MG+M Diversity, Equity, Inclusion + Belonging 2023–2024 Annual Report

October 8, 2024

MG+M The Law Firm excitedly announces the release of our 2023–2024 Diversity, Equity, Inclusion + Belonging (DEIB) Annual Report. This comprehensive report features insights from team members across our firm, including executive leadership, partners, associates and administrative professionals. It highlights our efforts to cultivate and maintain a work environment that:

+ promotes growth opportunities for all attorneys and staff;
+ supports professional development;
+ promotes inclusivity;
+ fosters relationships built on respectful communication and cooperation; and
+ encourages teamwork and employee participation in firm activities through representation of all groups and employee perspectives.

“In this report, we highlight the primary reason we experience the trial successes we do for our clients,” says Managing Partner and Chief Diversity Officer Amaryah K. Bocchino. “MG+M's standing as a reputable and national firm known for our trial capabilities is a direct result of our commitment to developing and fostering strong trial lawyers and strong, diverse and unified trial teams. As you will see, every single member of MG+M's trial teams realizes that our clients experience greater success because of our adherence to the core tenets of MG+M's culture.”

The release of this year's report coincides with an important annual recognition of MG+M's ongoing commitment to DEIB: our achievement of Diversity Lab's Mansfield Certification Plus status for the fifth year in a row. MG+M is proud to mark another year of building teams that reflect the diversity of our clients and communities while providing exceptional service, as demonstrated in the excerpts below and throughout the report. Learn more about diversity, equity, inclusion and belonging at MG+M.

Commitment to Building Diverse Trial Teams
We staff our cases with resources from across the firm who apply their range of perspectives, backgrounds and experience to effectively handle clients' unique needs. The impact of our commitment to building diverse trial teams is exemplified by an outstanding result from one of our exceptional teams in the Los Angeles Superior Court, recognized as a *Daily Journal* 2024 Top Verdict.

“MG+M's DEIB core value creates incalculable benefit to our organization, trial teams and clients. It stimulates the broadest perspective, empathy and insights critical to understanding and effectively communicating with modern business culture and jurors,” says MG+M Chairperson John B. Manning. “I genuinely believe that because of the DEIB culture that MG+M has fostered, we have within our firm the perfect match for any client.”

Community Outreach and Pro Bono Work
At MG+M, we are proud to serve not only our clients but also the communities in which we live. Our attorneys and administrative professionals volunteer countless hours with organizations they are committed to in order to give back to the cities they call home. Additionally, in 2023, the firm's attorneys, summer associates, paralegals and other professionals increased pro bono hours for the third straight year. From working on citizenship and asylum cases and representing individuals fleeing horrors in their home countries to providing counsel on civic legal issues, MG+M strives to provide the highest level of pro bono legal representation to those who need it most.

“Community is at the heart of all we do as lawyers, as people, as members of our cities and towns,” says Partner Susan J. Cole. “We are the mentors, the teachers and the foundation of the future.”

DEIB Roundtable

Since being established in 2020, the DEIB Roundtable has provided MG+M team members with a firm-wide platform for the exchange of ideas and viewpoints in furtherance of MG+M's DEIB initiatives. The roundtable aims to enhance the firm's collective understanding by creating meaningful opportunities for members to listen and share their voices. It facilitates discussions and recommendations on books, films, podcasts, and other media focused on DEIB topics, and hosts educational presentations that showcase a range of perspectives and experiences. The roundtable also serves as a platform to interact with the organizations and communities served and supported by the firm, providing an outward focus for MG+M's DEIB efforts.

“I am happy to be part of the DEIB Roundtable, because it gives me a space to share part of my culture and background while also learning from others,” says Senior Accounts Receivable Specialist Pebbles Sibaja.

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 equitable and diverse legal profession. MG+M has been awarded with LCLD's Top Performer and Compass Awards for three years in a row. Presented annually in October, these designations recognize law firms and corporations that show a strong commitment to building a more inclusive legal profession and celebrate the most active LCLD members. Through its partnerships with LCLD, MG+M enjoys investing in the current and future leaders of our firm and is proud to be creating change in our industry in real time.

Women's Forum Initiatives

The MG+M Women's Forum supports the professional empowerment and development of women at our firm. Every meeting includes an opportunity to share professional triumphs big and small, from trial wins and successful motion arguments to landing new business.

“MG+M has an incredibly diverse, talented group of women, whom I am proud to work with every day,” says Partner and Women's Forum Co-Chair Rebecca Kibbe. The Women's Forum provides us all with an opportunity to support each other through our shared ups and downs and is a reminder that when we stand together, we are at our strongest and have the greatest opportunity to continue to improve the legal profession and our communities.”

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