

NALP'S ANNUAL EDUCATION CONFERENCE

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A TOOL KIT TO EMBED INCLUSIVENESS IN LAW SCHOOLS

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Introduction of CLI & Manual

- ▣ Deans' Diversity Council (2006)
- ▣ First Diversity Summit (2007)
- ▣ Formation of Colorado Campaign for Inclusive Excellence
 - Re-named Center for Inclusive Excellence (CLI)
- ▣ "Birth" of CLI Manual
 - "Beyond Diversity: Inclusiveness in the Legal Workplace"
- ▣ Law schools are members of CLI
- ▣ Step-by-Step Process: Creating Inclusive Law Schools

Overview of CLI Manual

Step 1: Laying the Internal Foundation

Step 2: Creating an External Support System

Step 3: Integrating Inclusiveness within your Organization

Step 4: Integrating Inclusiveness into External Relationships/Communication

Step 5: Implementation

Inclusive Excellence in Law Schools

- ▣ Took on challenge of how to apply CLI Manual to law schools.
- ▣ Dual status of law schools
 - Educational institutions (student-centered)
 - Workplaces w/employees
- ▣ Inclusive excellence tied to primary mission of law schools
- ▣ Diversity and inclusiveness action plans in higher education

HOW CAN LAW SCHOOLS IMPLEMENT
AN INCLUSIVENESS PROGRAM?

1. It Starts with Leadership

- ▣ Read and become familiar with current research and materials
- ▣ Review diversity/inclusiveness strategic or action plan
- ▣ Create a diversity/inclusiveness staff
- ▣ Participate actively in diversity and inclusiveness programming
- ▣ Be a role model for inclusion (“Walk the Talk”)

2. Form/Re-form an Inclusive Excellence Committee

- ▣ Include a cross-section of constituents
- ▣ Remember that the participation and input of students is crucial to the success of this process
- ▣ Collaborate and envision *why* diversity and inclusion are important to your law school
- ▣ Create institution-specific definitions

3. Engage in Training

- ▣ Train the senior leadership, staff and faculty
- ▣ Develop programs, seminars and courses to increase student's understanding of diversity and inclusiveness in their education and in their practice of law

4. Make the Case for Diversity and Inclusion

- ▣ Review and evaluate your law school's vision or mission statement
- ▣ Use your understanding of *why* diversity and inclusiveness are important to your law school as a guide for communicating its importance *throughout* your law school

5. Gathering and Analyzing Information

- ▣ Importance of assessing existing climate of law school
 - Faculty, staff, students
- ▣ Quality of interactions
- ▣ Level of diversity and inclusiveness awareness among groups
- ▣ Online surveys, focus groups, interviews

6. Creating an Inclusiveness Action Plan

- ▣ Definition
- ▣ Goals, objectives, tasks, timelines
- ▣ Who's responsible?
- ▣ Assistance from CLI Manual
 - Analysis of data
 - Setting priorities
 - Organizational mission
 - Values statements
 - Hiring/recruiting personnel
- ▣ Lessons from other colleges/universities
 - Incorporating inclusiveness into educational mission

7. Measuring Success

- ▣ AIM Model
 - Measure growth as an organization
- ▣ Compare law school initiatives to university action plans
- ▣ Consider progress achieved by other law schools
 - Ohio State Moritz College of Law
- ▣ Evolving models of inclusive excellence
 - Stay Tuned!

**DIVERSITY AND
INCLUSIVENESS BEST
PRACTICES IN LAW SCHOOLS**

In Admissions

- ▣ Recruiting
- ▣ Appoint a diverse admissions committee
- ▣ Conduct ongoing training for the admissions committee
 - Focusing on holistic approaches to reading application files
 - Giving strong consideration to all factors in an applicant's file
 - Resisting the tendency to overemphasize LSAT scores
 - ▣ Current research indicates that the LSAT only predicts first year grades and *not* success as an attorney

For Retention

- ▣ “It takes a Law School” to recruit and retain
- ▣ Create a new full-time position
 - Assistant Dean or Director of Diversity and Inclusiveness
- ▣ Alternatively, add diversity responsibilities to the Assistant Dean of Student Affairs' role
- ▣ Present school-wide programs and events designed to foster an understanding and appreciation of diversity

In Leadership

- ▣ Invest the time necessary to ensure that inclusiveness efforts move forward
- ▣ Keep diversity and inclusion issues on the table at all levels
 - Senior administrators, faculty, dean's cabinet and alumni groups/councils
- ▣ Prepare for a long-term process and commit to a continuing journey

Staff/Administrators

- ▣ Inclusive hiring practices and criteria
- ▣ Create sense of community
 - Open communication
 - Safe space
- ▣ Diversity/Inclusiveness education (anti-bias training)

In Academics/Faculty

- ❑ Increase diversity of faculty applicant pool
- ❑ Advertise faculty openings more widely, ensuring that job announcements are reaching a diverse audience
 - AALS Bulletin, The Chronicles of Higher Education, Hispanic-jobs.com, etc.
- ❑ When searching for faculty and administrators include such criteria as:
 - Experience in cross-cultural communication
 - Knowledge of and experience with diversity issues and diverse populations

Alumni/Development

- ❑ Affinity group alumni associations
- ❑ Alumni Diversity & Inclusiveness Committee
- ❑ Diversity scholarships/fundraising
- ❑ Increase diverse alumni giving
- ❑ Alumni awards – diverse recipients
- ❑ Include diverse alumni in programs
 - Speakers, panelists

Career Services

- ▣ Diversity clerkship programs
- ▣ Diverse student outreach
 - Utilization of Career Services Office
- ▣ Create welcoming/supportive office climate
- ▣ Educate legal employers
 - Holistic hiring practices
- ▣ Present diversity-related programs
 - Discrimination in job search
 - Handling offensive interview questions
- ▣ Develop mandatory career development course

Community Outreach

- ▣ Support participation of students, staff, faculty in:
 - Pipeline programs
 - Local diverse organizations
 - Local and national conferences
 - ▣ Re: diversity and inclusiveness
- ▣ Sponsor tables and participate in affinity bar events
- ▣ Develop inclusive speakers bureau
 - Diverse presenters

Thank You!

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