

California Minority Counsel Program

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For Immediate Release

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CMCP Launches Program To Assist With Minority Recruitment

SAN FRANCISCO, CA (August 3, 2006) – The California Minority Counsel Program (CMCP) is launching a new program to assist its members in recruiting diverse attorneys. When companies and law firms who belong to CMCP want to hire a lawyer, CMCP wants to make sure that they see a diverse slate of excellent candidates. “CMCP’s primary mission has been to expand business opportunities for minority lawyers and law firms by building pathways by which they can connect with corporate clients. It is a natural extension of that mission to help our corporate and law firm members recruit minority lawyers into their own ranks,” says Tania Shah, CMCP’s Executive Director.

The Steering Committee felt that now was the time to offer this type of program to its members. Says Mark Zemelman, VP and Assistant General Counsel at Kaiser Foundation Health Plan Inc., “Many companies and law firms would like to increase the diversity of their legal staffs, and we felt we could help them. In our opinion, recruiting minority lawyers is most likely to be effective where the recruiter has strong connections into the minority community as well as a strong personal commitment to diversity. We wanted to help CMCP companies and law firms diversify by locating minority-owned recruiting firms that have these connections and commitments.”

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The California Minority Counsel Program has searched the nation for minority-owned recruiting firms, and it has found three that it recommends to CMCP firms and companies to interview as potential recruiters. All are well-established businesses. All are capable of performing national searches. All are deeply committed to providing diverse slates of candidates and helping employers diversify their legal teams.

The recruiting firms that CMCP has selected are Grisham Group (Oakland, CA), Hughes Consultants LLC (Atlanta, GA) and Winston & Green (Chicago, IL). At CMCP's 17th Annual Business Development Conference, the three selected recruiting firms will give a presentation about how they can assist CMCP members in their recruitment efforts.

"Our member firms and corporations have recognized the importance of diversity and CMCP works to provide them with concrete mechanisms to achieve their goals in this realm. This project directly seeks to assist them in finding highly qualified candidates of color," said Shah, of this new program.

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