



TWIN CITIES
Diversity in Practice

Demographic Data

June 3rd, 2015

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.

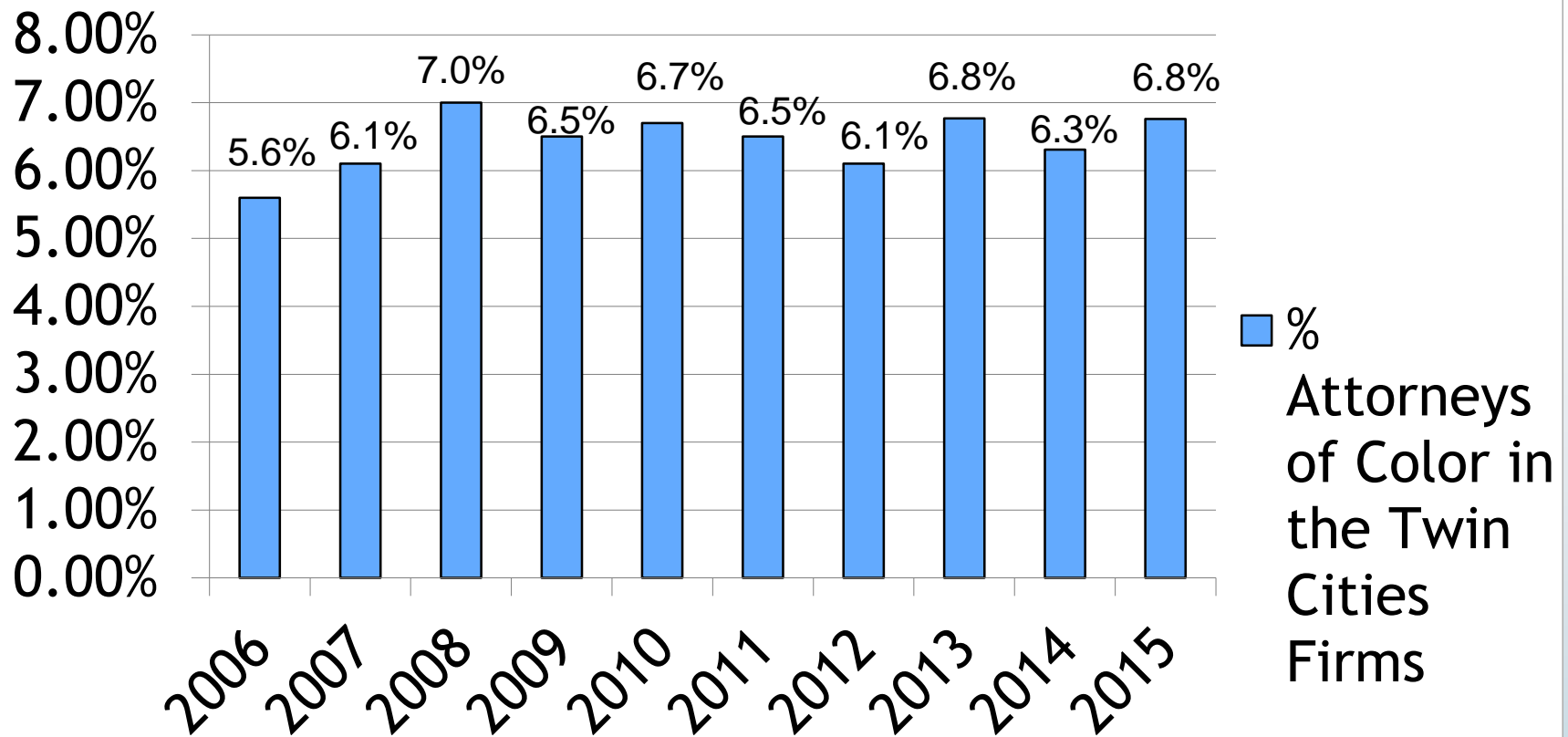


Metrics Overview

- 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 29/30 member firms.
 - Received information from 14/15 corporate members.
- Analysis is based on aggregate numbers and percentages

