



The Greater Cincinnati
Minority Counsel Program's
Quarterly Newsletter

The GCMCP Gazette

WINTER QUARTER

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GCMCP Works for Duke Energy

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Upcoming Events:

[2014 Annual Meeting](#)

Date: Tuesday, December 16th

Location:

**Renaissance Downtown
Cincinnati**

Registration: 2:00 p.m.

Program: 2:15p.m. - 6:00p.m.

By: Richard Moore

Facta non verba - deeds, not words. It is difficult to find a more apt phrase to describe James McLean's attitude toward helping Duke Energy and the GCMCP fulfill their mutual missions of increasing the value, volume, and significance of the legal work being done by diverse attorneys for Duke Energy. After spending years in private practice as a litigator, James now oversees litigation for Duke Energy in Ohio and Kentucky. In that role, James not only serves as lead trial counsel on many of Duke Energy's cases, but he also is responsible for assigning work to outside counsel when appropriate. In making the decision on who to hire as outside counsel, James makes sure that he takes the opportunity to fulfill Duke Energy's commitment to increasing the diversity of the outside counsel working on its matters. James explains that when he gets in a new matter that he determines will be sent to outside counsel, the first thing that he does is to determine whether there is a minority or woman-owned firm suitable for the assignment. That has been a challenge in Cincinnati due to the dearth of woman and minority-owned firms who specialize in

litigation. However, if there is no woman or minority-owned firm that is best suited for the assignment, James then determines what majority firm is best suited for the assignment and whether that firm can provide a diverse team to staff the matter. The result of this conscious effort to hire diverse attorneys has resulted in numerous Duke Energy matters being assigned to diverse attorneys at various firms throughout Greater Cincinnati. James has not let the lack of minority owned law firms or other challenges deter



**James McLean,
Associate General
Counsel at Duke Energy**

him from moving the needle on assigning work - and, the results speak for themselves. James has used GCMCP to make the task of finding diverse outside counsel much easier. For example, James has participated in the GCMCP Connect Program. James directly attributes his involvement with that program

with his ability to identify a diverse attorney who was an ideal candidate to handle a piece of litigation for Duke Energy. James' active involvement in GCMCP has kept him in close contact with a number of diverse attorneys practicing in Cincinnati and allowed him to be able to take full advantage of these connections to get work in the hands of diverse attorneys. James' efforts are a great example of how the GCMCP and its member corporations, like Duke Energy, can make increasing the value, volume, and significance of the legal work being done by diverse attorneys in Greater Cincinnati a reality. Please join me and the entire GCMCP board in thanking James and Duke Energy for putting their words into action.



**GCMCP Co-Chair
Richard L. Moore**

Richard L. Moore is a partner with Frost Brown Todd in their Labor and Employment Group. Richard is also the Co-Chair of the GCMCP.

GCMCP ANNUAL MEETING

Please join the GCMCP for its annual meeting on December 16, 2014! The guest speaker will be Paulette Brown, President-elect of the American Bar Association (the "ABA"). Ms. Brown is the first African American woman chosen to take the helm of the ABA, consisting of over 400,000 members. The meeting will take place at the Renaissance Downtown and registration begins at 2:00 p.m.



PROGRAM AGENDA:

Paulette Brown, Esq.

1:45 p.m.- *Registration*

2:00 p.m. - 2:30 p.m.- *GCMCP Updates, Awards and 2015 Officers*

2:30 - 3:10 p.m.- *Featured Guest Speaker, Paulette Brown, Esq.*

3:20 – 4:20 p.m.- *“A View From the Bench” Judges Panel featuring: U.S. District Court Judge Timothy S. Black; U. S. Bankruptcy Judge Jeffery Hopkins, First District Court of Appeals Judge Pat F. Fischer and Hamilton County Court of Common Pleas Judge Jody Leubbers*

4:20 - 4:50 p.m.- *Substance Abuse presentation by Todd Bailey*

5:00 - 6:30 p.m.- *Cocktail Reception*

Paulette Brown, a labor and employment law partner and chief diversity officer with the Morristown, N.J., office of Edwards Wildman Palmer, is president-elect of the American Bar Association. Brown has held many positions throughout her career, including as in-house counsel to a number of Fortune 500 companies and as a municipal court judge. In private practice, she has focused on all facets of labor and employment and commercial litigation. Brown has been recognized by the New Jersey Law Journal as one of the prominent women and minority attorneys in the State of New Jersey and by the National Law Journal as one of "The 50 Most Influential Minority Lawyers in America." She has received the New Jersey Medal from the New Jersey State Bar Foundation and currently serves on its Board of Trustees. Brown has repeatedly been named as a New Jersey Super Lawyer and by US News as one of the Best Lawyers in America in the area of commercial litigation. In 2009, Brown was a recipient of the Spirit of Excellence Award from the ABA Commission on Racial and Ethnic Diversity. In 2011, she was honored with the Margaret Brent Women Lawyers of Achievement Award by the ABA Commission on Women in the Profession. Brown earned her J.D. at Seton Hall University School of Law and her B.A. at Howard University.

