

CMCP ANNUAL REPORT

2023



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1624 FRANKLIN ST., SUITE 1206
OAKLAND, CA 94612

Executive Summary

I am pleased to present the 2023 Annual Report for California Minority Counsel Program. As the newly appointed Executive Director, I am inspired by the dedication and resilience demonstrated by the Board and staff during the transition period without an Executive Director. In a year where attacks on diversity, equity, and inclusion gained momentum and law firm diversity programs were challenged, CMCP remained steadfast in its commitment to promoting diversity in the legal profession, specifically by providing attorneys of color with access and opportunities for business and professional development.

The 2023 Women of Color Conference and 2023 Annual Business Conference provided platforms for meaningful discussions, networking, and opportunities for business development and professional growth. We ensured the continuity of our programs, maintaining our commitment to providing attorneys of color with essential resources for their professional development.

During the past year, we faced challenges reflected in our financials. Membership revenue saw a decrease owing to a modification in our billing cycle and conference costs surged due to the inflationary impact of the post-pandemic economic environment. While we anticipate membership revenue to grow moving forward, the inflation challenges highlight the need for strategic interventions and renewed efforts to engage our members and sponsors.

Recognizing the importance of our members, we are launching targeted member engagement initiatives. These efforts aim to strengthen our community, foster collaboration, and demonstrate the value of being a part of CMCP. We are also actively exploring new avenues for fundraising and sponsorships. Diversifying our revenue streams will enhance financial stability and support the sustainability of our mission.



As we move forward into our 35th year, our focus remains on expanding member engagement opportunities, fortifying existing programs, increasing conference attendance, growing membership, revitalizing revenue streams, and expanding our impact. The challenges of the past year have strengthened our resolve and underscored the importance of our mission.

I extend my deepest gratitude to our dedicated Board, Ambassadors Council, staff, volunteers, and supporters who have demonstrated unwavering commitment during this transitional period. Together, we will navigate these challenges and continue to make a lasting impact on diversity, equity, and inclusion within the legal profession.

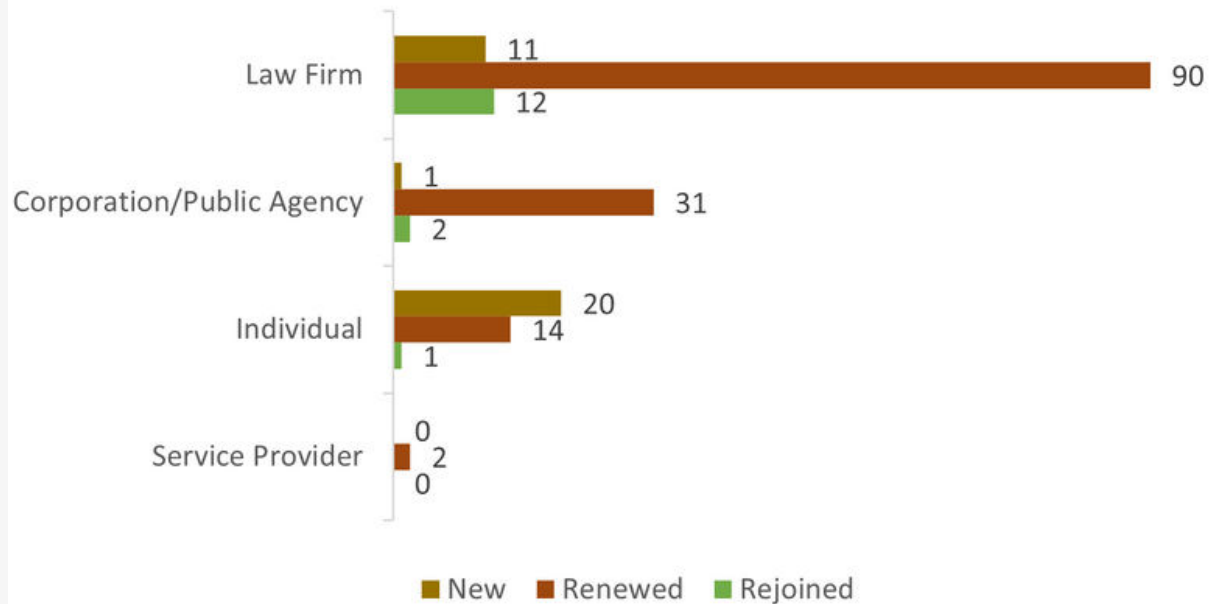
A handwritten signature in blue ink, reading "Tracey Broadhead". The signature is fluid and cursive, with the first name "Tracey" and last name "Broadhead" clearly visible.

