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**NOW WE KNOW MORE:
Race Conscious Recruitment After
Students for Fair Admissions v. Harvard**

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Topic One

After the decision on June 29, 2023, law schools were tasked to alter their student recruitment and admissions practices to enable them to reach their diversity goals through legal means that would meet scrutiny for race-neutrality. Many law schools rapidly, but systematically, amended their applications for admission for the 2024 admissions cycle. Law schools welcomed the most racially and ethnically diverse first-year class in history in August 2023. In August 2024, law schools will welcome the first cohort of law students who will be admitted, counseled, and recruited after the decision. *What effects have you seen in your professional world in this time frame of change?*

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Topic Two

As a result of changes to law school student recruitment and admission practices, the next cohort of 1Ls will have provided more information about their economic, social, and personal background, their accomplishments, their personal qualities, and their career aspirations to the law schools to which they applied. *Will the “authentic voice” they found in the admission process translate to their job search? How can career counselors prepare them to adapt their disclosures as they navigate fellowship application prompts, cover letters, and interviews? How can employers prepare to evaluate candidates in this new environment?*

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Topic Three

Fortunately, many law firms and other employer organizations have remained committed to making DEI summer fellowship opportunities available to 1L students. Other employers will continue to hire 1Ls for summer clerkships and internships. While this activity continues, law school career offices are navigating university policies related to the promotion of DEI-based opportunities. *What are some of the tension points or unintended consequences of 1L DEI fellowship hiring process?*

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Topic Four

Current ABA data shows an increase in diverse students enrolling in law school. Recent NALP Diversity Reports shows some small gains in the diversity of lawyers as well. Despite this, much of the news and reporting after the decision was focused on the “death of DEI”. Enacted and pending legislation in several states makes recruitment more challenging. *What concerns do you have moving forward in terms of deepening the pipeline of diverse legal talent? How are you using race-neutral practices that comply with the ruling and enable your organization to maintain a diverse pipeline?*

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Q & A/ DISCUSSION



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