

Manatt, Phelps & Phillips, LLP

2020 VAULT/MCCA LAW FIRM DIVERSITY SURVEY

2049 Century Park East
Suite 1700
Los Angeles, CA 90067
Phone: 310-312-4000
Fax: 310-312-4224
www.manatt.com

LOCATIONS

Albany, NY; Boston, MA; Chicago, IL; Los Angeles, CA; New York, NY; Costa Mesa, CA; Palo Alto, CA; Sacramento, CA; San Francisco, CA; Washington, DC

DIVERSITY LEADERSHIP

Head(s) of Firm: Donna L. Wilson, Chief Executive Officer & Managing Partner

Diversity team leader(s): Michelle A. Cooke, Partner & Chair of Committee on Diversity & Inclusion

NUMBER OF ATTORNEYS

TOTAL NUMBER OF ATTORNEYS

	Currently	As of December 31, 2019
Worldwide	325	319
U.S. offices only	325	319

Law Firm Demographic Profile

Does your firm have more than one tier of partnership?

Yes

ASSOCIATES (2019)

	Men	Women
White/Caucasian	33	35
African-American/Black	1	5
Hispanic/Latinx	6	4
Alaska Native/American Indian	0	0
Asian	4	7
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	4
Openly LGBTQ	4	2
Individuals with Disabilities	2	1
Total	44	55

SUMMER ASSOCIATES (2019)

	Men	Women
White/Caucasian	3	3
African-American/Black	1	0
Hispanic/Latinx	0	2
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	1	1
Individuals with Disabilities	0	0
Total	4	5

EQUITY PARTNERS (2019)

	Men	Women
White/Caucasian	44	12
African-American/Black	1	1
Hispanic/Latinx	1	1
Alaska Native/American Indian	0	0
Asian	0	1
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	2	1
Individuals with Disabilities	2	0
Total	46	15

NON-EQUITY PARTNERS (2019)

	Men	Women
White/Caucasian	74	27
African-American/Black	2	0
Hispanic/Latinx	2	2
Alaska Native/American Indian	0	0
Asian	5	6
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	1	0
Individuals with Disabilities	1	2
Total	83	35

OF COUNSEL (2019)

	Men	Women
White/Caucasian	21	8
African-American/Black	0	0
Hispanic/Latinx	5	2
Alaska Native/American Indian	0	0
Asian	1	2
Native Hawaiian/Pacific Islander	0	0
Multiracial	2	0
Openly LGBTQ	0	0
Individuals with Disabilities	1	0
Total	29	12

NEW HIRES (2019)

	Men	Women
White/Caucasian	25	14
African-American/Black	1	4
Hispanic/Latinx	1	3
Alaska Native/American Indian	0	0
Asian	2	3
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	1
Openly LGBTQ	2	2
Individuals with Disabilities	1	1
Total	29	25

Strategic Plan and Diversity Leadership

How does the firm's leadership communicate the importance of diversity to everyone at the firm?

As an Am Law 200 firm with a female CEO and managing partner who identifies as LGBTQ, Manatt is at the forefront of advancing diversity in legal services. We hold that diversity is fundamental to our institutional identity and believe that a more inclusive environment leads to better results for our clients. This is why we take seriously our commitment to grow the pool of diverse professionals and empower them to be successful leaders in our organization and the community. From our leadership team-36% of whom identify as women, LGBTQ or people of color-to our entire team of professionals (including our CEO, chief operating officer and chief financial officer, all of whom are women), diversity is a key component of our recruitment and retention strategy. Our diversity core values statement-to promote an environment in which differences are valued and welcome, cultivate an inclusive and participative environment, and bring the right people together to do the best work-is prominent on our internal website. Demonstrated support of diversity is a weighted factor of the firm's performance reviews. Manatt communicates the importance of diversity through its implementation of policies and initiatives that support women and minorities at the firm, and through our training programs that include specific diversity-related courses. In addition, the firm's CEO and managing partner addresses the firm's diversity objectives in her annual presentations to the firm. She meets regularly with the firm's Committee on Diversity and Inclusion (D&I) chair and chief human resources officer to receive updates on the firm's progress toward its diversity objectives so that she may share this information with firm management. The chair of Committee on Diversity & Inclusion communicates information about key diversity initiatives through emails and the firm's intranet. Manatt's commitment to diversity is an integral part of our recruiting and marketing materials, including our website.