Tracey Broadhead
Executive Director

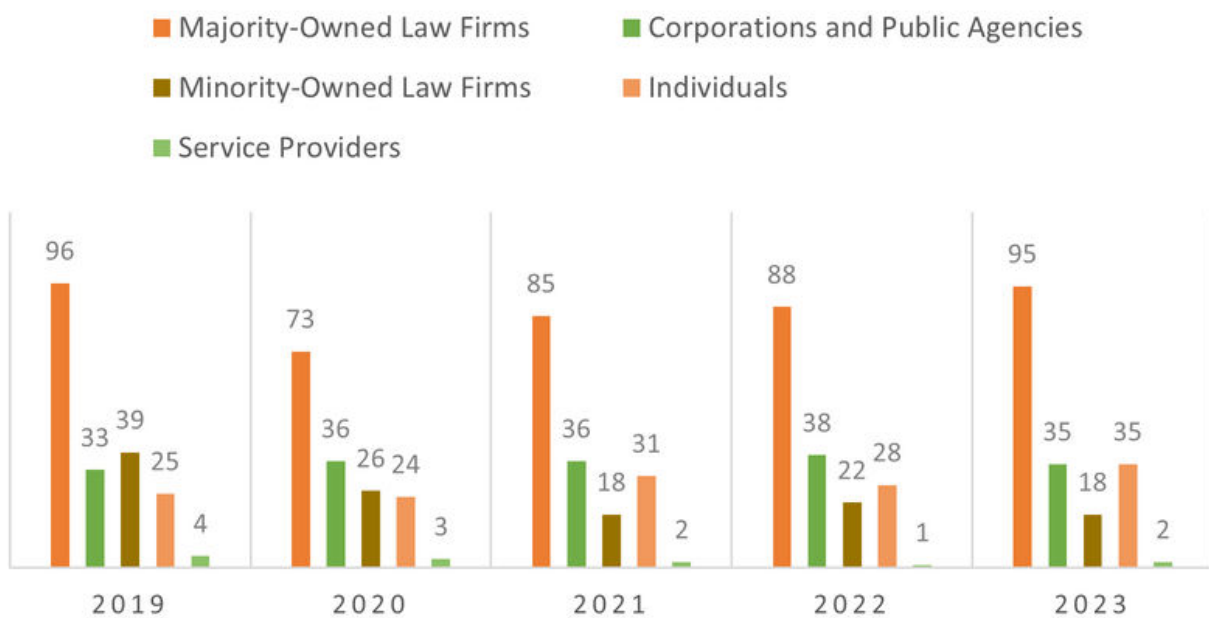
MEMBERSHIP

2023 CMCP Members included: **185** Members Total; **137** Renewed; **15** Rejoined; **32** New members; and **1** Merged organization.

