

LEADERSHIP COUNCIL ON LEGAL DIVERSITY

LCLD Alumni

YEARS IN REVIEW

2020 & 2021

2020 & 2021 Years in Review

FROM THE CURRENT AND IMMEDIATE PAST LCLD ALUMNI CHAIRS

“The last two years have seen the world and the LCLD community face spectacular and unforeseeable challenges. Amid a global pandemic and rising incidents of discrimination and police brutality, we witnessed people around the world unite to protest injustice and make their voices heard. This unity extended to our Alumni network.

Despite the pitfalls of the new virtual world, LCLD Alumni banded together in various forums to support each other through continuing core Alumni programs like our advocacy groups and expanded programming like our racial justice roundtables. Alumni impacted their communities through holiday donation drives, increased mentoring, and local fundraising efforts. We continued to advance the mission of LCLD, with many Alumni receiving promotions to executive and management positions. We published our first Pathways to Equity Action Plan, providing data-driven guidelines for law firms seeking to create a strong culture of inclusion and commitment to diversity.



Following this theme, our programs highlighted the continued fight for equity and inclusion, as well as the increasing need for and importance of building diversity within the legal profession, fostering the sense of community that has long characterized our Alumni network. As the world begins to inch toward normalcy, the Covid years have demonstrated that the LCLD Alumni network is a strong, resilient force for change.”

– **PATRICIA PALACIOS**, 2021-2022 Chair

“During my term as Chair, the global Black Lives Matter protests spurred ambitious goals to commit LCLD Alumni to fight for racial justice and drive diversity within our respective organizations.

The Program Development Committee created a new racial justice programming series and hosted virtual programs on Juneteenth, Covid-19 and IP innovation, voting rights, combatting anti-Asian bias, serving on corporate boards, measuring diversity, and more. The Outreach Committee hosted community and charitable giving events to support election protection efforts, wildfire disaster relief, and the Posse Foundation. For the 2011 Fellows’ ten-year anniversary, the Communications Committee put together creative spotlights highlighting the class’s accomplishments, from running for office to starting their own firms.



The All In! Campaign Committee smashed all previous contribution records, harnessing friendly class competition despite a challenging and uncertain financial backdrop for many Alumni. While Chair, I also helped to create and launch General Counsel (GC) Mentoring Circles where Alumni who have reached the chief legal officer or general counsel level can engage in peer mentoring with one another and a network of retired GCs.

– **BONNIE LAU**, 2020-2021 Chair

1 Social Justice Roundtables 2 GC Mentoring Circles 3 Pathways to Equity

Read more about these three new programs on the following pages.

2020 & 2021
NEW ALUMNI
PROGRAMS



LEADERSHIP SYMPOSIUMS: Adapting to a virtual world

ALTHOUGH 2020 was our first year conducting the LCLD Alumni Leadership Symposium virtually, the event was quite a success. Our membership was eager to see each other, and we saw record attendance.

By month 15 of the pandemic, folks were getting tired of virtual conferences, but over 150 Alumni still attended the Symposium in 2021.

As we planned in advance for the virtual format—another difference from 2020—we directed our efforts toward making it a great event for people to attend remotely, including seamless participation for panelists, speakers, and attendees. We were able to use Zoom and our virtual platform effectively for General Counsel Roundtables and several interactive and fun events.

The past two Symposiums were not without challenges. Given the sheer volume of virtual events that had occurred over the prior year, the biggest challenge for 2021 was maintaining Alumni interest in attendance and engagement. Speakers and panelists were happy to attend virtually, but Alumni were understandably a bit “Zoomed out.”

PHOTO: JAY HAAS



Alumni at the 2019 Leadership Symposium in Cincinnati, Ohio.

To motivate attendance, we focused on promoting the great speakers we had lined up: Jemele Hill, Story Imprinting, and our panel of legal journalists. We also broadcasted giveaways and prizes that required attendance to win.

