

# Diversity and Community

**At Manatt, we believe that a more diverse, equitable and inclusive environment is foundational to who we are. Through collaboration, commitment and dedication to community, we seek excellence in all that we do, both within our firm, our profession, and across our communities. This includes doing the ongoing work needed to combat bias and racism and to promote diversity, equity and inclusion.**

## Firm Leadership Structure

Manatt's updated leadership structure and internal processes reflect a higher representation of minority professionals. **Donna Wilson** was elevated 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. Manatt's broader leadership consists of 38% women, LGBTQIA+ or people of color.



**Michelle Cooke**  
Chief Diversity &  
Inclusion Officer

In 2021, Manatt appointed **Michelle Cooke** as the firm's first Chief Diversity & Inclusion Officer (CDIO). She is responsible for working alongside firm leadership and the Board of Directors to develop and execute a comprehensive diversity and inclusion strategy that is focused on the recruitment, retention and elevation of diverse talent throughout the firm, and advancing diversity and inclusion initiatives throughout the Manatt community. As Michelle continues as leader of the Intellectual Property Protection and Enforcement practice, member of the firm's Board of Directors, and Chair of the Committee on Diversity and Inclusion (CD&I), she is supported in her role as CDIO by the firm's Director of Diversity & Inclusion and the CD&I.

With this appointment, six of the firm's seven C-suite positions are held by women:

Chief Executive Officer: Donna Wilson

Chief Operating Officer: Kristan Morrell

Chief Diversity and Inclusion Officer: Michelle Cooke

Chief Financial Officer: Elizabeth Burke

Chief Human Resources Officer: Erin Rotgin

Chief Talent and Organizational Development Officer: Jacqueline Catena

Chief Information Officer: Brian Conlon

Our CD&I includes 16 professionals drawn from all levels of the firm. In recognition of the importance of diversity, equity and inclusion to the firm's strategic direction, the CD&I reports directly to the firm's Board of Directors.

## Fostering an Inclusive Community Within the Firm and Beyond

Manatt has created many ways to foster community and dialogue around diversity, equity and inclusion within our own organization. For example, **Manatt Cares** is a safe space on our intranet for the Manatt family to share expressions of support, personal experiences and anti-racist/anti-bias resources. We have several active affinity groups to provide additional points of connection across the firm. For example, the **Manatt Women's Initiative** was established in 2007, and it offers interactive speaker sessions for members of our firm as well as clients, in addition to an annual retreat. We also have ongoing firmwide educational programming to combat racism and bias. Further, we have mandatory implicit bias educational training. Most recently, the firm has launched the **Manatt Ambassador and Advisor Program (MAAP)**, a volunteer-based, 18-month program for junior professionals of color focused on cultivating talent by offering individualized career development.

In addition, we actively seek ways to leverage our platform to tie our internal engagement with proactive opportunities across the legal community. We launched **Manatt Votes**, a nationwide, nonpartisan initiative providing publicly available resources to facilitate and support the right to vote. This initiative ties in with our participation as a charter member of the **Law Firm Anti-Racism Alliance**, a coalition of firms uniting with other organizations to identify and dismantle systemic racism in the law and in governmental institutions. Within this effort, the firm looks to help fight voter suppression laws through our pro bono efforts.

## Partnerships to Build Stronger Recruiting and Retention Efforts in Our Legal Community

Shifting the paradigm of inclusivity starts long before professionals earn their advanced degrees. We work with the following organizations that focus on drawing more minorities into the field of law and the pipeline of higher education:

- California ChangeLawyers
- Just the Beginning
- Uncommon Good
- Mexican American Bar Foundation

Diversity and inclusion are top priorities in our hiring and strategic growth plans, which include focused efforts to attract diverse professionals. In 2020, we organized the following programs for minority law students:

- 2L virtual interview clinic in which Manatt attorneys led small group discussions focused on framing real-life experiences in ways that reflect the strengths and talents prized by law firms and the legal industry
- 1L panel and reception focused on time/stress management and successfully launching a second semester

In recognition of our commitment to and focus on diversity and pro bono, Manatt recently received the following accolades:



- Ranked on **The American Lawyer's 2020 A-List**, the publication's annual ranking of the top 20 law firms in the United States based on financial and cultural factors, including revenue per lawyer, pro bono commitment, associate satisfaction, racial diversity and gender diversity. The firm was also recognized in 2017.
- Earned a rating of 100% in the **Human Rights Campaign Foundation's 2021 Corporate Equality Index**, an annual survey measuring treatment of lesbian, gay, bisexual and transgender employees and consumers.
- Ranked 74th (top 33%) on **The American Lawyer's 2021 Diversity Scorecard** for the largest 225 law firms in the country.
- Ranked 16th in **Law360's Glass Ceiling Report** among firms with between 251 and 600 attorneys. The Glass Ceiling Report ranks firms based on their percentage of female attorneys and female equity partners.
- Ranked 21st on **Law360's Diversity Snapshot** among firms with between 251 and 600 attorneys. The Diversity Snapshot ranks firms based on their percentage of minority attorneys and equity partners.
- Named to **Seramount's 2021 Best Law Firms for Women** list as a Hall of Fame honoree. This latest recognition marks Manatt's thirteenth time on this prestigious list, which recognizes law firms' efforts and accomplishments in finding, retaining, promoting and developing women talent annually.
- Received its ninth **Women in Law Empowerment Forum Gold Standard Certification** for meeting objective criteria concerning the number of women among equity partners, in firm leadership positions, and in the ranks of the most highly compensated partners.

## Ranked #57 on the Am Law Pro Bono Scorecard

## Recipient of Prestigious 2020 ABA Pro Bono Publico Award

Manatt received one of five 2020 Pro Bono Publico awards from the ABA for demonstrating outstanding commitment to volunteer legal services for the poor and disadvantaged.

As we see ourselves as members of the communities in which we are based and our team members live, Manatt is committed to pro bono work. We rank among the top firms for the scope and success of our pro bono efforts. In 2020, **Manatt contributed some 16,000 pro bono hours** to matters ranging from defending asylum seekers and survivors of domestic violence to securing high-impact litigation victories that are key parts of the national dialogue. Our recent representations include:

- In 2020, a Manatt pro bono team, along with our partners **Lawyers' Committee for Civil Rights Under Law** and **Public Counsel**, filed an amicus brief on behalf of clients California Common Cause, the League of Women Voters of California and the L.A.-based organization Community Coalition in two cases brought by the Republican National Committee challenging Governor Newsom's executive orders. As a result of these efforts, California voters had the choice to vote by mail during the COVID-19 pandemic.
- A Manatt pro bono team, along with the **Lawyers' Committee for Civil Rights Under Law** and **Public Counsel**, had previously **successfully challenged** the 2020 Census citizenship question on behalf of the city of San Jose and the Black Alliance for Just Immigration.