

# Building Diversity & Inclusion in the Legal Department and Beyond

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## Overview

- Advantages of fostering a diverse and inclusive environment
- Practical advice for advancing diversity and inclusion within the legal department and overall organization
- Tips for promoting diversity and inclusion within your law firms and outside suppliers

## Advantages of Fostering a Diverse Work Atmosphere

- Spurs stronger individual performance and overall team effectiveness
- Helps us listen to and anticipate the evolving needs of our customers or clients
- Spawns enhanced innovation
- Helps attract and retain the best talent

## Diversity & Inclusion Efforts Internally

- Initiatives
  - Affinity Groups (sponsored by executives/corporate leadership)
  - Executive Leadership Potential
- Partnership Programs
  - Examples:
    - Leadership Counsel on Legal Diversity (LCLD)
    - Minority Corporate Counsel Association (MCCA)
    - Law in Technology Diversity Collaborative
    - Two Steps Ahead Scholars Program
    - National Diverse Bar Associations

## Diversity & Inclusion Efforts Internally

- Internal Metrics
- Training Events
- Mentoring Programs
  - Departmental and Cross-Departmental
  - Mentorship, Sponsorship, and Role Models

## Diversity & Inclusion Efforts Externally

According to the NALP 2018 Report on Diversity in U.S. Law Firms (January 2019) analyzing law firm partners in major firms:

- Women made up **23.36%** of partners
- Minorities made up **9.13%** of partners
- Minority Women made up **3.19%** of partners

## Diversity & Inclusion Efforts Externally

### According to the same report:

- Minority Men made up **5.94%** of partners
- LGBT lawyers made up **2.11%** of partners

## Diversity & Inclusion Efforts Externally

### Compare to 2009:

- Women made up **19.21%** of partners
- Minorities made up **6.05%** of partners
- Minority Women made up **1.88%** of partners

## Diversity & Inclusion Efforts Externally

Representation of Black/African-Americans among partners has barely increased since 2009

Representation of Black/African-American associates remains just below its 2009 level of 4.66% and is now 4.48%

Source: NALP 2018 Report on Diversity in U.S. Law Firms (January 2019)

## Diversity & Inclusion Efforts Externally

### Summer Associates

- Over one-third — 35% — of summer associates were racial/ethnic minorities.

Source: NALP 2018 Report on Diversity in U.S. Law Firms (January 2019)

## Diversity & Inclusion Efforts Externally

- Law Firms
  - Outside counsel surveys, scorecards, and other evaluations
  - Diversity awards
  - Talent development plans
  - Pipeline and fellowship programs

## Diversity & Inclusion Efforts Externally

- Law Firms (cont.)
  - Diversity requirements
  - Mansfield Rule Initiative
  - American Bar Association Resolution 113 Pledge

## Diversity & Inclusion Efforts Externally

- Other vendors
  - Align/support nonprofits beyond legal industry
  - Implement initiatives similar to those used with law firms
  - Conferences and informal networking

