



# A Firm Culture Committed to Equity, Inclusion, and Wellbeing for All

#1 for Firm Culture, Wellness, and Racial & Ethnic Diversity

#2 for Overall Diversity and Diversity for LGBTQ+ Individuals, Individuals with Disabilities, and Women –**Vault**

Salus Award for Workplace Mental Health –**OneMind at Work**

At O'Melveny, our commitment to expanding opportunities for and investing in racial and ethnic, sexual orientation and gender identity minorities is not aspirational. We regularly assess and address structural bias from recruitment to retention to advancement, which is reflected in our rankings.

We have so much to offer: the opportunity to work on matters that impact lives, change laws, transform companies, and influence marketplaces—all while experiencing O'Melveny's diverse and inclusive culture.

So, tell us.

**What do you want to achieve?**



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# O'Melveny & Myers LLP

## 2023 Vault Law Firm Diversity Survey



### LEADERSHIP

#### Head of Firm

Name and Title	Race/Ethnicity	Gender	Add'l Demo
Bradley Butwin, Chair of O'Melveny & Myers LLP	White	Male	

#### Executive Committee

Total Number of Attorneys on Committee: 13

Demographics	Men	Women	Nonbinary	Unknown
<b>Race / Ethnicity</b>	<b>9</b>	<b>4</b>	<b>0</b>	<b>0</b>
American Indian or Alaska Native	0	0	0	0
Asian	1	0	0	0
Black or African-American	0	0	0	0
Hispanic or Latinx	0	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	8	4	0	0
Two or More Races	0	0	0	0
Other or Unknown	0	0	0	0
<b>Additional Demographics</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>0</b>
LGBTQ+ Individuals	1	1	0	0
Individuals with Disabilities	0	0	0	0

We also have committee members outside of the U.S. that are not reflected in the data above.

2023 Vault Law Firm Diversity Survey

**DEI Professional**

Does the firm have a chief diversity officer, director of diversity, or other professional(s) leading the firm's diversity, equity, and inclusion initiatives?

Yes

Name and Title
Bendita Cynthia Malakia, Director of Diversity & Engagement
LaNitra S. Webb, Senior Manager of Diversity, Equity & Inclusion
Nicky Agyevi-Armah, Manager of Diversity, Equity & Inclusion
Mallory Wakida, Coordinator of Diversity, Equity & Inclusion

**DEI Committee**

Does the firm have a diversity, equity, and inclusion committee or the equivalent? Yes

In what year was the committee formed?

2022

Total Number of Attorneys on DEI Committee: 11

Demographics	Men	Women	Nonbinary	Unknown
<b>Race / Ethnicity</b>	<b>6</b>	<b>5</b>	<b>0</b>	<b>0</b>
American Indian or Alaska Native	0	0	0	0
Asian	2	0	0	0
Black or African-American	1	2	0	0
Hispanic or Latinx	1	1	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	2	2	0	0
Two or More Races	0	0	0	0
Other or Unknown	0	0	0	0
<b>Additional Demographics</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>
LGBTQ+ Individuals	0	1	0	0
Individuals with Disabilities	0	0	0	0

Is the firm women-owned, minority-owned, and/or LGBTQ+-owned? N/A

Does the firm have a non-discrimination policy in the employee handbook or elsewhere in firm materials? Yes

2023 Vault Law Firm Diversity Survey

**ATTORNEY DEMOGRAPHICS**

**Attorney Headcount**

747 Total attorneys in U.S. offices

786 Total attorneys worldwide (including all U.S. and global offices)

**U.S. Associates**

254 Total number of U.S.-based associates

Demographics	Men	Women	Nonbinary	Unknown
<b>Race / Ethnicity</b>	<b>112</b>	<b>142</b>	<b>0</b>	<b>0</b>
American Indian or Alaska Native	0	0	0	0
Asian	17	17	0	0
Black or African-American	7	10	0	0
Hispanic or Latinx	10	12	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	71	91	0	0
Two or More Races	4	9	0	0
Other or Unknown	3	3	0	0
<b>Additional Demographics</b>	<b>13</b>	<b>13</b>	<b>0</b>	<b>0</b>
LGBTQ+ Individuals	13	11	0	0
Individuals with Disabilities	0	2	0	0

2023 Vault Law Firm Diversity Survey

**U.S. Equity Partners**

214 Total Equity Partners

Demographics	Men	Women	Nonbinary	Unknown
<b>Race / Ethnicity</b>	<b>160</b>	<b>54</b>	<b>0</b>	<b>0</b>
American Indian or Alaska Native	0	0	0	0
Asian	14	8	0	0
Black or African-American	6	3	0	0
Hispanic or Latinx	4	4	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	135	39	0	0
Two or More Races	0	0	0	0
Other or Unknown	1	0	0	0
<b>Additional Demographics</b>	<b>2</b>	<b>2</b>	<b>0</b>	<b>0</b>
LGBTQ+ Individuals	2	2	0	0
Individuals with Disabilities	0	0	0	0

**U.S. Non-Equity Partners**

8 Total Non-Equity Partners

Demographics	Men	Women	Nonbinary	Unknown
<b>Race / Ethnicity</b>	<b>8</b>	<b>0</b>	<b>0</b>	<b>0</b>
American Indian or Alaska Native	0	0	0	0
Asian	1	0	0	0
Black or African-American	0	0	0	0
Hispanic or Latinx	0	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	7	0	0	0
Two or More Races	0	0	0	0
Other or Unknown	0	0	0	0
<b>Additional Demographics</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
LGBTQ+ Individuals	0	0	0	0
Individuals with Disabilities	0	0	0	0

