

MOFO COLOR

HORRISON
FOERSTER

“We at Morrison Foerster will continue our work to break down barriers to equal opportunity, to fully value the differences among people in our organization while recognizing our similarities, and to create an atmosphere in which each individual can develop their potential to the fullest extent possible.”

— Morrison Foerster Diversity Mission Statement

MoFo lawyers come in all stripes and colors. We’re a mix of individuals from various ethnic and cultural backgrounds, united in a belief that our shared diversity makes a difference in serving the interests of our clients, our profession, and the communities in which we work and live. That’s why we continuously work to attract, develop, and retain talented lawyers of diverse backgrounds. Ultimately, our goal is to create an environment in which lawyers can see, experience, and benefit from working with talented colleagues. Every lawyer should recognize MoFo as a firm where they can professionally grow, advance, and make a meaningful difference.

A HISTORY OF MAKING A DIFFERENCE



1969

MoFo's first African American associate joins the firm. He is elected partner in 1979.



1974

The firm's first Asian American associate joins.



1976

MoFo elects its first partner of color.



1977

The firm appoints its first Asian American partner.



1992

MoFo launches its firmwide diversity program.



2000

MoFo participates in Lawyers for One America, responding to President Clinton's call to enhance diversity within the legal profession.



2008

The firm launches its affinity groups program.



2009

MoFo appoints a partner of color as managing partner of its London office.

**1982**

The first African American woman associate joins the firm. She is elected partner in 1986.

**1985**

MoFo's first Latino associate joins the firm. He is elected partner in 1992.

**1988**

MoFo helps found the American Bar Association's Minority Demonstration Counsel Program.

**1989**

The firm helps develop the San Francisco Bar Association's Goals and Timelines for Minority Hiring and Advancement.

**2011**

A partner of color is appointed managing partner of MoFo's D.C. office.

**2012**

The firm establishes the Morrison & Foerster 1L Diversity Fellowship Program.

**2015**

MoFo launches the Diversity Mentoring Program.

**2017**

MoFo creates its Diversity and Inclusion Group and hosts its first Change From the Top event.

OUR LEADERS

DIVERSE LAWYERS HOLD KEY LEADERSHIP POSITIONS THROUGHOUT THE FIRM. THEY SERVE ON THE COMMITTEES THAT DEFINE THE FIRM'S STRATEGY, HEAD OUR INDUSTRY-LEADING PRACTICES, AND RUN OUR GLOBAL OFFICES.

Washington D.C. partner Mark Whitaker co-chairs the firm's Diversity Strategy Committee. He also co-chairs the Intellectual Property + Patent Group.

Shirin Tang is managing partner of our Singapore Office.

Partner Natalie Fleming Nolen is head of our Washington, D.C. Litigation Department.

Partner Rudy Kim is head of our Palo Alto Litigation Department.

Los Angeles partner Tritia Murata co-chairs the firm's Women's Strategy Committee. She also co-chairs our Employment + Labor Group.

Los Angeles partner Bitra Rahebi co-chairs our Intellectual Property + Patent Group.

Ruti Smithline, a partner in the New York office, is head of New York Litigation Department, co-chair of our Investigations + White Collar Criminal Defense Group, and co-chair of our Latin America Desk.

San Francisco partner Christine Wong is co-chair of our global Litigation Department.

Purvi Patel is managing partner of our Los Angeles Office and also co-chairs the Consumer Products & Retail Industry Group.

Los Angeles partner Hector Gallegos chairs the Partnership Review Committee, which makes recommendations on partner promotions. Hector previously led our Los Angeles litigation practice.



**NO. OF U.S.
BOARD, COMMITTEE,
& LEADERSHIP
POSITIONS HELD BY
DIVERSE LAWYERS**



From left, MoFo Alum Suzy Marinkovich and MoFo lawyers Purvi Patel, Alexis Amezcua, and Julie Park gather for a photo at our Change From The Top event.

