

Annual Report 2020

CALIFORNIA MINORITY COUNSEL PROGRAM | CMCP



EXECUTIVE SUMMARY

The 2020 annual report provides an overview of the business affairs for the California Minority Counsel Program | CMCP for our board members and major stakeholders. Last year our organization experienced significant upheaval that redirected our office operations to 100% remote work, eliminated the highly valued benefit for our members to network in person, and jeopardized our cornerstone event, the annual business conference. Additionally, economic uncertainty undermined otherwise reliable support from our members.

Nevertheless, we responded to provide guidance and resources and create community as attention to racial inequities extended into the legal sector.

In light of the unprecedented challenges in 2020, our ability to sustain members, increase corporate engagement, and maintain our financial base suggests an optimistic outlook for 2021.

CMCP is prepared and inspired by the renewed social commitment to diversity, equity, and inclusion at large and in the legal sector. Thank you for your dedication to attorneys of color in California.



Robert White
Executive Director
California Minority Counsel Program | CMCP

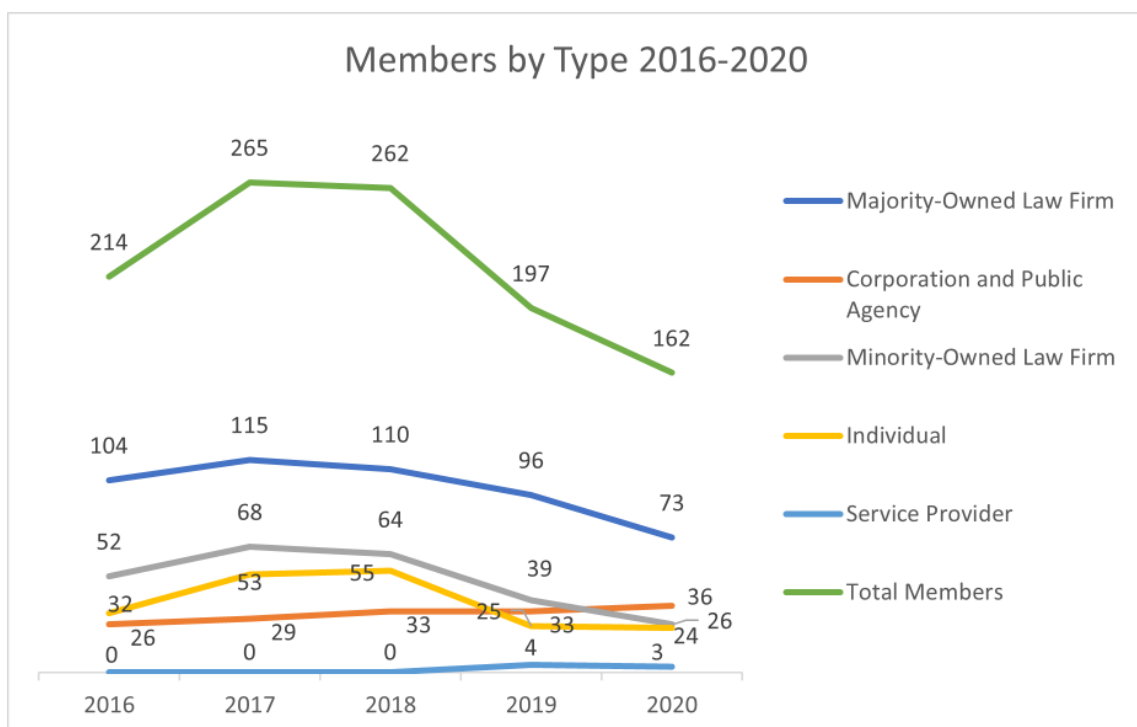
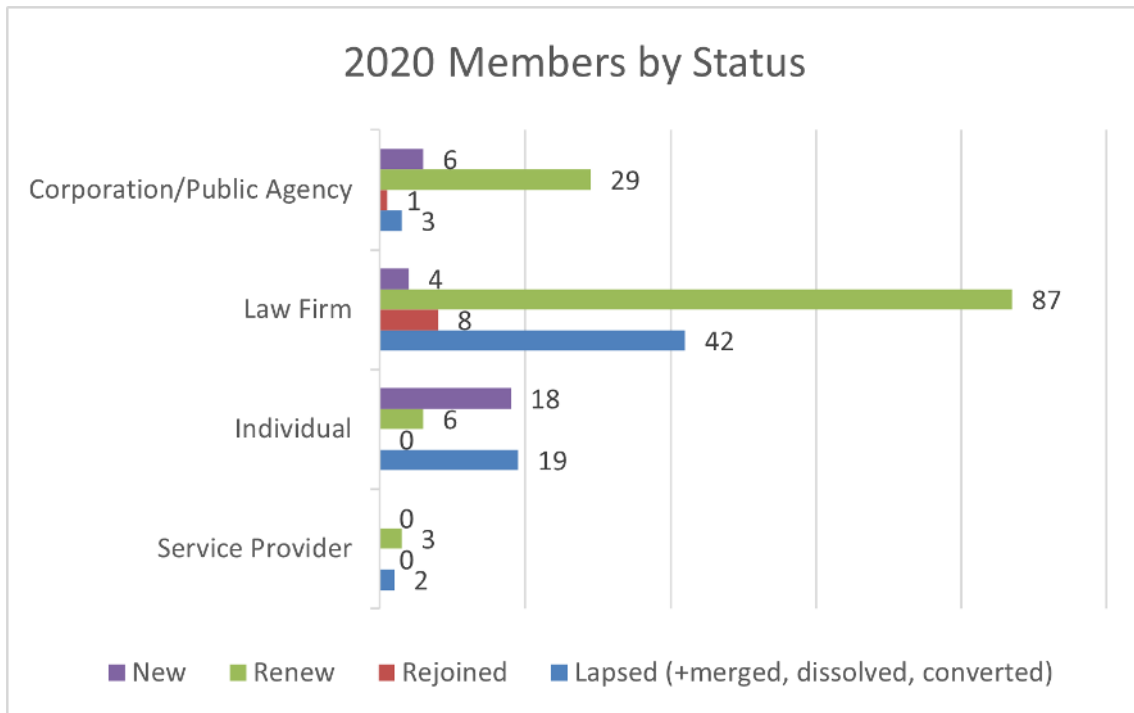
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California Minority Counsel Program (CMCP) is dedicated to promoting diversity in the legal profession by providing attorneys of color with access and opportunity for business and professional development.

