

Minnesota Coalition of Bar Associations of Color

December 2, 2020



Agenda

- Welcome and Today's Announcements
- Twin Cities Legal D&I Data Project
- Hon. Michael J. Davis Keynote Remarks
- Comments from Project Advisors
- Comments from MN-CBAC Leaders
- Q&A





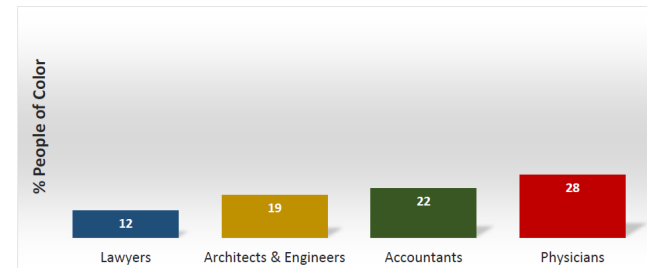
Introducing ...

- **Who?**
 - The Minnesota Coalition of Bar Associations of Color (MN-CBAC)
- **What?**
 - MABL, MHBA, MNAPABA and MAIBA are coming together to advance issues of common interest and concern; provide mutual support and professional development; and collectively improve the legal profession and access to justice in Minnesota
 - Today, MN-CBAC is publishing D&I data for the large law firms and corporate law departments in Minnesota
- **Where?** Here!
- **When?** Now!
- **Why?**
 - The time is right for our bar associations of color to show solidarity, amplify their voices and be stronger together
 - What gets measured gets done – transparency of D&I representation data will promote accountability
- **How?**
 - The law firm data were obtained with permission from the National Association of Law Placement; the corporate law department data were provided voluntarily
 - The “market availability” data show the representation of the relevant group in the U.S. legal market

Thank you to ...

- Bar Association Presidents
 - MABL – Frank Aba-Onu
 - MHBA – Zuri Balmakund Santiago
 - MNAPABA – Sukanya Momsen
 - MAIBA – Arielle Wagner
- Project Advisors
 - Ann Anaya, 3M
 - Jerry Blackwell, Blackwell Burke
 - Hon. Michael Davis, U.S. District Court
 - Ivan Fong, 3M
 - Hon. Tony Leung, U.S. District Court
 - Don Liu, Target
 - Tom Nelson, Stinson
 - Hon. Peter Reyes, MN Court of Appeals
 - Anna Richo, Cargill
- Data Analysis Team
 - Yen Florczak, 3M
 - Peg Lundquist, 3M
 - Cheryl Muellner, 3M
 - Eric Rucker, 3M
- Project Supporters
 - Roger Maldonado, Diversity Report Committee (DRC)
 - Summra Shariff, Twin Cities Diversity in Practice (TCDIP)

The legal profession is among the least diverse in the nation



Bureau of Labor Statistics



Law firms and corporate law departments

(2019 NALP data for law firms)

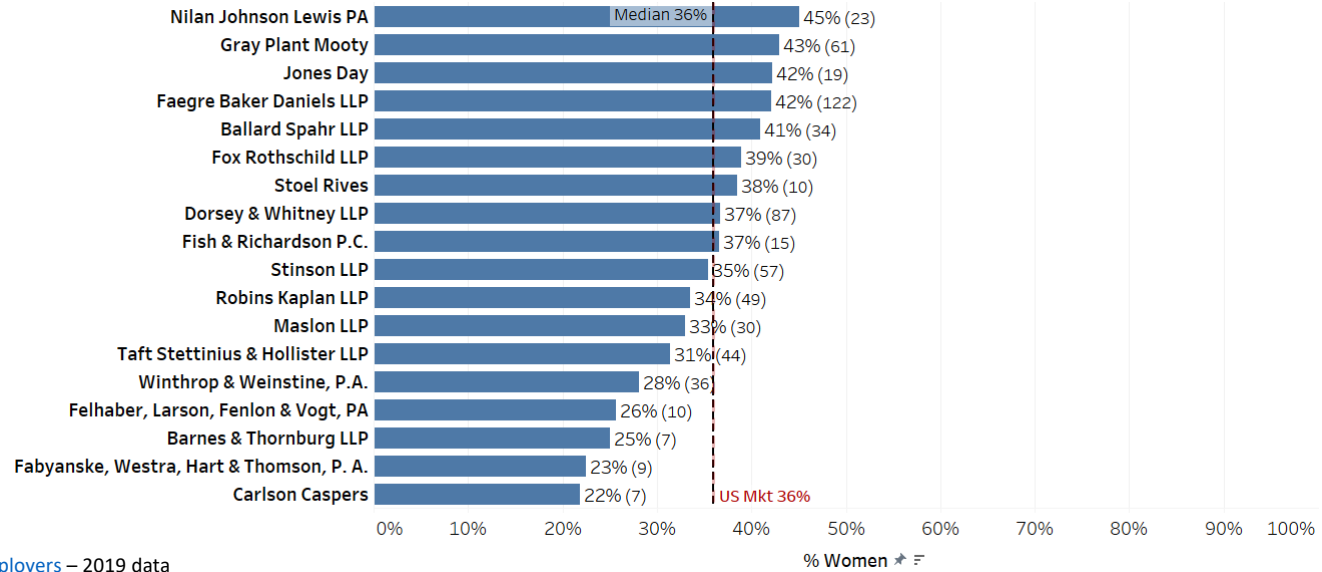
Firm	Attorneys in MN
Faegre Baker Daniels LLP	290
Dorsey & Whitney LLP	237
Stinson LLP	161
Robins Kaplan LLP	146
Gray Plant Mooty	142
Taft Stettinius & Hollister LLP	140
Winthrop & Weinstine, P.A.	128
Maslon LLP	91
Ballard Spahr LLP	83
Fox Rothschild LLP	77
Nilan Johnson Lewis PA	51
Jones Day	45
Fish & Richardson P.C.	41
Fabyanske, Westra, Hart & Thomson, P. A.	40
Felhaber, Larson, Fenlon & Vogt, PA	39
Carlson Caspers	32
Barnes & Thornburg LLP	28
Stoel Rives	26

