RISE UNITED

MCCA™

2019 ANNUAL REPORT

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President & CEO's Message

For MCCA, 2019 was a transformative year for collaborations to drive change and improve diversity, equity and inclusion in our profession and our workplace. Below are some of the highlights and we will continue to push harder for a more equitable profession, but we cannot do that alone. Even as I update a draft of this letter reflecting on 2019, I cannot help but think about the importance of collaboration to achieve our goals in 2020, which has been in crisis. If you are committed to seeing our profession become more diverse, equitable and inclusive, I invite you to demonstrate that commitment by being engaged; and do the hard work of looking at data to improve workplace processes where unconscious bias can have a deleterious impact on recruiting, retention and promotion.

We started 2019 sharing the results of our survey, *Unleashing the Power of Diversity Through Inclusive Leadership*, a new benchmark research assessing diverse and inclusive leadership within the legal profession. The study shows that diverse attorneys overwhelmingly feel they have to adapt their behaviors in order to succeed. Furthermore, many feel excluded from career development opportunities, and are denied promotion to top leadership levels. In order to address this inequity, we developed our inclusive leadership development workshop in partnership with Russell Reynolds Associates to help our leaders be more inclusive, which according to our research states that inclusive leaders to excel in these four areas: bringing awareness and clarity to problem areas, practicing courageous accountability to help resolve those problems, empowering others, and fostering innovative collaboration to unlock the unique contributions of each person in a group.

But, we did not stop there. We wanted to better understand how leaders changed culture. Thanks to the courageous and innovative leadership of Paul Hastings, we partnered with the firm to study culture of legal departments. The goal of this partnership was to measure how companies are actively changing their culture surrounding diversity, equity, & inclusion. In 2019, we published the first case study in collaboration with Boehringer Ingelheim. This case study provided insights, which when reinforced by our other findings, will be invaluable in paving the way towards finding new creative solutions. Our findings showed that in order for a company to be successful at integrating diversity, inclusion, and equity into our lives, the company must possess strong leadership who are willing to implement inclusive strategies.

As we pushed for and shared ideas with clients about the challenges in achieving diversity especially in big law firms in the U.S., we doubled down and relaunched the Equity Track Program to address the continuing lack of diversity at the highest partnership levels, in the largest law firms in the US. The Equity Track is a twelve-month program in which ten diverse income partners are selected from major law firms. The Program is designed to achieve three goals: identify, develop and promote diverse partners to achieve and maintain equity status within their firms. For the inaugural cohort, MCCA provided the following interactive classroom programs: (i) developed relationships that turned into business; (ii) refined executive presence and communed with confidence; (iii) created mock pitch sessions with senior in-house lawyers; and (iv) navigated politics of billing and origination credit.

At MCCA, we have leaders who have blazed the trail to create opportunities for our profession and our partnership with Dr. Courtney Cogburn highlights that strength. In order to better understand implicit bias and increase racial awareness, we worked closely with Dr. Cogburn to bring her *1000 Cut Journey* virtual reality experience to our Global TEC Forum, which allowed conference attendees and members of our Board of Directors to experience the VR, to create racial awareness, which is critical to promoting to move from talk to action. Dr. Cogburn's research examines how virtual reality can allow people to empathize with the black experience in America. We continued to leverage Dr. Cogburn's work and officially partnered to develop services to help our members. You can see all that we have achieved in 2019 with the templates, training and more. It is the beginning and we are eager to offer more robust services in 2020.

Of course, all of this would not be possible without the collaboration and support from all of you: our dedicated members, sponsors, and champions. We need to you set aside your own interests to collectively improve our profession.

Let's rise united starting now.

