



TWIN CITIES
Diversity in Practice

Demographic Data

June 1st , 2016

Please note: some information has been updated since the June 1st General Members Meeting Presentation.



TWIN CITIES

Diversity in Practice

Vision:

**A Vibrant, Diverse and Inclusive
Twin Cities Legal Community.**

Mission:

**Strengthen the efforts of our member
organizations to attract, recruit,
advance and retain attorneys of color.**



TWIN CITIES

Diversity in Practice

VALUES:

Open

We engage in honest, transparent and frank conversations that continually challenge the status quo

Accountable

We are accountable as individuals and as member organizations to live and practice diversity and inclusion every day

Authentic

We promote a legal community that allows for the expression of people's authentic selves

Collaborative

We join together as colleagues to build a diverse and welcoming legal community

Evolutionary

We are committed to learning that inspires ongoing reflection, inquiry and transformation



TWIN CITIES

Diversity in Practice

Vision: A Vibrant, Diverse and Inclusive Twin Cities Legal Community.

Mission: (Revised) Strengthen the efforts of our member organizations to attract, recruit, advance and retain attorneys of color.

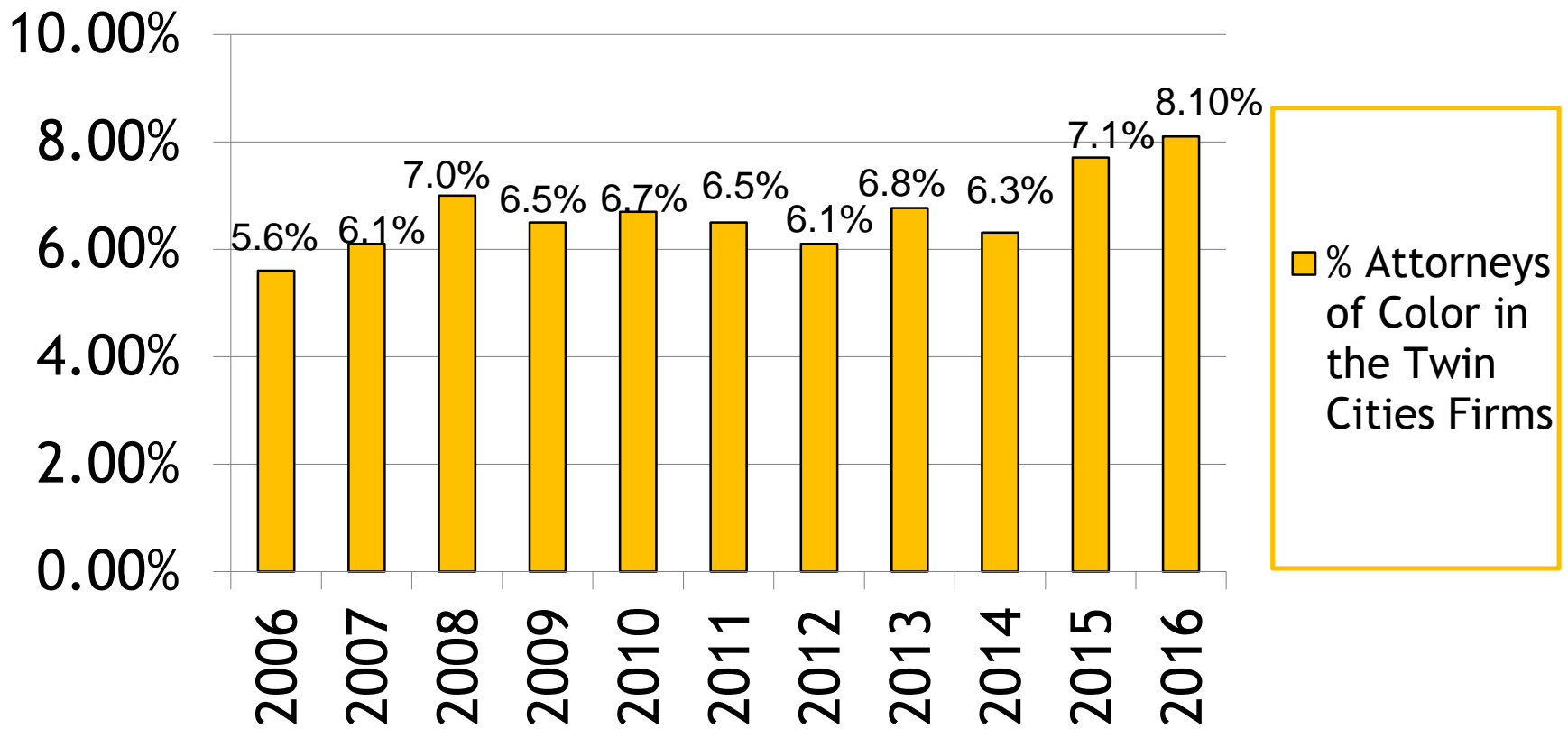
	Open	Accountable	Authentic	Collaborative	Evolutionary
Values	We engage in honest, transparent and frank conversations that continually challenge the status quo	We are accountable as individuals and as member organizations to live and practice diversity and inclusion every day	We promote a legal community that allows for the expression of people's authentic selves	We join together as colleagues to build a diverse and welcoming legal community	We are committed to learning that inspires ongoing reflection, inquiry and transformation

