

## ORGANIZATIONS & RESOURCES

Organizations dedicated to supporting and promoting attorneys from underrepresented communities, which are also great resources for improved recruiting and hiring practices:

### Hiring In-House Counsel:

**Corporate Counsel Women of Color (CCWC)** – CCWC provides a support network to in-house women attorneys of color and promotes the national and international advancement of women of color in the legal profession and workplace. For more information, visit <https://ccwomenofcolor.org/>.

\*\* Job Board ([FIND TALENT | Careers \(careers-ccwomenofcolor.org\)](#))

**Minority Corporate Counsel Association (MCCA)** – an association committed to advancing the hiring, retention, and promotion of diverse lawyers in law departments and law firms by providing research, best practices, professional development, training, and networking opportunities. For more information, visit <https://www.mcca.com/>.

\*\* Job Bank ([MCCA Job Bank|Find Your Career Here](#))

**Black General Counsel 2025 Initiative** – an initiative dedicated to increasing the number of Black GCs in Fortune 1000 companies from 38 (3.8%) to 50 (5%) by 2020, and to 100 (10%) by 2025. Identifies current Black GCs, provides aspiring GCs with tools and information to assist them in their career progression, assists with the identification of diverse talent when filling GC and other legal leadership roles, and facilitates the mentorship of a Cohort of Black legal leaders and opportunities for them to network with and learn from prominent corporate leaders, recruiters, and peers.

\*\* List of Black GCs at Fortune 1,000 Companies ([GCs of the Fortune & Global 1000 \(blackgc2025.com\)](#))

\*\* List of Black GCs at Other Organizations ([GCs Beyond the Fortune & Global 1000 \(blackgc2025.com\)](#))

### Hiring In-House or Outside Counsel:

**Leadership Council on Legal Diversity (LCLD)** – an organization of more than 350 Members, who serve as either general counsel of major corporations or managing partners of the nation's leading law firms. United by a spirit of activism and personal commitment, LCLD Members participate widely in the programs they've created — leading by example, taking action, and challenging the legal profession to prepare future generations of diverse talent for the highest positions of leadership. For more information, visit [www.lclldnet.org](http://www.lclldnet.org).

\*\* Directory of 4,000+ LCLD Alums ([Directory | LCLD \(lclldnet.org\)](#))

### Hiring In-House Interns:

**ACC NCR Corporate Scholars** – a diversity pipeline program for students attending eligible law schools in our service area. Scholars are matched with a legal department host organization after a rigorous screening process to participate in a 10-week summer internship program and receive a stipend of \$10,000. For more information or to apply to be a host, email [Frost.Telegadas-ncr@accglobal.com](mailto:Frost.Telegadas-ncr@accglobal.com) or visit <https://www.acc.com/ncr/corporate-scholars-program>.

### Hiring Outside Counsel:

**Diverse Partners Network** (soon to be Diverse Lawyers Network) which publishes a newsletter and maintains a directory. For more information, visit <https://www.diversepartnersnetwork.com>.

**National Association of Minority and Women Owned Law Firms (NAMWOLF)** – an organization dedicated to promoting diversity in the legal profession by fostering successful relationships among preeminent minority and women owned law firms and private/public entities. NAMWOLF's vision is to achieve equity in legal opportunity through minority and women owned law firms. For more information, visit <https://namwolf.org/>.

### Setting Standards & Accountability for Recruiting & Hiring:

**Diversity Lab** – an incubator for innovative ideas and solutions that boost diversity and inclusion in law. Experimental ideas are created through hackathons and piloted in collaboration with more than 150 top law firms and legal departments across the country. They leverage data, behavioral science, design thinking, and technology to further develop and test the ideas, measure the results, and share the lessons learned. For more information, visit <https://www.diversitylab.com/>. One of their many initiatives:

- ❖ **Mansfield Rule** (<https://www.diversitylab.com/pilot-projects/mansfield-rule-legal-department-3-0-edition/>) The Mansfield Rule Legal Department (MRLD) 3.0 Edition requires that at least 20% of candidates considered for open positions are underrepresented racial and ethnic lawyers, lawyers with disabilities, and/or LGBTQ+ lawyers (in addition to requiring that at least 50% of the candidates are historically underrepresented lawyers, including women who aren't otherwise underrepresented) for certification. MRLD 3.0 has also been expanded to require that legal departments track how high-quality work and development opportunities are allocated and both create and maintain transparent and accessible roadmaps for advancement of current team members. It further drives change within the legal industry by focusing on outside counsel leadership and economic benefactors.

In addition, there are many more organizations available to legal departments to increase their diversity, equity, and inclusions efforts:

#### Volunteer to Support the Pipeline:

**Council on Legal Education Opportunity (CLEO)** - a national non-profit organization dedicated to expanding opportunities for minority and low-income students to attend law school. Since its inception, more than 25,000 students have participated in CLEO's programs and joined the legal profession. ACC NCR recently hosted its first event with CLEO. For more information about the organization or to volunteer, visit <https://cleoinc.org>.

**Street Law** – among its many activities educating people about law and government, Street Law's Legal Diversity Pipeline Programs partner law firms and corporate legal departments with nearby, diverse high school classes. Through classroom visits and a field trip to the law firm or legal department, volunteers teach lessons and lead activities designed to increase students' knowledge and interest in the law and legal careers. ACC NCR has proudly partnered with EchoStar/Hughes to work with students at Clarksburg High School in Clarksburg, Maryland, and with the ACC Foundation to work with students at Potomac High School in Oxon Hill, Maryland. For more information about Street Law's Legal Diversity Pipeline Program or to volunteer with either of the chapter's effort, visit <https://www.streetlaw.org/programs/legal-diversity-pipeline-programs>.