Planning these events came with several lessons learned. One lesson is to explore incorporating virtual aspects into future Symposiums, giving folks another avenue to attend the event and work around their schedules. Another lesson was to focus a little less on presentations and little more on improving opportunities to mingle and connect with one another.

LCLD ALUMNI NEW PROGRAM

1 SOCIAL JUSTICE ROUNDTABLES

DURING THE SPRING AND SUMMER OF 2020, many LCLD community members were wondering what should we be doing, what could we be doing, what are our firms doing to address the violence and systemic racism we were all witnessing in the media—and for some of us, in our daily lives.

The Racial Justice focus group spun off from the Programming Committee and developed the Social Justice Roundtable to see where people were one year post-George Floyd’s murder. We wanted to create a place for people to express themselves.

Our organizations were asking what they should be doing, and we didn’t know the answers. While we are minorities, we are not experts on how to address these

issues. The consensus across all groups was that what our organizations have been doing is not working, so we decided to create a forum for people to exchange ideas. During the initial roundtable, the small-group setting allowed us to dig into what other organizations were doing. Our project morphed into two more Social Justice Roundtables in 2021. One key insight we gained through these conversations is that what may be working in one organization may not work in another; there is no one solution and no quick fix for the obstacles racialized people face. Another idea is to create mentoring circles and DE&I committees at our organizations that are more targeted and interest-focused.

Looking ahead, want to continue to provide resources for members and avenues for them to connect, and we’re exploring the idea of hosting in-person sessions. We aim to ensure that we are responsive to current events and connect different racial groups by providing a forum for sharing experiences.

SUSTAINABLE PARTNERSHIP PROGRAM builds connections



PHOTO: JAY HAAS

Alumni at the 2019 Leadership Symposium in Cincinnati, Ohio.

THE SUSTAINABLE PARTNERSHIP PROGRAM (SPP) was established to provide “the next steps,” in terms of skill-building and networking resources, for newly elected law firm partners. It is evolving into an initiative to provide structured support in developing critical mentor and sponsor relationships for LCLD Fellows and Pathfinders beyond the year that participants spend in their respective programs.

Focused on building meaningful connections locally, SPP brings together a small number of new law firm partners and in-house attorney decision-makers in the same geographic area to meet formally over the course of three group meetings (“Sessions”) hosted by LCLD member corporations, and informally once a quarter in participant pairs through a Peer Partnership Program.

In-house attorneys benefit by cultivating a network of outside lawyers and staying plugged into industry development; for law firm attorneys, the benefit is to provide new partners access to in-house decision-

makers who can serve as sounding boards and provide substantive feedback to help them build books of business and succeed within their firms.

Overall, the program focus is to provide inside and outside counsel participants the opportunity to help one another in professional development.

We believe that there is a distinct benefit to SPP cohorts meeting in person and benefiting from direct, uninterrupted interactions among SPP colleagues. This was substantiated in the first edition of SPP on the East Coast in 2017 and in the first two sessions of the West Coast edition, the first of which kicked off in Spring 2019 and the second of which occurred, after unforeseen delays, in January 2020. Then, of course, came Covid, which has delayed conclusion of the third, and final, Session of the first West Coast edition of SPP. We plan to close out the final West Coast Session in July 2022 and to launch a Midwest edition of SPP, safety allowing.