Membership

CMCP membership included **28** new members, **125** renewed, **9** rejoined, and **66** lapsed in 2020.

"members" = Corporations, Law Firms, Service Providers, and Individuals.



Membership

Members by Type and Name (Minority Owned Law Firm Type ends in 2019)	New	Rejoined	Lapsed (+merged, dissolved, or converted)
Corporations and Public Agencies			
Autodesk, Inc.	✓.		
Federal Home Loan Bank of San Francisco	✓.		
Genentech, Inc.		✓.	
Intuit Inc.	✓.		
Oportun, Inc.	✓.		
PayPal, Inc.			✓.
Petco Animal Supplies, Inc.	✓.		
PG&E Corporation			✓.
Virgin Orbit, LLC	✓.		
Walmart Inc.			✓.
TOTAL	6	1	3
Law Firms			
Albright, Yee & Schmit, APC *			✓.
AlvaradoSmith, APC *			✓.
Assayag Mauss, LLP *			✓.
Atheria Law PC	✓.		
Baker & Hostetler LLP		✓.	
Baker & McKenzie LLP			✓.
Bird, Marella, Boxer, Wolpert, Nessim, Drooks, Lincenberg & Rhow, P.C.			✓.
Buchanan Ingersoll & Rooney PC			✓.
Burnham Brown			✓.
Cader Adams LLP *	✓.		
California Appellate Law Group			✓.
Castellon & Funderburk LLP *		✓.	
Cotman IP Law Group, PLC	✓.		
Cozen O'Connor			✓.
Curls Bartling P.C. *			
Duane Morris LLP			✓.
Edgcomb Law Group, LLP			✓.
Fenwick & West LLP			✓.
Foley & Lardner LLP		✓.	
Gibson, Dunn & Crutcher LLP			✓.
Goodwin Procter LLP			✓.

