

PRESS RELEASE

Baker Donelson Earns Minority Corporate Counsel Association Approved 2023 GOLD Seal

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Baker Donelson has earned the Minority Corporate Counsel Association (MCCA) Approved 2023 GOLD Seal in recognition of the Firm's efforts in diversity, equity, and inclusion (DEI).

MCCA Approved is a framework for establishing a sustainable DEI strategy focused on actionable solutions for law firms and corporate legal departments. This accreditation is the result of Baker Donelson's tangible results in working to hire, retain, and promote diverse attorneys.

Baker Donelson's Chief Diversity Officer and Inclusion Officer [Mark A. Baugh](#) said, "We are proud to receive this designation from MCCA. It recognizes our ongoing commitment to developing sustainable DEI strategies to help corporate America know better, do better, lead better, and ultimately transform and deepen our dedication to fostering a diverse, inclusive, and welcoming legal profession."

MCCA Approved is distinguishable from other diversity initiatives as it establishes industry benchmarks, identifies leaders to support those who are starting their DEI journey, and standardizes DEI-related practices. The activities within MCCA Approved are informed by industry research, such as the Law Firm Diversity Survey and the Corporate Demographic Survey.

[MCCA](#) was founded in 1997 to champion the hiring, retention, and promotion of diverse attorneys in corporate law departments and law firms. As the preeminent voice on diversity issues in the legal profession, MCCA accomplishes its mission through industry-shaping publications, research, and training; innovative pipeline initiatives; and curated events designed to connect its members to thought leaders and one another.

D&I at Baker Donelson

Baker Donelson strives to create a diverse, inclusive, and welcoming environment for all employees, welcoming people of all races, genders, ages, languages, ethnicities, cultural backgrounds, disabilities, sexual orientations, and religious beliefs to assist clients in achieving their legal goals. As a Mansfield Rule Certified Plus firm for the third consecutive year, Baker Donelson affirmatively considers at least 30 percent women, attorneys of color, LGBTQ+ attorneys, and attorneys with disabilities in the candidate pools for recruitment, governance roles, equity partner promotions, and inclusion in formal pitch presentations to clients.

In addition to ongoing Diversity and Inclusion (D&I) efforts, Baker Donelson has implemented a [D&I Compact](#), a multiyear plan to drastically increase the number of diverse attorneys within its ranks, as well as committing to provide additional support and remove barriers to advancement. Baker Donelson is a member of the Law Firm Antiracism Alliance (LFAA), a coalition of more than 200 of the nation's leading law firms focused on utilizing private bar resources to assist legal services organizations in furtherance of their missions to dismantle barriers to opportunity in communities of color, and is a member of Out Leadership, the oldest and largest global coalition of companies working to improve LGBTQ+ equality.