

# D+I DOWNLOAD

## CORONAVIRUS (COVID-19) CAMPUS EDITION

### IN THIS ISSUE

MOFO'S RESPONSE TO COVID-19

D+I AT MOFO

MOFO CELEBRATES BLACK HISTORY MONTH &

WOMEN'S HISTORY MONTH

KEITH WETMORE 1L FELLOWSHIP

SPOTLIGHT ON WOMEN AT MOFO

DIVERSITY IN PRACTICE

PRO BONO HIGHLIGHTS

D+I RESOURCES

Welcome to the second issue of the *MoFo D+I Download: Campus Edition*.

## MOFO'S RESPONSE TO COVID-19

We hope this message finds you and your loved ones safe and healthy. As the Coronavirus/COVID-19 outbreak continues, the safety and well-being of our people, clients, and communities is our priority. MoFo leadership is monitoring the situation closely and will continue to follow guidance from the Centers for Disease Control and Prevention (CDC), the World Health Organization (WHO), as well as state and local authorities. The uncertainties associated with the trajectory of this virus are, of course, deeply concerning. We are working tirelessly to ensure that all members of the MoFo family remain healthy and safe.

Even in these unusual and uncertain times, we remain steadfast in our commitment to diversity and inclusion, and we are striving to quickly adapt to our virtual world. Some examples of our efforts include (1) refocusing our internal newsletter to bring attention to the impact of COVID-19 on marginalized and often forgotten communities like the homeless, the incarcerated, the mentally ill and people of color all over the world; (2) creating virtual unconscious bias trainings to ensure the continuity of our efforts to interrupt bias; (3) offering virtual trainings on inclusive leadership in this new remote work environment; and (4) providing opportunities for social interaction and connectedness through virtual happy hours and promoting other "social" experiences like DJ DNice's virtual "parties for a cause" on Instagram.

### Working Parents Webinar Series

MoFo recognizes the additional pressure working from home places on working parents, as well as those living in isolation. As a result, we are providing a series of seven workshops to assist members of the MoFo family who are working while sheltering in place with children or, conversely, alone, navigate this new challenge. The series will be facilitated by [Dr. Doreen Maller](#), a therapist,

coach, and educator specializing in family therapy, and will cover parenting from pre-school to college-aged children who have returned home during these uncertain times.

## RESOURCES AND INFORMATION

For information on the firm's thought leadership on the COVID-19 outbreak, please visit the [Resource Center on MoFo.com](#).

## D+I AT MOFO

Diversity has long been a core value of Morrison & Foerster. More than 20 years ago, we formally implemented our diversity mission statement, which continues to define the firm's cultural values today. We understand that fostering an environment of inclusion enables us to offer a wide range of perspectives and provide exemplary services to our clients. In short, we aim to make our firm a model of diversity that others will follow.

## DIVERSITY IN LEADERSHIP

### 2020 New Diverse Partners



Anita Choi  
San Francisco, Patent



Christin Hill  
San Francisco, Litigation



Haima Marlier  
New York, Litigation



Alex Yap  
Los Angeles, Litigation

### New Diverse Litigation Office Heads



Natalie Fleming Nolen  
Northern Virginia/Washington, D.C.



Ruti Smithline  
New York

# MOFO CELEBRATES BLACK HISTORY MONTH & WOMEN'S HISTORY MONTH

## A DISCUSSION WITH STACEY ABRAMS: THE 100TH ANNIVERSARY OF THE 19TH AMENDMENT AND WHERE WE ARE TODAY

On February 11, 2020, in honor of Black History Month, MoFo partners, staff, clients, and friends welcomed Stacey Abrams, former minority leader of the Georgia state legislature and the 2018 Democratic candidate for Georgia governor, to our New York office. MoFo's Diversity Strategy and Black History Month Committees jointly hosted the event titled "The 100th Anniversary of the 19th Amendment and Where We Are Today." Stacey delivered her speech addressing this year's Black History Month theme, "African Americans and the Vote," to a 180-person live audience in New York and more than 200 people viewing a live broadcast of the presentation from MoFo's U.S. offices. To learn more about Stacey's presentation and to view photos from the event, please read our MoFo+ [blog post](#).



## PROFESSOR MURRAY SPEAKS ON THE ADVANCEMENT OF WOMEN IN LAW

In honor of Women's History Month and International Women's Day, on March 4, 2020, New York-based Litigation associate and MoFo Women's Strategy Committee member Katie Viggiani interviewed the esteemed New York University Law School Professor Melissa Murray.

A Yale Law School graduate and an award-winning scholar who frequently appears on major television networks, Melissa has been published in respected periodicals, including *The New York Times* and *The Washington Post*. In MoFo's New York office, she spoke

with Katie about women's current standing in the legal profession and a major case over a Louisiana abortion law that was being argued before the U.S. Supreme Court on the same day as her visit.