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 31/32 member firms.
 - Received information from 12/16 corporate members.
- Analysis is based on aggregate numbers and percentages

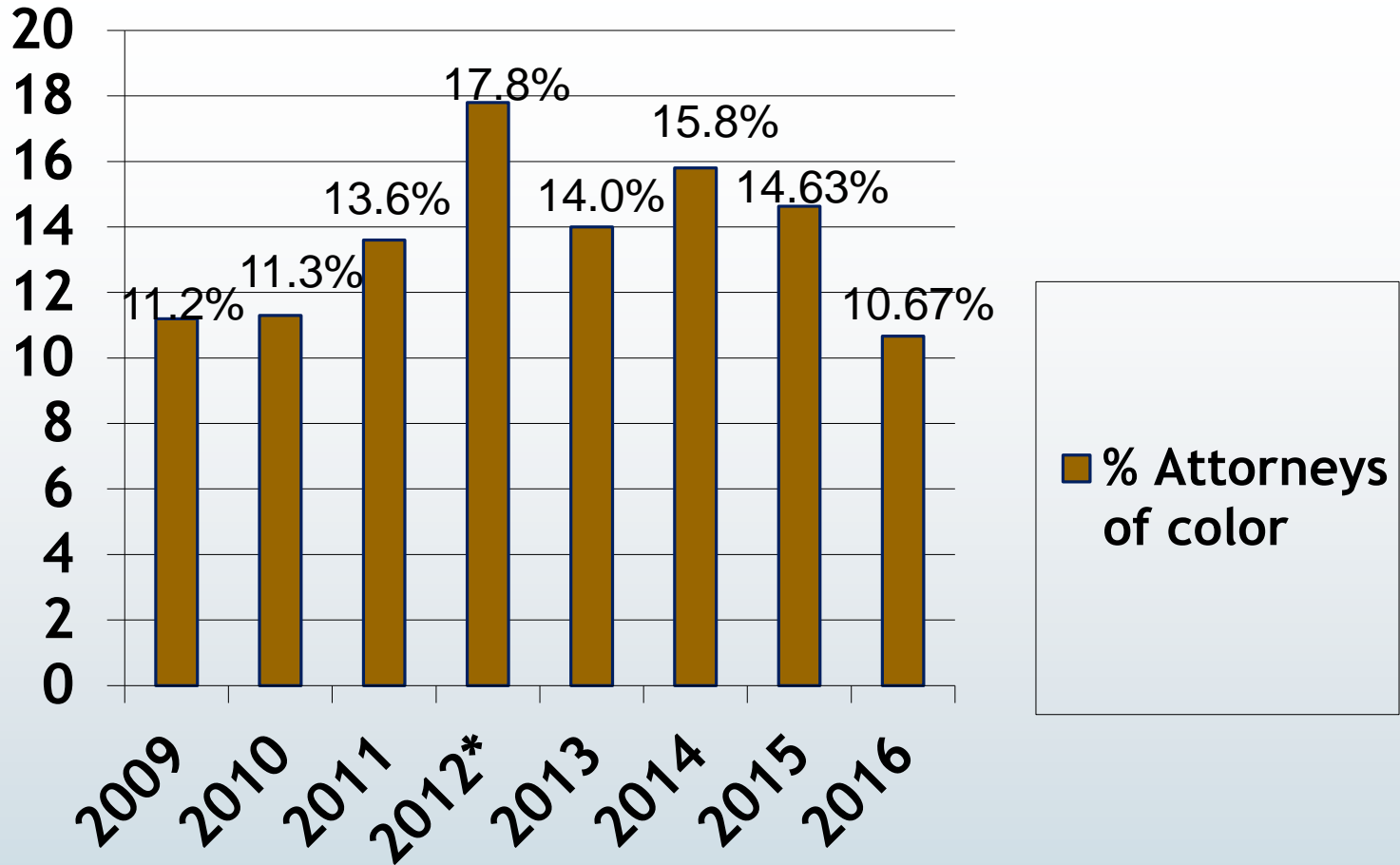
% Attorneys of Color (Since 2006)

