

# Atkinson Andelson Loya Ruud & Romo

## 2019 VAULT/MCCA LAW FIRM DIVERSITY SURVEY

12800 Center Court Drive  
Suite 300  
Cerritos, CA 90703  
Phone: 5626533200  
Fax:  
[www.aalrr.com](http://www.aalrr.com)

### LOCATIONS

California: Cerritos, Fresno, Irvine, Marin, Pasadena, Pleasanton, Riverside, Sacramento, San Diego

### DIVERSITY LEADERSHIP

**Head(s) of Firm:** Mark Palin, Managing Partner

**Diversity team leader(s):** Stacie Straw, Director of Human Resources and Administration; Elizabeth Zamora-Mejia, Diversity Committee Chair

### NUMBER OF ATTORNEYS

#### TOTAL NUMBER OF ATTORNEYS

	Currently	As of December 31, 2018
Worldwide	192	183
U.S. offices only	192	183

### Law Firm Demographic Profile

#### Does your firm have more than one tier of partnership?

Yes

#### ASSOCIATES (2018)

	Men	Women
White/Caucasian	30	31
African-American/Black	0	1
Hispanic/Latinx	2	5
Alaska Native/American Indian	0	0
Asian	7	7
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	1
Openly LGBTQ	n/a	n/a
Individuals with Disabilities	n/a	n/a
<b>Total</b>	<b>39</b>	<b>45</b>

We do not currently track LGBTQ or disability status

#### EQUITY PARTNERS (2018)

	Men	Women
White/Caucasian	18	1
African-American/Black	0	1
Hispanic/Latinx	2	3
Alaska Native/American Indian	0	0
Asian	1	1
Native Hawaiian/Pacific Islander	0	0
Multiracial	1	0
Openly LGBTQ	n/a	n/a
Individuals with Disabilities	n/a	n/a
<b>Total</b>	<b>22</b>	<b>6</b>

We do not currently track LGBTQ or disability status

#### OF COUNSEL (2018)

	Men	Women
White/Caucasian	3	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	n/a	n/a
Individuals with Disabilities	n/a	n/a
<b>Total</b>	<b>3</b>	<b>1</b>

We do not currently track LGBTQ or disability status

#### SUMMER ASSOCIATES (2018)

	Men	Women
White/Caucasian	1	2
African-American/Black	0	0
Hispanic/Latinx	1	2
Alaska Native/American Indian	0	0
Asian	0	2
Native Hawaiian/Pacific Islander	0	0
Multiracial	1	0
Openly LGBTQ	n/a	n/a
Individuals with Disabilities	n/a	n/a
<b>Total</b>	<b>3</b>	<b>6</b>

We do not currently track LGBTQ or disability status

#### NON-EQUITY PARTNERS (2018)

	Men	Women
White/Caucasian	28	22
African-American/Black	3	1
Hispanic/Latinx	7	1
Alaska Native/American Indian	0	0
Asian	3	2
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	n/a	n/a
Individuals with Disabilities	n/a	n/a
<b>Total</b>	<b>41</b>	<b>26</b>

We do not currently track LGBTQ or disability status

#### NEW HIRES (2018)

	Men	Women
White/Caucasian	11	7
African-American/Black	0	0
Hispanic/Latinx	1	2
Alaska Native/American Indian	0	0
Asian	2	4
Native Hawaiian/Pacific Islander	0	0
Multiracial	1	0
Openly LGBTQ	n/a	n/a
Individuals with Disabilities	n/a	n/a
<b>Total</b>	<b>15</b>	<b>13</b>

We do not currently track LGBTQ or disability status

### Strategic Plan and Diversity Leadership

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

Diversity has been an important part of the Firm's culture since its inception 40 years ago — two of our five founding partners are Latino. We have diverse partners in leadership roles at the Firm, which sends an important message both internally and externally about the value we place on diversity. We have regular internal communications on diversity topics, and highlight our diversity efforts externally through our website, press releases, and LinkedIn posts. Reports on our diversity hiring statistics are included in reports to the partnership. We know this message is getting through: In a firmwide culture survey conducted this year, "diverse" was one of the top three words used to describe the Firm culture, and nearly 90% of respondents agreed with the statement that "Firm leadership demonstrates a commitment to diversity."

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

Elizabeth Zamora-Mejia, Diversity Committee Chair; Stacie Straw, Director of HR and Administration

#### 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 2018, 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: 1

Total hours spent on diversity: [No response]

Comments: We do not track hours spent on diversity initiatives.

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

Yes

#### If yes or partially, please explain.

Diversity initiatives are developed in collaboration with the Managing Partner, and because there is an Executive Committee member who sits on the Diversity Committee, she is also able to bring the broader strategic view to discussions and planning conducted by the committee.