Who has primary responsibility for leading diversity initiatives at your firm?

Michelle A. Cooke, Partner & Chair of Committee on Diversity & Inclusion; Donna L. Wilson, CEO & Managing Partner

Does your law firm currently have a diversity committee?

Yes

If yes, do one or more members of the firm's management/executive committee (or the equivalent) serve on the diversity committee?

Yes

If yes, how many attorneys are on the committee, and in 2019, what was the total number of hours collectively spent by the committee in the furtherance of the firm's diversity initiatives?

Total attorneys on committee: 16
Total hours spent on diversity: 400

Does the committee and/or diversity leader establish and set goals or objectives consistent with management's priorities?

Yes

Has the firm undertaken a formal or informal diversity program or set of initiatives aimed at increasing the diversity of the firm?

Yes

If yes, is it formal or informal?

formal

How often does the firm's management review the firm's diversity progress/results?

Quarterly

How is the firm's diversity committee and/or firm management held accountable for achieving results?

Michelle Cooke, a member of the firm's board of directors, a business unit leader and a woman of color, chairs our Committee on Diversity & Inclusion. The Diversity & Inclusion committee meets regularly with the firm's managing partner and broader firm management to discuss objectives, progress and action plans. Firm management regularly reviews progress toward Manatt's diversity objectives, including by evaluating the firm's hiring and retention data and by participating in diversity surveys and questionnaires that allow the firm to assess its progress against industry benchmark statistics. It reports on this progress through a variety of channels, including annual firm meetings. For example, a key objective of the committee is developing policies to help manage the professional progress of our diverse associates. Thus, the firm assigns associates to significant roles when new matters are proposed, and we follow through with those assignments when work starts. As of 2020, we launched our search for a director of Diversity & Inclusion, who will be dedicated full time with accountability to take the firm's diversity and inclusion efforts to the next level. The director of D&I will supplement our existing part-time professionals currently working on our D&I initiatives, in addition to legal recruiting, marketing, HR, general counsel and others who work closely with our D&I committee chair to advance the firm's diversity goals. In addition, as part of the firm's evaluation and compensation processes, firm management along with all professionals and staff report on individual efforts undertaken to support the firm's diversity and other core values.

Is your firm minority-owned or women-owned?

No



Law Firm Diversity Initiatives

INITIATIVES FOR ALL DIVERSE ATTORNEYS

Already Completed	Currently Addressing	Not a Current Priority	
X			Undertake communication from firm management that diversity is a top priority of the firm
X			Formalize diversity plan and committee with action steps and accountability to management
X			Conduct firmwide mandatory diversity training for all attorneys and staff annually
	X		Implement bias interrupters with respect to hiring/assignments/evaluations/compensation reviews/promotions/ etc.
	X		Focus on strengthening firm's mentoring program
X			Conduct internal diversity needs assessment (e.g., culture and environment surveys) and/or retain diversity consultant to examine how firm culture might be more welcoming of minorities
	X		Support law firm's internal affinity networks
	X		Hire a director of diversity or other full-time professional to implement the firm's diversity program
	X		Coordinate or work with clients on diversity issues
	X		Develop/expand relationships with minority bar associations and other legal diversity organizations to offer firm's support of these networks



Law Firm Diversity Initiatives

INITIATIVES SPECIFICALLY FOR MINORITY ATTORNEYS

Already Completed	Currently Addressing	Not a Current Priority	
	X		Increase the number of minority attorneys at the associate level
	X		Increase the number of minority attorneys at the partnership level
	X		Increase the number of minority attorneys in leadership positions
	X		Focus on strengthening firm's mentoring program for minority attorneys
	X		Manage/monitor allocation of work assignments and/or hours billed to ensure minority attorneys have equal access/inclusion on top client matters

