

Paul | Weiss

Diversity



“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.

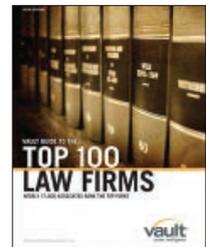
In 1927, Louis Weiss and John Wharton joined the firm Weiss's father founded, determined to defy prevailing conventions that Jews and Gentiles were not to mingle in either practice or clientele. In 1949, when no other law firm would hire an African-American despite his stellar qualifications, our firm 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.



- In 2019, the firm was recognized as the top firm nationally for our percentage of black attorneys according to the nonprofit Lawyers of Color in their *Black Student's Guide to Law Schools and Law Firms*.
- Ranked among the top 25 “Most Diverse Law Firms” for seventeen 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 five 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.
- In 2018, ranked 16 (out of 197) on the *National Law Journal’s* 2018 LGBT Scorecard.
- Ranked fifth on *The American Lawyer’s* “A-List” in 2018. The only firm among peers listed in the top 25 firms for our percentage of female equity partners.
- In 2017, ranked among the top 25 firms for Minority Partner Representation by *The American Lawyer’s Diversity Scorecard*.
- In 2017, ranked fifth among large law firms on *Law360’s* Top 10 Firms for Minority Equity Partners list.
- 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.
- In 2016, ranked by *Law360* among “The 100 Best Law Firms For Female Attorneys.”
- Consistently named among the top U.S. law firms for diversity in the *Vault Guide to the Top 100 Law Firms*.
- Recognized by *The American Lawyer* in 2013 as the #1 firm for diversity over the past decade.
- 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 eighteenth anniversary, our diversity networking reception has become one of the premier summer networking events for more than 1,200 diverse professionals. Some of our past speakers include:

- Bryan Stevenson, Founder and Executive Director, Equal Justice Initiative
- 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



Firm Chairman, Brad Karp; Litigation Partner, Secretary Jeh Johnson; Co-chair Litigation Dept., Ted Wells.



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. ”

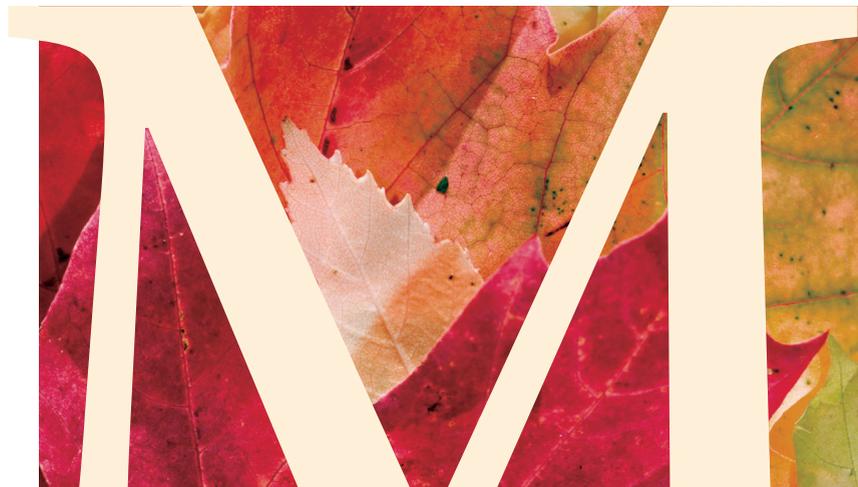
Amran Hussein
Partner, Corporate Department
pictured with Robert M. Hirsh,
Of Counsel and mentor,
Corporate Department

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**

“At Paul Weiss, we recognize that family and work both require time and attention. Juggling those needs is hard, and we have come to depend on our friends and colleagues around the firm for their invaluable support when needed. The mission of the Family Network is to bring the firm’s formal resources to bear to bolster that informal support system, and we are proud to be part of that effort.”

Michael Vogel
Partner, Corporate Department

Frances Mi
Counsel, Corporate Department

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

- Family formation benefits that include adoption and surrogacy assistance, advanced reproductive technology and cryopreservation assistance
- Generous paid parental leave for caregivers
- Caregiving benefits that include back-up child care and elder care anywhere in the country, as well as fully subsidized infant care for new parents
- Access to free resource and referral services about anything from child care to household repairs to pet care
- An active Family Network that hosts working parent, fun family events and programs for families at different life stages

Our Alternative Work Program allows attorneys to work a reduced schedule at any time during their career and remain eligible for partnership. Several 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
- Latinx 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, gender identity or expression.

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:

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



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 25% of the U.S. partnership
- Women of color represent 28% of women partners and 34% of women associates
- Women are 25% of the Management Committee and 28% of the practice group leaders and department heads in the U.S.

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. Three out of four women associates are members of the Women’s Network, including 175 who belong to the Network’s bookclubs.



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 her 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.

- 100 Women in Finance
- 1844
- A Better Balance
- ACLU/NYCLU
- 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 (AALDEF)
- Asian Women in Business (AWIB)
- Association of Black Women Attorneys (ABWA)
- Billie Jean King Leadership Initiative
- Brotherhood/Sister Sol
- Center for Talent Innovation
- Classical Theater of Harlem
- Council of Urban Professionals (CUP)
- DirectWomen
- 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)
- Leadership Institute for Women of Color Attorneys (LIWOCA)
- Legal Outreach
- Lesbian and Gay Law Association of Greater New York (LeGaL)
- Metropolitan Black Bar Association (MBBA)
- Minority Corporate Counsel Association (MCCA)
- Ms. JD
- Muslim Bar Association of New York, Inc.
- My Brother's/Sister's Keeper
- NAACP Legal Defense and Education Fund
- National Asian Pacific American Bar Association (NAPABA)
- National Association of Women Lawyers (NAWL)
- National Bar Association (NBA)
- The National Queer Asian Pacific Islander Alliance (NQAPIA)
- New York City Bar Fund
- NJ LEEP (Law and Empowerment Program)
- Out Leadership (Out in Law)
- Pauli Murray Center for History and Social Justice
- Point Foundation
- Prep for Prep
- 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
- Women's Bar Association of the District of Columbia

Strategic Pipeline Relationships

- AnBryce Scholars Program
- The Center on Race, Inequality and the Law at NYU School of Law
- 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 1,000 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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PAUL, WEISS, RIFKIND, WHARTON & GARRISON LLP

New York

1285 Avenue of the Americas
New York, NY 10019-6064
United States
Tel 212-373-3000

Beijing

Unit 5201
Fortune Financial Center
5 Dongsanhuan Zhonglu
Chaoyang District, Beijing 100020
People's Republic of China
Tel 86-10-5828-6300

Hong Kong

Hong Kong Club Building, 12th Floor
3A Chater Road, Central
Hong Kong
Tel 852-2846-0300

London

Alder Castle, 10 Noble Street
London, EC2V 7JU
United Kingdom
Tel 44-20-7367-1600

Tokyo

Fukoku Seimei Building, 2nd Floor
2-2 Uchisaiwaicho 2-chome
Chiyoda-ku, Tokyo 100-0011
Japan
Tel 81-3-3597-8101

Toronto

Toronto-Dominion Centre
77 King Street West, Suite 3100
Toronto, ON M5K 1J3
Canada
Tel 416-504-0520

Washington, DC

2001 K Street, NW
Washington, DC 20006-1047
United States
Tel 202-223-7300

Wilmington

500 Delaware Avenue, Suite 200
Post Office Box 32
Wilmington, DE 19899-0032
United States
Tel 302-655-4410