



HYATT REGENCY

SAN FRANCISCO DOWNTOWN SOMA

2025 ANNUAL BUSINESS CONFERENCE RECAP



CMCP 2025

ANNUAL BUSINESS CONFERENCE
SAN FRANCISCO • SEP 10-12, 2025

HYATT REGENCY
SAN FRANCISCO DOWNTOWN SOMA

TITLE SPONSORS

Allen Matkins

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TABLE OF CONTENTS

3	From the Executive Director
4	Attendee Overview
5	Demographics
6	Agenda
7-9	Session Descriptions
10-13	Keynote Speakers, Speakers & Panelists
14-15	Corporate Connections
16	CMCP Awards
17-18	Sponsors
19-22	Photos & Feedback

FROM THE EXECUTIVE DIRECTOR



The 2025 CMCP Annual Business Conference —“Where Community Meets Opportunity”—marked a powerful milestone in our 36th year as we gathered at the Hyatt Regency San Francisco Downtown SOMA. More than a conference, it was a reaffirmation of CMCP’s enduring commitment to community, collaboration, and the transformative power of inclusion within the legal profession. Convening at a time defined by both challenge and possibility, we remained steadfast in our mission to connect, elevate, and champion diverse attorneys and the organizations that support them.

This year’s conference delivered exceptional programming, featuring thought-provoking panels, dynamic speakers, and our signature Corporate Connections networking experience. We were especially honored by the presence of our distinguished luncheon speakers, California Attorney General Rob Bonta and the 82nd U.S. Attorney General and Senior Counsel at Covington & Burling LLP, Eric H. Holder, Jr., whose insights and leadership deeply resonated with our community. Each element of the conference was intentionally designed to spark meaningful dialogue, foster authentic connections, and inspire collective action.

This extraordinary experience was made possible by the unwavering dedication of our Board of Directors, sponsors, planning committee, volunteers, and staff. Their commitment ensured a conference that not only met the moment, but elevated it.

Whether attending for the first time or returning for the thirty-sixth year, every participant contributed to the strength and vibrancy of the CMCP community. Together, we left inspired, energized, and more deeply connected—ready to continue advancing a more inclusive and equitable legal profession.

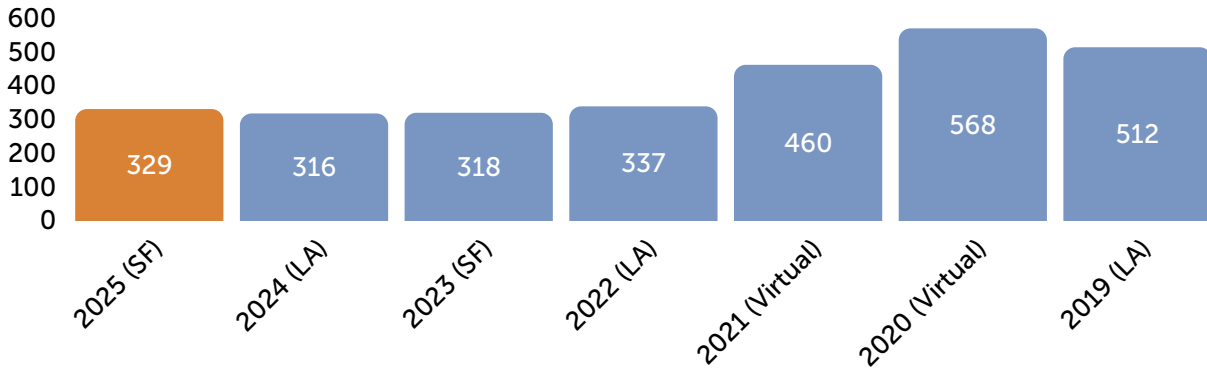
With gratitude,

A handwritten signature in black ink that reads 'Tracey Broadhead'.

