TEXAS TECH UNIVERSITY
SCHOOL OF LAW
2020 - 2021

Prepared by the Office for Student Life
Each year, the Office of the Dean and the Office for Student Life develops Diversity, Equity, and Inclusion Action Items to assist with goal setting for the academic year. The Action Items can be found on the Law School’s website here: https://www.depts.ttu.edu/law/about/diversity/actionitems2020_21.php.

CONTENTS

Texas Tech University School of Law is committed to supporting all members of our community. To support our community, it is critical that we work to empower and advocate for those who have historically been marginalized. There has never been a more important time to communicate our support of diversity, equity, inclusion, and justice for all.

Over the years, the Law School has continually strived to strengthen its support for diversity, equity, and inclusion, and in those efforts, we have learned and grown. The Law School’s second annual Diversity, Equity, and Inclusion report builds on the 2019–2020 annual report and the collective work of many. The purpose of this report is to “tell our story” with regard to our commitment to advancing diversity and the creation of inclusive environments for all.

Each year we promise to do more and to learn from past experiences in order to make improvements. Now more than ever, it is important for the Law School to listen, learn, and execute diverse and global initiatives in order to achieve inclusive excellence. Our students, faculty, and staff play a critical role in supporting our diversity, equity, and inclusion efforts.

We invite you to read our report, which provides an overview of programs, action items, and initiatives for the 2020–2021 year. The report focuses on six key areas:

01 | Student Engagement and Transformative Learning
02 | Professional Development
03 | Faculty and Administrator Involvement
04 | Recruitment, Hiring, and Onboarding of Faculty, Staff, and Students
05 | Law School Facilities and Publications
06 | Alumni Engagement
STUDENT ENGAGEMENT AND TRANSFORMATIVE LEARNING

Student Org Power Hours

In the summer of 2020, the Office for Student Life held virtual “Student Org Power Hours” with the Law School’s student organizations, including our six diverse student organizations. The purpose of these “Power Hours” was to help student organizations plan and prepare for events in Fall 2020. Organizations were given tips and best practices for hosting virtual events during Hispanic Heritage Month, Black History Month, Pride Week, and Diversity Week.

Funding for Virtual Events

The Office of the Dean and the Office for Student Life provided funding and support for various interactive virtual events. Many of our six diverse student organizations utilized this funding to host virtual bingo, virtual scavenger hunts, and virtual cooking shows.

Diversity, Equity, and Inclusion Academic Panels

The Law School hosted a number of academic panels focused on supporting students, faculty, and staff with regard to recent injustices affecting communities of color and traditionally underrepresented populations.
SWAG Giveaways via Tech Law Drive Thru Program

In the Fall of 2020, the Office for Student Life launched the “Tech Law Drive Thru” in which SWAG and promotional items were provided to students in a safe and socially distanced manner. Staff members from the Office for Student Life and trained student organization leaders wore masks and gloves and handed out items to students who remained in their vehicles. The Office for Student Life purchased SWAG items for all six diverse student organizations, including t-shirts, sweatshirts, and masks.

Diversity Advisory Board (DAB) Retreat

The Office of the Dean and the Office for Student Life hosted the second annual Diversity Advisory Board (DAB) Retreat on August 14, 2020 and August 21, 2020. The retreat introduced new members to the purpose of DAB and inclusive leadership practices. The Board also developed goals for the upcoming year.

Alumni Mentoring Program

In the Fall of 2020, the Office for Student Life launched the Law School’s inaugural Alumni Mentoring Program. The mentoring initiative is being piloted with DAB students and the Alumni Special Committee on Diversity, Equity, Inclusion, and Justice. Currently, five DAB students are being mentored by five members of the Alumni Special Committee. The goal of the program is to assist and support students in the following areas: academic success, transformative learning, engagement, connectedness, resiliency, and retention.
Netflix Tele Movie Night Parties

The Office for Student Life hosted various “Netflix Tele Movie Night Parties” for the Law School community in partnership with student organizations. Many of our diverse student organizations participated. For example, the Black Law Student Association and the Hispanic Law Student Association, in partnership with the Office for Student Life, hosted movie nights during Black History Month and Hispanic Heritage Month.