Company	Attorneys in MN
United Health Group	126
3M	98
Medtronic	73
Target	70
Cargill	41
Best Buy	39
General Mills	31
Xcel Energy	23
Ecolab	23

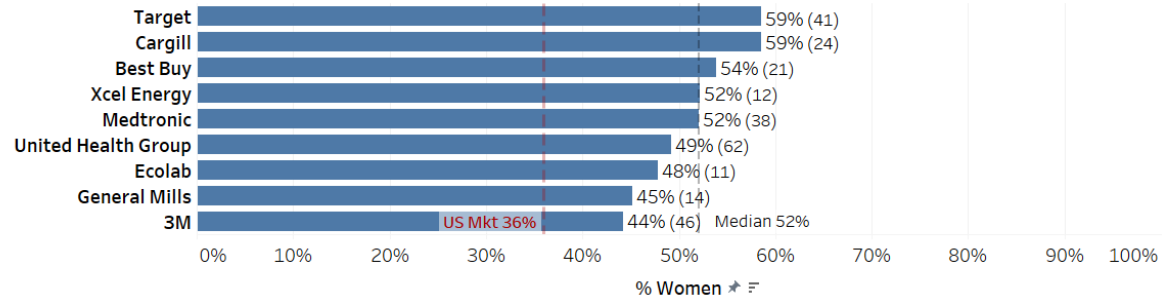
Note: Fredrikson & Byron, P.A. would have been included, but for the lack of Twin Cities demographic data for the firm on NALP.