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

MCCA Board of Directors

STUART ALDEROTY
Executive Committee
MCCA Chair,
General Counsel

ripple

DAMIEN ATKINS
Governance & Nominating Committee
MCCA Chair-Elect,
Senior Vice President,
General Counsel & Secretary

HERSHEY

JEAN LEE
President &
Chief Executive Officer

MCCA™

RICARDO ANZALDUA
Executive Vice President,
General Counsel &
Corporate Secretary

Freddie Mac
We make home possible®

CRAIG B. GLIDDEN
Executive Vice President &
General Counsel

GENERAL MOTORS

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Former Executive Vice President &
General Counsel,
Lincoln Financial Group

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Audit Committee Chair
Senior Vice President,
General Counsel, Chief Ethics &
Compliance Officer &
Corporate Secretary

U. S. Steel

SANDRA LEUNG
Executive Vice President &
General Counsel

Bristol-Myers Squibb

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Membership & Engagement Committee Co-Chair
Senior Vice President & Deputy General Counsel – Litigation, Enforcement & Strategy

TransUnion

SUZAN A. MILLER
Membership & Engagement Committee
Former Corporate Vice President, Deputy General Counsel & Corporate Secretary,
Intel Corporation

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Senior Vice President,
Chief Legal Officer & Corporate Secretary

FLOWSERVE

AMY FLIEGELMAN OLLI
Senior Vice President &
General Counsel

vmware

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Finance & Investments Committee, Executive Committee
Senior Vice President &
General Counsel,
Walmart International

Walmart

TOM ROBERTSON
Corporate Vice President &
Deputy General Counsel

Microsoft

ROBIN H. SANGSTON
Membership & Engagement Committee Co-Chair
Vice President, Chief Compliance & Privacy Officer

COX

MCCA Board Advisor

DAWN SMITH
Executive Committee
President &
Chief Operating Officer

cologix

NEIL WILCOX
Finance & Investments Committee Chair
Senior Vice President &
General Counsel,
Enterprise Shared Services

USAA

SIMONE WU
Governance & Nominating Committee Chair, Executive Committee
Senior Vice President,
General Counsel,
Corporate Secretary & External Affairs

CHOICE HOTELS

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

MCCA Corporate Officers

JOSEPH CENTENO
Outside General Counsel &
Assistant Corporate Secretary

Buchanan Ingersoll & Rooney PC

PAULA J. SCHAUWECKER
Corporate Secretary

Beveridge & Diamond

MCCA N-Gen Advisory Board Members

ANNE LEE BENEDICT
MCCA N-Gen Chair,
Executive Vice President,
Chief Legal Officer & Secretary

SUMMIT Materials

SAMANTHA C. GRANT
MCCA N-Gen Vice Chair,
Partner

SheppardMullin

RODNEY C . PRATT
MCCA N-Gen Vice Chair,
Vice President, General Counsel &
Corporate Secretary

CONVERSE

TERRANCE J. EVANS
Partner

DuaneMorris®

ALICE HSU
Partner

Akin Gump
STRAUSS HAUER & FELD LLP

ANA IACOVETTA
Vice President,
Deputy General Counsel and
Chief Ethics & Compliance Officer

vmware®

JENNIFER IVAN
Assistant General Counsel

Microsoft

LATANYA LANGLEY
Vice President & General Counsel

BIC

KEVIN R. LYN
Diversity Committee,
Chair & Partner

WOMBLE BOND DICKINSON

REGINALD M. RASCH
General Counsel – Head of Legal

Rakuten

KRISHNA VEERARAGHAVAN
Partner

SULLIVAN & CROMWELL LLP

TEONTA A. WILLIAMS
Senior Associate General Counsel

UNITEDHEALTH GROUP®

ANDY YOO
Senior Vice President,
General Counsel

Pearson

N-Gen Advisory Board Corporate Secretary

DANIELLE VILLOCH
Associate Attorney

GIBSON DUNN

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.

In 2019 we earned a Gold Seal of Transparency from GuideStar for clearly outlining our organization's goals, strategies, capabilities and vision. We also received a 4-star rating from Charity Navigator, for being accountable, transparent, and financially healthy. Our work as a nonprofit is dependent on our ability to be transparent and faithful to our mission and vision.

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.

Key Moments

2019

APRIL

Unleashing the Power of Diversity Through Inclusive Leadership report published

JUN

Relaunched The Equity Track program to address the continuing lack of diversity at the highest partnership levels in our largest U.S law firms

OCT

Nokia awarded the inaugural *Employer of Choice* International Award

The first MCCA/Paul Hastings Case Study featuring Boehringer Ingelheim published

Recognition

Those Who Lead Through Innovation.

