

Advancing Together



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Advancing



President & CEO’s Message

Change was our focus in 2018 and as we strived to make our profession more diverse and inclusive, we learned the importance of creating a culture that embraces differences in order to change culture. We embarked on a journey to create safe spaces where individuals can come as their authentic self, voice their opinions and work in an inclusive environment.

To better understand how attorneys feel about their organizations’ diversity and inclusion efforts, we partnered with Russell Reynolds Associates to launch our inaugural Inclusion Index Survey. More than 600 respondents from both law firms and corporate legal departments participated in our proprietary survey, across all demographic categories from across the country, covering about 50-plus facets of their cultures, from their perceptions of leadership and policies to how they are treated by their co-workers to how they feel about their future career prospects. Our goal is to make this an annual survey that will help chart progress in the profession for years to come.

We developed a first-of-its-kind survey showing that systemic bias across the legal profession presents significant barriers to gender and racial equity. The study, You Can’t Change What You Can’t See, presents a stark picture of the obstacles hindering many lawyers from achieving their potential. From hiring, promotion assignment and compensation in the legal industry, overall, women of color reported the highest level of bias in almost every workplace process in the survey. While clearly more needs to be done, we believe this study will help corporate legal departments and law firms mitigate the potential negative impact of an unconscious bias.

From our work in 2018, the importance of advancing the work together to effectuate real change was reinforced, giving birth to the theme of “Advancing Together.” In all our efforts to make our vision “to make the next generation of legal leaders as diverse as the world we live in” a reality, whether through our research, our programming, training and pipeline initiatives, we focused on collaborating with each of you, our members, our affinity bar associations, diversity and inclusion thought-leaders and experts in the field, so that we can benefit from each other’s diverse experiences and perspectives to move forward together.

In addition, we officially launched MAP, the MCCA Advisory Practice, in order to help members develop practical D&I strategies which are robust and sustainable for their respective organizations. Our toolkit and tools are helping to improve the culture of companies and law firms in a strategic, structured and relevant manner. We are grateful for the many individuals and companies that helped us develop and refine this advisory practice into what it is today and hope that with MAP, we can all advance together to building more inclusive leadership and work culture.

Finally, we created the Charlotte E. Ray Award, who was a legal pioneer and the first African-American female lawyer in the United States, to recognize a woman lawyer for her exceptional achievements in the legal profession and extraordinary contribution to the advancement of women in the profession. Our hope is that this award as well as our other awards, will inspire future trailblazers to continue to disrupt the legal profession and advance diversity, inclusion and equity.

I am excited for MCCA’s future and I believe we are on the cusp of significant progress in the legal profession. Thank you for collaborating with us in our efforts. We encourage you and welcome you to work more closely with us as we actualize the world we all hope to see.

I look forward to advancing together with all of you.

JEAN LEE
CEO & President
Minority Corporate Counsel Association (MCCA)

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Corporate Secretary



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Vice President,
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Chief Ethics & Compliance Officer



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Assistant General Counsel



LATANYA LANGLEY
Vice President & General Counsel



KEVIN R. LYN
Diversity Committee,
Co-Chair & Partner



REGINALD M. RASCH
General Counsel – Head of Legal



**KRISHNA
VEERARAGHAVAN**
Partner



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Senior Associate General Counsel



ANDY YOO
Senior Vice President,
General Counsel



DANIELLE VILLOCH
Associate Attorney



N-Gen Advisory Board
Corporate Secretary



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.

Core Values

Excellence

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

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.

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.

2018

Key Moments

MAY

Inclusion Index developed with Russell Reynolds Associates

Inclusive Leader Program launched in partnership with Microsoft

JUN

Sustaining Pathways to Diversity® Comprehensive Examination of Diversity Demographics, Initiatives, and Policies in Corporate Legal Departments published

SEP

You Can't Change What You Can't See: Interrupting Racial & Gender Bias in the Legal Profession published

DEC

MCCA honored by the Council on Legal Education Opportunity with the 2018 CLEO EDGE Award in Diversity

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).

2018 AWARD WINNERS

- Beveridge & Diamond P.C.
- Shook, Hardy & Bacon LLP



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. Her career as an educator and mentor at institutions like New York University, Columbia University, and the University of Michigan, helped transform the national discussion regarding equality.

2018 HONOREE

- H. Gwen Marcus, *Executive Vice President and General Counsel, Showtime Networks Inc.*



MCCA's Annual List of Rainmakers honors talented lawyers that understand the key to business development is building your brand, fostering teamwork, understanding your clients and great lawyering. The 2018 Rainmakers were selected from an exceptional group of prominent attorneys who have a proven record, over the course of several years, of compiling books of business exceeding \$5 million annually and who have contributed significantly to their communities. 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.

