

Diversity, Equity & Inclusion

At O'Melveny, we know our commitment to diversity, equity, and inclusion can be a true differentiator and key component of our success. We want our firm to be a place where all people can enjoy a sense of belonging and feel empowered to contribute and grow. The diverse perspectives and experiences that our people bring to their work drive innovation and excellence. They create a vibrant and dynamic workforce that make us uniquely prepared to serve our clients. We are proud of our achievements, but diversity, equity, and inclusion is a work in progress. It always will be because our profession, our firm, and our clients keep changing. So must we.



THE AMERICAN LAWYER

11 consecutive years on the "A-List"
—a measure of the "best of the best" law firms

Consistently named among the top most "well-rounded" firms the areas of revenue per lawyer, pro bono commitment, racial and gender diversity, and associate satisfaction



#1 in "Firm Culture," "Racial & Ethnic Diversity," and "Wellness"
Top 3 "Best Law Firms To Work For"
9 Years in a Row



Earning this designation signals our commitment to building a more diverse and inclusive legal organization



One of only 4 law firms to receive Gold status in the CA State Bar's inaugural DEI Leadership Seal Program, reflecting our adoption of 9 of 10 DEI action items



Among select firms "not only talking about DEI" but "putting plans into action"

BY THE NUMBERS

Of the **lateral partners** who have joined us over the last 5 years, **40%** are women or racial/ethnic minorities

For the **eighth consecutive year**, women, racial/ethnic minorities and/or LGBTQ+ lawyers make up at least **50%** of the firm's new partner class

Of the underrepresented attorneys **promoted** over the last 8 years, **over 80%** spent all or the majority of their careers at O'Melveny

Firm Leadership

46%

women, racial/ethnic minorities and LGBTQ+

Policy Committee

Partner Compensation Committee

43%

women

14%

racial/ethnic minorities

46%

women

18%

racial/ethnic minorities

Partner Admissions Committee

7

office managing partners are women or racial/ethnic minorities

8

practice group leaders are women or racial/ethnic minorities

50%

of our department chairs are racial/ethnic minorities

100%

of our LGBTQ+ partners hold leadership roles

Racial/Ethnic Minority Lawyers

18% of our partnership

32% of our associate and counsel population

63% of our summer associate class



O'Melveny & Myers LLP
Innovation Award (Private Practice)



Gold Standard Certification

from the
Women in Law Empowerment Forum
for the sixth consecutive year



Mansfield Rule
Certified *Plus* 2022

awarded for
exceptional diversity
within leadership ranks



100% Rating on
HRC's Corporate Equality Index

in addition to being named a
"Best Place to Work"
for **LGBTQ Equality**

INVESTING IN DIVERSITY AT ALL LEVELS

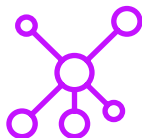
Partnering with organizations like the Leadership Council on Legal Diversity, the National Asian Pacific American Bar Association, the National Bar Association, the National Hispanic Bar Association, the National LGBTQ+ Bar Association, their many local affiliates and numerous others, we offer leadership development, career cultivation and networking opportunities for lawyers and students of historically marginalized backgrounds.

Since 2017, our William T. Coleman, Jr. Diversity Fellowship has supported 37 first-year law students in a 1L-2L-new associate pathway at O'Melveny. We recently have revamped the program to support 5 1L Fellows and 5 2L Fellows that will receive a position in O'Melveny's paid summer associate program and \$5,000 and \$50,000, respectively, to use for law school tuition and expenses.

ENGAGEMENT AND RETENTION



A **Diversity, Equity & Inclusion Leadership Academy** brings our racial/ethnic minority and LGBTQ+ lawyers together for a program designed to build leadership skills and relationships across the firm. Our **Women's Leadership Academy** supports our women partners and counsel in connecting with clients and building meaningful mentoring relationships.



More than 30 **Employee Networks** provide opportunities for our people to connect on the basis of age and stage, caregiver status, gender, race/ethnicity, religion, sexual orientation/gender identity and social mobility.



We work closely with our **Associate and Counsel Advisory Committee** to gather and address feedback on how we are doing.

FLEXIBLE WORK AND SUPPORT FOR PARENTS

To meet the shifting needs of our global attorney workforce, O'Melveny has developed **CustOMMize**, a comprehensive suite of flexible work options that support the ability to work remotely, establish a reduced schedule, or take a sabbatical. Many of our attorneys take advantage of the ability to work flexibly whether formally or informally. The firm also supports working parents through resources like back-up child and family care benefits, paid parental leave, a workplace lactation program, and one-on-one coaching with experts.

AWARENESS AND UNDERSTANDING

To support the ongoing learning and dialogue around diversity, equity, and inclusion, we regularly host training on topics such as: implicit bias, bystander intervention, and antiracism. Under the leadership of our Policy Committee, the firm engages in mandatory DE&I training annually in addition to micro-learning and other functional DE&I education. The 2023 education focuses on Inclusive Leadership and Inclusive Culture.

MAKING AN IMPACT THROUGH PRO BONO WORK

One important way the firm underscores its commitment to DE&I is through our pro bono program. At O'Melveny, every pro bono hour is credited as a billable hour. Our attorneys participate in a variety of public interest matters throughout the world, providing one-of-a-kind substantive experience and the opportunity to engage in meaningful work that supports our values. Through and in addition to our work as a founding member of the Law Firm Antiracism Alliance, the firm's pro bono work has focused on many DE&I areas supporting historically marginalized communities, including justice reform, affirmative action, immigration, reproductive rights, voting rights, and education. In 2021, O'Melveny received the National Legal Aid & Defender Association's Beacon of Justice Award for pro bono work addressing systemic racial disparities and "strong commitment to intentionally and positively promoting racial equity." In 2022, O'Melveny was honored by the Public Interest Law Center and the Education Law Center for the firm's uncompromising commitment to education equity, highlighting the firm's precedent-setting victory for equitable funding for Pennsylvania school children, particularly impacting children of color.

