

**UNIVERSITY OF OREGON
DIVERSITY STRATEGIC ACTION PLAN
FOR THE SCHOOL OF LAW**

➔ **THE LAW SCHOOL MISSION**

The Law School encourages and celebrates diversity and affirms the vision set forth in the Diversity Plan for the University of Oregon:

“The University is a place where people from different cultures and experiences learn together; understanding and respecting these differences are critical for the University to be a place of open-minded inquiry where, in challenging the boundaries of knowledge, we include and value all members of our community.”

The Law School’s Diversity Strategic Action Plan affirms the University Mission Statement. We are dedicated

“...to the principles of equality of opportunity and freedom from unfair discrimination for all members of the university community and an acceptance of true diversity as an affirmation of individual identity within a welcoming community.”

➔ **THE LAW SCHOOL DIVERSITY STRATEGIC ACTION PLAN**

The Law School’s Diversity Strategic Action Plan draws upon the University of Oregon’s Diversity Plan and is structured according to the Six Points set forth in the University Diversity Plan:

- I. Develop a Culturally Responsive Community
- II. Improve Campus Climate
- III. Build a Critical Mass
- IV. Expand & Fill the Pipeline
- V. Develop and Strengthen Community Linkages
- VI. Develop and Reinforce Diversity Infrastructure

The University’s Diversity Plan uses a broad definition of diversity and states that it “includes, but is not limited to, differences based on race, ethnicity, national origin or citizenship, gender, religious affiliation or background, sexual orientation, gender identity, economic class or status, political affiliation or belief, and ability or disability.” The Law School uses this definition in its Diversity Strategic Action Plan.

With respect to each of the Six Points, the Law School Diversity Strategic Action Plan identifies goals and key strategies to reach those goals, describes current initiatives (most of which are continuing initiatives), and proposes initiatives to strengthen the Law School’s ability to meet the identified goals.

**DRAFT UO Law Diversity Strategic Action Plan –
Draft: March 20, 2007**

The Six Points:

I. Point One: Develop a Culturally Responsive Community

The Law School is committed to the fair and just treatment of every person at the law school. We value diversity and the individual differences that enrich the law school community. We strive to build a diverse community defined by free speech, intellectual inquiry and respect for all points of view. A culturally responsive community requires recognition of cultural differences as realities both in and outside the classroom and guarantees that such differences will be treated with respect.

A. Goal: Increase awareness and sensitivity of all members of the law school community to issues of diversity

- **Strategy 1:** Provide professional development training and other opportunities for faculty, staff and students regarding diversity issues
 - Current and Continuing Initiatives
 - Staff hold retreats and meetings to work on communication skills, teamwork, and ways to address diversity issues.
 - Potential Initiatives
 - Present final Strategic Action Plan to faculty, students, and staff.
 - Hold a workshop (e.g., through University Human Resources, by hiring Greg Bell, or through the Office of Institutional Equity and Diversity) for students, leaders, faculty and staff.
 - Encourage attendance at workshops held on campus.
 - Include the law school's statement on diversity in orientation materials and include a discussion of diversity issues as part of orientation for all students.
 - Continue discussions of diversity by holding town hall diversity discussions at least twice per term.
- **Strategy 2:** Include assessments of the ability to work, learn, and interact with all members of the law school community on faculty and staff performance reviews
 - Potential Initiatives
 - Have each faculty member include in his or her annual report to the Dean a description of how the faculty member incorporates diversity issues into his or her courses and a list of the training sessions on teaching effectiveness or developing cultural competence that the faculty member has attended during the prior.
 - Create a Diversity Award for one or more faculty, staff or students who have shown support for students of color, differently-abled students, and other students from diverse backgrounds and experiences. The Award will consist of a plaque to be kept at the law school and recognition at graduation. The Minority Law Student Association will make the award.
 - Confirm that someone has conducted exit interviews with faculty and staff who leave the law school. Compile information that relates to diversity issues.
 - Lawyers have an ethical duty to serve all clients, regardless of race, disability or other differences. Consider ways to include teaching about this ethical duty and other diversity issues related to the profession in the curriculum. Consider including in Legal Profession.
- **Strategy 3:** Work with Dean candidates to emphasize the importance of diversity issues at this law school

- New Initiatives
 - Have each candidate for law school Dean meet with the Vice Provost for Institutional Equity and Diversity as part of the on-campus interview process.

