



TWIN CITIES

Diversity in Practice

Summra M. Shariff, Executive Director



OUR MISSION & VALUES



TWIN CITIES
Diversity in Practice

Our Mission:

Create a vibrant and inclusive legal community and to strengthen the efforts of member organizations to **attract, recruit, advance, and retain attorneys of color.**



TWIN CITIES
Diversity in Practice

Our Values:

Accountable

Collaborative

Authentic

Open

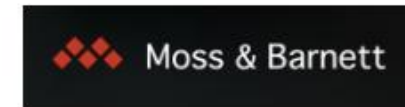
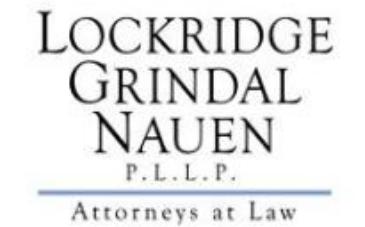
Evolutionary



TWIN CITIES

Diversity in Practice

OUR LAW FIRM MEMBERS



OUR CORPORATE MEMBERS

3M

 **Abbott**

Allianz 



Boston
Scientific

CargillTM

CHS[®]

ECOLAB[®]


.....
GENERAL MILLS

 LAND O'LAKES, INC.

 **Medtronic**

SUPERVALU.

SurModics

 **TARGET.**

TRAVELERS 

 **THRIVENT
FINANCIAL**[®]

 UnitedHealthcare

usbank.

