



CMCP ANNUAL REPORT 2019

California Minority Counsel Program (CMCP)

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EXECUTIVE SUMMARY

This report provides an overview of CMCP's condition and activities in 2019 for board members and major stakeholders. More in-depth information is available upon request.

Our most significant development in 2019 was the implementation of a new membership dues model raising fees for the first time in almost 15 years. Attrition of members, due to the fee change, was modest; however, we saw an overall reduction in law firm members, particularly minority-owned firms.

Programming both at the Annual Business Conference and outside of the conference continued to draw praise, and we increased our number of conference sessions and non-conference programs.

We made some significant additions to our membership in 2019 and our financial performance indicates a strong step toward sustainability and growth.

Other 2019 developments included the relocation of the CMCP office from San Francisco to Oakland and changes in CMCP staff. Our Board Retreat at the annual board meeting in February 2019, featured an in-depth discussion of how to increase the effectiveness of the Board and generated revisions to board governance protocols.

Robert White

Executive Director, California Minority Counsel Program | CMCP

February 10, 2020

ANNUAL BUSINESS CONFERENCE (2019)

The CMCP 30th Annual Business Conference



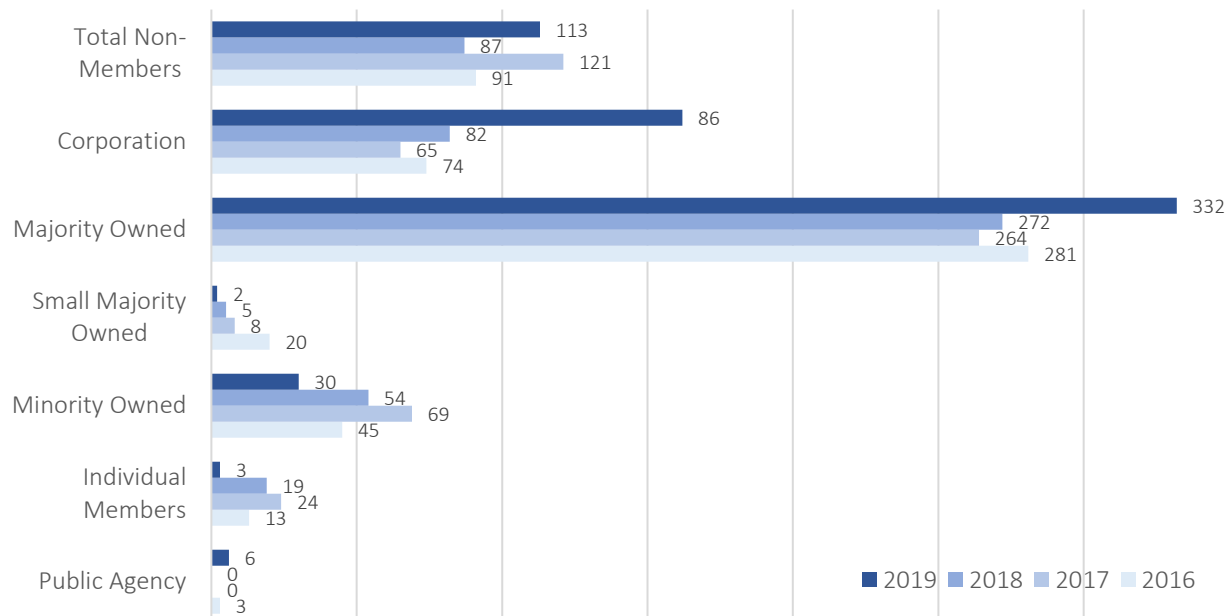
was a successful event over 2.5 days with

512 attendees, 24 events, and our signature Corporate Connections program. The first-ever Women of Color Forum was extremely popular. A post-conference survey indicated a very high satisfaction level with the organization and programming of the Conference. The 2019 Conference saw a decline from the previous year in total attendance numbers and in number of companies and firms participating in Corporate Connections, likely due to (1) the earlier date than usual, and (2) proximity to another legal diversity conference held in Los Angeles two weeks after the CMCP conference.