2018 HONOREES

- A. Scott Bolden, *Partner and Office Managing Partner, Reed Smith LLP*
- Nancy Chung, *Partner, Sidley Austin LLP*
- Anne Marie Estevez, *Partner, Morgan, Lewis & Bockius LLP*
- Jonice Gray Tucker, *Partner, Buckley Sandler LLP*
- Gillian Hobson, *Partner, Management Committee Member, Vinson & Elkins LLP*
- Joanne Katsantonis, *Partner, McGuireWoods LLP*
- Jennifer Levy, *Partner, Kirkland & Ellis LLP*
- Trent Norris, *Partner, Arnold & Porter LLP*
- Ken Salazar, *Partner, WilmerHale*
- Aravind Swaminathan, *Partner, Global Co-Chair – Cyber, Privacy & Data Innovation, Orrick Herrington & Sutcliffe LLP*
- Bart Williams, *Partner, Proskauer Rose LLP*



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.

2018 HONOREES

- Juan Arteaga, *Partner, Crowell & Moring LLP*
- Tamira Chapman, *Corporate Counsel, Ford Motor Company*
- E. Martin Estrada, *Partner, Munger, Tolles & Olson LLP*
- Roy Haynes, *Director, Associate General Counsel, Citigroup, Inc.*
- Robin Nunn, *Partner, Davis Wright Tremaine LLP*
- Shayne O'Reilly, *Associate General Counsel, IP Litigation, Facebook, Inc.*
- Christine Abuel Pompa, *Senior Patent Counsel, The Kraft Heinz Company*
- Ana Reyes, *Partner, Williams & Connolly LLP*
- Uzma Saghir, *Partner, McDermott Will & Emery*
- Quyen Ta, *Partner, Boies Schiller Flexner LLP*

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 Sager Award was first presented in 1999 and is named after former DuPont Senior Vice President and General Counsel Thomas L. Sager, a widely-respected leader in diversity, inclusion and equity. The award highlights MCCA's continued commitment to magnifying the national visibility of diversity, inclusion and equity champions in the industry.

2018 NATIONAL FINALIST



2018 NATIONAL WINNERS

For the first time, two firms tied to win the 2018 Thomas L. Sager Award and were recognized for their achievements at MCCA's Diversity Gala:

Morgan, Lewis & Bockius LLP: Morgan Lewis has worked tirelessly to break down the barriers to entry in the legal field. Through the ML Diversity Scholarship, they have helped second- and third-year law students from underrepresented groups who have demonstrated academic excellence and financial need attain their law degree. Morgan, Lewis & Bockius LLP is a global law firm with over 2,000 attorneys in 30 offices in North America, Europe and Asia.

Proskauer Rose LLP: Proskauer's diversity and inclusion efforts begin early, reaching underrepresented students in high school to help them see the possibilities of becoming a lawyer. The firm is heavily involved in affinity organizations supporting events, programs, and scholarships for law students nationwide. Proskauer Rose LLP is an international law firm headquartered in New York City.

Morgan Lewis

Proskauer

The Charlotte E. Ray Award



The Charlotte E. Ray Award is presented to a woman lawyer for her exceptional achievements in the legal profession and extraordinary contribution to the advancement of women in the profession. The award is named for Charlotte E. Ray, a legal pioneer and the first African-American female lawyer in the United States.

2018 INAUGURAL HONOREE

Michele Coleman Mayes
Vice President, General Counsel and Secretary, The New York Public Library

Over the course of her highly successful and inspirational career, Michelle Coleman Mayes has broken barriers and held senior legal positions at Allstate Corporation, Pitney Bowes Inc., Colgate-Palmolive Company and the Unisys Corporation. She has spoken and written thoughtfully on the challenges facing women of color in the legal profession and paved the way for future leaders. Her reputation as a courageous leader, trailblazer and tireless campaigner for diversity, inclusion and equity in the legal profession made her a natural choice for the inaugural Charlotte E. Ray Award.





Employer of Choice

MCCA's vision is to make the next generation of legal leaders as diverse as the world we live in. One way we strive to accomplish this goal is to recognize and honor outstanding law departments that are leading the charge in change and helping diverse attorneys break through the concrete ceiling. The Employer of Choice Award (the "EOC") is designed to spotlight industry-leading Fortune® 1000 corporate legal departments who have succeeded in creating, implementing and maintaining a legal department that is focused on diversity, inclusion and equity.