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



Corporate Member Data*

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Diversity Within Our Member Organizations

Overall Percentage of Attorneys of Color As of February 1, 2016

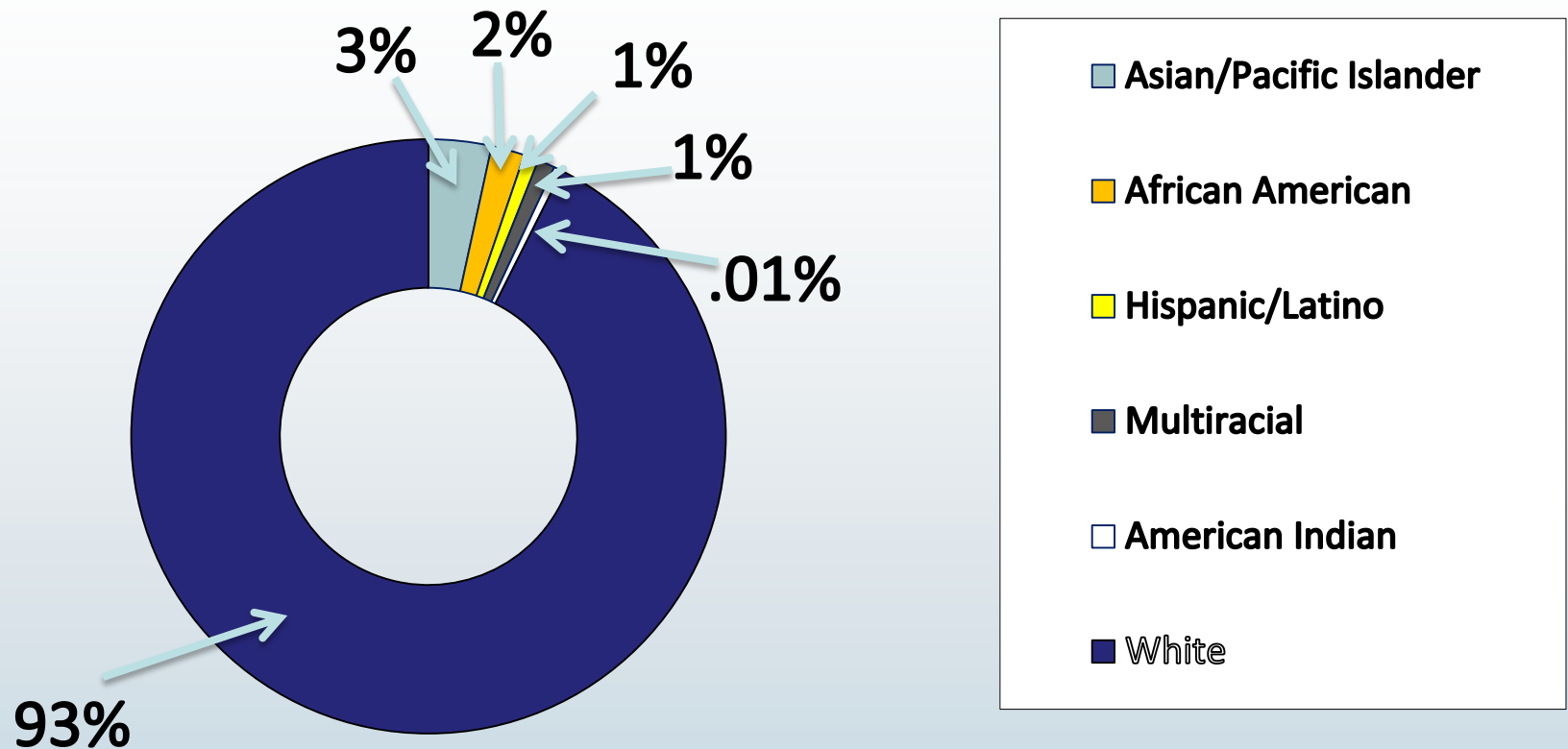
- Large Firms - (100+ Attorneys in MSP Metro) is 6.96%
 - Mid-Sized Firms - (31-99 attorneys in MSP Metro) is 5.77%
 - Small Firms - (1-30 attorneys in MSP Metro) is 21%*
 - Corporate Law Departments - (In MSP Metro) is 10.67%*
- * Our smallest member firm is 8 attorneys, Legal Department is 3
- * 4 corporations of 15 did not report numbers

Comparison: 2015 vs. 2016

- Partners of color **INCREASED** from 51 to 59
 - We have 9 member organizations who do not have a single partner of color.
 - We have 10 member organizations who have only 1 partner of color.
- Of the Partners of color
 - There has been an **INCREASE** of female partners from 19 to 23 but we still only 2 Hispanic Female Partners and 3 Black Female Partners.
 - We **INCREASE** from 12 Asian female partners to 15.
 - There was a **DECREASE** of Black male Partners from 9 to 7.
- Other Attorneys of color **DECREASED** from 20 to 18.

