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MCCA Announces 2024 Thomas L. Sager Award Finalists

Washington, D.C. – Today, the Minority Corporate Counsel Association (MCCA) shares the finalists for the 2024 [Thomas L. Sager Award](#) with winners from three categories to be announced at [MCCA's Gala](#) on October 15. The Thomas L. Sager Award highlights the winning firms' commitment to building a more diverse, equitable, and inclusive legal industry that benefits everyone.

“The value of action over words is more important than ever to demonstrate our steadfast commitment to diversity, equity, and inclusion (DEI),” 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 leadership of the finalists for the Thomas L. Sager Award for their results but even more importantly for their continued efforts during this moment when the value of our efforts are being challenged.”

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.

“At a time when DEI commitments are being pressure tested, it is heartening to see that leaders are meeting the moment with conviction to continue our collective progress,” said **Wanji Walcott, Chief Legal and Business Affairs Officer at Pinterest and MCCA's Board Chair**. “The finalists exemplify inclusive leadership and their tireless efforts to promote equity within the legal profession.”

After a thorough analysis of the [2024 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 most comprehensive 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 to ensure that the legal profession is inclusive of everyone.



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 Specialty Category (labor & employment and intellectual property).

The top three finalists in Category 5 in alpha order are:

1. Cooley
2. Orrick, Herrington & Sutcliffe
3. Wilmer Hale

The top three finalists in Category 4 in alpha order are:

1. Chapman & Cutler
2. Freshfields Bruckhaus Deringer
3. Parker Poe Adams & Bernstein

The top three finalists in Specialty Category in alpha order are:

1. Fenwick West
2. Littler Mendelson
3. 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 27 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.