The EOC 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.
- **Implementation**
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.).
- **Value**
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.

NATIONAL & MIDWEST REGIONAL WINNER



Nationwide's leadership development programs are designed to give employees the opportunity to explore different areas of the business and be exposed to leaders across the company. Through investment into internship, rotational opportunities and formal and informal initiatives, Nationwide continues to make great strides in the area of employee wellbeing. *Nationwide, a Fortune® 100 company based in Columbus, Ohio, provides a full range of insurance and financial services.*

MID-ATLANTIC REGIONAL WINNER



FreddieMac's Vendor Academy and supplier diversity policy help to address how to engage and develop diverse vendors in their supply chain. *The Federal Home Loan Mortgage Corporation, known as Freddie Mac, is a public government-sponsored enterprise that works to provide liquidity, stability, and affordability to the U.S. housing market.*

WESTERN REGIONAL WINNER

Gap Inc.

Gap's relentless efforts to increase diversity in the profession, including its own work to ensure the engagement and retention of its diverse talent, are a model for how organizations can make inclusion and diversity part of their core DNA. *Gap Inc. is a leading global retailer offering clothing, accessories, and personal care products for men, women, and children under the Old Navy, Gap, Banana Republic and Athleta brands.*

NORTHEAST REGIONAL WINNER

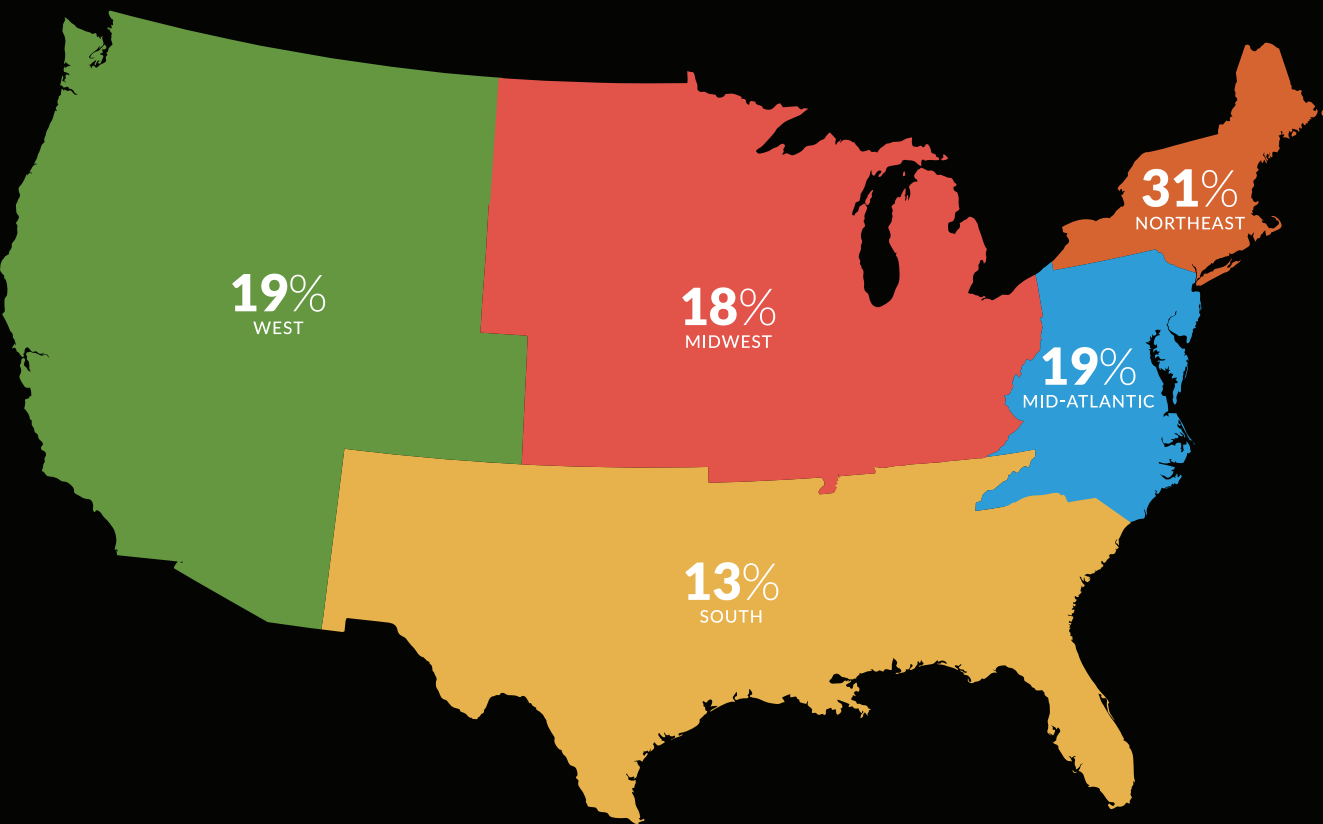


Honeywell has created extensive metrics to gauge the success of its diversity and inclusion initiatives. The company's secondment program is amongst the best and most innovative in the field providing valuable mentorship and development opportunities for diverse, high-potential legal talent. *Honeywell is a Fortune® 100 software-industrial company that delivers industry specific solutions that include aerospace and automotive products and services; control technologies for buildings, homes, and industry; and performance materials globally.*

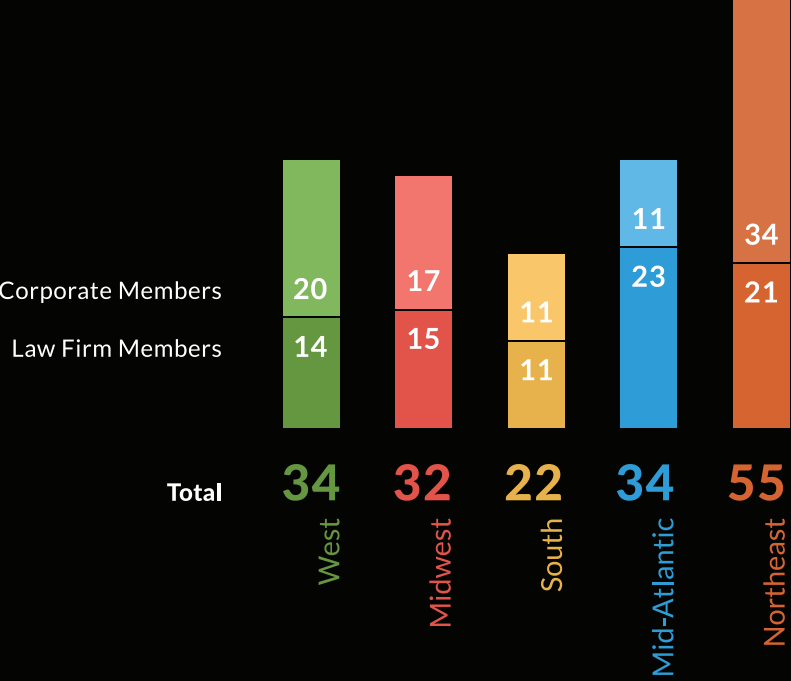
Membership

Founded in 1997, MCCA is a 501(c)(3) corporate counsel association. In 2011, MCCA realized the value of partnership with law firms and created the Firm Affiliate Network (“FAN”) membership. The power of partnership and its benefits became more clear over time, and in 2017, MCCA revamped its membership structure to include both corporate legal departments and law firms. MCCA created its one membership model open to all corporate legal departments and law firms based on their needs and interest in engagement. In addition to creating more *diverse* legal departments and law firms, MCCA helps its members foster more *inclusive* and *equitable* legal departments and law firms – environments where underrepresented groups feel empowered to speak freely about their opinions and perspectives.

Members Regional Map by Percentage



Members Breakdown by Region



Research & Publications

Reports and Surveys

MCCA furthers its mission through publishing research to increase cultural competence, promote diversity, inclusion and equity efforts and share best practices in the legal profession. MCCA’s research provides objective, peer-reviewable assessments of emerging demographic data and practices. We aim to make diversity, inclusion and equity a goal that all corporate legal departments – and the law firms that serve them – strive to prioritize and integrate. To achieve that goal, we’ll continue to collaborate with general counsels and senior leadership to develop best practices, set standards for corporations and law firms, and work hand-in-hand with our partners to help those organizations meet these standards – and, ideally, to exceed them.



MCCA has published 56 research pieces including white papers, surveys focusing on role and status of law firm diversity professionals, the annual Vault/MCCA Law Firm Diversity Survey report, the annual General Counsel Survey report tracking minority and women general counsel in the Fortune® 500 and Fortune® 1000 corporations, reports on emerging new trends and challenges in the legal profession, surveys which examine firms that are diverse, inclusive and profitable, and our signature research series, *Sustaining Pathways to Diversity Research* reports.

