

Leaders at the Front

Crafting Your Leader's Pledge

Introductory Questions

- 1 *What am I going to do (individual actions)?*
- 2 *What is my organization going to do (organizational actions)?*
- 3 *What am I going to measure?*

Critical Areas for Action

THESE CRITICAL AREAS for action may help you craft an impactful commitment to drive diversity, equity, and inclusion, both personally and organizationally.

Pay attention to:

Who is in the room.

- Who holds leadership roles at my organization (executive committee, practice group leaders, office leaders, direct reports to the GCs, etc.)?
- Who is represented on our teams, particularly on significant matters and clients?
- What is our succession plan?
- Do different grades/levels look different? Does diversity decrease as people advance?
- What is our attrition rate, and how does it compare to other firms/companies?

What they are doing.

- How are assignments distributed?
- How are non-billable opportunities distributed?
- How are we developing talent?
- How do we mitigate bias in these processes?

How they are getting compensated.

- How are people getting compensated?
- How are promotions determined?
- How do we decide who gets credit for work?
- How do we mitigate bias in these processes?

How we are measuring our progress.

- How are we measuring DE&I in our organization?
- What is our DE&I team tracking?
- Do we have DE&I goals, and is there accountability around whether we meet them?
- For companies, how are we monitoring the DE&I progress of our outside counsel, and how are we acting on what we're tracking?

Other areas for impact include:

-
- Does my organization have unconscious bias training? Is it effective?
 - Are we creating allies?
 - How are we utilizing LCLD Fellows, Pathfinders, and Alumni?

