



2022

ANNUAL REPORT

CMCP | CALIFORNIA
MINORITY
COUNSEL
PROGRAM
WWW.CMCP.ORG

EXECUTIVE SUMMARY

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.

2022 was a pivotal year for CMCP as we returned to in-person conferences and initiated a new phase of hybrid programming.

The 2022 Annual Business Conference in Los Angeles was a much-appreciated reunion for members: although attendance did not match the last in-person conference in 2019, the enthusiasm was palpable.

One of the biggest takeaways from the conference was the affirmative response from our members as we opened doors for real-life connection, and the message that the recovery from the pandemic will be a process as we seek to regrow our membership in 2023 and following years.

The organization has weathered the pandemic in good financial shape, thanks to the support of a committed core of stakeholders and contributions from new members and members who are returning with the prospect of increased opportunities for business development and an increased appetite for support in retaining and developing diverse talent and building culture in a hybrid workplace.

All in all, while we are facing some hurdles with higher expenses, a looming recession and navigating the complexities of balancing in-person and virtual programming, we are well-situated to make 2023 a strong step towards a new normal one in which our approaches may be a little different but our focus and effectiveness in advancing our mission remain as urgent and impactful as it has ever been.

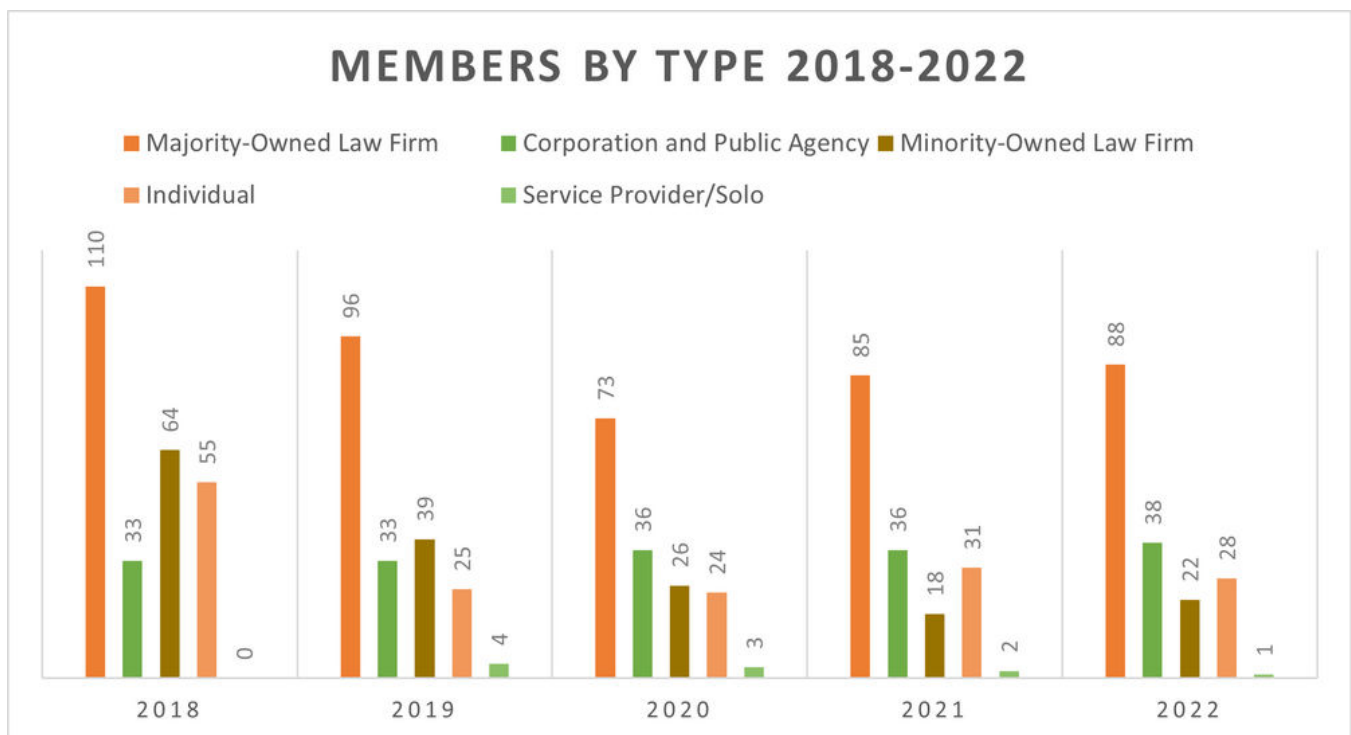
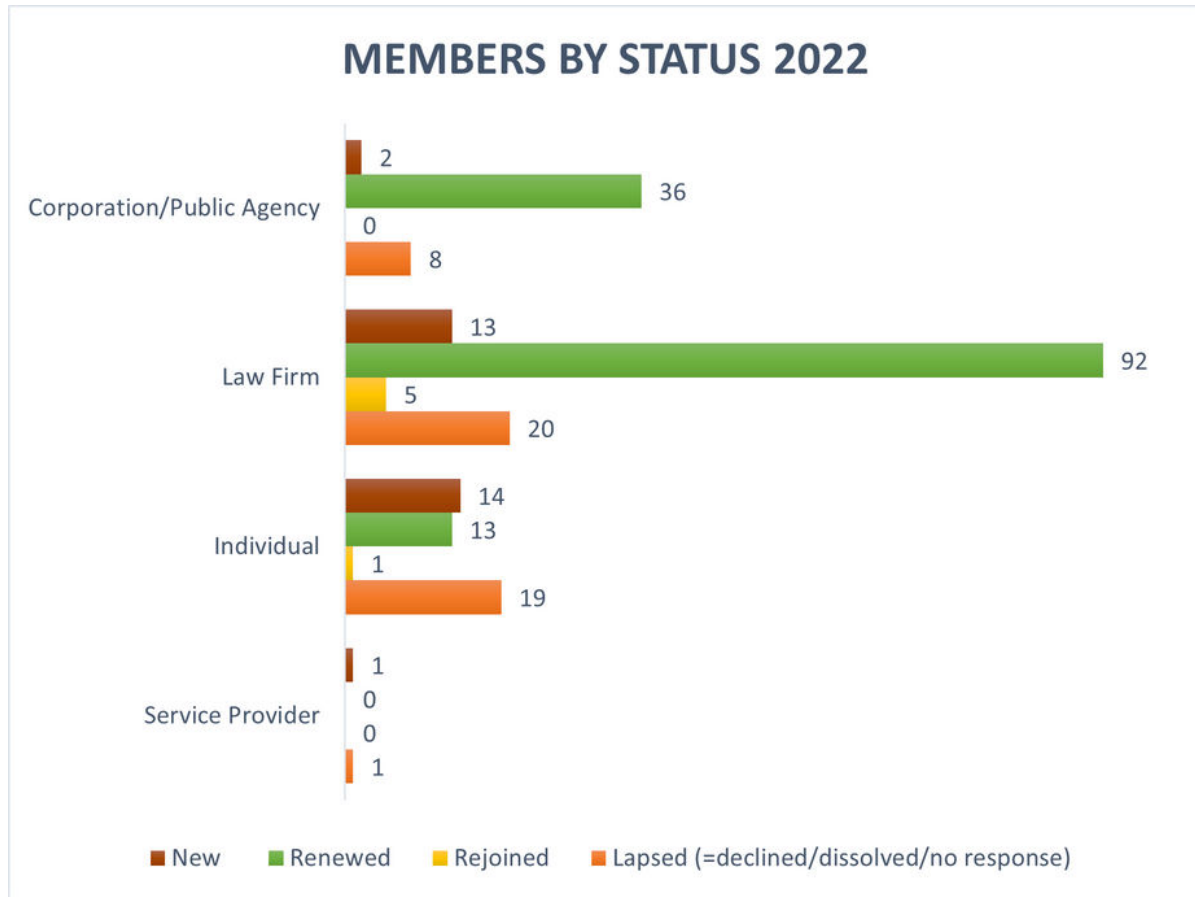


Robert White
Executive Director

MEMBERSHIP

CMCP MEMBERSHIP 2022 INCLUDED **177 MEMBERS**; **30 NEW MEMBERS**, **6 REJOINED**, AND **141 RENEWED** AS OF 12/31/22.

