

DIVERSITY AT MOFO

A LONG-STANDING CORE VALUE

FIRM AND PRACTICE LEADERSHIP



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30%
of 2017 U.S. partner
promotions were
diverse lawyers

15%
of the Board of
Directors are
diverse lawyers

46%
of the Partnership
Review Committee
are diverse lawyers

28
diverse lawyers have been ranked as
leaders in their respective practices in
Best Lawyers, *Chambers*, *IFLR1000*,
and *Legal 500* based on client feedback

A HISTORIC COMMITMENT

1969

MoFo's first African American associate joins the firm. He is elected partner in 1979.

1974

The firm's first Asian American associate joins the firm.

1976

MoFo elects its first partner of color.

1984

Sexual orientation is added to the firm's nondiscrimination policy.

1985

MoFo's first Latino associate joins the firm. He is elected to partner in 1992.

1986

The Morrison & Foerster Foundation sponsors its first diversity scholarship program.

1992

MoFo launches firmwide diversity program.

1993

MoFo becomes one of the first law firms to expand benefits to include same-sex partners.

2001

MoFo becomes first major law firm to have an openly gay chair.

2003

MoFo establishes the Diversity Strategy Committee.

2008

The firm launches its affinity groups program.

2009

MoFo appoints partner of color as managing partner of its London office.

2011

A partner of color is appointed managing partner of MoFo's D.C. office.

2012

The firm establishes the Morrison & Foerster 1L Diversity Fellowship Program.

2013

MoFo appoints an openly gay man as the managing partner of San Francisco office.

2014

MoFo participates in the Power of Diversity Program initiated by London's Lord Mayor.

2015

MoFo launches the Diversity Mentoring Program.

2017

MoFo creates Department of Diversity and Inclusion.

DIVERSITY MENTORING PROGRAM

Our Diversity Mentoring Program matches African American and Latino/a associates with senior partners. Partners ensure associates are provided with work assignments, training, mentoring, and other support necessary to have the opportunity to be successful while at the firm and beyond. The program also includes bimonthly professional development webinars and quarterly partner trainings.

MOFO DIVERSITY SUMMIT

We have held professional development workshops for our U.S.-based lawyers of color since the early 1990s. In 2014, the workshops were expanded to include LGBT lawyers and became known as the MoFo Diversity Summit.

CHANGE FROM THE TOP



100+ corporate executives and lawyers attended the 2017 Change From the Top Forum, which focused on sharing best practices for promoting greater diversity and inclusion.

PIPELINE INITIATIVES

48 1L Diversity Fellowships have been awarded since 2011 to students from leading U.S. law schools, including Columbia, Cornell, Harvard, New York University, Northwestern, Notre Dame, Stanford, UC Berkeley, and UCLA.



\$15K awarded to each diversity fellow over a two-year period.

24 pre-law interns have been sponsored by the firm through the Sponsors for Educational Opportunity program.

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To learn more about MoFo's diversity initiatives, contact Natalie Kernisant, Director of Diversity and Inclusion, nkernisant@mofo.com.

**MORRISON
FOERSTER**

11

AFFINITY GROUPS FOR DIVERSE LAWYERS

3

AFFINITY GROUPS FOR LGBT LAWYERS

Our affinity group program helps foster a sense of community among diverse lawyers and staff through a range of activities, including professional development workshops, lunch and dinner events, monthly socials, panel discussions, conference presentations, cultural outings, volunteer experiences, and other informal activities.

17x

The American Lawyer has ranked MoFo as a top 15 firm on its Diversity Scorecard for 17 years in a row. MoFo was among the top 10 law firms in 2017.

#4

MoFo ranked 4th for minority lawyers in *Law360's* 2017 Diversity Snapshot.

TOP 15

Vault 100 ranked MoFo among the top 15 firms for LGBT diversity.

TOP 20

Vault 100 ranked MoFo among the top 20 best firms for diversity.

14x

The firm has received a 100% rating on the Human Rights Campaign Corporate Equality Index for 14 years in a row.