 **WELLS FARGO**

 **Xcel Energy**[®]



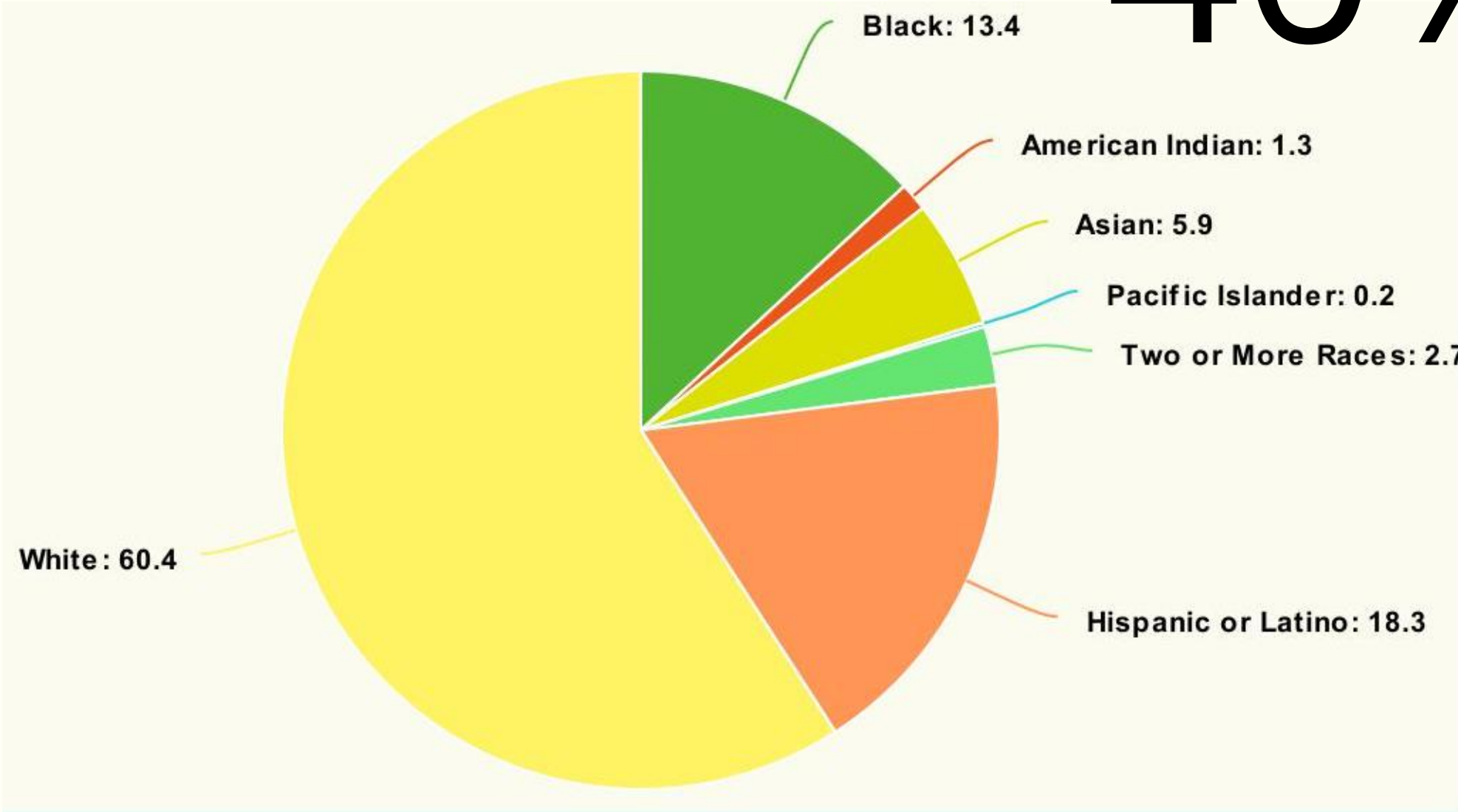
WHERE WE STAND



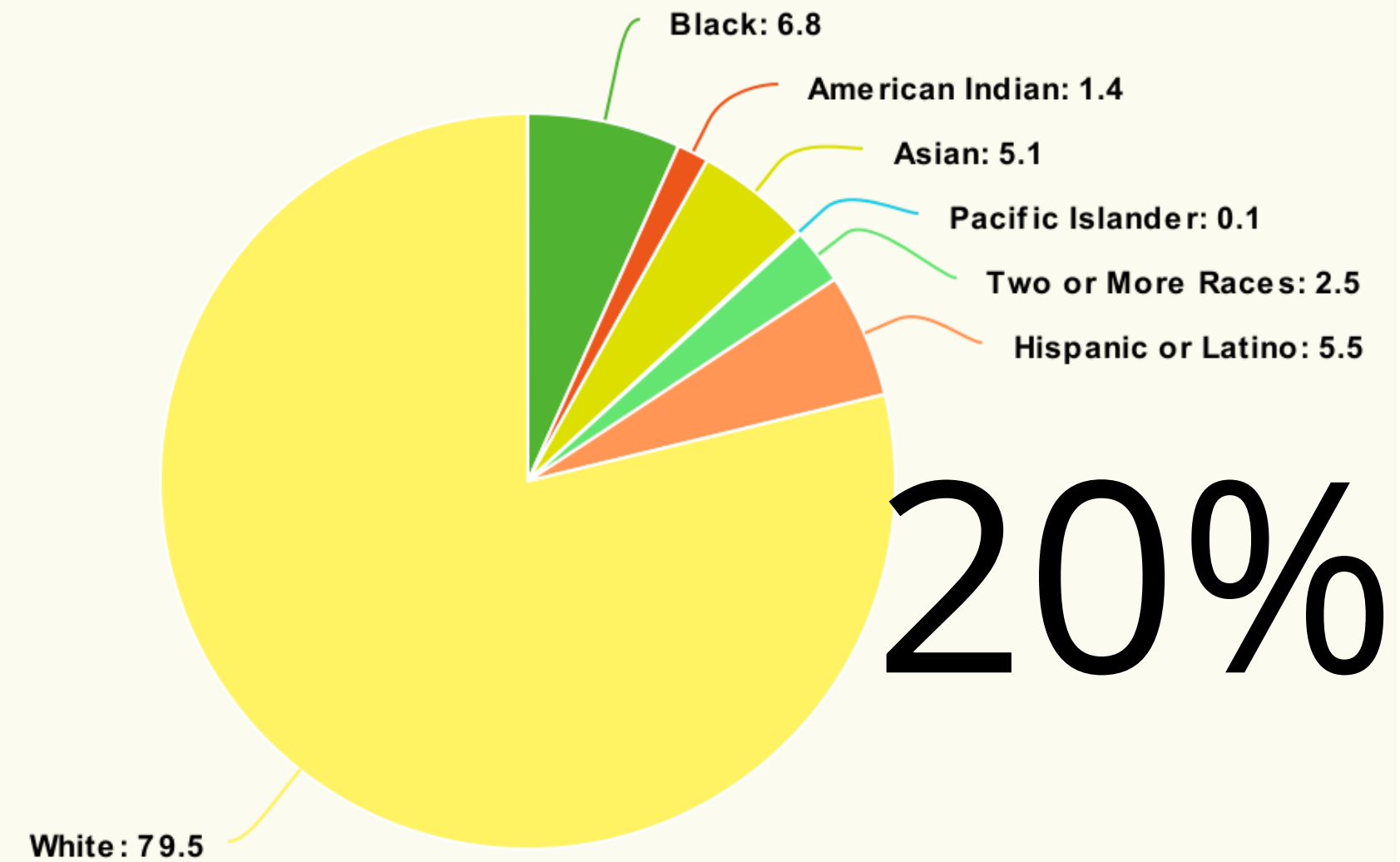
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Diversity in Practice

