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October 11, 2021

MCCA Releases First-of-its-Kind Scorecard to Evaluate DEI Progress

Washington, D.C. – Today, the Minority Corporate Counsel Association (MCCA) announced the release of its Diversity Scorecard (“Scorecard”), a ranking and scoring system designed to empower law firms with the data and analysis they need to develop a more effective diversity, equity, and inclusion (DEI) strategy.

The Scorecard comes in response to years of requests from general counsel for a transparent industry benchmark to assess DEI metrics, develop actionable policies, and ultimately, drive competitive advantage. It relies on 14 years of data from the MCCA’s annual Law Firm Diversity Survey (“Survey”) and was developed in active consultation with many leading general counsel and law firms, a list of which are attached.

As supporting general counsel across the profession have noted, their support of the Scorecard comes from its ease of use, the impartiality of its data, and its ability to synthesize large amounts of quantitative and qualitative data into actionable insights. As **Anne Robinson, Managing Director, General Counsel and Corporate Secretary of Vanguard and Board Member at the MCCA** said, “The Scorecard has the potential to redefine diversity in the legal profession, by setting measurable industry benchmarks for firms of all sizes—and letting anybody, anywhere compare firms before making their hiring decisions. It’s a huge benefit for law firms and companies alike, and we at Vanguard are proud to affirm it as the industry standard.”

The Scorecard applies an objective methodology which is made up of longitudinal data that has been collected and reviewed for accuracy by a third party through MCCA’s annual Survey. Through this rigorous process, the Scorecard assesses law firms along four key categories: demographics, recruitment, retention/attrition, and promotion for women and diverse groups, particularly those from underrepresented racial and ethnic backgrounds. The tool is both customized and comparative, allowing firms to benchmark their personal progress against that of similar sized firms and the overall industry.

The Scorecard measures quantitative data on the number of attorneys from all backgrounds at each firm and then synthesizes DEI efforts into a comprehensive, digestible format. For the first time, firms can use the tool to assess their progress on recruiting, retaining, and promoting employees from a specific gender and/or diverse background over time, determine internal



policies that can be strengthened, benchmark their efforts against similar sized firms, and adapt their policies to drive sustained impact and results. The firms were divided into five groups based on size: 1) up to 50 lawyers; 2) 51-100 lawyers; 3) 101-250 lawyers; 4) 251-500 lawyers; and 5) more than 501 lawyers.

The Minority Corporate Counsel Association commends the top-ranking firms in groups 3, 4 and 5 for 2021, which are listed at the end of this document. The top five ranked firms in group 5 will be honored as Thomas L. Sager Award finalists at the MCCA’s **Virtual Diversity Gala**, hosted on **October 13, 2021**. To register, interested parties can visit [Gala Registration](#).

“This marks an inflection point for our profession,” said **Wanji Walcott, Executive Vice President, Chief Legal Officer & General Counsel at Discover Financial Services and MCCA’s Board Chair**. “As the General Counsel of a Fortune 500 company, I can’t tell you how many times I’ve hoped for an industry standard to measure my outside counsels’ diversity efforts. MCCA’s Scorecard is that standard and meets the moment in this new era of investor focus on ESG goals. As clients, we have an opportunity—and a responsibility—to use this tool to demand diversity from those that want our business.”

“This Scorecard is three years in the making, and I thank the 200+ law firms that transparently shared their data with us, many for over a decade,” said **Jean Lee, President and CEO of the Minority Corporate Counsel Association**. “Knowledge is power, and this tool provides us with the data to understand each firm’s journey on diversity, culture, and equity—which is the first step to speeding up that journey. Ultimately, that’s how our profession advances: not through soaring rhetoric or empty promises, but through accountability and concrete action.”

All participating law firms are invited to learn more about the Scorecard, ask questions, and develop strategies to strengthen their scores over time by visiting www.mccascorecard.com.

The Scorecard precedes the October 2021 release of MCCA’s **Law Firm Diversity Database**, an online tool that will allow firms to measure their performance against industry-wide benchmarks, as well as the 18th edition of MCCA’s **Law Firm Diversity Survey Report**.

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The Minority Corporate Counsel Association (MCCA) is the preeminent voice on diversity, equity and inclusion in the legal industry. It was founded in 1997 with a mission to recruit, retain and promote diverse attorneys by publishing research to providing professional development opportunities to offering advisory services. Today, MCCA empowers members with the tools needed to disrupt business as usual – and to blaze a path forward for their company, industry and corporate America.



