DIVERSITY, EQUITY, AND INCLUSION INITIATIVES
TEXAS TECH UNIVERSITY SCHOOL OF LAW
2019 - 2020

Prepared by the Office for Student Life and the Office of Communications
At Texas Tech University School of Law, we are committed to providing a welcoming, inclusive, and supportive environment where every student can thrive. We are also committed, as a law school, to educating lawyers who are dedicated to justice, equality, freedom, and the rule of law.

Our students, faculty, staff, and alumni are all crucial partners in our efforts to improve diversity, equity, and inclusion at the Law School.

We are proud of the initiatives and programs we provide to the Law School community and the greater West Texas community.

This report provides an overview of initiatives and programs for 2019-2020 categorized in five areas:

1. Student Engagement and Transformative Learning
2. Professional Development
3. Faculty and Administrator Involvement
4. Recruitment, Hiring, and Onboarding of Faculty, Staff, and Students
5. Law School Facilities and Publications

The Office for Student Life is developing actions items and goals to implement, plan, and track diversity initiatives at the Law School.
STUDENT ENGAGEMENT AND TRANSFORMATIVE LEARNING

NEW STUDENT ORIENTATION 2019
The Law School’s commitment to diversity is demonstrated during New Student Orientation. Incoming students receive Title IX Training and participate in a panel discussion on Diversity, Equity, and Inclusion.

CYNTIOIA BROWN LONG
The Office of the Dean and the Office for Student Life, in partnership with the Division of Diversity, Equity, & Inclusion, hosted a breakfast discussion with Cyntoia Brown Long on November 6, 2019. More than 70 students, faculty, and staff were in attendance to hear Mrs. Long’ personal story of being a victim of sex trafficking, life in prison, perseverance, and her eventual commuted sentence by Tennessee Governor Bill Haslam.

ZERO TOLERANCE: IDENTIFYING AND COMBATING SEX-BASED HARASSMENT IN THE LEGAL PROFESSION
The Gender Equity Task Force in partnership with the Organization of Women in Legal Studies (OWLS) held a Roundtable Discussion Luncheon on November 7, 2019. The focus of the luncheon was to bring to light the issue of sex-based harassment in the profession and to identify strategies to combat this issue.

ALLIES TRAINING
Each year the Office of LGBTQIA Education & Engagement provides training to students, faculty, and staff on the lived experiences of the LGBTQIA community. Participants commit to act with compassion, respect, and dignity, and to strengthen inclusivity at the Law School.

DIVERSE STUDENT POPULATION:

<table>
<thead>
<tr>
<th>2017 Incoming Class</th>
<th>2018 Incoming Class</th>
<th>2019 Incoming Class</th>
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<tbody>
<tr>
<td>28.1% Students of Color</td>
<td>32% Students of Color</td>
<td>38.8% Students of Color</td>
</tr>
<tr>
<td>39.5% Female Students</td>
<td>44.3% Female Students</td>
<td>50.3% Female Students</td>
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<tr>
<td></td>
<td></td>
<td>27.2% First Generation College Students</td>
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HISPANIC HERITAGE MONTH  
(SEPTEMBER 15 – OCTOBER 15)  
Each year the Hispanic Law Student Association (HLSA), in partnership with a number of departments and student organizations, hosts events to recognize and celebrate Hispanic Heritage month.  
September 19, 2019:  
In partnership with the Law Library, HLSA hosted a movie night screening of Selena followed by a panel discussion.

POVERTY SIMULATION  
The Law School’s Clinical Program hosts a poverty simulation each year in order to teach law students about poverty and how it impacts various minority populations.

PRIDE WEEK  
Each year OUTLaw, the student organization representing LGBTQIA students and allies, in partnership with a number of departments and student organizations, hosts events aimed at strengthening awareness and support for the LGBTQIA community.  
Monday, October 14, 2019:  
OUTlaw hosted a guest lecture by Kyle Velte, associate professor of law from the University of Kansas. Professor Velte presented her paper, Straightwashing the Census, which examines the impact of failing to collect sexual orientation and gender identity population data in government surveys such as the Census.
DR. MARTIN LUTHER KING, JR. CELEBRATION (JANUARY 27, 2020)
Kimberly McNair Brock and Lisa McNair were the keynote speakers for the second annual MLK Celebration. They are the sisters of Denise McNair, one of the four young girls who lost their lives in the Birmingham bombing of 1963. They spoke about the tragic event, the impact the bombing had on their family and community, and their thoughts on the documentary, *4 Little Girls*, which was screened prior to the discussion.

BLACK HISTORY MONTH (FEBRUARY 1 – FEBRUARY 29)
Each year the Black Student Law Association (BLSA), in partnership with a number of departments and student organizations, hosts events to recognize and celebrate Black History month.

February 13, 2020:
In partnership with the Law Library and the Black Graduate Student Association, BLSA hosted their annual Black History Month Poetry Slam.

February 19, 2020:
BLSA hosted guest speaker Cory Powell, director of the Office of Institutional Diversity, who spoke on the importance of mentorship and presence in the community as law students.

