



## Executive Director

Diversity in Practice seeks applicants and nominations of highly qualified individuals for the position of Executive Director.

Diversity in Practice is a nonprofit association comprised of the leading Twin-Cities legal employers with the vision to create a vibrant and inclusive legal community and mission to strengthen the efforts of member organizations to attract, recruit, advance, and retain attorneys of color. Our organization is dedicated in taking a leadership role in advancing diversity by engaging the following 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.

We turn good intentions into action through the active participation of all our members, a full-time Executive Director and a dedicated support staff. We are not about theory. We're about putting diversity into practice and promoting the Twin Cities of Minneapolis/St. Paul as a great place for attorneys of color to develop professionally and personally. Our organization's work is multi-faceted and committed to bringing our message to the public through timely, innovative programming, progressive initiatives, and open lines of communication.

Reporting to the Twin Cities Diversity in Practice (TCDIP) Board of Directors, the Executive Director will serve as primary leader, manager, coordinator, and liaison for TCDIP to its member organizations, individual members, staff, and outside communities. This position requires a person driven to be a "diversity champion" in the Twin Cities legal community, and be open to working not only with TCDIP's member organizations, but also with the Twin Cities affinity bars, local law schools, sister organizations, and national professional organizations. The position requires an innovative and creative approach to the programming offered by TCDIP-- through a willingness and ability to marshal volunteers to implement programming, and the ability to maintain certain TCDIP events and functions now formalized as part of TCDIP's annual calendar. The Executive Director will be a key member of the Board of Directors, guiding discussions on pertinent diversity and inclusion issues and initiatives, while also driving TCDIP's implementation of its strategic plan. This individual will be responsible for managing and developing TCDIP's staff, and updating the Board on staffing needs or changes.

The ideal candidate will be an exceptionally accomplished, distinguished, and seasoned executive with a minimum of 10 years of experience in the diversity and inclusion arena; have a strong business orientation, be self-motivated, and exhibit a passion for understanding TCDIP, its mission and strategic plan, and contributing in a meaningful way to its strategy and long term strategic goals; have proven leadership skills, dynamic oral and written communication skills, demonstrated management experience, the ability to utilize social media for organizational branding, and have a JD from an accredited law school. The successful candidate must approach this role from an experienced attorney perspective and demonstrate a high degree

of ethics and integrity, as well as strategic/conceptual thinking capabilities.

Please send applications, inquiries, nominations, and referrals to our search consultants at Korn Ferry Futurestep by email at [TCDIP\\_ED@kornferry.com](mailto:TCDIP_ED@kornferry.com).

TWIN CITIES DIVERSITY IN PRACTICE IS AN EQUAL OPPORTUNITY EMPLOYER AND STRONGLY ENCOURAGES DIVERSE CANDIDATES TO APPLY.