Representation of Women

Firms

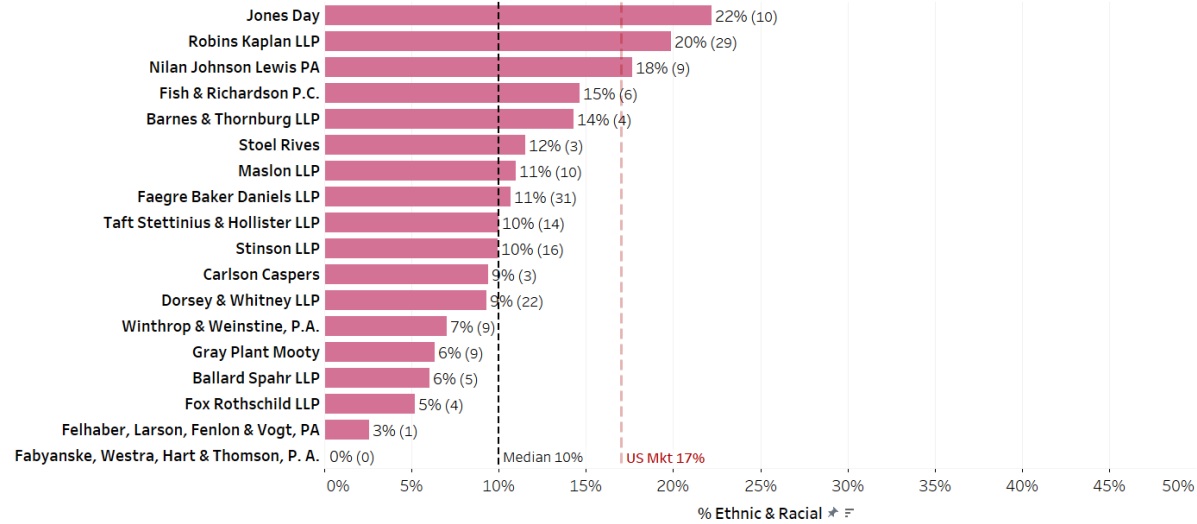


Companies



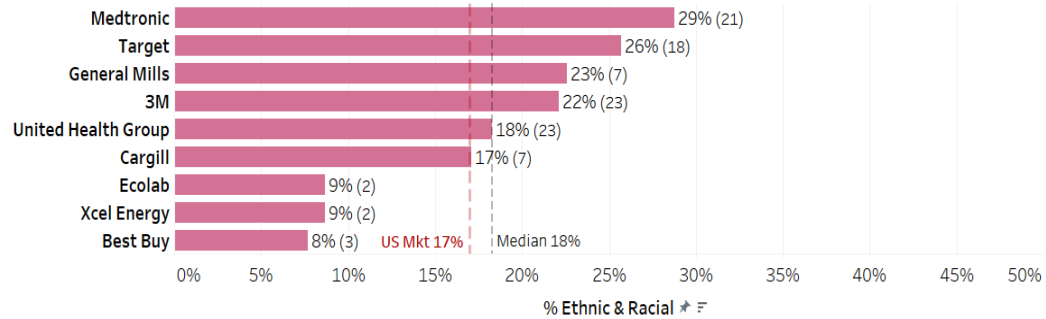
Ethnic and Racial Representation

Firms

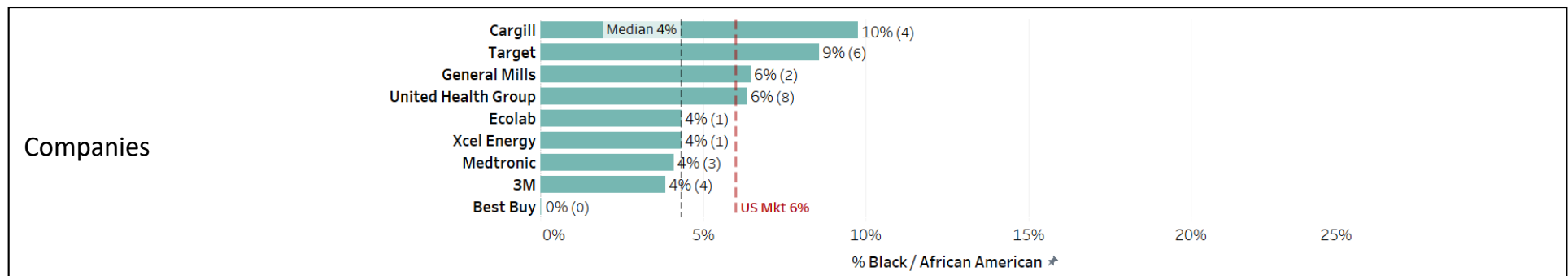
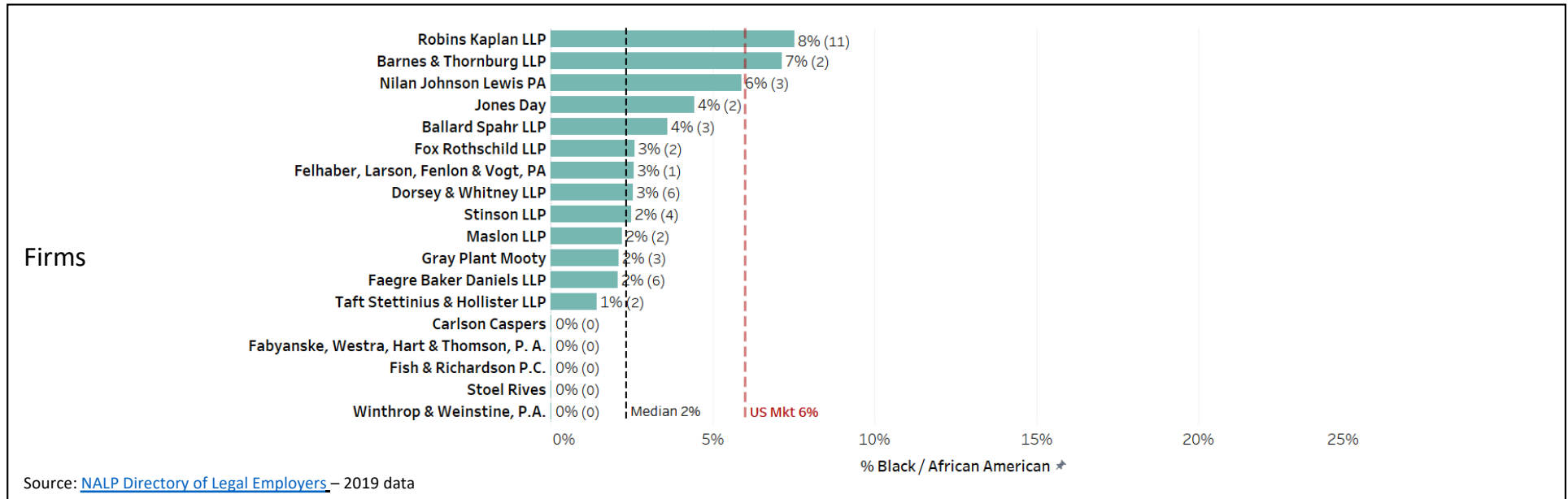