Since its initial release in 2001, *Sustaining Pathways to Diversity* has set the industry standard when it comes to thought leadership on diversity, inclusion and equity within the legal profession. In 2009, our groundbreaking look at the four key components of successful D&I initiatives, *Sustaining Pathways to Diversity: The Next Steps in Understanding and Increasing Diversity & Inclusion in Large Law Firms*, provided the most comprehensive examination of the issue ever published. The following year, we released *The New Paradigm of LGBT Inclusion: A Recommended Resource for Law Firms* – the first-ever such practical guide for practitioners. Other MCCA reports have broken similar ground on pressing issues from the expectations of Gen Y attorneys, to the nuances of interracial mentorships, to the myth of meritocracy. In each report, our members will find recommendations and best practices that can help improve diversity and inclusion within their organizations.

MCCA provided a first-of-its-kind survey showing that systemic bias across the legal profession presents significant barriers to gender and racial equity. The study, *You Can't Change What You Can't See*, examines implicit gender and racial bias in legal workplaces and offers new solutions and tools for interrupting bias across the legal profession. Conducted by the Center for WorkLife Law at the University of California, Hastings College of the Law on behalf of MCCA and The American Bar Association's Committee on Women in the Profession, the report presents a stark picture of the obstacles hindering many lawyers from achieving their potential. From hiring, promotion assignment and compensation in the legal industry, overall, women of color reported the highest level of bias in almost every workplace process in the survey. The survey report also includes *Bias Interrupters Toolkits*, to assist corporate legal departments and law firms to mitigate the potential negative impact of unconscious bias.

MCCA's *Comprehensive Examination of Diversity Demographics, Initiatives, and Policies in Corporate Legal Department*, published in 2018, examines the demographics and diversity metrics within corporate legal departments; how these legal departments measure and track the diversity demographics and progress of their outside counsel law firms; and explores the structures, administration and scopes of the diversity programs and collaborative initiatives of the participating companies.

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

MCCA partners with Vault for the annual MCCA/Vault Law Firm Diversity Survey Report™. Since 2004, Vault and MCCA has surveyed more than 300 law firms nationwide – including virtually all of the Am Law 100 and a majority of the NLJ 250 – about firm demographics and diversity initiatives related to attorneys from underrepresented groups. It presents this information in the form of an annual report and a searchable online database where users can compare metrics against other firms, evaluate progress over time, and see how their own firm performs relative to industry-wide benchmarks. 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® 500 & FORTUNE® 1000 CORPORATIONS

Since 1999, MCCA publishes the Annual General Counsel Survey (“GC Survey”). The GC Survey tracks the current representation of minorities and women among the Fortune® 500 and Fortune® 1000 general counsel and the progress (or lack thereof) at the highest levels of the legal profession and corporate America.



Diversity & the Bar®

Every quarter, MCCA publishes *Diversity & the Bar*, a unique window into diversity and inclusion efforts across the legal industry. In 2018, we reconceived our flagship magazine—from top to bottom—to make it an even more exciting resource for readers who are passionate about advancing the discourse on diversity, inclusion and equity. We also welcomed Dr. Catherine McGregor as the magazine’s Editor-in-Chief, and Elfatrany Design as the new design team, who have been instrumental in elevating the magazine’s readership, brand and content. Each issue delivers unparalleled, expert coverage into unfolding conversations around the recruitment, retention and promotion of attorneys, as well as trending topics such as intersectionality, organizational culture and what it means to be an inclusive leader.

PERFORMANCE STATISTICS

PAGE VIEWS	NEW VISITORS	TOTAL ARTICLE VIEWS
133,319	6,034	8,688
+37%	+18%	+226%
INCREASE FROM 2017	INCREASE FROM 2017	INCREASE FROM 2017

TOP 3 ARTICLES

- 

1 Breaking Through the Concrete Ceiling
Winter 2017
- 

2 D&B/Talk - Building Gender - Inclusivity From the Top”
Summer 2018
- 

3 Diversity - Mission Critical: An Interview with A.B. Cruz III
Spring 2018

Education & Training

At MCCA, we offer a wide range of educational and training programs to help members understand – and improve – the scale of diversity, inclusion and equity within their respective organizations. We do more than just agitate and advocate. We work with both law firms and corporate organizations to create two-sided success: success for promising diverse lawyers, and success for the companies and firms that employ them.

Professional Development Program

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

MCCA hosted the C-Suite Leadership Institute in collaboration with the NAPABA’s In-House Counsel Summit (the “Program”) for the second year in a row to directly address the lack of under-represented minority attorneys in top general counsel positions, which the MCCA annual General Counsel Survey reported.

The Program is a collective effort by senior general counsel in our communities 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 Fortune® 1000 companies. In order to achieve this goal, the C-Suite Leadership Institute and In-House Counsel Summit provides a platform for the senior leaders to achieve three sub-goals: identify, develop and promote talented Asian American, African American/Black and Hispanic/Latinx lawyers. The Summit is structured with panels, workshops and recruiters to achieve those three sub-goals.

EQUITY TRACK

MCCA developed the Equity Track Program (“Equity Track” or “Program”) in 2016 to address the lack of diversity within the equity partnership levels at majority law firms as reported by our Law Firm Diversity Survey. After its initial launch, MCCA received feedback and paused to redesign a more comprehensive Equity Track Program.

MCCA will relaunch the Program in 2019 to address the continuing lack of diversity at the highest partnership levels in our largest law firms in the U.S. The Equity Track will be a twelve-month program and we will select a very small cohort of diverse income partners at two-tiered partnership law firms. The inaugural cohort will not be more than ten partners to ensure a safe environment of learning and to develop meaningful relationships. The Program is designed to achieve three goals: **identify, groom and promote** diverse income partners to achieve equity status within their firms.

Pipeline Program

2018 LMJ SCHOLARSHIP

In 2004, MCCA established the Lloyd M. Johnson, Jr. Scholarship (“LMJ Scholarship”). The LMJ Scholarship nurtures the academic and professional careers of outstanding diverse law students and helps fill the diversity pipeline to the legal profession. The LMJ Scholarship provides financial support to incoming first-year law students pursuing a juris doctorate degree.

The scholarship is open to diverse students who have: been accepted to an ABA-accredited law school on a full-time basis; an outstanding or promising academic record; an interest in corporate law; a demonstration of community service and leadership qualities; a financial need; and a commitment to diversity, inclusion and equity. Every year, the LMJ Selection Committee identifies diverse scholars from across the country and awards up to ten honorees a \$10,000 scholarship. Members may sponsor an individual student and award a scholarship named for their organization, such as the Microsoft Scholar, Groom Scholar, and Wal-Mart Scholar. In doing so, members become part of the LMJ Selection Committee, assist in the final selection of all scholarship recipients, and select their own organization’s scholar. Members may also support the program by making a donation in any amount or offering internships to LMJ Scholarship recipients.

The LMJ Scholarship has changed lives by allowing aspiring lawyers to start and continue their education. Recipients have graduated to serve as law clerks to federal judges and work as associates in Am Law 200 law firms and in-house at Fortune® 500 corporations.

In 2018, the LMJ Scholarship Program Selection Committee awarded scholarships to six students. Corporate and law firm partners Hogan Lovells, Chevron Corporation, and Robert Half International, Inc. funded three of these students for one year, while Microsoft Corporation and Groom Law Group committed to funding one student for all three years of law school. Since its inception, the LMJ Scholarship has awarded over \$3.5 million in scholarships to over 200 students.



Conferences & Events



GLOBAL TEC FORUM

The Global TEC Forum: Empowering Change in Technology, Education and Careers ("G-TEC Forum" or "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. G-TEC was a direct response to the lack of diversity in the technology industry and specifically to general counsels who shared that it was a challenge recruiting and hiring under-represented minorities for their departments and as outside counsel.

G-TEC is one way that MCCA is addressing these challenges by promoting the brightest women and diverse talent in the industry by providing those talented lawyers with an opportunity to share their talent and expertise. In addition to continuing legal education focused on promoting our women and diverse lawyers, MCCA provides an opportunity for all lawyers to attend career development programs to support their advancement and grow their networks in a small intimate setting. 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.



CREATING PATHWAYS TO DIVERSITY®

The Creating Pathways to Diversity Conference ("Pathways") is a three-day annual event and MCCA's largest conference. Pathways focuses on global diversity, inclusion and equity, talent optimization, inclusive leadership and management to bolster the recruitment, promotion and retention of diverse attorneys. Our conference offers practical development programs, best practices and workshops for individual lawyers and organizations.

For individuals, there are workshops to improve rainmaking and business development skills, including The Blueprint: Mock Pitch Workshop. For organizations, expert panels address areas for improved execution of a diversity, inclusion and equity 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.

The Diversity Career Expo connects prospective employers with promising diverse attorneys, providing those employers with opportunities to promote their legal departments and recruit diverse talent from all over the country. Meanwhile, candidates receive the chance to learn about potential career paths – and to see how member organizations can contribute to their personal growth.



