



TCDIP MEMBERSHIP DUES INCREASE

Frequently Asked Questions

What is the Wanton Injustice Legal Detail (WILD)?

Why WILD? Why now?

The Wanton Injustice Legal Detail (WILD), an affiliate 501(c)(3) of Twin Cities Diversity in Practice (TCDIP), was borne out of the tragic murder of George Floyd to provide a platform through which attorneys and other legal professionals can actively combat anti-Black racism and all forms of racism through direct partnerships with existing community organizations. The organization was created to leverage the collective power of TCDIP's membership to take direct, concrete steps to address the pervasive systemic racism in the Twin Cities. WILD is an opportunity for professionals from TCDIP Members to use their expertise, resources, and contacts to affect meaningful and strategic change.

What is WILD's vision?

WILD's vision is to create a Twin Cities community free of anti-Black racism and all forms of racism.

What is WILD's mission?

WILD's mission is to provide a platform through which TCDIP Members can actively combat anti-Black racism, and all forms of racism, through direct support and partnerships with existing community organizations aligned with WILD's mission and work.

How will WILD be funded?

The organization will be funded through an allocated portion of the annual dues paid by TCDIP Members. WILD will not be fully funded until TCDIP's phased membership dues increase is complete in 2025. To address the short-term budget deficit, the WILD's board of directors approved establishing a Founders Circle - a group of individuals and entities passionate about the WILD's mission - to support WILD's immediate financial requirements. See below for more information about membership dues.

Governance and Oversight

Who will be in charge of the day-to-operation of the organization?

WILD is governed by a board of directors and an executive committee comprised of TCDIP Members. WILD will be staffed by an Executive Director and Program Manager, who will have the following responsibilities:

- The **Executive Director** of TCDIP will also serve as the Executive Director of WILD to create an additional layer of mission alignment and connectivity between organizations. The Executive Director will manage WILD staff and oversee communications between WILD and its leadership and the greater community.
- The **Program Manager** will be responsible for working directly with partner organizations to develop volunteer engagements and define the scope and initial time frame for support. They will also proactively seek opportunities to further WILD's mission through project work and policy advocacy.



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As WILD grows, it will bring on a Communications Coordinator and Administrative Assistant to support the organization's program areas and operational needs.

Is WILD an advocacy organization?

WILD is a registered 501(c)3 and must comply with IRS regulations to maintain non-profit status. This specifies WILD's activities and how funds are spent. WILD is not a lobbying organization, nor does it influence specific legislation through its programming. The organization's advocacy efforts will encompass activities educating the public on the importance of WILD's mission and work in each program area to eliminate anti-Black racism and all forms of racism.

Important Note: TCDIP facilitates connections between community organizations and volunteer attorneys. As with any volunteer opportunities circulated by TCDIP, please consult with your organization's policies on pro bono and volunteer work prior to participating as needed. There is not a stated assumption or expectation that TCDIP Members explicitly endorse the activities of WILD.

WILD's Programs

What are the organization's six program areas?

Currently, WILD's work is rooted in six areas, which will evolve over time with input from WILD's board, volunteers, and staff. Our goal is to align efforts with WILD's mission.

- Education Inequality
- Addressing Systemic Racism in Policing
- Voting Rights
- Housing
- Rebuilding the Black Community and Access to Wealth Opportunities
- Disaster Recovery

We encourage you to visit WILD's web page at <https://diversityinpractice.org/wild/>.

How does WILD choose its work?

All new projects and program areas will be approved and voted on by the full WILD Board. WILD will partner with existing community organizations that are rooted in anti-racism work. New partner organizations will complete a form and WILD's program manager will provide details of specific projects, intended outcomes, and partners.

How can member organizations and attorneys inform and support the work of WILD?

WILD is an organization powered by volunteer attorneys within the TCDIP community. In addition to board service and governance roles, attorneys can lead program areas in partnership with the Program Manager and community partners, serve as volunteers on specific WILD projects, and donate their time to WILD initiatives. Volunteers will be recruited based on specific project plans by the Program Manager. The goals, timeframes, and outcomes of each project will be determined with partner organizations prior to project implementation and approval by the WILD Board.



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TCDIP Membership Dues Overview

Why are TCDIP membership dues increasing?

Membership dues are a vital source of funding for the organization and allow us to work collectively to achieve our goal of building a vibrant, diverse, and inclusive legal community in the Twin Cities. As an organization, we heard the calls for action after the murder of George Floyd in 2020, and for the first time in almost 10 years, we are increasing membership dues to fund a newly-formed affiliate nonprofit organization - the Wanton Injustice Legal Detail (WILD) - and sustain TCDIP's programming and services to attract and retain attorneys of color.

We invite you to join us in WILD's work by remaining a committed Member of TCDIP. The work of WILD is fundamental and necessary to TCDIP's vision to create a vibrant and inclusive legal community.

What is the new membership dues structure?

Below is a table that illustrates our new tiered structure, which will be implemented over a four-year period beginning in January of 2022

Membership Tier	Member Organization Size (number of attorneys in Twin Cities)	Membership Fee
I	<20	\$4,750
II	21-40	\$6,950
III	41-60	\$11,025
IV	61-100	\$17,475
V	101-150	\$25,500
VI	151-250	\$37,450
VII	250+	\$39,450

As the membership dues are increased over the next four years, the first \$550,000 in revenue will be directed to TCDIP, with the remaining amount directed to WILD. By 2025, both TCDIP and WILD will be fully funded through membership dues.

What does a membership dues increase mean for TCDIP?

We entered 2021 a changed organization with an expanded understanding of what we are called to do if we are genuinely committed to our vision of a vibrant and inclusive legal community. With guidance from our Members, in 2020 we adapted programming to an online format and responded to the call for racial justice with relevant programming. We organized over 12 Healing with Intent Sessions, facilitated by mental health professionals, to help the legal community process the trauma and turmoil last summer, and over 800 people attended our "Activating Allyship to Combat Anti-Black Racism" webinar. We did all this while also maintaining our core programming, like



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the TCDIP IL Clerkship program, providing professional and business development opportunities, and more. Our Board determined it is vital to keep the mission of TCDIP front and center by offering more direct anti-racism initiatives and programming for our Members while remaining flexible and adaptable to changing needs.

Who approved the TCDIP membership dues increase?

Earlier this year, the TCDIP Board of Directors asked the Executive Director and consulting team, TerraLuna Collaborative, to review the approved budgets for both organizations to determine the best opportunity for sustainable funding. The result of this research was a recommendation to increase membership dues, which was shared with and approved by the Executive Committee members and Board of Directors.

When will my organization's TCDIP membership dues increase?

The increase is effective January 1, 2022. However, to reduce the immediate impact of a dues increase on our Member Organizations, we have implemented a phased structure - occurring over four to five years - which increases each Member Organization's dues by roughly 25% annually until their tier is reached. Later this fall, we will begin the membership renewal process and your invoice will be based on your current headcount, which may place your organization in a different tier.