2018 NATIONAL DEMOGRAPHIC DATA

40%



2018 MINNESOTA DEMOGRAPHIC DATA



20%

National Data



2018 NALP REPORT

- Women associates have returned to pre-recession levels
- Black associate numbers remain below 2009 pre-recession levels
- Representation of Black partners has not changed significantly
- Minority women continue to be underrepresented at partnership level, with Black women least represented

24%

associates of color
National

13%

associates of color
Minnesota

13%

female
associates of color
National

7%

female
associates of color
Minnesota

9%

partners of color
National

4%

partners of color
Minnesota

39%

female
partners of color
National

29%

female
partners of color
Minnesota

84%

white
direct
reports

16%

people of color
direct
reports

80%

white
chief legal
officers

20%

people of color
chief legal
officers

Partners by Race/Ethnicity & Gender

Asian Partners
Nationally: **3.63%**

Black Partners
Nationally: **1.83%**

Hispanic Partners
Nationally: **2.49%**

Asian Women Partners
Nationally: **1.38%**

Black Women Partners
Nationally: **0.68%**

Hispanic Partners
in MN: **0.80%**

Asian Partners in MN: **1.15%**

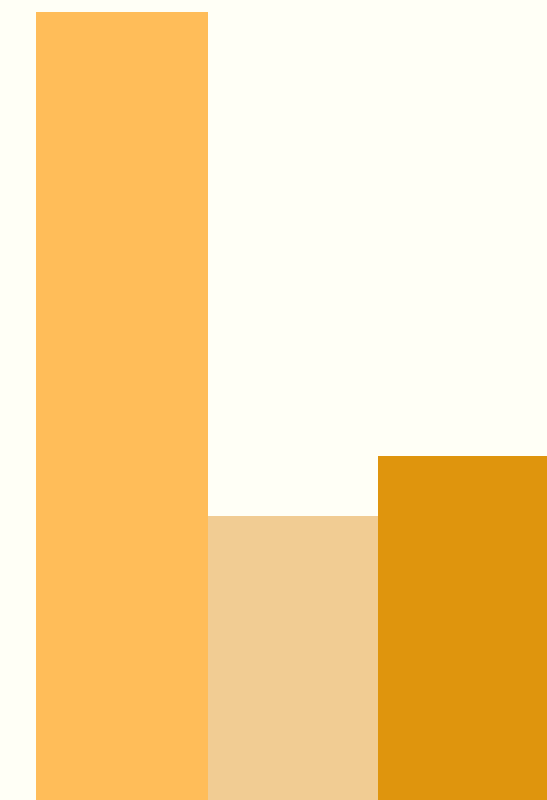
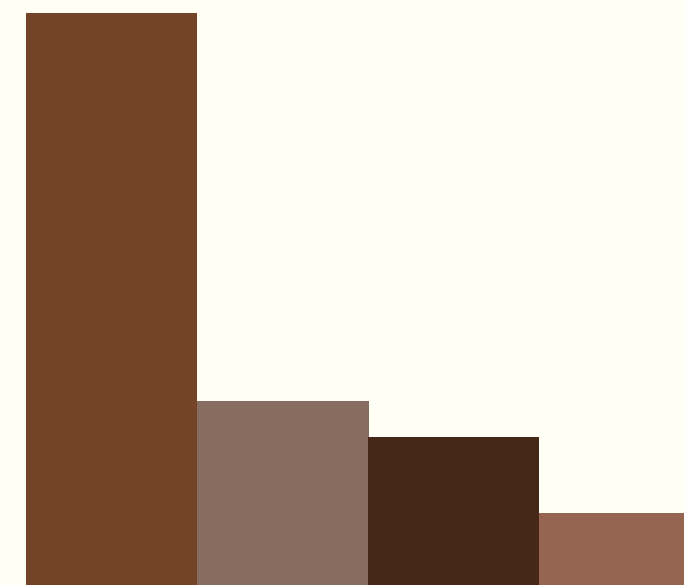
Black Partners in MN: **0.62%**

