

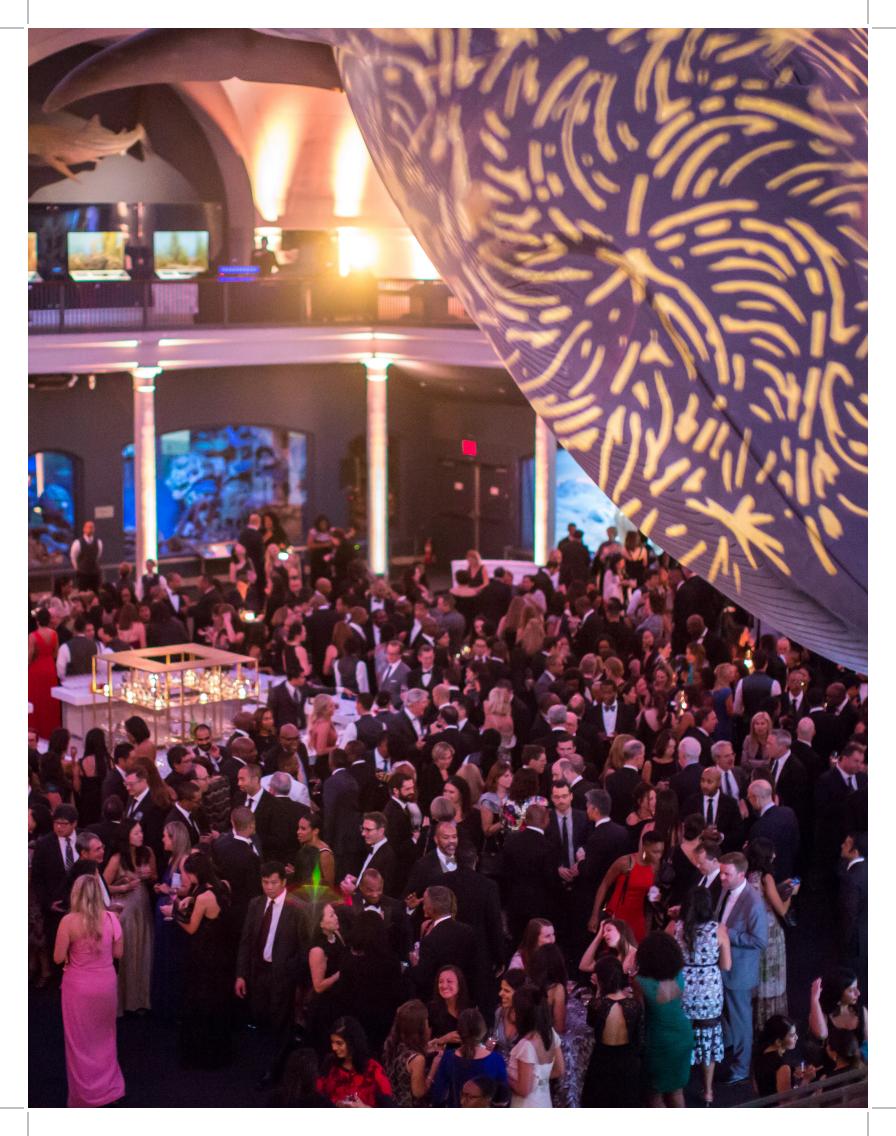
# #ITSTILLMATTERS



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# President & CEO's Message

I'm thinking about vision and change, both are central to MCCA. We're delighted to be coming off of our 20th anniversary year and now looking forward to the future of MCCA. Whilst starting as an organization, which was focused more on advancing ethnically and racially diverse attorneys, under the leadership of my predecessor we expanded our mission to look across the whole range of diversity and inclusion.

Moving forward, it really feels to me that this is the right direction: that MCCA is an umbrella organization which doesn't focus on one identity group. It's a movement that we all need to be engaged in, including, those who might not have traditionally identified as diverse, to truly make change happen.

In my time as CEO of MCCA two things have become clear to me: Diversity is the right thing to do but it's also the smart thing to do for business. Businesses that are not diverse are increasingly out of touch with the way the world is going. But what's also true for us at MCCA is that we need to think strategically and creatively, like a business, to maximize our impact on the legal profession and beyond.

That's where some of our new initiatives and directions come in and I'm delighted to share details of two of them here.

We're very excited to have a new editorial direction and redesign for our flagship publication, Diversity & the  $Bar^{\mathsf{TM}}$  which reflects its place as a window into the wider mission of MCCA. We welcomed a new Editor-in- Chief, Catherine McGregor, who brings a number of years experience in both publishing and diversity and inclusion.

Secondly the launch of MAP, the MCCA Advisory Practice, which we have promoted Sophia Piliouras, our Director of Research to lead. MAP is to there to help members develop practical D&I strategies which are robust and sustainable for each of their organizations. To do this we're looking closely at how we can work with our members to improve the culture of their particular company or law firm. Movements like #MeToo show us just how key culture is in regard to basic principles of equality and the impact it has on a business's profits (we saw that over and over in the past few years)

In both of these new developments, MCCA isn't going to be afraid of tacking the big issues regarding diversity and inclusion and we won't shy away from uncomfortable conversations on the path to change! I hope you won't shy away from these necessary conversations either and that together we can continue to collaborate to make the necessary changes happen.

I look forward to being part of the change with all of you.

#### **JEAN LEE**

CEO & President
Minority Corporate Counsel Association (MCCA)

## **MCCA Board of Directors**



A.B. CRUZ, III USAA MCCA Chair, Enterprise Shared Services, Senior Vice President, Chief Legal Office



JEAN LEE MCCA President & CEO



STUART ALDEROTY
CIT GROUP, INC.
MCCA Chair-Elect, Executive
Vice President, General Counsel
& Corporate Secretary



RICARDO ANZALDUA METLIFE, INC. Former Executive Vice President & General Counsel



DAMIEN ATKINS
PANASONIC CORPORATION
OF NORTH AMERICA
General Counsel & Corporate
Secretary



JANICE P. BROWN BROWN LAW GROUP Owner & Founder



DUANE HOLLOWAY ASCENA RETAIL GROUP, INC. Executive Vice President & General Counsel



SANDRA LEUNG BRISTOL-MYERS SQUIBB COMPANY Executive Vice President & General Counsel



LINDA LU
NATIONWIDE INSURANCE
Senior Vice President,
Property & Casualty Legal
Personal Lines



GWEN MARCUS SHOWTIME NETWORKS INC. Executive Vice President & General Counsel



SUZAN A. MILLER INTEL CORPORATION Corporate Vice President, Deputy General Counsel & Corporate Secretary



SAMUEL M. REEVES WALMART, INC. Senior Vice President & General Counsel, Walmart International



ROBIN H. SANGSTON COX COMMUNICATIONS, INC. Vice President, Chief Compliance & Privacy Officer



