

Paul | Weiss

Diversity

PAUL, WEISS, RIFKIND, WHARTON & GARRISON LLP



“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

Paul, 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 top law firms, but Paul, Weiss has put the concept into practice from its very inception.

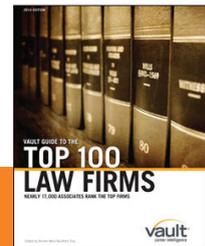
In 1927, Louis Weiss and John Wharton joined the firm Weiss's father founded, determined to defy prevailing conventions that Jews and Gentiles were not to mingle in either practice or clientele. In 1949, when no other law firm would hire an African-American despite his stellar qualifications, our firm 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 promotion of our first female partner decades before our peer firms, to a landmark Supreme Court victory for Edith Windsor and marriage equality.

The history of diversity and inclusion 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 inclusion – a dedication that has shaped the intellectual and cultural character of our firm.



- Ranked among the top 25 “Most Diverse Law Firms” for fifteen consecutive years, with two number one rankings, by *The American Lawyer’s* Diversity Scorecard.
- In 2018, awarded the Law Firm Diversity Award by the Asian American Bar Association of New York (AABANY).
- Awarded Gold Standard Certification by the Women in Law Empowerment Forum (WILEF) for our advancement of women lawyers for the past four consecutive years.
- In 2018, ranked sixth among large law firms on *Law360’s* list of the Best Law Firms for Minority Attorneys – higher than any peer firm.
- Since 2010, received a 100% score on the Corporate Equality Index and recognized as a “Best Place to Work for LGBT Equality” by the Human Rights Campaign.
- Ranked third on *The American Lawyer’s* “A-List,” with a tie for the highest national score for our percentage of female equity partners in 2017.
- In 2017, ranked among the top 25 firms for Minority Partner Representation by *The American Lawyer’s* Diversity Scorecard.
- Ranked fifth among large law firms on *Law360’s* Top 10 Firms for Minority Equity Partners list in 2017.
- Recognized by *The American Lawyer* in 2013 as the #1 firm for diversity over the past decade.
- Honored by the Association of Black Women Attorneys (ABWA) with the 2016 Excellence in Corporate Diversity Award.
- In 2016, honored by the New York City Bar as the only law firm to have consistently participated in the Diversity Fellowship program for the past 25 years.
- Ranked by *Law360* among “The 100 Best Law Firms For Female Attorneys” in 2016.
- Consistently named among the top U.S. law firms for diversity in the *Vault Guide to the Top 100 Law Firms*.
- Proud member of Leadership Council on Legal Diversity (LCLD).
- Proud member of the CEO Action for Diversity and Inclusion Initiative.



Awards and Recognitions



Diversity Networking

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 seventeenth anniversary, our diversity networking reception has become one of the premier summer networking events for more than 1,000 diverse professionals. Some of our past speakers include:

- Kenneth C. Frazier, Chairman and CEO, Merck & Company, Inc.
- April D. Ryan, White House Correspondent and Washington Bureau Chief for American Urban Radio Networks & CNN Political Analyst
- Kenneth I. Chenault, Chairman and CEO, American Express Company
- Geoffrey Canada, President, the Harlem Children's Zone
- 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
- Vernon E. Jordan Jr., Senior Managing Director of Lazard Freres & Co. LLC and former Political Advisor to President Clinton
- Cory Booker, U.S. Senator for New Jersey and former Mayor of Newark



David Brown, Partner; Brad Karp, Chairman; Ted Wells, Partner; Kenneth Frazier, CEO of Merck and keynote speaker; Jeh Johnson, Partner, Secretary of Homeland Security during the Obama Administration.



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 high school students to the legal profession and our hosting of an annual diversity event focused on networking. ”

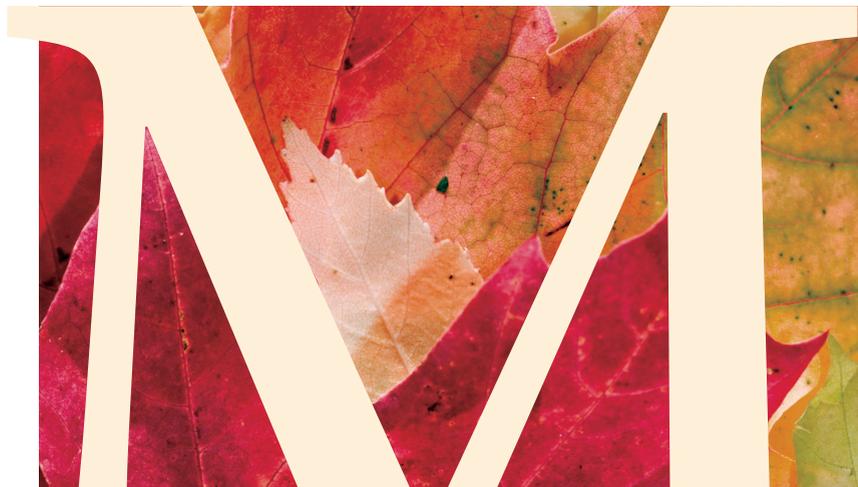
Amran Hussein
Partner, Corporate Department
pictured with Robert M. Hirsh,
Of Counsel and mentor,
Corporate Department

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

Our **Diversity Mentoring Program** is designed to provide an avenue for career guidance, resources and advisors for diverse lawyers as they begin their careers. Voluntary and available to junior LGBTQ associates and associates of color, participants are matched with partner mentors in their practice areas who can provide early career advice and support.

