In Our Firm

Fostering a diverse, inclusive, and dynamic workforce is and has always been a core value of our firm, which can be traced back to the diverse backgrounds of its founding partners. Since 1979, the firm has grown to include nine offices throughout California, the most diverse state in the country. As such, our commitment to diversity has never been more relevant or important in enhancing our service to clients.

We place a high priority on recruiting, supporting, and promoting our minority attorneys—and it shows in the large proportion of minority associates and partners at AALRR and the numerous statewide and national awards we regularly receive for our diversity and inclusivity from California Magazine, Law360, Chambers USA, Associated Builders and Contractors, and others. AALRR makes a huge, genuine effort to ensure the firm is a fulfilling place for women and minorities to work, and the following initiatives help us accomplish this goal:

Recruiting

We are dedicated to hiring the best and brightest attorneys from all backgrounds. One way we accomplish this is by bringing a diverse group of AALRR attorneys into the hiring process. The broad perspectives they demonstrate in conducting employment interviews helps to establish a comfortable setting in which prospective hires can feel both welcome and at ease.

Additionally, AALRR emphasizes lateral recruitment within the firm. This strategy is designed to help build a diverse workforce across all experience levels of the firm—and its success is confirmed in the numbers: Minority attorneys stay with our firm an average of 7 years.

Leadership Development & Mentoring

Our attorneys are our most valuable asset. We offer mentorship opportunities, training, regular feedback, and many other methods to nurture our attorneys and help them advance into skillful leaders of the firm and community.

AALRR’s formal mentorship program allows our associates to choose any partner in the firm outside of their practice group to act as a point-person they can turn to for advice and guidance as they grow and evolve in their careers. Many female associates select female partners and many of our minority associates select minority partners. Mentors and mentees meet regularly to discuss a range of topics and concerns.
Opportunities for Women

AALRR’s great esteem for our female attorneys shows in many ways, including the high percentage of women attorneys, many of whom are partners in the firm or hold other leadership positions. Women @ AALRR, the firm’s women’s leadership committee, offers our female attorneys and staff numerous opportunities to network and connect, as well as to grow and develop their careers.

The firm’s generous pregnancy leave policy is another way in which the firm supports its female staff. This includes up to six weeks’ leave.

Part-Time & Flexible Work

We not only understand the need for work-life balance—we actively promote it. By offering flexible hours, including the opportunity to work from home, AALRR supports lawyers’ out-of-office needs and interests. Because of our flexible policies, our associates, special counsel, and partners can freely pursue volunteer work, more easily care for their children or parents, or enjoy other fulfilling activities and pursuits.

Importantly, choosing a part-time path does not impede advancement at AALRR. Part-time associates at our firm have risen through the ranks to become partners, and several of our partners continue to work part time.