Texas Tech University School of Law is pleased to present our third Diversity, Equity, and Inclusion report. Texas Tech Law is committed to supporting all students, faculty, and staff, and we are committed to making every single member of our community feel welcome every day. We know the challenge is greatest with members of historically marginalized communities. We recognize that inclusive excellence encompasses embracing all cultures, identities, and perspectives.

As the legal profession evolves, we must train future lawyers to be ready to serve clients who reflect an increasingly diverse society. We encourage readers to review the exceptional work of our student leaders, faculty, and staff. This report showcases the commitment of so many at Texas Tech Law to uphold the highest standards of inclusive excellence and empower everyone in our community.

In our Statement of Principles on Diversity, Equity, and Inclusion, the Law School pledges to continue to enhance our existing initiatives and programs that advance diversity, equity, inclusion, and justice. Accordingly, we also outline select action items anticipated for the coming academic year.

This report focuses on the following Diversity, Equity, and Inclusion action items completed this past academic year.

- Ensuring an extensive offering of diversity events over the course of the 2021-2022 academic year
- Hosting a student Diversity Advisory Board Retreat
- Taking student leaders to Diversity, Equity, and Inclusion conferences
- Providing student organizations with financial assistance with SWAG items and other marketing items
- Organizing at least one special lecture, panel, or other speaking event in the area of gender identity
- Participating in at least one community service event focusing on Diversity, Equity, and Inclusion
- Partnering with Lubbock community leaders on Diversity, Equity, and Inclusion events and hosting booths at local community Diversity events
- Continuing to work with our Alumni Special Committee on Diversity, Equity, Inclusion, and Justice and to include law alumni in our diversity initiatives
Focus Group Assessment with Diversity Groups
Summer 2021
Directors of Diversity Professor Wendy Ross and Associate Dean Sofia Chapman conducted focus groups with our six diverse student organizations. The purpose of holding focus groups was to assist the Office for Student Life and the Law School gain further insight into how to best support our students of color and traditionally underrepresented student populations. The focus groups provided valuable information which has assisted with programming and academic efforts.

Diversity Advisory Board Retreat
September 26, 2021
The Office of the Dean and Office for Student Life hosted the annual Diversity Advisory Board (DAB) Retreat. The retreat provided an opportunity to discuss the history and creation of the DAB, discuss the findings from the 2021 focus groups, and allowed each diverse student organization to present its mission, vision, and goals for the year. Jody Randall, Director of the Office of LGBTQIA Education and Engagement, presented on “Allyship and Affirmation of Identity.” The retreat proved positive and set the foundation for the remainder of the year.

Second Forum with the Lubbock Police Department on Anti-Asian American and Pacific Islanders Hate Crimes
September 21, 2021
The Office for Student Life, Asian Pacific American Law Students Association (APALSA), and the Chinese Faculty Staff Association co-sponsored the “Second Forum with the Lubbock Police Department on Anti-AAPI Hate Crimes.” This was a follow-up to the “Call To Action: Supporting Our APALSA and AAPI Community” program held on April 14, 2021, at the Law School. The panel discussion focused on support for our APALSA and AAPI Communities.

BLSA Movie Night in the Forum
September 28, 2021
The Black Law Students Association (BLSA) hosted a movie night in the forum for all Texas Tech law students. Students and guests watched Roll Bounce and relaxed with snacks. This was a BYOB (Bring Your Own Blanket) event, which served as a positive way for students to enjoy each other’s company.

Come Hang with ILA Night
September 29, 2021
The Immigration Law Association (ILA) hosted “Come Hang with ILA” at Little Woodrow’s. Texas Tech law students played yard games and relaxed with food and drinks. This also provided an opportunity for ILA to inform fellow students about their purpose, mission, and vision.
Indigenous People’s Day Panel
October 11, 2021
Texas Tech Law’s National Lawyers Guild hosted a discussion between Joel Thompson and Professor Brian Shannon. Joel Thompson is a scholar on Native American law and formerly served as tribal counsel for the Cherokee Nation. The two focused on the Supreme Court’s recent decision in McGirt v. Oklahoma and considered the ruling’s potential implications for Indigenous communities and tribal sovereignty more broadly. The pair also briefly discussed the history of the United States’ relationship with tribal governments.

