



2021 AFFINITY GROUP REPORT

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Denver Women's Affinity Group

The Denver Women's Affinity Group did not hold any events in 2021

2022 Proposed events: Depending on COVID and folks' comfort with coming into the office (at present none of the members work from the office), Denver Women's Affinity Group will work on having lunches to meet the new member attorney(s) and re-acquaint with each other. If members continue to work from home, the Affinity Group plans to have a Zoom lunch or happy hour to touchbase.

2021 Membership: Approximately four attorneys

Submitted by: Sarah Barr (SBarr@mofo.com), Chair

European LGBTQ+ Affinity Group

The European LGBTQ+ Affinity Group (“MoFo Proud”) sponsored one event in June 2021. MoFo Proud was less active than usual this year because of the impact of COVID restrictions in 2021, but the group is already thinking about several exciting events to host in 2022.

Trans 101 – The Trans & Non-Binary Space: MoFo Proud hosted a webinar by Global Butterflies on understanding the global trans & non-binary space, including the relationship with other equality characteristics. Everyone who attended thought the class accomplished these goals. The group received feedback that the event was “a tremendous session.” (June 18, 2021)

Holiday Gift Distribution from MoFo Proud: The Affinity Group sent a small gift of chocolates and snacks to members who consented to receipt. The gift received positive feedback for its thoughtfulness. (December 22, 2021)

2022 Planned Events: MoFo Proud has discussed several ideas for events in 2022, including a London-based mini-golf social event and, later in the year, a movie night centered around LGBTQ+ issues and experiences.

2021 Membership: Approximately 50 attorneys

Submitted by: Rebecca DeLong (RDeLong@mofo.com), Julia Michels (JMichels@mofo.com), Co-Chairs

Los Angeles Asian/Pacific Islander American Affinity Group

The Los Angeles Asian/Pacific Islander American (LA APIA) Affinity Group sponsored three events in 2021.



CA APIA Affinity Groups Joint Event - Minari Film Discussion: The LA APIA Affinity Group, along with the SF and SD APIA Affinity Groups, hosted Virtual Film Discussion about *Minari*. The film follows a Korean-American family that moves to a tiny Arkansas farm in search of their own American Dream. The family home changes completely with the arrival of their sly, foul-mouthed, but incredibly loving grandmother. Amidst the instability and challenges of this new life in the rugged Ozarks, *Minari* shows the undeniable resilience of family and what really makes a home. The CA APIA Affinity Groups encouraged members to watch the film at home and provided members funds to purchase popcorn or other snacks to enjoy while watching the film. Members enjoyed lunch while thoughtfully and critically discussing the themes and characters of the film and also shared personal anecdotes of their own families and cultural upbringings. (March 19, 2021)

Mixology Class: The LA APIA, along with the other LA Affinity Groups, sponsored a Mixology Event with Mixologist Selena Lane, who specializes in custom craft cocktails and displays her creations regularly through her Instagram @the.bean.bar. In addition to being a social event, this also served as a recruiting event because it served as a diversity summer event to introduce the LA summer class to the affinity groups at the office. Attendees were sent two cocktail/mocktail recipes and ingredient list prior to the event. During the event, attendees enjoyed designing their drinks together with their families and other attendees virtually as Selena guided each step. (June 24, 2021)





Cultivating Confidence Workshop: The LA APIA, along with the Los Angeles Multi-Cultural Affinity Group and Los Angeles Working Parents Affinity Group, sponsored a Cultivating Confidence Workshop with Confidence & Purpose Coach Jessica Kennedy. The workshop served as a business development event where members joined an interactive session (in-person or virtually) to learn strategies for boosting their self-confidence and tips for overcoming self-doubt. Members who attended the workshop in person also enjoyed breakfast burritos. (December 7, 2021)

2021 Membership: Approximately 25 attorneys and patent agents

Submitted by: Huilin Cornell (HCornell@mofo.com), Suhna Pierce (SPierce@mofo.com), Allyson Bach (ABach@mofo.com), Co-Chairs

MoFo Together – London Ethnic Minority Affinity Group

MoFo Together is MoFo’s first European BAME affinity group and was launched in the London office in February 2020. MoFo Together had continued to be highly active and has received strong support from firm management.

