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At a critical juncture

Consider these advances since the 1950s: “Separate but equal” is archaic. The LGBT community is out of the closet. And a woman’s place is no longer limited to the home.”

The social progress of the past half century – characterized by the success of the Minority Corporate Counsel Association – has led to great diversity in the legal profession today.

Yet, despite our achievements, we stand at a critical juncture. There are some opposed to increased opportunity who pose a direct threat to our steps forward.

It is therefore imperative that the Minority Corporate Counsel Association expand its work to counter efforts that would reverse our gains.

A thriving organization

As recently as the 1990s, there was no collective base of knowledge for diversity within the legal profession. The need to gather information, and then to marshal resources accordingly, led to the 1997 founding of the Minority Corporate Counsel Association.

Since then, MCCA’s knowledge-based approach to diversity issues has been a model for the legal community. The association’s research and dissemination of information have been catalysts for action. Without the work of the MCCA, we would not know, for example, that nearly 80 percent of law firms are actively engaged in increasing internal diversity or that women and minorities now comprise 20 percent of all chief legal officers at America’s largest 500 corporations.

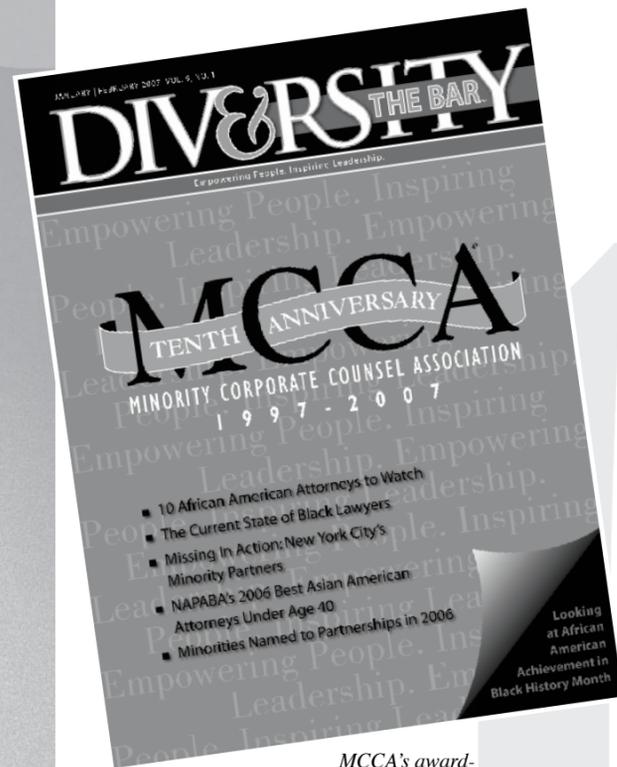
By 2003, nearly four out of five law firms reported they had formal diversity programs or initiatives aimed at increasing internal diversity.

In the decade since its founding, the Minority Corporate Counsel Association has been true to its mission: to advocate for the expanded hiring, retention, and promotion of minority attorneys in corporate law departments and the law firms that serve them.

As the touchstone for diversity in the legal profession, MCCA is the single most important national organization with reference to diversity in corporate legal departments and law firms.

MCCA fulfills its mission using three methods:

- 1. Research and education**, which enables diversity committees to strengthen and improve their diversity programs, helps mentors shape and improve their relationships with students and young lawyers, sparks dialogues, and gives diversity managers blueprints to create more inclusive workplaces for minorities.
- 2. Publishing**, including *Diversity & the Bar*®, a unique periodical that is a guidepost for the industry.



MCCA's award-winning publication.

- 3. Hosting networking events**, which provide a national platform to engage and unite diverse attorneys.

MCCA programs and services include:

- **Highly credible research** that highlights the diversity challenges faced by law firms and corporate law departments.
- **A Diversity Dollars Grants program**, through which the association has offered early support of grass-roots diversity initiatives around the United States.
- **Educational conferences**, including Creating Pathways to Diversity® and CLE Expo, offering in-house counsel and attorneys in law firms the opportunity to focus on timely topics of importance to their employers.
- **A far-reaching communications program** comprising www.mcca.com, Job Bank and Monthly "Hot Jobs" e-mails, the online Chance-2-Chat Programs with major players from the legal community, the Law Firm Guide to Diversity, a compilation of diversity initiatives at Top 200 firms and *Diversity & the Bar*®.
- **The Diversity Dinner Series**, honoring corporations and law firms that have taken decisive steps to recruit and retain women and people of color.

