“We at Morrison & Foerster will continue our work to break down barriers to equal opportunity, to value fully the differences among people in our organization while recognizing our similarities, and to create an atmosphere in which each individual can develop his or her potential to the fullest extent possible.”

— Morrison & Foerster Diversity Mission Statement

MoFo lawyers come in all stripes and colors. We’re a mix of individuals from various ethnic and cultural backgrounds, united in a belief that our shared diversity makes a difference in serving the interests of our clients, our profession, and the communities in which we work and live. That’s why we continuously work to attract, develop, and retain talented lawyers of diverse backgrounds. Ultimately, our goal is to create an environment in which lawyers can see, experience, and benefit from working with talented colleagues. Every lawyer should recognize MoFo as a firm where he or she can professionally grow, advance, and make a meaningful difference.
A HISTORY OF MAKING A DIFFERENCE

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.

1976
MoFo elects its first partner of color.

1977
The firm appoints its first Asian American partner.

1992
MoFo launches its firmwide diversity program.

2000
MoFo participates in Lawyers for One America, responding to President Clinton’s call to enhance diversity within the legal profession.

2008
The firm launches its affinity groups program.

2009
MoFo appoints a partner of color as managing partner of its London office.
1982
The first African American woman associate joins the firm. She is elected partner in 1986.

1985
MoFo’s first Latino associate joins the firm. He is elected partner in 1992.

1988
MoFo helps found the American Bar Association’s Minority Demonstration Counsel Program.

1989
The firm helps develop the San Francisco Bar Association’s Goals and Timelines for Minority Hiring and Advancement.

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.

2015
MoFo launches the Diversity Mentoring Program.

2017
MoFo creates its Diversity and Inclusion Group.
OUR LEADERS

DIVERSE LAWYERS HOLD KEY LEADERSHIP POSITIONS THROUGHOUT THE FIRM. THEY SERVE ON THE COMMITTEES THAT DEFINE THE FIRM’S STRATEGY, HEAD OUR INDUSTRY-LEADING PRACTICES, AND RUN OUR GLOBAL OFFICES.

Obrea Poindexter, a partner in our Washington, D.C. office, is a member of the Executive Committee and co-chairs the firm’s Diversity Strategy Committee. She also co-heads our Financial Services Practice Group, heads the firm’s Mobile Payments Group, and co-chairs the FinTech Group.

Los Angeles partner Purvi Patel co-chairs the firm’s Diversity Strategy Committee. She also co-chairs the Consumer Products & Retail Industry Group.

Los Angeles partner Hector Gallegos chairs the Partner Review Committee, which makes recommendations on partner promotions. Hector previously led our Los Angeles litigation practice.

On the practice and office levels, San Francisco partner Eric McCrath co-chairs our Corporate Department and our Mergers & Acquisitions and Private Equity and Buyouts Groups.

Arturo González, a San Francisco partner, leads our Commercial Litigation and Trial Practice Group. From 2010 to 2014, he co-chaired our 450-lawyer Litigation Department.

San Francisco partner Rich Hung co-chairs our IP Litigation Group.

Los Angeles partner Mehran Arjomand is chair of the firm’s Inter Partes Review and Post Grant Practice.

New York partner Vivian Hanson is co-head of MoFo’s U.S. Sourcing Practice.

From 2002 to 2011, partner Michael Braun led the New York Corporate Group. He currently co-chairs our Japan Practice Group.

San Francisco partner Eric Tate is co-chair of the firm’s Employment & Labor Group. He previously co-chaired the Diversity Strategy Committee.
In 2017, MoFo’s New York office invited corporate leaders to discuss best practices for promoting diversity and inclusion at the inaugural Change From the Top Forum. Jon Iwata, senior vice president, marketing and communications, at IBM; Dinesh Paliwal, CEO of Harman International Industries; and New York partner Dario de Martino were among the panelists.

