

# INFORMATION FOR EMPLOYERS



Building careers in  
the legal industry.

## TCDIP 1L CLERKSHIP 2023

For over a decade, the TCDIP 1L Clerkship has helped to launch the careers of law students of color in the Twin Cities. We strengthen the legal talent pipeline with strategic partnerships between TCDIP Members from law firms and corporate legal departments. Over the summer, clerks gain valuable insights by working alongside in-house and law firm attorneys to develop relationships and sharpen their legal skills.

Clerks also learn about the Twin Cities legal community by participating in mentoring and professional development programs organized by TCDIP. The 1L Clerkship is a great opportunity for TCDIP Members to collaborate, deepen relationships and create a more inclusive legal community!



### IMPORTANT DATES:

**October 3, 2022:** Program registration opens for Employers

**October 28, 2022:** Employer registration closes



Visit our website for more information:

<https://diversityinpractice.org/tcdip-1l-clerkship/>

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### **How are TCDIP 1L Clerks recruited and hired?**

TCDIP promotes the program to top 100 law schools nationwide, HCBUs, and law schools in the Midwest to help collect a diverse pool of candidates. Law students apply directly with participating law firm Members based on instructions posted on the TCDIP website. The law firms are responsible for screening, selecting and hiring TCDIP 1L Clerks in coordination with their corporate partner.

### **What are the compensation guide lines for TCDIP 1L Clerks?**

Law firm Members are responsible for paying a salary to the summer clerk for the entire clerkship period, including the time clerks are working with the corporate Member. TCDIP does not provide specific compensation guidelines but asks that Members pay TCDIP 1L Clerks at the same rate as other 1L students working at their organization.

### **How are pairings determined between Law Firm Members and Corporate Members?**

We ask that law firm Members and corporate Members communicate with each other and determine their pairings in advance of registering for the TCDIP 1L Clerkship Program. If your organization needs assistance in developing a pairing, please contact [info@diversityinpractice.org](mailto:info@diversityinpractice.org).

### **What is the summer schedule like for TCDIP 1L Clerks?**

Members work together to customize a schedule that works best for their organizations and clerks. The goal is for Members to provide an enriching experience for TCDIP 1L Clerks to gain insights about working within a law firm and corporate legal department setting. Most TCDIP 1L Clerks work some portion of the summer in each setting, while others may have their clerks based primarily out of the law firm, with regular opportunities to visit and engage with the corporate Member. You can contact TCDIP for ideas about customizing a partnership.

### **Who is responsible for supervising and evaluating clerkship participants?**

Law firm and corporate Members should make sure their clerk has a designated supervisor within each work setting. Supervisors and others should provide timely feedback and evaluation of clerks. We ask Members to provide meaningful work assignments designed to build legal skills and educate clerks on the roles and responsibilities of attorneys working within a law firm and in-house legal department setting.

### **How does a TCDIP 1L Clerk fit into a Member's existing summer program?**

Members are asked to integrate TCDIP 1L Clerks into their existing law student summer programs by including them in all social, professional and educational programs. There is no need to create a separate program for the TCDIP 1L Clerk, or to distinguish the student with a different title.

### **What programming does TCDIP provide for TCDIP 1L Clerks?**

Clerks are invited to attend several TCDIP events over the course of the summer, including a kickoff welcome reception, professional development workshop and a networking brunch with our Emerging Leaders Group. In addition, TCDIP 1L Clerks will be paired with an attorney mentor from a Member Organization different from their employer so that they may learn more about the Twin Cities legal community. TCDIP's Executive Director Summra M. Shariff also serves as a resource throughout the summer for both clerks and employers.