



Leadership Council on Legal Diversity

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

2023

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

The idea behind LCLD is simple but powerful: To create a new 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, over 430 Members went live with public **Leader Pledges** 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 and diverse networks for the next generation of leaders in the profession.

LCLD plans to return to in-person events for Members and programs in 2023. We are delighted to be together again and look forward to deepening the bonds and connections of the LCLD community.

I'm truly excited about where we're headed in 2023 as we work together to energize our Member organizations with new ideas and solutions—all while continuing, through our programs, to empower the next generation of diverse legal talent.

I invite you to join me—and LCLD—in working tirelessly to make the legal profession as diverse as the nation it serves.



Robert Grey
President, LCLD

MP & GC
Pledges

430+

Leaders at the Front
pledges submitted by
LCLD Members

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 MPs and GCs to draft a public Leader’s Pledge detailing the specific actions, both personal and organizational, that they will 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. As of June 2022, a Leader’s Pledge is now a requirement of membership in LCLD. [LEARN MORE](#)

Super Pledge Summits. In 2023, LCLD will hold inaugural Super Pledge Summits for LCLD Members. Hosted by LCLD Members Halimah DeLaine Prado of Google LLC and Carlos Brown of Dominion Energy Inc., the Summits will focus on strengthening and executing our Leader Pledges. [LEARN MORE](#)

The Pledge Tracker. After going live with a Leader’s Pledge, Members will also have the opportunity to track their progress through an online Pledge Tracker and personalized consultation with LCLD President Robert Grey. [LEARN MORE](#)

Annual Membership Meeting. Once a year, LCLD’s 440+ Members come together to share ideas, strengthen relationships, and renew our common purpose.

Language of Leadership. A monthly series of virtual, in-depth, one-on-one conversations between an LCLD General Counsel and President Robert Grey around the nature of leadership in the law, in society, and in the pursuit of diversity, equity, and inclusion. [LEARN MORE](#)

Learning Experiences. Hosted by LCLD General Counsel, these one-day events provide Fellows and Alumni with valuable glimpses into the business operations and legal affairs of LCLD companies. [LEARN MORE](#)

Leadership Lunches. Co-hosted by a Managing Partner and a General Counsel, these candid, small group, regional luncheons allow Fellows to ask questions and build relationships with leaders of the profession in an open, collegial setting. [LEARN MORE](#)

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. [LEARN MORE](#)



***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 moved to require a Leader's Pledge as a condition of LCLD membership in 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](#), [sample pledges](#), and a summary of the [impact areas](#) addressed by existing 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](#) for publication on LCLD's website.
- 3 Need more help? [Reach out](#) to schedule a consultation with LCLD.

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 In-Person Class Meetings
- On-The Road Regional Sessions
- Learning Experiences
- Leadership Lunches
- Virtual In-House / Law Firm Sessions
- Accountability Partners

2023 Fellows Program Prospectus

For information on 2023 dates, cost, selection criteria, and descriptions of each program component, please [CLICK HERE](#). For further information, contact [Nichole Velasquez](#).

"LCLD carved out space to be honest and open in our discussions, challenged us to think differently, honed our storytelling to share who we are in a way that advances us as individuals, and facilitated an organic growth in our networks. The Fellows Program did not merely repackaging the standard content, it created and presented unique and creative programming."

MELINDA FULLER | 2021 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 In-Person Class Meetings
- ▶ Regional Sessions
- ▶ Virtual Learning Sessions
- ▶ E-Learning Modules
- ▶ Peer Circles
- ▶ Program Facilitator Interactions

2023 Pathfinder Program Prospectus

For information on 2023 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

“Participating in the LCLD Pathfinder Program, I was in awe to discover the vast network of talented and diverse attorneys that LCLD has grown. Members of the LCLD network are highly focused on building leadership skills and fostering a sense of community through diversity. I made so many important connections during my year as a Pathfinder, and feel very fortunate to be a member of the LCLD community going forward..”

PHILIP HAMZIK | 2022 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)