San Francisco partner Tiffany Cheung chairs our Consumer Class Action Practice Group. She is also co-chair of the firm’s Women’s Strategy Committee.

Jackie Liu, a partner in our San Francisco office, is co-chair of the firm’s Global Corporate Department of over 400 attorneys.

Los Angeles partner Wendy Ray sits on our Board of Directors and is chair of the Los Angeles Litigation Department.

Ven Tan is the co-managing partner of the Hong Kong office.

Louise Stoupe is co-chair of our Commercial Litigation and Trial Practice Group.

Palo Alto partner Janet Xiao serves as head of the Life Sciences Group for China.

Trevor James served as managing partner of our London office for nearly seven years. He continues to serve the firm as a member of the Morrison & Foerster Foundation’s board of directors and the Diversity Strategy Committee.

San Francisco partner Alfredo Silva is the co-chair of the Social Enterprise and Impact Investing Group.
INVESTING IN THE NEXT GENERATION

OUR MENTORING AND LEADERSHIP PROGRAMS, BOTH IN AND OUTSIDE THE FIRM, ARE A TESTAMENT TO OUR COMMITMENT TO THE DEVELOPMENT OF OUR CURRENT AND FUTURE DIVERSE LEADERS.

In 2018, 17 fellows (pictured here with chair emeritus Keith Wetmore, for whom the program is named) joined our Los Angeles, New York, San Diego, San Francisco, and Washington D.C. offices as part of our 1L Wetmore Fellowship program.
DIVERSITY MENTORING PROGRAM
Launched in 2015, our Diversity Mentoring Program matches first-year 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 periodic professional development trainings for both mentors and mentees.

LCLD FELLOWSHIPS
Since 2011, MoFo has supported the development of talented diverse partners as fellows with the Leadership Council on Legal Diversity (LCLD). Fellows have included Los Angeles partners Tritia Murata, Purvi Patel, and Sylvia Rivera; San Francisco partners Alexis Amezcua, Alfredo Silva, and Eric Tate; Palo Alto partner Eric Pai; and New York partner Dario de Martino.

Over the years, several of our summer associates have participated in LCLD’s 1L Scholars Program.

PIPELINE INITIATIVES
Our commitment to increasing diversity within the firm includes a grassroots pipeline strategy to attract both 1Ls and pre-law interns.

2018 marks the seventh year that MoFo has recognized and supported the career development of promising law students of color through our Keith Wetmore 1L Fellowship for Excellence, Diversity, and Inclusion (formerly the 1L Diversity Fellowship).

To date, diversity fellowships have been awarded to 57 students from some of the leading law schools in the United States, including Columbia, Cornell, Harvard, New York University, Northwestern, Notre Dame, Stanford, UC Berkeley, University of Chicago, USC, and Yale.

Since 2008, we also have sponsored a group of pre-law interns through the Sponsors for Educational Opportunity (SEO) program. More than 40 students have participated in the program over the years, and four have completed the full pipeline and joined us as full-time associates.

In addition, we also sponsor pre-law interns through the Initiative for Diversity in Education and Leadership (IDEAL) program and the Legal Employment Action Program (LEAP).

LEGAL OUTREACH
Legal Outreach prepares urban youth from underserved communities to compete at high academic levels by providing intensive legal and educational skills building programs that provide academic enrichment and prepare students for competitive four year colleges. Each summer, MoFo hosts six high school sophomores from the program for a four-day internship, wherein the students meet our lawyers, learn about the firm’s myriad practice areas, and engage in various law-related activities.
AFFINITY GROUPS

MoFo has over 30 affinity groups that provide support networks and programming for various employee groups in all of our domestic offices, including 14 groups dedicated to attorneys of color. These groups support African American/Black attorneys, Asian and Pacific Islander attorneys, Latino/a attorneys, women of color, and beyond. MoFo’s affinity group program began in 2008 based on recommendations from attendees of the 2006 Attorneys of Color Workshop (now the Diversity Summit) in consultation with leading diversity consultants. These groups are run by associates in each office with a partner sponsor, and any attorney is welcome to join. Many of our affinity groups also include diverse staff members.

