

MONTHLY METRICS — A CLOC SURVEY SERIES

LEGAL DEPARTMENT DIVERSITY

Corporate Legal Operations Consortium

March 2018

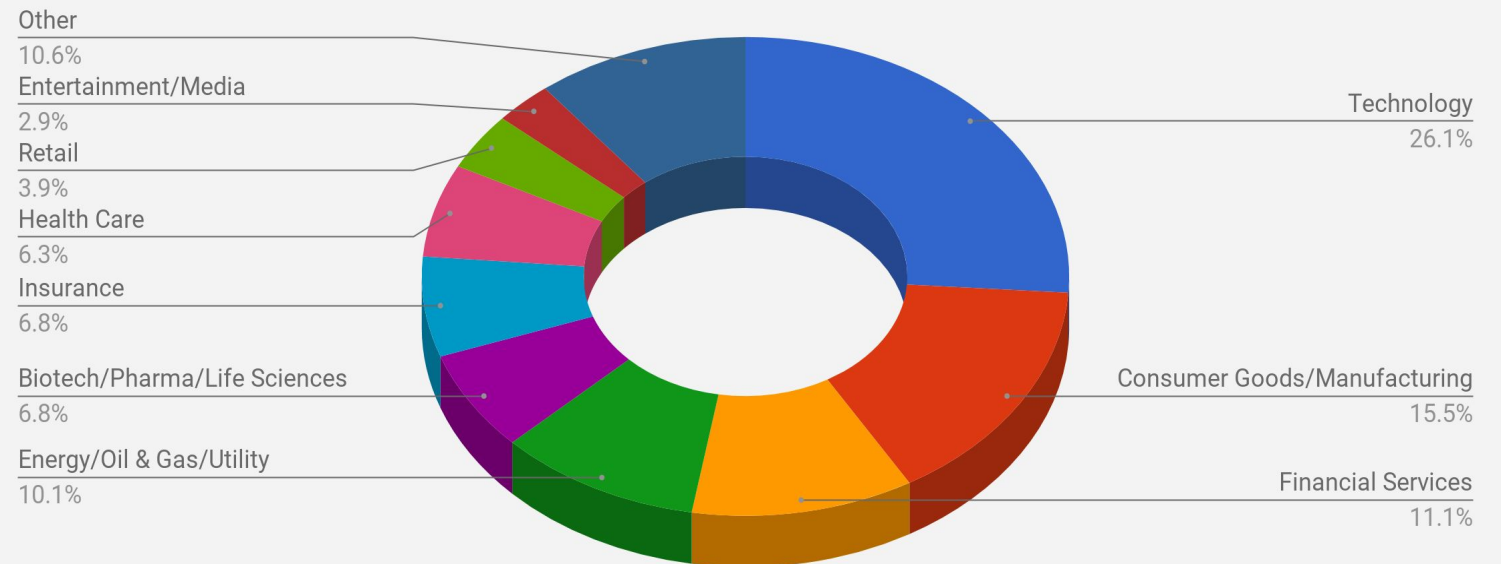
www.cloc.org | info@cloc.org | [@CLOC_org](https://twitter.com/CLOC_org) | [#CLOCMetrics](https://twitter.com/CLOCMetrics)



SURVEY REPRESENTATION

207 members represented
17% of CLOC membership

INDUSTRY REPRESENTATION



QUICK STATS

28%

of legal dept's have a formal diversity program

44%

of legal dept's make full-time employee hiring decisions based on diversity

35%

of legal dept's make outside counsel or law company hiring decisions based on diversity

80%

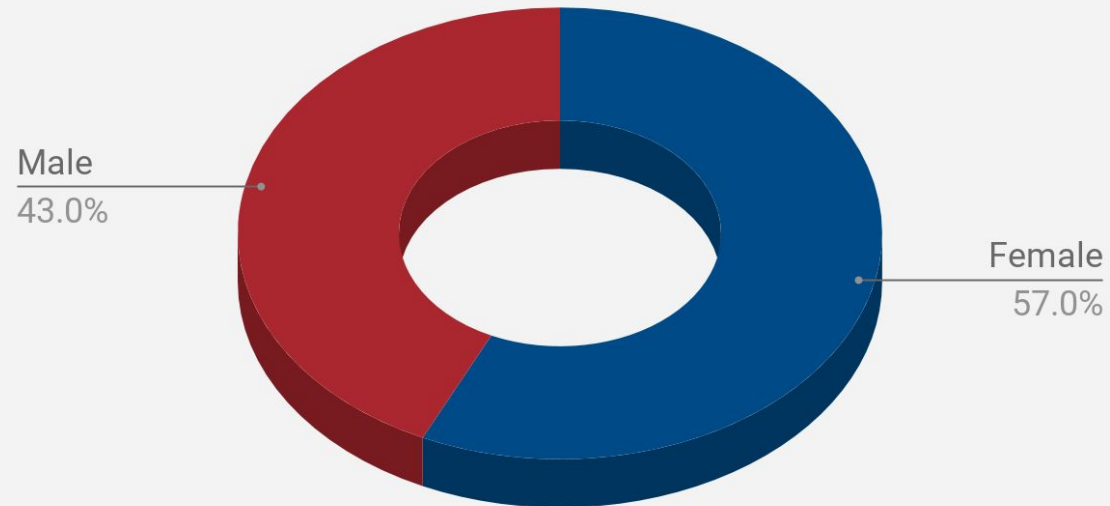
of respondents believe their legal dept. is diverse

This survey was designed to account for gender, race, sexual orientation, socioeconomic background, and other common categories of diversity.