GCMCP Connect Program

The Greater Cincinnati Minority Counsel Program's is completing another round of one of the most powerful programs ever – the GCMCP Connect Program. The Program is a micro-connect program designed to support the GCMCP's mission of increasing the value, volume and significance of corporate legal work performed by minority lawyers in member firms. The Program will do this by helping to forge new relationships and knowledge sharing between minority lawyers at GCMCP member firms and in-house counsel at corporate member organizations.

Each participant in an individual "Connect Partnership" is asked to commit to a series of at least three interactions over a designated 3 month period from September through November. Several of those interactions may include one or more GCMCP sponsored events, such as the Program's kickoff at Via Vite in September or the networking/art exhibition in October.

Every effort is made to create "Connect Partnerships" between persons who share similar areas of legal practice and/or interest, but making such pairings will be subject to having a ready supply of participants. That is where you come in. We hope that you and each of your minority law firm colleagues and any corporate in-house counsel will take the time to become Program participants and help make the Program another great success.

Here are some testimonials from participants in the GCMCP Connect Program:

"The GCMCP Connect Program yields real results. Through the mentorship of my GCMCP mentor, I was afforded opportunities to work on projects, which not only helped me gain more legal experience, but it also showed my superiors that I had the ability to receive legal work from some of our long-standing clients." - Brandi Stewart

"I am developing a relationship with a member company by reviewing some contracts for them. It has been a different experience for me because it is not something that I normally do and it has also given me a better appreciation of how this corporation conducts business. More importantly it gives me an opportunity to work with several members of the law department which could lead to other opportunities to do work for them." - John J. Williams

Darryl Mitchell recently retained Donnie Bailey to manage a litigation matter for Fujitec. He met Donnie as a direct result of his membership in GCMCP. Mr. Mitchell stated that though they are in the early stages of the case, he is very pleased with her work and looks forward to working with her on future matters.

The University of Cincinnati retained Bricker & Eckler to represent them in a breach of contract and warranty dispute. "We were pleased to hear that Pramila Kamath was assigned to work on the matter" stated Kenya Faulkner.. Kenya met Pramila after being appointed to the Board of GCMCP and she is excited about this opportunity for Pramila and looks forward to working with her. UC absolutely feels that is GREAT NEWS!

"I made a new connection through the GCMCP Connect program that led to obtaining a new client for me and my firm and a new friendship as well." - Jennifer Morales

GCMCP Events



Alfio's Buon Cibo

An energetic crowd turned out in August for a casual networking event with a twist.... There was a demonstration of how to make the Spinach Empanada, winner of Best Appetizer from the Taste of Cincinnati.



GCMCP Connect Kick off Event at Via Vite

We are pleased to report that we had 18 pairings for the GCMCP Connect Program this year. This group of 32 corporate and law firm attorneys enjoyed the first event of the season in September. The connect program, now in its 3rd year, remains one of our most successful programs ever, yielding results.

Members in the News

Congratulations are in order for **Anitra Walden-Jacobs** who recently began her new position as Labor and Employment Counsel for Speedway LLC.

Congratulations to **Marty Dunn** who has been named a Gentlemen of Style & Substance by the Cincinnati Parks Foundation. The award is presented to honor local gentlemen whose tremendous commitment and dedication to the Greater Cincinnati area has made a positive impact on our community.

Gerron McKnight is featured in the current C-Change advertisement. He was a member of Class 8 of the Cincinnati USA Regional Chamber's C-Change program in 2013. Congratulations Gerron!



This GCMCP Quarterly newsletter was created and edited by James J. Hux. James is currently a Law Clerk at Wright & Schulte, LLC. For any questions, comments, or concerns about what appears in the newsletter, feel free to contact James by email: huxjj@mail.uc.edu or phone: (937) 681-3882.