Black History Month Newsletters and Podcast on “Black Joy”: MoFo Together observed UK’s Black History Month which is marked in October by issuing [two newsletters](#) containing personal pieces from Black colleagues in the London office as well as insightful content on British Black figures, and recommended books and events. MoFo Together also created its first ever [podcast](#) where Black lawyers in the London office shared their experiences of what “Black joy” means to them. (October 29, 2021)

Graduate Recruitment Event: Working closely with London’s graduate recruitment team, MoFo Together attended virtual careers events including the University of Bristol and University of Warwick, which had a focus on increasing the number of ethnic minority candidates. The formation of MoFo Together has also helped steer internal recruitment initiatives by broadening awareness of the immediate necessity to strengthen diversity amongst incoming staff. (November 11, 2021 and November 24, 2021 respectively)

Marking Cultural Celebrations: MoFo Together observed and marked celebrations from different cultures (including Lunar New Year, Eid and Holi) by sending office wide communications containing historical facts and traditions of observing the celebrations.

Affinity Group Infographic: The Affinity Group led the production of a one-page infographic consisting of a short summary of each of London’s affinity groups, MoWomen and MoFo Proud. This infographic is now given to all new joiners once they join the firm to provide them with a snapshot of London’s affinity groups and how to join.

Program for 2022: MoFo Together is currently planning several events for 2022, including an event in collaboration with the other London affinity groups on the topic of allyship. In addition, we are also planning an internal roundtable discussion with key stakeholders to discuss strategies for improving diversity in recruitment and retention. MoFo Together will also continue to work with partners to establish a mentoring scheme as part of the London’s associate experience program.

2021 Membership: Approximately 16 members and 22 allies

Submitted by: Margaret Babalola (MBabalola@mofocom), Stephanie Pong (SPong@mofocom), Co-Chairs

MoFo Vets - Firmwide Veterans Affinity Network

Founded in 2020, the MoFo Vets Affinity Network (“MoFo Vets”) has taken off over the past year. In addition to setting up a mentorship program, hosting a virtual group happy hour, and a firm-wide Veterans Day webinar, the group played a key role in the facilitation of MoFo’s collaboration with Human Rights First’s Project Afghan Legal Assistance. The group also internally discussed and disseminated multiple volunteer and pro bono opportunities and served as a support network for one another during the process of the United States withdrawal from Afghanistan.

Care Package for Deployed MoFo Vet: In April 2021, MoFo Vets sent a care package, which included socks, hats, t-shirts, and other useful gear to a deployed MoFo Vet and his deployed spouse.



Memorial Day “Ride”: MoFo Vets hosted a Peloton ride or run in remembrance of Memorial Day. Participants sent selfies of themselves, in their MoFo Vets t-shirts, from the run.

Virtual Happy Hour: In September 2021, MoFo Vets held a virtual happy hour and check in to reconnect, solicit input for group activities and events, and to welcome new members.

United States Withdrawal from Afghanistan: The United States withdrawal from Afghanistan in August 2021 had a tremendous impact on MoFo Vets as well as the broader MoFo community. The leadership of the MoFo Vets spent countless hours finding ways to help members process and respond to the crisis; connecting vets attempting to assist with evacuation efforts with outside organizations; and circulating to MoFo Vets and MoFo Foundation leadership a list of organizations and efforts at the forefront of helping displaced Afghans and in need of donations and volunteers.

Veterans Day Webinar: MoFo Vets hosted the webinar, “Afghan Refugees: Ongoing Evacuation and Resettlement Efforts and How You Can Help.” The webinar included a distinguished panel including representatives from Human Rights First, the Lutheran Immigration and Refugee Service, and the Truman National Security Project. The event was attended by over 180 participants from multiple MoFo offices. The webinar was so well received that it served as an impetus for MoFo to collaborate with Human Rights First’s Project Afghan Legal Assistance U.S.-based Afghan screening program.

