



Demographic Data

August 6th, 2014

Agenda

- Greeting & Approval of Consent Agenda
 - Consent Agenda
 - » Minutes
 - » Treasurer's Report
 - » Executive Director Updates
- New Member Applications – US Bank, Blackwell Burke
- Sponsorship Update – Eric Rucker
- Demographic Data Discussion
- Other New Business

Diversity in Practice Strategic Plan

- Long term objectives of Twin Cities Diversity in Practice are to:
 - Position Twin Cities Diversity in Practice as the diversity and inclusion leader in the Twin Cities legal community.
 - Increase overall percentage of attorneys of color in the Twin Cities Metropolitan Area.

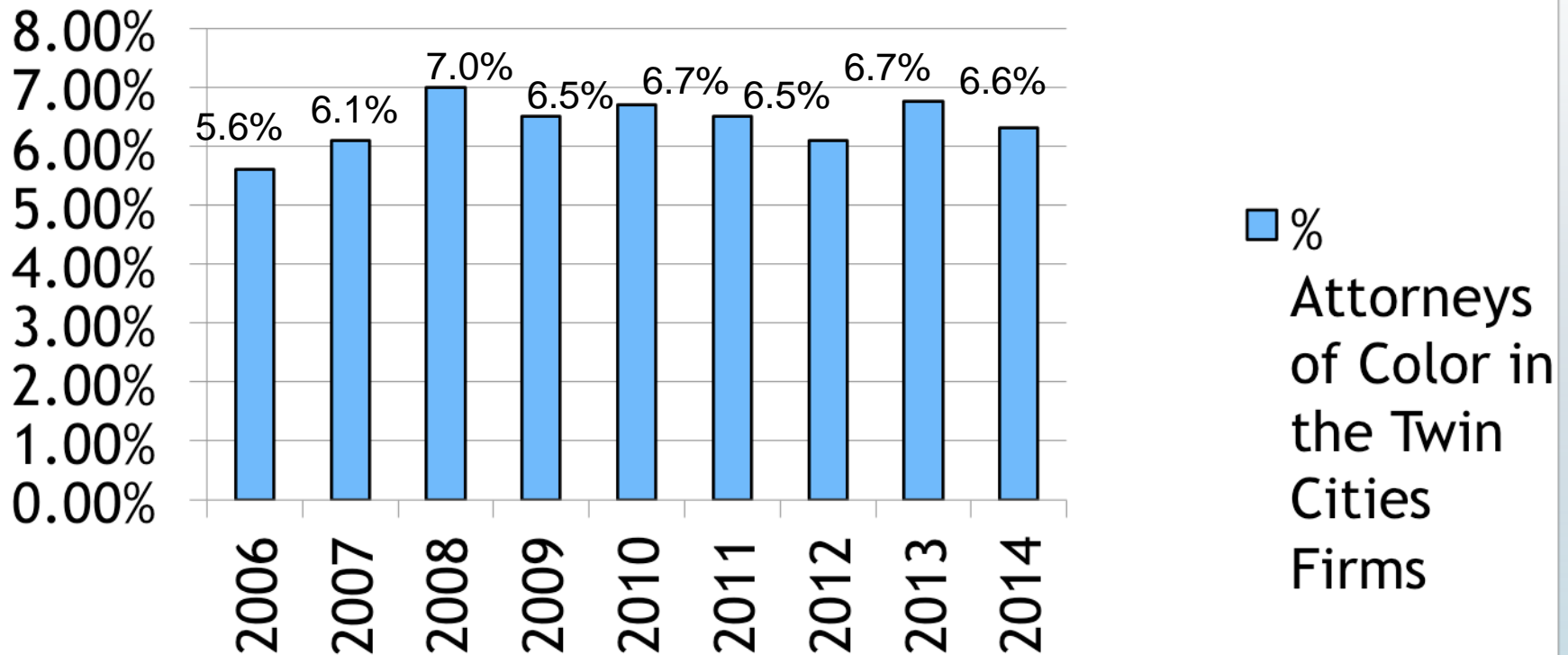


Diversity Metrics Overview

- Diversity in Practice collects demographic data every year, as of February 1 of that year (in line with NALP data collection)
- All members agree to participate as part of the membership certification.
 - Received information from 26/29 member firms.
 - Received information from 11/13 corporate members.
- Analysis is based on aggregate numbers and percentages
- 2010 Census Data:
 - People of color account for 24% of MSP metro population

% Attorneys of Color (Since 2006)