- **MCCA's Lloyd M. Johnson, Jr. Scholarship Program** for outstanding diverse law school students, through which the MCCA commits several hundred thousand dollars annually in support of the educational needs of the profession's leaders of the future.



MCCA recognizes Wal-Mart's legal department, (l to r): J.P. Suarez – Sr. VP and Chief Compliance Officer, Wal-Mart; Thomas Mars – Sr. VP & GC, Wal-Mart; Veta Richardson, MCCA; Gary Kennedy – Sr. VP & GC, American Airlines; José H. Villarreal – Partner at Akin Gump Strauss Hauer & Feld LLP.

While MCCA's successes have been well-chronicled, it bears noting that:

- The Equal Employment Opportunity Commission (EEOC) honored MCCA's diversity efforts with its "Freedom to Compete Award." With this distinguished award, the EEOC seeks to showcase, recognize, and reward specific practices and concrete activities that produce results and reflect an abiding commitment to access and inclusion in the workplace.
- The Association of Corporate Counsel selected MCCA as the recipient of the Matthew Whitehead Diversity Award for its contributions to advance diversity in the legal profession.
- MCCA was recognized by the National Minority Supplier Council with a Special Achievement Award for the association's work in support of the corporate amicus brief filed in *Grutter v. Bollinger et al*, the landmark U.S. Supreme Court decision that upheld the University of Michigan's affirmative action policy.
- The National Lesbian and Gay Lawyers Association presented its Ally for Justice Award to MCCA Executive Director Veta Richardson in honor of MCCA's advocacy work for the diversity issues faced by the LGBT community.
- MCCA's Lloyd M. Johnson, Jr. Scholarship Program remains the single largest annual financial commitment for scholarships made by any legal association.
- MCCA was one of the first U.S. legal associations invited to address diversity issues overseas. When London hosted its first Diversity Forum focused on the legal community in 2002, Mayor Ken Livingstone invited MCCA to share its well-developed perspectives on diversity in the U.S. legal community.
- *Diversity & the Bar*®, published by MCCA, was the first publication to examine diversity issues in the legal profession on a regular basis.

Worthy of your investment

In a word, MCCA is “bankable.” The association has managed to move the needle while operating with very low overhead.

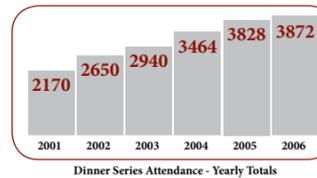
MCCA’s annual operating budget is approximately \$4.1 million. More than 88 percent of that total (approximately \$3.6 million) is spent on direct program services – a high percentage compared to the average non-profit organization.

MCCA is able to keep its administrative costs even lower thanks to the generosity

of long-time supporters Morgan Lewis & Bockius LLP and Lord, Bissell & Brook LLP. The firms provide rent-free Class A office space for MCCA’s full-time staff in Washington, D.C. and Atlanta, respectively.

An active board of volunteer directors has played a pivotal role in advancing the organization since Lloyd Johnson founded MCCA in 1997. Current Executive Director Veta Richardson relies on the Board of Directors to guide the advancement of MCCA’s mission.

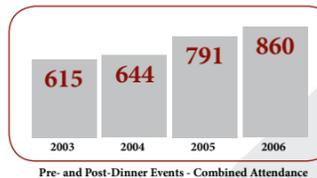
Dinner Series Attendance



Since 2001, MCCA’s Dinner Series attendance continues to climb

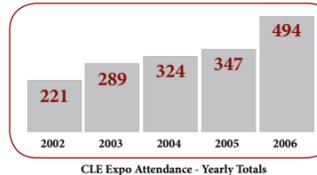
MCCA annually honors outstanding corporate law departments, law firms and individual leaders. The series continues to grow in size, sponsorship and revenue despite economic recessions and cutbacks in corporate philanthropy.

