

Munger, Tolles & Olson LLP

2023 Vault Law Firm Diversity Survey

LEADERSHIP

Head of Firm

Name and Title	Race/Ethnicity	Gender	Add'l Demo
Brad Brian, Firm Chair	White	Male	
Hailyn Chen, Co-Managing Partner	Asian	Female	
Malcom Heinicke, Co-Managing Partner	White	Male	

Executive Committee

Total Number of Attorneys on Committee: **13**

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	7	5	0	1
American Indian or Alaska Native	0	0	0	0
Asian	1	3		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	6	2		0
Two or More Races	0	0	0	0
Other or Unknown	0	0	0	1
Additional Demographics	0	0	0	0
LGBTQ+ Individuals	0	0	0	0
Individuals with Disabilities	0	0	0	0

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

Shellye Pruitt, Senior Director of Attorney Development and Diversity

DEI Committee

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

In what year was the committee formed?

2009

Total Number of Attorneys on DEI Committee: 15

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	5	10	0	0
American Indian or Alaska Native	0	1	0	0
Asian	1	2	0	0
Black or African-American	1	1	0	0
Hispanic or Latinx	0	1	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	3	5	0	0
Two or More Races	0	0	0	0
Other or Unknown	0	0	0	0
Additional Demographics	2	1	0	0
LGBTQ+ Individuals	2	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

205 Total attorneys in U.S. offices

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

U.S. Associates

110 Total number of U.S.-based associates

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	59	50	1	0
American Indian or Alaska Native	0	1	0	0
Asian	7	7	0	0
Black or African-American	0	5	0	0
Hispanic or Latinx	6	2	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	40	32	1	0
Two or More Races	3	1	0	0
Other or Unknown	3	2	0	0
Additional Demographics	10	5	1	0
LGBTQ+ Individuals	9	3	1	0
Individuals with Disabilities	1	2	0	0

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U.S. Equity Partners

85 Total Equity Partners

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	59	25	0	1
American Indian or Alaska Native	0	0	0	0
Asian	6	3	0	0
Black or African-American	1	2	0	0
Hispanic or Latinx	1	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	50	19	0	0
Two or More Races	1	1	0	0
Other or Unknown	0	0	0	1
Additional Demographics	0	3	0	0
LGBTQ+ Individuals	0	3	0	0
Individuals with Disabilities	0	0	0	0

U.S. Non-Equity Partners

0 Total Non-Equity Partners

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	0	0	0	0
American Indian or Alaska Native	0	0	0	0
Asian	0	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	0	0	0	0
Two or More Races	0	0	0	0
Other or Unknown	0	0	0	0
Additional Demographics	0	0	0	0
LGBTQ+ Individuals	0	0	0	0
Individuals with Disabilities	0	0	0	0

N/A

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U.S. Counsel / Of Counsel

10 Total Counsel / Of Counsel

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	6	4	0	0
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	0	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
Additional Demographics	0	0	0	0
LGBTQ+ Individuals	0	0	0	0
Individuals with Disabilities	0	0	0	0

U.S. Non-Partner-Track Attorneys

0 Total Non-Partner-Track Attorneys

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	0	0	0	0
American Indian or Alaska Native	0	0	0	0
Asian	0	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	0	0	0	0
Two or More Races	0	0	0	0
Other or Unknown	0	0	0	0
Additional Demographics	0	0	0	0
LGBTQ+ Individuals	0	0	0	0
Individuals with Disabilities	0	0	0	0

N/A

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U.S. Law Clerks

0 Total Law Clerks

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	0	0	0	0
American Indian or Alaska Native	0	0	0	0
Asian	0	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	0	0	0	0
Two or More Races	0	0	0	0
Other or Unknown	0	0	0	0
Additional Demographics	0	0	0	0
LGBTQ+ Individuals	0	0	0	0
Individuals with Disabilities	0	0	0	0

N/A

U.S. Office Managing Partners

2 Total U.S. Office Managing Partners

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	1	1	0	0
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	0	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	1	0	0	0
Two or More Races	0	0	0	0
Other or Unknown	0	0	0	0
Additional Demographics	0	0	0	0
LGBTQ+ Individuals	0	0	0	0
Individuals with Disabilities	0	0	0	0