2023 Vault Law Firm Diversity Survey

U.S. Counsel / Of Counsel

199 Total Counsel / Of Counsel

Demographics	Men	Women	Nonbinary	Unknown
<b>Race / Ethnicity</b>	<b>118</b>	<b>81</b>	<b>0</b>	<b>0</b>
American Indian or Alaska Native	0	0	0	0
Asian	15	11	0	0
Black or African-American	2	3	0	0
Hispanic or Latinx	8	3	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	89	59	0	0
Two or More Races	2	3	0	0
Other or Unknown	2	2	0	0
<b>Additional Demographics</b>	<b>10</b>	<b>3</b>	<b>0</b>	<b>0</b>
LGBTQ+ Individuals	10	2	0	0
Individuals with Disabilities	0	1	0	0

U.S. Non-Partner-Track Attorneys

38 Total Non-Partner-Track Attorneys

Demographics	Men	Women	Nonbinary	Unknown
<b>Race / Ethnicity</b>	<b>16</b>	<b>22</b>	<b>0</b>	<b>0</b>
American Indian or Alaska Native	0	0	0	0
Asian	3	3	0	0
Black or African-American	2	3	0	0
Hispanic or Latinx	0	2	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	1	0	0	0
Two or More Races	9	13	0	0
Other or Unknown	1	1	0	0
<b>Additional Demographics</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>0</b>
LGBTQ+ Individuals	1	0	0	0
Individuals with Disabilities	0	1	0	0

2023 Vault Law Firm Diversity Survey

**U.S. Law Clerks**

34 Total Law Clerks

Demographics	Men	Women	Nonbinary	Unknown
<b>Race / Ethnicity</b>	<b>10</b>	<b>24</b>	<b>0</b>	<b>0</b>
American Indian or Alaska Native	0	0	0	0
Asian	0	8	0	0
Black or African-American	3	3	0	0
Hispanic or Latinx	1	4	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	6	7	0	0
Two or More Races	0	1	0	0
Other or Unknown	0	1	0	0
<b>Additional Demographics</b>	<b>2</b>	<b>4</b>	<b>0</b>	<b>0</b>
LGBTQ+ Individuals	2	3	0	0
Individuals with Disabilities	0	1	0	0

**U.S. Office Managing Partners**

9 Total U.S. Office Managing Partners

Demographics	Men	Women	Nonbinary	Unknown
<b>Race / Ethnicity</b>	<b>3</b>	<b>6</b>	<b>0</b>	<b>0</b>
American Indian or Alaska Native	0	0	0	0
Asian	1	0	0	0
Black or African-American	0	0	0	0
Hispanic or Latinx	0	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	2	6	0	0
Two or More Races	0	0	0	0
Other or Unknown	0	0	0	0
<b>Additional Demographics</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
LGBTQ+ Individuals	0	0	0	0
Individuals with Disabilities	0	0	0	0

2023 Vault Law Firm Diversity Survey

U.S. Hiring Committee

8 Total U.S. Hiring Committee Attorneys

Demographics	Men	Women	Nonbinary	Unknown
<b>Race / Ethnicity</b>	<b>3</b>	<b>5</b>	<b>0</b>	<b>0</b>
American Indian or Alaska Native	0	0	0	0
Asian	0	1	0	0
Black or African-American	0	1	0	0
Hispanic or Latinx	0	1	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	3	2	0	0
Two or More Races	0	0	0	0
Other or Unknown	0	0	0	0
<b>Additional Demographics</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>
LGBTQ+ Individuals	1	0	0	0
Individuals with Disabilities	0	0	0	0

FORMAL PROCESSES AND GOALS

Metrics

Does the firm provide a formal means for attorneys to voluntarily disclose any of the following?

- Yes Racial/ethnic identity
- Yes Gender identity and gender expression
- Yes Sexual orientation
- Yes Disability

Measurement

Has the firm set formal, measurable targets for increasing diversity in recruitment, retention, promotion, and/or leadership?

Yes If yes, describe the firm's targets:

Though we do not have set targets, we have measurable DE&I goals that inform our progress including analyzing data associated with recruitment, hiring, promotion, retention, and attrition among other data points, and developing action plans in accordance with that analysis.

## 2023 Vault Law Firm Diversity Survey

### Accountability

Has the firm set formal, measurable targets for increasing diversity in recruitment, retention, promotion, and/or leadership?

Yes

If yes, explain how the firm holds partners accountable for DEI achievements?

The Chair of the firm, working with the DE&I Partner, and the Director of Diversity and Engagement, is ultimately responsible for the success of the firm's diversity initiatives. DE&I is the only recurring agenda item at Policy Committee meetings - our highest governing body. Our partner compensation questionnaire has a specific item addressing contributions to diversity, equity and inclusion. Our DE&I Partner and Director of Diversity and Engagement offer the compensation committee a list of individuals that do well on DE&I and the few who have meaningful opportunities to improve. Additionally, we ask all attorneys and all office heads, department chairs, and practice group leaders to report on their diversity efforts in their annual self reports. The compensation committee assesses individual partner efforts and at how cases are staffed and what the impact is on our diverse attorneys. Every other year, the firm participates in an upward-review process that collects attorneys' feedback regarding the counsel and partners with whom they work and their input on key firm objectives like DE&I. As a result, our partners, counsel, and senior counsel receive formal upward reviews. This feedback is also taken into consideration when making promotion and compensation decisions. And the DE&I team receives the report on diversity that helps them to identify strengths and areas for improvement in their efforts and to identify partners who have been flagged for their attention to and work on DE&I. Additionally, we are in the process of executing Diversity Lab's Ally Action Pledges through our practice group leaders as another lever to advance O'Melveny's DE&I strategic priority.

