

Twin Cities   
**Diversity in Practice**



**TWIN CITIES  
DIVERSITY IN PRACTICE  
ANNUAL REPORT  
APRIL 09, 2014**

## **Organizational Overview**

Twin Cities Diversity in Practice is a non-profit member association of 29 law firms and 13 corporate legal departments with a mission to attract, recruit, advance, and retain attorneys of color in the Twin Cities legal community. *Diversity in Practice* is also dedicated to promoting the Twin Cities of Minneapolis/St. Paul as a great place for attorneys of color to develop professionally and personally.

*Diversity in Practice* was formed in May of 2005 out of discussions among the major Twin Cities law firms about how they must take a leadership role to attract, recruit, advance, and retain lawyers of color in Minnesota's legal community. Across America, employers are being challenged to increase diversity. Our law firms and corporate legal departments recognize that they must hire and retain a diverse team of lawyers, which reflects the global market place in which we work, to remain competitive.

*Diversity in Practice* is unique in that it has both law firm members and corporate legal departments from across the Twin Cities. We have continued to grow our membership. *Diversity in Practice* now has 29 law firm and 13 corporate law department members. Our member organizations range in size from 4 attorneys to more than 300 attorneys.

### **Corporate Members**

3M  
Boston Scientific Corporation  
Cargill, Inc.  
Ecolab Inc.  
General Mills  
Land O' Lakes, Inc.  
Medtronic

Target Corporation  
Thrivent  
Travelers  
UnitedHealth Group  
Wells Fargo & Company  
Xcel Energy

### **Law Firm Members**

Barnes & Thornburg LLP  
Best & Fanagan LLP  
Bowman and Brooke LLP  
Briggs and Morgan, P.A.\*  
DLA Piper  
Dorsey & Whitney LLP\*  
Faegre Baker Daniels LLP\*  
Felhaber, Larson, Fenlon & Vogt, P.A.  
Fish & Richardson, P.C.  
Foley & Mansfield, PLLP  
Fredrikson & Byron, P.A.\*  
**Fulbright & Jaworski L.L.P.**  
Gray Plant Mooty\*  
Greene Espel P.L.L.P.  
Hamre, Schumann, Mueller & Larson, P.C.

Larkin Hoffman Daly & Lindgren, Ltd.  
Larson•King LLP  
Lindquist & Vennum LLP\*  
Littler Mendelson, P.C.  
Merchant & Gould, P.C.  
Moss & Barnett, P.A.  
Nilan Johnson Lewis PA  
Oppenheimer Wolff & Donnelly LLP  
Robins, Kaplan, Miller & Ciresi L.L.P.\*  
Sapientia Law Group, PLLC  
Stinson Leonard Street LLP  
Stoel Rives LLP  
Winthrop & Weinstine, P.A.  
Zelle Hoffman Voelbel & Mason LLP

\* denotes an incorporating member

*Diversity in Practice* is a 501(c)(6) non-profit association. Membership is open to private law firms and corporate legal departments in the Twin Cities Metropolitan Area that are committed to advancing diversity in the legal community. *Diversity in Practice* is funded by its members, based on the number of attorneys of the member organizations in the Twin Cities metro area and is governed by a Board of Directors made up of our members' leadership. *Diversity in Practice* has a full-time Executive Director and a full-time Executive Assistant whom report to the Board.



Board Members (l to r) Gaye Adams Massey, Roshan Rajkumar,  
and Board Chair Trevor Gunderson

## **2014 Board of Directors**

Ken Cutler, Dorsey & Whitney  
Daniel Gilchrist, Lindquist & Vennum LLP  
Trevor Gunderson, General Mills,  
Andrew Humphrey, Faegre Baker Daniels LLP  
Christine Meuers, Wells Fargo & Company Law Department  
Dan Millea, Treasurer, Zelle Hofmann Voelbel & Mason LLP  
Cornell Moore, Dorsey & Whitney LLP  
Bruce Mooty, Gray Plant Mooty  
Arleen Nand, Faegre Baker Daniels LLP  
Chris Pham, Lindquist & Vennum LLP  
Barbara Portwood Stinson Leonard, Street  
Roshan Rajkumar, Bowman and Brooke LLP  
Mary Ranum, Fredrikson & Byron, P.A.  
Eric Rucker, Briggs and Morgan, P.A.  
Steven Schumeister, Robins, Kaplan, Miller & Ciresi L.L.P..  
Michael Sullivan, Gray Plant Mooty  
Becky Thorson, Robins, Kaplan, Miller & Ciresi L.L.P.  
Scott Wilensky, Xcel Energy  
Laura Witte, Cargill, Inc.  
Kim Lowe, Corporate Secretary, Fredrikson & Byron, P.A.



## **Executive Director's Message**

Valerie M. Jensen, Executive Director

Before I begin, I want to say a few words about **Larry King**. Larry King was a very dear mentor to me. When I first began my tenure as Executive Director, Larry reached out to me and took the time to support me through a very difficult and challenging transition. However, Larry was more than just a mentor. He quickly became one of the most memorable leaders of this organization as well as a dynamic boss.

