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LEADERSHIP
What an exciting time to serve as a new co-chair for Twin Cities Diversity in Practice’s Board of Directors. I feel fortunate to be starting from a strong foundation and active commitment to our mission. In 2017, long-time Executive Director Val Jensen left the organization after 10 years of tremendous growth. We are grateful for her many years of positive impact and leadership to the organization. Twin Cities Diversity in Practice continued with its core programming, promoting diversity and engaging member organizations to create more inclusive workplaces – with the 1L clerkship program, Minnesota Minority Recruitment Conference, Ambassador Program, and always -popular professional development events (including an inspiring discussion with RT Rybak). A particular highlight for me in 2017 was the opportunity to see more closely the extraordinary work being done by and through our Young Lawyers Group. As we searched for a new executive director, discussions reaffirmed the direction of our strategic plan – with a focus on engagement and service to members, whose efforts to support inclusive practices will have the greatest impact on the retention and advancement of diversity in the legal profession. I look forward to working with Summra as we continue to challenge each other to embrace diversity in 2018.

2017 started where 2016 left off, living the mission of Twin Cities Diversity in Practice – excellent programming, membership growth, and two new staffers to support the executive director. However, halfway through the year, it became clear transition was coming as our long-serving Executive Director, Val Jensen, said she was ready to leave after ten years. We launched a national search - to find the organization’s third Executive Director, while still carrying on the day-to-day activities of Twin Cities Diversity in Practice. Looking back at 2017, it was a time of learning and growth at all levels of this organization’s leadership – from Board members and Committee chairs, to the Young Lawyers Group, and myself. We looked at what we hoped for the future of Twin Cities Diversity in Practice, and how its next Executive Director may be encouraged, supported and engaged to take this organization to the next level. 2018 will be great, not without challenges, but full of hope for the future of this amazing organization and the members it serves.
EXECUTIVE DIRECTORS’ MESSAGE

APUR PATEL
Vice Chair, Interim Executive Director and President, Twin Cities Diversity in Practice

2017 was a year of transition for Twin Cities Diversity in Practice. The organization changed leadership for the first time in nearly 10 years. This transition created an opportunity to look back at the tremendous growth of our organization, to celebrate our members’ successes, and to think about the future ahead. As we conducted our search for a new leader, we heard from many people connected to Twin Cities in Diversity – individuals in our member organizations, volunteers on our committees, the Board of Directors and those who served on our search committee. We saw first-hand their energy and passion for our mission, we heard them speak about the vital importance of the organization in the communities we serve, and we shared their desire to seize the momentum to make positive change. We’re excited about our new Executive Director and are confident that she will bring vision and leadership to Twin Cities Diversity in Practice as we move into the next chapter in the organization’s story. Under Summra’s leadership, Twin Cities Diversity in Practice’s future is bright and vibrant.

SUMMRA M. SHARIFF
Executive Director and President, Twin Cities Diversity in Practice

Thank you to the TCDIP community for the warm welcome as I embark on this new adventure! In these first few weeks, my goal is to listen to our members and stakeholders to learn more about you and your organizations’ diversity and inclusion goals. As I hear from you, one thing is clear: we all want to do more to advance diversity and inclusion in the legal profession. And we will. One stubborn challenge legal employers face is the lack of attorneys of color in the upper ranks of organizations. At the same time, it is no secret that the legal profession is facing a wave of retirements in the near future. As organizations think about succession planning, how do we make sure attorneys of color are at the forefront when the batons are passed? This is a question we will answer together.

It is an exciting time for us to shape the future of our community. With a deep bench of talented and influential leaders on the Board and in our membership, TCDIP brings together the best in the business and legal community. Working together, we can harness our collective ideas and energies to push TCDIP’s mission forward. Building on our past successes and lessons learned, my goal is to make sure this organization is nimble, effective and ready to work alongside you. Let’s go!
DEEPENING MEMBER ENGAGEMENT

OPEN

Twin Cities Diversity in Practice provides a forum where members can engage in honest, frank, and open conversations. Through these dialogues, members build a deeper understanding of inclusion.