Supporting General Counsel Signatories as of October 7, 2021

The following signatories have reviewed and affirmed that they will ask their law firms to provide their MCCA scorecard and to use each of the firm's scorecard as a metric in the corporate legal department's evaluation of how firms are progressing in their diversity, equity and inclusion (DEI) efforts. In addition, signatories agree that this is the first step in establishing a benchmark to better understand minimum standards to evaluate law firms' DEI efforts.

Name	Title	Company
Wanji Walcott	Executive Vice President, Chief Legal Officer & General Counsel	Discover Financial Services
Stuart Alderoty	General Counsel	Ripple
Ricardo Anzaldúa	Former Executive Vice President & General Counsel	Freddie Mac
Duane Holloway	Senior Vice President, General Counsel, Chief Ethics & Compliance Officer	United States Steel Corporation
Seth Krauss	Chief Legal Officer	Endeavor
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Tom Robertson	Corporate Vice President & Deputy General	Microsoft Corporation
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Amy Tu	Chief Legal Officer & Secretary, Global Governance & Corporate Affairs	Tyson Foods, Inc.



Neil H. Wilcox	Executive Vice President & Head of Corporate Social Responsibility	Fiserv, Inc.
Craig Glidden	EVP, Global Public Policy, General Counsel & Corporate Secretary	General Motors Company
Hilary Krane	Executive Vice President, Chief Administrative Officer & General Counsel	Nike, Inc.
Nassib Abou-Khalil	Chief Legal Officer	Nokia Corporation
Kelly Mahon Tullier	Vice Chair, Chief People and Administrative Officer	Visa, Inc.
Jose Ramon Gonzalez	Senior Executive Vice President, Chief Legal Officer and Corporate Secretary	Equitable Holdings, Inc.
Laurence Midler	Executive Vice President, General Counsel and Chief Risk Officer	CBRE Group, Inc.
Elisa Garcia	Chief Legal Officer	Macy's, Inc.
Richard Verma	General Counsel and Head of Global Public Policy	Mastercard, Inc.
Rich Baer	Chief Legal Officer	Airbnb, Inc.
Anne Lee Benedict	Chief Legal Officer and Secretary	Thomas James Homes
Craig Silliman	Executive Vice President and Chief Administrative, Legal and Public Policy Officer	Verizon Communications

Top Scoring Law Firms for 2021

For more information on the Scorecard, including its methodology and a list of participating law firms, please visit www.mccascorecard.com. The firms listed below are in alphabetical order and not ranked order. Ranking will only be shared publicly for those top 5 firms who will be announced as the 2021 Thomas L. Sager Law Firm Diversity winner and finalists.

Group 5 (more than 501 lawyers)

- Akerman LLP
- Cooley
- Covington and Burling LLP
- Crowell & Moring LLP
- Davis Wright Tremaine LLP



Freshfields Bruckhaus Deringer US LLP
Hogan Lovells US LLP
Jackson Lewis P.C.
Littler Mendelson P.C.
Morgan, Lewis & Bockius LLP
Morrison & Foerster LLP
Ogletree, Deakins, Nash, Smoak & Stewart, P.C.
O'Melveny & Myers LLP
Orrick, Herrington & Sutcliffe LLP
Paul, Weiss, Rifkind, Wharton & Garrison LLP
Perkins Coie LLP
Reed Smith LLP
Sheppard, Mullin, Richter & Hampton LLP
WilmerHale
Wilson Sonsini Goodrich & Rosati

Group 4 (251 – 500 lawyers)

Carlton Fields
Epstein Becker & Green, P.C.
Fenwick & West LLP
Finnegan, Henderson, Farabow, Garrett & Dunner, LLP
Jackson Walker LLP
Jenner & Block LLP
Kasowitz Benson Torres LLP
Knobbe Martens
Quarles & Brady LLP
Williams & Connolly LLP

Group 3 (101 – 250 lawyers)

Beveridge & Diamond, P.C.
Buckley LLP
Chapman and Cutler LLP
Constangy, Brooks, Smith & Prophete, LLP
Hanson Bridgett LLP
Kobre & Kim
Kopka Pinkus Dolin
Lane Powell
Meyers Nave
Munger, Tolles & Olson LLP

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