Source: [NALP Directory of Legal Employers](#) – 2019 data

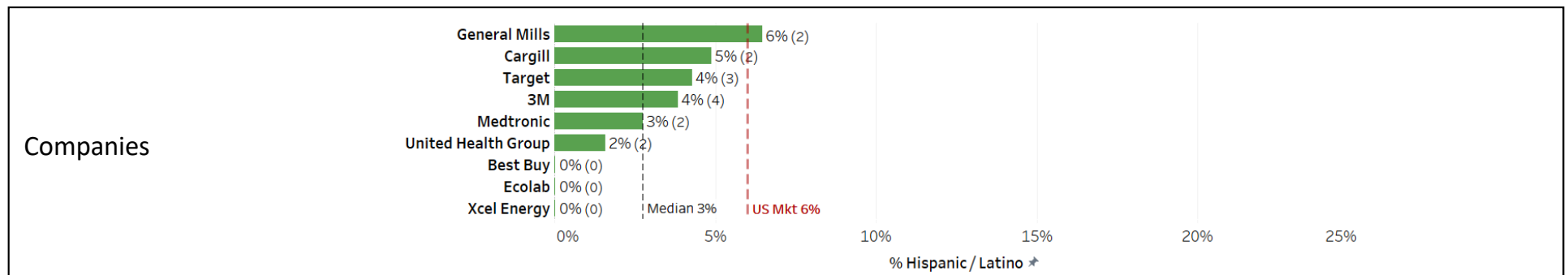
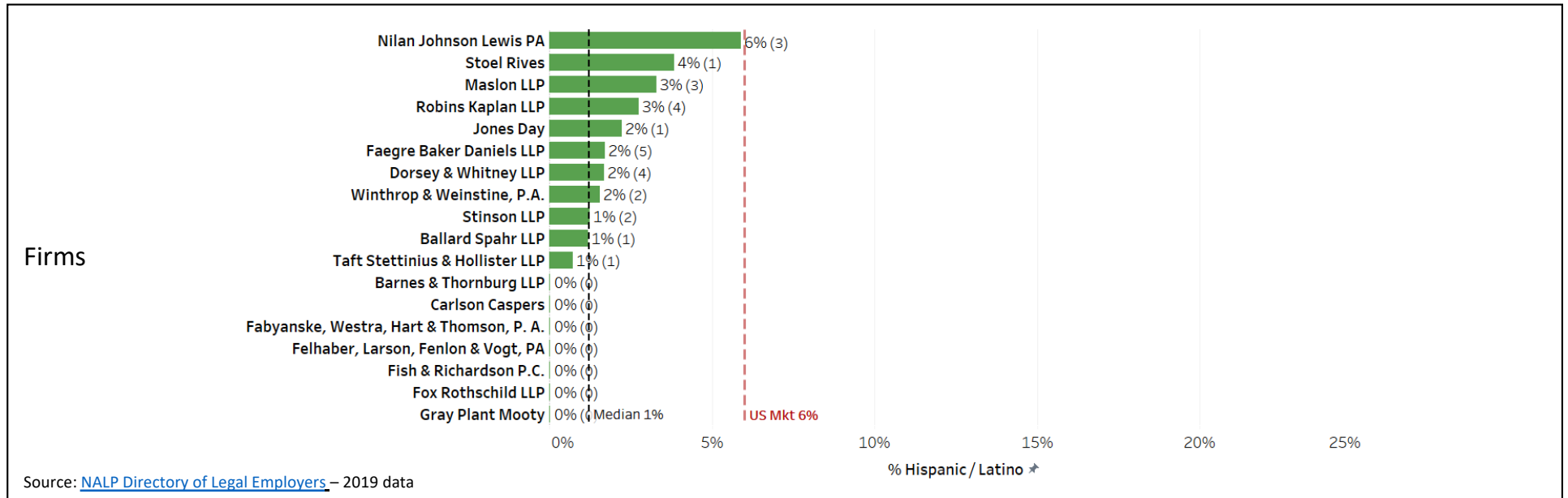
Companies



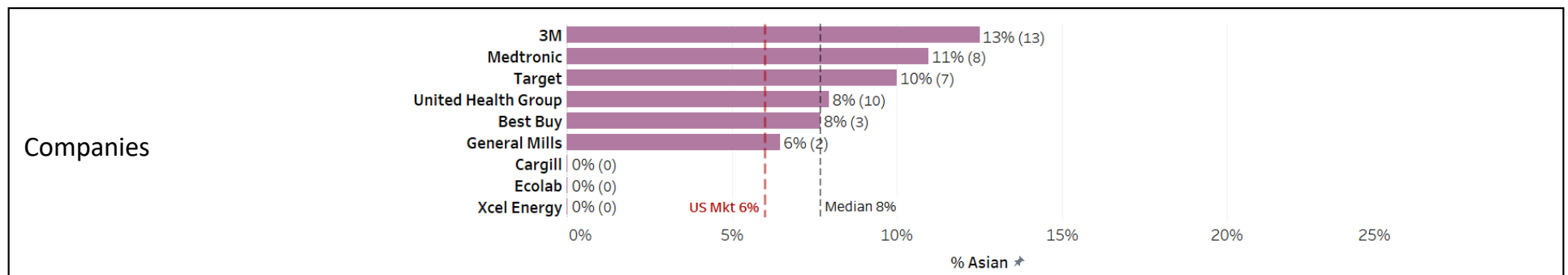
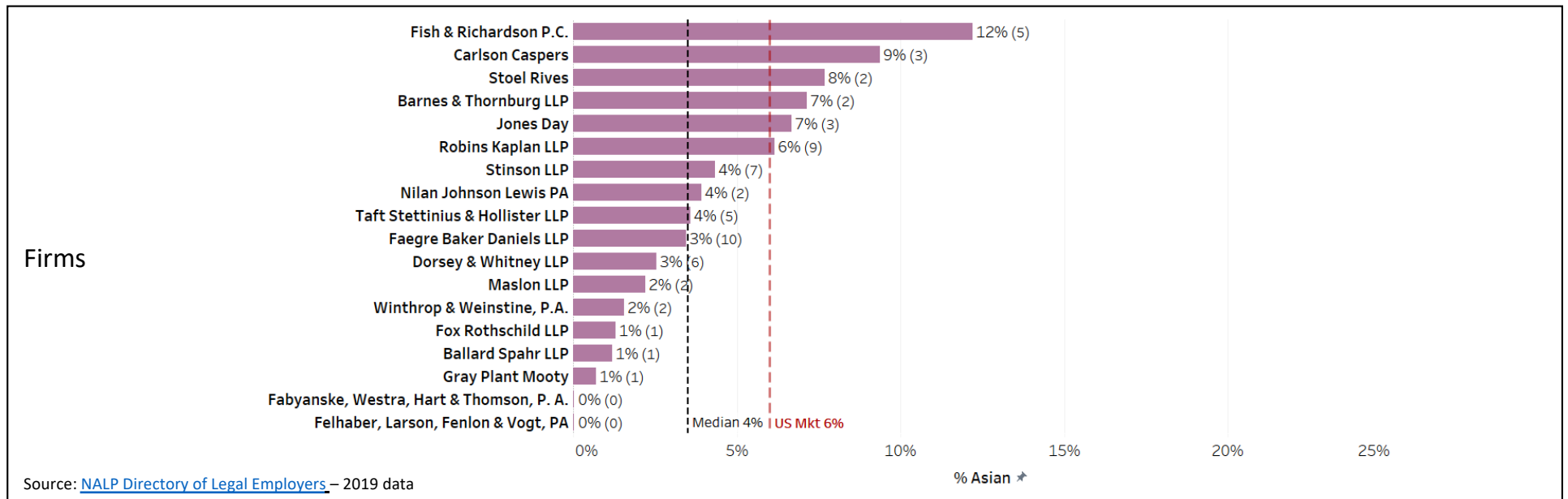
Black / African American Representation



