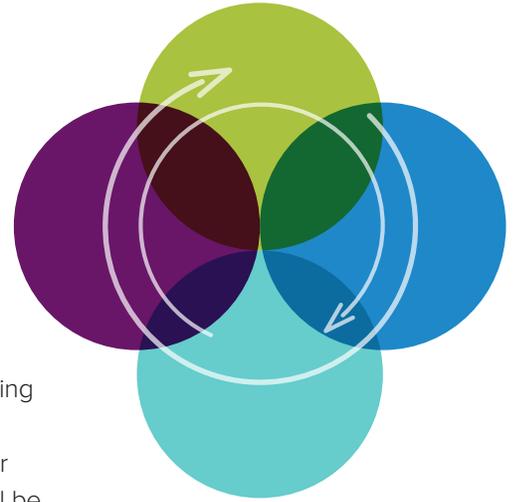


Diversity, Equity & Inclusion

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" firm the areas of revenue per lawyer, pro bono commitment, racial and gender diversity, and associate satisfaction



Best Law Firms to Work For

Top 3 for 8 years in a row

Best Firms for Overall Diversity

Top 3 for 6 straight years

BY THE NUMBERS

Of the **lateral partners** who have joined us over the last 5 years, over **30%** are women or people of color

For the **seventh consecutive year**, women and lawyers of color make up at least **50%** the firm's new partner class

Of the diverse attorneys **promoted** over the last 7 years, **over 70%** spent all or the majority of their career at O'Melveny

Firm Leadership

23% women
23% people of color
8% LGBTQ+
Policy Committee

Partner Compensation Committee
43% women
14% people of color

42% women
25% people of color
Partner Admissions Committee

- 7** office managing partners are women or people of color
- 8** practice group leaders are women or people of color
- 50%** of our department chairs are people of color
- 100%** of our LGBTQ+ partners hold leadership roles

Our Lawyers of Color

14% of our partnership

30% 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* 2021

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**

CONNECTING WITH DIVERSE TALENT

Working with organizations like the Leadership Council on Legal Diversity, the National Asian Pacific American Bar Association, the National LGBTQ+ Bar Association, and numerous others, we participate in networking and career programs and events for diverse students and lawyers.

Our William T. Coleman, Jr. Diversity Fellowship is awarded to first-year law students who demonstrate a commitment to promoting diversity. Named for the late Bill Coleman, a civil rights pioneer, civic leader, and longtime senior partner at the firm, the Fellowship includes a position in O'Melveny's paid summer associate program and US\$10,000 to use for law school tuition and expenses.

ENGAGEMENT AND RETENTION



A **Diversity, Equity & Inclusion Leadership Academy** brings our lawyers of color

and LGBTQ+ lawyers together for a program designed to build leadership skills and relationships across the firm.



More than 30 **Employee Networks**—groups of employees who organize themselves on the basis of

some common personal characteristic or life experience such as gender, race, ethnicity, sexual orientation, religion, age, parenting, or being first generation attorneys. Groups welcome both constituents and allies.



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.

MAKING AN IMPACT THROUGH PRO BONO WORK

One of the most important ways the firm underscores its commitment to diversity, equity, and inclusion 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. The firm's pro bono work has touched on many diversity, equity, and inclusion topics, including justice reform, affirmative action, immigration, reproductive rights, voting rights, and asylum cases. 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."