**DAWN SMITH**MCAFEE
Executive Vice President,
Chief Legal Officer



RICHARD J. WALLIS MICROSOFT CORPORATION Vice President, Deputy General Counsel



NEIL WILCOX FIRST DATA CORPORATION Senior Vice President & Associate General Counsel



MICHAEL T. WILLIAMS STAPLES, INC. Former Executive Vice President & General Counsel



SIMONE WU CHOICE HOTELS INTERNATIONAL, INC. Senior Vice President, General Counsel, Corporate Secretary, CCO

# **MCCA Corporate Officers**



JOSEPH CENTENO
BUCHANAN INGERSOLL &
ROONEY PC
Outside General Counsel &
Assistant Corporate Secretary



PAULA J. SCHAUWECKER BEVERIDGE & DIAMOND PC Corporate Secretary

### MCCA N-Gen Advisory Board Members



ANNE LEE BENEDICT SUMMIT MATERIALS, INC. Chair of the N-Gen Advisory Board, Executive VP, Chief Legal Officer & Secretary



CHARLES H. WILSON COZEN O'CONNOR Vice Chair of the N-Gen Advisory Board, Office Managing Partner and Vice Chair



RIMA J. ALAILY MICROSOFT CORPORATION Assistant General Counsel



TERRANCE J. EVANS DUANE MORRIS LLP Partner



SAMANTHA C. GRANT SHEPPARD MULLIN RICHTER & HAMILTON LLP Partner



ALICE HSU
AKIN GUMP STRAUSS
HAUER & FELD LLP
Partner



BIC INTERNATIONAL
Vice President &
General Counsel



KEVIN R. LYN WOMBLE BOND DICKINSON (US) LLP Diversity Committee Co-Chair & Partner



RODNEY C. PRATT CONVERSE Vice President, General Counsel, & Corporate Secretary



REGINALD M. RASCH RAKUTEN USA, INC Head of Legal



SourceAmerica.

RAQUEL TAMEZ SOURCEAMERICA Former Senior Vice President & Chief Legal Officer



KRISHNA VEERARAGHAVAN SULLIVAN & CROMWELL LLP

Partner



UnitedHealthcare\*

TEONTA A.
WILLIAMS
UNITED HEALTHCARE
CORPORATION
Associate General
Counsel







# Mission

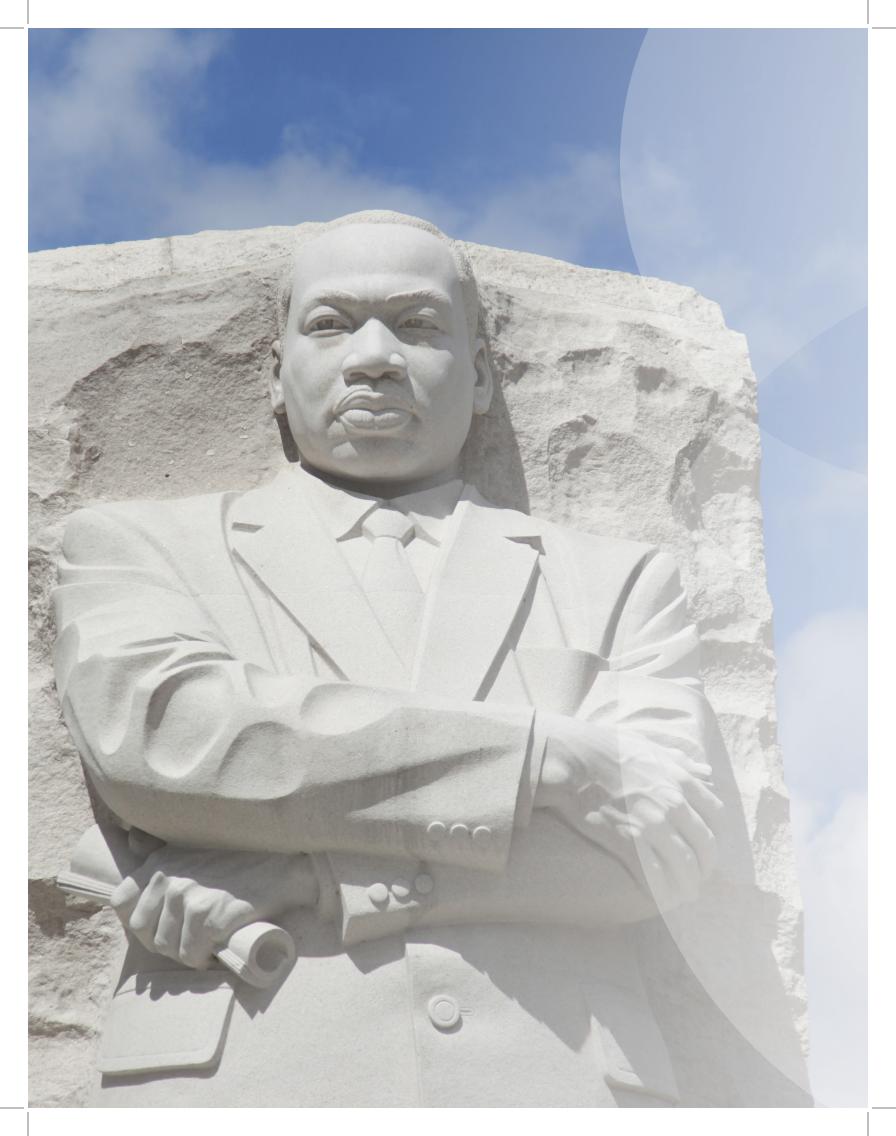
The Minority Corporate Counsel Association (MCCA) was founded in 1997 to advocate for the hiring, retention and promotion of diverse attorneys in corporate law departments and the law firms that serve them. MCCA furthers its mission through the collection and dissemination of information about diversity in the legal profession. MCCA takes an inclusive approach to the definition of "diversity." Therefore, its research addresses issues of race/ethnicity, gender, sexual orientation, disability status and generational differences that impact the legal profession's workforce.

As the preeminent voice on diversity issues in the legal profession, MCCA's thought leadership has been widely recognized. The association has received several awards including recognition by the Association of Corporate Counsel, the National LGBT Bar Association, the National Minority Business Council, Inc. and the U.S. Equal Employment Opportunity Commission.

# Vision

To make the next generation of legal leaders as diverse as the world we live in.

# Advancing Diversity, Inclusion and Equity.



# **Core Values**

EXCELLENCE

We measure, monitor, analyze and improve productivity, processes, programs, tasks and ourselves to satisfy members.

2 INTEGRITY

We conduct our business in accordance with the highest professional standards by being transparent, honest and ethical in all our interactions internally and externally. We are not afraid to stand alone, especially when it is the right thing to do.

3 RESPECT

We embrace each colleague's unique talents and operate in a spirit of cooperation that values human dignity and facilitates teamwork.

ACCOUNTABILITY

We hold ourselves accountable to a code of conduct derived from our core values.

