



Diversity Fellowship & Recruitment Programs

Lathrop GPM continues to implement a variety of strategies and initiatives to recruit a diverse group of summer associates and attorneys. Successful efforts layer law school connections and support, networking, community outreach and financial support with accountability to the Firm's legal recruiting team, Culture, Diversity and Inclusion Committee, and executive leadership.

- **2L Diversity & Inclusion Fellowship**
 - **1L Diversity Summer Associate Program Positions**
 - **Minnesota Urban Debate League Fellowship**
 - **Cristo Rey Program**
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2L Diversity & Inclusion Fellowship

Lathrop GPM is committed to diversity and inclusion at every level, and believes that the opportunities provided by its Diversity & Inclusion Fellowship will advance those efforts. As a component of the firm's strategic overall diversity and inclusion initiatives, the fellowship provides up to \$20,000 annually in scholarship funds, which may be awarded to one or more law students in order to assist with tuition, fees, books, supplies and other course related expenses. The fellowship recipient(s) will also receive a 2L summer associate position in the firm's summer program.

Eligibility

- Enrolled and in good standing as a second-year law student at an ABA accredited law school.
- A commitment to participate in the summer associate program at one of the firm's offices.
- Timely submission of all Fellowship application materials.
- The desire and ability to promote or enhance diversity in the legal profession.

Application Requirements

- An updated resume
- Unofficial transcript of law school grades.
- A brief writing sample.



- A personal statement of no more than 750 words describing how your background, personal attributes and/or characteristics will contribute meaningfully to the firm's diversity and inclusion goals and/or diversity in the legal profession/community.
- Two professional, personal or academic references or letters of recommendation.

To apply, please send the required materials above to Emily Coveyou, Manager - Legal Talent, at emily.coveyou@lathrooggpm.com. Our priority deadline for 2023 consideration is July 15, 2022. Interviews will begin in August 2022.

1L Diversity Summer Associate Program Positions

In 1993, Gray Plant Mooty became the first law firm in Minneapolis to offer a Summer Associate Program for diverse first year law students. Today, the program has expanded to St. Louis, Missouri. Summer Associates participate in legal projects, training sessions, and social outings with the guidance of attorney mentors. More information on our Summer Associate Program can be found [here](#).

Eligibility

- Enrolled and in good standing as a first-year law student at an ABA accredited law school.
- A commitment to participate in the summer associate program at one of the firm's offices.
- Those who identify as having a BIPOC background and/or who identify as a member of the LGBTQ+ community are encouraged to apply.

To apply for consideration in 2022, please see our [Law Students career page](#). Interviews will begin in January 2022. Questions can be directed to Natalie Rankin, Legal Talent Coordinator, at natalie.rankin@lathrooggpm.com.

Minnesota Urban Debate League Fellowship

Since 2010, Lathrop GPM has proudly sponsored the Minnesota Urban Debate League's Summer Fellowship, during which high school students observe attorneys in action to get a snapshot of what it is like to be a lawyer. In addition to assisting with various tasks around the firm, the summer fellow attends a debate camp funded through the Lathrop GPM-sponsored fellowship. The firm has continued its involvement each year, and had served as a catalyst for the program's growth throughout the Twin Cities.

The Minnesota Urban Debate League serves young people in Minneapolis and St. Paul through academic competitive debate. The League has been hailed as "the diversity program that works" in building the future



pipeline of leaders in the legal field.

Cristo Rey Program

Lathrop GPM has partnered with the Cristo Rey Network, which provides a faith-based, college preparatory education to economically disadvantaged young people in urban communities. Students attend school four days each week, then work in a corporate office on the fifth day to help pay for their education. Lathrop GPM continues to host students through this initiative, helping them learn basic job skills that are critical to future success.

Additional Partners

- ABA Legal Opportunity Scholarship
 - Midwest Black Law Student Association
 - Local and National Diverse Bar Associations
 - Law Schools and Diverse Student Organizations
 - Diverse Professional Organizations
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For Diversity Fellowship & Recruitment Programs inquiries, please contact: