



Leadership Council on Legal Diversity

Building a Generation of Leaders as Diverse as the Nation We Serve

2022

Welcome to the Leadership Council on Legal Diversity, a fast-growing national organization dedicated to building a more diverse and inclusive US legal profession.

The idea behind LCLD is simple but powerful: To create a generation of diverse leaders in the profession, we must engage the top leaders of today. That is why LCLD is made up of the General Counsel of Fortune 500 corporations and the Managing Partners of the nation's leading law firms.

By joining LCLD, each of these individuals has made a personal commitment to the defining mission of our organization. Our Leaders at the Front movement continues to gain momentum, and now, these personal commitments are transforming into something even more powerful. In 2022, all LCLD Members are required to create a public Leader's Pledge detailing the specific actions, both personal and organizational, that they commit to take in order to advance diverse lawyers within their organizations.

Through their Leader Pledges, LCLD Members will empower their diverse talent to fulfill their potential while laying the groundwork for transformational change in a profession that has been painfully slow to evolve.

Shortly after LCLD was founded in 2009, we began building programs to help minority and women attorneys expand their professional horizons. In the years since, more than 10,000 talented individuals

have benefited from our Mentoring, 1L Scholars, Pathfinder, Fellows, and Alumni programs, all of which are detailed in this brochure. Today our program graduates make up one of the most powerful networks for the next generation of leaders in the profession.

LCLD plans to offer a hybrid model for our 2022 programs, resuming in-person events when timing feels appropriate and conditions are safe. As we eagerly anticipate being together again, our community continues to strengthen and work tirelessly towards our mission: to make the US legal profession as diverse as the nation it serves.

I invite you to join the movement and use your voice for change,



Robert Grey
President, LCLD

Leader's
Pledge Goal:

100%

Member Participation
by June 1, 2022

LCLD Membership: A Commitment to Lead

To become a Member of LCLD is to join a community of like-minded individuals and organizations, united by their shared commitment to the ideals of equality and justice and to the advancement of underrepresented talent in our organizations. LCLD’s remarkable success derives from the direct participation of our Members, whose contributions are valuable and wide-ranging.

Leaders at the Front. This movement calls on LCLD Members to draft a public Leader’s Pledge detailing the specific actions, both personal and organizational, that they commit to take in order to advance diverse lawyers within their organizations. By raising their collective voice, LCLD leaders are working to make their organizations, their profession, and their nation more equitable and inclusive. [LEARN MORE](#)

Leadership Summit. In 2022, LCLD will continue to host Leadership Summits in partnership with Harvard Law School. These Member-only (Managing Partner and General Counsel) meetings will be focused on the Leaders at the Front movement and will assist Members in drafting their own Leader Pledges. [LEARN MORE](#)

Annual Membership Meeting. Once a year, LCLD’s 400+ Members come together to share ideas, strengthen relationships, and renew our common purpose. This meeting is held either in person or virtually.

Language of Leadership. A monthly series of virtual, in-depth, one-on-one conversations between an LCLD Member and President Robert Grey around the nature of leadership in the law, in society, and in the pursuit of diversity and inclusion.

Learning Experiences. Hosted by a corporate Member, these one-day events provide Fellows with valuable glimpses inside the business operations and legal affairs of LCLD companies. In person, whenever possible, or virtual.

Leadership Lunches. Co-hosted by a Managing Partner and a General Counsel, these candid, small group luncheons allow Fellows to ask questions and build relationships with leaders of the profession in an open, collegial setting. In person or virtual.

What’s Working. By leading new, innovative approaches to DE&I within their organizations, Members can transform the status quo. And by sharing those ideas on our What’s Working platform, they can help other LCLD organizations adapt those ideas and make significant progress of their own.

Compass and Top Performer Awards. The Compass Award is presented to Members who participate in the Pathfinder and Fellows programs and at least one pipeline program. Members must also attend the Annual Meeting or a Leadership Summit. Top Performer is a points-based award presented each year to our most active Member organizations.



