

COMMITMENT TO DIVERSITY, EQUITY, & INCLUSION

41%
WOMEN/
NON-BINARY
ATTORNEYS

ABOVE the NALP 2022 Report on Diversity average of 35% among firms with 101-250 attorneys

ATTORNEYS OF COLOR
23%

MUNGER
TOLLES &
OLSON LLP

19%

NATIONAL
AVERAGE*

ABOVE the NALP 2022 Report on Diversity national average of 19%;
ABOVE the average of 13% among firms with 101-250 attorneys

6%
LGBTQ
ATTORNEYS

ABOVE the NAL3 2022 Report on Diversity average of 4% among firms with 101-250 attorneys

LEADERSHIP / ADVANCEMENT

WOMEN PARTNERS: 31%

ABOVE the NALP 2022 Report on Diversity average of 26% among firms with 101-250 attorneys

PARTNERS OF COLOR : 17%

ABOVE the NALP 2022 Report on Diversity average of 9% among firms with 101-250 attorneys

RANKED

#4 ALM's 2022
Diversity Scorecard
#7 NLJ's 2022
LGBT Scorecard

RANKED #1
on *The American
Lawyer's* 2022
A-List

due in part to our success at recruiting, retaining,
and promoting diverse attorneys

LAW360's
2022 DIVERSITY SNAPSHOT

15th for our high percentage
of attorneys of color
9th for our high percentage of
equity partners of color

among firms with 101-250 attorneys

CHAMBERS 2022 ASSOCIATE SATISFACTION SURVEY

LEADING FIRM: Diversity, Equity, & Inclusion
TOP 10 FIRM: Associate Retention; Career
Development
TOP 25 FIRM: Associate Satisfaction; Pro
Bono

MANSFIELD RULE

Munger, Tolles & Olson has attained
MANSFIELD 5.0 CERTIFICATION PLUS
status, the highest level available, for the
fifth consecutive year.

HUMAN RIGHTS CAMPAIGN FOUNDATION'S CORPORATE EQUALITY INDEX 2022

MTO again earned a 100% score (we have achieved a perfect score since 2016) on the Corporate Equality Index, the national benchmarking tool on corporate policies, practices and benefits pertinent to LGBTQ+ employees and a primary driving force for LGBTQ+ workplace inclusion.



PLEDGES AND ALLIANCES

ABA's Disability Diversity in the Legal Profession - A Pledge for Change
The Alliance for Asian American Justice
Law Firm Antiracism Alliance (LFAA)
Leadership Council on Legal Diversity's (LCLD) Leaders at the Front Pledge

SUPPORT FOR LAWYERS

- ▶ **WORKING PARENTS:** MTO co-founded Hope Street Friends, the first law firm-sponsored child care center on the West Coast. The firm also provides subsidized back-up care, on-ramp/off-ramp mentoring, and flexible work arrangements.
- ▶ **ATTORNEY AFFINITY GROUPS:** Provide resources and support to build community, develop programming and provide mentorship. **Attorneys of Color Initiative** (AAPI Affinity Group, Black Attorneys Affinity Group, Hispanic/Latinx Affinity Group) **LGBTQ Initiative**, **Women's Initiative**, **Attorney Parents Group**.
- ▶ **MENTORING AND TRAINING:** Our firm offers robust mentoring and training programs, coupled with a unique low-leverage structure.

BUILDING THE PIPELINE

Jay Fujitani 1L Diversity Summer Program

- ▶ Provides enhanced mentoring (including a fully paid opportunity to attend LCLD's 1L Virtual Summit programming).
- ▶ \$5,000 scholarship awarded; paid after employment begins.
- ▶ Optional Secondment opportunities to work up to four weeks at a firm client or a law-related non-profit organization.
- ▶ 1L Scholars will be considered for a touchback to spend a portion of their 2L summer at MTO.

2L Diversity and Inclusion Scholarship

- ▶ \$25,000 scholarship; paid in two installments.

PRE-LAW SCHOOL PIPELINE

- **Los Angeles County Bar Association (LACBA) President's Task Force on Racial and Social Justice.** MTO firm participated in LACBA's Law School Readiness Pilot Program in 2022, hosting 10 law school bound students from Morehouse College. The firm will again host this program in 2023.
- **MTO Fellows Program.** Munger, Tolles & Olson is committed to building a pipeline of diverse talent, not only within the firm but also into the legal profession more generally. Since 2015, we have worked with more than 250 diverse students, with more than 125 of whom have gained admission to law schools across the country and have been awarded more than \$3 million in scholarships.

EXTERNAL PIPELINE PARTNERSHIPS

- Afro Scholars (new in 2022)
- BarBri's Law Preview Scholarship (new in 2022)
- California Bar Foundation (Munger, Tolles & Olson Diversity Scholarship)
- For People of Color, Inc.
- The Judicial Intern Opportunity Program (JIOP)
- Urban Debate Leagues