



Inspiring  
Progress  
Accelerating  
Impact

2022  
Annual  
Report



The Minority Corporate Counsel Association (MCCA) is the preeminent advisor to C-suites across corporate America on diversity, equity, and inclusion. MCCA provides data-driven solutions for sustainable change, grounded in a quarter century of research and expertise.

Through thought leadership, professional development programs, and a cutting-edge strategic advisory practice, MCCA empowers partners and members to know better, do better, and lead better – paving the way for a more just and equal future.



# Table of Contents

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President & CEO's Message .....	05
MCCA Board of Directors .....	07
MCCA N-Gen Advisory Board .....	10
Mission, Vision, & Core Values .....	12
Key Moments .....	14
Diversity Demographics .....	17
Recognition .....	19
Membership .....	34
Research & Resources .....	38
Education & Professional Development .....	48
Conferences & Events .....	54
MCCA Advisory Practice & Strategic Services .....	61
Career Center .....	64
Financial Highlights .....	66
2022 Members, Sponsors, & Donors .....	68



“Do the best that you can until you know better. Then when you know better, do better.” – Dr. Maya Angelou

# President & CEO's Message

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For 25 years, MCCA has advanced the legal industry towards diversity, equity, and inclusion (“DEI”) and has driven the world to know, do, lead, and transform for the better. But you might be wondering: what does doing better look like today?

It looks like individual growth. That’s why we’re using new technologies and immersive programming, so leaders can cultivate a deeper understanding of others’ experiences. It looks like group insight. That’s why we brought executive peers together around the country to The Table and facilitated candid, challenging conversations that push us to lead better, too. It looks like organizational transformation – which requires systemic change, new strategies, and... you guessed it... higher standards so that no matter what happens in the courts, we will continue to progress forward.

Yes, doing better requires standards – a benchmark you can measure yourself, and others, against. That’s why, in 2022, we were so proud to debut MCCA Approved: a new framework to establish and grow more diverse, equitable, and inclusive organizations. From leadership accountability to business best practices, MCCA Approved lays out concrete steps that all businesses can take to accelerate their impact. It’s the culmination – and combination – of all the work we ask of those building a more diverse, equitable, and inclusive future. And it’s 25 years in the making.

Now imagine the 25 years ahead. Think about how you can take your impact even further. When you see a team whose DEI efforts always seem to fizzle out, how can you inspire them to pursue systemic transformation instead? When you’re in a room full of unspoken expectations, how can you make it a space where everyone can grow? When you’re in a room full of allies who are always the first to undermine the very people they claim to support, how will you respond? What will you do to inspire them to be better allies? When you see leaders reluctant to follow through on their commitments, how can you help them stay accountable?

Demand transformation – from yourself and from others – and show how to be better by being courageous. Demand higher standards—for the universities you recruit from, the consultants you rely on, and the clients you serve. Let us replace resistance and fear by being bolder, more determined, and fearless in pursuit of a better and more inclusive future.

## President & CEO's Message (cont.)

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Our next generation of women and diverse lawyers need you. You have the opportunity now to make sure that progress moves forward and that the next generation of aspiring Black, Asian, Hispanic/Latinx, and LGBTQ+ attorneys has a fair chance to build a legacy. To rise to the top and stay there. So, fight for their future, because it's our future too. Let us rise united, in a movement 25 years strong, accelerating our impact over the next quarter century.

### **JEAN LEE**

President & CEO

Minority Corporate Counsel Association (MCCA)



# MCCA Board of Directors



**WANJI WALCOTT**  
*MCCA Board Chair,  
Executive Committee,  
Governance & Nominating  
Committee*  
Chief Legal Officer,  
**Pinterest**



**JEAN LEE**  
President & CEO,  
**MCCA**



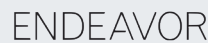
**STUART ALDEROTY**  
*Executive Committee*  
General Counsel,  
**Ripple**



**CRAIG BEAZER**  
Executive Vice President  
& General Counsel,  
**Lincoln Financial Group**



**DUANE HOLLOWAY**  
*Audit Committee Chair,  
Executive Committee*  
Senior Vice President,  
General Counsel,  
& Chief Ethics  
& Compliance Officer,  
**U.S. Steel**



**SETH KRAUSS**  
*Governance & Nominating  
Committee*  
Chief Legal Officer,  
**Endeavor**



**SANDRA LEUNG**  
*Finance & Investments  
Committee Chair*  
Executive Vice President &  
General Counsel,  
**Bristol-Myers Squibb  
Company**



**HANNAH LIM-JOHNSON**  
*Governance &  
Nominating Committee*  
Former Senior Vice  
President, Chief Legal  
Officer & Corporate  
Secretary

# MCCA Board of Directors (cont.)



**LINDA LU**

*Audit Committee*

Senior Vice President,  
Deputy General Counsel,  
**TransUnion**



**LAURENCE MIDLER**

Executive Vice President,  
General Counsel &  
Chief Risk Officer,  
**CBRE**



**LANESHA MINNIX**

*Finance & Investments  
Committee*

Executive Vice President &  
General Counsel,  
**Ecolab**



**JENNIFER NEWSTEAD**

Chief Legal Officer,  
**Meta Platforms, Inc.**



**AMY FLIEGELMAN OLLI**

*Governance &  
Nominating Committee*

Executive Vice President &  
General Counsel,  
**VMware, Inc.**



**TOM ROBERTSON**

*Finance &  
Investments Committee*

Corporate Vice President &  
Deputy General Counsel,  
**Microsoft Corporation**



**ANNE ROBINSON**

*Governance &  
Nominating Committee*

Managing Director  
& General Counsel,  
**The Vanguard Group, Inc.**



**MICHAEL TANG**

*Governance &  
Nominating Committee*

Senior Vice President,  
General Counsel &  
Secretary,  
**Agilent Technologies, Inc.**



# MCCA Board of Directors (cont.)

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**AMY TU**

*Audit Committee*

President, International and  
Chief Administrative Officer,  
*Tyson Foods, Inc.*



**NEIL WILCOX**

*Finance &*

*Investments Committee*

Executive Vice President &  
Head of Corporate Social  
Responsibility,  
*Fiserv, Inc.*

## MCCA Corporate Officers

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**JOSEPH CENTENO**

Outside General Counsel &  
Assistant Corporate  
Secretary,  
*Buchanan Ingersoll &  
Rooney PC*



**SOPHIA PILIOURAS**

Chief Operating Officer &  
Corporate Secretary,  
*MCCA*



**SUZAN A. MILLER**

Former Corporate Vice  
President, Deputy General  
Counsel & Corporate  
Secretary

## MCCA Board of Advisors

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# MCCA N-Gen Advisory Board Members



**ANNE LEE BENEDICT**

*MCCA N-Gen Chair*

Former Chief Legal Officer,  
Chief Administrative Officer  
& Secretary



**ReedSmith**

**SAMANTHA C. GRANT**

*MCCA N-Gen Vice Chair*

Partner,  
*Reed Smith LLP*



**LVMH**

**RODNEY C. PRATT**

*MCCA N-Gen Vice Chair*

Senior Vice President  
and Chief Legal Officer,  
*LVMH Moët Hennessy  
Louis Vuitton Inc.*



**gm** general motors

**ELENA CENTEIO**

Assistant General Counsel,  
Corporate Finance &  
Global Innovation,  
*General Motors Company*



**Coca-Cola**

**WILLIE HERNANDEZ**

General Counsel,  
International,  
*The Coca-Cola Company*



**vmware**

**ANA IACOVETTA**

VP, Deputy General  
Counsel, Ethics, Compliance  
and Brand Protection,  
*Cisco*



**Microsoft**

**JENNIFER IVAN**

Associate General Counsel,  
*Microsoft Corporation*



**Microsoft**

**MIKE JACKSON**

Associate General Counsel,  
General Manager,  
Compliance & Ethics  
Governance, Training,  
and Culture,  
*Microsoft Corporation*



**chime**

**SUMIT MALICK**

Associate General Counsel,  
*Chime Financial, Inc.*

# MCCA N-Gen Advisory Board Members (cont.)

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# Mission

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The Minority Corporate Counsel Association (MCCA) is the preeminent voice on diversity, equity, and inclusion in the legal industry. It was founded in 1997 with a mission to recruit, retain, and promote diverse attorneys by publishing research, providing professional development opportunities, and offering advisory services. Today, MCCA empowers members with the tools needed to disrupt business as usual – and to blaze a path forward for their company, industry, and corporate America.