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U.S. Hiring Committee

28 Total U.S. Hiring Committee Attorneys

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	14	14	0	0
American Indian or Alaska Native	0	0	0	0
Asian	2	1	0	0
Black or African-American	1	2	0	0
Hispanic or Latinx	0	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	11	10	0	0
Two or More Races	0	1	0	0
Other or Unknown	0	0	0	0
Additional Demographics	0	1	0	0
LGBTQ+ Individuals	0	1	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:

The firm is Mansfield 5.0 Certification Plus and aims to increase diversity in all areas of recruitment, retention, promotion and/or leadership. MTO is working toward 6.0 Mansfield Certification, which period closes on July 15, 2023.

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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 firm annually reviews the firmwide contributions of each partner, to include DEI achievements. Munger, Tolles & Olson does not track non-billable hours spent on committee work. However, committee members and other attorneys at the firm have devoted hundreds of hours to diversity-related efforts, including leading firm-wide training programs aimed at mitigating bias, partnering with the Development and Retention Committee to identify advancement and development opportunities for associates, working with the Recruiting Committee and Law School Liaison Subcommittee on outreach efforts to diverse student groups on law school campuses, participating in committee meetings and initiatives, leading diversity recruiting activities, attending seminars and conferences related to diversity, managing the firm's MTO Fellows Program, Jay Fujitani 1L Diversity Summer Program, and 2L Diversity & Inclusion Scholarship Program, and undertaking other diversity efforts. The commitment to diversity is deeply engrained in our culture and has always been widely supported across the firm.

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

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?

Howard University, on-campus Diversity Job Fairs

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	
Jay Fujitani 1L Diversity Summer Program (four 2021 1L summer associates); 2L Diversity Scholarship program (please ask Tiffany how many in the 2022 class were 2L Scholars) Link: https://www.mto.com/diversity/jay-fujitani-1l-diversity-summer-program ; https://www.mto.com/diversity/2l-diversity-scholarship	4; 15

Internships

Jay Fujitani 1L Diversity Summer Program -- Secondment Opportunity (scholars are given the option to spend four weeks at a firm client or at a law-related non-profit organization of their choice. The firm pays the summer associate's salary during this time. Link: https://www.mto.com/diversity/jay-fujitani-1l-diversity-summer-program	This opportunity is available to any of the firm's Jay Fujitani 1L Diversity Scholars; in 2022 a total of four scholars selected this option.
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Fellowships

MTO Fellows Program Link: https://www.mto.com/diversity/mto-fellows-program	30 Fellows selected for the 2022 program
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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

MTO participates in the Bay Area Diversity Career Fair and in career fairs at all schools at which the firm recruits.

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.)?

Implicit bias training is offered to all Munger, Tolles & Olson attorneys and professional staff, including Behavioral Interviewing, Bias Interruption Best Practices, and Implicit Bias Interrupters during Performance Feedback.

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Summer Associates

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

Mentoring, work coordinator pairing, training, events. To further support our 1L summer associates, Munger, Tolles & Olson encourages each to participate in a four-week Secondment with a client or pro bono legal services organization, after working seven weeks at the firm. The firm also hosts a variety of support efforts for 1L summer associates, including First Generation Panel discussions and other targeted trainings and small group support sessions.

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1L Summer Associates

Does the firm hire 1L summer associates?

Yes

4 Total 1L summer associates at the firm in 2022

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

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?

4

2023 Vault Law Firm Diversity Survey

2L Summer Associates

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

17 Total 2L Summer Associates at the Firm in 2022

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

2L Summer Associates Who Received Offers

17 Total 2L Summer Associates Received Offers

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

2L Summer Associates Who Accepted Offers

6 Total 2L Summer Associates Received Offers

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	0	4	0	2
American Indian or Alaska Native	0	0	0	0
Asian	0	2	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	0	0	0	0
Two or More Races	0	0	0	0
Other or Unknown	0	0	0	2
Additional Demographics	0	0	0	0
LGBTQ+ Individuals	0	0	0	0
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?

