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MCCA Announces National Winner for the 2020 Employer of Choice Award and Charlotte E. Ray Award Honoree

Washington, D.C. – Today, the Minority Corporate Counsel Association (MCCA) announced the 2020 Employer of Choice Award national winner: Genentech, a member of the Roche Group and the winner of the Charlotte E. Ray Award: Paula Boggs. The Employer of Choice (EOC) Award honors a corporate legal department that has made meaningful commitments to creating a more diverse, equitable and inclusive workplace. In honor of Charlotte E. Ray, this award is given to a Black woman who has been blazing a trail for the next generation of women of color and breaking down barriers to achieving success in the legal field.

Genentech is a biotechnology company dedicated to pursuing groundbreaking science to discover and develop medicines for people with serious and life-threatening diseases. Through their work, they are also focused on advancing the inclusion of underrepresented groups in research, development, and care delivery to enrich scientific insights, achieve health equity and ensure access for all.

Genentech values the rich diversity of ideas, experience and skills its employees bring to the company. The legal department champions diversity, equity and inclusion (DEI) internally and externally via its Inclusion and Diversity: Excellence in Action in Legal (IDEAL) Committee. IDEAL uses metrics to gauge the success of its DEI initiatives advancing recruitment, retention and promotion. Through data, the company is able to hold their leaders accountable for embedding DEI principles and practices into the work culture.

“We are proud to honor Genentech for the incredible accomplishments and continuing dedication to making real progress toward changing the face of the legal industry,” said Jean Lee, MCCA President and CEO. “What sets Genentech apart from so many other organizations is the legal department’s commitment to DEI at every level, from the General Counsel to the individual contributors, DEI is fundamental to the day to day operations.”

A significant result of these efforts is that 63% of Genentech’s attorneys are women and 31% are people of color. Of managing attorneys, 26% are people of color and 65% are women. Women also hold leadership positions in departments that directly report to the General Counsel.

“Numbers don’t lie,” said Stuart Alderoty, Chairman of the MCCA Board and General Counsel at Ripple. “Genentech has instated policies that have led to real results. The organization recognizes the value and positive impact diversity, equity and inclusion can have in the workplace.”



The 2020 Charlotte E. Ray Award Honoree, **Paula Boggs**, is the founder of Boggs Media, LLC, a business that manages her music, speaking, and other creative business activities. She is the former Executive Vice President, General Counsel and Secretary, Law and Corporate Affairs at Starbucks Corporation. Boggs receives the Charlotte E. Ray award for fearlessly blazing the trail for the next generation of leaders and breaking down barriers to entry in the legal profession.

In 2002 Boggs became the first African American Executive Vice President at Starbucks and played a critical role in launching Starbucks' pro bono program, which signaled a shift in corporate philanthropy that companies across the nation seek to emulate today.

“Paula is an inspiration to women of color everywhere. She not only exemplifies the qualities of an exceptional attorney, but she also expresses her individuality in a way that inspires those around her to be their most authentic selves,” said Jean Lee, President and CEO of MCCA.

Boggs started her career jumping out of airplanes for the U.S Army. She had a 14-year career in public service, including as an Assistant U.S. Attorney, and in various capacities as an attorney for the U.S. Army, the Department of Defense and the White House Office of Legal Counsel. She served eight years as a Regular Officer in the United States Army, earned Army Airborne wings and a Congressional appointment to the US Naval Academy – among America's first women to do so. Boggs has held senior legal positions serving as Vice President Legal for Products, Operations, and Information Technology at Dell Computer Corporation, and as a partner at the law firm of Preston Gates & Ellis, LLP. She formed the Paula Boggs Band in 2007 releasing albums in 2010, 2015 and 2017.

In 2013, President Obama appointed her to the President's Committee on the Arts and the Humanities, and in 2018 she received the Seattle Mayor's Arts Award.

“We are proud to name Paula as our 2020 Charlotte E. Ray Award recipient and are thrilled that she accepted,” said Stuart Alderoty, General Counsel at Ripple and MCCA's Board Chair. “Paula is a phenomenal example of a leader who continues to push boundaries and create opportunities for herself and future generations.”

The Charlotte E. Ray Award Honoree, Paula Boggs, and Employer of Choice Award national winner, Genentech, will be honored at MCCA's Virtual Diversity Gala on October 28.

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The Minority Corporate Counsel Association (MCCA) is the preeminent voice on diversity, inclusion and equity in the legal industry. It was founded in 1997 with a mission to recruit, retain and promote diverse attorneys by publishing research to providing professional development opportunities to 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.