



GCMCP
Greater Cincinnati Minority Counsel Program

2023 ANNUAL REPORT



As we look back on 2023, we would like to take a moment to acknowledge and thank our corporate members who went above and beyond in supporting some of the most important initiatives we offered this year. Specifically, we would like to recognize Fifth Third Bank for hosting a speed networking event and reception at their Cincinnati headquarters in April. This event provided an enlightening experience for all who attended. Additionally, we would like to thank GE Aerospace for hosting the GCMCP Pitch Session at the GE Learning Center in September. This event not only provided informal meetings between our diverse law firm and corporate member legal teams, but also included a CLE program and lunch with additional networking opportunities. We received an overwhelming amount of positive feedback on both of these programs and are grateful to all the corporate members who attended and are committed to supporting the mission of GCMCP.

In the first half of the year, we had a series of successful events that brought our board and legal community together. We kicked off the year with a Black History Month event at Nolia Kitchen, which was a great success. Following that, we had a Strategic Planning Session where the board came together to discuss plans for the remainder of the year. In May, we hosted an AAPI Happy Hour which was enjoyed by all. Later in the year, we held our Mid-Year Meeting at Dinsmore, which was well attended and followed by the Annual Meeting held at Frost Brown Todd. The Annual Meeting featured DEI executives who shared their significant insights and experiences with the attendees.

The Greater Minority Counsel Program (GCMCP) is thrilled to announce several exciting opportunities for our members in 2024. We will be reducing dues for both current and new members for two years and launching a quarterly training institute exclusively for our members. Additionally, we have planned a Pitch Session for September, as well as several Continuing Legal Education (CLE) programs and board meeting lunches. We believe these offerings will provide significant value to our members and enhance their professional development. If you are interested in being more involved in GCMCP, please reach out to either Andre Rickman, Jason Stuckey, or Michelle Moeller. We look forward to a successful and productive year ahead.



2023 CALENDAR IN REVIEW

BI-MONTHLY PROGRAMMING FEATURING BOTH
EDUCATIONAL & SOCIAL PROGRAMMING

February
7

Celebration of Black History Month
at Nolia Kitchen

Board Strategic Planning Session
at PNC Center

February
15

April
13

Speed Networking & Reception
hosted by Fifth Third Bank

AAPI Happy Hour at Esoteric Brewing

May
17

June
21

Mid-Year Meeting at Dinsmore

Pitch Session at GE Learning Center

September
21

September
23

FC Cincinnati Game with BLAC

Annual Meeting at Frost Brown Todd

November
15

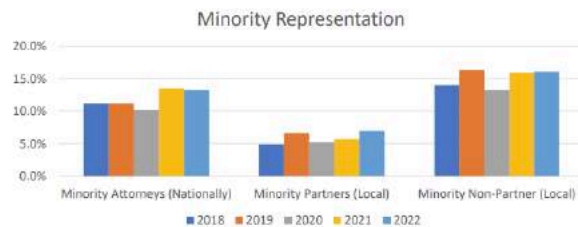


2023 SURVEY

AT A GLANCE

Diversity in Participating Law Firms

- 5 out of 31 (16%) local promotions to equity partner were minorities in 2022
- 29 out of 150 (19%) newly hired attorneys locally were minorities in 2022
- 25 out of 126 (20%) departing attorneys locally were minorities in 2022



Diversity in Participating Law Firms

- Minority attorneys billed 8.9% of all local hours to GCMCP corporate members in 2022
 - Compared to 9% in 2021 and 11.6% in 2020
- Minority attorneys billed \$3.5MM locally to GCMCP corporate members in 2022
 - Compared to \$3.3MM in 2021 and \$3.1MM in 2020
- Participating law firms reported 14,127 hours billed locally to GCMCP corporate members by minority attorneys in 2022
 - Compared to 13,922 hours in 2021 and 11,490 hours in 2020



Diversity in Participating Law Firms

- Minority attorneys billed 7.4% of all billings nationally to GCMCP corporate members in 2022
 - Compared to 7.6% in 2021, 9.4% in 2020 and 8% in 2019
- Participating law firms reported \$61.1MM in billings nationally to GCMCP corporate members in 2022, compared to \$58.6MM in 2021 and \$40.8MM in 2020
 - 77% was billed locally
 - 9% was billed nationally by minority attorneys
 - 7.4% was billed locally by minority attorneys



GCMCP 2023 Mid-Year and Annual Meeting



2023 GCMCP MEMBERS

Corporations:

- Altafiber
- Bon Secours Mercy Health
- Cincinnati Port
- Cincinnati Children's Hospital Medical Center
- Cintas Corporation
- Cleveland Cliffs
- Duke Energy
- First Student
- Fifth Third Bank
- GE Aerospace
- Macy's, Inc.
- The City of Cincinnati
- The E.W. Scripps Co.
- The Kroger Co.
- The Procter & Gamble Co.

Law Firms:

- Frost Brown Todd
- Dinsmore & Shohl
- BakerHostetler
- Bricker Graydon
- Keating Muething & Klekamp
- Thompson Hine
- Taft Stettinius & Hollister