5

New Attorneys Hired

37 Total 2L Summer Associates Received Offers

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	22	14	1	0
American Indian or Alaska Native	0	0	0	0
Asian	7	2	0	0
Black or African-American	0	2	0	0
Hispanic or Latinx	3	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	9	9	1	0
Two or More Races	1	0	0	0
Other or Unknown	2	1	0	0
Additional Demographics	4	2	0	0
LGBTQ+ Individuals	3	1	0	0
Individuals with Disabilities	1	1	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

Affinity Groups

Does the firm have internal affinity groups or networks?

Yes

If yes, list the firm's affinity groups:

African American/Black, Asian American/Pacific Islander, Hispanic/Latinx, Women's Initiative, LGBTQ+ Initiative, Parents, Lawyers with Disabilities

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Affinity Groups Cont'd

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

MTO provides mentoring, regular meetings, events, client panels, conference sponsorship, integration and retention support.

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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:

MTO hosts an annual Women's Summit, as well as targeted affinity group retreats.

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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:

Upward Feedback Program: Associates review the culture and demands of their partner counterparts and make suggestions for changes moving forward. Regarding the below question concerning the Associate Committee: Munger, Tolles & Olson appoints two associates as representatives on the firm's Management Committee. The associate representatives serve for 18 months and report back to the firm's body of associates. These associate representatives serve as the firm's conduit between the associates and the partnership.

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Associate Committee

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

No

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

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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?

MTO commemorates important dates honoring diversity with our Lunchtime Speakers Series, Firm-wide Holidays, and group outings/visits. This importance is present through the firm's affinity groups and via the firm's internal support efforts (e.g., SharePoint sites, racial ethnic awareness challenges, educational opportunities and events).

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NETWORKING, MENTORING, AND PROFESSIONAL DEVELOPMENT

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

All associates are paired with professional and social mentors.

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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:

: MTO hosts Attorneys of Color client panels; other programming plans are in development.

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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

The firm has a separate support structure for managing and supporting work distribution for lawyers who are from underrepresented identity groups.

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External Professional & Business Development Opportunities

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

- Yes 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):

California Minority Counsel Program (CMCP) -- dedicated to promoting diversity in the legal profession by providing attorneys of color with access and opportunity for business and professional development. CMCP is the only state-wide organization that brings business lawyers of all races together as members and colleagues, regardless of the type of organization in which they practice, for the purpose of achieving diversity and inclusion within law firms and in-house law departments, and in the outside counsel spend of corporations and government agencies.

Corporate Counsel Women of Color (CCWC) -- founded in 2004 with the mission to foster diversity, equity, and inclusion in the legal profession and workplace. CCWC is the nation's largest organization for corporate in-house women of color attorneys, who work for Fortune 1000 and Forbes 2000 Legal Departments. CCWC represents over 10,000 lawyers, judges, lawyer entrepreneurs, and law students. CCWC provides a support network to in-house women of color attorneys which provides:

*Educational events

*Job opportunities

*Networking and mentoring support through community engagement; and

*Career and life strategies to combat and navigate around systemic racism and institutional barriers.

Leadership Council on Legal Diversity (LCLD) -- comprised of more than 400 corporate chief legal officers and law firm managing partners - - the leadership of the profession - - who have pledged themselves, through LCLD's Leaders at the Front Initiative and other means, to creating a truly diverse U.S. legal profession. LCLD's programs are designed to attract, inspire, and nurture the talent in society and within LCLD's organizations, thereby helping a new and more diverse generation of attorneys ascend to positions of leadership. LCLD works to promote inclusiveness in its organizations, its circles of influence, and the legal society, with the ultimate goal of building a more equitable and diverse legal profession. LCLD programming includes:

*LCLD Alumni Support (leadership development, business training, peer-to-peer mentoring, and relationship-building opportunities)

wLCLD Fellows Program (designed for diverse, high-potential, mid-career attorneys at LCLD Member organizations) is designed to meet the needs of practicing attorneys with a minimum of eight years of practice experience and ones who have demonstrated the following profile:

- (i) Demonstrated leadership skills
- (ii) Impact player in the organization
- (iii) Engaged within the community
- (iv) Commitment to diversity and inclusion.

wProgram provides:

- (i) Professional and personal development opportunities
- (ii) Leadership training
- (iii) Relationship-building opportunities
- (iv) Access to LCLD members (managing partners and general counsel).