Hispanic Women
Partners Nationally:
0.77%

Asian Women
Partners in MN: **1.15%**

Black Women Partners
in MN: **0.35%**

No
Hispanic
Women
Partners
in MN



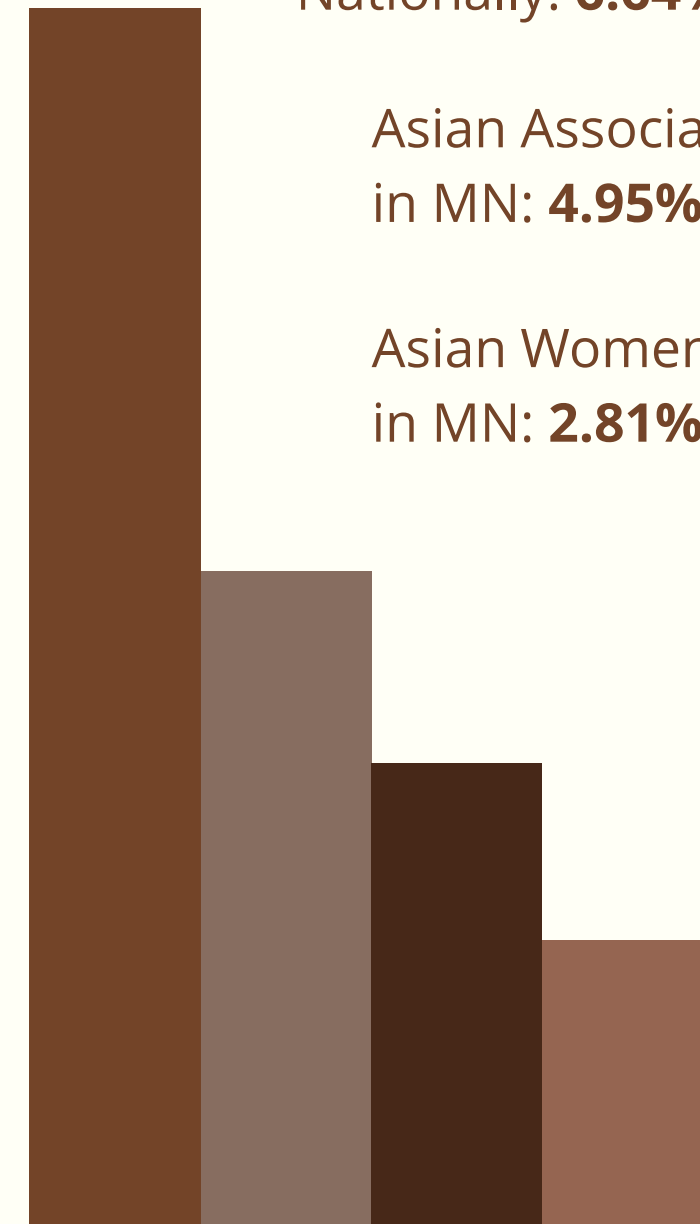
MN: Partners

Associates by Race/Ethnicity & Gender

MN: Associates

Asian Associates
Nationally: **11.69%**

Asian Women Associates
Nationally: **6.64%**

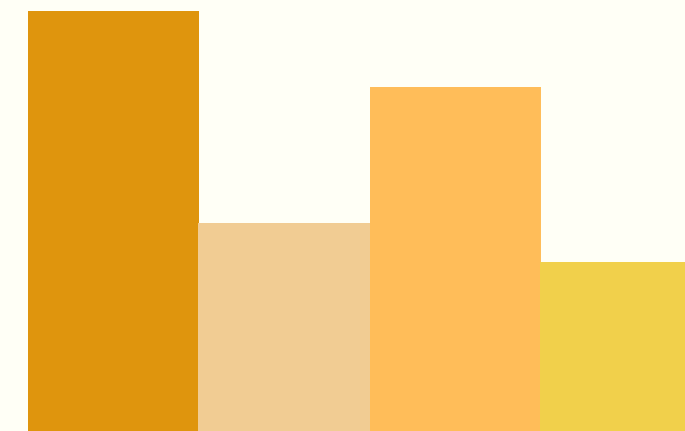


Asian Associates
in MN: **4.95%**

