



INDIANA UNIVERSITY

# 2020 DIVERSITY AND INCLUSION REPORT

MAURER SCHOOL OF LAW



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SCHOOL OF  
LAW

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## COVER PHOTO

Hon. **Juanita Kidd Stout**, JD '48, LLM '54, was the first African American woman in the United States to serve on a state supreme court. She and five other pathbreaking alumni appear on banners outside Baier Hall as part of the Law School's celebration of our community.

The Indiana University Maurer School of Law has a longstanding commitment to the creation of a diverse and inclusive community. This report emphasizes steps taken during the 2019-2020 academic year, with some description of our continuing initiatives from the past five years.

## Institutional support

The Law School has long been committed to issues of diversity and inclusion. The Law School has taken several steps—many of them in the past year—to provide more institutional resources to its diversity and inclusion initiatives. Among them are:

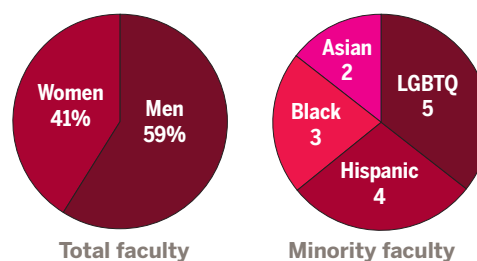
- The creation in 2017 of a standing faculty committee, the **Diversity and Inclusion Committee**, to create, implement, and monitor diversity and inclusion initiatives.
- Appointment in 2019 of an **assistant director of admissions and diversity recruiting**, who was promoted to associate director in early 2021.
- The creation in 2021 of a new position, a **director of diversity, equity, and inclusion**, to work with all students to achieve a fuller sense of community inclusion.
- Appointment of a **diversity and inclusion fellow** in the Leonard D. Fromm Office of Student Affairs to help promote the school's efforts to integrate diversity and inclusion efforts. Three students have now held the fellow position.
- Further **diversification of our alumni advisory boards**. Most recently this has included the appointment of three African American and one Latinx members to the school's Board of Visitors, three of whom are women: a federal district court judge, the deputy general counsel of a Fortune 500 company, a partner in a major international law firm, and a former network television executive.
- Expanded engagement with the **school's affinity boards**, including the BLSA, Latino, and LGBT Alumni Advisory Boards.
- Creation of a **Global Advisory Board** in 2017, which comprises 25 alumni and friends from countries around the world.

## Faculty diversity

Faculty diversity is a core value of the Law School. In our 2015 Strategic Plan, we committed to “continu[ing] to expand the diversity of our faculty, including hiring faculty from diverse and underrepresented groups.” Each year, faculty consider a wide range of diverse candidates with entry-level hiring and extend offers to a diverse pool of candidates.

There are 56 full-time members of the Law School faculty. Forty hold tenured or tenure-track faculty appointments; seven are lecturers; five are clinical faculty; two are professors of practice; and two hold term appointments as university scholars. Four of our 56 tenured faculty members are currently serving full-time in leadership positions at Indiana University.

### Diversity of Law School faculty



Among our 56 full-time faculty members, 33 are men (59%), 23 are women (41%), and nine are minorities (16%). Among the 36 members of the tenured and tenure-track faculty who are resident in the Law School, 23 are men (64%), 13 are women (36%), and eight are minorities (22%). Five (14%) identify as LGBTQ. Of the eight who identify as from underrepresented minority groups (22%), three are Black/African American (8%), four are Hispanic/Latino (11%), and one is South Asian (2%). Of the 16 faculty who are not tenured or on tenure track, one is Asian (6%), eight are women (50%), and eight are men (50%).

Senior faculty leadership at the Law School reflects the school's commitment to broad-based diversity of





different forms. The dean is a first-generation college student and an immigrant to the United States. The executive associate Dean is Latina and the first woman of color to hold that position in the Law School's history (she is on leave this year, but returning next year). The associate dean of academic affairs (a white man) identifies as LGBTQ.

