

LEADERS AT THE FRONT

SUPER PLEDGE SUMMIT

Sneak Peek

SUCCESSION PLANNING

DOMINION ENERGY

RICHMOND, VA • MARCH 23-24, 2023



Leading from the *Front*

L launched in 2020, **Leaders at the Front** is a peer-driven initiative designed to make diversity, equity, and inclusion sustainable within our organizations and our profession. As a first step, each Managing Partner/General Counsel Member of LCLD was required to make public their personal commitments to developing diverse talent and building inclusive organizations through a Leader's Pledge—a goal we achieved in June of 2022.

But the true work of Leaders at the Front is just beginning.

Now, we are working to give legal leaders the tools they need to close the implementation gap and truly transform their organizations. The Super Pledge Summits are the next step in that journey.



IMPACTFUL INTERVENTIONS

The 400+ pledges submitted by LCLD Members included a diverse set of commitments, ranging from the highly strategic to the highly tactical.

You can [click here](#) see the full range of impact areas in which Members have made commitments.

Through analysis of the pledges and conversations with key stakeholders in the LCLD community, the LCLD Board of Directors identified four areas where the collective power of our Membership can make a real difference—including the focus of the Dominion Super Pledge Summit, **Succession Planning**.

STRATEGIC

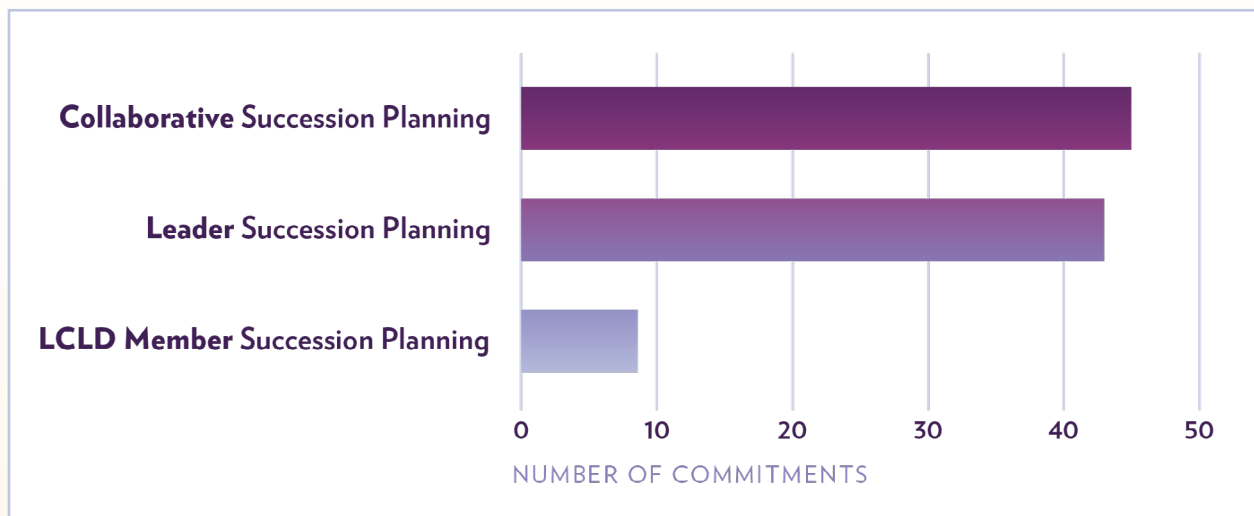
“We commit to the promotion of diverse talent within our firm through replicable and sustainable systems and processes.”

TACTICAL

“I commit to identify 3-5 associates at our principle outside law firms and will personally meet with them at least twice per year to provide coaching and mentoring and will insist on their substantial participation in our matters.”

Exploring Succession Planning Commitments

Here’s how LCLD Members are thinking about succession planning in their Leader Pledges:



Keep reading for examples of LCLD Members’ succession planning strategies.

COLLABORATIVE SUCCESSION PLANNING

CORPORATE

4%

LAW FIRM

96%

Law firms are focusing on diversity in succession planning for **relationship partners and client teams**. Corporations are asking that the partners who work on their matters have **diverse successors**.

"I will continue to require our top firms to have a diverse slate of potential successors to relationship partner for our matters, and I will require a say in the selection, together with law firm leadership." **RICHARD VERMA • MASTERCARD**

"Develop and implement client succession plans that ensure that a diverse lawyer is one of a team of three lawyers identified to succeed a senior partner to one of his/her primary client relationships at the time the partner reaches the age of 65." **ELLEN DWYER • CROWELL & MORING**

LEADER SUCCESSION PLANNING

CORPORATE

86%

LAW FIRM

14%

Corporations and law firms are making diversity a factor in succession planning for **leadership roles**, and thinking about the **talent pipelines and development strategies** that prepare diverse individuals to lead.