**2023 Vault Law Firm Diversity Survey**

**DEI Training**

Which of the following steps has the firm undertaken to bolster diversity, equity, and inclusion awareness among attorneys and staff

- Yes** Provides annual DEI training that addresses implicit bias for all attorneys
- Yes** Provides annual DEI training that addresses implicit bias for all attorneys and staff
- Yes** Provides DEI training specifically for firm leadership/managers/department chairs
- Yes** Includes DEI training in on-boarding process for new associates and/or summer associates
- Yes** Retained a DEI consultant to conduct a cultural assessment or review firm processes

If applicable, describe any other initiatives taken:

**2023 Vault Law Firm Diversity Survey**

**RECRUITMENT AND HIRING**

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**HBCUs**

Does the firm recruit at law schools of Historically Black Colleges and Universities (HBCUs)?

**Yes**

If yes, which HBCUs does the firm hire from?

Howard University

**Law Schools**

Does the firm recruit at any other law schools specifically for diversity purposes, such as institutions with significant populations of students of color? (Note that we are looking for intentional recruiting efforts to broaden the pool of applicants and extend more opportunities to diverse students.)

**Yes**

If yes, which law schools does the firm recruit at specifically for diversity purposes?

University of California (UC) Irvine, UC College of the Law San Francisco (formerly UC Hastings), and UC Davis

2023 Vault Law Firm Diversity Survey

Scholarships

Does the firm offer scholarships, internships, or fellowships to diverse law students?

Yes

If yes, provide the following:

Description, opportunities available, and link	Number awarded in 2021
Scholarships	

Link:

Internships

Link:

Fellowships

1L and 2L Coleman Diversity Fellowship Link: <https://www.omm.com/careers/1l-diversity-fellowship>; 10 <https://www.omm.com/careers/2l-diversity-fellowship>

## 2023 Vault Law Firm Diversity Survey

### Career Fairs

Does the firm participate in legal diversity career fairs?

Yes

If yes, list the diversity career fairs in which the firm participates

Lavender Law, Bay Area Diversity Career Fair, and several law school diversity career fairs hosted by student groups including UC Berkeley's Diversity Expo.

### Combating Implicit Bias

What steps has the firm taken to combat implicit bias in recruiting (e.g., interview training, behavioral interview questions, blind resume review, etc.)?

In 2019, O'Melveny became the first U.S. law firm to implement Pymetrics, a cutting-edge assessment tool, into our recruiting process. Pymetrics evaluates candidates based on their potential, not their pedigree. It uses a series of objective, behavior-based electronic "games" that measure candidates' cognitive and emotional traits. Processed by machine learning and audited to remove any bias from models, Pymetrics offers an additional de-identifiable data point that when considered alongside resumes, grades, and interviews provides more context when considering candidates. Pymetrics offers new information about candidates' potential for success at O'Melveny, while helping override the implicit biases that naturally seep into traditional recruiting methods. Pymetrics meets the EEOC's 4/5ths rule which addresses adverse impacts in software, algorithms, and artificial intelligence (AI), and it complies with all applicable AI laws. We intend to expand Pymetrics use with all associate and lateral attorney recruiting processes in 2024.

## **2023 Vault Law Firm Diversity Survey**

### **Summer Associates**

In what ways does the firm support diverse summer associates (e.g., mentoring, training, events, etc.)?

We have over 30 Employees Networks across identity groups (e.g., women, parents, religion, by race/ethnicity, LGBTQ+, etc.) that are dedicated to creating space to discuss concerns, experiences, and perspectives with others in the firm. Several of these Networks host summer events to welcome summer associates to the firm and provide space for building community. All summer associates are invited to participate in employee network activities throughout the summer. We also intentionally offer DE&I training and speaker series events during the summer associate program to ensure summers can participate. These programs include our "Coleman Conversations" for our 1L and 2L Coleman Fellows and the Leadership Council on Legal Diversity's 1L Scholars program. Additionally, each summer associate is assigned a summer work advisor and mentors at the start at the program.

2023 Vault Law Firm Diversity Survey

**1L Summer Associates**

Does the firm hire 1L summer associates?

Yes

12 Total 1L summer associates at the firm in 2022

Demographics	Men	Women	Nonbinary	Unknown
<b>Race / Ethnicity</b>	<b>6</b>	<b>5</b>	<b>1</b>	<b>0</b>
American Indian or Alaska Native	0	0	0	0
Asian	2	1	0	0
Black or African-American	1	0	0	0
Hispanic or Latinx	2	2	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	0	1	0	0
Two or More Races	1	1	1	0
Other or Unknown	0	0	0	0
<b>Additional Demographics</b>	<b>2</b>	<b>1</b>	<b>1</b>	<b>0</b>
LGBTQ+ Individuals	2	1	1	0
Individuals with Disabilities	0	0	0	0

All of the 12 1L summer associates were Coleman Fellows and diverse in some way.

**Diversity Program Participants**

If applicable, how many of the law students who participated in the firm's 1L summer associate program in 2021 (2 years ago) were hired through the firm's diversity scholarship/internship/fellowship program?