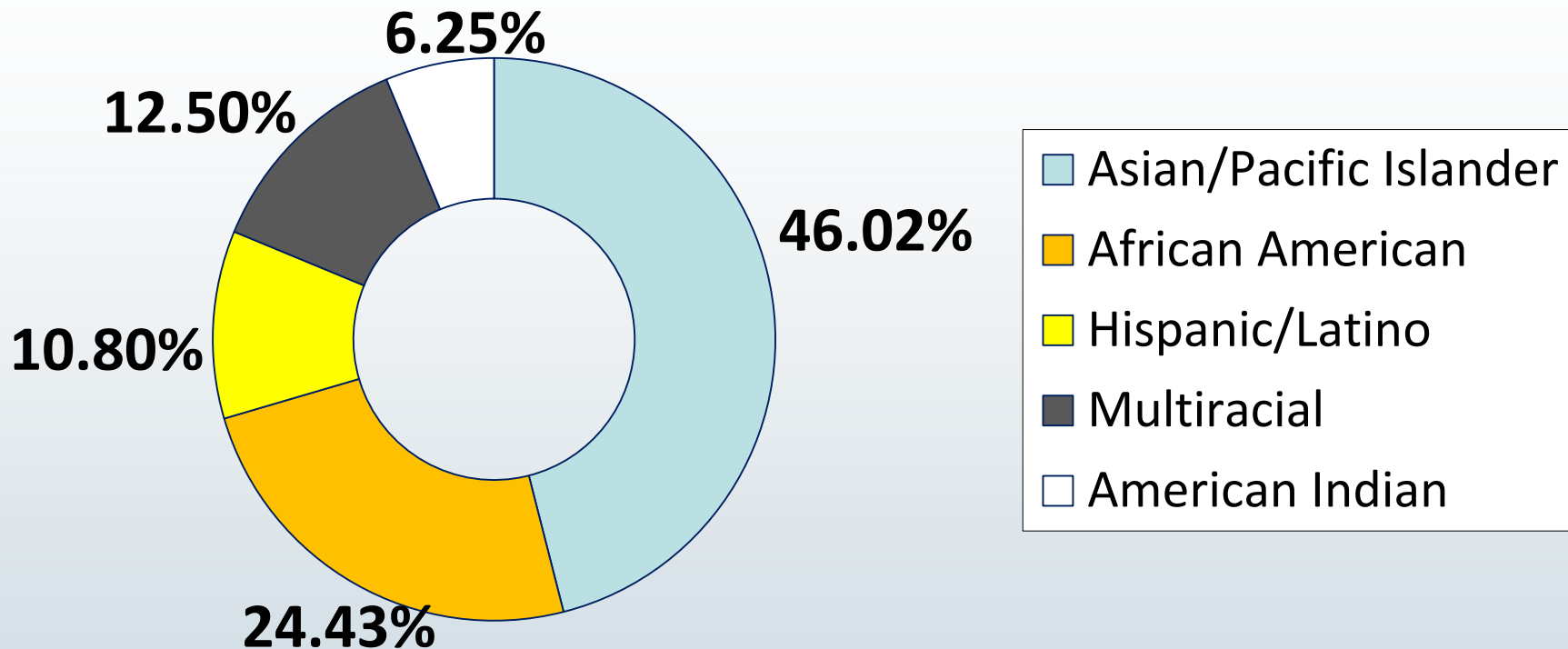
Overall Member Attorneys by Ethnicity

2375 Total Member Lawyers in 2016



Overall Attorneys of Color by Ethnicity

Member firms have 178 Attorneys of Color.



Where do our lawyers of color come from?

Overall-

- #1 University of Minnesota (63/178 reported)
- #2 William Mitchell College of Law (27/178 reported)
- #3 St. Thomas University (8/178 reported)
- #4 Howard (8/178 reported)
- #5 Harvard University (6/178 reported)
- #T6 University of Michigan (6/178 reported)
- #T6 University of Wisconsin (5/178 reported)

