

DIVERSITY AT MOFO

A Long-standing core value

MORRISON
FOERSTER

Firm and Practice Leadership



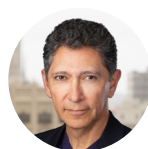
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Co-Chair, Diversity Strategy Committee; Executive Committee



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Co-Head, Asia Private Equity Practice



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Head, Washington, D.C. Litigation



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Co-Chair, Commercial Litigation + Trial Practice



Rich Hung
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Crystal Kaldjob
Co-Lead, FinTech Practice



Bonnie Lau
Co-Head, San Francisco Litigation



Joyce Liou
Co-Chair, Trademark Group



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



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Firm Chair



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



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Co-Head, Asia Private Equity Practice



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Managing Partner of San Diego Office



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



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Co-Chair, Intellectual Property + Patent Group



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Co-Chair, Social Enterprise + Impact Investing Group



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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 Tépe
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

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 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

136 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.

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

67% of 2023 U.S. Partner Promotions were diverse lawyers

68% 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.