PERSEVERANCE

We work with enthusiasm and intellect, and we are driven to surpass what has already been achieved.



# History



## MCCA Key Milestones and Accomplishments



#### 1997

- Lloyd M. Johnson, Jr. founded MCCA.
- 1st Survey of Fortune® 500 General Counsel.
- MCCA Directory of Corporate Counsel of Color published.

#### 1999

- MCCA's first in-depth research report - A Study of Law Department Best Practices.
- Diversity & the Bar®, official MCCA magazine

   published bi-monthly in cooperation with
   ALM and distributed nationally to more than 35,000 attorneys.



#### 2001

 Veta T. Richardson became the second Executive Director.

#### 2003

- 2nd Annual CLE
   Expo Breaking
   Barriers! Strengthening
   Relationships!
   Advancing the
   Profession.
- 1st Annual MCCA General Counsel Forum – Celebrating Advancements, Breaking Barriers! nka MCCA General Counsel Summit.

#### 1998

- MCCA Directory of Minority In-House Counsel in Delaware, District of Columbia, Maryland, Pennsylvania & Virginia published.
- Diversity in the Workplace

   A Statement of Principle,
   spearheaded by Charles
   Morgan, then general
   counsel to Bell South.

#### 2000

- www.MCCA.com, official website and MCCA Job Bank launched.
- 1st Annual Creating
  Pathways to Diversity®
  Conference.

#### 2002

• MCCA 1st Annual CLE Expo – Principles in Action.

#### 2004

MCCA receives
 Special Achievement
 Award from the
 National Minority
 Business Council.



#### 2017

- MCCA Celebrated its 20 Year Anniversary.
- Pitch Session Network launched.
- MCCA Roadshows began in Atlanta and Seattle.
- MCCA launched quarterly Town Halls.

#### 2016

- Jean Lee became MCCA President & CEO.
- MCCA announced the formation of the N-Gen (Next Generation) Advisory Board.
- Just the Beginning Foundation honors MCCA with the Vision Award.
- 1st Annual Global TEC (Technology, Education & Careers) Forum held in New Orleans, LA.



#### 2007

 MCCA celebrates 10 years of diversity progress.

#### 2009

- Vault/MCCA Law Firm Diversity Database launched.
- Commencement of MCCA White paper series.



#### 2011

- 1st Annual MCCA Lifetime Achievement Award, honoring Vernon E. Jordan, Jr.
- Joseph K. West became MCCA President & CEO.

#### 2005

- Lloyd M. Johnson, Jr. Scholarship Program established.
- MCCA/Vault Guide to Law Firm Diversity published.
- MCCA honored by the EEOC with the Freedom to Compete Award.
- MCCA Annual Survey of Fortune® 500 Women General Counsel.

#### 2008

 MCCA/ Veta T. Richardson honored with the 2008 Allies for Justice Award.

#### 2010

- New Millennium, Same Glass
   Ceiling? The Impact of Law Firm
   Compensation Systems on Women
   published.
- MCCA launched the Law Firm Affiliate Network (FAN).

#### 2014

 Black Entertainment & Sports Lawyers Association (BESLA) Honors MCCA with Beacon of Diversity Award.

#### 2012

- MCCA Leadership & Inclusion Academy launched.
- MCCA is honored as the winner of the prestigious Pinnacle Award by the National Bar Association (NBA).

#### 2015

• Tracking the Integration of the Federal Judiciary, published.

#### 2013

• 1st Do Good, Do Well Report published, highlighting the business case for diversity & inclusion.





# Recognition

#### THOSE WHO LEAD THROUGH INNOVATION.

MCCA is committed to diversity, inclusion and equity in the legal field. It is important to recognize the companies, law firms and individuals that demonstrate excellence in leadership in legal departments and the practice of law across the country. We're proud to honor and distinguish companies and firms that tried something new and succeeded, whether in recruitment, retention, mentoring, pipeline initiatives, LGBT initiatives or client development.

### **MCCA Awards**



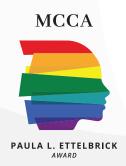
The George B. Vashon Innovator Award is presented to companies (not in the Fortune® 1000) and law firms (less than 500 attorneys) that have led the way with innovative best practices to assist diverse attorneys. It is named for scholar, abolitionist and lawyer George B. Vashon, who was the first licensed African American attorney in New York State (1848) and one of the first admitted to practice before the U.S. Supreme Court (1867).

#### 2017 | LAW FIRM WINNER

Eversheds Sutherland (US) LLP

#### 2017 | CORPORATE LAW DEPARTMENT WINNER

VMware, Inc.



The Paula L. Ettelbrick Award is given annually and celebrates extraordinary achievements by an individual or organization in advancing lesbian, gay, bisexual and transgender attorneys. The award is named for the late Paula L. Ettelbrick whose quarter-century of work for organizations like Lambda Legal, the National Gay and Lesbian Task Force and the International Lesbian and Gay Human Rights Commission assisted thousands of individuals.

#### 2017 | HONOREE

Evan Wolfson Founder & President, Freedom to Marry Senior Counsel, Dentons LLP



MCCA's Annual List of Rainmakers honors talented lawyers who also have valuable business development skills. The Rainmakers practice a wide variety of law from all over the country, and their success stories offer insight and inspiration to lawyers at every career stage.

#### 2017 | RECIPIENTS

Carolyn Fairless

Anand Agneshwar Arturo J. Gonzalez Christina Guerola Sarchio
Amy L. Baird Sang Kim Anthony N. Upshaw
Mark W. Brennan Samuel S. Park

Luis Salazar



MCCA's Annual List of Rising Stars displays the bright future for the profession, which is filled with exceptional individuals of incredible potential. With backgrounds as diverse as their practice areas, MCCA's Rising Stars share a love of the law, and a pursuit of excellence and compassion for those in need. The Rising Stars show a dedication to giving back to their community while mastering the art of balancing work with lives that include being expert speakers, authors, volunteers and leaders in their industry.

#### 2017 | RECIPIENTS

June CasalmirCorena Norris-McCluneyAmandeep SidhuKimberly Y. ChaineyDimitri PortnoiDavid SinghJorja JacksonMelissa C. RodriguezWilson L. White

Atif Khawaja Yaneris M. Rosa





### MCCA Lifetime Achievement Award



The MCCA Lifetime Achievement Award is awarded to an individual who has made significant advancements in engendering a society that fully appreciates, celebrates, and recognizes the value of diversity. Honorees are trailblazers whose personal and/or professional paths have helped to affect change in our society and inspire others. While not limited to the legal profession, honorees display values and commitments in line with the MCCA mission.

#### 2017 | LIFETIME ACHIEVEMENT AWARD HONOREE

David Cohen Senior Executive Vice President & Chief Diversity Officer Comcast Corporation

The 2017 Lifetime Achievement Award was awarded to David Cohen, Senior Executive Vice President & Chief Diversity Officer, at the MCCA Diversity Gala on October 4, 2017 at the American Museum of Natural History in New York.

