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**Missing reports:** Berlin Women, Denver Women’s Affinity Group (no chair), London LGBTQ+ (no chair), NoVA Women, San Francisco Asian Attorneys (data lost), San Francisco Black Attorneys, San Francisco Latino/a (leadership change), San Francisco LGBTQ+, and Tokyo Women (no chair).
D.C. Women’s Affinity Group

Summary

The D.C. Women’s Attorney Group (“WAG”) organized three programs in 2018: (1) a Game/Trivia Night in June 2017, (2) “Summer Cocktails and Conversations” in August 2018 and (3) Fall “Cocktails and Conversations” to welcome the new partners and associates that joined MoFo. All three events were well attended.

Programs

- **Game/Trivia Night**: In June 2018, WAG put on its Second Annual Game/Trivia night that was well attended by the women associates and partners in the D.C. and Northern Virginia offices. Over 30 associates and partners attended the event. The *Quid Pro MoFos* team led by Catherine Chapple took home the trophy (and coveted bottles of Rose) for winning trivia. The *Quid Pro MoFos* also won the “Who Runs the World” award for the most diverse team when they assembled a team of associates, partners, and summer associates from both the D.C. and NoVa offices). *Camp Too in Tents* took home the prize for best costume/spirit (the second year in a row that the Rachael Plymale-led team won this prize). Despite plastering the D.C. office common areas with propaganda posters, the *Not Your Average Janes* (led by Crystal Kaldjob) did not win either trivia or best costume/spirit. Other teams included the *Counselors in Paradise* (led by Emily Beers) and *Learned Hand/Learned Foot* (led by Cynthia Akatugba). A quote from one of the partners that attended, “After my first Trivia Night, I can say I will be back next year. It was a great time and a credit to all who were involved in planning it.”

- **Summer “Cocktails and Conversations”**: On August 22, 2018, WAG hosted *Cocktails and Conversations* at partner, Natalie Fleming Nolan’s house. The event was well attended and intended to continue to build the community of women associates and partners without the pressures of summer recruiting. We were welcomed to Natalie’s house with our very own Margarita machine.
• **Event of the Year Event:** On November 7, 2018, WAG hosted its end of the year event at Rare Steakhouse to welcome new partners and associates that joined the D.C. office in the past year, including Lisa Phelan, Sophie Cash, Hillary Daniels, and our fresh crop of first years that joined the fair.

**Planned Programs**

• WAG is currently planning several events for 2019, including the following: (1) Third Annual Game/Trivia Night in June/July 2019, (2) Ted and Tea/Coffee/Wine to discuss a relevant issues regarding women in big law, (3) “Cocktails and Conversations” to discuss business development, and (4) summer event at a partners’ house.

**Chair:** Crystal Kaldjob
D.C./NoVA Attorneys of Color Group

Summary

The D.C./NoVA Attorneys of Color group ("AoC") organized one program in 2018: an end of the year dinner for the D.C. and NoVA AoC at a restaurant in D.C. The event was well attended by a mix of associates and partners.

Program

- **End of the Year Dinner**: On December 4, 2018, AoC hosted a dinner for its members at Tiger Fork, a restaurant in D.C. About 15 associates and partners attended the event and were given the opportunity to catch up, be introduced to new members of AoC who had joined the firm in 2018, and discuss future programming ideas.

Planned Programs

- AoC is currently planning on hosting two events in 2019 – one in the summer so as to include the Summer Associates and another end of the year event for members of the AoC to reflect on the year.

Co-Chairs: Vanshika Vij and Harini Kidambi
**London Women Affinity Group**

**Summary of affinity group events:** The London Women Affinity Group sponsored regular lunchtime sessions for members with internal and external presenters focused on career progression, personal and professional development, well-being, and community engagement. All sessions were well attended and well received. Details of each of the sessions are set out below.

<table>
<thead>
<tr>
<th>Date</th>
<th>Topic / Speaker</th>
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<tbody>
<tr>
<td>22nd Jan</td>
<td>External wardrobe consultant and personal stylist, Natasha Musson (<a href="http://www.natashamusson.co.uk/">http://www.natashamusson.co.uk/</a>), joined us for a lunchtime session to discuss image perception, show us how to get excited about dressing in the morning, and aim to install energy and excitement through wearing clothes that fit and feel fabulous! This tied in with previous sessions focused on the importance of being authentic, building our personal brand, and being MoFo ambassadors. Natasha also held some one-on-one sessions with senior London Women. Both the group and individual sessions were extremely well received and many London Women were inspired to make changes to their wardrobes as a result.</td>
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<tr>
<td>8th Mar</td>
<td>Our London Marketing Team (Liz Russell, Marie Armstrong-Herbert and Holly Banham) hosted a lively lunchtime session in honour of International Women’s Day. The session, titled “Celebration of Women, Present, Past &amp; Future”, took a pub quiz-style format and London Women joined teams to compete in a series of challenges focused on inspirational women from history and the present day. The victorious team (Lynssey McCall, Shawna Pasquale, Laura Steen and Gemma Anderson) donated their £100 charity prize money to Bloody Good Period (<a href="https://www.bloodygoodperiod.com/">https://www.bloodygoodperiod.com/</a>), a non-profit organisation that provides menstrual supplies to asylum seekers, refugees, and those who can’t afford them.</td>
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<tr>
<td>10th May</td>
<td>London trainee, Isabel Janssen, gave a brilliant spring-themed presentation titled “Spring Cleaning: The Mind Edit” that gave London Women the opportunity to examine our personal and workplace well-being with tips on how to revitalise our thought habits. Isabel examined the latest research on positive psychology and focus, and explored how this can help us be more happy and productive both in, and outside of the office. Wellness is increasingly recognised as being of critical importance to the happiness and sustainability of busy professionals, and this was a welcome reminder to practice mindfulness and self-care.</td>
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<tr>
<td>19th Jul</td>
<td>External speaker, Sophie Schwass, Head of Legal Operations and COO to the Group General Counsel at Lloyds Banking Group, joined us for an engaging lunchtime Q&amp;A</td>
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session led by Gemma Anderson. Sophie has an interesting career history having worked as a lawyer and then moved in-house to organisations in various senior roles in the legal teams. Sophie discussed her career progression and tips for managing a demanding professional career, making bold career moves, leading teams, and juggling work commitments with parenthood. Sophie was very energetic and passionate and her frankness and positivity was well received by those who attended.

