

**MORRISON
FOERSTER**

AFFINITY PROGRAM REPORT: 2022 RECAP

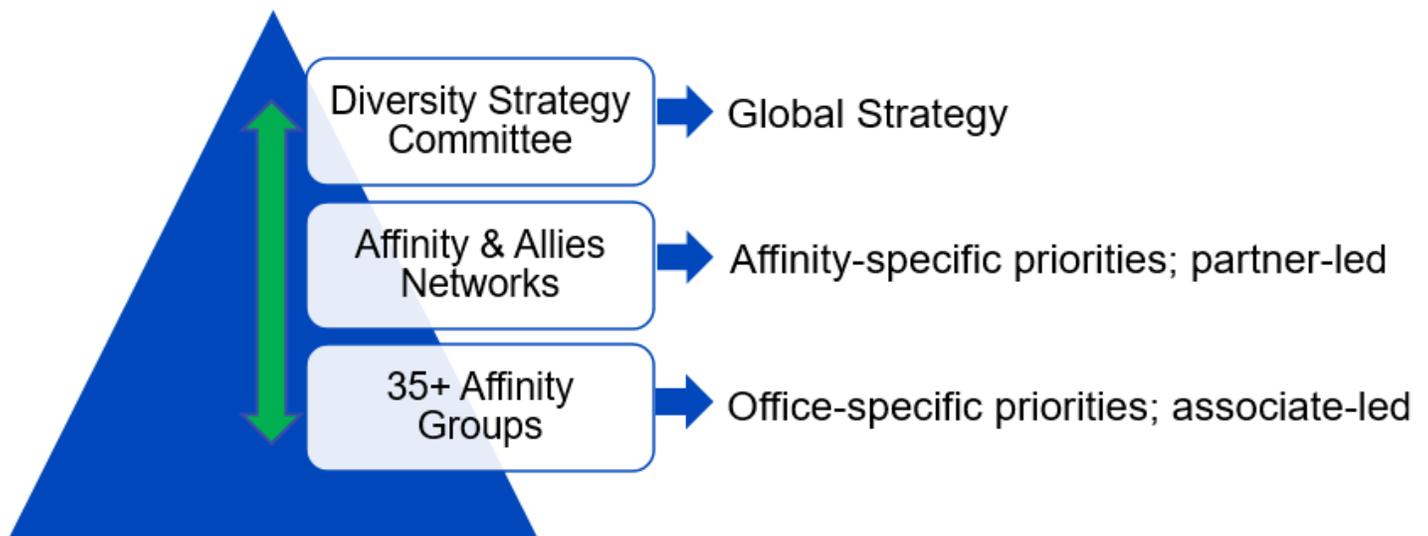


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DIVERSITY STRATEGY COMMITTEE

At Morrison Foerster, our vision is to be the premier law firm for diverse attorneys and a role model for our peers in the legal industry. Our global diversity, equity, inclusion, and accessibility (DEIA) strategy focuses our efforts on promoting greater equity and inclusion in four areas of priority: (1) inclusive recruitment, (2) attorney development and engagement, (3) workplace inclusion, and (4) in the legal industry, more broadly, through partnerships with clients. The Diversity Strategy Committee (DSC) guides the firm's global DEIA strategy and evaluates the firm's progress toward our shared goals; while our Affinity Networks, the Allies Network, and local Affinity Groups play a critical role in executing and informing that strategy. Through this structure, we connect and empower leaders at every level of the organization who model our shared value of being "inclusive to the core."



AFFINITY PROGRAM OVERVIEW

Morrison Foerster established its very first Affinity Groups in 2008. Since then, our Affinity Program has grown to include **six cross-office Affinity Networks and over 35 office-specific Affinity Groups**. The components of our Affinity Program work together to create a supportive internal community for diverse and women attorneys. The program also provides all motivated attorneys, regardless of identity, the tools and opportunity to work closely with the Diversity and Inclusion (D+I) Group to actively champion DEIA.

AFFINITY NETWORKS (CROSS-OFFICE)

MoFo Affinity Networks are cross-office groups of attorneys and business professionals who share a particular affinity. There are currently six MoFo Affinity Networks: Asian American Pacific Islander (AAP), Black, Latinx, LGBTQ+, Disability, and MoFo Vets. These groups meet on a regular basis, both virtually and in-person, to network and build community among members. Within each network, the partners meet frequently to help further the firm's DEIA strategy as it relates to talent development; each focuses on the recruitment, retention, and advancement of talented diverse attorneys within their affinity. The liaisons of each network are shown on the next page, with the DSC Co-Chairs outlined in blue.

AFFINITY GROUPS (OFFICE-SPECIFIC)

Unlike the Affinity Networks, MoFo Affinity Groups are associate-led groups (with partner sponsors) that operate at the office level and can be made up of both attorneys and business professionals. There are more than 35 affinity groups across our 18 offices, including San Francisco Women, New York Attorneys and Paralegals of Color, Los Angeles Working Parents, Washington, D.C. LGBTQ+, and many more. They are overseen by the DSC and the Women’s Strategy Committee (WSC) and supported by the D+I Group. Affinity Groups conduct in-office social, professional development, and recruiting programs throughout the year.