12

2023 Vault Law Firm Diversity Survey

2L Summer Associates

Did the firm hold a 2L summer program in 2022? Yes

80 Total 2L Summer Associates at the Firm in 2022

Demographics	Men	Women	Nonbinary	Unknown
<b>Race / Ethnicity</b>	<b>23</b>	<b>55</b>	<b>2</b>	<b>0</b>
American Indian or Alaska Native	0	0	0	0
Asian	2	15	0	0
Black or African-American	1	9	1	0
Hispanic or Latinx	3	6	0	0
Native Hawaiian or Other Pacific Islander	0	1	0	0
White	16	21	1	0
Two or More Races	1	3	0	0
Other or Unknown	0	0	0	0
<b>Additional Demographics</b>	<b>4</b>	<b>4</b>	<b>2</b>	<b>0</b>
LGBTQ+ Individuals	4	4	2	0
Individuals with Disabilities	0	0	0	0

2L Summer Associates Who Received Offers

79 Total 2L Summer Associates Received Offers

Demographics	Men	Women	Nonbinary	Unknown
<b>Race / Ethnicity</b>	<b>23</b>	<b>54</b>	<b>2</b>	<b>0</b>
American Indian or Alaska Native	0	0	0	0
Asian	2	14	0	0
Black or African-American	1	9	1	0
Hispanic or Latinx	3	6	0	0
Native Hawaiian or Other Pacific Islander	0	1	0	0
White	16	21	1	0
Two or More Races	1	3	0	0
Other or Unknown	0	0	0	0
<b>Additional Demographics</b>	<b>4</b>	<b>4</b>	<b>2</b>	<b>0</b>
LGBTQ+ Individuals	4	4	2	0
Individuals with Disabilities	0	0	0	0

2L Summer Associates Who Accepted Offers

67 Total 2L Summer Associates Received Offers

Demographics	Men	Women	Nonbinary	Unknown
<b>Race / Ethnicity</b>	<b>18</b>	<b>47</b>	<b>0</b>	<b>2</b>
American Indian or Alaska Native	0	0	0	0
Asian	1	11	0	0
Black or African-American	1	6	0	1
Hispanic or Latinx	3	6	0	0
Native Hawaiian or Other Pacific Islander	0	1	0	0
White	12	19	0	0
Two or More Races	0	3	0	0
Other or Unknown	1	1	0	1
<b>Additional Demographics</b>	<b>2</b>	<b>4</b>	<b>0</b>	<b>2</b>
LGBTQ+ Individuals	2	4	0	2
Individuals with Disabilities	0	0	0	0

0

2023 Vault Law Firm Diversity Survey

**Diversity Program Participants**

How many of the law students who participated in the firm's 2L summer associate program in 2022 were hired through the firm's diversity scholarship/internship/fellowship program?

0

**New Attorneys Hired**

112 Total 2L Summer Associates Received Offers

Demographics	Men	Women	Nonbinary	Unknown
<b>Race / Ethnicity</b>	<b>51</b>	<b>61</b>	<b>0</b>	<b>0</b>
American Indian or Alaska Native	0	0	0	0
Asian	6	12	0	0
Black or African-American	4	6	0	0
Hispanic or Latinx	7	7	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	32	31	0	0
Two or More Races	1	3	0	0
Other or Unknown	1	2	0	0
<b>Additional Demographics</b>	<b>6</b>	<b>5</b>	<b>0</b>	<b>0</b>
LGBTQ+ Individuals	6	5	0	0
Individuals with Disabilities	0	0	0	0

**Mandatory Arbitration**

**No** Does the firm require associates to agree to mandatory arbitration as a condition of employment?

**N/A** Does the requirement also apply to summer associates?

If yes to mandatory arbitration, elaborate on mandatory arbitration provisions:

2023 Vault Law Firm Diversity Survey

**CULTURE AND COMMUNITY**

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**Affinity Groups**

Does the firm have internal affinity groups or networks?

**Yes**

If yes, list the firm's affinity groups:

LGBTQ+ Attorney Group in 7 offices; Parenting Employee Network in 6 offices; Attorneys of Color in 4 offices; Women's Attorney Network in 7 offices; Women's Staff Network in 2 offices; Catholic Attorney Network in 1 office; and Firmwide Groups: African American Professionals, Latinx Employee Network, Asian Attorneys, Jewish Professionals Network, Christian Employee Network, Muslim Employee Network, First Generation Lawyer Network, and Aging Gracefully at Every Stage.

**2023 Vault Law Firm Diversity Survey**

**Affinity Groups Cont'd**

What kind of support does the firm provide for its affinity groups or networks?

Each network receives an annual budget and support from the firmwide DE&I Committee and DE&I team.

## 2023 Vault Law Firm Diversity Survey

### DEI Events

Does the firm host DE&I retreats or conferences? **Yes**

Does firm leadership attend these events? **Yes**

If applicable, provide more detail on the firms DE&I events:

Diversity, Equity & Inclusion Leadership Academy: The firm periodically holds an Academy for our US-based racial/ethnic minority and LGBTQ+ attorneys. Attendees have the opportunity to network, attend educational and career progression sessions, and gain leadership development insights to help them navigate issues of race, gender identity, sexual orientation, and bias. They also have opportunities to provide feedback to senior leadership about their experiences and opportunities for development and the firm considers and works to implement many of those suggestions.