2021 Membership: Approximately 38 members

Submitted by: Reema Shocair Ali (rali@mofo.com), Vice Chair

San Francisco Latinx Affinity Group

The San Francisco Latinx Affinity Group hosted six (6) associate events and five (5) Summer Associate Program events in 2021. Given the ongoing pandemic, all but one event was hosted remotely. In the first quarter of the year, the San Francisco Latinx Affinity Group was led by former associate Michelle Sosa-Acosta. In April, Samantha Glazer became the chair of the San Francisco Latinx Affinity Group.

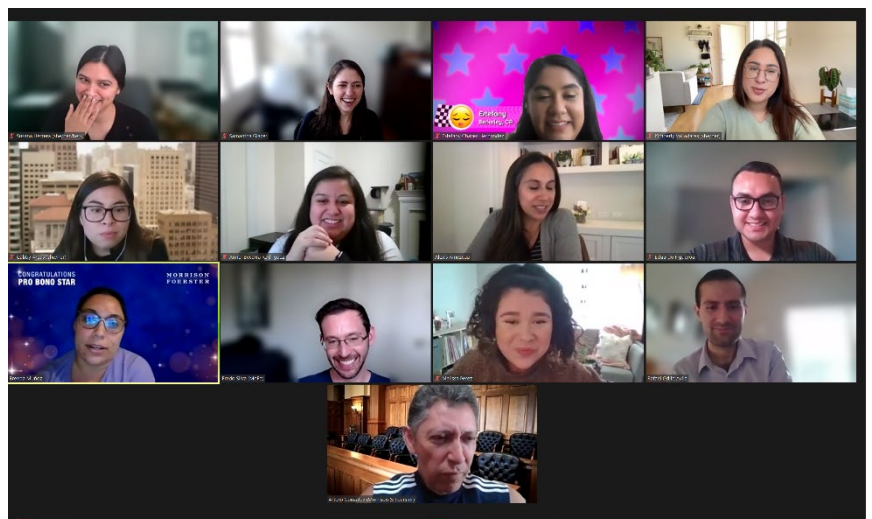
Overall, the San Francisco Latinx Affinity Group is consistently present, engaged and often at the forefront of diversity and inclusion initiatives in the San Francisco office. In addition, the group is well represented at both diversity and general recruitment events. The group has also demonstrated great commitment to pro bono causes, with particular attention to those affecting communities of color. The San Francisco Latinx Affinity Group is a tight-knit network of Latinx attorneys who are invested in each other’s professional and personal development. Through this investment, the group members enjoy affinity group-sponsored events while remaining active participants and leaders in spaces outside the group.

Associate Events: Financial Planning The San Francisco Latinx Affinity Group hosted a virtual discussion on financial planning to address topics such as savings, familial support, retirement, and benefits elections. Partners and associates shared advice and their personal choices on the variety of topics. The event was well attended by attorneys of all seniority, from first-year to partner. (February 23, 2021)

Associate Events: How to Avoid Burnout The San Francisco Latinx Affinity Group hosted a virtual discussion surrounding “burnout” and tips and tricks to manage work, especially in a virtual environment. Partners and associates shared their experiences and answered questions. The event was well attended by attorneys of all seniority, from first-year to partner. (June 10, 2021)

Summer Associate Events: Biweekly Virtual Lunch The San Francisco Latinx Affinity Group hosted three virtual lunch office hours to create informal check-ins between the chair of the group and Alexis Amezcua to encourage socialization in a remote work environment, and provide support during the summer program. The events were well attended by both summer associates and SEOs. (June 2021 through July 2021)

Summer Associate Events: SAP/SEO Welcome The San Francisco Latinx Affinity Group hosted a virtual welcome for partners, associates, summer associates, and SEO interns to get to know each other and for associates to



offer guidance on how to succeed in the Summer Associate Program. (June 17, 2021)

Summer Associate Events: Mezcal Cocktail Making Class The San Francisco Latinx Affinity Group hosted a virtual mezcal cocktail making class with an instructor based out of Mexico City. This event provided an opportunity for summer associates to interact with associates and partners in a more casual setting. (June 25, 2021)

Associate Events: New Hire Welcome The San Francisco Latinx Affinity Group hosted a virtual welcome for partners, associates, and new first year associates to get to know each other and for associates to offer guidance on how to succeed in a virtual work environment. (October 5, 2021)

