



Equity Track Program Application Form

The MCCA developed the Equity Track Program (“Equity Track” or “Program”) in 2016 to address the lack of diversity within the equity partnership levels at majority-owned law firms as reported by our Law Firm Diversity Survey. After its initial launch, MCCA received feedback and paused to redesign a more comprehensive Equity Track Program.

We relaunched the Program 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 once again we will select a small cohort of underrepresented racial/ethnic group income partners at major law firms. Underrepresented racial/ethnic group is defined as African American/Black, Asian American/Pacific Islander, Hispanic/Latinx, Native American/Indigenous, and Multiracial. The cohort will not be more than ten partners to ensure a safe environment of learning and to develop meaningful relationships. The Program is designed to achieve three goals: **identify, develop and promote** underrepresented racial/ethnic group partners to achieve and maintain equity status within their firms.

In order to **identify** our partner class, all those interested must complete the application form below. The information you provide below will be kept confidential and will only be used to ensure we have the appropriate cohort for 2020. At this time the Program is an MCCA member benefit and only those who are MCCA members at the time of the application are eligible. No firm will be allowed to have more than one partner for the 2020 class and those selected must commit to attending all four meetings and at least two check-in calls during the twelve-month period. Otherwise, you will be asked to withdraw from the Program.

We will **develop** the 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.

The “Kitchen Cabinet” panel comprised of a rainmaker from each partner’s firm, a senior in-house lawyer who has authority to provide a book of business and make introductions to other senior in-house lawyers and an executive coach will focus on **promoting** the partner during the

twelve months but, hopefully beyond. There is no guarantee of business from the in-house counsel.

If accepted, each partner will have an opportunity to attend all of MCCA's special events that will provide access to our in-house community. The entire program is part of the membership benefit but, the participant will be responsible for his/her own travel and incidental costs. At MCCA, nothing is more important than the health and safety of our members, sponsors, employees and guests and at this time all meetings will be held virtually through Q2 2021. We will revisit the possibility of a in-person meeting if the situation permits us to do so in a healthy and safe manner.

The first official meeting will be announced once we have finalized the 2020-2021 Equity Track cohort. In order to be considered and accepted, you must complete the application below, have a senior partner who will be your sponsor, and you must provide candid feedback about the Program to ensure that we are driving change together for the next group.

The deadline for the application is September 21, 2020 at 11:59PM EST. We thank you for your interest.

Background Information

1. Provide full name:
2. Please state your gender, if possible:
3. Please state how you identify your race, ethnicity and if multiracial, please state:
4. Please state if you are a member of the LGBTQ+ community, if possible:
5. What year did you graduate from college?
6. What year did you graduate from law school?
7. Name of law school:
8. Were you on law review?
9. If you were not on law review, were you on any journal? If yes, please state:
10. Were you a member of your school's mock trial team?
11. Please advise if your school had a ranking system and if yes, state your rank:
12. Did you receive financial aid to attend law school?
13. Are you the first to graduate from law school in your immediate or extended family?
14. Are there any other family members who attended graduate / professional school?

Business Background

15. Provide full name of the law firm:
16. Provide business address:
17. Provide business phone number:
18. Provide business email:
19. How many total partners?

20. How many equity partners?
21. How many income partners?
22. How many years do you need to practice before you are considered for partnership at your firm?
23. How many years have you been a partner?
24. Is there a dollar threshold to convert from income to equity?
25. If yes, what is that amount?
26. How many years must you generate that income before being considered?
27. Please state practice group:
28. Please provide number of equity partners in your practice group:
29. Please provide number of income partners in your practice group:
30. Please provide number of associates in your practice group:
31. Do you serve on any committees within the firm? If yes, please state all:
32. Are you involved in extra-curricular activity?
33. Please state all extra-curricular activity:
34. Briefly state why you are involved in each activity. Do not write more than one or two sentences about each activity.

Interest in Equity Track

35. Why are you interested in participating in the program?
36. Have you tried to develop business? If yes, please describe briefly any challenges you may have encountered. Specifically, list top three reasons that created those challenges.
37. If you were successful in developing clients, please describe how you were able to achieve that in as much detail as possible.
38. Any perceptions about business development that you have not shared above?
39. Given the challenges and what you know about the Program based on the brief description above, please advise what you hope to accomplish / learn from this 12 month commitment and program.
40. On a scale of 1 to 10, with 1 being the lowest, how confident are you with getting new business?
41. How would you describe your business development style?
42. Would you like to change your style of developing clients?
43. Have you received any feedback from other partners about your approach? If yes, please describe.
44. Have you received any feedback from potential clients about your business development approach? If so, please describe.
45. Why is becoming an equity partner important to you?
46. What concrete goals are you hoping to accomplish by participating in the program?
47. Any further information about yourself as a person that you deem relevant for your participation in the program?

