

# Leadership Council on Legal Diversity 2020-2021 LCLD Alumni Program Prospectus

## LCLD Alumni Program Purpose

The LCLD Alumni Program is designed to build upon the relationships and leadership skills acquired during the LCLD Fellows and Pathfinder programming year. Founded by the Alumni themselves in 2012, the program is guided by the following mission statement.

*Through our commitment to fostering personal connections and sustained and targeted investment in diverse legal talent, we strive to empower our Alumni, Fellows, and Pathfinders with the goal of cultivating leaders, transforming career trajectories, and advancing diversity in the legal profession.*

## LCLD Alumni Program Components

The LCLD Alumni Program is open to more than 2,600 diverse attorneys who have participated in LCLD's Fellows and Pathfinder programs. The Alumni network is led by an Executive Council, City Leads, Class Liaisons, supporting committee members, and a full-time LCLD Program Manager. The programming year operates on a June-to-June program year. Participation in all aspects of the Alumni Program is voluntary.

### Annual Leadership Symposium

The LCLD Alumni Program hosts a Leadership Symposium each June. This annual conference is designed and executed by Alumni to maintain the strong connections created during their initial Fellows or Pathfinder program year. The symposium features substantive career-development and personal enrichment content, as well as various networking opportunities. Each year, the Alumni leadership present three awards: the Rick Palmore LCLD Alumni Leadership Award to up to two of their peers; the Participation is Key Award to the Alumni class with the highest percentage of contributions to the All In! Campaign; and the Owlie Award to the Alumni class with the highest participation in the Symposium's community service project.

### Advocacy Groups

The Advocacy Group program is an eight-month collaborative program where LCLD Alumni from all classes have an opportunity to meet in small groups to provide peer-to-peer advice and mentorship in a confidential environment.

### Alumni Programming

Under the leadership of national program development chairs, regional chairs and city leads develop and create programming for the 32 major markets within the LCLD network. Substantive and networking programs vary in response to the needs of the local and regional communities. In the

2020-2021 program year, substantive Alumni programming includes the following (more offerings may be added):

- **General Counsel Mentoring Circles:** Training and career-development for Alumni who are senior in-house counsel.
- **Racial Justice and Equity Action Roundtables:** A series of virtual round-table meetings designed for Alumni to discuss the current state of Diversity, Equity & Inclusion in their respective organizations and develop a comprehensive action plan with the goal of tangibly increasing diversity and fostering more inclusivity within those organizations.
- **Virtual Meetings on Special Topics:** In 2020, Alumni have hosted and participated in events focused on how to give and receive business, the impact of COVID-19 on intellectual property, board-service readiness and corporate governance, and the career paths of successful, diverse law firm and in-house attorneys. Additional special topic discussions are forthcoming.

### **Outreach**

The LCLD Alumni community has an ongoing relationship with The Posse Foundation, a nonprofit organization that trains talented, diverse college students to be the leaders of tomorrow. Opportunities for LCLD Alumni engagement are focused on pipeline initiatives.

The Outreach Committee also spotlights one nonprofit organization each month and provides charitable and pro bono opportunities for LCLD Alumni to engage and volunteer.

### **Sustainable Partnership Program**

The Sustainable Partnership Program (SPP) is designed to further expand the network and leadership training begun during the Fellows or Pathfinder experience. Focused on building meaningful regional connections, SPP brings together a small number of law firm partners and in-house decision-makers from the same geographic location to develop authentic relationships.

### **LCLD Language of Leadership Webinars**

LCLD Alumni, along with the rest of the LCLD Community, are invited to attend monthly Language of Leadership Webinars, where LCLD Member Managing Partners and General Counsel give advice about leadership, resilience, and increasing diversity, equity, and inclusion within organizations. Attendees also have the opportunity to engage the speakers during Q&A.

### **Alumni Job Bank**

Alumni have the opportunity to post and apply to jobs within hundreds of LCLD Member organizations. Postings are released through the weekly *#TalentRising* e-newsletter, which Alumni automatically receive in their email inbox. All opportunities are legal roles that require a J.D. and seven or more years of experience. Alumni who are displaced by COVID-19 or the economy may also submit information to a specialized job bank. Member organizations interested in hiring LCLD Alumni for open positions may request information about job applicants from the specialized job bank.

## Candidate Requirements, Fees, and Selection Process

### **Candidate Requirements**

Fellows and Pathfinders are automatically welcomed into the LCLD Alumni network upon graduation from either program. LCLD Alumni may participate in LCLD Alumni leadership, programming, outreach, and networking activities throughout their career.

### **2020-2021 Fees and Expenses**

The LCLD Alumni Program is funded in part through its annual All In! giving campaign, an opt-in \$125 annual donation to the program. A donation is not required for LCLD Alumni to participate in the various program components. The LCLD Alumni Program also relies on optional sponsorships from LCLD Member organizations for the Leadership Symposium and certain regional events.

LCLD Member organizations are encouraged to cover a nominal (\$150-\$250) registration fee for the annual Leadership Symposium. When it is safe to return to in-person meetings, Member organizations are also encouraged to cover travel expenses and the application fee (\$1,000) for Alumni who are admitted to participate in the Sustainable Partnership Program. Regional events are typically free for LCLD Alumni, and travel costs are nominal due to proximity.

For more information about the LCLD Alumni Program, please [click here](#).