- B. Goal: Enhance law curriculum to better address issues of diversity**
 - **Strategy 1:** Encourage faculty to continue to integrate issues of diversity into existing courses
 - Potential Initiatives
 - Have a faculty discussion about ways to incorporate diversity issues when the books do not include adequate materials.
 - Encourage faculty to bring in outside speakers from the community who can add diverse perspectives to courses. (At this time, no allocation of staff time – faculty will be encouraged to identify speakers on their own.)

 - **Strategy 2:** Offer more courses specifically focused on issues of diversity
 - Current and Continuing Initiatives
 - An effort to create an interdisciplinary Law, Education, and Disability course in conjunction with the College of Education is underway.
 - Potential Initiatives
 - Develop externships with Indian tribes in Oregon.

 - **Strategy 3:** Develop more robust set of guest speakers, lectures and scholars focused on diversity issues
 - Current and Continuing Initiatives
 - Theory workshops and guest speakers have addressed issues of discrimination and race.

 - **Strategy 4:** Emphasize courses and connections to native communities.
 - Current and Continuing Initiatives
 - Create the Oregon Tribes Chair (fundraising is underway).
 - Potential Initiatives
 - Develop externships with Indian tribes in Oregon

- C. Goal: Inclusive classroom experiences**
 - **Strategy 1:** Work on effective teaching, to reach and include all students.
 - Current and Continuing Initiatives
 - Teaching effectiveness sessions conducted by law faculty.
 - Provide information to faculty about University teaching effectiveness programs.
 - Potential Initiatives
 - Have a faculty discussion about classroom issues involving diversity, including tensions among students and student complaints about faculty behavior.
 - Work with faculty members to use the classroom to draw on diverse views but remind faculty not to address questions of race to the students of color, questions of disability to differently-abled students, etc.
 - Develop safe ways for students to raise concerns about classroom conduct by faculty or by other students. Develop clear guidelines and communicate these to the students. (See Point II, Strategy 2)

II. Point Two: Improve Campus Climate

The Law School is committed to building and maintaining a law school climate that is inclusive, safe, and respectful of all people. All interaction between persons should be respectful and safe, and the Law School in its outreach program should incorporate recognition of and sensitivity to the experiences of all groups.

A. Goal: Develop law school services, practices, and policies that support diverse members of the law school community

- **Strategy 1:** Provide broad range of services at the law school to help support students, faculty and staff from diverse backgrounds
 - Current and Continuing Initiatives
 - Assistant Dean of Student Affairs taught a noncredit Bar Prep Class to help ethnically diverse students pass the Bar exam.
 - ACE program provides tutors for 1Ls, with an emphasis on underrepresented students.
 - The law school recently created two unisex/family restrooms.
 - Federal law has pressured the law school into violating its non-discrimination policy by allowing military recruiters (who recruit for military services that discriminate based on sexual orientation) to recruit on campus. Career Services has provided amelioration activities in response to military recruiting on campus. Career Services held a session for students and discussed appropriate responses. Students engaged in protests while recruiters were on campus.
 - Potential Initiatives
 - Investigate ways to improve bar passage, including whether to offer a Bar Prep Course.
 - Continue to evaluate and improve ACE program.
 - Survey students using surveymon.com. Ask questions about services that work well, areas for improvement, why students stay at UO.
 - Create signs to place outside gender-specific restrooms to indicate location of unisex restrooms.
 - Add an automatically opening door to another restroom on the first floor.
 - Create an information sheet describing accessibility at the law school for differently-abled people. The information sheet should be a guide to accessible restrooms, access issues, automatic doors and how long they stay open, etc. Make this information sheet available at both entrances to the building.
 - Make sure all newcomers to the law school (faculty, students, or staff) with access needs have a tour of the building and information about access. This should occur during orientation for students and on arrival for newly hired faculty or staff.
 - Hold a program for staff to explain issues related to military recruiting and amelioration efforts undertaken by the law school.
 - During orientation hold a meeting for first-generation law students and others with socio-economic concerns. Ellen Adler has volunteered to help with this. Include a session on access to funding, debt pitfalls, taxes, etc.
- **Strategy 2:** Communicate information about the processes available for anyone with a concern, complaint, or grievance.
 - Current and Continuing Initiatives
 - The Assistant Dean of Student Affairs is available for student complaints and works with students to resolve issues.
 - The Associate Dean for Academic Affairs is available for student complaints involving faculty and works with students and faculty to resolve issues.
 - The University's Bias Response Team and Conflict Resolution Office can assist with complaints and disputes.
 - The office of Affirmative Action can respond to grievances based on race or other protected categories.
 - Potential Initiatives
 - Ask Affirmative Action to lead a workshop that would educate staff about how to address concerns about harassment.