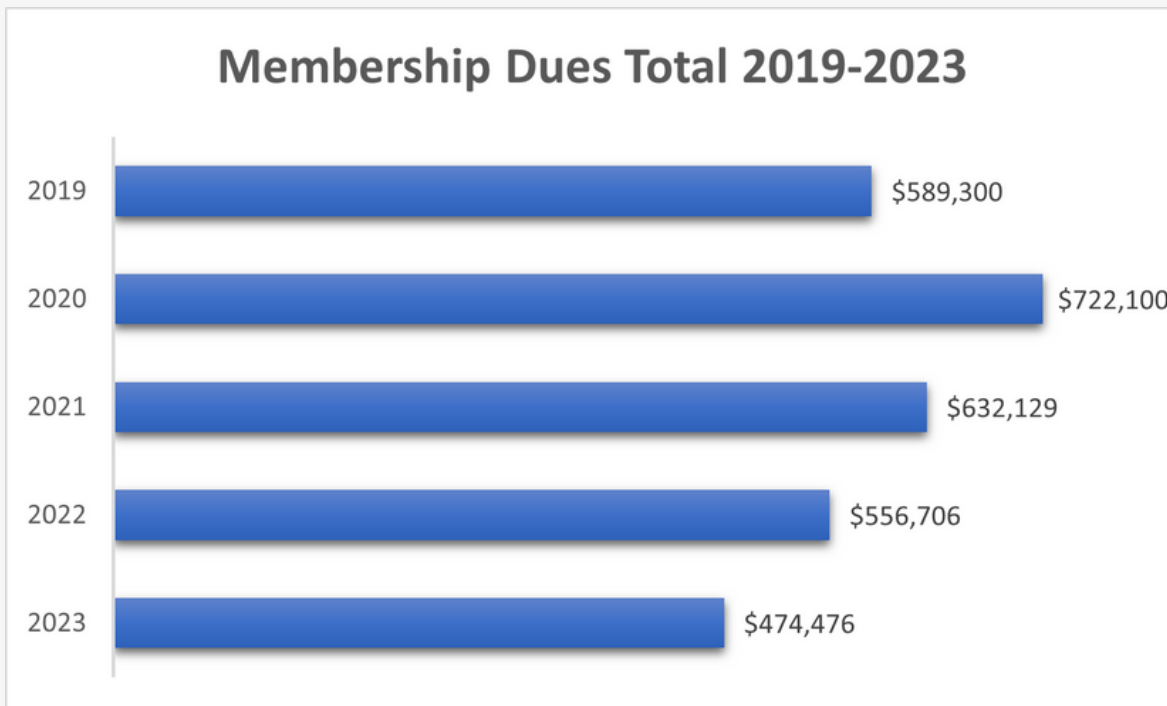
MEMBERS BY STATUS 2023



MEMBERS BY TYPE 2019-2023



MEMBERSHIP



Effective July 1, 2022, CMCP consolidated two membership cycles – “DC1” January through December (65% of invoiced) and, “DC2” July through June (35% invoiced) – into one membership renewal cycle, January through December (100% of members to be invoiced in November.)

In 2022, members in membership cycle DC2 renewed for an 18-month membership term valid July 2022 through December 2023 (6 months complimentary.)

