LEADERSHIP COUNCIL ON LEGAL DIVERSITY

Operationalizing Your Leader's Pledge



You've submitted your Leader's Pledge—congratulations! Now it's time to track your progress. By signing up for LCLD's Pledge Tracker, you'll have access to a tool that will help you measure progress on your pledge and strengthen your commitments moving forward. Once you complete the Tracker, you'll also receive customized recommendations on how to take your DE&I goals to the next level.

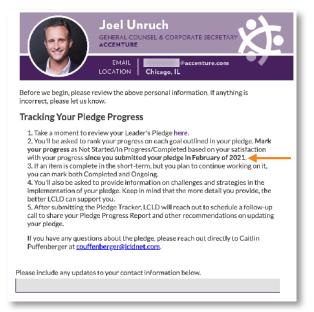
If you have questions, please reach out to Caitlin Puffenberger at <u>cpuffenberger@lcldnet.com</u>.

Completing the Pledge Tracker

You will receive a **personalized link to your Pledge Tracker** by email on the first Monday of your requested month. You will have two weeks to complete the following steps in your Tracker.

2 When you open the Tracker, you'll first be prompted to **review the personal information** LCLD has on file for you and submit any necessary changes.

You'll also see the date you submitted your pledge—you'll be asked to **consider your progress toward your goals since you submitted your pledge**.



3 Next, you'll be asked to rank your progress on each of the Personal Commitments in your pledge as "Not Started," "In Progress," "Completed," and/or "Ongoing."

- It's OK if not all of your goals have a clear finish line—but the strongest pledges have a mix of short- and long-term goals.
- If many of your goals are "Ongoing," consider articulating the short-term aims that are helping you work toward those broader goals.

4 You'll then be asked to share a bit more about the implementation of your Personal Commitments:

- For the Personal Commitments that are In Progress, Completed, and/or Ongoing, what specific tactics or strategies have helped you move forward?
- Which Personal Commitment has been the most impactful in developing diverse talent and/ or making your organization more inclusive?
- Which Personal Commitment has been the most challenging to complete? Why?



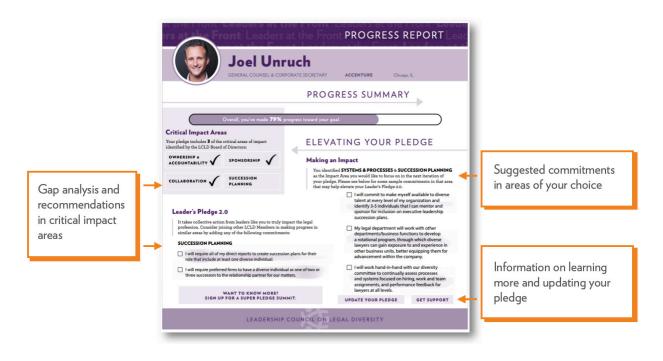
For the Personal Commitments that are In Progress, Completed, and/or Ongoing, what specific tactics or strategies have helped you move forward?
Your strategies here
Which Personal Commitment has been the most impactful in developing diverse talent and/or making your organization more inclusive?
Your impact here
Which Personal Commitment has been the most challenging to complete? Why?
Your challenges here
Previous

5 Once you've finished discussing your Personal Commitments, you'll be asked to **repeat the above steps for your Organizational Commitments**.

6 Finally, after quickly reviewing LCLD's Areas of Impact, you'll be asked to **reflect on your pledge and how you might revise it** moving forward:

- As you think about the next iteration of your pledge, which impact area are you most interested in addressing?
- Can you share a success story (qualitative or quantitative) from your Leader's Pledge?
- What can LCLD do to help you fulfill your pledge?

8 When you're finished, click submit! LCLD will process your responses and be in touch within a week to share your Progress Report, which includes customized recommendations on ways to improve your pledge and elevate your DE&I efforts, and schedule a call to discuss next steps.



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