

2024 ANNUAL REPORT



In 2024, we continued driving our mission forward by building community, focusing on best practices, and more.

Our milestone 20th anniversary in 2025 is not just a celebration of our past successes; it is a reaffirmation of our commitment to the future. We are confident in our ability to meet challenges head-on, driven by the unwavering support and investment of our Members, partners, and allies.



Over the past two decades, Twin Cities Diversity in Practice has remained steadfast in our commitment to fostering a diverse and inclusive legal community. Since 2005, what began as a small group of attorneys has grown into a network of more than 70 employers who leverage our hiring pipelines and a wide range of learning and networking opportunities.

Whether through the TCDIP 1L Clerkship, Emerging Leaders Group, TCDIP Connect Mentoring, or our many events and learning opportunities, our initiatives continue to accelerate careers and strengthen outcomes for law students, firms, corporate law departments, and the communities we serve. In 2024, we also brought senior leaders together for our annual Leadership Council and unveiled new research linking well-being to attorney retention.

In 2025, we're excited to deepen our impact and accelerate our mission—powered by the strength and support of our Members.

Your dedication to advancing diversity and inclusion in the legal community is essential to sustaining TCDIP's legacy. Thank you for your steadfast partnership. Together, we will continue to make a tangible difference, fostering a more equitable and inclusive legal profession for the next 20 years and beyond.

In partnership,

Brian Dillon

TCDIP Board Co-Chair
Lathrop GPM



Chris Pham

TCDIP Board Co-Chair
Fredrikson & Byron, PA



*Meet all the Board &
Committee Members who
make our work possible!*



20 YEARS

OF SPARKING TANGIBLE CHANGE IN TWIN CITIES LAW

As we celebrate and reflect on 20 years as an organization, we are proud of what we have accomplished together—and we know there is more to do. We are committed to our mission and remain steadfast in our collective vision of a diverse, equitable, and inclusive legal community with a level playing field and fair advancement opportunities for all attorneys in the Twin Cities.

“Twenty years ago, we set out to build a more inclusive legal community—one where diverse voices are heard, valued, and given fair opportunities to thrive. I am proud to see how TCDIP continues to empower the next generation of legal leaders through mentorship, support, and community. The vision we started with lives on.”

Steve Euller, TCDIP Founding Member
General Counsel of Cargill, Incorporated (Retired)

“As we celebrate TCDIP’s 20th anniversary, we’re reminded of the lasting impact this community has on our firm and the broader legal landscape. We remain committed to TCDIP because it helps us build diverse, innovative teams that strengthen client relationships and drive long-term success. Here’s to many more years of collaboration and progress.”

Roshan Rajkumar, TCDIP & WILD Board Member
Managing Partner, Bowman & Brooke

“For two decades, TCDIP has been a driving force in advancing diversity within our legal community. Today, that work is more vital than ever. No matter the challenges we face, our collective commitment empowers us to meet the moment and push our mission forward. Together, we’re building a stronger, more inclusive legal sector—one that delivers better outcomes for clients, businesses, and the communities we serve.”

Debra Bulluck, TCDIP Emerging Leaders Group Representative
Associate, Moss & Barnett



WILD

WANTON INJUSTICE LEGAL DETAIL

Over the past five years, WILD has driven tangible progress in the Twin Cities by empowering individuals and organizations to become active change agents, strengthening collective efforts to advance equity in Twin Cities communities. We've built strong, lasting relationships with local organizations, creating a network that amplifies impact. And we've solidified our reputation as a vital resource for advancing racial justice and equity—reflected in the increasing number of collaboration requests from our community.

In 2024, WILD hosted three public forums addressing economic justice, civic engagement, and the 70th anniversary of *Brown v. Board of Education*. Volunteers contributed over 100 hours to pro bono projects, including nonprofit incorporation, educational policy research, and non-partisan get-out-the-vote efforts.

Our work continues. In fact, it has never been more important. At this pivotal moment, WILD remains committed to providing meaningful opportunities for attorneys to directly support creating equitable communities in the Twin Cities, benefiting the broader region. We look forward to building on our successes and positioning WILD for long-term impact in 2025 and beyond.

"As WILD celebrates its 5th anniversary, I'm proud of our progress—and recognize there's more to do. For 20 years, TCDIP has worked to diversify the legal profession, a mission requiring us to value and uplift Black lives more broadly. TCDIP's support has been instrumental to WILD's work, and together, we remain committed to building a stronger legal community."