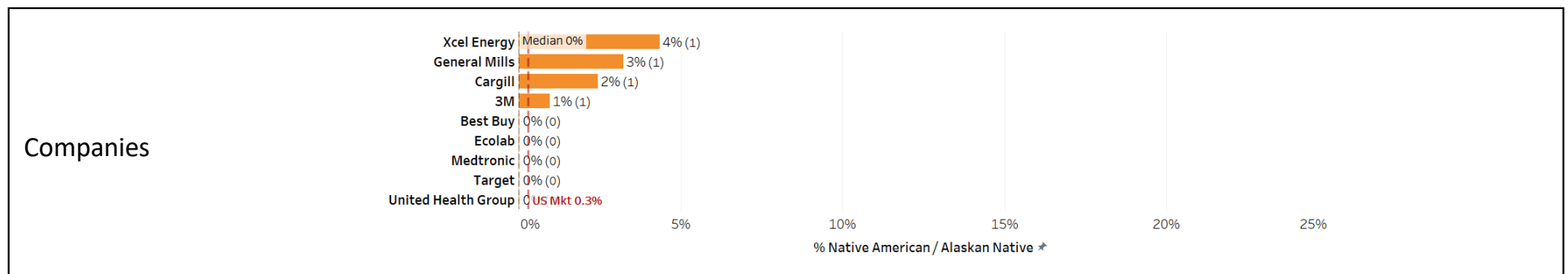
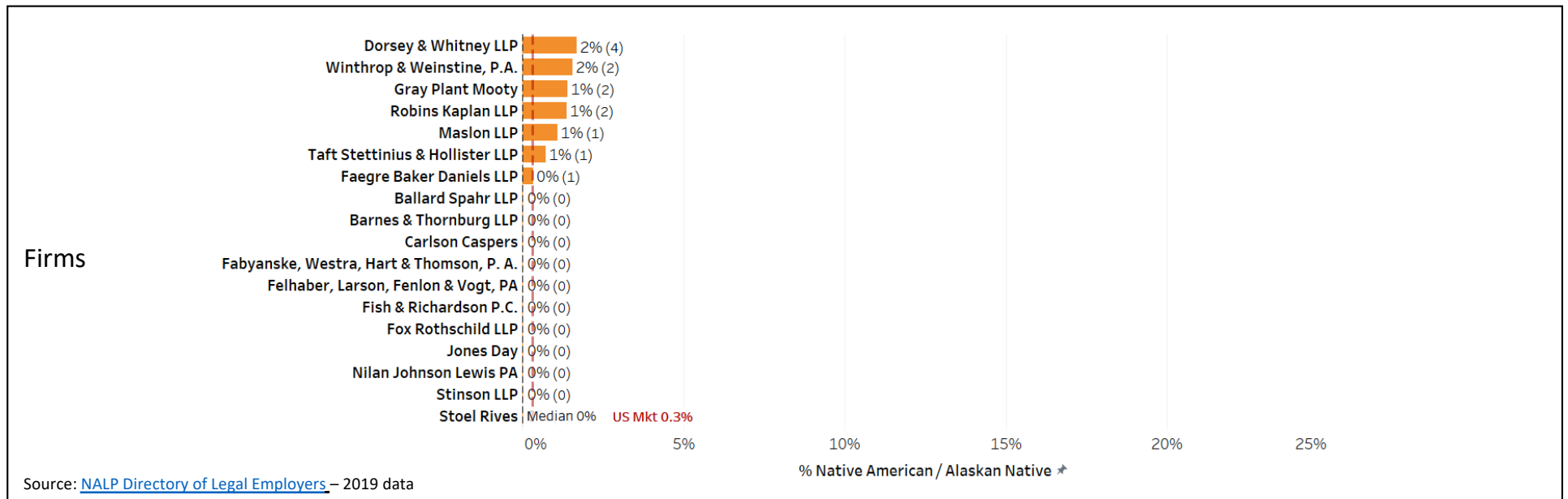
Hispanic / Latino Representation