MCCA is committed to diversity, equity & inclusion 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

MCCA
GEORGE B. VASHON
INNOVATOR AWARD

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).

2019 HONOREE

THOMPSON COBURN LLP

MCCA
PAULA L. ETTELBRICK
AWARD

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.

2019 HONOREE

Kate Kendell
Campaign Manager of Take Back the Court, Formerly Executive Director of the National Center for Lesbian Rights (NCLR)

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 2019 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.

2019 HONOREES

- Elena Baca, *Partner, Paul Hastings LLP*
- Neel Chatterjee, *Partner, Goodwin Proctor LLP*
- Michael Chu, *Partner, McDermott Will & Emery LLP*
- Dan Clivner, *Managing Partner, Sidley Austin LLP*
- Vincent H. Cohen, Jr., *Partner, Dechert LLP*
- Stephen Korniczky, *Partner, Sheppard Mullin Richter & Hampton LLP*
- Lorraine McGowen, *Partner, Orrick, Herrington & Sutcliffe LLP*
- Raj Natarajan, *Partner, McGuire Woods LLP*
- Kimberly Parker, *Partner, WilmerHale*
- Grace Speights, *Partner, Morgan, Lewis & Bockius LLP*
- Eric Wang, *Partner, DLA Piper*

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 2019 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.

2019 HONOREES

- Adam Banks, *Partner, Weil, Gotshal & Manges LLP*
- Alvin Benton, *Director, Assistant General Counsel, Capital One*
- Angela Gomes, *Partner, Sullivan & Worcester LLP*
- Susan Gutierrez, *Partner, Proskauer Rose LLP*
- Yodi Hailemariam, *Senior Associate, Drinker Biddle & Reath LLP*
- Allen Jun, *Vice President & Senior Counsel, Marriott International*
- Sebastian Kurian, *Corporate Counsel, Google*
- Michele C. Lee, *Director & Associate General Counsel, Twitter*
- Jamila S. Mensah, *Partner, Norton Rose Fulbright*
- Ashley Hibbett Page, *Senior Vice President, General Counsel, Learfield IMG College*
- Dameon Rivers, *Partner, Ballard Spahr LLP*
- Shayon Smith, *Assistant General Counsel, The Hershey Company*
- Sheea Sybblis, *Senior Counsel, Boehringer Ingelheim*

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, equity & inclusion. The award highlights MCCA's continued commitment to magnifying the national visibility of diversity, equity & inclusion champions in the industry.

2019 NATIONAL FINALISTS

Orrick

ReedSmith

2019 NATIONAL WINNER

SheppardMullin

Sheppard Mullin is a full-service Global 100 firm with more than 875 attorneys in 15 offices located in the United States, Europe and Asia. Since 1927, industry-leading companies have turned to Sheppard Mullin to handle corporate and technology matters, high-stakes litigation and complex financial transactions. In the U.S., the firm's clients include more than half of the Fortune® 100.

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.

2019 HONOREE

Michele C. Ifill
Former Senior Vice President and General Counsel of Verizon Corporate Services Group, Inc.

As the recently retired Senior Vice President and General Counsel of Verizon Corporate Services Group, Inc., Michelle was responsible for primary legal oversight and support of the Chief Administration Office, which included Supply Chain and Vendor Management, Supplier Diversity, Global Real Estate, Sustainability, Aviation & Fleet Management.

Ifill was also Co-Chair of Verizon's Legal Diversity & Inclusion Council, which was responsible for leading strategic programming and hosting D&I Summits, CLEs and networking events focused on expanding professional opportunities for women and diverse attorneys. Fearless and committed to effectuating change, Ifill aggressively recruited and mentored diverse candidates ever since she was first in a position to make hiring decisions. She has been recognized for her influence and accomplishments throughout her career, including The Counsel of Urban Professionals Catalyst – Change Agents in Law – Award, for her innovation and leadership in the legal profession.

