



MOFO PROUD

MORRISON
FOERSTER

**WE'RE HERE.
WE'RE QUEER.
AND MOFO
COULDN'T BE
PROUDER.**

Morrison & Foerster provides a work environment where lawyers can openly be themselves while excelling at their chosen profession. MoFo's LGBTQ+ lawyers — who are out and proud in their professional and personal lives — make valuable contributions to our firm, our profession, and our communities. They're vital members of a firm that highly values and promotes diversity and equality for everyone. That's why MoFo has been a standard-bearer for LGBTQ+ equality in the legal profession for more than 30 years.

A PROUD HISTORY

2001



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

2007



An openly gay man is appointed head of MoFo's New York litigation practice.

2008



San Francisco LGBTQ+ Affinity Group founded.

2010



MoFo begins offering tax offsets to lawyers and staff in same-sex domestic partnerships.

2011



For the third year running, the AIDS Legal Referral Panel recognizes the firm's participation in the Pro Bono Connections Initiative.

New York LGBTQ+ Affinity Group founded.

2012



The HIV Law Project in New York presents MoFo with its Distinguished Pro Bono Award.



1984

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



1992

MoFo launches a firmwide diversity program.



1993

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

2009



The San Francisco AIDS Foundation salutes MoFo's continued efforts to reduce new HIV infections and ensure care for those living with HIV/AIDS.

2013



The firm names an openly gay man as the managing partner of its largest office.



2014

LGBTQ+ lawyers participate in biannual MoFo Diversity Summit.



2015

European LGBTQ+ Affinity Group founded. 1L Diversity Fellowship Program is expanded to include LGBTQ+ law students.

AN INCLUSIVE FIRM

WE PLACE A PREMIUM ON DIVERSITY AND INCLUSION, CREATING A COMMUNITY OF PRIDE AND SUPPORT FOR LGBTQ+ LAWYERS.



Philip Besirof has been managing partner of MoFo's San Francisco office since 2013. He also serves as the firm's deputy general counsel.

OUT LEADERS

Our LGBTQ+ lawyers are leaders within the firm. They serve on our board of directors and the management committees that define our programs, policies, and external strategy.

On the practice and office levels, Jim Hough served as head of the award-winning Tokyo litigation practice. Prior to his transfer to Tokyo, Jim led our New York litigation team from 2007 to 2011.

Philip Besirof is the managing partner of MoFo's San Francisco office, which remains our largest outpost. He also is the firm's deputy general counsel.

THE FRONT RUNNER

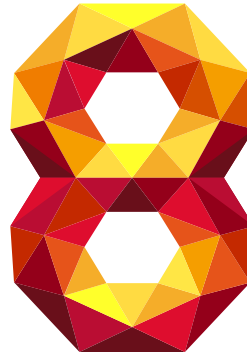
In 2001, MoFo made history by becoming one of the first major law firms to elect an openly gay man to serve as chair. Keith Wetmore led the firm for 12 years, during which time we grew our presence in key technology and financial centers in the United States, Asia, and Europe. Keith also helped set new standards for LGBT equality within the legal profession. He spearheaded the expansion of MoFo's benefits coverage to include same-sex partners, as well as health care tax offsets to employees and lawyers in same-sex domestic partnerships.

For his visionary leadership, *The American Lawyer* named Keith to its inaugural list of the top 50 innovators in the legal profession.

Keith stepped down from the firm in 2018, and in that same year, MoFo renamed the 1L Diversity Fellowship Program the Keith Wetmore 1L Fellowship for Excellence, Diversity, and Inclusion in honor of Keith's commitment to diversity and inclusion and his lasting impact on the firm.

LGBTQ+ AFFINITY GROUPS

Our San Francisco, New York, and European LGBTQ+ Affinity Groups provide support networks and programming for LGBTQ+ lawyers. Litigation associate Sarah Davis chairs the San Francisco LGBTQ+ Affinity Group. Finance associate Erica Richards chairs the New York LGBTQ+ Affinity Group.



**NUMBER OF
BOARD AND
COMMITTEE
SEATS HELD
BY LGBTQ+
LAWYERS**

PRIDE MONTH

We're proud of our LGBTQ+ lawyers and the contributions that they make to the firm and our communities every month of the year, but each June we take time out to celebrate LGBTQ+ history, culture, and politics with presentations and entertainment sponsored by the San Francisco Pride Committee.

2017's programming featured presentations by Jim Van Buskirk and Susan Stryker, co-authors of *Gay by the Bay*, and Ed Decker, founder of The New Conservatory Theatre.

MOFO DIVERSITY SUMMIT

Since the 1990s, MoFo has held biannual workshops for our U.S.-based lawyers of color. In 2014, the workshops were expanded to include LGBTQ+ lawyers, and the two-day retreat was renamed the MoFo Diversity Summit. More than 100 diverse lawyers are invited to attend the 2018 summit.

