

LCLD Pledge Tracker Instructions

Thank you for agreeing to be part of the LCLD Pledge Tracker Pilot! You now have access to a tool that will help you measure progress on your LCLD Leader's Pledge and strengthen the commitments you've made. You'll also be providing critical feedback on LCLD's Leaders at the Front initiative, and helping chart a course for the future of LCLD Membership. We're happy to have you on board.

If you have questions as you complete your tracker, please don't hesitate to reach out to Caitlin Puffenberger at cpuffenberger@lclldnet.com.

1 By now, you should have received a personalized link to your Pledge Tracker. Before you complete the tracker, please review your Leader's Pledge and the instructions below.

2 Once you open the tracker, you'll be prompted to review the personal information LCLD has on file for you and submit any necessary changes.

3 Next, you'll be asked to rank your progress on each of the Personal Commitments listed in your pledge as "Not Started," "In Progress," or "Completed."

- If a goal is not measurable, leave it blank for now, but consider how you might update it in the next iteration of your pledge to make it easier to track.
- If a goal is ongoing, use your best judgment to mark it either "In Progress" or "Completed" based on how satisfied you are with your progress.

4 You'll then be asked the following questions regarding your Personal Commitments:

- For the Personal Commitments that are In Progress or Completed, what tactics or strategies have helped you move forward?
- Which Personal Commitment has been the most challenging to complete? Why?

Ellen's ORGANIZATIONAL GOALS

Please identify the status of each Organizational Commitment in your Leader's Pledge and tell us a little bit more about how you're working to achieve them.

Organizational Goal #1
Undertake a systematic effort to understand the experience of our Black and other diverse lawyers, and through the implementation of annual firm-wide implicit bias and ally training, and other measures, seek to improve that experience.
 Not Started In Progress Completed ←

Organizational Goal #2
Engage our human resources and general counsel functions to conduct annual equity analyses of the compensation (base pay and bonus) and performance ratings of our lawyers and to take steps to redress any apparent inequities.
 Not Started In Progress Completed ←

Thank you for ranking your progress on your Personal Commitments!
We would like to know more about these commitments.

For the Personal Commitments that are In Progress or Completed, what tactics or strategies have helped you move forward?

Your strategies here

Which Personal Commitment has been the most challenging to complete? Why?

Your challenges here

Previous Next

5 Once you've finished discussing your Personal Commitments, you'll be asked to repeat the above process for your Organizational Commitments. (NOTE: If your pledge was not divided into these categories, you'll be asked to identify the status of all of your commitments at once, and then provide feedback based on which commitments you would consider Personal or Organizational.)

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Thank you for ranking your progress on your Organizational Commitments! We would like to know more about these commitments.

For the Organizational Commitments that are In Progress or Completed, what tactics or strategies have helped you move forward?

Your strategies here

Which Organizational Commitment has been the most challenging to complete? Why?

Your challenges here

6 Once you've addressed your individual commitments, you'll be asked to quickly review the Areas of Impact LCLD has identified in published pledges, and answer the following questions:

- Which area of impact do you think your pledge addresses best?
- As you think about the next iteration of your pledge, which other impact area would you be most interested in addressing?

7 Finally, you'll be asked:

- Can you share a success story (qualitative or quantitative) from your Leader's Pledge?
- What can LCLD do to help you fulfill your pledge?

Ellen's PLEDGE REFLECTIONS

Almost done! Before answering our final questions, please take a look at the Areas of Impact identified across all Leader Pledges.

Keeping in mind the full list of Impact Areas, which area do you think your pledge addresses best?

As you think about the next iteration of your pledge, which other impact area would you be most interested in addressing?

Can you share a success story (quantitative or qualitative) from your Leader's Pledge?

Critical thinking around the impact of your pledge

8 When you're finished, click submit! LCLD will process your responses and be in touch within a week to share your Progress Report and schedule a call to discuss your pledge.

Have questions? Reach out to Caitlin Puffenberger at cpuffenberger@lclldnet.com.