Tracey Broadhead
CMCP Executive Director

ATTENDEE OVERVIEW

ATTENDANCE BY YEAR



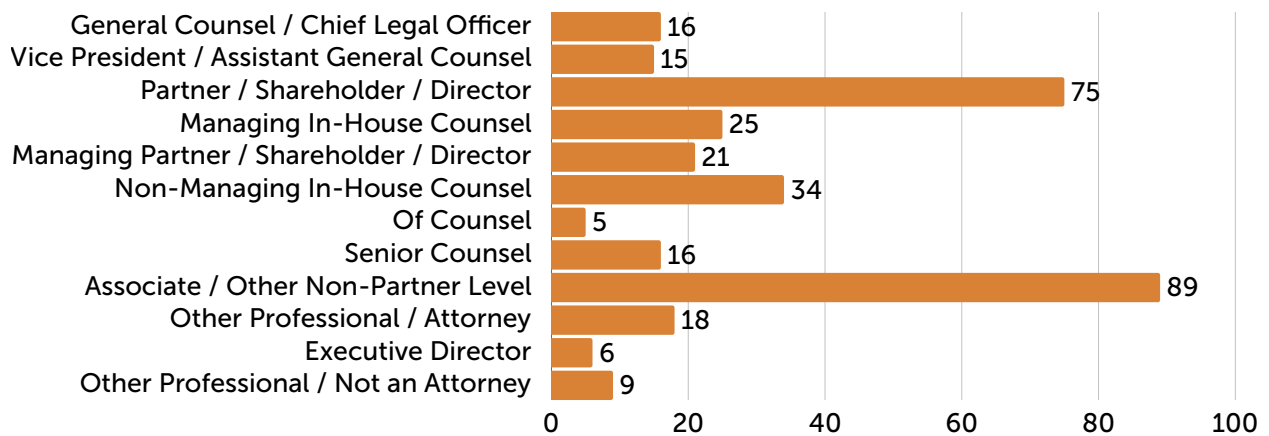
CMCP CONFERENCES ATTENDED

First Time Attendee	46.2%
Once Before	13.4%
Two or More	40.4%

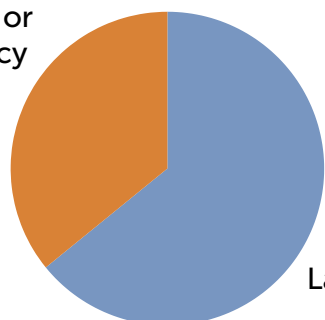
YEAR PASSED THE BAR

1992 - earlier	4.9%
2009-1993 (16 to 31 years of practice)	39.2%
2025-2010 (first 15 years of practice)	49.8%