Women's Leadership Academy: Periodically we offer our Women's Leadership Academy (WLA) which brings together US-based women attorneys and senior leaders from O'Melveny's clients to encourage relationship-building while cultivating leadership skills. The WLA provides an opportunity for women to share some of the unique business challenges they experience while exploring solutions in a 'brave space' environment.

The next DE&I Leadership Academy will be held September 2023 and the next WLA is anticipated to be in 2024.

**2023 Vault Law Firm Diversity Survey**

**Reverse Mentoring**

Does the firm offer reverse mentoring, pairing senior attorneys with junior attorneys to help bridge generational or cultural gaps, share perspectives and skills, and foster a more inclusive culture?

**Yes**

If applicable, elaborate on the firm's reverse mentoring program:

We have an opt-in reverse mentoring program by office. The program pairs professional staff and junior attorneys with partners across differences. Mentors and mentees are provided with resources to support them along the way.

**2023 Vault Law Firm Diversity Survey**

**Associate Committee**

Does the firm have an associate committee that consults with the partnership?

**Yes**

If applicable, describe how the associate committee engages with the partnership:

The Associate & Counsel Advisory Committee (ACAC) is responsible for working with Firm management on issues of concern to associates and counsel. In addition to the firmwide ACAC, there are local committees in each of our US offices.

**2023 Vault Law Firm Diversity Survey**

**Combating Structural Racism**

Is the firm a member of the Law Firm Antiracism Alliance (LFAA)?      **Yes**

**Cultural Awareness**

How does the firm commemorate important dates honoring diversity?

We commemorate all of the heritage months as well as Juneteenth. Our Employee Networks are often involved in creating these events which can range from guest speakers on topics like anti-racism to arts and culture events. One of our 2022 programs included a moderated discussion with Pulitzer Prize-winning author Viet Thanh Nguyen for AAPI Heritage Month. Additionally, we hold an annual "Embracing Diversity, Equity & Inclusion and Values Day". On this day, the entire firm aligns along a central theme. In 2022, it was "Amplify" which focused on being proud of our respective cultures and backgrounds; forging bonds with those different from us; building a culture that celebrates and highlights the achievements of underrepresented people; and becoming unapologetic allies. Affectionately called "Diversity Day," it is an integral part of O'Melveny's culture and each office marks the day by organizing a series of events and collaborative activities tailored to issues central to its community.

2023 Vault Law Firm Diversity Survey

**NETWORKING, MENTORING, AND PROFESSIONAL DEVELOPMENT**

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**Mentoring & Sponsorship**

Does the firm offer a mentorship or sponsorship program that connects diverse attorneys with senior leadership?

**Yes**

If applicable, describe the mentoring or sponsorship program

Introduced in 2022, our DE&I Leadership Mentoring Program connects racial/ethnic minority, LGBTQ+, and first-generation mid-level associates with senior O'Melveny leaders (inclusive of our firm Chair, Management Team, Policy Committee, and Executive Committee). The nine-month program entails engaging one to one with mentees for frank conversations about their career objectives, firm business strategy, and any challenges or opportunities mentees would like to explore. The Management Team and DE&I team checks in with mentors and mentees respectively to support the participants, glean themes and observations that will serve to improve the program and experience of participants while respecting confidentiality.

## 2023 Vault Law Firm Diversity Survey

### Professional Development

Does the firm offer professional development programs specifically for diverse attorneys?

Yes

If applicable, elaborate on the professional development programs available to diverse attorneys:

O'Melveny's innovative and industry-leading career counseling and development program offers a range of support to our associates and counsel. We offer a New Associate Leadership Academy which includes topics on developing feedback skills, communicating in a hybrid work environment, thriving as a junior associate, and understanding the business of law and your role as an associate. Our Diversity, Equity & Inclusion Leadership Academy for US-based racial/ethnic minority and LGBTQ+ attorneys supports underrepresented attorneys with gaining leadership development insights to help them navigate issues of race, gender identity, sexual orientation, and bias. And our Women's Leadership Academy for US-based women helps with cultivating leadership skills and creating space for sharing experiences in the workplace. We also offer confidential, personal guidance from our Director of Career Development, who helps attorneys develop tools and strategies to make the most of their careers. We have also offered individualized coaching to address specific challenges that women, racial/ethnic minorities, and LGBTQ+ attorneys may contend with, either in the workplace or in business situations.

## 2023 Vault Law Firm Diversity Survey

### Work Allocation

Does the firm monitor work distribution to ensure that diverse attorneys have equal access to quality assignments and significant client matters?

**Yes**

Describe how the firm monitors work distribution

An attorney's career development hinges on the type of work assignments they receive. Our DE&I team regularly engages with the work coordination team and the Firmwide Work Advisor Partner to ensure that our women, racial/ethnic minority, and LGBTQ+ attorneys have access to great work, a mix of clients, and are on teams with an array of senior counsel and partners. The DE&I Team and the staffing team also meet with Office Heads and Dept. Heads as needed to review the progress of underrepresented attorneys. The teams review hours reports for attorneys to understand who may be oversubscribed or underutilized. The DE&I Team coaches the work coordination team on the best ways to address potential concerns should they arise and they collaborate to solve issues.

## 2023 Vault Law Firm Diversity Survey

### External Professional & Business Development Opportunities

Does the firm support associate involvement in external activities related to diversity, equity, and inclusion, such as the following?

