

2023 Annual Report



Throughout 2023, TCDIP and WILD remained steadfast in our commitment to inclusion and equity.

Last summer, TCDIP welcomed the largest class of law students to our 1L Clerkship program! TCDIP Member Organizations provided meaningful work experience to 47 law students, who also benefited from TCDIP's supportive programming. What an incredible experience! We thank our Members for their investment in the TCDIP 1L Clerkship and taking time to develop this talented cohort of diverse future lawyers at the forefront of their careers.

As TCDIP Members, we must continue to lean into the development and advancement of diverse lawyers at all stages in their careers. Our members benefit by actively creating inclusive workplaces that foster TCDIP's mentorship programs, the Emerging Leaders Group, Practice Group Roundtables, and the other wonderful opportunities TCDIP creates to foster a welcoming environment for attorneys of color. In 2024, TCDIP will remain focused on building an exceptionally diverse and inclusive legal community, deepening our engagement with Members, and leaning into relationships in our communities.

It is hard to imagine that WILD was formed just three years ago. In partnership with other community-based organizations, WILD has earned its reputation as a grow-

ing organization that is committed to raising awareness and combatting systemic inequities in our communities. WILD is particularly proud of our work in 2023 on the From the Block to the Ballot campaign, a non-partisan get-out-the-vote initiative that engaged thousands of re-enfranchised voters on their right to vote. WILD continues to educate the legal community and communities at large through discussion forums addressing issues related to voting rights, education equality, community safety, and economic justice, WILD will remain focused on breaking down the barriers that divide us.

In 2024, WILD will be engaging in an important strategic planning process that will guide the future of the organization while continuing to build on our work, especially in the areas of BIPOC wealth building and voting rights. Please look out for new opportunities to engage with From the Block to the Ballot and other get-out-the-vote efforts this year!

Thank you for supporting TCDIP and WILD. Reaffirm your commitment with us - we're ready to do the work with you!



Angelita Hernandez,
Target
Board Co-Chair



Brian Dillon,
Lathrop GPM
Board Co-Chair



“
In March 2023, I celebrated my five-year anniversary as Executive Director. During this time, TCDIP and WILD have grown and changed in ways I never could have predicted. We onboarded 28 new Member Organizations, founded WILD, grew our TCDIP 1L Clerkship program, and started new programs including TCDIP Connect and the Minnesota Racial Equity Challenge. This could not happen without the investment of our Members, our incredible staff, and community partners. Thank you for trusting me to serve the needs of our vibrant communities and Members. I look forward to what we're going to accomplish next!

Summra Mohammadee Shariff,
TCDIP Executive Director and President

TCDIP



In 2022 and 2023, Twin Cities Diversity in Practice worked with stakeholders, Members, and Parenteau Graves to evaluate our mission and the work we do. Member Representatives, Board Members, Emerging Leaders Group representatives, and stakeholders who work with TCDIP examined the needs of our legal community and updated our mission and vision to reflect our collaboration across our membership and add specific outcomes to our vision.

Previous Mission: To strengthen the efforts of the Member Organizations to attract, recruit, advance, and retain attorneys of color.

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

Previous Vision: To create a vibrant and inclusive legal community.

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

Through strategic planning, we developed five priorities, and focused on implementing these priorities in 2023:

- Deepen and broaden engagement of Member Organizations
- Support Member Organizations in transforming their workplaces
- Provide individual attorneys of color with career- and community-building opportunities
- Refine support for law students
- Expand collaboration with and connection to local law schools

Multiple stakeholders emphasized the need to deepen and broaden member engagement to move the needle on diversifying the legal profession. We know that TCDIP Members believe wholeheartedly in our mission and work. TCDIP is focused on supporting our Members to take full advantage of a TCDIP membership. Our new operational plan includes a full-time staff person, who will work with Members to develop specific, meaningful, and attainable Member engagement goals and evaluation metrics. With the support of a staff member, Members will be better equipped to understand their own involvement and work towards TCDIP's mission and vision.

In 2023, the Supreme Court of the United States handed down a landmark decision regarding affirmative action at colleges and universities. As an organization invested in building a more diverse, inclusive, and equitable Twin Cities, we felt the repercussions of this decision. For over 15 years, the TCDIP 1L Clerkship has provided valuable opportunities for 1L students and is one of our most successful programs. Our Board of Directors evaluated the TCDIP 1L Clerkship program and determined that no changes were needed.

The TCDIP Board stepped up to encourage Members to continue to employ 1L students through the TCDIP 1L Clerkship. We know that today's TCDIP 1L Clerks are future legal leaders – and we can see that evidenced in the many TCDIP 1L Clerkship participants who are leaders in the Twin Cities today.



WILD

Since its foundation in 2020, WILD has continued to search for ways to support racial equity efforts across our four program areas: Economic Justice, Education Equity, Voting Rights, and Community Safety, Healing, and Justice. 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 to combat the deep racial disparities our communities face.

WILD continues to organize WILD Conversations on topical issues. 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 June, WILD partnered with Westminster Town Hall Forum to host a program where elected and appointed public safety leaders discussed their plans for public safety reform.

