

2020 ANNUAL REPORT

RISE UNITED



MCCA™

“Change will not come if we wait for some other person or some other time. We are the ones we’ve been waiting for. We are the change that we seek.”

—President Barack Obama

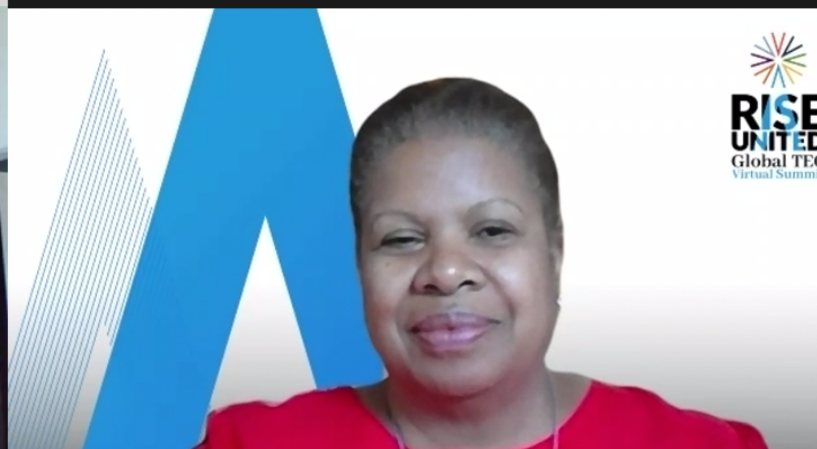


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This program is a partnership with MCCx. Our leadership with MCCx and our counsel are prioritizing diversity, inclusion, and equity in the face of this crisis, partnering with outside counsel and implementing strategies and best practices they are implementing as the world navigates a global pandemic. Submit your questions below and the presenters will address them in the live Q&A session following this video.



Important: Do not close or refresh your browser after video begins playing. Use the link in the email to return to the video.



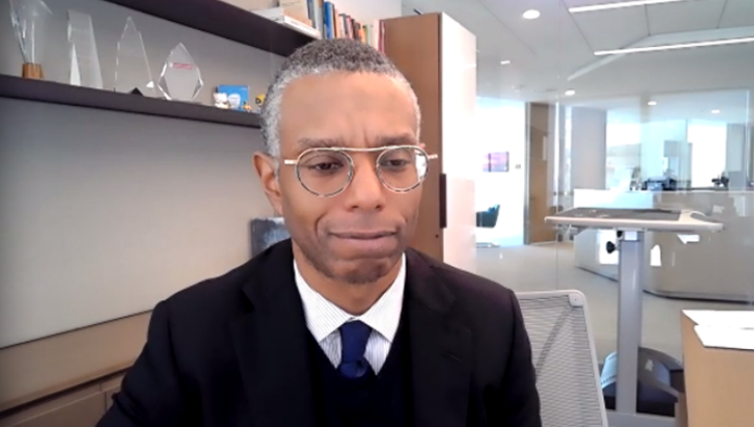
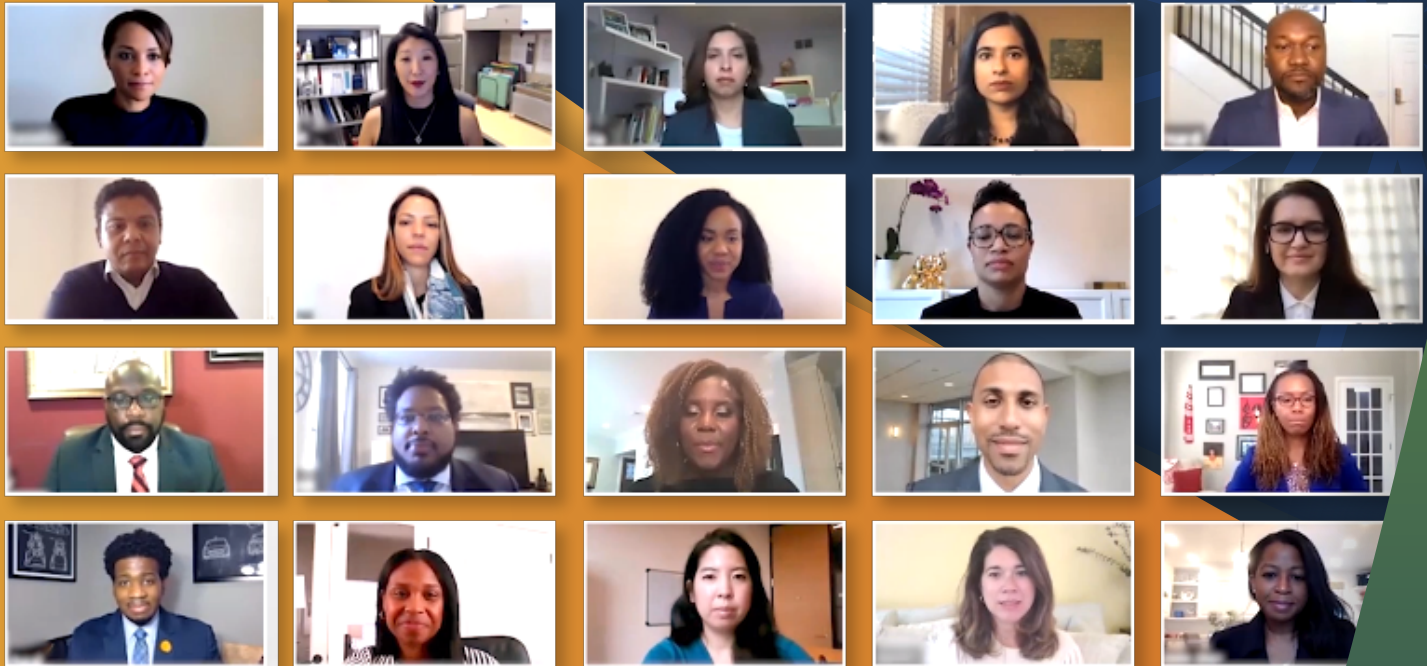


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Rising Stars 2020

Activating
Change Together

President & CEO's Message

2020 was a transformative year for our nation as well as MCCA. The global pandemic forever changed the way we work and connect, bringing us to the next normal. The murders of George Floyd, Breonna Taylor and countless others ignited an outpouring of support for racial justice that has touched every facet of American life. More than ever, people are expecting accountability from friends, leaders and companies asking them to do better, be better and take action to protect and provide every American free from harm no matter the color of their skin, ethnicity, sexual orientation, gender, religion and/or disability.

These issues of racial justice and leading through crisis were intertwined with everything our organization accomplished this year from our research reports to our events and even to our Board of Directors. This year proved that what MCCA does, our mission and vision are more important than ever before. At MCCA we do not gloss over issues or topics, instead we seek to delve deeper, to understand how we activate change together to create a more diverse, equitable and inclusive legal profession (and beyond). Our job is to always “push” the envelope, to make the uncomfortable, transformative. One of the ways we did this was by working with our Board to create and share helpful resources with the legal community and develop a task force dedicated to increasing racial equity in the legal profession.

Through our task force, we formed the General Counsel Roundtable Discussion Series, to fundamentally shift how GCs shared best practices regarding diversity, equity and inclusion. The discussions gave GCs a space to share their experiences with their peers so that they could learn from each other, work together and implement successful strategies in their respective organizations. The Board also launched a series of articles entitled “Rise United: Activating Change Together” which features stories, insights and new ideas of how trailblazers in the legal community are leading their respective companies through systemic change.

To further help the legal community grappling with how to answer pressing questions about systemic racism and inequality in our country, MCCA reimaged its quarterly Town Halls to bring in experts to speak about fundamental racial issues. The topics included: “How to be anti-racist in the legal profession and beyond”, “Navigating through the Crisis: The Importance of a Chief Diversity Officer” and “I Can’t Believe What You Say Because I See What You Do: The Emotional Burden and Impact of Watching Corporate America Wake Up to Systemic Racism”. The Town Halls encouraged attendees to think critically about racism in their own lives and organizations.

In order to adapt to our next normal, and focus on the importance of making diversity, equity and inclusion a core value and practice in law firms and legal departments, our research focused on inclusive leadership and how to lead through crisis. We published the final two Paul Hastings/ MCCA Case Studies detailing how the culture of legal departments is changing and what we can do enhance inclusion. *Case Study 02 – Intel*, focused on Intel’s legal department weaving diversity, equity and inclusion into the core of its culture and business strategy. *Case Study 03 – Barclays*, found that when leaders at Barclays focus on inclusion and take the time to truly engage with their people’s needs and concerns, these moments can become powerful catalysts of change that ripple through the entire organization, producing meaningful cultural shifts. Finally, our latest benchmark research: *Leading Through Crisis* highlighted how leaders are adapting to an evolving workplace environment, in which standard ways of managing and mentoring employees has radically changed, as well as measuring the extent to which attorneys currently feel included in their workplace and how those results compare to previous years.

