

TC TWIN CITIES
DIVERSITY IN
PRACTICE
DIP



Wanted Injustice Legal Detail

WILD

MINNESOTA LAWYERS WORKING FOR RACIAL JUSTICE



TCDIP

Twin Cities Diversity in Practice (TCDIP) is a professional association of more than 75 law firms and corporate legal departments who work together to move our mission and vision forward.

Mission: To attract, recruit, advance, and retain attorneys of color in the Twin Cities through education and collaboration with Member Organizations.

Vision: An exceptionally diverse and inclusive Twin Cities legal community, free of systemic barriers, where attorneys of color have abundant opportunities to succeed and belong.

TCDIP 1L
Clerkship

Minnesota
Racial Equity
Challenge

TCDIP
Connect
Mentorship
Program



WILD

In 2020, the Wanton Injustice Legal Detail (WILD) was established as an affiliate non-profit with the bold vision of a Twin Cities community free from anti-Black racism and all forms of racism. WILD's mission is to mobilize volunteer attorneys and legal professionals from TCDIP's 75+ Member Organizations to partner with and support community organizations already engaged in the work.

○ **WILD Programs and Volunteer Opportunities**

Non-partisan
get out the vote
campaigns

Summer
Alliance
Networking
Social

WILD
Conversations

Non-partisan
policy
research



ATTRACT, RECRUIT, ADVANCE, AND RETAIN ATTORNEYS OF COLOR

TCDIP Members have access to time-tested and innovative programs that help them attract, recruit, advance, and retain attorneys of color. Instead of reinventing the wheel, members can devote their resources to taking direct action to make their workplaces more welcoming and inclusive.

Developing and Sharing Best Practices

Every time Member Organizations come together to participate in TCDIP programs and initiatives, they have the opportunity to cross pollinate, share strategies, solve problems, and combine resources. Whether you work in recruiting, DE&I, or in-house, you don't have to do this work alone! Our committees and forums bring professionals together with others doing similar work.

TCDIP 1L Clerkship

For over a decade, the TCDIP 1L Clerkship has helped launch the careers of law students of color in the Twin Cities. TCDIP provides programming for TCDIP Clerks and direct support for Member Organizations who are hosting clerks.

Transformational Development Opportunities

TCDIP Members can leverage programs and trainings with renowned speakers and thought-leaders to help transform workplaces. Members learn and share best practices to move the needle on diversity and inclusion.

BUILDING A



TCDIP is a unique community of inclusion and advancement of attorneys of color, and a space safe to navigate tough conversations. Working alongside TCDIP leadership has expanded my horizons, and I look forward to seeing where my colleagues and I will be in 10 years.



**Navita Lakhram
Fredrikson & Byron,
ELG Co-Chair 2023-2025**

VIBRANT AND DIVERSE LEGAL COMMUNITY

As a TCDIP Member Organization, your attorneys will have access to professional development, networking, and community building programming so that attorneys of color and allies can challenge themselves, develop relationships, and build a community committed to doing the work.



Emerging Leaders Group

ELG helps newer and mid-level attorneys of color and allies develop leadership skills and build a stronger community of diverse attorneys in the Twin Cities metro area. Each Member Organizations chooses an ELG Representative to participate in business development, mentorship, and networking programs.



TCDIP Connect: Our Multidirectional Mentorship Program

TCDIP Connect uses a structured small group model to bring together attorneys of varying experience levels, local law students of color, and early career attorneys of color. TCDIP Connect breaks the traditional mentoring model by allowing students and attorneys to build multiple relationships through self-driven activities and with support from TCDIP staff.



Summer Alliance

For over 16 years, we bring the legal community for a friendly social gathering. Our Summer Alliance (fka Summer Social) is an opportunity for attorneys and law students, regardless of member status, to meet new people and reconnect with colleagues. Fun fact: the Summer Alliance was started by Jerry Blackwell as a seafood boil!



Women of Color in the Law Forum

Originally conceived by attorneys at local law firms, the Women of Color in the Law Forums celebrate the accomplishments of women of color in the legal profession. Twice a year, TCDIP collaborates with local bar organizations to build community and empower women of color attorneys and law students.

WILD

MISSION AND VISION

In 2020, TCDIP members founded the Wanton Injustice Legal Detail (WILD) with a bold vision to create Twin Cities communities free of anti-Black racism and all forms of racism. WILD provides a platform through which TCDIP's lawyers and members can actively combat anti-Black racism and all forms of racism through direct support and partnerships with existing community organizations currently rooted in this work.



“As a Black attorney in the Twin Cities, it is imperative the larger legal community understand the history of endemic anti-Black racism in general, but specifically right here in the Twin Cities. Now more than ever, we need to move from understanding issues to action. And only through collective action will we create and sustain a truly vibrant community where each individual has the opportunity to thrive. WILD is a necessary rally of many members of our legal community to engage in ACTION—a recognition of the need to fight, and of their power in the fight to end anti-Black racism and all forms of racism.”

Darnell Cage
Cargill

HISTORY

The tragic murder of George Floyd on May 25, 2020, and the national and international movements for racial justice that followed, profoundly affected attorneys of color, our members, and everyone connected to the work of TCDIP. In the subsequent days, weeks, and months, Black and other attorneys of color were flooded with questions from their white colleagues and leadership at their law firms and corporate legal departments about how individuals and organizations should respond to the nationwide reckoning that followed Mr. Floyd's murder. Black attorneys cannot bear this burden alone.

In response to this urgent need, Darnell Cage and Dadri-Anne Graham, Emerging Leaders Group Co-Chairs at the time, stepped up with a bold vision to harness the collective power of TCDIP's Member Organizations to fight against the injustices faced by Black people in the Twin Cities. Hearing the call to action, leaders from TCDIP's Board of Directors and Member Organizations, as well as from the larger Twin Cities legal community worked together to create the Wanton Injustice Legal Detail (WILD) as a supporting 501(c)(3) to TCDIP.

WILD FOCUS AREAS



Economic Justice

This program area identifies opportunities to provide Black communities and business owners with the resources necessary to (re)create wealth and prevent gentrification across the Twin Cities. We aim to identify laws and policies that continue to perpetuate economic and housing disparities.



Community Safety, Healing, and Justice

Volunteers in this program area examine and make recommendations on eradicating racism in policing and creating community safety for all; and (2) to undertake projects that would ensure due process, healing, and justice for victims of police encounters.



Education Equity

The purpose of this program is to combat the achievement gaps in Minnesota's public education system between students of color and white students.



Voting Rights

WILD is developing partnerships to protect and expand voting rights in Minnesota, with a specific focus on Black communities.



In order to fulfill TCDIP's mission to attract and retain attorneys of color, we must confront racial disparities in the Twin Cities. We started WILD because the legal community has a responsibility to use our talents and collaborate with local organizations to work towards racial equity in our broader society, not only in the workplace. We must eradicate systemic racism and make the Twin Cities the best possible place for Black and other communities of color to live and thrive.

Ross D'Emanuele
TCDIP Board Co-Chair 2021-2023
Dorsey & Whitney, LLP

MEMBERSHIP

Join TCDIP if you are looking for practical ideas and strategies for improving your organization's inclusion and diversity efforts!

TCDIP's mission and vision are accomplished through the collective participation of our Member Organizations and Member Representatives. Our Members shape TCDIP's programming, strategy, and vision.



JOIN US!

Find us online at: www.diversityinpractice.org

www.wildmn.org

Contact us at: info@diversityinpractice.org

