**Diversity Professionals’ Phone Conference**

**February 17, 2016**

**3:00-4:00pm EST**

**Agenda**

**Call In: 877-294-8214**

**Access Code: 5075876**

1. Welcome

There’s a lot going on at LCLD. Happy New Year!

1. Program Updates
   1. **2016** **Pathfinder** (Program Contact: Lori Lorenzo, [llorenzo@lcldnet.com](mailto:llorenzo@lcldnet.com))
      1. **Program selection period closes February 25** (*note that prior materials listed March 25 as the selection date, this is a typo*); *space in this program is limited so please register your Pathfinder as soon as possible*
      2. Program information

* Law firm Pathfinders should have 3-5 years practice and in-house should have three years or less of in-house practice and less than 8 total years of practice.
* Facilitators help the Pathfinder bridge learning from in-person meetings and online assignment to execution in the workplace.

Expectations of the Facilitator:

* + - 1. Spend 1-1.5hr a month on program
      2. LCLD will send Facilitator pre and post meeting emails related to the April and October meetings, and emails alerting Facilitators to online assignments

Diversity Professionals will be cc’d on emails to the Facilitators and Pathfinders.

* There are a total of 200 seats available, seats are still available.
* Two campus locations for April: Eli Lilly & Company in Indianapolis on March 31 – April 2, 2016 and Microsoft in Redmond, WA on April 14 – 16, 2016.
* Pathfinders will not be able to choose which campus. LCLD will assign the Pathfinder to the campus. If there is a date restriction, please email Lori Lorenzo and let her know.

Components of the [program:](http://www.lcldnet.org/programs/pathfinders/)

* + - * 1. Two in-person meetings: April (see dates above) and October 27-29, 2016 in Dallas (date and venue will be confirmed in March).
        2. Four online, on-demand assignments or e-modules in between meetings.
        3. Compass conversations in every city where we have Pathfinders (provided we have Fellows in those cities).
* Welcome Packages for Eli Lilly & Co. will be emailed beginning on February 19, 2016.
* Welcome Packages for Microsoft will be emailed beginning February 26.
* Curriculum has been custom designed for LCLD, including a partnership with Harvard to write the case studies for the program. Carrie Fletcher from Harvard’s executive education program will teach the cases on site.
  + 1. The 2016 Pathfinder press release template for Members that selected Pathfinders will be available March 10. LCLD will release its press release about the 2016 program on March 30. Please email Jessica Smith with questions, [jsmith@lcldnet.com](mailto:jsmith@lcldnet.com)
  1. **2016 Fellows** (Program Contact: Stephanie Uzel, [suzel@lcldnet.com](mailto:suzel@lcldnet.com))
     1. Meeting locations –Meeting in Austin, TX
     2. Learning Experiences – Home Depot, Wal-Mart, Honeywell, Scripps Network and PNC are on the calendar (or will be soon).
     3. Leadership Lunches – please let us know if your General Counsel or Managing Partner is interested in hosting
     4. Leadership Lunch Plus – consider hosting one, it’s our newest format!
     5. The 2016 Fellows press release template became available on February 10 for Members that have nominated a 2016 Fellow. LCLD’s press release for the 2016 program goes out March 3. Please email Jessica Smith with questions, [jsmith@lcldnet.com](mailto:jsmith@lcldnet.com)
  2. **2015 Fellows** (Program Contact: Stephanie Uzel, [suzel@lcldnet.com](mailto:suzel@lcldnet.com))
     1. March 2016 meeting
     2. Welcome to the LCLD Fellows Alumni Program
* Opportunity for leadership involvement.
  1. **Fellows Alumni** (Program Contact: Courtney Nolde, [cnolde@lcldnet.com](mailto:cnolde@lcldnet.com))
     1. Sponsorship opportunities for the 2016 Fellows Alumni Conference, June 23-26, 2016 in Chicago, IL. Please email Courtney Nolde for more information.
     2. Early registration for the alumni is now open and will be open through February 29. Please encourage your Fellows Alumni to register early for cost saving!
  2. **2015 – 2016 LCLD Success in Law School Mentoring Program** (Program Contact: Nancy Richardson, [nrichardson@lcldnet.com](mailto:nrichardson@lcldnet.com))
     1. Mentor registration for 2015-2016 program is closed but there is still a need in Atlanta, Baltimore, Kansas City, Philadelphia and D.C. To become a mentor register at this link: <http://www.lcldnet.org/programs/law-school-mentoring/mentors/>
     2. If you are presently a City Lead and would like to continue for the 2016-2017 academic year, please email Nancy Richardson by February 29, 2016.
     3. Please let us know as you plan your GMP events – send pictures to Nancy Richardson!
  3. **2016 1L Scholars Program** (Program Contact: Nancy Richardson, [nrichardson@lcldnet.com](mailto:nrichardson@lcldnet.com)) Expecting about 225 Scholars this year.
     1. Participation is easy!
        1. Step 1: Register your organization at <http://www.lcldnet.org/programs/1l-scholars/organization-signup/>. You can still register if your organization is a new Member or if your hiring plans have changed.
        2. Step 2: Hire your scholar and send us your Scholar’s contact information
        3. Step 3: Register your Scholar for the Scholars Summit by May 6
     2. 2016 Scholars Summit is May 19-21, 2016 in Chicago, IL
        1. Get involved! We are looking for Chicago-based attorneys to conduct mock interviews on Thursday, May 19 from 9-3.