Associate leaders of the affinity groups plan social programs like lunches and happy hours, as well as other, more formal opportunities to network. These networking opportunities include professional development workshops and partner-hosted dinners.

In recent years, the affinity groups have also brought important programs to the broader MoFo community. As part of Latino/a heritage month, the San Francisco Latino/a Affinity Group presented a panel discussion about members’ pro bono efforts to reunite families separated at the border in El Paso, Texas. The San Diego Asian Associates and Patent Agents Affinity Group participated in a reenactment of the 1982 trial for the murder of Vincent Chin. Affinity groups also come together to host larger programs, such as the Los Angeles joint Escape Room event, co-hosted by the Los Angeles Asian/Pacific Islander, Black/African American, Latino/a, and Multicultural affinity groups.

Over the past year, MoFo Affinity Groups across the country have hosted a series of movie screenings to help emphasize the importance of diverse storytelling and representation, including screenings of movies like Boy Erased, Black Panther, and Crazy Rich Asians. These movies are all extremely powerful films that reflect the rich diversity of experiences and perspectives within our communities, and all help to create far more inclusive representations, both in film and public dialogue. Clients have also been invited to these events to provide additional opportunities for diverse associates to establish business development relationships around their shared identities.

HERITAGE MONTH CELEBRATIONS

In 2018, our U.S. offices hosted various events to commemorate Black History Month. We showed Dr. King’s “The Other America” speech, given in 1967 at Stanford University, to all of our U.S. offices. Dr. King’s speech about social justice remains as relevant today as it was when given. In San Francisco, Henry Brown, MoFo’s director of attorney training, gave a presentation on the topic of Dr. King’s Economic Social Justice Crusade.

Our San Francisco office annually celebrates Latino Heritage Month with various educational and cultural events, including a salsa cook-off that has become an office tradition. Lawyers and staff also hold a raffle to raise money for a local charity, which has recently included La Casa de las Madres.

MANSFIELD RULE INITIATIVE

Following the successful completion of both Diversity Lab’s Mansfield Rule pilot program and Mansfield...
Rule 2.0, MoFo achieved Mansfield Certification Plus status in 2018 and 2019. The firm was one of only 25 that received Certification Plus for two consecutive years indicating 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.

**CHANGE FROM THE TOP**

In 2017, our New York office hosted Change From the Top, a CEO forum focused on diversity and inclusion. The forum provided an opportunity to share challenges, successes, and best practices related to diversity and inclusion with leaders from a number of different industries around the world. Over 100 executives and lawyers attended. The San Francisco office will host Change From the Top in 2019.

**MOFO DIVERSITY SUMMIT**

Since the early 1990s, we have held biennial professional development workshops for our U.S.-based lawyers of color. Previous summit programs have focused on a wide range of topics, including updates on the firm’s diversity development initiatives; understanding and uncovering implicit bias; and strategies for improving communication skills. More than 100 diverse lawyers were invited to attend the 2018 summit.

**DIVERSITY TOWN HALL MEETINGS**

Every other year, diversity town hall meetings are held in our U.S. offices. During these meetings, current diversity initiatives and metrics are presented to partners and associates. Feedback received during these meetings is used to help craft our diversity and inclusion goals for the upcoming year.
We have a long history of supporting the Lawyers’ Committee for Civil Rights Under Law, a nonpartisan, nonprofit organization founded at the request of President John F. Kennedy to secure equal justice through the rule of law for African Americans and other diverse communities. MoFo partners currently serve on the board of directors, and one was co-chair from 1997 to 1999.

For more than a decade, MoFo has supported Legal Outreach in its efforts to prepare urban youth from underserved communities in New York City to compete at high academic levels through intensive legal and educational programs that encourage students to pursue higher education.