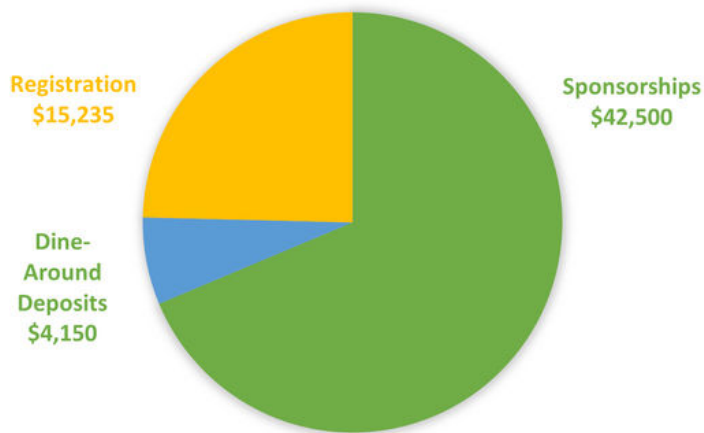
2023 EVENTS

EVENT	DATE	ATTENDANCE	LOCATION
CMCP Board Meet and Greet Reception	2/8/2023	23	Los Angeles
Bruce's Beach and Real-World Reparations	2/28/2023	9	Los Angeles
CMCP Ambassadors Council Happy Hour (OC)	3/2/2023	42	Irvine
The Mediator Makes A Difference: Diverse Perspectives on Mediation	3/16/2023	10	Oakland
CMCP Corporate Connections	3/23/2023	82	Virtual
Leaving the Imposter Behind: How to Move Boldly Through Your Career	3/30/2023	22	Los Angeles
2023 CMCP Women of Color Conference (WoCC2023)	4/27/2023	112	San Francisco
1A: Handling Microaggressions As a WoC (WoCC2023)	4/27/2023	50	
1B: Financial Planning and Wealth Management for WoC (WoCC2023)	4/27/2023	40	
WOC Forum "Lessons on Leadership" (WoCC2023)	4/27/2023	76	
Networking Reception (WoCC2023)	4/27/2023	69	
Dine-Around: (WoCC2023)	4/27/2023	28	
CMCP Ambassadors Council Happy Hour (SF)	5/17/2023	24	San Francisco
CMCP Women of Color Reception (LA)(WoCC2023)	6/15/2023	75	Los Angeles
CMCP In-House Summer Mixer	6/22/2023	22	Oakland
Life as an In-House Leader: Three Perspectives	7/13/2023	42	Mountain View
CMCP Ambassadors Council Leadership Summit	7/27/2023	21	Los Angeles
2023 Annual Business Conference (ABC2023)	9/20-9/22/2023	367	San Francisco
Ambassadors Council Meeting (ABC2023)	9/20-9/22/2023	10	
Board of Directors Meeting (ABC2023)	9/20-9/22/2023	13	
Welcome Reception (ABC2023)	9/20-9/22/2023	87	
Urban Putt Party (ABC2023)	9/20-9/22/2023	14	
Opening Plenary From the Desk of the GC (ABC2023)	9/20-9/22/2023	105	
Women of Color Forum: Holding Space for Women of Color (ABC2023)	9/20-9/22/2023	58	
AI and ChatGPT's Impact on the Legal Sector (ABC2023)	9/20-9/22/2023	106	
"No Bosses Allowed" Lunch (Non-Managers)(ABC2023)	9/20-9/22/2023	75	
"Bosses" Lunch (ABC2023)	9/20-9/22/2023	64	
Lunch with a GC (ABC2023)	9/20-9/22/2023	62	
1A: "At-Will" Employment Law Gameshow (ABC2023)	9/20-9/22/2023	48	
1B: First Generation Professionals: Turning Challenges into Achievements (ABC2023)	9/20-9/22/2023	59	
Men of Color: Building Understanding, Success Strategies and Authentic Connection (ABC2023)	9/20-9/22/2023	50	
Legal Department Diversity Summit: The True Measure of Outside Counsel Diversity Initiatives (ABC2023)	9/20-9/22/2023	33	
Emerging Leaders Mentoring Circles (ABC2023)	9/20-9/22/2023	34	
Building Strong Relationships Through Authentic Networking: A Panel and Workshop (ABC2023)	9/20-9/22/2023	90	
Meet & Greet the GC's Reception (ABC2023)	9/20-9/22/2023	156	
Dine-Around: Downtown S.F. (ABC2023)	9/20-9/22/2023	66	
CMCP Corporate Connections (ABC2023)	9/20-9/22/2023	173	
CMCP Recognition Luncheon and Keynote by Kori Carew (ABC2023)	9/20-9/22/2023	135	
Strategic Solidarity: Forging Alliances Among Affinity Groups (ABC2023)	9/20-9/22/2023	54	
Unity Reception (ABC2023)	9/20-9/22/2023	48	
CMCP Ambassadors Council Happy Hour (San Diego)	10/12/2023	10	San Diego
CMCP "Step Up" Virtual Workshop	10/24/2023	26	Virtual
How to Succeed As In-House Counsel	11/9/2023	46	Virtual
CMCP Ambassadors Council Holiday Party (So Cal)	12/7/2023	12	Los Angeles
CMCP Ambassadors Council Holiday Party (Nor Cal)	12/14/2023	11	San Francisco