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, equity & inclusion.

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, equity & inclusion are facilitated by integrated initiatives that align diversity goals with strategic business goals.

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.
- **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.

INAUGURAL INTERNATIONAL WINNER

Nokia's gender diversity initiatives have made progress on addressing the gender pay gaps and improving gender diversity. This year, for the first time, Bloomberg included Nokia in its 2019 Gender-Equality Index, due to its transparency and commitment to women's equality. Nokia's 'OUT Leader' program focuses on LGBT+ leaders, to foster authentic leadership, an inclusive work culture and to attract and retain key talent. As with our Regional Winners, Nokia's leadership is no exception, with Nokia's Chairman and Group Leadership embracing and openly recognizing the importance of creating a culture of inclusion.

Nokia creates the technology to connect the world. It develops and delivers the industry's only end-to-end portfolio of network equipment, software, services and licensing that is available globally. Nokia is a Fortune® Global 500 company headquartered in Finland.

NATIONAL & WESTERN REGIONAL WINNER

Visa's succession plan includes an emphasis on diversity and greater inclusion of non-white men and women in firm leadership. Managers are encouraged to have "stay" conversations and develop their high potential diverse team members, so that they not only retain but promote their diverse talent. Visa's General Counsel is also highly visible in her participation in various D&I related organizations and partnerships.

Visa is a Fortune® 500 electronic payment company that owns and manages payment brands including Visa and Interlink, as well as product platforms that financial institutions use to manage clients' credit, debit, or prepaid programs.

MIDWEST REGIONAL WINNER

Eaton offers rising diverse attorneys at strategic partner law firms with the opportunity to participate in its "Backstage Pass Program," where participants spend three days on-site at Eaton to gain a unique "behind the scenes" perspective of Eaton and more importantly, develop deeper relationships with Eaton's Law Team members, key business and functional leaders and each other. Eaton's General Counsel is directly involved and personally committed to Eaton's diversity initiatives, taking time to participate at training and events.

Eaton is a power management company which offers energy-efficient solutions that help its customers effectively manage electrical, hydraulic and mechanical power more efficiently, safely and sustainably.
Eaton was named one of the World's Most Admired Companies by FORTUNE magazine.

NORTHEAST REGIONAL WINNER

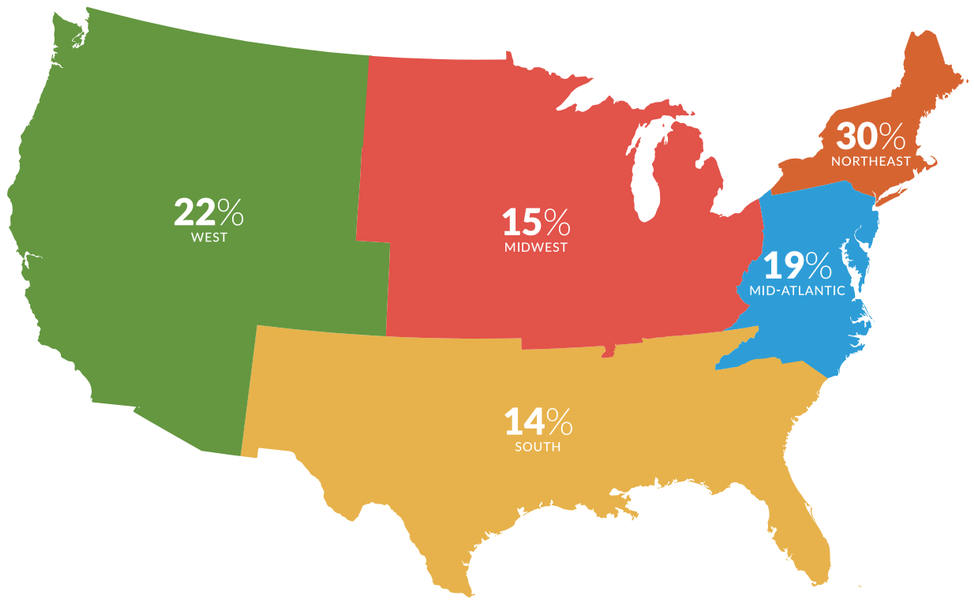
Mastercard's Regional Action Plans hold senior leaders accountable and help solve identified inclusion gaps. In addition, Mastercard created a dashboard to track quarterly progress (representation, hiring, terminations and promotions) for each region as well as business function, recognizing the importance of accountability and utilizing metrics, in order to track and evaluate diversity initiatives. Mastercard's General Counsel oversees its Global Inclusion & Diversity and is personally engaged to ensure that its diversity initiatives are a top priority, setting the culture for the company.

