

Board Co-Chair Statement

In 2022, it was rewarding to gather in-person more frequently and in greater numbers. After two years of modified programming, we brought back the Summer Alliance as a larger event to reconnect our legal community! Attendees participated in fun activities with their colleagues, families, and kids, including a behind the scenes tour of the Allianz Field soccer stadium.

We were also able to reconvene our Leadership Council in person for the first time in two years. This event brought together General Counsels, Managing Partners, and senior leaders, with a focus on retention and advancement of attorneys of color. Leaders were introduced to the Eliminating Barriers study, which examined why attorneys of color choose to leave or stay with an employer. Senior leaders engaged with the findings and worked collaboratively to envision how the actionable steps revealed in the study could be implemented in their organizations.

We know that, to attract, recruit, advance and retain attorneys of color, the Twin Cities needs to be a prosperous and safe community for all people of color. It has been exciting to see the maturation of WILD, which sponsored several volunteer opportunities and programs, providing opportunities for over 2,000+ participants and 100+ volunteers.

TCDIP Board Members, staff, and Members took time to pause and reflect on TCDIP's mission, vision, values, and priorities through engagement in a formal strategic planning process. We engaged in a reflective process to

clarify and ensure a shared understanding of our work as an organization. As you'll see in the Strategic Planning Update, the revised language keeps to the foundational values of TCDIP while reflecting emerging contexts and the shifting needs of our Members.

“We know that, in order to attract, recruit, advance and retain attorneys of color, the Twin Cities needs to be a prosperous and safe community for all people of color.”

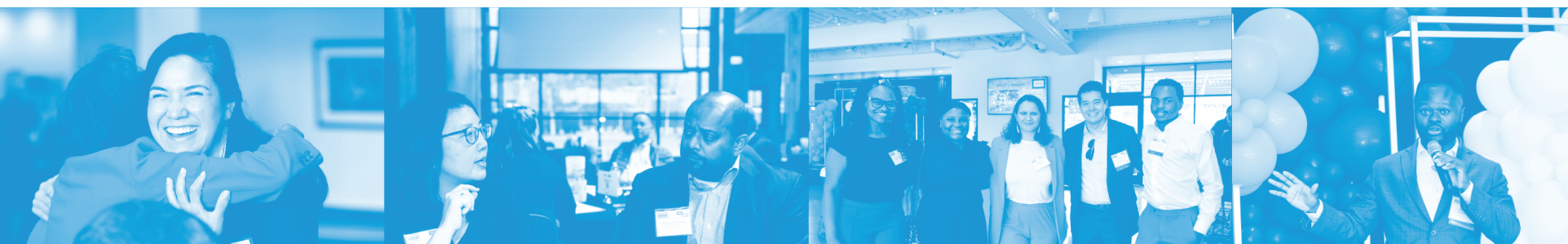
TCDIP was never about checking a box for diversity and inclusion. TCDIP seeks to inspire, motivate, and persuade Members to drive measurable change. Our first priority in the new strategic plan is to deepen and broaden engagement with Member Organizations, with a particular focus on engaging white attorneys and allies at all levels. In 2023, TCDIP will be developing clearly stated Member Organization expectations and consistent measurement of participation so we can more effectively articulate our shared commitments and hold each other accountable. If you are not sure how to get connected, join us at the Summer Alliance, July 12, 2023! It's open to everyone, not just Members, so it's a great first step to engagement.



Angelita Hernandez,
Target
2023-2025 Board Co-Chair



Lica Tomizuka,
Faegre Drinker Biddle & Reath
2022-2024 Board Co-Chair





TCDIP

2022 Programs and Events

- This is Minnesota: Understanding Disparities and Systemic Barriers in the Law Student Experience
- Building Diverse Teams: Receiving and Implementing Informal Feedback
- Building Diverse Teams: Understanding Formal Evaluations and Self-Evaluations through a DEI Lens
- Intellectual Property Practice Group Roundtable
- Attorney Development Accelerator: Build Your Reputation
- Attorney Development Accelerator: Modern Professional Communication
- Attorney Development Accelerator: Strategic Relationship Building
- 2022 Annual Meeting with St. Paul Mayor Melvin Carter
- Attorney Management Accelerator: Inspiring Action
- Attorney Management Accelerator: Strengthening Your Relationships and Business
- Women of Color in the Law Forum: Spring and Fall
- How Does Feedback Impact Retention?
- 1L Clerkship Programming: Professional Development Program, Coaching, and More
- 2022 Summer Alliance
- TCDIP 2025: Planning a More Equitable Future
- Serving on a Hiring Committee: What You Need to Know as an Early Career Attorney
- Celebration for the Investiture of the Hon. Ketanji Brown Jackson
- 2022 Leadership Council: Eliminating Barriers Employers Face in Retaining Attorneys of Color
- The Evolution of a Lawyer's Professional Identity: How will Updated ABA Standards Impact Your Workplace?