To read more about Professor Murray's discussion please read our [blog post](#).



## KEITH WETMORE 1L FELLOWSHIP PROGRAM FOR EXCELLENCE, DIVERSITY + INCLUSION

### MOFO WELCOMES 12 1L SUMMER WETMORE FELLOWS

Now in its eighth year, the Keith Wetmore 1L Fellowship for Excellence, Diversity, and Inclusion program recognizes and supports the career advancement of highly motivated first-year law students who are members of historically underrepresented groups in the legal industry. The fellowship is named after chair emeritus Keith Wetmore, in honor of his dedication and commitment to diversity and inclusion, both within the firm and in the legal profession.

Our twelve incoming 1L Wetmore Fellows are:

- Kierston Cannon, U.C. Hastings College of Law, San Francisco office
- Amani Carter, University of Pennsylvania Law School, New York office
- Alex Devine, New York University School of Law, New York office
- Kacyn Fujii, University of Michigan Law School, Palo Alto office

- Susana Herrera, U.C. Berkeley School of Law, San Francisco office
- Roman Leal, Yale Law School, San Francisco office
- Knyschelle Passmore, U.C. Berkeley School of Law, Washington, D.C. office
- Erica Peña, U.C. Berkeley School of Law, Los Angeles office
- Amy Ren, Cornell Law School, Los Angeles office
- Melissa Stewart, Duke University School of Law, Washington, D.C. office
- Yegina Whang, U.C. Berkeley School of Law, San Francisco office
- Paula Zampietro, Columbia Law School, San Francisco office

The program provides outstanding law students who have demonstrated academic excellence, leadership, and community involvement with the opportunity to see, experience, and benefit from working with talented colleagues.

As part of the summer associate program's regional training, the Fellows also attend Unconscious Bias training and a "Spotlight on D+I" program, giving them the opportunity to engage in discussions around the firm's D+I programs and initiatives. Along with summer associate positions, the incoming Fellows receive ongoing mentoring and a stipend. Fellows also meet regularly with the D+I team throughout the summer. To date, we have awarded 67 Fellowships.

For more information on the Fellowship, please visit our Inclusive Recruitment webpage:

<https://www.mofo.com/culture/diversity/recruitment-development.html>.

## SPOTLIGHT ON WOMEN'S INITIATIVES

### MOFO HOSTS WOMEN'S INITIATIVES THINK TANK

On Thursday, December 5, 2019, MoFo welcomed leading attorneys and diversity professionals from some of the most influential law firms in the United States to the New York office for the 2019 Women's Initiative Think Tank. The Think Tank, presented by Threshold Advisors and Hub6, was formed to inspire meaningful dialogue on

women's initiatives within law firms and provide attendees with actionable takeaways to help improve their firms' women's and diversity programs.

MoFo Litigation partner and co-chair of the Women's Strategy Committee [Carrie H. Cohen](#), Chief Talent Officer Diane Downs, and Director of Attorney Development and Women's Initiatives Janet Stone Herman represented MoFo at the event. Carrie, Diane, and Janet were invited to discuss key topics regarding the advancement of women in law firms during a tactical workshop. They also shared some of the core principles and strategies that have driven the success of women's programs at MoFo.

In addition, Carrie led the lunchtime keynote titled "Diversity & Inclusion: A View from the Bench." As part of the keynote, Carrie presented findings from a report she co-authored that was adopted by the New York State Bar Association and the American Bar Association titled "If Not Now, When? Achieving Equality for Women Attorneys in the Courtroom and in ADR." She also engaged in a fireside chat with a member of the judiciary in which they discussed the bench's ability in the courtroom to advance the professional development of women and diverse attorneys.

Other programs on the agenda included a session on intersectionality titled "Changing the Conversation with Black Women at Work" and a roundtable discussion on "Allyship: New and Best Practices." Attendees were given the opportunity to offer and receive advice on a number of critical issues in the advancement of women in law firms. The event ended with a networking and cocktail reception.

The Think Tank was started by Threshold Advisors in an effort to further the work of women's initiatives. Psychologist, career coach, and author Dr. Karen Kahn established the Talent Development Collaborancy to provide strategic business coaching for the legal industry and lead others in creating workplaces where women and men thrive and elevate the success of their firms. Rachel Silverman from Hub6 Advisors, a business development coach with extensive legal experience, teamed up with Karen to design and execute the Think Tank's programming.

## WOMEN'S STRATEGY COMMITTEE HOSTS PALO ALTO IMPROV SERIES

The Women's Strategy Committee hosted an Applied Improv Series for Palo Alto women attorneys. The series consisted of six interactive sessions, each focusing on a specific aspect of leadership development. The sessions

were designed to allow the women lawyers to discover key concepts through a mix of hands-on experiences and debriefing conversations, and to provide opportunities to practice relevant skills and identify actionable takeaways. Exercises were approachable, accessible, and engaging for participants of all abilities. The sessions were led by leadership communication trainer and applied improv coach Jessica Hoffman, who is also a guest lecturer at Stanford University and UC Berkeley, an ensemble coach and guest performer for BATS Improv, and a founding member of the Polite Society Players.



