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## MCCA and Nokia Announce Global Law Firm Diversity Survey

**Washington, D.C.** – Today, MCCA and Nokia together launched the Global Law Firm Diversity Survey (“Global Survey”), a first-of-its-kind international survey designed to measure how well law firms hire and promote diverse attorneys over time and hold them accountable.

This Global Survey draws on the success of MCCA’s annual Law Firm Diversity Survey, which, for 19 years, has assessed diversity metrics across top U.S. firms. Now, after global telecommunications leader Nokia launched its own pilot program and scorecard on diversity, equity and inclusion aimed at its panel firms, the two have joined forces to create a platform allowing for the collection of law firms’ DEI data at a global scale. Data provided by the participating firms through the Global Survey will be imported into the MCCA Law Firm Diversity Database and will serve as a tool for MCCA members to track and promote their progress towards advancing diversity, equity, and inclusion.

**Nassib Abou-Khalil, Nokia Chief Legal Officer, said:** “Diversity, equity and inclusion are an essential part of Nokia’s culture. Through the discussions we had with law firms participating in our DE&I program, launched in early 2021, we came to understand the complexity of obtaining global data on the topic and the challenges that law firms face when having to complete similar exercises for multiple clients. We wanted to extend the impact of our project beyond Nokia and to collaborate with our partners to make a lasting, holistic and meaningful change. This important joint initiative with MCCA, a renowned advocate of diversity, provides law firms worldwide an opportunity to share and compare data and see how they are doing in comparison to peer companies, in order to advance diversity, equity and inclusion in the legal profession.”

The Global Survey comes at a time when business operations have become increasingly international and companies across the world are moving from awareness to action in their approach to DEI. The Global Survey has been developed through a joint effort between the MCCA and Nokia’s Legal and Compliance team. Respondents will provide organizational demographics across key diversity indicators, including race and ethnicity, gender identity, disability status, LGBTQ+ status, and more. In addition, questions about firm leadership, hiring, and management committee composition will help draw a more comprehensive power map of the modern legal landscape.



“The more we know about where we stand and where we’re falling short, the better we can do as an industry to support diverse attorneys and advance bold, structural change,” **said Jean Lee, President and CEO of MCCA.** “Nokia has long been a model for how companies and counsels’ offices can do better around the world. It’s why we recognized them as our Inaugural International Employer of Choice, and why we are pleased to partner with them on this groundbreaking Global Survey.”

“At a time when we’re seeing long overdue, global momentum for companies to become more representative of their communities, MCCA is thrilled to partner with Nokia to expand our survey work internationally,” **said Wanji Walcott, MCCA’s Board Chair and Executive Vice President, Chief Legal Officer & General Counsel at Discover Financial Services.** “Moving from making commitments to following through on them is absolutely crucial to advancing diversity, equity, and inclusion, and we know that with the right data in hand, counsels’ offices worldwide can help their companies successfully transition from making pledges to taking action.”

Firms interested in participating in the Global Law Firm Diversity Survey should contact [education@mcca.com](mailto:education@mcca.com). The Global Survey will be open through June 24, 2022.

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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, convening thought leaders and 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.

Nokia is a global telecommunications company building the capabilities needed for a more productive, sustainable and inclusive world. With a presence in approx. 130 countries, Nokia leverages its global reach to champion diversity and inclusion across the company and around the world. The Bloomberg Gender Equality Index, Workplace Pride, the Nordic Business Diversity Index, and the Human Rights Campaign Foundation have all recognized Nokia for its efforts, which include scholarships, trainings, and partnerships with organizations including UN Women and MCCA.