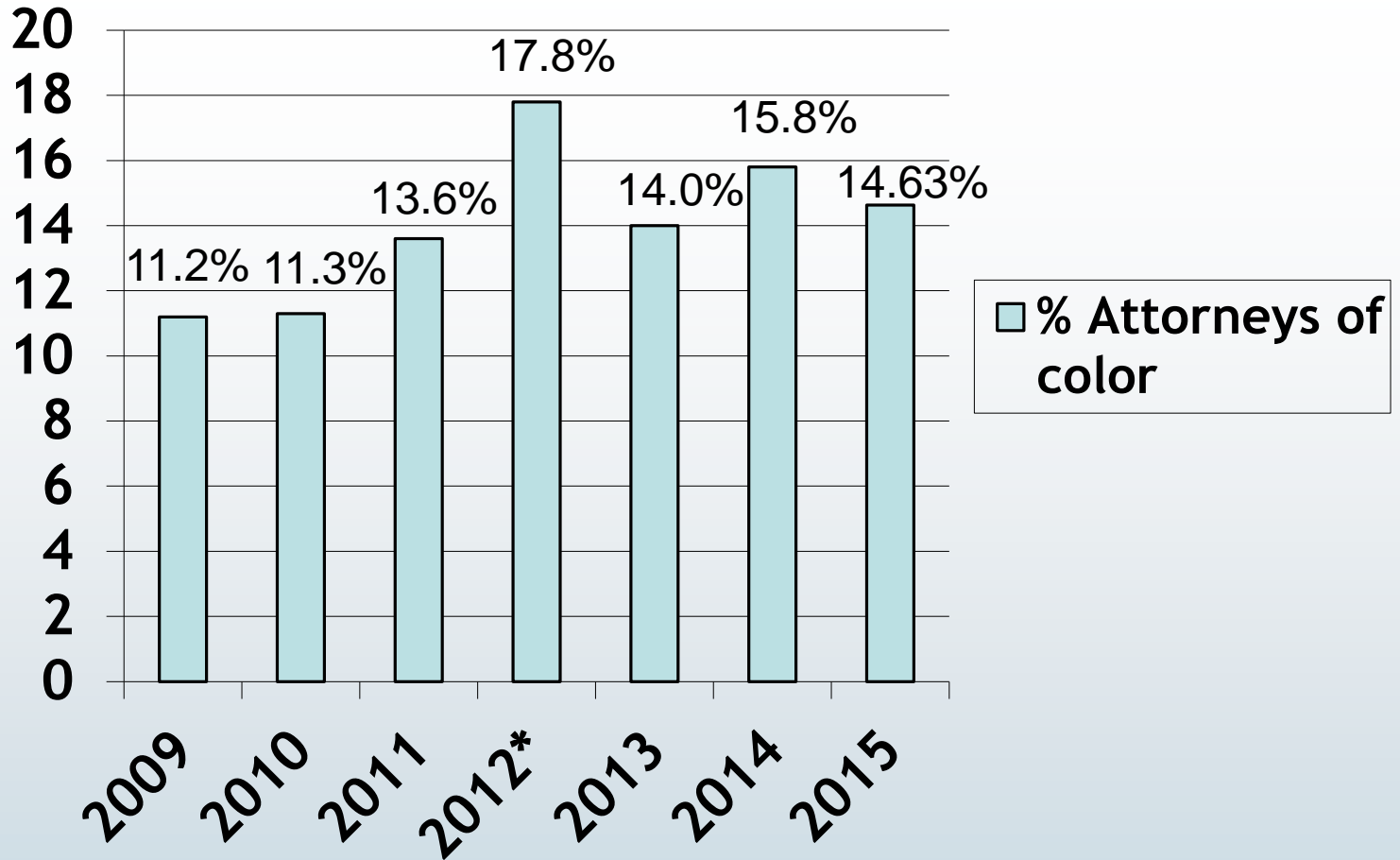
% Attorneys of Color (Since 2006)

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



Corporate Member Data*

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Diversity Within Our Member Firms