% Attorneys of Color in the Twin Cities Original 17 Member Firms*



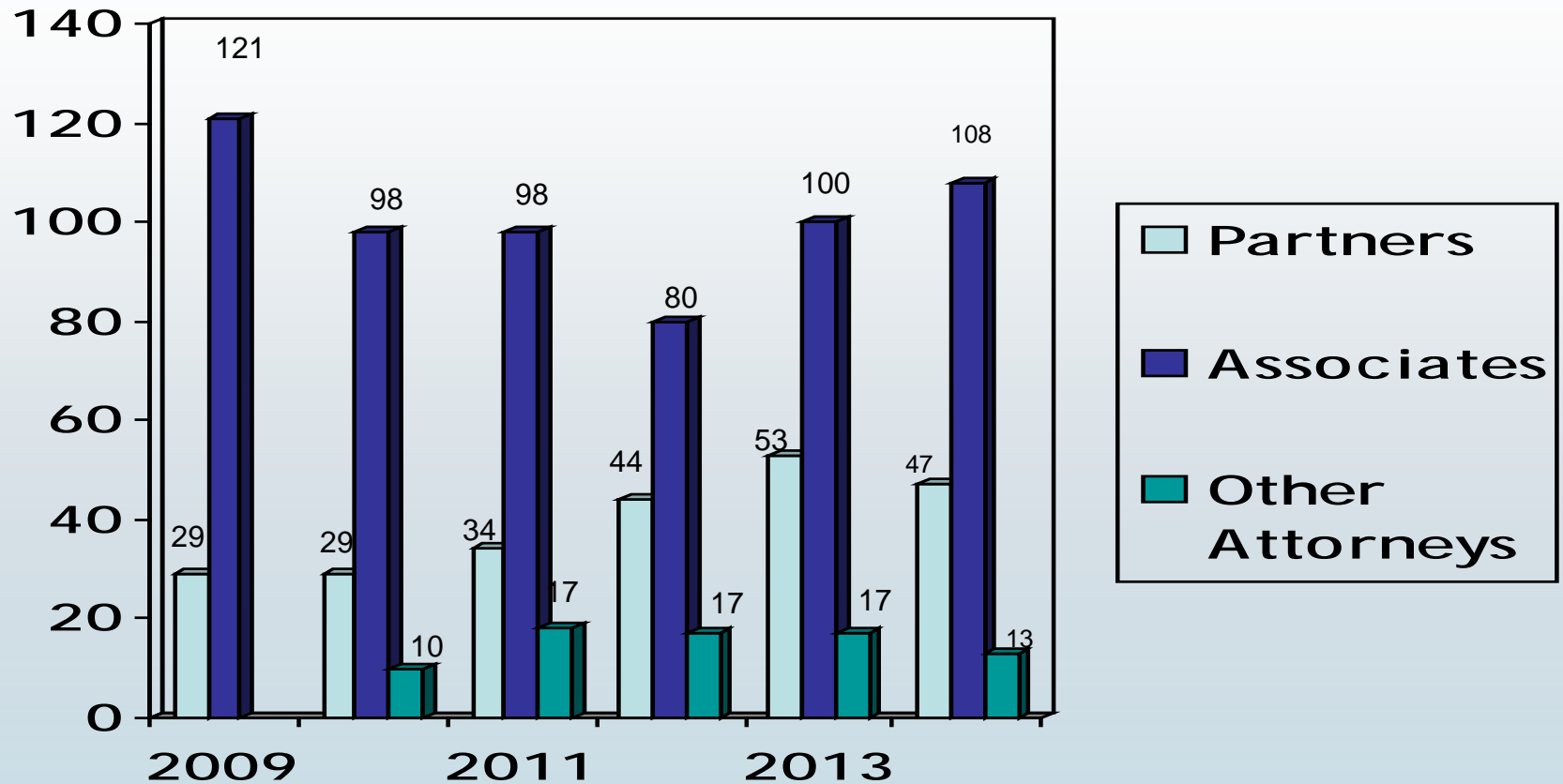
Diversity Within Our Member Firms

- Overall Percentage of Attorneys of Color Based on Firm Size:
 - Large Firms - (100+ Attorneys in MSP Metro) is 6.9%
 - Mid-Sized Firms - (31-99 attorneys in MSP Metro) is 7.3%
 - Small Firms - (1-30 attorneys in MSP Metro) is 19.27% *
- * Our smallest member organization is 10 attorneys

Law Firm Members Data

Confidential – Not for Distribution

Breakdown: Law Firm Members Attorneys of Color | By Position

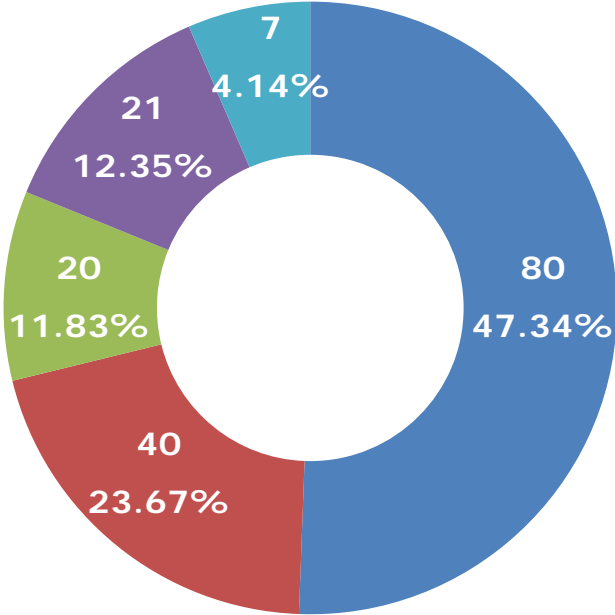


Comparison: 2013 vs. 2014

- Partners of color declined from 53 to 47
 - We have 8 member organizations who do not have a single partner of color.
 - We have 5 member organizations who have only 1 partner of color.
- Of the partners of color
 - The only Hispanic Female partner is at a small law firm.
 - We increased from 1 Black female partner to 2; 1 at a large law firm.
- Other Attorneys of color declined from 17 to 13

Overall Attorneys of Color by Ethnicity

Member firms have 169 Attorneys of Color.



- Asian/Pacific Islander
- African American
- Hispanic/Latino
- Multiracial
- American Indian

Where do our lawyers of color come from?

Overall-

- #1 University of Minnesota (51/169 reported)
- #2 William Mitchell College of Law (23/169 reported)
- #3 Hamline University (9/169 reported)
- #T4 Illinois (6/169 reported)
- #T4 Harvard University (6/169 reported)
- #5 University of Iowa (5/169 reported)
- #T6 Howard (4/169 reported)
- #T6 Washington University (4/169 reported)
- #T7 University of Michigan (5/170 reported)

Flying Squad Schools

- #1 Northwestern (4/170 (#6 overall))
- #2 University of Chicago (2/169)
- #T3 Chicago-Kent, John Marshall, Loyola-Chicago (1/169 each)
- #T11 Wisconsin (1/169)