Dadri-Anne Graham

WILD Founder
Cargill, Inc.



"Supporting TCDIP's vision of a vibrant, thriving legal community means committing to a future free from anti-Black racism and all forms of racism. As a TCDIP board member, I am continually inspired by WILD's leadership and momentum. Building a truly inclusive legal sector requires all of us working together, and I am proud to stand with WILD in this important work."

Caryn Boisen

TCDIP & WILD Board Member
Larson King



TCDIP & WILD BY THE NUMBERS

42

TCDIP IL Law
Clerks

16

Law
Schools

1,122

Event
Registrations

25

TCDIP
Events

4

WILD
Events

52

Law
Firms

24

Corporate
Legal
Departments

76

Member
Organizations

3,799

Total Attorneys
at Member Organizations

116

TCDIP
Connect
Participants

6

WILD
Volunteer
Engagements

72

WILD
Volunteers

538

WILD
Event
Participants

2024 Member Organizations

Abbott Laboratories | Allianz | Ameriprise | Arthur, Chapman, Kettering, Smetak & Pikala P.A. | Ballard Spahr | Barnes & Thornburg LLP | Bassford Remele | Best & Flanagan LLP | Best Buy | Billion & Armitage | Bowman and Brooke LLP | Cargill, Inc. | Carlson Caspers | CHS | Ciresi Conlin | Dorsey & Whitney LLP | **Dykema Gosset** | 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 | Jones Day | Kennedy & Graven Chartered | Land o' Lakes, Inc. | Larkin Hoffman Daly & Lindgren Ltd. | Larson King LLP | Lathrop GPM | **Lewis Brisbois Bisgaard & Smith** | Life Time

light blue =
NEW!

Little Mendelson | Lockridge Grindal Nauen P.L.L.P. | M.A. Mortenson Company | Maslon LLP | Meagher & Geer, P.L.L.P. | Medtronic, Inc. | Merchant & Gould, P.C. | 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 Stettinus & Hollister LLP | Target Corporation | Thrivent | Travelers | UNFI | UnitedHealth Group | US Bank | Wells Fargo & Company | Winthrop & Weinstine, P.A. | Xcel Energy | Zelle | Zimmerman Reed

"It's truly inspiring to see our community's dedication to diversity and inclusion in action, strengthening our ability to attract and keep top legal talent in the Twin Cities. Looking back on 2024, I'm especially proud of celebrating the promotions of attorneys to the partner level in our community and the collective commitment of our Members to create inclusive workplaces. We also continued to drive our work forward by engaging senior leaders through our Leadership Council and providing actionable research and resources.

Thank you for your continued partnership and trust. Your support makes our collective work possible, and I am truly grateful. I look forward to building on our shared progress."



Summra Mohammadee Shariff

Executive Director & President

2024 Events

- ELG Game Night
- Understanding the In-House Career Path
- Celebration for Recently Promoted Black Partners
- Minnesota Legal Community Iftar
- TCDIP Connect Season 3 Wrap-Up for Mentoring Teams
- Networking Social for Emerging Leaders Group
- Planning to Achieve Diversity, Equity, & Inclusion Goals
- TCDIP IL Clerkship Orientation
- Women of Color in the Law Forum
- TCDIP and WILD Annual Meeting
- TCDIP IL Clerkship and Emerging Leaders Group Brunch
- TCDIP IL Clerkship Professional Development Workshop
- Mastering the Art of Managing Up
- TCDIP and WILD Summer Alliance Party
- End of Summer Breakfast with TCDIP IL Clerks
- Law Student Affinity Group Leaders Meeting
- TCDIP General Meeting: Understanding Member Needs
- Women of Color in the Law Small Group Socials
- TCDIP Connect Season 4 Kickoff for Mentoring Teams
- TCDIP Leadership Council Meeting for Senior Leaders
- Practice Group Roundtable: Banking & Regulatory Law
- Post-Election Listening Session
- Rishi Varma (Cargill) & Amy Tu (Target) Welcome
- TCDIP Family Dinner: Thanksgiving Edition
- Brunch & Build: Networking for New Legal Professionals
- TCDIP General Meeting: What to Expect in 2025
- WILD: Clearing Obstacles for Black Wealth Creation
- Law Day Presentations at Local Middle & High Schools
- Block to the Ballot Non-Partisan Voter Engagement Party
- Brown vs. Board of Education 70th Anniversary