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MCCA Announces MCCA Approved to Increase Diversity in the Legal Profession

MCCA Approved, a framework for sustainable and actionable DEI solutions for the legal industry, to be unveiled at 25th Anniversary Diversity Gala

Washington, D.C. – Today, in celebration of its 25th Anniversary, the Minority Corporate Counsel Association (“MCCA”) announced MCCA Approved, a dynamic new framework for diversity, equity and inclusion (“DEI”) that will provide sustainable and actionable solutions for the legal industry. MCCA Approved will be formally unveiled tonight at MCCA’s 25th Anniversary Diversity Gala.

Law firms and legal organizations meeting the program guidelines will receive an MCCA Approved accreditation and website seal highlighting the organization’s commitment to DEI efforts and social responsibility. The program encourages law firms and corporate legal departments to “**Do Better,**” by providing strategy and solutions; “**Lead Better,**” by educating leaders to be more empathetic and effective; and “**Change for the Better,**” by ensuring consistency from change-makers.

“For the past 25 years, MCCA has served as a strategic partner for law firms and corporate organizations in the DEI space. As a result, we understand the challenges organizations are facing, and we know that a concerted and meaningful effort to diversify corporate America must successfully bring everyone to the table, including those at the top” said **Jean Lee, President, and CEO of the Minority Corporate Counsel Association.** “MCCA Approved is distinguishable from other diversity initiatives because it is focused on impact that identifies systemic challenges in the recruiting, retention and promotion of diverse attorneys, which is critical to DEI sustainability.”

Using this framework, MCCA Approved’s unique set of key guidelines will foster an inclusive and diverse legal profession by implementing three fundamental areas key for DEI. First, leadership accountability, to improve senior leadership’s commitment and accountability for DEI strategy and management; second, business processes and practices, that provide metrics for talent management, including ongoing DEI education, workforce engagement and employee compensation; and finally, human capital diversity metrics to ensure that those of different genders, identities, and



racial and ethnic backgrounds are represented in new hires, promotions and representation in leadership.

“We are proud to be a leader in the legal industry that has consistently worked to improve diversity in the legal profession for 25 years,” said **Wanji Walcott, Former Executive Vice President, Chief Legal Officer & General Counsel at Discover Financial Services and MCCA’s Board Chair**. “MCCA Approved builds on our commitment to support law firms and corporate legal departments with impacting long term change in the profession.”

Participants in the program will receive a Bronze, Silver, Gold or Platinum accreditation based on their commitment to DEI and the guiding principles of the program. Some of the requirements include participating in MCCA’s Diversity Scorecard, attending a career fair, beyond the traditional T-14 law schools, with a higher concentration of underrepresented racial and ethnic students, a dedicated DEI council or committee, and a formal recruiting strategy to increase the number of women and diverse attorneys in the organization in adherence with MCCA’s bias interrupters research.

MCCA Approved will be formally announced at MCCA’s 25th Anniversary Diversity Gala tonight.

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The Minority Corporate Counsel Association (MCCA) is the preeminent advisor to C-suites across corporate America on diversity, equity, and inclusion. MCCA provides data-driven solutions for sustainable change, grounded in a quarter century of research and expertise. Through thought leadership, professional development programs, and a cutting-edge strategic advisory practice, MCCA empowers partners and members to know better, do better, and lead better – paving the way for a more just and equal future.