ATTENDANCE BY ROLE & TYPE



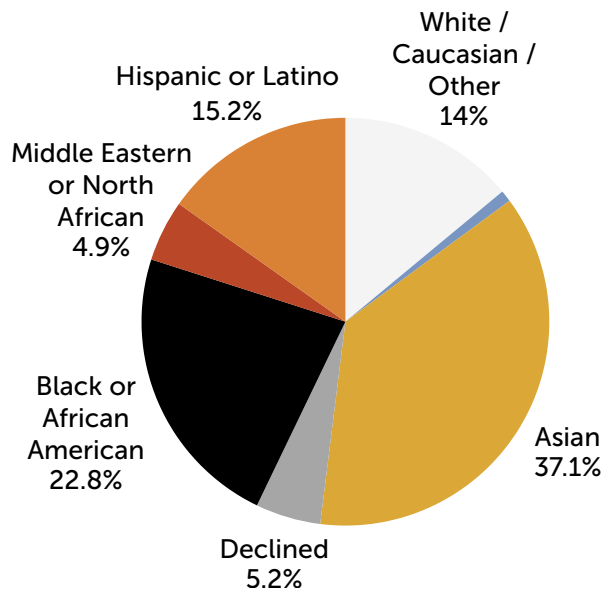
Corporation or
Public Agency
35.9%



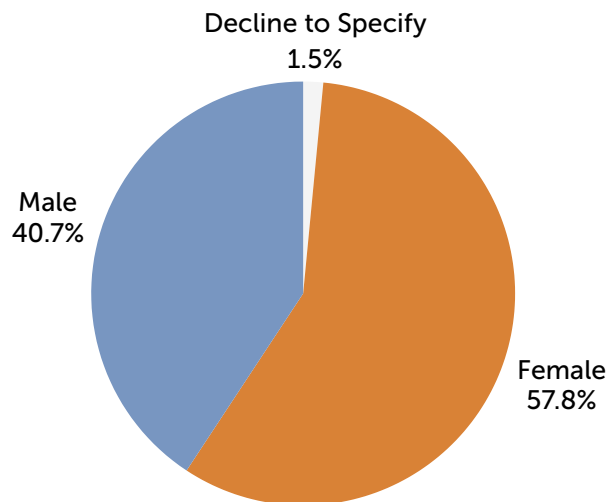
Law Firm or Other
64.1%

DEMOGRAPHICS

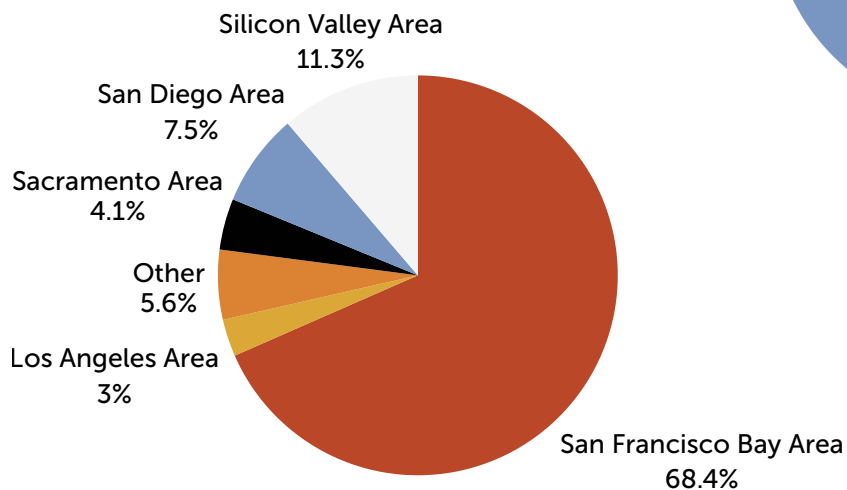
RACE / ETHNICITY



GENDER



REGION / LOCATION



AGENDA

SEPT 10

In House Counsel Luncheon

CMCP Corporate Connections

Welcome Reception

SEPT 11

Breakfast Buffet & Networking (Thursday)

Opening Plenary & From the Desk of the GC

Session A1: Fierce Advocacy, Smart Strategy - A "New School" Approach for Handling Adversity

Session A2: Exploring the Evolution of Equity and Inclusion Initiatives In This New Era

Luncheon with Attorney General Rob Bonta

Session B1: Legal Department Diversity Summit - Building Resilient Legal Teams for a Digital Future

Session B2: Charting Your Course - Intentional Career Moves in an Unpredictable Legal Landscape

Session B3: Pitch Perfect - A Business Development Duet

Session C1: AI Uncovered - Building Responsibly, Using Intentionally

Session C2: Leading from Every Seat - Building Leadership Skills for Impact and Influence

Session C3: Reimagining the Future - Strengthening the Pipeline For a More Inclusive Legal Profession

Meet & Greet the GC's Reception

Dine-Around: SAN FRANCISCO

SEPT 12

Breakfast Buffet & Networking (Friday)

Breakfast with a GC

Women of CMCP Forum: Beyond the Applause - The Untapped Power of Recognition

Men of CMCP Forum: Finding Purpose and Meaning Beyond Titles, Targets, and Transactions

CMCP Recognition Luncheon with Attorney General Eric Holder

SF Giants vs. LA Dodgers Baseball Game

SESSION DESCRIPTIONS

OPENING PLENARY: FROM THE DESK OF THE GC

From the Desk of the General Counsel will bring together leading chief legal officers to share insights on how GCs are shaping the future of business in a complex global environment. From building more inclusive workplaces to balancing ESG commitments with political risk, panelists will tackle the pressing challenges facing corporate legal departments today. The session will also dive into the fast-changing world of AI and agentic AI, exploring how legal teams can harness innovation responsibly while staying ahead of ethical, regulatory, and strategic shifts.

SESSION A1: FIERCE ADVOCACY, SMART STRATEGY - A "NEW SCHOOL" APPROACH FOR HANDLING ADVERSITY

Resilience requires strategic thinking and strong advocacy in today's fast-paced world. This panel features leaders who have tackled challenges directly, combining careful planning with decisive action. Hear stories and learn practical tips on self-advocacy, maintaining focus under pressure, and adapting in critical situations. Whether leading a team, promoting equity, or overcoming obstacles, this session will provide actionable tools and new perspectives to help you thrive.

SESSION A2: EXPLORING THE EVOLUTION OF EQUITY AND INCLUSION INITIATIVES IN THIS NEW ERA

This session will the evolving landscape and efforts to ensure equity and inclusion in the legal profession. Panelist will also look at current responses and offer up the bold ideas to ensure that equity representation in the profession is not placed in jeopardy.