New schools added this year: UCLA, U Chicago, U of Berkley, Virginia

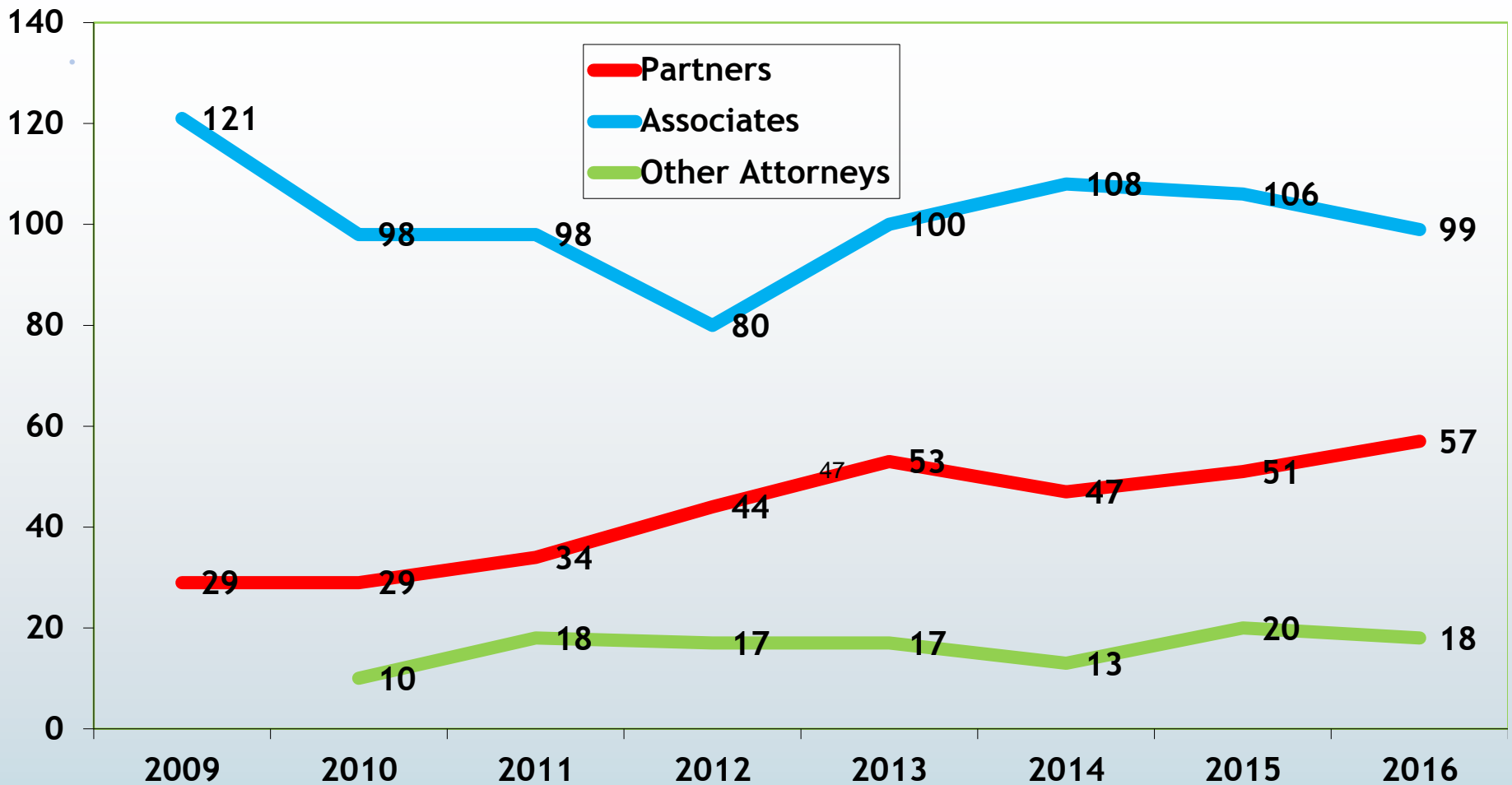
Flying Squad Schools

- #1 Wisconsin (5/178) (#7 overall)
- #2 Northwestern University (4/178) (#9 overall)
- #T3 Loyola-Chicago (1/178)
- #T3 University of Chicago (1/178)

Law Firm Members Data

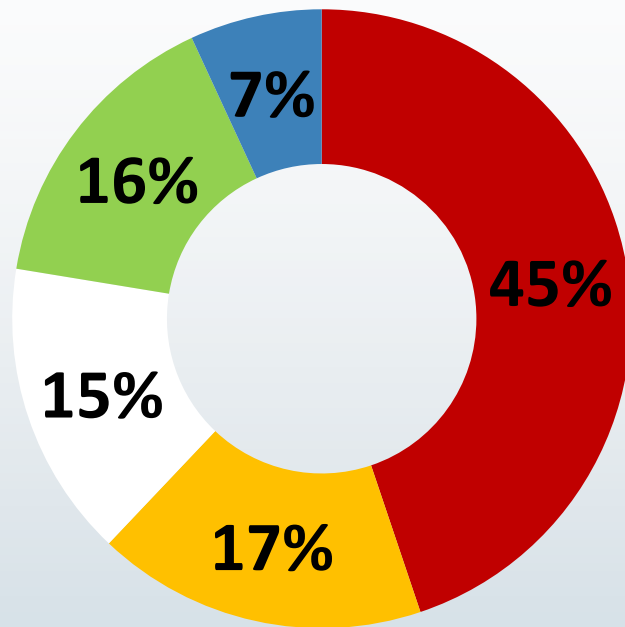
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Breakdown: Law Firm Members Attorneys of Color | By Position



