



LEADERSHIP COUNCIL ON LEGAL DIVERSITY



Rick Palmore, Board Chair

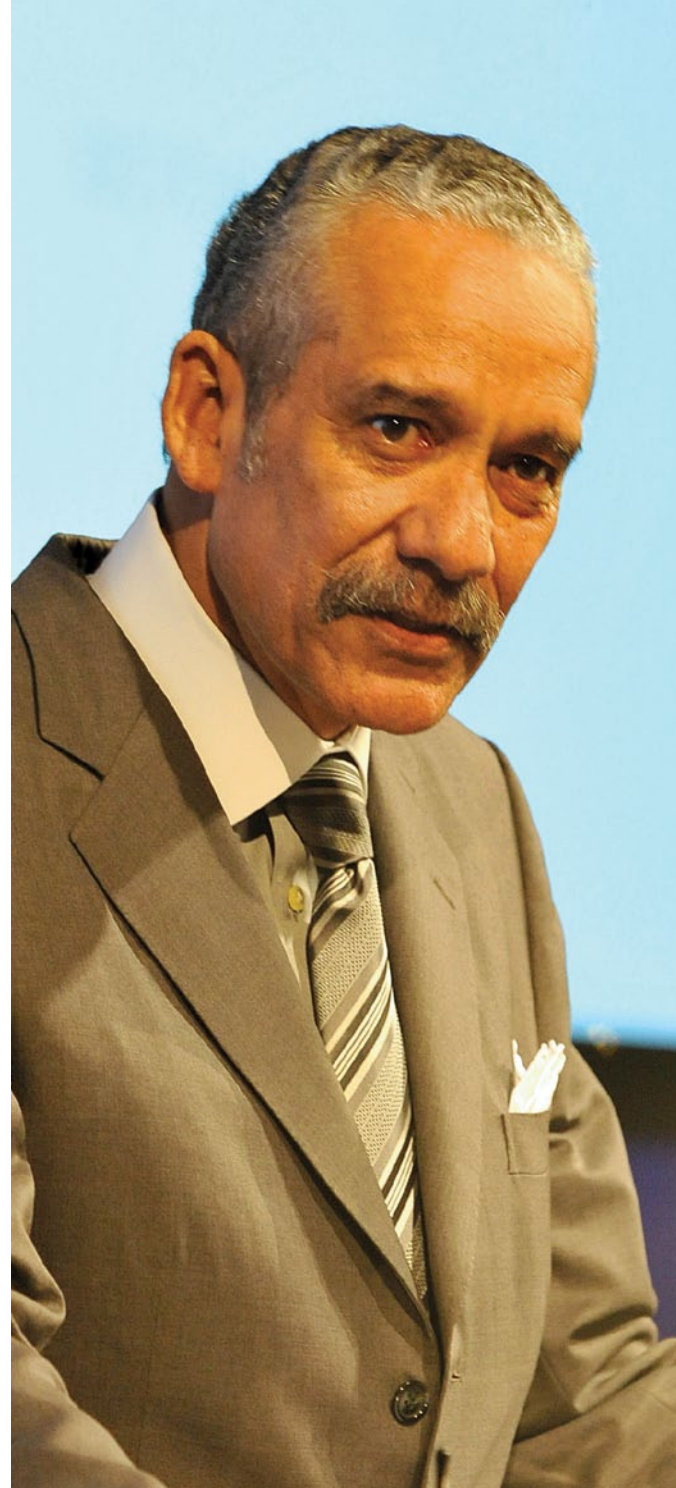
OUR OBJECTIVES

The Leadership Council on Legal Diversity (LCLD) is an organization of corporate chief legal officers and law firm managing partners dedicated to creating a truly diverse legal profession. Our Members intend to hire, retain, and promote the best lawyers by assuring that our organizations are OPEN to all lawyers. We are committed to working together to drive material change in our institutions and in the profession generally. We aspire to BUILD a profession in which talent is the only meaningful difference. Our intention is to develop and promote programs designed to make our individuals, our teams, and our organizations more successful and to change the face of the profession.

To that end, our objectives are:

- To create effective LCLD programs for developing diverse talent and teams.
- To establish appropriate training, development, and mentoring programs in our organizations designed to enhance the likelihood of the success and retention of all of our talent.
- To encourage and foster relationships with other businesses that share our objectives.
- To work together to develop methods to assure accountability for diversity performance within our own organizations, with other entities with which we do business, and within LCLD.
- To work with each other and with other groups and individuals to drive material change within our organizations and in the profession.

In the words of Thomas Merton, “The biggest human temptation is to settle for too little.” As leaders in our organizations and in our profession, we are committed to having our actions reflect that we will no longer be satisfied with too little.



OUR ORGANIZATION

LCLD's leadership is keenly aware that, despite good intentions, most attempts to diversify the legal profession by traditional means have failed to change the status quo in a significant way.

