LCLD Diversity Scorecard Initiative

ABA Part I: Questionnaire
ABA Part II: Client Matter
LCLD Diversity Scorecard Initiative

LCLD Data Scorecard Initiative: A Five-Step Process

Step 1
Corporate Legal Department Uploads Timekeeper Data.

Step 2
Law Firm Completes Demographic Profiles.

Step 3
Corporate Legal Department and Law Firm Receive Customized Reports.

Step 4
Corporate Legal Departments and Firms Discuss Partnerships.

Step 5
Corporate Legal Departments and Firms Evaluate Progress.

LCLD Diversity Scorecard Initiative Pilot
Pilot Demographics

141,584 Hours Worked by Attorneys Included in This Pilot

$76 Million Billed by Attorneys Included in This Pilot

28 LCLD Member Participants

1,173 Unique Timekeepers

Overview of Pilot Feedback

Positive
- Easy to participate in, requires significantly less investment in data collection and reporting
- Data report is highly valuable, provides easy to read and understand information that can be easily shared with relationship partners and others in leadership roles

Negative
- Needs to be more inclusive and to contemplate LGBT, Disability, Veteran Status
- Needs to address fixed-fee billing situations

Diversity Metrics

- Racial/ethnic and gender diversity metrics were reported using percentage shares (e.g., the share of hours worked by diverse timekeepers).
- Specifically, we reported the diverse groups’ percentage shares for three outcomes:
  1. Headcount
  2. Hours Worked
  3. Fees Billed

Diversity Metrics Table

<table>
<thead>
<tr>
<th>Outcome</th>
<th>Diverse Share</th>
<th>Female Share</th>
<th>LGBT Share</th>
<th>Overall Score</th>
</tr>
</thead>
<tbody>
<tr>
<td>Headcount</td>
<td>27%</td>
<td>27%</td>
<td>27%</td>
<td>27%</td>
</tr>
<tr>
<td>Hours Worked</td>
<td>18%</td>
<td>18%</td>
<td>18%</td>
<td>18%</td>
</tr>
<tr>
<td>Fees Billed</td>
<td>12%</td>
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</tbody>
</table>

LAW FIRM REPORT: Scorecard Components (DRAFT)

<table>
<thead>
<tr>
<th>LAW FIRM</th>
<th>Diverse Share</th>
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NOTE: Orange percentage share for diverse group is relatively low; above percentage share for diverse group is relatively high.
Research and Insights

- Aggregate diversity benchmarks for companies and law firms
- Descriptive breakdowns by various categories, including:
  1. Timekeeper titles (Partners, Associates)
  2. Industry categories (e.g., Technology, Financial Institutions)
  3. Practice areas (e.g., Litigation, Transactional, IP)
  4. Company/office geography

- Advanced analytics to explore:
  1. Top drivers of law department and law firm diversity
  2. Relationship between lawyer networks and law department and law firm diversity
  3. Diversity trends overall and by industry, practice area, etc
  4. Additional timely topics