While 2020 has presented unprecedented challenges for all of us, we also believe that it has gifted us with a unique collective opportunity to #RiseUnited and create meaningful progress towards a more equitable world. Our work is not only timely, but essential to creating systemic and sustainable change. If you are committed to seeing our profession become more diverse, equitable and inclusive, I invite you to demonstrate that commitment by staying engaged; and embracing the hard work of looking at data to improve workplace processes where systemic racism can have a deleterious impact on recruiting, retention and promotion.

Let’s rise united by challenging ourselves to be better, let’s create workplaces and communities that will not tolerate racism.

Let’s rise united starting now.

JEAN LEE

President & CEO

Minority Corporate Counsel Association (MCCA)

MCCA Board of Directors



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Executive Committee Chair
MCCA Chair,
General Counsel



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 Vice President, Chief Compliance &
 Privacy Officer



DAWN SMITH
Executive Committee
 President &
 Chief Operating Officer



MICHAEL TANG
 Senior Vice President,
 General Counsel & Secretary



AMY TU
 Executive Vice President,
 General Counsel & Corporate Secretary



WANJI WALCOTT
Governance & Nominating Committee
 Executive Vice President,
 Chief Legal Officer &
 General Counsel



NEIL WILCOX
Finance & Investments Committee
 Executive Vice President &
 Chief of Staff



MCCA Board of Advisors



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



JOSEPH CENTENO
 Outside General Counsel &
 Assistant Corporate Secretary



HALEY AYURE
 Corporate Secretary



MCCA N-Gen Advisory Board Members



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Executive Vice President,
Chief Legal Officer & Secretary



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Partner



RODNEY C. PRATT
MCCA N-Gen Vice Chair,
Vice President, General Counsel
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Partner



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Vice President,
Deputy General Counsel & Chief Ethics
& Compliance Officer



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Chair & Partner



REGINALD M. RASCH
General Counsel -
Head of Legal



**KRISHNA
VEERARAGHAVAN**
Partner



ANDY YOO
Senior Vice President,
General Counsel

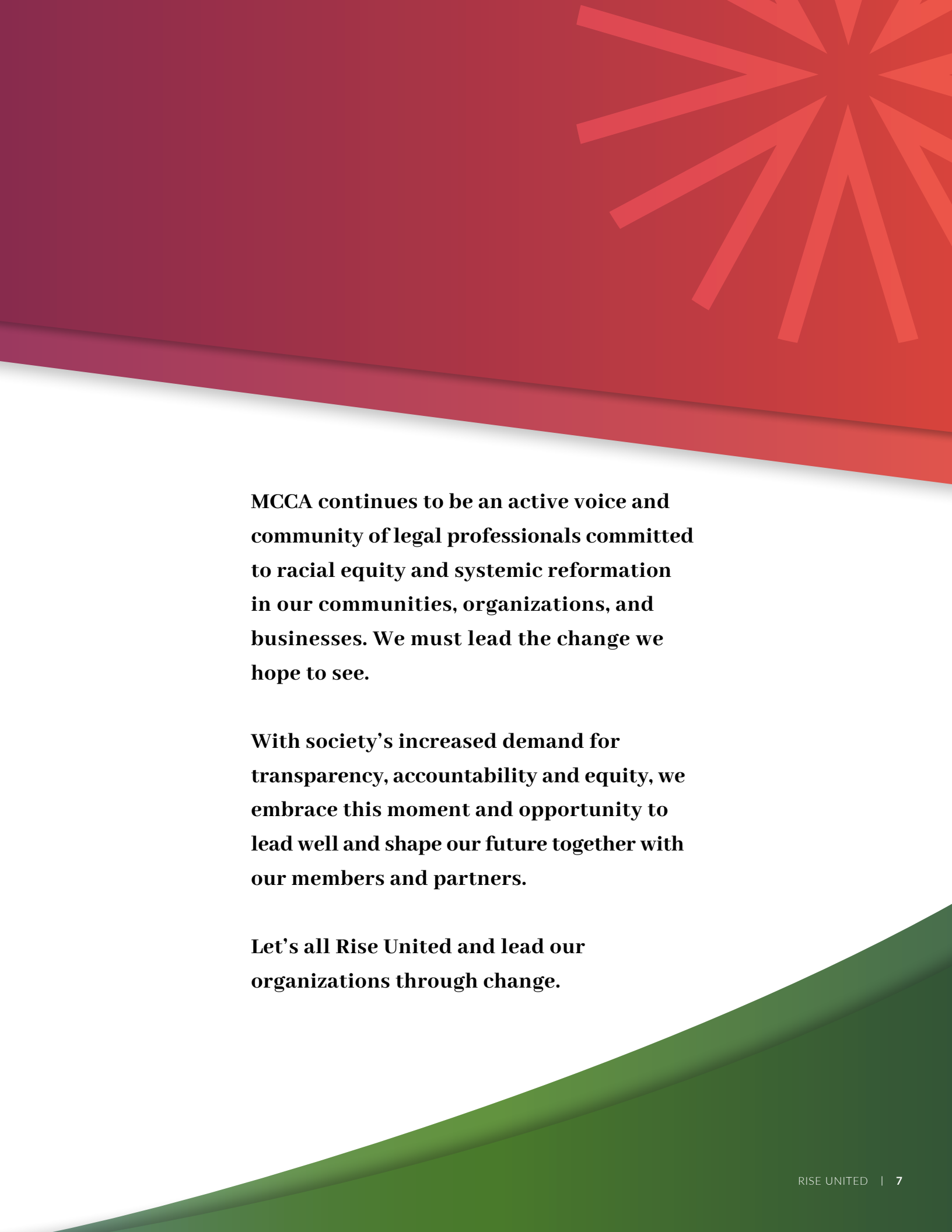


N-Gen Advisory Board Corporate Secretary



DANIELLE VILLOCH
Head of Legal





MCCA continues to be an active voice and community of legal professionals committed to racial equity and systemic reformation in our communities, organizations, and businesses. We must lead the change we hope to see.

With society's increased demand for transparency, accountability and equity, we embrace this moment and opportunity to lead well and shape our future together with our members and partners.

Let's all Rise United and lead our organizations through change.

Mission

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 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.

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 2020 we renewed our Gold Seal of Transparency from GuideStar for clearly outlining our organization's goals, strategies, capabilities and vision. We also received a received perfect score (100 of 100) from Charity Navigator for finance and accountability. 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

2020

APRIL

The second *MCCA/Paul Hastings Case Study on Intel* highlighted the importance and process of strategic integration of diversity, equity and inclusion into a company's core culture and business strategy.

MAY

MCCA's first ever Global TEC Virtual Summit ("G-TEC Virtual Summit") gathered members and leaders from around the country to network and discuss timely topics including Inclusive Leadership During Time of Crisis, Allyship, Importance of Racial Awareness in Leadership, Diversity & Technology, ESG Strategy, and many other importance issues.

JUN

Launch of MCCA's *Task Force for Racial Awareness & Equity* dedicated to increasing racial equity in the legal profession.

Launch of *General Counsel Roundtable Series*, which encouraged peer sharing and action-based outcomes facilitated by an MCCA Board member, staff and experts.

Launch of article series entitled *Rise United: Activating Change Together (A.C.T.)* designed to highlight stories of leaders creating systemic progress to advance diversity, equity and inclusion.

AUG

Launch of the *MCCA Advisory Practice (M.A.P.)* with a scientifically grounded suite of assessment tools, leadership development training, and strategic services that empower in-house legal departments and law firms on their journey to establishing and implementing an effective and sustainable DEI program.

Launch of the 2020 Sources of Success Program, a twelve-month professional development program tailored for mid-career women and diverse attorneys focused on identifying successful career strategies, developing leadership and management skills, as well as an opportunity to find the right mentor to guide career advancement.

OCT

The final *MCCA/Paul Hastings Case Study on Barclays* highlighted the importance of emphasizing inclusion and support for employees to foster greater collaboration and meaningful cultural shifts.

First ever virtual *2020 Creating Pathways to Diversity® Conference and Diversity Gala* focusing on leading through crisis, inclusive design in a remote world, D&I data and managing legal risk, origination credit, systemic racism in corporate America, how leaders can drive systemic change and much more! The funds raised from our Diversity Gala celebrated and honored individuals, companies and law firms who have demonstrated leadership in advancing diversity, equity and inclusion and paved the way to create more opportunities for those who have been under-represented.

NOV

MCCA Fortune 1000 General Counsel Survey published a timely report tracking and analyzing representation of women and historically underrepresented racial/ethnic General Counsel (GCs) in the Fortune 1000.