February 27, 2020:
BLSA hosted a Black History Month luncheon featuring Tiffany Kamuche, '11 as the keynote speaker. Tiffany is managing partner and owner of the Kamuche Law Firm and a Dallas County Criminal District Court Magistrate Judge. She shared her personal transformation story and how she overcame adversity to become a successful litigator and magistrate.

February 27, 2020:
In partnership with the Law Library, BLSA hosted a movie night featuring the film *Hidden Figures*. 
DIVERSITY WEEK

The Diversity, Equity, and Inclusion Committee and Student Bar Association, in partnership with a number of departments and student organizations, host events throughout the week to celebrate the importance of diversity in the Law School and our local communities.

March 2, 2020:
The Committee hosted a panel discussion on disabilities. The “RespectAbility” panel highlighted challenges, opportunities, and resources related to the participation of lawyer with disabilities in the practice of law.

March 3, 2020:
OUTlaw and SELS hosted former NFL player, Ryan O’Callaghan as a guest speaker. His speech, “My Life on the Line,” addressed his experience being closeted in the NFL and the contracts that kept him from being himself.

March 4, 2020:
The Committee hosted the “Connecting the Global Community” panel discussion. Panelists discussed practicing law in an international context as well as working with diverse clients around the world.

IMPLIED BIAS WORKSHOP SERIES

The Diversity Committee, the Office for Student Life, and the Gender Equity Task Force held an Implicit Bias workshop which helped raise awareness about implicit bias and its impact. There were three different sessions hosted in October—one for staff, one for faculty, and one for students.
CO-CURRICULAR BOOK INITIATIVE
In the fall of 2019, the Office for Student Life launched the Law School Co-Curricular Book Initiative in which students, faculty, and staff are provided books authored by a diverse array of guest speakers. This has been a great success and has received praise from faculty, staff, and students.

LIBRARY INITIATIVES
In addition to working with various student organizations to host events, the Law Library curates various displays celebrating diverse cultures throughout the year.

SCHOLARSHIPS
There are a variety of scholarship opportunities available to traditionally underrepresented rising 2Ls and 3Ls through the Texas Tech Law School Foundation.

Black Law Students Association Endowed Scholarship
Created in 2006 by the Black Law Students Association, this scholarship is awarded to aid in the recruitment and retention of African-American students who are BLSA members.

Coffey Diversity Endowed Scholarship
Created in 2014 by Mimi Coffey ’94, this scholarship is awarded by the Law School’s Diversity Committee, or a similar faculty committee appointed by the Dean, to one or more current law students. Preference will be given to law students from underrepresented groups.

Hispanic Law Students Association Endowed Scholarship
Created in 2009 by the Hispanic Law Student Association, this scholarship is awarded to incoming Hispanic students and deserving HLSA members.
DIVERSITY ADVISORY BOARD (DAB)
Providing support for traditionally underrepresented student populations, DAB focuses on affirmation of identity, creating a supportive and collaborative learning environment, and allyship.

Leadership Retreat:
In August 2019, the Office of Student Life and the Office of the Dean hosted a leadership retreat to: 1) listen to student concerns, 2) provide training to law school student leaders and staff members on diversity, equity, and inclusion initiatives, 3) conduct a SWOT analysis regarding diversity issues at the Law School, and 4) establish goals of the Diversity Advisory Board.

Black Tie Dinner:
The Office of the Dean sponsored the attendance of five Diversity Advisory Board student leaders and Jody Randal, Director of LGBTQIA Education and Engagement, at the Dallas Black Tie Dinner. The Dallas Black Tie Dinner is the largest fund-raising dinner for the LGBTQIA population in the nation.

STUDENT ORGANIZATIONS
The Law School has six diverse student organizations:

- Asian Pacific American Law Student Association (APALSA)
- Black Law Student Association (BLSA)
- Hispanic Law Student Association (HLSA)
- Immigration Law Student Association (ILA)
- Organization of Women Law Students (OWLS)
- OUTLaw (representing LGBTQIA students & Allies)

These student organizations provide outstanding support for our diverse student populations.

FUNDING FOR STUDENT ORGANIZATIONS
The Office of the Dean and the Office for Student Life provides funding to various diverse student organizations to assist with travel to national and regional conferences.
PROFESSIONAL DEVELOPMENT

CAREER AND PROFESSIONAL DEVELOPMENT CENTER INITIATIVES

The Career and Professional Development Center is committed to supporting talented students from all backgrounds, cultures, and identities. The Center encourages student participation in seven different diversity focused job fairs and also promotes employers with strong diversity initiatives sharing information about their scholarship opportunities and fellowship programs. Finally, the Center works with programs such as the Texas Minority Counsel and various NALP diversity, equity, and inclusion events to ensure all students feel equipped to explore and pursue their career goals.

TITLE IX TRAINING

All faculty and staff are mandated to participate in Title IX training every other year. The Gender Equity Task Force also designed and distributed Title IX Informational Cards to all Law School students, faculty, and staff. The card addressed the changes in mandatory reports, effective January 1, 2020.

