

Member Commitment Statement

The Leadership Council on Legal Diversity (LCLD), formed in May 2009, is an organization of dynamic leaders—corporate chief legal officers and law firm managing partners—united by our commitment to creating a truly diverse legal profession. This Commitment Statement sets out LCLD’s goal of materially improving the legal profession’s diversity and inclusion performance. We recognize that there has been progress on diversity in the profession generally, and in many firms and companies in particular. Yet the profession’s diversity performance remains at a disappointing plateau.

We believe that there is a unique opportunity to make significant progress if the leadership of our companies and law firms collaborate in addressing diversity in concrete, actionable, and substantive ways. Our organizations routinely hire, engage, develop, retain, and promote the best talent. We believe that a critical and necessary element of having the best talent is having diverse talent. Moreover, the legal and business interests of our clients require legal representation that reflects the diversity of our employees, customers, and the communities where we do business.

To assure that the best talent flourishes in our profession, we must eliminate impediments that preclude minorities and women from a full opportunity to perform, succeed, and lead.

As the leaders of our companies and law firms, and on behalf of our organizations, we commit to work together to take action to drive material change in our institutions, with others in our circles of influence, and in the profession generally. We commit to continuing the work of the Call to Action initiative to significantly advance diversity in our profession.

We aspire to hire, retain, and promote the best talent by assuring that our organizations and programs are accessible to all lawyers, with a particular focus on minorities and women. We also aspire to advocate for substantial diversity progress in the profession.

To that end, we pledge:

- To build effective programs in our organizations for hiring, developing, retaining, and promoting diverse talent;
- To have appropriate training, development, and mentoring programs in our organizations designed to enhance the likelihood of the success and retention of our talent, with a particular focus on minorities and women;
- To create an appropriate function or committee within our organizations to guide our diversity and inclusion efforts;
- To share information with each other regarding best practices to foster the achievement of our objectives;



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- To regularly share with each other information regarding our performance in this area;
- To foster and develop relationships with other businesses that share our commitment and interest in diverse talent;
- To craft incentives that reward the law-related entities with whom we do business and who positively distinguish themselves on diversity;
- To work with each other in a cooperative spirit to develop other methods to assure accountability for diversity performance within our own organizations, with other entities with whom we do business and within LCLD;
- To take an active, ongoing role within my organization and LCLD to maximize the achievement of the foregoing objectives;
- To collaborate and work with other organizations and individuals in the profession to enhance and improve the profession's diversity.

We hereby affirm our commitment to the mission of the Leadership Council on Legal Diversity, and to use all the means at our disposal to realize a truly diverse profession.

Member Commitment

Name of Organization:

Member (Managing Partner or General Counsel):

Signature of Member:

Date:

Your fully completed and executed LCLD Commitment Statement should be mailed along with the invoice and dues remittance to:

Leadership Council on Legal Diversity
Post Office Box 1656
Richmond, Virginia 23218

Thank you for your commitment.