Pre- and Post-Dinner Events Attendance



Pre- and Post-Dinner attendance has grown continually since 2003

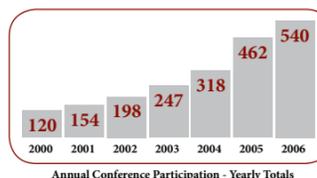
Annual CLE Expo Attendance



Since 2002, CLE Expo attendance has more than doubled

This conference is designed for in-house counsel. The majority of speakers are minority and women partners from top-tier law firms.

Annual Creating Pathways to Diversity® Conference Participation



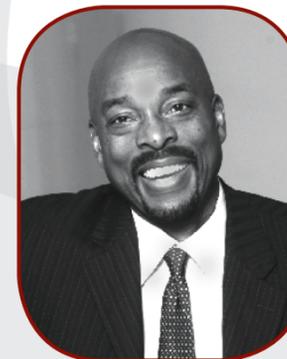
Since 2000, Annual Conference attendance has increased more than 300%

A decade of leadership



Veta Richardson –
MCCA Executive Director

As Executive Director of the Minority Corporate Counsel Association since January 2001, Veta T. Richardson has led the association through its emergence as a knowledge leader on diversity issues with an expanded platform that addresses diversity management issues involving female, physically challenged, and gay and lesbian lawyers, in addition to lawyers of color. Under Veta’s stewardship, each year MCCA raises and spends more than \$3 million on its diversity programs and services, providing its magazine, research reports, web site access, and information resources for free as a service to the profession, including a support network that has grown to more than 10,000 lawyers throughout the United States and London, England.



Lloyd M. Johnson, Jr. –
MCCA Founder

Lloyd M. Johnson, Jr. founded the Minority Corporate Counsel Association in 1997. His vision led to many of MCCA’s most successful activities: a national survey to collect diversity employment numbers, dinners held around the country to focus attention on the metrics and publicize the good performers, and a national magazine to provide a steady flow of information about best practices and role

models. Today, Lloyd continues a commitment to diversity in his work as a principal in the executive recruiting firm of Messick & Johnson. Lloyd also remains involved as Chair of the Selection Committee for the MCCA Lloyd M. Johnson, Jr. Scholarship Program, having assisted to raise more than \$1 million dollars in support of the program.

Envisioning diversity

Progress has been made; a great deal more needs to be done.

The work of MCCA has given us the ability to see increased diversity in the legal profession. But we must not let the positive trend of the last 10 years create a sense of complacency.

Despite progress in the past decade, consider that minority women constitute just 1.48 percent of partners in the nation's major law firms, and minority men account for only 3.53 percent of partners. Attorneys of color account for 5.01 percent of the partners in major law firms, women account for 17.9 percent of the partners in these firms and the number of openly LGBT partners is only 1.11 percent.



MCCA Board member, Rosemary Berkery – Vice Chairman and GC, Merrill Lynch, at an MCCA networking event.

While the statistics are much better among Fortune 500 companies, only 18.0 percent of Fortune 500 general counsel are women, and 7.6 percent of Fortune 500 general counsel are minorities.

In addition, although there are no reliable statistics regarding the LGBT legal community, of the Fortune 500 companies, only 268 offer domestic partner benefits and 88 of the top 100 revenue-grossing law firms, as determined by *American Lawyer*, offer essential benefits for domestic partners of their employees.

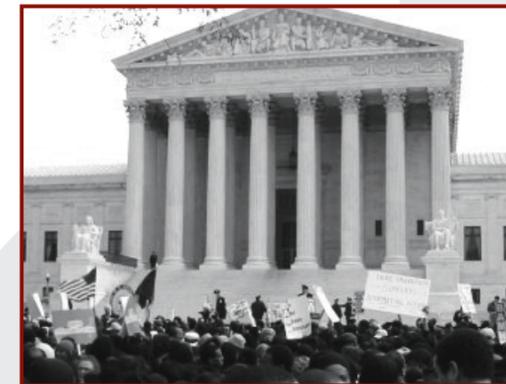
More distressing is the recent trend toward reversing the significant anti-discrimination gains of the last 40 years.