***Make a Move.
Join the Movement.***

Leaders at the Front

As leaders of some of the country's most powerful law firms and corporate legal departments, LCLD Members have significant influence within their organizations, networks, and communities. The Leaders at the Front movement is an opportunity to harness that influence by creating a personal, public action plan—a Leader's Pledge—that articulates your commitment to diversity and generates lasting organizational change.

Recognizing the power of this movement, the LCLD Board of Directors has moved to require a Leader's Pledge as a condition of LCLD membership. Our goal is to reach 100% Member participation by June 1, 2022.

Here's how it works:

- 1 Visit the Leaders at the Front website to browse the [live pledges](#) that have been submitted by your colleagues and friends, as well as [LCLD resources and sample pledges](#). Let these serve as inspiration when creating your own pledge. Remember that a successful pledge includes goals that are specific, meaningful, and measurable.
- 2 [Submit your pledge](#) to LCLD, which will then be published on the Leaders at the Front website.
- 3 **OPTIONAL:** Attend a [Leadership Summit](#) to share, discuss, and refine your pledge with other managing partners and general counsel.
- 4 Need more help? Just [email us](#).

Fellows Program

Launched in 2011, LCLD's landmark Fellows Program takes high-potential, mid-career attorneys from Member organizations and sets them on a fast track to leadership. Chosen by their General Counsel or Managing Partner, Fellows participate in a year-long professional development regimen that includes class conferences, training in the soft skills of legal practice, peer-group projects to foster collaboration and networking, and contact with LCLD's top leadership. They also interact regularly with a number of LCLD Members who host them for Learning Experiences and Leadership Lunches, sharing insights for personal and professional success.

Candidacy Requirements

- For LCLD attorneys with eight to 15 years of professional experience who are:

IMPACT PLAYERS: Widely recognized as indispensable to key clients and teams, routinely demonstrate high levels of initiative, and perform beyond what is expected

Candidacy Requirements *[Continued]*

INSTITUTION BUILDERS: Reflect a deep sense of engagement (intellectually and emotionally) in your organization and have invested in attorney mentoring and professional development

LEADERS: Identified as being on a trajectory towards leadership within the organization

Program Components

- Two Class Meetings
- Two Regional Meetings
- Learning Experiences
- Leadership Lunches

2021 Fellows Program Prospectus

For information on 2022 dates, cost, selection criteria, and descriptions of each program component, please [CLICK HERE](#). For further information, contact [Nichole Velasquez](#).

The 2022 program will be a hybrid model, consisting of virtual and in-person events developed exclusively for Fellows.

"It's not just about the connections. I leave these Fellows Meetings feeling inspired. I feel like this is one of the most genuine, authentic groups of people that I've been around—highly accomplished, highly dedicated, highly passionate people."

BILAL ZAHEER | 2017 Fellow

74%

Fellows said the program expanded their network.

SOURCE: 2021 LCLD Alumni Survey

Pathfinder Program

The Pathfinder Program was created in 2015 to deliver the benefits of LCLD programming to high-potential, early-career diverse attorneys at LCLD Member organizations. The goal of the program is to provide these Pathfinders with practical tools for the journey ahead, including foundational leadership skills, career development strategies, and tips on building relationships and professional networks. Designed for both in-house and law firm attorneys, the Pathfinder Program curriculum is meant to supplement the training initiatives of Member organizations.

Candidacy Requirements

- ▶ For LCLD attorneys with three to eight years of professional experience
- ▶ Early-career emerging leaders who have, or have the potential to, distinguish themselves within their corporation or law firm

Program Components

- ▶ Two Class Meetings
- ▶ E-Learning Modules
- ▶ Compass Conversations
- ▶ Peer Circles
- ▶ Program Facilitator Interactions
- ▶ One Virtual Regional Meeting

The 2022 program will be a hybrid model, consisting of virtual and in-person events developed exclusively for Pathfinders.

2022 Pathfinder Program Prospectus

For information on 2022 dates, cost, selection criteria, and descriptions of each program component, please [CLICK HERE](#). For further information, contact [Sarah Alexander](#).

77%

Pathfinder Alumni had direct interaction with the leadership of their organization.

45%

Pathfinders believe LCLD program participation increased their visibility within their organization.