THE ALLIES NETWORK

In 2021, as a counterpart to our Affinity Networks, we became one of only two major law firms to launch an active Allies Network.

The **Allies Network** was created by combining the four engagement committees on racial equity created in response to the outpouring of interest in diversity, equity, and inclusion after the George Floyd tragedy into a single firmwide network. The network was designed to carry on the momentum of that movement by supporting active allyship within the firm and supplementing the work of our Affinity Networks.

The Allies Network is made up of individuals from across the firm who are committed to taking action to support DEIA and engaging in our diversity programs. Members complete specialized training, actively participate in D+I recruiting and retention efforts, and conduct outreach to others who have been less involved in the firm’s DEIA efforts to encourage greater participation. Allies Network members also commit to continuing allyship education throughout the year by attending Allies Network events that are open to all MoFo employees.

The Allies Network Liaison is [Anthony Carbone](#), who also sits on the firm’s DSC. The Allies Network Pledge is below.

Allies Network Pledge: A-E-I-O-U



2022 HERITAGE MONTH PROGRAMMING

In 2022, MoFo celebrated Black History Month, Women's History Month, AAPI Heritage Month, Pride Month, Latinx Heritage Month, and National Disability Employment Awareness Month.



We held five events in honor of Black History Month:

- **Race, Ethnicity, and the Financial Lives of Young People** – This was the first of several conversations planned that addressed various facets of health and wellness, including physical, mental, professional, and financial health. The series began with the co-chair of both MoFo's global IP Litigation Practice and the DSC, [Mark Whitaker](#), in conversation with Jonathan Lykes, the Director of Partnerships and Programs for the Black Youth Project and the GenForward Survey, about the impact of race and ethnicity on the financial health of young people in America. For over 15 years, the Black Youth Project, housed at the Center for the Study of Race, Politics, and Culture at the University of Chicago, has dedicated its work to understanding the challenges and opportunities faced by young people of color in the United States. The GenForward Survey—the first of its kind—is a nationally representative survey of over 3,000 young adults ages 18-36 conducted bi-monthly that pays special attention to how race and ethnicity shape how young adults experience and think about the world.
- **Navigating the Unwritten Rules of the White-Collar World** – This webinar, led by sisters Demetra Liggins and Bemetra Simmons of the Corporate Homie podcast, was a guidebook for those who find themselves with questions in the white-collar world and discussed tips and attributes to navigating the unwritten rules of corporate America.
- **Exploring the Impact of COVID-19 with Dr. Kizzmekia Corbett** – In this second conversation in our series on Black Health and Wellness, partner [Roman Swoopes](#) hosted a fireside chat with Dr. Kizzmekia Corbett. Corbett was the scientific lead of the National Institutes of Health (NIH)'s Vaccine Research Center COVID-19 team, which was the first to start early-stage clinical trials for the COVID-19 vaccine.
- **Destigmatizing Black Mental Health and Managing Stress in the Pandemic** – In the final conversation in our series on Black Health and Wellness, MoFo's Chief Diversity & Inclusion Officer, [Natalie Kernisant](#), moderated a discussion with Dr. Joy Harden Bradford, founder of Therapy for Black Girls, a wildly popular mental health podcast. Dr. Joy discussed the stigma around Black mental health and ways to manage stress during the pandemic.

- **RuXup Fitness Class** – We closed out Black History Month celebrations with Rucky “ruKus” McKinley in a curated fitness dance class. RUXUP™ is designed to work oneself from the inside out, tapping into feelings of power and passion expressed through movement.



We held three events in honor of Women’s History Month:

- **Long Overdue: The U.S. Supreme Court’s First Black Woman Justice** – In honor of both Black History Month and Women’s History Month, partner [Christin Hill](#) and NYU Law Professor Melissa Murray discussed the historic nomination of Judge Jackson to the U.S. Supreme Court and how it might affect the Court. Professor Melissa Murray is a leading expert in constitutional law, family law, and reproductive rights and justice and is the Frederick I. and Grace Stokes Professor of Law and faculty director of the Birnbaum Women’s Leadership Network. She previously clerked for Sonia Sotomayor, then of the U.S. Court of Appeals for the Second Circuit. She is a regular commentator on MSNBC and currently hosts the popular podcast *Strict Scrutiny* about the Supreme Court.
- **Celebrating International Women’s Day: *The First, The Few, The Only*** – MoFo’s [Christina Ademola](#) spoke with Deepa Purushothaman, author, senior executive, and the first Indian-American woman to make partner at one of the Big Four. Deepa was also one of the youngest people to make partner in her company’s history. As a senior executive specializing in diversity, equity, and inclusion, Deepa provides disruptive solutions for businesses to evolve. In her book, *The First, the Few, the Only: How Women of Color Can Redefine Power in Corporate America*, Deepa shares a deeply personal call-to-action for women of color (one of the fastest-growing segments in the corporate workforce) and for the companies that employ them. Her boundary-pushing work helps create cultures where belonging is never conditional and inclusion is the norm, not the exception.
- ***Women in the Workplace: Insights from Seven Years of Research from McKinsey & Company*** – MoFo’s [Lena Hughes](#) spoke with McKinsey & Company’s Joanna Si, who walked us through the findings of the seventh annual *Women in the Workplace* report (the largest study of women in corporate America). The data set reflected contributions from 423 participating organizations employing 12 million people and more than 65,000 people surveyed on their workplace experiences; in-depth interviews were also conducted with women of diverse identities, including women of color, LGBTQ+ women, and women with disabilities.