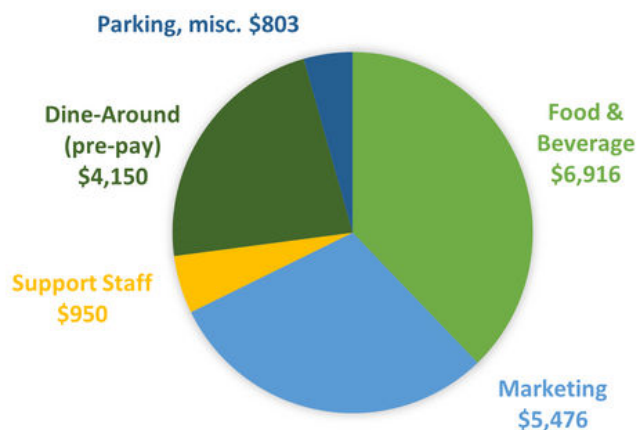
2023 WOMEN OF COLOR CONFERENCE – SPONSORS, REVENUE AND EXPENSES

Organization	Sponsor Tier	Event/Session	Amount
Seyfarth Shaw LLP	Signature	Women of Color Forum	\$15,000
Oppenheimer Investigations Group LLP	Premier	CLE Session	\$7,500
Genentech, Inc.	Host	Supporter	\$5,000
Littler Mendelson P.C.	Host	Supporter	\$5,000
Wells Fargo Bank, NA	Host	Supporter	\$5,000
Wilson Turner Kosmo, LLP	Host	Supporter	\$5,000
Google LLC	Signature	"Hosted by"	\$0
TOTAL			\$42,500