Asian Women Associates
in MN: **2.81%**

Black Associates
Nationally: **4.48%**

Black Women Associates
Nationally: **2.25%**



Black Associates
in MN: **3.63%**

Black Women Associates
in MN: **2.15%**

Hispanic Associates
Nationally: **4.71%**

Hispanic Women Associates
Nationally: **2.45%**

Hispanic Associates
in MN: **1.66%**

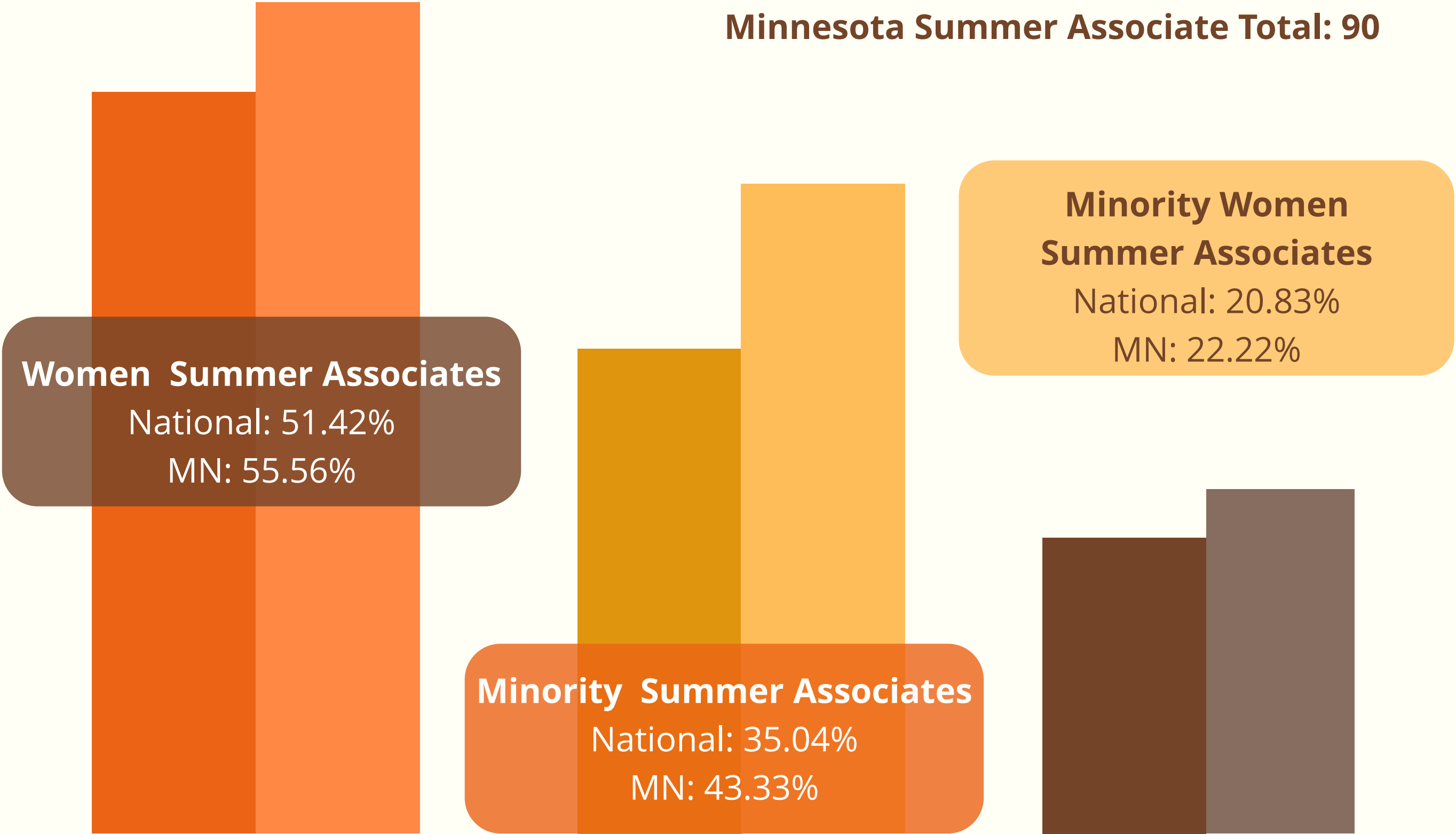
Hispanic Women Associates
in MN: **0.66%**



Summer Associates Distribution

National Summer Associate Total: 6,875
Minnesota Summer Associate Total: 90

Summer Associates



MAKE IT. MSP.TM
Minneapolis Saint Paul Regional Talent Initiative

77%

Professionals of color are
77% more likely to leave
the region than their white
counterparts

"Lack of diversity and cultural awareness."





**ATTRACT
RECRUIT
ADVANCE
RETAIN**



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ATTRACT & RECRUIT



- 1L TCDIP Clerkship
Minnesota Minority
Recruitment Conference
- McGhee Travel Scholarship
- Mentorship Program

TCDIP 1L ROTATION CLERKSHIP

The Clerkship attracts law students of color from across the country and provides opportunities to gain valuable experience with TCDIP Members.



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1L Clerkship Program

2019 1L Clerks



ADVANCE & RETAIN



- Leadership Council
- Emerging Leaders Group
- Professional Development Programming
- Women of Color in the Law Forum
- Summer Social
- Annual Meeting

EMERGING LEADERS GROUP



The Emerging Leaders Group is a vibrant group of attorneys with 1 to 8 years of practice experience.

ELG Representatives uphold TCDIP's mission and hone their leadership skills by developing and participating in professional development, mentoring and service activities.

Professional Development Programs



WORKPLACE ALLYSHIP CLE



WOMEN OF COLOR IN THE
LAW FORM



STRATEGIES FOR IMPROVING RACIAL
EQUITY IN THE WORKPLACE CLE

AND MANY MORE
THROUGHOUT THE YEAR

Upcoming in 2020



TCDIP TABLES

Join us for TCDIP Tables – an initiative to create a more welcoming and inclusive legal community in the Twin Cities. Through TCDIP Tables, community members are invited to open up their homes to people from across TCDIP's membership to celebrate holidays that are important to them. Happy holidays!



ELG Pop-Ups:

ELG Representatives are invited to organize casual hangouts that provide opportunities for attorneys to get to know each other and build community. Events can range from a game night, to meeting up for a sports event, volunteering together, or grabbing lunch or dinner.

DINNER WITH TCDIP BOARD MEMBERS

Emerging Leaders Group Representatives are invited to join Board Members in their homes for dinner. Please sign up for one dinner throughout the year to get to know our Board Members and fellow ELG Representatives

Thursday, January 9 | 5:30 PM | St. Paul
Tuesday, February 4 | 6:00 PM | Maple Grove
Thursday, March 26 | 6:30 PM | Circle Pines