San Francisco partner Eric McCrath serves as chair of the firm.

Arturo González, a San Francisco partner, co-chairs our Commercial Litigation and Trial Practice Group. From 2010 to 2014, he co-chaired our 450-lawyer Litigation Department.

San Francisco partner Rich Hung co-chairs our Intellectual Property + Patent Group.

San Francisco partner Eric Tate is co-chair of the firm's Employment + Labor Group. He previously co-chaired the Diversity Strategy Committee.

San Francisco partner Tiffany Cheung is a former co-chair of our global Litigation Department and the firm's Class Actions + Mass Torts Practice Group.

Louise Stoupe is co-head of our Tokyo Litigation Department.

Trevor James served as managing partner of our London office for nearly seven years. He continues to serve the firm as a member of the Diversity Strategy Committee.

San Francisco partner Alfredo Silva is the co-chair of the Social Enterprise and Impact Investing Group.

INVESTING IN THE NEXT GENERATION

OUR MENTORING AND LEADERSHIP PROGRAMS, BOTH IN AND OUTSIDE THE FIRM, ARE A TESTAMENT TO OUR COMMITMENT TO THE DEVELOPMENT OF OUR CURRENT AND FUTURE DIVERSE LEADERS.

93 1L WETMORE FELLOWSHIPS HAVE BEEN AWARDED SINCE 2011

DIVERSITY MENTORING PROGRAM

Launched in 2015, our Diversity Mentoring Program matches first-year associates with senior partners. Partners ensure associates are provided with work assignments, training, mentoring, and other support necessary to have the opportunity to be successful while at the firm and beyond. The program also includes periodic professional development trainings for both mentors and mentees.

LCLD FELLOWSHIPS

Since 2011, MoFo has supported the development of talented diverse partners as fellows with the Leadership Council on Legal Diversity (LCLD). Fellows have included Los Angeles partners Tritia Murata, Purvi Patel, and Sylvia Rivera; San Francisco partners Alexis Amezcua, Alfredo Silva, Eric Akira Tate, and Christin Hill; Palo Alto partner Eric Pai; and Washington, D.C.

partner Crystal Kaldjob. Our 2022 Fellow is New York Litigation partner Katie Viggiani.

Over the years, several of our summer associates have participated in LCLD's 1L Scholars Program. The LCLD Pathfinder Program is designed for diverse, high-potential, early-career attorneys at LCLD Member organizations. 2022 Pathfinders are New York Litigation Associate Jocelyn Greer and Palo Alto Litigation Associate Sumaiya Sharmeen.

PIPELINE INITIATIVES

Our commitment to increasing diversity within the firm includes a grassroots pipeline strategy to attract both 1Ls and pre-law interns. 2021 marks the tenth year that MoFo has recognized and supported the career development of promising law students of color through our Keith Wetmore 1L Fellowship for Excellence, Diversity, and Inclusion.

The program begins with the annual kick-off, which provides incoming 1L, and returning 2L Fellows with an evening meet and greet social and bonding component, followed by a full day of substantive training, and engagement with MoFo lawyers of varying levels of seniority.

To date we have awarded 93 fellowships to students from some of the leading law schools in the United States, including Columbia, Cornell, Harvard, New York University, Northwestern, Notre Dame, Stanford, UC

Berkeley, University of Chicago, UCLA, USC, and Yale.

Since 2008, we also have sponsored a group of pre-law interns through the Sponsors for Educational Opportunity (SEO) program. More than 57 students have participated in the program over the years, and four have completed the full pipeline and joined us as full-time associates.

In addition, we also sponsor pre-law interns through the Initiative for Diversity in Education and Leadership (IDEAL) program and the Legal Employment Action Program (LEAP).

DIVERSITY + INCLUSION ROADSHOWS

The Roadshows are a series of panel discussions for diverse law students held in the spring, either in our

local offices or on the school campuses. The discussions highlight MoFo's practice area strengths, unique company culture, and commitment to diversity and inclusion and encourage students to see MoFo as an employer of choice and a great place to begin their law careers.