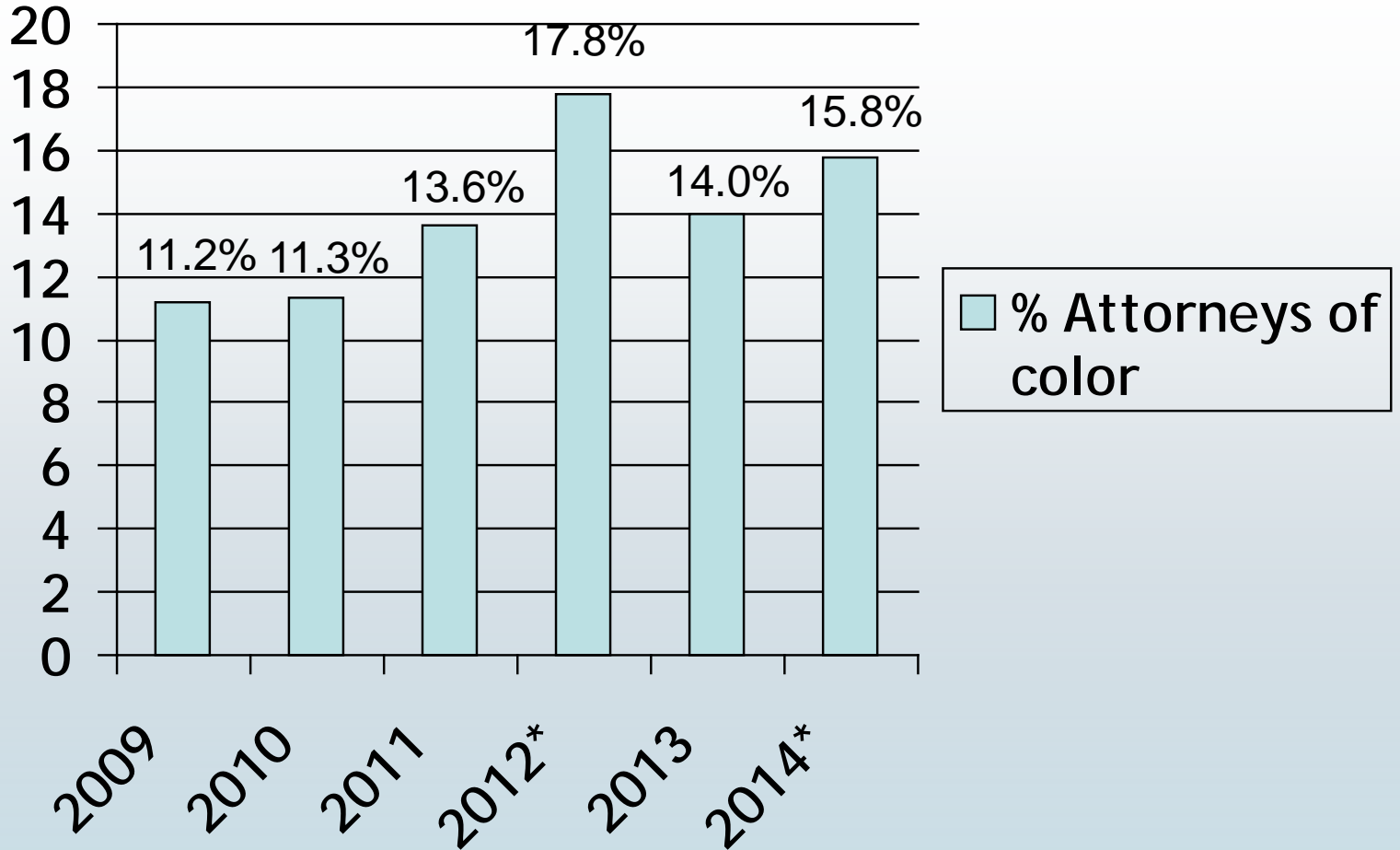
Trends Based on School Ranking

- Biggest pipeline comes from local law schools
 - University of Minnesota largest minority population is Asian and increasingly made up of international students
 - Hamline increased in # while St. Thomas declined
- Sharp decline is University of Wisconsin Madison (Flying Squads School)
 - Change in staff at University Wisconsin Madison
 - What else can be causing decline?

What does this mean for Flying Squads?

Corporate Member Data*

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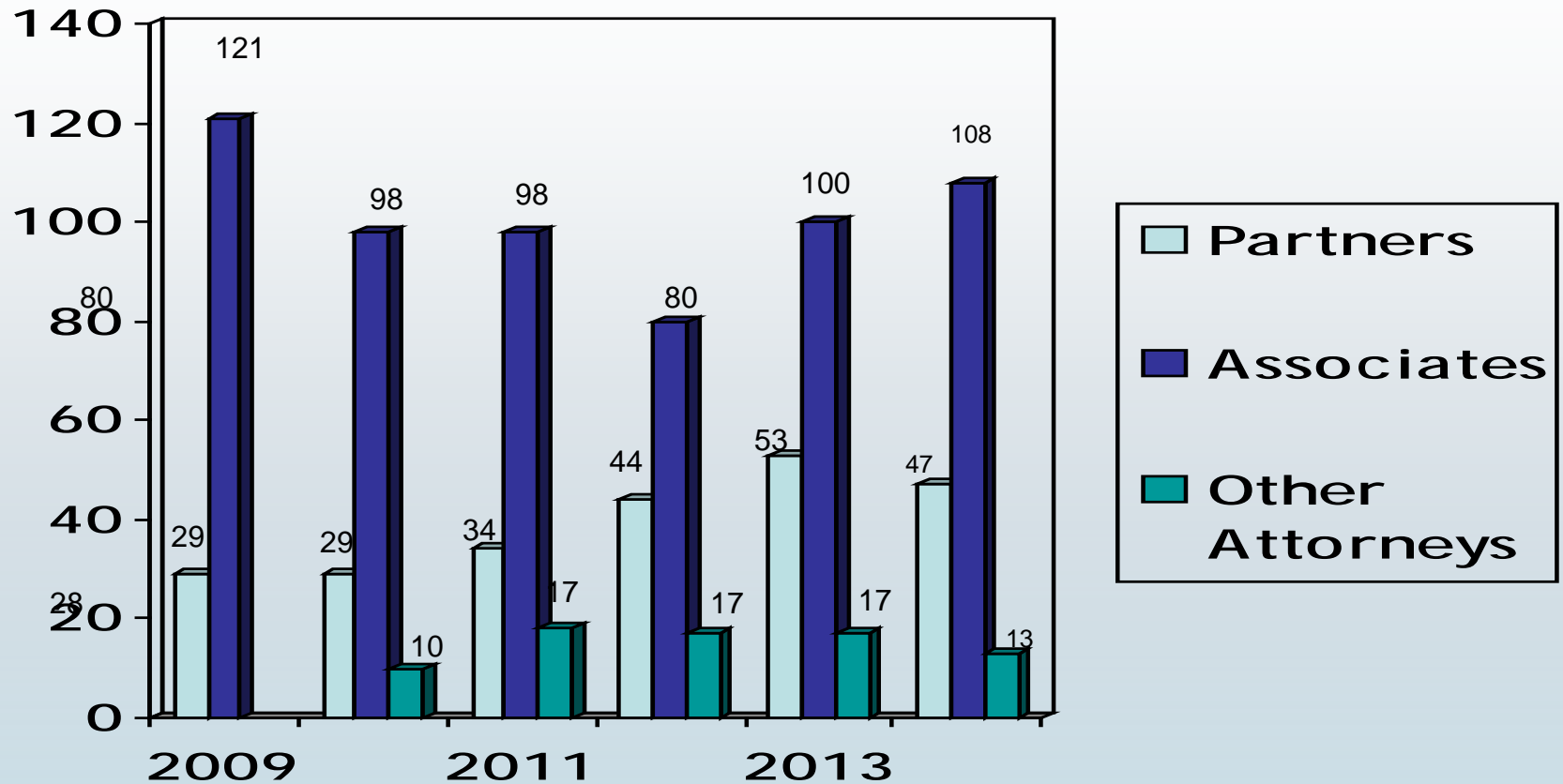
Extended Members Meeting Diversity in Practice Data