- No** Pays for associate membership in diversity bar associations or other affinity organizations
- Yes** Sponsors associate participation in diversity, equity, and inclusion conferences
- Yes** Supports associate participation in other external DEI-related activities, events, or organizations (please describe):

O'Melveny supports myriad organizations that share our goal of diversifying the legal profession. These organizations give our attorneys opportunities to expand their networks, build skills and contribute to mentoring programs. Our partner organizations reach diverse constituents across the country. Some highlights of our involvement include the National Asian Pacific American Bar Association (NAPABA), The Leadership Council on Legal Diversity, the National LGBTQ+ Bar, the National Bar, and the National Hispanic Bar. We also support diversity-related organizations for which our associates and counsel are Board Members.

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2023 Vault Law Firm Diversity Survey

**PROMOTION AND ADVANCEMENT**

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**Countering Implicit Bias**

Has the firm implemented processes to mitigate implicit bias in work allocation, performance reviews, and/or promotions?

**Yes**

If applicable, describe the firm's initiatives to mitigate implicit bias

The Work Coordination team supports partners and senior leaders with ensuring work is allocated in ways that minimize bias. With support from the DE&I Team, the teams review monthly hours reports to issue spot, and coach the work coordination lead on addressing potential challenges when they arise. Additionally, attorneys who participate in on campus and callback interviewing also participate in "Recruiting Through a Diversity Lens," a bias mitigation training, prior to the beginning of OCI. This program addresses various elements of bias that can seep into the recruiting process. From time to time, other key decision-makers receive implicit bias training just prior to recruitment season. Our Director of Diversity & Engagement also monitors the pipeline list to check for diversity and inclusivity amongst candidates.

**Upward Reviews**

Does the performance review process include the opportunity for associates to provide anonymous upward reviews?

**Yes**

If applicable, describe the firm's initiatives to mitigate implicit bias

Every other year, O'Melveny engages a third party consultant to lead our upward review process, part of the firm's ongoing commitment to providing candid, confidential feedback to counsel, partners, and senior leaders. Our Upward Review Program provides constructive, individualized feedback on supervisory, practice-management, and leadership skills via confidential 1:1 interviews with the consulting team. The Upward Review Program also provides valuable insight into associate and counsel perspectives on critical areas, including diversity, equity and inclusion, and provides outputs on key topics including communication and work assignments. Upward Review feedback is strongly considered during promotion discussions.

## 2023 Vault Law Firm Diversity Survey

### Diverse Slate of Candidates

Does the firm employ any of the following measures to ensure that a diverse slate of candidates is considered for promotions, leadership roles, or hiring?

- Yes The firm is Mansfield Certified
- Yes The firm is Mansfield Certified Plus
- Yes The firm is currently participating in the Mansfield Rule certification process administered by Diversity Lab
- Yes The firm has instituted other formal processes (please describe):

Our Mansfield participation concluded in summer 2022 after achieving Mansfield Plus for the 5th time; however, we continue to advance those goals in alignment with our DE&I strategic priority.

### Multi-tier Partnership

Does the firm have a multi-tiered partnership? **No**

### Alternatives to Partnership

Does the firm have a multi-tiered partnership? **No**

If applicable, describe the alternatives to partnership:

2023 Vault Law Firm Diversity Survey

**Homegrown Partners**

Please provide the percentage of equity partners at the firm as of December 31, 2022 who started as associates at the firm.

56%

**Promotions to Partnership**

10 Total Number of Attorneys Promoted to Partner in 2022 (includes promotions effective in 2022, not announced in 2022)

Demographics	Men	Women	Nonbinary	Unknown
<b>Race / Ethnicity</b>	<b>6</b>	<b>4</b>	<b>0</b>	<b>0</b>
American Indian or Alaska Native	0	0	0	0
Asian	0	1	0	0
Black or African-American	0	0	0	0
Hispanic or Latinx	2	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	4	3	0	0
Two or More Races	0	0	0	0
Other or Unknown	0	0	0	0
<b>Additional Demographics</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
LGBTQ+ Individuals	0	0	0	0
Individuals with Disabilities	0	0	0	0

This was the seventh consecutive year that at least 50% of the partner promoted class was underrepresented (e.g., women, LGBTQ+, and/or racial/ethnic minorities). Since 2015, 84% of our partners are homegrown, having joined O'Melveny as associates.

**BILLABLE HOURS AND COMPENSATION**

**Credit for DEI Work**

Does the firm provide billable credit for work contributing to diversity, equity, and inclusion efforts (e.g., with respect to recruiting or business development)? Note that this does not include pro bono projects.

Yes

If so, how many hours can be applied to the firm's billable hour target?

Implemented in February 2022, attorneys may get credit for up to 50 DE&I billable hours recorded during the billable year.

**Compensation**

Are associate salaries lockstep or discretionary?

Lockstep

## 2023 Vault Law Firm Diversity Survey

### **Bonuses**

Are associate bonuses lockstep or discretionary?

**Discretionary**

If salaries and/or bonuses are discretionary or hybrid: Does the firm publish compensation ranges or actual compensation for each associate?

All bonuses are discretionary, but the firm sets class bonus amounts.

### **Flex-time Policy**

Does the firm have a formal flex-time policy?

**Yes**

### **Reduced-hours Policy**

Does the firm have a formal reduced-hours policy?

**Yes**

### **Partnership Eligibility**

Do attorneys who take advantage of the firm's reduced-hours or flex-time options remain eligible for partnership?

**Yes**

Please explain how working an alternative schedule may affect an associate's path to partnership:

Reduced hours or flexible work arrangements do not affect an associate's path to partnership.

