

DIVERSITY IN LONDON

Inclusive to the Core

Morrison Foerster believes that the lawyers who advise and represent our clients should be as diverse as they are. We place a high value on the varied perspectives, backgrounds and ideas that our lawyers offer when it comes to serving our clients, colleagues and communities.

Morrison Foerster is pleased to participate in the UK's Solicitors Regulation Authority (SRA) 'Diversity in the Legal Profession' data collection exercise. We are committed to continuously improving diversity and inclusion within the legal profession and have published a summary of our workforce diversity data. This document contains the most recent SRA survey data (June 2021). If you have any questions about any of the results, please contact Natalie Kernisant, Chief Diversity & Inclusion Officer, NKernisant@mofo.com, or Usha Puri-Dewage, Associate Director of Attorney Learning & Development, UPuriDewage@mofo.com.

This data has been collated in relation to the SRA Diversity Data Initiative 2023.

London Diversity Committee



Tola Adeseye
Associate



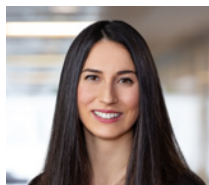
Amrit Khosa
Of Counsel



Brian Bates
Senior Counsel



Andrew Boyd
Co-Managing Partner
of the London Office



Polly Ehrman
Chair of MoFo Women
London, Partner



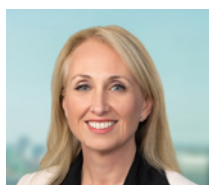
Paul Friedman
Managing Partner, Europe



Annabel Gillham
Co-Managing Partner
of the London Office



Trevor James
Chair, London Diversity
Committee; Partner



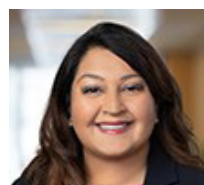
Lynnsey McCall
Director of Administration



Shawna Pasquale
Associate



Stephanie Pong
Co-Chair, MoFo Together;
Associate



Usha Puri-Dewage
Associate Director of
Attorney Learning &
Development, Europe

MoFo London Diversity Initiatives

Diversity Affinity Networks – Two of our London lawyers, Brian Bates and Trevor James, sit on the firmwide Diversity Strategy Committee, the primary mission of which is to recommend major diversity goals and objectives to our board of directors. We also have an active London Diversity Committee and a number of affinity groups.

MoFo Together – London’s Ethnic Minority Affinity Group raises awareness and addresses barriers faced by minorities from underrepresented backgrounds through thoughtful and honest conversations.

MoFo Women – Two of our London lawyers, Gemma Anderson and Annabel Gillham, are members of the firm’s global Women’s Strategy Committee (WSC), which works closely with firm leadership to ensure that the advancement of women is a constant strategic priority. Through its task force structure, the WSC focuses on several key areas to support its mission, including alumni, marketing, professional skills programming, relationship-building among women partners and between women associates and partners, lateral recruiting, and work-life programs.

LGBTQ+ Affinity Network – MoFo London’s active LGBTQ+ Affinity Group unites our LGBTQ+ lawyers and allies. The group provides a forum to discuss issues of concern to the LGBTQ+ community and works to advance networking opportunities within the London office and the entire firm, with clients and across the broader London business community.

Healthy MoFo – As part of a global firmwide initiative, our London Healthy MoFo group aims to reduce the stigma associated with mental health status and share tools to encourage everyone at the firm to support themselves and their colleagues. We seek to preserve a workplace culture where everyone can thrive.

Diversity Mentoring Programme – Investing in the next generation of racially diverse, LGBTQ+, and women leaders is a key priority at MoFo. Our Diversity Mentoring Programme supports the development of underrepresented minority associates by matching them with a partner who mentors them through their associate years.

MoFo London Diversity Statistics

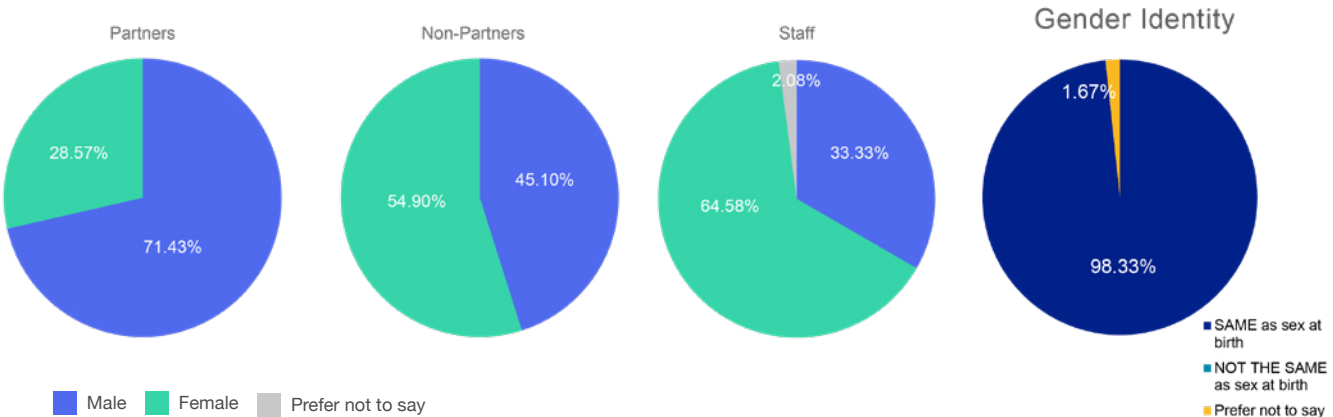
Role



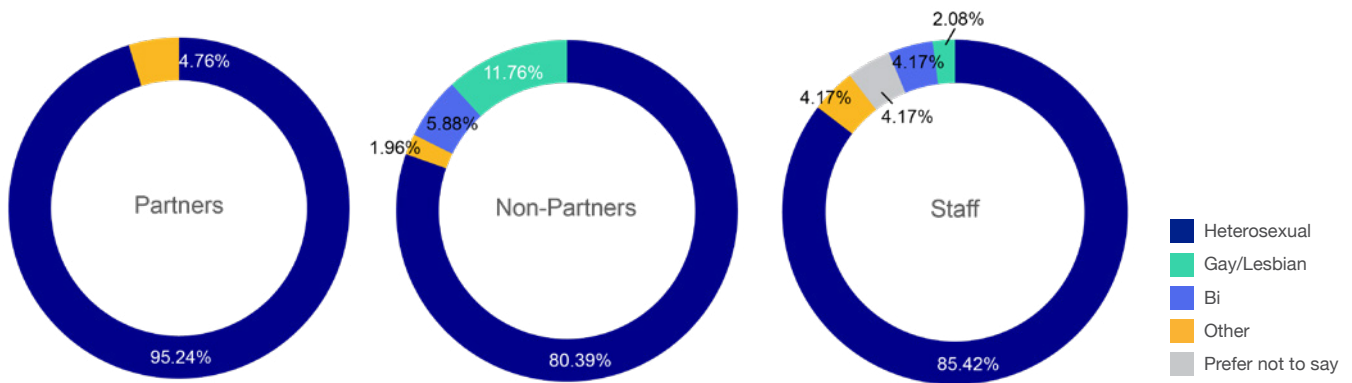
Age



Gender



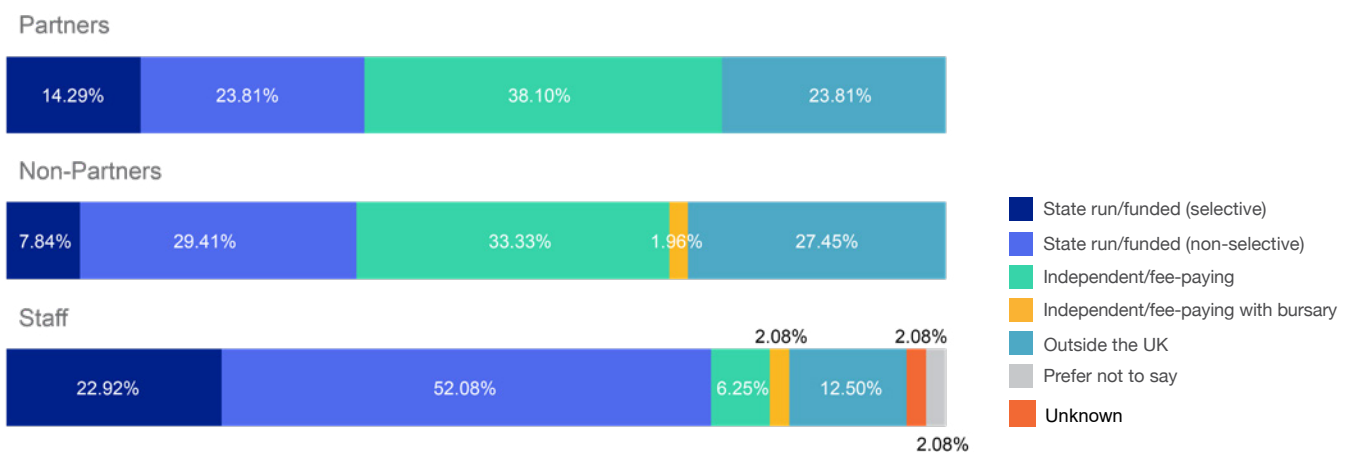
Sexual Orientation



Ethnicity

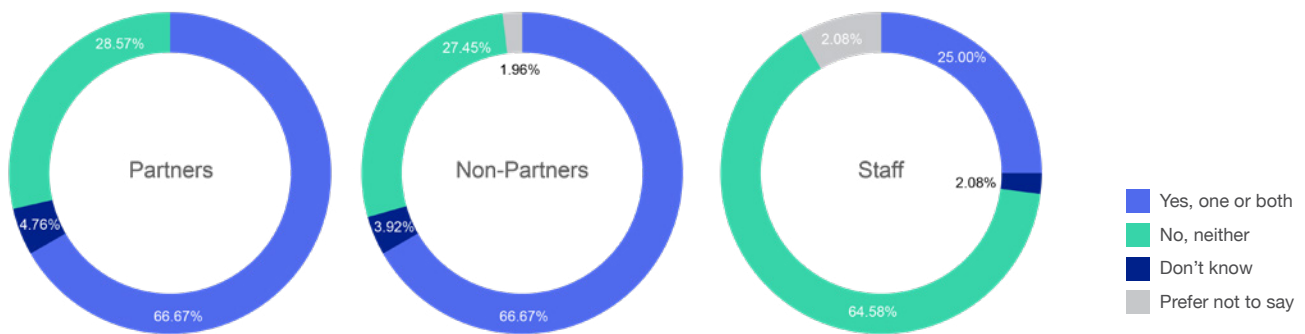
ETHNICITY	PARTNER	NON PARTNER FEE-EARNER	NON LEGAL STAFF
Asian	1.67%	6.67%	2.50%
Black	0.83%	0.83%	0.00%
Mixed/Multiple Ethnic	1.67%	5.00%	2.50%
White	13.33%	30.00%	33.33%
Other Ethnic Group	0.00%	0.00%	0.00%
Prefer Not to Say	0.00%	0.00%	1.67%

Type of School Attended (Age 11 - 16)



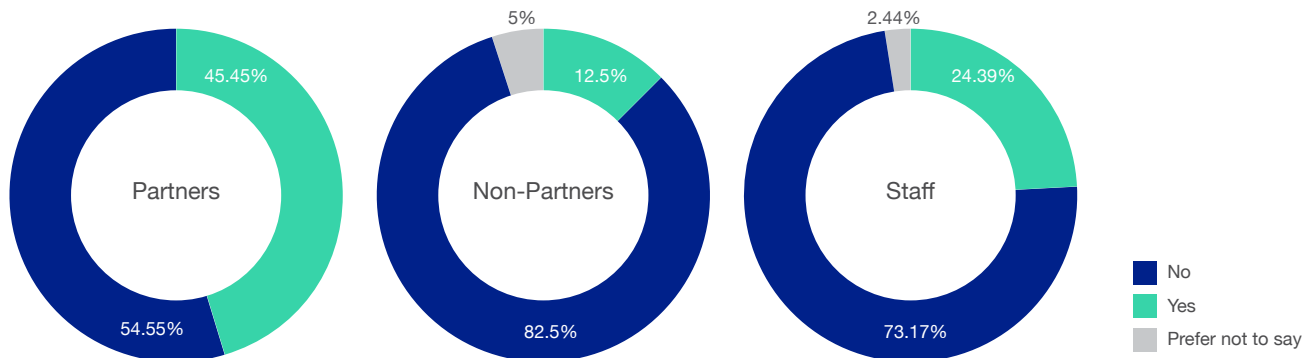
Parents' Education Level

Did either of your parents attend university by the time you were 18?



Childcare

Are you a primary carer for a child or children under 18?



Caregiver Responsibility

Did you look after or care for someone with long term physical or mental ill health caused by disability or age (not in a paid capacity)?

