

# D+I Download: Campus Edition

Volume 2, Fall 2024

## A MESSAGE FROM OUR CDIO

We are delighted to present the second edition of this year's D+I Download: Campus Edition. If this is your first time with us, this publication is designed to keep you informed about Morrison Foerster's diversity and inclusion (D+I) initiatives. As we approach the end of the year, it is a good time to reflect on our progress, while also acknowledging that there is still a lot left to do to fully realize our goal of a diverse and inclusive legal industry. We hope you enjoy learning about our efforts over the last six months and our ongoing commitment to diversity and inclusion.

While we are proud of our recent achievements, including receiving the "[Mansfield Certification Plus](#)" for 2024, we are dedicated to furthering an even more inclusive culture at MoFo, where everyone can achieve their full potential. We have several exciting initiatives on the horizon, including the launch of our [Wetmore Fellowship Bridge Program](#), and we encourage you to stay engaged with MoFo to learn more about these developments.

Natalie Kernisant  
Chief Diversity and Inclusion Officer



**Mansfield Rule**  
Certified *Plus* 2017–2024  
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DIVERSITYLAB

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## MOFO HERITAGE/AWARENESS EVENTS

At MoFo, we recognize the importance of acknowledging and celebrating a variety of heritage and awareness events throughout the year. These moments provide an opportunity for us to celebrate and reflect, while also shining a light on the ongoing work that needs to be done to further inclusion.

## CELEBRATING ASIAN-AMERICAN PACIFIC ISLANDER (AAPI) HERITAGE MONTH

### ***A Conversation with Jeff Yang, Author & Journalist***

On May 16, in celebration of AAPI Heritage Month, Los Angeles partner [Nick Fung](#), sat down for a conversation with Jeff Yang, Asian-American author & journalist and head of Digital Intelligence Lab at the Institute for the Future. The discussion focused on Yang's *New York Times* bestselling book, *RISE: A Pop History of Asian America from the Nineties to Now*. *RISE* is a love letter to and for Asian Americans, a vivid scrapbook of voices, emotions, and memories from an era when AAPI culture was forged and transformed, and a way to preserve both the headlines and the intimate conversations that have shaped the community into what it is today.

To learn more about the discussion and Jeff Yang's book, please read our MoFo+ [blog post](#).



## CELEBRATING WOMEN'S HEALTH MONTH

### ***A Conversation with Dr. Elizabeth Comen, Medical Oncologist, Physician Scientist, and Author of All in Her Head***

On May 23, in commemoration of Women's Health Month, the New York office hosted a moderated conversation and book signing with Dr. Elizabeth Comen, medical oncologist, physician scientist, and author of *All in Her Head*.

Dr. Comen discussed the societal and cultural impacts of the history of women's health with NY partners [Carrie Cohen](#) and [Tammy Davies](#).



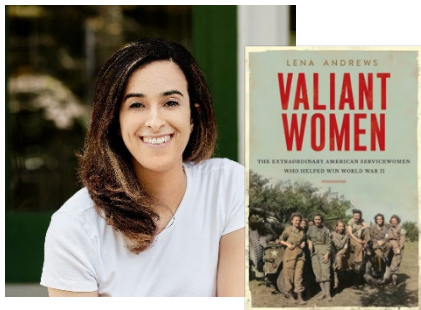


## COMMEMORATING MEMORIAL DAY

### ***A Conversation with Lena Andrews, Former Military Analyst for the CIA and Author of Valiant Women.***

On May 30, to commemorate Memorial Day, the WSC partnered with MoFo Vets to host a conversation with Lena Andrews, former military analyst for the CIA and author of *Valiant Women*.

Lena discussed the often-overlooked contributions of servicewomen and their implications for the private sector with Boston associate [Matt Blum](#).



## CELEBRATING PRIDE MONTH

### ***A Conversation with Brandon Wolf, Pulse Nightclub Survivor and National Press Secretary at Human Rights Campaign***

On June 24, as part of MoFo's celebration of Pride Month, New York of counsel [Gerardo Gomez Galvis](#) moderated a conversation with Brandon Wolf, a survivor of the Pulse nightclub shooting and a dedicated advocate of LGBTQ+ rights. During the discussion, Brandon shared his harrowing yet uplifting journey from tragedy to transformation. Brandon co-founded the Dru Project to empower LGBTQ+ youth and has become a leading voice in the fight against gun violence, partnering with notable organizations like March for Our Lives and Everytown. Currently serving as the national press secretary for the Human Rights Campaign, Brandon told his story as not just one of survival,

but also as a stirring call to action for community, resilience, and change.

To read more about Brandon Wolf's discussion, please read our MoFo+ [blog post](#).



## CELEBRATING LATINX HERITAGE MONTH

### ***A Conversation with Alezandra Russell, Latina Activist and Founder of Urban Light***

On October 9, as part of MoFo's celebration of Latinx Heritage Month, Boston partner [Nate Mendell](#) hosted a conversation with Alezandra Russell. Alezandra is a distinguished Latina activist, author, and speaker, and the founder of Urban Light, a nonprofit organization dedicated to empowering young men affected by human trafficking. Urban Light has provided essential services to over 9,000 vulnerable young men and boys through health, education, and creative and recreational activities. Urban Light is one of the few organizations worldwide that specifically focuses on boys and young men in the context of human trafficking.