LEGAL OUTREACH

Legal Outreach prepares urban youth from underserved communities to compete at high academic levels by providing intensive legal and educational skills building programs that provide academic enrichment and prepare students for competitive four year colleges. Each summer, MoFo hosts six high school sophomores from the program for a four-day internship, wherein the students meet our lawyers, learn about the firm's myriad practice areas, and engage in various law-related activities.



Our 1L Wetmore Fellowship program fellows (pictured here with chair emeritus Keith Wetmore, for whom the program is named) from our Los Angeles, New York, San Diego, San Francisco, and Washington D.C. offices.

A CULTURE OF INCLUSION

DIVERSITY IS A CORE VALUE OF THE FIRM. WE ARE COMMITTED TO CREATING A CULTURE IN WHICH PROFESSIONALS CAN THRIVE AND SUCCEED.

AFFINITY GROUPS AND NETWORKS

MoFo has over 30 affinity groups that provide support networks and programming for various employee groups in all of our domestic offices, including 14 groups dedicated to attorneys of color. These groups support African American/Black attorneys, Asian and Pacific Islander attorneys, Latino/a attorneys, women of color, and beyond. MoFo's affinity group program began in 2008 based on recommendations from attendees of the 2006 Attorneys of Color Workshop (now the Diversity Summit) in consultation with leading diversity consultants. These groups are run by associates in each office with a partner sponsor, and any attorney is welcome to join. Many of our affinity groups also include diverse staff members.

Associate leaders of the affinity groups plan social programs like lunches and happy hours, as well as other, more formal opportunities to network. These networking opportunities include professional development workshops and partner-hosted dinners.

In recent years, the affinity groups have also brought important programs to the broader MoFo community. As part of Latino/a heritage month, the San Francisco Latino/a Affinity Group presented a panel discussion about members' pro bono efforts to reunite families separated at the border in El Paso, Texas. The

San Diego Asian Associates and Patent Agents Affinity Group participated in a reenactment of the 1982 trial for the murder of Vincent Chin. Affinity groups also come together to host larger programs, such as the Los Angeles joint Escape Room event, co-hosted by the Los Angeles Asian/Pacific Islander, Black/African American, Latino/a, and Multicultural affinity groups.

In past years, MoFo Affinity Groups across the country have hosted a series of movie screenings to help emphasize the importance of diverse storytelling and representation, including screenings of movies like *Boy Erased*, *Black Panther*, and *Crazy Rich Asians*. These movies are all extremely powerful films that reflect the rich diversity of experiences and perspectives within our communities and all help to create far more inclusive representations, both in film and public dialogue. Clients have also been invited to these events to provide additional opportunities for diverse associates to establish business development relationships around their shared identities.

The firm also sponsors Affinity Networks for Asian/Pacific Islander, Black/African American, Latino/a, and LGBTQ+ attorneys on a firmwide basis. These groups meet quarterly via videoconference to discuss issues that are important to the group, brainstorm ideas for new programs, and network with each other.



Washington D.C. Partner and Diversity Strategy Committee Co-Chair Mark Whitaker interviews Stacey Abrams, former minority leader in the Georgia state legislature and the 2018 Democratic candidate for Georgia governor, during a live Q&A session in our New York office in celebration of Black History Month.

HERITAGE MONTH CELEBRATIONS

In 2020, as part of our celebration of Black History Month, Stacey Abrams, former minority leader in the Georgia state legislature and 2018 candidate for Georgia governor, joined us here in the New York office for a presentation about “The 100th Anniversary of the 19th Amendment and Where We Are Today.” The presentation was followed by a brief question and answer session moderated by MoFo Litigation

partner and Diversity Strategy Committee Co-Chair, Mark Whitaker. Ms. Abrams also held a book signing following the presentation and discussion.

