

General Counsel Leader's Pledge

Sample I

I, _____, pledge to commit to the following:

Personal Commitment

- I will use my voice as a leader in my organization and in the profession to advocate for DE&I in the legal profession and in my community.
- I will partner with a law firm to host an LCLD Leadership Lunch, and select at least two Fellows in attendance for a follow-up conversation.
- I will meet annually with at least five other general counsel in my industry to discuss how to promote DE&I internally and among our legal service providers.
- I will annually sponsor one diverse lawyer within my legal department.
- I will meet quarterly with my organization's Fellows, Pathfinders, and Alumni to discuss their experiences within the organization, and require each individual to come to the meeting with a recommendation for how the organization could improve.
- I will choose two outside counsel firms and identify a specific diverse young partner/senior associate to be introduced in-depth to my company's business. I will also ensure that they have opportunities within the firm to share their knowledge.

Organizational Commitment

- I will work with two LCLD Member law firms to develop a secondment program for diverse 1Ls.
- I will require preferred firms to have a diverse individual as one of two or three successors to the relationship partner for our matters.
- I will require diverse slates for all hiring/promotions within the law department. I will ensure that the hiring manager and interviewers have a lens for understanding the business need for diverse talent/representation.
- I will require diversity in succession planning for internal legal leadership position.



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Sample II

I, _____, pledge to commit to the following:

Personal Commitment

- I will use my voice as a leader in my organization and in the profession to advocate for DE&I in the legal profession and in my community.
- I will host an LCLD Learning Experience and select at least two Fellows in attendance for a follow-up conversation.
- I will join LCLD's General Counsel Mentoring Program and serve as a mentor to LCLD Alumni who have moved into general counsel roles.
- I will ensure that all lawyers in my legal department have a workplan that includes DE&I engagement. I will also meet personally with diverse lawyers to discuss their workplan, and set up regular check-ins with their supervisors to track their progress and identify stretch opportunities.
- I will meet annually with the Managing Partner/Chair of each of my preferred firms about my personal expectations regarding DE&I on the work they complete for me.

Organizational Commitment

- I will enhance my organization's sponsorship program so that all diverse attorneys are sponsored by senior leaders within the organization.
- I will review the staffing of every client matter for diversity, and hold firms accountable for ensuring that underrepresented lawyers are mentored, trained, supported, and acknowledged for their work.
- I will work with outside counsel firms to develop a secondment program for underrepresented associates, in which they spend time learning my company's business and gain opportunities within their firm based on their knowledge and relationships.
- I will implement a pay equity audit and adjust for discrepancies between majority and minority employees.



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