



CMCP OVERVIEW

MISSION

To promote diversity in the legal profession by providing attorneys of color with access and opportunity for business and professional development.

WHO WE ARE

The **California Minority Counsel Program (CMCP)** is a California 501(c)(6) non-profit mutual benefit corporation, dedicated to promoting diversity in the legal profession by providing attorneys of color with access and opportunity for business and professional development.

CMCP is the only state-wide organization that brings business lawyers of all races together as members and colleagues, regardless of the type of organization in which they practice, for the purpose of achieving diversity and inclusion within law firms and in-house law departments, and in the outside counsel spend of corporations and government agencies.

HISTORY

CMCP was formed in 1989 in response to the disparity between the percentage of minorities in the state's population and legal profession. Since inception, through independent programs and partnerships with other diversity organizations, CMCP has pro-actively:

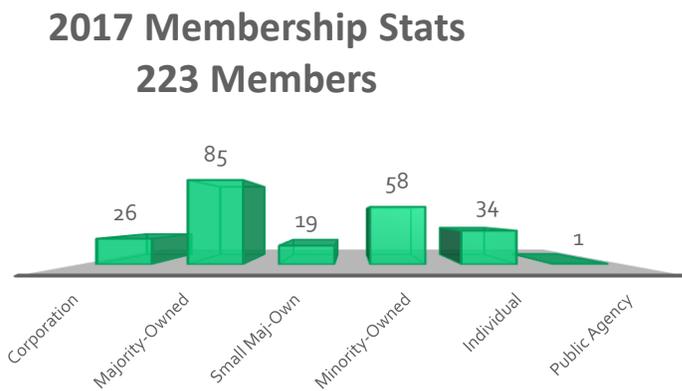
- provided direct opportunities for minority attorneys to attain access to business decision-makers and demonstrate their abilities
- assisted corporations, law firms and public agencies in meeting their commitments to increasing the numbers of attorneys of color in their organizations
- assisted corporations and public agencies in increasing their minority attorney outside counsel spend

MEMBERS

- Corporate and public agency law departments
- Minority-owned law firms
- Majority-owned law firms (large and small, national and local)
- Individual attorneys committed to taking action to increase diversity in the legal profession

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MEMBERSHIP SNAPSHOT



Representative Members

Gap Inc.	Allen Matkins et al. LLP
Google Inc.	Hanson Bridgett LLP
Southern California Gas Company	LTL Attorneys LLP
Wal-Mart Stores, Inc.	Norton Rose Fulbright US LLP

THE VALUE ADD FOR CORPORATE MEMBERS

CMCP membership supports the business and diversity needs of its corporate members in several ways:

- Provides a platform for public statement of the company’s commitment to diversity by leveraging the reputation of the best known California legal diversity organization for business attorneys.
- Allows in-house lawyers to develop relationships with lawyers outside of their customary social and professional circles, which ultimately gives access to a broader network.
- Introduces in-house lawyers to minority attorneys who reflect the diversity of the California judiciary and regulators.
- Provides opportunities to connect with other in-house counsel to talk about current issues and challenges in managing outside counsel expenses, diversity initiatives, and the myriad of business and legal issues with which other in-house counsel are familiar.
- Boosts the company’s visibility and attractiveness to minority attorneys seeking, now or at some future date, to move into in-house legal positions.

CMCP seeks to showcase its in-house members by recognizing them without simply making them targets for solicitation for work—at the Annual Business Conference and other events, in-house counsel are able to make connections in a relaxed environment. Substantive programs are designed to be relevant and useful for both in-house and outside counsel.



DUES INFORMATION

Membership Type	Annual Membership Dues*
Corporation	\$3,000
Majority-Owned Law Firm	\$3,000
Minority-Owned Law Firm**	\$350
Public Agency	\$1,500
Small Majority-Owned Law Firm (10 attorneys or less)	\$350
Individual	\$300

* With the exception of the Individual level membership, dues include member benefits for all attorneys at a member organization.

** A Minority-Owned Law Firm is one in which at least 51% of the partners/shareholders/owners are attorneys of color.

PROGRAMS, ACTIVITIES AND EVENTS

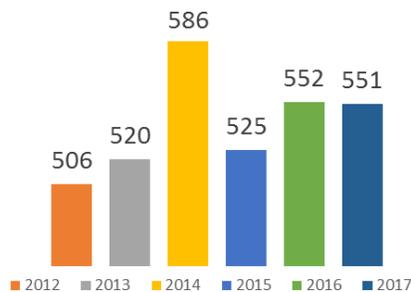
CMCP's programs and other activities all serve to level the playing field for attorneys of color. CMCP provides multiple ways for minority attorneys to make connections, showcase their skills, gain access to decision-makers, expand their networks, and develop relationships that further their careers and lead to business and job opportunities.