2020-2021 Events

Allyship and Engagement Session

June 18, 2020

The Office of the Dean, the Office for Student Life, and all six of our diverse student organizations, along with campus partners, hosted an “Allyship and Engagement Session” for the entire Law School community. Student leaders spoke on the importance of allyship with regard to diversity, equity, and inclusion and with regard to supporting student organizations. Jody Randall, Director of the Office of LGBTQIA Education and Engagement, facilitated a dialogue on Allyship and Engagement. Cory Powell, Director of the Office of Institutional Diversity, concluded the event by providing an overview of campus partner resources and initiatives.
The Women’s History Month Lecture Series Committee, the Office for Student Life, Organization of Women Law Students (OWLS), and the Gender Equity Committee along with many campus partners hosted a “Virtual Evening with Dr. Tanisha Ford.” Dr. Ford lectured on her latest book, *Dressed in Ford Dreams: A Black Girl’s Love Letter to the Power of Fashion*.

**A Virtual Evening with Dr. Tanisha Ford**
*September 22, 2020*

The Law School, led by Professor Vickie Sutton, hosted “Celebrate Indigenous People Day: Taíno Resilience, Before, and Beyond Columbus” in which Dr. Dominique M. David-Chavez lectured on her experiences as a multi-cultural Caribbean Indigenous (Arawak Taíno) research scientist, mentor, learner, and mother.

**Celebrate Indigenous People Day: Taíno Resilience, Before and Beyond Columbus**
*October 12, 2020*

The Gender Equity Committee and OWLS hosted “An Evening to Honor Justice Ruth Bader Ginsburg” following her death. Associate Dean Sofia Chapman moderated a panel discussion on the life and legacy of Justice Ginsburg. Panelists were Texas Tech law alumni Barbara Runge ’74, Krisi Kastl ’99, and Brandon Beck ’12.

**An Evening to Honor Justice Ruth Bader Ginsburg**
*November 11, 2020*
The Office of the Dean, the Office for Student Life, and the Diversity and Inclusion Committee hosted the Law School’s 3rd annual MLK celebration. The event, “Honoring Dr. Martin Luther King, Jr.: Reflecting on the Past and Continuing the Dream” consisted of a panel discussion moderated by Professor Jorge Ramirez and Texas Tech law alumni panelists Paul Stafford ’94, Diana Macias Valdez ’04, and Tiffany Kamuche ’11.

The Office of the Dean, the Diversity and Inclusion Committee, the Office for Student Life, and our six diverse student organizations hosted Diversity Week with the goal of celebrating the importance of diversity in the Law School and our local communities. This year’s Diversity Week had three outstanding events.

The first event consisted of an attorney panel moderated by Professor Vickie Sutton. Panelists Julie Stanger, Senior Counsel for Chevron Upstream Law, Ricardo Anzaldua, Executive Vice President and General Counsel for the Federal Home Loan Mortgage Corporation ("Freddie Mac"), and Eugenia Charles-Newton, Council Delegate for the Navajo Nation Council, spoke on their different practice areas and how their work affects minority communities. The following day, attorney Pat Russell McCloud spoke on “Race and the Law.” Diversity Week concluded with guest speaker Raqaijah Yearby. Professor Yearby is a Professor of Law and Executive Director of the Institute of Healing, Justice and Equity at St. Louis University. Professor Yearby spoke on COVID-19 health issues and the Minority Community.
Walk for Reform: Beyond the Courtroom, Ethical Considerations and Civic Responsibilities—An Evening with Leon Reed ’03

April 7, 2021

The Office of the Dean hosted a speaking engagement with Leon Reed ’03 who presented on his 200 mile walk from his home in Fort Worth to Austin. Leon spent 35 days outside the Texas Capitol advocating for improved police and community relations.

Texas Minority Law Student Program

April 12, 2021

The State Bar of Texas Diversity in the Profession Committee and the State Bar of Texas Office of Minority Affairs, in partnership with a number of Law School student organizations and departments hosted the “Texas Minority Law Student Program.” The event consisted of a panel discussion, “Legal Profession Realities.” Informal interviews were also provided to law students.
Call to Action: Supporting our APALSA and AAPI Community
April 14, 2021

The Asian Pacific American Law Student Association, in partnership with the Office of the Dean and the Office for Student Life hosted an academic panel titled “Call to Action: Supporting Our APALSA and AAPI Community.” The purpose of the panel was to examine important issues surrounding the increase in violence and harassment directed against Asian Americans since the start of the coronavirus pandemic and ways in which we can better support our APALSA and AAPI community.

Staying Informed: Understanding DACA
April 30, 2021

The TTU Dream Resource Center partnered with Law School interns and Professor David Strange to host a virtual session, “Staying Informed: Understanding DACA.” Participants learned a brief history of Deferred Action for Childhood Arrivals (DACA), how the program has evolved, and the best ways to support and refer DREAMERS and students with mixed family status to available resources at Texas Tech University.
PROFESSIONAL DEVELOPMENT

**Implicit Bias Workshop**  
**October 19, 2020**

Hosted by the Diversity and Inclusion Committee and the Gender Equity Committee, Cory Hamilton, Director of Raider Education, presented to students, faculty, and staff on Implicit Bias. Mr. Hamilton’s presentation provided an overview of Implicit Bias and explained that we all have our own implicit biases. Participants had the opportunity to share examples of implicit bias they may have dealt with in their everyday lives. Mr. Hamilton provided insight into the harmful nature of implicit bias and steps to overcome implicit bias.