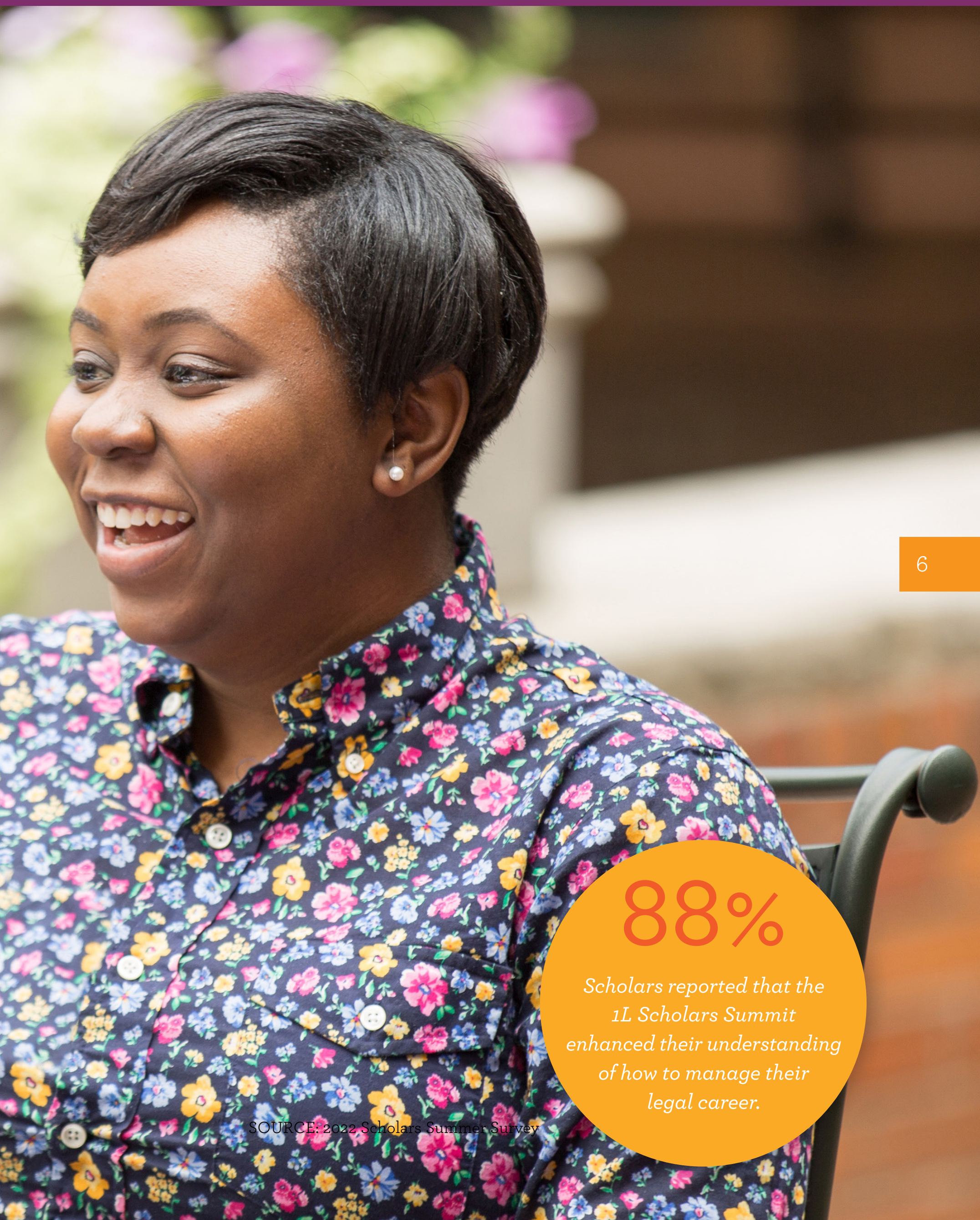
Program Components

1L LCLD Scholars Summit. Held virtually May 23-25, 2023, participants can expect the following from this year’s summit:

- Project Management Tools
- Law Firm Mechanics
- Advice for Navigating Your Summer
- Guidance on Resume Creation and Interview Skills

2023 Scholars Program Prospectus

For information on the application process, 2023 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](#).



“I have had the unique privilege of traversing through the LCLD programs as a 1L Scholar, a Pathfinder, and a Fellow and along this journey, you will obtain unrivaled knowledge about your abilities to affect your career trajectory and build a better, more inclusive profession alongside your phenomenal colleagues.”

FAWAZ BHAM | 2012 1L Scholar, 2016 Pathfinder, 2021 Fellow

88%

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

SOURCE: 2022 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, 2023 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](#).

859

The LCLD Mentoring Program matched more than 800 mentor/mentee pairs during the 2021-2022 program year.

SOURCE: 2021-2022 LCLD 1L Law School Mentoring Program Survey: Mentees

“Mentoring law students is a passion of mine. While I advise several associates at my firm, as well as students at my alma mater, participating in LCLD’s unique 1L mentoring program has helped me broaden my own professional horizons in new ways. Working with students from other local law schools, who have different interests and backgrounds, has challenged me to reflect deeply and bring new kinds of input and advice to our conversations.”

RAMI FAKHOURI | 2021 & 2022 Mentor

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

- ▶ Annual Leadership Symposium
- ▶ Executive Council and Alumni Leadership Team
- ▶ Regional, local, and virtual programs and networking
- ▶ Peer-to-peer mentoring through Coaching Circles
- ▶ Business development and relationship building:
 - ▶ Sustainable Partnership Program
- ▶ All In! annual giving campaign
- ▶ Senior in-house training and development:
 - ▶ General Counsel Mentoring Circles
- ▶ Pathways to Equity committee focused on two-way accountability between law firms and corporations
- ▶ LCLD Alumni job bank

For information on 2023 dates, cost, and descriptions of each program component, please contact [Alyssa Yuen](#).

“The sense of community in LCLD is unmatched. Every Pathfinder & Fellow is immediately bonded to each other by a shared experience, and that sense of belonging and commonality distinguishes LCLD from any other networking organization I’ve been a part of. Through LCLD I have gained mentors, developed client relationships, and built friendships that will last my entire career – the experience is priceless!”

TINA HU-RODGERS | 2021 Fellow

70%

LCLD Alumni report that LCLD has expanded their network.

SOURCE: 2022 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.

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.

Who are LCLD Members?

More than 440 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](#) at jdenton@lclldnet.com, or [Grace Mitchell](#) at gmitchell@lclldnet.com. You can also visit our [How to Join](#) page for instructions on how to become a Member.

What is a Leader's Pledge?

As of June 2022, 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 is excited to return to two in-person meetings for our 2023 Pathfinder and Fellows programs. This year, Members will have two options for Program fees:

1. Bundled Fees – Members will receive a dual program discount for nominating both Fellows and Pathfinders. Law firm Members may nominate two Pathfinders and one Fellow for \$5,750 and corporate Members may nominate two Pathfinders and two Fellows for \$5,750.
2. À La Carte Fees – Members may choose to nominate participants for only one program. For Fellows, law firm Members may nominate one for \$3,500 and corporate Members may nominate two for \$3,500. For Pathfinders, law firm Members and corporate Members may nominate two for \$3,000.

The Leadership Council on Legal Diversity is an organization of more than 440 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
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