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.

In 2022, we earned the top Platinum Seal of Transparency from GuideStar for clearly outlining our organization's goals, strategies, capabilities, and vision as well as measuring the impact of our programs. Of the 1.7 million charities, approximately 73,000 are rated in various categories (bronze, silver, gold, and platinum) and about 11,000 are rated as platinum charities. We are one of the 11,000 who received a platinum rating. Our work as a nonprofit is dependent on our ability to be transparent and faithful to our mission and vision.



# Vision

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**TO MAKE THE NEXT GENERATION OF LEGAL LEADERS AS DIVERSE AS THE WORLD WE LIVE IN.**

## Core Values

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### » 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.

# 2022

## Key Moments

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## March

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- New Law Firm Diversity Database unveiled, which makes data from MCCA's annual Law Firm Diversity Survey available to MCCA's community interested in benchmarking and measuring progress towards greater DEI.
- First event in The Table series hosted in Washington, D.C. to discuss effective strategies to address racial inequities in the workplace and promote of culture of belonging and inclusion.

## April

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- Three new appointments to MCCA's Board of Directors announced:



**CRAIG BEAZER**

Executive Vice President  
& General Counsel,  
*Lincoln Financial Group*



**LAURENCE MIDLER**

Executive Vice President,  
General Counsel &  
Chief Risk Officer,  
**CBRE**



**JENNIFER NEWSTEAD**

Chief Legal Officer,  
*Meta Platforms, Inc.*

# May

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- MCCA and Nokia announce Global Law Firm Diversity Survey, a first of its kind international survey designed to measure how well law firms hire and promote diverse attorneys over time and hold them accountable.

# July

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- MCCA announced our official community app: MCCA Connect. Here you will find the latest updates on MCCA membership resources, events, and programs as well as experience the power of partnership and community.



# October

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- Both the Creating Pathways to Diversity Conference and Diversity Gala are hosted back in-person in NYC for the first time in three years.
- In celebration of our 25th Anniversary, MCCA announced “MCCA Approved”, a dynamic new framework for DEI that will provide sustainable and actionable solutions for the legal industry.



# November

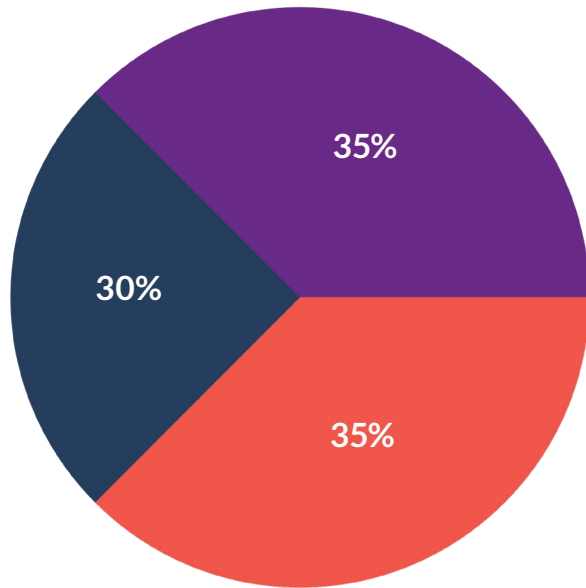
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- MCCA’s Corporate Demographic Survey is relaunched and designed to measure how well corporate legal departments hire, retain, and promote diverse attorneys over time and hold them accountable.

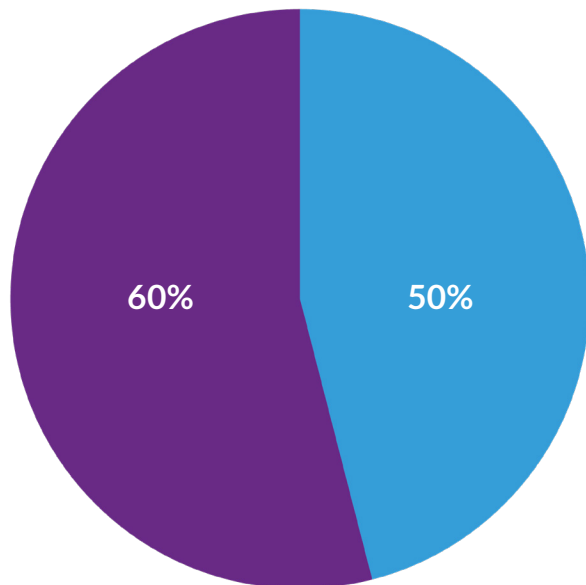
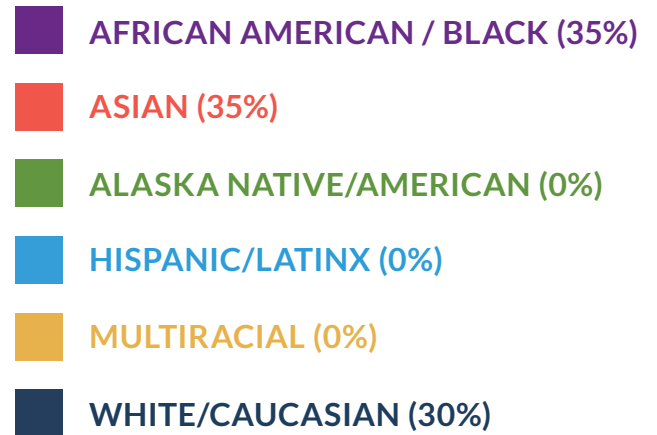


# Diversity Demographics – Board of Directors

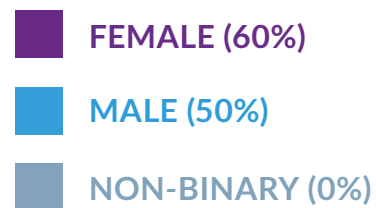
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## Race & Ethnicity