SOURCE: 2021 LCLD Alumni Survey

“The big thing I’ve taken away from the program is that, when it comes to being successful, it’s not enough just to be skilled...you have to develop relationships. The relationships we’ve formed during the program are ones that will last for the entirety of our careers, and you simply can’t replicate that.”

NICK HARPER-SMITH | 2015 Pathfinder

1L Scholars Program

Introduced in 2012, our 1L Scholars Program bolsters the legal pipeline by providing diverse first-year law students with extraordinary opportunities to learn nuanced fundamentals of a legal career, just as they're starting internships at LCLD Member organizations. Each summer, several hundred Member-selected 1Ls come together for the LCLD 1L Scholars Summit, an intensive, three-day seminar hosted by LCLD, where they're exposed to sessions on exploring the law, working with other generations, business strategies, and secrets for success.

Candidacy Requirements

- ▶ 1L LCLD Scholar candidates must be enrolled as first-year law students and in good standing at an ABA-approved law school
- ▶ 1L LCLD Scholar candidates must apply directly to summer internships at the LCLD Member organization(s) of their choice in early

spring. Each Member organization will independently identify, select, and hire its respective 1L LCLD Scholar(s)

Program Components

1L LCLD Scholars Virtual Summit. Held virtually June 7-9, 2022, participants can expect the following from this year's summit:

- ▶ Personality-Type Assessment
- ▶ Law Firm Mechanics
- ▶ Advice for Navigating Your Summer
- ▶ Guidance on Resume Creation and Interview Skills

2022 Scholars Program Prospectus

For information on the application process, 2022 dates, and program components, please [CLICK HERE](#). There are no additional fees for the Scholars Program (included with yearly membership dues). For further information, contact [Nancy Richardson](#).

Due to the continuing impact of COVID-19, this year's Summit will be held virtually.

"Working for both a law firm and a corporation has given me an experience not many law students get, and has helped me settle on the direction I want to go in the future. I am able to approach problems differently and see the perspective on both sides."

REINA ALMON | 2016 1L Scholar

95%

Scholars reported that the 1L Scholars Summit enhanced their understanding of how to manage their legal career.

SOURCE: 2021 Scholars Summer Survey

Success in Law School Mentoring Program

Our LCLD Mentoring Program serves first-year law students from diverse backgrounds, matching them with mentors from LCLD Member organizations and LCLD Alumni who provide guidance on the principles of legal excellence and strategies for success in law school and beyond.

Mentor Candidacy Requirements

- ▶ Mentors are LCLD Member organization attorneys and LCLD Alumni

Program Components

- ▶ Mentoring Toolkit
- ▶ E-Module
- ▶ Individual Mentoring Program (IMP):
one-on-one mentoring
- ▶ Group Mentoring Program (GMP):
social and substantive events with speakers

Mentoring Program Prospectus

For information on the application process, 2022 dates, and program components, please [CLICK HERE](#). There are no additional fees for the Mentoring Program (included with yearly membership dues). For further information, contact [Nancy Richardson](#).

Due to the continuing impact of COVID-19, all events will be held virtually for the 2021-2022 Mentoring Program.

1,165

The LCLD Mentoring Program matched more than 1,100 mentor/mentee pairs during the 2020-2021 program year.

SOURCE: 2020-2021 LCLD 1L Law School Mentoring Program Survey: Mentees

“Having a mentor is one of the best things to happen to me in law school... It’s been a wonderful experience, and I’m super grateful to have met her through this program.”

DENISSE GARCIA | 2015 Mentee

LCLD Alumni Program

The LCLD Alumni Program is comprised of more than 4,000 Pathfinders and Fellows graduates. This dynamic community has its own Executive Council, which oversees the development of regional and national programming. The goal of the LCLD Alumni is to build upon the relationships and leadership skills acquired during their LCLD program year.

Program Components

- ▶ Leadership development and business training programs
- ▶ Peer-to-peer mentoring through advocacy groups
- ▶ Senior law firm training and development: Sustainable Partnership Program
- ▶ Annual Leadership Symposium
- ▶ Regional and virtual programs and networking
- ▶ All In! Campaign
- ▶ Senior in-house training and development: General Counsel Mentoring Circles
- ▶ Racial justice and equity action roundtables
- ▶ Charitable and pro bono initiatives
- ▶ LCLD Alumni job bank

For information on 2022 dates, cost, and descriptions of each program component, please contact [Alyssa Yuen](#).