FELLOWSHIP PROGRAM

Our Keith Wetmore 1L Fellowship for Excellence, Diversity, and Inclusion program supports the development of promising law students from some of the top law schools in the United States. In 2017, four LGBTQ+ law students received fellowships from the firm.

LOVE! VALOR! COMPASSION!

WE'RE PASSIONATE ABOUT OUR COMMITMENT TO INCLUSION AND EQUAL PROTECTION UNDER THE LAW. THAT'S ONE OF THE REASONS WHY OUR LAWYERS DEVOTE COUNTLESS PRO BONO HOURS TO WORKING ON SOME OF THE MOST SIGNIFICANT LEGAL ISSUES FACING LGBTQ+ INDIVIDUALS.

MARRIAGE EQUALITY

We have been fierce advocates in the fight for marriage equality. In 2014, our lawyers partnered with the National Center for Lesbian Rights and the American Civil Liberties Union to respectively win compelling victories for marriage equality in Idaho and Montana.

In a battle that raged on for eight years, MoFo and Lambda Legal represented Karen Golinski in her effort to include her wife on Golinski's federal health plan.

On behalf of Columbia Law School's Sexuality and Gender Law Clinic, we filed an amicus brief in the Ninth Circuit supporting same-sex couples in Hawaii and Nevada wanting to get married. We've also filed amici briefs on behalf of family law professors in cases from Oklahoma, Utah, and Virginia, demonstrating that same-sex marriage bans hinder responsible parenting and child welfare.

More recently, lawyers in our Tokyo and Singapore offices have been working with other firms to help advance the case for marriage equality in Japan.

SUPPORTING FAMILIES

Our lawyers champion the rights of lesbian and gay families. In 2016, we were part of the legal team that won a victory in the U.S. Supreme Court that reversed the state of Alabama's refusal to recognize second-parent adoptions granted in other states.

TRANSGENDER RIGHTS

MoFo has come to the aid of transgender individuals. Our lawyers regularly take part in legal clinics to help transgender individuals complete the necessary court filings to update their name and gender identity on government-issued documents. We also filed an amicus brief supporting a transgender high school student in a recent Title IX case before the Supreme Court.

BATTLING AIDS

MoFo was there from the very beginning of the AIDS crisis in the United States, and we have maintained our long-standing relationships with organizations such as the San Francisco AIDS Foundation and the AIDS Legal Referral Panel. As the AIDS pandemic continues, so



Since 2014, MoFo has annually recognized the pro bono contributions made by individual lawyers with the Kathi Pugh Award. Ruth Borenstein and Fredo Silva respectively received the award in 2016 and 2014 for their outstanding pro bono work, including matters benefiting the LGBTQ+ community.

does our response. Our lawyers represent HIV-positive clients in housing matters and preparing living wills and advance health care directives. We're also providing pro bono representation to organizations seeking a cure for HIV/AIDS, including Cure HIV and the Research Foundation to Cure AIDS.

LGBTQ+ ASYLUM

We have taken on some of the most challenging asylum cases for LGBTQ+ individuals fleeing persecution because of their sexual orientation or gender identity, including groundbreaking cases for transgender asylees. Working with the Lawyers' Committee for Civil Rights of the San Francisco Bay Area, we recently made headlines for winning asylum for a lesbian activist from

Cameroon and her family after they received death threats following a screening of a documentary about Cameroon's underground LGBTQ+ community.

MILITARY SERVICE

MoFo played a critical role in challenging the U.S. military's "Don't Ask, Don't Tell" policy. In a case widely credited as among those that led to the repeal of the military's policy, we successfully challenged the efforts of the U.S. Air Force to discharge a highly decorated lieutenant colonel because of his sexuality. We pressed on after the repeal, successfully suing for the reinstatement of two service members who had been wrongfully discharged under "Don't Ask, Don't Tell."

OUT AND ABOUT

AS A FIRM, WE CARE GREATLY ABOUT THE COMMUNITIES IN WHICH WE WORK AND LIVE. NOWHERE IS THIS COMMITMENT MORE EVIDENT THAN IN OUR SUPPORT OF LOCAL LGBTQ+ ORGANIZATIONS.

MoFo and its charitable foundation annually donate to or sponsor a range of LGBTQ+ organizations, including AIDS Walk New York, AIDS Walk San Francisco, Center for AIDS Research, Education & Services (CARE) – Sacramento, GLAAD, Global AIDS Interfaith Alliance (GAIA), Los Angeles Gay & Lesbian Center, National Center for Lesbian Rights, OutServe – SLDN, SAGE, San Diego LGBTQ+ Community Center, San Francisco AIDS Foundation, Sexual Minority Youth Assistance League, and StartOut.