A critical time

At least four key issues threaten to restore the barriers to equal employment:

- The U.S. Supreme Court during the summer of 2007 narrowed the ability of school districts throughout the country to enact programs that address segregation -- *Parents Involved in Community Schools v. Seattle School District No.1* and *Meredith v. Jefferson County Board of Education*.
- Recent articles, including "The Racial Paradox of the Corporate Law Firm" by UCLA law professor Richard Sander and "Doomed to Fail?" by Stuart Taylor, Jr., perpetuate the myth of an ever-widening racial gap in the careers of lawyers. The belief that minorities lack the qualifications to succeed at large law firms is being promulgated by an

increasing number of conservative forces. Stepped up efforts to recruit and retain minorities are being countered by those who wish to stem the diversity tide. Left unchecked, these efforts could result in immense harm to the numerous minority attorneys who already struggle to overcome the twisted image of negative stereotypes.



Student protest demonstration during the *Grutter v. Bollinger et al* case at the Supreme Court.

- A national movement against affirmative action, led by Ward Connerly, has been gaining momentum. The founder and the chairman of the American Civil Rights Institute, a national non-profit organization opposing racial and gender preferences, Connerly has taken his 1996 success with California's Proposition 209 ballot proposition nationwide, turning first to Washington and Florida. Following the 2003 Supreme Court rulings in the *Gratz* and *Grutter* cases, Connerly supported Michigan's version of California's Proposition 209.

The Michigan Civil Rights Initiative received 58 percent voter approval in November 2006, despite the anti-conservative landslide in the off-term elections. The success of these anti-affirmative action constitutional amendments at the state level is a direct threat to the applicability of the U. S. Supreme Court rulings in the *Gratz* and *Grutter* cases.

- Two aggressive affirmative action opponents are writing numerous papers under the guise of scholarly discourse, including allegations that corporations that engage in diversity efforts are colluding with law firms to violate the anti-discrimination laws. Roger Clegg, President and General Counsel of the Center for Equal Opportunity, and Curt Levey, a lawyer with the Center for Individual Rights, through their writings have made an open and public call for plaintiffs, and they have expressed their goal of assembling a class to sue corporations for reverse discrimination claims.

These issues transcend political party affiliation, and the activities are a grim indicator of the power of the opposition. It is up to anti-discrimination leaders such as the Minority Corporate Counsel Association to act assertively against these threats.

The decade ahead

While much has been done, there's a lot more we can do in the next 10 years, including providing more practical help to law firms and corporate law departments with reference to diversity, developing more quantifiable means to evaluate our success, and keeping attorneys better apprised of our programs and services.

The ultimate goal of MCCA is to work itself out of existence – to no longer have a continuing need for the mission as it is currently stated. To accomplish that goal, MCCA's board of directors identified what the legal community needs in order to be ever less dependent on the association. That is how the Minority Corporate Counsel Association embarked on a plan to expand its services.



(l to r) MCCA Board members, Thomas L. Sager – VP and Assistant GC, DuPont and Cornell Boggs – Chief Legal Officer & Group VP, Public Affairs, Coors Brewing Company.

MCCA will be expanding its research and education programs, diversity training and certification, and in pipeline activities designed to support the entry of more diverse students into law school, and ultimately the practice of law.

In addition, the association will be continuing its grant programs, with MCCA giving seed funds to other worthwhile diversity-focused organizations so they can start grass-roots programs throughout the nation.

As needs arise in the legal community, MCCA will work to stimulate diversity thought and progress throughout the nation by strategically placing key staff in select regions and engaging in diversity programs in smaller cities around the country.

Realizing the vision

To clear the path toward full and equal participation at law firms and corporate law offices, MCCA has begun an ambitious program to build on the association's past success. Launching in this, MCCA's tenth anniversary year, that effort is aptly titled: The MCCA "Tenth Anniversary Campaign: 10 x 10 x 10." That is, in its tenth year, MCCA has launched an effort to raise \$10 million by the year 2010.

The **10 x 10 x 10 Campaign** is designed to raise funds to expand MCCA programs dramatically to make the vision of true diversity a reality.