INITIATIVES SPECIFICALLY FOR WOMEN ATTORNEYS

Already Completed	Currently Addressing	Not a Current Priority	
X			Institute a formal part-time policy that addresses partnership prospects
	X		Increase the number of women at the associate level
X			Increase the number of women at the partnership level
X			Increase the number of women in leadership positions
X			Focus on strengthening firm's mentoring program for women
	X		Manage/monitor allocation of work assignments and/or hours billed to ensure women have equal access/inclusion to top client matters
X			Provide accommodations specific to mothers (e.g., lactation rooms)
X			Implement policies to address gender pay equity



X			Other (please specify): Formalized Women's Initiative Committee and Program.
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Law Firm Diversity Initiatives

INITIATIVES SPECIFICALLY FOR OPENLY LGBTQ ATTORNEYS

Already Completed	Currently Addressing	Not a Current Priority	
X			Offer same-sex domestic partners the same benefits available to married individuals
	X		Increase the number of LGBTQ attorneys at the associate level
	X		Increase the number of LGBTQ attorneys at the partnership level
	X		Increase the number of LGBTQ attorneys in leadership positions
	X		Focus on strengthening firm's mentoring program for LGBTQ attorneys
		X	Manage/monitor allocation of work assignments and/or hours billed to ensure LGBTQ attorneys have equal access/inclusion on top client matters
X			Ensure that EEO and non-discrimination policies specifically address gender identity
	X		Provide accommodations for LGBTQ attorneys (e.g. bathroom facilities)
X			Other (please specify): Formalized a voluntary self-ID survey to track the Firm's LGBTQ population



Law Firm Diversity Initiatives

INITIATIVES SPECIFICALLY FOR ATTORNEYS WITH DISABILITIES

Already Completed	Currently Addressing	Not a Current Priority	
	X		Increase the number of attorneys with disabilities at the associate level
	X		Increase the number of attorneys with disabilities at the partnership level
	X		Increase the number of attorneys with disabilities in leadership positions
	X		Focus on strengthening firm's mentoring program for attorneys with disabilities
		X	Manage/monitor allocation of work assignments and/or hours billed to ensure attorneys with disabilities have equal access/inclusion on top client matters
X			Ensure that EEO and non-discrimination policies specifically address individuals with disabilities
X			Implement accommodations for current and future attorneys with disabilities (e.g., access, technology, etc.)
X			Other (please specify): Formalized a voluntary self-ID survey to track the Firm's employee population with disabilities. We do not track the disability type, but track if someone has a disability and if any accommodations are needed.



Pipeline Initiatives

Does your firm actively engage in initiatives to feed the diversity pipeline by encouraging minority students to consider law as a career and/or assisting them in pursuing such opportunities?

- Participate in established pipeline programs, such as SEO, Legal Outreach, Prep for Prep or Street Law*
- Fund scholarships for minority high school or college students*
- Mentor minority high school or college students*
- Participate in or host mock trial programs or career events*
- Provide internships or employment to minority high school or college students*
- Outreach to middle school students*

Please discuss any additional efforts to reach out to diverse undergraduates, high school, middle school or grade school students.

Corporate Work Study Program /Cristo Rey Network

Every Cristo Rey Network student takes a full course load of college preparatory coursework for four years, as he/she participates one day each week in a four-year Corporate Work Study Program to fund the majority of their tuition. Through this program, every student works in a professional setting (including but not limited to law firms, banks, hospitals and other professional services.)

Just the Beginning — A Pipeline Organization

Offers pipeline programs directly aimed at inspiring young students and increasing diversity in the legal profession and judiciary. These programs include the Middle School and High School Summer Legal Institutes, an Advanced Summer Legal Institute, law student externships, law student scholarships, programming in schools that target under-served and minority high school and college students, and biennial conferences that bring together diverse legal leaders of local communities.

Uncommon Good

An organization that helps break the intergenerational cycle of poverty and helps underprivileged children succeed in school and go to college, by supporting young doctors who are bringing health and wellness into underserved communities, and through a variety of environmental initiatives. Uncommon Good Programs include, Connection to College (CCC), Medicine for the Economically Disadvantaged (MED), Community Alliance for Urban Sustainable Agriculture (CAUSA) and The Whole Earth Building (WEB).



Recruitment - New Associates

Does your firm annually recruit at any of the following types of institutions?