The Law School has a strong commitment to diversity in faculty hiring, and we have made progress in increasing the diversity of our faculty. Since 2014, the Law School has hired eight tenured or tenure-track faculty, four of whom are women. Two of these faculty are Black or African American women, one is a Hispanic man, and one is a white woman who identifies as LGBTQ. One of the four men hired also identifies as LGBTQ, and another one is Latino. Additional hires since 2014 include two lecturers (one white man and one white woman), one professor of practice (a white woman), and two clinicians (one white man and one white woman). The Law School has also taken steps to diversify its adjunct faculty.

The faculty we have hired only tells part of the story. In recent years, a substantial number of offers have been made to diverse candidates in a very competitive hiring market. Last academic year (2019–20), we extended entry-level tenure-track offers to an African American woman, a Hispanic man, a Hispanic woman, and an Asian woman. For this academic year (2020–21), we have extended entry-level tenure-track offers to an African American woman, a Hispanic woman, and an Asian-American woman. We have also hired a visiting professor, an Asian woman, for the spring 2021 semester,



**The Law School's minority faculty members** (from top left): Nicholas Almendares, Jeannine Bell, Kevin Brown, Jessica Eaglin, Luis Fuentes-Rohwer, Jayanth Krishnan, Christiana Ochoa, Victor Quintanilla, Carwina Weng.

with the hope that she will join the faculty as a tenure-track member in the fall. Our Jerome Hall Fellow this year is Latino. In early 2021, we are interviewing an African American lateral candidate.

The concrete actions taken by the faculty are set forth in our most recent action plan for recruiting and retaining a diverse faculty, which builds on previous hiring plans developed by our Faculty Appointments Committee. We are equally committed to retaining our diverse faculty and work actively to promote inclusiveness within our faculty community. Our faculty retreats in 2018, 2019, and 2020 included significant sessions addressing diversity and inclusion among faculty and students, including a session at the 2020 retreat on difficult classroom discussions. In January 2021, the first faculty meeting of the year was dedicated to issues of diversity and inclusion, with a report from the faculty Diversity and Inclusion Committee.

The support we provide our faculty has led to their success—and to their active recruitment by other law schools. Over the past few years, we have fended off lateral offers for many of our junior faculty. Two of our minority

faculty members—a tenured African American man and a tenure-track Black woman—left the Law School at the end of the 2019–20 academic year. Both of them accepted positions at Duke Law School, where they moved largely for family-related reasons. Two other faculty members—a tenured white man and his wife, a white clinician—accepted positions at Vanderbilt Law School. We made competitive counteroffers, but a combination of prestige (Duke and Vanderbilt are often ranked in the top 15 law schools in the U.S.), financial incentives (offers included salaries well above IU’s salary ranges), and spousal employment (both places provided attractive offers to their spouses) made retention impossible.

## Student recruitment

In recent years, the Law School has enrolled between 155-180 students in its entering JD classes. The class usually consists of approximately 60% nonresidents and 40% Indiana residents. Students come from around 30 states and 3-6 countries, and from approximately 100 undergraduate institutions.

As an example, in the fall of 2020, the Law School enrolled 178 JD students. They came from 32 states, five countries, and 95 undergraduate institutions. Sixty percent of the entering class were non-residents (up from 56% last year), and 20% identified as students of color (down from 22%). Student ages ranged from 21–41. About 46% of the entering JD class were women, compared with 57% in 2019, the largest percentage in the school’s history.

Significant resources are dedicated to recruiting a diverse and highly credentialed entering class. For our JD program, the number of students from underrepresented groups has remained relatively stable over the past five years. The JD entering class has enrolled 19% to 28% minority students since 2015. Excluding international students, our 1L enrollment has ranged from 4-8%

Black/African American, from 5-10% Hispanic/Latino, and from 4-9% Asian.