YOUNG LAWYERS GROUP

2017 was an important and successful year for the Young Lawyers Group. The Young Lawyers Group consists of 38 young attorneys and exists to support the efforts of Twin Cities Diversity in Practice by focusing on professional development, community building, meaningful business development and mentorship for young attorneys of color. In 2017, among many of its accomplishments, the YLG organized its first in-house counsel networking event in partnership with Cargill. This first-of-its-kind event allowed the YLG to network with Cargill in-house counsel and showcase the depth of talent and experience of YLG attorneys as they delivered a “mock pitch.” This event was so successful that we are planning additional events at other TCDIP Corporate Member law departments. Personally, I can say that TCDIP has been an invaluable part of my career so far by connecting me with other diverse attorneys in the Twin Cities as well as providing opportunities for me to build strong relationships with leaders from our corporate members. I am truly thankful for the TCDIP leadership and membership that continues to build a more inclusive legal community, a critical requirement to advance and retain attorneys of color in the Twin Cities.

– Roger Maldonado, Faegre Baker Daniels, Co-Chair Young Lawyers Group, Twin Cities Diversity in Practice
“Being active in both the Young Lawyers Group and the Professional Development committee has allowed me to connect with others in the Twin Cities legal community. It also encourages me to strategically think about programs that make both immediate and long-lasting impact on diversity and inclusion in the legal workplace.” – Jihan Jenkins, Cargill, Inc.

ACCOUNTABLE

Oftentimes when we hear the word “accountable” we think of a financial or transactional process. But being accountable also applies to relationships and being responsible for carrying out the vision and values of Diversity in Practice.

WELCOME TO OUR NEW MEMBERS IN 2016-2017

• Jones Day
• Maslon LLP
• Bassford Remele, P.A.
• Schwegman Lundberg & Woessner, P.A.
• SUPERVALU
• Jackson Lewis
• Mueting, Raasch & Gebhardt, P.A.

2017 ANNUAL MEETING

“Panelists gave great personal stories. What resonated was the differences in each of their experiences, especially professionally. It reminded me of the diversity within diversity. But also loved the final thoughts on what they would like to see happen, and I took away ‘Just Do It’, and ‘put yourself in a situation where you are the only one...’” – Attendee, TCDIP Annual Meeting
DEEPENING MEMBER INVOLVEMENT

COLLABORATIVE

We are fortunate to have the support of and the opportunity to work with our local members as well as with local bar associations and pipeline organizations representing many diverse communities. It is how we build a more inclusive legal community which is critical for retention.

PROFESSIONAL DEVELOPMENT

Kevin Wright Leadership Seminar

“The presentation contained so many things for me to think about and learn from. I had several eye-opening moments and I appreciated them all. I grew from attending this presentation and I really appreciate that.”

- Attendee

Understanding Micro-behaviors and How They Impact the Workplace CLE with Kimberly Rattley

“This presentation really made me think about the best/most constructive way to address harmful behaviors when I see them or experience them. It also made me think more about identifying my own unconscious biases and assumptions.”

- Attendee
“I truly appreciate Twin Cities Diversity in Practice and all that it offers its members - namely a platform by which diverse attorneys can connect, support each other, and strengthen the Twin Cities legal community. The organization emphasizes the importance of genuine engagement and I honestly look forward to participating in TCDIP events as valuable opportunities to develop authentic relationships with attorneys that also value diversity and inclusion.” – Tessa Mlsna, Gray Plant Mooty

“The panelists gave great personal stories. What resonated was the differences in each of their experiences, especially professionally. It reminded me of the diversity within diversity.” – Attendee, TCDIP Annual Meeting
“This was an excellent event and great opportunity especially for first generation law students who have never seen a large private firm or met with different attorneys to be candid about their questions. This event is definitely worth the time that I hope every law student of color should take advantage of!” – Law Student Attendee, 2017 Ambassador Program Kick-Off

“I really liked the panel, especially the advice about how people of color internalize failure especially in their first year of law school. It helped me be more mindful of how hard on myself I am.” – First Year Law Student Attendee, 1L Bootcamp

EXPANDING INFLUENCE

EVOLUTIONARY

Diversity in Practice, through its programming and initiatives, is on the forefront of advancing diversity and inclusion in the legal market. Whether through our Sponsorship Program or high profile speakers on a range of topics, we continue to evolve and provide our members with tools and resources which can impact them personally and professionally.
TWIN CITIES DIVERSITY IN PRACTICE
BY THE NUMBERS

56 member organizations

3000 attorneys

300 approved CLE credits given out to our members

1300 members registered for our events

19 1L Clerks

68 mentor/mentee pairs in Ambassador program

28 employers participated in the Midwest Minority Recruitment Conference
LEADERSHIP

