



Driving Equitable Compensation, Recognition and Opportunity for Attorneys of Color

MCCA Research Reports (links):

- [MCCA Bias Interrupters Survey Report](#)
- [MCCA/Vault Law Firm Diversity Survey Report](#)
- [New Millennium, Same Glass Ceiling? The Impact of Law Firm Compensation Systems on Women](#)
- [Why Corporate Initiatives to Promote Inclusion Through Selection of Outside Counsel Can Co-Exist with Title VII](#)

Research Materials/Articles (links):

- [Diversity and Origination Credit](#)
- [Effective Policies and Programs for Retention and Advancement of Women in the Law](#)
- [General Counsel Should Be Asking How Origination Credit is Awarded](#)
- [Why Diversity Matters in the Selection and Engagement of Outside Counsel: An In-House Counsel's Perspective](#)
- [Law Firm Origination Policies: Climbing the Mountain to Equity](#)
- [Power of the Purse How General Counsel Can Impact Pay Equity for Women Lawyers](#)
- [Left Out and Left Behind \(ABA Research Report on women lawyers of color\)](#)
- [Who Gets the Glory?](#)
- [General Counsel Need to Get Comfortable Asking About Origination Credit](#)
- [Want Diversity in Law Firms? Clients Have to Demand It](#)
- [How In-House Clients Can Help Fix the Origination Credit Problem](#)
- [Closing the Gap: A Road Map for Achieving Gender Pay Equity in Law Firm Partner Compensation \(ABA report\)](#)
- [Some Black Partners Aren't Waiting for the GC to Call](#)
- [Will Coke's New Guidelines Move the Needle for Law Firms?](#)
- [Coca-Cola General Counsel Says Diversity Efforts Aren't Working, Unveils New Guidelines](#)
- [Coke GC Tired of 'Good Intentions,' Wants Firm Diversity Now](#)

Examples of Client Policies and/or Statements on Origination Credit (links):

- [PepsiCo Law Department Policy for the Selection of Legal Services](#)
- [Starbucks: Diversity and Inclusion Report 2019](#)
- [Coca Cola: Commitment to Diversity, Belonging and Outside Counsel Diversity](#)

Videos:

- 2020 Creating Pathways to Diversity CLE: *SHOW ME THE MONEY: ORIGINATION CREDIT AND OUTSIDE COUNSEL ENGAGEMENT*
 - **Panel Description:** Discussion on the important and rarely discussed component needed for the advancement of lawyers of color at law firms – Origination Credit. Panelists discussed the credit allocation process and some of the challenges that exist and how that specifically affects lawyers of color. Discussion also focused on the meaning of origination credit, why it matters, and how corporate counsel can navigate and challenge compensation systems that are not aligned with the values of diversity, equity and inclusion.
 - **Video Link:** <https://www.youtube.com/watch?v=k2ZKkM-To5I>