

# MOFO WOMEN

MORRISON  
FOERSTER

**BOLD.  
BRILLIANT.  
ACCOMPLISHED.**

**MoFo Women:  
Leading the Way.  
Making a Difference.**

## **BOUNDLESS. EXCEPTIONAL. CUTTING-EDGE.**

Morrison Foerster's women lawyers represent the best talent the legal profession has to offer. MoFo's women lawyers seize challenges and turn them into opportunities. They lead teams that bring and defend groundbreaking cases. They have cutting-edge legal practices and represent clients in bet-the-company cases and deals. Clients and competitors recognize them as exceptional contributors in both national and global rankings. The excellence they deliver every day, coupled with a singular dedication to their clients, brings tremendous value to our firm, our profession, and the communities in where we work and live.

When our women lawyers succeed, we succeed as a firm.

# RECOGNIZED. HONORED. LEADING.

SOME HIGHLIGHTS FROM OUR WOMEN LAWYERS' MANY ACCOMPLISHMENTS. THE RECOGNITION THEY'VE RECEIVED EXTERNALLY, AND THE ADVANCEMENTS THEY'VE MADE TO RAISE THE BAR FOR OUR FIRM AND FOR THE LEGAL PROFESSION, ARE EXTRAORDINARY.



*Global Investigations Review* names New York partners **Carrie H. Cohen** and **Ruti Smithline**, as well as Washington, D.C. partner **Demme Doufekias**, to its prestigious list of **Top 2018 Women in Investigations**, which recognizes 100 female practitioners from around the globe “whose reputations and résumés speak for themselves.”



*Asian Legal Business* (ALB) names **Marcia Ellis** **M&A Lawyer of the Year** as part of the 2019 Asia Legal Awards.



*Crain's New York Business* names New York partners **Jamie Levitt** and **Barbara Mendelson** to the 2019 lists of **Notable Women in Law**.



The California Diversity Council recognizes firmwide managing partner **Tessa Schwartz** as one of its **Top 50 Women Lawyers**.



*Benchmark Litigation* names New York partner **Carrie H. Cohen** and Washington, D.C. partner **Deanne Maynard** to its 2018 list of **Top 250 Women in Litigation**.



The Impact Center, a leadership development organization for high-impact individuals and institutions, selects New York partner **Jessica Kaufman** as a **women's executive leadership fellow**.



National Diversity Council names partner **Tritia Murata** to its list of **Top 50 Women Lawyers**.



*The Daily Journal* names San Francisco partners **Susan Mac Cormac** and San Diego partner **Julie Y. Park** to its list of **2019 Top Women Lawyers in California**.



*Asian Legal Business* (ALB) names Singapore partner **Shirin Tang Woman Lawyer of the Year** as part of its 2018 SE Asia Law Awards.



*The Daily Journal* names San Francisco litigation partner **Stacey Sprenkel** to its list of **2018 Top 40 Under 40 Lawyers in California**.



*The Daily Journal* names Palo Alto partner **Catherine Polizzi** to its list of **2019 Top Intellectual Property Lawyers**.



Euromoney Legal Media Group names New York partner **Barbara Mendelson Best in Financial Regulation** as part of its 2019 Americas Women in Business Law Awards.



*Turnarounds & Workouts* names New York partner **Jennifer Marines** as one of twelve **Outstanding Young Restructuring Lawyers** for 2019. Jennifer also received this honor in 2016, 2017, and 2018.



**Louise Stoupe** is ranked as a **leading individual for dispute resolution** in the 2019 edition of *The Legal 500 Asia Pacific*.



*San Francisco Business Times* profiles **Susan Mac Cormac** as one of the **Most Influential Women in Bay Area Business**.



*Los Angeles Business Journal* names **Purvi Patel** as a **Woman of Influence**.



Cybersecurity Docket names partner and Global Privacy & Data Security Group co-chair **Miriam Wugmeister** to its 2019 "Incident Response 30" list.

