



TC **TWIN CITIES
DIVERSITY IN
PRACTICE**

DIP



WHO WE ARE



Twin Cities Diversity in Practice brings together more than 70 law firms and corporate legal departments, sharing a common vision: to build a legal community where all attorneys can thrive.

We're grounded in action, not abstraction.

TCDIP exists to turn shared values into shared progress. We strengthen our Members' efforts to attract, retain, and elevate attorneys of color and others committed to advancing a more inclusive profession. Through community, leadership development, and sustained support for institutions and individuals, we help shape a legal field that's equipped for the future and responsive to the communities it serves.

Our Members know that inclusive, welcoming workplaces fuel stronger teams, better outcomes, and a more vibrant legal ecosystem. The Twin Cities legal sector is home to a wealth of talent, and our work helps ensure that every attorney has the tools, connections, and opportunities to grow and thrive.

We activate the collective strengths of our Members to drive impact that lasts. From clerkships to mentorship to peer leadership, we expand access to the opportunities attorneys need to excel and lead. And we know this work doesn't fall on any one person or group—it's a shared responsibility.

No matter your role, race, or background, there's a place for you in this work.

Our mission is rooted in one clear principle: when all attorneys have access to opportunities and a sense of belonging, the entire profession grows stronger.



"TCDIP creates meaningful opportunities that help attorneys not only build their careers, but also feel seen, supported, and connected. I've witnessed this work strengthen belonging, cultivate leadership, and drive retention. Membership sends a clear signal that your organization is committed to growth for every member of your team."

CHRIS PHAM

Partner, Fredrikson & Byron
TCDIP Board of Directors Co-Chair



WHAT WE DO & WHY WE DO IT

The Twin Cities legal community is strong, but it doesn't yet reflect the full diversity of the region it serves. Although there are more diverse law students and early-career attorneys entering the profession, we still see stark disparities in retention and advancement. Attorneys of color remain underrepresented in leadership roles, and many leave the field prematurely. These gaps not only impact individual careers but also influence organizational culture, business performance, and public trust in the legal system.

TCDIP Members recognize that inclusive, welcoming workplaces are essential to long-term success. They understand that teams composed of individuals with diverse perspectives and lived experiences are more innovative, more engaged, and better equipped to serve clients and communities.

We also recognize the opportunity for improvement. In Hennepin County, more than one-third of residents identify as people of color¹, yet only about 10% of attorneys at Minnesota firms belong to these groups². By working together, we can change that. When our legal sector includes more voices and experiences, we all benefit from stronger teams and better outcomes for the people and communities we serve.

TCDIP is dedicated to helping legal employers take actionable steps. Through our programs, resources, and collaborative network, we assist law firms and corporate legal departments in recruiting, retaining, and advancing attorneys of color. Together, we are creating a legal community that is more connected, representative, and better prepared to lead.

¹2023 United States Census

²2024 National Association for Legal Placement Diversity Report

"TCDIP membership is a wise investment in your people and your reputation. TCDIP helps its members retain top talent and lead powerfully in a competitive market. When attorneys engage with TCDIP, they gain the connections and experience that build stronger teams and lasting impact."

BRIAN DILLON

Partner in Charge
Lathrop GPM Minneapolis Office
TCDIP Board of Directors Co-Chair



"When legal workplaces embrace inclusivity and community, they strengthen the entire profession. TCDIP's work helps attorneys build lasting careers and fosters cultures where people feel valued and supported. That impact extends beyond our organizations and into the communities we serve."

GRETCHEN CEPEK

General Counsel, Allianz
TCDIP Board of Directors



"Leading with inclusion builds stronger teams and aligns with the values of today's legal workforce. It's how organizations stay competitive and create places where people want to build their careers. This work may bring scrutiny, but pulling back risks losing the talent and trust that drive performance and results."

BRANDON VAUGHN

Partner, Robins Kaplan
TCDIP Board of Directors



HOW WE WORK

Twin Cities Diversity in Practice helps level the playing field so all attorneys can thrive, lead, and help shape the future of our justice system. Collectively, these efforts are helping advance a thriving legal ecosystem that strengthens both the legal sector and the broader communities we serve.

We provide professional and organizational development initiatives for our Members, including a prestigious 1L clerkship program, leadership development for newer lawyers, structured mentorship opportunities, and specialized resources that support legal employers in cultivating diverse, welcoming, and effective workplaces.