Associate Events: In-person Garden Party The San Francisco Latinx Affinity Group hosted an in person garden party at Arturo Gonzalez's house as an opportunity for partners, associates, and new first year associates to meet in person for the first time since March 2020, in many cases. The event was well attended by attorneys of all seniority (October 23, 2021)

Associate Events: Financial Planning The San Francisco Latinx Affinity Group hosted a second virtual discussion on financial planning to address topics such as savings, familial support, retirement, and benefits elections targeted to the new associates. Partners and associates shared advice and their personal choices on the variety of topics. The event was well attended by attorneys of all seniority, from first-year to partner. (October 29, 2021)

Associate Events: Holiday Gift The San Francisco Latinx Affinity Group, in lieu of a virtual holiday party, sent all associates a holiday gift as a token of appreciation and to celebrate the holidays! (December 2021)

Events Planned for 2022: The San Francisco Latinx Affinity Group is planning several initiatives for 2022, including an event introducing summer associates and SEOs to the firm, in person events, pandemic allowing, and further remote events aimed at attorney well-being.

2021 Membership: Approximately 20 attorneys

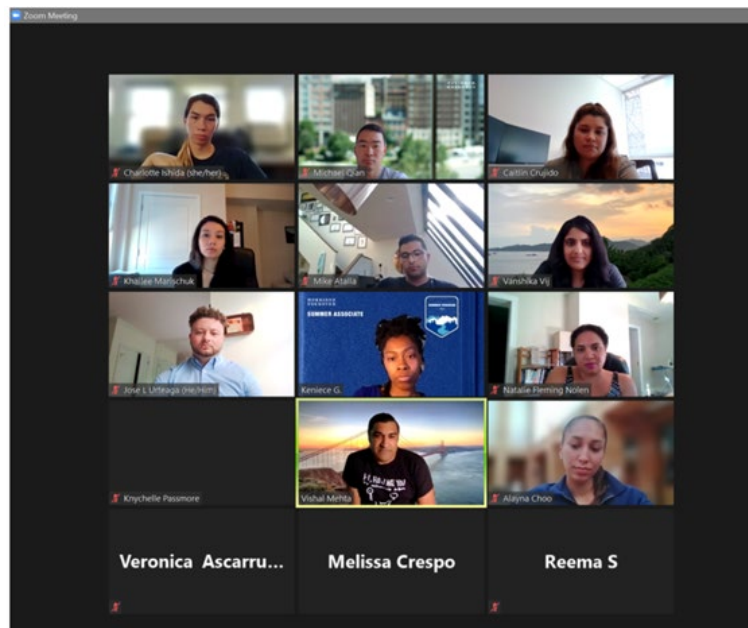
Submitted by: Samantha Glazer (SGlazer@mofocom), Chair

Washington D.C. Attorneys and Paralegals of Color Affinity Group

The DC Attorneys and Paralegals of Color Affinity Group had three events in 2021—two virtual and one in person. While 2021 continued to throw curveballs, the Affinity Group was grateful to have these chances to come together, reconnect, and support each other. Both events were well attended and well received.

Virtual Dinner with DC Summer Associates of Color. The Affinity Group hosted a dinner by Zoom with full-time attorneys/paralegals of color getting together with the summer associates of color. Everyone ordered food from local minority-owned restaurants. Those of us in DC got to take advantage of DC’s diverse food scene, while summer associates who were located elsewhere for the summer got to introduce us to food in other communities across the country.

In addition to bonding over good food, the group had an open and rich discussion about issues facing people of color in the legal industry. Attorneys and summer associates alike asked tough questions and shared their experiences and views. The dynamic discussion took us well over the scheduled time for the meeting. (June 29, 2021)



Affinity Group Meet & Greet for DC Summer Associates: Along with the other DC affinity groups, the Affinity Group held a Zoom meet and greet to introduce all of the DC summer associates to MoFo’s D&I and affinity group programs. (July 19, 2021)

Fall Happy Hour: Taking advantage of a dip in COVID case rates, the affinity group got together in-person for an outdoor happy hour near the office. All were grateful for this long-awaited chance to reconnect in person. With both co-chairs out on parental leave, partner Crystal Kaldjob stepped up to lead the event (with valuable help from our events and D&I teams). (November 11, 2021)

2021 Membership: Approximately 45 attorneys and paralegals

Submitted by: Vanshika Vij (VVij@mofocom), Michael Qian (MQian@mofocom), Co-Chairs

Washington D.C. LGBTQ+ Affinity Group

The Washington D.C. LGBTQ+ Affinity Group sponsored or co-sponsored two events in 2021 that brought the members of the group together to socialize, network, and help the firm in its recruiting efforts.