# SUCCEED. GROW. CHAMPION.

OUR WOMEN LAWYERS ARE RECOGNIZED AS POWERFUL LITIGATORS AND TRANSACTIONAL LEADERS WHO REPRESENT FORTUNE 500 AND OTHER MULTINATIONAL CLIENTS. OUR TRIAL AND APPELLATE LAWYERS REPRESENT CLIENTS IN BET-THE-COMPANY LITIGATION AND INVESTIGATIONS IN KEY AREAS, SUCH AS FINANCIAL SERVICES, PRIVACY AND DATA SECURITY, WHITE-COLLAR DEFENSE AND REGULATORY MATTERS, INTELLECTUAL PROPERTY, PRODUCT LIABILITY, CONSUMER CLASS ACTIONS, AND COMMERCIAL LITIGATION. OUR WOMEN PARTNERS ADVISE A RANGE OF CLIENTS FROM ENTREPRENEURS TO MAJOR CORPORATIONS AND FINANCIAL INSTITUTIONS; THEY LEAD DEALS AROUND THE GLOBE IN U.S., INTERNATIONAL, AND CROSS-BORDER MATTERS IN A VARIETY OF INDUSTRIES, INCLUDING TECHNOLOGY AND INTERNET, ENERGY, LIFE SCIENCES, MEDIA, AND CONSUMER AND BRANDED PRODUCTS.



“MoFo has given me incredible support, resources, and opportunities to position me for success throughout my career. When I was an associate, I was fortunate to work with partners who gave me ‘stretch assignments’

that challenged me and motivated me to exceed my own expectations for myself and helped me develop the skills, courage, and confidence to excel. My mentors and sponsors not only took the time to provide me with critical guidance about how to be an exceptional lawyer, but also tirelessly advocated on my behalf to make sure that others in the firm and in the profession knew about my successes. As a new partner, I am grateful for how supportive and collaborative my partners have been in helping me grow and develop a thriving practice.”

**Tritia Murata, Co-Chair, Women’s Strategy Committee,  
Co-Chair, Employment & Labor, Los Angeles**



“MoFo provides a culture that supports my ideas. I wanted to set up a Women in Business forum for senior businesswomen in Tokyo—the firm supported me. I wanted to make changes to our on-campus interviewing

strategy—the firm supported me. I wanted to build a team of trial lawyers in Tokyo—the firm supported me. Having a successful legal career involves not only being a good lawyer but also having the resources to make the most of the business opportunities that you identify. The firm has helped me do exactly that.”

**Louise Stoupe, Litigation Department Co-Head, Tokyo**



I HAVE HAD MANY WONDERFUL MENTORS AT MOFO WHO LED BY EXAMPLE AND INSPIRED ME TO DREAM BIG AND PERSEVERE TO ACHIEVE MY GOALS. ALONG THE WAY, THEY PROVIDED COUNTLESS OPPORTUNITIES AND SOME TOUGH LOVE, AND TAUGHT ME THE IMPORTANCE OF PAYING IT FORWARD.



Jackie Liu, Public Companies  
Counseling & Compliance,  
San Francisco



“Working with excellent attorneys who challenge and support me on a daily basis has been invaluable, both to better serve our clients and to become a better lawyer. MoFo’s Investigations & White-Collar Defense Practice Group is

simply top notch, and I am proud to be a part of it as we continue to grow and expand.”

**Carrie H. Cohen, Co-Chair, Women’s Strategy Committee, Investigations & White-Collar Defense, Trials, New York**



“I have stayed at MoFo my whole career because I learn from the best, receive great opportunities, am supported throughout, and work with great clients, colleagues, and friends.”

**Anna Erickson White, Securities Litigation, San Francisco**



“MoFo has given me opportunities to work with exceptionally talented and skilled attorneys—at the firm and with clients—who have taught me what it means to be part of an effective team.”

**Tiffany Cheung, Class Actions & Mass Torts, San Francisco**



“I am thankful every day to be part of a firm that champions collaboration with colleagues and respect for their ideas and the differences that make us stronger. Being here has given me the opportunity to work on some amazing projects with colleagues

from diverse practice areas and geographies, for loyal clients, many of whom have become friends.”

**Shirin Tang, Singapore Managing Partner, Corporate, Private Equity and M&A, Singapore**



“At MoFo, I’ve learned that being a successful lawyer isn’t just about giving good legal advice. The legal profession is all about relationships. You want to be the person that people call because they trust your judgment and your commitment

to the relationship. My colleagues and mentors at MoFo taught me that by example—that you need to be there for your clients and your team, personally and professionally. That attitude is ingrained in the firm’s DNA and has been instrumental to my professional success.”