2023 WOMEN OF COLOR - REVENUE



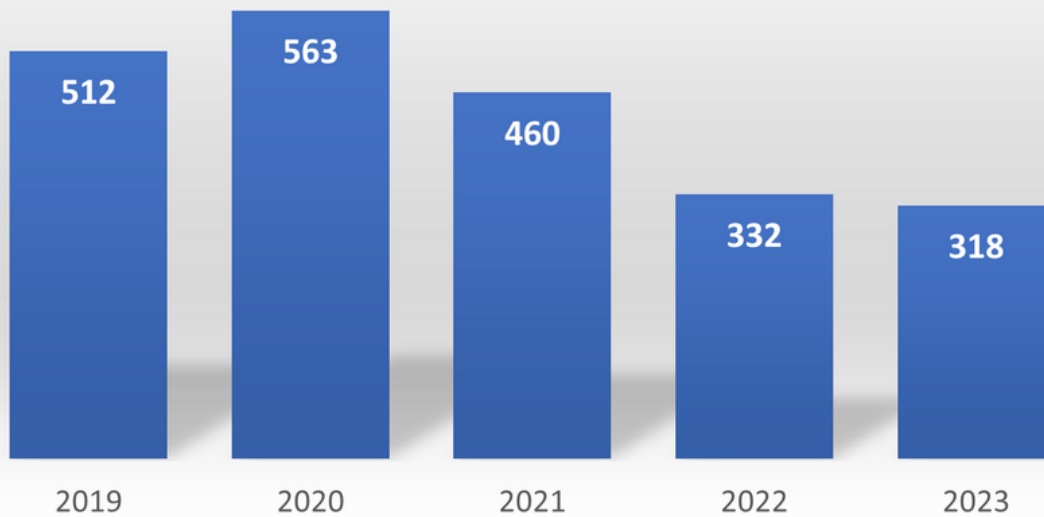
2023 WOMEN OF COLOR - EXPENSES



2023 ANNUAL BUSINESS CONFERENCE

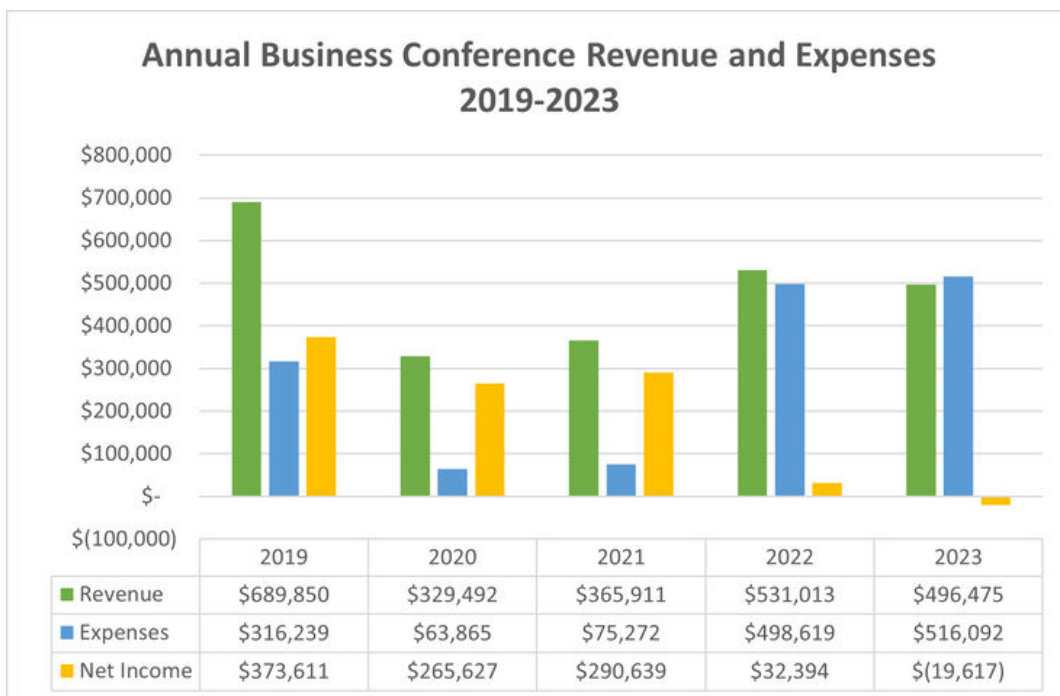


ANNUAL CONFERENCE REGISTRATIONS

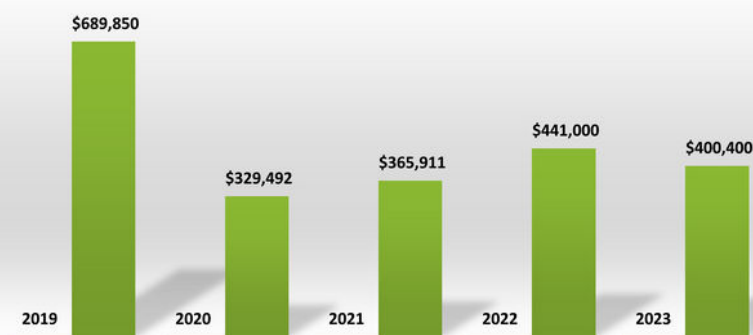


	2019	2020	2021	2022	2023
Member	399	458	402	278	263
Law Firms and Others	304	304	259	192	151
Corporate or Government Agency	154	154	143	86	112
Non-Member	113	105	58	54	55
Law Firms and Others	30	30	19	17	21
Corporate or Government Agency	75	75	39	37	34