2023 Vault Law Firm Diversity Survey  
Attorneys Working Reduced Hours

25 Total Number of Attorneys Working Reduced Hours

Attorneys with Reduced-Hours Schedules	Men	Women	Nonbinary	Unknown
Associates	2	5	0	0
Equity Partners	1	0	0	0
Non-equity Partners	0	0	0	0
Counsel / Of Counsel	5	11	0	0
Non-Partner-Track Attorneys	0	1	0	0

WORKING PARENTS

Family-planning Resources

Does the firm offer any fertility or family-planning benefits, such as in-vitro fertilization, egg freezing, adoption or surrogacy support?  
No

If applicable, describe the family-planning resources available:

## 2023 Vault Law Firm Diversity Survey

### Parental Leave for Adoption

Does the firm offer parental leave for adoption?

Yes

If yes, is the adoption leave gender neutral?

Yes

### Primary & Secondary Caregivers

Does the firm's parental leave policy distinguish between primary and secondary caregivers?

No

If yes: In what way does the firm's policy distinguish between primary and secondary caregivers?

N/A

If yes: How much paid leave is available to primary caregivers?

N/A

If yes: How much paid leave is available to secondary caregivers?

N/A

If no: How much paid leave is available to those taking parental leave?

14 weeks

**2023 Vault Law Firm Diversity Survey**

**Parental Leave Policy**

Describe the firm's parental leave policy.

Fourteen weeks of parental leave is provided to any O'Melveny parent. Birth parents receive an additional 12 weeks of medical leave.

## 2023 Vault Law Firm Diversity Survey

### Support for Parents

What steps has the firm taken to support parents and ensure that their parental status does not adversely affect their opportunities for career advancement?

- Yes** Pro rates billable requirements / credit / bonus targets for parents who take leave
- Yes** Provides resources for nursing mothers, such as private nursing rooms, breast milk storage, or breast milk shipping
- Yes** Offers child care resources, such as onsite day care, back-up child care, etc.
- Yes** Provides programs to assist new parents transitioning to leave and/or returning to work after leave (e.g., ramp up/ramp down, flexible hours, Mindful Return)

Feel free to elaborate on the nature of programs and resources the firm makes available to parents.

We support our working parents through a number of programs: Life Meets Work, which helps attorneys transition back to work after a leave of absence. Limerick's lactation-support services. Bright Horizons, which we offer to all US-based employees offers firm-subsidized backup care for infants through elders, including those with special needs. Paid Parental Leave of 14 weeks following birth or adoption, surrogacy, or permanent foster placement. Parental Leave commences at the conclusion of 12 weeks of paid medical leave for birth parents. Parenting Employee Networks, which support our working parents with advice and recommendations. In the past, clients have joined the networks for trips to museums and zoos and for holiday festivities. External speakers have also been engaged to lead discussions on a variety of parenting topics.

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2023 Vault Law Firm Diversity Survey

**INCLUSIVENESS AND ACCESSIBILITY**

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**Equity in Benefits**

Do the firm's health care benefits, family leave, and bereavement leave include same-sex spouses and domestic partners?

Yes

**LGBTQ+ Inclusivity**

What steps has the firm taken to create an inclusive environment for transgender and gender non-conforming individuals?

- Yes Provides gender-neutral restrooms/facilities
- Yes Offers health insurance plans that provide equitable benefits for transgender employees and dependents
- Yes Provides an opportunity for employees to share preferred pronouns
- No Uses gender-neutral pronouns in its policies and materials
- Yes Non-discrimination policy explicitly includes gender identity and expression as a protected category
- No Other (please elaborate):

**Accessibility**

What steps has the firm taken to create an inclusive environment for attorneys with disabilities?

- Yes Has evaluated and addressed issues of accessibility in firm buildings, workspaces, and parking facilities
- Yes Has a clear and well-communicated process for attorneys to request accommodations or raise other workplace concerns
- Yes Non-discrimination policy explicitly includes disability as a protected category
- No Other (please elaborate):

2023 Vault Law Firm Diversity Survey

**ATTRITION**

**Departures among U.S. Associates**

53 Total Number of Departures among Associates in 2022:

Demographics	Men	Women	Nonbinary	Unknown
<b>Race / Ethnicity</b>	<b>22</b>	<b>31</b>	<b>0</b>	<b>0</b>
American Indian or Alaska Native	0	0	0	0
Asian	0	8	0	0
Black or African-American	1	3	0	0
Hispanic or Latinx	3	5	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	18	14	0	0
Two or More Races	0	1	0	0
Other or Unknown	0	0	0	0
<b>Additional Demographics</b>	<b>2</b>	<b>5</b>	<b>0</b>	<b>0</b>
LGBTQ+ Individuals	2	5	0	0
Individuals with Disabilities	0	0	0	0

**Departures among U.S. Partners**

13 Total Number of Departures among U.S. Partners in 2022:

Demographics	Men	Women	Nonbinary	Unknown
<b>Race / Ethnicity</b>	<b>10</b>	<b>3</b>	<b>0</b>	<b>0</b>
American Indian or Alaska Native	0	0	0	0
Asian	1	0	0	0
Black or African-American	1	0	0	0
Hispanic or Latinx	2	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	6	3	0	0
Two or More Races	0	0	0	0
Other or Unknown	0	0	0	0
<b>Additional Demographics</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>
LGBTQ+ Individuals	1	0	0	0
Individuals with Disabilities	0	0	0	0