**Tessa Schwartz, Technology Transactions and M&A, San Francisco**



“MoFo provides a stimulating and more-than-supportive environment. The work is complex and challenging, and my colleagues are tremendously bright and terrific to work with. MoFo has never given me any reason to think even for a nanosecond that there is any limit to how I could grow, what I could do, or who I could become professionally or as a human being.”

**Catherine Polizzi, Patent Counseling & Prosecution, Palo Alto**



“MoFo has allowed me to develop a market-leading privacy and data security practice. MoFo took a chance on me when it was not at all clear that privacy would be an interesting or lucrative practice. MoFo has let me shape the practice, find creative

ways to sell our services (other than the billable hour), expand into new areas, and build a fantastic team. I cannot imagine a firm being more supportive of entrepreneurial efforts or new areas of the law.”

**Miriam Wugmeister, Co-Chair, Global Privacy & Data Security Group, New York**

OUR COMMITMENT TO WOMEN'S ADVANCEMENT SHOWS IN OUR PARTNERSHIP PROMOTIONS AND OUR LEADERSHIP RANKS. MANY OF OUR NUMBERS EXCEED THOSE OF OTHER TOP LAW FIRMS.

**40%**

OF OUR TOTAL PARTNER PROMOTIONS HAVE BEEN WOMEN OVER THE LAST FIVE YEARS.

**32%**

OF THE 2022 PARTNER CLASS WERE WOMEN.

**47%**

OF THE PARTNER COMPENSATION COMMITTEE ARE WOMEN.

**54%**

OF OUR BOARD OF DIRECTORS ARE WOMEN.

**40%**

OF THE PARTNERSHIP REVIEW COMMITTEE ARE WOMEN.

**21**

NUMBER OF WOMEN WHO CHAIR OR CO-CHAIR OUR PRACTICE GROUPS.

# PIONEERING. DISTINGUISHED. DEDICATED.

MOFO WOMEN LAWYERS REPRESENT MANY IMPORTANT MILESTONES AND STORIES IN OUR FIRM'S HISTORY. THEIR IMPACT AND CONTRIBUTIONS TO OUR FIRM AND TO THE BROADER LEGAL PROFESSION REMAIN INDELIBLE. HERE WE HIGHLIGHT A HANDFUL OF THE MANY WOMEN WHO HAVE BLAZED TRAILS FOR US AND CONTINUE TO SHAPE OUR FIRM TODAY.



With a Ph.D. in biochemistry, **Dr. Gladys Monroy** combined scientific excellence and legal prowess during her entire tenure at MoFo. While at the firm, Gladys served as

co-chair of the firm's Patent Group and was recognized as Intellectual Property Lawyer of the Year in 2012 by *Chambers Women in Law USA*. One of Gladys's early assignments was to write the patent application for the technology that led to a groundbreaking blood-screening test for the hepatitis C virus, a key cause of liver disease. She wrote five successful hepatitis C-related patent applications for biotech pioneer Chiron Corporation. The patent portfolio is now worth an estimated \$1 billion and has led to major advances in the fight to control the spread of hepatitis C.



**Linda Shostak** recently retired from MoFo after a distinguished 43-year career as a nationally recognized litigator and trial lawyer in San Francisco. Linda

exemplifies the cutting-edge innovations that women can make at our firm. She counts many firsts among her achievements: the first woman to lead a practice group, the first woman to chair the Partnership Review Committee, and the first woman member of the firm's Partner Compensation Committee. As the second woman to make partner at the firm, she was also the longest tenured woman lawyer and partner in the firm's history.





## **IN MEMORIAM: RACHEL KREVANS**

Recognized by colleagues, clients, and opposing counsel alike as a commanding presence, Rachel earned her reputation as a fiercely intelligent and fearless trial lawyer. In her more than three decades with MoFo, she changed the face of IP litigation, becoming one of the most successful and compelling intellectual property lawyers in the world. Rachel began her career as a tax attorney at MoFo in 1985, but her passion for the exhilaration of the courtroom motivated her to refocus her practice on patent and other intellectual property litigation, later rising to co-chair of the firm's global IP practice. Rachel was also passionate about pro bono work, taking on advocacy for AIDS patients, among many other projects. A strong advocate for diversity in corporate law, she influenced a generation of young attorneys, personally mentoring many of them.

Rachel leaves an enduring legacy on MoFo and the legal profession.



