

LEADERSHIP COUNCIL ON LEGAL DIVERSITY

Welcome LCLD FELLOW



2024



LEADERSHIP COUNCIL ON LEGAL DIVERSITY

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Dear LCLD Fellow,

Congratulations on your selection to the 2024 Fellows Program!

The Leadership Council on Legal Diversity was founded in 2009 by the country's leading general counsel and managing partners to provide a new generation of diverse legal talent with the tools and knowledge to excel in the legal profession.

The Fellows Program was launched in 2011 when the LCLD Board recognized the need to provide additional growth opportunities to talented mid-career attorneys, especially those from diverse backgrounds, who had shown extraordinary leadership potential within their companies or law firms.

As you'll soon discover, the Fellows Program provides a year-long, multifaceted experience to help you develop leadership skills and build professional relationships that will endure long after the program closes. Our active Alumni organization enhances these benefits and delivers value for the rest of your career.

This year's curriculum will feature thoughtful opportunities to connect in small groups and as a full class. You'll experience two in-person full class meetings, smaller in-person events in each region, and virtual options to keep the class connected all year long. Our goal is to make this year's Fellows Program more valuable than ever.

As a 2024 Fellow, you'll also have access to additional programming we developed for the LCLD community, including in-depth conversations with corporate and law firm leaders.

To help you navigate the program, we've included the following items in this Welcome Package, with additional resources available on the LCLD website.

- Fellows Program Components
- Program Content Themes
- 2024 Calendar of Events
- Next Steps

Your selection as a Fellow reflects the confidence your organization has placed in you as a leader. I look forward to helping you make the most of it!

Sincerely,

Nichole Velasquez, Fellows Program Director
Leadership Council on Legal Diversity

FELLOWS PROGRAM IMPORTANT CONTACTS

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LCLD FELLOWS PROGRAM

THE LCLD FELLOWS PROGRAM has grown from an exploratory initiative in 2011 to one of the legal profession's most highly regarded talent development programs.

With an emphasis on relationship-building and high-value substantive programming, the LCLD Fellows are now a power network that spans the US and beyond. Each class adds hundreds of talented new voices to the chorus of those calling for, and working to create, a more diverse, inclusive, and equitable legal profession.

The 2024 Fellows curriculum will provide you with rich, relevant content that has immediate practical application. In addition to the two in-person Class Meetings this year, you'll have the opportunity to attend an in-person regional session. Additionally, you'll be given the chance to learn from corporate legal and business leaders at Learning Experiences, interact with General Counsel and Managing Partners during Leadership Lunches, tackle

challenges specific to your work environment while attending virtual sessions, and share peer support in your Accountability Partner groups.

Throughout the program, our hope is that you'll build relationships strong enough to endure long after your programming year ends—no matter what organization you work for or what your long-term goals or practice area might be.

Seeds planted during your Fellows year will continue to flourish throughout your career, as you join thousands of other Fellows and Pathfinders in our LCLD Alumni community, which offers unlimited opportunities for peer mentoring, continued development, and bonding over a host of activities including community service projects, reunions, and the annual Leadership Symposium.

PROGRAM COMPONENTS

The 2024 Fellows Program includes:

- Two In-Person Class Meetings
- Regional Sessions
- Learning Experiences
- Leadership Lunches
- Virtual Topical Sessions
- Accountability Partners

DID YOU KNOW?

- The Fellows Program curriculum changes every year to meet the needs of our Fellows.
- More than 3,500 attorneys have completed the Fellows Program.



PROGRAM CONTENT THEMES

Throughout your 2024 Fellows year, you will be exposed to a variety of topics meant to help you strengthen your career trajectory. Below are the key themes that you will explore in-depth during class meetings, regional meetings, Accountability Partner discussions, and in-person and virtual sessions. Think of your affiliation with LCLD as a renewable resource, with unlimited opportunities for personal and professional growth, all made possible by your participation as a 2024 Fellow.

