

Fortune 500 Women General Counsel

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MCCA® 2005 FORTUNE 500 Women General Counsel

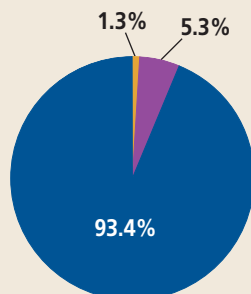
By Industry

	Number	Percentage*
Electronics, Office Equipment (A)	5	6.6
Insurance: All (B)	9	11.8
Energy, Gas, Petroleum Refining, Pipelines, etc. (C)	7	9.3
Food & Drug Stores (D)	2	2.6
General Merchandisers, Specialty Retailers, etc. (E)	11	14.5
Financial Services: Diversified Financials, Securities, Banks (F)	8	10.5
Transportation & Logistics (G)	3	3.9
Telecommunications (H)	2	2.6
Pharmaceuticals, Medical Products & Equipment, Healthcare (I)	3	3.9
Food Services, Consumer Food Products (J)	8	10.5
Motor Vehicles (K)	2	2.6
Industrial & Farm Equipment (L)	3	3.9
Airlines (M)	3	3.9
Real Estate, Hotels & Casino Resorts (N)	2	2.6
Chemicals (O)	2	2.6
Forest & Paper Products (P)	1	1.3
Publishing, Printing (Q)	1	1.3
Wholesalers: Diversified (R)	1	1.3
Railroads (S)	1	1.3
Mail, Packaging, Freight (T)	1	1.3
Scientific, Photo Control Equipment (U)	1	1.3

* Percentage of all Fortune 500 General Counsel

By Race

	No.	%
Asian/Pacific Islander	0	0
Hispanic	1	1.3
African American	4	5.3
Caucasian	71	93.4
Total	76	100



executive vice president of corporate strategy, consumer lending and administration at SLM Corporation; and Martha Wyrsh transitioned to president and CEO of a Duke Energy subsidiary.

This trend, while adversely affecting the 2005 tally of women general counsel, appears to be a natural extension of the evolution of corporate attorneys from lawyers to business partners. Over the last decade or so and in the wake of Sarbanes-Oxley, the responsibilities of the chief legal operator have expanded tremendously. General counsel no longer sit on the fringes of business decisions and financial reporting, rather, now they are at the core, juggling significant risks and managing audit com-

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mittee issues. They must serve alongside the senior business team with the responsibility of facilitating the attainment of business goals within the boundaries of the law.

This represents a major shift in the way one must look at practicing law, a shift from being the content expert—providing ‘pure’ legal advice—to articulating the legal context, tradeoffs, and risks for making particular business decisions. Each department, from business operations to human resources, must now fall within the scope of the general counsel’s field of knowledge, the result being that today’s legal leaders develop non-legal skills sets, in turn opening up new leadership opportunities—COO and CEO, for example. The outgrowth of women legal leaders branching out into senior executive roles is one exciting result.³

Today, there are a number of exciting growth opportunities for women legal leaders, and the future looks bright for the next generation of women lawyers. High-potential women fill every aspect of the pipeline from law school through the Fortune 1000. MCCA celebrates the ever-growing body of women leaders joining the ranks of the nation’s chief legal officers each year.

California

We turn our attention now to the women general counsel of California. For years, California has been a diversity leader with some of the most progressive programming and inclusiveness results. According to annual data in the *NALP Directory of Legal Employers*, California—in particular, San Francisco, Los Angeles, and San Diego—consistently boasts some of the highest numbers of women and minority attorneys across all levels.⁴ It helps, says Tania Shah Narang, executive director of the California Minority Counsel Program (CMCP), that California has both a critical mass of minority and women attorneys and a large number of

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