



The Value Proposition for the Institute for Inclusion in the Legal Profession

“Insanity: doing the same thing over and over again and expecting different results.”

~Albert Einstein

IILP is different. We offer a different perspective to the legal profession’s diversity, equity, and inclusion (“DEI”) challenges. We take a different approach in trying to overcome those challenges. We present new ideas, new strategies, new initiatives, new information, and new tools that we hope the legal profession will try because more of the “same old, same old” is not the solution.

When you get involved with the Institute for Inclusion in the Legal Profession (“IILP”) as a Visionary or Partner, your organization derives benefits—tangible and intangible—and you:

- Share your belief that clients deserve the best and brightest legal minds, not merely the best and brightest among beneficiaries of privilege.
- Send the message that your organization supports inclusion and the open access to and full participation in the legal profession by anyone with the talent, aptitude, ambition, and discipline to enter and rise within it.
- Demonstrate that your organization recognizes the need to value all types of diversity as well as the intersection between different types of diversity.
- Express your recognition that DEI within the legal profession is a matter of importance for everyone in the profession, not only those who identify themselves as being diverse.
- Show your appreciation for the need to address the supply-side of DEI as well as the demand-side.
- Engage in open discussions around the hard questions and sensitive topics in DEI.
- Exhibit an openness to new ideas and approaches.
- Display a willingness to engage previously silent voices and uninvolved members of the legal profession in a more cooperative, collaborative, and unified effort to address the legal profession’s DEI challenges.
- Reveal your desire to see the legal profession advance beyond feel-good diversity efforts toward efforts that will move the needle.
- Highlight your support for cutting-edge, innovative approaches to address DEI challenges in the legal profession.
- Are part of the solution rather than part of the status quo!

IILP: Real change. Now.

Visionaries/Partners Program

Special Benefits for Visionaries and Partners Include:

- Opportunity to have one of your lawyers serve on the IILP Advisory Board—this group of in-house counsel and law firm lawyers is responsible for many of IILP's programs and initiatives.
- Opportunity to have one of your Millennial/Gen Z lawyers participate in the second cohort of IILP's Social Impact Incubator to be launched in January 2023.
- Advance copies of our publications.
- Opportunities to host select IILP programs that your lawyers and clients can attend at no cost.
- Your logo included on the IILP website and in certain IILP publications during the three-year period.

The following additional benefits depending on level of support:

Visionary \$10,000/year for three years:

- One full-page ad in the IILP Review and/or other publications.
- Complimentary registration for all firm lawyers and staff to IILP webinars.
- 20 complimentary registrations each year to one IILP Symposium on the State of Diversity and Inclusion in the Legal Profession.
- Opportunity to have one IILP presentation per three-year term at no cost (except travel expenses) for an internal program for your organization—subject matter, and schedule permitting.
- IILP Visionary Seal that you can place on your website and your diversity publications.

Partner \$5,000/year for three years:

- One discounted full-page ad in the IILP Review and/or other publications.
- Discounted tickets to IILP webinars.
- 10 complimentary registrations each year to one IILP Symposium on the State of Diversity and Inclusion in the Legal Profession.
- IILP Partner Seal that you can place on your website and your diversity publications.



When you support IILP, you support innovative, cutting-edge programs and activities such as:

- The first-of-its-kind law school course that examines DEI efforts as part of a lawyer's professional and social responsibility at Loyola University Chicago School of Law.
- Important new research such as *Diverse Outside Counsel: Who's Getting the Business?* and *Understanding and Assessing the Use of Minority- and Women-Owned Law Firms by Corporate Clients* and distribution of the reports arising from these research projects.
- IILP's Social Impact Incubator, a training program for Millennial/Gen Z lawyers designed to help them become the next generation of thought leaders on diversity and inclusion and to provide them with writing and public speaking experience.
- Educational webinars such as the *From Imagery to Reality Series* that explore the sources of implicit biases and answer the question of how good people get bad biases and *Financial Services Green to DEI Gold: DEI in the Financial Services Industry*, an unprecedented roundtable discussion with the leaders from FINRA, Nasdaq, and Cboe.
- The UK/US DEI Roundtable Series—a transatlantic sharing of DEI ideas between The Law Society of England and Wales and IILP—that examined the similarities, differences, and ideas or strategies on four topics: disability diversity, metrics, inclusive leadership, and race.
- IILP's *Coaching as a DEI Strategy Project* that is conducting focus groups and statistical survey research to provide a more nuanced understanding of how coaching can be best leveraged as a DEI strategy for lawyers, law firms, corporate law departments, and bar associations.
- Publication of the *IILP Review: The State of Diversity and Inclusion in the Legal Profession*.
- Symposia on the State of Diversity and Inclusion in the Legal Profession in cities around the country.
- Collaborations with bar associations, nonprofits, law schools, and law departments to advance shared goals for greater DEI in the legal profession.

OTHER WAYS TO SUPPORT IILP:

IILP Supporters:

Contributions made by organizations in any amount without a multi-year commitment receive acknowledgement on the IILP website and listing in IILP publications.

IILP Friends:

Contributions made by individuals in any amount receive acknowledgement on the IILP website and listing in IILP publications.



Frequently Asked Questions

Can we be a Visionary/Partner year by year, without making the three-year commitment?

Initially, no; but after three consecutive years of an annual contribution, beginning in the fourth year, IILP will list your organization as a Visionary/Partner depending upon the level of contribution.

Can we make our Visionary/Partner contribution in one lump sum?

Yes. If your organization prefers to be invoiced once every three years rather than annually, simply indicate that on your pledge form.

Is IILP a 501(c)(3) organization?

Yes, IILP is a 501(c)(3) organization. If you require a copy of our tax-exempt letter or need a signed W9 form, please contact Info@TheIILP.com.

How much of our contribution is tax deductible?

Your contribution is tax deductible to the fullest extent allowed by law.

IILP Visionaries and Partners 2023-2025 Pledge Form

Company/Firm/Organization: _____
(Please list your Company/Firm/Organization as you wish it to be listed on the IILP website.)

- We want to be a Visionary with the Institute for Inclusion in the Legal Profession!
We are committing to an annual contribution of \$10,000/year for each of the next three years (2023-2025).
- We want to be a Partner of the Institute for Inclusion in the Legal Profession!
We are committing to an annual contribution of \$5,000/year for each of the next three years (2023-2025).
- We are a small firm of fewer than 25 lawyers, a bar association, or other not-for-profit organization and want to be an Ally of the Institute for Inclusion in the Legal Profession!
We are committing to an annual contribution of \$1,000/year for each of the next three years (2023-2025).
- We are making a one-time contribution to the Institute for Inclusion in the Legal Profession in the amount of \$_____

Contact person for follow up: _____

Title: _____

Address: _____

Telephone: _____ Email: _____

- Please send us an invoice for our 2023 contribution and each year (2024 and 2025) thereafter
- A check is enclosed made payable to: *Institute for Inclusion in the Legal Profession*

Please charge to: American Express Visa Master Card

Cardholder's Name: _____

Cardholder's Billing Address: _____

Card Number: _____ Exp. Date: _____ Sec. Code: _____

Please return form to:

Institute for Inclusion in the Legal Profession

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