Eliminating Barriers Report

In fall 2022, TCDIP designed the Eliminating the Barriers Employers Face in Retaining Attorneys of Color study. The consulting firm Parenteau Graves conducted the study, interviewing 38 attorneys of color who are working or have recently worked in the Twin Cities. These interviews were confidential, so participants were able to be candid, sharing their experiences and making concrete suggestions for transforming legal workplaces to better retain and advance attorneys of color.

Key Findings

Attorneys of color remain with employers that offer: flexibility and care for attorneys' wellbeing; a demonstrated commitment to diversity, equity, and inclusion (DE&I); mentorship and sponsorship that is reliable and expected; clear pathways to advancement; and opportunities to take on leadership roles and contribute to the firm or company.

Attorneys of color leave employers because of: a lack of an authentically inclusive environment; lack of leadership support for DE&I; lack of mentoring, regard for their progress, and support for areas where they need to improve; implicit bias in business practices; lack of work-life balance; lack of advancement opportunities and pathways.

Attorneys of color recommend many strategies for creating workplaces where attorneys of color thrive. Above all, organizations must address implicit and explicit bias throughout the firm or corporation. As one respondent said, "It's confusing when [DE&I] is touted and valued at the top, but not in the middle where most of the work to advance DE&I needs to happen."

The Eliminating Barriers report is not presented as a static document, but as a call to action and a resource for transforming legal employment in the Twin Cities. In 2023, TCDIP will continue to offer programming for our Members that facilitate reflection and transformation grounded in the findings of the study.



WILD

2022 Programs and Events

- WILD Conversation: What's a Consent Decree and How Will It Impact Public Safety Reform?
- Two Consent Decree Listening Sessions
- Hennepin County Attorney Candidate Forum
- From the Block to the Ballot : A series of 12 phone banks held over 4 weeks
- WILD Conversation: Sparking the Conversation on Reparations in Minnesota



WILD Spotlight

Since its foundation in 2020, WILD has never wavered from its commitment to work in solidarity with Black communities and other communities of color to eliminate the deep racial disparities that exist in Minnesota. Working within an anti-racist framework, WILD is unique in its ability to coordinate the Twin Cities' legal expertise to work in deep partnerships with community-based organizations. In WILD's first year as a fully-formed organization with staff on board, WILD expanded WILD Conversations and offered more volunteers opportunities with community-based organizations.

In the fall of 2022, WILD partnered with the Minnesota Justice Research Center on From the Block to the Ballot (B2B), a non-partisan get-out-the-vote initiative. In Minnesota, individuals with a felony criminal conviction who have completed parole or probation automatically have their voting rights restored, but few are aware of this right. Through B2B, WILD galvanized 100+ volunteers who made 11,000+ phone calls and sent 20,000+ text messages to these eligible voters to participate in the 2022 midterm elections. In 2023, WILD volunteers supported the historic restoration of voting rights for people who completed incarceration but are still on probation or parole.

WILD also continues to sponsor WILD Conversations. These educational programs invite experts, leaders, and community members to discuss systemic and institutional racism, with a focus on pressing issues specific to Minnesota and the Twin Cities. In July, panelists discussed the Minnesota Department of Human Rights' findings of race-based policing in the Minneapolis Police Department and the consent decree process already underway, and in November, panelists discussed St. Paul's pilot program to provide reparations.

Racial equity work must be a priority for all of us. We rely on the full participation of the legal community to create communities free of anti-Black racism and all forms of racism.

**WILD
FOUNDERS
CIRCLE**

Ballard Spahr
LLP

Cargill

DORSEY
always ahead

**faegre
drinker**

Fredrikson

**General
Mills**

Haws-KM

**JONES
DAY**

**Lathrop
GPM**

**LOCKRIDGE
GRINDAL
NAUEN**
P.L.L.C.
Attorneys at Law

Medtronic

Mortenson
construction

ROBINS **KAPLAN** LLP

STINSON

Taft/

U.S. Bank

W
WINTHROP & WEINSTINE

GT GreenbergTraurig

Strategic Planning Update

In 2022, TCDIP began a formal strategic planning process that deeply engaged our Members, Board, staff, law schools, and other key stakeholders. In spring 2022, with key guidance from consultants at Paren-teau Graves, the Strategic Planning Committee facilitated deep listening sessions with Member Representatives from TCDIP Member Organizations, diverse professionals at law firms and corporate legal departments, and members of the Emerging Leaders Group. Participants were asked where they thought TCDIP could have the most impact, where we are currently making an impact, and where we can do better.