To read more about Alezandra Russell's discussion, please read our MoFo+ [blog post](#).





## MOFO CELEBRATES NATIONAL DISABILITY EMPLOYMENT AWARENESS MONTH

### *A Conversation with Judge David Tatel, Retired Senior Judge on the U.S. Court of Appeals for the D.C. Circuit*

On October 15, Washington, D.C. Partner [Joe Palmore](#) hosted a conversation with retired Judge David Tatel. Their discussion focused on Judge Tatel's career as a Senior Judge on the U.S. Court of Appeals for the D.C. Circuit and his advocacy for disability rights. Known for his rigorous legal analysis and commitment to justice, Judge Tatel has authored opinions on a broad spectrum of issues and is a prominent advocate for disability rights. Despite losing his sight mid-career, he has continued to influence the legal community, advocating for accessibility and inclusion, and serving as a source of inspiration through his dedication and leadership.

To read more about Judge Tatel's discussion and book, *Vision*, please read our MoFo+ [blog post](#).



## D+I FELLOWS SUMMER RETREAT AT MOFO

On June 10–11, MoFo D+I Fellows attended a retreat in the firm's San Francisco office. The program provided fellows with professional development sessions and networking opportunities.

The Keith Wetmore Fellowship for Excellence, Diversity, and Inclusion program provides exceptional first and second-year law students with a demonstrated commitment to diversity, inclusion, and accessibility in the legal profession, with the training, mentorship, and exposure necessary for their professional development and engagement. Each year, fellows are selected from a competitive pool of applicants and are invited to join the firm as summer associates.

The Sponsors for Educational Opportunity (SEO) Law Fellowship Program provides academic and career development training programs to students of various dimensions of diversity, to ensure their professional success and jumpstart their legal careers. The pre-law interns who join us as SEO Law Fellows are included in our Summer Associate Program.

Approximately 30 fellows attended the retreat, which was designed by MoFo's Diversity and Inclusion (D+I) Group to help the fellows connect as a cohort and engage with firm leadership and diverse MoFo lawyers, and to support their continued success at MoFo and beyond.





## WOMEN’S INITIATIVES

### A SPOTLIGHT ON MOFO WOMEN PARTNERS

MoFo Women Spotlights are designed to highlight and celebrate our newly promoted women partners. The discussions focus on how they began their legal careers and their paths to partnership.

The June 2024 Spotlight featured San Diego partner [Alex Barlow](#), New York partner [Tushna Gamadia](#), and Palo Alto partner [Shiri Shenhav](#). The discussion was moderated by New York associate [Amy Chen](#).



### MOFO WOMEN – STATS

By the Numbers	
50%	of the Board of Directors are women
50%	of 2024 U.S. Partner Promotions were people of color, women, and/or LGBTQ
33%	of the Partnership Review Committee are women
47%	of the Partner Compensation Committee are women
36%	of our total partner promotions have been women over the last five years
30%	of our Office Managing Partners are women
44%	of the Executive Committee are women
<b>NUMEROUS</b> individual women lawyers representing top rankings in <i>Best Lawyers</i> , <i>Chambers</i> , <i>IFLR1000</i> , and <i>Legal 500</i> based on client feedback	

### MOFO PROUD AFFINITY NETWORK MEETING

On August 1–2, partners and associates across MoFo’s U.S. offices came together in New York, for an in-person MoFo Proud Affinity Network meeting. The D+I Group kicked off the retreat with a drag bingo event and dinner at La Pulperia. The next day, partners and associates sat down for an update from the D+I Group and a session with the Director of Diversity, Equity, and Inclusion for the National LGBTQ+ Bar Association, [Dru Levasseur](#), on uncovering bias in the legal profession and the power of mentoring. The retreat concluded with a networking event, where clients and friends of the firm were invited.

To read more about Dru Levasseur’s presentation, please read our MoFo+ [blog post](#).





## AFFINITY GROUPS

Since the establishment of our first Affinity Group in 2008, we now have 11 cross-office Affinity Networks and 33 office-specific Affinity Groups. These forums offer individuals with similar backgrounds an opportunity to network beyond their practice groups and are an integral part of creating an inclusive work environment.

### LAUNCH OF NEW AFFINITY GROUPS

Two associate-led affinity groups were started in 2024. In MoFo's Austin office, [Austin Schnell](#) launched the LGBTQ+ Affinity Group. Associate [Arton Falahati](#) launched the firm's first MENA (Middle Eastern and North African) affinity group in San Francisco.



### San Francisco MENA Affinity Group Kickoff

Members of the SF MENA Affinity Network gathered for a meet-and-greet and to establish goals for the group.



## D+I RESOURCES

### FOR ADDITIONAL INFORMATION ON MOFO'S D+I INITIATIVES

[Diversity at MoFo](#)

[Diversity Strategy Committee](#)

[Women's Strategy Committee](#)

[MoFo Proud](#)

[MoFo Women](#)

Please visit [MoFo To-Go](#) for more information on our Summer Associate Program and to read our latest blog posts.

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