



Social Impact Incubator

*By, For and About the Next Generation of the
Legal Profession's Diversity and Inclusion Leaders*

The Social Impact Incubator has two primary goals:

1. Create a new generation of diversity, equity, inclusion, and belonging (“DEIB”) thought leaders in the legal profession, and;
2. Generate new, innovative ideas to address social impact challenges in the legal profession.

The Incubator will bring together 20-40 young lawyers, drawn from non-profits, in-house counsel, government, and large firms who have already demonstrated an early interest in and commitment to social impact through DEIB in the legal profession. They will work together to:

- Identify and understand the challenges and issues affecting DEIB in the legal profession.
- Learn the history and experiences of the legal profession’s DEIB efforts.
- Familiarize themselves with the diversity within diversity through examination of the similarities, differences, and synergies among the challenges faced by different underrepresented groups within the legal profession.
- Gain experience in speaking about, advocating for, marshalling resources to support, and implementing programming about DEIB in the legal profession.
- Envision, shape, and lead the future direction of the legal profession’s DEIB efforts.

The Incubator will be lead and comprised by its young lawyer members. They will shape its parameters and shepherd its growth and direction in a way that inspires, excites, and is relevant to their generation. They will meet and get to know some of the legal profession’s DEI thought leaders and influencers to learn about what’s worked, what hasn’t – and why – as well as what could be tried. Along the way, they will have opportunities to build skills that will not only serve them within the Social Impact Incubator, but in their careers: advocacy, public speaking, consensus building, working with the news media and public/government officials, organizational strategies, business models, and both individual and organizational leadership. And, through it all, they will learn how to integrate and engage DEIB practices, policies, and values into their professional lives so as to become better, happier, and more empowered lawyers in their law firms, law departments, agencies, organizations, and daily lives.