David L. Cohen is Senior Executive Vice President of Comcast Corporation and is the Company's Chief Diversity Officer. David has a broad portfolio of responsibilities, including corporate communications, government and regulatory affairs, public affairs, legal affairs, corporate administration, and community investment. He also serves as senior counselor to the CEO. Before joining Comcast in July of 2002, David served as a partner in and Chairman of Ballard Spahr Andrews & Ingersoll, LLP, one of the 100 largest law firms in the country.

A native of New York, David graduated from Swarthmore College in 1977 with a B.A. and with a J.D. from the University of Pennsylvania Law School (summa cum laude) in 1981. From January 1992 to April 1997, David served as Chief of Staff to the Honorable Edward G. Rendell, the Mayor of the City of Philadelphia. As detailed in the book A Prayer for the City, written by Pulitzer Prize-winning author Buzz Bissinger, David played a critical coordinating role in significant budgetary and financial issues, in economic development activities, in collective bargaining negotiations, and in a wide variety of other policy and operational issues relating to the city.

David serves as Chairman of the Trustees of the University of Pennsylvania and its Executive Committee. He also serves as a member of the Trustee Board and the Executive Committee of Penn Medicine. In addition, David serves on both the Board of Directors and the Executive Committee of the Greater Philadelphia Chamber of Commerce, is a member of the Chamber's CEO Council for Growth, serves as Honorary Chair of Campus Philly's Board of Directors, and is Chair of the Philadelphia Theatre Company. David is also the Campaign Chair for the United Way of Greater Philadelphia and Southern New Jersey's 100th Anniversary, is Co-Chair of the 2017-2018 Campaign for the Jewish Federation of Greater Philadelphia, and is a member of the United States Semiquincentennial Commission. David serves as Vice Chair of the national board of City Year and is Chair of its Governance Committee and a member of the Executive Committee. He also serves on the national board of the National Urban League and is Chair of its Audit Committee and is Chair of the Corporate Advisory Board of UnidosUS, formerly called the National Council of La Raza. Additionally, David is a member of the Board of Directors of FS Global Credit Opportunities Fund and serves as Chair of its Nominating and Corporate Governance Committees.

### MCCA Thomas L. Sager Award



The Thomas L. Sager Award is presented to large Am Law 200 law firms (500+ attorneys) that have demonstrated a sustained commitment to improving the hiring, retention and promotion of diverse attorneys. The award highlights MCCA's continued commitment to magnifying the national visibility of diversity and inclusion champions in the industry.

2017 | NATIONAL WINNER

# **Akin Gump**

STRAUSS HAUER & FELD LLP



MCCA's 2017 Thomas L. Sager Award winner, Akin Gump Strauss Hauer & Feld LLP, is breaking barriers through pioneering programs and initiatives that address pipeline and inclusive recruiting, progressive retention strategies and the advancement of women and diverse attorneys. Akin Gump is a leading supporter of pipeline programs such as Sponsors for Educational Opportunity, the Robert Strauss/Akin Gump Diversity Scholarship, which provides a \$25,000 scholarship to two outstanding second-year law students, and the Thurgood Marshall

Summer Law Internship Program, which places high-achieving inner-city high school students with legal employers for the summer and helps them prepare for a legal career.

Akin Gump has created an environment that allows its talent to flourish. In 2015, Akin Gump launched a Flexible Work Arrangements Program for employees. Employees are eligible to request work arrangements that differ from the standard hours of work, and lawyers can work significantly reduced schedules and remain on the partnership track. Additionally, Akin Gump takes pride in their mentorship programs in which "each first year associate is paired with a peer advisor and a partner advisor to ensure a smooth transition to the life and culture of the firm." Akin Gump's mentoring program, along with the recognition of hard work and loyalty through their Partner of the Year Award, makes it clear Akin Gump is committed to fostering an inclusive community, rewarding their top talent and advancing the recruitment, retention and promotion of diverse attorneys.

2017 | NATIONAL FINALISTS

Morgan Lewis

Proskauer>

Below is a sample scorecard for the Thomas L. Sager Award. It identifies the attributes MCCA considers when selecting the winner.

Score 1  1) Formal or informal diversity plan  a) Recruitment: i) Pipeline initiatives e.g. fund scholarships, provide internships/externships, etc.; ii) Participation in minority law student/diversity job fairs; iii) Outreach to leadership of minority student organizations; iv) Utilization of online job services (e.g., MCCA Job Bank); and v) Mentoring program(s). b) Retention: i) Development and/or support of internal employee affinity groups; ii) LGBT Initiatives; iii) Women's Initiatives; iii) Women's Initiatives; v) Sponsorship/mentorship for junior associates; and vi) Work-Life Balance e.g. flex time policy, gender neutral parental leave, etc. c) Promotion: i) Succession plan includes emphasis on diversity and greater inclusion of non-white men and women in firm leadership; ii) Increase/review compensation relative to competition; and iii) Work with diverse attorneys to develop career advancement plans. d) Accountability and metrics: i) Innovative best practices that result in sustainable and impactful efforts to advance diversity & inclusion;	1-5 Comments
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ii) Discuss how management and/or firm committee(s) are held accountable for implementing the firm's	
diversity plan; and	
iii) Describe how metrics are utilized to evaluate and improve the sustainability, effectiveness and impact of	
your diversity plan.	
2) If you can quantify the number of hours and resources devoted to improving diversity & inclusion at your	
firm, please provide that information/data.	
inin, picase provide triat information/data.	
3) Discuss how your firm is an ambassador of diversity & inclusion in the legal profession.	
4) Please list all awards and/or recognitions your firm has received for your diversity & inclusion initiatives	
and efforts.	
5) Why do you believe your firm should be selected as a champion for diversity & inclusion efforts and	
awarded the Sager?	
Firm Demographic Profile	
Total Score: 0	

### MCCA Employer of Choice Award



MCCA recognizes outstanding law departments that make progress in changing the legal profession. The Employer of Choice Award is designed to spotlight industry leaders who have a commitment to and succeed at creating and maintaining an inclusive corporate legal department. The Employer of Choice Award is based on the concept behind the Creating Pathways to Diversity Research Project, which was a three-year effort to study how corporate law departments and law firms design, implement and monitor their diversity progress. Their transition and progress through the key stages of diversity, inclusion and equity are facilitated by integrated initiatives that align diversity goals with strategic business goals.

#### **DIVERSITY**

Demonstrates an appreciation for their differences.

#### **INCLUSION**

Creates an environment in which people want to stay.

#### **EQUITY**

Provides access to the same opportunities and acknowledges we all don't start from the same place.

MCCA publicly recognizes those organizations that are successful at hiring, retaining and developing today's best and brightest legal talent as the Employer of Choice. The selection criteria include:

#### ALIGNMENT

Alignment of diversity activities with long-term, corporate-wide strategic initiatives.