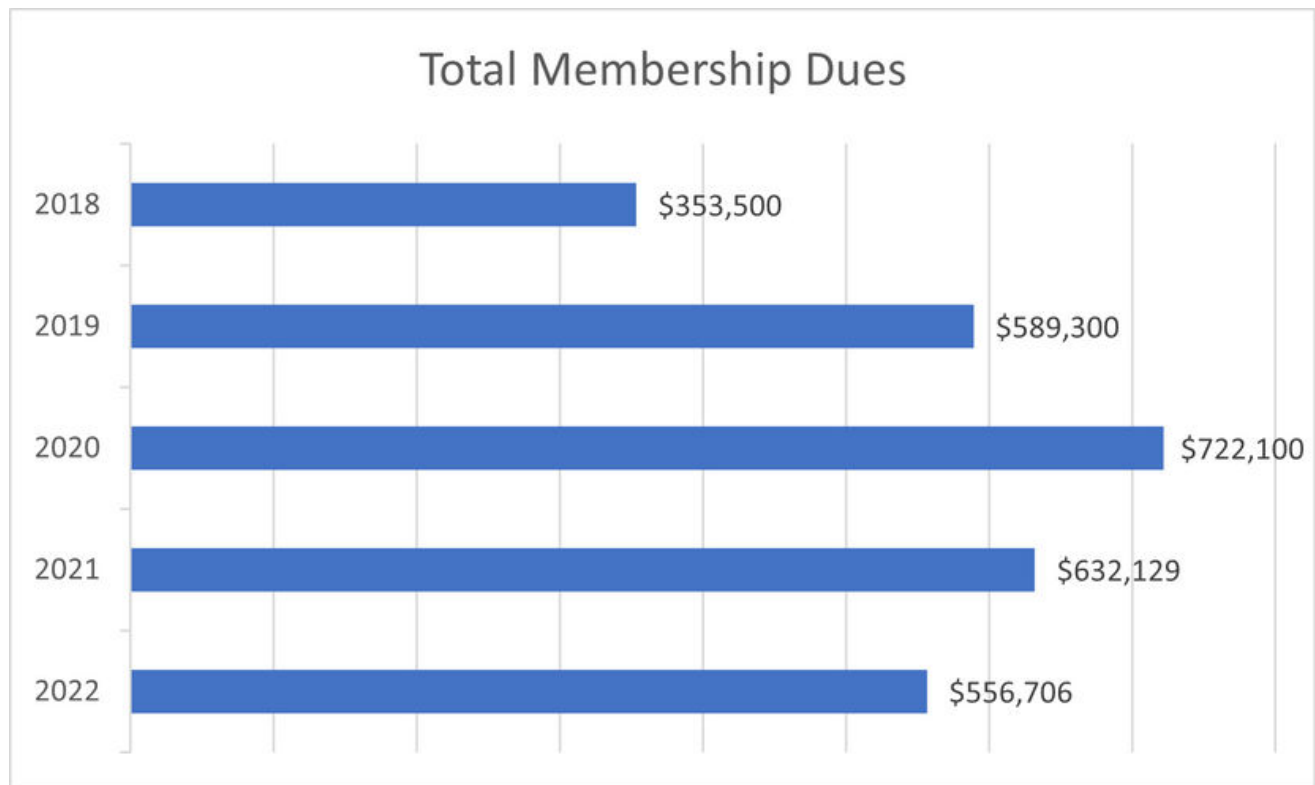
"MEMBERS" = CORPORATIONS, LAW FIRMS, SERVICE PROVIDERS, AND INDIVIDUALS.



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*EFFECTIVE JANUARY 1, 2022, CMCP INCREASED MEMBERSHIP DUES APPROXIMATELY 5% FOR EACH MEMBERSHIP CATEGORY.