ACCESS TO
LEADERS

RELATIONSHIP
BUILDING

LEADERSHIP
DEVELOPMENT

EFFECTIVE
COMMUNICATION

USING YOUR
VOICE

NETWORKING

2024 CALENDAR OF EVENTS

Below are some of the key dates for programming during your 2024 Fellows year. Mark your calendar today and keep an eye out for additional event invitations throughout the program.

DATE	EVENT
February 6, 2024	Welcome Event (<i>virtual</i>)
February 22-24, 2024	Spring Class Meeting (<i>in-person</i>)
Summer 2024	Regional Sessions (<i>in-person</i>)
Year Round	Accountability Partner Webinar Series (<i>virtual</i>)
Year Round	Learning Experiences
Year Round	Leadership Lunches
Year Round	Virtual Sessions with 2024 Pathfinders
October 8-10, 2024	Fall Class Meeting (<i>in-person</i>)

THE ATLAS AWARD

We understand that participation in the Fellows program is not only an honor, but also requires a commitment on your part. Last year, we introduced an award to recognize the Fellows with the highest levels of engagement throughout the program. You will receive points for attending events (both virtual and in-person) and participating in Accountability Partner Group activities. To win this award, you will need to earn 9+ points throughout the program. Winners will be notified and recognized at the end of the year.



WHAT FORMER FELLOWS HAVE SAID...

“Throughout the course of the LCLD Fellowship Program, I grew both personally and professionally. LCLD carved out space to be honest and open in our discussions, challenged us to think differently, honed our storytelling to share who we are in a way that advances us as individuals, and facilitated an organic growth in our networks. The Fellows Program did not merely repackage the standard content, it created and presented unique and creative programming.”

MELINDA FULLER

State Farm Mutual Automobile Insurance Company | 2021 Fellow



“It’s not just about the connections. I leave these Fellows Meetings feeling inspired. I feel like this is one of the most genuine, authentic groups of people that I’ve been around—highly accomplished, highly dedicated, highly passionate people.”

BILAL ZAHEER

Locke Lord LLP | 2017 Fellow

“I went into this program a bit skeptical and apprehensive; other professional development events usually left me feeling intimidated, inadequate, and exhausted. The Fellows Program couldn’t have been more different. It had an immediate positive impact on my confidence and career energy and gave me the courage to be a better leader. LCLD events offer the perfect mix of inspiration and practical advice, as well as networking and mentoring in a welcoming and non-threatening format. Hearing about other Fellows’ journeys – successes and setbacks, goals and fears – brought a level of authenticity rarely found in professional programs.

CHRISTINE HESLINGA

Dominion Energy Inc. | 2023 Fellow



YOU’VE GOT MAIL

Next week, you’ll start to receive **#TalentRising**, LCLD’s weekly newsletter for current Pathfinders, Fellows, and LCLD Alumni. This publication includes opportunities to engage, personal announcements, helpful resources, and job opportunities.

To submit your own announcement to the newsletter, please [click here](#) or contact Devin Garcia at dgarcia@lclcd.com.

NEXT STEPS

All of this is just the beginning. Now that you’ve gotten a taste of what’s in store for you as a Fellow, it’s important to take the next step today.

1. [Claim your LCLD Community Hub account](#). You will need this account to register for events and create your LCLD directory profile.
2. Add the following email domains to your safe sender list: @cmail19.com, @cmail20.com, and @lclcd.com.
3. Join the [2024 LCLD Fellows GroupMe](#) to connect with your cohort.
4. Bookmark the [LCLD Fellows webpage](#) and visit the [LCLD Events webpage](#) often so you don’t miss any upcoming opportunities.

Welcome to the LCLD Fellows Program!

THE LEADERSHIP COUNCIL ON LEGAL DIVERSITY is an organization of more than 440 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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COUNCIL
ON LEGAL
DIVERSITY

LEADERSHIP • ACTION • RESULTS