



# 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**
  - **Additional Partners**
  - **Diversity Fellowship & Recruitment Programs Inquiries**
- 

## 2L Diversity & Inclusion Fellowship Award

Lathrop GPM is offering up to three D&I Fellowship awards for second-year law students for the summer of 2023 in our Kansas City, Minneapolis or St. Louis offices. As part of Lathrop GPM's 2L hiring and overall diversity & inclusion initiatives, our firm offers Fellowship awards in the form of scholarship funds 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.

The ideal candidate will have the desire and ability to promote or enhance diversity in the legal profession, a desire to remain in their selected city long term, and interest in working for an Am Law 200 firm. A strong academic record, superior work ethic, and ability to work well in a team setting is preferred. Candidates must be enrolled and in good standing as a second-year law student at an ABA accredited law school.

**To apply for 2023 consideration, please visit our [Summer Associate Opportunities](#) page. 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](#).

**We are not currently accepting 1L applications. Questions can be directed to Natalie Rankin, Legal Talent Coordinator, at [natalie.rankin@lathropgpm.com](mailto:natalie.rankin@lathropgpm.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
- 

**For Diversity Fellowship & Recruitment Programs inquiries, please contact:**