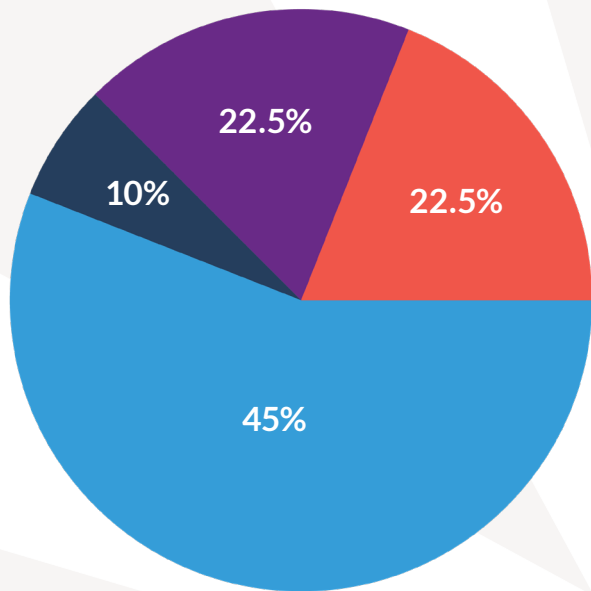


## Gender

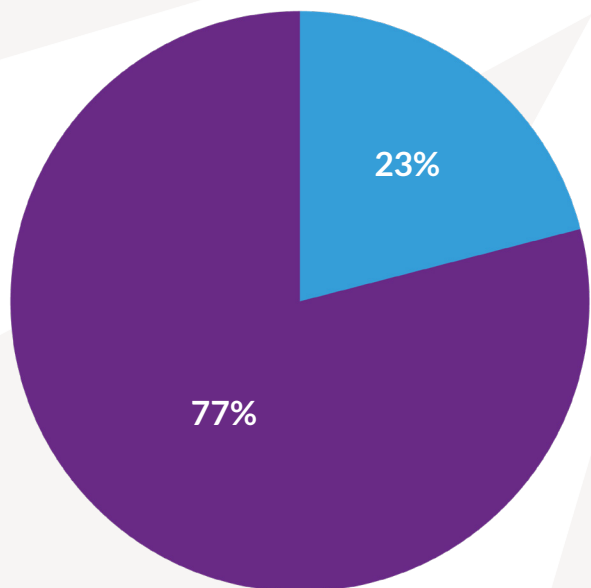
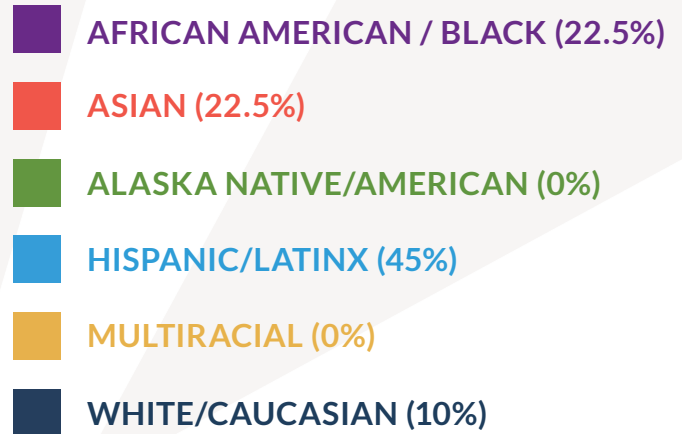


# Diversity Demographics – MCCA Team

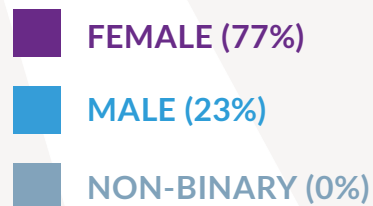
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## Race & Ethnicity



## Gender



# Recognition

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Those Who Lead Through Innovation.

MCCA is committed to DEI in the legal profession.

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, LGBTQ+ initiatives, or client development.



# MCCA Awards



## THE GEORGE B. VASHON INNOVATOR AWARD

The George B. Vashon Innovator Award (Vashon 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).

The award honoree for the Vashon Award is based on MCCA's review of the 2022 MCCA U.S. Law Firm Diversity Survey submissions. Based on that extensive analysis of the firms' demographic data as well as the corresponding quantitative trend data of each firm's recruiting, retention, and promotion efforts we selected our 2022 George B. Vashon Innovator award honoree, Beveridge & Diamond PC, and finalists.

## 2022 AWARD WINNER



## 2022 AWARD FINALISTS



# MCCA Awards (cont.)



## RAINMAKERS

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 2022 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.

## 2022 RAINMAKERS HONOREES



**PURVI PATEL ALBERS**

Partner and Board Member,  
*Haynes and Boone, LLP*



**MONICA ARORA**

Partner & Co-Head, Private  
Funds Group,  
*Proskauer Rose LLP*



**NEERAJ ARORA**

Partner, Co-Leader: Energy  
Industry Team & Deputy  
Practice Group Leader:  
Energy & Project  
Development,  
*Morgan Lewis & Bockius LLP*



**GOPAL BURGHER**

Managing Partner,  
*BurgherGray LLP*

# MCCA Awards (cont.)

## 2022 RAINMAKERS HONOREES (CONT.)



**MANUEL F. CACHÁN**  
Partner, Co-head of Trials  
Practice Group,  
*Proskauer Rose LLP*



**JARET L. DAVIS**  
Co-Managing Shareholder of  
the Miami Office,  
*Greenberg Traurig, P.A.*



**LILLIAN S. HARDY**  
Partner, Investigations,  
White Collar, and Fraud/  
Crisis Leadership Team,  
*Hogan Lovells*



**PATRICIA BROWN HOLMES**  
Managing Partner,  
*Riley Safer Holmes  
& Cancila LLP*



**YOUNG LEE**  
Partner,  
*Orrick*



**KECIA J. REYNOLDS**  
Partner, Leader Section  
337 IP Litigation,  
*Paul Hastings LLP*



**ANJAN SAHNI**  
Partner-in-Charge,  
New York Office,  
*WilmerHale*



**CRAIG A. THOMPSON**  
Partner,  
*Venable LLP*



**DENICE TOKUNAGA**  
Partner,  
*Seyfarth Shaw LLP*



**MARK WHITAKER**  
Global Co-Chair,  
IP Litigation,  
*Morrison Foerster*



**CHRIS WILSON**  
Partner,  
*Goodwin Procter LLP*

# MCCA Awards (cont.)



## RISING STARS

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.

## 2022 RISING STARS HONOREES



**GUETER AURELIEN**  
Counsel,  
*Venable LLP*



**BRYAN BROWNING**  
Assistant General Counsel,  
Head of Global Disputes,  
*Whirlpool Corporation*



**NAKIMULI DAVIS-PRIMER**  
Shareholder,  
*Baker, Donelson, Bearman,  
Caldwell & Berkowitz, PC*



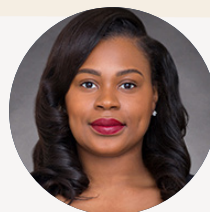
**MATT DEPAZ**  
Partner,  
*Shook, Hardy & Bacon LLP*



**RONAK D. DESAI**  
Of Counsel, Litigation,  
*Paul Hastings LLP*



**JASON G. DOWNS**  
Shareholder,  
*Brownstein Hyatt  
Farber Schreck*



**CHARLENE A. BARKER  
GEDEUS, ESQ.**  
Shareholder,  
*Buchanan Ingersoll  
& Rooney*



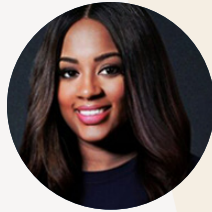
**CHRISTOPHER GRANT**  
Senior Lead Counsel,  
*LinkedIn Corporation*

# MCCA Awards (cont.)

## 2022 RISING STARS HONOREES (CONT.)



**SHANELLE HENRY**  
Senior Corporate Counsel,  
*Microsoft*



**NAOMI K. HILLS**  
Senior Counsel,  
*GSK*



**TENNILLE HOOVER**  
Senior Corporate Counsel,  
*U.S. Bank*



**MICHAEL J. HUI**  
Of Counsel,  
*Gunderson Dettmer Stough  
Villeneuve Franklin &  
Hachigian, LLP*



**PAUL HUMPHREYS**  
Partner,  
*Freshfields Bruckhaus  
Deringer*



**VANESSA JACKSON**  
Partner,  
*Davis Polk &  
Wardwell LLP*



**JUSTIN T. JOHNSON**  
Senior Counsel, Global  
Affiliate Governance,  
*AbbVie Inc.*



**JOHN K. KIM**  
Counsel,  
*State Farm Mutual  
Automobile Insurance  
Company*



**MICHELLE MARTINEZ**  
Senior Counsel  
– Global Product,  
*eBay Inc.*



**EVA J. PULLIAM**  
Partner,  
*ArentFox Schiff LLP*



**JULIUS M. REDD**  
Principal,  
*Beveridge &  
Diamond PC*



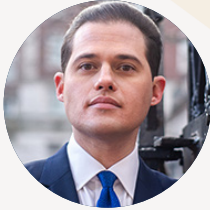
**HELEN L. RESPASS**  
Senior Legal Editor & Global  
Pro Bono Co-Chair,  
*Thomson Reuters*



# MCCA Awards (cont.)

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## 2022 RISING STARS HONOREES (CONT.)



