TENTH ANNUAL LCLD MEMBERSHIP MEETING

What’s Working
Promoting Diverse Teams through Collaboration

Ellen Dwyer | Crowell Moring LLP
Maryanne Lavan | Lockheed Martin Corporation
Instilling Accountability and Sponsorship

- Lockheed Martin’s initiative to measure and hold its law firm’s accountable for driving diversity
- Crowell & Moring’s sponsorship initiative
Lockheed Martin is Measuring Diversity and Driving Accountability
Sample Metrics

- Follow-up conversations with law firms
- In-person meetings
- Strong messaging
Other Initiatives

• Diversity and Inclusion at Lockheed Martin

• Diversity and Inclusion in the Legal Department
  • Focus on Fellows

• Sustainable Partnership Initiative
Sponsorship at Crowell & Moring

- First program of its kind in the AmLaw 100
- 38 lawyer cohorts of sponsors and women and diverse “proteges”
- Year-long program focused on building relationships and careers of women and diverse lawyers
Inspiration for Taking Action?

• Partners appeared more comfortable sponsoring those who looked like them → deficit of sponsors for women and diverse lawyers

• Recognition that sponsorship is critical to the experience and advancement of lawyers within the firm

Are the Efforts Innovative/Different?

• The initiative—first launched in 2012—was the first of its kind in the AmLaw 100
Lessons Learned? What Would You Do Differently?

• Provide choice in sponsors

• Focus from the outset on foundational skills of relationship building rather than sponsor gift giving

Ripple Effect on Majority Attorneys?

• Majority lawyers learned the importance of earning sponsorship and paying it forward

• Enhanced the ability of the firm to embed sponsorship as a cultural value
Want to know more?

Visit LCLD’s What’s Working Portal at: lcldnet.org/whats-working