



MCCA'S ANNUAL GENERAL COUNSEL SURVEY OF THE FORTUNE 500 & FORTUNE 1000: PIPELINE IMPACT

Description:

Since 1999, MCCA began tracking information about Fortune 500 general counsel and, more broadly, Fortune 1000 since 2004. MCCA's Fortune 1000 General Counsel Report (the Report) contributes to MCCA's understanding of the trends and status of diverse representation at the legal offices in America's top companies – the Fortune 1000. By providing a summary of the representation and year-over year trends among the Fortune 1000, MCCA hopes to inform stakeholders about the state of DEI work and provide a benchmark of corporate legal departments' diversity levels, allowing interested groups to set goals and strategies to achieve equitable representation across the corporate legal pipeline.

There is still a long way to go before Fortune 1000 GCs represent the US population. Industry-wide, the representation of women and non-White/Caucasian GCs has remained somewhat stagnant relative to the prior years. These results vary across business sectors and company resources (e.g., revenue levels, consistent company placement in the Fortune 1000) but indicate overall stagnation in progress toward diverse representation at the highest legal offices in corporate America. MCCA hopes that our findings will catalyze corporate legal departments to refocus their efforts toward diverse representation at all levels – especially at the top – which starts with careful succession planning at every level. In addition to succession planning, we hope leaders will focus on developing supportive work environments and shape policies fostering inclusivity and equity. These changes will pave the way for a future where executives in legal roles reflect the diversity seen among new attorneys entering the workforce from law schools.

This session will review the 2024 MCCA report findings, the impact of the current political and social climate on the talent pipeline, the key factors to sustaining focus and strategies on how to increase representation at the top in the legal profession.

Reference Materials:

To maximize the benefit of this Continuing Legal Education (CLE) program, it is essential that you engage thoroughly with the provided reference materials. These resources are designed to complement the live session and enhance your understanding of the role of a GC, key skills of a GC, and how to increase minority representation in GC roles.

- [How to Position Yourself to Land a General Counsel Role](#)
- [20 Top In-House Counsel Interviewing Mistakes of 2024](#)
- [Top 5 Moves to Become a General Counsel](#)
- [2024 Aspiring General Counsel Report](#)
- [7 Key Ingredients to Becoming a General Counsel](#)
- [Transitioning from Leader to Strategic Advisor](#)
- [8 Mistakes In-House Counsel Make When Seeking a New Opportunity](#)

- [Maximizing LinkedIn for In-House Counsel: A Strategic Guide to Professional Branding and Career Advancement](#)
- [Biggest US law firms hired fewer diverse candidates amid DEI backlash](#)
- [MCCA 2023 FORTUNE 1000 GC SURVEY](#)
- [Affirmative Action's End Will Crush the Diversity Talent Pipeline](#)
- [A CHALLENGING LANDSCAPE: HOW THE HARVARD AFFIRMATIVE ACTION CASE WILL AFFECT LEGAL DIVERSITY](#) (pp. 12-21)
- [The end of affirmative action at colleges poses new challenges, and risks, in corporate hiring](#)