**Microaggression Panel**  
**October 28, 2020**

Hosted by the Diversity and Inclusion Committee and the Gender Equity Committee, Cory Hamilton, Director of Raider Education, presented to students, faculty, and staff on Microaggressions. Mr. Hamilton first defined microaggressions and then provided concrete examples. Attendees were invited to process and share their thoughts on dealing with and combating microaggressions.
FACULTY AND ADMINISTRATOR INVOLVEMENT

Statement of Principles on Diversity, Equity, and Inclusion

In the Fall of 2020, the Office of the Dean drafted a Statement of Principles in partnership with the Alumni Special Committee on Diversity, Equity, Inclusion, and Justice. It has been endorsed by the Office of Student Life, the Law School’s Directors of Diversity, and the Student Diversity Advisory Board.

The link to the Statement of Principles can be found here: https://www.depts.ttu.edu/law/about/diversity/principles.php
Diversity Action Items

In the Fall of 2020, the Office of the Dean established action items to support Diversity, Equity, and Inclusion programs and initiatives for the School of Law.

The following are the established action items completed this past year.

✓ Ensuring an extensive offering of diversity events over the course of the 2020–2021 academic year.
✓ Holding an Allyship and Engagement event for student leaders
✓ Hosting a student Diversity Advisory Board Retreat
✓ Appointing Directors of Diversity from the Law School Faculty and Staff
✓ Forming and working with an Alumni Special Committee on Diversity, Equity, Inclusion, and Justice
✓ Appointing a Director of Immigration Law Programming and working to reestablish the Law School's Immigration Law partnership with TTU's Dream Resources Center
✓ Organizing at least one lecture or speaking event on reform measures in policing and police-community relations
✓ Working with student focus groups to improve Law School Diversity offerings and support.

Directors of Diversity

In the summer of 2020, Dean Nowlin appointed Professor Wendy Ross and Associate Dean for Student Life Dr. Sofia Chapman as co-directors of Diversity. Both Professor Ross and Dean Chapman are charged with oversight and implementation of Law School Diversity, Equity, and Inclusion initiatives.

Course Offering

Race and Racism in the Law

In Spring 2021, Professor Wendy Ross taught, “Race and Racism in the Law” which focused on equality, civil and legal rights, discrimination, and many other important areas.
Committees

Diversity and Inclusion Committee
The Diversity and Inclusion Committee is comprised of student, staff, and faculty representatives who work together to provide and promote programs which foster an environment where all members of the Texas Tech Law community are included, accepted, and valued.

Gender Equity Committee
The Gender Equity Committee is made up of student, staff, and faculty representatives who are committed to supporting and promoting gender equity initiatives at the Law School.
The Law School participates annually with three Hispanic-Serving Institution (HSI) summer programs: the Law School Preparation Institute at the University of Texas at El Paso, the Law School Preparation Institute at the University of Texas at Rio Grande Valley, and the Summer Law School Preparation Academy at the University of Texas at San Antonio. Throughout the year, the Law School traditionally sends recruiters to other HSIs and Historically Black Colleges and Universities, such as St. Mary’s University, Huston-Tillotson, Morehouse College, Texas...
State University, Prairie View A&M, University of Incarnate Word, University of North Texas at Dallas, University of Texas at Arlington, West Texas A&M University, and New Mexico State University. The Law School has also built relationships with minority student organizations such as the Minority Women Pursuing Law at the University of Texas at Austin and Texas A&M. This year, in response to COVID-related safety measures, the Law School continued to recruit and meet with these student populations via virtual events.

Pre-college programs for K-12 students:
The Law School hosted high school groups from Estacado High School in Lubbock and Americas High School in El Paso. The high school groups joined the Office of Admissions staff to discuss the opportunities available with a legal education and the importance of working hard in high school and college. The students from Estacado High School joined the Law School for Law Day, a half-day event that consisted of an information session, a current student panel, and an alumni panel. The students were engaged and took advantage of the question and answer sessions. The day concluded with a lunch where the students continued to ask questions and interact with our alumni. The Law School had a Law Day for local Lubbock high schools planned, which was unfortunately canceled due to COVID. However, the Admissions Office continued to be available to present to high schools virtually.

