

DIVERSITY AND INCLUSION IN ASIA

Morrison Foerster has a global commitment to advancing diversity and inclusion in the region.

Lawyers and business professionals across our five Asia offices are committed to fostering a diverse and inclusive workplace. Our commitment to providing an inclusive environment where differences are celebrated is among the firm’s key shared values and continues to define our culture. As one indication of this commitment, all MoFo lawyers and timekeeper staff can receive up to 50 hours of billable-hour credit annually for activities performed in support of our diversity, equity, and inclusion initiatives/events.

MoFo Asia Supports LGBTQ+ Equality and Inclusion

MoFo has been a pioneer of LGBTQ+ equality in the legal profession for more than 30 years.

- **Pink Dot** — Pink Dot Hong Kong, occurring since 2014, is a nonprofit carnival in the name of love for all and the largest LGBTQIA+ annual event in Hong Kong. In 2022, MoFo participated in Pink Dot as a Gold Sponsor, demonstrating our commitment to diversity and inclusion.
- **Pink Friday** — Since 2019, MoFo Asia has participated in Pink Friday, a multi-industry event raising awareness for the LGBTQ+ community. For the 2022 celebration, employees wore pink to show visible support for diversity and LGBTQ+ inclusion; we hosted a webinar discussion of issues, including the story behind, and impact of, the repeal of Singapore’s Section 377A, and organized a pink-themed get together in offices.
- **LLAN** — Singapore partner Daniel Levison is a long-standing member of the board of directors of Japan-based Lawyers for LGBT & Allies Network (LLAN), a pro bono client of the firm. MoFo was a key sponsor of the LLAN Gala in November 2022.



- **The Hong Kong LGBT+ Attorneys (HKGALA) Network** — MoFo has been a dedicated supporter of the HKGALA, the first organization dedicated to promoting LGBT+ diversity and inclusion in the legal profession in Hong Kong.
- **Affinity Group** — Membership in MoFo’s Asia-wide LGBTQ+ affinity group is open to all LGBTQ+ lawyers and business professionals, as well as allies.



Pride 2022

MoFo’s Asia offices celebrated Pride with events and initiatives in support of the LGBTQ+ community.

- **MoFo Panel Discussion: “Making Progress for LGBTQ+ Rights in Asia – Keys to Success from Advocates on the Front Lines”** – On July 7, 2022, public interest and private practice lawyers who have handled some of the most significant LGBTQ+ rights litigation across Asia—including in Japan, Hong Kong, Taiwan, and Korea—discussed the challenges and keys to success around their work.
- **Singapore Cocktail Reception: Celebrating Pride** – On June 24, 2022, we celebrated Pride with a reception for 80+ colleagues, clients, and friends, including a special presentation by Oogachaga, a leading LGBTQ+ charity in Singapore.
- **Diversity, Inclusion, Belonging: Unconscious Biases and Impact Training Session** – On June 15, 2022, Asia-based employees attended a training session on diversity, inclusion, and belonging, including self-awareness, identity, unconscious biases, and ways to be an LGBTQ+ ally.
- **Panel Discussion: “Success Stories in Promoting LGBTQ+ Initiatives”** – More than 40 attendees joined the MoFo and Hong Kong American Chamber of Commerce LGBTQ+ panel discussion on June 14, 2022. Panelists from Morrison Foerster, Goldman Sachs, Citi, and Johnson & Johnson shared their stories of implementing LGBTQ+ initiatives in their organizations.
- **Other Initiatives** – Local receptions to celebrate Pride were held in all of our Asia offices and MoFo Asia launched its own Pride Newsletter with three editions published to all employees across Asia. The newsletters included LGBTQ+ issues, including use of pronouns and allyship, as well as a round-up of Pride events and activities.



MoFo Asia Supports Gender Equality and Inclusion

- **International Women’s Day** – In celebration of International Women’s Day 2022, MoFo hosted a special **webinar**, attended by 120+ participants, with guest speakers from Japan’s first ESG-focused Venture Capital Fund, MPower Partners, and Johnson & Johnson, joined by MoFo Partners Shirin Tang and Yuka Teraguchi. They discussed strategies to #BreakTheBias and ideas for championing gender diversity in the workplace in Asia.
- **MoFo Women Spotlight–Asia Edition Webinar** – In September 2022, women partners from our Asia offices, including Shirin Tang, Maureen Ho, and Nozomi Oda, shared how they began their legal careers and their paths to success at MoFo.
- **AmCham Hong Kong Women of Influence** – MoFo is a lead sponsor of the American Chamber of Commerce’s Hong Kong Women of Influence. MoFo partner Marcia Ellis is co-chair of the steering committee, which drives initiatives to empower professional women to be the leaders of today and of the future.
- **Podcast: Converting DE&I Opportunities and Challenges into Action** – In this podcast, which is part of the **MoFo Asia Funds ESG Report 2022 podcast series**, MoFo Singapore Managing Partner Shirin Tang joined the Chief Talent Officer at PAG to explore how Asia-headquartered funds are navigating DE&I opportunities and challenges in order to convert policy into action.



MoFo Asia Supports Equality and Inclusion

- **MoFo Family Event** – To celebrate diversity and family inclusivity, MoFo Singapore hosted 100 clients and colleagues in December 2022 to watch a performance of acclaimed theatre company W!ld Rice’s *Pinocchio*.
- **Racial Diversity and Inclusion Charter** – MoFo is a signatory to the Hong Kong Equal Opportunities Commission Racial Diversity and Inclusion Charter for Employers, by which we pledge to support the principle of promoting racial diversity in the workplace.



MoFo Asia Supports Equity and Inclusion Through Pro Bono and Community Work

We are proactive in supporting pro bono work that has a direct impact on diversity and inclusion. Recent D&I pro bono matters include:

- ***QT v. Director of Immigration, Hong Kong*** – In this landmark Hong Kong LGBTQ+ rights case, MoFo partner Chen Zhu acted as pro bono counsel to organize a large group of financial institutions and law firms to support this case, which resulted in a unanimous victory in the Hong Kong Court of Final Appeal that required the Immigration Department to grant a spousal visa to an expatriate same sex couple.
- **Asian Development Bank** – MoFo conducted legal research for Asian Development Bank to identify legal barriers to the inclusion of sexual and gender minorities in education, work, access to public services and social protection, and civil and political activities. Asian Development Bank funds projects across Asia to support economic development and reduce poverty and inequality.
- **Hong Kong Legal Walk** – On October 15, 2022, MoFo participated in the inaugural Hong Kong Legal Walk. The event raised over HK\$1,000,000 in support of four Hong Kong charities: Hong Kong Cancer Fund; Changing Young Lives Foundation; Association for the Rights of Industrial Accident Victims; and HELP For Domestic Workers.

Recent Diversity and Inclusion Awards and Recognition

- **Shirin Tang**, the managing partner of our Singapore office, was named by *Asian Legal Business* as one of **Asia's top 15 Female Lawyers 2022**.
- MoFo partners **Marcia Ellis** and **Vivian Yiu** were named **IFLR1000 Women Leaders 2022 – Asia Pacific**.
- **MoFo** has been ranked one of *Asian Legal Business's* Asia Top 15 ESG Law Firms 2023.
- MoFo partner **Daniel Levison** was shortlisted for *Chambers Asia Pacific and Greater China Region Awards 2023–Diversity & Inclusion: Outstanding Contribution*.