**EFFECTIVE JULY 1, 2022, CMCP CONSOLIDATED TWO MEMBERSHIP CYCLES - JANUARY THROUGH DECEMBER (DC1) AND JULY THROUGH JUNE (DC2) - INTO ONE MEMBERSHIP RENEWAL CYCLE, JANUARY THROUGH DECEMBER. MEMBERS IN MEMBERSHIP CYCLE DC2 RENEWED FOR AN 18-MONTH MEMBERSHIP TERM, VALID JULY 2022 THROUGH DECEMBER 2023 (6 MONTHS COMPLIMENTARY.) REVENUE PERCENTAGE BY BILLING CYCLE: (DC1) 65% AND (DC2) 35%.

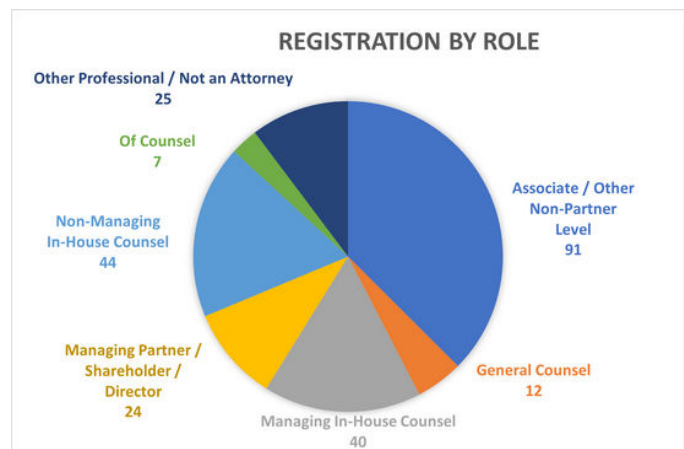
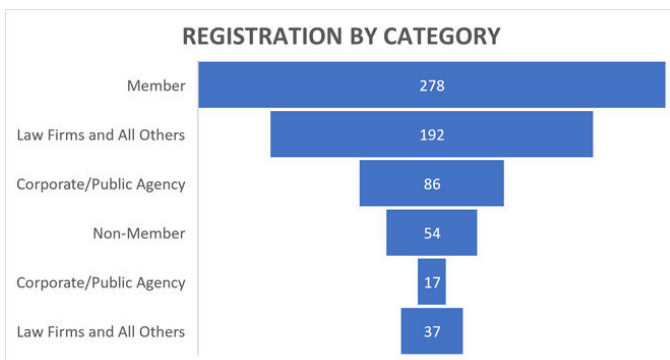
EVENTS AND PROGRAMS