Mastercard, a Fortune® 500 global payments company, has a presence in more than 210 countries and territories.

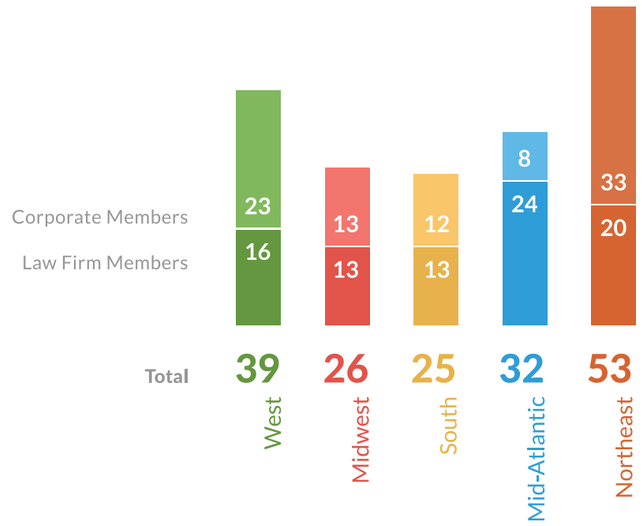
Membership

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 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.

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, equity & inclusion 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 58 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, equity & inclusion 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, the myth of meritocracy and systemic racial and gender bias in legal workplaces. In each report, our members will find recommendations, best practices and toolkits that can help improve diversity and inclusion within their organizations.

To better understand how attorneys feel about their organizations' diversity and inclusion (D&I) efforts, MCCA partnered with RRA in 2018 to launch an Inclusion Index survey. This proprietary survey was created to help organizations assess company leadership, practices and culture to create a baseline metric of inclusion and measure progress over time. More than 600 respondents from both law firms and corporate legal departments, and across all demographic categories responded to the survey, yielding a robust set of insights. In 2019, MCCA published *Unleashing the Power of Diversity Through Inclusive Leadership*, new benchmark research assessing diverse and inclusive leadership within the legal profession.

Collaboration and creating an inclusive workplace are key to talent retention, innovation and risk mitigation. In recent years, there were many noteworthy employee challenges in corporate America and around the world. Those events suggest that the world is changing and although there is growing division, many were finding strength in numbers and we saw employees standing united in protest demanding changes in their work culture and/or policies to reflect their collective values. MCCA as the leading voice for diversity, equity & inclusion continues to drive the discussion on workplace culture. Thanks to the vision and leadership of Paul Hastings, MCCA partnered with Paul Hastings, its clients and our corporate members, to closely examine how corporations and its leaders are changing culture in their organizations in a case study series. We examined three different industries across the country. The first *Case Study* published in 2019 was in collaboration with Boehringer Ingelheim. Thanks to Boehringer's willingness to share and be transparent, we learned what it means to be a leader today where the workforce is forever changing at a pace that reminds me of a flash sale and if you miss that key moment, you can risk losing talent and perhaps even have large protests, which ultimately reduces the bottom line.

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.