August 6th, 2013

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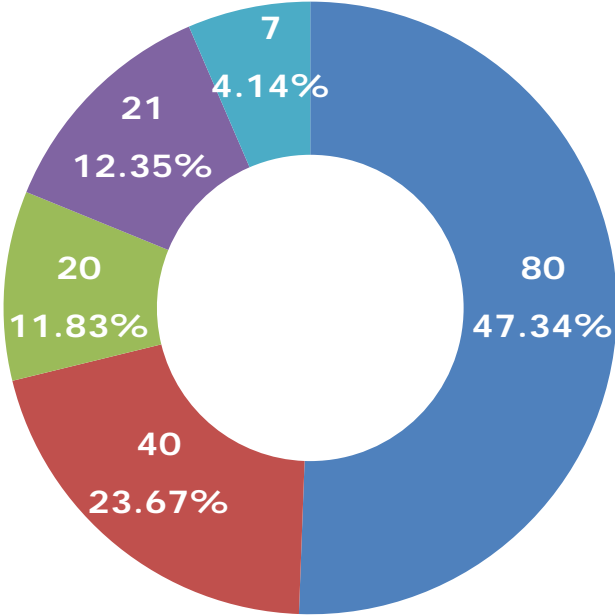


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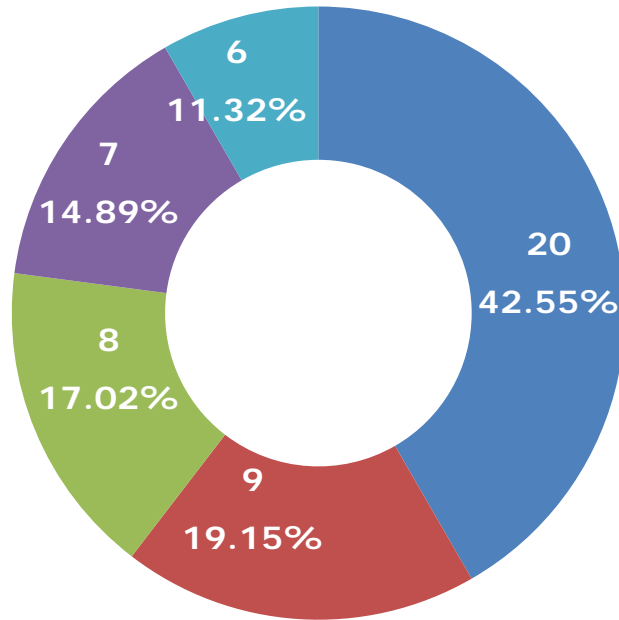
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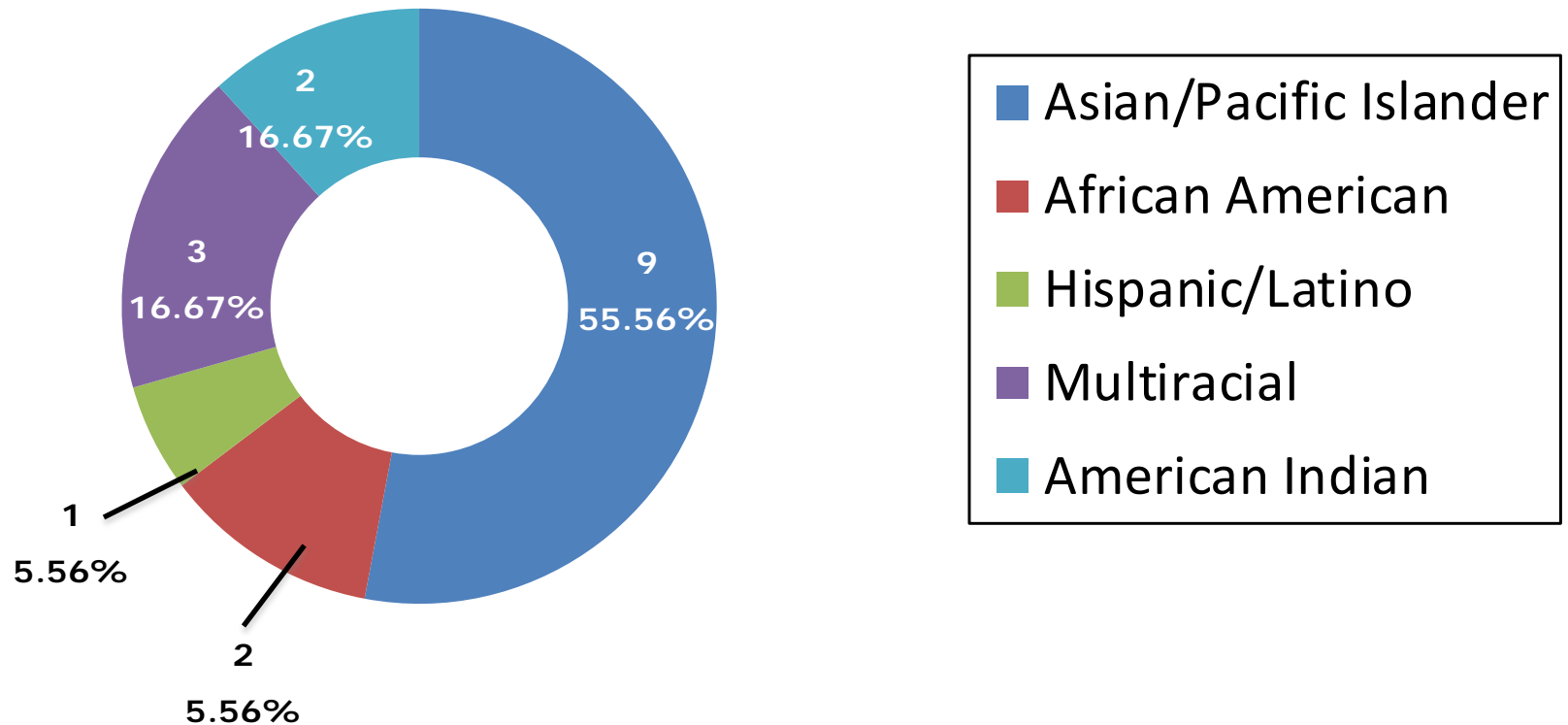
Partners of Color by Ethnicity