**CHRISTOPHER R. RIAÑO**  
Of Counsel,  
*Holland & Knight LLP*



**RICHARD C. ROSALEZ**  
Vice President, Litigation,  
*Samsung Electronics America*



**CHRISTINE N. SWIFT**  
VP, Litigation &  
Corporate Insurance,  
*Lincoln Financial Group*



**NIKOLAS TAKACS**  
Senior Product and  
Regulatory Counsel,  
*Marqeta*



**SUE XIA**  
Lead Counsel – Patents  
and Open Source,  
*Walmart*

# MCCA Awards (cont.)

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MCCA



THOMAS L. SAGER  
AWARD

## THOMAS L. SAGER AWARD

The Thomas L. Sager Award (“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 DEI. The award highlights MCCA’s continued commitment to magnifying the national visibility of DEI champions in the industry.

The award honoree for the Sager Award is based on MCCA’s review of the 2022 MCCA U.S. Law Firm Diversity Survey submissions. Based on that extensive analysis of the firms’ demographic data as well as the corresponding quantitative trend data of each firm’s recruiting, retention and promotion efforts we selected our 2022 Thomas L. Sager Award finalists and winner.

MCCA recognized three separate Sager Award winners from three separate categories. The top ten firms for Category 5 firms (more than 501 lawyers), the top ten firms in Category 4 (250-500 lawyers), and the top labor and employment firms.

2022 CATEGORY 5 WINNER

**Cooley**

2022 CATEGORY 4 WINNER



**Freshfields**

2022 LABOR & EMPLOYMENT WINNER

**Littler**

# MCCA Awards (cont.)

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## 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.

## 2022 HONOREES

The first 2022 Charlotte E. Ray Award was posthumously awarded to **Rhonda Ferguson**, Former Executive Vice President, Chief Legal Officer, General Counsel, and Secretary of The Allstate Corporation who passed away in April. Ferguson became Allstate's General Counsel in November of 2020 after nearly two decades in-house and another ten years in private practice.



**RHONDA FERGUSON**  
Former Executive Vice  
President, Chief Legal  
Officer, General Counsel,  
and Secretary,  
*The Allstate Corporation*



*Rhonda's daughter (right) Kristen Ferguson, accepting her mother Rhonda's award.*

**“Rhonda was a trailblazer and visionary force, who left an indelible mark on the legal profession,”** said Jean Lee, President, and CEO of the Minority Corporate Counsel Association. **“It was important for us to honor her life and legacy, and her presence in the field will be truly missed.”**

# MCCA Awards (cont.)

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## CHARLOTTE E. RAY AWARD (CONT.)

**Rhonda Ferguson, Former Executive Vice President, Chief Legal Officer, General Counsel, and Secretary of The Allstate Corporation**, was a seasoned senior executive with over 25 years of experience helping publicly traded companies increase value through forward thinking, strategic discipline and a focus on innovation.

Additionally, she was a leader and advisor to boards and an active and regular participant at both the board and committee levels at several publicly traded companies, from manufacturing to energy to logistics to financial sector including companies in the highly regulated chemicals, investor-owned utility, transportation and insurance and financial services industries.

In her role at Allstate, Ms. Ferguson reported to the Chairman and CEO and had overall leadership responsibility for Allstate's law and regulation organization of over 1,900 professionals, which included corporate governance, compliance and litigation management, as well as government affairs, product stewardship and regulatory affairs, global business conduct and primary responsibility to all ESG initiatives for the enterprise.

Ms. Ferguson assumed her position in 2020 and was also asked to assume the interim role as Chief Human Resources Officer in October

2021. Prior to that, Ms. Ferguson was Executive Vice President and Chief Legal Officer of Union Pacific, one of the largest and most iconic freight railroad networks in the world. At Union Pacific (NYSE: UNP), she provided advice, guidance and counsel to the business on legal and regulatory matters as well as overall strategic direction, having led a team responsible for all aspects of the company's legal affairs. Prior to joining Union Pacific, she was Vice President, Corporate Secretary & Chief Ethics Officer at FirstEnergy Corp. (NYSE: FE), one of the largest investor owned electric utility companies where she led a team of over 200 professionals having responsibility for the corporate, real estate, and information compliance departments.

Ms. Ferguson had a strong commitment to serving her community through a variety of civic and non-profit organizations, including serving on the Board of Directors for Girls Inc. of Chicago and the Board of Advisors for the RAND Institute for Civil Justice. She was a member of the Chicago Club, the Chicago Network, and the Chicago Network of the Economic Club of Chicago.

Ms. Ferguson received her B.S. Industrial Engineering from Northwestern University in 1991 and her J.D. from Case Western Reserve University School of Law in 1994. She was married to Clayton Ferguson and lived in Chicago. She and her husband have two college-aged children.

# MCCA Awards (cont.)

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## CHARLOTTE E. RAY AWARD (CONT.)

### 2022 HONOREES

The second 2022 Charlotte E. Ray Award was presented to honoree, **Tamika Tremaglio**, the Executive Director of the National Basketball Players Association (NBPA), the NBA players union. Tremaglio took over at a critical time for the NBPA. She continues to oversee the NBPA's more traditional tasks of labor negotiations and the association's collective bargaining agreement, but given the pandemic-related financial losses, and the changing landscape of sports, Tremaglio is also tasked with leading the charge in media rights revenue growth, negotiations over player salaries and new off-court investment opportunities.



**TAMIKA TREMAGLIO**  
Executive Director,  
*National Basketball  
Players Association*  
(NBPA)

# MCCA Awards (cont.)

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## CHARLOTTE E. RAY AWARD (CONT.)

**Tamika L. Tremaglio is the Executive Director of the National Basketball Players Association (NBPA).** Tremaglio was selected by the players in September 2021 to succeed Michele Roberts. Tremaglio officially stepped into the role in January 2022 upon her retirement from Deloitte's Advisory practice.

Prior to joining the NBPA as Executive Director, Tremaglio served as the Managing Principal for Deloitte's Greater Washington offices where she managed over 15,000 professionals across 17 offices that provided market-leading audit, tax, advisory, and consulting services. At Deloitte, Tremaglio built a thriving practice and advised a diverse range of clients on high-profile matters relating to strategy development, corporate governance, talent management, organizational alignment, risk management, and regulatory compliance.

Tremaglio held several leadership positions at Deloitte in both the business and talent areas of the firm before she was appointed Managing Principal for the Greater Washington Area in 2017.

In addition to her professional achievements, Tremaglio has dedicated a tremendous amount of time and effort to give back to her community through volunteering, mentorship, and board service.

Tremaglio earned her Bachelor of Arts degree from Mount St. Mary's University in Business & Finance in 1992. She received her JD from the University of Maryland School of Law in 1995, and an MBA from the University of Baltimore in 1995.





## EMPLOYER OF CHOICE AWARD

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 DEI.

### » DIVERSITY

Demonstrates an appreciation for their differences.

### » EQUITY

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

### » INCLUSION

Creates an environment in which people want to stay.

*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.

# MCCA Awards (cont.)

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## EMPLOYER OF CHOICE AWARD (CONT.)

### 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.

## THE 2022 EMPLOYER OF CHOICE WINNERS ARE:



### NATIONAL AND WEST REGION

“At Microsoft, our focus on diversity and inclusion is core to how we work, every day,” said Hossein Nowbar, Corporate Vice President, General Counsel and Corporate Secretary, Corporate Legal Affairs at Microsoft. “We appreciate MCCA choosing to recognize these efforts with its 2022 Employer of Choice Award. We look forward to continuing to work with MCCA on its important work of helping to advance D&I efforts across corporate America and beyond.”