#### 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?

The Firm's diversity initiatives have historically been informal, through an emphasis on diverse recruiting, retention of diverse attorneys, leadership positions that platform our diverse attorneys, and diversity programming. We are working on developing a formal program that will lend more structure to our efforts.

#### 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?

Because we do not have a formal, structured program, our results have historically been measured in our recruiting and retention statistics.

#### 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	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	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	X		Coordinate or work with clients on diversity issues
X	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	X		Increase the number of minority attorneys at the associate level
X	X		Increase the number of minority attorneys at the partnership level
X	X		Increase the number of minority attorneys in leadership positions
	X		Focus on strengthening firm's mentoring program for minority attorneys
X	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	X		Institute a formal part-time policy that addresses partnership prospects
X	X		Increase the number of women at the associate level
X	X		Increase the number of women at the partnership level
X	X		Increase the number of women in leadership positions
	X		Focus on strengthening firm's mentoring program for women
X	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	X		Implement policies to address gender pay equity



# Atkinson Andelson Loya Ruud & Romo

## 2019 VAULT/MCCA LAW FIRM DIVERSITY SURVEY

X	X		Other (please specify): Our Women's Initiative offers our women lawyers regular opportunities to meet and discuss topics relevant to their professional and personal development. The Women's Initiative also presents programming; most recently we held a firmwide Pathways to Success discussion with a panel consisting of several female partners. We also partner with our clients to host events, such as our annual Women's Leadership Forum. We offer a generous parental leave policy, coaching for women who are transitioning to/from leave, and backup child & elder care.
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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	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): We do not currently track LGBTQ status; however, we plan to begin tracking this year and to incorporate these initiatives into our diversity plan.



### 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): We do not currently track disability status; however, we plan to begin tracking this year and to incorporate these initiatives into our diversity plan.





### 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.

Each year, the Firm hosts a Student Enrichment Day in which high school students from low income schools hear from our diverse lawyers and staff about their pathways to success, career options, and have the opportunity to participate in a mock trial. We sponsor and participate in the University of California, Irvine Saturday Academy of Law, which is a 6- week program for high school students from three Orange County school districts with the greatest need, highest percentages of English language learners and first generation high school students in the area. The Firm also participates in the Project Self internship program for high school students through the Orange County Bar Association.



### Recruitment - New Associates

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

*Ivy League law schools:* None

*Other private law schools:* We do not have a formal recruiting program; however, we do conduct resume collection at the following schools for summer clerks as needed: Chapman University, Loyola Law School, Southwestern Law School, University of San Diego

*Public state law schools:* We do not have a formal recruiting program; however, we do conduct resume collection at UCLA and UC Irvine for summer clerks as needed. We have also done OCI at UC Hastings on occasion.

*Law schools of Historically Black Colleges and Universities (HBCUs):* None

*Diversity job fairs:* None

#### 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)

We do not have a formal recruiting program; we typically conduct resume collection at local law schools in response to practice-specific needs.

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

[No response]



### Recruitment - New Associates

#### ALL 2L SUMMER ASSOCIATES (2018)

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

We do not currently track LGBTQ or disability status

#### OFFERS MADE\* (2018)

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

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

We do not currently track LGBTQ or disability status

#### OFFERS ACCEPTED\* (2018)

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

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

We do not currently track LGBTQ or disability status

#### NEITHER ACCEPTED NOR DECLINED (2018)

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

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



### Recruitment - Lateral Associates and Partners

#### LATERAL ASSOCIATE HIRES (2018)

	Men	Women
White/Caucasian	4	3
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	n/a	n/a
Individuals with Disabilities	n/a	n/a
<b>Total</b>	<b>6</b>	<b>5</b>

We do not currently track LGBTQ or disability status

#### LATERAL OF COUNSEL HIRES (2018)

	Men	Women
White/Caucasian	1	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	n/a	n/a
Individuals with Disabilities	n/a	n/a
<b>Total</b>	<b>1</b>	<b>0</b>

We do not currently track LGBTQ or disability status

#### LATERAL PARTNER HIRES\* (2018)

\* Both equity and non-equity

	Men	Women
White/Caucasian	5	2
African-American/Black	0	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	n/a	n/a
Individuals with Disabilities	n/a	n/a
<b>Total</b>	<b>6</b>	<b>3</b>

We do not currently track LGBTQ or disability status

#### NEW PARTNERS PROMOTED\* (2018)

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

	Men	Women
White/Caucasian	2	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	n/a	n/a
Individuals with Disabilities	n/a	n/a
<b>Total</b>	<b>2</b>	<b>1</b>

We do not currently track LGBTQ or disability status

#### NEW EQUITY PARTNERS\* (2018)

\* Whether hired laterally or promoted from within

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

We do not currently track LGBTQ or disability status

## 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:

Arlene Finger & Associates, Pacific Legal Search



### Retention and Professional Development

#### ATTORNEYS WHO LEFT THE FIRM IN 2018

##### 1ST-YEAR ASSOCIATES

	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	n/a	n/a
Individuals with Disabilities	n/a	n/a
<b>Total</b>	<b>0</b>	<b>0</b>

