



LEADERSHIP COUNCIL ON LEGAL DIVERSITY

# Alumni Report

2021

# Purpose and Methodology

In March 2021, LCLD invited **3170 Fellows and Pathfinder Alumni** to take an online survey regarding their program experience. The purpose of this survey was to understand if and how the work of LCLD impacts our program participants and brings us closer to building a legal profession as diverse as the nation it serves.

LCLD Alumni feedback is critical to the success of the **Leaders at the Front** movement and to our mission. The areas of impact identified in the survey can help inform Leader Pledges and shape the future of LCLD.

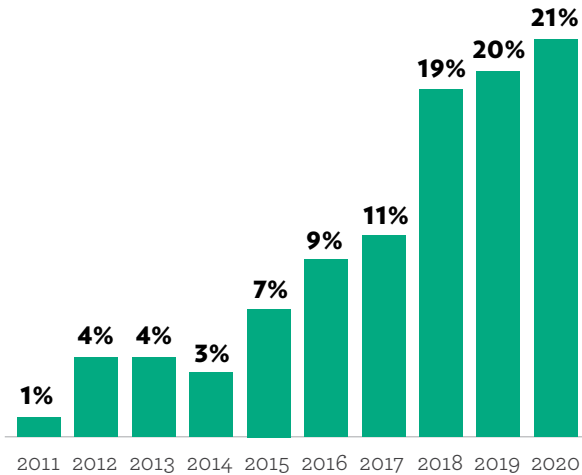
Over three months, LCLD collected **932 responses**, or **30% of the Alumni Network**. The survey contained **50** questions comprising a mix of multiple-choice questions and free response answers.

This report highlights key findings from both qualitative and quantitative data collected, and reflects the experiences and perspective of the individuals who participated. Demographically, respondents who completed the census constitute *a representative sample of the overall Alumni Network*.



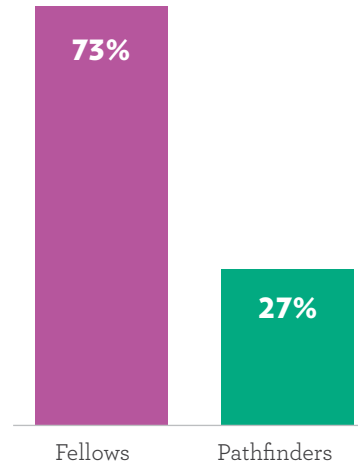
# Demographics

## Program Year



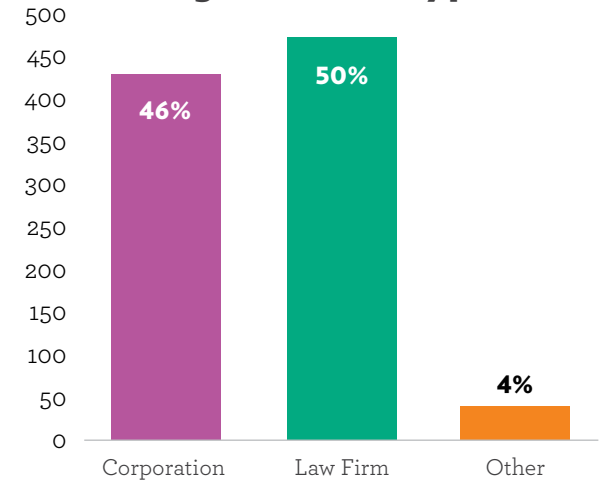
We received more responses from recent program years due to updated LCLD Directory profiles and larger class sizes.

## Program Type



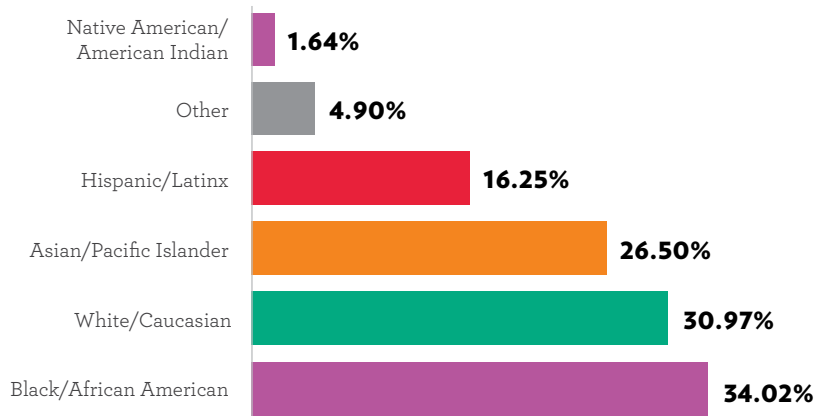
Given that Pathfinders began four years after Fellows, the Alumni network has higher Fellow representation.

