

DIVERSITY AT MOFO

A Long-standing core value

**MORRISON
FOERSTER**

Firm and Practice Leadership



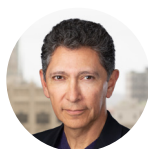
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Co-Chair, Diversity Strategy
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Christine Wong
Co-Chair, Global
Litigation Department



Alex Yap
Managing Partner
of Los Angeles Office

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

Mansfield Certification Plus

MoFo is among a select number of firms that has achieved “Mansfield Certification Plus” every year since Diversity Lab’s launch of the Mansfield Rule in 2017. Certification Plus indicates that we have at least 30% women, minority, LGBTQ+, and lawyers with disabilities representation across notable leadership roles within the partnership and lateral hires, as well as in the talent pools from which we select talent for leadership and lateral recruiting opportunities.

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-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 San Francisco on October 10, 2019.

Affinity Mentoring Programs

The Diversity Mentoring Program was designed to support our Black and Latinx associates, who are among the most underrepresented groups in Big Law. Mentors help mentees navigate the firm more effectively while identifying resources and opportunities for their growth and development. This relationship is supported by customized trainings and other resources on effective mentorship.

In August 2022, the D+I Group, in consultation with our partners in the Asian American and Pacific Islander (AAPI) Affinity Network, launched a cross-office mentoring program to help support the unique growth, integration, and development needs of our attorneys in the AAPI Network. Mentors help mentees navigate firm culture while enhancing their personal sense of belonging.

Pipelines Initiatives

144 fellowships have been awarded through the Keith Wetmore 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.

60 pre-law interns have been sponsored by the firm through the Sponsors for Educational Opportunity program.

Numerous

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

67% of U.S. Partnership Review Committee members are people of color, women, and/or LGBTQ

50% of 2024 U.S. Partner Promotions were people of color, women, and/or LGBTQ

67% of U.S. lawyers on the Board of Directors are people of color, women, and/or LGBTQ

30+ Affinity Groups for Diverse Lawyers



Named “Outstanding Firm for Diversity & Inclusion” as part of the *Chambers* Diversity & Inclusion Awards: USA 2023.

13x *The American Lawyer* has ranked MoFo as a top 10 firm on its Diversity Scorecard for 13 years in a row.

#1

Ranked #1 “601+ lawyers” firm for minority lawyers in *Law360*’s 2023 Diversity Snapshot. MoFo pushed past benchmarks for the ranking, which is based on the pipeline score methodology, by more than three points.

20x

The firm has received a 100% rating on the Human Rights Campaign Corporate Equality Index for 20 years in a row.