The Law School has made significant gains with gender diversity. Women made up 57% of the 2019 entering class, the third time in the Law School’s history with more women than men. Total JD enrollment consists of 52% women and 48% men. This is a significant improvement from a decade ago, where women made up only about 40% of the entering class.

We are more gender-diverse than many of our peers in the Midwest. As of October 2020, female enrollment at the law schools at the University of Illinois, the University of Iowa, and the University of Wisconsin was 48%, 48.9%, and 49.3%, respectively. We also compare relatively well to our peers in racial diversity. While the numbers are small, we often outpace our Big 10 Midwest peers for the percentage of African American enrollment. Our Hispanic enrollment is roughly the same as our peers<sup>1</sup>, but our Asian JD enrollment is slightly lower.<sup>1</sup>

The chart below provides an overview of our entering JD classes over the last ten years, including the percentage of women and the percentage of minority students.

Year	Apps. Recd.	No. Enrolled	% Women	% Minority
2020	1,545	178	46%	20%
2019	1,790	169	57%	22%
2018	2,005	174	51%	28%
2017	1,898	162	44%	22%
2016	1,633	178	51%	27%
2015	1,433	154	42%	19%
2014	1,812	183	39%	29%
2013	1,851	204	48%	25%
2012	2,358	201	48%	18%
2011	2,751	242	35%	17%

<sup>1</sup>As one example, in the 2019 academic year—the most recent year for which complete, comparative ABA data are available—our overall Black enrollment was 4.9%. Some Midwest comparisons include: Minnesota (0.6%), Iowa (3.7%), Wisconsin (3.7%), Illinois (4.5%), Michigan (4.6%), U. Chicago (4.9%), Notre Dame (5%), Ohio State (5.0%), and Northwestern (5.4%). Outside the Midwest, schools range more widely in overall Black enrollment. Some examples from the ABA 2019 data of relatively similarly ranked schools with similar or lower enrollments include: UC Irvine, 4.6%; North Carolina, 4%; Boston College, 4%; Boston U., 3.9%; Texas, 3.7%; UC-Davis, 3.5%; William & Mary, 2.9%; Kansas, 2.8%; Colorado, 2.7%; U. Washington, 2.6%; U. Arizona, 2.1%; Arizona State, 2.0%; George Mason, 1.6%; Utah, 1.1%.

from underrepresented backgrounds. The Law School has hosted ICLEO, which is run by the Indiana Supreme Court, seven times, including in 2019, and SWEL four times.

- Developed partnerships in Miami, New York City, and Washington, DC, to provide summer externships for students, which has helped us recruit from a wider range of geographic regions.
- Created partnerships with law firms, corporations, and high schools to provide summer employment and to interest minority students in attending law school.

### Scholarships

Scholarship assistance to recruit students from all backgrounds is very substantial, with the school providing approximately \$15 million in scholarship assistance to students each year. In addition, formal scholarship programs have been established with IU's Office of the Vice President for Diversity, Equity, and Multicultural Affairs to create scholarships for Groups, 21st Century, and Hudson & Holland Scholars; with the US Army (the first of any law school in the nation); and with the Asian Pacific Islander American Scholarship Fund.

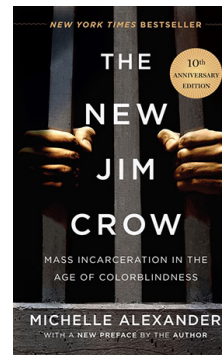
These scholarships are in addition to post-admission support and a range of scholarships created by alumni and others that help in our recruiting efforts. Currently, nine of the Law School's endowed scholarships are diversity-related.

### Programming and student support

The unprecedented events of 2020 highlight the importance of understanding diversity and inclusion and bringing to bear the power of the law in promoting it. The Law School sponsored a significant amount of programming and supported our students in a wide range of ways.

#### Programming

The school hosted workshops, lectures, and other events featuring our faculty and other experts from the IU community. Here are some examples:



*The New Jim Crow* was explored in a community-wide "One School/One Book" colloquium in the fall of 2020.