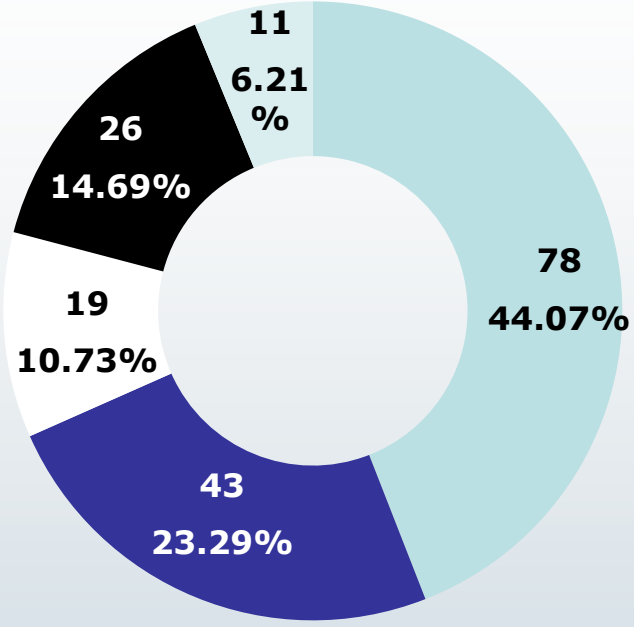
- Overall Percentage of Attorneys of Color Based on Firm Size:
 - Large Firms - (100+ Attorneys in MSP Metro) is 7.04%
 - Mid-Sized Firms - (31-99 attorneys in MSP Metro) is 6.81%
 - Small Firms - (1-30 attorneys in MSP Metro) is 19.74% *
- * Our smallest member firm is 8 attorneys

Comparison: 2014 vs. 2015

- **Partners of color increased from 47 to 51**
 - We have 8 member organizations who do not have a single partner of color.
 - We have 7 member organizations who have only 1 partner of color.
- **Of the partners of color**
 - There is still only 1 Hispanic Female partner at a small law firm. Black Female partners have decreased from 2 to 1.
 - We increased from 9 Asian female partners to 12, and increased Black male partners from 7 to 9.
- **Other Attorneys of color increased from 13 to 20**

Overall Attorneys of Color by Ethnicity

Member firms have 177 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 (61/177 reported)
- #2 William Mitchell College of Law (27/177 reported)
- #3 St. Thomas University (9/177 reported)
- #4 Howard (8/177 reported)
- #5 Harvard University (6/177 reported)
- #T6 University of Iowa (5/177 reported)
- #T6 University of Michigan (5/177 reported)
- #T6 Hamline University (5/177 reported)
- #T6 University of Wisconsin (5/177 reported)

Flying Squad Schools

- #1 Wisconsin (5/177) (#6 overall)
- #2 Northwestern University (4/177) (#7 overall)
- #T3 Loyola-Chicago (1/177)
- #T3 University of Chicago (1/177)

