

CORPORATE COUNSEL

WOMEN OF COLOR



Founder's Voice



Laurie N. Robinson

In less than two years, Corporate Counsel Women of Color (CCWC) has grown to over 900 women attorneys of color who work primarily for Fortune 1000 and Forbes 2000 companies in the United States, Canada, Asia, Europe and Africa. Its rapid growth demonstrates the great need for us to unify and pool our resources together to attain greater career achievements.

At such a time as this, CCWC's conference theme, "Moving to New Dimensions," represents the need to move our already dynamic careers to even newer heights. Thus, CCWC is taking the reins to MOVE forward in that direction.

CCWC's 1st Annual Career Strategies Conference will mark a milestone. It gives women from across the country the opportunity to come together for the first time in history to collectively share stories of triumph. This conference, which has the propensity to be career and life-altering, will ultimately propel all of us into a forward mode.



The Coca-Cola Company Hosts Power Luncheon

On Thursday, April 28, 2005, the Coca-Cola Company Legal Division hosted Corporate Counsel Women of Color's (CCWC) first event for the Southeast region at its worldwide headquarters in Atlanta, Georgia.

CCWC members were greeted by CCWC founder and CEO, Laurie N. Robinson, and corporate counsel for The Coca-Cola Company,

Angela B. Cox and Schuyla Goodson Bell. Significantly, Ingrid Saunders Jones, Senior Vice President of the Coca-Cola Company and Executive Director of the Coca-Cola Foundation shared her insight on the definition of "POWER." Ms. Saunders Jones emphasized the importance of women sharing with one another invaluable gifts that come in the form of information, resources, mentor-

ing, support, and guidance. Attendees further engaged in interactive discussions about the unwritten rules of corporate culture, understanding the corporate game, and playing to win.

This commemorative event was attended by members from Georgia, Alabama, Florida, North Carolina, South Carolina, Washington, D.C., New York, and Arkansas.



West Coast Networking Reception

CCWC members and friends at the Networking Reception at the Park Hyatt Los Angeles (Century City) on Tuesday, April 26, 2005, which was hosted by CCWC Member, Denise Long (Merrill Lynch, West Coast) and Merrill Lynch.

Tips for Success

By Rhonda Adams Medina

Senior Vice President, Nickelodeon

In order to move forward in your career, some of the following strategies should be considered:

■ **Determine What Success Looks Like to You.** In order to meet this challenge, you have to really know yourself and you have to be willing to accept the notion that traditional indicators of success may, in the end, hold very little relevance to you. Understand that your definition of success will most likely change as your phases in life change. Trust me, what "success" meant to me as a single woman is very different from what it means to me as a wife and mother of four. If my ideas had not changed, I might not have found such incredible professional happiness in my current position. This professional happiness is almost completely formed by the flexibility it affords me as a mommy. The key is to be open and flexible to change.

■ **Be Your Own Advocate.** You can collect mentors like some folks collect debt, but never cede your professional future to anybody. Your boss is not your mother and even the kindest supervisors have about fifty things at any given moment that are more important to them than how to further your career. You have to prepare, campaign, advertise and sell your way into the assignments you need to reach the position that you desire. Human Resources won't do it, your mentor won't do it, and your boss sure won't do it. You are a lawyer – advocate for yourself.

■ **Don't Let Your Ego Get In the Way of Your Success.** Being your own advocate does not mean being unwilling to do the unglamorous work; it just means that you know your market value and you won't settle for less indefinitely. As an example, after I graduated from law school, I spent a few months working for a boss in the development department of a motion picture production company who, for some inexplicable reason, asked me to get her coffee everyday. I always ran to the diner

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Conference Highlights

Keynote Speaker

Debra Martin Chase

Debra Martin Chase, a graduate of Mount Holyoke College and Harvard Law School, worked for several law firms and Fortune 500 legal departments before making her transition to entertainment. She successfully headed the production companies for Denzel Washington and Whitney Houston, and today runs her own production company, Martin Chase Productions, an affiliate of the Walt Disney Company. Her most notable body of work includes *The Princess Diaries* and *The Princess Diaries II*, *Royal Engagement*, which have grossed over \$200 million combined in domestic box office receipts. Impressively, she garnered a Peabody Award and nominations for an Academy Award® and an Emmy Award for her work on the TBS documentary, *Hank Aaron: Chasing the Dream* and an Emmy nomination for her work on *Rodgers & Hammerstein's Cinderella*. Chase currently is the executive producer of the Lifetime series *MISSING* and has a new movie, which opened in theaters on June 1, 2005 entitled, *The Sisterhood of the Traveling Pants*.



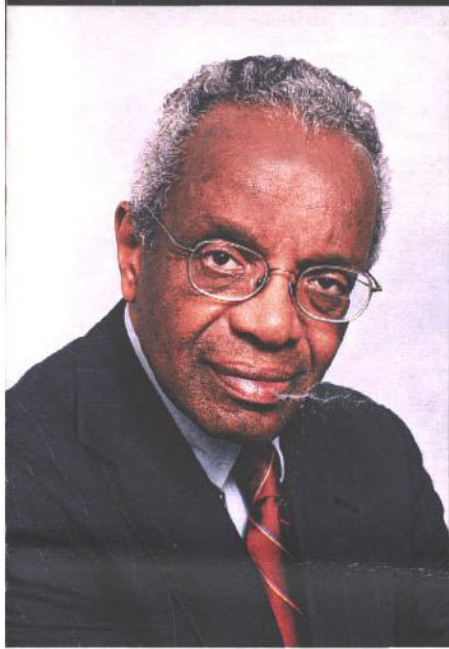
Branded Entertainment For Corporate Counsel

Lisa E. Davis

Renowned entertainment lawyer Lisa E. Davis is a partner at Frankfurt Kurnit Klein & Selz in New York City. Davis has over 15 years' experience representing celebrities and businesses in the motion picture, television, publishing, music, and media industries. Some of her notable clients include best-selling author Terry McMillan, *Vibe Magazine* and *Spin Magazine*. To her credit, Davis was named one of "America's Top Black Lawyers" (Black Enterprise, November 2003) and one of the "Top 50 Black Power Brokers in Entertainment" (Black Enterprise, December 2002). Davis received her BA from Harvard University and her JD from New York University.