To achieve its objectives, MCCA plans to raise \$10 million to be allocated as follows:

- **Research & Education**
— \$5 million
- **Diversity Training & Instruction**
— \$3 million
- **Scholarships & the Pipeline**
— \$2 million

The three areas of focus, with specific program objectives, are:

Research & Education - \$5 million

Successful advocacy is grounded in solid research. That is why MCCA has developed a core competency in the area of research and education.



A recent MCCA research publication.

MCCA research is intellectually rigorous. The research has proven useful to attorneys when delivering presentations on the importance of diversity. MCCA has a solid reputation, based in large part on its pioneering role in this area, the quality of its research to date, and the importance of breaking new ground. Building on that success, the organization plans to:

- **Re-invest in current research** by making the existing research materials easier to navigate and more “user-friendly,” to help law firms and corporations meet their diversity goals.



(l to r): Hinton Lucas – Associate GC, DuPont; Thomas Hart, Jr. – GC, Group Goetz Architects; Andre Sutton – Advertising Director, Diversity & the Bar® at an MCCA event.

- **Undertake new research projects.**

Topics include probing the “myth of the meritocracy,” the alleged dearth of qualified minority attorneys (and what “qualified” means); attrition rates for minority and women attorneys; and success models for minority and women attorneys.

- **Lead scholarly debate and discourse**

aimed at building coalitions to counteract current efforts to thwart or derail diversity efforts at corporations, law firms and law schools.

Research project expenses will include research; consultants; data collection and analysis; reports, including printing and dissemination; and training events associated with the research.

Diversity Training & Instruction - \$3 million

MCCA plans to enhance existing efforts by **initiating diversity training programs** designed to provide “how-to” guidance based on MCCA’s research efforts. The program will be intensive and designed to address topics in great depth and to offer practical instruction. To accomplish this goal, MCCA will work with a core group of diversity professionals who will be responsible for developing and presenting the programs. Diversity training has been shown to be effective, which is why MCCA’s work in this area will help to further diversify law firms and corporate legal departments nationwide.

Scholarships & the Pipeline- \$2 million

Many supporters of MCCA believe that scholarships are the most important thing that MCCA does. In fact, getting organizations to sponsor scholarships may have a greater impact on their diversity initiative than the total number of pages written on the subject. The need for scholarships is increasing dramatically. In 2007, MCCA received 2,247 applications for the Lloyd M. Johnson, Jr. Scholarship, compared to 893 applications in 2006.

Equally important are pipeline activities, since it’s never too early to get promising females and minorities interested in law.

Activities in this area include:

- **Building upon and enhancing existing programs**, including the Lloyd M. Johnson, Jr. Scholarship Program and joint efforts with the Council on Legal Education Opportunity and the national bars of color aimed at increasing the number of successful minority applicants to law school.

- **Utilizing online media** to enable more students to have access to professional development programs. MCCA plans to establish a web-based national mentoring program to ensure that greater numbers of minority law students receive the benefit of experienced mentors at all stages of their careers. This will further the already successful efforts of programs such as Chance-2-Chat.

- **Producing and maintaining a “diversity pipeline toolkit”** containing books and a CD-ROM aimed at creating interest in the legal profession among college, high school and middle school students, and helping to raise visibility and recognition of pipeline efforts underway at other national, state, and local bar associations, as well as at leading law firms and corporations.



Western Region Dinner attendees (l to r): Joan Haratani; Wayne Michigami and Lee Plave.

MCCA

10 x 10 x 10 CAMPAIGN

MINORITY CORPORATE COUNSEL ASSOCIATION

A new reason to give

While many supporters of MCCA have made generous financial contributions in the past, the **10 x 10 x 10 Campaign** is for a new and exciting purpose. This is an aggressive campaign that is focused on the critically important expansion of programs and services at a decisive moment in time because of the challenges referred to on pages 6 and 7.

Regrettably, the voices against diversity are very well-funded, have been amplified by the media, and enjoy large spheres of influence. The legal profession looks to MCCA as the organization that is best positioned to rebut the anti-diversity tide, but MCCA needs you to wage the fight that we must win.

With the support of donors to the 10 x 10 x 10 Campaign, we will prevail.