San Francisco managing partner Philip Besirof is a member of the board of directors and chairs the Audit Committee of the San Francisco AIDS Foundation.

New York partner Jim Hough is one of the founding members of the Lawyers for LGBT & Allies Network in Japan.

San Francisco associate Vince Novak provides pro bono licensing advice to the GLBT Historical Society.

 **MORRISON & FOERSTER
FOUNDATION DOLLARS
DONATED TO LGBTQ+
ORGANIZATIONS**



**LGBTQ+ ORGANIZATIONS
SUPPORTED THROUGH THE
MORRISON & FOERSTER
FOUNDATION IN 2016**

OUT PROFESSIONALS

WE PROUDLY PARTNER WITH BAR ASSOCIATIONS AND LEGAL ORGANIZATIONS THAT SHARE OUR COMMITMENT TO PROMOTING LGBTQ+ EQUALITY WITHIN THE LEGAL PROFESSION.

MoFo is a member of Out in Law, a national LGBTQ+ leadership organization that engages senior leaders of law firms, corporations, and nonprofit organizations on vital issues related to cultural change, recruitment, client development and business relationships, and strategies for maximizing business impact in the law.

As a national sponsor of Lambda Legal Defense and Education Fund, MoFo annually attends the Liberty Awards Dinners in San Francisco, New York, Los Angeles, and Washington, D.C.

We annually participate in the Lavender Law Conference and Career Fair sponsored by the National LGBTQ+ Bar Association, which has recognized our lawyers among the Best LGBTQ+ Lawyers Under 40.

Our institutional partners also include Bay Area Lawyers for Individual Freedom, Tom Homann LGBTQ+ Law Association, National Center for Lesbian Rights, LeGal, and the Lesbian, Gay, Bisexual and Transgender Bar Association of Greater New York.

MoFo lawyers actively participate in these organizations, and many hold leadership roles in these as well as other LGBTQ+ professional organizations.

Vincent Novak, an associate in the Finance & Projects Group in our San Francisco office, is a member of the board of directors of the AIDS Legal Referral Panel.

An associate in the Government Contracts Group in our Northern Virginia office, Sue Borschel serves on the Development Committee of the National LGBTQ+ Bar Association.

New York of counsel Melissa Hager and associate Erica Richards are members of WorkOut Professionals, a group of LGBTQ+ professionals within the restructuring and insolvency community. WorkOut Professionals holds substantive programs and networking events throughout the year. MoFo sponsors certain networking events for the group.

Singapore partner Dan Levison and Hong Kong partner Jason Nelms participated in Out Leadership's Asia 2017 LGBT+ Senior Leader Summit in Hong Kong. The annual summit provides a forum for business leaders to discuss advancing LGBTQ+ equality in corporations.

Partners Susan Mac Cormac and Fredo Silva were featured speakers at Out Leadership's first Quorum event of 2018. Over 40 legal professionals gathered in our San Francisco office to discuss the importance of increasing the diversity of corporate boards.



A PROUD RECORD

AS A FIRM, WE TAKE GREAT PRIDE IN THE ACCOMPLISHMENTS OF OUR LGBTQ+ LAWYERS, AS WELL AS THE RECOGNITIONS THAT THE FIRM HAS RECEIVED FOR ITS COMMITMENT TO LGBTQ+ DIVERSITY AND INCLUSION.

HUMAN RIGHTS CAMPAIGN CORPORATE EQUALITY INDEX

Every year since 2003, MoFo has received a 100 percent rating in HRC's annual report on LGBTQ+ equality in corporate America.

VAULT 100

In its most recent guide, Vault ranks MoFo among the top 20 firms for LGBTQ+ diversity in the United States.

BAY AREA LAWYERS FOR INDIVIDUAL FREEDOM

The nation's oldest and largest bar association of LGBTQ+ persons in the field of law presented to MoFo the 2012 Legal Service Award for our demonstrated commitment to LGBTQ+ equality.

BAY AREA NEWS GROUP

In 2011, MoFo received the Bay Area Workplace Diversity Award, an honor presented to companies that have a record of promoting LGBTQ+ equality in the workplace.

SAN FRANCISCO BUSINESS TIMES

In 2016, the *San Francisco Business Times* recognized Chair Emeritus **Keith Wetmore's** leadership in advancing LGBTQ+ equality with the "Outstanding Voices" award at the Business of Pride LGBTQ+ Leadership Awards.

NATIONAL LGBTQ+ BAR ASSOCIATION

In 2013, the National LGBTQ+ Bar Association named Washington, D.C. partner **Marc Hearron** to its list of the Best LGBTQ+ Lawyers Under 40. The LGBTQ+ bar annually honors 40 out legal professionals under the age of 40 who have both excelled in their careers and demonstrated a commitment to LGBTQ+ equality.

