

LEADERSHIP COUNCIL ON LEGAL DIVERSITY

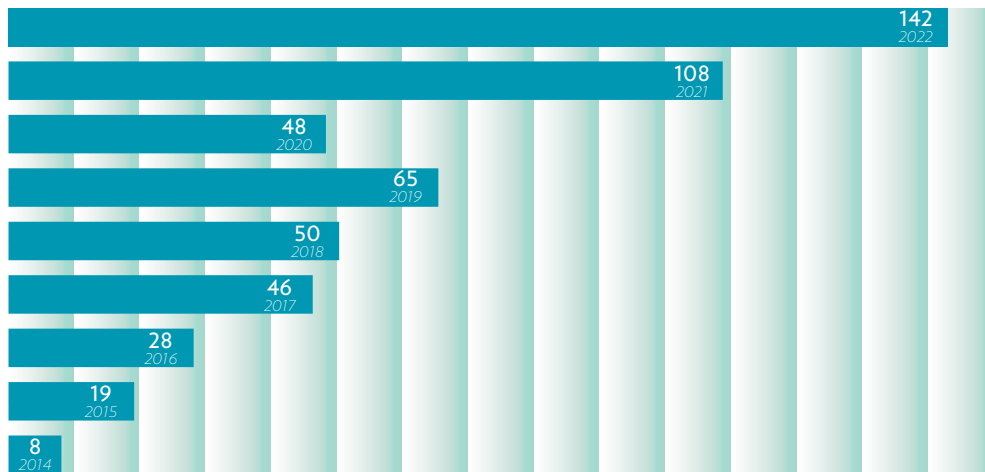
LCLD Member Guide *to*
1L SCHOLARS
PARTNERSHIPS



WHAT IS A 1L SCHOLARS PARTNERSHIP?

Law firms and corporate legal departments collaboratively create summer internships in which both organizations provide insights and experience to diverse, first-year law students.

The number of partnerships has grown exponentially since 2014.



WHAT DOES A PARTNERSHIP LOOK LIKE?

1L Scholars Partnerships are meant to be flexible, so there's no specific model to follow. Design the partnership that works best for you and your organization.

SPLIT SUMMERS

In a typical secondment-style experience, summer associates split their time between a law firm and a corporate legal department. Many LCLD Member organizations have used variations on this model, including equal time at both organizations, 10 weeks at a law firm and two weeks at a corporation, and seven weeks at a corporation and three weeks at a firm.

CREATIVE OPPORTUNITIES

The best partnerships are those that effectively use the resources of each organization to provide a unique and meaningful experience to summer associates. Consider one of the following "outside-the-box" options, or build one of your own.

- ▶ Invite Scholars to corporate headquarters for a special event focused on the company's business, diversity, or other topics. The event can be a full day, half a day, or regularly occurring.
- ▶ Assign in-house mentors to Scholars spending their summer at a partnering law firm.
- ▶ Design networking opportunities that allow Scholars to meet clients or outside counsel.
- ▶ Empower your LCLD Alumni to plan a networking event for Fellows, Pathfinders, and Scholars in your community.



BENEFITS OF PARTICIPATION

FOR LCLD MEMBER ORGANIZATIONS

- Builds your organization's pipeline of diverse legal talent.
- Demonstrates your commitment to diversity to clients or outside counsel.
- Strengthens your relationship with clients or outside counsel.
- Makes your summer program more attractive to students.
- Fits your organization, enabling you to choose your partner and design a model that works for you.



BRAD SMITH

PRESIDENT, MICROSOFT



REINA ALMON

2016 LCLD 1L SCHOLAR



BRIAN KELLY

PARTNER, MCGUIRE WOODS

“Shared internships give law students real-world experience as both corporate attorneys and outside counsel. These unique arrangements not only bring these future lawyers' perspectives into Microsoft and our partner firms, but are invaluable to students as they contemplate their legal careers.

“Working for both a law firm and a corporation has given me an experience not many law students get, and it has helped me settle on the direction I want to go in the future. I am able to approach problems differently and see the perspective on both sides.

“It's a great chance for these young students to have exposure both to the McGuire Woods culture and the Exelon culture and have a look at the energy industry as a whole. The students have a significant networking opportunity. They get a leg up in terms of developing their own profiles even after only one year in law school.

NEXT STEPS TO CREATE A PARTNERSHIP

01

Register your organization

for the 1L Scholars Program.

Your organization must be registered as a 1L Scholars host to participate in the program and form your partnership.

02

Indicate your partnership interest

on your registration form.

You have the option of forming your own partnership or eliciting LCLD's help to connect you with another organization.

03

Confirm your partnership

with LCLD.

To finalize your partnership, please reach out to LCLD Pipeline Program Manager Nancy Richardson at nrichardson@lclldnet.com.

The Leadership Council on Legal Diversity is an organization of more than 400 corporate chief legal officers and law firm managing partners—the leadership of the profession—who have pledged themselves, through our Leaders at the Front initiative and other means, to creating a truly diverse U.S. legal profession. Our action programs are designed to attract, inspire, and nurture the talent in society and within our organizations, thereby helping a new and more diverse generation of attorneys ascend to positions of leadership. By producing tangible results in our institutions, we work to promote inclusiveness in our organizations, our circles of influence, and our society, with the ultimate goal of building a more equitable and diverse legal profession.



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