<table>
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<tr>
<th>Date</th>
<th>Event Description</th>
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<tr>
<td>6th Sept</td>
<td>We had an internal lunchtime session to discuss our objectives and ideas for future London Women sessions. It was a very interactive and lively discussion, so much so that we ran short of time to screen the full “Women on Wednesday” interview with Julie Park and Claudia Vetesi as we had originally planned.</td>
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<tr>
<td>6th Nov</td>
<td>External speaker Marlene Halpern, Director of Pro Bono Services at the Center for Reproductive Rights (with whom the firm has a long-standing relationship), joined us for an eye-opening and inspiring presentation and discussion about the Center’s work globally and the ways in which the Center has collaborated with pro bono lawyers at MoFo and other firms. Many attendees asked Marlene questions and expressed an interest in helping with the Center’s work. We and Marlene expressed our hope that this session will spark greater collaboration between the Center and our lawyers in the London office.</td>
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<tr>
<td>12th Dec</td>
<td>Our Christmas Special! Drinks at Bottles Wine Bar, near the office in Spitalfields market. A chance for the London Women to get together, socialize outside of the office environment, and reflect on 2018 and our plans for 2019.</td>
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**Programs planned for 2019.** We plan to continue our programme of regular lunchtime sessions with internal and external speakers presenting on a range of topics relevant to our experience as professional women. Proposed upcoming topics include a book review and discussion of books that certain London Women have found motivating and helpful, a discussion on return to work programmes for women that have been out of the workforce for a prolonged period, a session on the issues facing millennials, and a yoga session.

**2018 Membership:** Approximately 60 (partners, counsel, associates, and staff).

**Chair:** Gemma Anderson
Los Angeles Asian/Pacific Islander American Affinity Group

Summary of Affinity Group Programs: The Los Angeles Asian/Pacific Islander American Affinity Group was reinstituted in April 2018, after a period of dormancy. Peter Hsiao was the group’s initial partner sponsor, until his departure from the firm in September. Tritia Murata became the group’s partner sponsor in October. The group sponsored two events in 2018.

Event #1: Kick-Off Social Event. The Los Angeles Asian/Pacific Islander American Affinity Group hosted an after-work evening of snacks and drinks to kick-off the group’s relaunch at District Restaurant, conveniently located near the MoFo office, at the Bloc. Two partners, eight associates, and two patent agents attended. (Date: May 10, 2018.)

Event #2: Summer Associate Escape Room Event. The Los Angeles Asian/Pacific Islander American Affinity Group joined with the Los Angeles Black/African American, Latina/o, LGBTQ+, and Multi-cultural Affinity Groups to host an event over the summer. Summer Associates and members of the various affinity groups worked in teams of six, solving puzzles in order to escape from locked rooms at Room Escape Los Angeles in West Hollywood. Following the escape room event, participants had dinner at Pink Taco in West Hollywood. Eight associates, thirteen summer associates, and two recruiting personnel attended. (Date: July 18, 2018.)

Events Planned for 2019. The Los Angeles Asian/Pacific Islander American Affinity Group plans to have at least three events in 2019, including a summer associate event, a professional or business development event, and a social event.

2018 Membership: Approximately sixteen attorneys and patent agents.

Co-Chairs: Huilin Cornell, Jean Nguyen, and Suhna Pierce
Los Angeles Black/African American Affinity Group

Summary of affinity group programs: The Los Angeles Black/African-American Affinity Group was recently formed in 2018 and participated in two events during the second half of calendar year 2018.


Events Planned for 2019. The Los Angeles Black/African-American Affinity Group is currently planning several events for 2019, including a summer event, a professional development workshop, and lunch and dinner events.

2018 Membership: Approximately five attorneys.

Co-Chair: Kathiana Aurelien
Los Angeles Latina/o Affinity Group

Summary of affinity group programs: The Los Angeles Latina/o Affinity Group sponsored five events in 2018, all of which were well attended and well received.

Event #1: Welcome Lunch for Alex Ward. The Los Angeles Latina/o Affinity Group hosted a welcome lunch for Alex Ward at the Watergrill in Downtown Los Angeles. One Of Counsel, eight associates, and one paralegal from different practice groups attended. (Date: Jan. 19, 2018.)

Event #2: dineL.A. The Los Angeles Latina/o Affinity Group hosted a lunch at Drago in Downtown Los Angeles during dineL.A., a 15-day dining event that takes place twice a year to showcase many of Los Angeles’s premier dining destinations. One partner and four associates attended. (Date: January 26, 2018.)