Diversity & the Bar®

Diversity & the Bar, **our flagship magazine, was created to advance industry discourse on diversity, equity & inclusion in the legal profession. Each issue was carefully curated to deliver unparalleled, expert coverage of emerging conversations around the recruitment, retention and promotion of diverse attorneys, as well as trending topics such as intersectionality, organizational culture, systemic change, and what it means to be an inclusive leader.**

As we move forward into 2020 and beyond, we are excited to announce a new multi-channel approach to delivering our content to you. While we celebrate 20 successful years of publication, we believe that it's important now more than ever to bring our content directly to you and where you work. As a result, we are transitioning our content delivery from our magazine publication to increasing our content efforts directly on social media, newsletters, and other digital channels to ensure that you get the high quality you expect from MCCA in a timely manner. We are committed to innovating with the times and finding new ways to better serve our readership. We thank you for all the support you have shown our magazine over the years and we look forward to serving you even better in the years to come.

2019 SPRING

In our Paying it Forward feature we were delighted to feature David Braff of Sullivan & Cromwell. David has also been at the forefront of many significant civil rights cases for LGBTQ+ equality.

2019 SUMMER

We highlighted our 2019 Rainmaker winners as our cover feature. These diverse attorneys achieved success through innovative, consistent and proactive business development.

2019 FALL

Our cover feature looks at the experience of disabled lawyers in the profession. Disability is still one of the areas of diversity that is underrepresented in professional life, both in the law and beyond. We examine some personal stories of success but also share best practices.

2019-2020 WINTER

This issue featured our Creating Pathways to Diversity Conference, Diversity Gala and honorees. The theme for both events was #RiseUnited and how to turn discussion into action.

Education & Professional Development

At MCCA, we offer a wide range of educational programs to help members understand – and improve – the scale of diversity, equity & inclusion 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 Programs

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 to directly address the lack of under-represented minority attorneys in top general counsel positions, which the MCCA annual General Counsel Survey reported.

The C-Suite Leadership Institute 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 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.

EQUITY TRACK

MCCA developed the Equity Track Program ("Equity Track" 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 program.

MCCA relaunched The Equity Track 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 is a twelve-month program and we selected ten diverse income partners at major law firms. Equity Track is designed to achieve three goals: identify, develop and promote diverse partners to achieve and maintain equity status within their firms. We developed the inaugural cohort by providing the following interactive classroom programs:(i) developing relationships that will turn into business; (ii) refining executive presence and communicating with confidence; (iii) mock pitch sessions with senior in-house lawyers; and (iv) navigating politics of billing and origination credit.

2019 EQUITY TRACK PARTICIPANTS

- Juan Arteaga, *Partner, Crowell & Moring LLP*
- Cyndie M. Chang, *Partner, Duane Morris*
- Estela Diaz, *Partner, Akin, Gump, Strauss Hauer & Feld LLP*
- Lewis Goss II, *Arent Fox LLP*
- Sonny S. Haynes, *Partner, Womble Bond Dickinson*
- Tamaron Houston, *Partner Seyfarth Shaw LLP*
- Karen M. Jordan, *Partner, Dentons Partner, McDermott Will & Emery*
- Tiffany Smith, *Partner WilmerHale*
- Geoffrey Young, *Partner, Reed Smith LLP*

Pipeline Program

2019 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, Robert Half Legal Scholar and Chevron 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 2019, 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 $3.6 million in scholarships to over 215 students.

Conferences & Events

MCCA GLOBAL TEC FORUM

GLOBAL TEC FORUM

The Global TEC Forum: Empowering Change in Technology, Education and Careers ("G-TEC") addresses diversity, inclusion & equity in the tech industry and the latest disruptions and challenges facing the legal profession. It was a direct response to the lack of diversity in the tech industry and specifically to general counsel who shared that it was a challenge recruiting and retaining 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. In addition to continuing legal education focused on diversity, inclusion & equity in tech, MCCA provides an opportunity for attorneys to grow their networks in a small intimate setting such as G-TEC. The ultimate goal for each attendee is to cultivate professional relationships, learn about the latest programs and research addressing the diversity and inclusion challenges the tech industry faces, and strategically advance their professional brand and career.

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.

MCCA CREATING PATHWAYS TO DIVERSITY CONFERENCE

CREATING PATHWAYS TO DIVERSITY®

The Creating Pathways to Diversity® conference focuses on global diversity and inclusion, talent optimization, inclusive leadership and management to bolster the promotion and retention of diverse attorneys. The program offers practical development tools, 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 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 for Selling and Buying: A Pitch Workshop for Outside Counsel. For organizations, expert panels address areas for improved execution of a diversity, equity & inclusion strategy. All 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.