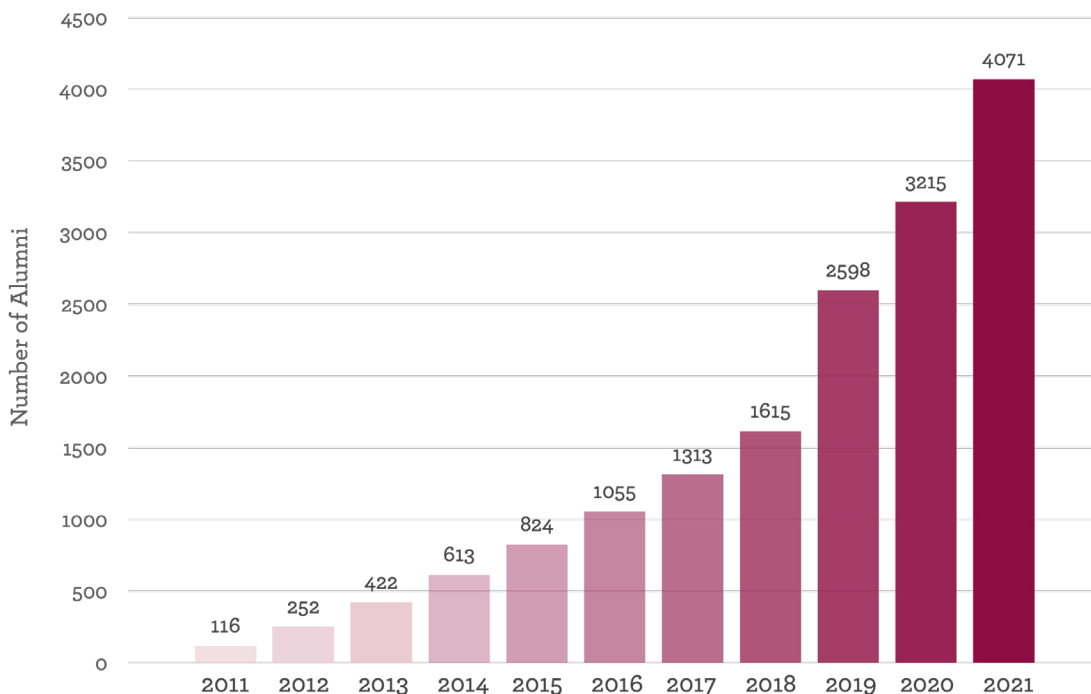
To maintain connections among the West Coast SPP participants, we conducted a virtual gathering in October 2020, featuring a third-party consultant’s presentation on building trust in relationships as well as a virtual happy hour. As it became clear that Covid variants would continue to impede our ability to meet in person, we planned another virtual workshop focused on exploring personal growth through five aspects of leadership, which took place in early February. The SPP program team is committed to navigating through Covid challenges to provide meaningful learning and networking opportunities for participants.

LCLD ALUMNI CONNECT VIA ZOOM



LCLD ALUMNI: 4,071 and growing

ALUMNI GROWTH: 2011–2021



Since 2011, the LCLD Alumni network has grown exponentially. 2019 marked the joining of Fellows and Pathfinders to create one LCLD Alumni. The current LCLD Alumni combines 2,736 Fellows Alumni with 1,371 Pathfinder Alumni.

2 GC MENTORING CIRCLES

THE GC MENTORING CIRCLES INITIATIVE was created to provide a unique way for Alumni who have achieved the position of General Counsel to benefit from peer-to-peer mentoring in a safe, small-group environment. Participants made deeper connections with other Alumni GCs, including those they perhaps hadn't had the opportunity to meet previously, and exchanged feedback and suggestions. In addition to the peer-to-peer mentoring component, the program also included several "Emeritus" General Counsels—i.e., very senior current and former GCs—who met with each small group to share advice drawn from their many years of experience.

Around 30 Alumni GCs participated in the program and were divided into four groups, primarily by industry type. The intention was to have four quarterly meetings over the course of the program year. Although the program started strong, scheduling issues quickly derailed some of the groups, but all four managed to meet at least twice.

LCLD ALUMNI NEW PROGRAM

When the program is relaunched, we aim to hold one meeting every other month. That way, if some participants have last-minute scheduling issues, the rest of the group can still connect. Going forward, one Emeritus GC will speak to the entire cohort of participants on a quarterly basis.

Because the GC Mentoring Circles program began virtually, Covid/travel restrictions did not pose any challenges. In fact, the virtual format and lack of travel made scheduling group meetings easier, given the program participants' busy schedules.



