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## MCCA Releases New Law Firm Diversity Database

**Washington, D.C.** – Today, MCCA announced a new [Law Firm Diversity Database](#) (“Database”), which makes data from its annual Law Firm Diversity Survey available to MCCA’s community interested in benchmarking and measuring progress towards greater diversity, equity, and inclusion (DEI).

The Database is a time and cost-effective solution to create transparency and accountability for those interested in achieving better outcomes in recruiting, retention and promotion of women and diverse talent. Firms can use the Database to set tangible, evidence-based goals for their DEI initiatives—and to hold themselves accountable to their stakeholders and their colleagues.

As MCCA’s 2021 Law Firm Diversity Survey (“Survey”) indicates, there is room for progress across the board. Last year’s Survey results indicate a focus on recruiting and retaining more diverse candidates for associate classes and senior positions. However, underrepresentation persists across race, gender identity, sexual orientation, and disability status, particularly at the partner level.

For clients who are interested in progress of the entire firm and not only teams who represent individual matters, there is now data that provides concrete evidence on overall progress. The new Database offers more tools than ever—added dashboards, a trends analysis, and tools to more easily compare progress across firms. Participating firms can explore 13 years of data — provided by over 225 firms.

The data includes:

- Quantitative data on firm demographics across key diversity indicators, including race and ethnicity, gender identity, sexual orientation, disability status, and military service;
- Breakdowns of these demographics across seniority, from summer associates to equity partners;
- Firm demographics and aggregated industry data of recruitment, attrition and promotion; and



- Qualitative data about firms' DEI plans and initiatives.

“Firms that participate in our annual Survey know that to do better, we must know better,” **said Jean Lee, President and CEO of MCCA.** “That’s why we’ve made the Law Firm Diversity Database even more useful and comprehensive. We’re committed to providing firms with the effective tools they need to drive change across the legal industry and beyond.”

MCCA thanks all the law firms, both large and small, that participated in the Survey last year. We encourage every law firm to join this data-driven movement towards a more diverse, inclusive, and equitable profession. Our annual Survey also informs the findings we share in our [Law Firm Diversity Survey Report](#) and [Diversity Scorecard](#). If your firm is interested in participating in our 2022 Law Firm Diversity Survey, email us to sign up at [education@mcca.com](mailto:education@mcca.com). The 2022 Survey will launch end of March 2022, there is no fee for participation, and the Survey is open to all law firms, including MCCA members and non-members.

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The Minority Corporate Counsel Association (MCCA) is the preeminent voice on diversity, equity, and inclusion from the counsel’s office to the C-suite and across corporate America. For 25 years, MCCA has championed diversity in the legal profession and beyond by publishing research, providing professional development opportunities to offering advisory services. Today, MCCA empowers members with the tools needed to know, do, and lead better – and to blaze a path forward for their company, industry, and corporate America to change for the better.