Member firms have 47 Partners of Color.



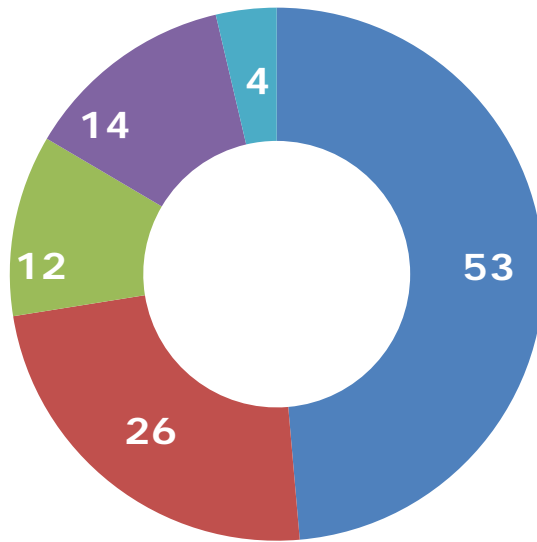
Women Partners of Color by Ethnicity

17 of 47 Partners are Women - 36.17%



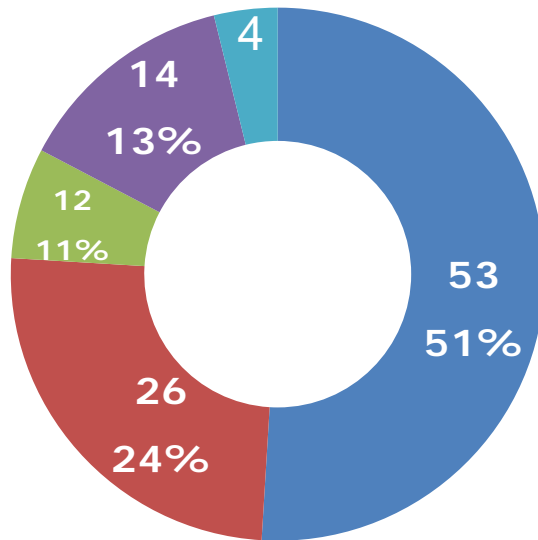
Associates of Color by Ethnicity

Member firms have 100 Associates of Color.



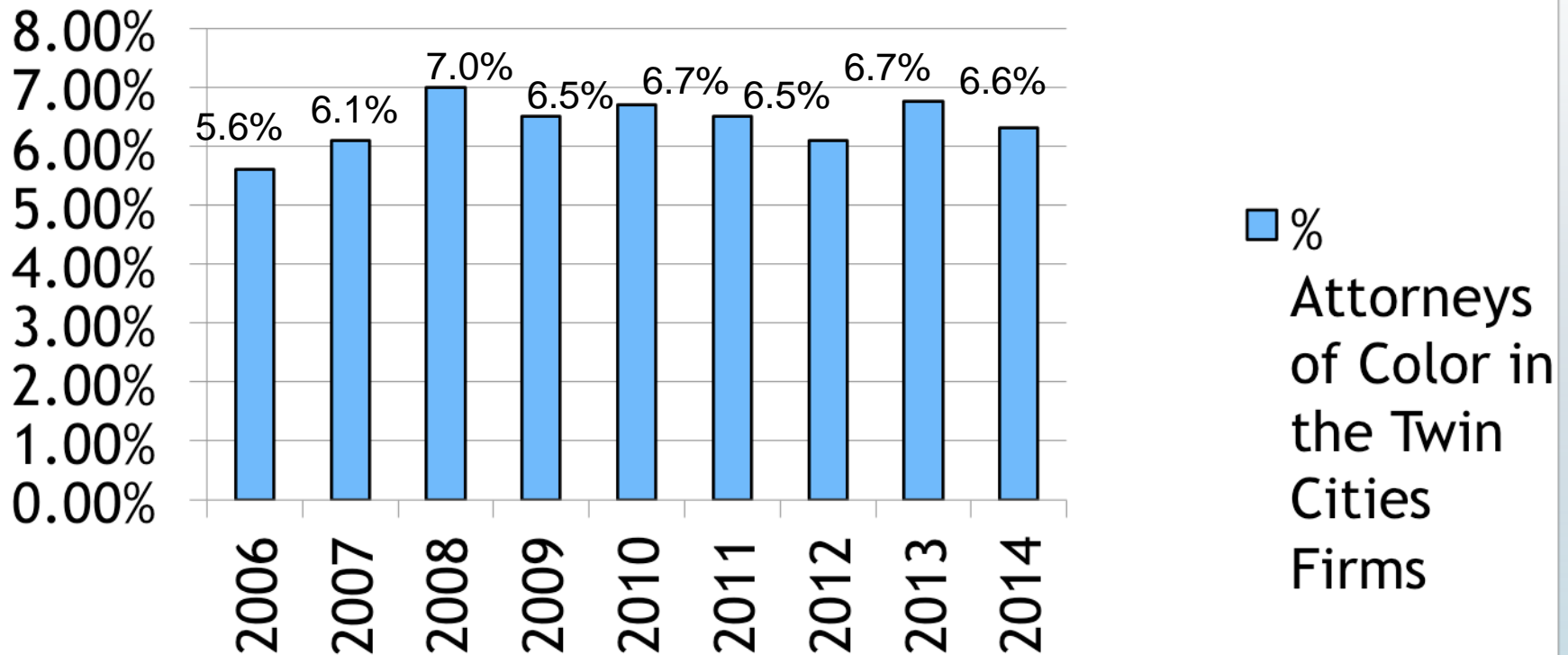
Associates of Color by Ethnicity

Member firms have 108 Associates of Color.