Summer Associate Event – Q&A: The group hosted an informal event that was open to summer associates in the D.C. and N.Y. offices, which allowed summer associates to ask associates about their experiences as LGBTQ+ attorneys in Big Law and what it is like to be out at MoFo. We intend to have this event again this summer.

Fall Meeting: The Washington D.C. LGBTQ+ Affinity Group hosted an informal virtual meeting for associates in the affinity group.

Submitted by: Whitney Lee, Chair (WLee@mofo.com)

Washington D.C. Women's Affinity Group

The DC Women's Affinity Group participated in an office-wide affinity group meet-and-greet during the summer associate program. The Affinity Group also held a well-attended virtual tea-tasting event in October, and looks forward to planning more events in 2022.

Summer Associate Event – Office-Wide Affinity Group Meet-and-Greet: The DC Women's Affinity Group participated in an office-wide virtual meet-and-greet with the other affinity groups in the Washington DC office. All of the summer associates were invited and it provided us with a great opportunity to introduce our group, what we do, and how summer associates can get involved. (July 19, 2021)

Tea Tasting: The DC Women's Affinity Group hosted a virtual tea tasting with Open Door Tea. The event included 30 minutes of a guided tea tasting by Open Door Tea and 30 minutes of break out group conversations to encourage members to socialize. This was a great event that was very well attended. (October 20, 2021)

2022 Planned Events: The DC Women's Affinity Group has discussed several ideas for events in 2020 including a summer associate event, and a professional development workshop.

2021 Membership: Approximately 50 attorneys

Submitted by: Sophie Cash (SCash@mofo.com), Caitlin Crujido (CCrujido@mofo.com), Meredith Stradley (MStradley@mofo.com), Co-Chairs

Allies Network Launch

As supportive and amazing as our Affinity Groups and Networks are, they alone are not enough. There are attorneys, despite not being part of an affinity group, who are willing to ally with and support the goals of the Affinity groups. To be a good ally is to educate oneself about the underlying systems that hinder diversity, and act upon that understanding by creating environments with equitable opportunities and inclusivity.

As a firm, MoFo recognizes that this is a significant undertaking, one that requires a similar support network. After the George Floyd tragedy, many who did not belong to a specific Affinity Group or Network were interested in further strengthening the firm's values of Diversity and Inclusion. To support them, the MoFo Allies Network was formed. In celebrating the launch of the Allies Network, D+I hosted a four-part speaker series to help lay the foundation for Allies in understanding the systems that create social inequality within the legal industry.

The Diversity Imperative - Why the “Old Normal” Is No Longer Acceptable for the “New Normal” of Clients, Talent, and Work: Hosted by Professor Wilkins, this program covers the impact of traditional metrics for success used in Big Law, and how those metrics can negatively impact diversity efforts. The program highlights the necessity of reexamining how we evaluate success in the legal industry, and how to develop new methods of evaluation that keeps diversity in mind. (October 6, 2021)

What Drives Associate Success?: Drawing from her research on hiring in professional service firms, Professor Lauren Rivera discussed the limitations of current hiring approaches and highlight the need for an evidence-based perspective to candidate sourcing and selection. (October 14, 2021)

The Power of Uniqueness and Belonging to Build Innovative Teams: Hosted by Professor Stefanie Johnson, she discussed how allies can make continuous, sustained efforts towards helping diverse teams feel engaged, empowered, accepted, and valued. (October 21, 2021)

What Does D+I Mean?: Taking a look at internal systems that have negative implications for historical underrepresented attorneys' success, including client relationship succession, Dr. Heidi Gardner's program examined a strengths-based approach to foster inclusion so that diverse experiences and behavioral styles are leveraged to enhance their contributions and deliver more equitable outcomes. (October 26, 2021)

Community Connects

While the Affinity Groups have hosted social events within their offices, members within the Affinity Networks also want to form genuine social connections firmwide. This year, the Asian Affinity Network, the Latinx Affinity Network, and the LGBTQ+ Affinity Network held firmwide Community Connects to give members an opportunity to connect with people within their Affinity Networks. Led by partners, Community Connects are programs designed to provide a safe space for members to make connections and conversation, even within the virtual environment.