Recently retired from MoFo, **Michèle Corash** was the 2010 recipient of the Bob Raven Award, honoring a partner who exemplifies the qualities that were part

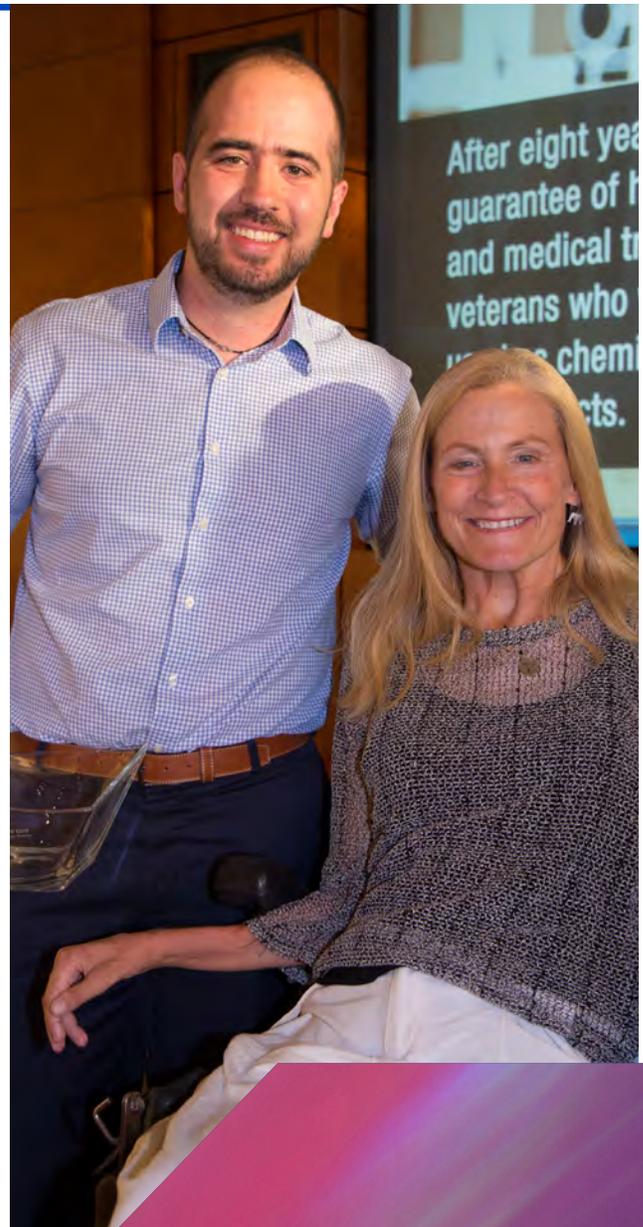
of Bob's character and legacy: respecting all people, fostering teamwork, committing to the mentoring and training of younger lawyers, demonstrating leadership within the firm, maintaining the highest level of ethics and integrity, and providing legendary service to

clients. She served as general counsel of the U.S. Environmental Protection Agency from 1979 to 1982, and before that she served as deputy general counsel to the U.S. Department of Energy and special assistant to the chair of the Federal Trade Commission. At MoFo, Michèle served as a strong mentor and role model to partners and associates. Additionally, she remains active in professional and public service activities and serves as an expert witness and consultant.

## SPOTLIGHT: KATHI PUGH

Kathi Pugh's name remains synonymous with outstanding pro bono leadership in the legal industry. From her first year as an associate at MoFo (joining the firm in 1990) through her retirement from the firm in 2013 and beyond, Kathi tirelessly championed a range of pro bono cases and causes, from access to legal services to disability rights. Kathi served as our pro bono counsel for 20 years. During her tenure, she built a model for the practice that—in the words of senior pro bono counsel Jennifer Brown—“has proved both enduring and flexible.” The annual Kathi Pugh Award for Pro Bono Service recognizes the legacy that she established and celebrates the values, enthusiasm, and compassion that she brought to the program at MoFo.

