

# MUNGER, TOLLES & OLSON

## COMMITMENT TO DIVERSITY & INCLUSION

**36%**

WOMEN  
ATTORNEYS

**26%**

ATTORNEYS OF  
COLOR

**9%**

LGBTQ  
ATTORNEYS

**26%**

MUNGER  
TOLLES &  
OLSON LLP

**17%**

NATIONAL  
AVERAGE

**26%** LAWYERS  
OF COLOR, FAR  
ABOVE THE  
NATIONAL  
AVERAGE OF  
**17%**.

**60%**

PROMOTED TO PARTNER  
OVER THE PAST **EIGHT**  
YEARS WERE **WOMEN** AND  
**PEOPLE OF COLOR**.

**60%**

FIRM COMMITTEE  
LEADERS ARE **WOMEN**,  
**PEOPLE OF COLOR** OR  
**LGBTQ**.

**#1**

ON *THE AMERICAN  
LAWYER'S* 2020  
A-LIST BASED ON  
**RACIAL DIVERSITY**,  
PERCENTAGE OF  
**FEMALE EQUITY  
PARTNERS**,  
**PRO BONO  
COMMITMENT**,  
ASSOCIATE  
SATISFACTION AND  
REVENUE PER LAWYER.

**100%**

ON THE HUMAN  
RIGHTS CAMPAIGN'S  
2020 CORPORATE  
EQUALITY INDEX



**#6**

BY *LAW360* FOR  
**MINORITY  
ATTORNEYS** AMONG  
FIRMS WITH 150-299  
ATTORNEYS.

**TOP-RANKED**

ON *THE AMERICAN  
LAWYER'S DIVERSITY  
SCORECARD* AND  
**WOMEN EQUITY  
PARTNER** LIST.

## ADVANCEMENT

### ***Diverse Partnership and Leadership***

- In 2019, 21% of partners were attorneys of color, more than double the national average.
- Our 2019 partner class was more than 60% women and people of color.
- We have had a female managing partner since 2009.

### ***Mansfield Rule***

- Munger, Tolles & Olson has attained Mansfield Certification Plus status for three consecutive years. This confirms that diverse attorneys comprise at least 30% of more than half of the firm's significant leadership and committee positions.

## DEVELOPMENT AND RETENTION

### ***Support for Working Parents***

- Co-founded Hope Street Friends, the 1<sup>st</sup> law firm-sponsored child care center on the West Coast.
- Offer 18 weeks of paid leave for all attorney parents, plus an additional 6-8 weeks of paid disability leave for birth parents.
- Offer subsidized back-up care, on-ramp/off-ramp mentoring and flexible work arrangements.

### ***Low-Leverage Mentoring and Training***

- Offer robust mentoring and training programs, coupled with a unique low-leverage structure.

### ***Affinity Groups for Women, Women of Color, Attorneys of Color, Parents, Asian, Black, Latinx and LGBTQ attorneys***

- Meet regularly to build community, develop programming and provide mentorship.

## PIPELINE

### ***Jay Fujitani 1L Diversity Summer Program***

- Gives diverse 1Ls the opportunity to work as summer associates and the option to spend four weeks working in-house or at a public interest organization.

### ***Munger, Tolles & Olson Diversity Scholarship***

- Provides financial support to first-year California law students with the goal of enhancing diversity in the legal profession.

### ***External Partnerships***

- Longtime supporters of For People of Color, Inc., which helps minority students attend law school, and Urban Debate Leagues, which improve literacy and graduation rates in secondary schools.

## 2L DIVERSITY AND INCLUSION SCHOLARSHIPS

Munger, Tolles & Olson is proud to offer diversity scholarships to select second-year law students in its summer associate class. Each scholarship will be awarded in two installments – \$10,000 upon completion of the firm's 2L summer program and an additional \$10,000 upon starting as a full-time associate.

## MTO FELLOWS PROGRAM



We offer 25-40 diverse, prospective law students per year a firm-funded LSAT course and workshops aimed at providing guidance on the law school application process and tools to succeed in law school and beyond.

2019 MTO Fellows