Recruitment Publications:
The Office of Admissions created a number of recruitment publications to highlight the diversity of the Law School. This year, the Law School worked with campus photographer Ashley Rodgers to get new photos of the student body. The percentage of students from historically underrepresented populations had increased by over 10% since the last time professional photos were taken. The Office of Admissions utilized these updated photos for the annual admissions catalog.

Communication with Prospective Students:
Student Ambassadors, faculty, and staff communicate the Law School’s commitment to diversity to prospective students and parents. Diverse student leaders, faculty, and staff meet with diverse prospective students to discuss diversity initiatives at the Law School. All students were invited to admitted students weekend allowing prospective students to network and engage with our diverse student organizations, faculty, and staff.
Social media outreach:
In response to COVID and the inability to travel for recruitment, the Law School created two virtual series for prospective students: “How to…” and “TTU Law Preview…,” one of which highlighted the experience of First Generation students and faculty, including the perspective of Dean Jack Wade Nowlin. The video libraries can be found here:

https://www.depts.ttu.edu/law/admissions/virtual-events.php

While not specifically geared towards historically underrepresented populations, the virtual events proved to be very beneficial in helping to bridge knowledge gaps.

Economic-conscious scholarships:
While the Law School primarily awards merit-based scholarship to incoming students, the last two years, the Admissions Office has been able to provide 100% of our first-generation college students a scholarship of at least $2,000. The Admissions Office closely monitors the scholarship budget and hopes to continue offering this opportunity annually.

College/Departmental recruiter attendance at underrepresented student conferences:
The Law School regularly participated in LSAC forums in Atlanta and law fairs in Louisiana in order to provide information to areas with large minority populations. This Law School also sends representatives to the annual Historically Black Colleges and Universities Law Expo, the Southwest Black Law Student Association Regional Events, and the National Latina/o Pre-Law Pipeline Fair. This year, forums and conferences were attended virtually.
Texas Tech University School of Law posts recruiting ads and employment ads in the following publications:

- Hispanic National Bar Association
- National Asian Pacific American Bar Association
- National Association of Women Lawyers
- National Bar Association (African-American Lawyers)
- Native American Bar Association
- National Conference of Women’s Bar Associations
- National LGBT Bar Association
- Minority Corporate Counsel Association
- The Faculty Lounge
- American Immigration Lawyers Association
- National Association of Law Placement
Diversity, Equity, and Inclusion Report

In the fall of 2020, the Office for Student Life and the Office of Communications launched the Law School’s first ever Diversity, Equity, and Inclusion Report. The goal of the report is to “tell our story” by examining all of the Law School’s diversity, equity, and inclusion initiatives on an annual basis.

Women’s History Month Video

The Office of Admissions created recruitment videos including the “Tech Law: Empowering Women Leaders” video, which celebrates Women’s History month by highlighting the success of women in leadership positions at Tech Law such as service on the Board of Barristers’ executive committee.

Texas Tech Lawyer Magazine

The Winter 2020 Texas Tech Lawyer alumni magazine provided a year in review feature about Diversity, Equity, and Inclusion Initiatives at the Law School. The review highlighted various programs and initiatives such as Black History Month, the Diversity Advisory Board, and the Special Committee on Diversity, Equity, Inclusion, and Justice.

Website Revamp

This year, the Law School updated our Diversity, Equity, and Inclusion webpages to better inform our students, faculty, staff, and potential students of our commitment to Diversity, Equity, and Inclusion work. Our website highlights our new initiatives outlined in this report. Our Diversity, Equity, and Inclusion website is located here: https://www.depts.ttu.edu/law/about/diversity/index.php.
ALUMNI ENGAGEMENT

Alumni Special Committee on Diversity, Equity, Inclusion, and Justice

Established in 2020, the Alumni Special Committee on Diversity, Equity, Inclusion, and Justice consists principally of alumni from the Law School’s Foundation Board who work with the Dean's Office to promote a more welcoming campus environment and increase awareness of issues related to diversity.

Alumni Speaking Engagements

Notable Law School alumni Mimi Coffey ’94, Tiffany Kamuche ’11, Leon Reed ’03, Paul Stafford ’94, and Diana Macias Valdez ’04 served as guest speakers at various diversity events throughout this past academic year. These alumni provided advice to traditionally underrepresented law students regarding how to navigate law school and beyond.
Sofia Chapman, Ph.D.
Associate Dean for Student Life
sofia.chapman@ttu.edu
(806) 834-2468

Texas Tech University School of Law
Office for Student Life
3311 18th Street
Lubbock, TX 79409