



OPPORTUNITY FOR CHANGE: MCCA'S ANNUAL GENERAL COUNSEL SURVEY REPORT

Description:

Since 1999, MCCA began tracking information about Fortune 500 general counsel and more broadly Fortune 1000 since 2004. This year's report found that there is a slow but positive progression towards achieving more representation in the top general counsel roles. The number of female GCs and minority GCs increased in 2019 but they do not tell the complete story.

There is still a long way to go before Fortune 1000 GCs are representative of the US population. When, reviewing the data holistically, "Opportunity for Change" was quite low, meaning that when opportunities arose to increase representation, male GCs and white GCs were more likely to be chosen over women and minority candidates. The rate of change will increase only if female and minority GCs are promoted more often at the highest levels. This means that representation must also increase within the active attorney population. As previous survey editions have shown, once a female or minority candidate is awarded a GC position, the pool from which their successor is drawn becomes more diverse as well.

The panel will discuss missed opportunities for change, equalizing the active attorney population and strategies on how to increase representation at the top in the legal profession.

Research Articles (links):

- [One Year In, Mansfield Rule Is Boosting In-House Diversity](#)
- [More Minority, Women General Counsel at Top US Companies Than Ever Before](#)
- [BigLaw Cannot Reap Diversity Rewards Without Inclusion](#)
- [GC Diversity Got A Boost In 2019 As More Women, Minorities Took Top Legal Roles](#)
- [Inside Track: How the Pandemic Summer Has Impacted the In-House Legal Job Market](#)
- [Afternoon Briefs: Justice Ginsburg officiates wedding; more women and minorities join GC ranks](#)
- [Women Say Progress At GC Level Remains Too Slow](#)
- [GC Cheat Sheet: The Hottest Corporate News Of The Week](#)