Our San Francisco office annually celebrates Latino Heritage Month with various educational and cultural events, including a salsa cook-off that has become an office tradition. Lawyers and staff also hold a raffle to raise money for a local charity, which has recently included La Casa de las Madres.

PARTNERSHIPS WITH CLIENTS IN DIVERSITY

In addition to our biennial Change from the Top program, which brings clients together with MoFo attorneys to discuss diversity and inclusion strategies and developments, we are always looking for other places to partner with clients who share our values around diversity and inclusion.

In the past, MoFo Affinity Groups across the country hosted a series of movie screenings to help emphasize the importance of diverse storytelling and representation, including screenings of movies like *Boy Erased*, *Black Panther*, and *Crazy Rich Asians*. These movies reflect the rich diversity of experiences and perspectives within our communities and all help to create more inclusive representations, both in film and public dialogue. Clients were invited to these events to provide additional opportunities for diverse associates to establish business development relationships around their shared identities. We have also invited clients to key diversity programs at the firm, such as our Black History Month presentation with Stacey Abrams.

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.

CHANGE FROM THE TOP

In 2019 MoFo hosted its second biennial Change from the Top diversity and inclusion event at the Asian Art Museum in San Francisco. Change from the Top invites CEOs and general counsel from organizations across various industries to join MoFo partners in sharing best practices around diversity and inclusion. The program is designed to provide a unique opportunity for leaders across industries to discuss some of the biggest challenges they face in including diversity, LGBTQ+, and women in the hopes of helping organizations create and sustain more inclusive work environments.

These workshops covered concrete steps that organizations are taking to diversify their workforce and the implications of the new California board - diversity requirements. The program featured author Safiya Umoja Noble, who presented on “Algorithmic Bias” — the problem of bias influencing artificial intelligence and other systems that rely on algorithms — and what organizations are doing to identify and reduce that bias.

MOFO DIVERSITY SUMMIT

Since the early 1990s, we have held biennial professional development workshops for our U.S.-based lawyers of color. Previous summit programs have focused on a wide range of topics, including updates on the firm’s diversity development initiatives, understanding and uncovering implicit bias, and strategies for improving communication skills. More than 100 diverse lawyers were invited to attend the 2018 summit.



DIVERSITY TOWN HALL MEETINGS

Our town hall meetings, held every other year, are a series of smaller, more intimate gatherings held in our local domestic offices. During these meetings, we solicit feedback from our attorneys of color and LGBTQ+ attorneys on local office culture. We also discuss current diversity, LGBTQ+, and women's program initiatives and progress. These town halls give our diverse associates the opportunity to give direct feedback to the partner Diversity Strategy Committee co-chairs and D+I staff.

The town hall discussions are used to help craft our diversity and inclusion goals for the upcoming year. Programs, such as the Diversity Mentor Program and

others, have started as ideas discussed during town hall meetings. In 2020, the town hall meetings also included a training component for all of the partners in each office. During that training, partners expanded on their existing unconscious bias training by learning about allyship and how to be an inclusive leader.



Wetmore Fellow Saqeef Ahmed, MoFo Alum Arvind Miriyala, and Litigation associate Vanshika Vij at the networking reception for a recent Diversity Summit.

IN THE COMMUNITY

MOFO'S COMMITMENT TO GIVING BACK TO THE COMMUNITIES IN WHICH WE WORK AND LIVE INCLUDES THE ONGOING SUPPORT OF COMMUNITIES OF COLOR.

We have a long history of supporting the Lawyers' Committee for Civil Rights Under Law, a nonpartisan, nonprofit organization founded at the request of President John F. Kennedy to secure equal justice through the rule of law for African Americans and other diverse

communities. MoFo partners currently serve on the board of directors, and one was co-chair from 1997 to 1999.

For more than a decade, MoFo has supported Legal Outreach in its efforts to prepare urban youth from underserved communities in New York City to compete at high academic levels through intensive legal and educational programs that encourage students to pursue higher education.