#### COMMITMENT

Commitment from senior management that translates into measurable objectives at the business unit level.

#### **ACCOUNTABILITY**

Metrics for accountability.

#### COMPENSATION

Compensation of senior management in the legal department tied to the results of diversity efforts.

#### **SUBSTANTIVE**

Substantive training programs.

#### **LEADERSHIP**

Leadership through creating an environment that eliminates barriers to communication and encourages everyone's contributions.

#### IMDI EMENTATION

Demonstrated institutional implementation or design of policies and practices that support people in doing their best work and developing to their fullest potential.

#### **PROGRAMS / POLICIES**

Formal programs or policies that value, encourage and enable individual attorney growth and improvement (e.g. mentoring, skills development seminars, etc.).

#### VΔLUF

Value of diversity. Awardees are trailblazers whose personal and/or professional paths have helped to effect change in our society and inspire others. While not limited to the legal profession, awardees display values and commitments in line with the MCCA mission.

# verizon<sup>/</sup>

The 2017 Employer of Choice, Verizon Communications has long been a champion of diversity and inclusion. Verizon's corporate credo states, "We embrace diversity and personal development not only because it's the right thing to do, but also because it's smart business. We are driven not by ego but by accomplishments. We keep our commitments to each other and our customers. Our word is our contract." Verizon Communications truly practices what it preaches. Verizon displays its commitment to recruitment with pipeline initiatives such as the Verizon Legal Intern Program. It focuses on retention through a vast array of employee resource groups such as Disabilities Issues Awareness Leaders; Gay, Lesbian, Bisexual and Transgender Employees of Verizon and their Allies; and Hispanic Support Organization.

Verizon is dedicated to increasing access and opportunity for diverse attorneys both in their department and in their outside counsel. Verizon's trailblazing secondment program allows diverse attorneys at major law firms to improve their business development, maximize their chances of becoming a partner and create a meaningful connection with Verizon Communications. This access will create more opportunities for diverse lawyers and furthers MCCA's mission of making the next generation of legal leaders as diverse as the world we live in. MCCA looks forward to partnering with Verizon Communications and other key MCCA members in 2018 and launching MCCA Secondment Program. As General Counsel Craig Silliman said while accepting the Employer of Choice Award: "Diversity isn't just some PC agenda item. It isn't some just liberal agenda item. It isn't just some moral precept. Diversity is important because it strengthens our companies; it strengthens our organizations, our communities, our society. It strengthens us. It makes us better." Verizon Communications' dedication to diversity, inclusion and equity as a strength and its efforts to back up its words with action made the company an ideal choice for the 2017 Employer of Choice.

#### 2017 | EMPLOYER OF CHOICE FINALISTS









# MCCA Employer of Choice Award Scorecard

Below is a sample scorecard for the Employer of Choice Award. It identifies the attributes MCCA considers when selecting the winner.

NAME	n	
REGION		
SCORES (0-5) 0: unacceptable, 1: poor, 2: fair, 3: good, 4: very good, 5: excellent	Score (1-5)	Comments
1) Formal or informal diversity plan (overall impression)  If yes, select the elements that exist in the diversity program and provide all requested documentation.  1. A statement of principles endorsing diversity in the legal department and among outside counsel (please provide copy of the statement of principles).  2. A formal or informal recruitment strategy to increase the number of women or diverse attorneys in the law department. (please explain and provide strategy)  3. An appraisal of the impact that management practices have on current diversity efforts. (please explain appraisal process)  4. A statement of steps that will be taken to increase diversity in the law department. (please provide statement)  5. The accountabilities of management, key stakeholders (internal and external), supervisors and other committees for implementing the diversity plan.  6. Partnerships such as intern programs and scholarships for minority law students, career days sponsored by legal communities and seminars at minority law schools.  7. The use of metrics and/or scorecards to evaluate the effectiveness, impact and sustainability of the legal department's diversity plan and the frequency that the general counsel is advised of the results.  8. The use of metrics and/or scorecards to evaluate the effectiveness, impact and sustainability outside counsel's diversity initiatives. (please explain metrics that are tracked and/or provide a scorecard template)		
2) GC's commitment to diversity and the manner in which it is communicated to their department.  3) Law department's formal mentoring program and assessment of the primary responsibilities of each mentor.  • Long-term career advice.  • Assignment of high-visibility.  • Exposure to important clients, senior managers and executives.  • Personal support and encouragement.  • Other		
4) Recruitment Participate in minority law student/diversity job fairs. Pipeline initiatives e.g. fund scholarships, provide internships/externships, etc. Recruit at law schools that graduate a large percentage of minority attorneys (e.g. historically black colleges and universities ("HBCUs"). Utilize MCCA Job Bank and Career Center/"Hot Jobs" postings. Mentoring programs.		
5) Retention  • Collaborative efforts with Community, Bar Associations and Outside Counsel  • Work-Life Balance e.g. flex time policy, gender neutral parental leave, etc.  • Select minorities to play an active role in hiring of minorities or women.  • Development and/or support of internal employee affinity groups.  • LGBTQ Initiatives.  • Women's Initiatives.  • Sponsorship/mentorship for junior attorneys.		
6) Promotion  • Succession plan includes emphasis on diversity and greater inclusion of non-white men and women in firm leadership.  • Increase/review compensation relative to competition.  • Work with diverse attorneys to develop career advancement plans  • Other		
7) Does GC actively promote the utilization of minority law firms and minority partners and associates in majority firms? b) If yes, do you measure the dollars spent with minority and women-owned law firms or track billable hours by ethnicity and/or gender in majority owned law firms?		
8) Does the law department tie diversity results to compensation and/or include diversity program contributions in attorneys' annual performance reviews?		
9) Is the law department an ambassador and leader of diversity & inclusion in the legal profession? (Also, review awards and recognitions, if applicable)		
10) Corporate Legal Department Demographic Profile - Numbers		
Total Score:		





# Members





# **MCCA Membership**

MCCA is a passionate community of in-house counsel and law firm professionals dedicated to promoting diversity and inclusion in the legal profession. MCCA members include representatives from Fortune® 500 companies and law firms from across the country. Partnering with MCCA offers members access to our elite network as well as well-renowned conferences, publications, research and professional development.

Our members share the central vision of MCCA, "[t]o make the next generation of legal leaders as diverse as the world we live in."