## Organization Type



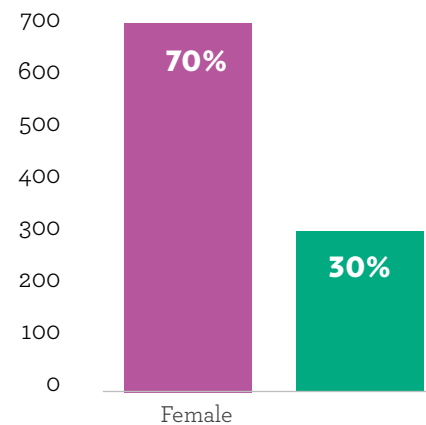
We received a near-equal amount of responses from law firms and corporations. "Other" includes Academia, Non-Profit, Government, Business, None of the Above, and Not Employed.

## Racial/Ethnic Group



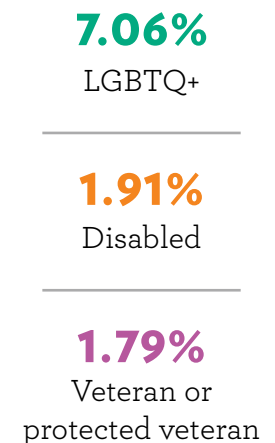
4.9% of the 917 respondents wrote in an "Other" category, with some of the more common answers including Middle Eastern or South Asian. NOTE: Because respondents could select more than one option, the total does not equal 100%.

## Gender Identity



Options for gender identity included "Nonbinary." However, no respondents chose that option.

## Other Demographic Measures

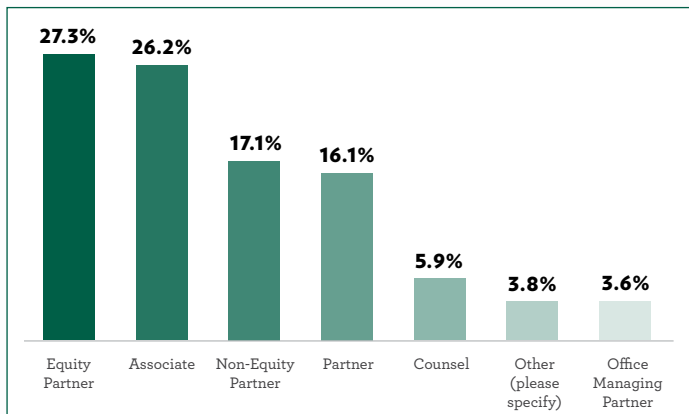


# Leadership

Developing diverse talent remains one of LCLD's central purposes. Our programs are designed to empower participants with the goal of cultivating leaders and transforming career trajectories.

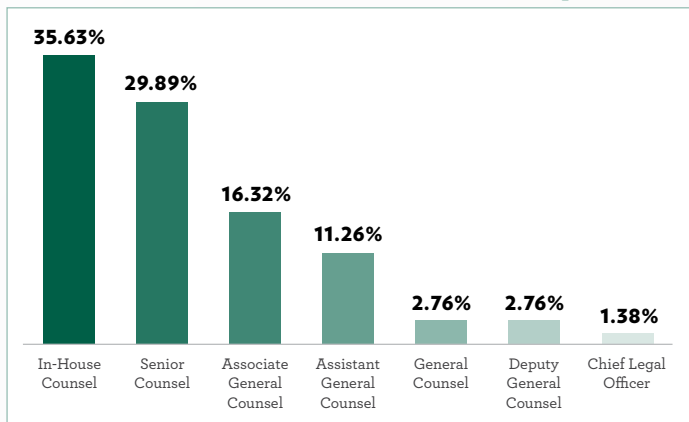
A large majority of LCLD Alumni hold *high-level positions* within their organizations, and many have experienced *career ascension* following LCLD Program participation.

