

# Together. Changing the Way.

At Manatt, we believe that a diverse, equitable and inclusive environment is foundational to who we are and how we serve our clients. Through collaboration, commitment and dedication to community, we seek excellence in all that we do. This includes doing the ongoing work needed to combat bias and racism and promote diversity and inclusion.

## Building Leaders



**42%+** of firm leadership are women, LGBTQIA+ or people of color

**35%** of Partners/Managing Directors are women, LGBTQIA+ or people of color



“Key to our long-term approach for building the professional services firm of the future is a culture that allows everyone to bring their authentic selves to work every day—one that truly promotes and encourages diversity.”

Donna Wilson  
CEO and Managing Partner

### PIPELINE FOR GROWTH

- Shifting the paradigm around inclusivity starts long before professionals earn their advanced degrees—we work with organizations that focus on drawing more minorities into the fields of law and consulting
- We are proud of our long-term sponsorships of scholarships and educational programs through organizations such as California ChangeLawyers, Just the Beginning, Uncommon Good and the Mexican American Bar Foundation

### RECRUIT & RETAIN

- Diversity and inclusion are top priorities in our hiring and strategic growth plans and include focused efforts to attract diverse attorneys and consultants; we have expanded targeted recruiting at Historically Black Colleges and Universities
- We participate in and hire students recruited through job fairs targeted at 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 offer strong training and professional development programming for summer program participants and junior professionals

### PROMOTE & ELEVATE

- Recent significant changes to Manatt’s leadership include the elevation of Donna Wilson to CEO and Managing Partner in July 2019—one of only a handful of openly gay female law firm leaders in the Am Law 200
- Our focus on promoting and empowering female and diverse equity partners resulted in the single biggest improvement in any metric for any firm on The American Lawyer’s 2020 A-List; Manatt has 28% women partners, well above the industry average of 23%
- In our collaborative culture, partners utilize a promotion and compensation system structured to recognize those who cultivate and deepen client relationships, not just those who initiate them

## A Firm Commitment

We are a charter member of the **Law Firm Anti-Racism Alliance**, a coalition of firms united with other organizations to identify and dismantle systemic racism in the law and in government institutions. We also actively seek ways to accelerate engagement within our firm and in the world. One example is **Manatt Votes**, a nationwide, nonpartisan initiative providing resources to facilitate and support the right to vote.

## New Opportunities

Significant changes to leadership, organizational structure and internal processes in the last year, including generation succession, have facilitated increased opportunities for women, people of color and LGBTQIA+ individuals to grow and develop. Concurrently, we accelerated our transition from a traditional law firm into a full-service, hybridized professional services firm. The impact of these changes can be seen in our firm leadership as well as in structural components throughout the firm.

## Strengthening the Manatt Community

Manatt has created many ways to foster community and dialogue around diversity, equity and inclusion. For example, Manatt Cares is a safe space on our intranet for the Manatt family to share expressions of support, personal experiences and antiracist/bias resources. We have several active affinity groups to provide additional points of connection across the firm. We have ongoing educational firmwide programming to combat racism and bias. For example, this year, we hosted the facilitated discussion “How to Talk to Kids About Race and Racism.”

## Committee on Diversity and Inclusion

Our Committee on Diversity and Inclusion has long played a prominent role in the firm. In recognition of the need to ensure issues of diversity, equity and inclusion inform our organization’s strategic direction, this committee was elevated in 2020 to report directly to our board of directors. The committee provides both policy direction and operational support for expanding our commitment to equity and inclusivity.



**Michelle Cooke**  
Chair, Committee  
on Diversity and  
Inclusion



## Manatt Women’s Initiative

Our Manatt Women’s Initiative has long focused on empowering women professionals—both within our firm and in the broader community. We host regular events including skills-based trainings in networking and business development, and our annual Women’s Summit brings together clients and colleagues to discuss issues critical to women leaders in law, consulting, business and philanthropy.



**Sirena Castillo**  
Co-Chair, Manatt’s  
Working Mothers  
Initiative