Asian Representation

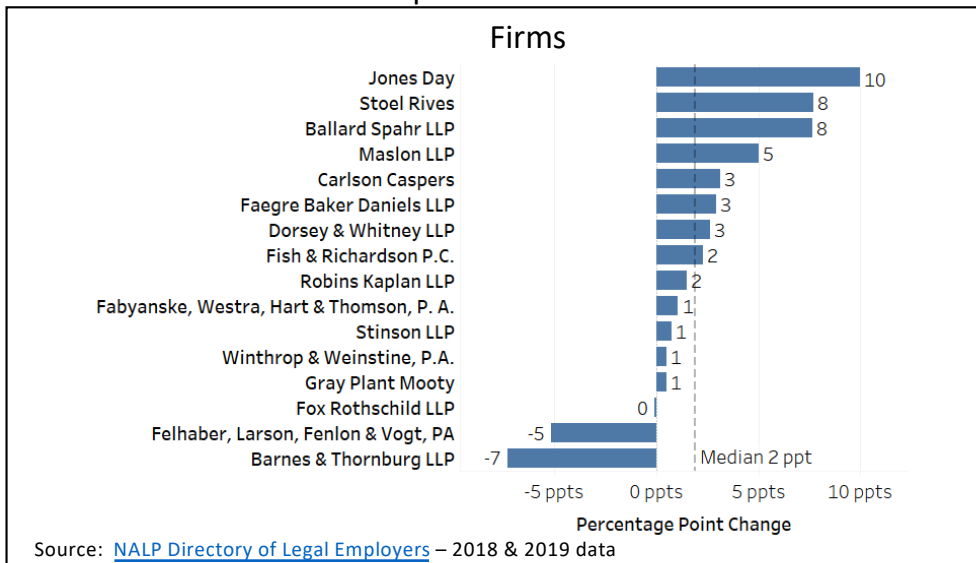


Native American / Alaskan Native Representation

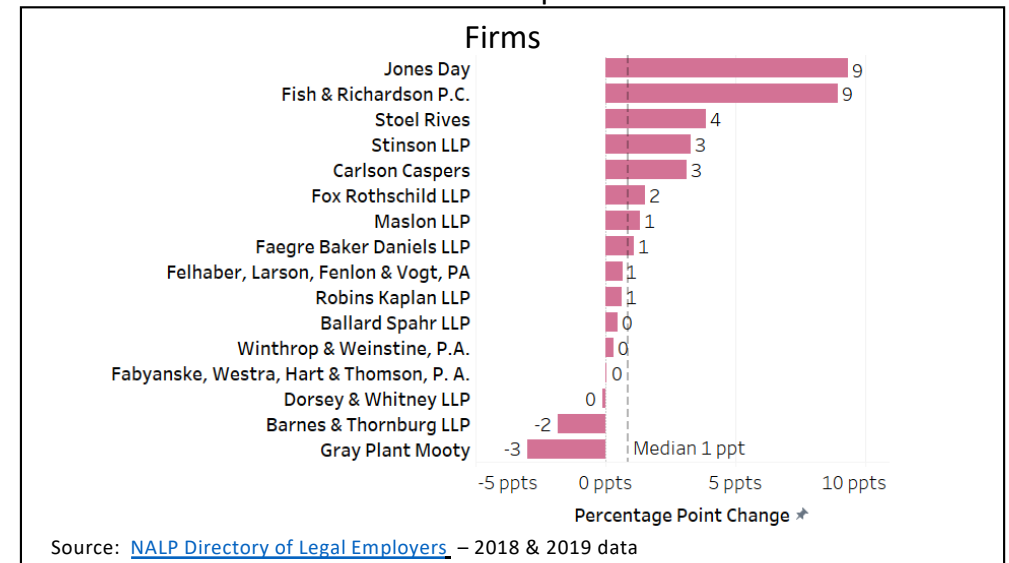


2018 – 2019 YOY Change

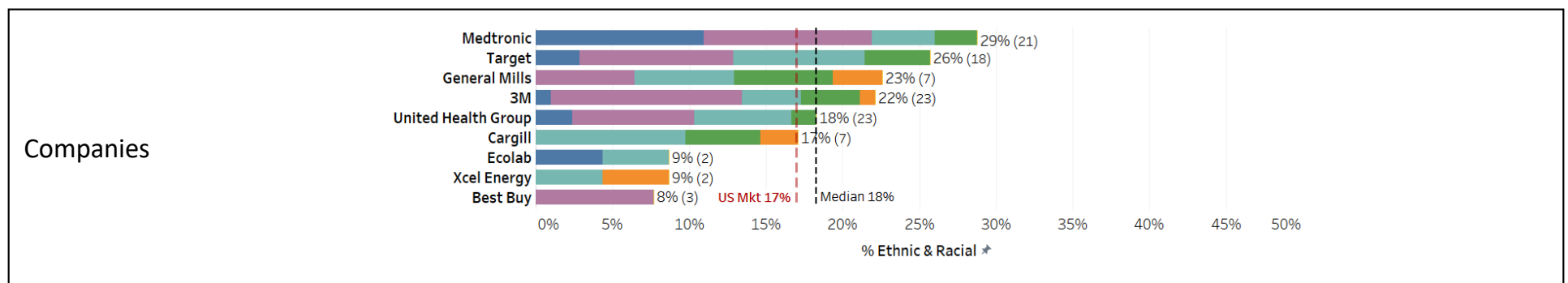
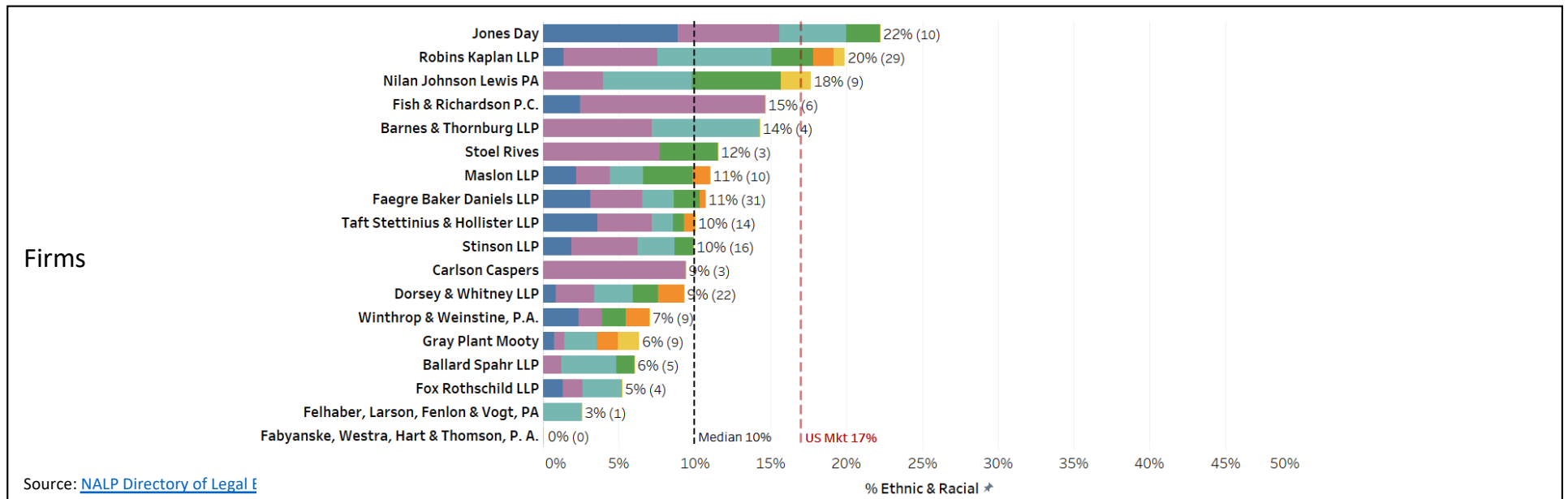
Representation of Women



Ethnic & Racial Representation



Ethnic and Racial Representation



■ 2 or More Races
 ■ Asian
 ■ Black/African American
 ■ Hispanic/Latino
 ■ Native American/Alaskan Native
 ■ Native Hawaiian/Other Pacific Islander

Keynote Remarks – Hon. Michael J. Davis



Comments from Project Advisors



Ann Anaya -
Chief Diversity
Officer and Global
Diversity and
Inclusion Strategic
Lead for 3M