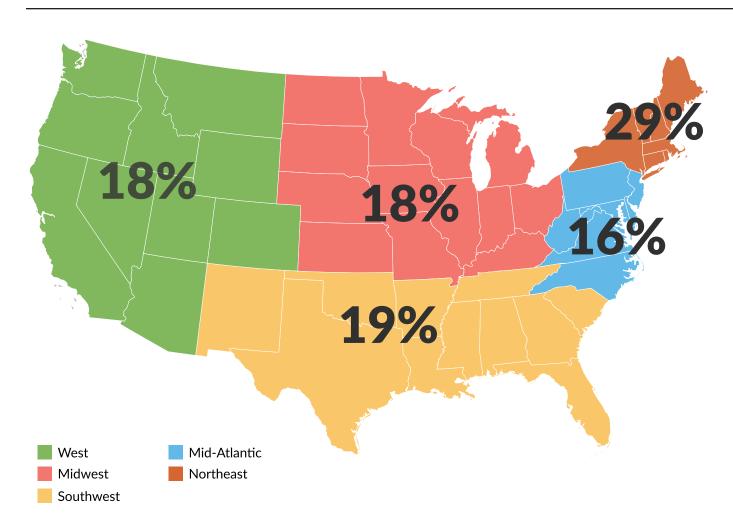
### Members Breakdown

REGION	MIDWEST	WEST	SOUTH	NORTHEAST	MID-ATLANTIC
CORPORATE MCCA MEMBERS	19	21	18	40	12
LAW FIRM MCCA MEMBERS	18	16	20	20	21
TOTAL	37	37	38	60	33





# Members Regional Map by Percentage







# Research

#### Research

#### REPORTS, WHITE PAPERS AND SURVEYS

MCCA furthers its mission by publishing research to recognize and promote diversity efforts and related best practices. As a thought leader on diversity and inclusion issues, MCCA's research strives to be objective, peer reviewable assessments of emerging demographic data, issues and practices in the legal profession. Since 2001, MCCA has published 49 research pieces including eight white papers, three surveys focusing on law firm diversity professionals, 18 surveys tracking minority and women general counsel in the Fortune® 500 and Fortune® 1000, 16 reports on emerging new trends in the legal profession and 11 Sustaining Pathways to Diversity Research Reports, which is MCCA's signature research series.

#### TRACKING THE INTEGRATION OF THE FEDERAL JUDICIARY

For over two decades, the Report on the Integration of the Federal Judiciary has charted the appointment and elevation of minority lawyers to the federal bench. MCCA, in partnership with Just the Beginning - A Pipeline Organization, tracks and publishes this report on an annual basis. The data reflects the ongoing need to compile statistics on the appointment of judges of color to the federal bench.

#### ANNUAL VAULT/MCCA LAW FIRM DIVERSITY SURVEY AND DATABASE

Since 2004, Vault/MCCA has collected and reported on law firm diversity data. This survey currently tracks nearly 250 law firms each year, representing virtually all of the AM Law 100 and a majority of the NLJ 250. This survey tracks not only law firm demographics, but also quantitative information about firm initiatives and programs.

This information is available to members through the Vault/MCCA Law Firm Diversity Database.

It is the most comprehensive database of law firm metrics and MCCA is the only national organization that has tracked this information, which is available to all our members. It is a great tool for in-house lawyers, who are interested in metrics, and driving change in the profession. Similar to our cutting-edge research on diversity, MCCA recognized the importance of metrics and making that data available long before others saw the need.

### MCCA ANNUAL SURVEY OF WOMEN & MINORITY GENERAL COUNSEL IN FORTUNE® 1000 CORPORATIONS

Since 1999, MCCA has published a list tracking the advancement of women and minorities to the role of general counsel. In addition to tracking the numbers, MCCA also showcases selected women and minority general counsel.







## **Programs**





#### **Programs**

#### **2017 LMJ SCHOLARSHIP**

The LMJ Scholarship Program seeks to nurture the academic and professional careers of outstanding law students and advance the diversity pipeline to the legal profession. The LMJ Scholarship Program provides financial support to incoming first-year law students pursuing a juris doctorate degree. In 2017, the LMJ Scholarship Program Selection Committee awarded scholarships to six students. Corporate partners Chevron Corporation, Robert Half International, Inc., and Walmart, Inc. funded three of these students for one year, while Microsoft Corporation committed to funding one student for all three years of law school. Since its inception, the LMJ Scholarship program has awarded \$3.5 million in scholarships to 204 students.

#### MCCA #GIVINGTUESDAY CAMPAIGN

MCCA participated in its annual #GivingTuesday campaign to raise funds for the LMJ Scholarship program. MCCA partnered with AmazonSmile and Benevity. Microsoft Corporate matched employee donations and eleven Fortune® 500 General Counsel generously donated private lunch meetings as part of the campaign. Over \$45,000 was donated to the campaign and the donations helped raise scholarships for six first-year law students in the 2017-2018 academic year. 100% of all donations went to deserving students.

#### **ACADEMY FOR LEADERSHIP & INCLUSION**

More than 300 legal professionals have participated in MCCA's signature member program, the Academy for Leadership and Inclusion. This 90-minute interactive program focuses on the impact of implicit bias in the legal workplace and how it can be tackled.

In June 2016, we paused on offering training on implicit bias under the Academy for Leadership and Inclusion to begin preparing for a new focus on bias interrupters, which MCCA believes will be important in addressing implicit biases. We are finalizing a joint collaboration with the American Bar Association and the Center for Life in 2018 and hope to release a new training module, depending on when the actual research report is completed.

#### PITCH SESSION NETWORK

In 2017, MCCA launched the inaugural Pitch Session Network during the 2017 Pathways to Diversity Conference to achieve MCCA's vision to "make the next generation of legal leaders as diverse as the world we live in" a reality. At the 107 Creating Pathways to Diversity Conference, MCCA partnered with the Hispanic National Bar Association to allow MCCA Corporate Members, MCCA Law Firm members and HNBA members to have the opportunity to participate in MCCA's inaugural Pitch Session Network. The Pitch Session Network provides a platform for diverse MCCA Law Firm member attorneys to make meaningful connections with in-house counsel interested in legal services.

The Pitch Session Network also allows MCCA Corporate members to connect with diverse attorneys, diversify their service client portfolios and assist in holding law firms accountable for their diversity efforts. The inaugural Pitch Session Network had over 50 meetings scheduled with over 10 companies that participated, many in the Fortune® 500/1000 rankings. This program will help diverse law firm attorneys at top law firms and will push the needle forward for inclusion.

#### **SOURCES OF SUCCESS™**

Sources of Success™ is a professional development program tailored for junior and mid-level attorneys from corporate legal departments and law firms. The focus is on identifying successful career strategies and allowing attorneys to develop leadership and management skills, as well as an opportunity for attorneys to find the right mentor to guide their career advancement. The program offers guidance on interview skills to land the next level job, interactive negotiation training, resume workshops and a roadmap to develop lawyers as the industry's next leaders. Sources of Success™ is a phenomenal opportunity for junior and mid-level attorneys to cultivate strategic relationships, improve their business acumen, learn how to be effective leaders and take the next step in their career.

