

Operationalizing Your Leader's Pledge



You've submitted your Leader's Pledge—congratulations! Now it's time to track your progress. By signing up for LCLD's Pledge Tracker, you'll have access to a tool that will help you measure progress on your pledge and strengthen your commitments moving forward. Once you complete the Tracker, you'll also receive customized recommendations on how to take your DE&I goals to the next level.

If you have questions, please reach out to Caitlin Puffenberger at cpuffenberger@lclldnet.com.

Completing the Pledge Tracker

1 You will receive a **personalized link to your Pledge Tracker** by email on the first Monday of your requested month. You will have two weeks to complete the following steps in your Tracker.

2 When you open the Tracker, you'll first be prompted to **review the personal information** LCLD has on file for you and submit any necessary changes. You'll also see the date you submitted your pledge—you'll be asked to **consider your progress toward your goals since you submitted your pledge**.

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Before we begin, please review the above personal information. If anything is incorrect, please let us know.

Tracking Your Pledge Progress

1. Take a moment to review your Leader's Pledge [here](#).
2. You'll be asked to rank your progress on each goal outlined in your pledge. **Mark your progress** as Not Started/In Progress/Completed based on your satisfaction with your progress **since you submitted your pledge in February of 2021**.
3. If an item is complete in the short-term, but you plan to continue working on it, you can mark both Completed and Ongoing.
4. You'll also be asked to provide information on challenges and strategies in the implementation of your pledge. Keep in mind that the more detail you provide, the better LCLD can support you.
5. After submitting the Pledge Tracker, LCLD will reach out to schedule a follow-up call to share your Pledge Progress Report and other recommendations on updating your pledge.

If you have any questions about the pledge, please reach out directly to Caitlin Puffenberger at cpuffenberger@lclldnet.com.

Please include any updates to your contact information below.

3 Next, you'll be asked to **rank your progress on each of the Personal Commitments** in your pledge as "Not Started," "In Progress," "Completed," and/or "Ongoing."

- It's OK if not all of your goals have a clear finish line—but the strongest pledges have a mix of short- and long-term goals.
- If many of your goals are "Ongoing," consider articulating the short-term aims that are helping you work toward those broader goals.

4 You'll then be asked to share a bit more about the **implementation of your Personal Commitments**:

- For the Personal Commitments that are In Progress, Completed, and/or Ongoing, what specific tactics or strategies have helped you move forward?
- Which Personal Commitment has been the most impactful in developing diverse talent and/or making your organization more inclusive?
- Which Personal Commitment has been the most challenging to complete? Why?

5 Once you've finished discussing your Personal Commitments, you'll be asked to **repeat the above steps for your Organizational Commitments**.

6 Finally, after quickly reviewing LCLD's Areas of Impact, you'll be asked to **reflect on your pledge and how you might revise it** moving forward:

- As you think about the next iteration of your pledge, which impact area are you most interested in addressing?
- Can you share a success story (qualitative or quantitative) from your Leader's Pledge?
- What can LCLD do to help you fulfill your pledge?

Joel's
PERSONAL GOALS

Please identify the status of each Personal Commitment in your Leader's Pledge and tell us a bit more about how you're working to achieve them. Remember to consider your progress since submitting your pledge. If you are satisfied with your short-term progress but plan to continue working on the goal, you can choose both Completed and Ongoing.

Personal Goal #1

I will use my voice to advocate for inclusion and diversity in my organization and in the legal profession. I will use my platform to sponsor and amplify under-represented voices.

Not Started In Progress Completed Ongoing

Personal Goal #2

I will participate in public forums and engage in discussion on best practices to drive diversity in the legal profession.

Not Started In Progress Completed Ongoing

For the Personal Commitments that are In Progress, Completed, and/or Ongoing, what specific tactics or strategies have helped you move forward?

Your strategies here

Which Personal Commitment has been the most impactful in developing diverse talent and/or making your organization more inclusive?

Your impact here

Which Personal Commitment has been the most challenging to complete? Why?

Your challenges here

Previous Next

8 When you're finished, click submit! LCLD will process your responses and be in touch within a week to share your **Progress Report**, which includes **customized recommendations** on ways to improve your pledge and elevate your DE&I efforts, and **schedule a call to discuss next steps**.

PROGRESS REPORT

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PROGRESS SUMMARY

Overall, you've made **79%** progress toward your goal.

Critical Impact Areas
Your pledge includes 3 of the critical areas of impact identified by the LCLD Board of Directors:

- OWNERSHIP & ACCOUNTABILITY ✓
- SPONSORSHIP ✓
- COLLABORATION ✓
- SUCCESSION PLANNING

Leader's Pledge 2.0
It takes collective action from leaders like you to truly impact the legal profession. Consider joining other LCLD Members in making progress in similar areas by adding any of the following commitments:

SUCCESSION PLANNING

- I will require all of my direct reports to create succession plans for their role that include at least one diverse individual.
- I will require preferred firms to have a diverse individual as one of two or three successors to the relationship partner for our matters.

ELEVATING YOUR PLEDGE

Making an Impact
You identified **SYSTEMS & PROCESSES & SUCCESSION PLANNING** as the Impact Area you would like to focus on in the next iteration of your pledge. Please see below for some sample commitments in that area that may help elevate your Leader's Pledge 2.0.

- I will commit to make myself available to diverse talent at every level of my organization and identify 3-5 individuals that I can mentor and sponsor for inclusion on executive leadership succession plans.
- My legal department will work with other departments/business functions to develop a rotational program, through which diverse lawyers can gain exposure to and experience in other business units, better equipping them for advancement within the company.
- I will work hand-in-hand with our diversity committee to continually assess processes and systems focused on hiring, work and team assignments, and performance feedback for lawyers at all levels.

WANT TO KNOW MORE? SIGN UP FOR A SUPER PLEDGE SUMMIT.

UPDATE YOUR PLEDGE | **GET SUPPORT**

LEADERSHIP COUNCIL ON LEGAL DIVERSITY

Gap analysis and recommendations in critical impact areas

Suggested commitments in areas of your choice

Information on learning more and updating your pledge

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