2020 Inclusion Index Survey Report: Leading Through Crisis was published to provide the latest benchmark research assessing diverse and inclusive leadership within the legal profession, how leaders are adapting to an evolving workplace environment in which standard ways of managing and mentoring employees has radically changed, as well as measuring the extent to which attorneys currently feel included in their workplace cultures and how those results compare to previous years.

Recognition

Those Who Lead Courageously with Clarity and Purpose

MCCA is committed to diversity, equity and inclusion 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 search for innovative solutions to complex challenges and succeed, whether in recruitment, retention, mentoring, pipeline initiatives, LGBTQ+ 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).

2020 AWARD WINNERS

LAW FIRM

GROOM LAW GROUP

CORPORATE





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.

2020 HONOREE



Michelle Peak

Head of Labor Relations, Americas at LSG Sky Chefs, Inc

Michelle is the Head of Labor Relations, Americas at LSG Sky Chefs, Inc., headquartered in Irving, TX. She is a results-oriented executive with experience managing, developing and coaching managers in employee and labor law and labor relations matters. Michelle's deep knowledge and experience in the airline, railroad and catering industries, along with her keen intelligence, intuition and compassion enable complex, matrixed organizations to embrace difficult challenges and necessary changes. Having spent nearly two decades as a senior labor lawyer at a Fortune 500 company as an openly queer woman of color, Michelle understands the core values of authenticity, accountability and belonging, with the emotional intelligence to determine when to use a scalpel and when to use a sledgehammer.

Michelle serves as a leader in several roles at work and in the community, while also frequently speaking on legal, diversity, and community issues. As a corporate executive, she has been widely recognized for her efforts, including, Top 100 Women of Influence by Diversity MBA Magazine; Dallas Top 50 Women in Law by the National Diversity Council; Corporate Counsel of the Year by Texas State Bar Office of Minority Affairs; Top 100 Emerging Leaders under 50 by Diversity MBA; Corporate Counsel of the Year & Champion of Diversity by DCEO and Association of Corporate Counsel – DFW Chapter.

Raised in humble beginnings, Michelle beat the odds stacked against her with the same resilience she faces in today's business environments and continues the fight toward diversity, equity and inclusion in law and in life. Michelle is not just talking about the importance of DEI; she has spent decades serving on corporate and community committees and non-profit boards including, Lambda Legal National Board; Girls, Inc. of Metropolitan Dallas; Corporate Counsel Women of Color Advisory Committee; Minority Corporate Counsel Association Advisory Committee; Texas Minority Counsel Program Committee and Association of Corporate Counsel – DFW.



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 2020 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 achieved success through innovative, consistent and proactive business development. The Rainmakers practice a wide variety of law from across the nation, and their success stories offer insight and inspiration to lawyers at every career stage.

2020 HONOREES



BRYAN BRANTLEY
Partner, Co-Leader,
Transportation Industry Team,
McGuireWoods LLP



KOBI BRINSON
Partner,
Winston & Strawn LLP



PHIL CHA
Partner,
Duane Morris LLP



WILL CHUCHAWAT
Partner, Team Lead of Mergers &
Acquisitions Practice,
Sheppard, Mullin, Richter &
Hampton LLP



BRENDAN GUTIERREZ
MCDONNELL
Partner,
K&L Gates LLP



SHARI KLEVENS
Partner,
Dentons



RONALD MACHEN
Partner, Co-Chair of
White-Collar Defense &
Investigations Practice,
WilmerHale



LAURA MAECHTLEN
Partner, Chair of the National
Labor & Employment
Department, Seyfarth Shaw LLP



ALEXANDRE RENE
Partner, Co-Chair, Litigation
& Enforcement Practice
Group, Ropes & Gray LLP



SHERRESE SMITH
Partner; Vice Chair,
Data Privacy & Cybersecurity,
Paul Hastings LLP



ELLISEN TURNER
Partner,
Kirkland & Ellis LLP



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. This year MCCA honored the top 20 Rising Stars of 2020.

2020 HONOREES



MICHEAL BINNS
Partner,
Parker Poe



DANIELLE COLEMAN
Senior Litigation Counsel,
VMware, Inc.



ALESHA DOMINIQUE
Partner,
Mitchell Silberberg &
Knupp LLP



CONWAY EKPO
Executive Director,
Morgan Stanley



SUSAN GARCIA
Associate General Counsel,
Thomson Reuters



CHRISTINE HARDY
Deputy General Counsel &
Information Governance Counsel,
Norfolk Southern Corporation



SONNY HAYNES
Partner,
Womble Bond Dickinson (US) LLP



M. JANINE JJINGO
Partner,
Skadden, Arps, Slate,
Meagher & Flom LLP



TERRY JOHNSON
Partner,
Morgan, Lewis & Bockius LLP



ELY JUAREZ PENNANT
Senior Counsel,
Spotify Inc.



JESSE NEVAREZ
Partner,
Goodwin Procter LLP



SMITA RAJMOHAN
Product Counsel,
Apple



MARIA R. SALCEDO
Partner,
Shook, Hardy & Bacon L.L.P.



VOLHA SAMASIUK
Senior Privacy Counsel,
Autodesk, Inc.



CECILIA SANABRIA
Partner,
Finnegan, Henderson, Farabow,
Garrett & Dunner, LLP



TIFFANY J. SMITH
Partner,
Wilmer Cutler Picking Hale &
Dorr LLP



CASIYA THANIEL
Attorney,
Microsoft Corporation



BERNARD WILLIAMS JR.
Director, Global Head of Anti-Money
Laundering Governance &
Compliance Training,
eBay



BONNIE WOLF
Associate Vice President,
Litigation Employment
Department,
Nationwide Insurance



MAYA YAMAZAKI
Partner,
Davis Wright Tremaine LLP

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

2020 NATIONAL FINALISTS

Akin Gump
STRAUSS HAUER & FELD LLP

GIBSON DUNN

2020 NATIONAL WINNER



The Charlotte E. Ray Award



The Charlotte E. Ray Award is presented to a diverse 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.

2020 HONOREE



Paula Boggs
Founder of Boggs Media, LLC.

Paula Boggs is the founder of Boggs Media, LLC, a business that manages her music, speaking, and other creative business activities. She is a Musician, Public Speaker, Writer, Lawyer and Philanthropist. She is also a Board Member of numerous for-profit and non-profit organizations.

Paula Boggs served as Executive Vice President, General Counsel and Secretary, Law and Corporate Affairs at Starbucks Corporation from 2002 to 2012. Her prior professional experience includes 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 also 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.

Since leaving Starbucks, Paula Boggs has volunteered for a presidential campaign, serves on for-profit and non-profit boards, raises money in support of causes she champions, gives speeches across the United States and beyond, writes music, coproduces albums for, and tours extensively with, Paula Boggs Band. 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.



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 and 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 and inclusion are facilitated by integrated initiatives that align diversity goals with strategic business goals.

This year due to the COVID-19 pandemic, we selected one National Winner and were unable to select Regional Winners.

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.

EMPLOYER OF CHOICE AWARD NATIONAL WINNER 2020

Genentech

GENENTECH, A MEMBER OF THE ROCHE GROUP

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.

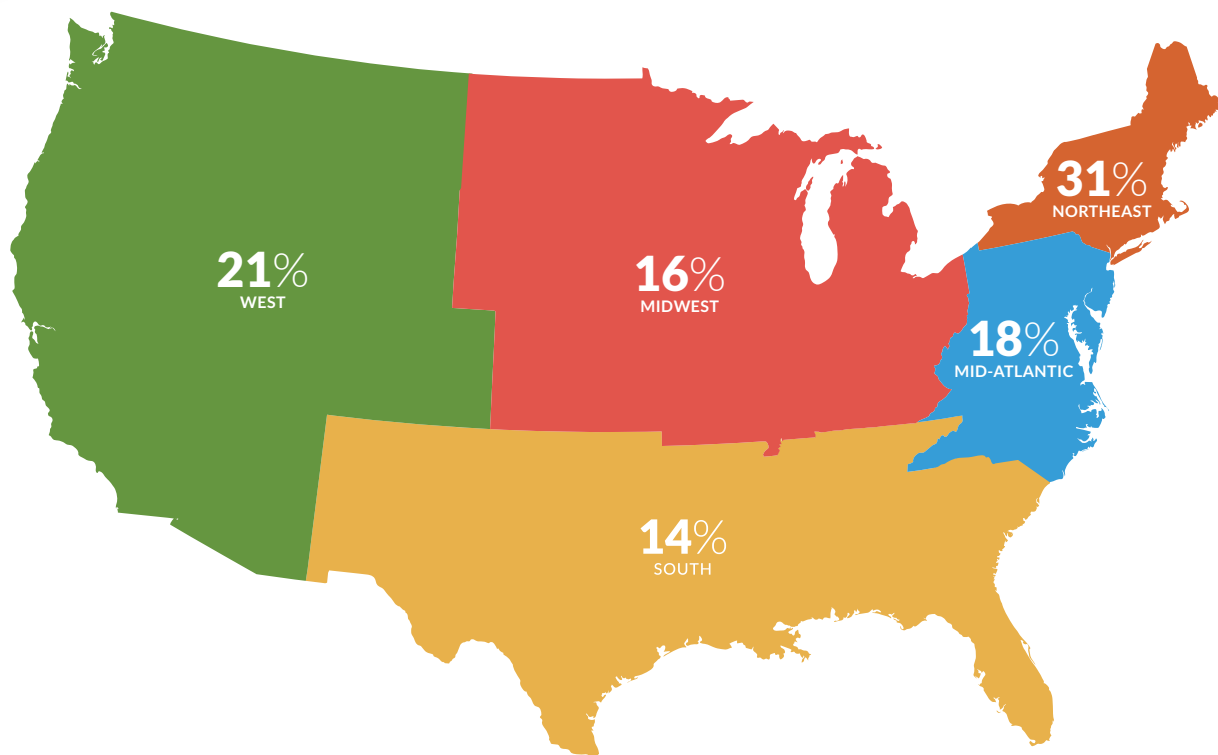
Genentech values the rich diversity of ideas, experience and skills its employees bring to the company. The legal department champions diversity, equity and inclusion (DEI) internally and externally via its Inclusion and Diversity: Excellence in Action in Legal (IDEAL) Committee. IDEAL uses metrics to 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.