Our **Midlevel Women's Mentoring Program** is designed to provide an excellent career development experience at a critical career and life stage. The program matches associate participants with partners for one-on-one mentoring and offers a year-long curriculum and social events.

Our five-part **Diversity and Inclusion Curriculum** provides awareness- and skill-building opportunities that reinforce the inclusiveness of our firm's culture for attorneys at all levels of seniority.





Work Life Integration and **Benefits**

“Paul, Weiss recognizes that every attorney integrates work and life every day. The goal of the Family Network is to create a community for parents and others caring for family members, to educate everyone on the generous benefits the firm provides, and to provide a forum for discussion of the challenges of balancing family obligations with a law practice at the highest level. As working parents, we understand the importance of having an open dialogue about these issues and fostering a sense of community, which is what inspired us to co-lead the Family Network.”

Frances Mi
Counsel, Corporate Department

Stephen Popernik
Associate, Litigation Department

Paul, Weiss recognizes the changing nature of family formation, and is committed to helping our attorneys integrate all aspects of work and life. Our firm provides cutting edge benefits and support systems, including:

- Transition to parenthood benefits that include adoption and surrogacy assistance, advanced reproductive technology and cryopreservation assistance
- Generous paid parental leave for both primary and secondary caregivers
- Caregiving benefits that include back-up child care and elder care anywhere in the country, as well as a fully subsidized Infant Transition Program for new parents
- Access to free resource and referral services about anything from pet care to household repairs to child care
- Monthly working mom lunches, bi-monthly working dad lunches, fun family events, community and support for working parents provided by our Family Network

Our Alternative Work Program allows attorneys to work a reduced schedule at any time during their career and remain eligible for partnership. Several current partners have been elevated to partnership while in this program.





Networks

“*I have benefited greatly from the Black Lawyers Network at Paul, Weiss. The Network connects both current Paul, Weiss attorneys across levels and practice areas, and serves as a bridge to Black alumni – a valuable community for career development, mentorship and fellowship. From large-scale events like the Diversity Networking Reception, to small, informal lunches, the Network has played a meaningful role in helping the firm feel like a true professional home.*”

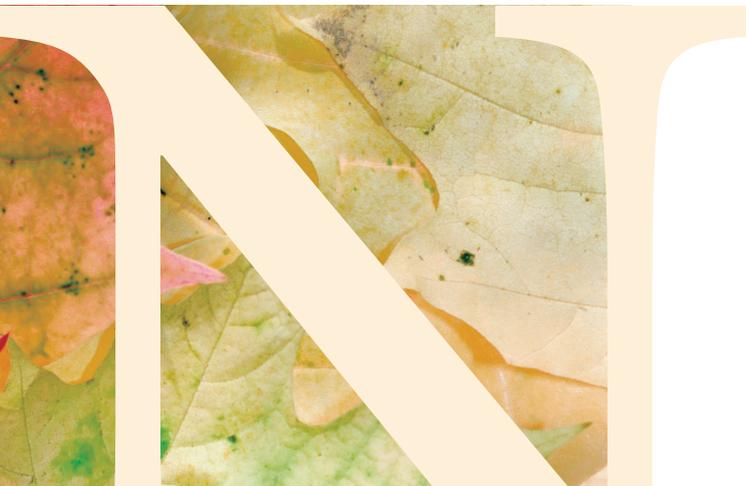
Franck Chintoya
Associate, Corporate Department

The firm supports several Networks that contribute to the overall inclusiveness of the firm’s culture, while providing opportunities for members to serve as internal support for one another. The Networks are open to all Paul, Weiss partners, counsel and associates interested in supporting the goals and objectives of the various Networks.

By developing relationships both within and across Networks, members can also create external connections with clients, potential clients, law schools, and communities. The Networks also create opportunities for leadership, member visibility and are forums for communicating important issues and ideas to the firm’s Diversity and Women’s Initiatives Committees.

Our current Networks are:

- Asian-Pacific Lawyers
- Black Lawyers
- Family
- Latino Lawyers
- Pride @ Work Lawyers
- Women





Pride @ Work

“Pride @ Work has enriched my experience at Paul, Weiss through mentoring programs, strong relationships with external organizations committed to LGBTQ advancement, in the legal field and beyond, and events that reinforce the true feeling of inclusion the firm provides. The firm’s support of LGBTQ causes showcases its deep-rooted commitment to diversity and equality in the workplace.”

Rebekah Scherr
Associate, Corporate Department

Through the Pride @ Work Network, our firm provides networking and mentoring opportunities for our lawyers, and partners with external organizations focused on LGBTQ inclusion in the legal profession and beyond. The firm has a proud tradition of serving the public interest and we represent LGBTQ clients and causes in a wide variety of pro bono matters that reflect the complex issues facing the LGBTQ community.