DIVERSITY GALA

Coinciding with the Creating Pathways to Diversity Conference, is the annual Diversity Gala, MCCA's signature fundraising event. The Diversity Gala is a celebration of the progress that has been made over the previous year, a discussion of the challenges that persist in the legal profession, and a strategy session for the work that we still have left to do. The Diversity Gala helps fund MCCA's key research and programming throughout the year. The Gala features an elegant networking reception and an awards program honoring individuals, corporate legal departments and law firms championing diversity, inclusion and equity in the legal profession. The Charlotte E. Ray Honoree, the Thomas L. Sager Award Winner as well as the Employer of Choice Winner are honored at this premier event attended by leaders in the legal community from Fortune® 500 companies and top law firms.

ROADSHOWS / INCLUSION SUMMITS

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

Launched in 2017, MCCA hosts quarterly 60-minute "Town Halls" via Facebook Live as an effort to strengthen our relationship with our existing members, sponsors and prospective members. These Town Halls are a great way to learn about our new initiatives, provide constructive feedback and engage further as a partner in our mission and vision. 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.

MCCA #GIVINGTUESDAY CAMPAIGN

MCCA participated in its annual #GivingTuesday campaign to raise funds for the LMJ Scholarship. MCCA partnered with AmazonSmile and Benevity. Microsoft Corporate matched employee donations and seven Fortune® 500 General Counsel generously donated private lunch meetings as part of the campaign. The donations from the campaign helped raise scholarships for six first-year law students in the 2018-2019 academic year. 100% of all donations went to deserving students.

CANTOR FITZGERALD CHARITY DAY

Every year, Cantor Fitzgerald and their affiliates, BGC Partners and GFI Group, in conjunction with the Cantor Fitzgerald Relief Fund, commemorates their 658 friends and colleagues and 61 Eurobrokers employees who perished on September 11, 2001 by distributing 100% of their global revenues on Charity Day to the Cantor Fitzgerald Relief Fund and dozens of charities around the world.

On this annual day, the Cantor Fitzgerald Relief Fund invites celebrity guests from the entertainment and sports industries to work with licensed brokers and their clients to raise money and awareness for a variety of selected charities. Since its inception, Charity Day has raised approximately \$147 million globally.

MCCA participated in the 2018 Cantor Fitzgerald Charity Day, with esteemed journalist, anchor and writer MSNBC/NBC News, Richard Lui, as MCCA's celebrity ambassador.

Advisory Practice & Strategic Services

MCCA offers advisory and strategic services as a resource for legal professionals dedicated to increasing the impact, effectiveness and sustainability of their respective organization’s diversity, inclusion and equity initiatives. We serve as a partner in developing, implementing and maintaining a strategic diversity focus within corporate legal departments and law firms by providing members with the tools, expertise, methodology, research and professional assistance to be more effective and impactful.



MCCA ADVISORY PRACTICE (“MAP”)

MCCA recognizes that corporate legal departments and law firms are searching for more substantive guidance when it comes to implementing diversity, inclusion and equity programs because there is no one-size-fits-all solution to creating a more diverse, inclusive and equitable workplace. There has been a profound shift in the conversation from aspirational to actionable and the MCCA Advisory Practice (“MAP”) has been developed in response to this shift and our members’ needs.

MAP provides a “road map” on how to develop an *effective and sustainable* strategic plan focused on diversity, inclusion and equity. MAP assists MCCA members in developing, implementing and maintaining a strategic diversity focus within their organizations by providing them with the tools, expertise, methodology, research and professional assistance from MCCA. Specifically, MAP offers customized consulting services as part of MCCA’s exclusive membership benefits including assistance with organizational cultural assessments developed in partnership with industry experts/professional consultants, best practice guidelines and templates, project plans, measurement tools, and interactive/on-site training programs and services that assist members in gaining the competence, confidence, knowledge, skills, tools and strategies to achieve their D&I goals.

SECONDMENT OPPORTUNITIES

The MCCA Secondment Program is an effective way for corporate law departments to promote diverse attorneys within law firms, maximize their chances of becoming a partner, and deepen existing relationships. Member law departments can partner with outside counsel firms for a firm attorney to be temporarily “loaned” on-site to the client’s corporate law department for a defined period.

Benefits to the client:

- Effective way to promote diverse attorneys within large law firms by providing access to legal departments and businesses to develop meaningful relationship that will continue to support the attorney’s development and potential promotion upon reentry to the secondee’s law firm.
- Access to reliable, quality legal services at no to low cost from a law firm it trusts.
- Flexible timing that can help corporate law departments deal with expected or unexpected gaps in staffing.