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.

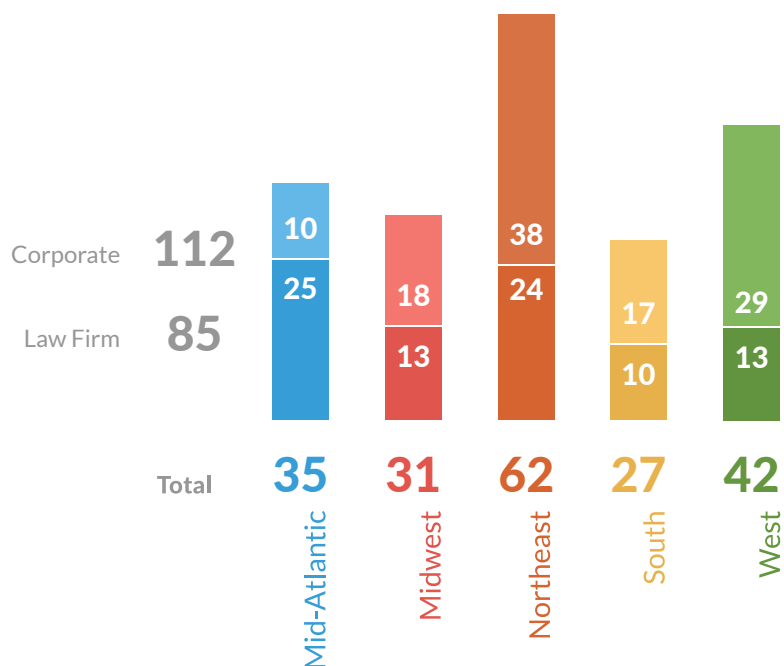
Membership

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



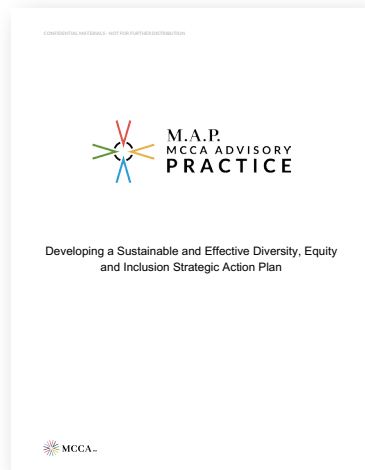
Members Breakdown by Region



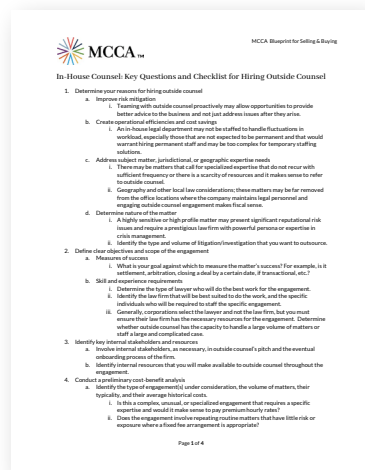
MEMBERSHIP PORTAL DATA:

More members than ever searched the member portal this year to access MCCA's research, best practices and tools. The top three downloaded files were:

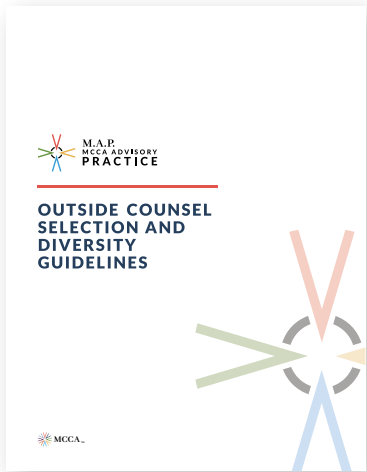
1) Developing a Sustainable and Effective Diversity, Equity and Inclusion Strategic Action Plan:



2) In-House Counsel Guidance: Key Questions and Checklist for Hiring Outside Counsel:



3) Outside Counsel Selection and Diversity Guidelines:



Research & Resources

MCCA furthers its mission through publishing research to increase cultural competence, promote diversity, equity and inclusion efforts and share best practices in the legal profession. MCCA has published 62 research pieces including, 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 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 diversity, equity and inclusion 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.

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

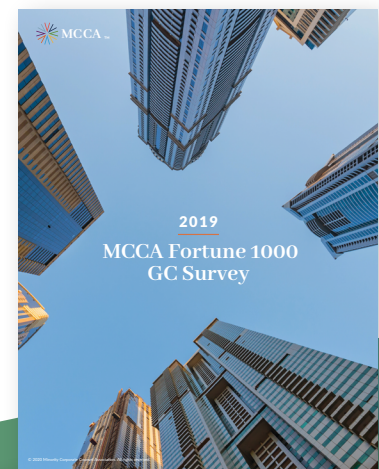
MCCA partners with Vault for the annual MCCA/Vault Law Firm Diversity Survey™. This is the 17th edition of our annual survey since we launched the initiative in 2004 to support the Chief Legal Officers' Call to Action to increase diversity in the legal profession. We worked closely with a general counsel advisory group to draft questions that will improve diversity, equity and inclusion and measure progress.

MCCA and Vault have also developed a database of historical survey results to make it easier for in-house counsel to track diversity within a particular firm and for law firms to benchmark their progress against their peers. Updated annually with the survey data collected directly from more than 200 law firms, the Vault/MCCA Diversity Database is the only comprehensive database of its kind in the legal profession. The database includes more than 12 years of information for a majority of the AmLaw 200 firms as well as dozens of smaller firms.

MCCA FORTUNE 1000 GENERAL COUNSEL SURVEY

Since 1999, MCCA began tracking information about Fortune 500 general counsel and more broadly Fortune 1000 since 2004. The report found that there is a slow but positive progression towards achieving more representation in the top general counsel roles.

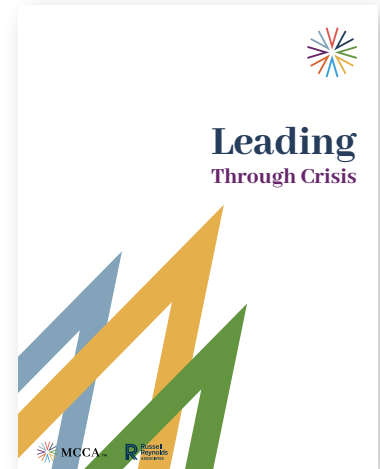
Over the past 15 years, minority and female representation has slowly but steadily increased each year. Looking holistically at the number of women and minority GCs in the Fortune 1000, 2004 showed that only 15.6% of GCs were women and/or minorities. Fast forward to 2019 and we see a significant change in composition where now 34.1% of GCs are either women and/or minorities, more than double the figure 15 years ago.



INCLUSION INDEX SURVEY: LEADING THROUGH CRISIS

In 2020, MCCA also released its latest benchmark research assessing diverse and inclusive leadership within the legal profession during a year of change and uncertainty: *Leading Through Crisis*.

Diversity, equity and inclusion, along with the enduring effects of the COVID-19 pandemic, were headline issues in 2020. What have they meant for law firms and legal organizations? To learn more, this year's research focused on how leaders are adapting to an evolving workplace environment in which standard ways of managing and mentoring employees has radically changed, as well as measuring the extent to which attorneys currently feel included in their workplace cultures and how those results compare to previous years.