Affinity Network	Date Hosted:
Asian Affinity Network	March 23, 2021
Latinx Affinity Network	March 30, 2021
LGBTQ + Affinity Network	March 24, 2021

Diversity Summit

Every year, D+I hosts a Diversity Summit, which is a series of speakers and social events to promote the discussion of diversity topics. Normally, this event would be held in-person, but due to COVID, the Summit was held virtually this year. A notable highlight of the event were the cooking classes hosted by celebrity chefs, centered on cuisine with a history of their personal heritage.

Feeling Some Kinda Way... Let's Talk About How We're REALLY Feeling: This program was a conversation led by Terra Winston, to discuss and process big events, triumphs, challenges, and feelings throughout the year. (November 15, 2021)

Asian Affinity Network Social - Sushi Rolling with Chef Katie Chin: This sushi rolling class was taught by celebrity chef Katie Chin, an award-winning cookbook author, caterer, and blogger. Former Iron Chef Chin taught the class on how to craft beautiful sushi rolls using a rolling mat included in a customized cooking kit. Those that attended received chopsticks, dipping bowls, dry ingredients and toppings like pickled ginger, and a customized chef's knife. (November 15, 2021)

Navigating the Professional Space - A Candid Conversation: This informal panel discussed the "unspoken rules" of associate life, negotiating work life balance, and managing the challenges of a busy practice. Moderated by Alexis Amezcua, the panel consisted of Gerardo Gomez Galvis, Amala Nath, Darren Navarro, and Roman Swoopes. (November 16, 2021)

Latinx Affinity Network Social - Smoke and Spice with Chef Chris Bassett: Taught by celebrity chef Chris Bassett, this culinary class walked participants through the process of making two styles of salmon accompanied by quinoa with a honey lime dressing. Those that attended received a customized kit with dry ingredients, a Himalayan salt slab, a cedar plank, Chef Bassett's signature spice blend, and a customized cutting board (November 16, 2021)

Black Affinity Network Social - Southern BBQ with Chef Tregaye Fraser: Food Network Star Tregaye Fraser guided this class through a southern BBQ feast with a meat of their choice. Participants received Chef Tregaye's signature BBQ sauce, Secret Spice Rub, Jalapeno Cornbread mix, as well as other dry ingredients and a customized chef's knife (November 17, 2021)

Heritage Events

Every year, each of the Affinity Networks hosts events related to their members and their heritage. For some, it's to celebrate a specific holiday; others dedicate a whole month to share in their heritage. Ranging from hosting speakers to informal social events, these activities represent all the diverse backgrounds here at MoFo. This year, each of the Heritage months featured a museum containing art revolving their heritage.

Black History Month - Tour of the Museum of The African Diaspora: This tour took attendees through some of the earliest photographs of Black women, men, children, and families in an exhibit on "Art as We See It: Photography Part I." In this series, the MoAD Docents discussed esthetics, cultural contexts, and the capacity of early photography in forming social representation while presenting daguerreotypes and ambrotypes found in several public domain archives. (February 12, 2021)

Lunar New Year Celebration: This was an informal social event to celebrate the Lunar New Year, as well as an opportunity for Asian Affinity Network members to discuss ideas for the upcoming Asian Pacific Islander Heritage Month. (February 14, 2021)

Black History Month - [Conversation with Cara McClellan](#): Hosted by partner Josh Hill, this conversation with Cara McClellan covers Cara's background and work, with a focus on I.S. v. Binghamton School District, a lawsuit challenging the discriminatory strip search of four middle school girls, on which MoFo is pro bono counsel. (February 17, 2021)