#### Dedicated In-House DE&I Initiatives

##### **ACC Foundation:**

- ❖ **ACC/ACC Foundation DEI Maturity Model** – a research tool developed in conjunction with an advisory committee of top corporate executives with DEI expertise, the [DEI Maturity Model](#). serves as a simple pragmatic resource, for corporate legal department leaders to measure where their DEI programs and policies are currently, and help identify clear next steps if they determine improvements are necessary.
- ❖ **ACC Foundation I.D.E.A.L.** – a collection of carefully curated programs and resources on race, equity, social justice, diversity, and inclusion. The goal is to Inform our networks about the inequities that plague our profession, provide opportunities to Discuss these inequities, and Equip these networks with solutions that will enable them to Act and Lead for change. For resources, including recorded programs and articles, see [ACC Foundation I.D.E.A.L. | ACC Foundation \(acc-foundation.com\)](#)

## Affinity Bar Associations

### **National Affinity Bar Associations**

- American Association of Jewish Lawyers and Jurists ([www.aajlj.org/](http://www.aajlj.org/))
- Hellenic Lawyers Association (<http://www.helleniclawyersassociation.org/>)
- Hispanic National Bar Association (<https://hnba.com>)
- Institute for Inclusion in the Legal Profession (<https://theiilp.com>)
- National Bar Association (<https://nationalbar.org>)
- National Asian Pacific American Bar Association (<https://napaba.org>)
- National Employment Law Council (<https://www.nelc-law.org>)
- National LGBT Bar Association (<https://lgbtqbar.org>)
- South Asian Bar Association of North America (<https://sabanorthamerica.com>)

### **Washington, D.C. Affinity Bar Associations**

(<https://join.dcbar.org/eweb/DynamicPage.aspx?Site=dcbar&WebCode=volbars>), including:

- Asian Pacific American Bar Association of the Greater Washington, D.C. Area ([www.apaba-dc.org](http://www.apaba-dc.org))
- Association of Nigerian Lawyers, Metropolitan DC (email [caguocha@oaulaw.com](mailto:caguocha@oaulaw.com))
- Bar Association of the District of Columbia, Young Lawyers Section ([www.badc.org/i4a/pages/index.cfm?pageID=3318](http://www.badc.org/i4a/pages/index.cfm?pageID=3318))
- Capital Area Muslim Bar Association ([cambadc.org](http://cambadc.org))
- Filipino American Lawyers Association of Washington DC ([www.facebook.com/filamlawDC/](http://www.facebook.com/filamlawDC/))
- Greater Washington Area Chapter, Women Lawyers Division, National Bar Association ([www.gwacbar.org](http://www.gwacbar.org))
- Hispanic Bar Association of DC (<http://www.hbadc.org/>)
- Inter-American Bar Association, D.C. Chapter ([www.iaba.org](http://www.iaba.org))
- Iranian American Bar Association, D.C. Chapter ([www.iaba.us/chapters/washington-d-c/](http://www.iaba.us/chapters/washington-d-c/))
- LGBT Bar Association of the District of Columbia ([www.lgbtbardc.org/](http://www.lgbtbardc.org/))
- National Conference of Black Lawyers, D.C. Chapter (<https://ncbl-dc.org/>)
- Native American Bar Association of Washington, DC ([www.nabadc.com](http://www.nabadc.com))
- South Asian Bar Association ([www.sabadc.org](http://www.sabadc.org))
- Vietnamese American Bar Association of the Greater Washington, DC Area, Inc. ([www.vabadc.com](http://www.vabadc.com))
- Washington Bar Association, Young Lawyers Division ([www.wbayld.org/](http://www.wbayld.org/))
- Washington Foreign Law Society ([www.wfls.org](http://www.wfls.org))
- Women's Bar Association of D.C. ([www.wbadc.org](http://www.wbadc.org))

## Virginia Affinity Bar Associations

(<https://www.vsb.org/site/conferences/clba/local-statewide-bar-associations>), including:

- Asian Pacific American Bar Association of Virginia (<https://www.apabava.org/>)
- Greater Peninsula Women's Bar Association (<https://www.facebook.com/GPWBA/>)
- Hispanic Bar Association of Virginia (<https://www.barassociationdirectory.com/va/hispanic-bar-association-virginia/> and <https://www.facebook.com/hispanicbarvirginia/>)
- Metro Richmond Women's Bar Association (<https://www.mrwba.org/>)
- Northern Virginia Black Attorneys Association (<https://www.novabaa.org/>)
- Virginia Women Attorneys Association (<http://www.vwaa.org/>)
  - Charlottesville Area Chapter
  - Fredericksburg Area Chapter (\*NEW)
  - Hampton Roads Chapter
  - Loudoun Chapter
  - New River Valley Chapter
  - Northern Virginia Chapter
  - Prince William Chapter
  - Richmond Chapter
  - Roanoke Chapter

**Diversity Bar Coalition – National Capital Region** – a new organization composed of legal organizations in the District, Maryland, and Virginia that believe diversity in the study and practice of law is an essential contribution to society. The Diversity Bar Coalition – National Capital Region works to leverage its joint resources to amplify its collective voice, drive forward diversity and inclusion initiatives in pipeline and professional development efforts, and advocate for civil rights. To learn more and join in the effort, visit [www.DBCNationalCapitalRegion.org](http://www.DBCNationalCapitalRegion.org).