- **Perspectives on Race, Law, and Equality Speaker Series.** The Law School spearheaded a 12-week Zoom lecture series on this topic featuring speakers from each of the Big 10 law schools. The talks were well-attended (with 80-120 attendees for each lecture) and received positive feedback. Another speaker series on issues of democracy, voting rights, and the rule of law is being planned for spring 2021.
- **One School/One Book Series.** The entire Law School community was invited to participate in a weekly online discussion of *The New Jim Crow*, a provocative book that addresses race discrimination in a timely context.
- **Other programs and events.** The school hosted or sponsored more than a dozen events to raise awareness of diversity and inclusion and to help students become better integrated into the community. Some examples include:
  - » A three-part diversity and inclusion series comprising "Inaction: A Threat to Representation and Inclusion" (Rory James, IU School of Public Health); "Impostor Syndrome: Am I Who I Say I Am?" (Dr. Maria Hamilton Abegunde, Founding Director of IU Graduate Mentoring Center); and "How to be an Ally: Recognizing Our Own Privilege" (CAPS Diversity and Outreach Team).

#### PERSPECTIVES ON RACE, LAW, AND EQUALITY A ZOOM SPEAKER SERIES HOSTED BY THE BIG 10 LAW SCHOOLS



MORE INFO AND RSVP: [LAW.INDIANA.EDU/RACE](http://LAW.INDIANA.EDU/RACE)



Graduate degree students usually hail from 15-20 countries in an entering class, with almost all the graduate class consisting of international students. In any given time, 22-25 countries are typically represented in the Law School (when including entering and continuing students). Between 50 and 60 graduate students usually matriculate each year.

A number of strategies—including partnerships with foreign schools and Fulbright and other scholarship programs—are designed to maintain diversity in our graduate degree programs. This year, of course, the COVID-19 pandemic played havoc with our international student enrollment. Despite this formidable obstacle, 26 students enrolled this fall, representing 14 countries, including Korea, China, Thailand, Taiwan, and Saudi Arabia.

### Outreach

A wide range of new initiatives have been implemented in recent years to help recruit a more diverse JD class. The Law School's diversity recruitment efforts in 2020 focused on these initiatives:

**HBCU relationships.** The Office of Admissions is in the process of establishing expanded, formal partnerships with a number HBCUs with which we have connections. These partnerships capitalize on our existing ones with schools and colleges with significant numbers of students from underrepresented backgrounds.

**Admitted student programs.** The Law School has expanded programming for admitted minority students tailored to their specific needs and interests. (This year, of course, much of this programming moved to a virtual format.)

**New pipeline program.** A year ago, the Law School submitted a grant request through the Law School Admission Council (LSAC) where the Law School would partner with LSAC to create a "PLUS Program." This program would have brought to campus up to 25 diverse

first- and second-year college students for a fully funded, month-long introduction to the practice of law and legal education. The program was not funded last year, which is not uncommon in the first year of a grant application, and we are in the process of reviewing how to resubmit if funding remains. (New program applications appear to have been put on hold as a result of the pandemic).

### Latino and Black admitted law student receptions.

The Office of Admissions Office has planned additional BLSA and LLSA admitted student receptions. Once the campus reopens, the Law School will support admitted attendees with sizable travel stipends.

### Partnerships and recruiting events

For the past several years, the Law School has partnered with several undergraduate institutions and pipeline programs. These efforts continued in 2020. In addition to the new HBCU partnerships, the Law School:

- Has established recruiting partnerships with eight women's colleges and over twenty undergraduate institutions around the country.
- Regularly participates in recruiting events at colleges that serve primarily African-American and Latino students, including visits to prelaw programs at Morehouse and Spelman Colleges, the Latino Justice Fair, Central State University, and the National Black Prelaw conference.
- Hosts ICLEO and SWEL (Summer Work Experience in Law), programs focused on supporting students



The Law School holds a wide range of admissions events designed to recruit a diverse and talented class.