Jerry Blackwell –
Founder and
Chairman of
Blackwell Burke



Judge Tony N. Leung
– Federal Magistrate
Judge, U.S. District
Court for the District
of Minnesota



Don H. Liu –
Executive Vice
President and Chief
Legal & Risk Officer
for Target
Corporation



Thomas F. Nelson
Partner, Stinson



Judge Peter Reyes, Jr.
– Minnesota Court of
Appeals



Anna Richo -
Corporate Senior Vice
President, General
Counsel, Chief
Compliance Officer
and Corporate
Secretary for Cargill

Comments from Bar Association Leaders



Frank Aba-Onu
MABL



Zuri Balmakund
MHBA



Roger Maldonado
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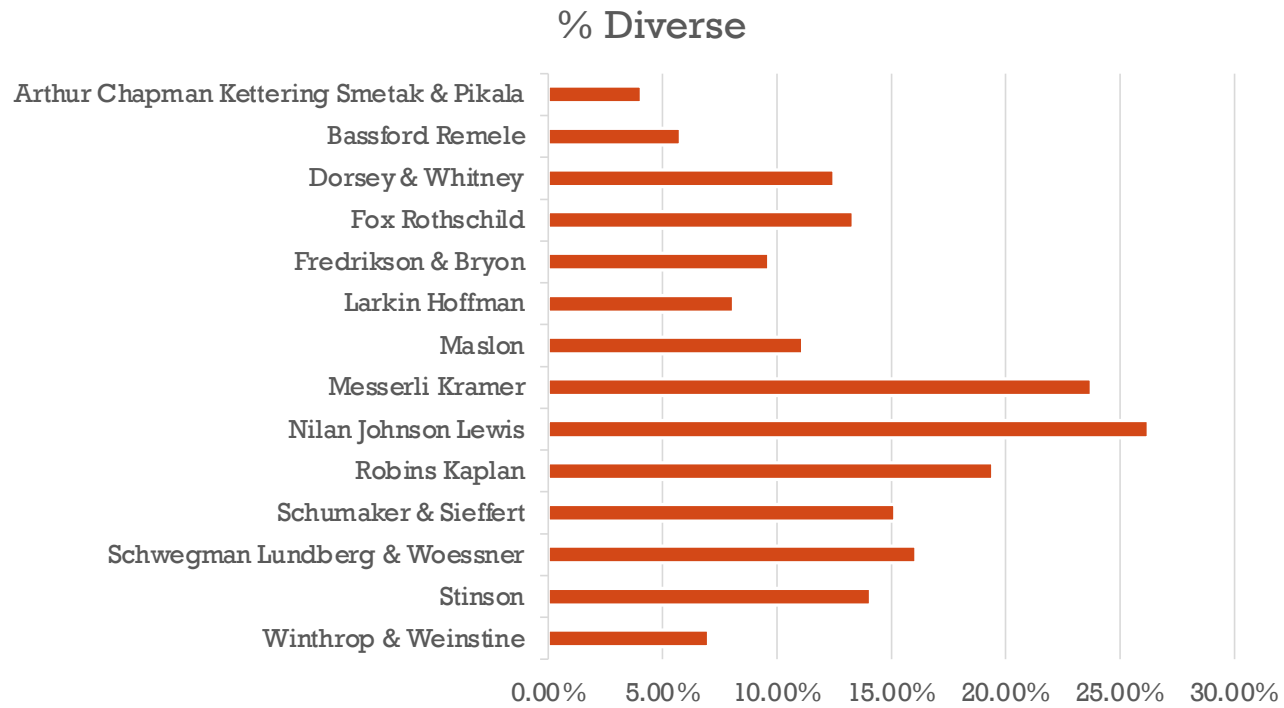
Summra Shariff
TCDIP