### ABOUT MICROSOFT

Microsoft continually engages with diverse organizational partners – beyond just financial and event specific support, while its leadership shows up on boards, advisory boards, council and research working groups focused on D&I. As a leader in their industry, Microsoft has dedicated efforts to reaching all audiences to improve D&I outcomes, including diverse law students and corporate general counsels.



# MCCA Awards (cont.)

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## EMPLOYER OF CHOICE AWARD (CONT.)

### THE 2022 EMPLOYER OF CHOICE WINNERS ARE:



#### MID-ATLANTIC REGION

“At Altria, we believe that the power of diverse teams – unique individuals working together who don’t think or look alike – is critical to our success,” said Murray Garnick, Executive Vice President and General Counsel, Altria. “We’re thrilled to be recognized as an Employer of Choice by the MCCA as we continue to make progress in our D&I journey.”



#### MIDWEST REGION

“Diversity and inclusion aren’t just words at State Farm - it’s part of our DNA and we’re committed to a workplace culture where all associates are treated with respect and dignity, and differences are valued to build a stronger, more productive, and engaged workforce,” said Senior Vice President and General Counsel Steve McManus. “We thank MCCA for this recognition as we uphold our good neighbor philosophy to respect the individuality and dignity of one another and the customers we serve.”

# Membership

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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 clearer over time, and in 2017, MCCA revamped its membership structure to include both corporate legal departments and law firms.

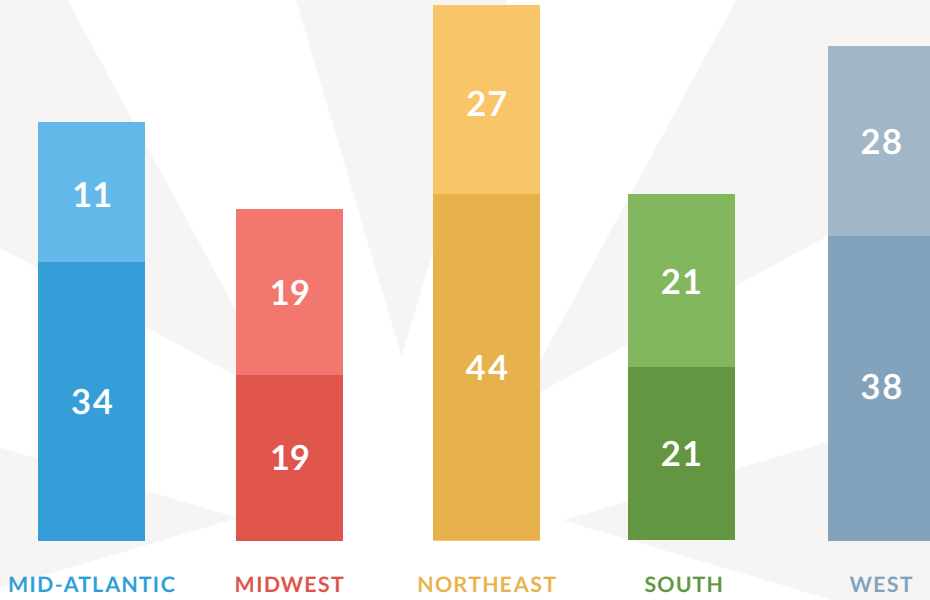
MCCA created its one membership model open to all corporate legal departments and law firms based on their needs and interest in engagement. In addition to creating more diverse legal departments and law firms, MCCA helps its members foster more inclusive and equitable legal departments and law firms – environments where underrepresented groups feel empowered to speak freely about their opinions and perspectives.

# Membership

## MEMBERS BREAKDOWN BY REGION 2022:

**133**  
CORPORATE

**129**  
LAW FIRM



**262**  
TOTAL MEMBERS



# Membership (cont.)

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## MEMBERSHIP PORTAL DATA:

140 of MCCA's members used the member portal this year to access MCCA's research, best practices and checklists.

The top downloaded files were:

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## FILES DOWNLOADED: 247 TIMES

- 1) DEI Strategic Action Plan: 28 downloads
- 2) Legal Department Template for DEI Strategy 2021 & 2021 MCCA Law Firm Diversity Survey Report: 22 downloads

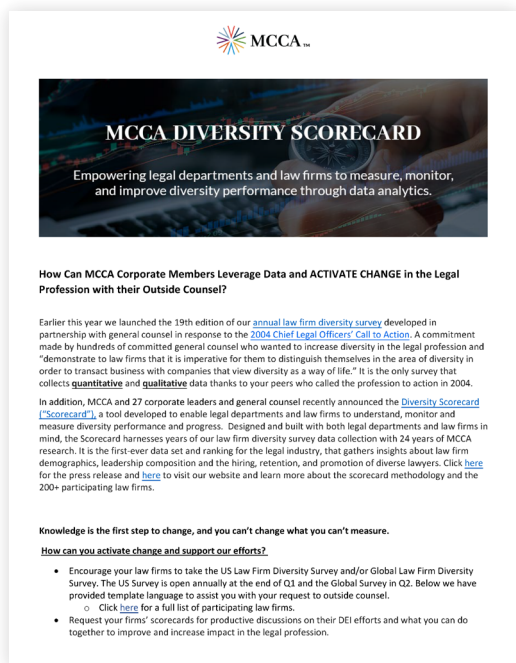


# Membership (cont.)

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## MEMBERSHIP PORTAL DATA (CONT.):

### 3) Guidance for Law Firm Diversity Survey and Scorecard Participation: **19 downloads**



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## FILES VIEWED: 304 TIMES

The top viewed files were:

- 1) Legal Department Template for DEI Strategy 2021 & 2021 MCCA Law Firm Diversity Survey Report: **30 views**
- 2) DEI Strategic Action Plan: **29 views**
- 3) Guidance Law Firm Diversity Survey and Scorecard Participation: **24 views**

# Research & Resources

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MCCA furthers its mission through publishing research to increase cultural competence, promote DEI efforts, and share best practices in the legal profession. MCCA has published research pieces including:

- Surveys focusing on role and status of law firm diversity professionals
- The annual MCCA U.S. 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 and;
- Reports on emerging new trends and challenges in the legal profession and surveys which examine firms that are diverse, inclusive and profitable.

MCCA's research provides objective, peer-reviewable assessments of emerging demographic data and practices. We aim to make DEI 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.

# Research & Resources

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## MCCA U.S. LAW FIRM DIVERSITY SURVEY

This is the 19th edition of our U.S. Law Firm Diversity Survey (“**Survey**”) since we launched the initiative in 2004 to support the Chief Legal Officers’ Call to Action to increase diversity in the legal profession. We worked closely with a general counsel advisory group to draft questions that will improve DEI and measure progress.

## DIVERSITY DATABASE

The Database is a time and cost-effective solution to create transparency and accountability for those interested in achieving better outcomes in recruiting, retention, and promotion of women and diverse talent. Firms can use the Database to set tangible, evidence-based goals for their DEI initiatives – and to hold themselves accountable to their stakeholders and their colleagues.

As MCCA’s 2021 Survey indicates, there is room for progress across the board. Last year’s Survey results indicate a focus on recruiting and retaining more diverse candidates for associate classes and senior positions. However, underrepresentation persists across race, gender identity, sexual orientation, and disability status, particularly at the partner level.

For clients who are interested in progress of the entire firm and not only teams who represent individual matters, there is now data that provides concrete evidence on overall progress. The new Database offers more tools than ever – added dashboards, a trends analysis, and tools to more easily compare progress across firms. Participating firms can explore data provided by over 225 firms since 2007.

## THE DATA INCLUDES:

- Quantitative data on firm demographics across key diversity indicators, including race and ethnicity, gender identity, sexual orientation, disability status, and military service;
- Breakdowns of these demographics across seniority, from summer associates to equity partners;
- Firm demographics and aggregated industry data of recruitment, attrition, and promotion, and qualitative data about firms’ DEI plans and initiatives.

## Research & Resources (cont.)

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### DIVERSITY DATABASE (CONT.)