Ivy League law schools: Columbia

Other private law schools: Chapman, University of Chicago, Georgetown, Loyola, NYU, Stanford, USC

Public state law schools: UCLA, UCI, Berkeley, UC Hastings

Law schools of Historically Black Colleges and Universities (HBCUs): Howard

Diversity job fairs: Western Region BLSA, Lavender Law, Bay Area Diversity Career Fair

Do you have any special outreach efforts directed to encourage minority law students to consider your firm?

- Hold a reception for minority students*
- Advertise in minority law student association publications*
- Participate in or host minority law student job fairs*
- Sponsor minority law student association events*
- Firm lawyers participate on career panels at schools*
- Outreach to leadership of minority student organizations*
- Scholarships or intern/fellowships for minority students*
- Other (please specify)*

Do you have any programs specifically targeted at first-year students?

1L Diversity Panel & Reception (in February), Rising 2L Reception (held during the summer between 1L and 2L), and 2L Diversity Reception (held during the summer between 1L and 2L)



Recruitment - New Associates

ALL 2L SUMMER ASSOCIATES (2019)

	Men	Women
White/Caucasian	3	3
African-American/Black	1	0
Hispanic/Latinx	0	2
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	1	1
Individuals with Disabilities	0	0
Total	4	5

OFFERS MADE* (2019)

* Summer associates who received an offer of full-time employment

	Men	Women
White/Caucasian	3	3
African-American/Black	1	0
Hispanic/Latinx	0	2
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	1	1
Individuals with Disabilities	0	0
Total	4	5

OFFERS ACCEPTED* (2019)

* Summer associates who accepted an offer of full-time employment

	Men	Women
White/Caucasian	3	3
African-American/Black	1	0
Hispanic/Latinx	0	2
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	1	1
Individuals with Disabilities	0	0
Total	4	5

NEITHER ACCEPTED NOR DECLINED (2019)

* Summer associates who neither accepted nor declined an offer of full-time employment because of postgraduate clerkship/fellowship

	Men	Women
White/Caucasian	0	0
African-American/Black	0	0
Hispanic/Latinx	0	0
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	0	0
Individuals with Disabilities	0	0
Total	0	0

Recruitment - Lateral Associates and Partners

LATERAL ASSOCIATE HIRES (2019)

	Men	Women
White/Caucasian	12	7
African-American/Black	1	4
Hispanic/Latinx	1	1
Alaska Native/American Indian	0	0
Asian	1	1
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	1
Openly LGBTQ	2	2
Individuals with Disabilities	1	1
Total	15	14

LATERAL OF COUNSEL HIRES (2019)

	Men	Women
White/Caucasian	5	3
African-American/Black	0	0
Hispanic/Latinx	0	1
Alaska Native/American Indian	0	0
Asian	1	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	0	0
Individuals with Disabilities	0	0
Total	6	4

LATERAL PARTNER HIRES* (2019)

* Both equity and non-equity

	Men	Women
White/Caucasian	6	4
African-American/Black	0	0
Hispanic/Latinx	0	0
Alaska Native/American Indian	0	0
Asian	0	1
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	0	0
Individuals with Disabilities	0	0
Total	6	5

NEW PARTNERS PROMOTED* (2019)

* Both equity and non-equity promoted from associate or of counsel rank

	Men	Women
White/Caucasian	4	6
African-American/Black	0	0
Hispanic/Latinx	0	1
Alaska Native/American Indian	0	0
Asian	2	1
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	0	0
Individuals with Disabilities	0	0
Total	6	8

NEW EQUITY PARTNERS* (2019)

* Whether hired laterally or promoted from within

	Men	Women
White/Caucasian	5	6
African-American/Black	0	0
Hispanic/Latinx	0	1
Alaska Native/American Indian	0	0
Asian	2	1
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	0	0
Individuals with Disabilities	0	0
Total	7	8

Recruitment - Lateral Associates and Partners

What activities does the firm undertake to attract diverse attorneys?

- Partner programs with women, minority, LGBTQ or disability-focused bar associations
- Participate at diversity job fairs
- Attend events at diversity legal organizations
- Seek referrals from other attorneys
- Utilize online job services (e.g., MCCA Job Bank)
- Hire recruiting professional who specializes in identifying diverse candidates
- Firm is Mansfield Rule certified
- If the firm is not Mansfield Rule certified, does it plan to be certified?
- Other (please specify)

Do you use executive recruiting/search firms to seek to identify new diversity hires (partners or associates)?