CHART 1A. Alumni Job Titles: Law Firms



Common "Other" Job Titles included Senior Associate, Senior Counsel, Partial Equity, and Executive Director.

CHART 1B. Alumni Job Titles: Corporations



Common "In-House Counsel" Job Titles included Legal, Corporate, Managing, or Lead Counsel; Vice President; and Director.

## The Facts

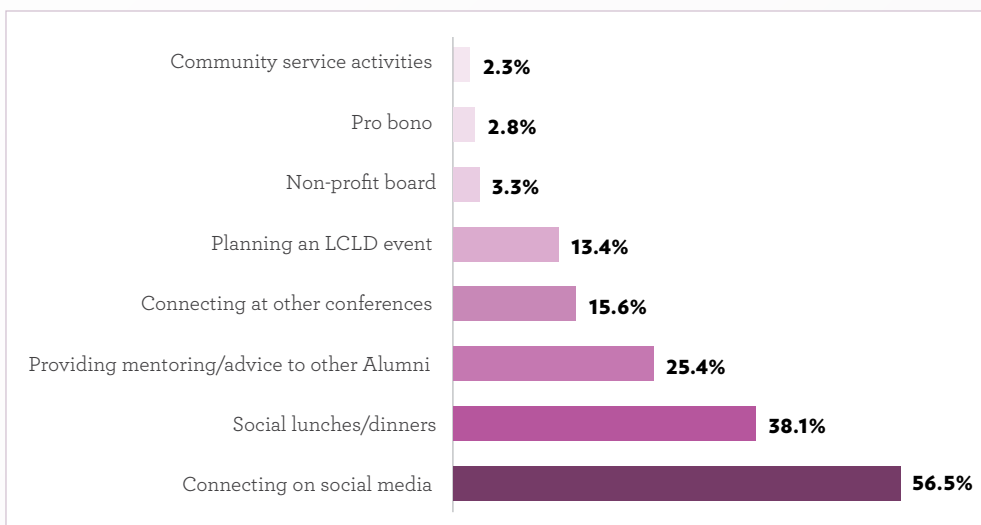
- **31%** were nominated for **leadership positions in their communities** in the last year, including roles such as Non-Profit Boards, School Boards, and Bar Association Representatives.
- **23.7%** received a **job promotion** in the last year.
- **74.4%** working in corporate legal departments indicated that they have **the ability to select outside counsel**.
- **45** LCLD Alumni became **General Counsel and Managing Partners** since LCLD programming began.
- There is still work to be done in representation of women in senior positions: **women are more likely to hold the title Non-Equity Partner than men**.

# Personal Connections

The **connectedness of the LCLD Community** is the backbone of this organization. LCLD Alumni interact with one another an average of **7.1 times per year**. The most active Alumni class is **2016**, interacting an average of **9.3 times per year**. See how Alumni interacted with each other in *CHART 2*.

LCLD programs also aim to *encourage relationship development* between program participants and senior leadership at member organizations. **85% of Alumni reported interacting with their GC or Managing Partner** in the past year, and one-third of those respondents believed that LCLD had an impact on increasing that interaction.

CHART 2. **Means of Alumni Interaction**



*Even after the yearly Fellows and Pathfinder programs end, the active LCLD Alumni network still strives to make a difference in each other's careers.*

## Other Ways LCLD Alumni Stay Connected

- “ A group of LCLD Fellows who have formed our own boutiques have created a **group to share ideas and best practices.**”
- “ In the context of meeting with clients and prospects, I have noticed client reps may be LCLD Alumni, and we are able to **more quickly form a connection** because of having that common ground.”
- “ Monthly virtual **coffee appointments.**”
- “ **Sharing DE&I resources.**”
- “ Virtual **happy hours.**”