% Attorneys of Color (Since 2006)

% Attorneys of Color in the Twin Cities Original 17 Member Firms*



% Attorneys of Color based on firm size

Large Firms (100+ attorneys in MSP metro)

Total Attorneys of Color: 112

Total Attorneys: 1635

Percent Attorneys of Color: 6.8%

Mid-Size Firms (31-99 attorneys in MSP metro)

Total Attorneys of Color: 36

Total Attorneys: 493

Percent Attorneys of Color: 7.3%%

Small Firms (1-30 attorneys in MSP metro)

Total Attorneys of Color: 21

Total Attorneys: 109

Percent Attorneys of Color: 19.3%

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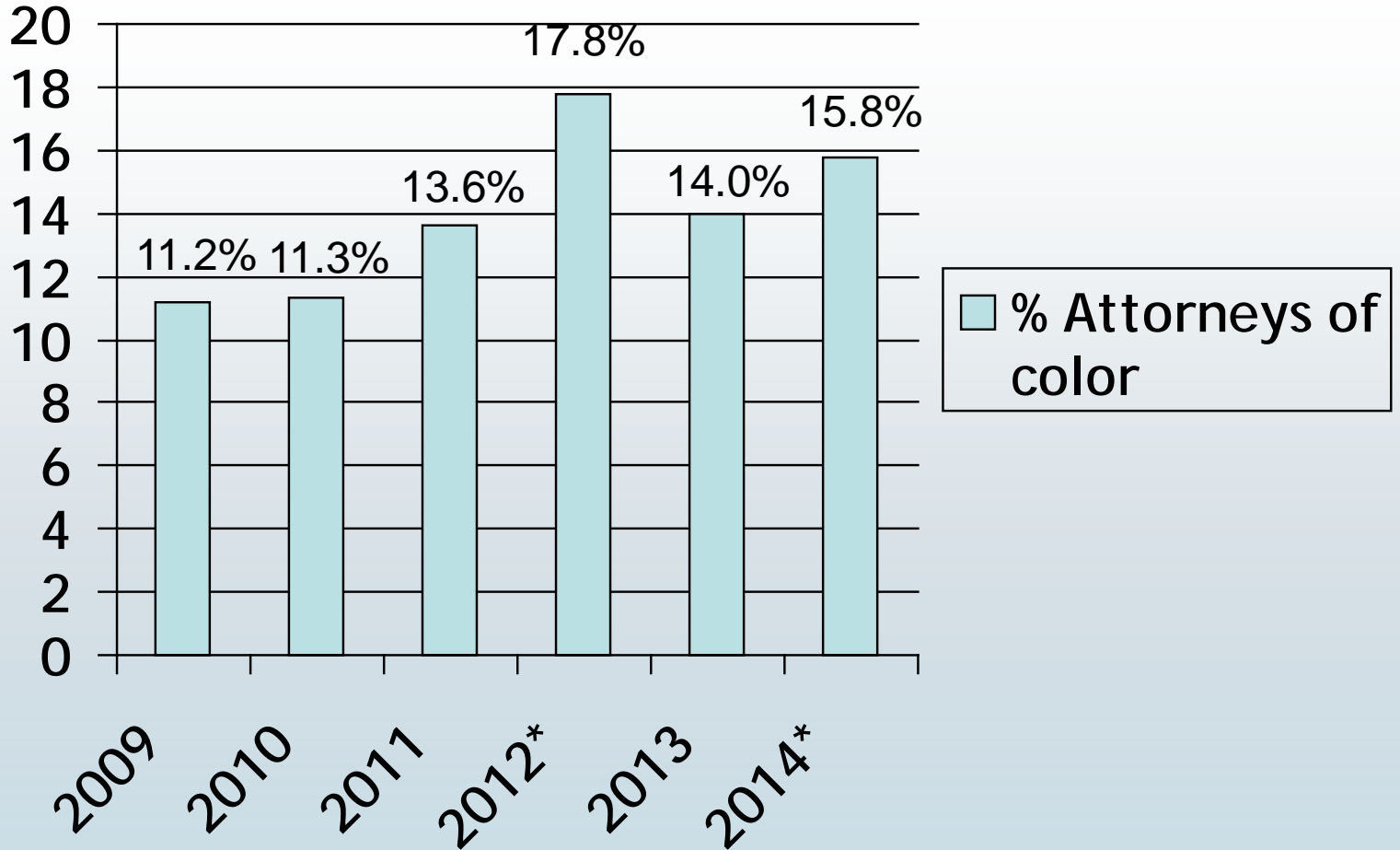
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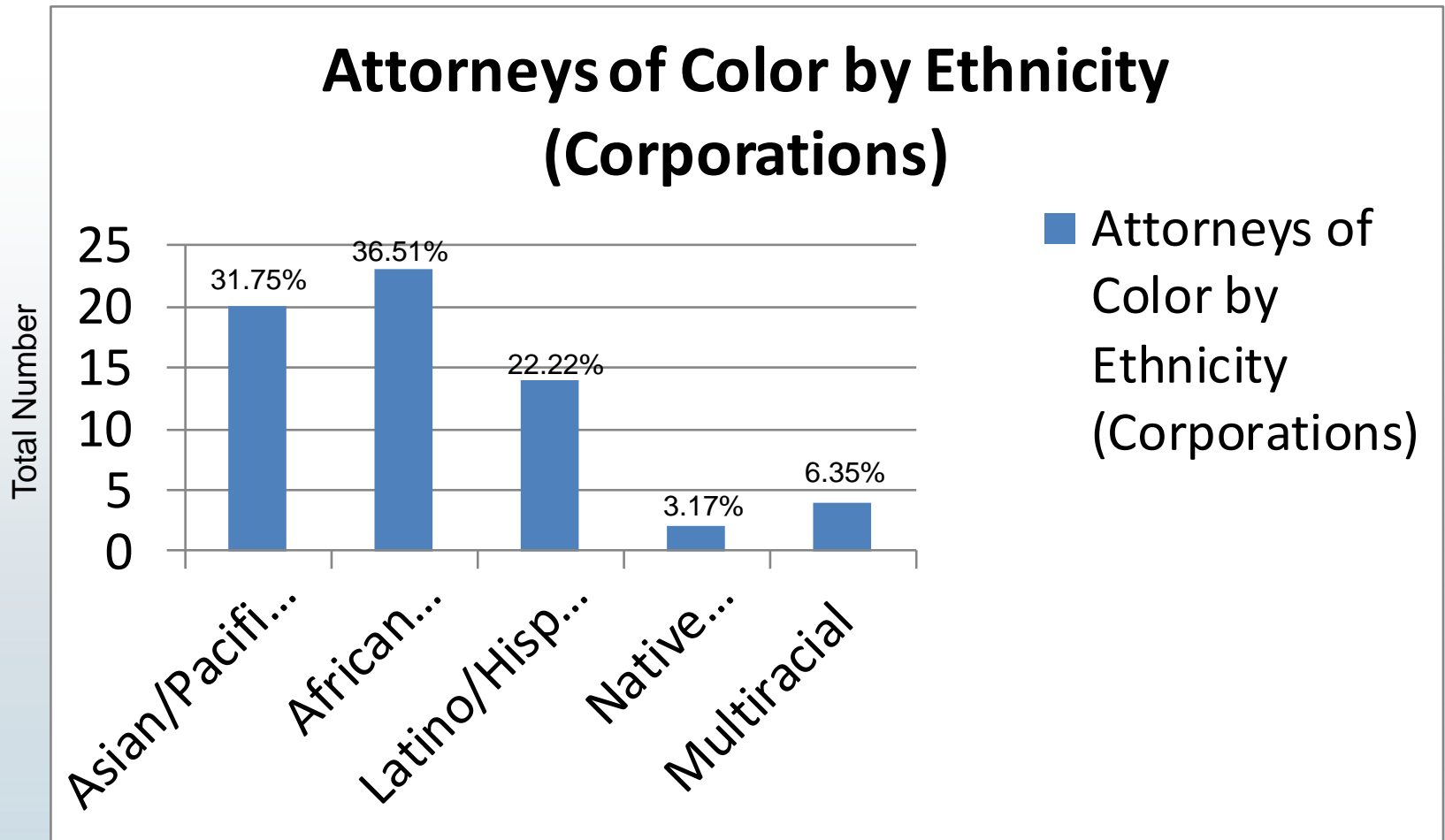
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Corporate Member Data*

