

Indiana University School of Law, Indianapolis Diversity Plan – May 15, 2007

Diversity Goal 1: Recruitment, academic achievement, persistence and graduation of a diverse student body.

Current Status: In progress

1.1 School/Department Goal or Implementation Strategy for Diversity Goal 1

The law school will have a representative body of diverse students, both J.D and L.L.Ms.

Performance Indicators for this Goal/Strategy

Tasks

1.1A Ensure the recruitment and enrollment of diverse students to the law school.

1.1B Address lack of qualified applicants through early target programs, including through contacts with Indianapolis Public Schools, as well as community involvement

Persons Responsible

1.1A Director of Admissions and Admissions Committee, Dean of Graduate Studies

1.1B Dean of Students and Diversity Council

Timeline for Completion (within plan period)

1.1A Ongoing

1.1B Ongoing

Report of Accomplishments

1.1A

-The Law School minority and nonresident enrollments are as follows:

Year	Minority %	Nonresident %
2006	15%	23%
2005	18%	27%
2004	24%	22%
2003	17%	18%
2002	19%	15%

- The LL.M program at Indiana University is unique. We are fortunate to have the representation of students from 35 countries.

-Attended recruitment fairs in the following cities which result in a large ethnic attendance: Atlanta, Chicago, Los Angeles, Houston, El Paso, Dallas, Houston, New York and San Francisco.

- Participated in recruiting events at Historical Black Colleges and Universities in North Carolina, Georgia, Louisiana, Maryland, Texas, Tennessee and Washington DC.

-Hosted outstanding minority applicants for dinner at the law school where they can dine with current minority law students and graduates. Give the applicants an opportunity to learn about law school and life after law school in a more personalized setting.

-Hosted a Minority Law Day which enables students of color who are interested in law to attend and participate in a law class, interact with practicing lawyers and judges of color, and learn about how to finance a legal education.

-Supported the National CLEO program with nominal contributions and by recommending and accepting CLEO fellows.

-Supported the Indiana Council on Legal Education Opportunity by hosting and providing faculty and directors for the six week law school preparatory summer institute in 1999, 2003 & 2005. Also supported by accepting no less than half of the 30 participants of which 70% are people of color.

-Continued our own Special Summer Program which looks beyond LSAT and GPA as indicators for success and results in a class of 35 students of which 65% are older returning students and students of color. This program almost 60% or more minorities and it is a way to increase diversity.

- Participated in the updating of Law School Admission Services information brochure for gay, lesbian and transgender law school applicants with the help of LAMDA

-Admitted class for Fall 2007 contains a larger percent of diverse students than those admitted for Fall 2006.

1.1B

-Hosted a High School Law day program during the month of February to encourage considering law as a profession to work toward by letting them participate in a law class, meet lawyers and judges, and later conduct their own trial. High School Law day is hosted to encourage students of color to view law school as a viable and realistic career choice.

-Worked with the Explorers, a division of the Boy Scouts which is made up of high school students who are interested in the law, to visit law classes and tour the law school.

- Participated in the annual Indiana Black Expo, the largest ethnic cultural event of its type in the country. Students and graduates staffed a table for a total of 36 hours over a three day period and encourage interested persons to consider a career in law and to attend law day.

-Participated in Fiesta, a Hispanic extravaganza from noon until midnight, providing information and to encourage those interested in pursuing a legal education.

1.2 School/Department Goal or Implementation Strategy for Diversity Goal 1

Create an internationally diverse community by enrolling and graduating students from other nations, providing a variety of opportunities for IUPUI students to study abroad.

Performance Indicators for this Goal/Strategy

Tasks

1.2A Recruitment and support for these students when enrolled, financial, academic, social and otherwise.

Persons Responsible

1.2A Director of L.L.M Programs, Dean of Students, Associate Dean for Academic Affairs.

Timeline for Completion (within plan period)

1.2A Ongoing

1.3 School/Department Goal or Implementation Strategy for Diversity Goal 1

Ensure academic achievement, persistence and graduation of diverse students, both J.D. and L.L.Ms.

Performance Indicators for this Goal/Strategy

Tasks

1.3A Provide support for these students when enrolled, financial, academic, social and otherwise

Persons Responsible

1.3A Dean of Students, Associate Dean for Academic Affairs, Director of L.L.M Programs

Timeline for Completion (within plan period)

1.3A Ongoing

Report of Accomplishments

-Created a more favorable law school environment by continuing to provide academic support through the Dean’s Tutorial Society and Saturday review sessions.

