Developing Women Leaders

**Sponsorship Program** – The Women’s Strategy Committee and Diversity Strategy Committee work closely with our attorneys to cultivate and promote a culture of sponsorship at the firm. Sponsorship is more than mentorship; it occurs when a partner actively uses his/her position within the firm to advance an associate’s career.

**MoFo Women’s Spotlights** – Throughout the year, the firm spotlights pairs of women partners in live sessions broadcasted to all offices discussing their unique career paths and experience in developing a practice and succeeding at the firm.

**Women’s Regional Meetings** – The firm hosted five women’s regional meetings in Hong Kong, Tokyo, Los Angeles, New York, and San Francisco, providing networking and professional development opportunities for our women lawyers. The programs included client panels, a strategic negotiation workshop, a “Build Your Network” session, and self-advocacy discussions.

**Partner Leaders Forum (PLF)** – For the next generation of partner leaders, the firm launched PLF 2020-2021, a two-year leadership program for select MoFo partners. PLF employs a combination of facilitator-led cohort sessions incorporating senior partner leadership input and one-on-one executive coaching. This intensive program further advances the career development of our women and diverse partners from offices throughout the firm and its practices.

**Industry Opportunities** – The firm sponsors participation of our women partners and associates in outside organizations and conferences. These engagements contribute to career advancement, business development, and knowledge-sharing with groups focused on women within the legal profession and across industries. In past years, our attorneys have been actively involved in the Leadership Council on Advancing Women, Hastings Leadership Academy for Women, Leading Women in Technology, and Ms. JD’s LaddHerUp.
Events and Partnerships

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.

Women in Business Series – Two hundred women lawyers and business professionals have participated in this ongoing series. Since 2014, the Tokyo office has hosted the series to give women business leaders a forum to discuss substantive topics, including key trends in global business, privacy and data security, and regional Asia business trends. Through these events, women have the opportunity to create a supportive professional network.

Women’s Initiative Think Tank – MoFo welcomed leading attorneys and diversity professionals from influential law firms to our New York office for meaningful dialogue and actionable takeaways on women’s initiatives within law firms and the legal profession.

International Women’s Day – MoFo annually celebrates International Women’s Day by holding events, social media campaigns, and other activities that align with each year’s theme. In 2020, pre-pandemic, the firm celebrated #EachForEqual by hosting New York University Professor Melissa Murray for a discussion on family law and reproductive rights. The firm also organized group photos to showcase this theme and demonstrate male allyship.

Biennial MoFo Summit for Women In-House Counsel

More than 200 women lawyers, on average, attend the MoFo Summit for Women In-House Counsel, a daylong client program that equips women lawyers with the skills needed to become trusted advisers, reach higher professional goals, and thrive in the legal profession. The summit also provides MoFo women the opportunity to network and showcase their practice expertise to clients.

Increasing Community

On the Road – Our Women’s Strategy Committee (WSC) annually hosts “What’s up with the WSC” meetings in every U.S. office and a six-way video discussion among our Asia and Europe offices to discuss goals, initiatives, and advancements.
### A Firmwide Commitment to the Advancement of Women: Work-Life Programs

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<thead>
<tr>
<th>Reduced Hours Program</th>
<th>Parental Leave</th>
<th>Adoption Leave</th>
<th>Return from Leave</th>
<th>Parental Transition Time</th>
<th>Backup Caregiving</th>
<th>Breast Milk Shipping</th>
<th>Flexible Work Options</th>
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#### Practice Leadership

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<thead>
<tr>
<th>Stacy Cline Amin</th>
<th>Kelley Howes</th>
<th>Crystal Kaljic</th>
<th>Bonnie Lau</th>
<th>Joyce Liou</th>
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<td>Lead, FDA Regulatory &amp; Compliance</td>
<td>Co-Chair, Investment Management Group</td>
<td>Co-Lead, FinTech Practice</td>
<td>Co-Head, San Francisco Litigation</td>
<td>Co-Chair, Trademark Group</td>
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<tr>
<th>Tina Reynolds</th>
<th>Julia Schwalm</th>
<th>Louise Stoupe</th>
<th>Christiane Stuetzle</th>
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<tr>
<td>Head, Berlin Litigation</td>
<td>Co-Head, Tokyo Litigation</td>
<td>Co-Chair, Global Film + Entertainment Practice</td>
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<tr>
<th>Nozomi Oda</th>
<th>Serena Tan</th>
<th>Jennifer Lee Taylor</th>
<th>Yuka Terasuchi</th>
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<tbody>
<tr>
<td>Co-Head, Asia Private Equity Practice</td>
<td>Deputy Co-Chair, Private Funds Group; Chair, Greater China Private Funds Practice</td>
<td>Co-Chair, Trademark Group</td>
<td>Co-Head, Tokyo Litigation</td>
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### By the Numbers

- 46% of the Board of Directors are women
- 67% of 2023 U.S. Partner Promotions were diverse lawyers
- 40% of the Partnership Review Committee are women
- 47% of the Partner Compensation Committee are women
- 36% of our total partner promotions have been women over the last five years
- 40% of our U.S. Office Managing Partners are women
- 44% of the Executive Committee are women

**NUMEROUS** individual women lawyers representing top rankings in Best Lawyers, Chambers, IFLR1000, and Legal 500 based on client feedback

### Recognitions

- Recognized as one of the “Ceiling Smashers,” a list of firms that have the highest representation of women in their equity partnerships
- Named to Yale Law Women's 2021 list of Top Firms for Diverse Partnership
- The firm has been on Seramount’s list of the top firms for women 13 times

**15 Women's and Working Parents Affinity Groups**


To learn more about MoFo’s women’s initiatives, contact Natalie Kernisant, Chief Diversity and Inclusion Officer, nkernisant@mofo.com.