#### THE C-SUITE LEADERSHIP INSTITUTE / IN-HOUSE COUNSEL SUMMIT

The C-Suite Leadership Institute/In-House Counsel Summit is a collective effort by MCCA to effectively change the landscape of the legal profession at its highest levels, specifically as general counsels in Fortune® 500 companies. MCCA is focused on helping diverse lawyers break the concrete ceiling in Fortune® 500 and 1000 companies. In order to achieve this goal, C-Suite provides a platform for the senior leaders to achieve three sub-goals: identify, develop and promote talented Hispanic and Black lawyers. The Summit is structured with panels, workshops and recruiters to achieve those three sub-goals.







## Conferences & Events

#### **Conferences & Events**

#### **GLOBAL TEC FORUM**

The Global TEC Forum: Empowering Change in Technology, Education and Careers (G-TEC) addresses diversity in the tech industry, the latest disruptions and challenges facing the legal profession, and how emerging technologies are changing the practice of law. In addition to educational panels, participants attend career development sessions and workshops specifically tailored for their career track and level of experience. During G-TEC, MCCA honors the annual list of Rainmakers, lawyers whose success offer insight and value to all attorneys. The ultimate goal for each attendee is to cultivate professional relationships, learn about the latest tech developments in the legal profession and strategically advance their professional brand and career.

#### **GENERAL COUNSEL SUMMIT**

The General Counsel Summit (GCS) combines professional development and leadership programs with networking events to meet peers, exchange ideas and launch legal careers to the next level. GCS offers MCCA's C-Suite Leadership Institute. This programs offers customized professional development for diverse senior in-house counsel led by faculty comprised of diverse Fortune® 500 general counsel. Sessions will provide guidance on how to navigate the executive search and vetting processes, interviewing with the CEO, leadership qualities of a Fortune® 500 general counsel and how to own your seat in the boardroom. GCS' purpose is to provide senior attorneys the skills and knowledge to move the needle at the top—on getting more people into the boardrooms where the decisions are made and the future is built.

#### **CREATING PATHWAYS TO DIVERSITY®**

The Creating Pathways to Diversity® conference focuses on global diversity and inclusion, talent optimization, inclusive leadership and management to bolster the promotion and retention of diverse attorneys. The program offers practical development tools as well as best practices and resources for individual lawyers and organizations. For individuals, there are workshops to improve rainmaking and business development skills, including the MCCA Pitch Session Network. The Pitch Session Network allows corporate law departments to directly connect with diverse attorneys, diversify their service client portfolios and assist in holding law firms and legal service providers accountable for their diversity efforts. For organizations, expert panels address

areas for improved execution of a diversity and inclusion strategy. All of these programs provide opportunities for networking and advancing the careers of diverse attorneys. Additionally, the annual Rising Stars are announced as well as the winners of the George B. Vashon Innovator Award and Paula L. Ettelbrick Award.

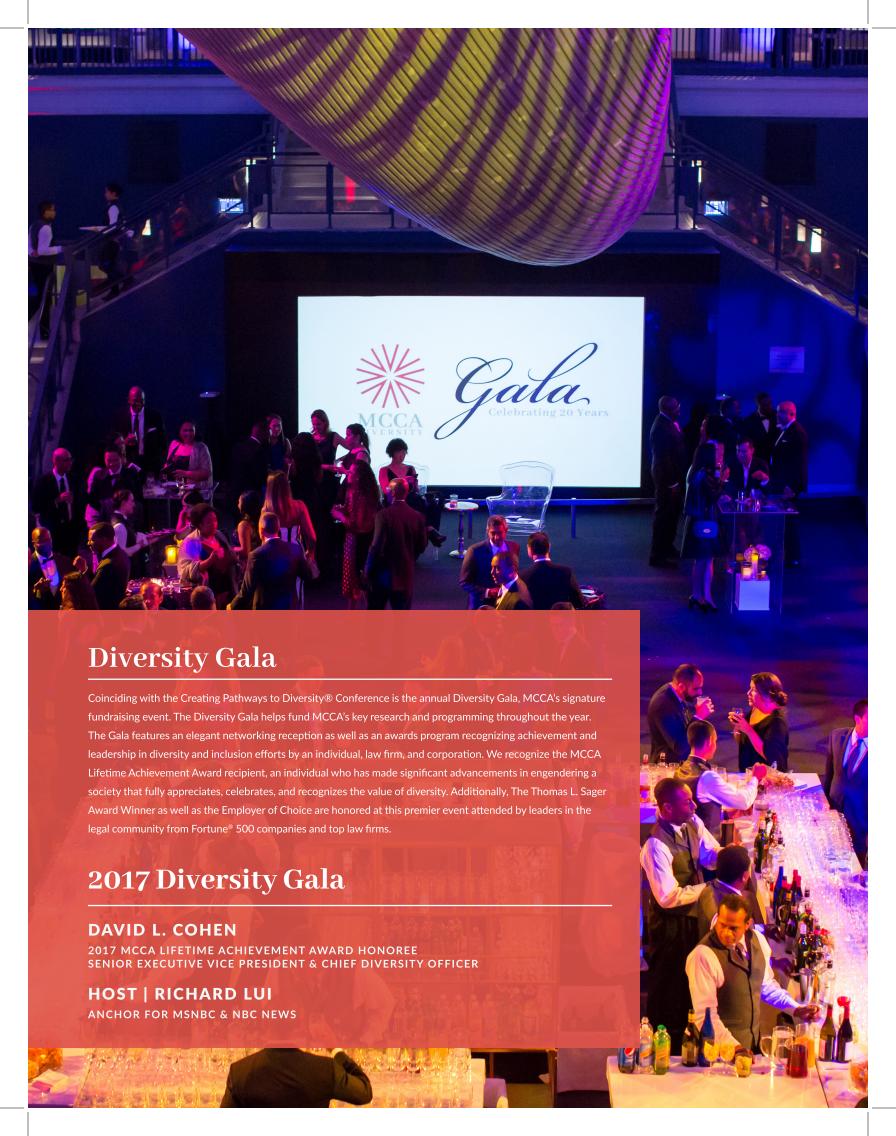
#### **ROADSHOWS**

MCCA hosts Roadshows throughout the country, featuring thoughtful roundtables and panels that focus on regional issues of diversity and inclusion, specifically recruiting, retention and promotion of diverse attorneys. These Roadshows are an opportunity to engage with members and connect with local leaders to learn about their concerns, share best practices and discuss sustainable solutions.

In 2017, MCCA traveled to Atlanta and Seattle to celebrate our 20th Anniversary with our members. We discussed best practices in corporate legal departments and ways that outside counsel can partner with clients to improve diversity in our profession. Those events attracted over 300 local professionals and leaders.

#### **TOWNHALLS**

In 2017 MCCA launched our Town Halls as an effort to strengthen our relationship with our existing members, sponsors and prospective members. These Town Halls are held quarterly and are a great way to learn more about MCCA membership, our new initiatives, research and upcoming events. We also solicit feedback on how we can improve our current initiatives, including our conferences, gala, professional development programs and member benefits. We want to hear from our community so together we can achieve our vision and make the next generation of legal leaders as diverse as the world we live in.