We hosted four events in honor of AAPI Heritage Month:

- **Smithsonian’s National Museum of Asian Art Virtual Tour: Eat and Celebrate!** – Smithsonian docents highlighted works of art from across Asia showing how people, past and present, celebrate through food and rituals.
- ***Edge: Turning Adversity into Advantage* with Laura Huang** – Harvard Business School professor Laura Huang’s book, *Edge: Turning Adversity into Advantage*, explores how you can work in a way that creates the most *value* for your efforts—and find the most success. An expert in decision-making, Laura brought her diverse work and research background to analyzing the role of gut instinct in making choices. In this webinar, she explored how to access your own edge and harness your gut instincts on the path to success.
- **Bystander Intervention Training** – Anti-Asian and Asian American discrimination and violence continued to be on the rise across the United States—and the world. This virtual workshop, hosted by the [Asian Americans Advancing Justice – Asian Law Caucus](#) and [Right to Be](#) (formerly known as Hollaback!), shared how to intervene effectively as a bystander.
- **Paint & Sip with the AAPI Affinity Network** – The AAPI Affinity Network and D+I Group sponsored a Paint & Sip event for the network.



We hosted three events in honor of Pride Month:

- **CURED Documentary Screening and Panel Discussion** – The award-winning documentary *CURED* takes viewers inside the battle to remove homosexuality from the American Psychiatric Association’s Diagnostic and Statistical Manual of mental illnesses in 1973. We held a discussion with the directors and a civil rights activist featured in the film, Rev. Magora Kennedy, which was moderated by MoFo’s [Fredo Silva](#).
- **A Conversation with Amy Schneider, Second Winningest *Jeopardy!* Contestant and First Transgender Contestant to Qualify for the Tournament of Champions** – Following an

impressive 40-game winning streak, Amy became the most successful woman ever to compete on *Jeopardy!* She is the first openly transgender contestant to qualify for the show's Tournament of Champions—collecting the second highest number of consecutive wins in the show's history. She is also the 11th highest-earning contestant of all time across all American game shows. The conversation was moderated by MoFo's [Katie Viggiani](#).

- **Pride Virtual Tour** – The Pride Virtual Tour followed the story of how the LGBTQ+ community has always been here and will always be here. With live hosts on the ground in historic LGBTQ+ locations in New York and San Francisco, the tour delved into the story of Pride, from before the Stonewall Riots to the modern-day Pride festivals, celebrations, and expressions of identity.



We hosted three events in honor of Latinx Heritage Month:

- **Cubano Cooking Class with Chef Kai** – Chef to the stars Kai Chase demonstrated how to make two authentic Cuban dishes from scratch: tostones and Cuban risotto.
- **A Conversation with Efrén C. Olivares, Immigrant Justice Deputy Legal Director at the Southern Poverty Law Center and Author of *My Boy Will Die of Sorrow*** – In the summer of 2018, Efrén found himself representing hundreds of immigrant families when Zero Tolerance separated thousands of children from their parents at the United States–Mexico border. Twenty-five years earlier, he had been separated from his own father for several years when he migrated to the United States to work. By sharing other gripping family separation stories alongside his own, Efrén gives voice to immigrants who have been punished and silenced for seeking safety and opportunity. His memoir offers a deeply personal perspective from a human rights lawyer—whose work on the front lines of the fight against family separations in South Texas intertwines with his own story of immigrating to the United States. The conversation was moderated by MoFo's [Claudia Vetesi](#).
- **Lotería!** – Lotería! is a traditional Mexican board game, similar to Bingo. This event was in collaboration with [Latino Arts, Inc.](#), a nonprofit arts organization dedicated to strengthening and preserving the cultural heritage of the diverse Latinx community.