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Attorneys of Color by Ethnicity (Corporations)

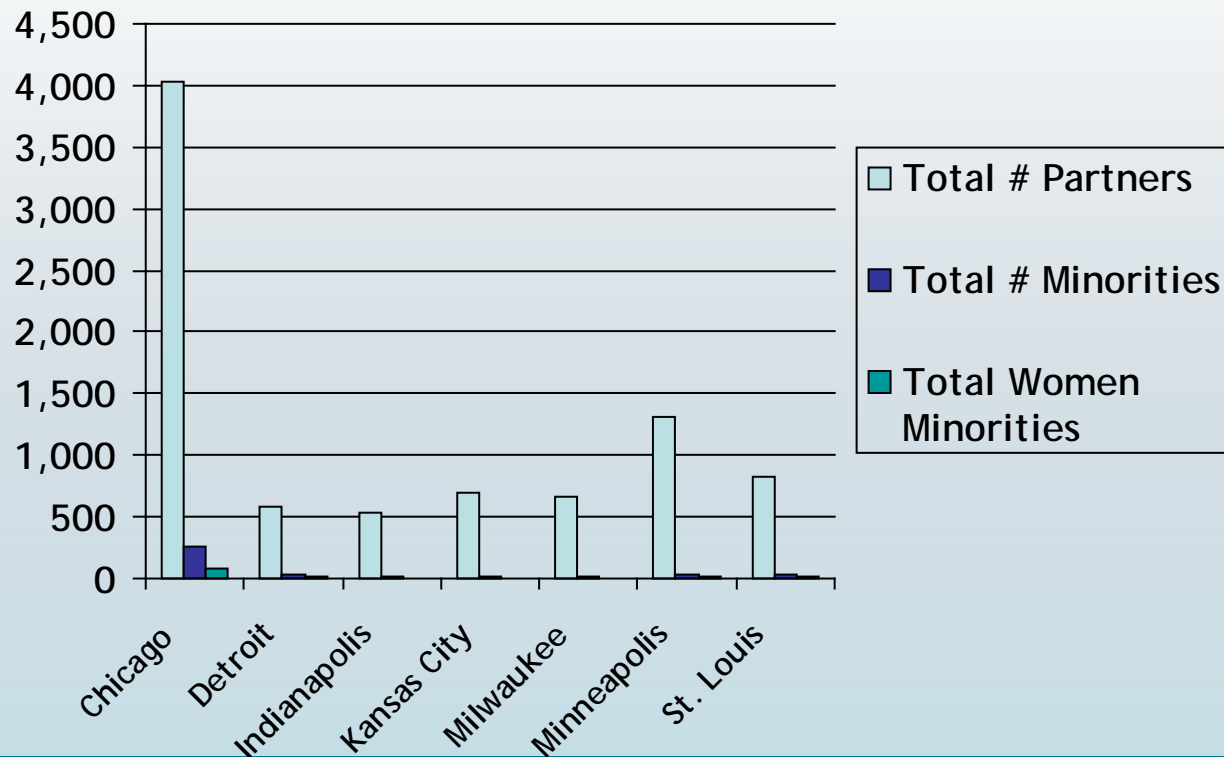


What is happening in our region?

- We have fallen to the lowest Partner of Color percentage out of all markets in our region.
- All markets that saw a measureable increase in Partners, saw an increase in Partners of Color and Female Partners of Color, except for Minneapolis, which decreased in both categories, significantly.
- All markets saw a decrease in Total Associates with varying impact on diversity metrics.
- Numbers of Female Associates of Color met mixed results across the region.