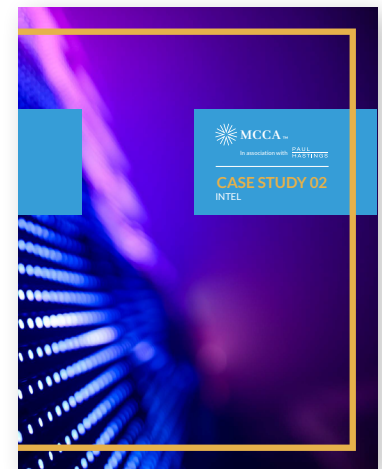
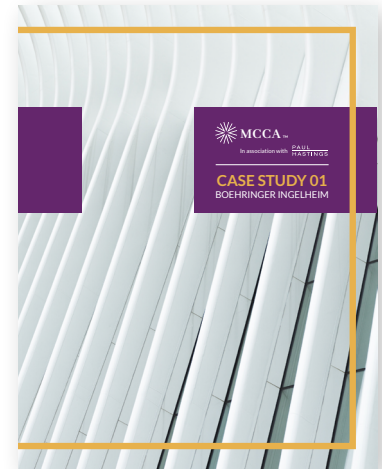
**MCCA/PAUL HASTINGS CASE STUDY SERIES: CASE STUDY 01 -
BOEHRINGER INGELHEIM, CASE STUDY 02 - INTEL & CASE STUDY 03 -
BARCLAYS**

MCCA as the leading voice for diversity, equity and 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. We examined three different industries across the country. In 2019 we published the first case study in partnership with Boehringer Ingelheim, and in 2020 we published the second and third case studies in collaboration with Intel and Barclays.

Thanks to Boehringer's willingness to share and be transparent, we learned what it means to be a leader today where the workforce is changing at breakneck speed. We learned that leadership and culture are inextricably linked, diverse role models are essential and the key building block regarding culture change is setting a vision and strategy to achieve that.

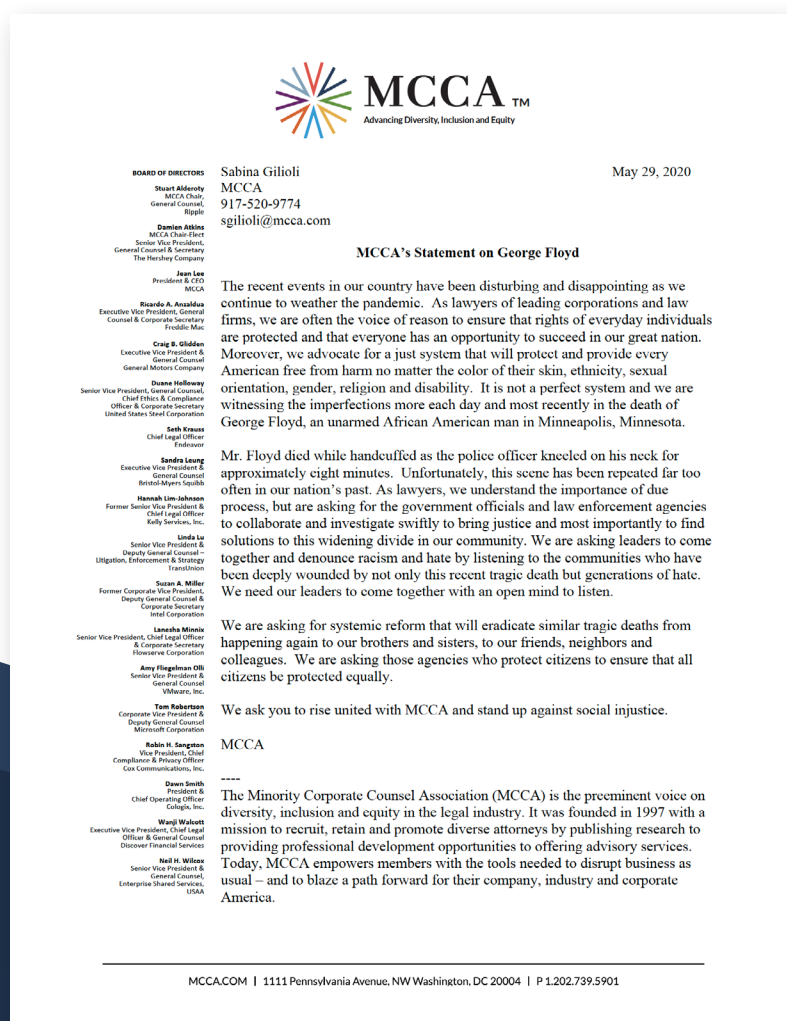
Intel taught us that the story of creating a diverse, inclusive and equitable culture in their legal department is a story of two strands, one of which leads to greater effectiveness through the other. The first is the importance of having truly committed allies in leadership to affect change: in other words, inclusive leaders. The second is weaving diversity, equity and inclusion into all your processes and practices. Diversity, equity and inclusion are not a nice to have – they have to be the bedrock of an organization. We learned through Intel that these two aspects are the keys to changing culture and ensuring that inclusion is not optional but foundational.

From Barclays we learned about the unique role that in-house counsels have as influencers as they launched their Gender Intelligence (GQ) initiative, Diversity & Inclusion Consortium, and Bring Your Whole Self to Work. Barclays' legal department has shown how being inclusive and supportive of its people fosters powerful conversations that lead to greater collaboration and culture change. When leaders focus on diversity, equity and inclusion and take the time to truly engage with their people's needs, it creates a powerful catalyst of change that ripples through the entire organization, producing inclusive work culture.



George Floyd & the Impact on MCCA

On May 29, 2020, the Minority Corporate Counsel Association (MCCA) published a statement on the death of George Floyd becoming one of the first organizations in the legal profession to speak out about his murder and call for systemic reform.



MCCA'S TASK FORCE FOR RACIAL AWARENESS & EQUITY

Days after issuing the statement, MCCA and its Board of Directors called an emergency meeting to develop a task force dedicated to increasing racial awareness and equity in the legal profession. The Task Force was created to share resources with the legal community and activate change together.

RISE UNITED: ACTIVATING CHANGE TOGETHER

MCCA and the Board also launched a series of articles entitled “Rise United: Activating Change Together” which featured stories, insights, and new ideas of how leaders in the legal community were leading their respective companies through systemic change. These articles were written by leaders in the field who are committed to being an active voice on the issues of racial equity and systemic reform in their communities and companies. The articles were written by Stuart Alderoty, General Counsel at Ripple; Damien Atkins, Senior Vice President, General Counsel & Secretary at The Hershey Company; Tim Murphy, General Counsel at Mastercard, and Victoria Reese, Partner and Head of Legal, Risk, Compliance & Government Affairs Practice and Global Head of Diversity & Inclusion at Heidrick & Struggles.



STUART ALDEROTY
General Counsel,
Ripple



DAMIEN ATKINS
Senior Vice President,
General Counsel & Secretary,
The Hershey Company



TIM MURPHY
General Counsel,
Mastercard



VICTORIA REESE
Partner and Head of Legal, Risk,
Compliance & Government
Affairs Practice and
Global Head of Diversity & Inclusion,
Heidrick & Struggles

GENERAL COUNSEL ROUNDTABLE SERIES

Through the Task Force, the Board formed the General Counsel Roundtable Series, which encouraged peer sharing and action-based outcomes facilitated by an MCCA Board member, staff and experts. The Roundtable series brought General Counsel together to inspire and activate bold action within their own departments and companies to systemically increase racial equity. Over the course of three months, MCCA hosted seven roundtables and provided these leaders a space to share their experiences with their peers so they could learn from each other's challenges and success and implement effective and sustainable strategies in their own organizations.