BLSA Hosts Alumnus Bryan Goldberg - Opportunities in U.S. Intelligence
October 14, 2021
BLSA and Professor Jorge Ramirez hosted Bryan Goldberg ’07. Mr. Goldberg spoke on the importance of diversity in the National Geospatial-Intelligence Agency. Students, faculty, and staff were invited to this engaging conversation with Mr. Goldberg during the noon hour.

OUT with Allies
October 15, 2021
OUTlaw, the student organization dedicated to serving the LGBTQ+ law student community, hosted “Out with Allies.” The purpose of this event was to invite all diverse organizations and allies to socialize at the Lantern Tavern. The event provided law students with the opportunity to get to know OUTlaw and to build connections within the Texas Tech law community.

OWLS Movie Night
October 20, 2021
The Organization of Women Law Students (OWLS) hosted a movie night for all Texas Tech law students. Students enjoyed the movie Mean Girls, as well as free food and drinks. This event provided an opportunity for OWLS to inform new students about their organization’s mission, vision, and upcoming events.

Screen Queens with OUTlaw
October 21, 2021
OUTlaw hosted “Screen Queens with OUTlaw,” during which they showed the movie, The Craft in the Library Commons. Students were able to learn about the goals of OUTlaw and enjoy a movie and free snacks.

Dream Resource Center Refugee Donation Drive
October 25 – 29, 2021
Members of the Dream Resource Center and the ILA partnered with Refugee Services of Texas to collect donations for Afghan refugees. Items collected included financial contributions, gift cards, baby items, and children’s items.

Roll Bounce with BLSA
October 14, 2021
BLSA hosted a disco-themed “Roll Bounce with BLSA” event at Skate Ranch. Law students enjoyed great music, food, drinks, and skating.
**Women in Criminal Law Panel**  
November 3, 2021  
The Criminal Law Association (CLA) and OWLS hosted a “Women in Criminal Law” panel aimed at providing insight into the challenges and triumphs women experience in the legal field. The Honorable Judge Ann-Marie Carruth ’06 served as moderator. Panelists included Associate Judge Meryl Benham ’06, Laurie Key ’01, Andrea Nfodjo ’18, Lynn Pride Richardson, and Traci Wiseley.

**Immigration Crisis or Normal Course of Business? Perspectives on Immigration Reform in 2021**  
November 10, 2021  
Members of the ILA, the Dream Resource Center, and local immigration experts discussed immigration reform in the United States. Discussions also surrounded DACA and the recent Afghan and Haitian refugee situation.

**Point/Counterpoint Fetal Heartbeat Law**  
November 10, 2021  
The Gender Equity Committee, chaired by Professor Deleith Gossett, hosted a Point/Counterpoint on SB8: The Fetal Heartbeat Law on November 10, 2021. SB8 sponsor Senator Bryan Hughes and Professors Rick Rosen and Cassie Christopher participated in this event.

**Cacicas: The Indigenous Women Leaders of Spanish America**  
November 17, 2021  
The Indigenous & Native American Studies Circle hosted the “Cacicas: The Indigenous Women Leaders of Spanish America, 1492-1825” lecture lunch. Professor Sara Guengerich provided an overview of the main contributions of the collection, focusing on the methodologies used to decolonize the archive.

**Transgender Lives and the Law**  
November 11, 2021  
Nationally recognized transgender attorney Ezra Young presented on issues related to the transgender community. The title of his presentation, “Transgender Lives and the Law,” focused on transgender people pursuing genital reconstruction surgery.

**APALSA Movie Night**  
November 17, 2021  
APALSA hosted a movie night in the forum. Students relaxed with snacks and drinks while watching *Shang-Chi and the Legend of the Ten Rings*.

**4th Annual MLK Celebration**  
January 24, 2022  
Motivational speaker, Dr. Crystal Kuykendall, spoke at the Law School's fourth annual Martin Luther King, Jr. event. Dr. Kuykendall spoke on the resilience and strength of Dr. King and the importance of remaining strong in times of adversity.
Back to School Bash with the Diversity Organizations
January 24, 2022
APALSA, BLSA, HLSA, ILA, OUTlaw, and OWLS hosted a Back to School Bash to welcome all Texas Tech law students back to the Spring semester. Pizza and drinks were provided for all.

