

# DIVERSITY AT MOFO

## A LONG-STANDING CORE VALUE

### FIRM AND PRACTICE LEADERSHIP



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**Janet Xiao**  
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Life Sciences

**40%**  
of 2019 U.S. partner  
promotions were  
diverse lawyers

**15%**  
of the Board of  
Directors are  
diverse lawyers

**36%**  
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, now the Wetmore Fellowship.

**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.

## BUILDING THE FOUNDATION FOR THE FUTURE

### MOFO EARNS MANSFIELD CERTIFICATION PLUS

MoFo has achieved “Mansfield Certification Plus” status for 2018, indicating that we met or exceeded the consideration requirements of the Mansfield Rule and reached at least 30 percent women and minority lawyer representation in a notable number of current leadership roles and committees.

### MOFO DIVERSITY SUMMIT



Over the last 20 years we have held biennial professional development workshops for our U.S.-based lawyers of color. In 2014, the event was expanded to include LGBTQ+ lawyers and renamed the MoFo Diversity Summit. In June 2018, we welcomed over 130

MoFo attorneys to the Summit and extended invitations to our Wetmore Fellows, diverse Bay Area summer associates, clients, and alumni.

### DIVERSITY MENTORING PROGRAM

Our Diversity Mentoring Program matches African American and Latino/a associates with senior partners, who work to ensure associates are set up for success while at the firm and beyond.

### MOFO'S STRONG PARTNERSHIP WITH OUT LEADERSHIP

MoFo is a proud sponsor of Out Leadership, an organization devoted to advancing the LGBTQ+ business network. In March 2018, MoFo hosted Out Leadership's first Quorum event of the year, where attendees received guidance on advising clients who are interested in diversifying their boards.

### PIPELINE INITIATIVES

**57** fellowships have been awarded through the Keith Wetmore 1L Fellowship for Excellence, Diversity, and Inclusion program (formerly the 1L Diversity Fellowship) 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 Wetmore 1L Diversity Fellow over a two-year period.

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

To learn more about MoFo's diversity initiatives, contact Natalie Kernisant, Director of Diversity and Inclusion, [nkernisant@mofocom](mailto:nkernisant@mofocom).

**MORRISON  
FOERSTER**

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## AFFINITY GROUPS FOR DIVERSE LAWYERS

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## AFFINITY GROUPS FOR LGBTQ+ 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.

# 18x

*The American Lawyer* has ranked MoFo as a top 15 firm on its Diversity Scorecard for 18 years in a row. MoFo was among the top 10 law firms in 2018.

# #3

MoFo ranked 3rd for minority lawyers in *Law360's* 2018 Diversity Snapshot.

# TOP 10

*Vault 100* ranked MoFo among the top 10 firms for LGBTQ+ diversity.

# TOP 10

*Vault 100* ranked MoFo among the top 10 best firms for diversity.

# 15x

The firm has received a 100% rating on the Human Rights Campaign Corporate Equality Index for 15 years in a row.