

DIVERSITY AT MOFO

A LONG-STANDING CORE VALUE

FIRM AND PRACTICE LEADERSHIP



Philip Besirof
San Francisco
Managing Partner;
Deputy General
Counsel



Tiffany Cheung
Chair, Consumer Class
Actions; Co-Chair,
Women's Strategy
Committee



Hector Gallegos
Chair, Partnership
Review Committee



Arturo González
Co-Chair,
Commercial Litigation
+ Trial Practice



Rich Hung
Co-Chair,
Intellectual Property/
Patent



Jackie Liu
Co-Chair, Corporate
Department



Eric McCrath
Co-Chair, Corporate Department;
Co-Chair, M&A; Co-Chair, Private Equity
Investments + Buyouts; Executive
Committee



Purvi Patel
Co-Chair, Consumer
Product + Retail
Industry; Co-Chair,
Diversity Strategy
Committee



Obrea Poindexter
Co-Chair, Financial
Services; Co-Chair,
FinTech; Executive
Committee



Wendy Ray
Chair, Los Angeles
Litigation



Fredo Silva
Co-Chair, Social
Enterprise and Impact
Investing Group



Louise Stoupe
Co-Chair, Commercial
Litigation + Trial
Practice



Eric Tate
Co-Chair,
Employment + Labor



Mark Whitaker
Co-Chair Diversity
Strategy Committee



Janet Xiao
Co-Chair,
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 the 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 its 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.

2018

MoFo launches its Gender-Inclusive Employment Policy.

BUILDING THE FOUNDATION FOR THE FUTURE

MOFO EARNS MANSFIELD CERTIFICATION PLUS

In 2019, MoFo became one of only 25 firms to receive Mansfield Certification Plus status for two consecutive years. Certification Plus status indicates that, in addition to considering a diverse group of candidates for leadership and governance roles, the firm successfully reached at least 30 percent women, minority, and LGBTQ+ 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 June 2019, MoFo hosted Out Leadership's Quorum event, where attendees received guidance on advising clients who are interested in diversifying their boards. This is the second year we've hosted this event in our San Francisco office.

PIPELINE INITIATIVES

67 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.



\$25K awarded to each Wetmore 1L Diversity Fellow over a two-year period.

45 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.

**MORRISON
FOERSTER**

13

AFFINITY GROUPS FOR DIVERSE LAWYERS

7

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 2019.

#2

MoFo ranked 2nd for minority lawyers in *Law360's* 2019 Diversity Snapshot.

TOP 10

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

TOP 20

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

16x

The firm has received a 100% rating on the Human Rights Campaign Corporate Equality Index for 16 years in a row.