“Firms that participate in our annual Survey know that to do better, we must know better,” said Jean Lee, President and CEO of MCCA. “That’s why we’ve made the Law Firm Diversity Database even more useful and comprehensive. We’re committed to providing firms with the effective tools they need to drive change across the legal industry and beyond.”





# Research & Resources (cont.)

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## GLOBAL LAW FIRM DIVERSITY SURVEY

MCCA and Nokia together launched the Global Law Firm Diversity Survey (“**Global Survey**”), a first-of-its-kind international survey designed to measure how well law firms hire and promote diverse attorneys over time and hold them accountable.

This Global Survey draws on the success of the Survey, which, for 19 years, has assessed diversity metrics across top U.S. firms. Now, after global telecommunications leader Nokia launched its own pilot program and scorecard on DEI aimed at its panel firms, the two have joined forces to create a platform allowing for the collection of law firms’ DEI data at a global scale. Data provided by the participating firms through the Global Survey will be imported into the MCCA Law Firm Diversity Database and will serve as a tool for MCCA members to track and promote their progress towards advancing DEI.

Nassib Abou-Khalil, Nokia Chief Legal Officer, said: “Diversity, equity and inclusion are an essential part of Nokia’s culture. Through the discussions we had with law firms participating in our DE&I program, launched in early 2021, we came to understand the complexity of obtaining global data on the topic and the challenges that law firms face when having to complete similar exercises for multiple clients. We wanted to extend the impact of our project beyond Nokia and to collaborate with our partners to make a lasting, holistic and meaningful change. This important joint initiative with MCCA, a renowned advocate of diversity, provides law firms worldwide an opportunity to share and compare data and see how they are doing in comparison to peer companies, in order to advance diversity, equity and inclusion in the legal profession.”

The Global Survey comes at a time when business operations have become increasingly international and companies across the world are moving from awareness to action in their approach to DEI. The Global Survey has been developed through a joint effort between the MCCA and Nokia’s Legal and Compliance team. Respondents will provide organizational demographics across key diversity indicators, including race and ethnicity, gender identity, disability status, LGBTQ+ status, and more. In addition, questions about firm leadership, hiring, and management committee composition will help draw a more comprehensive power map of the modern legal landscape.

## Research & Resources (cont.)

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### GLOBAL LAW FIRM DIVERSITY SURVEY (CONT.)

THANK YOU TO THE FOLLOWING FIRMS FOR PARTICIPATING IN THE INAUGURAL GLOBAL SURVEY:

ALSTON & BIRD LLP  
BIRD & BIRD LLP  
COOLEY LLP  
EVERSHEDS SUTHERLAND (INTERNATIONAL) LLP  
FANGDA PARTNERS  
FRESHFIELDS BRUCKHAUS DERINGER LLP  
JENNER & BLOCK LLP  
LEWIS SILKIN LLP  
MORRISON & FOERSTER LLP  
PAUL, WEISS, RIFKIND, WHARTON & GARRISON LLP  
REED SMITH LLP  
ROSCHIER  
SEYFARTH SHAW LLP  
SKADDEN, ARPS, SLATE, MEAGHER & FLOM LLP  
SQUIRE PATTON BOGGS

“The more we know about where we stand and where we’re falling short, the better we can do as an industry to support diverse attorneys and advance bold, structural change,” said Jean Lee, President and CEO of MCCA. “Nokia has long been a model for how companies and counsels’ offices can do better around the world. It’s why we recognized them as our Inaugural International Employer of Choice and why we are pleased to partner with them on this groundbreaking Global Survey.”

# Research & Resources (cont.)

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## MCCA DIVERSITY SCORECARD

The Scorecard is a response to years of requests from general counsel for a transparent industry benchmark to assess DEI metrics, develop actionable policies, and ultimately, drive competitive advantage. It relies on 14 years of data from the Survey and was developed in active consultation with many leading general counsel and law firms.

- The Scorecard applies an objective methodology which is made up of longitudinal data that has been collected and reviewed for accuracy by a third party through the Survey. Through this rigorous process, the Scorecard assesses law firms along four key categories: demographics, recruitment, retention/attrition, and promotion for women and diverse groups, particularly those from underrepresented racial and ethnic backgrounds.
- The tool is both customized and comparative, allowing firms to benchmark their personal progress against that of similar sized firms and the overall industry. The Scorecard measures quantitative data on the number of attorneys from all backgrounds at each firm and then synthesizes DEI efforts into a comprehensive, digestible format. For the first time, firms can use the tool to assess their progress on recruiting, retaining, and promoting employees from a specific gender and/or diverse background over time, determine internal policies that can be strengthened, benchmark their efforts against similar sized firms, and adapt their policies to drive sustained impact and results.
- The following signatories have reviewed and affirmed that they will ask their law firms to provide their MCCA scorecard and to use each of the firm's scorecard as a metric in the corporate legal department's evaluation of how firms are progressing in their DEI efforts. In addition, signatories agree that this is the first step in establishing a benchmark to better understand minimum standards to evaluate law firms' DEI efforts.

# Research & Resources (cont.)

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## MCCA DIVERSITY SCORECARD (CONT.)

WE CELEBRATE THE TOP-RANKING FIRMS IN GROUPS 4, 5, AND TOP LABOR & EMPLOYMENT FIRMS FOR 2022. THEY ARE LISTED BELOW IN ALPHABETICAL ORDER:

### GROUP 5 (MORE THAN 501 LAWYERS)

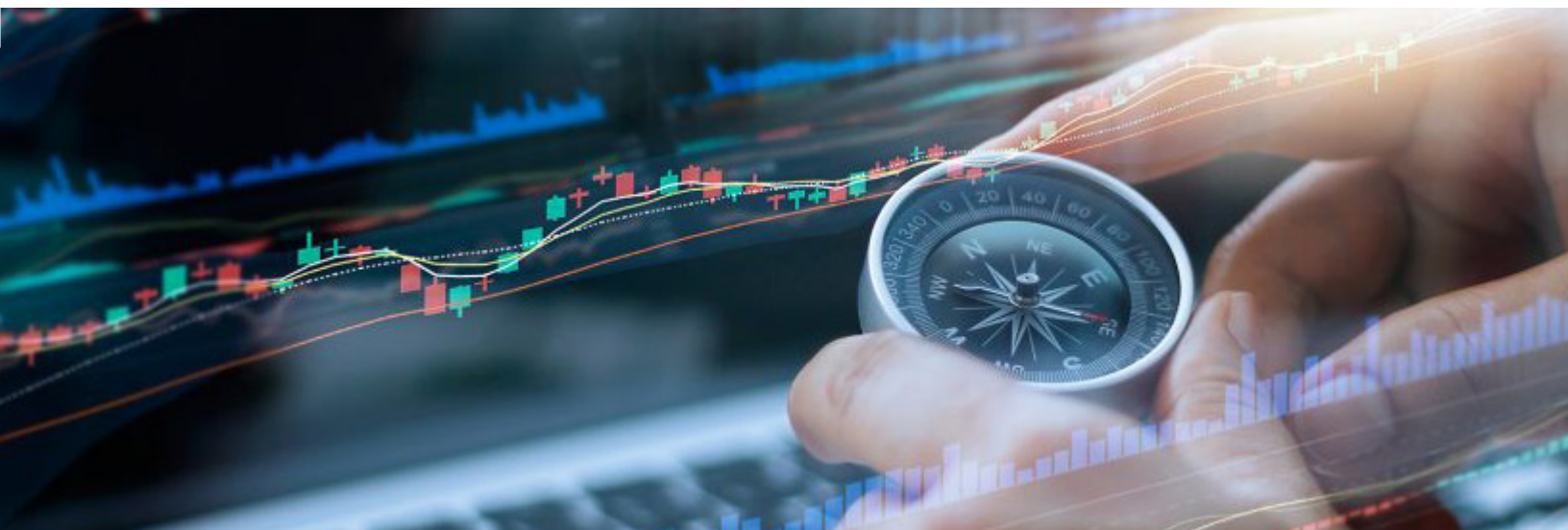
Akerman  
Cleary Gottlieb  
Cooley  
Davis Wright Tremaine  
Greenberg Traurig  
Mayer Brown  
Morgan Lewis  
Perkins Coie  
Seyfarth Shaw  
Troutman Pepper