Trends Based on School Ranking

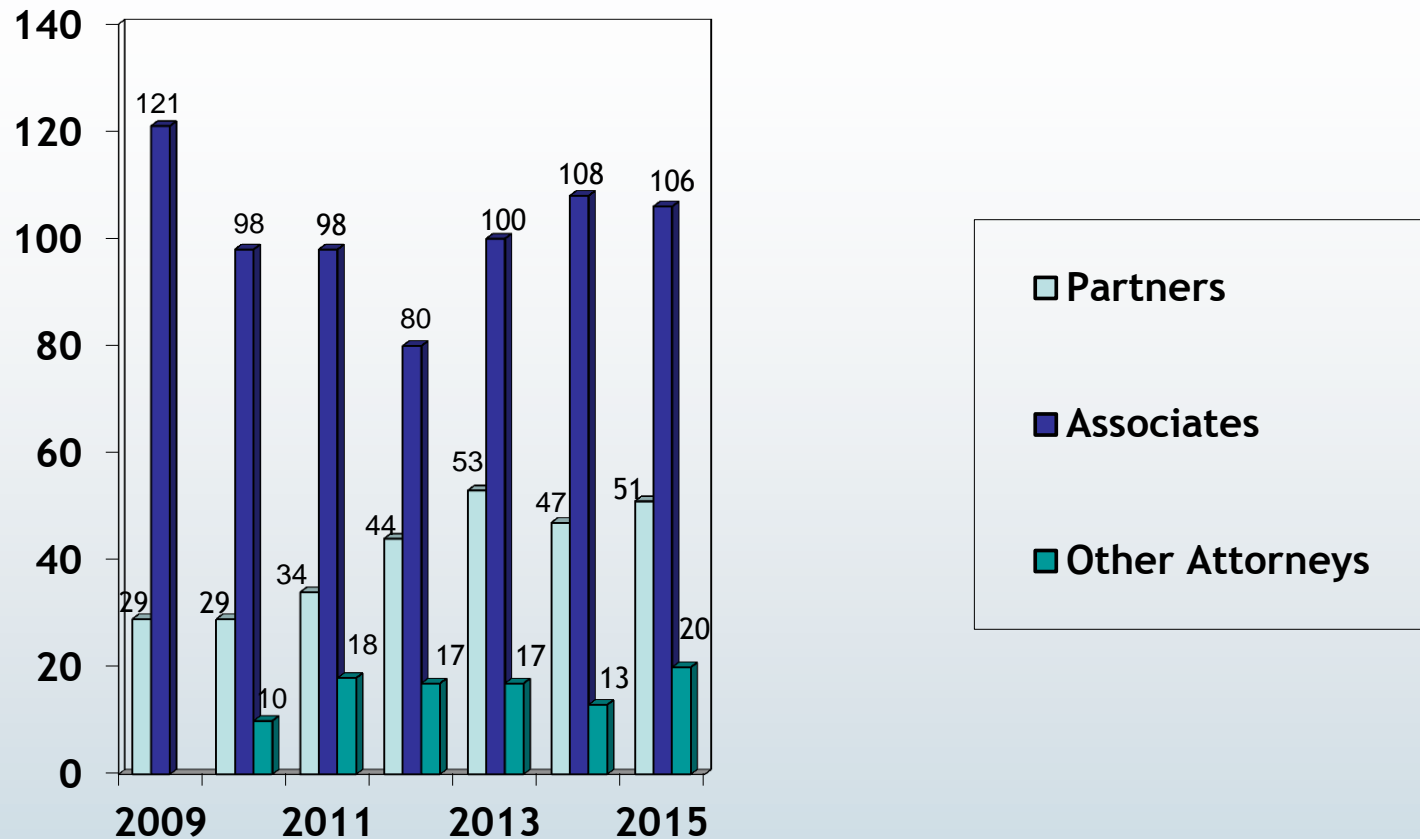
- **Biggest pipeline comes from local law schools**
 - University of Minnesota largest minority population is Asian and increasingly made up of international students
 - St. Thomas increased in #'s while Hamline declined

**What will happen when Hamline
and William Mitchell merge?**

Law Firm Members Data

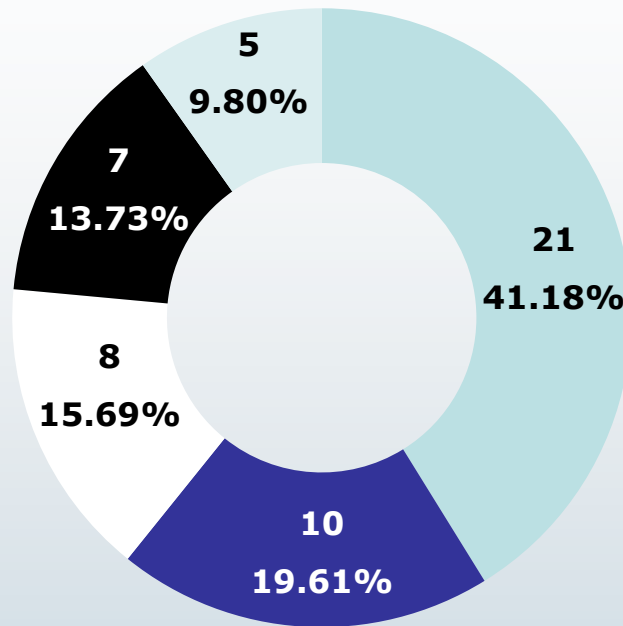
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Breakdown: Law Firm Members Attorneys of Color | By Position