Yes

If yes, are any of these executive recruiting/search firms women and/or minority-owned?

Yes

If yes, list all women and/or minority-owned executive search/recruiting firms to which the firm paid a fee for placement services in the past 12 months:

Swan Legal Search, Pacific Legal Search, Crossdale Paul LLC, JHill's Staffing Services, Garb Jaffe & Associates, Ryder Smith Legal, McCormack Schreiber Legal Search, Grover Bond



Retention and Professional Development

ATTORNEYS WHO LEFT THE FIRM IN 2019

1ST-YEAR ASSOCIATES

	Men	Women
White/Caucasian	1	0
African-American/Black	0	1
Hispanic/Latinx	0	0
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	0	0
Individuals with Disabilities	0	0
Total	1	1

Class of 2018 & 2019

2ND-YEAR ASSOCIATES

	Men	Women
White/Caucasian	0	0
African-American/Black	0	0
Hispanic/Latinx	0	0
Alaska Native/American Indian	0	0
Asian	1	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	0	0
Individuals with Disabilities	0	0
Total	1	0

Class of 2017

3RD-YEAR ASSOCIATES

	Men	Women
White/Caucasian	2	2
African-American/Black	0	0
Hispanic/Latinx	0	0
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	0	1
Individuals with Disabilities	0	1
Total	2	2

Class of 2016

4TH-YEAR ASSOCIATES

	Men	Women
White/Caucasian	2	1
African-American/Black	0	1
Hispanic/Latinx	0	0
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	0	0
Individuals with Disabilities	0	0
Total	2	2

Class of 2015

5TH-YEAR ASSOCIATES

	Men	Women
White/Caucasian	2	0
African-American/Black	0	0
Hispanic/Latinx	1	1
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	1
Openly LGBTQ	0	0
Individuals with Disabilities	0	0
Total	3	2

Class of 2014

6TH-YEAR ASSOCIATES

	Men	Women
White/Caucasian	0	1
African-American/Black	0	0
Hispanic/Latinx	0	0
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	0	0
Individuals with Disabilities	0	0
Total	0	1

Class of 2013

Retention and Professional Development

ATTORNEYS WHO LEFT THE FIRM IN 2019

7TH-YEAR ASSOCIATES

	Men	Women
White/Caucasian	0	1
African-American/Black	0	0
Hispanic/Latinx	0	0
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	0	0
Individuals with Disabilities	0	0
Total	0	1

Class of 2012

8TH-YEAR PLUS ASSOCIATES

	Men	Women
White/Caucasian	2	1
African-American/Black	0	1
Hispanic/Latinx	0	0
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	0	0
Individuals with Disabilities	1	0
Total	2	2

Class of 2011 and prior

OF COUNSEL

	Men	Women
White/Caucasian	3	5
African-American/Black	1	0
Hispanic/Latinx	1	0
Alaska Native/American Indian	0	0
Asian	0	1
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	0	0
Individuals with Disabilities	0	1
Total	5	6

NON-EQUITY PARTNERS

	Men	Women
White/Caucasian	6	4
African-American/Black	0	0
Hispanic/Latinx	0	0
Alaska Native/American Indian	0	0
Asian	0	1
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	0	0
Individuals with Disabilities	0	0
Total	6	5

EQUITY PARTNERS

	Men	Women
White/Caucasian	4	0
African-American/Black	0	0
Hispanic/Latinx	0	0
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	0	0
Individuals with Disabilities	0	0
Total	4	0

Retention and Professional Development

Please identify the specific steps you are taking to reduce the attrition rate of diverse attorneys.

- Develop and/or support internal employee affinity groups (e.g., networks within the firm for minorities, women, LGBTQ attorneys, or individuals with disabilities)
- Increase/review compensation relative to competition
- Implement procedures to ensure gender pay equity
- Increase/improve current work/life programs
- Adopt dispute resolution process
- Succession plan includes emphasis on diversity and greater inclusion of minority men and women in firm leadership
- Work with diverse attorneys to develop career advancement plans
- Introduce diverse attorneys to key clients, including to lead engagements
- Review work assignments and hours billed to key client matters to make sure diverse attorneys, particularly minority attorneys (for whom research indicates a greater inclusion problem), are not being excluded
- Strengthen mentoring program for all attorneys
- Professional skills development program for all attorneys
- Provide a gender-neutral parental leave policy that covers adoptions
- Other (please specify)

Does your firm have part-time/flex-time policies that permit attorneys (male or female) to work alternative schedules?