\$100K

**IN ANNUAL CONTRIBUTIONS TO
SCHOLARSHIP PROGRAMS TARGETED
AT DISADVANTAGED YOUTH**

SCHOLARSHIP PROGRAMS

As a firm, we annually contribute more than \$100,000 to scholarship programs targeted toward disadvantaged youth, as well as scholarship and fellowship programs for diverse scholars.

We fund a three-year scholarship for a law student from a historically underrepresented group at the University



**IN CONTRIBUTIONS SINCE 2000 IN
SUPPORT OF EQUAL JUSTICE WORKS
AND ITS FELLOWSHIP PROGRAM**

of San Diego School of Law. Named in honor of Steven Dunham, a former chair of the firm, the Dunham Scholarships honor Steve's passion for education and his commitment to promoting diversity within the legal profession.

In previous years, scholarships have been awarded at the Golden Gate University School of Law, University of Colorado School of Law, University of Denver Sturm College of Law, and University of the District of Columbia David A. Clarke School of Law.

MoFo also supports various other public interest scholarships and programs that promote diversity within the legal profession, such as the California Bar Association's Diversity Scholarship Program and the Justice & Diversity Center's Bay Area Minority Law Student Scholarship Program.

CHARITABLE GIVING

Since 2000, our charitable foundation has contributed more than \$3.5 million in support of Equal Justice Works and its fellowship program. Based in Washington, D.C., this national program creates partnerships among public interest lawyers, nonprofit organizations, law firms, corporate sponsors, and other donors to provide underrepresented populations effective access to the justice system.

We also donate to or sponsor a range of organizations serving diverse populations and communities, including 100 Black Men of the Bay Area, APA Family Support Center, API Wellness Center, Asian American Multicultural Association, Asian Americans for Community Involvement, Bay Area Urban Debate League, Businesses United in Investing Lending & Developing (BUILD), CASA Sacramento, Colorado "I Have A Dream" Foundation, East Bay College Fund, East Harlem Tutorial Program, Harlem Children's Zone, Harlem RBI, Inner-City Arts, La Casa de las Madres, New York Asian Women's Center, and Para Los Niños.

PRO BONO AND VOLUNTEER WORK

On an individual level, our lawyers devote countless pro bono hours on behalf of individuals and communities of color. They also volunteer their time with organizations that serve the needs of diverse communities, and many hold leadership roles within these organizations.

San Francisco litigation partner Eric Tate founded and is a former president of the board of directors of Hapa Issues Forum, Inc., a nonprofit community organization that addresses issues relating to persons of partial Asian descent. He also served as a mentor for students in the Level Playing Field Institute's IDEAL Scholars Program.

IN THE PROFESSION

AS A FIRM, MOFO HAS BEEN A TRAILBLAZER IN CHAMPIONING DIVERSITY WITHIN THE LEGAL PROFESSION.

We were among the six firms that helped found the American Bar Association's Minority Demonstration Counsel Project (now the Commission on Racial and Ethnic Diversity in the Profession). The firm was influential in the development of the Goals and Timelines for Minority Hiring and Advancement established by the Bar Association of San Francisco. MoFo is also a signatory of the New York City Bar's Statement of Diversity Principles.

We have longstanding relationships with professional organizations and bar associations that serve diverse communities. These include the Mexican American Bar Association, Asian American Bar Association, Asian Law Alliance, Korean American Bar Association of Northern California, Metropolitan Black Bar Association, San Francisco La Raza Lawyers Association, South Asian Bar Association of Greater Boston, Black Women Lawyers of Northern California, Black Women Lawyers of Southern California, Charles Houston Bar Association, Korean American Lawyers Association of Greater New York, Corporate Counsel Women of Color, California Minority Counsel Program, Minority Corporate Counsel Association, Asian Pacific Bar Association of Silicon Valley, Centro Legal de la

Raza, Iranian American Bar Association, Advancing Justice - Asian Law Caucus, and the Hispanic National Bar Association