DIVERSITY TRAINING FOR FACULTY

Faculty have opportunities for diversity training each year, often during a Faculty Retreat.

PROFESSIONAL DEVELOPMENT MONIES

Monies are allocated to the Associate Dean of Student Life to attend and present at annual diversity conferences and be a member of professional associations such as Texas Association of Diversity Officers in Higher Education (TADOHE) and American Association of Hispanics in Higher Education (AAHEE).
FACULTY AND ADMINISTRATOR INVOLVEMENT

LEADERS ENGAGED IN ADVANCING DIVERSITY (LEAD) FELLOWS

Both Professor Wendy Ross and Associate Dean Sofia Chapman serve as liaisons between the Texas Tech Division of Diversity, Equity & Inclusion and the Law School as LEAD Fellows. The goal of the LEAD Fellows program is to empower and educate staff and faculty on diversity related issues.

TTU PRESIDENT’S GENDER EQUITY COUNCIL

Sofia Chapman, Associate Dean for Student Life, serves as the Vice Chair of the TTU President’s Gender Equity Council and is also the chair for the Title IX committee within the council.

DIVERSITY, EQUITY AND INCLUSION COMMITTEE

The role of the Diversity, Equity, and Inclusion Committee is to provide a venue in which student, staff, and faculty representatives can work together to provide and promote programs for all students which foster an environment where all members of the Tech Law community are accepted, valued, and included.
GENDER EQUITY TASK FORCE
The goal of the Law School’s Gender Equity Task Force is to support and promote gender equity initiatives at the Law School.

ADVISORS TO STUDENT ORGANIZATIONS
Many administrators and faculty serve as advisors for various diverse student organizations.

DIVERSITY ADVISORY BOARD STRENGTH, WEAKNESSES, OPPORTUNITIES, THREATS (SWOT) ANALYSIS PRESENTATION
Sofia Chapman, associate dean for student life, presented the Diversity Advisory Board SWOT Analysis to faculty and senior staff at the Law School’s annual faculty retreat. The presentation included information regarding the student leaders’ thoughts on diversity, equity, and inclusion initiatives at the Law School.

SPONSORSHIP OF RECEPTIONS AND BANQUETS
Many faculty advisors provide financial funding for end of year receptions and banquets for diverse student organizations.
RECRUITMENT, HIRING, AND ONBOARDING OF FACULTY, STAFF, AND STUDENTS

DIVISION OF DIVERSITY, EQUITY, AND INCLUSION LEAD FELLOW PROGRAM

Professor Wendy Ross and Associate Dean Sofia Chapman both serve as LEAD Fellows in which they help train deans, administrators, and chairs on diversity issues in preparation for the hiring process.

FACULTY AND STAFF POSITION ADS

The Law School places ads in various diverse publications when hiring for positions.

NEW FACULTY:
- 50% Female Faculty
- 75% Faculty of Color

NEW STUDENT RECRUITMENT INITIATIVES

The Office of Admissions has made every effort to recruit diverse students. Throughout the year, the Law School sends recruiters to events at minority serving institutions and Historically Black Colleges and Universities. In addition to these recruitment events, the Office of Admissions made presentations to undergraduate students at Texas Tech University’s Mentor Tech and Pegasus programs. These programs seek to enhance the quality of the educational experiences of students from underrepresented groups and to increase the educational attainment of First Generation College students at Texas Tech University.

To further encourage diversity and inclusion of our incoming students, the Office also added optional questions to the Fall 2019 application allowing applicants to identify themselves as first-generation college students, members of the LGBT+ community, and as Pell Grant recipients. With 27% of the incoming class self-identifying as first-generation, the Law School worked to ensure that 100% of those students received a scholarship award of at least $1,000.

Office of Admissions recruitment initiatives have increased diversity in the incoming classes by 10% since Fall 2017.
LAW SCHOOL FACILITIES AND PUBLICATIONS

DIVERSIFICATION OF IMAGES IN THE LAW SCHOOL AND IN LAW SCHOOL PUBLICATIONS

The Texas Tech University School of Law has worked to update and diversify images in the Texas Tech University School of Law and in Law School publications. For example, diverse pictures of alumni, students, faculty, and staff are reflected in the photos, artwork, and published materials in and around the building in order to reflect the diverse make up of our law school today.

ELECTRONIC MESSAGE BOARDS

Electronic message boards have been placed throughout the Law School in order to highlight activities and accomplishments, including those associated with diverse students, faculty, staff, and alumni. The electronic messaging boards are also used to promote various diversity events hosted by Texas Tech University School of Law student organizations, faculty, and staff.

CONCLUSION

We are building on a strong foundation, but we can and will do more each year. In the next year, we strive to provide even more programming that fosters an environment where all members of the Texas Tech Law community are accepted, valued, and empowered. We pledge to partner with our students in this effort and continue to listen and work with them to foster the community that we all want and deserve.