

Resources List

International Institute for Conflict Prevention & Resolution (www.cpradr.org)

CPR Institute is a nonprofit organization based in New York City. Our mission is to spearhead innovation and promote excellence in public and private dispute resolution, and to serve as a primary multinational resource for avoidance, management and resolution of business-related and other disputes.

The members of our Diversity Task Force work to improve diversity in the field through initiatives, programs, articles, and conferences. The mission of this group is to devise practical strategies to increase the participation of women and minorities in mediation, arbitration and other ADR processes, whether as client representatives, as neutrals, or otherwise. In 2007, the Task Force published and disseminated an ADR Diversity Survey to assist corporate law departments to hold their outside lawyers accountable for the use of minorities and women in ADR. It also considered mentoring, “pipeline” schemes, and other ways to raise the consciousness of industry participants to the expectations of corporate end-users that a diverse pool of excellent neutrals and legal advisors be made available to them. The Co-Chairs of this Committee are Charles Morgan of FTI Consulting, Carla Herron of Shell Group, and Thomas Sager of E. I. du Pont de Nemours and Company.

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National Minority Bar Associations and “Diversity” Legal Organizations

There are many minority bar associations and diversity-focused legal organizations serving state and local communities of attorneys, however, the following is a list of only the national organizations. In addition, this list was compiled by MCCA using its best efforts. To the extent this list omits any national organizations, our apologies for the oversight and please forward contact information for the omitted organizations to peterchin@mcca.com so that they may be added.

Minority Corporate Counsel Association (www.mcca.com)

Founded in 1997, MCCA advocates for the expanded hiring, promotion, and retention of minority attorneys in corporate legal departments and the law firms that serve them. MCCA has one goal: to advance diversity in the legal profession and to create workplaces of inclusion for traditionally underrepresented groups, such as, women, people of color, LGBT, and people with disabilities. MCCA furthers its mission by publishing research on achieving diversity and best practices in the legal profession, honoring innovative diversity programs with its Employer of Choice and Thomas L. Sager awards, and assisting diverse law students through the Lloyd M. Johnson, Jr. Scholarship Program. MCCA’s work has been recognized with awards from the National Minority Business Council, Inc., the U.S. Equal Employment Opportunity Commission, the National Gay and Lesbian Law Association, and the Association of Corporate Counsel.

MCCA is headquartered in Washington, D.C., and also has a Southeast regional office in Atlanta, Ga.

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National Bar Association (www.nationalbar.org)

First organized in 1925, NBA is the oldest and largest national minority bar association and consists of a network of 44,000 African-American members of the bar who are lawyers, judges, law professors and law students. The organization seeks to advance the science of jurisprudence, preserve the independence of the judiciary and to uphold the honor and integrity of the legal profession. The objectives of the NBA "...shall be to advance the science of jurisprudence; improve the administration of justice; preserve the independence of the judiciary and to uphold the honor and integrity of the legal profession; to promote professional and social intercourse among the members of the American and the international bars; to promote legislation that will improve the economic condition of all American citizens, regardless of race, sex or creed in their efforts to secure a free and untrammled use of the franchise guaranteed by the Constitution of the United States; and to protect the civil and political rights of the citizens and residents of the United States."

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Hispanic National Bar Association (www.hnba.com)

The Hispanic National Bar Association (HNBA) represents the interests of the more than 100,000 Hispanic attorneys, judges, law professors, legal assistants, and law students in the United States and its territories. From the days of its founding three decades ago, the HNBA has acted as a force for positive change within the legal profession. It does so by encouraging Latino students to choose a career in the law and by promoting their advancement within the profession once they graduate and start practicing. Through a combination of issue advocacy, programmatic activities, networking events, and educational conferences, the HNBA has helped generations of lawyers succeed. The HNBA is divided into nineteen regions and each region has a president that is elected by local members. For students, there is a law student division.

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National Asian Pacific American Bar Association (www.napaba.org)

NAPABA is the national association of Asian Pacific American (APA) attorneys, judges, law professors, and law students, providing a national network for its members and affiliates. NAPABA advocates for the legal needs and interests of the APA community and represents the interests of over 40,000 attorneys and approximately 57 local APA bar associations, with practice settings ranging from solo practices to large firms, corporations, legal services organizations, non-profit organizations, law schools, and governmental agencies.

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Note: NAPABA publishes a law firm partners directory that is broken down by practice areas and includes attorneys in both majority and MWBE firms.

The National LGBT Bar Association (www.lgbtbar.org)

The National LGBT Bar Association is a national association of lawyers, judges, and other legal professionals, law students, activists, and affiliates lesbians, gay, bisexual, transgender legal organizations. The LGBT Bar promotes justice in and through the legal profession for the LGBT community in all its diversity. The Association also annually presents the popular Lavendar Law conference, a career fair and educational forum for LGBT lawyers and legal professionals.

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National South Asian Bar Association (www.nasaba.com)

Rahul Ranadive
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NASABA

Note: No mailing address or email contact listed on web site

The National Association of Women Lawyers (nawl@nawl.org)

NAWL is a national voluntary legal professional organization devoted to promoting the interests and progress of women lawyers and women's legal rights. Founded in 1899, long before most local and national bar associations admitted women, NAWL serves as an educational forum and

an active voice for the concerns of women in the legal profession. NAWL is about solutions, both for workplace issues facing women lawyers and for societal problems confronting women in our nation and worldwide. NAWL, through its members and committees, functions as the voice of women in the law™, providing a collective voice in the bar, courts, Congress, and workplaces to make women's concerns heard.

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Note: NAWL publishes a directory of women-owned law firms.