Thank you to the General Counsels who participated and took courageous action to activate change:



ROBYN DIAZ
Senior Vice President &
Chief Legal Officer



NEAL DITTERSDORF
Executive Vice President,
General Counsel and Secretary



CRAIG GLIDDEN
Executive Vice President &
General Counsel



KYLE L. HANSON
Senior Vice President,
General Counsel & Secretary



JARVIS V. HOLLINGSWORTH
General Counsel



DUANE HOLLOWAY
Senior Vice President,
General Counsel, Chief Ethics &
Compliance Officer &
Corporate Secretary



THOMAS KIM
Chief Legal Officer &
Company Secretary



KAREN KLEIN
Chief Legal Officer &
Corporate Secretary



LATANYA LANGLEY
Vice President &
General Counsel



ANNE LEE BENEDICT
Executive Vice President,
Chief Legal Officer & Secretary



HANNAH LIM-JOHNSON
Senior Vice President,
Chief Legal Officer &
Corporate Secretary



IAN MCDUGALL
Executive Vice President &
General Counsel





KERRY MCLEAN
Executive Vice President,
General Counsel &
Corporate Secretary



LARRY MIDLER
Executive Vice President &
General Counsel



LANESHA MINNIX
Senior Vice President &
Chief Legal Officer



CHRIS O'HARA
VP, General Counsel,
Law & Chief Compliance Officer



AMY FLIEGELMAN OLLI
Senior Vice President &
General Counsel



REGINALD RASCH
General Counsel – Head of Legal



ROBIN SANGSTON
Vice President,
Chief Compliance &
Privacy Officer



ALLON STABINSKY
Senior Vice President &
Chief Deputy General Counsel of
the Law and Policy Group



MICHAEL TANG
Senior Vice President,
General Counsel & Secretary



KIMBERLY TAYLOR
Sr. Vice President,
Chief Legal & Operating Officer



WANJI WALCOTT
Executive Vice President,
Chief Legal Officer &
General Counsel



JENNIFER ZACHARY
Executive Vice President,
General Counsel &
Corporate Secretary



LAWRENCE WEISS
Former SVP &
General Counsel of Analog
Devices



SIMON ZINGER
Group General Counsel



SOCIAL MEDIA

MCCA's digital reach and engagement continues to remain robust on all social platforms.

Despite the COVID-19 pandemic, MCCA continues to perform well overall with all key performance indicators that measure brand awareness & engagement levels including but not limited to followers, likes, and engagement across Facebook, LinkedIn and Twitter.

This year MCCA continued to focus its strategy on Facebook, LinkedIn and Twitter by designing social campaigns around Virtual Town Halls, G-TEC, Pathways and Gala; programs such as LMJ Scholarship, Sources of Success and Equity Track; cultural history months; MCCA members and board members in the news, and racial equity thought leadership with the Board of Directors' Racial Awareness and Equity Task Force.

LinkedIn was MCCA's most visited social media platform. In 2020, MCCA gained 2,780 new follows, which is a 29.3% increase from last year.

DR. MARTIN LUTHER KING, JR. VIDEO

As we continued to support the efforts of the Black Lives Matter (BLM) movement, our Board joined together in paying tribute to Dr. Martin Luther King, Jr. with a creative rendition of his "I Have a Dream" speech. Dr. King's words continue to provide inspiration, challenge and guidance for us as we continue our work. This video expanded the reach of our message and was the most viewed video in MCCA history with a total of 44,750 views across all platforms.



TOP POSTS OF 2020

LinkedIn

facebook

1



2



3



Education & Training

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

The Sources of Success Program (the “Program”) is a twelve-month professional development program tailored for mid-career women and diverse 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.

INAUGURAL 2020 SOURCES OF SUCCESS PARTICIPANTS:



PUNEET ARORA
Senior Counsel,
Employee Benefits &
Executive Compensation

abbvie



COURTNEY CANNON
Counsel – Legal Affairs,
Entertainment and
Lifestyle Group

NBCUniversal



JOHN T. DAVIS
Associate


BARTA, JONES & FOLEY, P.C.
INTELLECTUAL PROPERTY LAW



MONIQUE DELBRIDGE
Vice President &
Associate General Counsel

**Goldman
Sachs**



MATAR DIOUF
Associate


**WOMBLE
BOND
DICKINSON**



DENDRICK GAMBLE
Senior Vice President &
Assistant General Counsel

citi



NIKKI HASSELBARTH
Esq., Associate

VENABLE LLP



CHARLENE J. JONES
Director &
Associate General Counsel

citi



AARON KLEVEN
Counsel

VISA



NATHALIE LE NGOC
Senior Corporate Counsel –
Global Labor & Employment


salesforce



OLIVENE MAKERSON
Associate Corporate Counsel

vmware®



JERMAINE MCPHERSON
Vice President &
Senior Counsel

**Goldman
Sachs**



LUANA MENDES
Senior Corporate Counsel



SHAYNE O'REILLY
Associate General Counsel,
IP Litigation



AMIT PAREKH
Associate



CORY PATTERSON
Of Counsel



ALVARO PERALTA
Associate



MICHELLE PHAM
Counsel



SUNU M. PILLAI
Associate



EMMA SALUSTRO
Assistant General Counsel



JONELLE SAUNDERS
Associate Product Counsel



LESLIE STEVENS
Privacy & Compliance Counsel and
Data Protection Officer



DANIELLE THOMPSON
Associate



ANJUM UNWALA
Counsel



SONIA VALDEZ
Senior Counsel



THE C-SUITE LEADERSHIP INSTITUTE

The C-Suite Leadership Institute (the “Program”) is an effort by senior leaders in the legal community to effectively change the landscape of the legal profession at its highest levels, specifically in the C-Suite as general counsel in Fortune 500 companies. The Program provides a platform for senior leaders to identify, develop, and promote talented attorneys of color. It is structured with panels, workshops, and individual meetings with influential leaders.

This year we hosted the 5th C-Suite Leadership Institute virtually. The Program panels featured insights from Fortune 1000 GCs, consultants, and executive search professionals, and focus on topics such as leadership development, executive presence, communications, corporate governance, and crisis management. There were group sessions and networking opportunities to promote networking amongst peers and leaders.

THANK YOU TO OUR C-SUITE SPEAKERS:



ANNE LEE BENEDICT
Executive Vice President,
Chief Legal Officer & Secretary



MICHAEL BOXER
Senior Vice President &
General Counsel



DENEEN DONNLEY
Senior Vice President &
General Counsel



CYNTHIA DOW
Managing Director,
Head of Global Legal,
Regulatory & Compliance Practice



TERRY HAMMONS
Senior Vice President,
General Counsel &
Corporate Secretary



FRANK JIMENEZ
General Counsel



JAY KIM
Partner – In-House Counsel
Recruiting



HANNAH LIM-JOHNSON
Senior Vice President,
Chief Legal Officer &
Corporate Secretary





DAVID LOVE III
Partner

SpencerStuart



TINA SHAH PAIKEDAY
Head of Global
D&I Advisory Services



VICTORIA REESE
Global Head of Legal, Risk,
Compliance and Government
Affairs Practice &
Global Head of Diversity

HEIDRICK & STRUGGLES



CRAIG SILLIMAN
Executive Vice President &
Chief Administrative, Legal and
Public Policy Officer



MICHAEL TANG
Senior Vice President,
General Counsel & Secretary



PAUL WILLIAMS
Partner Emeritus & Advisor



EQUITY TRACK

We launched Equity Track in 2019 to address the continuing lack of representation at the highest partnership levels in our largest law firms in the U.S. The Equity Track is a twelve-month program and that assists underrepresented racial & ethnic partners at 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. We develop each partner by providing interactive classroom programs that (develop client relationships ; (ii) refine executive presence; (iii) enhance business development skills and client pitches; and (iv) provide guidance on how to navigate the politics of billing and origination credit.

2019 - 2020 EQUITY TRACK PARTICIPANTS



JUAN ARTEAGA

crowell  **moring**



CYNDIE CHANG

Duane Morris



ESTELA DIAZ

Akin Gump
STRAUSS HAUER & FELD LLP



LEWIS GROSS II

 **Arent Fox**



SONNY HAYNES

 **WOMBLE
BOND
DICKINSON**



TAMARON HOUSTON

 **Seyfarth**



KAREN JORDAN

 **大成 DENTONS**



AMANDEEP SIDHU

**WINSTON
& STRAWN
LLP**



TIFFANY SMITH

WILMERHALE 



GEOFFREY YOUNG

ReedSmith

THANK YOU TO THE EQUITY TRACK MENTORS:



IRIS CHEN
Deputy General Counsel



SHEILA DAVIDSON
Executive Vice President &
Chief Legal Officer



JENNIFER LAGUNAS
Vice President, Governance,
Legal Operations & Assistant
Corporate Secretary



KERI MATTHEWS
Principal,
Head of Employment Law Group



ALEXIS MENDOZA
Vice President,
General Counsel - Nokia
Software & Ip/Optical
Networks



LAURA MERIANOS
Principal



LANESHA MINNIX
Senior Vice President,
Chief Legal Officer &
Corporate Secretary



MICHAEL TANG
Senior Vice President,
General Counsel & Secretary



NEIL WILCOX
Executive Vice President &
Chief of Staff



SIMONE WU
Senior Vice President,
General Counsel, Corporate
Secretary & External Affairs



JENNIFER YOKOYAMA
Vice President,
Deputy General Counsel &
Chief IP Counsel



2020 LMJ SCHOLARSHIP

For 15 years, the LMJ Scholarship has been nurturing the careers of outstanding law students and widening our profession's diversity pipeline. The LMJ Scholarship has helped to empower a wide spectrum of students including students whose families worked three jobs to send them to college, students who grew up translating documents for their immigrant parents and students whose perspectives we desperately need in our profession.

Our 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.

