

Diversity, Equity, and Inclusion

Diverse cultures. Multiple perspectives. An inclusive environment.

McGlinchey is committed to fostering diversity, equity, and inclusion in our firm and across our profession.

We know that representation of diverse voices empowers every member of the McGlinchey Family to do our best work and provides us with a rich and rewarding workplace. Our goal is to create a law firm culture that reflects the increasing diversity of the clients and communities we serve. We are proud of our deep roots in some of America's most diverse cities, and we honor the broad range of backgrounds and perspectives that form the fabric of our firm. We celebrate our employees' differences across race, gender, ethnicity, disability, and sexual orientation, and we strive to treat our lawyers and staff fairly.

In 2021, McGlinchey's new Managing Member, Michael Ferachi, launched the [#McGlincheyForward](#) initiative, designed to face the rapidly changing legal industry, our clients' needs, and our internal operations for the next five years and beyond. #McGlincheyForward focuses on five pillars: change, culture, empowerment, growth, and gratitude. The firm named our first [Chief Diversity Officer](#) in 2021.

In May 2024, McGlinchey achieved [Midsize Mansfield Certification](#) for the second time, reaffirming the firm's commitment to diversity in leadership and inclusive hiring practices. This achievement signifies McGlinchey's sustained dedication to opening doors wider and creating transparent pathways for underrepresented groups. In August 2024, McGlinchey signed on to participate in the certification process for a third term.

McGlinchey prides itself on its involvement with the [Leadership Council on Legal Diversity \(LCLD\)](#) since the organization's founding in 2009. The firm was a three-time recipient of LCLD's highest honor, the Compass Award, and was named a "Top Performer," a designation reserved for the most active LCLD Member Corporations and Law Firms, for six years in a row. McGlinchey attorneys regularly participate in the LCLD Fellows program, which aims to identify, train, and advance the next generation of leaders in the legal profession, as well as the LCLD Pathfinders program for high-potential, early-career attorneys at LCLD Member organizations. In 2021, the firm joined the LCLD's [Leaders at the Front](#) program. By encouraging those in leadership positions to commit themselves to change, LCLD has urged its member organizations to create actionable pledges and plans to advance diversity, equity, and inclusion efforts in the legal profession.

McGlinchey is ranked among the top law firms in [The American Lawyer's Diversity Scorecards](#) in the Women in Law and LGBTQ+ categories and is ranked nationally in the top 30 firms in 4 categories of the [Best Law Firms for Diversity by Vault](#). In addition, McGlinchey's New Orleans and Baton Rouge offices were recently recognized as among the "Best Places to Work" in their respective cities, and both our New Orleans and Boston offices received nods for "Empowering Women" in the workplace.



Mansfield Rule

Certified 2023-2024 Powered by
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Participating Law Firm

2024-2025

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MEMBER



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Leadership

The firm's **Diversity, Equity, and Inclusion Committee**, comprised of attorneys and professionals across our footprint, oversees our efforts to create an inclusive environment enabling all of our employees to succeed. The Committee holds monthly firm-wide meetings that are open to all lawyers for the discussion of diverse topics and issues. The Committee also works closely with our Recruitment and Associate committees to enhance both the recruitment and retention of diverse lawyers.































Our attorneys and professional staff dedicate their time and talents to improving diversity outcomes in the legal profession as members and leaders within a number of diversity-related organizations, including:

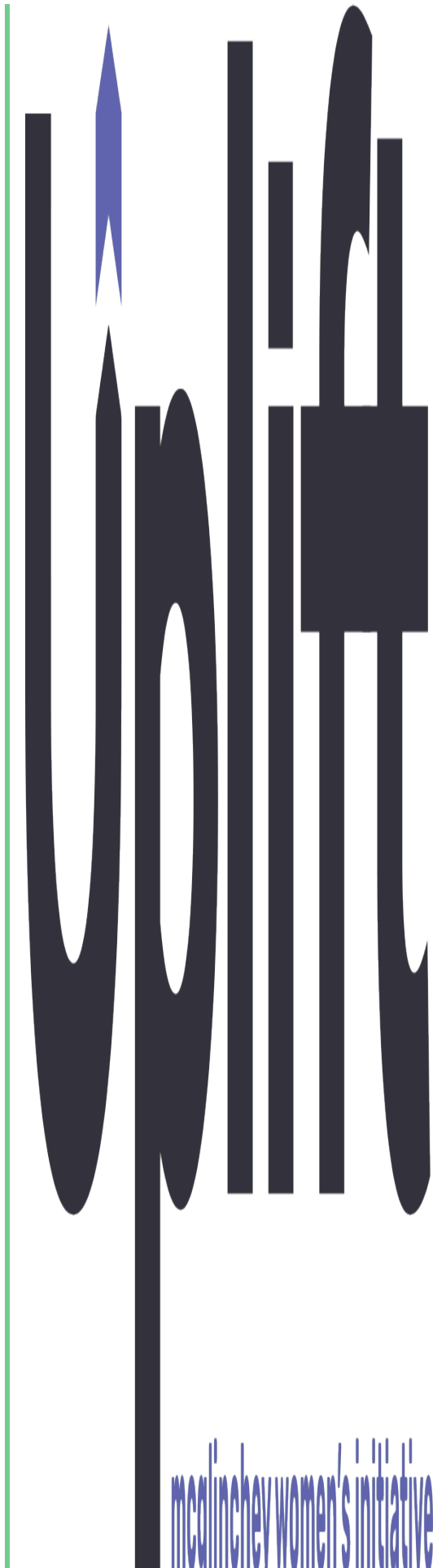
- Law360 Diversity & Inclusion Editorial Board
- Association of Law Firm Diversity Professionals
- Defense Research Institute
- Federal Bar Association
- Florida Association for Women Lawyers (FAWL)
- International Legal Technology Association (ILTA) Diversity, Equity, and Inclusion Committee
- Jacksonville Women Lawyers Association (JWLA)
- Litigation Counsel of America Diversity Law Institute
- Louis A. Martinet Legal Society, Inc.
- National Association of Women Lawyers (NAWL)
- National Bar Association