SESSION B1: LEGAL DEPARTMENT DIVERSITY SUMMIT - BUILDING RESILIENT LEGAL TEAMS FOR A DIGITAL FUTURE

The legal workplace has been permanently transformed by remote work, digital collaboration, and the integration of AI. This segment will explore how General Counsel are adapting hiring practices, building an inclusive team culture across time zones, and redefining what it means to mentor, retain, and develop talent in an era of Zoom legal work, hybrid offices, and digital onboarding. Panelists will also consider how AI is reshaping job functions, required skill sets, and expectations for legal talent—raising new questions about how to attract and retain top performers in a rapidly evolving landscape.

SESSION DESCRIPTIONS (CONT.)

SESSION B2: CHARTING YOUR COURSE - INTENTIONAL CAREER MOVES IN AN UNPREDICTABLE LEGAL LANDSCAPE

Are you curious about legal professionals who have made bold career moves across firms, industries, and roles? Panelists will share how they identified the right next step, overcame uncertainty, and aligned their choices with long-term goals. Whether you're considering a pivot or planning your next move (or happy where you are!), join us for honest advice and actionable strategies to help you move forward with purpose.

SESSION B3: PITCH PERFECT - A BUSINESS DEVELOPMENT DUET

In today's competitive legal landscape, successful business development is a two-way street. Join in-house counsel and law firm attorneys for a candid conversation about what makes relationships meaningful, sustainable, and mutually beneficial. Learn how to identify aligned opportunities, build trust over time, and harmonize client and counsel relationships.

SESSION C1: AI UNCOVERED - BUILDING RESPONSIBLY, USING INTENTIONALLY

This dynamic "two-in-one" session brings together experts across two mini-panels for an in-depth look at some of the most compelling issues shaping the future of artificial intelligence.

Part I: AI Development: Explore the legal, ethical, and technical challenges facing AI developers today—from data privacy and model bias to safety and accountability. Panelists will unpack the realities behind training AI models and examine the risks and rewards of current systems on the market.

Part II: AI in Practice: Shift from theory to action with a practical look at how AI is being used in legal practice and beyond. Speakers will share real-world use cases, offer best practices for deploying AI responsibly, and showcase live demos of innovative tools transforming the way we work and live.

Whether you're an AI novice or navigating its implementation in your organization, this session promises insight, inspiration—and unlimited learning.

SESSION C2: LEADING FROM EVERY SEAT - BUILDING LEADERSHIP SKILLS FOR IMPACT AND INFLUENCE

With leaders from a variety of positions and industries, learn about different leadership styles as well as practical strategies to strengthen leadership presence, navigate organizational dynamics and unprecedented challenges, and lead with purpose, regardless of title or role.

SESSION DESCRIPTIONS (CONT.)

SESSION C3: REIMAGINING THE FUTURE - STRENGTHENING THE PIPELINE FOR A MORE INCLUSIVE LEGAL PROFESSION

Join us for a candid and solutions-driven conversation about the systemic barriers that impact the legal talent pipeline—from early education to professional practice. This session will explore how institutions and individuals alike can reimagine and strengthen the path to a more inclusive legal profession. Attendees will leave with actionable strategies to enhance pipeline programs and practical steps in-house counsel and law firm attorneys of all sizes can take to foster lasting change.

WOMEN OF CMCP FORUM: BEYOND THE APPLAUSE - THE UNTAPPED POWER OF RECOGNITION

Join a dynamic and honest conversation among the Women of CMCP as we explore the deeper impact of recognition, beyond awards and applause. Panelists will reflect on how they've strategically embraced theirs and others' identities to create opportunities, recognized the positive impact of found balance between professional drive and personal responsibilities, and leveraged visibility to lead with purpose. Together, we'll unpack how recognition—in all its forms—can be a catalyst for growth, inclusion, and fulfillment in the legal profession.

MEN OF CMCP FORUM: FINDING PURPOSE AND MEANING BEYOND TITLES, TARGETS, AND TRANSACTIONS

True joy and fulfillment in a legal career come from aligning your work with your values and sense of purpose. In a profession often defined by deadlines, demands, and deliverables, practitioners must be self-motivated to find space for reflection and reconnection. This session will explore how to:

- Reignite the passion that first drew you to the legal field
- Identify ways to infuse your practice with purpose—through pro bono service, advocacy, social justice efforts, mentorship, spiritual grounding, or family/personal commitments
- Find meaning in the day-to-day by viewing your work as part of a broader mission

Whether you're navigating life in a law firm, as in-house counsel, or in public service, this conversation will help you reframe success and rediscover joy in your legal journey.