We hosted two events in honor of our inaugural celebration of National Disability Employment Awareness Month:

- **Making Disability a Part of the Equity Equation in the Legal Industry** – Partner and Disability Affinity Network Liaison [David Cross](#) sat down with [Natalie Kernisant](#), Chief Diversity and Inclusion Officer, to discuss his personal experience navigating the legal industry as an attorney with a disability. Caren Ulrich Stacy, Diversity Lab’s CEO, and Carlos Terrazas, Manager of Disability Inclusion and Global DEI at McDonald’s Corporation, then joined to discuss how we are partnering on the Diversity Lab’s newest initiative, the Disability Inclusion Advisory Group, to help raise awareness around disability inclusion in the law.
- **Great Minds Think Differently: Neurodiversity in the Legal Industry** – We hosted a webinar with Haley Moss, an attorney, author, consultant, artist, and neurodiversity advocate. Diagnosed with autism at the age of 3, Haley has been actively involved in autism advocacy since she was 13, speaking publicly to share her experiences and bring unique insight and perspectives across various professions. She is also the author of four books, including *Great Minds Think Differently: Neurodiversity for Lawyers and Other Professionals*. The webinar was hosted by MoFo’s [Fahd Patel](#).



MoFo Vets hosted two Pro Bono Program Spotlights:

- **In honor of Memorial Day**, MoFo Vets hosted a webinar with guest speakers from Camp Southern Ground, an organization committed to providing connection and transition support to post-9/11 veterans.
- **In honor of Veterans Day**, MoFo Vets hosted a webinar with guest speakers from two pro bono veteran programs:
 - [Veterans Consortium](#), an organization aiding unrepresented veterans or their family members who have filed appeals at the U.S. Court of Appeals for Veterans Claims, as

well as recruiting and training attorneys in the then fledgling field of veterans' law. [Gina D'Amico](#), attorney at The Veterans Consortium, will be joining us.

- [From Swords to Plowshares](#), a Bay Area-based nonprofit dedicated to supporting nearly 3,000 homeless, low-income, and at-risk veterans in the Bay Area every year. [Deepa Arora](#), pro bono manager & staff attorney at Swords to Plowshares will be joining us.

The events were moderated by [Matt Blum](#) and [Mark Whitaker](#).

LAUNCH OF AAPI MENTORING PROGRAM

In the fall of 2022, the D+I Group worked with the AAPI Affinity Network to launch the AAPI Mentoring Program. Under the MoFo Navigate umbrella, the AAPI Mentoring Program is designed to support the unique mentoring needs of our AAPI attorneys. This inaugural, year-long program features:

- **Mentoring Pods:** 6-10 attorneys per pod (including 1-2 partners/mentors), with a mix of departments/practice groups and office locations.
- **Bimonthly Meetings:** Participants are expected to attend bimonthly meetings in their mentoring pods.
- **Mentoring Curriculum:** To foster discussion and shared learning, each pod is provided a mentoring curriculum of suggested topics and activities.
- **Programming:** Program participants will be invited to a mix of virtual, hybrid, and in-person programs to supplement their learning and development.

The pilot program began with a kick-off call, which was facilitated by the AAPI Affinity Network Liaisons (Rudy Kim, [Haima Marlier](#), and [Julie Park](#)), and the D+I Group. The kick-off call covered the program logistics, as well as giving the pods an opportunity to set expectations for themselves.

93 people are participating in the program, including partners, of counsel, and associates of all levels.

WETMORE FELLOWSHIP AND SEO LAW FELLOWS MENTORSHIP CIRCLES

The Keith Wetmore Fellowship for Excellence, Diversity, and Inclusion (the “Wetmore Fellowship”) supports the career advancement of historically underrepresented groups in the legal industry by inviting extremely talented first-year law students with a demonstrated commitment to diversity, equity, and inclusion to join our summer associate class.

Each year since 2008, the firm has sponsored a group of pre-law interns through the Sponsors for Educational Opportunity (SEO) program. SEO provides educational and career programs to students from underrepresented communities to ensure their professional success.

During the summer program, we held biweekly mentoring circles with our Wetmore and SEO Law Fellows. These mentoring circles were opportunities for Affinity Network partners to connect with the Fellows and impart invaluable advice. All topics for the circles were pre-determined by the Fellows themselves.

The topics and partner panelists this year were:

- Goal Setting, Time Management, and Organization Tips
 - Panelists: [Alexis Amezcua](#), [Rich Hung](#), and [Eric Akira Tate](#)
- Being First Generation and Fitting into Big Law
 - Panelists: [Arturo Gonzalez](#), [Joyce Liou](#), and [Paul Navarro](#)
- Mentorship and Sponsorship
 - Panelists: [Arturo Gonzalez](#), [Jackie Liu](#), [Fredo Silva](#), [Eric Akira Tate](#), and [Katie Viggiani](#)
- Exploring Practice Areas and Industries
 - Panelists: [Crystal Kaldjob](#), [Nick Fung](#), and [Roman Swoopes](#)

BAY AREA BLACK AFFINITY GROUP

The Bay Area Black Affinity Group sponsored one event in 2022.