Yes

What impact, if any, will the decision to work part time have on an attorney's ability to make a partner, or if already a partner, to remain a partner at your firm?

No impact

How many current equity partners have worked part time, exclusive of maternity/paternity leave or short-term disability?

N/A



Retention and Professional Development

PART-TIME ATTORNEYS (2019)	PART-TIME ATTORNEYS			TOTAL NUMBER OF ATTORNEYS (full and part-time)
	Men	Women	Total	
Associates	0	3	3	99
Of counsel	3	4	7	41
Non-equity partner	1	1	2	118
Equity partner	0	0	0	61



Management Demographic Profile

FIRMWIDE COMMITTEES 2019

EXECUTIVE/MANAGEMENT COMMITTEE*

* Attorneys on the Executive/Management Committee or equivalent

	Men	Women
White/Caucasian	6	3
African-American/Black	0	1
Hispanic/Latinx	0	0
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	0	1
Individuals with Disabilities	0	0
Total	6	4

Board of Directors

HIRING COMMITTEE*

* Attorneys on Hiring Committee or equivalent

	Men	Women
White/Caucasian	6	2
African-American/Black	0	1
Hispanic/Latinx	0	0
Alaska Native/American Indian	0	0
Asian	0	1
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	0	1
Individuals with Disabilities	0	0
Total	6	4

Strategic Growth & Recruiting Committee

PARTNER REVIEW COMMITTEE*

* Attorneys on the Partner Review Committee or equivalent

	Men	Women
White/Caucasian	6	3
African-American/Black	0	1
Hispanic/Latinx	0	0
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	0	1
Individuals with Disabilities	0	0
Total	6	4

Board of Directors

ASSOCIATE REVIEW COMMITTEE*

* Attorneys on the Associate Review Committee or equivalent

	Men	Women
White/Caucasian	16	12
African-American/Black	0	0
Hispanic/Latinx	2	2
Alaska Native/American Indian	0	0
Asian	1	2
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	2	1
Individuals with Disabilities	1	0
Total	19	16

Associate Review Committee

ATTORNEYS ON THE DIVERSITY COMMITTEE OR EQUIVALENT

	Men	Women
White/Caucasian	2	5
African-American/Black	0	3
Hispanic/Latinx	2	1
Alaska Native/American Indian	0	0
Asian	0	3
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	1	1
Individuals with Disabilities	0	0
Total	4	12

Diversity & Inclusion Committee

Management Demographic Profile

OTHER LEADERSHIP ROLES

Leadership positions (2019)	U.S. office heads	Practice group/ department leaders	Committee leaders
Total number of positions	10	41	13
Number of such positions held by:			
Minorities	2	3	1
Women	4	14	5
LGBTQ attorneys	0	3	1
Individuals with Disabilities	1	0	0

Please provide information regarding all diverse attorneys who currently head offices, practice groups and committees. Enter responses in the following format: Attorney, Office location/Practice group/Committee (No. of attorneys in office/practice group/committee).

U.S. OFFICE HEADS

How many offices does your firm have in the United States? 10

Minorities heading offices: Susan, OC (30)

Women heading offices: Susan, OC (30); Linda, CH (9); Prana, NY (53); Sharon, SF (40)

LGBTQ attorneys heading offices: 0

Individuals with Disabilities heading offices: Tom, SAC (2)

PRACTICE GROUP/DEPARTMENT LEADERS

Minorities heading practices: Michelle, IP Protection & Enforcement (8); Victor, Land Use (6)

Women heading practices: Sharon, Cross Industry Legal Services (140); Katherine, Transactional Resources Team (18), Patricia, Business Strategy Policy & Analytics (6); Michelle, IP Protection & Enforcement (7); Esra, Employment (14); Christine, Consumer Protection, Advertising & Competition (8); Anita, Real Estate Transactions & Finance (23); Lisa, Digital Technology Consulting (4), Lisa, Digital & Technology Group (25); Donna, Privacy & Data Security (9)