II.LCLD Pathfinder Program (designed for diverse, high-potential, early-career attorneys at LCLD Member organizations) is designed to meet the needs of practicing attorneys with three-to-seven years of practice experience. Program provides Pathfinders with practical tools for developing and leveraging:

- (i) Internal professional networks through relationship-building skills
- (ii) Foundational leadership skills
- (iii) An understanding of career development strategies applicable to both in-house and law firm practice.

w1L LCLD Scholars Program (designed to strengthen the legal pipeline by expanding the number of opportunities for diverse first-year law students). This program gives diverse law students the rare opportunity to work side-by-side with attorneys from LCLD Member organizations, providing them with valuable professional experiences while introducing them to the value of relationships and building networks with LCLD members. Launched in 2011, the 1L LCLD Scholars Program has already put hundreds of young attorneys on a path to leadership through law school and beyond.

(i) 2023 1L LCLD Scholars Virtual summit (May 23-25, 2023): The summit focuses on relationship building and career development strategies. Topics addressed will include: personality type in the workplace, law firm mechanics, and advice from LCLD attorneys.

(ii) LCLD will also provide - - in collaboration with Microsoft Corporation and LinkedIn - - a Resume and Interview Writing workshop in preparation for Virtual Mock Interviews with attorneys from LCLD Member Law firms, Microsoft and the ABA.

(iii) Finally, networking opportunities will be offered through a LinkedIn group, dedicated to articles and discussions relevant to all 1L LCLD Scholars.

wLCLD 1L Scholars Partnership (new for MTO in 2023; the firm will partner with a firm client on this effort; the client has selected two of our 1LS for the secondment opportunity) -- law firms and corporate legal departments work together to create summer internships in which both organizations provide insights and experience to diverse, first-year law students. Benefits

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PROMOTION AND ADVANCEMENT

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

In 2021, the firm hired an expert to lead our firm in discussion about mitigating implicit bias. The firm has also appointed diversity liaisons who sit on the Associate Review Committee to perform the role of bias interrupters during the firm's bi-annual performance review cycles. In 2022 the firm engaged several experts to educate our workforce in mitigating implicit bias in all aspects of the firm's work.

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

MTO has a double opt-in process, in which partners and associates agree to meet with each other and provide space for the associate to give honest feedback to the billing partners with whom they work.

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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
- No** The firm has instituted other formal processes (please describe):

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:

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Homegrown Partners

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

84%

Promotions to Partnership

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

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	6	1	0	0
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	0	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	4	1	0	0
Two or More Races	0	0	0	0
Other or Unknown	0	0	0	0
Additional Demographics	0	1	0	0
LGBTQ+ Individuals	0	1	0	0
Individuals with Disabilities	0	0	0	0

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.

No

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

N/A

Compensation

Are associate salaries lockstep or discretionary?

Lockstep

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Bonuses

Are associate bonuses lockstep or discretionary?

Hybrid

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

No, associate salaries are lockstep.

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:

Munger, Tolles & Olson recognizes that each attorney develops at their own pace and that some lawyers may need to work a reduced-hours schedule for some portion or all of their careers. Therefore, the firm does not have a rigid minimum or maximum time limit for attaining partnership, and our system accommodates working part-time or taking extended leaves.

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Attorneys Working Reduced Hours

10 Total Number of Attorneys Working Reduced Hours

Attorneys with Reduced-Hours Schedules	Men	Women	Nonbinary	Unknown
Associates	3	5	0	0
Equity Partners	0	1	0	0
Non-equity Partners	0	0	0	0
Counsel / Of Counsel	0	1	0	0
Non-Partner-Track Attorneys	0	0	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?

Yes

If applicable, describe the family-planning resources available:

Fertility procedures are covered in MTO firm benefits..

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?

18 Weeks

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Parental Leave Policy

Describe the firm's parental leave policy.

At least 18 weeks of parental leave is offered for all primary and secondary caregivers, including caregivers who are adopting.

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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.

Sharing Experiences And Resources

Regular events: The Attorney Parents Group hosts lunches and other events at which Munger Tolles attorneys discuss their personal experiences as working parents, offer advice and answer questions. These informal events provide opportunities for honest discussion of the challenges and joys of raising young children while working as an attorney, and have included panel presentations, interviews of attorneys (including by their children!) and presentations by outside speakers, as well as occasional social lunches to facilitate one-on-one discussions.