Total Conference Attendees

	2019		2018		2017		2016	
Total Conference Attendees	512		540		551		552	
CMCP Member	399	78%	453	84%	430	78%	461	84%
Non-Member	113	22%	87	16%	121	22%	91	16%

Conference Attendees by Membership Type(s)



Conference Financial Summary

The 2019 Annual Business Conference total revenue equaled \$689,850, compared to \$574,670 in 2018, a 20% increase. Sponsorship contributions totaled \$525,500, an increase of 6% (\$32,200) over 2018, and 13% (\$85,000) over 2017. The 2019 Sponsors included 46 law firms/service providers and 18 companies, with an average contribution of \$8,000, compared to 2018 with 49 law firms/service providers and 19 companies, with an average contribution of \$7,283. New company sponsors included LegalMation, Lyft, Inc., Visa Inc., and Zynga Inc. Increased year-over-year support has been provided by 23 law firms led by Littler Mendelson P.C., Perkins Coie LLP, and Seyfarth Shaw LLP. Opportunity lies in re-engaging Altep, Inc., Facebook, Inc., and Walmart Inc. where we have seen a decline or halt in support.

2019 Conference Revenue vs. 2018 Conference Revenue

Conference	2019	2018	Difference
Conference budget	\$404,650	\$377,650	\$27,000
Registrations	\$154,850	\$77,850	\$77,000
Sponsorships	\$535,000	\$496,820	\$38,180
Total Conference Revenue	\$689,850	\$574,670	\$115,180
Total Conference Expense	\$316,284	\$390,144	(\$73,860)
Revenue over Expenses	\$373,566	\$184,526	\$189,040

Notes on Conference financials: Although we did not meet the target for Sponsorships for 2019, we exceeded Total Conference Revenue due to higher than expected revenue from Conference Registrations, indicating members sent more attorneys to attend versus support via Sponsorship. The chart above also indicates that this was one of our most profitable conferences, another indicator of the improving financial health of the organization.

CMCP2020, the 31st Annual Business Conference, will take place Sunday, September 20 through Tuesday, September 22, 2020, at the Palace Hotel, in downtown San Francisco, CA.

CMCP Corporate Connections (2019 Conference)

CMCP's signature Corporate Connections program again provided excellent opportunities for in-house counsel to meet minority lawyers in firms although we did not achieve the success of the prior year. The number of in-house interviewing attorneys and companies decreased after a period of increasing Corporate Connections interviews each year. However, we did enjoy participation by new companies including Affirm, CJ Entertainment America, Electronics for Imaging, ICANN, Square and Wonolo.

We repeated a survey we conducted with in-house interviewing attorneys after the 2018 conference. The survey again validated that a large majority of participating corporation/public agency interviewers met minority lawyers at firms that are candidates for immediate or longer-term needs. The results make a strong case for the effectiveness of our Corporate Connections program, which we will leverage to draw in more companies, public agencies, and firms going forward.

Corporate Connections 2019 Statistics			
Interviewing Companies	32	Interviewing Law Firms	80
Interview Tables	49	Interviews Conducted	271
In-House Interviewing Attorneys	59		
Corporate Connections 2018 Statistics			
Interviewing Companies	38	Interviewing Law Firms	91
Interview Tables	55	Interviews Conducted	440
In-House Interviewing Attorneys	87		

CMCP PROGRAM HIGHLIGHTS (NON-CONFERENCE)

CMCP organized 14 programs (non-conference) in 2019, with 568 attendees total. In addition, CMCP supported 13 CMCP Ambassadors Council events and programs with 393 attendees for an aggregate of 27 CMCP/CMCPAC programs and 961 attendees in 2019, compared to 25 total programs and 956 attendees in 2018. Given the disruption and limited bandwidth of CMCP staff due to the office move and staffing changes, these numbers represent a significant achievement. **Of particular note:** Two programs on minority associate retention, a major issue for almost all firms, drew good audiences and the attention of the State Bar. The Summer School for In-House Counsel series was appreciated by nextgen in-house lawyers and will be repeated in 2020. The June event in Sacramento featured remarks from the Chief Justice of the California Supreme Court. The Ambassadors Council continues to develop creative programming that provides valuable networking opportunities in engaging venues.