LGBTQ attorneys heading practices: Victor, Land Use (7); Donna, Privacy & Data Security (9)

Individuals with Disabilities heading practices: [No response]

COMMITTEE LEADERS

Minorities heading committees: Michelle, Diversity & Inclusion Committee (16)

Women heading committees: Donna, Compensation Committee (9); Michelle, Diversity & Inclusion (16); Donna, Strategic Growth & Recruiting Committee (9); Timi, Women's Initiative Committee (9); Sandra, Associate Review Committee (33); Lisa, Manatt Venture Fund Committee (6)

LGBTQ attorneys heading committees: Donna, Compensation Committee (9); Donna, Strategic Growth & Recruiting Committee (9)

Individuals with Disabilities heading committees: [No response]



The Firm Says

We are a forward-leaning firm in advancing diversity. Last year, Donna Wilson, who identifies as LGBTQ, became the firm's leader to implement a transition to a hybridized, integrated professional services firm. Diversity is fundamental to our institutional identity, and we believe that a more inclusive environment leads to better results for our clients. In 2019, the firm reorganized the leadership of its business units, and the results speak for themselves in terms of our delivering on the inclusion of women and diverse professionals. As noted, the firm's leadership team of group and business unit leaders and office partners is 36% women, LGBTQ individuals and/or people of color. Our success in diversifying the firm's leadership has been driven by an appreciation of diversity in all its forms and demonstrates our commitment to retaining, managing, mentoring and promoting outstanding diverse talent.

To fully capitalize on being a hybridized, integrated professional services firm, Donna and our leadership team have invigorated our diversity strategies for recruitment and retention. The firm regularly provides diversity training. Examples of topics from the past two years include "Diversity and Implicit Bias," "Conscious Inclusion" and "Gray-Area Thinking." Manatt holds firmwide programs aimed at educating our professionals regarding and reinforcing the important principles of equal employment and respectful workplace behavior without regard to race, color, religion and all other protected classifications.

We take seriously our commitment to grow the pool of diverse professionals and empower them to be successful leaders in our organization and the community. Locating talented diverse lawyers is integral to our recruiting. At law schools, we seek out and interview students who share our core values, and our summer associate classes reflect our success. In addition to recruiting women and minorities on campuses, we support several pipeline organizations that focus on drawing more minorities into the field of law. In addition:

- We have made a six-year commitment to underwrite scholarships for diverse, economically challenged first-year law students, through California ChangeLawyers.
- We provide a scholarship through the Mexican American Bar Foundation.
- We are a sponsor of Just the Beginning, a nationwide program that encourages those from under-represented groups to pursue legal careers.

Manatt actively searches for diverse talent through all our recruitment activities, and we participate in specific events to support and recruit minority talent. These efforts include the following:

- Manatt hosts an event in its offices for diverse first-year law students to discuss stress management, improving academic performance and mental health. This discussion is followed by a reception for the students and Manatt attorneys from a wide range of practice groups.
- Manatt hosts a reception in its offices for diverse second-year law students. This is coupled with interview clinics to help students translate their life experiences into skills and assets sought out by law firms. Our events are inclusive and open to all. They are specifically crafted to "give back" to the broader community by developing skills and giving insight into law firms and the legal industry.
- Manatt participates in three job fairs targeted at recruiting diverse talent: Bay Area Diversity Career Fair, Western Region Black Law Students Association's Job Fair and the job fair at The National LGBT Bar Association's annual Lavender Law conference. We also interview at Howard University School of Law, a historically black college. For each of the past three years, we have hired students recruited through these specific events.

Other initiatives that we have continued to support include hosting and/or participating in mock-trial programs and other law career-related events and providing internships and employment to minority high school or college students through our Corporate Work Study program.