Event #3: Going Away Lunch for Brian Martinez. The Los Angeles Latina/o Affinity Group hosted an informal lunch in Downtown Los Angeles to congratulate Brian Martinez on his new Assistant GC position at CBS. Four associates and one paralegal from different practice groups attended. (Date: May 30, 2018.)

Event #4: Mexican American Bar Foundation’s Annual Scholarship & Awards Gala. The Los Angeles Latina/o Affinity Group attended the Mexican American Bar Foundation’s annual Scholarship & Awards Gala at the Biltmore Hotel in Los Angeles. One partner and several associates attended. (Date: June 9, 2018.)

Event #5: Escape Room Summer Event. The Los Angeles Latina/o Affinity Group along with the Los Angeles Asian/Pacific Islander American (APIA), Black/African American, and LGBTQ+ affinity groups hosted a joint Summer Event. Associates and Summer Associates first successfully escaped from 6 different puzzle rooms at Room Escape and then enjoyed dinner at Pink Taco on the Sunset Strip. (Date: July 18, 2018.)

Events Planned for 2019. The Los Angeles Latina/o Affinity Group is currently planning several events for 2019, including a summer event, a professional development workshop, and lunch and dinner events.

2018 Membership: Approximately 15 attorneys and paralegals.

Chair: Carlos Espinoza
Los Angeles LGBTQ+ Affinity Group

Summary of affinity group programs: The Los Angeles LGBTQ+ Affinity Group was formed to provide the office’s LGBTQ+ members and their allies an opportunity to engage with each other and with the broader LGBTQ+ community in Los Angeles. It hosted three events this year.

Event #1: West Coast Liberty Awards. The LA LGBTQ+ Affinity Group attended Lambda Legal’s West Coast Liberty Awards, an annual event celebrating the important legal work performed by Lambda to protect the rights of the LGBTQ+ community. The event included both live and silent auctions, speeches from lawyers and politicians regarding significant issues facing the LGBTQ+ community, and a live musical performance. Several summer associates were in attendance, and the affinity group made a donation in their name. (Date: June 7, 2018.)

Event #2: LA Pride Festival. This summer the LA LGBTQ+ Affinity Group invited associates and summer associates to attend the Los Angeles Pride Festival in West Hollywood. After a short gathering at the world famous Abbey Bar, the group proceeded to the festival where they enjoyed live musical performances, food, and other entertainment in West Hollywood Park. (Date: June 9, 2018.)

Event #3: Summer Associate Escape Room Event. In coordination with the Los Angeles office’s summer associate program and other affinity groups, the LA LGBTQ+ Affinity Group sponsored an escape room event in West Hollywood California. Members of the group successfully averted a zombie apocalypse by finding a cure to a terrifying disease with just seconds to spare before they would have been overrun by a hoard of undead cannibals. (Date: July 18, 2018.)

Events Planned for 2019. The Los Angeles LGBTQ+ Group is currently planning several events for 2019, including summer events, lunches and dinners, and networking events.

2018 Membership: Approximately 10 attorneys and paralegals.

Chair: Niles Pierson
Summary of Programming: In its inaugural year, the Los Angeles Multi-Cultural Affinity Group sponsored four events in 2018.

- **St. Patrick's Day Happy Hour** – In March 2018, we held our first event at Dublin's – an Irish pub within walking distance from the LA office. We had 11 associates join us throughout the evening. Two of our members of Irish decent shared some information about the origins of the holiday.

- **Escape Room & Dinner at Pink Taco** – In July, the group co-hosted an event for our 2018 Summer Associates as a way to introduce them to the affinity groups in the office. The event started off with an escape room challenge. Groups of four to seven were assigned to the various rooms. Each room had at least one representative from the one of the affinity groups hosting the event. Following the escape room, we went to Pink Taco for Mexican food. About 30 people attended the event.

- **Enhancing Your Firm Bio Lunch Program** – In October, Director of Business Development Laura Desjean led a training session on enhancing our firm bios and social media bios. Following the presentation, Laura held one-on-one meetings with associates to provide pointed feedback on their individual bios. About nine associates attended the program (with lunch from Halal Guys).

- **Lunch at El Cholo** – In early December, affinity group members will get together for a fun end-of-the-year lunch at a local Mexican restaurant.

Partner Sponsor: Janie Schulman

Chair: Maya Harel
Los Angeles Women’s Affinity Group

Summary of affinity group programs: The LA Women’s Affinity Group (“LA WAG”) had another busy year of regular social events and two main sponsored events in 2018.

Event #1: New Girls’ Network Breakfast Reception. The LA WAG hosted local networking group the New Girls Network in our offices for a panel discussion with women in-house counsel. The event combined business development with skills training. Women attorneys from around Los Angeles gathered for a networking breakfast followed by a panel discussion from four women in-house counsel. The panelists included the GCs of Epson, AECOM, and SoCalGas. They spoke to an engaged audience about what they, as general counsel, look for in outside counsel. They also gave the audience tips for effective pitches, client relationship management, and their own cautionary pet peeves. The event was well attended by both women from the LA office and from other local women leaders in the legal field.

(Event date: January 24, 2018; Event location: MoFo LA.)

Event #2: Summer Associate Event– RBG: The Movie. The LA WAG co-hosted with the LA recruiting office a movie night for a screening of RBG, a documentary about Justice Ruth Bader Ginsburg. Summer associates, associates and partners attended the screening.

(Event date: July 11, 2017; Event location: Hollywood Bowl.)