KEYNOTE SPEAKERS



ERIC H. HOLDER, JR.

82nd Attorney General of the United States
and Senior Counsel
Covington & Burling LLP



ROB BONTA

34th Attorney General of the State of
California

SPEAKERS & PANELISTS

NAME	TITLE / POSITION	ORGANIZATION
Alcantar, Raul	Chief Legal & Compliance Officer	Cross Border Xpres
Armstrong, Anna Marie	Senior Director of Recruiting	Paragon Legal
Barrios, Karl	Product Counsel	Google LLC
Bennett, Julia	Chief Marketing and Business Development Officer	Davis Wright Tremaine
Bennett, Ally	Lead Counsel	OpenAI
Bonta, Rob	Attorney General of California	State of California
Chahal, Harpreet	Senior Counsel, Litigation	UCOP
Chatterjee, Neel	Partner	King & Spalding
Choo, Stephan	Partner	Ropers Majeski
Elmer, Russ	General Counsel	ServiceNow
Franco, Laura	Member	Mintz Levin
Gonzales, Cal	Executive Director	Morgan Stanley
Gonzalez, Arturo	Chair of Commercial Litigation	MoFo
Gordon, Hannah	CEO	Hannah Gordon Advisors LLC
Hicks, Jonathan	Senior Counsel	Netflix
Holder, Eric	Senior Counsel	Covington & Burling LLP
Hur, Benedict	Partner	Cooley LLP
Irwin, Matthew	VP & Deputy General Counsel	Gap
Jackson, Yolanda	Executive Director and General Counsel	BASF
Khachatourian, Karineh	Managing Partner and Co-Founder	KXT Law
Kwong, Deanna	Senior Director	Hewlett Packard Enterprise

SPEAKERS & PANELISTS (CONT.)

NAME	TITLE / POSITION	ORGANIZATION
Lawson, Kristina	Managing Partner	Hanson Bridgett
Lee, Cathy	Director, Associate General Counsel	Stability AI
Lee, Eugene	Senior Counsel	Snap Inc.
Lopez, Bernadette	Lead Counsel Americas Sales and Business Operations	Sony
Lopez, Cindy	CEO/Founder	LEAP
Matayoshi, Kelly	Partner	Farella Braun + Martel
McLean, Kerry	General Counsel	Intuit Inc.
Min, Catharina	Partner	Covington & Burling LLP
Monroe, Monica	Partner In Charge	Tucker Ellis
Mosby, Christophe	Associate General Counsel	HP Inc.
Nevarez, Kristi	Managing Partner	Fragomen Worldwide
Phillips, Phuong	Chief Legal Officer	Aledade Inc.
Pina, Thiadora	Associate Dean of Inclusive Excellence/Clinical Professor of Law	Santa Clara University School of Law
Reed, Devora Navera	General Counsel	LAUSD
Reese, Kevin	Partner	Jackson Lewis
Roberts, Reginald	Partner	Sanders Roberts
Sargent, James	Partner	Glaser Weil
Simmons, Shana	General Counsel	Zendesk
Stacey, Caren	Founder and CEO	Diversity Lab
Sulakian, Sona	CEO & Co-founder	Pincites

SPEAKERS & PANELISTS (CONT.)

NAME	TITLE / POSITION	ORGANIZATION
Ta, Quyen	Partner	Skadden
Thomas, Tiffany Renee	Assistant General Counsel	Genentech Inc.
Tong, Katherine	Product Counsel	Google LLC
Torres, Carlos	Chief Legal Officer	Mozilla
Trujillo-Jamison, Kenneth	Managing Partner	Willenken LLP
Ushijima, Christina	Head of Legal	Alembic Technologies
Vasquez, Carlos	SVP, Chief Counsel	Visa Inc.
Wong, Abiel	Managing Counsel	Chevron Corporation
Wong, Brian	General Counsel	Pacific Gas & Electric Company
Yazdi, Jennifer	Senior Employment Counsel	Visa Inc.
Young, Chris	General Counsel	Squint

CORPORATE CONNECTIONS

Corporate Connections is a one-of-a-kind networking event that brings together in-house attorneys and outside counsel to forge strong and long-lasting business relationships. By participating in 20-minute interviews, both parties get to know each other better and explore opportunities to discuss hot topics, share resources, or partner on business.

