

LMU Loyola Law School

POINT OF CONTACT

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PARTICIPATION AND REPORTING

- Attended Systemic Analysis Consultation Session
 - Submitted a Progress Report
- This unit reported their progress to the community on 9/15/2020.

[Presentation video](#)

[Presentation Slides](#)

EQUITY AND INCLUSION COMMITTEE:

[Eric Miller](#) (Co-chair), Professor of Law

[Anne Wells](#) (Co-chair), Director of Academic Success
Clinical Professor of Law

[Kathleen Kim](#) (ex-officio), Associate Dean of Equity & Inclusion

[Aimee Dudovitz](#) (ex-officio), Associate Dean for Clinical/Experiential Ed.

[Gary Williams](#), Professor

[Marcy Strauss](#), Professor

[Priscilla Ocen](#), Professor

[Grant Hoover](#), Director of Annual Giving

[Arion Rogers](#), Student Affairs

[Diana Barbadillo](#), Executive Assistant to Dean

[Eden Teferi](#), BLSA President (2L)

[Beatrice Greenberg](#), BLSA Advocacy Chair (2L)

SYSTEMIC ANALYSIS STEPS UTILIZED

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PROCESS ■ ISSUES ■ ACTION STEPS ■ OUTCOMES

PROCESS

- 1) July 27, 2020: convened mandatory faculty meeting to listen to concerns raised by student leaders, facilitated by Dr. Abe; weekly meetings with student leaders/student groups and biweekly meetings with Equity and Inclusion Committee; equity inclusion trainings and discussion for staff units and biweekly meetings with faculty to discuss teaching with equity and inclusion methods.
- 2) Equity & Inclusion Committee members include faculty, staff and students, who engage in review of policies and make recommendations to advance equity and inclusion goals; appointment of inaugural Associate Dean of Equity and Inclusion to ensure equity and inclusion objectives are communicated and concerns are addressed throughout the organization; expanded orientation for new students with mandatory sessions on critical race theory and small group discussions on implicit bias, microaggressions and imposter syndrome; new course offerings for 2020-2021 including: 13th Amendment & Racial Justice, LGBTQ+ Inclusive Lawyering, Race & Law Colloquium and 1L Critical Race Theory elective; programming and resources addressing racial justice: e.g. Student Affairs supportive services and Black Lives Matter resources webpage, Inaugural Black August keynote, Dr. Stefan Bradley, with introduction from Dean Waterstone, Policing Los Angeles Forum; robust social justice work and community impact through the Loyola Social Justice Law Clinic; biweekly meetings with MarComm to highlight events and programming related to equity and inclusion; plans to establish Racial Justice Center and update "Faces of LLS" imagery and content.
- 3) Proposal for additional learning outcome for faculty vote: "Upon completion of the JD program, students will be able to critically examine the law's relationship to systemic inequality, including discrimination on the basis of race, gender, gender identity, sexual orientation, religion, national origin, disability, immigration status and class." JD Learning Assessment Committee to provide guidance on assessment strategies for learning outcome; 1L orientation added mandatory sessions on critical race theory and breakout sessions on implicit bias, microaggressions and imposter syndrome facilitated by clinical faculty and staff from the Loyola Social Justice Law Clinic; several new courses added including: 1L elective on Critical Race Theory, upper division courses on 13th Amendment and Racial Justice, Race and Law Colloquium and LGBTQ+ Inclusive Lawyering; Loyola Social Justice Law Clinic courses include core components on racial justice, systemic inequity and cultural competence; other advanced courses incorporate similar core components; biweekly teaching with equity and inclusion sessions for faculty with internal and external experts to discuss race-conscious and anti-bias pedagogical approaches throughout the law school curriculum and classroom methods.
- 4) Structural diversity analysis in process; delivered DEI trainings to hiring committees; Dean convened Scholarship Task Force with DEI charge;
- 5) Integrated collaboration with Loyola Social Justice Law Clinic, Policing Los Angeles Forum and plans for LLS Racial Justice Center; building infrastructure for LLS's public interest students with streamlined process for students to achieve public interest career goals through collaboration of associate deans, Public Interest Department, Career Development Office, Public Interest Law Foundation, public interest alums and regional, state and national public interest legal organizations.
- 6) AD of EI visiting all campus units e.g. faculty, LSJLC, staff senate, Career Development Office, Admissions, Student Affairs, student groups, etc., to communicate equity and inclusion goals as integral part of LLS's mission and encouraging dialogue, listening to feedback and welcoming ideas from campus community members.
- 7) Visiting campus units, sharing DEI objectives, identifying needs and welcoming contributions; delivered DEI trainings to hiring committees; biweekly faculty sessions on teaching w/ equity and inclusion with internal and external experts; faculty, staff and students welcome additional training to improve pedagogy and campus climate.
- 8) Inclusion of equity, inclusion and justice activities in annual report to dean from faculty; developing learning assessment tools and strategies for learning outcomes; TBD: Devise accountability measures for other units? Survey graduating students? TBD: Hold faculty and staff retreats with DEI trainings? Provide budgetary support for faculty and staff to participate in additional external DEI learning opportunities? TBD: Host regular check-ins with students to elicit feedback on DEI climate?

ISSUES IDENTIFIED

- DEI trainings for hiring committees, especially for clinical faculty, very useful. Highlighted the absence of a deliberative strategy and consistent standard for hiring of LRW clinical faculty and elicited discussion on the causes including lack of tenure and parity with tenure-line faculty.
- The steady but low enrollment of Black law students presents a continuing challenge to a law school environment that reflects DEI.
- Pipeline to law school for underrepresented groups needs to be improved through innovative strategies including use of scholarships and developing the law school's racial justice program.

ACTION STEPS

- ✳ Anti-racism and anti-bias trainings for faculty, staff and student constituencies.
- 📄 Currently advancing the inclusion of a new learning outcome that addresses the law's relationship to systemic inequality. If adopted, law school courses will integrate lessons and assessment measures that require students to critically examine the law's engagement with structural inequality based on race, gender, gender identity, sexuality, religion, national origin, disability, class, and immigration status.
- 📄 Faculty hiring to increase representation of underrepresented group
- 📄 Resolving parity between tenure-line and clinical faculty.

OUTCOMES

- ✳ Faculty, staff and student feedback that reflects progress
- ✳ Structural equity across faculty and staff.
- 📄 Faculty approval of proposed equity and inclusion learning outcome and assessment tools implemented in courses to measure success.
- 📄 Successful hiring of diverse faculty candidates.

SYSTEMIC ANALYSIS STEPS: QUICK REFERENCE

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| 1. Listen to your team and constituents | 5. Analyze strategic partnerships |
| 2. Review infrastructure and policy | 6. Evaluate vision/mission statement |
| 3. Review scope and content of programs | 7. Identify training needs |
| 4. Evaluate structural diversity (data) | 8. Accountability and Assessment |

LEGEND FOR PRESIDENTS COMMITMENTS

- 📄 Hiring
- ✳ Culture and Climate
- 📄 Education