

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

22%

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

8%
LGBTQ+
ATTORNEYS

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

LEADERSHIP / ADVANCEMENT

WOMEN PARTNERS: 32%

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

#7 ALM's 2023
Diversity Scorecard

#6 NLJ's 2023
LGBT Scorecard

RANKED #1

on *The American
Lawyer's* **2023
A-List**

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

LAWYERS OF COLOR

2023 Aspire Diversity Award
Recipient

RANKED #1

VAULT's 2024 Best Law
Firms: Integration of Laterals
and Clerks

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

COMMITMENT TO **DIVERSITY, EQUITY & INCLUSION**

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), **Lawyers with Disabilities & Allies, LGBTQ+ Initiative, Women's Initiative,** and **Attorney Parents Group.**
- ▶ **MENTORING AND TRAINING:** Our firm offers robust mentoring and training programs, coupled with a unique low-leverage structure.

BUILDING THE PIPELINE

- **2L Inclusivity Scholarship.** Up to \$25,000 scholarship; paid in two installments (up to \$15,000 for the first installment and \$10,000 for the second installment).

PRE-LAW SCHOOL PIPELINE

- **Los Angeles County Bar Association (LACBA) President's Task Force on Racial and Social Justice.** MTO participated in LACBA's Law School Readiness Pilot Program in 2022, hosting 10 law school bound students from Morehouse College. The firm again hosted this program in 2023.

EXTERNAL PIPELINE PARTNERSHIPS

- Afro Scholars (new in 2022)
- California ChangeLawyers Scholarship
- For People of Color, Inc.
- The Judicial Intern Opportunity Program (JIOP)
- Urban Debate Leagues