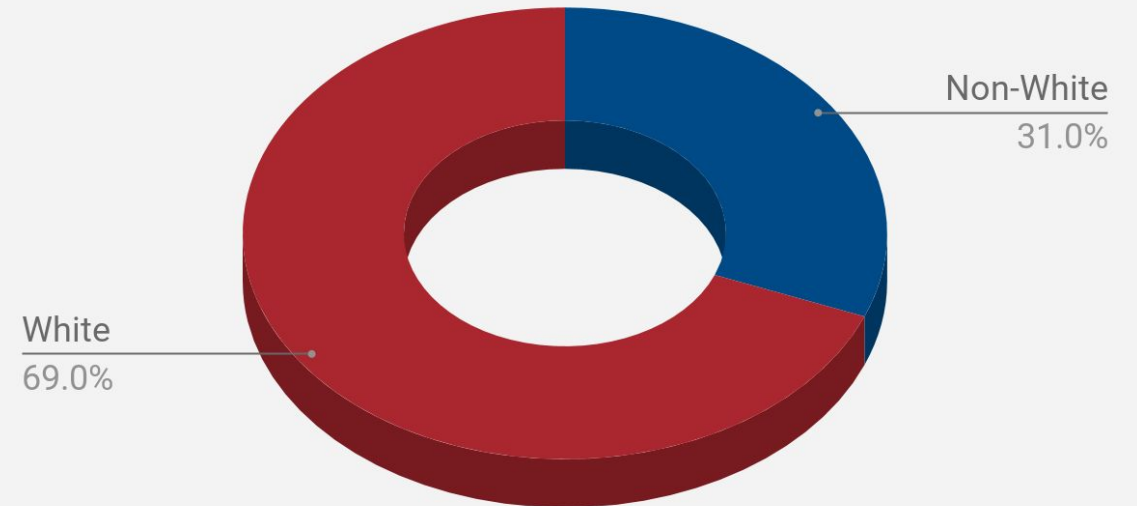
REPORTED DIVERSITY METRICS

30% OF RESPONDENTS COLLECT DIVERSITY METRICS IN-HOUSE

WHAT PERCENTAGE OF YOUR LEGAL DEPARTMENT (ALL STAFF) ARE FEMALE EMPLOYEES?



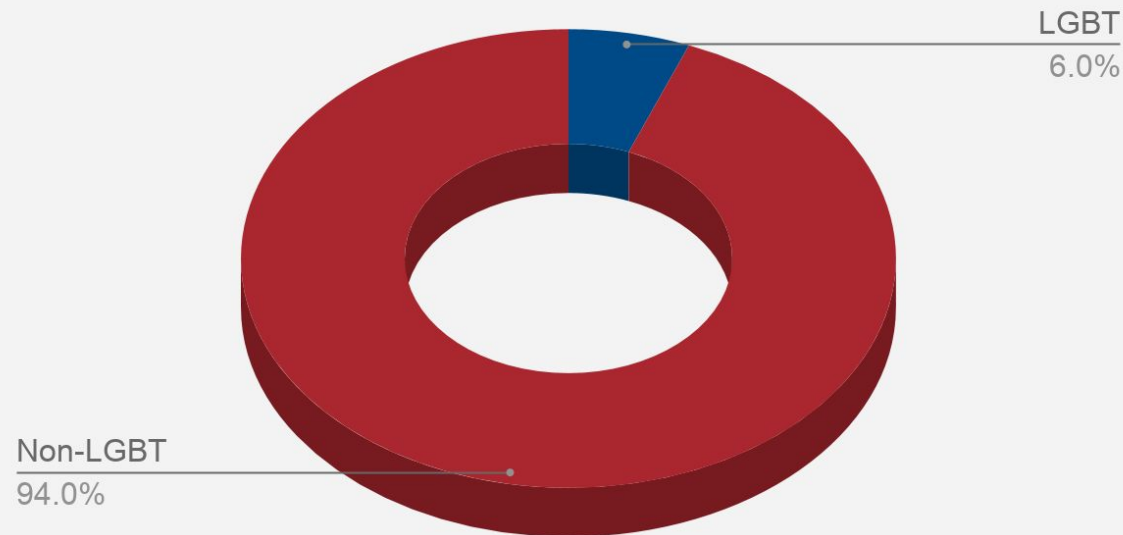
WHAT PERCENTAGE OF YOUR LEGAL DEPARTMENT (ALL STAFF) IS NON-WHITE?



