Creating True Equity: a roadmap for law firms building an I&D strategy

1. Start talking about it

Tools for success: an introduction to key concepts, terminology and why it matters.

- Why is diversity and inclusion important?
- What are the benefits for law firms?
- How can we create a culture of equity?

2. Build your governance framework

- Establish a dedicated leadership team
- Set clear accountability metrics
- Agree on a strategic vision and plan

3. Contain organisations with I&D expertise

- Seek out external expertise
- Establish partnerships
- Foster internal advocacy

4. Communicate your values

- Make your values known
- Demonstrate your actions
- Engage with your clients

5. Assess your current I&D position

- Review your business strategy
- Conduct an internal audit
- Identify gaps and opportunities

6. Review the business strategy

- Align I&D goals with business objectives
- Communicate the substance of your firm’s values
- Outlining your I&D progress transparently can only help

Avoiding last and short-term solutions

- Building an authentic I&D strategy requires an approach that is properly integrated with a firm’s underlying mission and values.
- It’s not a race, but it is crucial to build a strategy that lasts.
- There is no one-size-fits-all approach to creating accountability.
- Building an authentic I&D strategy requires an approach that is properly integrated with a firm’s underlying mission and values.

Empowering lawyers to perform beyond themselves

- Future-oriented solutions are more likely to succeed.
- Empowering lawyers to perform beyond themselves can lead to increased success.
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- There is no one-size-fits-all approach to creating accountability.
- Building an authentic I&D strategy requires an approach that is properly integrated with a firm’s underlying mission and values.