

Call to Action

Diversity in the Legal Profession

Commitment Statement

Corporate Signatories

How to Sign Up

In 1999, about 500 major corporations signed a document entitled *Diversity in the Workplace*, a Statement of Principle that evidenced their commitment to diversity in the legal profession.

Rodenick Palmore, seeing the urgent need to further the goals of *Diversity in the Workplace*, created a new *Call to Action* to go beyond the "disappointing plateau" (*Diversity & the Bar*, January 2005) that *Diversity in the Workplace* had reached.

Upon signing the new *Call to Action*, the corporations agree to:

- Take action consistent with the diversity statement
- Make an abiding commitment to diversity in their own departments
- Actively look for opportunities with law firms that distinguish themselves in diversity issues
- To end or limit relationships with firms whose track records reflect a lack of meaningful interest in diversity

Since Rick Palmore's creation of the *Call to Action*, approximately 90 GCs have signed on, and the list continues to grow daily.



Supporting Organizations

Events

This web site was developed by MCCA at the request of Rick Palmore in order to field many frequently asked questions. If you have questions or comments regarding this site, please direct your email to info@mcca.org

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Diversity in the Legal Profession

Commitment Statement

A Call to Action: Diversity in the Legal Profession

"As Chief Legal Officers, we hereby reaffirm our commitment to diversity in the legal profession. Our action is based on the need to enhance opportunity in the legal profession and our recognition that the legal and business interests of our clients require legal representation that reflects the diversity of our employees, customers and the communities where we do business. In furtherance of this renewed commitment, this is intended to be a *Call to Action* for the profession generally, in particular for our law departments, and for the law firms with which our companies do business.

In an effort to realize a truly diverse profession and to promote diversity in law firms, we commit to taking action consistent with the referenced *Call to Action*. To that end, we pledge that we will make decisions regarding which law firms represent our companies based in significant part on the diversity performance of the firms. We intend to look for opportunities for firms we regularly use which positively distinguish themselves in this area. We further intend to end or limit our relationships with firms whose performance consistently evidences a lack of meaningful interest in being diverse."

Call to Action

Diversity in the Legal Profession

Corporate Signatories

(in alphabetical order)

Robert Armitage

Eli Lilly & Company
Senior Vice President & General Counsel

Richard Baer

Qwest Communications International Inc.
Executive Vice President & General Counsel

Douglas Bain

The Boeing Company
Senior Vice President & General Counsel

Vernon Baker, II

Arvin Meritor, Inc.
Senior Vice President & General Counsel

William P. Barr

Verizon
Executive Vice President & General Counsel

Ann Baskins

Hewlett Packard Company
Senior Vice President, General Counsel & Secretary

James Bender

The Williams Companies, Inc.
Senior Vice President & General Counsel

Susan L. Blount

Prudential Financial, Inc.
Senior Vice President & General Counsel

Theodore Bobby

H.J. Heinz Company
Senior Vice President & General Counsel

Joanne L. Bober

JC Penney
Senior Vice President, General Counsel & Secretary

Paula Boggs

Starbucks Coffee Company
Executive Vice President, General Counsel & Secretary

Jon Botsford

Steelcase, Inc.

Senior Vice President, Secretary & Chief Legal Officer

Dennis Broderick

Federal Department Stores Inc.
Senior Vice President & General Counsel

Gary Cohen

The Finish Line, Inc.
Executive Vice President, General Counsel & Secretary

James B. Comey

Lockheed Martin Corporation
Senior Vice President & General Counsel

Daniel Cooperman

The Oracle Corporation
Senior Vice President, General Counsel & Secretary

Bert Cornelison

Halliburton Company
Executive Vice President & General Counsel

Pamela Craven

Avaya Inc.
Senior Vice President, General Counsel & Secretary

A.B. Cruz, III

The E.W. Scripps Company
Senior Vice President & General Counsel

Shiela Davidson

New York Life Insurance Company
Senior Vice President & General Counsel

Bill Deckelman

Affiliated Computer Services, Inc.
Executive Vice President & General Counsel

James Diggs

PPG Industries, Inc.
Senior Vice President & General Counsel

Thomas Dunlap

Intel Corporation
Senior Vice President & General Counsel

James Ellis

SBC Communications Inc.
Senior Executive Vice President & General Counsel

Steve Euler

Cargill, Inc.
Corporate Vice President, General Counsel & Corporate Secretary

D. Cameron Findlay

Aon Corporation
Executive Vice President & General Counsel

Hayward Fisk
Computer Sciences Corporation
Vice President, General Counsel & Secretary

Brendan Ford
Cardinal Health, Inc.
Executive Vice President Corporate Development, Interim General Counsel & Secretary

Kenneth Frazier
Merck & Company, Inc.
Senior Vice President & General Counsel

Marc Gary
BellSouth Corporation
Executive Vice President & General Counsel

Samuel Gillespie, III
Unocal Corporation
Senior Vice President, Chief Legal Officer & General Counsel

J. Alberto Gonzalez-Pita
Tyson Foods, Inc.
Executive Vice President & General Counsel

Thomas Gottschalk
General Motors Corporation
General Counsel

Carol Graebner
Dynege Inc.
Executive Vice President & General Counsel

Kenneth V. Handal
Computer Associates International
Executive Vice President, General Counsel & Corporate Secretary

Paul Harris
KeyCorp
Executive Vice President, Secretary & General Counsel

Thomas Harvie
The Goodyear Tire & Rubber Company
Senior Vice President, General Counsel & Secretary