# Professional Connections

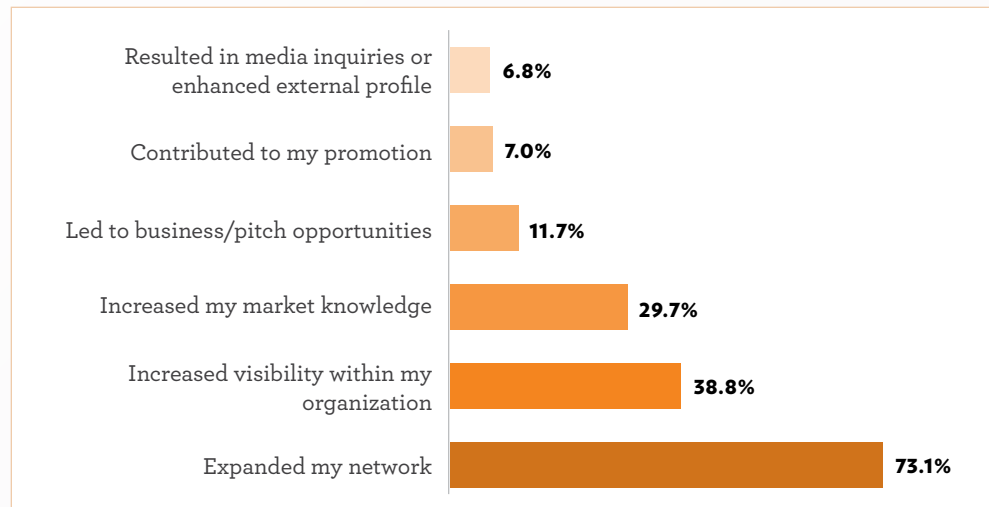
Given the importance of relationship-building in the legal field, the LCLD Alumni network strives to facilitate and nurture these connections. The business development strategies promoted in LCLD programming complement these relationships.

Over the past year, Alumni have used the LCLD network to **refer business to one another**, which bolsters our diverse attorneys' books of business and helps pave the way for future leadership opportunities.

## Other Ways LCLD Impacts Alumni

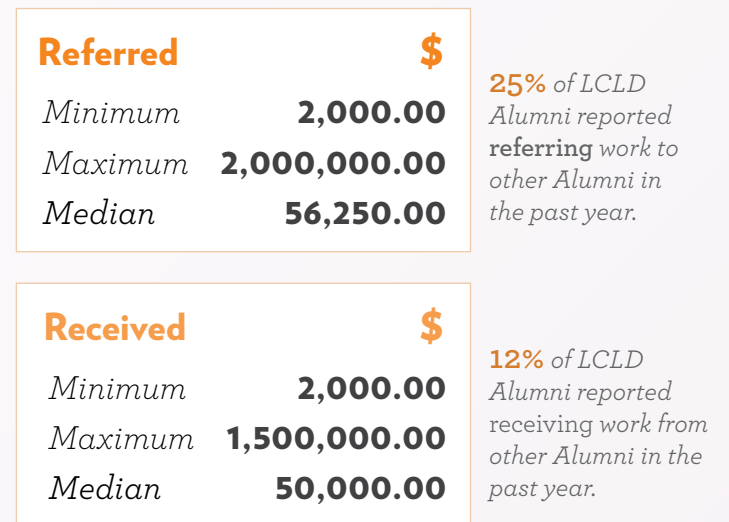
- “ **Indirectly contributed to my promotion:** provided the training and resources years ago that helped set me up for this position.”
- “ Helps **generate credibility and common ground** when meeting a fellow LCLD Alum with a client or prospect.”
- “ Increased my level of **introspection.**”
- “ Provided **leadership opportunities** within LCLD and among my class.”

CHART 3. **LCLD Professional Impact**



*These are some of the ways LCLD Alumni have credited LCLD programming with furthering their professional and personal development.*