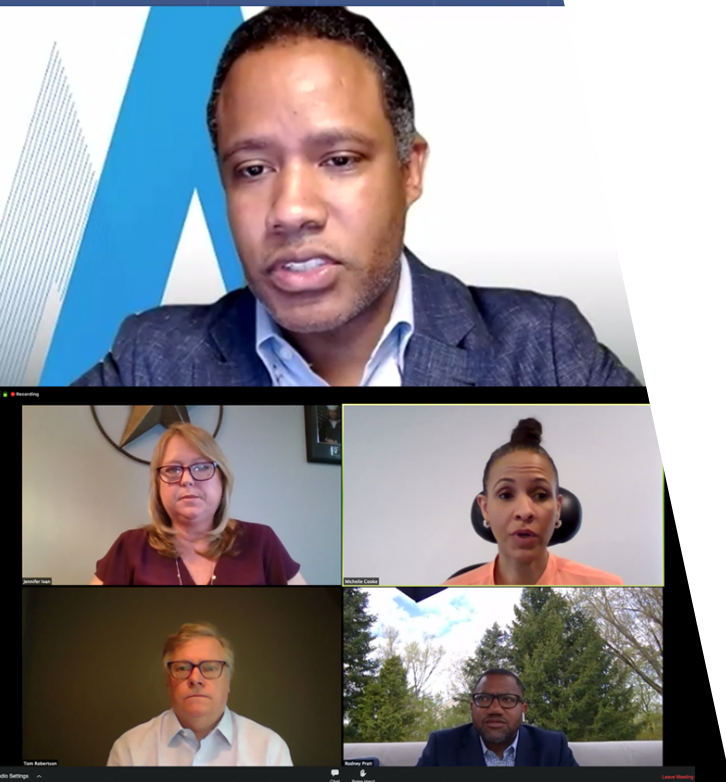
Our LMJ Scholars and LMJ Alumni exemplify the best of our profession: passion, perseverance and dedication. We are proud of the outstanding accomplishments of these students and attorneys and look forward to helping them break barriers to entry and soar to the highest levels of corporate America. Since its inception, the LMJ Scholarship has awarded over \$3.6 million in scholarships to 221 students.

**Activating
Change Together
by Investing
in Our Future**

Conferences & Events



United
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02



11:35 AM
|
12:07 PM
PDT

11:35 AM - 12:07 PM PDT (32 MINS)
**LEADING DURING TIMES OF CRISIS -
A CONVERSATION WITH MCCA'S
BOARD**
This program will continue our discussion on inclusive leadership with MCCA Board members on how general counsel are prioritizing diversity, inclusion and equity in the face of this crisis, partnering with outside counsel and what strategies and best practices they are implementing as the world navigates a global pandemic. Submit your questions below and the presenters will address them in the live Q&A session following this video.



GLOBAL TEC FORUM

The Global TEC Forum: Empowering Change in Technology, Education and Careers ("G-TEC") addresses diversity, equity and inclusion 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, equity and inclusion 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.

In order to ensure the health and safety of MCCA's members, sponsors, employees and guests, MCCA partnered with In-House Focus to create the Global TEC Virtual Summit ("G-TEC Virtual Summit") – an immersive day of programming that brings our community together to share ideas and strategies to navigate these uncharted territories. The G-TEC Virtual Summit combines CLEs, with creative breakout sessions including live Q&As, group discussions with legal leaders, virtual networking and more.

The G-TEC Virtual Summit was the first of its kind and provided attendees an opportunity to speak directly with 40+ legal leaders on a virtual platform. MCCA was able to bring the community together and discuss how diversity, equity and inclusion have been affected by this global pandemic and how we can reach across the aisle and unite as one voice and collectively amplify our efforts. Over 350 people attended doubling the number of attendees from 2019.

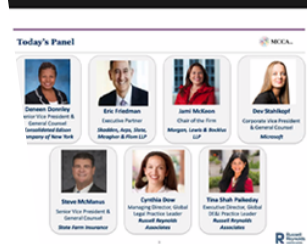


CREATING PATHWAYS TO DIVERSITY®

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, equity and inclusion strategy. All of these programs provide opportunities for networking and advancing the careers of diverse attorneys. This year Pathways was held virtually with the partnership of In-House Focus.

For individuals, there are workshops to improve rainmaking and business development skills, including The Blueprint: Mock Pitch Workshop. For organizations, expert panels address areas for improved execution of a diversity, equity and inclusion 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 winners of the George B. Vashon Innovator Award and Paula L. Ettelbrick Award.

The Diversity Career Expo held virtually this year 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.



“It may be recent events in our country or might be the virtual setting, but it seemed that the presenters and discussions were more direct, honest and candid.”

—Tara Cho, Womble Bond Dickinson (US) LLP

“Wonderful conference and very engaging, relevant and useful content.”

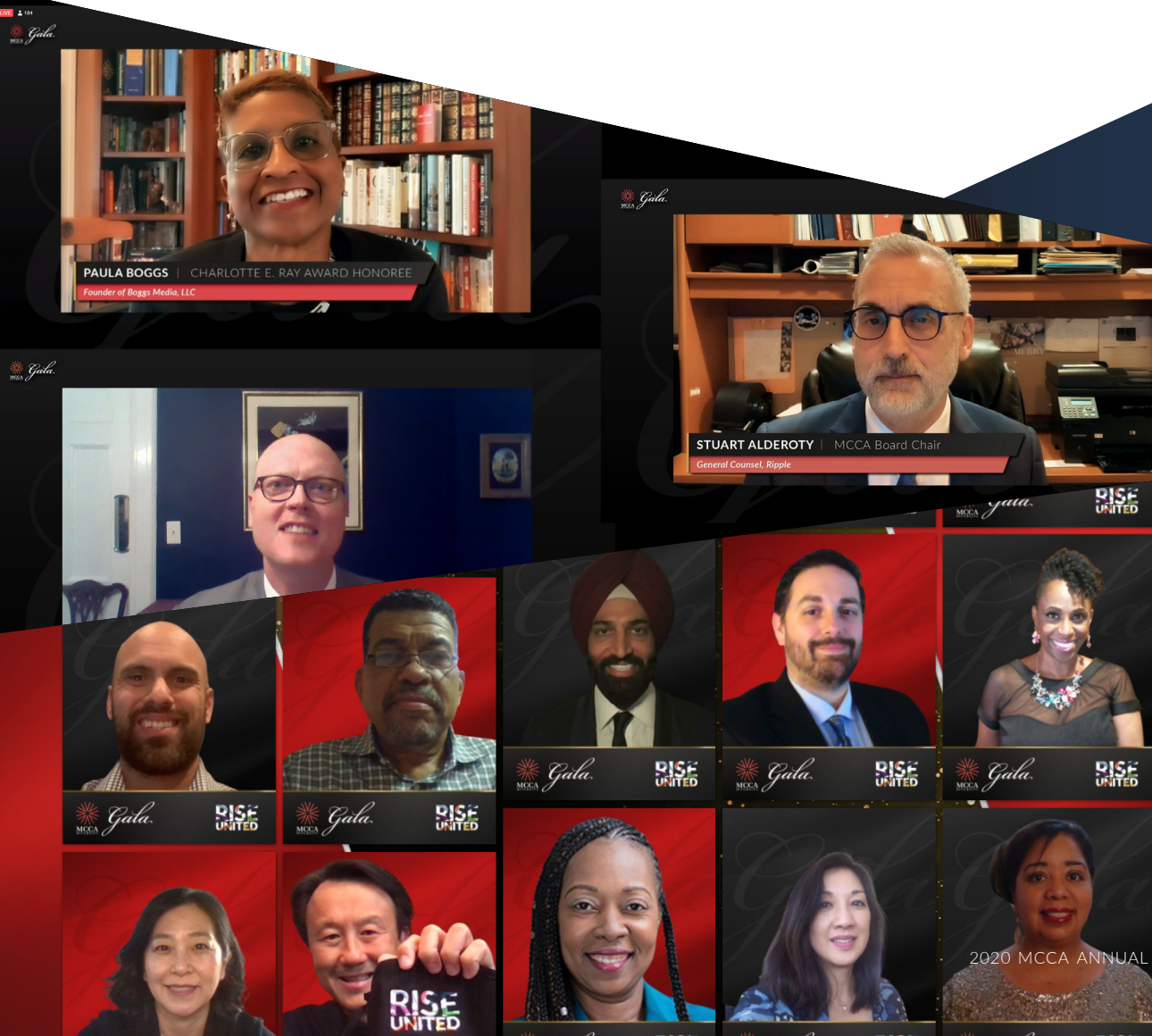
—Tiffanea Mulder, Optum

“MCCA did a WONDERFUL job on this conference. We should embrace virtual events even after COVID passes. They are efficient and increase access/participation. Mixed with in person events, they’re a great addition to the portfolio. Thank you MCCA for everything you do. It matters!!!”