2019 CMCP Program Highlights

Date	Program	Location	Attendees
Jan 16	CMCP/Kaiser 8th Annual CLE Marathon	Oakland	115
Feb 7	CMCP 2018 Conference Sponsor Thank You Reception	San Francisco	37
Feb 12	CMCP 2018 Conference Sponsor Thank You Reception	Los Angeles	46
Feb 13	The Case of the Missing Black Associates: CMCP Minority Associate Retention Project (Pilot 1)	San Francisco	57
Feb 22	CBE Legal Pitch Day	San Francisco	50
Mar 28	Being the She-EO of Your Career: Perspectives from Women Attorneys of Color	Los Angeles	39
Apr 18	Leaders Create More Leaders	San Jose	32
May 14	Summer School for In-House Counsel (Session 1 - Career Advancement)	San Jose	17
May 15	Doing Good	Los Angeles	21
Jun 13	Celebrating Diversity in Sacramento	Sacramento	38
Jun 25	Straight Outta BigLaw: Why Associates of Color Leave, and What You Can Do About It CMCP Minority Associate Retention Project (Pilot 2)	Los Angeles	41
Jun 27	Summer School for In-House Counsel (Session 2)	San Francisco	24
Oct 3	American Justice on Trial	Santa Clara	21
Nov 7	Sushi Social for Diversity	San Francisco	29

CMCP AMBASSADORS COUNCIL

2019 CMCP Ambassadors Council Events

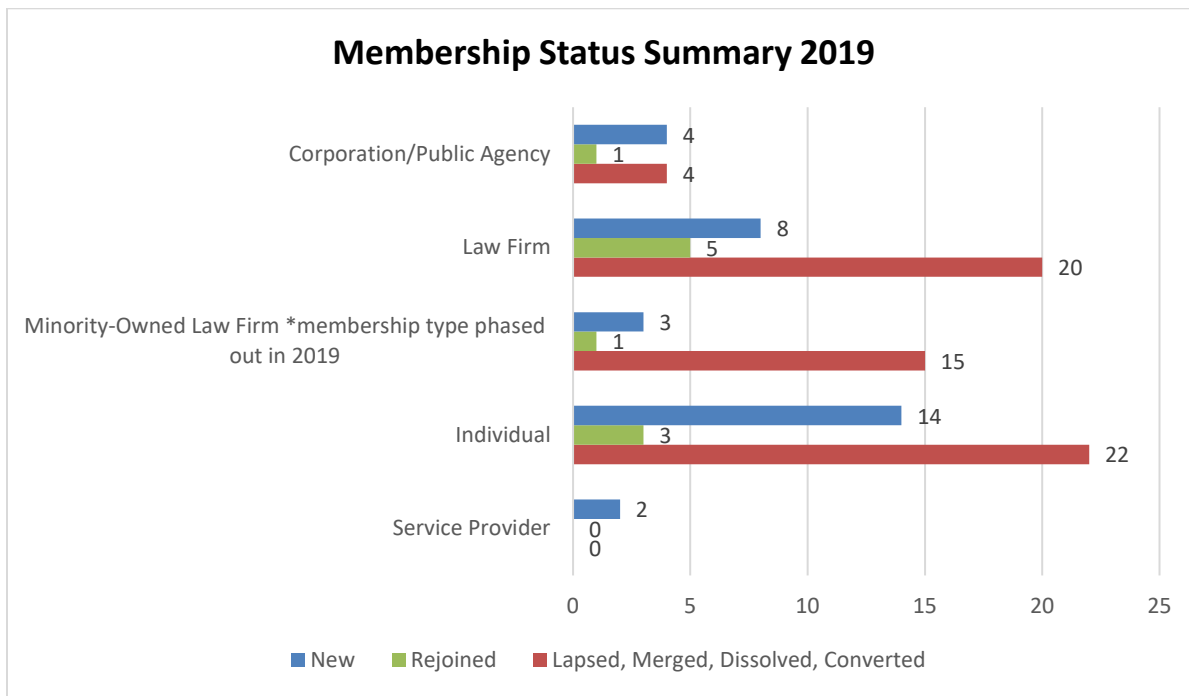
Date	Program	Location	Attendees
Feb 28	Overcoming the Imposter Syndrome: Tips to Recognize and Conquer Self-Doubt	San Francisco	24
Mar 2	Family Event: Afternoon at the Chabot Space and Science Center	Oakland	7
Mar 7	GC Fireside Chat at Hulu	Santa Monica	57
Mar 21	"Spring into Diversity" Rooftop Mixer	Laguna Beach	21
Apr 23	NorCal Bowling Mixer	San Francisco	13
May 3	CMCPAC 1st Annual Leadership Summit	Oakland	43
Jun 11	Championing Diversity!	San Diego	28
Jul 24	Step Up!	Los Angeles	19
Oct 26	Advance Directives	Los Angeles	16
Oct 29	Silicon Beach In-House Mixer	Santa Monica	104
Nov 15	Friday Night at the Oakland Museum	Oakland	16
Dec 12	Holiday Mix & Mingle - NorCal Mixer	San Francisco	35
Dec 13	Holiday Mix & Mingle - SoCal Mixer	Los Angeles	10