Resources: The Attorney Parents Group maintains an email forum in which attorneys can ask questions and offer recommendations, advice and support regarding raising young children, as well as a compilation of past recommendations and resources.

Mentoring: The Attorney Parents Group also provides mentoring resources for current and future parents, including new attorneys and those returning from parental leave, to help navigate the demands of being a working parent generally, and specifically a working parent at Munger Tolles.

Community Involvement

Munger Tolles attorneys regularly participate in panel discussions at law schools addressing the experience of working as a lawyer while raising young kids. For each of the past three years, for example, members of the Attorney Parents Group have assembled a panel of Munger Tolles attorneys to discuss balancing work and family at UCLA School of Law. Our attorneys have presented similar panels at Stanford and other law schools in recent years.

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INCLUSIVENESS AND ACCESSIBILITY

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
- Yes Uses gender-neutral pronouns in its policies and materials
- Yes Non-discrimination policy explicitly includes gender identity and expression as a protected category
- Yes Other (please elaborate):
On May 11, 2023, Munger, Tolles & Olson invited Dr. Sand Chang, a clinical psychologist and DEI trainer and educator to discuss creating a trans and non-binary inclusive workplace through advocacy and education across the firm. By promoting this training, as well as others, our firm will further promote inclusive practices for its employees and visitors.

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
- Yes Other (please elaborate):
Affinity group dedicated to supporting the needs of lawyers with disabilities (budgetary support, as well as events throughout the year; conference and sponsorship support)

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ATTRITION

Departures among U.S. Associates

22 Total Number of Departures among Associates in 2022:

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	12	10	0	0
American Indian or Alaska Native	0	0	0	0
Asian	1	4	0	0
Black or African-American	2	0	0	0
Hispanic or Latinx	2	1	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	7	4	0	0
Two or More Races	0	1	0	0
Other or Unknown	0	0	0	0
Additional Demographics	3	1	0	0
LGBTQ+ Individuals	3	1	0	0
Individuals with Disabilities	0	0	0	0

Departures among U.S. Partners

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

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

0

2023 Vault Law Firm Diversity Survey

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

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

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	2	0	0	0
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	1	0	0	0
Two or More Races	0	0	0	0
Other or Unknown	0	0	0	0
Additional Demographics	1	0	0	0
LGBTQ+ Individuals	1	0	0	0
Individuals with Disabilities	0	0	0	0

2023 Vault Law Firm Diversity Survey

SUCSESSES AND PRIORITIES

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

Successfully implementing the Mansfield Rule. We helped to create the effort and were among the first firms to implement the Mansfield Rule. Our firm now qualifies as Mansfield 5.0 Certification Plus and we are currently in the process of 6.0 Certification Plus and look forward to reporting on those results.

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

Continue to promote diverse attorneys into the partnership. 67% of the firm's 2023 partnership class is diverse; 43% of the firm's 2022 partnership class was diverse; 50% of the firm's 2021 class were women; and the 2020 class was more than 50% diverse.

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

Continue to support diverse committee appointments throughout all areas of firm governance, including serving on and/or chairing important committees such as the Management, Partner Compensation and Associate Review committees.

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 promote diverse attorneys into the partnership. Cumulatively over the past five years (since 2018), approximately 53% of our new partners have been women or people of color. As of December 31, 2022, 17% of our partners were attorneys of color, more than double the national average.

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Top Three Priorities

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

#2

The firm remains focused on continuing to improve our 1L Jay Fujitani Diversity Summer Program, 2L Diversity & Inclusion Scholarship, and MTO Fellows Program.

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

Continuing to implement the Mansfield Rule, and currently in the process of 6.0 Certification Plus to ensure the firm is hitting benchmarks. To achieve our objectives of further developing and promoting our attorneys within the legal community, the firm proactively seeks out diverse lawyers for speaking engagements and conference opportunities, to further develop the skills and expertise of our lawyers, but also showcase their talents and contributions, yielding to a more diverse and inclusive legal community.

2023 Vault Law Firm Diversity Survey

ADVICE TO CANDIDATES

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?

0