RICK PALMORE AWARD honors notable LCLD Alumni

THE RICK PALMORE AWARD recognizes the outstanding achievements, commitment, leadership, and vision of LCLD Alumni who have had a lasting impact on the legal profession and who continue to advance the mission and goals of LCLD. Named for LCLD's founder, this award is the LCLD Alumni community's highest honor.

In 2020, Joseph Maron Hanna and Marilyn McClure-Demers, both 2014 Fellows, were honored with the award. In 2021, Kevin Gooch, 2015 Fellow, and Demetra Liggins, 2021 Fellow, received the highly-esteemed honor. All four honorees were recognized at the 11th Annual LCLD

Alumni Leadership Symposium in June 2022.

Rick Palmore is the Founding Chair Emeritus of LCLD. It was his combination of vision and hard work that was responsible for the founding of the organization. He continues to inspire his fellow Members to push the frontiers of diversity and inclusion for the legal profession.



Joseph Maron Hanna (2014 Fellow) and Marilyn McClure-Demers (2014 Fellow) received the 2020 Rick Palmore Award.



Kevin Gooch (2015 Fellow) and Demetra Liggins (2021 Fellow) received the 2021 Rick Palmore Award.

3 PATHWAYS TO EQUITY (P2E)

PATHWAYS TO EQUITY (P2E) is a new project spearheaded by the LCLD Alumni Executive Council to actively encourage the hiring, development, and promotion of diverse attorneys to leadership positions, partnership, and equity partnership in law firms.

The initiative's ultimate goal is to accelerate the rate of change by encouraging corporate law departments to actively incorporate these best practices and new solutions as preferences in their selection and retention of law firms, and to promote accountability towards the achievement of the desired changes.

To accomplish these goals, we are collecting information on current best practices used by corporate legal

LCLD ALUMNI NEW PROGRAM

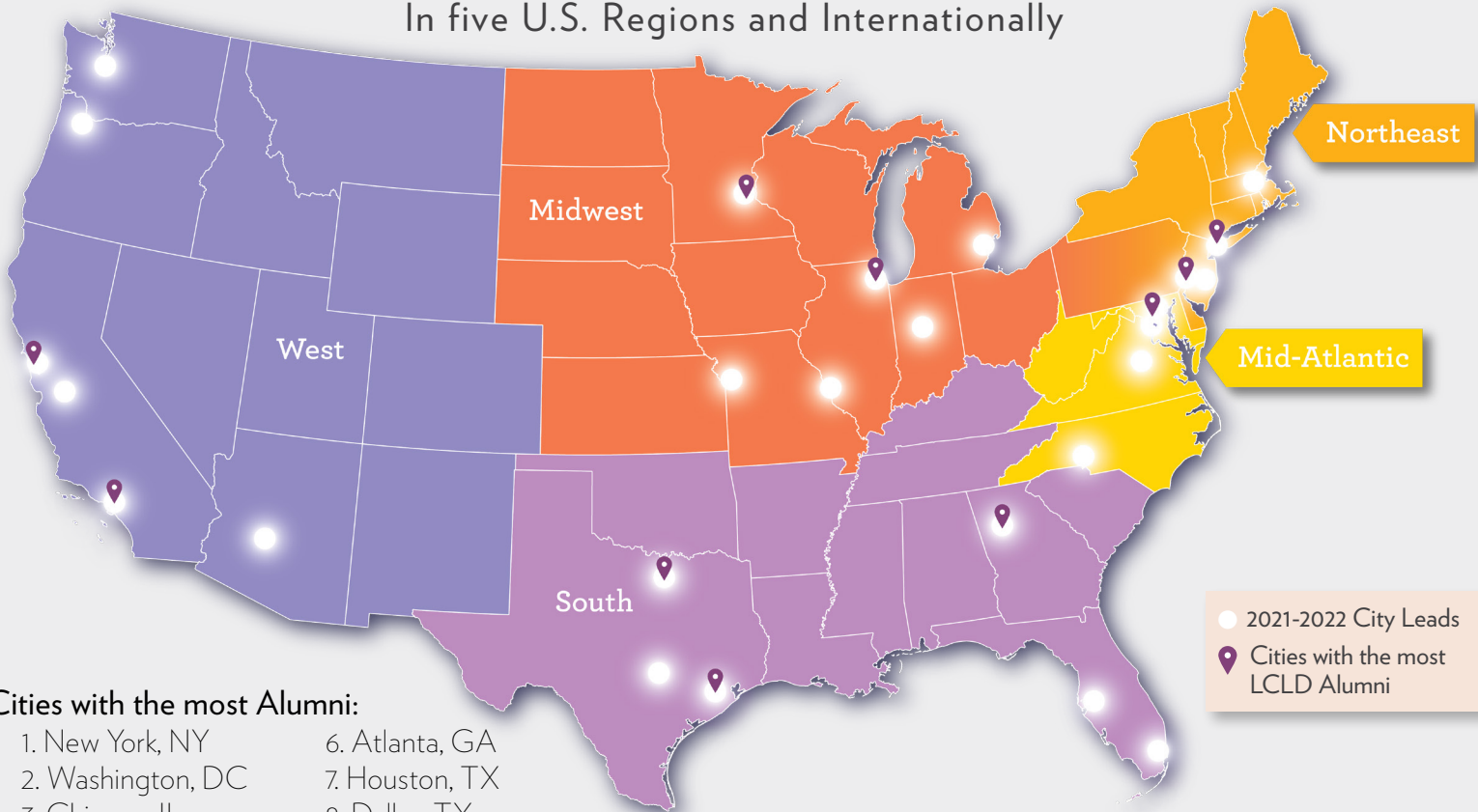
departments to develop a "playbook" of new solutions and techniques, which we will then share with corporate legal leaders to simplify the widespread adoption of these necessary techniques.