Larry always went above and beyond in his support for women and lawyers of color. Further, he continued to ask me what he could do to better improve his support. He truly wanted to ensure that he gave the best possible advice based on the best set of principles. He was a kind, humble man who was personally committed to this profession and ensuring that it lived up to its promise to give access and opportunity in all aspects of the law to all lawyers. I miss him and while our work is not nearly done, Larry made this work a priority and helped us move the ball forward. Larry passed away in March of 2014 after a year-long battle with Brain Cancer.



Larry King, Former Co-Chair Diversity in Practice Board of Directors

As we move forward in 2014 we are focused on three key Initiatives:

- 1) A Sponsorship Pilot Program
- 2) Revamping our Website
- 3) Establishing a Metrics working Group to determine what data we should be collecting and why.

We all know that we are working in a legal marketplace much different than when the organization began in 2005. Not only do we focus on diversity but also on inclusion. We are addressing issues of unconscious bias and how to lead across differences. Our focus this year is to give our members the tools they need to work within their own organizations. We continue to see issues around attrition but we are also seeing discussions and movement toward addressing those issues. Re-engaging our Corporate Members and

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learning to build networks inside our organizations will continue our work on diversity and inclusion and be critical to our success.

When I think about sponsorship and what it means I am again reminded about my dear friend, mentor and sponsor, Larry King. Larry taught me that support can come from many different types of people, even ones who do not look like me. When he made diversity a priority he supported not just in words but in actions. He was a leader without exception and supported his young lawyers personally and in all aspects of their careers. If each one of our leaders followed Larry's example and took personal interest in those we were trying to advance, it would have a huge impact on all that we as an organization, are doing.

In order for us to do all the work we do we have to have support. The following committees work very hard year round to ensure that we can meet our objectives!

**Marketing Committee**

**Chair- Becky Thorson**

Gina Sauer  
Heather Kliebenstein  
Kim Walker  
Kathy Gross Schoen  
Leonard Clay  
Nadia Martyn  
Becky Furman

**Membership Committee**

**Chair- Roshan Rajkumar**

Cornell Moore  
Dan Gilchrist  
Henry Wang  
Jennifer Miernicki  
Laura Witte  
Lee Hutton  
Mary Ranum  
Miko Hernandez

**Professional Development Committee**

**Chair- Mike Sullivan**

Chris Royal  
Liz Kniffen  
Gulzar Babaeva  
Jim Simonson  
Juhan Jenkins  
Sara Reisdorf

**Recruiting Committee**

Bryan Wong  
Christi Whiting  
Dana Gray  
Liz Kniffen  
Claire Forsmark  
Rhonda Grayson  
Gina Sauer  
Jackie Gunstad  
Jodi Schmidt  
Kari Jensen Thomas  
Kristin Manikowki  
Kristine McKinney  
Greta Larson  
Lisanne Weisz  
Martha Gentilini  
Meghan Friedrich  
Martha Capper  
Mariel Piilola  
Pam Habeger  
Patty Sachs  
Sara Idle  
Sara Gorajski  
Shari Tivy  
Sandy Ricci  
Tiffany Hand  
Trisha Selden

**Sponsorship Working Group**

**Chair- Eric Rucker  
Dan Millea- Board Member**

Amber Brown  
Claire Forsmark  
Joan Oyaas  
Katie Muller  
Kim Lowe  
Kristine McKinney  
Lisanne Weisz  
Mikiesha Mayes  
Rory Zamansky

**Young Lawyers Group**

**Co-Chair- Jen Miernicki**

**Co-Chair- Chris Pham**

Adine Momoh  
Amber Brown  
Brandon Vaughn  
Cassie Fortin  
Catherine Bitzan  
Chris Okoroegbe  
Chris Pham  
Damien Bass  
Erick Detlefsen  
Jennifer Miernicki  
Katherine Muller  
liza Kniffen  
Marlon Cush  
Melitta George  
Mikiesha Mayes  
Nadia Martyn  
Nisha Patel  
Sanjee Weliwitigoda  
Veena Iyer  
Victor Chan

**Metrics Working Group**

*Created in 2014*

Arleen Nand  
Ken Cutler  
Karen Kepler  
Kim Lowe  
Laura Witte  
Marlon Cush  
Mike Sullivan  
Tracy Johnson

Every year, each organization receives a detailed member profile, giving them an outline of what we have to offer and who within their organization is participating in our events and programs. As a membership association, we must continuously ask whether we are serving our members and being good stewards of our resources. I believe the programs that we coordinate and the connections we facilitate serve our members well – both organizations and individuals – but there is always room for improvement. *Diversity in Practice* and its Board will continue to improve efforts to communicate and engage members in a way that is meaningful to all parties involved.