Ethical Ambition



Derrick A. Bell, Jr.

Author and legal scholar Derrick A. Bell, Jr. is one of the most highly respected constitutional law professors in America. His civil-rights career began at the NAACP Legal Defense Fund where he worked on more than 300 desegregation cases. Bell became the first African-American to be tenured at Harvard Law School. However, he relinquished this coveted tenured position to protest Harvard Law School's failure to appoint women of color. He served as the dean of the University of Oregon Law School and again resigned when the faculty refused to authorize him to offer a position to a qualified Asian-American woman. For the last 14 years, he has taught constitutional law at NYU Law School. His recently published book, *Ethical Ambition: Living a Life of Meaning and Worth*, focuses on doing what is right no matter how unpopular the decision and about remaining true to principle.

Moving From Counsel to General Counsel

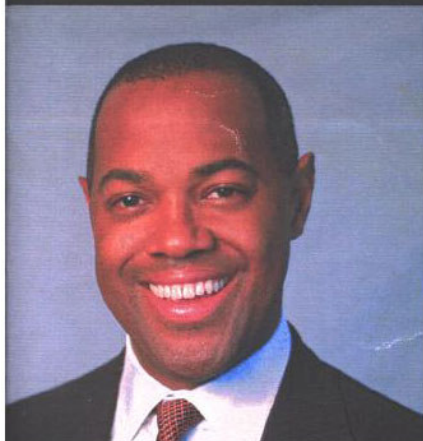
Andrea Zopp

Andrea Zopp is Senior Vice President and General Counsel of Sears, Roebuck & Co., ranked 45 on the Fortune 500 list. Before joining Sears, Zopp served as vice president and deputy general counsel of Sara Lee Corporation and as a partner in the litigation departments at McDermott, Will & Emery and Sonnenschein Nath & Rosenthal, respectively. Notably, the Chicago Sun-Times recently recognized her as one of Chicago's 100 Most Powerful Women. Zopp is a graduate of Harvard University and Harvard Law School.



Transitioning From the Legal Side to the Business Side

Tim Cobb



Entrepreneur Tim Cobb is an expert in media and marketing research and has extensive experience growing entrepreneurial firms. His company, Navigauge Inc., is the first of its kind to measure how radio listeners react to the radio advertisements heard while in a vehicle. Before joining Navigauge as CEO, Cobb was a co-founder of RelevantKnowledge, another website measurement company. Prior to that, he served in a legal capacity as a vice president at Turner Original Productions. Cobb received a BS in Business Administration from the University of North Carolina and a JD from the University of Pennsylvania School of Law.

-TIPS, Continued

and ran back, making sure the coffee was exactly as she liked it. Little by little I started getting more interesting (and appropriate) work to do. I was reading and commenting on scripts and collaborating with some of the most dynamic creators in the industry. One day, after I was preparing to leave the company, I confronted her. Had she just been hazing me or was there a method to her humiliating madness? She told me that it was all a test—if she couldn't trust me to get her coffee properly, how could she trust me to do more important tasks? Sadistic? Probably. But the words have stayed with me throughout my career. Before you try to be a Big Wilhelmina, learn how to make even the most mundane tasks sparkle.

In the end, you will find that you will move closer to obtaining the right balance between your professional and personal goals for achievement.



Other Speakers

Cynthia Augustine (Senior Vice President, Talent Management, Time Warner), Beatrice Barr (Chief Operating Officer, Sahara Organics, Inc.), Blair Duncan (General Counsel, Upper Manhattan Empowerment Zone), Linda Dunn (Senior Vice President, General Counsel, and Corporate Secretary, Carver Bank), Augustavia Haydel (General Counsel, Los Angeles Care Health Plan), Patricia Irvin (Vice President for Operations and Planning, The Andrew W. Mellon Foundation), Kirk Forrest (Vice President, General Counsel, and Secretary, Minerals Technologies), Ginger Ehn Lew (Former General Counsel, U.S. Department of Commerce), Kathy Holt Richardson (Managing Director, Major, Hagen & Africa), Sherrese Smith (Deputy General Counsel, The Washington Post.Newsweek Interactive), Singleton McAllister (Partner, Sonnenschein Nath & Rosenthal LLP), Raymond L. Ocampo, Jr. (Former General Counsel, Oracle Corporation), Deirdre Stanley (Senior Vice President and General Counsel, The Thomson Corporation), Bentina Terry (General Counsel and Vice President of External Affairs, Southern Nuclear), Kellye Walker (Senior Vice President, General Counsel and Secretary, BJ's Wholesale Club Inc.), Solomon B. Watson IV, (Senior Vice President and General Counsel, New York Times Co.), Sandra Williams (Senior Vice President and Deputy General Counsel/West Coast, CBS Broadcasting Inc.), and Kimulet Winzer (Corporate Compliance Officer, Care1st Health Plan Arizona, Inc.).

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