

MOFO PROUD

**HORRISON
FOERSTER**

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

LGBTQ+ Partners & Of Counsel



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Senior Of Counsel,
Lending + Financial
Transactions



Philip Besirof
General Counsel
Securities Litigation,
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Head, Asia Ethics +
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Class Actions + Mass Torts;
Investigations + White
Collar Defense



B. Chen Zhu
Partner, Commercial
Litigation + Trial; FCPA +
Global Anti-Corruption;
Investigations + White
Collar Defense

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

2008



The firm launches its affinity groups program.

2010



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

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

2021



MoFo launches the Allies Network.

A Proud Record

21

Number of Board and Committee Seats Held By LGBTQ+ Attorneys

21

LGBTQ+ Organizations Supported Through The Morrison & Foerster Foundation in 2023



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

7

Affinity Groups For LGBTQ+ Attorneys

20

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. Our Keith Wetmore 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.

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.

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 means we have at least 30% women, minority, LGBTQ+, and lawyers with disabilities within the partnership and lateral hires, as well as in the talent pools for leadership and lateral recruiting opportunities. This designation is reserved for firms that voluntarily measured the outcomes of their inclusive processes.

Partnerships

We are proud of our longstanding partnerships with organizations who are devoted to building a more equitable and diverse legal community, including:

- **Leadership Council on Legal Diversity**

MoFo is a long-standing participant in the Leadership Council on Legal Diversity, which focuses on developing attorneys who are committed to promoting diversity, LGBTQ+, and women’s programs within their professional communities.

- **Out Leadership**

Our LGBTQ+ lawyers across the firm actively participate in Out Leadership, a global advisory organization dedicated to driving LGBTQ+ equality and creating business opportunities for emerging leaders.

- **OutNEXT**

We encourage our “rising star” LGBTQ+ attorneys to participate in the OutNEXT Global and regional summits, which include multi day leadership development trainings designed specifically for the next generation of LGBTQ+ leaders.

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 MoFo’s LGBTQ+ Affinity Network and Diversity + Inclusion Group.

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