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June 14, 2023

MCCA and Nokia Release Global Law Firm Diversity Survey Report

Washington, D.C. – Today, MCCA and Nokia released the results of a new global survey that holds workplaces around the world accountable for hiring and promoting diverse attorneys.

The Global Law Firm Diversity Survey (Global Survey) is a first-of-its-kind assessment that empowers multinational firms to evaluate their impact at scale. It builds on the leadership of Nokia’s Legal & Compliance team, which implemented its own diversity, equity, and inclusion (DEI) scorecard for panel firms, and the success of MCCA’s U.S. Law Firm Diversity Survey, which has measured and tracked diversity progress at top American law firms for 20 years.

In addition to examining firms’ investment in DEI strategies and implementation, the Global Survey collects organizational demographics across key diversity indicators. The Global Law Firm Survey Report, which summarizes and analyzes these results, provides a snapshot of the challenges and opportunities for firms and companies working to make their offices around the world more diverse, equitable, and inclusive.

“Nokia’s longstanding commitment to DEI has always extended to understanding and amplifying our impact on the broader business ecosystem,” said **Esa Niinimäki, Chief Legal Officer of Nokia**. “The collaboration with our outside counsel panel underscored the need for a comprehensive approach to improve DEI at every level—guided by data that gives us a clearer picture of where we can all do better. We are proud to partner with MCCA on a more efficient, effective mechanism for law firms to chart their progress and sharpen their strategies to advance this business imperative globally.”

While the nature of bias, discrimination, and inequity in the workplace vary across countries and regions worldwide, the Survey Report highlights several common trends. For example, the firms universally tend to be less diverse at more senior levels, pointing to the need for improved development pipelines for diverse leadership. The initiative also revealed the difficulty of collecting foundational data. Multiple respondents indicated sensitivity around tracking attorney membership in underrepresented groups (based on religion, sexual orientation, and more)—a crucial first step towards fostering greater diversity.



Encouragingly, 96.2% of the law firms that responded engaged in at least some DEI efforts, with 73.1% reporting well-established, formal DEI strategies at their firms. According to the Global Survey, current DEI efforts are strongest at offices in the UK and Europe, while many offices in Asia and the Middle East are still establishing their programs. These results indicate a need for guidance in program development and suggest significant potential for growth in the global DEI landscape.

“These inaugural survey results underscore the urgent need for continued efforts to diversify the global legal profession,” said **Jean Lee, President and CEO of MCCA**. “We are excited to continue partnering with Nokia to chart year-over-year results across the industry, identifying trends and data-informed solutions to create workplaces where all attorneys can thrive.”

“In an increasingly international business landscape, recruiting and retaining a diverse workforce is becoming a universal imperative,” said **Wanji Walcott, Chair of MCCA’s Board of Directors and Chief Legal and Business Affairs Officer at Pinterest**. “Our focus must not be on whether to implement DEI initiatives in a multinational context, but rather on how to do it effectively. The Global Survey Report equips us with the information we need as leaders to build sustainable companies that better represent and serve our communities.”

The MCCA Law Firm Diversity Database will house data provided to the Global Survey by participating firms and will serve as a tool for MCCA members to track their progress against both their own goals and their industry peers. The survey report can be accessed [here](#).

Firms interested in participating in subsequent Global Law Firm Diversity Surveys should contact education@mcca.com.

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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 over 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 transform their company, industry, and corporate America for the better.

Nokia creates technology that helps the world act together. As a B2B technology innovation leader, it is pioneering networks that sense, think and act by leveraging our work across mobile, fixed and cloud networks. In addition, it creates value with intellectual property and long-term research, led by the award-winning Nokia Bell Labs. Service providers, enterprises and partners worldwide trust Nokia to deliver secure, reliable and sustainable networks today – and work with



it to create the digital services and applications of the future. With a presence in approximately 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 other organizations, including, but not limited to, the UN Women and MCCA.