- » A diversity mixer co-sponsored by the school's five minority-based student organizations, and a Black History Month speaker series organized by the Black Law Students Association (BLSA).
- » International Women's Day panel coordinated by the International Law Society.
- » The screening of two movies, *He Named Me Malala*, sponsored by the International Law Society, and *Birthright: A War Story*, sponsored by If/When/How.
- » LGBTQ advocacy training, a drag show sponsored by OUTlaw, and gender marker trainings.
- » BLSA moot court and mock trial competitions and the Williams Institute competition, which addresses LGBTQ issues.
- **Course offerings.** Students were encouraged to enroll in the school's wide array of courses that address race law and equality.
- **Center on Police Accountability.** The Law School has collaborated with the American Bar Association on establishing a Center for Police Accountability that will examine the multiple factors surrounding this topic.

### Student Support

Student support this year emphasized students from first generation and underrepresented backgrounds. Some of our efforts include:

- **Mentoring programs.** Mentoring programs have been established with all affinity alumni boards, and the Law School participates in the Leadership Council on Legal Diversity's Success in Law School Mentoring Program. Significant support is provided through our Career Services Office.
- **Financial support.** The Law School has supported students with annual participation in the Cook County Bar Association's Minority Job Fair in Lavender Law Job Fair in Chicago. We annually sponsor an alumni breakfast at the National Bar Association annual meeting. Alumni boards have provided financial support for students in moot court and external competitions.
- **Career support.** Diversity pipeline and hiring initiatives have been established with law firms and non-profits, for example with the creation of our Julian Bond Law Scholars Program in honor of the civil rights icon Julian Bond. A significant number

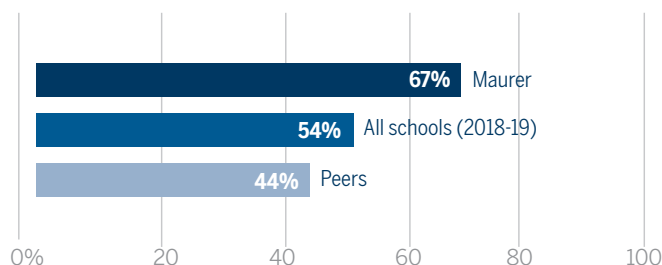
of diversity-related summer positions exist with law firms in Indiana and beyond.

- **Other programming.** The Leonard D. Fromm Office of Student Affairs sponsors a wide range of programs related to diversity and inclusion each year, hosting speakers and workshops related to health and wellness, stress management, and resilience.

These efforts build on other long-standing events and programs supported by our student groups (e.g., BLSA, LLSA, APALSA, LGBTQ+, etc.) and by faculty and alumni. One key event each year is an annual networking reception hosted by Prof. Kevin Brown that connects our students with distinguished alumni of color. New students from underrepresented groups are provided guidance on how to succeed in law school and have an opportunity to meet with more than 100 alumni from all over the country. In addition, Prof. Arthur Lopez, '83, hosts an annual breakfast for Latinx students.

The Law School takes significant steps to encourage students to engage with others from different economic, social, sexual orientation, and racial or ethnic backgrounds. In the 2019 Law School Survey of Student Engagement (a national survey of law students), our students reported that we emphasize inclusion at the Law School more than our peer schools. For example, 67% of our 1L students reported that the Law School encourages students to engage with others from diverse backgrounds, compared to 44% of students at peer schools (and 54% of students when asked in both the 2018 and 2019 surveys). (No data were collected in 2020 because of the pandemic.)

### School emphasis on inclusion



Percent of first-year students who said that their school encourages contact among students from different economic, social, sexual orientation, and racial or ethnic backgrounds.

Source: 2019 Law School Survey of Student Engagement





**Four firsts on the bench:** Hon. Linda L. Chezem, '71, is the first woman appointed to a circuit court in Indiana and the second woman to serve on the Indiana Court of Appeals. Hon. Loretta H. Rush, '83, is Indiana's first woman chief justice. Hon. V. Sue Shields, LLB '61, is the first woman to serve on the Indiana Court of Appeals and the first woman magistrate judge for the US District Court for the Southern District of Indiana. Hon. Juanita Kidd Stout, JD '48, LL.M. '54, was the first African American woman in the United States to serve on a state supreme court.

