“WOMEN LEADING THE WAY”
DISTINGUISHED ATTORNEYS DISCUSS THEIR ROADS TO SUCCESS

APRIL 30, 2020
12PM – 1PM
ZOOM WEBINAR
COMPLIMENTARY REGISTRATION

PRESENTED BY CALIFORNIA MINORITY COUNSEL PROGRAM | CMCP

Come join the virtual roundtable of distinguished attorneys as they discuss their respective roads to success, and their experience navigating tough decisions involving their career, family and social lives along the way.

PANELISTS:
MAKHI DAIJOOD, PARTNER
DAIJOOD & PEDERSEN, LLP
LAURA MACCITLON, PARTNER
SEYFARTH SHAW LLP
ANNIE MORELAND, EVP, GENERAL COUNSEL
RAA NORTHERN CALIFORNIA

MODERATOR:
ESTREE BROWN, LITIGATION ASSOCIATE
SEYFARTH SHAW LLP

LEARNING OBJECTIVES

Provide Safe Space for Audience to Engage and be Heard.

Bring Awareness to Different Social, Professional, and Business Issues.

Provide Research/Data with Statistics, Demographics, and Attrition Rates of Attorneys.

Provide Practical Advice and Relevant Experiences.
1. Do you work as outside counsel, in-house counsel or other?

2. How do you feel about the representation of diverse attorneys, specifically women, and people of color in your workplace?

3. Do you feel like programs are in place for the advancement, development, and mentorship of diverse attorneys, specifically women and people of color in your workplace?
Women of color represent only about 13% of women equity partners and about 3% of all equity partners.

• Women of color represent 14.58% of associates and only 5.06% of non-equity partners.

As of 2019, women makeup 30-31% of the US General Counsel population.

• Within the Fortune 500, female GCs drops below 30%
  • Of the Fortune 500 GCs, 14% are minorities, and even fewer are women of color.

10.4% are women of color and 6.7% of sitting federal court judges are women of color.

• 8% of state court judges are women of color.

BEATING THE ODDS

• 85% of minority women attorneys in the U.S. will quit law firms.

• In 2018, more than 20% of departing firm lawyers were people of color; that number rose to 28% for associate departures.

• Women of color in in-house legal departments felt excluded from challenging work that provided growth for promotion, mentorship, and leadership.

LIMITED UPWARD MOBILITY
“In a 2019 open letter, GCs and CLOs informed law firms and their partners that new partner classes remained “largely male and largely white, and that their companies will start prioritizing their legal spend on firms that committed to diversity and inclusion.”

TOPIC 1: SUCCESS/CHOOSING BETWEEN CAREER AND FAMILY/ CARVING-OUT FAMILY TIME

TOPIC 2: LIFE DECISIONS/LEAVING ASPECTS OF YOUR LIFE BEHIND/ WORK-LIFE BALANCE/INTEGRATION

TOPIC 3: NAVIGATING WHATEVER SUCCESS MEANS FOR YOU

TOPIC 4/CONCLUSION: TOOLS FOR NAVIGATING SUCCESS

DISCUSSION
TAKEAWAYS

WORK HARD
FIND ALLIES
ADVOCATE FOR YOURSELF
DO NOT LET THE ODDS DETER YOU
THERE WILL ALWAYS BE SPEEDBUMPS AND POTHOLES
FORGE YOUR OWN PATH
GIVE BACK

PLEASE REGISTER FOR FUTURE CMCP PROGRAMS AT WWW.CMCP.ORG

MANAGING RAPID CHANGE
MAY 7TH - 12PM - 2PM

Attorneys are meeting unprecedented work demands while managing health, economic, and career uncertainties all from the unexpected shelter of home. Join this webinar to gain tools to manage stress, anxiety, and fear as well as practical tips for diverse lawyers and their managers and allies.

Speakers
Denise A. Davis, Ph.D., Director of Client Training
Cogillette, Dewkne, Nash, Smock & Stewart, P.C.
Michael O. Thomas, Shareholder
Cogillette, Dewkne, Nash, Smock & Stewart, P.C.