



# CCWC MEMBER FEATURE

## From the Early Days to Present



**Vonda L. Marshall**  
Vice President  
Regional Labor Relations  
MGM Resorts International

“**Know your worth  
negotiate! negotiate!  
negotiate!**”

**Q:** What job did you have when you first joined Corporate Counsel Women of Color?

**A:** *When I first joined this network of women, I was employed as a trial attorney with the New York office of the National Labor Relations Board (NLRB).*

**Q:** What road did you take to get to your current job?

**A:** *. Today, I am Vice President of Regional Labor Relations at MGM Resorts, International.*

**Q:** As you look back over your career, what main career strategies would you give to the women of color attorneys in the Corporate Counsel Women of Color network?

**A:** *There are six top career strategies that were regular themes at the conferences I attended that I put into practice:*

- 1. Network from the inside and outside of your organization.*
- 2. Build your brand (broadcast your good works).*
- 3. Be authentic (nobody can be you but you).*
- 4. Know your worth (negotiate! negotiate! negotiate!).*
- 5. Cultivate a team of mentors and sponsors.*
- 6. And finally, believe that you are enough.*

**Q:** Is there any one take away that has stayed with you from the CCWC early days?

**A:** *During the early years of CCWC, I was still pretty young in my career as were some of the other women in the group. One such woman was Pia Flanagan. Pia gave me some sage advice about career advancement at that time that I still remember. She said, “people have to understand what it is you do and what your agency [or employer] does and once that connection is made doors will open.” This was good advice then as it is now and applies whether you want to advance within your organization or outside of it. At the time, Pia was a labor and employee benefits associate at a law firm. Today, she is Chief of Staff to the Chairman, President & CEO at MassMutual and COO of CEO Action for Racial Equity. Those doors eventually opened for me and I am glad I took her advice.*