National Native American Bar Association
(www.nationalnativeamericanbarassociation.org)

NNABA serves as the national association for Native American attorneys, judges, law professors and law students, and attorneys who practice Indian law. NNABA strives to be a leader on social, cultural, political and legal issues affecting American Indians, Alaska Natives, and Native Hawaiians. NNABA encourages all attorneys, judges, law professors, and law students who share an interest in our mission to join NNABA as a regular member, associate member, or special member.

NNABA
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Corporate Counsel Women of Color

CCWC is a 501 (c) (3) not-for-profit organization of women attorneys of color who serve as general counsel, assistant general counsel, corporate counsel, in-house legal counsel, and in other capacities for Fortune 1000 companies, Forbes 2000 companies, not-for-profit corporations, and other entities in the United States of America and abroad. The organization was formed in 2004 to provide a support network to in-house women of color and to facilitate networking around the nation and abroad, promote career advancement and the success of in-house women of color, and promote all aspects of global diversity in the legal profession and workplace. Corporate Counsel Women of Color currently has a roster of over 2,300 in-house women attorneys of color in the United States, as well as in Canada, Asia, Africa, and Europe.

Lori N. Robinson
Founder and CEO
CCWC
Radio City Station

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American Bar Association

There are several efforts underway within the ABA and its practice sections, however, the following three are the primary organizations established to advance diversity for minorities, women, and LGBT attorneys.

Mailing address:

American Bar Association
750 N. Lakeshore Drive
Chicago, IL 60611

The ABA Center for Racial and Ethnic Diversity (www.abanet.org/diversity)

Established by the ABA Board of Governors to coordinate and enhance the ABA's diversity efforts. The Center is comprised of three racial and ethnic diversity entities (Commission on Racial and Ethnic Diversity, Council on Racial and Ethnic Justice and the Presidential Advisory Council on Diversity). Through the efforts of these groups, the ABA will address the issue of diversity with a three-pronged approach: pipeline issues, legal profession issues and social justice issues. With this approach, we are confident that the ABA will continue to move forward on diversity issues.

Staff Contact: Cie Armstead, Director, (312) 988-6086, ArmsteadC@staff.abanet.org

The ABA Commission on Women (www.abanet.org/women)

The Commission was created in August 1987 to assess the status of women in the legal profession, identify barriers to advancement, and recommend to the ABA actions to address problems identified. Hillary Rodham Clinton, the first chair of the Commission, set the pace for the Commission to change the face of the legal profession by issuing a groundbreaking report in 1988 showing that women lawyers were not advancing at a satisfactory rate. From this report, the Commission found that a variety of discriminatory barriers remained a part of the professional culture, the significant increase in the number of women attorneys would not eliminate these barriers and a thorough reexamination of the attitudes and structures in the legal profession was needed.

Staff Contact: Veronica Munoz, Director, 312.988.54, munozv@staff.abanet.org

The ABA Commission on Sexual Orientation and Gender Identity (www.abanet.org/dch/committee.cfm?com=CC103270)

The mission of the ABA Commission on Sexual Orientation and Gender Identity is to secure for lesbian, gay, bisexual and transgender persons full and equal access to and participation in the ABA, the legal profession and the justice system. Through education efforts, policy development, building relationships with leaders in the profession, and other activities, the Commission seeks to secure equal treatment in the ABA, the legal profession and the justice system without regard to sexual orientation or gender identity, remove barriers to professional advancement, and promote diversity.

Staff Contact: Michael William Helfgott, 312.988.5000, helfgottm@staff.abanet.org

Resources to Find Certified Minority & Women-Owned (MWBE) Law Firms

National Association of Minority and Women-Owned Law Firms (www.namwolf.org)

The National Association of Minority & Women Owned Law Firms (NAMWOLF) was established in July, 2001. The purpose of NAMWOLF is to encourage major corporations and public entities to utilize the services of minority and women-owned law firms. NAMWOLF's Law Firm Membership is comprised of AV-rated firms across the nation which represent major corporate clients. NAMWOLF assists its Law Firm Members in developing strategic alliances, coalitions, and affiliations with corporations, in-house counsel, and other legal trade associations. Through these efforts, NAMWOLF helps ensure the long-term survival of minority and women-owned law firms.

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The National Minority Law Group (www.nmlg.org)

The National Minority Law Group (NMLG) is a fully integrated group of certified minority-owned law firms devoted to delivering the highest quality of legal services on a national basis to Corporate America. NMLG has brought together more than 500 attorneys, all members of AV Rated, minority-owned law firms located in most metropolitan areas. Membership is limited to those firms that comply with a strict set of criteria and have undergone a detailed due diligence process. In addition to acting as a working group serving national clients, NMLG created and manages *The Registry*, a research tool that allows users to search for minority-owned law firms based on a variety of criteria, including geographical location, number of attorneys and areas of practice. (No mailing address or email listed as this is an affiliation of independent law firms.)

Minority and Women Law Firms web site (minorityandwomenlawfirms.com)

This site is not associated with a bar association or legal organization. It was established with the support of the general counsel of several leading companies: DuPont, Shell Oil, Sara Lee, Wal-Mart, and General Motors with the goal to increase utilization levels of MWBE law firms by sharing information about the MWBE firms their law departments retain to represent their corporations. The site seeks to help users find a MWBE firm with experience serving Corporate America. These five leading law departments worked with an outside consultant to launch this web site as an easy online tool with a US map plotting 102 different MWBE law firms in 39 states. You just cursor over the state and there is a listing of all firms in that state who have done work with at least one of these five companies.