Manatt has cultivated a substantial presence and profile with national diversity-related organizations. The following are a few of the groups we are proud to support financially and through active involvement:

- Asian Pacific American Bar Association- Black Women Lawyers of Los Angeles- California Minority Counsel Program- Corporate Counsel Men of Color- Corporate Counsel Women of Color- LGBT Bar Association of Los Angeles- Mexican American Bar Association- Mexican American Legal Defense and Educational Fund- Minority Corporate Counsel Association- National Asian Pacific American Bar Association- The National LGBT Bar Association- South Asian Bar Association of North America- Women in Law Empowerment Forum- Women Lawyers Association of Los Angeles

We believe professionals thrive in an atmosphere that encourages and supports responsibility, ambition and entrepreneurship. The nurturing, dynamic and energizing culture of Manatt fits the bill. Success is a matter of not only talent but also opportunity. To support our lawyers, we offer a number of benefits and firm resources, including flex-time schedules, maternity leave and childcare subsidies, mentorships, training and development, pro bono and community services, financial support for our diverse lawyers participating in diverse organizations, and networking opportunities through the Manatt Women's Initiative.

Through training and professional development, we provide the tools our diverse lawyers need in order to succeed in an intensely competitive environment. For example, the Manatt Women's Initiative dedicates half of its budget to business development education and programs, which includes its annual summit that brings together Manatt women lawyers with women business leaders to discuss the cultural, political and personal challenges they face. In addition to having the opportunity to network with colleagues and potential clients, summit attendees enjoy presentations from nationally known business coaches, bestselling authors and C-suite executives.

In addition to the aforementioned actions and initiatives to promote diversity, the firm has instituted several policies relevant to this survey:

- The firm has a formal policy permitting flex time and is committed to making flexible work schedules available to lawyers.- Our firm's policies to ensure equal employment opportunities and prevent harassment go beyond prohibiting discrimination based on sexual orientation, gender identity and gender expression to include age, disability, medical conditions, marital status, ancestry, military status, veteran status, genetics, and any other legally protected group status or non-job-related characteristics of an individual.

Finally, the following recognitions show the success of our approach to staff recruiting and retention related to diversity:

- Human Rights Campaign-Manatt has again earned a perfect score of 100% on the Human Rights Campaign's 2020 Corporate Equality Index. The annual scorecard is a national benchmark survey reporting on corporate policies and practices related to lesbian, gay, bisexual, transgender and queer workplace equality.
- Working Mother-Included 11 times on the list of Best Law Firms for Women.
- Women in Law Empowerment Forum-Received Gold Standard Certification eight times.
- American Lawyer Diversity Scorecard-Manatt ranked 62nd (top 30%) on The American Lawyer's 2019 Diversity Scorecard for the 225 largest law firms in the country.



Manatt, Phelps & Phillips, LLP

2020 VAULT/MCCA LAW FIRM DIVERSITY SURVEY

- Daily Journal Top Women Lawyers-In 2019, the Daily Journal named Manatt's Managing Partner and CEO Donna Wilson and partner Ileana Hernandez to its prestigious annual list of the top women lawyers in California. This is the fourth consecutive year Manatt lawyers have been recognized, with Donna Wilson recognized in 2018; intellectual property co-chair Michelle Cooke recognized in 2017; and real estate partner Timi Hallem, land use co-chair Susan Hori and Donna Wilson recognized in 2016.

- Los Angeles Business Journal's Top Women Lawyers-The Los Angeles Business Journal in 2020 recognized intellectual property leader, Michelle Cooke and Donna Wilson, CEO and Managing Partner and co-leader of the data security practice, as two of the top women lawyers in Los Angeles. In 2019 recognized Timi Hallem, partner in the firm's real estate group, and Donna Wilson received this prestigious distinction. In 2018, Michelle Cooke and Donna Wilson were recognized as top lawyers.

- Financial Services Exposition Fusion Award-Manatt Chief Executive Officer and Managing Partner Donna Wilson was honored with the 2018 Financial Services Exposition's Fusion Award for implementing practices that produce a culture that embraces diversity of thought, race, gender, generations and preferences. Donna was one of only two Fusion Award recipients and among only 15 to be honored with various awards at the 2018 expo.

- Los Angeles Business Journal's Top Minority Attorneys-In 2019, IP protection and enforcement leader Michelle Cooke and land use leader Victor De la Cruz were named among the top minority attorneys in Los Angeles. Michelle was also named in 2016 and 2018.