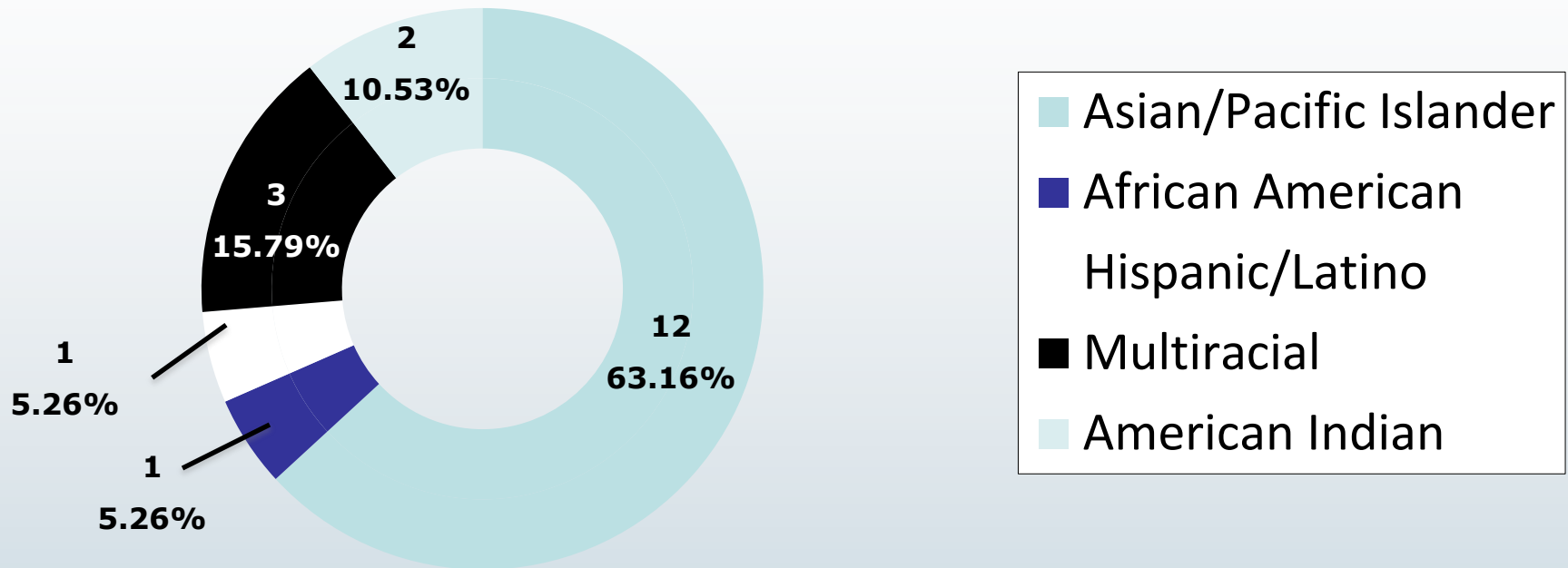
Partners of Color by Ethnicity

Member firms have 51 Partners of Color.