- **Black Affinity Group Dinner and Social** – The Bay Area Black Affinity Group (with guests from our Los Angeles office) hosted an in-person dinner and social held at partner [Christin Hill's](#) home on Saturday, November 12, 2022. Partners and associates gathered and shared traditional Afro-Caribbean food and drink. The event was well attended and included summer students, first-year associates, and partners joining in the celebration.

2022 Membership: Approximately 15 members.

Submitted by [Tristan Davis](#), Chair.

BAY AREA LGBTQ+ AFFINITY GROUP



The Bay Area LGBTQ+ Affinity Group sponsored four events in 2022.

- **2022 Pride Reception** – MoFo hosted its annual pride reception for partners, associates, summer associates, and guests. The reception was hosted by [Philip Besirof](#) in his San Francisco home and was very well attended. The Bay Area LGBTQ+ Affinity Group and the summer associate program hosted a happy hour following the Pride Reception at Hi Tops. (June 16, 2022)
- **All Affinity Group Summer Service Event** – The Bay Area LGBTQ+ Affinity Group, SF Asian Attorneys Group, SF Working Parents Group, SF Women of Color, and SF Latina/o Attorneys Group hosted a service event in conjunction with the summer associate program. The group assembled superhero costumes, which were later donated to a children’s hospital. The event was well attended by partners, associates, and summer associates. (July 12, 2022)
- **2022 Incoming Associate Welcome Dinner** – The Bay Area LGBTQ+ Affinity Group hosted a dinner in the fall to welcome the firm’s incoming associates. The dinner was hosted at International Smoke and was well attended by partners and associates. (November 29, 2022)
- **Summer Associate Welcome Lunch** – The Bay Area LGBTQ+ Affinity Group hosted a lunch for all affinity group associates and LGBTQ+ summer associates at Harborview. The event was well attended by associates and summer associates. (June 14, 2022)

2022 Membership: Approximately 30 attorneys.

Submitted by [Dan Quintana](#), Chair.

BOSTON LGBTQ+ AFFINITY GROUP

The Boston LGBTQ+ Affinity Group hosted one event in their inaugural year.

- **National Coming Out Day Tuesday Treat** – We sponsored a Tuesday Treat social gathering in our office for National Coming Out Day. We purchased mini cheesecakes from a locally owned queer bakery (7ate9 Bakery) and allowed people to socialize in the afternoon. (October 11, 2022)

2022 Membership: Approximately 20 attorneys.

Submitted by [Megan Sullivan](#), Chair.

BOSTON WOMEN'S AFFINITY GROUP

The Boston Women's Affinity Group hosted one event in their inaugural year.

- **Charcuterie Workshop** – The Boston Women's Affinity Group hosted a welcome event for all associates and patent agents who are new to or had recently joined the Boston office. The group was joined by a chef from a local woman-owned company, who led a charcuterie workshop and helped the group create their own delicious charcuterie boards. The event was well attended by attorneys and patent agents and served as a good opportunity to meet new people, particularly as the office welcomed the incoming class of associates and headed into the holiday season. (November 29, 2022)

2022 Membership: Approximately 24 attorneys.

Submitted by [Julia Koch](#) and [Patricia Perez Elias](#), Co-Chairs.



DC ATTORNEYS AND PARALEGALS OF COLOR AFFINITY GROUP

The DC Attorneys and Paralegals of Color Affinity Group hosted two events in 2022.

- **Affinity Group Virtual Intro** – A quick introduction to the affinity group and an opportunity for the summer associates to introduce themselves. The event was then open to Q&A and discussion. (May 26, 2022)
- **Affinity Group Mixer on the DC Office Rooftop** – An in-person happy hour mixer with hors d'oeuvres and drinks from Immigrant Food, a local Washington, D.C., restaurant that celebrates immigrant stories and has food inspired by cuisine all over the world. (June 7, 2022)

2022 Membership: Approximately 35 attorneys and paralegals.

Submitted by [Vanshika Vij](#), Chair.

DC LGBTQ+ AFFINITY GROUP

The DC LGBTQ+ Affinity Group hosted four events in 2022.

- **A Conversation with Amy Schneider, Second Winningest *Jeopardy!* Contestant & First Transgender Contestant to Qualify for the Tournament of Champions** – The LGBTQ+ Affinity Network held a virtual discussion with *Jeopardy!* champion Amy Schneider, the first openly transgender contestant to qualify for the show's Tournament of Champions. The affinity group held a watch party for the event.
- **Tea with Arundhati Katju** – We held an afternoon tea and networking event with Arundhati Katju, a prominent Indian-American lawyer who has litigated many notable cases at the Supreme Court of India and the Delhi High Court, including notable cases about LGBTQ+ rights.



- **LGBTQ+ Affinity Network Social** – We held a virtual affinity group social to celebrate the promotion of an affinity group member to partner. The event was well attended by attorneys of all levels of seniority.
- **Pride Virtual Tour** – We held a virtual tour of historic LGBTQ+ locations in New York and San Francisco to discuss the history of pride from before the Stonewall Riots to the modern-day pride festivals.