Membership

Hairston LLP *	✓.		
Hanson Bridgett LLP		✓.	
Hoge Fenton Jones & Appel *			✓.
Hopkins & Carley		✓.	
Insignis Law *			✓.
Irell & Manella LLP			✓.
Klein, Hockel, Iezza & Patel P.C.			✓.
Lafayette & Kumagai LLP *			✓.
Lamb & Kawakami LLP *			✓.
Lankford Crawford Moreno & Ostertag LLP			✓.
Larsen & Naddour LLP			✓.
Law Office of Lazaro E. Fernandez, Inc. *		✓.	
Lee, Hong, Degerman, Kang & Waimey *			✓.
LimNexus LLP *		✓.	
Marion's Inn LLP			✓.
Metlawgroup			✓.
Mitchell Silberberg & Knupp LLP			✓.
MKM Law Group, PC *			✓.
Moten & Associates *			✓.
Moya Law Firm *			✓.
Nixon Peabody LLP			✓.
Norton Basu LLP *			✓.
Ogletree, Deakins, Nash, Smoak & Stewart, P.C.			✓.
Orrick, Herrington & Sutcliff LLP			✓.
Putterman + Yu LLP			✓.
Reed Smith LLP		✓.	
Reichman Jorgensen LLP	✓.		
Squire Patton Boggs			✓.
Troutman Sanders LLP			✓.
Tucker Ellis LLP			✓.
Vedder Price (CA), LLP			✓.
ZentLaw *			✓.
Zuber Lawler & Del Duca, LLP *			✓.
TOTAL	4	8	42
Service Providers			
AikinsMediation			✓.
Paragon Legal Group LLC			✓.
TOTAL	0	0	2

2020 Programs (Events)

(NON-CONFERENCE)

Event	Date	Attendees	Location
Mixer for Minority In-house Counsel	January 29, 2020	35	Zynga (San Francisco)
Upgrading the Track: Forging the Path to Success for Minority Attorneys	February 4, 2020	30	Holland & Knight (Los Angeles)
CMCP Board Retreat	February 13, 2020	22 (13 Board + 9 Other)	Allen Matkins (Los Angeles)
2019 Sponsor Thank You Reception	February 13, 2020	35	Allen Matkins (Los Angeles)
CBE Legal Pitch Day	February 20, 2020	85	Uber (San Francisco)
CMCPAC Diversity Mixer	February 27, 2020	29	Procopio (San Diego)
GC Fireside Chat with Phuong Phillips	April 16, 2020	83	Virtual Event (Zoom)
CMCPAC NorCal Happy Hour	April 23, 2020	12	Virtual Event (Zoom)
GC Fireside Chat with Michael Tang	April 28, 2020	48	Virtual Event (Zoom)
Women Leading the Way	April 30, 2020	76	Virtual Event (Zoom)
CMCPAC SoCal Happy Hour	April 30, 2020	8	Virtual Event (Zoom)
Managing Rapid Change	May 7, 2020	76	Virtual Event (Zoom)
Diversity in a Changed World	May 13, 2020	88	Virtual Event (Zoom)
Virtual Fireside Chat with Black GCs: Building Career Agility	June 3, 2020	139	Virtual Event (Zoom)
Step Up Program	June 25, 2020	45	Virtual Event (Zoom)
Juggling in a Crisis: Don't Drop the Self-Care Ball	July 9, 2020	47	Virtual Event (Zoom)
Building Allyship Among Attorneys of Color	July 16, 2020	61	Virtual Event (Zoom)
Demystifying Business Development in the Virtual Environment	August 13, 2020	115	Virtual Event (Zoom)
Smallish: Working at or with Small and Mid-sized Firms	August 20, 2020	42	Virtual Event (Zoom)
CMCPAC Holiday Party	December 10, 2020	30	Virtual Event (Zoom)

1,106

attendees at 2020 programs
(non-conference) vs. 961
attendees at 2019 programs.