SCHOLARSHIP PROGRAMS

As a firm, we annually contribute more than $100,000 to scholarship programs targeted toward disadvantaged youth, as well as scholarship and fellowship programs for diverse scholars.

We fund a three-year scholarship for a law student from a historically underrepresented group at the University of San Diego School of Law. Named in honor of Steven Dunham, a former chair of the firm, the Dunham Scholarships honor Steve’s passion for education and his commitment to promoting diversity within the legal profession.
In previous years, scholarships have been awarded at the Golden Gate University School of Law, University of Colorado School of Law, University of Denver Sturm College of Law, and University of the District of Columbia David A. Clarke School of Law.

MoFo also supports various other public interest scholarships and programs that promote diversity within the legal profession, such as the California Bar Association’s Diversity Scholarship Program and the Justice & Diversity Center’s Bay Area Minority Law Student Scholarship Program.

CHARITABLE GIVING

Since 2000, our charitable foundation has contributed more than $3.5 million in support of Equal Justice Works and its fellowship program. Based in Washington, D.C., this national program creates partnerships among public interest lawyers, nonprofit organizations, law firms, corporate sponsors, and other donors to provide underrepresented populations effective access to the justice system.

We also donate to or sponsor a range of organizations serving diverse populations and communities, including 100 Black Men of the Bay Area, APA Family Support Center, API Wellness Center, Asian American Multicultural Association, Asian Americans for Community Involvement, Bay Area Urban Debate League, Businesses United in Investing Lending & Developing (BUILD), CASA Sacramento, Colorado “I Have A Dream” Foundation, East Bay College Fund, East Harlem Tutorial Program, Harlem Children’s Zone, Harlem RBI, Inner-City Arts, La Casa de las Madres, New York Asian Women’s Center, and Para Los Niños.

PRO BONO AND VOLUNTEER WORK

On an individual level, our lawyers devote countless pro bono hours on behalf of individuals and communities of color. They also volunteer their time with organizations that serve the needs of diverse communities, and many hold leadership roles within these organizations.

San Francisco litigation partner Eric Tate founded and is a former president of the board of directors of Hapa Issues Forum, Inc., a nonprofit community organization that addresses issues relating to persons of partial Asian descent. He also served as a mentor for students in the Level Playing Field Institute’s IDEAL Scholars Program.

San Diego litigation associate Christian Andreu-von Euw serves on the Crawford High Academy of Law’s board of advisors and supervises its mentorship program.
IN THE PROFESSION

AS A FIRM, MOFO HAS BEEN A TRAILBLAZER IN CHAMPIONING DIVERSITY WITHIN THE LEGAL PROFESSION.

We were among the six firms that helped found the American Bar Association’s Minority Demonstration Counsel Program. The firm was influential in the development of the Goals and Timelines for Minority Hiring and Advancement established by the Bar Association of San Francisco. MoFo is also a signatory of the New York City Bar’s Statement of Diversity Principles.

We are a signatory to the Law Society’s Diversity and Inclusion Charter.

We have longstanding relationships with professional organizations and bar associations that serve diverse communities. These include the Asian American Bar Association, Asian American Law Fund of New York, Asian American Legal Defense and Education Fund, Asian Law Alliance, Asian Pacific Bar Association of Silicon Valley, Bay Area Latino Lawyers’ Fund, California Minority Counsel, Casa Cornelia Law Center, Centro Legal de la Raza (Oakland), Chinese Business Lawyers Association, Hispanic National Bar Association, Inner City Law Center, Iranian American Bar Association, Korean American Bar Association of Northern California, La Raza Centro Legal, La Raza Lawyers Charitable Foundation, Mexican American Bar Association, NAACP Legal Defense & Educational Fund, National Asian Pacific American Bar Association, Neighborhood Defender Service of Harlem, Silicon Valley Campaign for Legal Services, and South Asian Bar Association.