2020 TWIN CITIES DIVERSITY REPORT

FIRM	Total No. (All Attorneys)	Total No. Diverse ¹ (All Attorneys)	Total % Diverse (All Attorneys)
Arthur Chapman Kettering Smetak & Pikala	49	2	4.08%
Bassford Remele	52	3	5.77%
Dorsey & Whitney	248	31	12.50%
Fox Rothschild	75	10	13.33%
Fredrikson & Bryon	280	27	9.64%
Larkin Hoffman	74	6	8.11%
Maslon	90	10	11.11%
Messerli Kramer	59	14	23.73%
Nilan Johnson Lewis	61	16	26.23%
Robins Kaplan	139	27	19.42%
Schwegman Lundberg & Woessner	56	9	16.07%
Schumaker & Sieffert	33	5	15.15%
Stinson	149	21	14.09%
Winthrop & Weinstine	143	10	6.99%



2020 TWIN CITIES DIVERSITY REPORT



DIVERSE ATTORNEY RAW DATA

FIRM	Afr. American/ Black			Hispanic/ Latino			Asian/Asian American			Native Am.			Hawai'ian/ Pac. Islander			Two or More			LGBTQIA (Angelo/ White)			LGBTQIA (Racial Minority)*			TOTAL
	Male	Female	3rd Gender	Male	Female	3rd Gender	Male	Female	3rd Gender	Male	Female	3rd Gender	Male	Female	3rd Gender	Male	Female	3rd Gender	Male	Female	3rd Gender	Male	Female	3rd Gender	
Arthur Chapman Kettering Smetak & Pikala	0	0	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2
Bassford Remele	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	3
Dorsey & Whitney	2	5	0	4	1	0	1	6	0	2	1	0	0	0	0	2	0	0	2	5	0	0	0	0	31
Fox Rothschild	0	2	0	0	1	0	1	1	0	0	0	0	0	0	0	0	0	0	4	1	0	0	0	0	10
Fredrikson & Bryon	3	3	0	3	2	0	3	7	0	2	0	0	0	0	0	0	0	0	1	3	0	1	1	0	27
Larkin Hoffman	0	1	0	0	1	0	1	2	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	6
Maslon	1	1	0	1	1	0	1	1	0	2	0	0	0	0	0	0	0	0	1	1	0	1	0	0	10
Messerli Kramer	0	0	0	1	0	0	1	1	0	0	0	0	0	0	0	6	3	0	1	1	0	0	0	0	14
Nilan Johnson Lewis	2	1	0	3	0	0	0	4	0	0	0	0	0	0	0	1	1	0	2	2	0	1	0	0	16
Robins Kaplan	4	2	0	2	2	0	5	6	0	0	1	0	0	1	0	2	0	0	1	1	0	0	1	0	27
Schwegman Lundberg & Woessner	1	0	0	1	0	0	3	1	0	1	0	0	0	0	0	2	0	0	0	0	0	0	0	0	9
Schumaker & Sieffert	0	0	0	2	0	0	2	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	5
Stinson	1	3	0	1	2	0	2	3	0	0	0	0	0	1	0	1	1	0	4	2	0	0	0	0	21
Winthrop & Weinstine	1	0	0	1	1	0	1	2	0	0	0	0	1	0	0	1	0	0	1	1	0	0	0	0	10



Comments from Bar Association Leaders



Frank Aba-Onu
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TCDIP



TC

TWIN CITIES
DIVERSITY IN
PRACTICE

DIP

Summra Shariff

What data does TCDIP collect?

Using an adapted version of the ABA Diversity Model Survey, we request data for the Twin Cities and United States from each member organization in 7 areas and by job titles:

1. General demographics (race/ethnicity, gender expression, LGBTQ status, etc.)
2. Leadership and Management
3. Promotions
4. Attrition and Hiring
5. Work Schedules
6. Compensation
7. Diversity and Inclusion Initiatives



Summra Shariff

Who provides data?

For 2019:

- 36 Law Firms
- 11 Corporate Legal Departments





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DIVERSITY IN
PRACTICE

DIP

Summra Shariff

What does TCDIP do with the data?

- Raise awareness to activate change
- Continue to innovate and drive forward our mission to attract, recruit, advance and retain attorneys of color in the Twin Cities
- Share and implement best practices across our membership
- Measure and track national and regional progress



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Where can you find TCDIP's data?

All reports are available on
www.diversityinpractice.org

- 2018 Law Firm Report
- 2018 Corporate Report
- 2019 Law Firm Report
- 2019 Corporate Report

sshariff@diversityinpractice.org

Q&A