J. Michael Hemmen
Union Pacific Corporation
Senior Vice President, Law & General Counsel

Mark Hershey
IKON Office Solutions, Inc.
Senior Vice President, General Counsel & Secretary

Allen Hill
United Parcel Service
Senior Vice President, General Counsel & Corporate Secretary

Barry Hoffman

Valassis Communications, Inc.
Executive Vice President & General Counsel

Lisa Iglesias
Spherion Corporation
Senior Vice President, General Counsel & Secretary

James Johnson
Proctor & Gamble Company
Chief Legal Officer & Secretary

Jim Kaput
The Service Master Company
Senior Vice President & General Counsel

Gary Kennedy
American Airlines, Inc.
Senior Vice President & General Counsel

Jeffrey Kindler
Pfizer, Inc.
Executive Vice President & General Counsel

Peter Kreindler
Honeywell International
Senior Vice President & General Counsel

Cathy Lamboley
Shell Oil Company
Senior Vice President, General Counsel & Corporate Secretary

Andrea Levin
Clear Channel Communications, Inc.
Executive Vice President & Chief Legal Officer

Gail Liono
Harley-Davidson, Inc.
Vice President, Secretary & General Counsel

William Lytton
Tyco International Ltd.
Executive Vice President & General Counsel

George Madison
TIAA CREF
Executive Vice President & General Counsel

Vincent Maffeo
ITT Industries
Senior Vice President & General Counsel

Richard Manetta
The Dow Chemical Company
Corporate Vice President & General Counsel

Thomas Mars
Wal-Mart

Senior Vice President & General Counsel

Siri Marshall

General Mills, Inc.
Senior Vice President, General Counsel & Secretary

Michele Coleman Mayes

Pitney Bowes, Inc.
Senior Vice President & General Counsel

Timothy J. Mayopoulos

Bank of America Corporation
Executive Vice President & General Counsel

John McGoldrick

Bristol-Myers Squibb Company
Executive Vice President & General Counsel

Randall Mehrberg

Exelon Corporation
Executive Vice President, General Counsel & Chief Integration Officer

Jay Meltzer

The TJX Companies, Inc.
Senior Vice President, General Counsel & Secretary

Frank Menaker, Jr.

Lockheed Martin Corporation
Senior Vice President & General Counsel

Stacey Mobley

DuPont Company
Senior Vice President, Chief Administrative Officer & General Counsel

Mark Morril

Viacom, Inc.
Vice President, & Deputy General Counsel

W. Scott Nehs

PepsiAmericas, Inc.
Vice President, Legal & Chief Compliance Officer

Jennifer O'Connor

Puget Energy, Inc.
Vice President & General Counsel

Mark Ohringer

Jones Lang LaSalle Incorporated
Executive Vice President, Global General Counsel & Corporate Secretary

Jerome Okarma

Johnson Controls, Inc.
Vice President, Assistant Secretary & Deputy General Counsel

M. Patricia Oliver

BB&T Corporation
Executive Vice President, General Counsel, Secretary & Chief Corporate Governance Officer

Roderick Palmore
Sara Lee Corporation
Executive Vice President, General Counsel & Secretary

Gary Pilnick
Kellogg Company
Senior Vice President, General Counsel & Secretary

James Potter
Del Monte Foods
Senior Vice President, General Counsel & Secretary

William Rainey
Longs Drug Stores Corporation
Senior Vice President, General Counsel and Secretary

Joseph Ryan
Marriott International, Inc.
Executive Vice President & General Counsel

Joseph Schmidt
Dover Corporation
Vice President, General Counsel & Secretary

Laura Schumacher
Abbott Laboratories
Senior Vice President, Secretary and General Counsel

Douglas Scrivner
Accenture LLP
General Counsel & Secretary

Lauri Shanahan
Gap Inc.
Senior Vice President, General Counsel & Corporate Secretary

Kenneth Siegel
Starwood Hotels & Resorts Worldwide, Inc.
Executive Vice President & General Counsel

Robert Sloan
Entergy Corporation
Executive Vice President, Secretary & Chief Legal Officer

Bradford L. Smith
Microsoft Corporation
Senior Vice President and General Counsel, Legal and Corporate Affairs

Maura Smith
International Paper
Senior Vice President, General Counsel & Corporate Secretary

Michael Solender
Bear Stearns & Company, Inc.
General Counsel & Senior Managing Director

Laura Stein

The Clorox Company
Senior Vice President, General Counsel & Secretary

James Strother
Wells Fargo & Company
Executive Vice President & General Counsel

Dennis Stryker
Rick Engineering Company
General Counsel

Larry Thompson
PepsiCo Inc.
Senior Vice President & General Counsel

Linda Tiano
Well Choice, Inc.
Senior Vice President & General Counsel

Kellye Walker
BJ's Wholesale Club, Inc.
Senior Vice President & General Counsel

L. Taylor Ward, III
Southeast Toyota Distributors, LLC
Vice President and General Counsel

C. Phillip Wells
Compass Group, The Americas
Senior Vice President & General Counsel

Richard White
AAA Michigan
Senior Vice President, Secretary & General Counsel

Caren Williams
JM Family Enterprises, Inc.
Assistant Vice President & General Counsel

Douglas Williams
Limited Brands, Inc.
Senior Vice President & Deputy General Counsel

Neal Wolin
The Hartford
Executive Vice President & General Counsel

Richard Ziegler
3M Company
Senior Vice President, Legal Affairs & General Counsel