NALP Women and Minorities in Law Firms by Race and Ethnicity Midwest Region Comparison (Partners) 2012

	Total # Partners	# of Minorities	% Minority	# Minority Women	% Minority Women
Chicago	4,030	253	6.30	87	2.16
Detroit Area	584	27	4.62	9	1.54
Indianapolis	534	16	3.00	4	0.75
Kansas City area	692	21	3.03	5	0.72
Milwaukee	664	21	3.16	7	1.05
Minneapolis	1,305	38	2.91	12	0.92
St. Louis	821	30	3.65	10	1.22



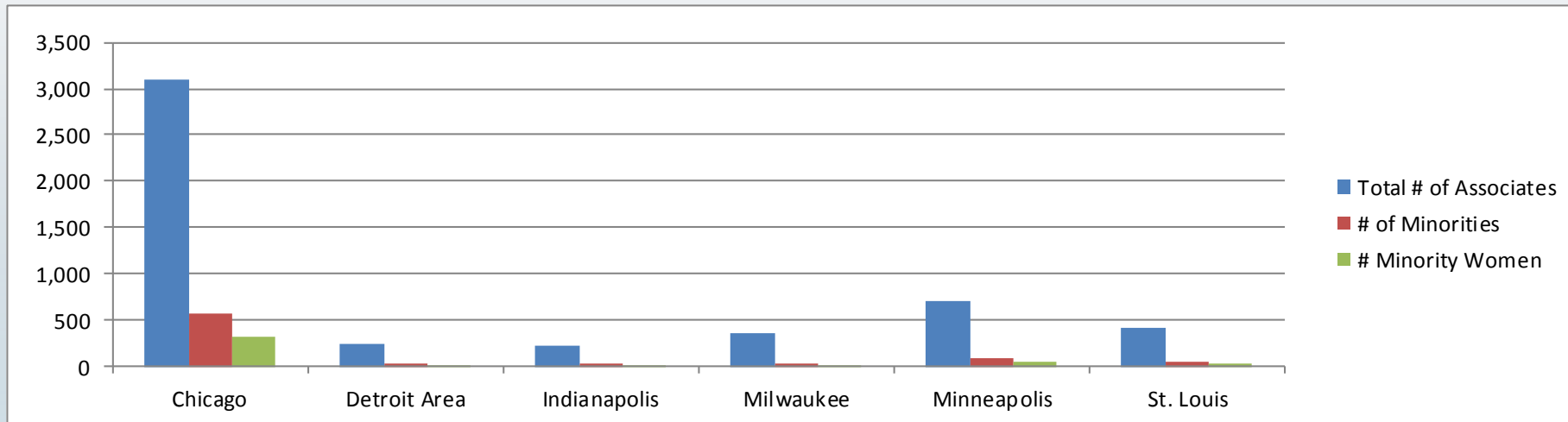


NALP Women and Minorities in Law Firms by Race and Ethnicity Midwest Region Comparison (Partners) 2012

	Total # Partners	# of Minorities	% Minority	# Minority Women	% Minority Women
Chicago	4,030 +139	253 +23	6.30 +0.41%	87 +14	2.16 +0.28%
Detroit Area	584 -244	27 -13	4.62 -0.21%	9 -4	1.54 -0.03%
Indianapolis	534 -210	16 -7	3.00 -0.09%	4 -3	0.75 -0.19%
Kansas City	692 +43	21 +3	3.03 +0.26%	5 +1	0.72 +0.10%
Milwaukee	664 +2	21 -5	3.16 -0.77%	7 -2	1.05 -0.31%
Minneapolis	1,305 +29	38 -26	2.91 -2.11%	12 -3	0.92 -0.26%
St. Louis	821 -14	30 even	3.65 +0.06%	10 even	1.22 +0.02%

NALP Associates in Law Firms

	Total # Associates	# Minorities	% Minority	# Minority Women	% Minority Women
Chicago	3,102	563	18.15	311	10.03
Detroit Area	247	31	12.55	17	6.88
Indianapolis	226	30	13.27	16	7.08
Milwaukee	357	32	8.96	16	4.48
Minneapolis	709	83	11.71	48	6.77
St. Louis	409	48	11.74	21	5.13



NALP Women and Minorities in Law Firms by Race and Ethnicity Midwest Region Comparison (Associates) 2012

	Total # Associates	# of Minorities	% Minority	# Minority Women	% Minority Women
Chicago	3,102 -12	563 +33	18.15 +1.14%	311 +16	10.03 +0.56%
Detroit Area	247 -128	31 -9	12.55 -1.83%	17 -4	6.88 +1.28%
Indianapolis	226 -98	30 -15	13.27 -0.71%	16 -6	7.08 +0.30%
Kansas City	373 -17	51 +6	13.67 +2.13%	26 +4	6.97 +1.33%
Milwaukee	357 -23	32 -6	8.96 -0.51%	16 -3	4.48 -0.52%
Minneapolis	709 -23	83 -14	11.71 -1.54%	48 -1	6.77 +0.08%
St. Louis	409 -58	48 -6	11.74 +0.20%	21 -6	5.13 -0.51%



Key Trends?

1. Numbers of attorneys of color remained flat, due to movement between member organizations.
2. Partners of color remains stagnant if not declining, why? Who has had some success and why?
3. Corporate law departments see increase overall but one major law department did not report its numbers.



What should we do now?

- Figure out new ways to remain relevant in our recruiting markets (i.e. Chicago area).
 - Sponsorship Pilot Program and Tool Kit.
 - Unconscious Bias training to create awareness of barriers to inclusion and advancement.
4. Corporate Members needs to continue to require diversity on their outside counsel teams and mean it.

What is Diversity in Practice doing?

Attract/Recruit

- Minnesota Minority Recruitment Conference
- Flying Squads
- Mentoring of Law Students
- Break into Law Blog & Social Media

Advance/Retain

- Professional Development Series 2013: Getting to the Next Step
- Attrition Study
- Sharing concepts and ideas from local and national thought leaders.
- Promoting the implementation of Best Practices

What You Can Be Doing?

- Take the messages from today back to your organization and communicate it widely.
- **Sponsor an Associate of Color** in your organization and make their success a personal goal for yourself.
- Create opportunities in your organization for real dialogue around lack of diversity and why.
- Law firms - **track who gets what work, not all hours are equal!**
- Actively build a community that values people for their traits outside of their skills as a lawyer.