Event	Date	Attendees	Location
CMCP2022 In Session - Welcome Remarks / What's Ahead in the Legal Industry and What it Means for DEI	1/20/22	58	Virtual
CMCP2022 In Session: Legal Ethics Gameshow	1/20/22	70	Virtual
CMCP2022 In Session: Strategies for Sustainable Productivity and Personal Growth	1/20/22	59	Virtual
CMCP2022 In Session: Retaining Attorneys of Color: What Matters More Than Money	1/20/22	83	Virtual
CMCP2022 In Session: Counsel Connect	1/20/22	171	Virtual
DEI Open House	3/9/22	4	Virtual
CMCP Board of Directors & Ambassadors Council Mentoring	3/10/22	22	Virtual
Moderator Program: Creating a Meaningful and Memorable Experience	3/15/22	19	Virtual
CMCPAC Board and Ambassador Mixer LA	4/7/22	4	In-Person
DEI Open House	4/13/22	4	Virtual
Let's Talk About Life as an AAPI Lawyer	5/5/22	16	Virtual
CMCP Women of Color Conference: Welcome by CMCP Board and Title Sponsors	5/26/22	54	Virtual
CMCP Women of Color Conference: Session 1A: Legal Feud: The Top Employment Law Issues Game Show	5/26/22	30	Virtual
CMCP Women of Color Conference: Session 1B: How to Tap the Insight and Influence of Mentors and Sponsors to Advance Your Career	5/26/22	66	Virtual
CMCP Women of Color Conference: Circles of Power: Speed Mentoring Groups for Women of Color	5/26/22	62	Virtual
CMCP Women of Color Conference: Keynote Speaker Mary Oh Huber, SVP, Chief Legal Officer & General Counsel, eBay Inc.	5/26/22	67	Virtual
CMCP Women of Color Conference: Session 2A: Building a Book of Business: Crafting the Next Chapter	5/26/22	44	Virtual
CMCP Women of Color Conference: Session 2B: Manage the Work or Motivate the Team: Developing Effective Skills to Manage and Lead	5/26/22	53	Virtual
CMCP Women of Color Conference: Women of Color Forum: Courageous Conversations	5/26/22	55	Virtual
CMCP Women of Color Conference: Dine-Around	5/26/22	23	In-Person
Step Up! A CMCP (Virtual) Workshop	6/23/22	28	Virtual
CMCP Pettit Kohn Summer Mixer SD	7/21/22	31	In-Person
CMCPAC Leadership Summit	7/29/22	22	Virtual
Moderator Program: Creating a Meaningful and Memorable Experience	8/9/22	15	Virtual
CMCP Hanson Bridgett LLP Summer Mixer LA	8/18/22	56	In-Person
CMCP Summer Mixer OAK	9/8/22	61	In-Person
CMCP2022 Annual Business Conference: Women of Color Forum: Women of Color Lifting Each Other	10/12/22	61	In-Person
CMCP2022 Annual Business Conference: I've Got Your Back: Supporting Women of Color	10/12/22	33	In-Person
CMCP2022 Annual Business Conference: Welcome Reception	10/12/22	130	In-Person
CMCP2022 Annual Business Conference: Bowling and Bites, Lucky Strike L.A. LIVE	10/12/22	34	In-Person
CMCP2022 Annual Business Conference: Ambassador Meeting	10/13/22	14	In-Person
CMCP2022 Annual Business Conference: Private Breakfast	10/13/22	25	In-Person
CMCP2022 Annual Business Conference: General Breakfast	10/13/22	145	In-Person
CMCP2022 Annual Business Conference: Opening Plenary and Keynote	10/13/22	123	In-Person
CMCP2022 Annual Business Conference: 1A: Everyone Needs an Elevator Pitch: Networking Refresher	10/13/22	24	In-Person
CMCP2022 Annual Business Conference: 1B: "For the Love of Ethics"	10/13/22	63	In-Person
CMCP2022 Annual Business Conference: 1C: Making It to Equity Partner	10/13/22	25	In-Person
CMCP2022 Annual Business Conference: Lunch with a GC: In Conversation with Corporate Leaders about the Future	10/13/22	31	In-Person
CMCP2022 Annual Business Conference: General Counsel Reception	10/13/22	125	In-Person
CMCP2022 Annual Business Conference: Dine-Around DTLA	10/13/22	90	In-Person
CMCP2022 Annual Business Conference: Corporate Connections Participation	10/14/22	55	In-Person
CMCP2022 Annual Business Conference: VIP Tables Recognition Luncheon	10/14/22	9	In-Person
CMCP2022 Annual Business Conference: 3A: Building Culture and Loyalty in Today's Workplace	10/14/22	36	In-Person
CMCP2022 Annual Business Conference: 3B: Legal Department Diversity Summit	10/14/22	103	In-Person
CMCP2022 Annual Business Conference: Closing Reception	10/14/22	160	In-Person
CMCPAC Holiday Party Los Angeles	12/05/22	13	In-Person
CMCPAC Holiday Party San Francisco	12/07/22	16	In-Person
Total		1464	

