment to connecting our lawyers of color with the larger legal and business communities. Celebrating its twelfth anniversary, our diversity networking reception has become the premier summer networking event. Past speakers have included:

- Sherrilyn Ifill, President and Director-Counsel, NAACP Legal Defense Fund
- Hakeem Jeffries, United States Congressman and Paul, Weiss alumnus
- Raymond J. McGuire, Head, Global Banking, Citi
- Charles J. Ogletree Jr., Harvard Law Professor and author
- Jeh Johnson, Paul, Weiss partner, former General Counsel of the Department of Defense
- John Payton, former President and Director-Counsel, NAACP Legal Defense Fund
- Vernon E. Jordan Jr., Senior Managing Director of Lazard Freres & Co. LLC and former Political Advisor to President Clinton
- Deborah C. Wright, CEO and President of Carver Bancorp
- Cory Booker, Mayor of Newark, New Jersey

*Chairman Brad Karp, Congressman Hakeem Jeffries and Partners Ted Wells and Patrick Campbell*

Diversity **Networking**







## Career Development and Mentoring

“ *When I was choosing my first law firm, I wanted to make sure I was going to a place that was actually diverse. Not just one that talked about diversity, but that embodied it as well. I was equally interested in the way attorneys of color felt at the firm. How comfortable were they? Did they feel like an integral part of the firm, or like outsiders?*

*Today, I feel it's the same welcoming, supportive place it was when I had my first interview and I'm proud of our ongoing diversity efforts — which range from our official mentoring programs, our participation in several programs that introduce undergraduates and highschoolers to the legal profession and our hosting of an annual diversity event focused on networking.* ”

Amran Hussein  
Counsel, Corporate Department  
pictured with Robert M. Hirsh,  
Partner and mentor,  
Corporate Department

Our firm offers a vibrant and diverse workplace that welcomes talented, creative and unique individuals from all backgrounds and viewpoints.

Our diversity mentoring programs invite lawyers to build formal and informal mentoring relationships with senior associates, counsel and partners. Upon joining the firm, LGBT associates and associates of color may choose to be matched with a partner mentor from the their practice area who can help guide career choices.

Our diversity efforts are led by our diversity and women's committees, and implemented by a dedicated diversity professional who works to promote diversity and inclusion throughout the firm.







## Affinity Groups

“*The Black Lawyers Affinity Group meetings and outings illustrate the collegial atmosphere at Paul, Weiss. Through conversations and formal/informal meet-ups, we act as a professional resource for one another. The group also provides a significant social network and connection across practice areas at the firm.*”

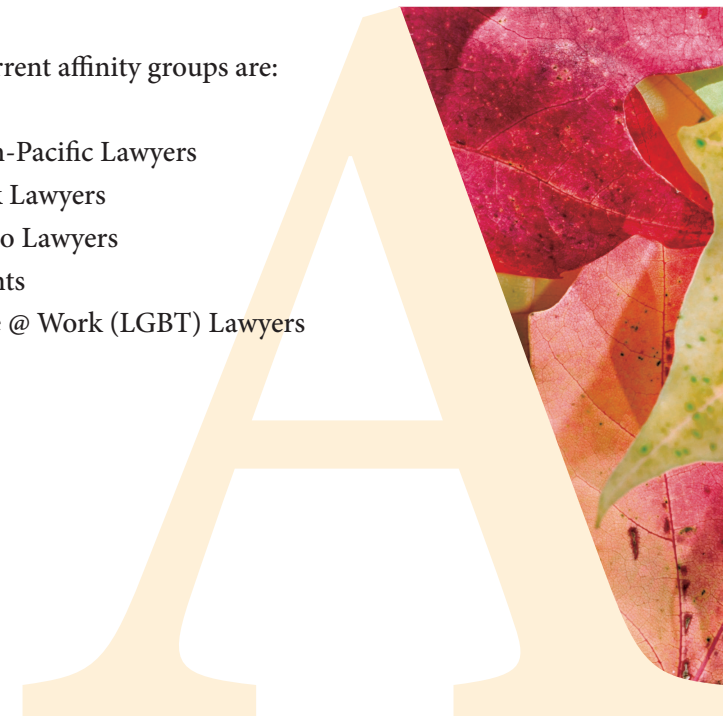
Eric B. Gyasi  
Associate, Corporate Department

Paul, Weiss supports a number of affinity groups. Each group is comprised of lawyers with shared experiences, backgrounds, cultural identities or interests. The groups are open to all Paul, Weiss partners, counsel and associates interested in supporting the goals and objectives of the various groups.

The groups are a forum for communicating important issues and ideas to the firm's Diversity Committee. Through monthly lunch meetings and sponsored events, group members serve as a critical support system for one another and work to create opportunities for leadership and visibility. By cultivating lasting ties with clients, law students, bar associations and non-profit groups, each group works to build and sustain diversity and inclusion and provides lasting benefits for all.

