

DIVERSITY AT MOFO

A Long-standing core value



Firm and Practice Leadership



Alexis Amezcua
Co-Chair, Diversity Strategy Committee; Executive Committee



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



Hector Gallegos
Chair, Partnership Review Committee



Arturo González
Co-Chair, Commercial Litigation + Trial Practice



Rich Hung
Co-Chair, Intellectual Property + Patent Group



Rudy Kim
Head, Palo Alto Litigation



Eric McCrath
Co-Chair, Corporate Department; Executive Committee



Tritia Murata
Co-Chair, Employment + Labor Group



Julie Park
Managing Partner of San Diego Office



Purvi G. Patel
Co-Chair, Consumer Product + Retail Industry; Managing Partner of Los Angeles Office



Bitu Rahebi
Co-Chair, Intellectual Property + Patent Group



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



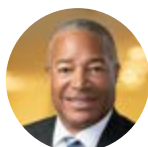
Ruti Smithline
Head, New York Litigation; Co-Chair, Investigations + White Collar Criminal Defense Group; Co-Chair, Latin America Desk



Shirin Tang
Managing Partner of Singapore Office; Executive Committee



Eric Tate
Co-Chair, Employment + Labor Group



Mark Whitaker
Co-Chair, Diversity Strategy Committee Co-Chair, Intellectual Property + Patent Group



Christine Wong
Co-Chair, Litigation Department

Numerous

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

69% of U.S. Partnership Review Committee members are diverse

53% of 2022 U.S. Partner Promotions were diverse lawyers

60% of U.S. lawyers on the Board of Directors are diverse

A Historic Commitment

1969 1974 1976 1984 1985 1986 1992 1993 2001 2003

MoFo's first African American associate joins the firm. He is elected partner in 1979.

The firm's first Asian American associate joins the firm.

MoFo elects its first partner of color.

Sexual orientation is added to the firm's nondiscrimination policy.

MoFo's first Latino associate joins the firm. He is elected to partner in 1992.

The Morrison & Foerster Foundation sponsors its first diversity scholarship program.

MoFo launches firmwide diversity program.

MoFo becomes one of the first law firms to expand benefits to include same-sex partners.

MoFo becomes the first major law firm to have an openly gay chair.

MoFo establishes the Diversity Strategy Committee.

2008 2009 2011 2012 2013 2014 2015 2017 2018

The firm launches its affinity groups program.

MoFo appoints partner of color as managing partner of its London office.

A partner of color is appointed managing partner of MoFo's D.C. office.

The firm establishes the Morrison & Foerster 1L Diversity Fellowship Program, now the Wetmore Fellowship.

MoFo appoints an openly gay man as the managing partner of its San Francisco office.

MoFo participates in the Power of Diversity Program initiated by London's lord mayor.

MoFo launches the Diversity Mentoring Program.

MoFo creates Department of Diversity and Inclusion.

MoFo launches its Gender-Inclusive Employment Policy.

Building the Foundation for the Future

Mansfield Certification Plus

MoFo was one of only 23 firms that received Certification Plus for four consecutive years. Certification Plus status indicates that the firm has affirmatively considered at least 30 percent of women, lawyers of color, LGBTQ+ lawyers, and lawyers with disabilities for leadership and governance roles, equity partner promotions, formal client pitch opportunities, and senior lateral positions.

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 San Francisco 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.

Pipelines Initiatives

93 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.

57 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](mailto:nkernisant@mofo.com), Chief Diversity and Inclusion Officer, nkernisant@mofo.com.



30+ Affinity Groups for Diverse Lawyers

12x

The American Lawyer has ranked MoFo as a top 10 firm on its Diversity Scorecard for 12 years in a row. MoFo has been among the top 15 for 21 years in a row.

#1

MoFo ranked #1 for Most Women in Equity Partnerships for law firms with "601+ lawyers" as part of Law360's Glass Ceiling Report. Ranked #1 "601+ lawyers" firm for minority lawyers in Law360's 2021 Diversity Snapshot. Additionally, we were ranked first in the list of biggest firms with the most diverse equity partners.

TOP 10

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

19x

The firm has received a 100% rating on the Human Rights Campaign Corporate Equality Index for 19 years in a row.