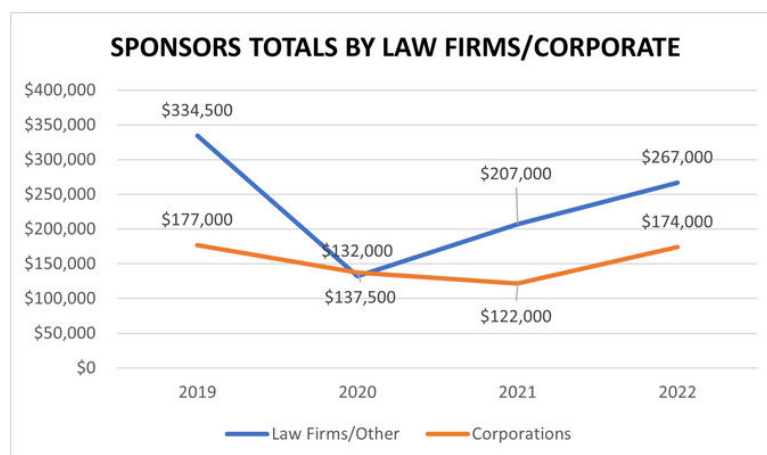
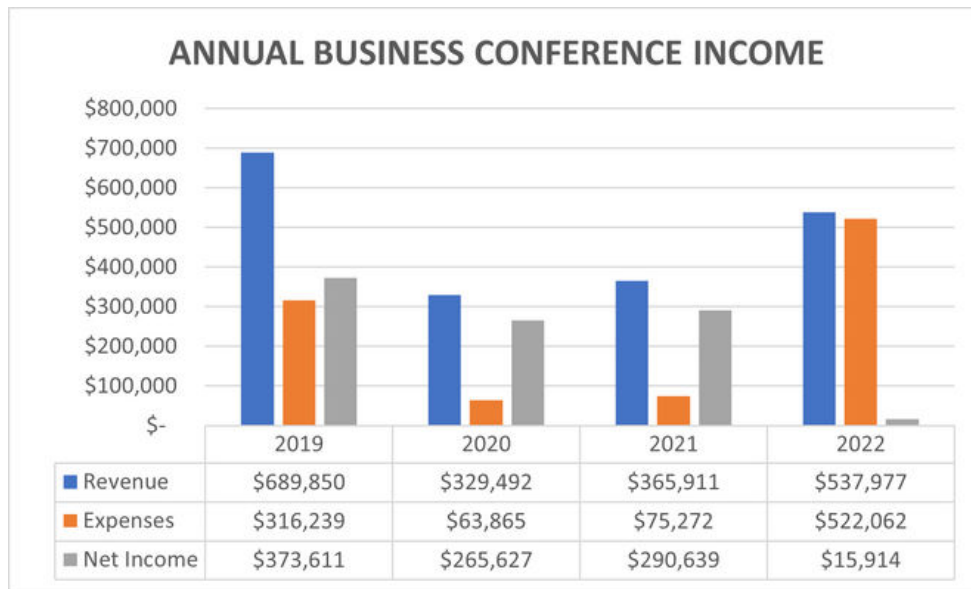
ANNUAL BUSINESS CONFERENCE-REGISTRATION



	2019	2020	2021	2022
Member	399	458	402	278
Law Firms and Others	304	304	259	192
Corporate or Government Agency	154	154	143	86
Non-Member	113	105	58	54
Law Firms and Others	30	30	19	17
Corporate or Government Agency	75	75	39	37
LAW FIRMS/CORPORATIONS/AGENCIES	201	163	153	163
Total Law Firms and Others	125	90	86	115
Total Corporate and Public Agencies	76	73	67	48