Along the way, we've learned that many law departments and firms are already attempting to address the disparity of diverse leadership in the legal profession. Despite these efforts, the problem persists. We aim to communicate the need for these techniques by helping these leaders understand the structural disparities that diverse attorneys in law firms face, impeding motivation and progression towards representative diversity.

After several months of in-depth interviews with multiple law firms and diversity professionals, a draft of the report is currently in progress. Once the playbook is completed, we will begin conversations with LCLD leadership and corporate Members to present our key findings and future approaches to DE&I.

WHERE ARE LCLD ALUMNI LOCATED?

In five U.S. Regions and Internationally



Cities with the most Alumni:

1. New York, NY
2. Washington, DC
3. Chicago, IL
4. San Francisco, CA
5. Los Angeles, CA
6. Atlanta, GA
7. Houston, TX
8. Dallas, TX
9. Minneapolis, MN
10. Philadelphia, PA

2021-2022 CITY LEADS

Atlanta

Cory Davis
Kevin Gooch

Austin

Christopher Mugica

Baltimore

Roy Prather

Boston

Jaclyn Piltch

Charlotte

Joshua Lanning

Chicago

Ann Chen
Johner "J.T." Wilson III

Dallas

David Montiero
Lanita Morgan

Detroit

Erin Bowles
Raymond Luk

Houston

Jeff Kuo

Indianapolis

Freedom Smith

Kansas City (Missouri)

Kristin Kaplan

Los Angeles

Derrick Lam
Chrissy Roussell

Miami

Gregory Boulos
Enjoliqué Aytch
Reginald Sainvil

Minneapolis

Jeff Brockman
Alex Christian

New Jersey

Sylvia-Rebecca Gutierrez

New York

Brian McGrath
Shivani Poddar

Portland

Dinah Choi

Philadelphia

Rubén Muñoz
Alice Palmer

Phoenix

Hayleigh Crawford

Richmond

Shyrell Reed

San Francisco

Christin Hill

Seattle

Samuel Jo

Silicon Valley

Marcus Barber
Deanna Kwong

St. Louis

Christopher Pickett

Tampa / SW FL

Ellyn Kamke
Patriia Silva

Washington, DC

Saminaz Akhter
Marcus Childress

ALL IN! CAMPAIGN continues to set records

BOTH 2020 AND 2021 SAW RECORD-SETTING NUMBERS for the annual LCLD *All In!* fundraising campaign. Over the past two years, LCLD Alumni raised more than \$120,000, bringing the total campaign contributions to \$278,000 for 2016-2021.