-Supported student organizations such as the Black Law Student Association, the Asian and Pacific Islander Association, the Native American Law Student Association and the Hispanic Legal Society by promoting their programs, welcoming guest speakers, and when appropriate, by providing funding.

-Expanded new student orientation to include a session dealing with student diversity and civility.

-Facilitated the development of two new student organizations.

Committee for Diversity Initiatives (CODI)

Legal Advocates for Disability Rights in Education (LADRE)

- Family Day has taken place twice, this year and last. Law school is a huge commitment for students who are married and have children. We recognize this during this special day aimed at providing support for these mostly nontraditional students. This year's panel comprised of single mothers, students with young children, etc.

-To assist in the integration of our international L.L.M. law students, they have been paired up in mentor/mentee relationship with the J.D. students.

-To make them feel more welcome, the L.L.M orientation includes orientation to living in the U.S. and the law school prominently displays in the atrium the flags of all their countries.

- The Law School has participated in IUPUI Martin Luther King's Day of Service and Dinner on a regular basis.

-The Diversity Council has conducted data gathering via meetings and other communications with minority and women student groups. We also conducted open meetings with the student body, J.D. and L.L.Ms. These have yielded rich data about the needs of our students with respect to diversity in the law school and also yielded offers of assistance in our efforts to recruit diverse students.

Revised 4/16/07

Diversity Goal 2: Recruit, retain, advance, recognize, and promote a diverse faculty, staff and administration while creating a campus-wide community that celebrates its own diversity as one of its strengths and as a means of shaping IUPUI's identity as a university.

Current Status: In Progress

2.1 School/Department Goal or Implementation Strategy for Diversity Goal 2

Ensure the recruitment, retention, advancement of a diverse faculty, staff and administration.

Performance Indicators for this Goal/Strategy

Tasks

2.1A Recruitment of diverse law school faculty.

2.1B Recruitment of diverse law school staff and administration.

2.1C Retention and advancement of diverse faculty, staff and administration.

Persons Responsible

2.1A Dean of the Law School and Faculty Appointments Committee

2.1B Dean of the Law School

2.1C Dean of the Law School

Timeline for Completion (within plan period)

2.1A Ongoing

2.1B Ongoing

2.1C Ongoing

Report of Accomplishments

-We have a diverse faculty, including international professors, such including Professor Georgakopoulos, Bravo, Page, Lopez and Emmert. Other faculty members have regular presence at international conferences. For example, Professor Crews (Qatar) and Professor Nehf (South Africa), Professor Lopez (U.K.), recently participated in international conferences.

-Professors Drobac and Lancaster are out GLBT community faculty in the American Association of Law Schools Faculty Directory. Professors Lancaster is also on the GLBT subcommittee as a board member of the Society of American Law Teachers and I am a member of the AALS GLBT group.

-The school has hired/promoted people of color in its Professional Development and Admissions and Dean of Students offices. This increased diversity in staffing was achieved by hiring the following:

Patricia Kinney, Director of Admissions

Asian

Tamara McMillian, Assoc Director for Professional Development

African American

Chasity Adewopo, Director for Professional Development

African American

Amanda Gallaga, Admissions Coordinator

Latina

Deborah Clark, Senior Administrative Secretary, African American.

-Dean Angela Espada was promoted. She is African American.

- We recently hired a Latina faculty assistant.**
- Women and minority faculty brought in for on campus full day interviews.**
- One offer was made this year to a minority faculty candidate (Asian American).**
- Women and minority law dean candidates interviewed; woman law dean candidate in final five candidates brought to campus.**
- Professor Karen Bravo is the chair of the (American Association of Law Schools (“AALS”) committee on retention of minority faculty.**
- Professor Maria Lopez is a leader in the national people of color law group.**
- The Diversity Council has conducted data gathering via meetings and other communications with minority and women bar associations. These have yielded rich data about the needs of these communities with respect to diversity in the legal profession and also yielded offers of assistance in our efforts to recruit diverse students and faculty members.**

Revised 4/16/07

Diversity Goal 3: Make diversity a strategic priority touching all aspects of the campus mission.

Current Status: In Progress

3.1 School/Department Goal or Implementation Strategy for Diversity Goal 3

Ensure that all law school activities are conducted with diversity sensitivity and experienced in a culturally relevant context.