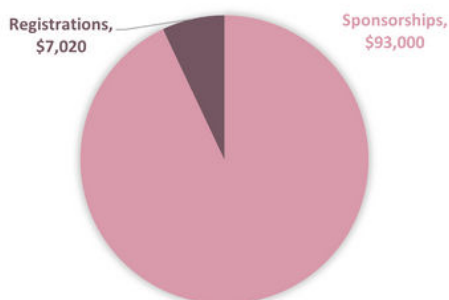
ANNUAL BUSINESS CONFERENCE-INCOME AND SPONSORSHIPS



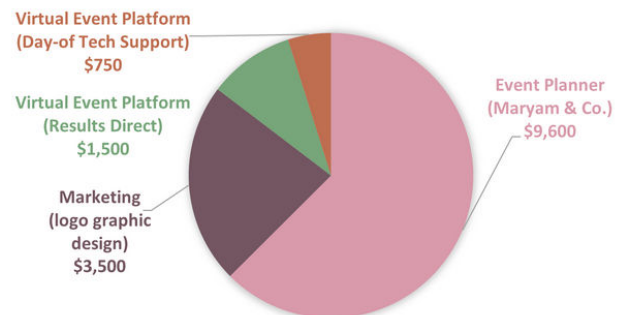
WOMEN OF COLOR CONFERENCE - INCOME AND EXPENSES

OrganizationName	Tiers	Amount
Seyfarth & Shaw LLP	Title Law Firm	\$15,000.00
Intuit Inc.	Women of Color Forum Company	\$10,000.00
Agilent Technologies	Session 1B: Sponsorship/Mentorship	\$5,000.00
Allen Matkins LLP	Virtual Platform	\$5,000.00
Apple	Platinum Unlimited	\$5,000.00
eBay Inc	Platinum Unlimited	\$5,000.00
Hanson Bridgett LLP	Platinum Unlimited	\$5,000.00
Latham & Watkins LLP	Platinum Unlimited	\$5,000.00
McDermott Will & Emery LLP	Session 1A: Employment Law & Counseling	\$5,000.00
Morrison Foerster LLP	Session 2A: Building a Book of Business	\$5,000.00
SDG&E	Platinum Unlimited	\$5,000.00
Tucker Ellis LLP	Platinum Unlimited	\$5,000.00
Visa Inc.	Session 2B: Leading & Managing Teams	\$5,000.00
Chevron Corporation	Gold Unlimited	\$3,500.00
Greenberg Traurig LLP	Gold Unlimited	\$3,500.00
Oppenheimer Investigations Group LLP	Gold Unlimited	\$3,500.00
Snap Inc.	Dine-Around Los Angeles (multiple)	\$2,500.00
Total = 17 Sponsors		\$93,000.00

WOMEN OF COLOR 2022 - REVENUE



WOMEN OF COLOR 2022 - EXPENSES



ANNUAL BUSINESS CONFERENCE-CORPORATE CONNECTIONS

CORPORATE CONNECTIONS	2022 (live)	2021 (virtual)	2020 (virtual)
Participating Companies/Public Agencies	26	31	32
Participating Law Firms	47	56	57
Interviews Scheduled per In-House Counsel (maximum)	28	5	9
Interviews Conducted	322	275	430
Interviews Canceled by company (rainchecks)	33	9	35
Interview Tables/Virtual Meeting rooms	43	67	82
In-House Counsel Interviewers Total	43	71	107
Law Firms/Outside Counsel Interviewees Total	100	168	220

CORPORATE CONNECTIONS APPOINTMENTS by PRACTICE AREA

Business Litigation - General	28	Discovery/ E-Discovery	2
Employment - General Litigation	21	Employment – General Litigation	2
Technology - General	17	Financial Institutions - Regulation & Compliance	2
Entertainment	16	Health Care - Compliance	2
IP - TM/Copyright/Trade Secrets	16	IP - Patent Prosecution	2
Litigation	16	IP - TM/Copyright Licensing	2
Employment - Counseling/Investigations	12	IP – TM/Copyright Licensing	2
Financial Institutions - Litigation	12	IP - TM/Copyright Registration	2
IP - Patent Litigation	12	Marketing, Advertising & Promotions	2
Corporate - General	11	Antitrust Litigation	1
Personal Injury/Tort Litigation	11	Bankruptcy - Consumer (Creditor Representation)	1
Employment - Class Action Defense	7	Business Litigation - Class Action - Defense	1
Labor Law - General	7	Business Litigation – General	1
Device/Pharmaceuticals	5	Consumer Credit -Transactions	1
Health Care - Litigation	5	Digital Media - Counseling/Transactions	1
Business Litigation - Unfair Competition	4	Employment – Counseling/Investigations	1
Health Care - Regulation	4	Insurance Coverage - Policy Holders	1
Health Care - Transactions	3	International - Litigation	1
IP - Patent Licensing	3	Internet/E-Commerce Transactions	1
Privacy & Data Security - Counseling	3	Mediation	1
Privacy & Data Security - Litigation	3	Real Estate - Litigation	1
Technology Services Agreements	3	Trusts & Estates	1
Corporate - Finance	2		