Our lawyers are leaders within many of these organizations. Partner Hector Gallegos is a trustee of the Mexican American Bar Association Foundation. San Francisco partner Rich Hung sits on the board and Palo Alto partner Rudy Kim is an advisory board member of the Asian Law Alliance, which provides legal assistance to the Asian/Pacific Islander community. Rudy is also a past president of the Asian Pacific American Bar Association of Silicon Valley. Palo Alto corporate partner Janet Xiao is a past president of the Chinese-American Biopharmaceutical Society and remains an active member of its leadership team. Los Angeles litigation partner Purvi Patel is a past co-president of the South Asian Bar Association of Southern California, which recognized her as mentor of the year in 2019. San Francisco partner Bonnie Lau is the chair of the Leadership Council on Legal Diversity Executive Council and co-chair of the Women's Leadership Network of the National Asian Pacific American Bar Association.



Los Angeles litigation partners Tritia Murata (left) and Purvi Patel (right) were among the MoFo lawyers who attended the South Asian Bar Association of Southern California's 16th Annual Public Interest Dinner in March 2019.

A PROUD RECORD

WE'RE PROUD OF THE RECOGNITION THAT OUR FIRM AND LAWYERS HAVE RECEIVED FOR THEIR COMMITMENT TO ADVANCING DIVERSITY WITHIN THE LEGAL PROFESSION.

EUROMONEY LMG

Named Best International Firm for Diversity as part of its 2020 Americas Women in Business Law Awards. The honor recognizes everything around diversity that is outside of women only issues (for example: race, LGBTQ+, disability, and social mobility).

THE AMERICAN LAWYER

Ranked among the top 10 firms on its 2022 Diversity Scorecard. This is the 12th year in a row that MoFo has earned a top 10 spot and the 21st year in a row that we have been among the top 15.

LAW360

Law360 ranked Morrison Foerster first overall among firms with 601+ lawyers in its 2022 Diversity Snapshot. MoFo also topped *Law360*'s list of the biggest law firms with the most diverse equity partners.

VAULT 100

Ranked among the top 20 law firms for diversity by Vault 100, speaking to the firm's diverse working environment.

ASIAN PACIFIC AMERICAN BAR ASSOCIATION OF SILICON VALLEY

We are the second law firm to ever receive the Law Firm Diversity Award.

MINORITY CORPORATE COUNSEL ASSOCIATION

MoFo has twice received the Thomas L. Sager Award in recognition of our sustained commitment to hiring, retaining, and promoting lawyers of color.

Arturo González was named a 2017 Diversity Rainmaker.

NATIONAL ASIAN PACIFIC AMERICAN BAR ASSOCIATION

NAPABA honored us for our commitment to and achievements in maintaining a diverse workplace.

STARBUCKS

Starbucks Coffee Company honored MoFo with its third annual Starbucks Excellence in Diversity Award.

TARGET

In 2013, the Target Law Department presented us with its inaugural Excellence in Diversity and Inclusion Award.

UNITED WAY

MoFo received the 2014 Paul Glad Advancement Award from the United Way of the Bay Area. Named in honor of Paul Glad, an ardent supporter of justice and inclusion, the award is presented to a law firm that goes above and beyond in fostering diversity and women's leadership in the workplace.

NATIONAL ASSOCIATION FOR LAW PLACEMENT

Natalie Fleming Nolen, a litigation partner in MoFo's Washington, D.C. office, was named a NALP Diversity Champion.

CENTRO LEGAL DE LA RAZA

Arturo González was named Attorney of the Year in recognition of his efforts to advance the rights of immigrant, low-income, and Latino communities through legal representation, education, and advocacy.

THE NATIONAL LAW JOURNAL

The National Law Journal named Washington, D.C. partner Brian Matsui to its Minority 40 Under 40 list.

The publication honored Arturo González as one of the 50 most influential minority lawyers in the United States. The editors chose lawyers "who have demonstrated the power to change the law, shape public affairs, launch industries, and get big things done."