PHOTO: JAY HAAS

2012 Fellows Corey Lee and Gerard Gregorie hold the Participation is Key Award during the 2019 Leadership Symposium.

Congratulations to the winners of the Participation is Key Award: The Fellows Class of 2018 earned the title in 2020, and in 2021—the first year we separated Fellows and

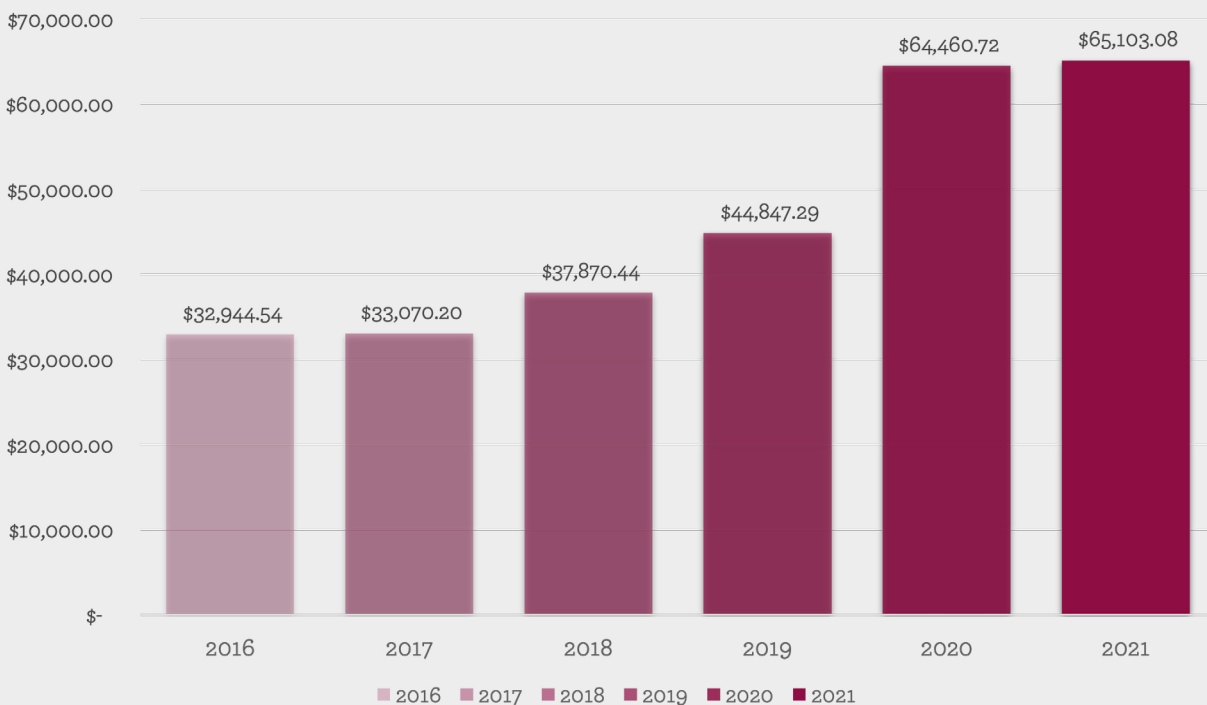
Pathfinders to award a winning class in each Program—The Fellows Class of 2018 again took home the win, along with the Pathfinder Class of 2016. Both classes will be recognized at the 11th Annual LCLD Leadership Symposium in Chicago, Illinois, June 23-25, 2022.