2017 BOARD MEMBERS

Gulzar Babaeva  
Target
Debra Berns  
UnitedHealth Group
Caryn Boisen  
Larson King
Neera Chatterjee  
Wells Fargo & Company
Assistant Treasurer
Alfred Coleman  
Gray Plant Mooty
Ken Cutler  
Dorsey & Whitney
Ross D’Emanuele  
Dorsey & Whitney
Sarah Duniway  
Gray Plant Mooty
Tom Froehle  
Faegre Baker Daniels
Tim Gelinsky  
Briggs and Morgan
Malika Kanodia  
Best Buy
Jeanine Lee  
Stinson Leonard Street
Roger Maldonado  
Faegre Baker Daniels
Jennifer Miernicki  
Faegre Baker Daniels
Secretary
Dan Millea  
Zelle
Treasurer
Kathy E. Noecker  
Faegre Baker Daniels
Co-Chair
Dennis M. O’Malley  
Ballard Spahr
Apur Patel  
Cargill, Inc.
Co-Chair
Jill Radloff  
Stinson Leonard Street LLP
Denise Rahne  
Robins Kaplan LLP
Roshan Rajkumar  
Bowman & Brooke LLP
Co-Chair
Mary Ranum  
Fredrikson & Byron
Brent Robbins  
General Mills
Eric Rucker  
3M
Steven Schumeister  
Robins Kaplan LLP
Warren “Kip” Steincross  
Wells Fargo & Company
Sara Stenberg-Miller  
U.S. Bank
Scott Wilensky  
Xcel Energy
Laura Witte  
Cargill, Inc.

2017 CORPORATE AND LAW FIRM MEMBERS

Corporate Members

3M
Best Buy
Boston Scientific
Cargill, Inc.
Ecolab, Inc.
General Mills
Medtronic
Land O’ Lakes, Inc.
Securian Financial Group, Inc.
SuperValu
SurModiics
Target
Thrivent Financial
Travelers
UnitedHealth Group

Law Firm Members

Barnes & Thornburg LLP
Blackwell Burke, P.A.
Bowman and Brooke LLP
Briggs and Morgan, P.A.
Carlson Casper, P.A.
DLA Piper
Dorsey & Whitney LLP
Faegre Baker Daniels LLP
Felhaber, Larson, Fenlon & Vogt, P.A.
Fish & Richardson P.C.
Foley & Mansfield PLLP
Fox Rothschild LLP
Fredrikson & Byron, P.A.
Gray Plant Moody
Greene Espel PLLP
Hamre, Schumann, Mueller & Larson P.C.
Jackson Lewis
Jones Day
Larkin Hoffman Daly & Lindgren Ltd.
Larson King LLP
Lindquist & Vennum LLP
Littler Mendelson P.C.
Maslon LLP
Meagher & Greer PLLP
Merchant & Gould P.C.
Moss & Barnett
Mueing, Raasch & Gebhardt, P.A.
Nilan Johnson Lewis, P.A.
Norton Rose Fulbright LLP
Ogletree Deakins
Robins Kaplan LLP
Sapientia Law Group, PLLC
Schwegman, Lundberg
Woessner, P.A.
Stinson Leonard Street LLP
Stoel Rives LLP
Winthrop & Weinstine, P.A.
Zelle LLP
**2017 COMMITTEE PARTICIPANTS**

**Corporate**
- Laura Witte – Cargill, Inc. (Chair)
- Kevin Rhodes – 3M
- John Crimmins – General Mills
- Sara Stenberg-Miller – U.S. Bank
- Kip (Warren) Steincross – Wells Fargo & Company
- Scott Willensky – Xcel Energy
- Katie Roek – Cargill, Inc.

**Marketing**
- Heather Klebenstein – Merchant & Gould (Co-Chair)
- Pamela Roemer – Maslon (Co-Chair)
- Rotuolo Adebiyi – Thrivent Financial
- Gretchen Milbrath – Winthrop & Weinstine, P.A.
- Rory Zamansky – Zelle

**Membership**
- Caryn Boisen – Larson King LLP (Chair)
- Roshan Rajkumar – Bowman & Brooke LLP
- David McKinney – Ogletree Deakins
- Cassandra Headrick – Travelers
- Jennifer Miernicki – Faegre Baker Daniels
- Lee Hutton III – Barnes & Thornburg
- Mary Ranum – Fredrickson & Byron

**Metrics Working Group**
- Laura Witte – Cargill, Inc. (Co-Chair)
- Kathy Noecker – Faegre Baker Daniels (Co-Chair)
- Ken Cutler – Dorsey & Whitney
- Brandon Vaughn – Robins Kaplan, LLP
- Ann Anaya – 3M
- Marlon Cush – UnitedHealth Group
- Tracy Johnson – Cargill, Inc.

