

DIVERSITY AT MOFO

A Long-standing core value

**MORRISON
FOERSTER**

Firm and Practice Leadership



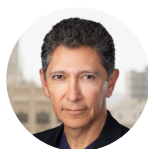
Alexis Amezcua
Co-Chair, U.S. Diversity Committee



Thomas Chou
Co-Head, Asia Private Equity Practice



Natalie Fleming Nolen
Managing Partner of Washington D.C. Office



Arturo González
Co-Chair, Commercial Litigation + Trial Practice



Rich Hung
Co-Chair, Global Litigation Department



Trevor James
Co-Chair, Europe Diversity Committee



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



Eric McCrath
Firm Chair



Nozomi Oda
Co-Head, Asia Private Equity Practice



Julie Park
Managing Partner of San Diego Office, Co-Chair, Women's Strategy Committee



Purvi G. Patel
Co-Chair, Consumer Product + Retail Industry, Co-Chair, U.S. Diversity Committee



Bita Rahebi
Co-Chair, Intellectual Property + Patent Group



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Co-Chair, Intellectual Property + Patent Group



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



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Head, New York Litigation; Co-Chair, Investigations + White Collar Criminal Defense Group



Roman Swoopes
Head, Palo Alto Litigation



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



Eric Tate
Co-Chair, Employment + Labor Group



Yemi Tépé
Co-Chair, Finance Group; Board Member, Co-Chair, Asia Diversity Committee



Yuka Teraguchi
Co-Head, Tokyo Litigation



Mark Whitaker
Co-Chair, U.S. Diversity Committee Co-Chair, Intellectual Property + Patent Group



Christine Wong
Co-Head, Tokyo Litigation Department



Alex Yap
Managing Partner of Los Angeles Office

A Historic Commitment

1980

MoFo helps found the ABA's Minority Demonstration Counsel Program

1984

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

1986

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

1989

The firm plays a leading role in developing the Bar Association of San Francisco's Goals and Timetables for Minority Hiring and Advancement.

1992

MoFo launches firmwide diversity program.

1993

MoFo becomes one of the first law firms to expand benefits to include same-sex partners. MoFo is the first law firm to ever receive the Catalyst Award.

2001

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

2003

MoFo establishes the Diversity Strategy Committee.

2007

MoFo establishes the Attorneys of Color Advisory Committee.

2008

The firm launches its affinity groups program.

2012

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

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.

2020

MoFo appoints its first Chief Diversity and Inclusion Officer.

2021

MoFo launches the Allies Network.

2022

A lawyer of Asian heritage is elected firm chair.

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.

Affinity Mentoring Programs

We offer the opportunity to join mentoring circles. Each mentoring circle is intentionally made up of attorneys from different offices, practice groups, and levels of seniority in hopes of fostering peer, reverse, and traditional forms of mentorship. These cross-office mentoring programs help support the unique growth, integration, and development of our attorneys.

Pipelines Initiatives

155 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.

\$50K awarded to each Wetmore 1L Diversity Fellow over a two-year period.

66 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

64% of U.S. Partnership Review Committee members are nonwhite, women, LGBTQ+, veteran, and/or disabled

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

64% of U.S. lawyers on the Board of Directors are nonwhite, women, LGBTQ+, veteran, and/or disabled

30+ Affinity Groups for Diverse Lawyers



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

14x *The American Lawyer* has ranked MoFo as a top 10 firm on its Diversity Scorecard for 14 years in a row.

#1 Ranked first overall among firms with 601+ lawyers in *Law360*’s 2024 Diversity Snapshot for the fourth year in a row. MoFo also topped *Law360*’s list of the biggest law firms with the most diverse equity partners.

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