

# Indiana University Robert H. McKinney School of Law

## Diversity Plan

Last revision: May 2009

**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**

The law school will have a representative body of diverse students, both J.D and LL.M and S.J.D. Programs.

### **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, Assistant Dean of Graduate Studies

1.1B - Dean of Students, Director of Admissions, and Diversity Committee

#### **Timeline for Completion (within plan period)**

1.1A - Ongoing

1.1B - Ongoing

### **Report of Accomplishments**

#### **1.1A**

**-The Law School minority enrollments in the J.D. program are as follows:\***

<b>Year</b>	<b>Minority %</b>
<b>2008</b>	<b>14%</b>
<b>2007</b>	<b>18%</b>
<b>2006</b>	<b>11%</b>
<b>2005</b>	<b>18%</b>
<b>2004</b>	<b>24%</b>
<b>2003</b>	<b>17%</b>
<b>2002</b>	<b>19%</b>

\* Percentage of minority students in both the part-time and full-time divisions compared to the whole. Minority stats includes Black/African-American, American Indiana/Alaskan Native, Asian/Pacific Islander, Mexican American, Puerto Rican, Other Hispanic. (Does not include foreign nationals or race unknown – Applicants self identified themselves)

**--As of Spring Semester 2009, the graduate law programs (LL.M. and S.J.D.) at IU Robert H. McKinney School of Law enrolled 38 students from 16 countries.**

**--International recruitment for the law school occurs regularly in P.R. China, Taiwan, Japan, Pakistan, Turkey, Egypt, Germany, and Mongolia, and intermittently in other areas of Western Europe, Eastern Europe, the Middle East, South and Central America and India.**

**--The law school's Center for International and Comparative Law and Program in International Human Rights Law routinely host events at the law school featuring lawyers, academics, and other**

executives from countries around the globe.

- The Masters of Law Association hosted a cultural awareness and appreciation fair. Students from different countries highlighted various cuisines, attire, and other cultural items native to their home 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, San Francisco, Miami, Washington D.C., San Antonio, and New Orleans.
- Participated in recruiting events at Historical Black Colleges and Universities in Georgia, Louisiana, Texas, Tennessee and Washington DC
- 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.
- The law school is the host campus for the 2009 Indiana Council on Legal Education Opportunity (I-CLEO) program. The law school also supports I-CLEO 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.

#### **1.1B**

- The law school is partnering with Shortridge Middle School, Indianapolis Public School, for a mentoring/law pipeline program.
- Hosted a Color of Justice 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. Color of Justice 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. In addition, other organizations visited 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**

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 - Personalized recruitment and tailored support to international students upon enrollment, specialized student services and counseling following graduation.

### **Persons Responsible**

1.2A - Assistant Dean for Graduate Studies, Student Advisor for the LL.M. Program, Senior Advisor for the LL.M. Program, Associate Dean for Graduate Studies, Dean of Student Services, Vice Dean.

### **Timeline for Completion (within plan period)**

1.2A - Ongoing

#### **1.2A- Report of Accomplishments:**

**-The number of countries represented in entering graduate law classes has increased substantially in ratio to the number of students. The entering Fall Semester 2008 class of 22 students hailed from 13 countries.**

**-The LL.M. Program produced the greatest number of international graduates of the graduate schools on campus in 2007 and 2008. The law school ran a close second to the School of Engineering in 2005 and 2006.**

**-According to the *International Strategic Plan* of Indiana University, in 2007, IU Robert H. McKinney School of Law (all programs) enrolled 7.6% of all international students—undergraduate and graduate—on the IUPUI campus.**

### **1.3 School/Department Goal or Implementation Strategy**

Ensure academic achievement, persistence and graduation of diverse students, J.D.s, LL.Ms. and S.J.D.s.

#### **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 - Assistant Dean for Graduate Studies, Student Advisor for the LL.M. Program, Senior Advisor for the LL.M. Program, Associate Dean for Graduate Studies

### **Timeline for Completion (within plan period)**

1.3A - Ongoing

#### **1.3 -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, the Women's Caucus, the Lambda Student Chapter, the Muslim Students Association, the Jewish Law Society 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.
- Promoting Family Day for students who are married and have children. This program supports primarily nontraditional students.
- The Law School has participated in IUPUI Martin Luther King's Day of Service and Dinner on a regular basis.
- Participated in Fiesta, a Hispanic extravaganza to Fiesta, a Latino cultural all day extravaganza.
- The Diversity Committee chair along with guests participated in IUPUI's Cesar Chavez Dinner.
- The Diversity Committee has conducted data gathering via meetings and other communications with minority and women student groups, J.D.s, LL.Ms and S.J.Ds. 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.
- Tailored orientation programs for international LL.M. students, international S.J.D. students, domestic LL.M. students and domestic S.J.D. students.
- Graduate Law Program Office staff initiated assignment of both LL.M. Ambassador and J.D. Mentor to incoming LL.M. students in 2005. Incoming students are able to communicate with their ambassadors and mentors prior to arriving in the U.S.
- Graduate Law Office staff offer specialized employment sessions for international students who intend to remain in the U.S. on Optional Practical Training to work in law-related employment.
- Since 2005, LL.M. graduates have elected an LL.M. student speaker for the law school commencement ceremony and have been invited to attend the Alumni Association Graduate Reception prior to commencement. Likewise, since 2005, LL.M. students have been able to elect a Student Bar Association Representative. In 2007, this practice was amended to incorporate the LL.M. election into the general J.D. SBA election. In addition in 2008, a second LL.M. SBA representative was permitted in the Spring Semester to reflect the constantly changing student body of the LL.M. class.

