



REPRESENTATION
INCLUSION
SOCIAL JUSTICE
EQUITY



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. Our diversity, equity and inclusion strategy is RISE: Representation | Inclusion | Social Justice | Equity. We RISE to the challenge of making the promise of DE&I real in every aspect of the firm.



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



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



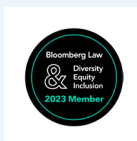
One of only 4 law firms to receive Gold status in the CA State Bar's inaugural DEI Leadership Seal Program, reflecting our execution of 9 of 10 DEI action items



#1 in "Firm Culture," "Racial & Ethnic Diversity," and "Wellness"

Top 3 "Best Law Firms To Work For" 9 Years in a Row

#2 in "LGBTQ+," "Women," and "Individuals with Disabilities"



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 racialized attorneys

For the **eighth consecutive year**, women, racialized attorneys and/or LGBTQ+ attorneys 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

Policy Committee

60%

women, racialized and LGBTQ+ attorneys

Partner Compensation Committee

43%

women, racialized, and LGBTQ+ attorneys

Partner Admissions Committee

60%

women, racialized and LGBTQ+ attorneys

7

office managing partners are women or racialized attorneys

8

practice group leaders are women or racialized attorneys

Racialized Attorneys

18%

of our partnership

32%

of our associate and counsel population

55%

of our summer associate class

50%

of our department chairs



Winner, Innovation Award (Private Practice) North America 2022
Chambers Diversity & Inclusion



Gold Standard Certification from the Women in Law Empowerment Forum for the sixth consecutive year



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 attorneys 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 racialized and LGBTQ+ attorneys 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, disability, 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.

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-learnings and other functional DE&I education. The 2023 education focuses on Inclusive Leadership and Inclusive Culture.

FLEXIBLE WORK AND SUPPORT FOR PARENTS

O'Melveny embraces a culture of flexibility that enables our attorneys to deliver exceptional client service while still achieving their personal and professional goals. Through a comprehensive flexible work strategy known as **CustOMMize**, attorneys have access to a variety of flexibility options that can be tailored to meet their individual needs. The firm also supports working parents through resources like parenting employee networks, back-up child and family care benefits, paid parental leave, a workplace lactation program, and one-on-one coaching with experts.



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.