“Career growth begins with connection and community. TCDIP helps attorneys build the networks, skills, and support they need to thrive and lead in the legal profession. Through mentorship, clerkships, and professional development, we open doors and expand opportunity.”

**MICHELLE
CARDONA VINASCO**

Associate, Stinson LLP
TCDIP Emerging Leaders
Group Co-Chair



OUR PROGRAMS

TCDIP CONNECT

A mentorship program that brings law students together with attorneys at various career stages in a small-group setting, creating connection, support, and shared learning opportunities.

EMERGING LEADERS GROUP

A cohort for early-career attorneys that builds leadership skills, provides professional development opportunities, and empowers newer attorneys to excel, thrive, and lead in their organizations.

TCDIP 1L CLERKSHIP

For over 15 years, the TCDIP 1L Clerkship has launched the careers of law students in the Twin Cities. We strengthen a diverse legal talent pipeline with strategic partnerships between TCDIP Members from law firms and corporate legal departments, while providing students with meaningful opportunities.

LEVERAGE BEST PRACTICES

We provide best practices, expert speakers, and collaborative platforms to help foster diverse and welcoming workplaces. We host CLEs and trainings designed to facilitate organizational transformation and create more inclusive workplaces.

PROGRAM HIGHLIGHTS



TCDIP Members gain access to a wide range of programs, events, and research designed to support inclusion, connection, and professional growth.

Here is a sampling of some recent highlights:

- Beyond Words: Overcoming Bias in Evaluating Legal Writing
- Building Diverse Teams: Series on Receiving and Delivering Feedback
- Why the Legal Profession is the Nation's Least Diverse (And How to Fix It)
- ELG Game Night Networking Event
- Taking Charge of Your Financial Future: Understanding the In-House Career Path
- Celebration for Recently Promoted Black Partners
- Minnesota Legal Community Iftar
- This is Minnesota: Understanding Disparities and Systemic Barriers in the Law Student Experience
- Attorney Development Accelerator Series: Build Your Reputation, Modern Professional Communication & Strategic Relationships
- Women of Color in the Law Forums (2025)
- TCDIP Family Dinner: Thanksgiving Edition
- The Evolution of a Lawyer's Professional Identity: How will Updated ABA Standards Impact Your Workplace?
- Strategic Planning to Achieve Your Organization's Diversity, Equity, and Inclusion Goals
- TCDIP 1L Clerkship Orientation, Professional Coaching, Mentoring Coffees
- TCDIP 1L Clerkship and Emerging Leaders Group Brunch
- TCDIP 1L Clerkship Professional Development Workshop
- Emerging Leaders Group: Mastering the Art of Managing Up
- TCDIP and WILD Summer Alliance Social
- Law Student Affinity Group Leaders Meeting
- TCDIP Leadership Council Meeting for General Counsels, Managing Partners, and Senior Leaders
- From Drummer to Drum Major for Inclusion and Diversity
- Emerging Leaders Group Practice Group Roundtables: Intellectual Property, Banking and Regulatory Law, M&A, and more!

TCDIP deepens understanding and learning with research on compelling topics.

Scan the codes below to download our latest reports:

Eliminating the Barriers
Employers Face
in Retaining Attorneys
of Color



Recognizing Stress:
Understanding the
Well-Being Challenges for
Attorneys of Color



MEMBER BENEFITS

For Corporate and Law Firm Members

Membership in TCDIP brings clear organizational benefits. A commitment to inclusion strengthens your organization's culture, reputation, and ability to recruit and retain top legal talent. Diverse legal workplaces serve clients and communities more effectively. Clients, attorneys, and the public expect legal employers to lead on equity.

TCDIP helps Members move beyond statements and into action. Investing in diversity, equity, and inclusion isn't just the right thing to do—it's a business advantage. Diverse teams drive innovation, improve client relationships, and strengthen long-term success. Organizations that invest in this work build a more resilient and effective legal community, with improved benefits for attorneys, and the clients and communities we serve.

For Aspiring & Practicing Attorneys

Career success starts with connection. TCDIP helps aspiring and current lawyers build the experience and networks they need to thrive in the legal profession, enabling them to seize opportunities and unlock their full potential. TCDIP opens doors and levels the playing field by providing access to clerkships, professional development, and mentorship opportunities that help individuals overcome obstacles and advance their careers. This work directly enhances the ability of attorneys to grow and succeed in the Twin Cities.