**Kathi Pugh (right) honors MoFo Alum Christian Andreu-von Euw (left) with the 2017 Kathi Pugh Award for Pro Bono Service.**





## IN MEMORIAM: SHIRLEY HUFSTEDLER

Shirley Hufstedler remains a central figure in MoFo's history of pioneering women. In 1961, California Governor Pat Brown appointed her as a Los Angeles Superior Court Judge, the only woman out of 120 judges on the court at the time. In 1968, President Johnson appointed her to the U.S. Court of Appeals for the Ninth Circuit, where, during her tenure, she was the only woman federal appellate judge in the United States. In 1979, President Carter chose Shirley for his cabinet as the nation's first Secretary of Education. She was the first MoFo woman lawyer to argue before the Supreme Court in *Exxon v. Sofec*. A trailblazer throughout her life, Shirley continued to work as senior of counsel and appellate specialist at our firm until shortly before her passing at the age of 90.

# INVEST. EMPOWER. DIVERSIFY.

EMPOWERING OUR WOMEN LAWYERS TO SUCCEED IS OUR ONGOING TOP PRIORITY. WE MAKE SIGNIFICANT INVESTMENTS TO ADVANCE OUR WOMEN LAWYERS AND PROMOTE DIVERSITY IN OUR FIRM, AS EVIDENCED BY OUR NUMBERS AND OUR MANY COMMITMENTS AND HONORS.



Attendees enjoy Gail Collins' keynote, "The Way We Are" at the MoFo 2018 Summit for Women In-House Counsel.

**MOFO HIRES THE FIRST DEDICATED DIRECTOR OF ATTORNEY DEVELOPMENT & WOMEN'S INITIATIVES** (2001)

**MOFO FOUNDS THE WOMEN'S STRATEGY COMMITTEE**, designed to ensure that the advancement of women is a constant strategic priority to the firm (2006)

**MOFO IMPLEMENTS A REDUCED-HOURS POLICY FOR THOSE RETURNING FROM PARENTAL/ ADOPTION LEAVE**, offering an automatic right to work reduced-hours schedules for at least a year (2008).

**MOFO LAUNCHES AN AFFINITY GROUP PROGRAM ESTABLISHING A WOMEN'S AFFINITY GROUP IN EVERY OFFICE**, with a dedicated budget in support of women and diverse lawyers (2008).

**MOFO HOSTS THE FIRST SUMMIT FOR WOMEN IN-HOUSE COUNSEL**, a day-long annual program designed by and for women to support MoFo's mission of building a community of empowered and talented women in the legal profession (2012).

**MOFO IMPLEMENTS A "TRANSITION" POLICY PROVIDING TRANSITION TIME FOR PARENTAL LEAVE**, prorating a lawyer's annual hours and expectations during maternity leave and reducing hourly expectations by 50 percent during the four weeks immediately preceding and immediately following the leave (2013).

**MOFO BECOMES PART OF THE INAUGURAL CLASS OF MAJOR LAW FIRMS RECOGNIZED BY DIVERSITY LAB AS HAVING ACHIEVED MANSFIELD CERTIFICATION PLUS STATUS**, which measures whether law firms have considered a diverse pool of candidates (at least 30 percent women, minority, and LGBTQ+ lawyer representation) for promotions, leadership, and governance roles (2018). MoFo is among a select number of firms that has achieved Certification Plus every year (2022).

# CREATE. FOSTER. THRIVE.

OUR FIRM PROMOTES A CULTURE OF SPONSORSHIP THAT EMPOWERS OUR WOMEN LAWYERS AND ENSURES THEIR SUCCESS—AT EVERY STAGE OF THEIR CAREERS. MOFO DEVELOPS NUMEROUS INTERNAL AND EXTERNAL PROGRAMS, EVENTS, AND INITIATIVES THAT FURTHER UNDERSCORE OUR LONG AND CONTINUED COMMITMENT TO ADVANCING AND PROMOTING WOMEN IN THE LEGAL PROFESSION.

Our Women's Strategy Committee (WSC), founded in 2006, works closely with firm leadership, including the firm's chair, firmwide managing partners, and board of directors, to ensure that the advancement of women is a constant strategic priority. This important committee regularly reviews retention data regarding our women lawyers and monitors reduced-hours arrangements to gauge their impact on attorney retention.

In 2017, the WSC launched MoForever Women's Network, a women's alumni network, which also resulted in MoFoLink, a searchable directory and in-house job opportunity site visible to both current lawyers and alumni.

Our annual MoFo Summit for Women In-House Counsel consists of a day-long program designed to equip women lawyers with the skills needed to become trusted advisors,

reach higher professional goals, and thrive in the legal profession. Nearly 700 women lawyers have participated in the summit since its inception in 2012.

