

Peer Circle Assignment #2: Gaining Access

Group Name: _____

Access is often cited as one of the most critical elements necessary for career advancement and success.

The following are examples of areas where greater access might help you in your professional development:

- Challenging/ “seniority-appropriate” work
- Working with the “right people”
- Clients and potential clients (both internal to company and external for law firm attorneys)
- Knowledge/understanding of “the big picture” landscape of your organization
- Leadership opportunities / “Stretch” assignment opportunities
- Advancement in a flat organization

As a group, please:

1. Discuss specific areas where greater access would help further your career and list the top 3 here: (3 minutes) _____

2. List any programs/initiatives at your organization to address these issues. Identify each program/initiative as H (Helpful), M (Moderately Helpful), or (N) Not Helpful. (3 minutes)

3. If you were in charge of your organization, how would you address the access issues you’ve identified? (5 minutes) _____

4. List some specific actions your Managing Partner or General Counsel could take to:

A. Create a more inclusive workplace; and

B. Help you advance in your career. (5-10 minutes)

5. Have you seen leaders truly drive inclusion? What does it look like? (5 minutes)

Next Steps:

6. Continue this discussion with your Program Facilitator when you return to your organization. Collaborate with your Facilitator and devise an action plan to obtain greater access in a key area you've identified as important to your growth and development between now and November.
7. Talk to your Program Facilitator about ways you'd like to see your Managing Partner or General Counsel drive inclusion.

Bonus Step:

8. Share your action plan with your Peer Circle. Ask your Peer Circle to follow up with you and ask about your progress.

Please return this worksheet to a member of the LCLD staff. All answers will be kept confidential and information will only be shared in aggregate form. Any identifying information will be removed.