Informal Events: In addition to the larger events that the group hosted this year, we continued our tradition of hosting informal activities throughout the year, including:

- Monthly Tea and Sweet Social: On the last Thursday of each month, the members of the LA WAG continue to gather informally over beverages and sweet treats. The monthly meetings are informal, and give members of the Women’s Affinity Group the chance to discuss any current issues, share information about firm policies benefiting women that newer and lateral associates might not be familiar with, as well as catch up with colleagues they otherwise don’t see in their regular workdays.

- Going-away events: The LA WAG hosted small gatherings for colleagues who are departing or relocating to a different office.

2019 Planned Events: The LA WAG plans to continue its monthly socials in addition to three or four larger events throughout the year. We will also be appointing an additional co-chair.

2018 Membership: Approximately 22 (non-partner attorneys and patent agents).

Co-Chairs: Julia Balas and Soo Park
Los Angeles Working Parents Affinity Group


Event #1: Kick-Off Lunch. The Los Angeles Working Parents Affinity Group hosted an informal lunch to kick-off the year in our offices and provided catering by Oleego. About 15-20 associates, partners, and summer associates from different practice groups attended and discussed possible events for the year. (Date: May 31, 2018.)

Event #2: RBG Screening (Summer Event). The Los Angeles Working Parents Affinity Group co-hosted (along with Recruiting and the Los Angeles Women's Affinity Group) a screening of the RBG documentary. About 20-25 associates, partners, summer associates, and recruiting personnel attended. (Date: June 12, 2018.)

Event #3: Peekaboo Playland Halloween Event. The Los Angeles Working Parents Affinity Group hosted a Halloween event for families at Peekaboo Playland, an indoor playground, in Belair. This event was co-sponsored with marketing. (Date: October 13, 2018.)

Event #4: Tips from a Professional Organizer. Krisztina Galambos, with the NEAT Method presented to the Los Angeles Working Parents Affinity Group on tips and tricks for busy working professionals on how to attain and maintain an organized home. 10-15 attorneys attended the event. (Date: November 1, 2018.)

Events Planned for 2018. The Los Angeles Working Parents Affinity Group is currently planning several events for 2018, including a partner panel event, an event on educational options, and lunch events.


Chair: Sherry William
**New York Attorneys and Paralegals of Color Affinity Group**

**MoFo's New York Attorneys and Paralegals of Color Affinity Group (NYAPC),** founded in the Fall of 2016, has continued to gather enthusiastic individuals from different departments around the New York office. The NYAPC is the only group of its kind in New York that allows attorneys and paralegals the opportunity to bond as an official affinity group. As such, it has introduced a new dimension to the office culture and aspires to increase the depth of relationships between attorneys and paralegals. The NYAPC hosted three events in 2018 that were engaging and well received, and is looking forward to diversifying the types of events hosted!

- **Program #1: Affinity Group Ice Cream Social** - The NYAPC hosted a Spring social kickoff with Mikey Likes It Ice Cream, a minority-owned ice cream shop, whose owner was in attendance to share his story of tragedy to triumph. (Date: April 30, 2018)

- **Program #2: “NYAC High School Mentorship”** - The NYAPC held a mentorship program for current Cristo Rey High School students working at the Firm for the spring 2018. Two of the students were paired with an associate mentor who invited them to mentoring lunches and discussed college plans with them. (Date: Spring 2018)

- **Program #3: “Latino Heritage Cocktail Hour”** - The NYAPC co-hosted an in-office Latino Heritage Cocktail Hour with the N.Y. Community Events Committee that featured food, drinks and music from various Hispanic cultures. The highlights of the event included a themed MoFo-jito drink, domino tournament, and a guacamole making competition. (Date: September 28, 2018)

- **Program #4: “Private Screening - Boy Erased”** - The NYAPC was invited to participate with the N.Y. LGBTQ+ Affinity Group to host a private screening of the film *Boy Erased,* a critically acclaimed movie about the damage wrought by “conversion therapy.” (Date: November 29, 2018)

- **Programs Planned for 2019: Leadership! Charity! Socializing Outside the Office!** - After NYAPC’s successful 2018, it is excited to switch gears and begin hosting leadership coaches to speak at lunch events, and invite the members to professionally stimulating outings with other affinity groups.

**2018 Membership:** 23 members (partners, associates, and paralegals)

**Partner Sponsors:** Ruti Smithline, Joshua Hill

**Chair:** Kat Mateo
Summary of affinity group programs: The Asian Attorneys Affinity Group (AAAG) sponsored a total of five programs in the year 2017.

Program #1: Summer Event – AALDEF Annual Summer Cocktail Party. The AAAG, together with the Asian Women’s Affinity Group (AWAG), co-sponsored the Annual Summer Cocktail Party with the firm’s longtime pro bono partner, the Asian American Legal Defense and Education Fund (AALDEF). The Annual Summer Cocktail Party is AALDEF’s yearly summer fundraising event and allows the affinity group members to meet with other local Asian attorneys and learn about the work that AALDEF has done in the past year. This year, the New York summer associates were invited to and attended to the Annual Summer Cocktail Party (Program date: June 11, 2018; program location: RUMI Event Space)

Program #2: Summer Family Dinner. Following the AALDEF Annual Summer Cocktail Party, the AAAG hosted a “family dinner” to introduce the New York summer associates to members of the AAAG over a delicious Korean barbeque feast. During this event, AAAG members also discussed with the summer class many of AAAG’s past programs and collectively brainstormed future program ideas. Approximately 12 members of the affinity groups and the summer class combined attended this program. (Program date: June 11, 2018; program location: Yoon Haeundae Galbi)