Externally, our women lawyers participate in a host of significant leadership development programs that foster professional growth and encourage them to shape issues and conversations critical to women's advancement in law. Some of the more significant programs include:

- University of California Hastings Project for Attorney Retention Leadership Academy (21 participants since 2011)
- American Bar Association Women in Law Leadership Conference (27 participants since 2007)
- Impact Center's Women's Executive Leadership Fellowship Program (seven partner Fellows since 2013)
- Leadership Council on Legal Diversity (LCLD) Fellowship Program (12 participants since its founding in 2011)
- Women in Law Empowerment Forum (WILEF)



**MoFo's Natalie Fleming Nolen (left center) and Tiffani Figueroa (right center) chat with MoFo alumnae Renee Randazzo (left) and Kiersten Fletcher (right) during a 2019 MoForever Women's Network event at the City Winery in New York City.**

In addition to these and other firm-supported initiatives, MoFo has in place several ongoing programs designed to provide our women lawyers with the training, coaching, and networks that are critical to their success in the profession. These include:

- Women Partners Meeting, focusing on cross-selling and fostering relationships across offices and practices
- Leadership Training for Mid/Senior-Level Associates, a formal program focused on identifying effective leadership styles
- Business Development and Communications Training, providing ongoing support in these critical skills for lawyers
- Mentor Circles that provide women partners and nonpartner lawyers with an opportunity to meet quarterly to discuss various topics of mutual interest
- Executive Coaching designed to help high-potential women senior associates and partners develop leadership skills through work with outside coaches
- Women Attorney Regional Meetings, held in the U.S. and internationally, that promote collaboration among all our women attorneys; the multi-day meetings provide an opportunity to network and to strengthen relationships and skills

# ADVANCE. BALANCE. CULTIVATE.

OUR FIRM HAS A RICH HISTORY OF ADVANCING WOMEN LAWYERS AND CREATING A CULTURE IN WHICH THEY CAN THRIVE IN ALL ASPECTS OF THEIR LIVES, PROFESSIONALLY AND IN LIFE OUTSIDE THE FIRM. THIS INCLUDES ACCESS TO OUR INDUSTRY-LEADING PARENTAL LEAVE POLICY, BACK-UP CHILDCARE, AND A VARIETY OF ADDITIONAL WORK-LIFE BALANCE PROGRAMS.



## NEW AND EXPECTING PARENT RESOURCES

MoFo offers a wide variety of resources to new and expecting parents, including career coaching and a mentoring network, as well as a program that pays for nursing attorneys to ship their breast milk while traveling for work.



## PARENTAL LEAVE AND TRANSITION TIME

MoFo leads the industry by providing 20 weeks of gender-neutral paid parental leave for

primary caregivers (as well as six weeks for secondary caregivers), plus five additional weeks of unpaid leave. We also have a transition time policy that cuts in half the billable-hours expectations for associates returning from leave—with no corresponding reduction in compensation—for the four weeks right before expected leave, as well as the four weeks immediately after leave.



## REDUCED-HOURS POLICY

MoFo provides a reduced-hours policy for attorneys who wish to work fewer hours for any number of reasons, including after taking parental leave. This policy makes lawyers returning from parental leave automatically eligible for a reduced-hours schedule, without regard to their level or length of service, for one year after their return.

# A SHINING RECORD

INDUSTRY EXPERTS CONSISTENTLY RECOGNIZE MOFO AS A FIRM OF CHOICE FOR WOMEN LAWYERS AND WORKING PARENTS, AS EVIDENCED BY OUR MOST NOTABLE AND RECENT AWARDS AND RANKINGS.

