

[illegible]

	Bronze				Silver				Gold				Platinum			
Guidelines	Diversity Demo-graphics	Recruitment	Retention	Promotion	Diversity Demo-graphics	Recruitment	Retention	Promotion	Diversity Demo-graphics	Recruitment	Retention	Promotion	Diversity Demo-graphics	Recruitment	Retention	Promotion
<p>A formal recruiting strategy to increase the number of women and diverse attorneys in the organization adhering to the guidelines outlined in MCCA's bias interrupters research.</p> <p>See the Bias Interrupters Toolkit series for additional guidance and contact:</p> <p>membership@mcca.com for additional resources and assistance.</p>					✕	✕			✕	✕			✕	✕		
<p>Participate in diversity career fairs, e.g., MCCA's Virtual Diversity Career Fair in the recruitment of diverse attorneys.</p>					✕	✕			✕	✕			✕	✕		
<p>FOR LAW FIRMS: law firm diversity participants must receive a 90% score on the Diversity Scorecard for transparency.</p>					✕ (Law Firms Only)				✕ (Law Firms Only)				✕ (Law Firms Only)			
<p>DEI goals and objectives that promote DEI in the organization. It should demonstrate how the organization's DEI strategic goals align with and improve overall business strategy by stating specific, measurable steps you will take to implement the organization's DEI strategy. A formal strategy includes but is not limited, to outline of programs and initiatives, developed processes to identity and measure metrics and impact analysis. <i>See 'Developing an Effective and Sustainable DEI Strategic Plan'</i> for additional guidance and contact membership@mcca.com for additional resources and assistance.</p>									✕	✕	✕	✕	✕	✕	✕	✕
<p>FOR LEGAL DEPARTMENTS: become a signatory to the MCCA Diversity Scorecard and utilize the Scorecard as a factor in their review of outside counsel DEI requirements.</p>									✕ (Legal Depts. Only)	✕ (Legal Depts. Only)	✕ (Legal Depts. Only)	✕ (Legal Depts. Only)	✕ (Legal Depts. Only)	✕ (Legal Depts. Only)	✕ (Legal Depts. Only)	✕ (Legal Depts. Only)
<p>FOR LAW FIRMS: law firm diversity participants must receive a 100% score on the Diversity Scorecard for transparency.</p>									✕ (Law Firms Only)				✕ (Law Firms Only)			

[illegible]

[illegible]