Program #3: Private Screening of Crazy Rich Asians. The AAAG, together with the D+I Group and the AWAG, co-hosted a private screening of Crazy Rich Asians, the first major Hollywood film featuring an all-Asian cast in decades. This program was open to all New York office attorneys and staff, including any prospective clients and other guests. Approximately 35 guests attended this private screening, which was received with great enthusiasm. (Program date: August 16, 2018; program location: Cinepolis Chelsea)

Program #4: Election Monitoring and Exit Polling with AALDEF. The AAAG partnered with AALDEF to participate in AALDEF’s Election Monitoring and Exit Polling program for the 2018 midterm elections. Approximately 8 AAAG members attended this program, which included attending training and volunteering at polling locations all over New York City on the day of the election. (Program date: November 6, 2018; program location: NYC polling locations)

Program #5: Dinner and Conversations on the Portrayal of Asians in Film. As a follow-up event to the private screening of Crazy Rich Asians, the AAAG hosted a “dinner and conversations” event with Professor Karen Shimakawa of NYU’s School of Law and Tisch School of the Arts.
Arts to discuss the evolution of portrayal of Asians in film and the impact of such portrayal on the workplace. During this event, the attendants shared personal experiences with and perspectives on racial stereotypes and its impact on working in the legal industry. Approximately 7 guests attended this program. (Program date: November 12, 2018; program location: Danji)

Year-End Thank You: To wrap up the year 2018, the AAAG gifted each member in the New York office a money tree (pachira aquatica) to wish them well in the coming year.

Programs planned for 2019. The AAAG is currently planning multiple other programs for 2019, including a panel discussion with AAAG alumni on experience working as in-house counsel.

2018 Year-End Membership: 22 members including partners, counsel, associates and professional development staff. Membership decreased over the year 2018 as a result of attorney departures and may increase in 2019 as a result of first-year associates and new hires expected to join the New York office.

Chair: Jenny Wang
The New York Asian Women Attorneys’ Group (“AWAG”) organized or co-hosted four programs in 2018: (1) attendance at the AALDEF Summer Cocktail Party with family dinner, (2) the Crazy Rich Asians movie showing, (3) an End-of-Year Salon Social, and (4) a farewell lunch for the group’s sponsor, Karen Hagberg. All events were very well attended.

Programs

- **Summer Event – AALDEF Annual Summer Cocktail Party and Family Dinner**: On June 11, 2018, the AWAG along with the Asian Attorney's Group and Summer Associates, attended the Annual Cocktail Party of the Asian American Legal Defense and Education Fund (AALDEF), a firm pro bono partner. Afterwards, the group enjoyed a family dinner of Korean barbecue. Summer Associates had the opportunity to meet members of the affinity group and learn about AALDEF's many services. (Program date: June 11, 2018; program location: RUMI Event Space / Yoon Haeundae).

- **Crazy Rich Asians Screening**: On August 16, 2018, AWAG, along with the Asian Attorney's Group, with the support of the Diversity and Inclusion Group, helped host a movie screen of Crazy Rich Asians. The entire firm was invited as well as AWAG alumni. (Program date: August 16, 2018; program location: Cinepolis Chelsea Cinemas).

- **End-of-Year Salon Soirée**: On November 1, 2018, AWAG gathered at Tenoverten Salon for manicures and pedicures. The members had the opportunity to be pampered and enjoy bubbly and small bites. Everyone was able to socialize as well as discuss potential events for the upcoming year.

- **Farewell Lunch**: On December 4, 2018, AWAG gathered at Momofuku Noodle Bar to wish Karen Hagberg a happy retirement and to thank her for all of her support as an AWAG sponsor.

**Chair**: Joan Kim
New York LGBTQ+ Affinity Group

**Summary of affinity group programs:** The New York LGBTQ+ Affinity Group sponsored or co-sponsored four events in 2018, all of which were well attended and well received.

**Event #1: Happy Hour.** The New York LGBTQ+ Affinity Group hosted an after-work happy hour to kick-off the year at Ivy, a restaurant near the office. Approximately twelve attorneys and staff members attended and discussed possible events for the year. (Date: Feb. 7, 2018.)

**Event #2: Ice Cream Social.** The New York LGBTQ+ Affinity Group co-sponsored an afternoon ice cream social with the New York Attorneys and Paralegals of Color Affinity Group featuring ice cream from Mikey Likes It, a minority-owned business. The event was well attended by partners and associates. (Date: April 27, 2018.)

**Event #3: City Winery Summer Event.** The New York LGBTQ+ Affinity Group hosted a summer event at City Winery. Fourteen summer associates, including a diversity fellow, and various associates and partners attended. (Date: June 27, 2018.)

**Event #4: Private Screen of Boy Erased.** The New York LGBTQ+ Affinity Group hosted a happy hour and private screening of *Boy Erased*, an American coming-of-age drama that tells the story of a courageous young man who must overcome the fallout of beingouted to his parents. The event was attended by current MoFo attorneys and alums. (Date: November 29, 2018.)

**Events Planned for 2019.** The New York LGBTQ+ Affinity Group is currently planning several events for 2019, including a summer event, a Pride event, and lunch and happy hour events.

**2018 Membership:** Approximately 28 attorneys, paralegals and staff members.

**Chair:** Erica Richards
New York Women’s Affinity Group

During 2018, MoFo’s New York Women’s Affinity Group (NYWAG) hosted seven well-attended and well-received events. NYWAG sponsor Jamie Levitt and NYWAG co-chair Elnaz Zarrini are excited by the level of participation by MoFo’s women lawyers in New York and take pride in the programs that NYWAG has planned and hosted.

Program #1: Women’s History Month Event Co-Hosted by the Dominican Bar Association. On March 9, NYWAG invited all attorneys to attend a women’s history month event featuring special guest NYC Public Advocate Letitia James at Morrison & Foerster’s offices.

Program #2: Wine and Cheese with ONDA Beauty. On March 16, MoFo attorneys and clients attended an event with ONDA Beauty and Immunocologie founder, Karen Ballou, who spoke about her journey from luxury beauty executive, to cancer survivor, to natural beauty entrepreneur. Participants networked, were treated to mini facials, and had the chance to sample and shop ONDA Beauty’s curated selection of the best in natural beauty products.

Program #3: Painting with the Summer Associates. NYWAG celebrated the summer with all of MoFo’s New York Summer Associates on June 15 by hosting a “Paint ‘N Sip” at Tanner Smith’s. Summer associates and MoFo women lawyers enjoyed drinks and appetizers as they got to know each other in a casual setting. A talented and outgoing art instructor led the team in painting a unique picture, and everyone created their own masterpiece to take home.

Program #4: Charity Day with CityArts and Morgan Stanley. On July 18, NYWAG hosted a Charity Day together with Morgan Stanley’s Legal Department Women’s Committee. All participants volunteered with CityArts to help underserved youth and their families recreate a mural in the historic community park of Hamilton Heights. The mural explored and celebrated the cultural history of this unique neighborhood. After volunteering, participants enjoyed networking over boxed lunches.

Program #5: Billy Joel Concert. On August 21, NYWAG invited MoFo women attorneys and clients to a Billy Joel concert at Madison Square Garden.

Program #6: Grit & Growth Breakfast. On November 3, NYWAG hosted an informal breakfast that gave NY, D.C., and NOVA women attorneys the opportunity to continue the conversation following the previous evening’s “Grit and Growth Mindset” workshop.

Program #7: Gingerbread House Decorating Event. On December 7, NYWAG invited all MoFo women attorneys to an end-of-year event in which we socialized over wine and cheese, while building and decorating gingerbread houses.

Programs Planned for 2019: NYWAG is currently planning several programs for 2019, which may include:

- Professional development seminars involving speakers and/or panelists
- Networking events with key clients, including a concert or sporting event
- Partnering with clients and a chosen NY charity as volunteers
- Summer event, similar to the “Paint 'N Sip” from 2018

Jamie and Elnaz look forward to continuing to develop fun, interactive programs that help MoFo women to succeed and, as always, they welcome any ideas and feedback.

2018 Membership: Approximately 60 (partners, of counsel, and associates).

Submitted by: Elnaz Zarrini, Co-Chair (ezarrini@mofo.com, x4119)
Summary
The Palo Alto Multi-Cultural Attorney Affinity Group ("MCAAG") organized two programs in 2018: (1) a lunar new year luncheon and (2) two Crazy Rich Asians movie screenings.

Programs

- **Lunar New Year**: In February, MCAAG hosted a lunar new year luncheon in the office, with catered food and decorations. We solicited (and received) numerous ideas for future events. 25+ attorneys attended.

- **Crazy Rich Asians**: In August, MCAAG hosted two screenings of Crazy Rich Asians at a local movie theater. Attorneys were permitted to bring one guest. 10 or so people attended each screening.

Planned Programs

- MCAAG does not currently have any events planned for 2019, but hopes to host at least two events that celebrate various cultures.

Chair: Jennifer Jiang
Palo Alto Women’s Affinity Group

The Palo Alto Women’s Affinity Group organized three programs in 2018:

- In December 2017, the Palo Alto Women’s Affinity Group sponsored an on-site spa day to celebrate the successes of 2017 and welcome in 2018 in a relaxing manner. The group hosted a mobile spa offering facials and massages on-site at our offices, allowing members to come and go based on their schedule and enjoy a brief respite and one another’s company before the year-end.

- In January 2018, the Palo Alto Women’s Affinity Group sponsored a chocolatier party at Timothy Adams Chocolates in downtown Palo Alto. To help ring in the new year with cheer, a number of women from the women's affinity group learned about the art of chocolate-truffle making and made a variety of chocolate truffles over intimate conversation, food and drink.

- In May 2018, the Palo Alto Women’s Affinity Group helped sponsor, in conjunction with the Bay Area business development group, a private screening of “RBG”, a documentary on the life of Supreme Court Justice Ruth Bader Ginsburg. David A. Newman, a former clerk for Justice Ginsburg and associate (now partner) in the D.C. office, was invited to provide opening reports. The event was extremely well attended, and received rave reviews from firm clients, prospective clients and members of the women’s affinity group.

Planned Programs

Palo Alto Women’s Affinity Group members also participated in a number of women’s networking events, including:

- The LWT WilPower program, hosted at Pillsbury in Palo Alto, which was attended by members Emiko Kurotsu, Jennifer Tseng, and Megan Poon;
- The WAVC Luncheon in Menlo Park in February 2018 with keynote speaker Jennifer Siebel Newsom, attended by Steph Thomas, Suzanne Graeser, and Emiko Kurotsu;
- The Women’s Private Equity Summit in Half Moon Bay in March 2018, attended by Steph Thomas and Emiko Kurotsu.

