

Diversity, Equity and Inclusion/Firm Culture

Laughlin Falbo Levy & Moresi is proud to be a Silver Seal Recipient for the first cohort of the State Bar of California's DEI Leadership Seal program. This program recognizes legal employers that commit to and implement research-driven actions furthering workplace diversity, equity and inclusion. Participating in the DEI Leadership Seal program confirms our public commitment based on the State Bar's 2022 Diversity Report Card Calls to Action including action-based DEI efforts in practice now and for the future of our firm.



A diverse, accessible, and an inclusive legal workplace improves the experience for our team and for our clients. We respect and value the individuality of all firm members, clients and the members of our industry. Embracing diversity, equity and inclusion makes good business sense and helps to ensure our future successes. Our diverse workforce enables us to bring a broader perspective to the problems that our clients face, leads to a higher quality of work, and enriches the work atmosphere itself. Accordingly, it is LFLM's goal to foster a firmwide culture that promotes diversity, equity and inclusion so that all firm members are valued.

LFLM has long been recognized as one of the Top 25 California-based firms based on our percentage of women partners which has been above the state average for over 15 years. We continue our commitment to diversity, equity and inclusion with our recognition as a Women & Minority owned-business with over 60% of our equity partnership along with 83% of our office & firm managing partners comprised of women and minority attorneys. Statewide our team includes over 65% attorneys from historically underrepresented and minority groups with respect to gender, race,

ethnicity, LGBTQ+, people with disabilities and veterans.

Outside of the office, we support participation in industry events, charitable organizations and a wide variety of community-activities. From speaking at conferences and sponsoring DEI events to our holiday giving fundraisers, our team is active in communities all over California we continue to thrive due to our ensemble of fantastic attorneys and staff.



LFLM Attorneys speaking at PARMA 2022



LFLM Attorneys and Law Clerks sponsoring and attending a Minority Bar Coalition Mixer



LFLM proudly sponsors the Diversity & Inclusion Celebration at Santa Clara SOL

Charity partner Kids Chance Cal

Laughlin, Falbo, Levy and Moresi is committed to enhancing diversity, equity and inclusion at LFLM, including our continued efforts towards retention and recruitment of diverse attorneys, promoting an open dialogue on issues of diversity in the legal profession, and improving our cultural competency with respect to the values embodied by our diverse group of attorneys.

LFLM supports and participates in a variety of statewide and local organizations promoting diversity in the legal profession, including contributions to diversity scholarship funds, membership/participation in minority-bar-groups, and active recruitment at diversity career fairs. We continue to support many of the same organizations each year and encourage attorneys to seek out additional organizations to further our commitment to diversity and inclusion.

- LFLM firm members are actively involved in DEI based groups including: African American Workers' Compensation Professionals, Cultural Awareness & Social Inclusion Committee of City of LaVerne, DRI Diversity & Inclusion Committee, Women Lawyers of Alameda County, Rainbow Risk Alliance, Vietnamese American Bar Association of Northern California, LatinoComp and the Minority Bar Coalitions of Northern California and Southern California.

- We are a yearly sponsor for the Santa Clara University School of Law Diversity Gala & Inclusion Celebration, the Jeffrey Poilé Memorial Scholarship & Fall Spectacular at University of the Pacific at McGeorge School of Law and the Bay Area Diversity Career Fair with BASF. Our LFLM Diversity Book Scholarship has been awarded to over a dozen students at various California law schools and the firm continues to select two to four Diversity Book Scholarship recipients every year with a plan to increase the number of scholarship recipients going forward.
- Our firm is a participating member of the California Minority Counsel Program and a signatory of The Bar Association of San Francisco's No Glass Ceiling Initiative, now Women's Impact Network: No Glass Ceiling 2.0 with BASF.
- LFLM encourages attorney and law clerk participation in a variety of DEI based legal community events every year, including past sponsorship of events with: UC Hastings Black Law Students Graduation, Berkeley Juneteenth Festival, Orange County Hispanic Bar Association, Filipino Bar Association of Northern California, Lesbian & Gay Lawyers Association of Los Angeles, Latina Lawyers Bar Association, Black Women Lawyers of Northern California and Southern California, Vietnamese American Bar Association of Northern California and Rainbow Risk Alliance.

LFLM Diversity Committee Members - Contact Us:



Erin L. Walker of our LFLM-
Oakland/Concord office



Caroll A. Wheatley of our
LFLM-San Bernardino office



Omar A. Behnawa of our
LFLM-Orange County office



Nat Cordellos of our LFLM-
San Francisco office



Trisha A. Toyne of our
LFLM-San Diego Office



Caryn S. Rinaldini of our
LFLM - Administration Office



Danny Gamulao of our
LFLM-Orange County Office

Our commitment to fostering DEI efforts in the legal profession starts with support and outreach to California law schools including scholarship funding and recruiting law clerks. For 10+ years, LFLM has provided Diversity Book scholarships to law students from California Western School of Law, Golden Gate University School of Law, UC Davis School of Law, Southwestern Univ School of Law and Western State College of Law. We are an annual sponsor for the Santa Clara Law Diversity & Inclusion Celebration supporting the Thurgood Marshall Civil Rights Scholarship as well as annual sponsor for the Jeffrey K. Poile Memorial Scholarship with McGeorge School of Law.

We encourage law students from diverse backgrounds to learn more about LFLM and the workers' compensation practice by applying for our Diversity Book Scholarships as well as applying for a Law Clerk position in one of our 11 offices statewide. Our offices have open positions for Law Clerks at various times throughout the year. To apply for a Law Clerk position, please email hiring@lflm.com with a resume and cover letter with "Law Clerk – LFLM _____ office" in the title, including the office of interest.

Applications for the **2023-2024 Diversity Book Scholarships – Spring Semester** can be submitted between **12/1/23** and **1/15/24**. Completed **LFLM Diversity Book Scholarship Applications** (available here as a [PDF Document](#) or [Word Document](#)) can be emailed to the reviewing attorneys based on region as listed in the Application.

Past Diversity Book scholarship recipients include:

- 2023-2024: Victor Qiu, Mark Gravador and Behzad Rouhani from UC Law San Francisco
- 2022-2023: Kristen Law from Stanford/UC Davis; Alejandra Camacho, Victoria Chan and Jennifer Gomez from Golden Gate University SOL
- 2021-2022: Kezhia Barba and Calvin Ngo from California Western School of Law; Isabel Tashima and Christine Tfaye from Western State College of Law
- 2020-2021: Mason Martinez and Sara Tsegaye from Golden Gate University SOL
- 2019-2020: Jessica Juarez and Geber Penate from Golden Gate University SOL
- 2018-2019: Silvana Cordon and Jared Carillo from Golden Gate University SOL
- 2017-2018: Cesilia Fernandez and Dina Nehme from Golden Gate University SOL
- 2016-2017: Cristina Resendiz-Pineda and Kiara Robles Chavez from Golden Gate University SOL
- 2015-2016: Angela Giang and Cristina Resendiz-Pineda from Golden Gate University SOL
- 2014-2015: Davetta Selma from Southwestern Law School
- 2013-2014: Francisco Alcala and Marissa Weltmer from Southwestern Univ SOL

Past scholarship recipients and sponsored events:

