

# DIVERSITY AT MOFO

A Long-standing core value

**MORRISON  
FOERSTER**

## Firm and Practice Leadership



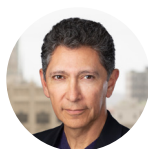
**Alexis Amezcua**  
Co-Chair, U.S. Diversity Committee



**Thomas Chou**  
Co-Head, Asia Private Equity Practice



**Natalie Fleming Nolen**  
Managing Partner of Washington D.C. Office



**Arturo González**  
Co-Chair, Commercial Litigation + Trial Practice



**Rich Hung**  
Co-Chair, Global Litigation Department



**Trevor James**  
Co-Chair, Europe Diversity Committee



**Bonnie Lau**  
Co-Head, San Francisco Litigation



**Joyce Liou**  
Co-Chair, Trademark Group



**Haimavathi Marlier**  
Co-Chair, Securities Litigation, Enforcement, and White Collar Defense Group



**Eric McCrath**  
Firm Chair



**Nozomi Oda**  
Co-Head, Asia Private Equity Practice



**Julie Park**  
Managing Partner of San Diego Office, Co-Chair, Women's Strategy Committee



**Purvi G. Patel**  
Co-Chair, Consumer Product + Retail Industry, Co-Chair, U.S. Diversity Committee



**Bita Rahebi**  
Co-Chair, Intellectual Property + Patent Group



**Timothy Chen Saulsbury**  
Co-Chair, Intellectual Property + Patent Group



**Alfredo Silva**  
Co-Chair, Social Enterprise + Impact Investing Group



**Ruti Smithline**  
Head, New York Litigation; Co-Chair, Investigations + White Collar Criminal Defense Group



**Roman Swoopes**  
Head, Palo Alto Litigation



**Louise Stoupe**  
Co-Head, Tokyo Litigation



**Serena Tan**  
Deputy Co-Chair, Global Private Funds Group; Chair, Greater China Private Funds Practice



**Shirin Tang**  
Managing Partner of Singapore Office



**Eric Tate**  
Co-Chair, Employment + Labor Group



**Yemi Tépé**  
Co-Chair, Finance Group; Board Member, Co-Chair, Asia Diversity Committee



**Yuka Teraguchi**  
Co-Head, Tokyo Litigation



**Mark Whitaker**  
Co-Chair, U.S. Diversity Committee Co-Chair, Intellectual Property + Patent Group



**Christine Wong**  
Co-Head, Tokyo Litigation Department



**Alex Yap**  
Managing Partner of Los Angeles Office

## A Historic Commitment

**1980**

MoFo helps found the ABA's Minority Demonstration Counsel Program

**1984**

Sexual orientation is added to the firm's nondiscrimination policy.

**1986**

The Morrison & Foerster Foundation sponsors its first diversity scholarship program.

**1989**

The firm plays a leading role in developing the Bar Association of San Francisco's Goals and Timetables for Minority Hiring and Advancement.

**1992**

MoFo launches firmwide diversity program.

**1993**

MoFo becomes one of the first law firms to expand benefits to include same-sex partners. MoFo is the first law firm to ever receive the Catalyst Award.

**2001**

MoFo becomes the first major law firm to have an openly gay chair.

**2003**

MoFo establishes the Diversity Strategy Committee.

**2007**

MoFo establishes the Attorneys of Color Advisory Committee.

**2008**

The firm launches its affinity groups program.

**2012**

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

**2014**

MoFo participates in the Power of Diversity Program initiated by London's lord mayor.

**2015**

MoFo launches the Diversity Mentoring Program.

**2017**

MoFo creates Department of Diversity and Inclusion.

**2018**

MoFo launches its Gender-Inclusive Employment Policy.

**2020**

MoFo appoints its first Chief Diversity and Inclusion Officer.

**2021**

MoFo launches the Allies Network.

**2022**

A lawyer of Asian heritage is elected firm chair.

# Building the Foundation for the Future

## 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 indicates that we have at least 30% women, minority, LGBTQ+, and lawyers with disabilities representation across notable leadership roles within the partnership and lateral hires, as well as in the talent pools from which we select talent for leadership and lateral recruiting opportunities.

## Change from the Top

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 diversity, LGBTQ+, and women-related challenges they currently face, in the hopes of helping organizations create and sustain more inclusive work environments.

## Affinity Mentoring Programs

We offer the opportunity to join mentoring circles. Each mentoring circle is intentionally made up of attorneys from different offices, practice groups, and levels of seniority in hopes of fostering peer, reverse, and traditional forms of mentorship. These cross-office mentoring programs help support the unique growth, integration, and development of our attorneys.

## Pipelines Initiatives

**155** fellowships have been awarded through the Keith Wetmore Fellowship for Excellence, Diversity, and Inclusion program (formerly the 1L Diversity Fellowship) to students from leading U.S. law schools.

**\$50K** awarded to each Wetmore 1L Diversity Fellow over a two-year period.

**66** pre-law interns have been sponsored by the firm through the Sponsors for Educational Opportunity program.



To learn more about MoFo’s diversity initiatives, contact [Natalie Kernisant](mailto:nkernisant@mofo.com), Chief Diversity and Inclusion Officer, [nkernisant@mofo.com](mailto:nkernisant@mofo.com).

## Numerous

diverse lawyers have been ranked as leaders in their respective practices in *Best Lawyers*, *Chambers*, *IFLR1000*, and *Legal 500* based on client feedback

**64%** of U.S. Partnership Review Committee members are nonwhite, women, LGBTQ+, veteran, and/or disabled

**50%** of 2024 U.S. Partner Promotions were people of color, women, LGBTQ+, veteran, and/or disabled

**64%** of U.S. lawyers on the Board of Directors are nonwhite, women, LGBTQ+, veteran, and/or disabled

**30+** Affinity Groups for Diverse Lawyers



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

**14x** *The American Lawyer* has ranked MoFo as a top 10 firm on its Diversity Scorecard for 14 years in a row.

**#1** Ranked #1 “601+ lawyers” firm for minority lawyers in *Law360*’s 2023 Diversity Snapshot. MoFo pushed past benchmarks for the ranking, which is based on the pipeline score methodology, by more than three points.

**20x** The firm has received a 100% rating on the Human Rights Campaign Corporate Equality Index for 20 years in a row.