TCDIP expands networks, creates hands-on opportunities, fuels career advancement, and helps build a stronger, more vibrant legal community for everyone, regardless of race, gender, or background. When we remain committed to this work, we strengthen our networks, leadership, and sense of belonging and build toward a more inclusive and just future for our sector and our communities.

"Joining TCDIP isn't just a good decision—it's a strategic one. Our members see the big picture: an inclusive legal community with opportunities for all. Together, we're building a stronger, more connected legal community where everyone can thrive."

MAGGIE DALTON

Sr. Commercial Attorney, Cargill
TCDIP Board of Directors



"Being a part of TCDIP has made a real difference in my career—opening doors, expanding my network, and helping me build skills and grow. My firm's investment in TCDIP shows they're committed to my success and the future of our legal community."

MOHAMED IBRAHIM

Attorney, Larson King, LLP
TCDIP 1L Clerkship Alumnus



JOIN US

Be part of something bigger.

When you join Twin Cities Diversity in Practice, you're not just adding your name to a list—you're joining a coalition committed to shaping the future of the legal profession. Our Members are law firms and corporate legal departments that believe in the power of community, opportunity, and shared responsibility.

Our Members leverage their collective experience, resources, and time to support TCDIP. We work together to build a legal ecosystem where all attorneys can thrive, regardless of race, gender, or background. Membership provides your organization with access to a robust network of practicing and aspiring lawyers and legal professionals, resources to enhance your workplace culture, and real-world opportunities for your attorneys to connect, lead, and advance their careers.

Whether you're looking to recruit and retain top talent, enhance workplace culture, or be part of a values-driven legal community, TCDIP offers a path forward.

Your Membership Includes:

- Access to signature programs like the 1L Clerkship, mentorship, and leadership cohorts
- Member-only trainings, CLEs, and best practices to support organizational change
- Networking, visibility, and shared learning with over 70 legal employers
- A concrete way to act on your commitment to inclusion and belonging



Ready to get started?

Scan the code to learn more, download our Annual Report, and schedule a conversation with our team.



www.diversityinpractice.org

2025 MEMBER ORGANIZATIONS

Allianz Life Insurance
Ameriprise
Arthur, Chapman, Kettering, Smetak & Pikala, P.A.
Bassford Remele
Best Buy
Best Flanagan
Billion and Armitage
Bowman and Brooke LLP
Cargill, Inc.
Carlson Caspers
CHS Inc.
Ciresi Colin
Dorsey & Whitney LLP
Dykema Gossett PLLC
Faegre Drinker Biddle & Reath LLP
Fish & Richardson P.C.
Fox Rothschild
Fredrikson & Byron, P.A.
Greenberg Traurig, LLP
Greene Espel PLLP
Gustafson Gluek
Hamre, Schumann, Mueller & Larson
HAWS-KM
Henson Efron
Inspire Medical
Intact Insurance
Jamf Software LLC
Jones Day
Kennedy Graven
Land O'Lakes, Inc.
Larkin Hoffman Daly & Lindgren Lt
Larson King, LLP
Lathrop GPM
Lewis Brisbois Bisgaard & Smith LLP

Life Time Fitness
Littler Mendelson
Lockridge Grindal Nauen P.L.L.P.
M.A. Mortenson Construction
Maslon LLP
Meagher & Geer, P.L.L.P.
Medtronic, Inc.
Merchant & Gould, P.C.
Moss & Barnett
Mueting Raasch
Nelson Mullins
Nichols Kaster, PLLP
Nilan Johnson Lewis
Norton Rose Fulbright
Ogletree, Deakins, Nash Smoak + Stewart
Parker Daniels Kibbort
Pentair
Prime Therapeutics
Robins Kaplan LLP
Sapientia Law Group
Saul Ewing
Schwegman Lundberg Woessner, P.A.
Shumaker & Seiffert, P.A.
Stinson LLP
Stoel Rives LLP
Taft
Target
Thrivent Financial
U.S. Bank
UnitedHealth Group
Winthrop & Weinstine, P.A.
Xcel Energy- Northern States
Zelle LLP
Zimmerman Reed



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