1. Annual **CLE Presentation** (Program Contact: Louise Bald, [lbald@lcldnet.com](mailto:lbald@lcldnet.com))
   1. 2016 Annual Mid-Year Webinar, Building Inclusive Teams: Systems for Solving the Legal Profession's Diversity Problem featuring Bill Henderson will be Monday, April 18, 1-4pm EST at the PLI Center in NY. Click [here](http://www.lcldnet.org/events/2016/01/cle-webinar-systems-solving-legal-professions-diversity-problem/) for more information.
   2. [2015 CLE featuring Kenji Yoshino](http://www.lcldnet.org/events/2014/10/mid-year-cle-webinar-building-inclusive-teams-covering/) available on demand
2. **Save the Date** for the [**LCLD Annual Meeting**](http://www.lcldnet.org/events/2016/01/seventh-annual-lcld-membership-meeting/), October 5-6 in Chicago. We had such great success in 2015, that we will be going back to the Peninsula again this year.
   1. Highlights from the **Annual Meeting** available [here](http://www.lcldnet.org/events/2014/10/sixth-annual-lcld-membership-meeting/).
3. Opportunity to Participate in **Focus Group for In-House Members**
   1. Unified Score Card initiative – Lori would like your thoughts on this initiative if you are in-house and have diversity responsibilities, please email Lori.
   2. Background information: In-house wanted to do benchmarking on how to manage the matrix for diversity once you have the numbers. Only a few folks had a good system about how to evaluate the data and nothing was very uniform in processing the data. Their request was to come up with a unified way to process the data. The value of this initiative is that you will be able to log back in to the portal to see where you stand in comparison to other organizations. This method will provide information in an easy to read manner.
4. Communications
   1. We are looking for your best practices. Send yours to Caitlin at [cpuffenberger@lcldnet.com](mailto:cpuffenberger@lcldnet.com).
   2. Have you seen our new calendar? Check it out [here](http://www.lcldnet.org/events/timeline/).
   3. Have a good diversity story, award, initiative? Had a great experience with one of LCLD’s programs? Share it with us, email Caitlin at [cpuffenberger@lcldnet.com](mailto:cpuffenberger@lcldnet.com).
   4. Put LCLD on your organization’s diversity page, email Caitlin at [cpuffenberger@lcldnet.com](mailto:cpuffenberger@lcldnet.com) for more information.
   5. Social media – tag or follow us and we’ll return the favor
      1. Twitter: <https://twitter.com/LCLD_rgrey>; <https://twitter.com/LoriLCLD>
      2. Facebook: <https://www.facebook.com/TheLCLD>
      3. LinkedIn: <https://www.linkedin.com/groups?home=&gid=4198149&trk=my_groups-tile-grp>
5. Questions/Comments/Suggestions

**Correction: Pathfinder registration cutoff is February 25 (Not March 25)**

1. Next call: May 3, 2016 from 1:00-2:00pm EST