At the core of CMCP services, CMCP annually hosts as well as co-sponsors numerous events and programs. These events and programs include CLEs on substantive law and law practice, networking receptions and programs on diversifying the legal profession. CMCP events are generally free to members. In 2017, CMCP and the CMCP Ambassadors Council organized 23 events.

The hallmark of CMCP's programmatic offerings is its highly regarded **Annual Business Conference**, which brings diverse attorney talent to participating corporations. A two-day event filled with networking, educational panels and sessions, and premium access to corporate legal departments, this conference has yielded numerous business connections and employment opportunities for CMCP membership.

Member participation and active engagement is the key to CMCP’s program success. CMCP provides opportunities for lawyers of color -- whether as volunteers, writing e-Newsletter articles, attending and helping design programs and events throughout the year, attending the **Annual Business Conference**, or participating in **Corporate Connections** as corporate interviewers or law firm attorneys seeking business.

ANNUAL BUSINESS CONFERENCE ATTENDANCE SNAPSHOT



CONFERENCE ATTENDEES	2012	2013	2014	2015	2016	2017
Law Firm	376	331	338	334	372	364
In-House	104	83	120	83	123	133
Other	26	106	128	108	57	54
TOTAL:	506	520	586	525	552	551

For the future, CMCP’s continued focus remains on developing programs and events for each of our constituencies that addresses business, professional and career development, diversification of corporate and law firm counsel, effective recruitment and retention practices for minority attorneys, and substantive practice area development.

CORPORATE CONNECTIONS

The **Corporate Connections** segment of our **Annual Business Conference** is a unique CMCP opportunity for in-house attorneys and outside counsel to meet for focused 15-minute interviews, and begin to establish or strengthen an already existing relationship.

Corporate Connections uses a sophisticated matching process which allows companies to specify firms they want to meet based on size, practice areas and other factors. **It provides an ideal way for a corporate legal department to meet new minority attorneys at firms they know, and to be exposed to minority attorneys at a wide range of large, midsize, small, boutique and minority-owned firms that can provide cost-effective quality representation.**

Law firm attorneys either employed by a CMCP member law firm or who are CMCP individual members can participate in **Corporate Connections**, as well as in-house counsel in companies and public agencies, whether or not in CMCP member organizations.



Corporate Connections 2017 Statistics			
Interviewing Companies	38	Interviewing Law Firms	122
Interview Tables	50	Interviews Conducted	350
In-House Interviewing Attorneys	81		

The **CMCP 29th Annual Business Conference** will take place October 10-12, 2018 at The Palace Hotel in San Francisco.

BENEFITS AND RESOURCES

- Networking
- Speaking and Writing Opportunities (*priority to CMCP members*)
- Sub-Committee Participation*
- CMCP Member Organization and Individual Attorney Spotlights
- No Cost or Discounted Events and Programs*
- Recognition in CMCP Hot News*
- Free Job Postings*
- ****Minority Lawyer Locator*** (*searchable by the public*)
- Job Bank (*searchable by the public*)
- Underwriting and Sponsorship Opportunities
- Legal News Updates from CMCP Members via JD Supra

**CMCP Member
Only Benefit*

**MINORITY LAWYER LOCATOR

One of the valuable benefits of CMCP membership is the Minority Lawyer Locator, which is used for finding CMCP Corporate, Public Agency, Law Firm and Individual members by name, geography and areas of practices.



AWARDS

CMCP has been recognized for its leadership and effectiveness by publications such as *The Recorder*, *Daily Journal*, and *Diversity & The Bar*, and by industry leaders such as the California State Bar and the Minority Corporate Counsel Association (MCCA). In 2002, CMCP was the first recipient of the California State Bar's Council on Access & Fairness (COAF) Non-Profit Diversity Award. CMCP received COAF's Non-Profit Diversity Award again in September 2014, in recognition of its accomplishments over 25 years.

In April 2012, CMCP was awarded the David Cunningham Community Service Award by the California Association of Black Lawyers.

In July 2015, CMCP and CMCP member Kaiser Health Care Foundation received the National Bar Association's (NBA) Pinnacle Award for Collaboration, presented as part of the NBA's Corporate Leadership Forum.

SOCIAL MEDIA

CMCP

- Facebook: <https://www.facebook.com/diversitymatters>
- Google+: <https://plus.google.com/108859099704013798473>
- LinkedIn: CMCP: <https://www.linkedin.com/groups/1754617>
- Twitter: <https://twitter.com/CMCPbuzz>

CMCP Ambassadors Council

- Instagram: <https://www.instagram.com/cmcpac/>
- LinkedIn: <https://www.linkedin.com/groups/13538852/profile>

FOR MORE INFORMATION

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Connect With Us