LCLD has decided to take a fresh approach. A 2008 Call to Action Summit challenged top leaders of the profession to take ownership of the diversity issue. Since LCLD was founded in 2009, membership has been restricted to the managing partners of law firms and the chief legal officers of corporations willing to commit themselves to achieving real change.

LCLD requires every Member to become actively, personally involved in the process. Each is required to commit his or her firm, in writing, to making diversity a top priority in the hiring and promotion of young attorneys, with measurable results. They are also required to join at least one of our four strategic committees, all of which are engaged in building practical, hands-on programs to nurture diverse talent at various stages of a legal career.

"What's different about LCLD is that these are the leaders of our profession who are personally committed," says Laura Stein, General Counsel of Clorox and an LCLD Board Member. "We believe in concrete plans, innovative ideas, and measurements of success."

OUR STRATEGIC INITIATIVES

All LCLD Members serve on at least one of four strategic committees, which is where much of the important work of the organization gets done.

Through its high-profile Fellows program, the **Talent Development** committee works with some of the most gifted young lawyers in our LCLD Member organizations, coaching more than a hundred Fellows in year-long programs on how to enhance their leadership profiles, cultivate relationships, and build their personal “brands.”

Our **Pipeline** committee launched its 1L Scholars program in July 2011 to provide first-year law students from diverse backgrounds with mentoring and opportunities to learn. To strengthen the legal pipeline, the committee is developing five additional programs: a college-to-law-school initiative, and a law school initiative that includes mentoring (pairing law students with attorneys), group mentoring events, “success seminars” covering such topics as 1L success and exam taking, and “prep camps” offering long-term development of academic and life skills and career development strategies.

Our **Partnerships & Teams** committee works with Member law firms and companies, building collaborative relationships between corporate law departments and law firms and within the organizations themselves. Their goal is to diversify the high-level teams that generate business and to advance the most talented performers with such initiatives as diversity secondments.

And our **Benchmark** committee was created to measure our results against the state of the profession itself. It surveys the legal landscape, identifies what works, and analyzes the attributes of law firms and legal departments that are most effective in promoting diversity and inclusion.

At the 2011 Annual Meeting, the LCLD Executive Committee launched the **BUILD** Initiative, designed to bring a spirit of innovation and unity of purpose to the work of our four strategic committees. This initiative is meant to address the real-world opportunities and obstacles that arise when teams are built for critical assignments.





OUR LEADERSHIP

Chairman Roderick (Rick) Palmore is General Counsel of General Mills and one of the primary architects of LCLD. His 2004 essay, entitled “A Call to Action—Diversity in the Legal Profession,” summarized the efforts of a generation committed to diversity in the corporate world, and called upon the nation’s law firms to make a similar, “immediate and sustained improvement.”

Our Executive Director, Robert Grey, is a partner at Hunton & Williams LLP in Richmond, VA. A past president of the American Bar Association, Grey was appointed by President Obama and confirmed by the Senate in 2010 to the Board of the Legal Services Corporation. He has served as the Executive Director of LCLD since 2009.

LCLD is guided by a 22-Member Board of Directors made up of active LCLD Members, each of whom serves a two-year term on the Board.

OUR VISION

Nearly 250 years after the nation's founding, American society is still struggling to overcome a history of discrimination based on race, gender, ethnicity, sexual orientation, and physical disability. We believe that discrimination and its modern cousin, apathy, result in a profound waste of human talent and ultimately in less successful teams and organizations. LCLD is committed to developing programs and initiatives that will allow all of our talent to flourish.

Despite forward progress, it is evident how far the U.S. legal profession has to go. U.S. Supreme Court Justice Sandra Day O'Connor, writing in 2003, famously predicted that race-conscious law school admission policies would be necessary for another 25 years. "American businesses have made clear that the skills needed in today's increasingly global marketplace can only be developed through exposure to widely diverse people, cultures, ideas, and viewpoints," observed Justice O'Connor, writing for the majority in the Court's decision on *Grutter v. Bollinger*, involving the University of Michigan Law School.

A diverse nation requires a diverse legal profession, the Court went on. "In order to cultivate a set of leaders with legitimacy in the eyes of the citizenry, it is necessary that the path to leadership be visibly open to talented and qualified individuals of every race and ethnicity."

The Leadership Council on Legal Diversity was founded to help make that vision—a profession in which all talent is encouraged and given an opportunity to shine—a 21st century reality. Please join us in this important, urgent endeavor.

OUR MISSION: LCLD is an organization of several hundred corporate chief legal officers and law firm managing partners dedicated to creating a truly diverse legal profession. Our programs are designed to attract, nurture, and inspire the talent within our organizations, thereby helping a new and more diverse generation of lawyers achieve excellence and positions of leadership. We work to promote inclusion in our institutions, our circles of influence, and our society, with the ultimate goal of building a more open legal profession.



If you are interested in keeping up with LCLD, becoming a Member or learning more, you can find us on the web at:

Web: www.lclldnet.org | **Facebook:** www.facebook.com/TheLCLD | **Twitter:** @lclld_rgrey | **Blog:** <http://openminded.lclldnet.org>

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