2022 Membership: Approximately 10 attorneys.

Submitted by [Whitney Lee](#), Chair.

DC WOMEN'S AFFINITY GROUP

The DC Women's Affinity Group hosted three events in 2022.

- **Women in the Workplace Watch Party** – A watch party to view “Women in the Workplace: Insights from Seven Years of Research” from McKinsey & Company, sponsored by the WSC. Attendees watched the presentation and engaged in a discussion related to the topics presented. (March 16, 2022)
- **Trivia Night (with Summer Associates)** – A trivia night for all members and summer associates. Participants were randomly assigned teams, and each team brainstormed a team name and theme. Prizes were awarded to the winning teams for best name/theme and overall winner. (June 29, 2022)
- **Fall Happy Hour** – A happy hour coupled with a donation drive benefiting the Greater DMV Diaper Bank. (November 16, 2022)

2022 Membership: Approximately 75 attorneys.

Submitted by [Sophie Cash](#), [Caitlin Crujido](#), and [Meredith Stradley](#), Co-Chairs.

LOS ANGELES ASIAN/PACIFIC ISLANDER AMERICAN AFFINITY GROUP

The Los Angeles Asian/Pacific Islander American (LA APIA) Affinity Group sponsored four events in 2022.

- **APIA Affinity Group Virtual Lunch Meeting** – A virtual get-together to catch up and discuss event ideas for the group in 2022 while enjoying their favorite foods at home.
- **AJSOCAL 39th Anniversary Gala** – LA APIA attended the 39th Asian Americans Advancing Justice Southern California (AJSOCAL) gala at the Japanese American National Museum in Los Angeles. The event gave the group an opportunity to network and enjoy a fun evening of food and drinks with their colleagues.
- **LA Summer Associate Program Social Event: Cooking Class** – During this summer event, the LA APIA group had the opportunity to collaborate with the summer associates at a hands-on cooking class. This event allowed the summer associates and current partners and associates the opportunity to meet one another and discuss what the group does in Los Angeles and upcoming events.
- **Financial Wellness Seminar** – LA APIA co-sponsored this event along with other LA affinity groups, including the Multicultural Affinity Group. The event gave partners and associates the opportunity to learn how to manage their finances successfully, from the early stages of their career, up to the latter.

2022 Membership: Approximately 15 attorneys.

Submitted by [Allyson Bach](#), Chair.

LOS ANGELES LGBTQ+ AFFINITY GROUP

The Los Angeles LGBTQ+ Affinity Group hosted five events in 2022.

- Bowling Night with Summer Associates for Pride Month
- New Associate Welcome Lunch
- Summer Associate Bowling Event
- Drag Race Fantasy League
- Alumni Happy Hour

2022 Membership: Approximately 10 attorneys.

Submitted by [Eric Gebert](#), Chair.

LOS ANGELES MULTI-CULTURAL AFFINITY GROUP

The Los Angeles Multi-Cultural Affinity Group hosted three events in 2022.

- **Financial Wellness Seminar** – During the session, Financial Advisor Alex Rezzo provided a workshop on financial wellness and investing. The event was attended by about 12 associates and two partners. Alex also provided complimentary 15-minute sessions to individuals after the meeting, which several people took him up on. (March 29, 2022)
- **Wedding Shower** – This event took place in the Los Angeles office. It was very well attended, especially for a Thursday (a semi-core day). We had about 15 associates and three partners in attendance. The point of the event was to celebrate our recently engaged couples in the office (six total!) and discuss different cultural wedding traditions. We also had a slideshow with photos from other colleagues from their weddings to discuss their cultural traditions. We also had some fun games about wedding traditions. Everyone really enjoyed the event, and we got some fun photobooth photos as well. (May 29, 2022)
- **Ceremonial Tea Tasting @ Steep LA** – This was a summer program event hosted at a tea spot in Chinatown. The event was attended by about eight summer associates, six associates, and one partner. Over the course of the event, we tried a number of different hot and cold teas as well as some interesting traditional small bites. We also had a tea ceremony where we were shown the special tea brewing process. The event was well received by all. (June 30, 2022)

2022 Membership: Approximately 15 attorneys.

Submitted by [Maya Harel](#), Chair.

LOS ANGELES WORKING PARENTS AFFINITY GROUP

The Los Angeles Working Parents Affinity Group hosted five events in 2022.