"I commit that my succession plan and the succession plans of each of my direct reports and each of their direct reports will maintain at least 50 percent diverse representation, including at least 25 percent racial and ethnic representation." **CARLOS BROWN • DOMINION ENERGY**

"I will actively participate in the succession planning for practice group leadership...to ensure they include historically underrepresented individuals." **ROGER STETSON • BARACK FERRAZZANO**

LCLD MEMBER SUCCESSION PLANNING

CORPORATE

75%

LAW FIRM

25%

MPs and GCs are ensuring that their **personal succession plans** will include diverse individuals.

"I will ensure the successor list for me includes diverse candidates (defined as women and BIPOC)." **MATT COOPER • CAPITAL ONE**

"I will ensure that an attorney from a historically underrepresented group is one of a team of two to three lawyers identified to succeed me with clients." **KATHRYN SZMUSZKOVICZ • BEVERIDGE & DIAMOND**

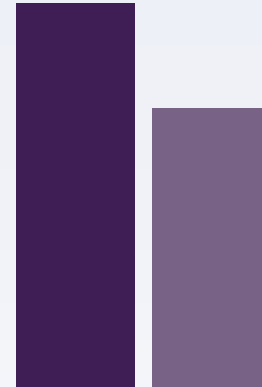
RELEVANT RESEARCH



- Among Fortune 1000 GCs, **33%** are women and **21%** are racial/ethnic minorities.



- Among AmLaw 200 MPs, **14%** are women and **5%** are racial/ethnic minorities.



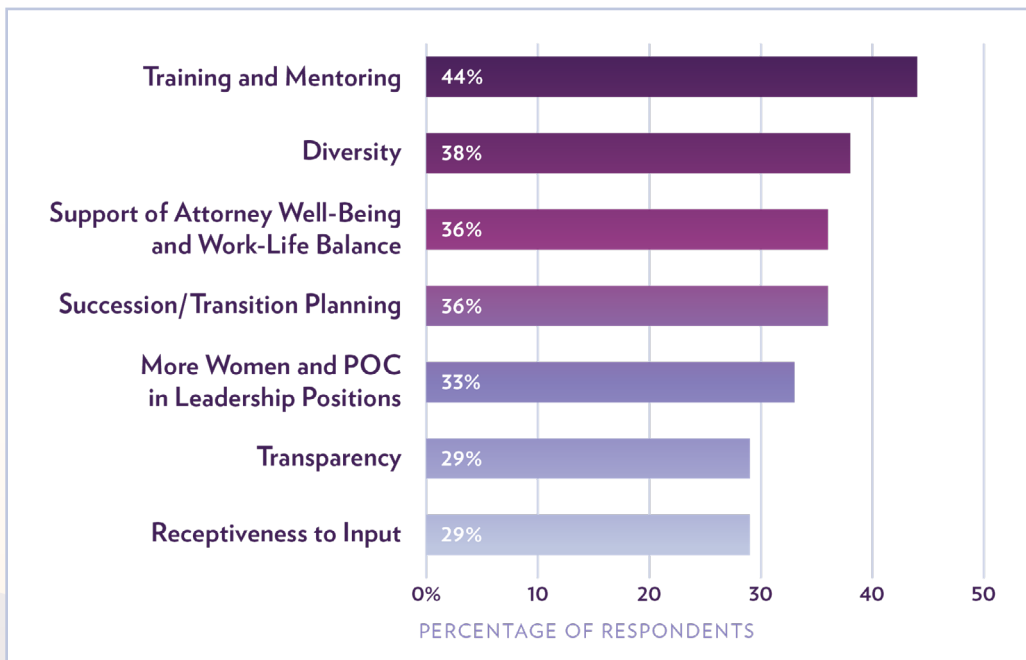
- **73%** of Black LCLD Alumni said they want to become leaders within their organizations, but only **53%** believe they will become leaders.

READ MORE

Minority Corporate Counsel Association 2022 Report

READ MORE

*LCLD and Coqual Advisory 2020
Diversity in the Legal Profession Survey*



- Over 750 law firm respondents indicated which traits they **would like to see more prominently reflected or valued in their law firms' cultures**. These are the most desired traits.

READ MORE *Major, Lindsey & Africa and Law360 Pulse 2022 Law Firm Culture Survey*

FURTHER READING

- **What Judges Can Do About Implicit Bias?**
JERRY KANG
- **Your Diversity Problem Might Actually Be a Succession Planning Problem**
TALENT QUARTERLY
- **How Any Business Can Create a Culture of Belonging in the Workplace**
FORBES
- **The Key to Inclusive Leadership**
HARVARD BUSINESS REVIEW
- **LCLD Diversity News Digest**
Subscribe to our biweekly newsletter curated for LCLD Members and Diversity Professionals.

Questions? Reach out to

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LEADERS AT THE FRONT



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.