- MoFo is the first law firm to win the Catalyst Award, recognizing our commitment to the leadership development of women leaders (1993).
- *Working Mother* magazine:
  - Honors the firm as “one of the best companies in America for working mothers” (2002);
  - names MoFo on its Best Law Firms for Women list for 13 consecutive years, from 2014-2022; and
  - inducts MoFo to its Hall of Fame in 2019, honoring firms that have appeared on the list 10 or more times.
- The Women in Law Empowerment Forum honors MoFo with its U.S. Gold Standard Certification for meeting benchmarks pertaining to women in leadership positions (2011). MoFo becomes one of six 2022 Gold Standard Certified firms to receive the honor every year since 2011.
- Euromoney Legal Media Group recognizes MoFo as the Best International Law Firm for Work-Life Balance at the 2022 Americas Women in Business Law Awards (2022).
- *Chambers USA* Women in Law Awards recognizes MoFo with the Most Valuable Mentoring Program for Women Lawyers Award (2015).
- MoFo receives a Gold Level Award from the Healthy Mothers Workplace Coalition for the sixth year in a row (2018).
- MoFo was recently named a Top 10 “Ceiling Smashing” firm by *Law360*, recognizing the firm’s high percentage of women in leadership positions and equity partnerships.
- In 2019, Yale Law Women recognized MoFo as one of its Top 10 Firms for both Gender Equity and Family Friendliness. MoFo has been recognized as a Top 10 Family Friendly Firm from 2014 to 2017 and was named to its inaugural Top 10 Female Friendly Firm list in 2018.
- MoFo was named Law Firm of the Year for Flexible Working Environments and Innovative Programs for Mothers at the 2017 *Chambers Women in Law Awards: USA*.



**PERSONALLY,  
MOFO’S INCREDIBLY  
FAMILY-FRIENDLY  
WORK ENVIRONMENT**

**HAS HELPED ME TO ACHIEVE  
BOTH SUCCESS AND BALANCE IN  
MY ROLES AS A MOFO PARTNER  
AND AS A FULL-TIME PARENT.**

SHIRIN TANG, SINGAPORE MANAGING PARTNER,  
CORPORATE, PRIVATE EQUITY AND M&A, SINGAPORE

# CREATING STRONGER COMMUNITIES

AT THE MORRISON FOERSTER FOUNDATION, WE IMAGINE A HEALTHY SOCIETY IN WHICH CHILDREN ARE SAFE AND SUPPORTED AND PEOPLE OF ALL BACKGROUNDS HAVE EQUAL ACCESS TO JUSTICE.

**\$60 MIL**

**CONTRIBUTED TO ORGANIZATIONS WORKING ON BEHALF OF THE MOST VULNERABLE AMONG US.**

The Morrison Foerster Foundation, one of the oldest law firm affiliated charitable foundations in the United States, provides financial support to charitable organizations in the regions where the firm has offices. The Foundation is funded chiefly by MoFo partners, with additional support from the firm's other attorneys, professional staff, and friends in the community. In 2018, our annual charitable giving was nearly \$3.5 million. Over the years, we have contributed upwards of \$60 million to organizations working on behalf of the most vulnerable among us. Most recently, the Foundation contributed to the following organizations:

- YWCA Silicon Valley (San Jose, California)
- Doorways for Women and Families (Arlington, Virginia)
- Charlotte Maxwell Clinic (Oakland, California)
- The Women's Foundation of Colorado (Denver, Colorado)
- Support for Harbor Area Women's Lives (San Pedro, California)
- Womankind (New York, New York)

- The New York Women's Foundation (New York, New York)
- Loudoun Abused Women's Shelter (Leesburg, Virginia)
- Her Justice (New York, New York)
- PowHERful Foundation (New York, New York)
- Girls on the Run of San Diego (Encinitas, California)
- Calvary Women's Services (Washington, D.C.)
- National Women's Law Center (Washington, D.C.)
- Final Salute (Haymarket, Virginia)
- DV LEAP (Washington, D.C.)



**PROVIDING SUPPORT TO CHARITABLE AND LEGAL SERVICES ORGANIZATIONS IN**

**THE REGIONS AROUND THE GLOBE WHERE WE WORK AND LIVE IS VITAL TO OUR MISSION. THROUGH THE COMBINATION OF OUR PRO BONO WORK AND OUR FOUNDATION GRANTS, WE ARE HELPING TO BUILD STRONGER COMMUNITIES AND TO IMPROVE THE LIVES OF SOME OF THE MOST VULNERABLE PEOPLE IN OUR SOCIETY.**

JAMIE LEVITT, THE MORRISON FOERSTER FOUNDATION CHAIR, COMMERCIAL LITIGATION & TRIAL GROUP, NEW YORK

# COLLABORATE. SPONSOR. DIVERSIFY.

MOFO PARTNERS WITH LAW SCHOOLS, BAR ASSOCIATIONS, AND OTHER PROFESSIONAL ORGANIZATIONS THAT SHARE OUR COMMITMENT TO THE ADVANCEMENT OF WOMEN IN THE LEGAL PROFESSION.

