



## Diversity & Inclusion

At Munck Wilson Mandala, we are committed to an inclusive, open, and respectful environment where all personnel are recognized for their achievements and encouraged to realize their fullest potential. Our inclusiveness makes us a stronger law firm, a more creative law firm, and a law firm that brings to bear varied perspectives, experiences, backgrounds, talents, and interests in the service of our clients.

### **Munck Wilson Mandala is committed to inclusion.**

We recruit and retain diverse and dynamic talent by providing an inclusive and supportive culture and professional and personal development opportunities for all of our employees. We are an equal opportunity employer and we operate a law firm that is committed to equal opportunities for ALL of our employees. We participate in community outreach efforts and we celebrate and welcome unique and different perspectives, experiences, backgrounds, talents, and interests.

### **Diversity Focused Organizations/Communities MWM Supports**

Black Tie Dinner – MWM corporate partner Randy Ray has been involved with Black Tie Dinner since 2004, supporting the organization as a board member, co-chair, advisory board member, lifetime member, and he has served as the general counsel since 2009. Black Tie Dinner, Inc. is one of the largest LGBTQ fund-raising dinners in the country.

Houston Bar Association Diversity, Equity, and Inclusion Committee

The Houston Bar Association's Diversity, Equity & Inclusion Committee has the goal of creating new employment and mentoring opportunities for first-year law students from Houston's three law schools. This initiative is an important part of the HBA's mission to serve the needs of the legal community through a vibrant and inclusive local bar. MWM's Teresa Hudson is a member of the committee and devotes significant time to this cause.

Special Committee for Larry Nassar Survivors – MWM corporate and sports law associate Tasha Schwikert is a former Olympic gymnast and co-chair of the special committee for over 500 Larry Nassar survivors. Tasha and her sister Jordan are among the survivors. Tasha works with the committee to advocate for institutional change within USA Gymnastics and the United States Olympic Committee. She is also involved in ongoing efforts to advocate for sexual assault victims in all 50 states.

Dallas Bar LGBTQ Association – MWM supports the Dallas Bar LGBTQ Association through attorney membership and participation in sponsored events.

Dallas Asian-American Bar Association – MWM has supported the DAABA over the years through attorney membership and event sponsorship.