0

2023 Vault Law Firm Diversity Survey

Departures among U.S. Counsel / Of Counsel and Non-Partner-Track Attorneys

36 Total Number of Departures among U.S. Counsel and Non-Partner-Track Attorneys in 2022

Demographics	Men	Women	Nonbinary	Unknown
<b>Race / Ethnicity</b>	<b>24</b>	<b>12</b>	<b>0</b>	<b>0</b>
American Indian or Alaska Native	0	0	0	0
Asian	4	2	0	0
Black or African-American	0	0	0	0
Hispanic or Latinx	3	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	15	10	0	0
Two or More Races	0	0	0	0
Other or Unknown	2	0	0	0
<b>Additional Demographics</b>	<b>4</b>	<b>1</b>	<b>0</b>	<b>0</b>
LGBTQ+ Individuals	4	1	0	0
Individuals with Disabilities	0	0	0	0

2023 Vault Law Firm Diversity Survey

**SUCCESSSES AND PRIORITIES**

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**Top Three Accomplishments**

What are the firm's top three accomplishments or areas in which the firm has had its greatest success with respect to fostering diversity, equity, and inclusion within the firm?

**#1**

At O'Melveny, we're determined to identify any structural bias in our key internal programs and processes--recruiting, lateral hiring, professional development, performance review, compensation, work assignments, and partner pipeline development. In 2021, 50 diverse attorneys and staff professionals worked in 17 teams to review everything. It was called the Redesign Project. Using human-centered design thinking, each team analyzed a unique, realistic scenario that a fictional racial/ethnic minority colleague contends with. The approach required team members to envision being in their protagonist's place and ideating solutions to address those issues. The resulting short and long term recommendations are still in the process of being implemented depending upon its complexity.

## 2023 Vault Law Firm Diversity Survey

### Top Three Accomplishments

What are the firm's top three accomplishments or areas in which the firm has had its greatest success with respect to fostering diversity, equity, and inclusion within the firm?

#### #2

As a result of information gleaned from our 2022 analysis of promotions and retention, O'Melveny's Chair, Bradley J. Butwin, created the DE&I Leadership Mentoring Program. The 26 members of our three highest leadership committees --our Policy Committee, Management Team and Executive Team--build dynamic professional relationships with 54 mid-level racial/ethnic minority, LGBTQ+, and first-generation associates in a robust mentoring program. Our October 2022 launch offered information about conducting an effective mentoring relationship and offering advice on connecting and conversational topics. In all, the objectives of the program were to improve the experience and retention of our underrepresented lawyers by creating formality and intentionality around their development and progression within the firm.

## **2023 Vault Law Firm Diversity Survey**

### **Top Three Accomplishments**

What are the firm's top three accomplishments or areas in which the firm has had its greatest success with respect to fostering diversity, equity, and inclusion within the firm?

#### **#3**

We're incredibly proud that our leadership team is one of the most diverse among law firms, with women, racial/ethnic minorities, and LGBTQ+ attorneys comprising 78% of our US Managing Partners, 50% of our Department Heads, and 46% of our Policy Committee (O'Melveny's highest governing body). We have been recognized by Vault consistently for being a Best Law Firm to Work For and Best Law Firm for Overall Diversity.

## **2023 Vault Law Firm Diversity Survey**

### **Top Three Priorities**

What are the firm's top three priorities for advancing diversity, equity, and inclusion within the firm moving forward?

#### **#1**

Continuing to increase the number of racial/ethnic minority, LGBTQ+, and women partners, through internal promotions and lateral hires, and increase the representation of these identities in senior leadership.

**2023 Vault Law Firm Diversity Survey**

**Top Three Priorities**

What are the firm's top three priorities for advancing diversity, equity, and inclusion within the firm moving forward?

**#2**

Expanding our offerings in support of underrepresented professional staff through career development and educational opportunities to position them for growth and internal advancement.

## **2023 Vault Law Firm Diversity Survey**

### **Top Three Priorities**

What are the firm's top three priorities for advancing diversity, equity, and inclusion within the firm moving forward?

#### **#3**

Advancing diversity, equity and inclusion is a strategic priority at O'Melveny, so increasing accountability for achieving our DE&I goals is key. We aim to increase our people's awareness of interventions that support DE&I in actionable ways (e.g., succession planning, hiring, promotions, professional development, etc.), within each practice group and every business function, and this will remain a focus in the years to come.

## 2023 Vault Law Firm Diversity Survey

### ADVICE TO CANDIDATES

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#### **Advice**

What advice do you have for candidates who are looking for a diverse and inclusive work environment? What questions should they ask when interviewing to help them assess the extent of a firm's commitment to diversity, equity, and inclusion?

Candidates can always connect with underrepresented associates and professional staff to learn about their experiences at O'Melveny. It's important to gather perspectives from others about accessing great case work and working with senior counsel and partners on matters. Where possible, gain an understanding of how work assignments are distributed and the experiences one might expect working within a particular practice. Explore the firm's feedback mechanisms and how it addresses feedback on DE&I matters and on other critical issues -- ask for recent examples to get a sense for how engaged leaders and partners are in implementing solutions. Learning about the firm's development programs is vital to understanding the firm's offerings and investments in its people through a diverse, equitable and inclusive lens. And as importantly, discover the culture of the firm and how it is experienced and made tangible through programs and social events. If you're not sure where to start, connect with a member of the DE&I Team -- we would be happy to confirm that O'Melveny is a great place to build your legal career!