

# DIVERSITY AT MOFO

A Long-standing core value



## Firm and Practice Leadership



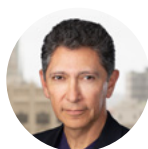
**Alexis Amezcua**  
Co-Chair, Diversity Strategy Committee; Executive Committee



**Thomas Chou**  
Co-Head, Asia Private Equity Practice



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



**Arturo González**  
Co-Chair, Commercial Litigation + Trial Practice



**Rich Hung**  
Co-Chair, Global Litigation Department



**Crystal Kaldjob**  
Co-Lead, FinTech Practice



**Rudy Kim**  
Head, Palo Alto Litigation



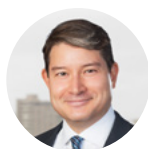
**Bonnie Lau**  
Co-Head, San Francisco Litigation



**Joyce Liou**  
Co-Chair, Trademark Group



**Haimavathi Marlier**  
Co-Chair, Securities Litigation, Enforcement, and White Collar Defense Group; Board Member



**Eric McGrath**  
Firm Chair



**Tritia Murata**  
Co-Chair, Women's Strategy Committee; Co-Chair, Employment + Labor Group



**Nozomi Oda**  
Co-Head, Asia Private Equity Practice



**Julie Park**  
Managing Partner of San Diego Office



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



**Bitra 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



**Louise Stoupe**  
Co-Head, Tokyo Litigation



**Serena Tan**  
Deputy Co-Chair, Global Private Funds Group; Chair, Greater China Private Funds Practice



**Shirin Tang**  
Managing Partner of Singapore Office; Executive Committee



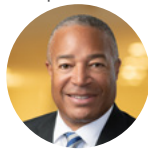
**Eric Tate**  
Co-Chair, Employment + Labor Group



**Yemi Tépé**  
Co-Chair, Finance & Projects Group; Board Member



**Yuka Teraguchi**  
Co-Head, Tokyo Litigation



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



**Christine Wong**  
Co-Chair, Global Litigation Department



**Alex Yap**  
Head, Los Angeles Litigation

## 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 is among a select number of firms that has achieved Certification Plus every year. Mansfield Certification Plus status indicates that, in addition to meeting or exceeding the baseline certification requirements, the firms have successfully reached at least 30 percent underrepresented lawyer representation in a notable number of their current leadership roles.

## 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.

## Diversity Mentoring Program

Our Diversity Mentoring Program matches African American and Latinx 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](mailto:nkernisant@mofo.com).

## Numerous

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

**83%** of U.S. Partnership Review Committee members are diverse

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

**67%** of U.S. lawyers on the Board of Directors are diverse

**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** Ranked #1 "601+ lawyers" firm for minority lawyers in *Law360's* 2022 Diversity Snapshot. MoFo also topped *Law360's* list of the biggest law 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.