REPORTED DIVERSITY METRICS

6% OF LEGAL DEPARTMENT STAFF OPENLY IDENTIFY AS LGBT

WHAT PERCENTAGE OF YOUR LEGAL DEPARTMENT
(ALL STAFF) OPENLY IDENTIFY AS LGBT?



“You can’t be your best self if you can’t bring your whole self to work.”

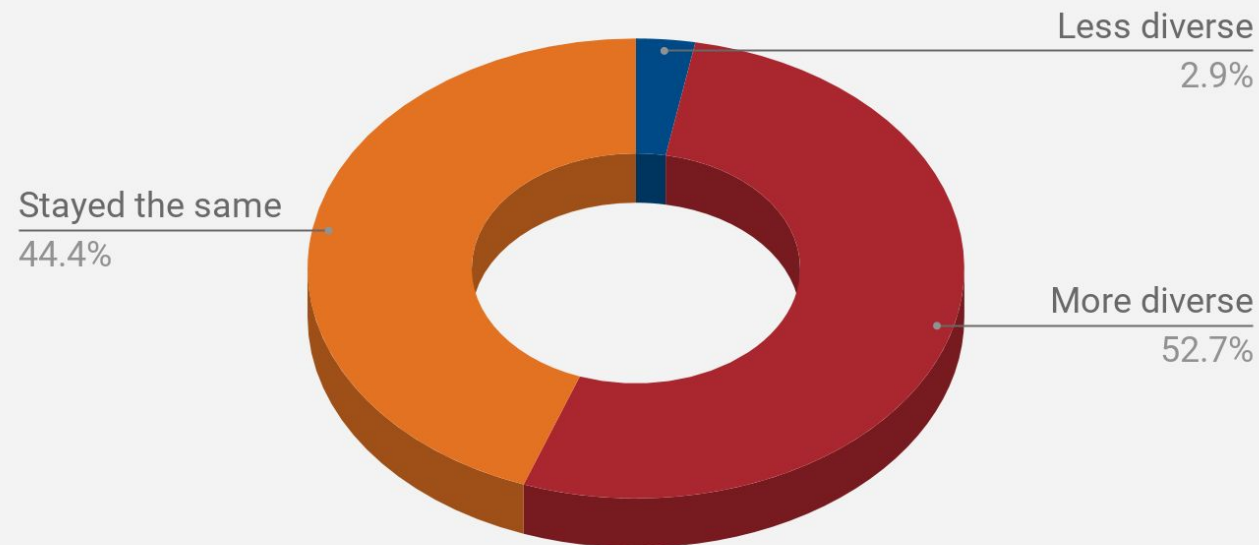
Christine Coats
VP Legal Operations & Executive Sponsor
OPEN ERG, Oracle



REPORTED DIVERSITY METRICS

A MAJORITY OF RESPONDENTS BELIEVE THEIR LAW DEPARTMENTS HAVE BECOME MORE DIVERSE IN THE PAST YEAR

HAS YOUR LEGAL DEPARTMENT BECOME MORE DIVERSE IN THE PAST YEAR?



HOW LAW DEPARTMENTS PROMOTE DIVERSITY

How CLOC members promote diversity in-house:

- Diversity and inclusion committees to track internal diversity metrics and targets
- Company-wide diversity council (led by G.C., HR Head, C-Suite representative)
- Monthly company-wide diversity and inclusion communications
- Internal KPIs to achieve diversity hiring goals
- Diversity internship / scholarship opportunities

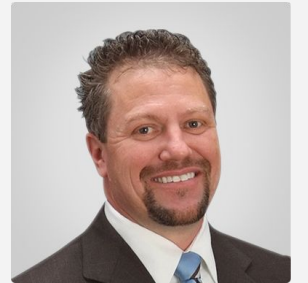
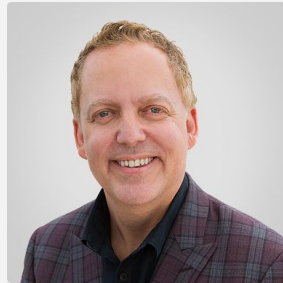
How CLOC members promote outside counsel diversity:

- Outside counsel diversity commitment targets (e.g. 10% of OC must be diverse)
- Track law firm diversity data and use data to make panel selection and pricing decisions

CLOC LEADERSHIP DIVERSITY

Led by Connie Brenton, the CLOC leadership team embraces diversity both in the workplace and within CLOC. Diversity, technology, and collaboration epitomize the new legal culture. These principles are the cornerstone of CLOC's mission to change the legal services industry through networking and inclusion.

CLOC's Board of Directors is more than half female and one-quarter LGBT.



Meet the Board: <https://cloc.org/about-us/#meet-the-board>

Be on the lookout for CLOC's next

MONTHLY METRICS

in April 2018!