Using the information from the listening sessions, the Strategic Planning Committee convened to evaluate and discuss the mission, vision, and values statements and to identify key priorities to bring to the Board for review and approval. The revised statements and commitments that were subsequently approved by the Board of Directors preserve TCDIP's foundational commitment to attract, recruit, advance, and retain attorneys of color, but are now updated to reflect a subtle shift that emphasizes how TCDIP will support and play a more active role with Member Organizations in achieving these goals.

The strategic plan identifies five priorities for TCDIP. The first is to deepen and broaden engagement of Member Organizations. TCDIP's mission and vision can only be achieved if Members actively engage in its programming and initiatives. Member engagement goes hand in hand with the second priority, to support Member Organizations in transforming their workplaces to be truly welcoming and inclusive to diverse attorneys.

Providing individual attorneys of color with career and community-building opportunities continues to be a priority in our Strategic Plan. Programming that builds community is not just a fun perk; the Eliminating Barriers study made it clear BIPOC attorneys won't stay if they don't feel connected in their workplaces, in the legal community, and in their lives outside of the workplace.

TCDIP also continues to prioritize support for law students, building on the success of the growing TCDIP 1L Clerkship, while exploring possibilities to expand collaboration with and connection to local law schools.

What can Members expect to see in the coming year? The Board voted to approve the revised strategic plan in late fall 2022. Now the Strategic Planning Committee moves into the second phase, developing a detailed action plan to guide the work of TCDIP staff, Board Members, and committees. Our goal is to bring the strategic plan to life with a full operational plan in place by the end of 2023.

2022 Law Firm Member Organizations

New members are bolded.

Arthur, Chapman, Kettering, Smetak & Pikala PA - Ballard Spahr - Barnes & Thornburg LLP - Bassford Remele - **Best & Flanagan LLP** - **Billion & Armitage** - Bowman and Brooke LLP - Brooks, Cameron & Heusch PLLC - Carlson Caspers - DLA Piper - Dorsey & Whitney LLP - Faegre Drinker Biddle & Reath LLP - Fish & Richardson, P.C. - Foley & Mansfield, PLLP - Fox Rothschild - Fredrikson & Byron, P.A. - Greenberg Traurig, LLP - Greene Espel PLLP - Hamre, Schumann, Mueller & Larson PC - **HAWS-KM, PA** - Henson Efron - Jackson Lewis - Jones Day - **Kennedy & Graven Chartered** - Larson King LLP - Lathrop GPM - Littler Mendelson - Lockridge Grindal Nauen P.L.L.P. - Maslon LLP - Meagher & Geer, P.L.L.P. - Merchant & Gould, P.C. - Messerli Kramer - Moss & Barnett - **Mueting Raasch Group** - **Nelson Mullins Riley & Scarborough LLP** - Nichols Kaster, PLLP - Nilan Johnson Lewis - Norton Rose Fulbright - Ogletree, Deakins, Nash, Smoak + Stewart - **Parker Daniels Kibort** - Patterson Thuente Pedersen, P.A. - Robins Kaplan LLP - Sapientia Law Group - **Saul Ewing** - Schwegman, Lundberg + Woessner, P.A. - Seager Tuftte Wickhem - Shumaker & Seiffert, P.A. - Stinson LLP - Stoel Rives LLP - Taft Stettinius & Hollister LLP - Winthrop & Weinstine, P.A. - Zelle

2022 Corporate Member Organizations

3M - Abbott Laboratories - Allianz - Allina Health - Ameriprise - Best Buy - **Blue Cross Blue Shield of Minnesota** - Boston Scientific - Cargill, Inc. - CHS - Ecolab Inc. - General Mills - Intact Insurance Specialty Solutions - Land o' Lakes, Inc. - **Mortenson Construction** - **Mayo Clinic** - Medtronic, Inc. - Pentair - Prime Therapeutics - Target Corporation - Thrivent - Travelers - UNFI - UnitedHealth Group - U.S. Bank - Wells Fargo & Company - Xcel Energy