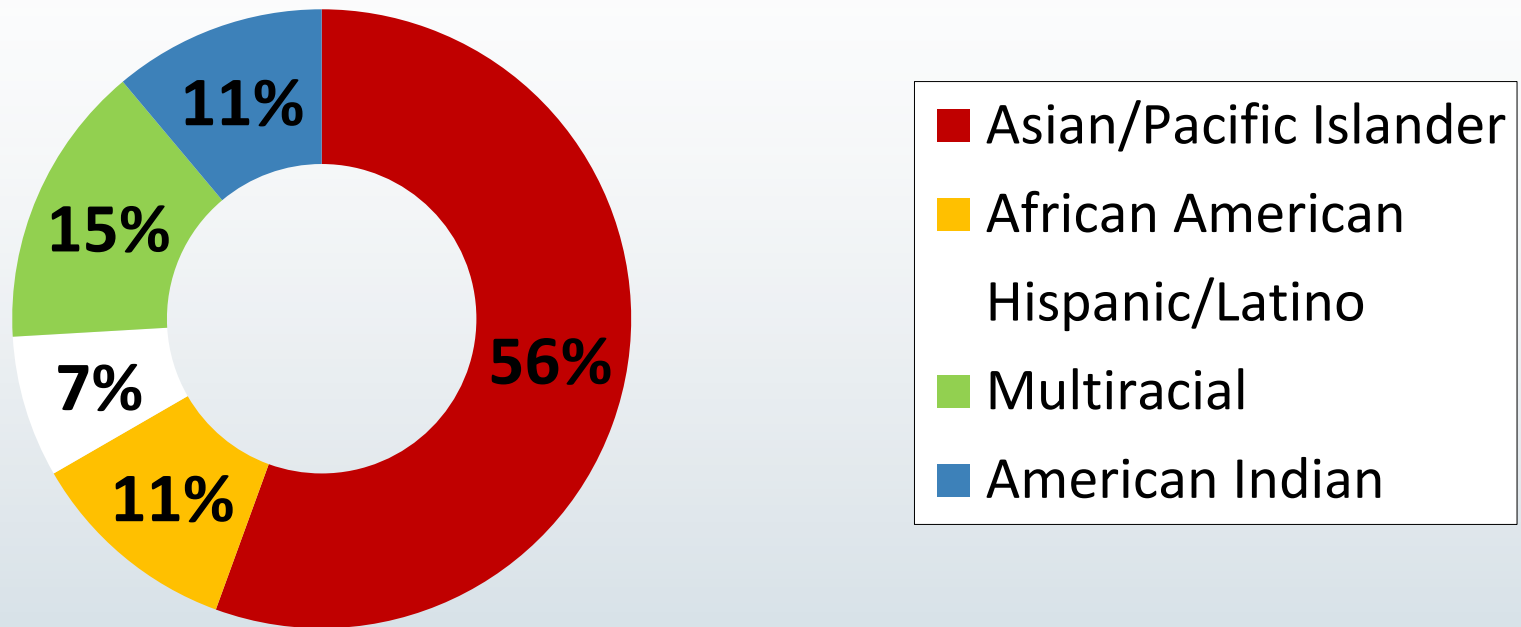
Partners of Color by Ethnicity

Member firms have 59 Partners of Color.