CMCP MEMBERSHIP

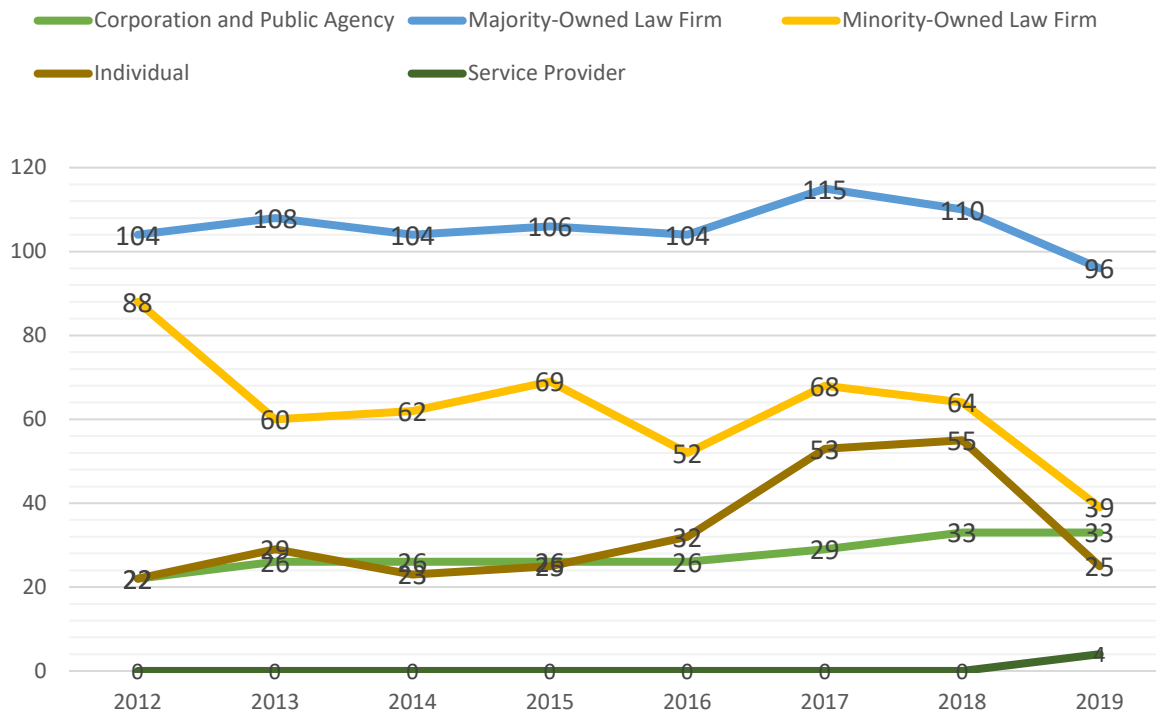
The following dues structure was implemented in January 2019.

Membership Type	Annual Dues	Notes
CORPORATION / PUBLIC AGENCY		<ol style="list-style-type: none"> <i>Effective January 2020, dues for law firms are determined by the number of attorneys. Annual dues for firms with 1-10 attorneys are \$1,000.</i> <i>A Minority-Owned Law Firm is one in which at least 51% of partners, shareholders, or owners are attorneys of color.</i> <i>Law firms with 1-10 attorneys that are not Minority-Owned Firms are considered Small Majority-Owned Firms; dues are \$500 in 2019 and \$1,000 in 2020.</i> <i>Annual dues for Service Providers are determined by the number of professionals (recruiters, consultants, mediators or other non-administrative staff); this is the same formula used to calculate dues for law firms.</i>
Corporation 51+ attorneys	\$5,000	
Corporation 11 – 50 attorneys	\$3,500	
Corporation 1 – 10 attorneys	\$1,000	
Public Agency	\$1,500	
Individual at Public Agency Legal Department	\$250	
Individual at Corporate Legal Department	\$250	
LAW FIRM		
Law Firm 151+ attorneys	\$6,000	
Law Firm 51 – 150 attorneys	\$4,500	
Law Firm 11 – 50 attorneys	\$3,000	
Law Firm 1 – 10 attorneys	See note ³	
Individual – at Law Firm (maximum 2 per firm)	\$500	
SERVICE PROVIDER⁴ (litigation services, consultants, vendors, etc.)		
Service Provider 151 + Providers	\$6,000	
Service Provider 51-150 Providers	\$4,500	
Service Provider 11-50 Providers	\$3,000	
Service Provider 2-10 Providers	\$1,000	
Service Provider Solo	\$500	