APALSA Boba Social
February 21, 2022
APALSA hosted a Boba social for law students at Lubbock’s Teapioca Lounge. Students mixed and mingled with APALSA and learned about APALSA's upcoming goals.

Movie Night With ILA
February 9, 2022
ILA hosted a movie night in the Forum. All law students were invited to watch *The Terminal* and enjoy snacks and drinks.

SLAM Poetry Night
February 11, 2022
In honor of Black History Month, BLSA, the Diversity Committee, and the Office for Student Life hosted “SLAM Poetry Night” at the East Lubbock Art House. Texas Tech law students and community members were invited to share their poetry and enjoy refreshments.

Candid Conversations—Lawyers Edition
February 17, 2022
BLSA hosted “Candid Conversations—Lawyers Edition” in the Lanier Auditorium. The purpose of the event was to encourage an open dialogue between non-black law students and black law students to eliminate any prejudices or implicit bias people may have toward the black community. The panel was comprised of four black attorneys representing various practice areas. A meet and greet with the guest speakers followed the event to allow students to network.

Network with Immigration Attorneys
February 21, 2022
ILA hosted a networking event for law students and local attorneys. Coffee and pastries were served.

HLSA Movie Night
February 23, 2022
HLSA hosted a movie night. All Texas Tech law students were invited to watch *Encanto* and enjoyed snacks and drinks.

BLSA Karaoke Night
February 23, 2022
As part of Black History Month activities, BLSA hosted a karaoke night. Faculty, staff, and students were invited to celebrate by singing their favorite songs and enjoying food and beverages.
Come Volunteer with BLSA at Estacado High School Event
February 18, 2022
BLSA hosted “Come Volunteer with BLSA at Estacado High School.” BLSA members spoke to the Estacado High Men’s Basketball Team about college, law school, and the importance of higher education.

Diversity Week: February 28–March 2, 2022

Gender, Sexuality, and the Law
February 28, 2022
Derek Mergele-Rust ’17, founding Partner of DebnamRust Attorneys at Law, spoke on February 28, 2022, on issues regarding gender, sexuality, and legal issues.

Women and the Law
March 1, 2022
Florida International University School of Law Professor Cyra A. Choudhury spoke on March 1, 2022, on the importance of female attorneys in the legal profession.

Diversity Week Banquet
March 2, 2022
State Bar of Texas President, Sylvia Borunda Firth, spoke on March 2, 2022, about the importance of diversity in the law and serving as the first Latina State Bar President. Third-year law students Xenna Davis and Alicia Mpande won the Texas Tech University School of Law Diversity Award.

HLSA Loteria
March 2, 2022
HLSA hosted “HLSA Loteria” where Texas Tech law students enjoyed a night of loteria games, food, and drinks while celebrating the Latinx culture.

Diversity Social with OUTlaw
March 3, 2022
In celebration of the warmer weather and recognition of Tech Law’s Diversity Week, OUTlaw hosted a diversity social in which law students ate Bahama Buck’s snow cones and played yard games on the Law School’s front lawn.
OWLS, the Agriculture Law Society, the Office for Student Life, and the Gender Equity Committee celebrated International Women’s Day with a “Women in the Law” panel. Attorneys Tiffany Dowell Lashmet, Amber Miller, Marlise Boyles, and Maria Oviedo participated as panelists. The panel discussed the importance of having women in the legal profession and the experiences, both positive and negative, they have dealt with as women in the legal profession.

International Women’s Day Celebration
March 8, 2022

OWLS, the Agriculture Law Society, the Office for Student Life, and the Gender Equity Committee celebrated International Women’s Day with a “Women in the Law” panel. Attorneys Tiffany Dowell Lashmet, Amber Miller, Marlise Boyles, and Maria Oviedo participated as panelists. The panel discussed the importance of having women in the legal profession and the experiences, both positive and negative, they have dealt with as women in the legal profession.

International Women’s Day Bagels and Coffee
March 8, 2022

OWLS and the Office for Student Life provided bagels and coffee as well as free T-shirts to the Texas Tech law community in honor of International Women’s Day.

OUT with Allies
March 9, 2022

OUTlaw hosted “OUT with Allies,” in which OUTlaw welcomed new members and allies who support LGBTQIA initiatives.