Benefits to the law firm:

- Secondment experience helps deepen the firm’s relationship with the client, learning about the company culture, risk tolerance, and department processes.
- Secondees will gain legal and business experience that enhances his/her ability to provide solutions to the client.
- This is a great way to demonstrate the firm’s commitment to the diverse attorney by investing in the attorney’s future within and outside of the firm.

SPEAKERS BUREAU

Speakers Bureau is a collection of senior industry attorneys ranging from general counsels of Fortune® 500 companies to partners of major law firms from across the country who are experts on legal, policy, and social issues. Through MCCA’s Speakers Bureau, members have the opportunity to highlight their expertise and thought leadership on a variety of topics and provide visibility to corporate audiences. Speaking fees are collected on a donation basis and 100% of the fees support the LMJ Scholarship program.

CAREER CENTER

Hot Jobs: Hot Jobs is a members-only benefit created to help MCCA members that are thinking strategically on how they will recruit diverse candidates into their recruiting process. It is a platform specifically created to further MCCA’s mission in advancing the recruitment of diverse attorneys. We are pleased to announce Hot Jobs is now searchable on the MCCA website (<https://www.mcca.com/career-center/hot-jobs/>) and our new and improved email blast of Hot Job announcements will be circulated to our members twice a month.

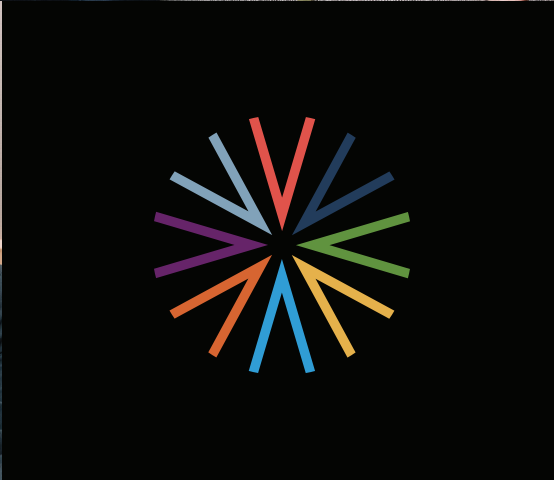
MCCA Job Bank: Members and non-members wishing to advertise open positions to our diverse network may post them through MCCA’s Job Bank. Employers have access to a host of tools and features and will be able to post new positions for as low as \$300 for MCCA Members and \$400 for MCCA Non-Members. MCCA’s Job Bank has almost 400 views per job and almost 9,000 searchable resumes of diverse candidates.

PITCH SESSION NETWORK

MCCA created the Pitch Session Network (“PSN”) to address the lack of diversity at the equity partner-level in law firms. MCCA and committed general counsels came together to strategize on how to encourage strategic progress in law firms. The PSN is a direct result of those discussions and our collective efforts to improve the number of diverse partners at firms. As clients and allies, corporate legal departments have the power to change the numbers and hold law firms accountable.

MCCA hosted the Second Annual PSN during the 2018 Creating Pathways to Diversity® Conference to help achieve MCCA’s vision to “make the next generation of legal leaders as diverse as the world we live in” a reality.

MCCA partnered with the National Asian Pacific American Bar Association (NAPABA), as well as the National Bar Association (NBA), resulting in over 55 meetings scheduled with 13 corporate partners and 30 different law firms, many in the Fortune® 500 and Fortune® 1000 rankings. The PSN provides a platform for diverse MCCA, HNBA and NBA Law Firm member attorneys to make meaningful connections with in-house counsel interested in legal services.



Financial Statement

Penan & Scott, P.C.
Certified Public Accountants and Consultants

April 22, 2019

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, 2017, and our report thereon dated August 14, 2018, expressed an unmodified opinion on those financial statements.

Financial highlights for the year ended December 31, 2017 were:

- The Association's total assets increased as compared to prior year. The major component of the total assets for 2017 were cash at \$294,459 and investments at \$3,683,623. The total assets at year-end were \$4,706,602.
- The Association's borrowing on its line of credit remained the same as compared to the prior year. Liabilities decreased as accounts payable and deferred revenue decreased. Net assets increased moderately. At year-end, the Association's total liabilities were \$425,672 and unrestricted net assets were \$4,280,930.
- The Association's total revenue for the year was \$4,390,007. The major components of revenue were membership dues at \$1,311,450 and special events at \$1,454,894.
- The major expenses for the year were \$1,219,190 for research, education, and website, and \$1,895,167 for annual special events.
- The Association funded \$260,000 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, 2017. 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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1111 Pennsylvania Avenue, NW
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