PARTICIPATING COMPANIES & PUBLIC AGENCIES

- AAA Mountain West Group
- AAA Northern California, Nevada & Utah
- Aledade Inc.
- Astera Labs, Inc.
- Autodesk, Inc.
- Chia Network | Permuto Capital
- Flynn Group LP
- Genentech, Inc.
- HP Inc.
- Intuit Inc.
- McKesson Corporation
- Los Angeles Unified School District
- Molina Healthcare Inc
- Notion Labs, Inc.
- Oportun, Inc.
- Oracle
- Pacific Gas and Electric Company
- Rivian Automotive, LLC
- San Francisco City Attorney's Office
- Snap Inc.
- Southern California Gas Company
- T-Mobile USA, Inc.
- Uber Technologies Inc.
- University of California
- WEBTOON Entertainment
- Whatnot Inc.

CORPORATE CONNECTIONS (CONT.)

PARTICIPATING PRACTICE AREAS

- Business Litigation – Class Action Defense
- Business Litigation – General
- Business Litigation – Unfair Competition
- Corporate – General
- Corporate – Investigations
- Digital Media Counseling/Transactions
- Employment – Class Action Defense
- Employment – Counseling/Investigations
- Employment – General Litigation
- Employment – Wage & Hour
- Entertainment
- False Claims Act Defense
- Financial Institutions – Litigation
- Financial Institutions – Regulation & Compliance
- Government Investigations
- Health Care – Compliance
- Health Care – Litigation
- Health Care – Transactions
- Insurance Coverage – Insurers
- Insurance Coverage – Policy Holders
- IP – Patent Licensing
- IP – Patent Litigation
- IP – TM/Copyright Licensing
- IP – TM/Copyright Registration
- IP – TM/Copyright/Trade Secrets Litigation
- Marketing
- Mergers & Acquisitions
- Personal Injury/Tort Litigation
- Privacy & Data Security – Counseling
- Privacy & Data Security – Litigation
- Real Estate – Commercial Leasing
- Real Estate – Construction Litigation
- Real Estate – Development/Land Use
- Real Estate – Litigation
- Securities – General
- Technology – General
- Technology Services Agreements

CORPORATE CONNECTIONS BY THE NUMBERS

Participating Company and Public Agencies	26
Participating Member Law Firms	55
Total Interviews Scheduled	254
Number of Tables	41
Participating In House Counsel	38
Participating Outside Counsel	101

CMCP AWARDS



MUNGER, TOLLES & OLSON LLP

2025 Drucilla Stender Ramey
Majority-Owned Law Firm Award

SNAP INC.

2025 John Essex and Guy
Rounsaville, Jr.
In-House Counsel Diversity Award

SANDERS ROBERTS LLP

2025 Minority Owned Law Firm
Client Service Award



TIFFANY RENEE THOMAS
GENENTECH, INC.

2025 In-House Counsel
Diversity Leader Award



CAMILO ECHAVARRIA
DAVIS WRIGHT TREMAINE LLP

2025 Deborah J. Broyles
Law Firm Diversity Leader Award

Congratulations!

Thank You TO OUR SPONSORS

TITLE



INTUIT

PLATINUM

COVINGTON

GT GreenbergTraurig



WILSON
SONSINI

GOLD



HansonBridgett

LATHAM & WATKINS LLP

Littler

Seyfarth

SILVER

Cooley

Davis Wright
Tremaine LLP

GIBSON DUNN

Kilpatrick

K&S King &
Spalding

M
MINTZ

MORRISON
FOERSTER

Perkins
Coie

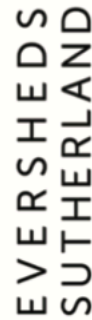
Skadden

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COPPER



BRONZE



PHOTOS & FEEDBACK



Chloe Jackman Photography

"All of the speakers brought relevant information and insights into the sessions and were well prepared and spoke to the purpose of the conference. I got good takeaways from every session I attended."

PHOTOS & FEEDBACK



Chloe Jackman Photography

"I had a hard time not yelling out 'Amen!' and 'Preach' during [many] sessions. Very compelling."

"My favorite conference of the year."

PHOTOS & FEEDBACK



Chloe Jackman Photography

"All excellent. A real treat to hear Rob Bonta and Eric Holder speak."

"Very inspiring all around."

PHOTOS & FEEDBACK



Chloe Jackman Photography



4.9 STAR
ATTENDEE RATING