All of the money raised through the annual campaign is devoted to supporting the events, activities, and resources that keep the LCLD Alumni network connected long after their Fellows or Pathfinder class year. The Alumni have already put some of the funds raised in 2021 to good use by sponsoring the upcoming Leadership Symposium, building a new LCLD Alumni CRM, and supporting Alumni events and initiatives.



The 2022 *All In!* campaign kicked off in March. If you have any questions about the campaign or allocations for the 2022 programming year, please contact [Lisa Harris](#), LCLD Alumni Treasurer.

TOTAL AMOUNT RAISED PER YEAR: 2016–2021



GOVERNANCE: Alumni Executive Council

The Alumni Network is governed by the Executive Council (EC), which is comprised of 32 active members. There are also 21 Class Liaisons and 41 City Leads in 28 cities. A complete list can be found on our [website here](#).

ROLE 2021-2022

CHAIR: Patricia Palacios

CHAIR ELECT: Jaimala Pai

IMMEDIATE PAST CHAIR: Bonnie Lau

SECRETARY: Amber Thomson

TREASURER: Lisa Harris

CHIEF DATA OFFICER: Patrick Fang

ALL IN! CAMPAIGN LEAD: Melissa Lauderdale Ward

ALL IN! CAMPAIGN LEAD: Brenda Rodriguez Howdershell

ADVOCACY GROUP CHAIR: Richik Sarkar

VICE-CHAIR: Megan O'Neill

COMMUNICATIONS CHAIR: Karl Riley

VICE-CHAIR: Megan Yoshimura

LEADERSHIP SYMPOSIUM CHAIR: Ricardo Bonilla

VICE-CHAIR: Lisa Collins

OUTREACH CHAIR: Joy Johns

VICE-CHAIR: Shani Harmon Alexander

PROGRAM DEVELOPMENT CHAIR: Witt Chang

VICE-CHAIR: Michelle Park Chiu

RACIAL JUSTICE CHAIR: Ashley Wicks

2020-2021

Bonnie Lau

Patricia Palacios

Monica Patel

Bobby Singh

Brian Seaman

Shanna Cohn

Melissa Lauderdale Ward

Barbara Miller

Richik Sarkar

Cassandra Soltis

Karl Riley

Maritza Okata

Ricardo Bonilla

Megan Brillault

Joy Johns

Lisa Collins

Ashley Wicks & Witt Chang

REGIONAL LEADS

REGION 2021-2022

2020-2021

MID-ATLANTIC: Sarah Maguire

Rabeha Kamaluddin

MID-WEST: Reena Bajowala

Caryn Boisen & Rodney Perry

NORTHEAST: Ashley Brooks

Saira Hussain

SOUTH: Sushant Mohan

Sushant Mohan

WEST: Chahira Solh

Michelle Park Chiu

AT-LARGE MEMBERS

2021-2022

2020-2021

ENGAGEMENT

Albert Lin

Amy Ahn-Roll, Albert Lin, & Mark Mao

SUSTAINABLE PARTNERSHIP

Kenneth Perry

Kenneth Perry

Christophe Mosby

Christophe Mosby

GC MENTORING PROGRAM

Maritza Okata

Randall Lehner

PATHWAYS TO EQUITY

Saira Hussain

Bobby Singh

Eva Pulliam

Applications for leadership and committee positions are released each March. The LCLD Alumni year operates June to June. Terms begin and end with the annual Leadership Symposium in June. Finances operate on a calendar year cycle.

THE LEADERSHIP COUNCIL ON LEGAL DIVERSITY ALUMNI PROGRAM
is guided by the following mission:

Through our commitment to fostering personal connections and sustained and targeted investment in diverse legal talent, we strive to empower our Alumni, Fellows, and Pathfinders with the goal of cultivating leaders, transforming career trajectories, and advancing diversity in the legal profession.



LEADERSHIP
COUNCIL
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LEADERSHIP • ACTION • RESULTS