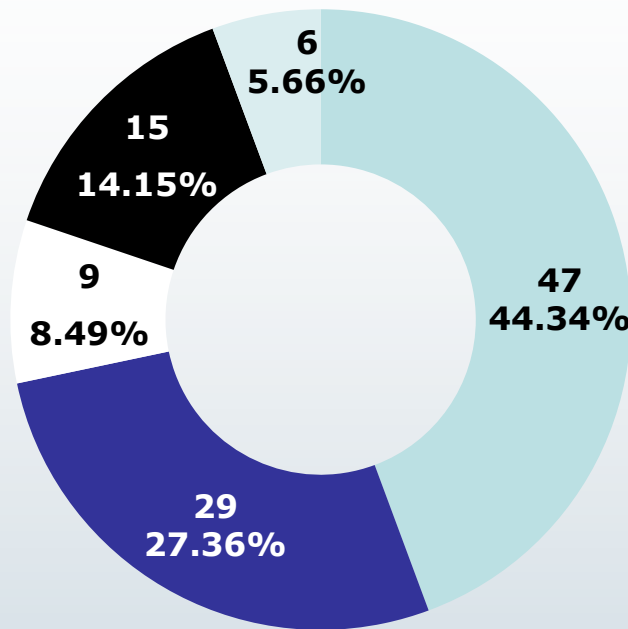
Women Partners of Color by Ethnicity

19 of 51 Partners are Women - 37.25%



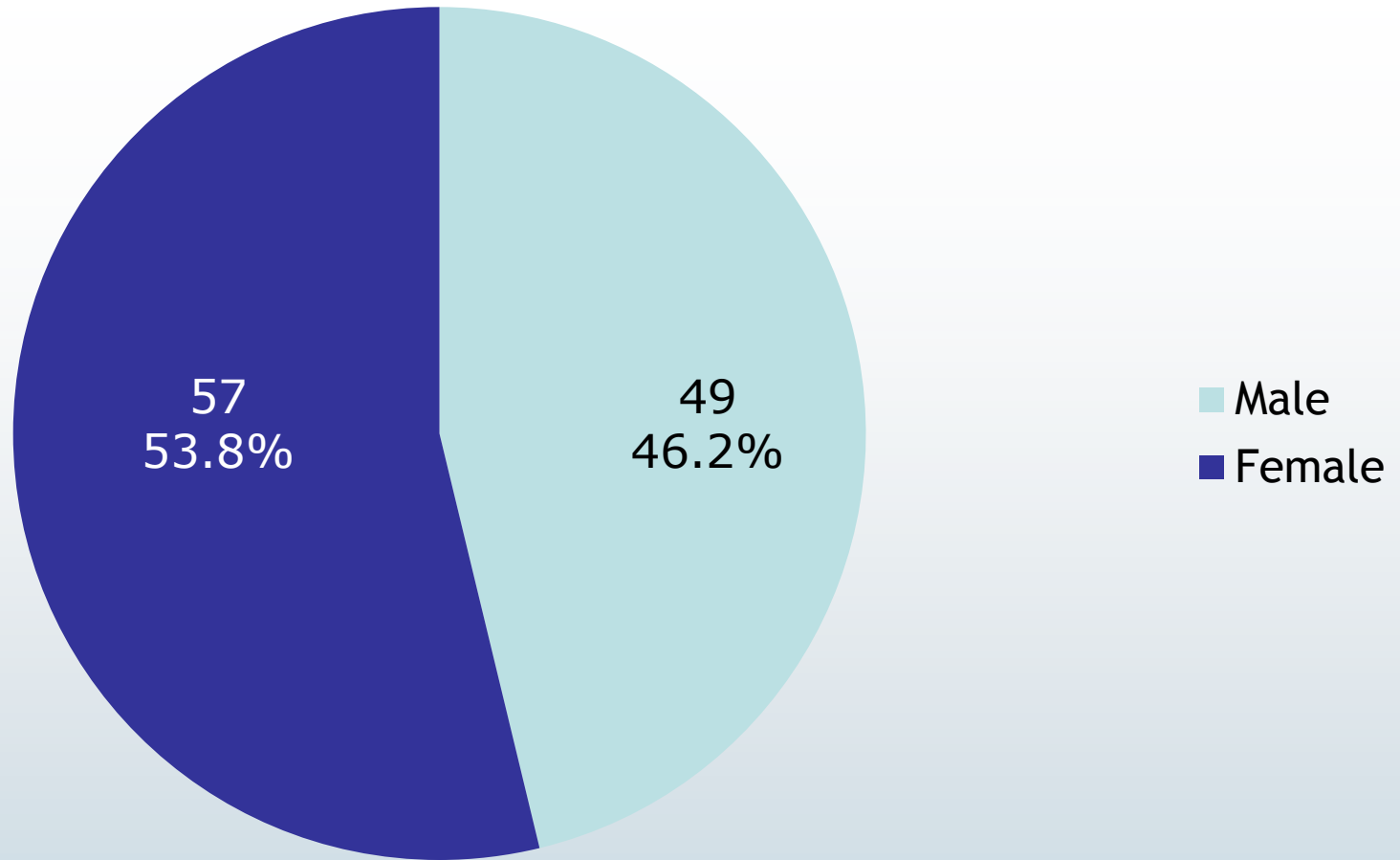
Associates of Color by Ethnicity

Member firms have 106 Associates of Color.



Associates of Color by Gender

Member firms have 106 Associates of Color.



% Attorneys of Color based on firm size

Large Firms (100+ attorneys in MSP metro)

Total Attorneys of Color: 111

Total Attorneys: 1576

Percent Attorneys of Color: 7.04%

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

Total Attorneys of Color: 36

Total Attorneys: 529

Percent Attorneys of Color: 6.81%

Small Firms (1-30 attorneys in MSP metro)