**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**

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

### **2.1 Report of Accomplishments**

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

**-Professor Drobac is an out GLBT community faculty in the American Association of Law Schools Faculty Directory.**

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

**Ujala Akram, Senior Advisor, LL.M. Program—Asian  
C. Melih Yildiz, Student Advisor, LL.M. Program—Eurasian  
Patricia Kinney, Director of Admissions-Asian  
Tamara McMillian, Associate Director, Office of Professional Development- African American  
LaWanda Ward, Director of Pro Bono Program & Public Interest- African American  
Chasity Thompson, Assistant Dean, Office of Professional Development-African American  
Amanda Gallaga, Admissions Coordinator-Latina  
Angela Espada, Associate Dean for Student Services -African American  
Regina Bennett, Assistant, Student Affairs Office -African American  
Sylvia E Regalado, Faculty Assistant-Latina**

**-Women and minority faculty brought in for on campus full day interviews.**

**- Professor Karen Bravo is the chair of the (American Association of Law Schools (“AALS”)) committee on retention of minority faculty.**

**-The Diversity Committee 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.**

**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**

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/marketing.

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.

3.1 F - Ensure that law school administration and faculty interact with international students in a culturally sensitive fashion.

3.1 G - Work with student leaders, law school administration and faculty to ensure communications to students address cultural sensitivities and to remove language barriers from written communications as they affect and pertain to international students.

**Persons Responsible**

3.1A - Diversity Committee

3.1B - Law Library Director, Associate Librarians

3.1C - Associate Dean and Curriculum Committee

3.1D -Diversity Committee

3.1.E - Pro Bono Coordinator

3.1 F - Assistant Dean for Graduate Studies, Student Advisor for the LL.M. Program, Senior Advisor for the LL.M. Program, Associate Dean for Graduate Studies

3.1 G - Assistant Dean for Graduate Studies, Student Advisor for the LL.M. Program, Senior Advisor for the LL.M. Program, Associate Dean for Graduate Studies

**Timeline for Completion (within plan period)**

3.1A- G - Ongoing

**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**

**-The law school offers course in:**

- **Women and the Law;**
- **Representing Women and Minority Owned Businesses**  
(Recently taught by alumnus Gregory Scott, director of the state Civil Rights commission)
- **Civil Rights Movement (Taught by Prof. Florence Roisman)**
- **Rights of Non-Citizens (Taught by Prof. Maria Lopez)**
- **Civil Rights Law (Taught by Kenneth Falk)**
- **HIV/AIDS Law and Sexual Harassment Law (Both taught by Prof. Jennifer Drobac)**
- **Race & Law (Recently added)**
- **“LL.M. Legal Research” for LL.M. students who have not obtained a J.D. as their first degree in law (Taught by law librarians)**

**-Our commitment to diversity is demonstrated in our Summer study/internship placements. The European Law, Central Eastern Europe, Latin America and Chinese Programs are the primary programs.**

**- The law school is one of the few schools to have forged a strong relationship with the top Chinese University of Renmin.**

**- 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 previously 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.**

**- The law school is developing a webpage dedicated to diversity awareness information and activities from the law school students, student organizations, staff, and faculty.**

### **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.**

### **3.1 F/G**

**-Assistant Dean for Graduate Studies has been included in various law school committees (Diversity, Commencement, Self-Study, and those of various international projects) to assist in integration of international and/or graduate law level students in events and projects that affect all students.**

**-In the last five years, the number of courses in the law school curriculum that center on international legal topics has grown tremendously.**

**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**

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 Committee as currently constituted become a permanent law school committee and that it be expanded to include more student and representation from the LL.M. administration.
- 4.1B - Diversity Committee 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 Committee, Dean of the Law School
- 4.1B - Diversity Committee
- 4.1C - Dean of the Law School, Dean of Students, Diversity Committee, Office of External Affairs

##### **Timeline for Completion (within plan period)**

- 4.1A – Ongoing
- 4.1B - Yearly reporting
- 4.1.C - Ongoing

#### **4.1 - Report of Accomplishments**

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