



LCLD Fact Sheet

Leadership Council on Legal Diversity (“LCLD”) is focused on bringing together the leaders of law firms and corporations to use all means at their disposal to further and more visibly advance diversity in the legal profession. LCLD was created because the progress toward diversity in law firms and corporate law departments has been, by and large, disappointing, despite the important work of many organizations. LCLD members, consisting of chief legal officers and law firm leaders, will work collectively to exert their influence in effectuating tangible, meaningful and significant progress toward truly diverse work forces.

Formation of the LCLD is a direct result of The Call to Action Summit, which took place April 24-25, 2008 in Scottsdale, Arizona. The Summit was the first time that leading decision makers and influencers within the legal profession came together on a large scale to discuss diversity. It was an opportunity for general counsels and managing partners from some of the largest corporations and law firms in the country to review diversity best practices, current benchmarks and standards within the profession, and devise an agreed upon plan of action for addressing diversity in corporate law departments and within major law firms. The participants hoped that the Summit would create a strong sense of shared responsibility among general counsels and managing partners to improve diversity.

Four working committees., co-chaired by a general counsel and a managing partner, were formed at the Summit to work on tangible action steps necessary to increase diversity among practicing lawyers in major law firms and corporate law. The committees are:

- Law Firm Call to Action
- Goals to Measure Success
- Recruitment, Retention and Advancement
- Strategies for Law Firm and Corporate Partnership

In order to ensure the work of these committees continues and other important action steps are taken to make real progress on diversity and inclusion in the legal profession, it was decided that a formal organization and structure be created to provide the necessary support and guidance. That resulting organization is the LCLD

Membership Requirements

Corporations and law firms of all sizes will be invited to join, provided that the General Counsel or Managing Partner of the entity joining LCLD:

- Executes the LCLD's Statement on Diversity and Inclusion.
- Participates in providing responses to the requisite diversity related surveys.
- Commits to and remains personally involved in the LCLD through active leadership and engagement with diversity initiatives within his or her company or firm; serving from time to time on committees or working groups convened by the LCLD's board; and attending summits for General Counsels and Managing Partners.
- Participates in a meaningful way with other organizations focused on diversity in a manner that aligns with LCLD's mission.
- Remits annual dues at the appropriate level: \$10,000 for corporations in the Fortune 500 and for law firms in The National Law Journal 250, and \$5,000 for corporations and law firms not included in those categories.

Meetings

Members will be notified of the following meetings:

- An annual meeting of members will be held for the purpose of transacting the business of LCLD;
- Special meetings of members may be called from time to time by the Chair, Board of Directors or at least 1/10th of the membership of LCLD. (This includes subcommittee, working group and ad hoc committee meetings necessary to carry out the business of LCLD).

Governing Board

The LCLD's Board of Directors will:

- Initially be comprised of anywhere from eighteen (18) to twenty-two (22) members, reasonably balanced between General Counsels and Managing Partners
- Have staggered terms three years in length. However, an initial slate of approximately half the Board would necessarily have four-year terms in order to ensure continuity.
- Serve on LCLD's Board without compensation for such service.

- Elect a Chair and Vice Chair. The initial Chair will be a general counsel and will serve a two year term. The initial Vice Chair will be a managing partner and will serve a two year term and then succeed to the office of the Chair for a two year term.
- Form standing committees to assist with the activities of the organization, including, but not limited to: an Executive Committee, Nominating and Membership Committee, Finance Committee, Marketing Committee and any other committees deemed necessary or appropriate. An Ad Hoc Committee of the Board would engage in the search for an Executive Director.
- Serve as chairs of the standing committees comprised of other members who express an interest in serving on a particular committee.
- Hold regular Board Meetings, not less than quarterly.
- Hire an Executive Director, provide strategic direction of the LCLD to the Executive Director, and annually evaluate his/her performance.

Executive Director

Because LCLD's Board of Directors is comprised of volunteers, an executive director position is necessary to keep the Board and membership focused on achieving the LCLD's mission. The executive director position:

- Should be filled by a senior level individual with a wide range of high level contacts. This individual must be knowledgeable about the legal profession, especially law firm management and implementation of diversity goals within the law firm setting.
- Salary will be commensurate with the high level of experience the individual selected is expected to have, and may also require some level of benefits.
- Will likely require the support of a top notch administrative executive as well as a receptionist and/or administrative assistant.
- Will require a great deal of outreach within the legal community and therefore, necessitate travel on a fairly regular basis around the country.
- Will include duties such as:
 - Implementing a strategic plan to accomplish the mission of the LCLD.
 - Overseeing all subcommittees and working groups, and monitor their progress.
 - Developing relationships in the legal community.
 - Reporting to the Board on a quarterly basis all progress of subcommittees and working groups.
 - Providing reports to the business and legal community.
 - Serving as the main point of contact for external public relations contacts.
 - Planning meetings, including future summits.