Notably, the firm represented Edith Windsor before the U.S. Supreme Court and victoriously overturned Section 3 of the Defense of Marriage Act (DOMA), which had previously denied equal federal benefits to same-sex married couples. The firm also filed The People’s Brief in the Supreme Court for *Obergefell*. We work tirelessly for broad cultural change for those persecuted in the U.S. or abroad due to their sexual orientation.

LGBTQ Networking and Events

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

- Edith Windsor, Activist and Plaintiff in *U.S. v. Windsor*
- Brad Snyder, former Executive Director, LeGaL
- Chris Cormier, former Director of Political Advocacy at Gill Action
- Christine Quinn, former Speaker of the New York City Council
- Evan Wolfson, Founder and President of Freedom to Marry
- James Esseks, Director of the ACLU LGBT and AIDS Project
- Mary Bonauto, Civil Rights Project Director, GLAD
- Brad Hoylman, New York State Senator, 27th District
- Beck Bailey, Human Rights Campaign, Deputy Director of Employee Engagement



The Women's Initiative



“*Paul, Weiss is committed to advancing women at the firm. Our Committee develops and implements programs that foster an inclusive and supportive professional environment in which women attorneys can successfully develop their careers and achieve positions of leadership at the firm and in the wider legal community.*”

As co-chairs of the Women’s Initiatives Committee, we are proud to carry out the firm’s mission to encourage both men and women to support these efforts.”

Ariel Deckelbaum
Corporate Partner
Co-Chair, Women’s Initiatives Committee

Jessica Carey
Litigation Partner
Co-Chair, Women’s Initiatives Committee

Women Partners and Women Leaders:

- Women represent 22% of the U.S. partnership and 23% globally
- Women of color represent 26% of women partners and 31% of women associates.
- Women are 32% of the practice group leaders and department heads worldwide, including the Head of our China Practice.

The Women’s Network provides opportunities for attorneys at all levels to build relationships across the firm, and fosters connections with clients, law students and external communities. The fact that 16% of Women’s Network members are men is a testament to the firm’s inclusive culture.



Firm Deputy Chair: Valerie Radwaner

Valerie Radwaner has built her way to success as a leading corporate finance lawyer while working tirelessly to institute change and inspire leadership by creating opportunities for the advancement of women at Paul, Weiss. In 2014, the partnership elected Valerie as the firm’s first Deputy Chair to help the firm achieve its highest strategic priorities. In this new role, Valerie is creating a model for what law firm leaders can do to impact the success of women in their firms.

Diversity Outreach

Partnerships 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.

- 1844
- ACLU/LGBT AIDS Project
- AIDS Walk New York
- Alvin Ailey American Dance Theater
- America Needs You
- American Bar Association
- Asian & Pacific Islander American Scholarship Fund (APIASF)
- Asian Pacific American Bar Association DC
- Asian American Bar Association of New York (AABANY)
- Asian American Legal Defense and Education Fund's (AALDEF)
- Asian Women in Business (AWIB)
- Association of Black Women Attorneys (ABWA)
- Billie Jean King Leadership Initiative (split with WIC and Business Development)
- Brotherhood/ Sister Sol
- Center for Talent Innovation Task Force
- Classical Theater of Harlem
- Council of Urban Professionals (CUP)
- Diversity and Flexibility Alliance
- Flex Time Lawyers LLC
- Gay, Lesbian and Straight Education Network (GLSEN)
- Gay Men's Health Crisis (GMHC)
- Harlem Children's Zone
- Harlem School of the Arts
- Hispanic National Bar Association (HNBA)
- Institute for Inclusion in the Legal Profession (IILP)
- Lambda Legal
- Leadership Council on Legal Diversity (LCLD)
- Lesbian and Gay Law Association of Greater New York (LeGaL)
- Minority Black Bar Association (MBBA)
- Minority Corporate Counsel Association (MCCA)
- NAACP Legal Defense and Education Fund
- National Asian Pacific American Bar Association (NAPABA)
- The National Queer Asian Pacific Islander Alliance (NQAPIA)
- New York City Bar Fund
- Out Leadership (Out in Law)
- Puerto Rican Bar Association
- Services and Advocacy for Gay, Lesbian, Bi-sexual and Transgendered Elders (SAGE)
- South Asian Bar Association of New York (SABANY)
- Transgender Legal Defense & Education Fund (TLDEF)
- Urban Alliance DC

Strategic Pipeline Relationships

- AnBryce Scholars Program
- Big Brothers Big Sisters
- Cristo Rey Brooklyn High School
- New York City Bar Diversity Fellowship Program
- Practicing Attorneys for Law Students (PALS)
- Point Foundation
- Posse Foundation
- Sponsors for Educational Opportunities (SEO)
- StreetLaw
- TEAK Fellowship

Patrick Campbell, Corporate Partner, and student from Cristo Rey Brooklyn High School.



ABOUT PAUL, WEISS

Paul, Weiss is a firm of more than 900 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 investors in the world as well as clients in need of pro bono assistance.



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