### GROUP 4 (251 - 500 LAWYERS)

Buchanan Ingersoll and  
Rooney PC  
Butler Snow LLP  
Cravath Swaine and Moore LLP  
Dykema Gossett PLLC  
Fenwick and West LLP  
Fredrikson and Byron PA  
Freshfields Bruckhaus  
Deringer LLP  
Knobbe Martens  
Quarles and Brady LLP  
Wachtell Lipton Rosen  
and Katz

### TOP LABOR & EMPLOYMENT FIRMS

Fisher & Phillips  
Jackson Lewis  
Jackson Walker  
Littler Mendelson PC  
Ogletree Deakins



# Research & Resources (cont.)

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## SOCIAL MEDIA - TOP POSTS OF 2022

### FACEBOOK:

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1) Presenting our 2022 Sources of Success Program Participants

2) Congratulations to our 2022 Rising Stars Honorees



# Research & Resources (cont.)

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## SOCIAL MEDIA - TOP POSTS OF 2022 (CONT.)

### FACEBOOK:

---

#### 3) Thank you to our 2022 Sources of Success Program Hosts

Thank you for a successful 2022 Sources of Success Program!



# Research & Resources (cont.)

## SOCIAL MEDIA - TOP POSTS OF 2022 (CONT.)

### LINKEDIN:

#### 1) Thank you to our Advisory Council



#### 2) Presenting our 2022 Sources of Success Program Participants



#### 3) Congratulations to our 2022 Rainmaker Honorees



# Education & Professional Development

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MCCA offers a wide range of educational and professional development programs to help members understand – and improve – the scale of DEI 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.



# Education & Professional Development

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## SOURCES OF SUCCESS (SOS)

The Sources of Success Program is a highly competitive twelve-month professional development program for high potential talent from corporate legal departments and law firms who identify as mid-career attorneys. Each year, the curriculum evolves to address the needs of the cohort to excel as leaders within their own organizations. A few focus areas have included an individual leadership assessment, development and a professional strategic plan, which will continue supporting their ascend into leadership roles.

## 2022 PARTICIPANTS:



**ALI AMIRMAHANI**  
Corporate Counsel,  
*Amazon*



**ZOHRA ANWARI**  
Principal Product Counsel,  
*GitHub*



**ADRIENNE D. BAKER**  
Corporate Counsel,  
*Google LLC*



**SHEEHAN BAND**  
Associate, Financial Markets  
Litigation & Enforcement,  
*Katten Muchin Rosenman LLP*



**THALLEN BRASSEL**  
Assistant General Counsel,  
Direct Digital Commerce,  
*Nike*



**CHRISTINA J. DELEVEAUX**  
Senior Attorney,  
*Consolidated Edison Company  
of New York, Inc.*



**KARLA DEL POZO GARCÍA**  
Associate,  
*Dentons US LLP*



**RODNEY DILLARD II**  
Associate Attorney,  
*Baker Donelson, Bearman,  
Caldwell & Berkowitz, PC*

# Education & Professional Development

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## SOURCES OF SUCCESS (SOS), 2022 PARTICIPANTS (CONT.):



**ASHLEI FERGUSON**  
*SOS Cohort Co-Chair*  
Corporate Counsel,  
*Microsoft Corporation*



**ALICIA FORTE**  
*SOS Cohort Co-Chair*  
Counsel,  
*Verizon*



**LAUREN FORTUNATO**  
Associate,  
*Young Conaway Stargatt & Taylor, LLP*



**MICAH GALINDO**  
Senior Attorney,  
*USAA*



**PUAMUH GHOGOMU II**  
*SOS Cohort Co-Chair*  
Senior Counsel,  
Employment Law,  
*AbbVie Inc.*



**RICHARD GREIFFENSTEIN**  
Director, Employee  
Relations Counsel,  
*Target Corporation*



**LASELVE E. HARRISON**  
Partner,  
*Boies Schiller Flexner, LLP*



**JULIAN A. JACKSON-  
FANNIN**  
Associate,  
*Duane Morris, LLP*



**JESSICA LEE**  
Vice President & Assistant  
Corporate Secretary,  
*Altus Group Limited*



**SÉVERINE LOSEMBE  
BOTUMBE**  
Associate,  
*Milbank LLP*



**JASSMIN MCIVER-JONES**  
Assistant Vice-President and  
Senior Counsel,  
*Lincoln Financial Group*



**SEBASTIÁN MOLLO**  
Global Investigations  
Counsel,  
*Flowserve Corporation*

# Education & Professional Development

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## SOURCES OF SUCCESS (SOS), 2022 PARTICIPANTS (CONT.):



**NATASHA NEWBERRY**  
Director & Senior  
Corporate Counsel,  
*LexisNexis*



**MOHAMMAD B. PATHAN**  
Senior Associate,  
*Davis Wright Tremaine LLP*



**HEIDI RUCKRIEGLE**  
Ethics Counsel,  
*Western Union*



**JANIELLA C. SHIRLEY**  
Senior Attorney,  
*USAA*



**SAINABOU SONKO**  
Senior Counsel,  
Commercial Litigation,  
*Tyson Foods, Inc.*



**LEVINE THOMAS**  
Associate,  
*Groom Law Group*



**KENYA L. WILLIAMS**  
Trademark Enforcement  
Counsel,  
*Thermo Fisher Scientific Inc.*



**HAYAN YOON**  
Senior Associate,  
*Fenwick & West LLP*

# Education & Professional Development (cont.)

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## LMJ SCHOLARSHIP

For 17 years, the LMJ Scholarship has been nurturing the careers of outstanding law students and widening our profession's diversity pipeline. The LMJ Scholarship has awarded over \$3.7 million in scholarships to 228 students.

The LMJ Scholarship has helped students whose families worked three jobs to send them to college. It has helped students who grew up translating documents for their immigrant parents. Students whose perspectives we desperately need in our profession.

Those students are now rising and activating change at the highest levels of corporate America, at top nonprofits, and at district and appellate courts around the country. Our LMJ Scholars and LMJ Alumni exemplify the best of our profession: passion, perseverance, and dedication. We are proud of the outstanding accomplishments of these students and attorneys and look forward to helping them break barriers to entry and soar to the highest levels of corporate America.



**NATHNAEL ALAZAR**  
Microsoft Scholar,  
*Columbia University in the  
City of New York*



**CLAUDIA DIAZ MARTINEZ**  
MCCA Scholar,  
*University of California  
- Irvine*



**SARA GOMEZ BOHORQUEZ**  
Chevron Scholar,  
*Columbia University in the  
City of New York*



**ARIANNA HOPKINS**  
Bob Bostrom Scholar,  
*Fordham University*



**DIVINE KICKINGBIRD**  
MCCA Scholar,  
*University of Arizona*



**VEDA TSAI**  
Robert Half Legal Scholar,  
*The University of Texas  
at Austin*

# Education & Professional Development (cont.)

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## THE TABLE

The Table is a series of invitation-only dinners for general counsel and thought leaders interested in a deeper analysis of culture, leadership and systemic racism hosted by an MCCA Board member in various cities around the country. The purpose of The Table is to curate high-impact conversations about DEI benchmarks, trends, impact strategy, and partnerships with each other and MCCA.