We do not currently track LGBTQ or disability status

##### 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	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	n/a	n/a
Individuals with Disabilities	n/a	n/a
<b>Total</b>	<b>0</b>	<b>0</b>

We do not currently track LGBTQ or disability status

##### 3RD-YEAR ASSOCIATES

	Men	Women
White/Caucasian	1	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	n/a	n/a
Individuals with Disabilities	n/a	n/a
<b>Total</b>	<b>1</b>	<b>1</b>

We do not currently track LGBTQ or disability status

##### 4TH-YEAR ASSOCIATES

	Men	Women
White/Caucasian	1	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	n/a	n/a
Individuals with Disabilities	n/a	n/a
<b>Total</b>	<b>1</b>	<b>0</b>

We do not currently track LGBTQ or disability status

##### 5TH-YEAR ASSOCIATES

	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	n/a	n/a
Individuals with Disabilities	n/a	n/a
<b>Total</b>	<b>0</b>	<b>0</b>

We do not currently track LGBTQ or disability status

##### 6TH-YEAR ASSOCIATES

	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	1
Openly LGBTQ	n/a	n/a
Individuals with Disabilities	n/a	n/a
<b>Total</b>	<b>0</b>	<b>1</b>

We do not currently track LGBTQ or disability status

### Retention and Professional Development

#### ATTORNEYS WHO LEFT THE FIRM IN 2018

##### 7TH-YEAR ASSOCIATES

	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	n/a	n/a
Individuals with Disabilities	n/a	n/a
<b>Total</b>	<b>0</b>	<b>0</b>

We do not currently track LGBTQ or disability status

##### 8TH-YEAR PLUS ASSOCIATES

	Men	Women
White/Caucasian	1	6
African-American/Black	0	0
Hispanic/Latinx	1	1
Alaska Native/American Indian	0	0
Asian	1	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	n/a	n/a
Individuals with Disabilities	n/a	n/a
<b>Total</b>	<b>3</b>	<b>7</b>

We do not currently track LGBTQ or disability status

##### OF COUNSEL

	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	n/a	n/a
Individuals with Disabilities	n/a	n/a
<b>Total</b>	<b>0</b>	<b>0</b>

We do not currently track LGBTQ or disability status

##### NON-EQUITY PARTNERS

	Men	Women
White/Caucasian	2	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	n/a	n/a
Individuals with Disabilities	n/a	n/a
<b>Total</b>	<b>2</b>	<b>0</b>

We do not currently track LGBTQ or disability status

##### EQUITY PARTNERS

	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	n/a	n/a
Individuals with Disabilities	n/a	n/a
<b>Total</b>	<b>1</b>	<b>0</b>

We do not currently track LGBTQ or disability status

### 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

Comments:

We evaluate alternative schedule requests on a case-by-case basis.

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?

We have many attorneys, including partners, who are on reduced schedules. Part-time status does not negatively impact partnership decisions. We value good lawyering, leadership, and the ability to build strong and lasting client relationships in evaluating partner candidates. Of the five associates promoted to partner in our 2019 class, one was a part-time female associate.

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

We do not have data as to past part-time status for current equity partners; however, we currently have one equity partner who is on reduced workload.





### Retention and Professional Development

PART-TIME ATTORNEYS (2018)	PART-TIME ATTORNEYS			TOTAL NUMBER OF ATTORNEYS (full and part-time)
	Men	Women	Total	
Associates	2	9	11	84
Of counsel	0	1	1	4
Non-equity partner	6	7	13	67
Equity partner	1	0	1	28



### Management Demographic Profile

#### FIRMWIDE COMMITTEES 2018

##### EXECUTIVE/MANAGEMENT COMMITTEE\*

\* Attorneys on the Executive/Management Committee or equivalent

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

We do not currently track LGBTQ or disability status

##### HIRING COMMITTEE\*

\* Attorneys on Hiring Committee or equivalent

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

We do not have a hiring committee.