“The impact of walking into an entirely diverse banquet room of senior attorneys is powerful. The resilience in the room is palpable. And our ability to lift each other is limitless.”

DIVYA GUPTA | 2019 Fellow

74%

LCLD Alumni found Alumni Events valuable to their experience.

31%

LCLD Alumni were nominated for leadership positions in their communities within the last year, including roles with non-profit and school boards and bar associations.

SOURCE: 2021 LCLD Alumni Survey



FAQ

What do the letters LCLD stand for?

Leadership Council on Legal Diversity

What does LCLD do?

We actively promote diversity and inclusion in the legal profession through initiatives aimed at advancing a new generation of leaders.

How are we organized?

LCLD is a 501(c)(6) not-for-profit organization. We are governed by a Board of Directors composed of Member GCs and MPs. We are led by a President, who is assisted by paid staff.

Who are LCLD Members?

More than 400 organizations have joined LCLD since 2009. Members are either General Counsel of corporations or Managing Partners of law firms who join individually on behalf of their respective organizations.

What's the time commitment for a GC or MP?

It varies depending on the individual. Our most active Members attend the Annual Membership Meeting each fall and interact with our program participants in various ways. From hosting an onsite Learning Experience to speaking at a 1L Scholars summit, we welcome the direct participation of our membership.

What was the idea behind LCLD?

The founders of LCLD were motivated by the realization that decades of efforts to diversify the legal profession had failed to significantly move the needle. Mobilizing the country's top lawyers, Rick Palmore, the former General Counsel of General Mills, organized a Call to Action summit in 2008 that led to the founding of LCLD the following year.

How do I join?

The best way is to contact Chief Membership and Operations Officer, [Jennifer Denton](mailto:jdenton@lclldnet.com) at jdenton@lclldnet.com, or [Grace Mitchell](mailto:gmitchell@lclldnet.com) at gmitchell@lclldnet.com. You can also visit our [How to Join](#) page for instructions on how to become a Member.

How do we connect on the Internet?

You can find us on the web at www.lclldnet.org, on [Facebook](#), and on [Twitter](#) at @lclld_rgrey.

What is a Leader's Pledge?

Passed in September 2021, the LCLD Board is now requiring Members to submit a public [Leaders at the Front pledge](#) as a condition of LCLD membership. These action plans translate your personal commitment to diversity into lasting organizational change. Members can [register for a Leadership Summit](#) to discuss and refine their pledge with other managing partners and general counsel. LCLD also has [resources and sample pledges](#) available to help with the process.

What are Member Dues and Program Fees?

Global 500 and Fortune 500 corporations and National Law Journal 350 law firms pay \$10,000 in dues annually; all other law firms and corporate legal departments pay \$5,000 annually.

LCLD will provide a hybrid model for the Fellows and Pathfinder programs in 2022. We are planning a virtual start to the year and aim to resume in-person programming mid-year, barring any new COVID-19 developments. In 2022, corporate Members may nominate two Fellows and two Pathfinders for \$3,000 and law firm Members may nominate one Fellow and two Pathfinders for \$3,000.

The Leadership Council on Legal Diversity is an organization of more than 400 corporate chief legal officers and law firm managing partners—the **leadership** of the profession—who have pledged themselves, through our **Leaders at the Front** initiative and other means, to creating a truly diverse US legal profession. Our **action** programs are designed to attract, inspire, and nurture the talent in society and within our organizations, thereby helping a new and more diverse generation of attorneys ascend to positions of leadership. By producing tangible **results** in the lives of talented individuals, we work to promote inclusiveness in our institutions, our circles of influence, and our society, with the ultimate goal of building a more open and diverse legal profession.



LEADERSHIP • ACTION • RESULTS

For more information, please contact LCLD President **Robert Grey** at rgrey@lclldnet.com or **Jennifer Denton**, Chief Membership and Operations Officer, at jdenton@lclldnet.com
www.lclldnet.org | Post Office Box 1656 | Richmond, Virginia 23218