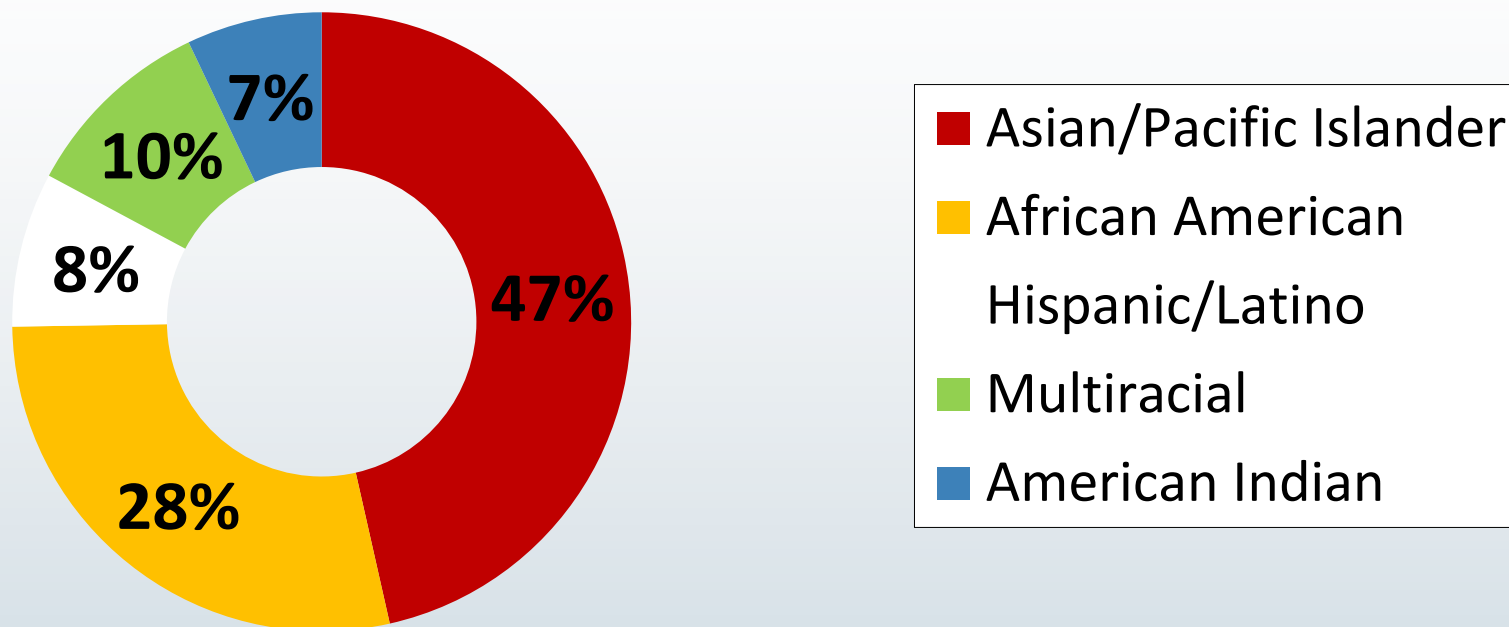
Women Partners of Color by Ethnicity

There are 23 Female Partners of Color.



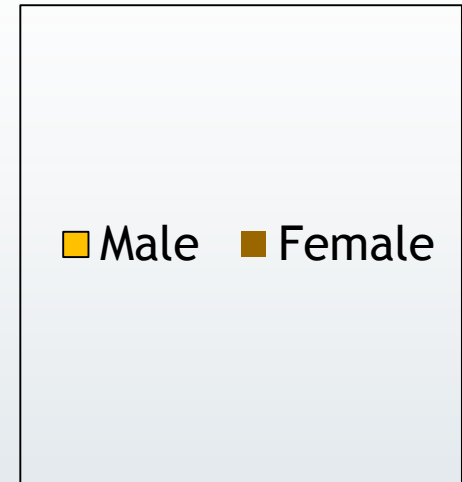
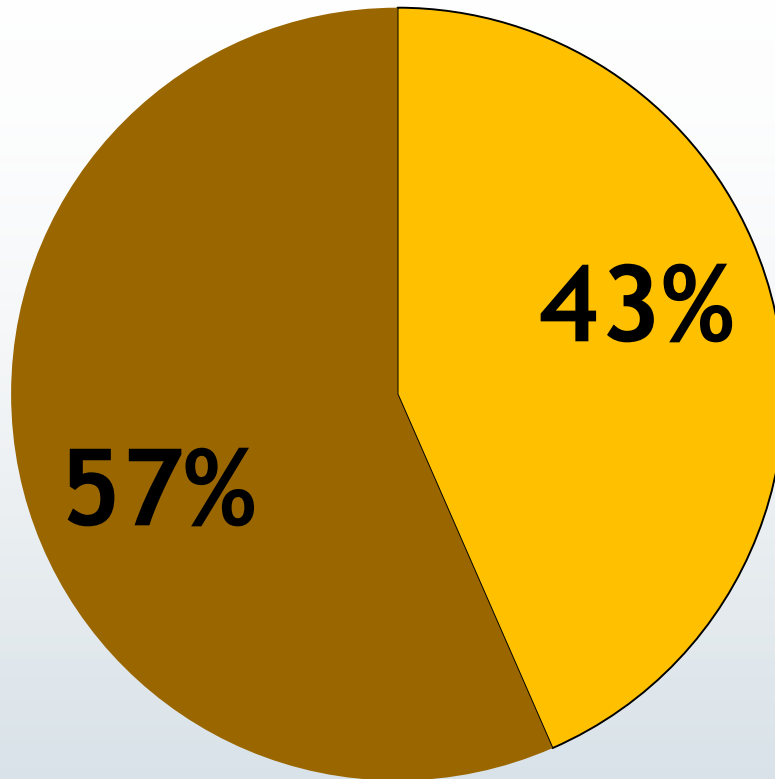
Associates of Color by Ethnicity

There are 99 Associates of Color.