Our continued corporate sponsorship of the VMware Women's Leadership Innovation Lab at Stanford University supports the organization's efforts to offer insights into the barriers to women's advancement and provides innovative and workable solutions to promoting gender equality.

In 2018, MoFo became part of the inaugural class of major law firms recognized by Diversity Lab as having achieved Mansfield Certification.

The certification measures whether a firm has considered at least 30 percent women and attorneys of color for leadership and governance roles. MoFo has also achieved Mansfield Certification Plus status, which indicates that, in addition to the above requirement, we have successfully reached at least 30 percent women and minority lawyer representation in a notable number of current leadership roles and committees.

**MoFo's Purvi Patel  
(left) and Tritia Murata  
(right) at Ms. JD's  
Tenth Annual  
Conference on  
Women in the Law.**



# PHILANTHROPIC. GLOBAL. COMMUNITY-MINDED.

OUR COMMITMENT TO WOMEN AND WOMEN'S ISSUES EXTENDS WELL BEYOND THE OFFICE AND INTO THE WORLD AT LARGE. THROUGH EXTENSIVE PRO BONO EFFORTS AND BY OFFERING SUPPORT TO WORKING MOTHERS, MOFO PROMOTES A CULTURE OF OPPORTUNITY.

Our pro bono teams routinely lead the charge for women's reproductive rights and contraceptive access, standing at the forefront of this landscape to ensure that all women can exercise their constitutional rights to make their own childbearing decisions without government interference or coercion. We also assist a wide range of organizations that are making the world a better place for women and girls.

Recent representations highlight our firm's continued commitment to ensuring that women across all strata of society have equal rights, protection, and access to critical health and human services:

- **Representing organizations that work on behalf of female employees and students** across the country, including professional organizations, and unions that represent educators and health care workers and women's bar associations. We filed amicus briefs in federal district courts and courts of appeals objecting to proposed and final federal rules that would allow employers and colleges to assert any religious or moral objection to providing no-cost contraceptive coverage to employees and students. A federal court of appeals recently upheld an injunction that prevents these harmful rules from taking effect.
- **Successfully represented the National Abortion Federation (NAF)**, a professional association of abortion providers in North America, in its efforts to stop campaigns of intimidation carried out by an anti-abortion extremist group called the Center for Medical Progress (CMP). In a published opinion, the court of appeals let stand a \$195,000 civil contempt award against defendants and their lawyers for violation of a preliminary injunction.
- **Assisting an anti-trafficking group** with its articles of association in Hong Kong. The organization's mission is interdiction and rescue of youth who are trafficked into prostitution and supporting and sheltering those who are rescued. The organization works directly with governmental authorities to circumvent corrupt local authorities that shield trafficking and prostitution operations.
- **Advising Callisto**, a website service that gives college students who are survivors of sexual assault a confidential and secure way to report an incident without pressure or judgment, on data privacy and security issues. The Callisto site allows college students to create a time-stamped record of an assault, learn about reporting options, and electronically report an incident to campus authorities while also accessing post-assault support services.
- **Assisting individual survivors of domestic violence** with obtaining orders of protection and working with organizations focused on systemic change. Our lawyers have also helped individual survivors and their children to shed their connection with abusers

by changing their legal names. Additionally, we are conducting assessments for the **Domestic Violence Legal Empowerment and Appeals Project (DV LEAP)** to ensure that litigants have a better chance of appealing unfair decisions.

- **Representing a number of women in obtaining asylum** in the United States after they experienced severe domestic violence or other persecution that has not been addressed by officials in their home countries.

- **Guiding Days for Girls International** through establishing an English charity to assist the U.S.-based nonprofit organization. Days for Girls supports girls and women around the world who lack access to menstrual care products and seeks to increase education in countries such as India, where 113 million adolescent girls are reported to miss school due to lack of menstrual care solutions.

## GROWING INTO THE FUTURE

OUR FUTURE AS A FIRM DEPENDS ON THE INVESTMENT WE MAKE TODAY IN DEVELOPING THE NEXT GENERATION OF WOMEN LEADERS. WE ARE PROUD TO SAY THAT NEARLY 40% OF OUR FIRMWIDE LAWYERS ARE WOMEN AND THAT NUMBER ONLY CONTINUES TO INCREASE.

**442** WOMEN  
LAWYERS AND  
COUNTING...

**MORRISON  
FOERSTER**