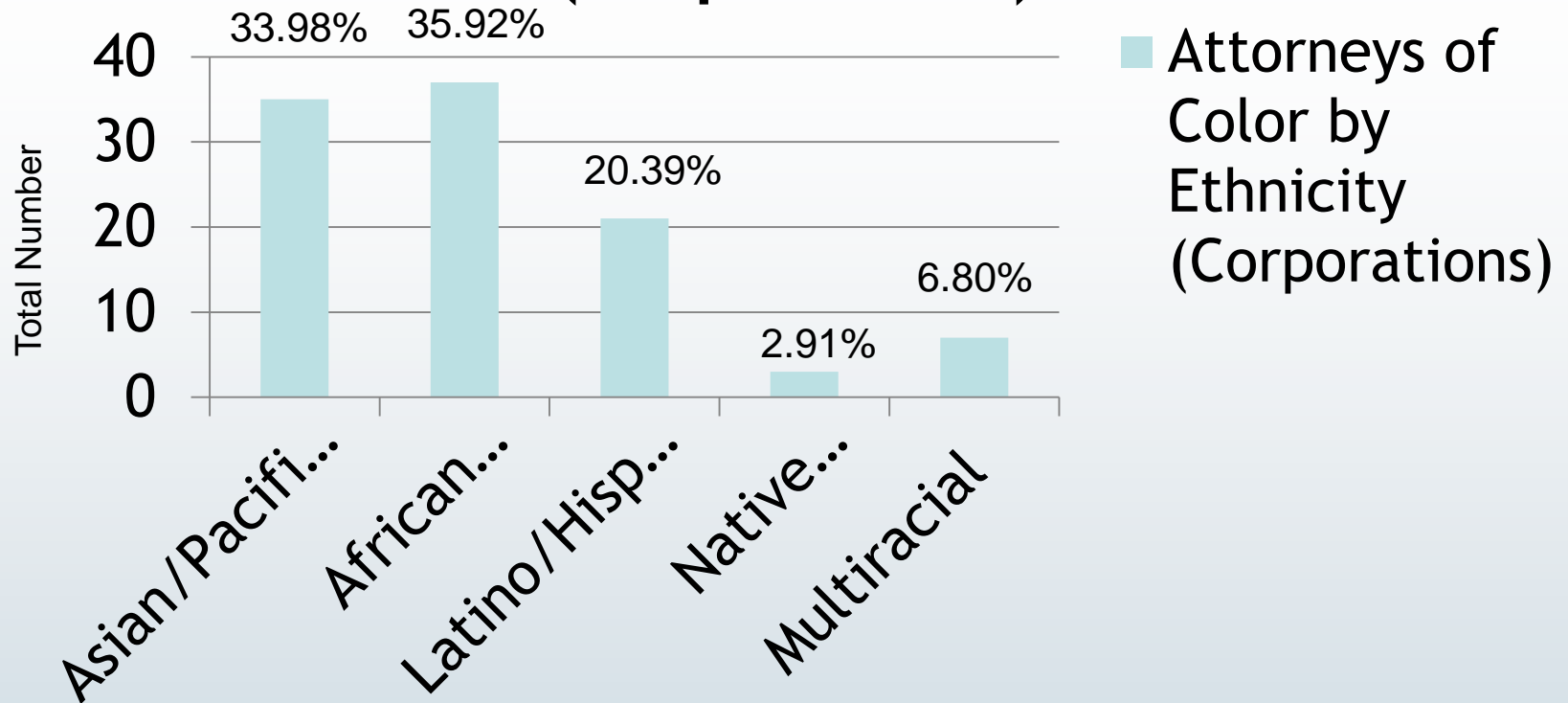
Total Attorneys of Color: 30

Total Attorneys: 152

Percent Attorneys of Color: 19.74%

Attorneys of Color by Ethnicity (Corporations)

Attorneys of Color by Ethnicity (Corporations)*



*Reflects data from 13 of 14 member corporations

What Do the Number Mean?

Small Group Discussions By Table

1. What we are doing about the fact we are not growing our diverse attorney numbers fast enough to get to a "critical mass", or doing a great job of retaining our diverse attorneys?
2. What should we be doing?
3. What could we be doing differently?
4. Who else should be involved in helping to attract, recruit, advance and retain our diverse attorneys, i.e. living the mission of TCDIP?

Key Trends?

Changing Face of Minnesota

Local Law School Demographics

Mid-size and Small Law Firm Diversity Challenges

Sponsorship

Gender Gap Continues



What is Diversity in Practice doing?

Attract/Recruit

- Minnesota Minority Recruitment Conference
- Flying Squads
- 1L Clerkship Program
- Ambassador Program

Advance/Retain

- Professional Development Series
- Sponsorship Pilot Program
- Young Lawyers Group
- Leadership Breakfasts
- Individual Organization Presentations on Specific Areas of Interest