International Women's Day – Conversation with Shola Lynch: Hosted by partner Christin Hill, this conversation with award-winning documentary filmmaker Shola Lynch discussed her work, in particular *Chisholm '72: Unbought & Unbossed*, which covers Shirley Chisholm's 1972 campaign to become the Democratic Party's presidential nominee. Shirley Chisholm was the first black woman elected to the United States Congress in 1969. She was also the first woman and first African American of any gender to mount a credible campaign for a major party's presidential nomination. (March 8, 2021)

Asian Pacific Islander Month - Asian Art Museum: The Silk Road: (May 11, 2021) Presented by Jim Brown, attendees were led on a virtual journey (The Silk Road: Globalization in the Ancient World) along the ancient routes that provided goods, technologies, and ideas to cultures from the Mediterranean to the Pacific.

Asian Pacific Islander Month – Conversation with Ronny Chieng: This conversation with Ronny Chieng focuses on Asian identity, comedy, and responding to the current increase in anti-Asian bias crimes. (May 26, 2021)

Asian Pacific Islander Month - Why This Wave of Anti-Asian Racism Feels Different: Partner Allyson Bach led a discussion revolving around the article, "[Why This Wave of Anti-Asian Racism Feels Different.](#)" This piece was written in the wake of the murder of eight people, including six Asian women, at massage parlors in Atlanta, Georgia. The author, Morgan Ome, interviews poet and essayist Cathy Park Hong about the rise in anti-Asian crime as well as Hong's book, *Minor Feelings: An Asian American Reckoning*. (May 28, 2021)

Memorial Day - MoFoVets Memorial Day Peloton Ride / Workout: MoFo Vets hosted a Peloton

ride or run in remembrance of Memorial Day. Participants sent selfies of themselves, in their MoFo Vets t-shirts, from the run. (May 31, 2021)

MoFo Women – ABA 21-Day Grit and Growth Mindset Challenge: Participants were invited to join in on the [American Bar Association 21-Day Grit and Growth Mindset Challenge](#). The Grit and Growth Mindset Challenge is modeled on the [21-Day Racial Equity Habit Building Challenge](#). (June 9, 2021; June 16, 2021; June 23, 2021)

Pride Month - A Discussion with Evan Wolfson: Evan Wolfson is an internationally recognized civil rights lawyer and strategist. He was the founder and president of Freedom to Marry and the architect behind the strategy that led to the pivotal Obergefell v. Hodges decision, a landmark civil rights case in which the Supreme Court of the United States ruled that the fundamental right to marry is guaranteed to same-sex couples. He discussed the current landscape in the United States, six years post-Obergefell, and his work to support global efforts to achieve equal marriage. (June 23, 2021)

Pride Month - Partner Panel Discussion: As the final Pride Month event, the LGBTQ+ Affinity Network hosted a panel with three of our esteemed LGBTQ+ partners, Randy Bullard, Colette Reiner Mayer, and Bernie Pistillo. (June 30, 2021)

Latinx History Month - Museum of Latin American Art Virtual Tour, [OxaCalifornia: Through the Experience of the Duo Tlacolulokos](#): For the first Latinx History Month event, the Latinx Affinity Group presented a museum tour containing an overview of two artists, Tlacolulokos, and their work. Tlacolulokos are self-taught Oaxacan artists, Darío Canul and Cosijoesa Cernas. They began collaborating in 2007 in response to the 2006 uprisings in Oaxaca, sparked by a teachers' strike that led to a military occupation of the region, resulting in alleged human rights abuses by the Mexican government. Their work combines indigenous cultural traditions with popular symbols and elements of social protest. Tlacolulokos aim to depict and discuss issues important to contemporary indigenous communities. (September 21, 2021)

Taking Vacation and Avoiding Burnout Series

In June, the Asian Affinity Network, the Black Affinity Network, and the LGBTQ+ Network hosted a series of programs dedicated to having a candid conversation to avoid burnout. Partners shared their strategies about how to plan for a vacation and how to find time to unwind. The program also held Q&As and small group discussions about the best ways to maintain work life balance, especially during these remote work times.

Affinity Network	Date Hosted:
Asian Affinity Network	July 7, 2021
Black Affinity Network	July 9, 2021
LGBTQ + Affinity Network	July 20, 2021