CMCP membership included 31 new Corporations/Public Agencies/Law Firms/Service Providers, 10 rejoined members, and 61 lapsed in 2019. Following is a detailed list:



Membership Type Breakdown 2012-2019



CMCP made progress on its objective of increasing membership in the Corporation member type - increasing by almost 9% - by acquiring five new corporate members.

Member Type and Member Name	Lapsed, Merged, Dissolved, or Converted	New	Rejoined
Corporations/Public Agencies			
Agilent Technologies, Inc.		✓	
Apple Inc.			✓
GitHub, Inc.	✓		
Intel Corporation	✓		
Ironclad, Inc.		✓	
MUFG Union Bank, N.A.	✓		
The Coca-Cola Company	✓		
University of California		✓	
Zendesk, Inc.		✓	
TOTAL	4	4	1
Law Firms			
<i>* Minority-Owned Law Firm Membership type phased out after 2019</i>			
Aguilera Law Group, The *	✓		
AikinsMediation		✓	
Archer Norris PLC	✓		
Bland, Navarro & Weber LLP *	✓		
Boies Schiller Flexner LLP	✓		
Brown Law Group *	✓		
Cozen O'Connor		✓	
Dorsey & Whitney LLP		✓	
Downs Pham & Kuei *	✓		
Drinker Biddle & Reath LLP	✓		
Fox Rothschild LLP	✓		
Garcia Hong Law APC *	✓		
Glaser Weil Fink Howard Avchen & Shapiro LLP		✓	
Goodwin Procter LLP			✓
Horvitz & Levy LLP		✓	
Jackson Lewis P.C.	✓		
Jung Law, P.C. *	✓		
Kading Briggs LLP	✓		
Keker, Van Nest & Peters LLP	✓		
Lankford Crawford Moreno & Ostertag LLP			✓
Larsen & Naddour LLP		✓	
Law Offices of Jesse M. Rivera & Associates *	✓		
Lewis Brisbois Bisgaard & Smith LLP	✓		

Member Type and Member Name	Lapsed, Merged, Dissolved, or Converted	New	Rejoined
Locke Lord LLP	✓		
Maron Marvel Bradley Anderson & Tardy LLC	✓		
Martin & Martin, LLP *	✓		
Medina Seto Law Group *	✓		
Mendoza Mosser Law *		✓	
Merchant & Gould P.C.	✓		
Miller Law Group	✓		
Morgan, Lewis & Bockius LLP			✓
Morrison & Foerster LLP			✓
Moten & Associates *		✓	
Norton Rose Fulbright US LLP	✓		
Nwamu, P.C. *	✓		
O'Melveny & Myers LLP	✓		
Ortiz & Lopez, PLLC *	✓		
Osborn McDerby LLP	✓		
Paul Hastings LLP	✓		
Pearson & Schachter *	✓		
Pepper Hamilton LLP	✓		
Rogers Joseph O'Donnell	✓		
Sanders Roberts LLP *			✓
Seki, Nishimura & Watase LLP *	✓		
Shook, Hardy & Bacon, LLP	✓		
Siegal & Richardson LLP *	✓		
TFLG, A Law Corporation *	✓		
Troutman Sanders LLP		✓	
Trucker Huss, APC		✓	
Vedder Price (CA), LLP		✓	
Walker Stevens Cannom LLP	✓		
White & Case LLP			✓
TOTAL	35	11	6
Service Providers			
JAMS		✓	
Puris Consulting		✓	
TOTAL	0	2	0