**Professional Development Committee**
- Gulzar Babaeva – Target Corp. (Chair)
- Jihan Jenkins – Cargill, Inc.
- June Cheng – Fredrikson & Byron
- Sarah Oquist – Sapientia Law Group
- Aleida Conners – Fredrikson & Byron, P.A.
- Chris Fowlkes – Barnes & Thornburg
- Umut Ozturk – Larson King
- Angie Roell – Gray Plant Mooty
- Elizabeth Kniffen – Zelle

**Recruiting Committee**
- Megan Friedrich – Merchant & Gould
- Nancy Howard – Fredrikson & Byron
- Martha Capper – Robins Kaplan LLP
- Kendra Brodin – Briggs & Morgan
- Angie Roell – Gray Plant Mooty
- Lynda Moore – Stinson Leonard Street
- Martha Gentilini – Gray Plant Mooty
- Patty Sachs – Winthrop & Weinstine, P.A.
- Claire Zeise – Dorsey & Whitney

**Recruiting Committee (continued)**
- Jodi Schmidt – Gray Plant Mooty
- Sandy Ricci – Winthrop & Weinstine, P.A.
- Kristine Mckinney – Fish & Richardson
- Mariella Piilola – Larkin Hoffman Daly & Lindgren
- Elizabeth Kniffen – Zelle
- Trisha Selden – Faegre Baker Daniels
- Sarah Gorajski – Littler Mendelson
- Kristine Manikowski – Fish & Richardson
- Krista Gylling – Faegre Baker Daniels
- Anna Lloyd – Stinson Leonard Street
- Ann Jenrette-Thomas – Stinson Leonard Street
- Lisanne Weisz – Faegre Baker Daniels
- Astrid Eglitis – Maslon
- Daniel Taylor – Faegre Baker Daniels

**Young Lawyers Group**
- Chris Pham – Fredrikson & Byron
- Malika Kanodia – Best Buy (Co-Chair)
- Aalok Sharma – Stinson Leonard Street
- Roger Maldonado – Faegre Baker Daniels (Co-Chair)
- Dadri-Anne Graham – Faegre Baker Daniels
- Julia Nierengarten – Meagher & Geer
- Adine Momoh – Stinson Leonard Street
- Rachel Davis – Stinson Leonard Street
- Neera Chatterjee-Wells Fargo
- Andrea Rosa – Wells Fargo
- Jihan Jenkins – Cargill, Inc.
- Colleen McGarry – Fox Rothschild
- Leah Leyendecker – Gray Plant Mooty
- Alexandria Reyes – Blackwell Burke
- Katie Muller – Larkin Hoffman Daly & Lindgren
- Tessa Mlsna – Gray Plant Mooty
- Jamal Knight – Faegre Baker Daniels
- Shauro Bagchi – Maslon
- Mari Kaluza – Maslon
- Emily Brandes – Jones Day
- Eriin Westbrook – Gray Plant Mooty
- Paula Kane – Dorsey & Whitney
- Tiana Towns – Dorsey & Whitney
- Richard Greiffenstein – Jackson Lewis
- Lance Bonner – Faegre Baker Daniels
- Courtney Lawrence – Faegre Baker Daniels
- Allyson Petersen – Nilan Johnson
- Kaleb Rumicho – Fredrikson & Byron
- Jada Lewis – Stinson Leonard Street
- Stacie Linguist – Faegre Baker Daniels
- Kara Gray – Gray Plant Mooty
- Jenny Warfield – Faegre Baker Daniels
- Samuel Ainkalian – Minnesota Vikings
- Sarah Bartlett – Faegre Baker Daniels
- Sami Al-Marzoog – Faegre Baker Daniels
- Sanaa Assa – Larson King

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- Lance Bonner – Faegre Baker Daniels
- Courtney Lawrence – Faegre Baker Daniels
- Allyson Petersen – Nilan Johnson
- Kaleb Rumicho – Fredrikson & Byron
- Jada Lewis – Stinson Leonard Street
- Stacie Linguist – Faegre Baker Daniels
- Kara Gray – Gray Plant Mooty
- Jenny Warfield – Faegre Baker Daniels
- Samuel Ainkalian – Minnesota Vikings
- Sarah Bartlett – Faegre Baker Daniels
- Sami Al-Marzoog – Faegre Baker Daniels
- Sanaa Assa – Larson King
A Vibrant, Diverse & Inclusive Twin Cities Legal Community Supports These 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

80 South 8th Street
Suite 2200
Minneapolis, MN 55402

web: diversityinpractice.org
email: info@diversityinpractice.org
phone: 612.333.8024
fax: 612.677.3998

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

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