**THANK YOU TO ALL THE LEADERS FOR YOUR DIALOGUE AND PARTICIPATION.**



# Conferences & Events



# Upcoming Events

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- **Creating Pathways to Diversity® Conference**  
October 9 – 11, 2023

New York, NY

- **Diversity Gala**  
October 11, 2023

New York, NY



# Conferences & Events

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## CREATING PATHWAYS TO DIVERSITY® CONFERENCE

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, 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.

For individuals, there are workshops to improve rainmaking and business development skills, including The Blueprint: Mock Pitch Workshop, Interrupting Bias Workshops focusing on recruitment, retention, and promotion. For organizations, expert panels address areas for improved execution of a DEI strategy. All of these programs provide opportunities for networking and advancing the careers of diverse attorneys. Additionally, the annual Rising Stars and Rainmakers are announced as well as the winner of the George B. Vashon Innovator Award.





## Conferences & Events (cont.)

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CREATING PATHWAYS TO DIVERSITY® CONFERENCE (CONT.)

CHECK OUT OUR PAST PATHWAYS CONFERENCE:



**“Great program...perfect content...engaging speakers... plenty of time for networking...greatly enjoyed my first MCCA experience.” – Daniel Milbeck, GE Healthcare**

**“The moderator for this panel was PHENOMENAL. She provided thought-provoking content of her own and elicited more of same from her participants. I circled her in my program. I’ll be inviting her to speak to my law firm team.” – Kimberly Hulse, Locke Lord, LLP**

**“Absolutely remarkable discussion. So much wisdom shared; incredibly thought provoking. Panelists were exceptional.” – Jack Chen, Microsoft**

## Conferences & Events (cont.)

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### DIVERSITY GALA

Coinciding with the Creating Pathways to Diversity® Conference, is the annual Diversity Gala. The funds raised from our Diversity Gala support MCCA's research, conferences and professional development programming throughout the year. The Gala features an elegant networking reception and a seated awards program honoring individuals, corporate legal departments and law firms championing diversity and inclusion in the legal profession.

The Charlotte E. Ray Honoree, the Thomas L. Sager Award Winner as well as the Employer of Choice Winner were honored at this premier event attended by leaders in the legal community from Fortune 500 companies and top law firms.



# Conferences & Events (cont.)

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## DIVERSITY GALA (CONT.)

CHECK OUT OUR PAST DIVERSITY GALA:



# Conferences & Events (cont.)

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## TOWN HALLS

Launched in 2017, MCCA hosts 60-minute “Town Halls” 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.

The 2022 Town Halls were held virtually via Zoom to maximize our community’s experience. During our 2022 Town Hall, we discussed some of the challenges of collecting data, implementing changes based on data analysis, and how to develop sustainable long-term strategies for greater impact.

## VIRTUAL DIVERSITY CAREER FAIR

Organizations of all sizes are realizing that diversity is no longer just a moral imperative and that recruitment of diverse talent has become a strategic business goal. Employees favor diverse organizations over their homogenous competitors; innovation depends on the viewpoints of many; and higher profit follows where organizations diversify their teams. As a response for a need and want from employers to seek diverse employees and for jobseekers to connect with organizations committed to DEI, we hosted the first ever MCCA Diversity Career Fair. The fair was held virtually which allowed 30 prospective employers and 156 candidates to connect from across the nation.

# MCCA Advisory Practice & Strategic Services

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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 DEI 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 & Strategic Services

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## M.A.P.

MCCA Advisory Practice (“MAP”) offers advisory and strategic services as a resource for legal professionals dedicated to increasing the impact, effectiveness and sustainability of their respective organization’s DEI 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.

With 25 years of experience in advancing DEI in the legal profession, MCCA has been leading the discussion and is uniquely positioned to provide corporate legal departments and law firms with substantive, data-driven, and customized solutions for establishing and implementing effective and sustainable DEI programs. Each tier of service provides ample opportunities for listening, learning, peer-to-peer sharing, skillset development, strategy refinement, and practical guidance for systemic change.

## THE FOLLOWING TOOLS ARE IN THE MCCA MEMBER PORTAL:

- Interrupting Bias in Mentorship
- Interrupting Bias in Hiring and Recruiting
- Interrupting Bias in Assignments
- Interrupting Bias in Performance Evaluations
- Interrupting Bias in Compensation
- Developing an Effective and Sustainable DEI Strategic Plan
- Outside Counsel Diversity Guidelines and RFP Questionnaire Best Practices
- Diversity Return on Investment (DROI)
- Diversity, Equity & Inclusion Law Firm Self-Assessment
- Diversity, Equity & Inclusion Corporate Legal Department Self-Assessment

# MCCA Advisory Practice & Strategic Services

CONFIDENTIAL MATERIALS - NOT FOR FURTHER DISTRIBUTION



Developing a Sustainable and Effective Diversity, Equity and Inclusion Strategic Action Plan



Interrupting Bias in Mentorship  
Tools and Best Practices for Law Firms  
*Small Steps, Big Change*



# Career Center

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## 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. Hot Jobs is searchable on the MCCA website and our email blast of Hot Job announcements that is circulated to our members twice a month.

## 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 over 400 views per job and thousands of searchable resumes of diverse candidates.





# Career Center (cont.)

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## PITCH SESSION NETWORK (“PSN”)

MCCA created the 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.

MCCA hosted the sixth annual PSN at the 2022 Creating Pathways to Diversity® Conference. PSN allows in-house counsel to virtually connect with diverse law firm partners at majority law firms, diversify their preferred provider portfolios and hold law firms accountable for their diversity efforts. PSN provides a platform for diverse law firm partners and legal service providers to meet privately, make meaningful connections and build lasting business relationships with corporate legal departments interested in legal services.

## THANK YOU TO THE 2022 CORPORATE LEGAL DEPARTMENTS THAT PARTICIPATED:



# 2022

## Financial Highlights

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# Financial Highlights



September 29, 2023

To the Board of Directors and Management of  
The Minority Corporate Counsel Association, Inc.

**Rogers & Company PLLC**  
Certified Public Accountants

8300 Boone Boulevard  
Suite 600  
Vienna, Virginia 22182

703.893.0300 voice  
703.893.4070 facsimile  
[www.rogerspllc.com](http://www.rogerspllc.com)

We recently completed our audit of the financial statements of The Minority Corporate Counsel Association, Inc. (“the Association”) as of and for the year ended December 31, 2022. We have issued our report thereon dated May 19, 2023, and expressed an unmodified opinion on those financial statements. We conducted our audit in accordance with auditing standards generally accepted in the United States of America.

Financial highlights as of and for the year ended December 31, 2022 were as follows:

- The Association’s total assets at December 31, 2022 amounting to \$5,883,665 decreased from the total assets at December 31, 2021 amounting to \$7,066,542 by 17%. At December 31, 2022, the majority of the assets were comprised of investments totaling \$4,040,211 (69% of total assets) and cash and cash equivalents totaling \$1,294,768 (23% of total assets).
- The Association’s total liabilities at December 31, 2022 amounting to \$1,208,990 decreased from the total liabilities at December 31, 2021 amounting to \$1,222,758 by 1%. At December 31, 2022, the majority of the liabilities were comprised of deferred revenue totaling \$928,489 (77% of total liabilities).
- The Association’s total revenue for the year ended December 31, 2022 was \$4,945,177. Revenue was mainly comprised of memberships totaling \$2,867,866 (58% of total revenue) and sponsorships \$1,566,000 (32% of total revenue). Net investment loss for the year ended December 31, 2022 totaled \$578,402.
- The Association’s total expenses for the year ended December 31, 2022 was \$6,114,286. The majority of the expenses were utilized for the Association’s program services, such as research and education, membership, and events. These program services totaled \$4,668,400 (76% of total expenses). Additionally, the Association spent \$1,392,109 (23% of total expenses) on management and general expenses and \$53,777 (1% of total expenses) on fundraising expenses.
- The change in net assets, or net loss, for the year ended December 31, 2022 totaled \$1,169,109. Net assets at December 31, 2022 totaled \$4,674,675.

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