

DIVERSITY AT MOFO

A LONG-STANDING CORE VALUE

FIRM AND PRACTICE LEADERSHIP



Tiffany Cheung
Chair, Consumer Class
Actions; Co-Chair,
Litigation Department



Natalie Fleming Nolen
Chair, Washington, D.C.
Litigation



Hector Gallegos
Chair, Partnership
Review Committee



Arturo González
Co-Chair, Commercial
Litigation + Trial Practice



Rich Hung
Co-Chair, Intellectual/
IP Group



Rudy Kim
Head, Palo Alto
Litigation



Jackie Liu
Co-Chair, Corporate
Department



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



Tritia Murata
Co-Chair, Labor +
Employment Group



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



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



Bitu Rahebi
Co-Chair, Intellectual
Property + Patent
Group



Wendy Ray
Chair, Los Angeles
Litigation



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



Louise Stoupe
Co-Chair, Commercial
Litigation + Trial
Practice



Shirin Tang
Managing Partner
of Singapore



Eric Tate
Co-Chair,
Employment + Labor



Mark Whitaker
Co-Chair Diversity
Strategy Committee



Christine Wong
Co-Chair, Securities
Litigation, Enforcement,
and White-Collar
Defense Group

NUMEROUS

diverse lawyers have been ranked as leaders in their respective practices in Best Lawyers, Chambers, IFLR1000, and Legal 500 based on client feedback

58%

of the Partnership
Review Committee
are diverse lawyers

17%

of 2020 U.S. partner
promotions were
diverse lawyers

13%

of the Board
of Directors
are diverse lawyers

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

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 is one of only 25 firms to receive the honor two years in a row.

CHANGE FROM THE TOP

Change from the Top invites CEOs and general counsel from organizations across various industries to join MoFo partners in sharing best practices around diversity and inclusion. The program is designed to provide a unique opportunity for leaders across industries to discuss some of the biggest diversity, LGBTQ+, and women’s-related challenges they currently face, in the hopes of helping organizations create and sustain more inclusive work environments. MoFo hosted its second biennial Change from the Top diversity and inclusion event in the firm’s San Francisco office on October 10, 2019.

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.

PIPELINE INITIATIVES

79 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

19x

The American Lawyer has ranked MoFo as a top 15 firm on its Diversity Scorecard for 19 years in a row. MoFo was among the top 10 law firms in 2019 and 2020.

#2

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

**TOP
10**

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

17x

The firm has received a 100% rating on the Human Rights Campaign Corporate Equality Index for 17 years in a row.