

MOFO PROUD

**HORRISON
FOERSTER**

We're Here. We're Queer. And MoFo Couldn't Be Prouder.

LGBTQ+ Partners & Of Counsel



Philip Besirof
General Counsel
Securities Litigation,
Enforcement, and
White-Collar Defense



Alfredo Silva
Co-Chair,
Social Enterprise and
Impact Investing Group
Corporate, Securities Law



Randy Bullard
Managing Partner of the
Miami Office; Co-Chair, Latin
America Desk; Corporate,
Mergers & Acquisitions



John Smith
Co-Head, National Security
Practice, Global Risk & Crisis
Management, Investigations
& White Collar



Daniel Levison
Head, Singapore
Litigation; Head, Asia
Ethics + Compliance
Practice



Brian Bates
Partner
Lending + Financial
Transactions



Gary Brown
Partner
Mergers + Acquisitions



Joyce Liou
Co-Chair, Trademark
Group; IP Litigation



John Owen
Partner
Finance, Capital Markets



Bernie Pistillo
Partner
U.S. Federal Tax



Mark Lightner
Of Counsel
Business Restructuring
& Insolvency



Vincent Novak
Of Counsel
Lending + Financial
Transactions
Business Restructuring
& Insolvency

A Proud History

1984



Sexual orientation is added to the firm's nondiscrimination policy

1993



MoFo becomes one of the first law firms to expand benefits to include same sex partners

2001



MoFo becomes first major law firm to have openly gay chair

2007



An openly gay man is appointed head of MoFo's New York litigation practice

2010



MoFo begins offering tax offsets to lawyers and staff in same-sex domestic partnerships

2013



The firm names an openly gay man as the managing partner of its largest office

2014



LGBTQ+ lawyers participate in biennial MoFo Diversity Summit

2015



1L Diversity Fellowship Program is expanded to include LGBTQ+ law students

2018



MoFo launches its Gender-Inclusive Employment Policy

2019



MoFo adds preferred personal pronouns to signatures

A Proud Record

9

Number of Board and Committee Seats Held By LGBTQ+ Attorneys

15

LGBTQ+ Organizations Supported Through The Morrison & Foerster Foundation

\$60K

Morrison & Foerster Foundation Dollars Donated to LGBTQ+ Organizations

7

Affinity Groups For LGBTQ+ Attorneys

TOP
10

Vault 100 Ranked MoFo Among The Top 10 Firms For LGBTQ+ Diversity

19

Number Of Times MoFo Has Received A 100% Rating On The Human Rights Campaign's Corporate Equality Index On LGBTQ+ Equality In Corporate America

An Inclusive Firm

The Front Runner



In 2001, MoFo made history by becoming one of the first major law firms to elect an openly gay man to serve as chair. Keith Wetmore led the firm for 12 years, during which time we grew our

presence in key technology and financial centers in the United States, Asia, and Europe. Keith also helped set new standards for LGBTQ+ equality within the legal profession.

Fellowship Program



Our Keith Wetmore 1L Fellowship for Excellence, Diversity, and Inclusion program supports the development of promising law students from some of the top law schools in the United States. In 2019, three LGBTQ+ law students received fellowships from the firm.

LGBTQ+ Pro Bono Contributions

MoFo commits itself to performing countless hours of LGBTQ+ Pro Bono work representing individuals and families facing discrimination and violence based on their sexual orientation. Some of our notable and most meaningful work includes advocating in the fight for marriage equality, supporting the battle against HIV/AIDS by providing representation to organizations performing research and seeking a cure, challenging the U.S. military's "Don't Ask Don't Tell" policy, supporting LGBTQ+ nonprofit organizations, and taking on some of the most challenging asylum cases for LGBTQ+ individuals fleeing persecution because of their sexual orientation.

MoFo Diversity Summit

Since the 1990s, MoFo has held biennial workshops for our U.S.-

based lawyers of color. In 2014, the workshops were expanded to include LGBTQ+ lawyers, and the two-day retreat was renamed the MoFo Diversity Summit. More than 150 diverse lawyers and staff attended the 2018 summit.



MoFo's Strong Partnership with Out Leadership



MoFo is a proud sponsor of Out Leadership, an organization devoted to advancing the LGBTQ+ business network. MoFo has hosted a number of Out Leadership events, including the 2018 and 2019 Out Leadership Quorum workshops in San Francisco, where attendees received guidance on advising clients who are interested in diversifying their boards. MoFo also hosted the inaugural west coast OutNEXT Salon, a talent development workshop for emerging high-performing LGBTQ+ professionals.

Mansfield Certification Plus

MoFo was one of only 23 firms that received Certification Plus for four consecutive years. Certification Plus status indicates that the firm has affirmatively considered at least 30 percent of women, lawyers of color, LGBTQ+ lawyers, and lawyers with disabilities for leadership and governance roles, equity partner promotions, formal client pitch opportunities, and senior lateral positions”.

Leadership Council on Legal Diversity

MoFo is a long-standing participant in the Leadership Council on Legal Diversity (LCLD). Founded in 2011, LCLD focuses on developing attorneys who are committed to promoting diversity, LGBTQ+, and women's programs within their professional communities. Fellows are immersed in a year-long leadership development program. Past MoFo LGBTQ+ LCLD Fellows include: Dario de Martino (2019) and Alfredo Silva (2017).

Pride Month

We're proud of our LGBTQ+ lawyers and the contributions that they make to the firm and our communities every month of the year, but each June we take time out to celebrate LGBTQ+ history, culture, and politics with presentations and entertainment sponsored by the San Francisco Pride Committee and firm Affinity Groups. In 2020, we transitioned our celebration to a virtual environment in the wake of the COVID-19 Pandemic to include online events, a podcast series led by our LGBTQ+ partners, and a social media campaign highlighting the unique voices and viewpoints of our LGBTQ+ attorneys.



To learn more about MoFo's LGBTQ+ initiatives, contact [Natalie Kernisant](mailto:nkernisant@mofo.com), Chief Diversity and Inclusion Officer, nkernisant@mofo.com.