



## LEADING THROUGH CRISIS: MCCA 2020 INCLUSION INDEX REPORT

### **Description:**

The disruption of 2020 has forced many legal organizations to take a new look at their workplace cultures. Between concerns about health and safety due to COVID, and renewed calls for racial justice across America, it has been nearly impossible to ignore what some might consider soft topics. Leaders in the legal community have responded, but against a challenging backdrop, with many – particularly people of color – experiencing little sense of belonging to their organizations.

In 2018, together with Russell Reynolds Associates (RRA), MCCA developed a proprietary Inclusion Index Survey, to help organizations assess leadership, practices and culture to create a baseline metric of inclusion and measure progress over time.

The panel will discuss this year's survey results, how legal organizations and their leaders are navigating this challenging year and what it means to be an inclusive leader to effectuate change and develop a diverse, equitable and inclusive workplace during a time of uncertainty.

### **Research Materials (links):**

- [MCCA 2019-2020 Inclusion Index Survey](#)
- [The Key to Inclusive Leadership](#)
- [How to Be an Inclusive Leader Through a Crisis](#)
- [6 Tips to Serve As An Inclusive Leader During A Crisis](#)
- [Diversity and Inclusion During a Crisis: Five Emerging Lessons](#)
- [The Necessity Of Consciously Inclusive Leadership](#)
- [Board Leadership and Performance in a Crisis](#)
- [Driving Leadership Performance and Development in a Crisis](#)