MCCA DIVERSITY *Gala*

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 an awards program honoring individuals, corporate legal departments and law firms championing diversity, equity & inclusion 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.

INCLUSION SUMMITS

In 2019, MCCA traveled to Cleveland and Seattle for the 2019 Cleveland Inclusion Summit hosted by Eaton and the 2019 Seattle Inclusion Summit hosted by K&L Gates.

The Cleveland Inclusion Summit shared the challenges of creating a culture of inclusion and the strategies leaders have employed. The Summit was structured with a panel of general counsel; advice from a #metoo expert on some dos and don'ts; shared the findings and reviewed the tactical tools outlined in the report; and discussed how individuals can act as organizational change agents to implement real solutions utilizing those tools to create systemic accountability and benchmark progress.

The Seattle Inclusion Summit focused on workplace culture and the challenges of creating a culture of inclusion. General counsel from leading companies shared what they are doing to improve diversity of our profession. Specifically, they shared how they are pushing for more diversity with their outside counsel, including expectations, what's worked and hasn't. We also hosted a talk about being courageous and how leaders can execute on their general counsel's vision to create opportunities for engagement with outside counsel and learn more about how they are driving change internally.

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 2019-2010 academic year. 100% of all donations went to deserving students.

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, equity & inclusion 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.

M.A.P.
MCCA ADVISORY
PRACTICE

MCCA recognizes that corporate legal departments and law firms are searching for more substantive guidance when it comes to implementing diversity, equity & inclusion 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,equity & inclusion. 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 PROGRAM

The MCCA Secondment Program is an effective way for corporate law departments to promote diverse attorneys within law firms, maximize their chances of becoming an equity partner, and deepen existing relationships with outside counsel. Corporate 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 your department and lines of business.
- Access to reliable, quality legal services at no to low cost from a law firm it trusts.
- Flexible timing can help corporate law departments deal with expected or unexpected gaps in staffing.
- Develop meaningful relationships and serve as an ally that will continue to support the firm attorney's professional development and potential promotion upon reentry to their law firms.

Benefits to the law firm:

- Secondment experience helps deepen the firm's relationship with the client, learning about the company culture, business strategies, risk tolerance, and department processes.
- Secondee will gain legal and business experience that enhances their 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.

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.

MCCA hosted the Third Annual PSN at the 2019 Creating Pathways to Diversity® Conference ("Pathways Conference"). PSN allows in-house counsel to 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.

MCCA partnered with the National Asian Pacific American Bar Association (NAPABA), as well as the National Bar Association (NBA), resulting in 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

June 10, 2020

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, 2018, and our report thereon dated September 13, 2019, expressed an unmodified opinion on those financial statements.

Financial highlights for the year ended December 31, 2018 were:

- The Association's total assets moderately decreased as compared to prior year. The major component of the total assets for 2018 were cash at $552,771 and investments at $3,246,747. The total assets at year-end were $4,350,577.

- The Association's borrowing on its line of credit increased by $1,833 as compared to the prior year. Total liabilities increased as accounts payable, accrued expenses and deferred revenue increased. Net assets, also decreased. At year-end, the Association's total liabilities were $730,302 and unrestricted net assets were $3,620,275.

- The Association's total revenue for the year was $3,403,894, which represented a decrease of $1,074,173 from the previous year. The majority of the decrease was due to investment account decline of $336,860 which represent a total revenue swing of $904, 417. The major components of revenue were membership dues of $1,638,500 and special events of $1,147,924.

- The major expenses for the year were $686,240 for research, education, and website, and $1,853,676 for annual special events. Management and general expenses were $1,424,415.

- The Association funded $175,000 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, 2018. The audited financial statements with footnote disclosures should be obtained in order to understand the complete financial position of the Association.

Sincerely,

Penan & Scott, P.C.

James Scott, Jr., CPA/CGMA
Principal

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