In July, WILD co-hosted a program with the Southern Minnesota Regional Legal Services (SMRLS) around the current state of gifted and talented education. In September, WILD hosted a panel of voting rights experts and community members, which included MN Secretary Steve Simon to discuss the historic passage of Restore the Vote.

In the fall of 2023, WILD partnered with the Minnesota Justice Research Center and T.O.N.E. U.P. for the second iteration of From the Block to the Ballot (B2B). B2B is a unique non-partisan get-out-the-vote initiative led by justice impacted organizations and individuals for eligible justice impacted voters. We understand that this is larger than casting a ballot. It takes courage and strength to re-engage with the political process after being removed from it. Through B2B, WILD galvanized 61 volunteers who made 3,600+ phone calls and knocked on over 500 doors. In addition to civic engagement, B2B also connected dozens of justice impacted individuals to essential re-entry services.

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.

2023 by the Numbers

47 1L Clerks	24 TCDIP and WILD Events	82 Member Organizations	116 TCDIP Connect Participants	75 Minnesota Racial Equity Challenge Participants
3,981 Attorneys at member orgs	3 WILD Programs	365 WILD Participants	5 WILD Volunteer Opportunities	66 WILD Volunteers

2023 Programs and Events

- Taking Charge of Your Financial Future: Building Your Team and Toolbox (Part 1 of 3)
- A Blackout Improv Spotlight: Eliminating Barriers to Retaining Attorneys of Color
- Spring Emerging Leaders Group Breakfast
- Taking Charge of Your Financial Future: Understanding the Path to Partnership (Part 2 of 3)
- TCDIP and WILD Annual Meeting
- Tee Up with TCDIP!
- Women of Color in the Law Forum
- Beyond Words: Overcoming Bias in Legal Writing
- TCDIP 1L Clerkship Meet and Greet
- TCDIP 1L Clerkship Brunch with ELG
- TCDIP 1L Clerkship Professional Development Workshop
- Minority Judges Reception with TCDIP 1L Clerks
- WILD Conversation: The Future of Public Safety in the Twin Cities
- Listening Sessions following the SCOTUS Affirmative Action Decision
- TCDIP and WILD Summer Alliance
- What's Next?: Understanding the Implications of the Recent SCOTUS Affirmative Action Decision
- WILD Conversation: Gifted Education in MN Reveals a Disparate Impact on Underrepresented Students
- TCDIP General Members Meeting: Updates on TCDIP 1L Clerkship Program
- WILD Conversation: The Work Ahead After Restoring Voting Rights for 55,000 Minnesotans
- TCDIP Connect Season 3 Kickoff
- From Drummer to Drum Major for Inclusion and Diversity with Kori Carew
- TCDIP Leadership Council Meeting
- ELG Employment Law Practice Group Roundtable
- Women of Color in the Law Small Group Socials



2023 Member Organizations

3M - Abbott Laboratories - Allianz - Allina - Ameriprise - Arthur, Chapman, Kettering, Smetak & Pikala P.A. - Ballard Spahr - Barnes & Thornburg LLP - Bassford Remele - Best & Flanagan LLP - Best Buy - Billion & Armitage - Blue Cross Blue Shield of Minnesota - Boston Scientific - Bowman and Brooke LLP - Brooks, Cameron & Heusch PLLC - Cargill, Inc. - Carlson Caspers - CHS - **Ciresi Conlin** - DLA Piper - Dorsey & Whitney LLP - Ecolab Inc. - Faegre Drinker Biddle & Reath LLP - Fish & Richardson, P.C. - Fox Rothschild - Fredrikson & Byron, P.A. - General Mills - Greenberg Traurig, LLP - Greene Espel PLLP - **Gustafson Gluek PLLC** - Hamre, Schumann, Mueller & Larson - HAWS-KM, P.A. - Henson Efron - Intact Insurance Specialty Solutions - Jackson Lewis - Jones Day - Kennedy & Graven Chartered - Land o' Lakes, Inc. - Larkin Hoffman Daly & Lindgren Ltd. - Larson King LLP - Lathrop GPM - **Life Time** - Littler Mendelson - Lockridge Grindal Nauen PLLP - M.A. Mortenson Company - Maslon LLP - Mayo Clinic - Meagher & Geer, PLLP - Medtronic, Inc. - 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 - Pentair - Prime Therapeutics - Robins Kaplan LLP - Sapientia Law Group - Saul Ewing - Schwegman, Lundberg + Woessner, P.A. - Seager Tufte Wickhem - Shumaker & Seiffert, P.A. - Stinson LLP - Stoel Rives LLP - Taft Stettinius & Hollister LLP - Target Corporation - Thrivent - Travelers - UNFI - UnitedHealth Group - U.S. Bank - Wells Fargo & Company - Winthrop & Weinstine, P.A. - Xcel Energy - Zelle - **Zimmerman Reed**

***New Members who joined in 2023 shown in yellow**



By design, our organization represents the diverse experiences of attorneys and professionals throughout the legal community. Our committee members generously give their time to TCDIP and develop the programming that serves our Members. Visit our website to see all the committee members that contribute to our work!