

# DIVERSITY ACTION PLAN

SUMMARY REPORT 2019

## CONTEXT

The University of Oregon has three major priorities: building its academic and research profile; ensuring student access and success; and offering a rich, diverse, and high-caliber educational experience. Diversity, equity, and inclusion are integral to each of these objectives. In addition, the UO has three specific initiatives within the area of diversity, equity, and inclusion, each of which support and enhance the above priorities. Those initiatives include creating a more robust pipeline for diverse students to enter the UO; increasing diversity and equity among the faculty, staff, administrators, and students; and creating a more inclusive and welcoming campus environment for all faculty, staff, and students.

In November 2016, President Michael Schill and Provost Scott Coltrane instructed each administrative unit, school and college to outline steps it planned to make to promote diversity, combat racism in their units, and promote inclusion. Each campus unit was instructed to create a Diversity Action Plan in line with the president's priorities and the Division of Equity and Inclusion's IDEAL Framework: Inclusion, Diversity, Evaluation, Achievement, and Leadership.

The Law School's response to this call built on previous work done over the years by the Law School's Community and Inclusion Committee, and it incorporated the Law School's current draft Diversity Strategic Action Plan, which included this statement:

*Diversity, equity, and inclusion help make the University of Oregon School of Law a competitive, world-class public law school. Thus, the Law School seeks to strengthen its diversity, equity, and inclusion as part of its overall effort to achieve excellence as an academic institution. The aim is to cultivate opportunities relating to diversity, equity, and inclusion so that the Law School and the broader community can benefit from them.*

## LAW SCHOOL'S GOALS & STRATEGIES

The Law School's Diversity Action Plan (2017-2018) incorporates goals, strategies, and tactics designed to make the Law School a more inclusive and welcoming place; improve the representation of members of underrepresented communities within the faculty, staff, and student body; and improve the knowledge and competence of faculty, staff, and students around issues of equity, inclusion, discrimination, structural inequality, and historical context. The Diversity Action Plan identifies the following goals and strategies:

**Goal #1 Inclusion:** The Law School will work to create an inclusive and welcoming environment for students, faculty, staff, and community partners.

- Strategy 1: Examine and adjust aspects of the Law School that shape—both positively and negatively—how welcomed, included, and respected community members and visitors feel.
- Strategy 2: Help all members of the Law School to thrive and succeed by incorporating promising practices that minimize implicit bias and combat racism (as well as other forms of discrimination).

More specifically, the Law School seeks to increase equity, inclusion, and inter-cultural understanding in onboarding, performance evaluations, tenure and promotion, and other unit processes and policies.

**Goal #2 Diversity:** The Law School will work to increase the representation of diverse students, faculty, staff, and community partners.

- Strategy 1: Incorporate active recruitment strategies, processes to eliminate conscious and unconscious bias, and other promising practices to recruit diverse staff, faculty, administrators, undergraduate, and graduate students from traditionally under-represented communities.
- Strategy 2: Use promising practices and proven strategies to retain diverse staff, faculty, administrators, undergraduate, and graduate students from traditionally underrepresented communities.

**Goal #3 Achievement:** The Law School will work to facilitate access to achievement, success, and recognition for under-represented students, faculty, staff, and alumni.

- Strategy 1: Eradicate any existing gaps in achievement between majority and under-represented students, faculty, and staff in graduation rates, tenure and promotion, professional opportunities, leadership opportunities, and recognition.
- Strategy 2: Increase faculty, student, staff, and alumni participation (with special focus on groups that are currently under-represented) in global leadership experiences, research, professional development opportunities, and scholarships (e.g., Rhodes Scholar and Marshall Scholar competitions) as well as other prestigious awards and recognitions.

**Goal #4 Leadership**—The Law School’s leadership will prioritize and incorporate diversity, equity, and inclusion plans and action.

- Strategy 1: Develop and promote programs that support, mentor, and prepare members of under-represented groups for leadership opportunities (i.e., department heads, directorships, deanships, vice presidencies, etc.) at the UO.
- Strategy 2: Utilize philanthropy and other resources to advance the work of diversity, equity, and inclusion in the Law School and across the University.

## SELECTED TACTICS

The following are some of the specific tactics endorsed by the Diversity Action Plan:

- Revise and expand first-year professional development course to include a substantial cultural competency component designed to engage students in difficult issues related to inclusion and diversity. (Goal #1)
- Provide regular training, resources, and programming for faculty, instructors, administrators, and staff that provide cultural and historical context for legal and policy issues, present diverse voices, and offer behavioral skills for addressing and responding to issues of inequality, discrimination, and divisive or difficult topics. (Goal #1)
- Broaden outreach to underrepresented groups in student admissions through existing campus pathways (e.g. Summer Academy to Inspire Learning, the Center for Multicultural Academic Excellence, Academic Residential Communities, and PathwayOregon). (Goal #2)
- Recruit and hire additional faculty competent in one or more of the following subject areas:

racial justice and the law, criminal law, criminal procedure, minorities and police of force, civil rights, and immigration and refugee law. (Goal #2)

- Develop communication materials that highlight and celebrate successful alumni, including members of underrepresented groups. (Goal #3)
- Establish an award to recognize contributions of underrepresented alumni and those working to increase access to justice. (Goal #3)
- Fundraise to support the development of a pipeline scholars program for law students named after former deans Rennard Strickland and Derrick Bell. (Goal #4)