CHART 4. **Monetary Value of Work**

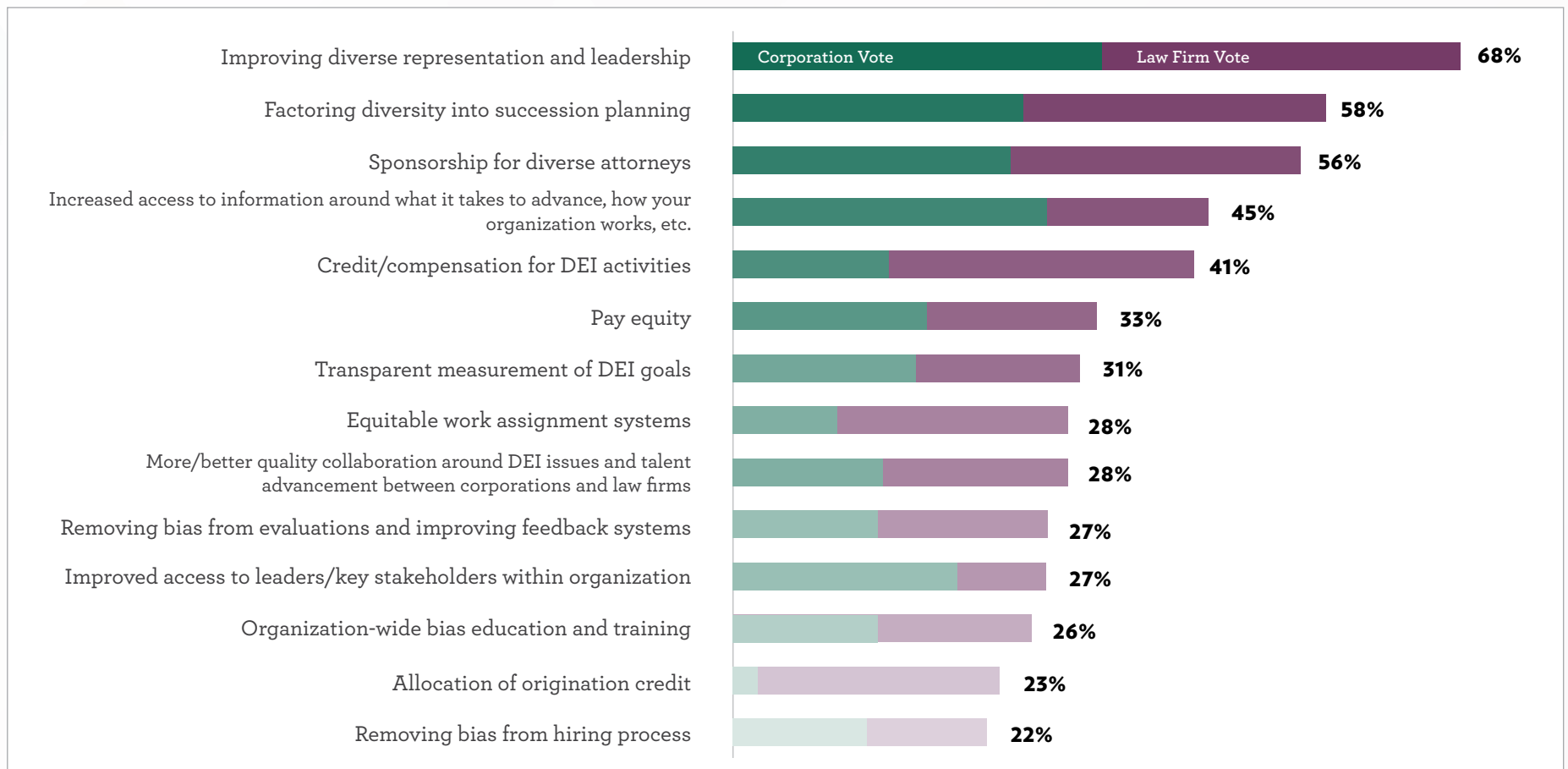


# Areas of Impact

Over the last three years, LCLD defined **14 barriers of advancement** for diverse talent. Alumni were asked to choose five of these barriers as focus areas where their organizations could have the most impact.

Of the 819 Alumni that responded, 389 of the respondents currently work at a corporation (47%) and 430 of the respondents currently work at a law firm (53%). Overall, both law firm and corporate Alumni identified “**Improving diverse representation and leadership**” as the most significant barrier at **68%** of the total vote.

CHART 5. **Impact Areas Identified by LCLD Alumni**



**THE LEADERSHIP COUNCIL ON LEGAL DIVERSITY**

is an organization of more than 400 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 U.S. 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 our institutions, we work to promote inclusiveness in our organizations, our circles of influence, and our society, with the ultimate goal of building a more equitable and diverse legal profession.



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