Our current affinity groups are:

- Asian-Pacific Lawyers
- Black Lawyers
- Latino Lawyers
- Parents
- Pride @ Work (LGBT) Lawyers







## Pride @ Work

“ *Pride @ Work has enriched my experience at Paul, Weiss through its substantive programming, social gatherings, mentoring programs, and the many lifelong friendships formed. The firm’s support of LGBT causes showcases its deep-rooted commitment to diversity and equality in the workplace.* ”

Gerardo Gomez Galvis  
Associate, Litigation Department

Through the affinity group Pride @ Work, our firm fosters mentoring and networking among lawyers, and organizes events of interest. The firm has a proud tradition of serving the public interest and we represent LGBT clients and causes in a wide variety of pro bono matters that reflect the diverse issues facing the LGBT community.

Most recently, the firm represented Edith Windsor before the Supreme Court and victoriously overturned Section 3 of the Defense of Marriage Act (DOMA), which previously denied equal federal benefits to same-sex married couples. We work tirelessly for broad cultural change for those persecuted, officially or unofficially, in the U.S. or abroad, due to their sexual orientation.

### LGBT Networking and Events

Paul, Weiss was one of the first large law firms to host an LGBT networking event for the business and legal communities. We have continued to host similar events. Past speakers have included:

- Edith Windsor, Activist and Plaintiff in *U.S. v. Windsor*
- Brad Snyder, Executive Director, LeGaL
- Chris Cormier, Director of Political Advocacy at Gill Action
- Christine Quinn, Speaker of the New York City Council
- Evan Wolfson, Advocate and Founder of Freedom to Marry
- James Esseks, former Director of the ACLU LGBT and AIDS Project
- Mary Bonauto, Civil Rights Project Director, GLAD







## Women's Initiatives and Work/Life Balance

“ *I am a mother to two small children and was elected to partnership while on an alternative work schedule. But it doesn't have to be about raising children. It's a personal decision, and Paul, Weiss recognizes this. Each alternative schedule is as unique as the participating attorney.*

*Paul, Weiss supports its attorneys in their endeavor for excellence in their professional lives and for personal fulfillment in their non-professional lives. ”*

Liza Velazquez  
Partner, Litigation

Nearly half of our lawyers are women and since 1996, 30 percent of our partner promotions have been women (50 percent in the Litigation Department). Women comprise over 20% of the firm's partnership and women chair numerous firm committees.

### Networking

Our firm provides many opportunities for women attorneys to get to know each other as well as mingle with clients and other professional women in the community. We host networking events, lunches and presentations throughout the year. Recently, our partners and counsel hosted a Q&A with Savannah Guthrie, *Today Show* Co-Anchor and NBC News Chief Legal Correspondent for our clients and friends of the firm.

### Sponsor Program

High-performing senior women associates are asked to join our Sponsor Program in their sixth year. A partner from their practice area serves as an advisor to guide them as they advance to the next level of their careers.

### Work/Life Balance

- Cutting-edge Alternative Work Schedules
- Generous Parental Leave and Infant Transition Program
- Flexible Child Care Support – emergency back-up or in-home services



# Diversity Outreach

## and Sponsorships

Paul, Weiss is committed to diversity and inclusion not only within our firm, but also within our larger communities. The firm partners with a variety of non-profits and organizations invested in developing, mentoring and sustaining a diverse workforce and inclusive society.

### Organizations Sponsored by Paul, Weiss Affinity Groups

- ACLU LGBT & AIDS Project
- AnBryce Scholars Program
- Asian American Bar Association of New York (AABANY)
- Asian American Legal Defense and Education Fund (AALDEF)
- Asian & Pacific Islander American Scholarship Fund (APIASF)
- Asian Women in Business (AWIB)
- Association of Black Women Attorneys (ABWA)
- Brotherhood/SisterSol
- Council of Urban Professionals (CUP)
- Dominican Bar Association Scholarship Fund
- Gay, Lesbian & Straight Education Network (GLSEN)
- Hispanic National Bar Association (HNBA)
- Hispanic Scholarship Fund (HSF)
- LatinoJustice PRLDEF
- Leadership Council on Legal Diversity (LCLD)
- Legal Outreach
- Lesbian and Gay Law Association of Greater New York (LeGaL)
- The Links, Incorporated
- Metropolitan Black Bar Association (MBBA)
- Minority Corporate Counsel Association (MCCA)
- NAACP Legal Defense and Education Fund
- National Asian Pacific American Bar Association (NAPABA)
- National Organization for Women (NOW)
- New York City Bar Diversity Fellowship Program
- New York City Bar LGBT Rights Committee
- New York Needs You (NYNY)
- Practicing Attorneys for Law Student's Program (PALS)
- Prep for Prep
- Puerto Rican Bar Association (PRBA)
- Services and Advocacy for GLBT Elders (SAGE)
- South Asian Bar Association of New York (SABANY)
- Sponsors for Educational Opportunities (SEO)
- Street Law
- Transgender Legal Defense and Education Fund (TLDEF)
- Urban Alliance

### ABOUT PAUL, WEISS

Paul, Weiss ([www.paulweiss.com](http://www.paulweiss.com)) is a firm of more than 700 lawyers with diverse backgrounds, personalities, ideas and interests who collaboratively provide innovative solutions to our clients' most critical and complex legal and business challenges. We represent the largest publicly and privately held corporations and financial institutions in the world as well as clients in need of pro bono assistance.



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