Associates of Color by Gender

Member firms have 99 Associates of Color.



% Attorneys of Color based on firm size

Large Firms (100+ attorneys in MSP metro)

Total Attorneys of Color: 109

Total Attorneys: 1567

Percent Attorneys of Color: 6.96%

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

Total Attorneys of Color: 35

Total Attorneys: 607

Percent Attorneys of Color: 5.77%

Small Firms (1-30 attorneys in MSP metro)

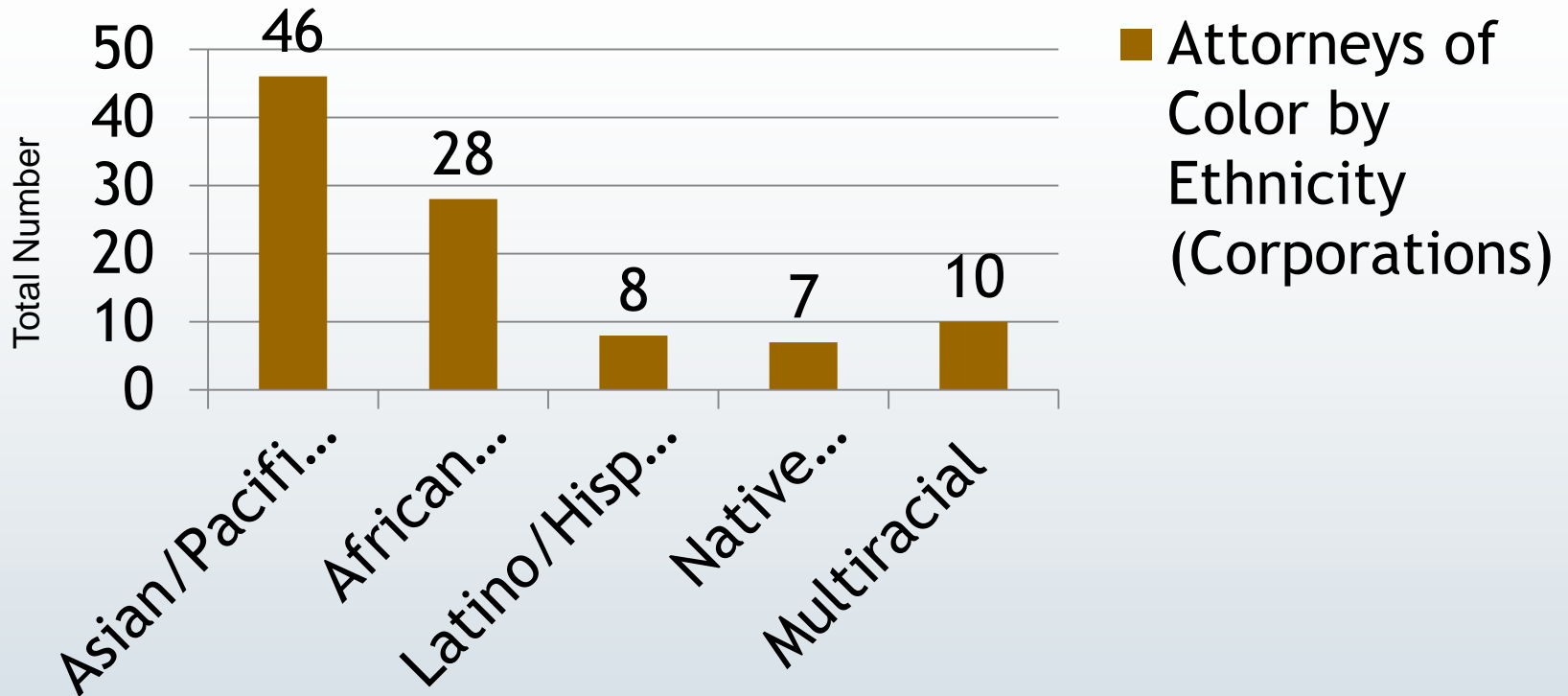
Total Attorneys of Color: 34

Total Attorneys: 162

Percent Attorneys of Color: 21%

Attorneys of Color by Ethnicity (Corporations)

Attorneys of Color by Ethnicity (Corporations)*



*Reflects data from 12 of 16 member corporations