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.

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

Strategic Priorities	Deepen Member Engagement and Involvement	Expand TCDIP's Influence as a Diversity and Inclusion Leader	Align Organization Capacity to Meet Opportunities

Strategies
 	
• **High level actions**
	1. Enhance platform for members to engage in challenging conversations.
	  • Clarify and inform members about responsibilities and benefits.
	
	2. Expand and further develop Diversity Champions among members.
	  • Engage middle management and organizational committee leadership.
	  • Incorporate leadership series for chairs of diversity & inclusion, hiring and professional development within firms and companies.
	
	3. Reengage alumni.
	  • Identify senior alumni lawyers to bolster participation.
	  • Identify young lawyers for ongoing engagement.
	
	4. Support initiatives to foster more inclusive work environments.
		1. Identify and facilitate opportunities for TCDIP members to be more active in community collaborations aimed at creating a more inclusive legal community.
		
		2. Leverage attract/recruit programs both locally and nationally to increase overall number of diverse attorneys.
		  • Increase member participation in 1L program.
		  • Increase opportunities to engage with local 1Ls through enhanced ambassador programming.
		
		3. Increase visibility of TCDIP within the broader community locally and nationally.
		  • Promote innovations and achievements.
		  • Foster deep and intensive web traffic and sharing of web content.
		
		4. Develop opportunities for member organizations to lead D & I initiatives
			1. Assess current organizational structure and ability to meet existing and emerging opportunities.
			  • Review ED and EA current responsibilities to create appropriate job descriptions.
			  • Develop a succession plan for staff leadership.
			  • Identify structural needs to ensure program effectiveness and efficiencies.
			  • Align business model with organizational needs to meet strategic priorities.
			
			2. Build board leadership and understanding of nonprofit governance responsibilities.
			  • Conduct annual board self assessment to identify areas of strengths and for growth.
			  • Review and update board composition, roles and expectations.
			  • Develop three-year board leadership

	• Provide toolkits and frameworks of promising practices for member organizations to apply within their firms or companies. 5. Use established tracking system to increase member involvement and meet measureable targets. • Create recognition program for meeting or exceeding expectations.	within the broader legal community.	succession plan. • Provide ongoing board development and leadership training.