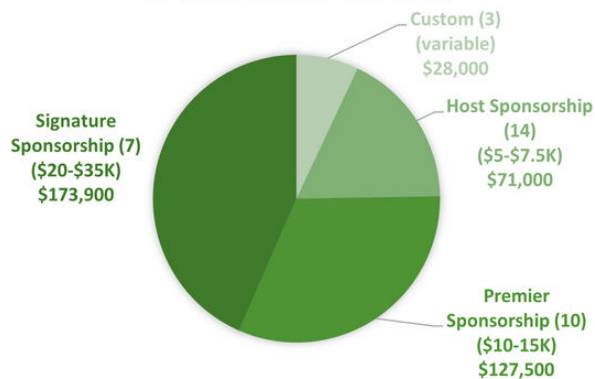
2023 ANNUAL BUSINESS CONFERENCE REVENUE, EXPENSES AND SPONSORSHIP



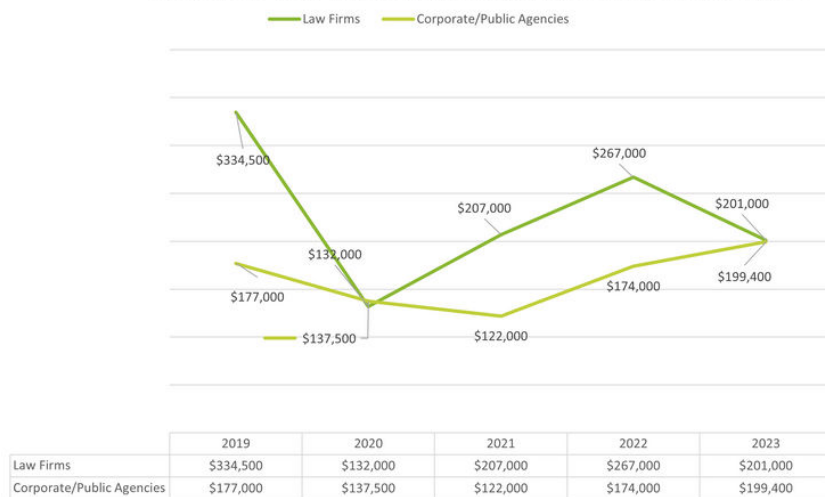
Sponsorship Revenue 2019-2023



SPONSORSHIP BY TIER



Sponsorship Total - Law Firms and Corporate/Public Agencies 2019-2023



2023 CORPORATE CONNECTIONS

CORPORATE CONNECTIONS PARTICIPATION	2019 (in person)	2020 (virtual)	2021 (virtual)	2022 (in-person)	2023 (in-person)
Companies/Public Agencies	32	32	31	26	33
Law Firms/Solo Practitioners	80	57	56	47	52
Interviews Scheduled per In-House Counsel (max.)	8	9	5	8	8
Interviews Conducted	277	430	275	322	389
Interviews Canceled by Company (rainchecks)	15	35	9	33	36
Interview Tables/Virtual Meeting rooms	49	82	67	43	66
In-House Counsel Interviewers	65	107	71	43	66
Law Firms/Outside Counsel Interviewees	165	220	168	100	99

Corporate Connections Appointments by PRACTICE AREA

Employment - General Litigation	77	IP - Patent Licensing	3
Business Litigation - General	57	Administrative Law	2
Corporate - General	32	Appellate Litigation	2
Employment - Counseling/Investigations	30	Business Litigation – General	2
IP - TM/Copyright Licensing	24	Corporate - Investigations	2
Financial Institutions - Litigation	18	Environmental - Green Initiatives	2
Personal Injury/Tort Litigation	17	Environmental - Toxic Torts	2
IP - Patent Litigation	16	Government Contracts	2
Business Litigation - Class Action- Defense	12	Insurance Coverage - Policy Holders	2
IP - TM/Copyright/Trade Secrets Litigation	11	IP - TM/Copyright Registration	2
Business Litigation - Unfair Competition	9	Mergers & Acquisitions	2
Real Estate - Commercial Leasing	9	Real Estate - Development/Land Use	2
Privacy & Data Security - Litigation	8	Antitrust Litigation	1
Corporate - Finance	7	Corporate – General	1
Employment - Class Action Defense	7	Discovery/E-Discovery	1
Government Investigations	5	Energy	1
Privacy & Data Security - Counseling	4	Entertainment	1
Product Liability Litigation - General	4	Financial Institutions - FinTech	1
Real Estate - Purchase/Sale/Swap	4	Financial Institutions - Regulation & Compliance	1
Employment - Wage & Hour	3	Immigration/Work Authorization	1
Environmental - Regulation	3	Internet/E–Commerce Transactions	1
International - Litigation	3	Mediation	1
Internet/E-Commerce Transactions	3	Non-Profit Institutions	1

“Regarding your participation in Corporate Connections:”



“Would you participate/recommend participation in future Corporate Connections:”