##### PARTNER REVIEW COMMITTEE\*

\* Attorneys on the Partner Review Committee or equivalent

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

We do not currently track LGBTQ or disability status

##### ASSOCIATE REVIEW COMMITTEE\*

\* Attorneys on the Associate Review Committee or equivalent

	Men	Women
White/Caucasian	9	1
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	0
Openly LGBTQ	n/a	n/a
Individuals with Disabilities	n/a	n/a
<b>Total</b>	<b>10</b>	<b>2</b>

We do not currently track LGBTQ or disability status

##### ATTORNEYS ON THE DIVERSITY COMMITTEE OR EQUIVALENT

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

We do not currently track LGBTQ or disability status

### Management Demographic Profile

#### OTHER LEADERSHIP ROLES

Leadership positions (2018)	U.S. office heads	Practice group/ department leaders	Committee leaders
Total number of positions	9	7	4
Number of such positions held by:			
Minorities	3	3	2
Women	3	1	2
LGBTQ attorneys	n/a	n/a	n/a
Individuals with Disabilities	n/a	n/a	n/a

We do not currently track LGBTQ or disability status

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? 9

Minorities heading offices: Lisa Allred, Sacramento (11); Irma Rodriguez Moisa, Cerritos (94); James Romo, Pasadena (11)

Women heading offices: Lisa Allred, Sacramento (11); Irma Rodriguez Moisa, Cerritos (94); Jennifer Fain, Marin (5)

LGBTQ attorneys heading offices: We do not currently track LGBTQ status

Individuals with Disabilities heading offices: We do not currently track disability status

#### PRACTICE GROUP/DEPARTMENT LEADERS

Minorities heading practices: James Baca, Southern California Education Law (50); Paul Fleck, Private Labor & Employment (24); Karen Gilyard, Special Education Law (23)

Women heading practices: Karen Gilyard, Special Education Law (23)

LGBTQ attorneys heading practices: We do not currently track LGBTQ status

Individuals with Disabilities heading practices: We do not currently track disability status

#### COMMITTEE LEADERS

Minorities heading committees: Amber Solano, Associate Mentoring & Training Committee (6); Elizabeth Zamora-Mejia, Diversity Committee (7)

Women heading committees: Amber Solano, Associate Mentoring & Training Committee (6); Elizabeth Zamora-Mejia, Diversity Committee (7)

LGBTQ attorneys heading committees: We do not currently track LGBTQ status

Individuals with Disabilities heading committees: We do not currently track disability status



### The Firm Says

Diversity is part of our DNA - two of our five founding partners are Latino, and since the firm's inception in 1979, we have consistently sought out talented, diverse attorneys to join our team. We remain committed to ensuring that the firm's attorneys reflect the diversity of communities in which we practice and the clients we serve. The firm understands that one of the most powerful aspects of diversity is to harness the wide range of experiences, viewpoints, and perspectives that diverse attorneys bring to the table. Our focus on diversity and inclusion is predicated on the fact that regardless of the basis for our differences, it is those differences that make us more insightful, more creative, more empathetic, more understanding, and ultimately make us better, stronger lawyers and enrich our practice of law. The diversity of our workforce is reflective of our client base, which consists of both public sector clients - including cities and school districts - with diverse management teams and populations of students, communities and constituencies, as well as private-sector clients, who understand that diversity is key to driving innovation and retaining top talent.

We consistently garner recognition for our efforts around diversity. In 2019, we were named one of Law360's Best Law Firms for Women in its annual Glass Ceiling Report. We also received the National Diversity Excellence Award from Associated Builders and Contractors for the fifth time. In 2018, we received the inaugural California Lawyers Association's Law Firm Diversity Award. We were also named Best Firm in the Nation for minority equity partners for the second year in a row by Law360-and eighth in the nation for minority attorneys in general. In 2017, we were honored to receive the California Minority Counsel Program's (CMCP) prestigious Drucilla Stender Ramey Majority-Owned Law Firm Award.

Our firm's commitment to diversity and inclusion extends outside of the firm to the community at large. A number of our attorneys are involved with minority bar associations including the Asian American Bar Association, Asian/Pacific Bar Association of Sacramento, Hispanic National Bar Association, Korean American Bar Association of Northern California, Japanese American Bar Association, John Langston Bar Association, Latina Lawyers Bar Association, Mexican American Bar Association, South Asian Bar Association, Women Lawyers Association of Los Angeles, and Women Lawyers of Sacramento.

Our Cerritos Managing Partner, Irma Rodriguez Moisa, is a member of the Board of Directors of MALDEF. Other diversity organizations that we are involved with include African American Male Educational Network and Development, Asian Americans Advancing Justice, Asian Pacific Americans in Higher Education, California Association for Bilingual Education, California Association of African American Superintendents and Administrators, California Association of Latino Superintendents and Administrators, California Latino School Boards Association, California Minority Council Program, Fresno Association of Mexican American Educators, Hispanic Community Affairs Council, Latino Leaders Network, Mexican American Opportunity Foundation, and the National Association of Latino Elected Officials.

We host a Student Enrichment Day each year for high school students from low income backgrounds. In September 2018, we held our first annual Civil Rights Conference, which welcomed 200 participants from all over the state for a day of knowledge-sharing and connecting on civil rights, diversity, and inclusion topics. We are already hard at work on the 2019 event.

We have a generous parental leave policy, online support through Mindful Return for lawyers who are embarking on/returning from parental leave, and we offer backup child and elder care through Bright Horizons.