## Celebrating our diverse community

Visibility is important, and the Law School makes a sustained effort to celebrate diversity in our community. Below are a few examples of ongoing efforts.

**Student awards.** Two years ago, the Law School established an annual Student Diversity and Inclusion Award, presented to a continuing student who has done the most to support our inclusive community. The award is presented before the entire first-year class during orientation. Orientation also features a presentation on trailblazing alumni of color since the school's founding in 1842.

**Recognition events.** Several events have been created in recent years, including a new Veteran's Day recognition lunch. Celebrations of Chinese, Korean, and Thai New Year with appropriate festivities at the Law School were expanded or created.

**The Rapheal M. Prevot, Jr. Barristers' Ball.** This is the Law School's signature social event for students. The ball is sponsored by BLSA (one of the very few in the nation sponsored by an affinity group), and is named in honor of the late Rapheal M. Prevot, Jr., one of our distinguished Black alumni.

**Alumni recognition.** Banners honoring trailblazing diverse alumni (e.g., our first Black graduate, our first woman graduate, and other famous alumni of color) were

reinstalled along Indiana Avenue outside Baier Hall after the Bicentennial banners were removed. The provost has encouraged other schools around campus to follow our lead and install similar banners honoring their alumni. A new series of banners will be installed in the fall of 2021.

**Board leadership.** The Law School has taken significant steps to better diversify its alumni and leadership boards. The Law School has a Black Law Students Alumni Advisory Board, a Latino Law Students Advisory Board, an LGBTQ+ Law Students Alumni Advisory Board, a Global Alumni Advisory Board (for graduate and international students), and a Young Alumni Steering Committee (focused on recent graduates). As noted above, four minority alumni were added to our Board of Visitors in 2020.

**Installations.** In the spring of 2020, the school installed portraits of four trailblazing alumnae behind the bench in the Kathleen and Ann DeLaney Moot Court Room: Linda Chezem, '71, the first woman trial court judge in the state; Juanita Kidd Stout (see above); Loretta H. Rush, '83, Indiana's first woman chief justice; and V. Sue Shields, '61, the first woman to serve on the state's court of appeals. The moot court room itself was named in 2020 in honor of the DeLanays, mother and daughter alumnae who have had distinguished careers in public service and private practice. Kathleen's daughter, Emma Strenski, is a member of the class of 2022.

# METRICS AND ACCOUNTABILITY CHALLENGES AND OPPORTUNITIES



**Recent appointees to the Law School's Board of Visitors** include Hon. Gonzalo P. Curiel, '79, Judge, US District Court for the Southern District of California, San Diego; Jean (Reyes) Pechette, '80, shareholder, Polsinelli, Chicago; Laurie Robinson Haden, '98, founder and CEO, Corporate Counsel Women of Color, New York; and Alonzo Weems, '95, vice president and deputy general counsel, Eli Lilly & Company, Indianapolis.

**Faculty expertise.** The Law School highlighted its minority and LGBT faculty who continued to contribute their expertise to the national dialogue in the wake of both the pandemic and the racial unrest throughout the year.<sup>2</sup> Faculty contributions were highlighted in a new section of the school's relaunched and improved website.

**Other recognition.** Juanita Kidd Stout, an alumna and the first African American woman judge in the United States, was nominated and selected for a Bicentennial marker. A faculty chair was also established in her honor, which we believe was the first chair named after a woman of color at Indiana University. Provost Robel, Dean Parrish, Dean Aman, and a number of faculty made leadership gifts to establish this chair.