2013 1L Welcome Reception



2013 Summer Social



2013 MMRC Reception



2013 Ambassador Program



2013 Retention Symposium



2013 GC Roundtable

## **Financial Summary\***

We began 2014 with the following:

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### Assets

#### *Current Assets*

Cash and Cash Equivalents	\$ 395,200.05
Accrued Interest Receivable	-
Prepaid Expenses	<u>\$ 1,380.00</u>
 Total Current Assets	 \$ 396,580.86

We set our budget each year to take into account a decrease in total number of attorneys, as well as, spending into our surplus in order to stay within our non-profit guidelines. In 2013, our annual budget was based on dues, determined by \$130 per each attorney employed by our member organizations. We have been able, with good financial management, to cut costs while continuing the same high quality programming and events to continue to attract both existing and new members.

As of December 31, 2013\* we had the following:

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### Assets

Current Assets	
Checking/Savings	
Checking	118,089.45
Savings	<u>277,110.60</u>
Total Checking/Savings	<u>395,200.05</u>
Other Current Assets	1,380.00
 Total Assets	 396,580.86

### LIABILITIES & EQUITY

#### Liabilities

##### Current Liabilities

Other Current Liabilities	
Deferred Income	74,460.00

Total Other Current Liabilities 74,460.00

Total Current Liabilities 74,460.00

Total Liabilities 74,460.00

#### Equity

Retained Earnings	254,344.68
Net Income	<u>67,776.18</u>

Total Equity 322,120.86

TOTAL LIABILITIES & EQUITY 396,580.86

\* This is not based on 2013 final audit financials. Our audit is scheduled in June of each year.

## Year in Review

In 2012 Diversity in Practice sponsored the following programs and initiatives for our members

### ATTRACT/RECRUIT

1L Summer Clerkship  
Flying Squads  
Mapping Your Legal Pathways  
Minnesota Minority Recruitment Conference

### ADVANCE/RETAIN

Mentoring Circles  
Summer Social  
Professional Development Series

## Program Highlights



"Building Resilience to Cope with Change"



"Your Leadership Brand"

## Professional Development Series

We kicked off our fourth professional development series in 2013, created by the *Diversity in Practice* Professional Development Committee (PDC). While the programming was targeted at attorneys with 0-9 years of experience, much of the programming was chosen to give a broad spectrum of skills and was open to all attorneys, both minority and majority. The Professional Development Series had over 165 attorneys participate in some or all of the programs set forth below:

### **April 2013**

*Building Resilience to Cope With Change*

Featuring Dr. Larry Richard

1.5 MN CLE Credits - Professional Development

Thank you to Dorsey & Whitney LLP for hosting this event!

### **June 2013**

*Your Leadership Brand*

Featuring Angel Gomez

1.5 MN CLE Credits – Professional Development

Thank you to Robins, Kaplan, Miller & Ciresi L.L.P. for hosting this event!

### **August 2013**

*Understanding Generational Differences*

Featuring Chris DeSantis

1.5 MN CLE Credits – Elimination of Bias

Thank you to Fredrikson & Byron, P. A. for hosting this event!



### **October 2013**

GC Roundtable Event

Featuring Leaders from 3M, Target, General Mills, Cargill and Wells Fargo

Thank you to Robins, Kaplan, Miller & Ciresi L.L.P for hosting this event!

### **1L Summer Rotation Clerkship**

The 1L Summer Rotation Clerkship was, once again, quite successful in 2013. This clerkship program offers first year law students of color a unique opportunity to combine a traditional law firm clerkship with experience working in a corporate legal department.

- Students spend 5-7 weeks with a participating law firm, and then spend a rotation with a corporate legal department, lasting 3-4 weeks.
- Member organizations hosted 17 clerks in 2013.

The following firms and corporate law departments are participating in 2014:

**Barnes & Thornburg LLP | 3M**  
**Briggs and Morgan, P.A. | Xcel Energy**  
**Dorsey & Whitney LLP | UnitedHealth Group**  
**Dorsey & Whitney LLP | Thrivent**  
**Faegre Baker Daniels LLP | 3M**  
**Faegre Baker Daniels LLP | Boston Scientific**  
**Faegre Baker Daniels LLP | Cargill, Inc.**  
**Faegre Baker Daniels LLP | Target Corporation**  
**Fredrikson & Byron, P.A. | Medtronic**  
**Norton Rose Fulbright | General Mills**  
**Gray Plant Mooty | Cargill**  
**Larkin Hoffman | General Mills**  
**Stinson Leonard Street | Land O'Lakes, Inc.**  
**Oppenheimer, Wolff & Donnelly LLP | Ecolab Inc.**  
**Robins, Kaplan, Miller & Ciresi L.L.P. | Best Buy**  
**Stoel Rives | Land O'Lakes**

*We thank all these members who have made the 1L clerkship one of the most sought after clerkships each summer!*

### **In Summary**

During 2013, we focused on membership engagement and our retention and advancement programs. We always work to continue to improve our core initiatives and maximize effectiveness and participation. However, we could not do this without the support of our members! Our work can only be effective if we have our members support. Each and every member contributes to creating an inclusive environment both within their organizations and our community as a whole.