Performance Indicators for this Goal/Strategy

Tasks

- 3.1A Recommend to the Dean that diversity performance indicators to be added to employee's performance.
- 3.1B Diversity concerns and sensitivity to be evidenced in law library collection and its services to its patrons, including a physical environment free from barriers.
- 3.1C Diversity is to be evidenced in the law school curriculum.
- 3.1.D Diversity training is to be offered to all law school employees.
- 3.1.E Ensure that civic engagement activities are experienced in a culturally relevant context and that students will assist attorneys in delivering legal services to persons of limited means or to charitable, religious, civic, community, governmental and educational organizations in matters which are designed to primarily address the needs of persons from diverse backgrounds.

Persons Responsible

- 3.1A Diversity Council
- 3.1B Law Library Director, Associate Librarians
- 3.1C Associate Dean and Curriculum Committee
- 3.1D Diversity Council
- 3.1.E Pro Bono Coordinator

Timeline for Completion (within plan period)

- 3.1A Ongoing
- 3.1B Ongoing
- 3.1C Ongoing
- 3.1.D Ongoing- to be scheduled for August 2007
- 3.1.E Throughout the school year

Report of Accomplishments

3.1B

- The library has developed strong collections in human rights, civil rights, international law, immigration law, feminist jurisprudence, human trafficking and humanitarian law.
- The library offers a wheelchair accessible computer terminal and general assistance to patrons who

need help retrieving items from library shelves.

3.1C

-We have course offerings in Women and the Law (new this year), Representing Women and Minority Owned Businesses (taught last year by our alumnus Gregory Scott, who is director of the state Civil Rights commission), and the Civil Rights Movement (taught by Florence Roisman). Other courses with significant diversity components are Rights of Non-Citizens (taught by Maria Lopez), Civil Rights Law, taught by Kenneth Falk, HIV/AIDS Law and Sexual Harassment Law, both taught by Prof. Jennifer Drobac. We plan to offer a course in Race & Law in Spring 2008. Law librarians teach a special course, Legal Research for L.L.M. Students, where students from other cultures are introduced to the U.S. legal research system.

-Our commitment to diversity is demonstrated in our Summer study/internship placements. The European Law, Central Eastern Europe, Latin America and Chinese Programs are our main ones. We are one of the few schools to have forged a strong relationship with the top Chinese University of Renmin. Also, the law school's Program in International Human Rights Law has facilitated, since 1997, more than 96 Indiana University law student summer internship placements at the United Nations and other human rights organizations in more than 45 countries around the world.

- We had U.S. Supreme Court Justice Ruth Bader Ginsburg meet with law school students and address the Women and the Law course.

-Professors Maria Lopez and Karen Bravo participated in the EC Moore Symposium last year and spoke about introducing issues of race in the classroom. They both teach upper level seminars in which the topics of race and ethnicity are discussed in the context of the rights of those who are not U.S. citizens or illicit international markets.

3.1.D

-The law school established a portrait committee to come up with a list of women & minorities who merited having portraits in the law school. Since that time, we have hung portraits of the Hon. Thurgood Marshall, Judge William Henry Hastie, Virginia Dill-McCarty, and Henry Richardson.

Revised 4/16/07

Diversity Goal 4: Regularly assess, evaluate, improve and communicate diversity efforts of IUPUI.

Current Status: In Progress

4.1 School/Department Goal or Implementation Strategy for Diversity Goal 4

The law school will assess, evaluate and improve its diversity efforts.

Performance Indicators for this Goal/Strategy

Tasks

- 4.1A Recommend to the Dean of the Law School that Diversity Council as currently constituted become a permanent law school committee and that it be expanded to include more student and representation from the L.L.M. administration.
- 4.1B Diversity Council to perform periodic assessments of the status of diversity at the law school.
- 4.1C Communicate with student body, alumni, bar associations, etc. regarding our progress with diversity efforts.

Persons Responsible

- 4.1A Diversity Council, Dean of the Law School
- 4.1B Diversity Council
- 4.1C Dean of the Law School, Dean of Students, Diversity Council, Office of External Affairs

Timeline for Completion (within plan period)

- 4.1A Fall 2007
- 4.1B Yearly reporting
- 4.1.C Ongoing

Report of Accomplishments

- Diversity Council Chair drafted news article for Office of the Vice Chancellor for Student Life and Diversity.
- Diversity Council contacted the whole student body for input and then met with students in two open meetings to discuss diversity concerns.
- Diversity Council Chair has replied to every email from students regarding their concerns.