- **Financial Wellness Seminar** – During the session, Financial Advisor Alex Rezzo provided a workshop on financial wellness and investing. The event was attended by about 12 associates and two partners. Alex also provided complimentary 15-minute sessions to individuals after the meeting, which several people took him up on. (March 29, 2022)
- **Mother’s Day Lunch** – This was a casual lunch at a nearby Middle Eastern restaurant that is a favorite among our colleagues. The event was attended by only two associates, one partner, and one staff member (from Marketing) because it was scheduled for a non-core day (Thursday), given limited availability for lunch on our core day. We had a nice time and talked about motherhood and finding balance. (May 5, 2022)
- **Scavenger Hunt @ Getty Villa (Family-Friendly Event)** – This event was, unfortunately, not well attended. It was a summer associate event, but even most of the summer associates did not show (only two total). There was also a meager showing from associates and partners. Just a couple weeks before the event, we were told that children could not attend the event if they were not vaccinated, which deterred many parents with young children from going. Those that did attend the event, however, said it was a lot of fun. (July 16, 2022)
- **Baby Sprinkle with Sprinkle Cupcakes for New Mother-to-Be** – One of our associates, Monica Rodriguez, was pregnant with her first child. Before she left for maternity leave, we had a little baby shower event for her. About ten associates and two partners attended this very casual social event. (October 18, 2022)
- **Holiday Party & Magic Show** – We decorated cookies and watched a magic show together with our kiddos over Zoom. We’ve done this event for three years now, and it’s always a big hit. We also invited recent alumni with kids to the event. (December 22, 2022)

2022 Membership: Approximately 12 attorneys.

Submitted by [Maya Harel](#) and [Ani Oganessian](#), Co-Chairs.

MOFO PROUD

MoFo Proud hosted four events in 2022.

- **Pride Month Social** – The European LGBT+ affinity group hosted a London office social event in honor of Pride month. Partners and associates participated in mini-golf at a local venue and sported “rainbow laces” in support of an LGBT-focused charity of the same name. (July 2022)
- **Red Run** – The European LGBT+ affinity group coordinated a charity-fundraising event in connection with the Victoria Park (London) “Red Run.” This is a 5-km or 10-km fun run in recognition of World AIDS Day on December 1. MoFo participated in support of the National AIDS Trust, which works to stop HIV from standing in the way of health, dignity, and equality, and aims to end new HIV transmissions in the UK. The event was open to all, and over £1,000 was raised. (September 2022)
- **LGBTQ+ Pro Bono Opportunities** – The European LGBT+ affinity group began seeking a partnership with “GiveOut,” a UK charity that pools donations to provide grants to LGBTQ+ organizations around the world support their work in defending communities, tackling inequalities, and campaigning for lasting change. Members also regularly participate in preparing country conditions reports for Oasis Legal Services, a San Francisco-based nonprofit whose primary focus is serving LGBTQ+ immigrants.
- **Local Engagement with Other Firms/Organizations** – The European LGBT+ affinity group has established relationships with a number of London-based diversity networks, including InterLaw, InterBank, and “Out of America” (an LGBT network for U.S. law firms in London).

2022 Membership: Approximately 50 attorneys.

Submitted by [Kirsten Banks](#) and [Rebecca DeLong](#), Co-Chairs.

MOFO TOGETHER

EUROPE'S BLACK ASIAN AND MINORITY ETHNIC (BAME) AFFINITY GROUP

MoFo Together hosted three events in 2022.

- **MoFo Together 2022 Members and Allies Roundtable** – MoFo Together hosted its annual roundtable where members and allies come together to discuss the group's ongoing initiatives as well as goals and events for the year. This includes a mentoring scheme, marking cultural events, and collaboration with the other affinity groups in Europe. (April 13, 2022)
- **Diversity Breakfast at 2022 European Attorney Meeting** – As part of the 2022 European Attorney Meeting in Dubrovnik, MoFo Together collaborated with MoFo Proud and MoWomen to organize and host a presentation and quiz attended by European attorneys from trainees to partners, including MoFo's new chair [Eric McCrath](#). (October 1, 2022)
- **A Celebration of Black Culture Through Food, Art & Music** – MoFo Together hosted a social event in the London office to mark UK Black History Month. African and Caribbean food and drink were available, including rotis, jollof rice, efo, Jamaican ginger beer, and supermalt. An upcoming Black artist presented his work at the event, as well as Kaz Abdul, a London staff member, who delivered a self-written poem. (November 17, 2022)



2022 Membership: Approximately 20 attorneys.

Submitted by [Stephanie Pong](#), Chair.

NEW YORK LGBTQ+ AFFINITY GROUP

The New York LGBTQ+ Affinity Group hosted three events in 2022.

- **Happy Hour at Rise in Hell's Kitchen** – Affinity Group staff and attorneys met for a 5 à 7 happy hour at gay bar staple Rise in Hell's Kitchen. Members enjoyed drinks and light snacks and informally caught up with one another to the sounds of top 40 gay pop anthems. (March 10, 2022)
- **Summer Associate Drag Show** – Affinity Group attorneys hosted the fabulous 2022 summer class for a night of good ole drag at Hardware bar and performance space. With their flips, cartwheels, and gaudy handmade costumes, the queens brought the summers to cheers and tears for a night they will not forget. And, yes, the evening ended in dancing on the stage! (June 22, 2022)
- **Comedy/Burlesque Show at Club Cumming** – Members of the Affinity Group sat front and center at the historic Club Cumming in the Lower East Side for the weekly early Thursday evening showing. The performances were so fab and energizing that half the group stayed for the next show, too (a classic piano sing-along routine)! (October 27, 2022)

2022 Membership: Approximately 25 attorneys.

Submitted by [Max Zidel](#), Chair.