## DIVERSITY IN PRACTICE

MEET ONE OF MOFO'S NEWEST PARTNERS:  
CHRISTIN HILL



[Christin Hill](#) is a partner in MoFo's San Francisco office and a member of the Securities Litigation, Enforcement, and White-Collar Defense Group. Christin has extensive experience representing clients in securities class actions and other complex civil litigation in both federal and state courts, as well as in government and internal investigations. Before joining the firm, Christin served as senior counsel at Uber Technologies, Inc. and also served as an assistant district attorney in the San Francisco District Attorney's Office.

## **In two to three sentences, describe your practice.**

I represent companies, officers, and directors in shareholder class actions, internal investigations, and regulatory proceedings. My matters often arise when shareholders sue the company or board of directors following a stock price drop or in a dispute arising from a merger. I also handle other types of complex commercial litigation.

## **Why did you choose to make MoFo your professional home?**

I joined MoFo for two reasons. First, the firm has long been a leader in shareholder class action litigation. Joining MoFo meant working with some of the best practitioners in this space, like [Jordan Eth](#) and [Anna Erickson White](#), who are two of the sharpest securities litigators around. It was an irresistible opportunity.

Second, I knew that MoFo was a place where attorneys of color thrive. For decades, MoFo leadership has worked hard to cultivate an environment where attorneys of color feel welcomed and valued. MoFo is not perfect—no firm is—but it is evident that valuing diversity is part of the firm’s DNA. The fact that I personally knew more than a handful of partners of color who were thriving at MoFo, like [Alexis Amezcua](#), [Josh Hill](#), and [Eric Tate](#), showed me that I could be my authentic self at the firm and ultimately be successful.

## **How do clients benefit from having diverse teams of lawyers working for them?**

As lawyers, we are problem solvers. We work hard every day to come up with creative solutions to our clients’ problems. If we all came from the same background, with similar life experiences, there would be a strong risk of “group think.” Diversity is an important way to disrupt the group think and ensure that a wider variety of ideas are considered and, ultimately, that the best ideas prevail. On a practical level, as litigators, you never know who is going to connect with the judge, the jury, a key witness, or even opposing counsel. Diversity creates more opportunities to forge connections that could lead to better results for our clients.

## **PRO BONO HIGHLIGHTS**

### **CIVIL RIGHTS SUIT SUCCESS FOR VICTIMS OF WRONGFUL ARREST**

Thanks to a civil rights suit led by San Diego partner [Mark Zebrowski](#), associate [John Lanham](#), and Los Angeles associate [Niles Pierson](#), the City of San Diego has agreed to pay \$1.475 million in damages to two men,

Brandon Duncan and Aaron Harvey, for arresting and holding them for seven months on charges that were based, in part, on their social media postings and Duncan’s rap lyrics. In the summer of 2014, Duncan and Harvey were arrested and charged under California Penal Code § 182.5, which criminalizes anyone who “promotes, furthers, assists, or benefits” from the criminal activities of gang members. The warrants supporting their arrests relied on little more than “friend” designations on Facebook, photos of our clients with alleged gang members, and rap lyrics. After months in jail, a judge determined in March 2015 that the arrests lacked probable cause and the men were released. Our lawyers filed a federal civil rights action on their behalf in early 2017, contending that the arrests violated Duncan’s and Harvey’s constitutional rights. In August 2019, the district court ruled that the arrests violated the clients’ Fourth Amendment rights and that our claim that the arresting detectives engaged in judicial deception could go to trial. Mediation between the parties resulted in the settlement, which was announced in February 2020.

## **PREVENTING INDEFINITE IMMIGRATION DETENTION FOR FAMILIES**

In January 2020, New York Litigation partner [Amanda Aikman](#), Litigation associate [Natasha Menell](#), and senior pro bono counsel [Jennifer Brown](#) filed an amicus brief on behalf of 40 religious and inter-religious organizations opposing new federal regulations that would authorize the indefinite detention of families during immigration proceedings. The new regulations have been blocked by a federal district court as contrary to the Flores settlement agreement, which allows children to be detained only in state-licensed childcare facilities and requires that detention last the least amount of time possible. The brief was filed in the Ninth Circuit Court of Appeals, which is hearing the government’s appeal of the lower court ruling.

## **D+I RESOURCES**

### **FOR ADDITIONAL INFORMATION ON MOFO’S D+I INITIATIVES**

#### **[DIVERSITY STRATEGY COMMITTEE](#)**

#### **[WOMEN’S STRATEGY COMMITTEE](#)**

#### **[MOFO COLOR](#)**

#### **[MOFO PROUD](#)**

#### **[MOFO WOMEN](#)**

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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.

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