MG+M Diversity, Equity & Inclusion Annual Report (2022)

February 8, 2022

MG+M The Law Firm (MG+M) released its inaugural Diversity, Equity & Inclusion Annual Report that highlights the firm's commitment to fostering a culture that honors, celebrates and promotes diversity.

“By expanding through our DEI efforts, we are acquiring better talent and gaining a more informed perspective, allowing us to more fully meet our clients' needs,” said MG+M Chairperson and Partner John B. Manning. “DEI at MG+M serves to profoundly shape the firm's identity and future.”

The following are some highlights from the comprehensive report, including information about firm programs, trainings and activities that demonstrate a meaningful commitment to diversity, equity and inclusion.

Diversity Numbers

MG+M's representation of women is well above industry average. Nearly half, or 49 percent, of the firm's attorneys are women, compared to the industry average of less than 40 percent. Women partners also have a higher rate at MG+M, at 44 percent, compared to the industry average of 26 percent. Among firm associates, 54 percent are women; 6 percent above the industry average.

The number of minority partners overall at the firm is 10 percent above the industry average.

Mansfield Rule

MG+M is honored to have again achieved the Mansfield Certification Plus distinction in 2021. The Mansfield Rule requires participating law firms to measure and track the diversity of their candidate pools for leadership and governance roles, equity partnership, senior lateral hiring, and client pitch activity, with the goal of considering at least 30 percent underrepresented lawyers.

Law Firm Antiracism Alliance (LFAA)

MG+M is proud to be a founding member of the Law Firm Antiracism Alliance, which was established in 2020. We are committed to amplifying the voices of communities and individuals oppressed by racism, to better use the law as a vehicle for change that benefits communities of color and to promote racial equity in the law.

Leadership Council on Legal Diversity

Since 2017, MG+M has been a member of the Leadership Council on Legal Diversity (LCLD), an organization made up of more than 400 corporate chief legal officers and law firm managing partners working to build a more open and diverse legal profession. As part of the LCLD, MG+M offers educational opportunities and programs designed to equip the next generation with leadership skills and relationships, thereby helping a new and more diverse generation of attorneys ascend to positions of leadership.

Women's Forum Initiatives

MG+M's Women's Forum supports the personal empowerment and professional development of all MG+M women and by doing so, the practice of law.

“Women's Forum monthly meetings provide attendees with an open environment to discuss a wide range of topics,” said San Francisco-based Partner Jennifer Cormier. “We also used the meetings last year to find charities to support. One such charity was Dress for Success, a nonprofit that, among other things, provides women with professional

attire to help them thrive in work and in life. During the pandemic, they pivoted to providing food and supplies to those in need in the Bay Area."

DEI Roundtable

The firm's DEI Roundtable provides a platform for the entire MG+M team to share their views on establishing the firm's DEI principles and reaching its goals. The roundtable meets quarterly to broaden collective understanding with perspectives from all levels of employment, and members participate in and attend DEI seminars, meetings and conferences, among other activities to help raise awareness about DEI internally and externally.

Sponsorship and Speaking Engagements

MG+M actively seeks giving opportunities that promote diversity, equity and inclusion in the communities where they live and provide services. The firm takes pride in supporting organizations committed to driving change and making DEI their central goal.

Parental Leave

MG+M has recently enhanced its parental leave benefits for all firm employees and partners. Primary caregivers now enjoy 14 weeks of family leave at full pay and non-primary caregivers receive six weeks of family leave at full pay.

"As core to our firm's values, fostering a balance of equity and inclusivity promotes not just our innovation, but it is essential to fostering stronger relationships with our clients," said Partner Carlos Poza, who serves as a DEI co-chair. "By endeavoring to develop a culture in which everyone is empowered to succeed, we not only benefit from a widening spectrum of perspectives and experiences, we are also better positioned to advance our clients' needs."

Pro Bono

MG+M is excited about its growing pro bono practice and believes it is important to give back to communities by providing legal services to those in need. Over the last year, the firm proudly expanded pro bono involvement to every MG+M office and increased overall pro bono hours by 11 percent. In addition, the Pro Bono Committee constantly seeks new opportunities to serve diverse communities and allow each MG+M attorney to contribute their time to causes that are the most meaningful to them.

Professional Education

One way MG+M invests in its people is by providing training programs on substantive aspects of the firm's practice. The firm created the Professional Education (PE) Committee to facilitate live and interactive educational sessions ranging from professional and practical skills to client requirements, to updates and changes in the law. And recognizing that accountability is critical to promoting a healthy culture for diversity, equity and inclusion, MG+M's DEI and PE committees collaborate to implement specialized leadership training for its partners and managers.

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