2018 Membership: Approximately 28 attorneys, paralegals and staff members.
Co-Chairs: Emiko Kurotsu and Shannon Sibold
MoFo’s San Diego Asian Attorneys & Patent Agents Affinity Group (SDAAPA) was founded in December of 2017, bringing together a small but enthusiastic group of individuals. In its inaugural year, the SDAAPA sponsored a total of six events:

Program #1: PALSD 40th Anniversary Gala Dinner
As the kickoff event for the year 2018, SDAAPA hosted a table at the annual gala for the local diversity bar association, Pan Asian Lawyers of San Diego. At this event, California Supreme Court Justice Goodwin H. Liu discussed his comprehensive study of Asian Americans in the law conducted with Yale Law School and the National Asian Pacific American Bar Association.

Program #2: Trial Reenactment
On May 30, 2018, MoFo attorneys and summer associates attended a trial reenactment at the Judith N. Keep United States Courthouse in downtown San Diego. Local judges and attorneys performed a reenactment of the 1982 trial for the murder of Vincent Chin. This racially charged case became a rallying point for the Asian American community and is often considered the beginning of a pan-ethnic Asian American movement. Before the event, MoFo summer associates visited judicial chambers to meet with the Honorable Dana M. Sabraw and the Honorable Janis L. Sammartino. The summer associates also toured the courthouse and courtrooms with the Judges’ law clerks.

Program #3: Breaking Barriers
On June 7, 2018, MoFo attorneys and summer associates attended a “Breaking Barriers” event hosted by the Korean American Bar Association of San Diego. Moderated by Judge Kelly Mok, panelists such as Alan Tse (Petco General Counsel) answered questions regarding diversity in the legal profession.

Program #4: Korean BBQ + Karaoke
On July 6, 2018, MoFo attorneys and summer associates celebrated the end of the summer recruiting program with a Korean BBQ buffet and Karaoke. Dinner included traditional Korean cuisine, including ban-chan side dishes. We would like describe the formidable vocal talents of the attendees but, alas, what happens in the karaoke room stays in the karaoke room. What we can share is that everyone agreed it was the best way to say “Bye Bye Bye” to the summer recruits.

Program #5: Korean American Bar Association Annual Dinner
On September 6, 2018, SDAAPA attended the annual dinner for the Korean American Bar Association of San Diego. Along with local in-house attorney clients, members enjoyed Korean food followed by a traditional Korean song and dance performance. Keynote speaker Joe Lee, Assistant General Counsel for Microsoft, discussed Asian representation in corporate leadership.
Program #6: San Diego Asian Film Festival Gala
On November 10, 2018, SDAAPA attended the 2018 San Diego Asian Film Festival Awards Gala celebrating the best of Pan-Asian cinema for 2018. Hosted by actress Tia Carrerre, the event brought together more than 500 entertainment, business, and community leaders to celebrate the top independent films from the 2018 San Diego Asian Film Festival. The event also highlighted Reel Voices, a documentary filmmaking program for underprivileged students. MoFo has supported this program both financially and with pro bono legal support. SDAAPA members also enjoyed performances by Dia Frampton (The Voice) and Femme Fatale (World of Dance).

2018 Year-End Membership: Approximately eight attorneys and patent agents.
Partner Sponsor: Julie Park
Chair: Kevin Kwon
San Diego Women’s Affinity Group

Summary
The San Diego Women’s Affinity Group organized three programs in 2018: (1) Lunch and a Movie to view the documentary RBG; (2) Breakfast at Snooze co-sponsored with the Summer Associate Program; and (3) an End-of-Year Dinner & Celebration (scheduled for December 12).

Programs

- Lunch and a Movie – RBG: On July 3, 2018, the San Diego Women’s Affinity Group gave new meaning to the phrase “ladies who lunch.” Over a long lunch break, the group went out for pizza and to watch “RBG,” the highly acclaimed documentary on Supreme Court Justice Ruth Bader Ginsburg. The movie led to lively discussion among the partners and associates about what it means to be a woman lawyer, reflection on how much has changed since Justice Ginsburg was one of nine women in her law school class, her pioneering work as a women’s rights advocate, and the trade-offs she made on her path to the Supreme Court. RBG’s influence went beyond the movie. The San Diego women litigators drew inspiration from RBG for their Halloween costumes, becoming the envy of the office at the annual Halloween office lunch.

Breakfast at Snooze: On July 13, 2018, the San Diego Women’s Affinity Group co-sponsored a breakfast with the Summer Associate Program. Partners, associates, patent agents, and summer associates started the morning with an energetic breakfast filled with conversation, mentorship, and pancakes at local restaurant Snooze. The breakfast introduced the 2018 summer associate class to the San Diego Women’s Affinity group, and provided the summer associates with an opportunity to interact with attorneys and patent agents in an informal setting.
End-of-Year Dinner & Celebration: The last event of the year will take place on December 12 at local restaurant Il Fornaio, where we will celebrate the past year with a good meal and great company. We plan to welcome our newest associates and patent agents to the Women's Affinity Group and brainstorm ideas for exciting events in 2019.