## Metrics and accountability

Our efforts and the metrics related to student recruiting, student support, and faculty hiring are described above. The Law School's strategic planning process takes into account the diversity of our entering students, including the number of students from Indiana and their

demographic, ethnic, and socio-economic backgrounds. These factors are also considered in our yearly review of recruiting efforts and in our annual reporting to accreditors and other groups (e.g., the ABA and the Association of American Law Schools).

While we have done well with the broad-based diversity of our tenure-track hires and have increased gender diversity significantly in the JD classes, we do not set specific quotas or numerical goals. Hiring and admission decisions are made on an individual basis and focus on the merits of the individual applicant or faculty candidates.

## Challenges and opportunities

For student recruitment, we continue to be in a very competitive environment. The Midwest remains a difficult market for recruiting students of color, and competition is expected to intensify. To illustrate, for the fall 2020 entering class, the University of Iowa Law School enrolled only eight Black students (4.8% of the

<sup>2</sup>Recent examples include Prof. Luis Fuentes-Rohwer, who spoke on voting rights in a university-wide series, "Defending Democracy: Confronting Voter Suppression in the New Millennium"; Prof. Victor Quintanilla, who co-led a study finding that the minimum passing score on the California bar exam excludes minorities at a disproportionately higher rate; Prof. Kevin Brown, who co-authored an article with Prof. Ken Dau-Schmidt on caste discrimination under Title VII and California employment law; Prof. Nicholas Almendares, who commented on federal responses to the riots in Portland, Ore.; Prof. Jeannine Bell, who spoke at two webinars on police reform and commented on matters relating to hate crime and racial injustice; Prof. Pamela Foohey, who wrote a series of articles on the impact of the pandemic on the financially disadvantaged; Prof. Asaf Lubin, who assessed the threat of foreign cybersecurity attacks on the 2020 elections; and Prof. Steve Sanders, who commented on a wide range of equal rights issues affecting the LGBT community.



total class); Illinois and Wisconsin enrolled nine and 10, respectively (5.6% and 4%). The Law School enrolled 11 Black students (6.2%). We expect, however, greater recruiting opportunities as the racial and ethnic diversity of entering classes at Indiana University Bloomington continues to grow.

Faculty recruitment and retention will remain challenging. We have been successful recruiting talented faculty and providing them extraordinary support. Our support includes reduced teaching loads the first year, a three-course teaching load for research faculty, pre-tenure leave, support with national fellowships, guaranteed summer funding, extensive travel and research support funding, and a junior faculty mentoring program. The Law School is careful not to burden new faculty with significant service obligations. Our support has also included assistance with securing professional opportunities for faculty spouses, which has helped in faculty retention.

The significant support the Law School provides ensures that our junior faculty have the opportunity to develop their scholarly profiles early in their careers. As a result, our most junior faculty become accomplished and are sought after by higher-ranked schools. As almost all law schools are focused on diversifying their faculty

ranks—with pressure from national accrediting and other organizations to do so at a faster pace—the competition for accomplished faculty is fierce. While our salaries are competitive among our peers, they are not as high as the very top ranked schools in metropolitan markets. Retention when faculty receive offers from elite schools (some regarded as the most prestigious in the nation) will remain difficult.

We have found significant support from the Office of the Vice Provost for Diversity and Inclusion. The Office has been responsive to requests for assistance and has been generous with their time when asked. Our Faculty Diversity and Inclusion Committee has consulted and reached out to the Office for support with programming. The Office has been supportive of our faculty hiring efforts, which has made a significant difference.

The Law School regularly contacted other units and offices on campus for assistance with programming. Our Faculty Diversity and Inclusion Committee met with a number of students in fall 2020, including many of our Black students, wrote a report on ways that the faculty could continue to support students from underrepresented groups, and led a faculty conversation on how faculty could best support students. Those efforts will continue and expand with the appointment of a new director of diversity, equity, and inclusion.



**Prof. Kevin Brown's annual reception** introduces students to distinguished alumni of color from throughout the country, offering them professional advice and networking opportunities. It has become the traditional kickoff event for the Law School community each year.



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