Movie Night with OWLS and HLSA
March 22, 2022

OWLS and HLSA hosted a movie night. Students watched Selena and enjoyed food and drinks.

HLSA Gala
March 26, 2022

HLSA hosted its annual “HLSA Gala,” in which the Texas Tech law community celebrated the Latinx culture with food, drinks, and dancing. Scholarship recipients and donors were honored and recognized at this event.

OUTlaw & OWLS: 1L Power Hour
April 19, 2022

OWLS and OUTlaw hosted 1L Power Hour for all first-year law students. Student leaders from both organizations answered questions about criminal law, property law, and constitutional law before finals. This event drew many students from all backgrounds and proved positive for many.

The Humanities Center at Texas Tech Anti-Racism Conference Keynote Address
April 22, 2022

The Law School, in partnership with the Humanities Center and many campus partners, hosted Dr. Keeanga-Yamahtta Taylor from Princeton University. Dr. Taylor presented on her book Race for Profit, How Banks and Real Estate Industry Undermined Black Homeownership. Her book and research discuss how exploitative real estate practices continued for the black community well after housing discrimination was banned.
FACULTY AND ADMINISTRATOR INVOLVEMENT

CURRICULUM DEVELOPMENT

A new Civil Rights & Anti-Discrimination Law Concentration was developed and approved by the Law School faculty. The Concentration is designed for law students who are interested in topics related to civil rights and anti-discrimination.

To complete the Civil Rights & Anti-Discrimination Concentration, a law student must earn at least 15 credit hours by completing specific required and elective courses, complete a scholarly research paper on a topic related to civil rights and anti-discrimination law, and attend at least five public events on topics related to civil rights and anti-discrimination law and submit a written description and reflection.

Additional information about the Civil Rights & Anti-Discrimination Law Concentration can be found here: https://www.depts.ttu.edu/law/academics/concentration/civil-rights/index.php.

DIRECTORS OF DIVERSITY

Professor Wendy Ross and Associate Dean for Student Life Dr. Sofia Chapman serve as co-directors of Diversity. In this role, Professor Ross and Dean Chapman are charged with oversight and implementation of Law School Diversity, Equity, and Inclusion initiatives.

COMMITTEES

The Law School has various standing committees which work to ensure a welcoming, inclusive, and supportive environment where every student can thrive. These committees are comprised of faculty, staff, and student and alumni representatives.

Core Courses:
- Constitutional Law
- Civil Rights

Specialized Elective Courses:
- Discrimination in Employment
- Human Rights
- Independent Study
- Immigration Law
- Indigenous Justice
- Mental Disability Law
- Law, Gender & Sexuality
- Law & Religion
- Race and Racism
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 that foster an environment where all members of the Texas Tech Law community are included, accepted, and valued.

GENDER EQUITY COMMITTEE

The Law School has various standing committees which work to ensure a welcoming, inclusive, and supportive environment where every student can thrive. These committees are comprised of faculty, staff, and student and alumni representatives.
ALUMNI SPECIAL COMMITTEE

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.

RECRUITMENT

RECRUITMENT EFFORTS

The Office of Admissions 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.

Admissions also 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 Office of Admissions 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. They also continue annual outreach to Jarvis Christian College and Paul Quinn College.
Admissions also created a video library with two series designed for prospective students: “How to…” and “TTU Law Preview....” One such video highlights 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/recruiting-events.php. While most of the videos are not specifically geared toward historically underrepresented populations, the virtual library has proven very beneficial in helping to bridge knowledge gaps.

SCHOLARSHIPS

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

CONFERENCES

The Office of Admissions participated in LSAC forums in Atlanta and law fairs in Louisiana and Texas to provide information to areas with large minority populations. Admissions also sent 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.
It is through collaboration, partnerships, and mutual support that we at Texas Tech Law can achieve the greatest success in inclusive excellence. We are dedicated to continuing our positive momentum in the areas of diversity, equity, and inclusion in the coming year. Our unwavering commitment is to support all students, faculty, and staff and create an inclusive environment where every single member of our community feels welcome.

We invite readers to visit with our Directors of Diversity and our Dean regarding questions, comments, and suggestions about our many initiatives and events. At Texas Tech Law, we encourage everyone to share in our journey to affirm each individual and group.