### **Publication**



#### 2017 Publication Statistics

Diversity & the Bar's audience is comprised mostly of C-Suite executives and senior attorneys in corporate legal departments and the law firms that serve them. Our focus in 2017 was to publish enhanced content that helps attorneys in their career path and organizations with their diversity and inclusion efforts.

#### 2017 DIGITAL MAGAZINE STATISTICS

97,438 PAGE VIEWS

5,120 NEW VISITORS

#### **TOP 3 ARTICLES**



**SPRING 2017** | Attaining the Colorful 2.5%

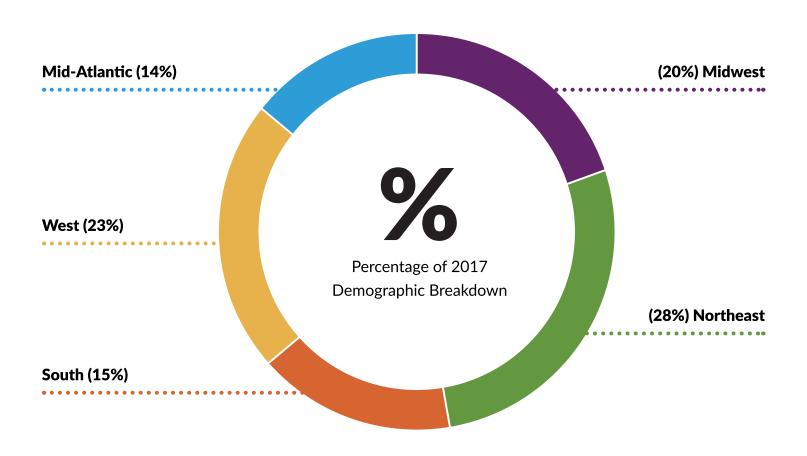
**FALL 2017** | Inspiring the Next Generation: Not a Moot Point





**WINTER 2017** | Breaking Through the Concrete Ceiling

#### **DEMOGRAPHIC BREAKDOWN**







# Financial Statements & Supplemental Information

YEAR-END DECEMBER 31ST, 2017

## Financial Statements & Supplemental Information

March 27, 2018

Penan & Scott, P.C., audited, in accordance with auditing standards generally accepted in the United States of America, the financial statements of The Minority Corporate Counsel Association, Inc. (the "Association") as of and for the year ended December 31, 2016, and our report thereon dated April 3, 2017, expressed an unmodified opinion on those financial statements.

Financial highlights for the year ended December 31, 2016 were:

The Association's total assets increased as compared to prior year. The major component of the total assets for 2016 were cash at \$694,639 and investments at \$3,586,757. The total assets at year-end were \$4,659,708.

The Association's borrowing on its line of credit remained the same as compared to the prior year. Liabilities increased as accounts payable and deferred revenue increased. Net assets increased slightly. At year-end, the Association's total liabilities were \$667,682 and net assets were \$3,992,026.

The Association's total revenue for the year was \$3,174,490. The major components of revenue were membership dues at \$1,039,350 and special events at \$1,258,655.

The major expenses for the year were \$1,108,471 for research, education, and website, and \$1,450,656 for annual special events.

The Association funded \$235,500 in LMJ scholarships to select law students at various national law schools as part of the Association's mission.

The above summary highlights significant financial activities of the Association at December 31, 2016. The audited financial statements with footnote disclosures should be obtained in order to understand the complete financial position of the Association.

Penan & Scott, P.C

James Scott, Jr., CPA/CGMA Principal







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#### Members, Sponsors & Donors

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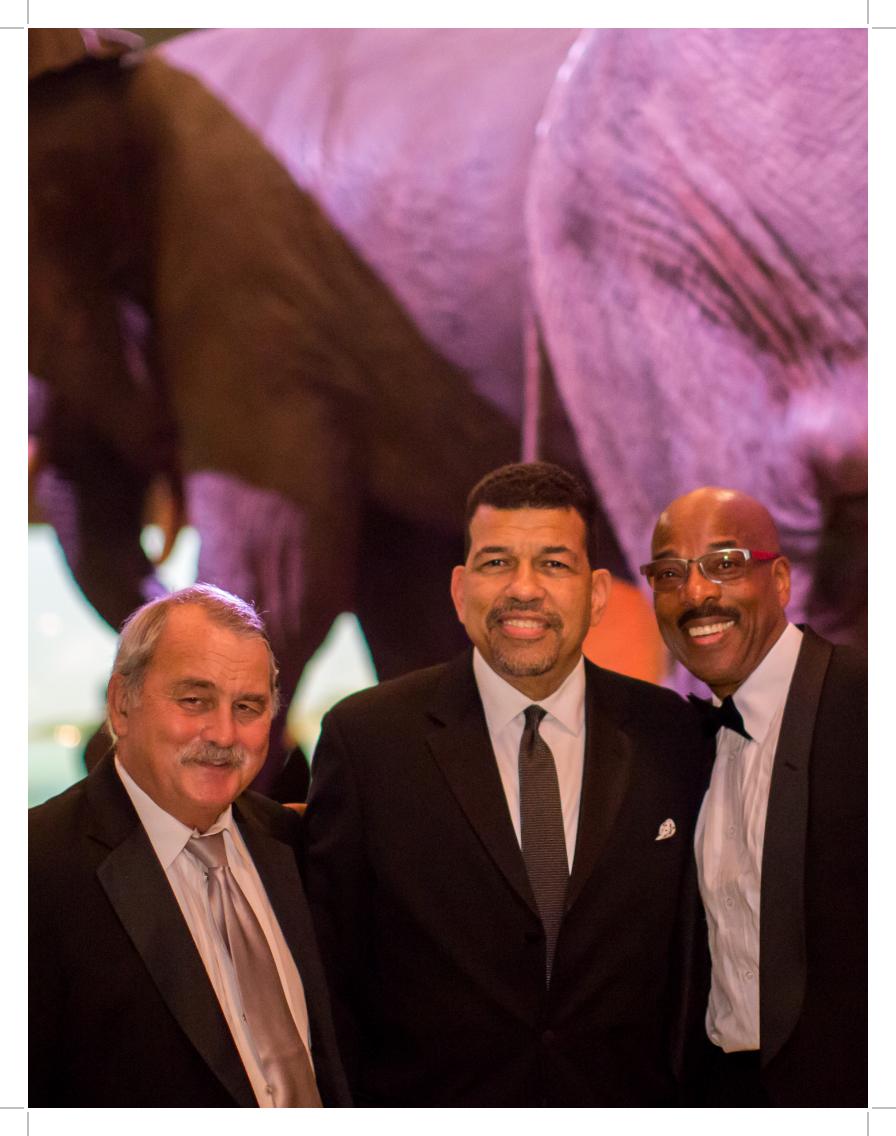
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