



2019 THOMAS L. SAGER AWARD

The Thomas L. Sager Award is presented to Am Law 200 firms (500+ attorneys) that champion a more diverse and inclusive workforce and have demonstrated a sustained commitment to improving the hiring, retention and promotion of diverse attorneys. MCCA will select three national finalists and they will have an opportunity to showcase their diversity and inclusion efforts in a 90 second video. Each video will be reviewed by the Sager Selection Committee and the video will be a deciding factor in determining the national winner. The videos will be shown at the MCCA Diversity Gala at the American Museum of Natural History in New York on October 16, where more than 1,000 people are expected to attend including over 500 in-house lawyers.

The three finalists will also be profiled in Diversity & the Bar magazine, the official magazine of the MCCA. The winner will be announced at the Gala, where more than 1,000 people are expected to attend including over 500 in-house lawyers. ***The national winner's Managing Partner or Firm Chair will be invited onstage to accept the award and deliver an acceptance speech on behalf of the firm.***

To be considered for the Thomas L. Sager Award , please answer each question in its entirety in a separate document not to exceed 15 pages. Written applications must clearly note each numbered question. Any unanswered questions will result in a score of zero and negatively impact the applicant's overall

score. To provide further transparency in our award selection process see the scorecard template (<https://www.mcca.com/awards/thomas-sager-award/>) utilized by the Sager Selection Committee.

Please submit **two** copies of the award application. Mail one hard copy to MCCA, ATTN: Sophia Piliouras, 1111 Pennsylvania Avenue, NW Washington, DC 20004 and email the second copy to awards@mcca.com (**Maximum of 15 Pages - anything over 15 pages will not be reviewed or considered**). The deadline for all applications is **Monday April 8, 2019**.

ALL DEADLINES ARE FINAL. EXTENSIONS WILL NOT BE GRANTED.

Firm Name: _____

Managing Partner: _____

Managing Partner's Email: _____

Managing Partner's Office Location: _____

Diversity Chair/Director: _____

Diversity Chair/Director's email: _____

Diversity Chair/Director's Office Location: _____

HQ Address: _____

City: _____ **State:** _____ **Zip:** _____

List of city locations for offices reflected in the demographic profile:

Applicant's Name _____

Applicant's Title _____

Applicant's Phone: _____

Applicant's Email _____

1) Does the Firm have a formal or informal diversity plan? If yes, does it address the following areas below?
Please describe activities/programs associated with each area listed below that is applicable.

a) Recruitment:

- i) Pipeline initiatives e.g. fund scholarships, provide internships/externships, etc.;
- ii) Participation in minority law student/diversity job fairs;
- iii) Outreach to leadership of minority student organizations;
- iv) Utilization of online job services (e.g., MCCA Job Bank); and
- v) Mentoring program(s).

b) Retention:

- i) Development and/or support of internal employee affinity groups;
- ii) LGBT Initiatives;
- iii) Women's Initiatives;
- iv) Collaborative efforts with Community, Bar Associations and Clients;
- v) Sponsorship/mentorship for junior associates; and
- vi) Work-Life Balance e.g. flex time policy, gender neutral parental leave, etc.

c) Promotion:

- i) Succession plan includes emphasis on diversity and greater inclusion of non-white men and women in firm leadership;
- ii) Increase/review compensation relative to competition; and
- iii) Work with diverse attorneys to develop career advancement plans.

d) Accountability and metrics:

- i) Innovative best practices that result in sustainable and impactful efforts to advance diversity & inclusion;
- ii) Discuss how management and/or firm committee(s) are held accountable for implementing the firm's diversity plan; and
- iii) Describe how metrics are utilized to evaluate and improve the sustainability, effectiveness and impact of your diversity plan.

- 2) Please quantify the number of hours, dollars and/or resources devoted to improving diversity & inclusion at your firm and provide that information/data.

- 3) Discuss how your firm is an ambassador of diversity & inclusion in the legal profession.

- 4) Please list all awards and/or recognitions your firm has received for your diversity & inclusion initiatives and efforts.

- 5) Why do you believe your firm should be selected as a champion for diversity & inclusion efforts and awarded the Sager? (Please keep response under 1000 words)

Firm Diversityⁱ Demographic Profileⁱⁱ (Statistics should represent number as of Dec 31, 2018)

	2016	2017	2018
1. Number of attorneys ⁱⁱⁱ			
Minority ^{iv} attorneys			
Women attorneys			
LGBTQ+ attorneys			
Attorneys with disabilities ^v			
2. Number of associates			
Minority associates			
Women associates			
LGBTQ+ associates			
Attorneys with disabilities			
3. Number of equity partners			
Minorities equity partners			
Women equity partners			
LGBTQ+ equity partners			
Attorneys with disabilities			
4. Number of Non-equity partners			
Minority non-equity partners			
Women non-equity partners			
LGBTQ+ non-equity partners			
Non-equity partners with disabilities			
5. Number of new hires			
Number of minority new hires			
Number of women new hires			
Number of LGBTQ+ new hires			
Number of attorneys with disabilities new hires			

MCCA is a 501(c)(3) organization. Taxpayer ID# 13-3920905

For more information about the Thomas L. Sager Award, visit www.mcca.com. Questions? Please contact Sophia M. Piliouras, President, MCCA Advisory Practices at 202-739-5902 or via email at spiliouras@mcca.com.

ⁱ For this nomination form, “diversity” is defined as minorities, women, openly or self-identified LGBT attorneys, and individuals with disabilities. If an attorney fits into more than one diversity category (e.g., a white lesbian attorney or a gay male minority), then you may count the same person in both categories. **But do not count the same person twice for the “Total” number of attorneys, and do not count the same person in more than one racial minority category.**

ⁱⁱ All answers should reflect permanent attorney staff in the United States. Do not include temporary or contract attorneys or office locations outside the United States.

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^{iv} For this application, minorities are defined as those whose race is other than White/Caucasian and include the following categories designated by the Equal Employment Opportunity Commission: African-American/Black (not Hispanic/Latinx); Hispanic/Latinx; Alaska Native/American Indian; Asian; Native Hawaiian/Other Pacific Islander; and Multiracial (those who identify with two or more of the above races). ***PLEASE NOTE: no attorney can be counted in more than one minority category.***

^v For this application “individuals with disabilities” should be understood broadly to include (a) anyone who has identified himself or herself as having a disability; (b) anyone who has requested an accommodation due to a disability; and (c) anyone whom you can confirm from observation or other objective evidence clearly has a disability.