Our lawyers are leaders within many of these organizations.

Partner Hector Gallegos is a trustee of the Mexican American Bar Association Foundation.

San Francisco partner Rich Hung sits on the board and Palo Alto partner Rudy Kim is an advisory board member of the Asian Law Alliance, which provides legal assistance to the Asian/Pacific Islander community. Rudy is also a past president of the Asian Pacific American Bar Association of Silicon Valley.

Palo Alto corporate partner Janet Xiao is a past president of the Chinese-American Biopharmaceutical Society and remains an active member of its leadership team.

Los Angeles litigation partner Purvi Patel serves as co-president of the South Asian Bar Association of Southern California Public Interest Foundation, a nonprofit that organizes, supports, and promotes public interest activities for the benefit of the South Asian community and Southern California more generally.
Los Angeles litigation partners Tritia Murata (left) and Purvi Patel (right) were among the MoFo lawyers who attended the South Asian Bar Association of Southern California’s 16th Annual Public Interest Dinner in March 2019.
A PROUD RECORD

WE’RE PROUD OF THE RECOGNITION THAT OUR FIRM AND LAWYERS HAVE RECEIVED FOR THEIR COMMITMENT TO ADVANCING DIVERSITY WITHIN THE LEGAL PROFESSION.

THE AMERICAN LAWYER

MoFo was among the top 10 firms on The American Lawyer’s 2018 Diversity Scorecard. We have placed in the top 15 every year since 2001.

LAW360

Law360 ranked MoFo as the third-best law firm for minority lawyers in its 2018 Diversity Scorecard. In addition, Law360 recognized MoFo as the second-best law firm for minority equity partners.

VAULT 100

In its most recent guide, Vault ranks MoFo as one of the top 10 firms for fostering a diverse working environment.

ASIAN PACIFIC AMERICAN BAR ASSOCIATION OF SILICON VALLEY

We are the second law firm to ever receive the Law Firm Diversity Award.

MINORITY CORPORATE COUNSEL ASSOCIATION

MoFo has twice received the Thomas L. Sager Award in recognition of our sustained commitment to hiring, retaining, and promoting lawyers of color. Arturo González was named a 2017 Diversity Rainmaker.

NATIONAL ASIAN PACIFIC AMERICAN BAR ASSOCIATION

NAPABA honored us for our commitment to and achievements in maintaining a diverse workplace.

STARBUCKS

Starbucks Coffee Company honored MoFo with its third annual Starbucks Excellence in Diversity Award.

TARGET

In 2013, the Target Law Department presented us with its inaugural Excellence in Diversity and Inclusion Award.
UNITED WAY
MoFo received the 2014 Paul Glad Advancement Award from the United Way of the Bay Area. Named in honor of Paul Glad, an ardent supporter of justice and inclusion, the award is presented to a law firm that goes above and beyond in fostering diversity and women’s leadership in the workplace.

SAVOY MAGAZINE
In 2015, Savoy Magazine named Washington, D.C. partner Obrea Poindexter to its list of the Most Influential Black Lawyers. The listing represents the “best of the best” among black lawyers at major U.S. law firms and general counsel at Fortune 1000 companies.

NATIONAL ASSOCIATION FOR LAW PLACEMENT
Natalie Fleming Nolen, a litigation partner in MoFo’s Washington, D.C. office, was named a NALP Diversity Champion.

CENTRO LEGAL DE LA RAZA
Arturo González was named Attorney of the Year in recognition of his efforts to advance the rights of immigrant, low-income, and Latino communities through legal representation, education, and advocacy.

THE NATIONAL LAW JOURNAL
The National Law Journal named Washington, D.C. partner Brian Matsui to its Minority 40 Under 40 list. The publication honored Arturo González as one of the 50 most influential minority lawyers in the United States. The editors chose lawyers “who have demonstrated the power to change the law, shape public affairs, launch industries, and get big things done.”