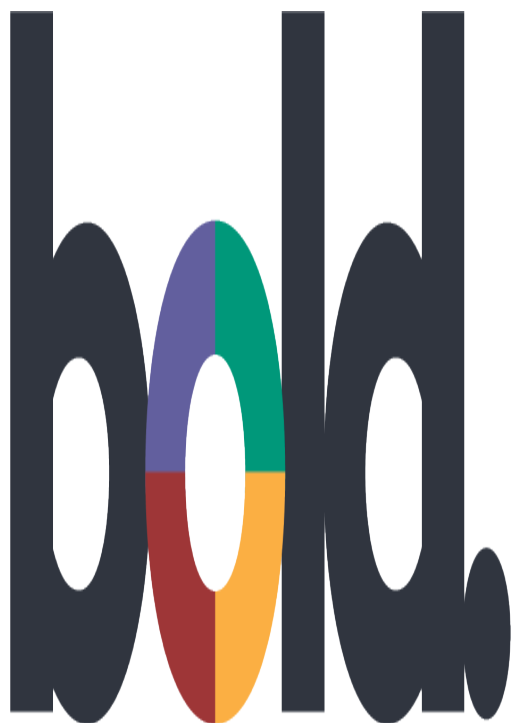
- New Orleans Association for Women Attorneys
- New Orleans Bar Association (NOBA) Minorities in the Profession Committee
- New Orleans Legal Diversity Collaborative
- Women's Professional Council of New Orleans

We were a proud sponsor of the study underlying the provocative, landmark treatise, “Visible Invisibility: Women of Color in Law Firms,” published by the ABA Commission on Women in the Profession.

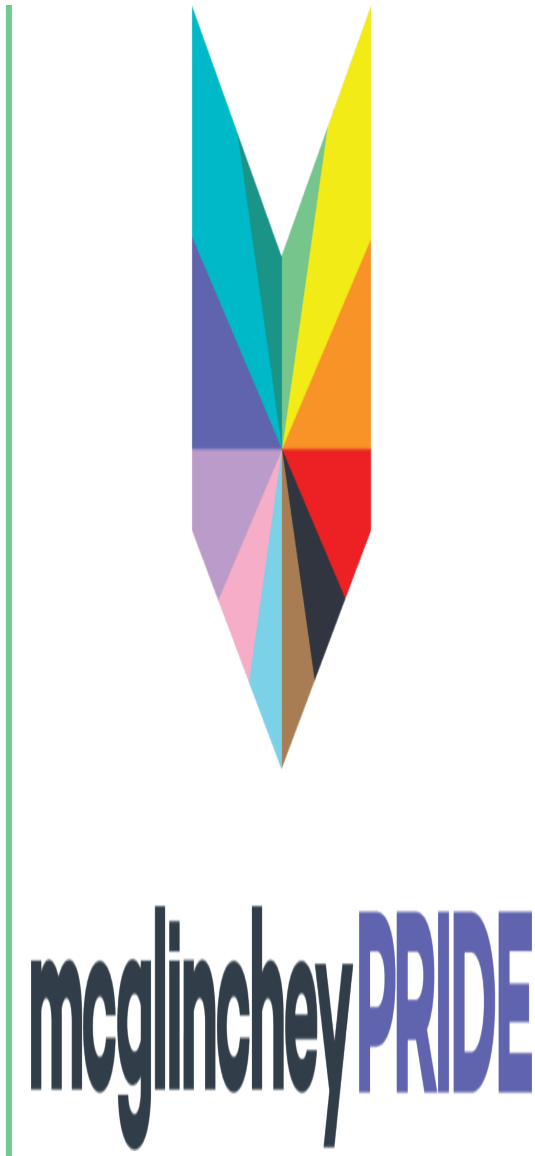
Programs and Affinity Groups

The firm's Affinity Groups, which are open to all McGlinchey attorneys, support our culture of inclusion.





McGlinchey Black Originators, Leaders, and Doers



Uplift: McGlinchey Women's Initiative

Uplift, McGlinchey Women's Initiative, is a home for McGlinchey attorneys to convene, engage, empower, and advocate for women in their work, in leadership, in their communities, and across the legal profession and industries the firm serves. [Learn more.](#)

BOLD (McGlinchey Black Originators, Leaders, and Doers)

BOLD (McGlinchey Black Originators, Leaders, and Doers) is a network for McGlinchey's African, African-American, Black, and Caribbean attorneys across the diaspora. Open to all McGlinchey attorneys, the group's mission is to foster an equitable and inclusive workplace for all by spotlighting workplace issues unique to the community and working to effect meaningful change in the places where we live and work. [Learn more.](#)

McGlinchey PRIDE, LGBTQ+ Resource Group

The mission of **McGlinchey PRIDE**, the firm's LGBTQ+ Resource Group, is to create a home where McGlinchey's firm's gay, lesbian, bisexual, transgender, and queer attorneys, as well as allies and friends, feel welcomed, affirmed, valued, and empowered – a rainbow WAVE. [Learn more.](#)

Related people

Rudy Aguilar

Eliska Plunkett