SAN FRANCISCO ASIAN ATTORNEYS AFFINITY GROUP

The San Francisco Asian Attorneys Affinity Group hosted four events in 2022.

- **Summer Associate Program Give Back Event with Boom Pow! (Recruiting Event)** – Co-hosted a summer associate event with other affinity groups in which summer associates and attorneys were invited to create superhero costumes for children in need. (July 12, 2022)
- **Dumpling Time (Social Event)** – Hosted our first physical gathering since the pandemic for members in the San Francisco and Palo Alto Asian Affinity Groups to socialize and to honor AAPI Heritage Month. (May 17, 2022)
- **AAPI Heritage Month – Sushi Making with Meta (Business Development)** – Worked with client development team to host a sushi-making class for Meta clients in celebration of AAPI Heritage Month. (May 25, 2022)



- **Happy Hour with Meta at National Asian Pacific American Bar Association (NAPABA) Conference (Business Development)** – Worked with client development team to host a happy hour for Meta clients at the NAPABA conference, a national conference with nearly 2,700 attorneys, judges, law students, and law professors in attendance. (November 3, 2022)

2022 Membership: Approximately 30 attorneys.

Submitted by [Karen Leung](#) and [Evangeline Phang](#), Co-Chairs.

SAN FRANCISCO LATINX AFFINITY GROUP

The SF Latinx Affinity Group hosted 12 events in 2022.

- **Junior Associate Lunch** – Junior associate lunch hosted as an opportunity to check in and connect with the first-year class as they settle into MoFo. (February 17, 2022)
- **(New) Partner/Associate Dinner** – Dinner to welcome new Latinx partners to the firm and introduce them to the partners and associates in the SF Latinx affinity group. (April 21, 2022)
- **SF La Raza Lawyers – Noche de Gala** – Partners, associates, and (future) summer associates attended the SF La Raza Lawyers Noche de Gala, held in person for the first time since COVID. (April 28, 2022)
- **La Raza/HNBA Summer Reception** – Partners, associates, summer associates, and SEO interns attended the local SF La Raza/HNBA summer reception to meet other Latinx attorneys in the Bay Area. (June 30, 2022)
- **Pro Bono Clinic** – Associates and summer associates partnered together to attend a DACA renewal clinic. (July 15, 2022)
- **Bi-Weekly Summer Program “Office Hours”** – Bi-weekly office hours for associates, summer associates, and SEO interns to get to know each other and for associates to offer guidance on how to succeed in the Summer Associate Program.
- **Cooking School** – Partners, associates, summer associates, and SEO interns attended off-site cooking school with a Spanish tapas menu. (July 27, 2022)
- **Q&A with Alexis Amezcua** – Opportunity for associates, summer associates, and SEO interns to get to know [Alexis Amezcua](#), DSC Co-Chair. (July 28, 2022)
- **Alumni Event** – Reception hosted at [Alexis Amezcua’s](#) house for current, former, and future Latinx partners, associates, summer associates, and SEO interns. (August 27, 2022)
- **First-Year/Partner Meet & Greet** – Opportunity for new first-year associates to meet all of the Latinx partners in the office in a casual setting with coffee and pastries. (November 10, 2022)
- **Welcome Dinner** – Welcome dinner with new first-year associates and partners and associates to celebrate passing the bar and welcome everyone to MoFo. (November 15, 2022)
- **Holiday Treat** – The SF Latinx Affinity Group wished everyone a happy and healthy holiday season with a holiday-themed breakfast basket. (December 5, 2022)

2022 Membership: Approximately 20 attorneys.

Submitted by [Samantha Rose](#), Chair.

SAN FRANCISCO WOMEN OF COLOR AFFINITY GROUP

The San Francisco Women of Color Affinity Group hosted two events in 2022.

- **Happy Hour/Launch of WOC Squads** – We organized those in the Affinity Group who signed up into “WOC Squads” of (mostly) two partners and two associates. We focused on putting together individuals who might not otherwise have had a chance to interact with each other. We hosted an informal happy hour at The Vault Garden for members to meet each other, and also included the summer associates. The event was well attended by both associates and partners. (July 21, 2022)
- **Book Club at Alexis Amezcua’s Home** – We organized a “book club” meeting on the first three chapters of *The First, The Few, The Only* by Deepa Purushothaman. [Alexis Amezcua](#) hosted the group for dinner at her home. The intimate setting encouraged everyone to open up, and associates and partners shared many stories and insights, prompted by both observations in the book and their own personal experiences.



2022 Membership: Approximately 27 attorneys.

Submitted by [Camille Framroze](#) and [Camila Tapernoux](#), Co-Chairs.



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