—Tom Robertson, Microsoft



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 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 are honored at this premier event attended by leaders in the legal community from Fortune 500 companies and top law firms. This year in order to follow the directives of our elected officials and prioritize the health and safety of our community, we have decided to reimagine our annual Diversity Gala as an inclusive virtual experience.



Thank You to Our 2020 Gala Host Committee

STUART ALDEROTY

Honorary Chair
General Counsel
Ripple

RICARDO ANZALDUA

Executive Vice President,
General Counsel
& Corporate Secretary
Freddie Mac

DAMIEN ATKINS

Senior Vice President,
General Counsel & Secretary
The Hershey Company

ANNE LEE BENEDICT

Executive Vice President,
Chief Legal Officer & Secretary
Summit Materials, Inc.

DARRELL GAY

Partner
Arent Fox LLP

CRAIG GLIDDEN

Executive Vice President
& General Counsel
General Motors Company

SAMANTHA GRANT

Partner
*Sheppard, Mullin, Richter &
Hampton LLP*

WILLIE HERNANDEZ

Director
& Associate General Counsel,
Product
Facebook

DUANE HOLLOWAY

Senior Vice President,
General Counsel, Chief Ethics
& Compliance Officer &
Corporate Secretary
U.S. Steel Corporation

SETH KRAUSS

Chief Legal Officer
Endeavor

JOHN KUO

Executive Vice President,
General Counsel
& Chief Compliance Officer
Charles River Laboratories

SANDRA LEUNG

Executive Vice President
& General Counsel
*Bristol-Myers Squibb
Company*

HANNAH LIM-JOHNSON

Senior Vice President,
Chief Legal Officer
& Corporate Secretary
Meritor, Inc.

LINDA LU

Senior Vice President
& Deputy General Counsel -
Litigation, Enforcement
& Strategy
TransUnion

SUZAN MILLER

Former Corporate Vice President,
Deputy General Counsel
& Corporate Secretary
Intel Corporation

LANESHA MINNIX

Senior Vice President,
Chief Legal Officer
& Corporate Secretary
Flowserve Corporation

DAN NEFF

Partner
*Wachtell, Lipton,
Rosen & Katz*

AMY FLIEGELMAN OLLI

Senior Vice President
& General Counsel
VMware, Inc.

NATALIE PIERCE

Partner
Gunderson Dettmer

RODNEY PRATT

Vice President,
General Counsel
& Corporate Secretary
Converse Inc.

TOM ROBERTSON

Corporate Vice President
& Deputy General Counsel
Microsoft Corporation

THOMAS SAGER

Partner
Ballard Spahr LLP

ROBIN SANGSTON

Vice President,
Chief Compliance
& Privacy Officer
Cox Communications, Inc.

TEENA-ANN SANKOORIKAL

Partner
Covington & Burling LLP

DAWN SMITH

President
& Chief Operating Officer
Cologix, Inc.

MICHAEL TANG

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

ALAN TSE

Global General Counsel
& Corporate Secretary
Jones Lang LaSalle, IP Inc.

WANJI WALCOTT

Executive Vice President,
Chief Legal Officer
& General Counsel
Discover Financial Services

NEIL WILCOX

Executive Vice President
& Chief of Staff
Fiserv, Inc.

BENJAMIN WILSON

Chairman
Beveridge & Diamond, P.C.

“This was hands down the best virtual event that I’ve attended all year. What made it so special was that I could actually share the messages and imagery with my children. It was really a great experience. Well done.”

— Tamaron Houston, Seyfarth Shaw

“Excellent event with top quality entertainment and powerful speakers. Well done!”

—Monica Thurman, Thomson Reuters

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.

To further help the legal community grappling with how to answer pressing questions about racism and bias in our country, MCCA reimagined the quarterly Town Halls to bring in experts to speak to the MCCA community about fundamental racial issues. The topics included: “How to be anti-racist in the legal profession and beyond”, “Navigating through the Crisis: The Importance of a Chief Diversity Officer” and “I Can’t Believe What You Say Because I See What You Do: The Emotional Burden and Impact of Watching Corporate America Wake Up to Systemic Racism”. The Town Halls encouraged attendees to think critically about racism in their own lives and organizations

MCCA #GIVINGTUESDAY CAMPAIGN

MCCA participated in its annual #GivingTuesday campaign to raise funds for the LMJ Scholarship. The donations from the campaign helped raise scholarships for six first-year law students in the 2020-2021 academic year. 100% of all donations went to deserving students.

#GINGTUESDAY



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.



MCCA is an active voice and community of legal professionals committed to racial equity and systemic reformation in our communities, organizations, and businesses. With society's increased demand for transparency, accountability and equity, we embrace the opportunity to lead well and shape our future together with our members and partners.

This year we officially launched the MCCA Advisory Practice (M.A.P.). With over 23 years of experience in advancing diversity, equity, and inclusion 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 and tool provides ample opportunities for listening, learning, peer-to-peer sharing, skillset development, strategy refinement and practical guidance for systemic change.

Coinciding with the official MAP launch MCCA provided members the following tools in the MCCA Member Portal:

- Interrupting Bias in Hiring and Recruiting
- 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

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 over 6,000 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 counsel came together to strategize on how to encourage strategic progress in law firms.

MCCA hosted the Fourth Annual PSN at the 2020 Creating Pathways to Diversity® Conference ("Pathways 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.

MCCA partnered with the Hispanic National Bar Association (HNBA), National Asian Pacific American Bar Association (NAPABA) and National Bar Association (NBA), resulting in 62 meetings and 50 inquiries at the Diversity Expo and Exhibitor Hall. The 2020 corporate member participants included Amazon, Citi, Converse, Nike, Facebook, Goldman Sachs, IBM, JP Morgan Chase, Microsoft, Morgan Lewis, Prudential, Rakuten, Russell Reynolds Associates, Savvas Leaning, St. Jude Children's Research Hospital, State Farm, Stripe, Summit Materials, UnitedHealthcare, USAA, Vanguard, Visa and VMware. The PSN provides a platform for diverse NAPABA, HNBA, NBA and MCCA law firm member attorneys to make meaningful connections with in-house counsel interested in legal services.

“Thought the pitch sessions were a lot more relaxed and everyone was incredibly vulnerable and honest about the work that needed to be done, which was refreshing. I believe that was a function of the work remote environment.”

—Tameron Houston, Seyfarth Shaw LLP

UPCOMING EVENTS:

- Creating Pathways to Diversity Conference, October 11-13
- Diversity Gala, October 13
- Global TEC Forum, April 14
- C-Suite Leadership Institute, July 15-16
- Seattle Inclusion Summit, November 15
- Town Halls
 - Q1 March 18, 4-5pm ET
 - Q2 June 8, 12-1 ET
 - Q3 September 14, 4-5 ET
 - Q4 December 9, 12-1 ET

Financial Statement



LaTasha Rowe
General Counsel, NFM Lending



08:10 AM
|
08:47 AM
PDT

08:10 AM - 08:47 AM PDT (37 MINS)

PANEL SESSION 1: THE IMPORTANCE OF RACIAL AWARENESS IN LEADERSHIP

In this powerful video, originally recorded at MCCA's 2019 Creating Pathways to Diversity Conference, the presenters delve into their personal experiences with racism in the profession and the importance for leaders to create a more inclusive work culture. Submit your questions below and the presenters will address them in the live Q&A session following this video.



Important: Do not close or refresh your browser after video begins playing. Use Chrome for best viewing experience. Insert CLE codes in the section below. Email support@inhousefocus.com if you need assistance.





PENAN & SCOTT, P.C.
CERTIFIED PUBLIC ACCOUNTANTS AND CONSULTANTS

February 11, 2021

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, 2019, and our report thereon dated September 15, 2020, expressed an unmodified opinion on those financial statements.

Financial highlights for the year ended December 31, 2019 were:

- The Association's total assets increased as compared to prior year. The major component of the total assets for 2019 were cash at \$618,094 and investments at \$3,758,758. The total assets at year-end were \$4,790,570.
- The Association's borrowing on its line of credit remained approximately the same as compared to the prior year. Liabilities increased as deferred revenue increased. Net assets increased slightly. At year-end, the Association's total liabilities were \$1,029,850 and net assets were \$3,760,720.
- The Association's total revenue for the year was \$4,011,783. The major components of revenue were membership dues at \$1,349,095, special events at \$1,095,987 and investment income at \$599,514.
- The major expenses for the year were \$457,675 for research, education, and website, and \$1,816,254 for annual special events.
- The Association funded \$90,000 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, 2019. The audited financial statements with footnote disclosures should be obtained in order to understand the complete financial position of the Association.

Penan & Scott, P.C.

James Scott, Jr., CPA/CGMA
Principal

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