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MCCA Announces 2023 Thomas L. Sager Award Finalists

Washington, D.C. – Today, the Minority Corporate Counsel Association (MCCA) is announcing the finalists for the 2023 [Thomas L. Sager Award](#) with winners from three categories to be announced at MCCA’s [Diversity Gala](#) on October 11. The Thomas L. Sager Award highlights the winning firms’ commitment to building a more diverse, equitable, and inclusive legal industry that benefits everyone.

“In the midst of today’s rapidly evolving global landscape, the importance of building community cannot be overstated,” said **Jean Lee, President and CEO of MCCA**. “It is critical that we double down on our efforts to improve equity, economic inclusion, and justice for all. I applaud the innovation and leadership of the finalists for the Thomas L. Sager Award.”

Presented since 1999, the Sager Award is named after former DuPont Senior Vice President and General Counsel Thomas L. Sager, a pioneer in increasing diversity in the legal profession. Sager’s creation of the DuPont Company Legal Model is an industry benchmark for the hiring, retention, and promotion of women and diverse attorneys.

“We express deep appreciation for the achievements of our finalists,” said **Wanji Walcott, Chief Legal and Business Affairs Officer at Pinterest and MCCA’s Board Chair**. “They exemplify inclusive leadership across all levels of their organizations, working tirelessly to promote equity within the legal profession. Their commitment to forging alliances to drive collective change underscores the vital role collaboration plays in advancing these crucial goals.”

After a thorough analysis of the [2023 MCCA Law Firm Diversity Survey](#) submissions, MCCA determined the finalists and winners for the Sager Award. Launched in 2004, this survey is the longest standing diversity survey in the legal industry. It gathers insights about law firm demographics, leadership composition, retention, and promotion of women and diverse lawyers, and it analyzes this data through the [Diversity Scorecard](#) to build industry-wide standards and firm-specific recommendations.

The Diversity Scorecard measures quantitative data including demographics, recruiting, retention, and promotion as well as qualitative data. It is the only



scorecard in our industry that conducts this level of comprehensive data analysis and provides a roadmap to achieve more positive outcomes for all.

MCCA will recognize three separate Sager Award winners from the following categories: Category 5 firms (more than 650 lawyers), Category 4 (251 – 650 lawyers), and labor and employment (L&E) firms.

The top 20 Category 5 finalists in alpha order are:

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|-----------------------------------|--|
| 1) Akin Gump Strauss Hauer & Feld | 12) Orrick, Herrington & Sutcliffe |
| 2) Arnold & Porter | 13) Paul, Weiss, Rifkind, Wharton & Garrison |
| 3) Barnes & Thornburg | 14) Perkins Coie |
| 4) Cooley | 15) Pillsbury Winthrop Shaw Pittman |
| 5) Covington & Burling | 16) Ropes & Gray |
| 6) Debevoise & Plimpton | 17) Seyfarth Shaw |
| 7) Gibson, Dunn & Crutcher | 18) Simpson Thacher & Bartlett |
| 8) Hogan Lovells | 19) WilmerHale |
| 9) Hunton Andrews Kurth | 20) Winston & Strawn |
| 10) Mayer Brown | |
| 11) Norton Rose Fulbright | |

The top 20 Category 4 finalists in alpha order are:

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|------------------------------------|-------------------------------------|
| 1) Allen & Overy | 11) Freshfields Bruckhaus Deringer |
| 2) ArentFox Schiff | 12) Hinshaw and Culbertson |
| 3) Brownstein Hyatt Farber Schreck | 13) Holland & Hart |
| 4) Cravath Swaine and Moore | 14) Honigman |
| 5) Crowell & Moring | 15) Lathrop GPM |
| 6) Epstein Becker & Green | 16) Parker Poe Adams & Bernstein |
| 7) Fenwick & West | 17) Shook, Hardy & Bacon |
| 8) Fish & Richardson | 18) Squire Patton Boggs |
| 9) Foley Hoag | 19) Thompson Coburn |
| 10) Fredrikson & Byron | 20) Vorys, Sater, Seymour and Pease |

The top 5 L&E firm finalists in alpha order are:

- 1) Fisher Phillips
- 2) Jackson Lewis
- 3) Jackson Walker
- 4) Littler Mendelson
- 5) Ogletree Deakins

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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.