**Partner Sponsor:** Erin M. Bosman
**Chair:** Brittany Scheinok
San Francisco Women’s Affinity Group

Summary of affinity group programs:

Mentoring Circles. For more than ten years, the San Francisco Women’s Affinity Group ("WAG") has coordinated smaller groups of female attorneys who meet regularly in “mentoring circles.” The circles consist of 1-2 partners and 6-8 associates in either the corporate or litigation groups. The mentoring circles plan events, such as lunches, happy-hours, or other outings, to socialize with—and support—other female MoFo attorneys in a smaller group setting. As described below, we hosted a WAG “kick-off” event at the beginning of the summer, where we introduced summer associates and new associates to the concept and purpose of WAG mentoring circles. We are excited to continue this important tradition and to introduce new associates and partners into mentoring groups at the beginning of the New Year.

In 2018, several WAG mentoring circles got together for some exciting events. One WAG mentoring circle went to The Rotunda for tea. Another group met at a partner’s SF apartment for a home-cooked three-course meal, paired with wine and cocktails.

WAG Summer Kick-Off Event. At the beginning of the summer, we held a WAG kick-off event in Town Hall after work with wine and appetizers. The goal of this event was to educate new associates and summer associates regarding the mentoring circles, and to re-circulate the mentoring circle group information in order to encourage the groups to meet. We provided an informal presentation regarding WAG and then people mingled. The event was well-attended by partners, associates, and summer associates.
**Hidden Vine Happy Hour.** During the summer, we also hosted a happy hour at a popular wine bar near the San Francisco office, Hidden Vine, for summer associates to mix and mingle with associates, partners and counsel across departments in a relaxed out-of-office environment. Attendees enjoyed good wine and food, as well as our own very bocce ball court in Hidden Vine's outdoor patio.

**2018 membership:** Approximately 80 members (associates, counsel, and partners)

**Partner Sponsor:** Suz Mac Cormac and Stacey Sprenkel  
**Co-Chairs:** Sabrina Larson, Lucía Roibal, and Sonia Aggarwal
San Francisco Women of Color Affinity Group

Summary of affinity group programs: The San Francisco Women of Color Affinity Group sponsored three events in 2018, all of which were well attended and well received.

Event #1: Progressive Happy Hour. The San Francisco Women of Color Affinity Group hosted a Progressive Happy Hour to kick-off the year, and signal the revitalization of the group. Partners Tiffany Cheung, Claudia Vetesi, and Alexis Amezcua hosted, and a dozen associates from different practice groups attended. We discussed goals for the group, and also used the opportunity for sharing of experiences and coaching from the partners. (Date: March 15, 2018)

Event #2: Spark Social Summer Event. The San Francisco Women of Color Affinity Group hosted at a summer associate event at Spark Social. Five attorneys and numerous summer associates attended the event, where we enjoyed s'mores and conversation around a fire pit. (Date: July 5, 2018)

Event #3: Dinner at Home. The San Francisco Women of Color Affinity Group hosted a dinner at the home of Alexis Amezcua. Nine attorneys attended, and some brought their families. Attendees had the chance to get to know each other more outside of the work context and to meet members' families and significant others. (Date: September 22, 2018.)

Events Planned for 2019. The San Francisco Women of Color Affinity Group is currently planning several events for 2019, including a summer event, a professional development workshop, and lunch and dinner events.

2018 Membership: Approximately 33 attorneys.

Co-Chairs: Christin Hill and Camila Tapernoux
San Francisco Working Moms Affinity Group

Summary of Affinity Group Programs: The SF Working Moms Affinity Group (the “Working Moms Group”) sponsored six events in 2018, all of which were well-attended and well received.

- **Event #1: Group Meeting.** The Working Moms Group kicked off the year with a group lunch to introduce new co-chairs (then Corinne Quigley and Jennifer Jeffers) as well as discuss priorities and events for 2018. (Event date: May 6, 2018; Event location: SF Office.)

- **Event #2: Mother's Day Cupcakes/Champagne.** The Working Moms Group (led by co-chairs Esther Chang and Alexandra Laks), hosted an afternoon get-together featuring cupcakes and champagne to celebrate Mother’s Day. (Event date: May 10, 2018; Event location: SF Office.)

- **Event #3: Cozymeal "Chopped" Summer Associate Event.** The Working Moms Group hosted a summer associate event at Cozymeal, a San Francisco cooking school, that involved a “chopped” competition. Summer associates and group members broke up into teams to create a three-course meal incorporating a “secret ingredient.” Attendees enjoyed their dishes in a group dinner thereafter. (Event date: July 18, 2018; Event location: Cozymeal.)

- **Event #4: Group Meeting.** The Working Moms Group hosted another full group lunch meeting to formally introduce the new co-chairs, discuss remaining events for the year, and discuss other issues related to working parents and/or mothers at the firm. (Event date: October 3, 2018; Event location: SF Office.)

- **Event #5: Holiday Event – Manicure/Pedicure/Facials.** The Working Moms Group hosted a holiday spa event at a local nail salon. The associates and partners who attended had a chance to catch up while getting manicures/pedicures. (Event date: December 6-7, 2018; Event location: Cocoon Urban Day Spa.)

- **Event #6: Time management for Busy Parents.** The Working Moms Group hosted a lunchtime event featuring Jessica Nankin, a legal career coach focused on work/life integration, and Kathy Lee, an executive productivity coach. The speakers discussed tips and tricks for working parents to better manage their time and schedules, including using new technologies/apps to increase efficiency and productivity. (Event date: December 10, 2018; Event location: SF Office.)

2018 Membership: Approximately 30 (associates, of counsel, and partners)
Co-Chairs: Esther Chang and Alexandra Laks