20

CMCP/CMCPAC programs
vs. 27 CMCP/CMCPAC
programs in 2019.

Annual Business Conference

ATTENDANCE

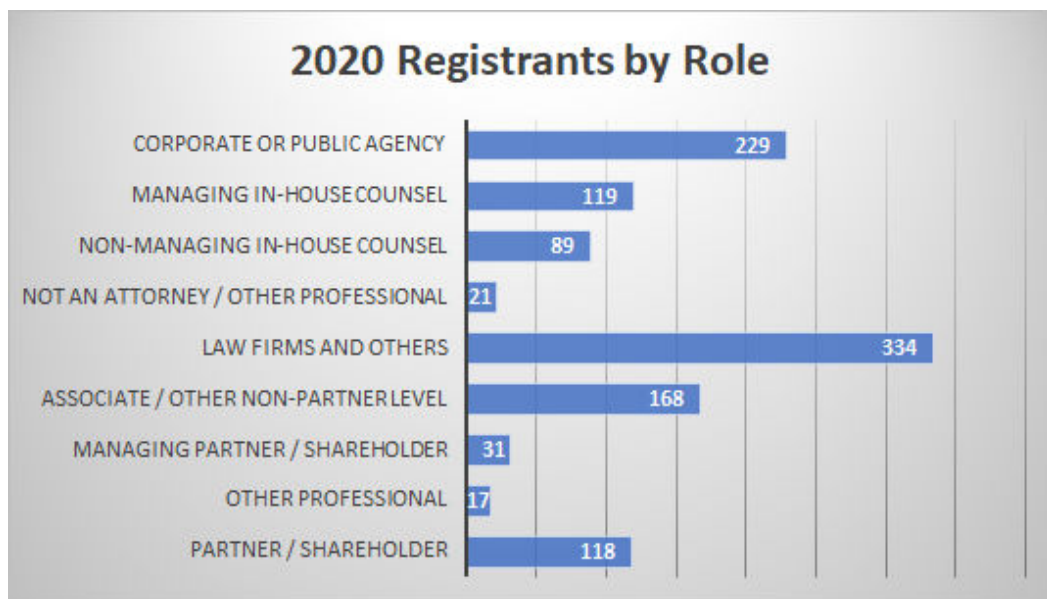


Title Sponsors

Allen Matkins



	2020	2019	2018	2017
Member	458	399	453	430
Law Firms and Others	304	304	323	387
Corporate or Public Agency	154	154	94	68
Non-Member	105	113	87	121
Law Firms and Others	30	30	22	24
Corporate or Public Agency	75	75	59	83
TOTAL Firms/Corporations/Agencies	163	201	182	243
Law Firms and Others	90	125	76	144
Corporate or Public Agency	73	76	106	99



568

2020 conference attendance.

40%

1st Time Attendee
OR
Attended 2+ conferences.

1ST

Virtual business conference - CMCP2020.

Annual Business Conference

CORPORATE CONNECTIONS

Corporate Connections Overview	2020	2019
Participating Companies	32	33
Participating Firms	57	80
Max Possible Appointments per In-House Counsel	9	8
Total Interviews Conducted	430	271
Total Interviews Canceled by Company	35	16
Total Count of Tables / Zoom Rooms	82	49
Total Count of Interviewers	107	59
Total Count of Interviewees	220	153

Corporate Connections Revenue (including registration fees)	TOTAL
Member Firms	\$25,832

11

In 2020, 11 new companies participated for the first-time in Corporate Connections.

77%

Interviews in 2020 increased 77% compared to interviews conducted in 2019.