- Create an information sheet identifying the steps a student should take for various types of complaints. Provide this information at orientation and post it on a student bulletin board.
 - Create an information sheet for classified staff.
 - Create an information sheet for Office Administrators and faculty.
- **Strategy 3:** Increase student, faculty and staff awareness of campus and state resources available to support students from diverse backgrounds
- Current and Continuing Initiatives
 - ***Affirmative Action Program of the Oregon State Bar (AAP/OSB)*** The admissions office works with the AAP to communicate the state bar’s interest in attracting students of color to Oregon. The Assistant Dean of Admissions and the Assistant Dean of Student Affairs attend AAP meetings and actively promote the “Opportunities for Law in Oregon” (OLIO) program, which is designed for incoming first-year students who will be attending the three Oregon law schools. An annual packet of information about the program is sent out to new students by AAP through the admissions office.
- **Strategy 4:** Increase support for student groups and student initiatives focused on diversity issues
- Current and Continuing Initiatives
 - Law student groups include Asian Pacific American Law Student Association, Black Law Students Association, Coalition Against Environmental Racism, International Law Students Association, Jewish Law Students Association, Latino/Latina Law Student Association, Lesbian & Gay Law Student Association, Middle Eastern Law Student Association, Minority Law Students Association, Native American Law Students Association, U.S.-Mexico Bar Association, Women’s Law Forum. Like other student groups, many of these organizations receive some funding each semester from the Dean’s Fund for Students.
 - Potential Initiatives
 - Create a Student Leadership Fund to support student attendance at conferences held by regional or national groups that focus on diversity issues (e.g., BALSAs, Lavender Law). Solicit donations from alumni. There is no expectation that this fund will receive much donor support in the first year, but if the fund is in place it becomes an option for donors.
 - Evaluate the support the Dean’s Fund can provide for student attendance at conferences. Set guidelines and let student groups know about the options. Consider providing matching funds. Have students who attend conferences participate in a panel discussion for students and faculty, reporting on what they learned and suggestions for the law school community.
- **Strategy 5:** Implement policies, practices, and processes that identify issues/barriers to success for diverse members of the law community and address those issues
- Current and Continuing Initiatives
 - Faculty meetings, DFAC, DSAC provide venues to raise concerns about climate.
 - Enhance system for generating feedback from students, faculty and staff about the law school climate.
 - Dean hosts annual event at her house for students of color.

III. Point Three: Build a Critical Mass

The Law School is committed to ensuring access, opportunity and greater representation and retention of students, faculty, officers of admission and classified staff from underrepresented groups. The Law School is committed to enhancing diversity in all aspects of the school's structure, pedagogy and operations.

A. Goal: Recruit and Retain a Diverse Student Body

- **Strategy 1:** Increase diversity of student applicant pool
 - Current and Continuing Initiatives:
 - **LSAC Recruiting Forums:** Attend law school recruiting forums in metropolitan areas with large minority populations (occasionally with a minority law student attending as well)
 - Washington D.C.
 - Atlanta
 - Boston
 - Chicago
 - Dallas
 - Houston
 - Los Angeles
 - New York (sometimes)
 - **Application Fee Waivers** Recruit students from all groups to apply, and waive fee for promising applicants for whom a fee could be a barrier.
 - Fee waivers also granted in person at recruiting events to promising potential applicants
 - **Vault Law School Diversity Guide** The admissions office volunteered to be included in the first Vault Law School Diversity Guide publication. This new guide book will provide data and information from law schools that would be of interest to students of color and others seeking a law school environment committed to diversity. The publication is due out in 2007.
 - **Targeted Mailings** Send law school marketing materials highlighting activities focused on diversity issues to potential applicants from diverse backgrounds
 - LSAC CRS mailing to Hispanic prospects was sent announcing the soft-cover publication of Steve Bender's book, "Greasers and Gringos"
 - **Diversity Brochure** Created by the law school student affairs office, the diversity brochure was used by the admissions office in fall 2006 to recruit underrepresented students to the law school.
 - **National Black Pre-Law Admissions and Preparation Conference** For the last two years, the admissions office has sent a member of the UO Black Law Students Association (BLSA) and the Assistant Dean of Student Affairs to represent the law school at this conference. The conference, which has been held in Texas, has included a law school information fair.
 - **Pre-Law Summer Institute for American Indians and Alaskan Natives (PLSI)** For the last two years, the admissions office has sent a representative to recruit at this annual summer workshop which is held at the University of New Mexico. We have enrolled two students from PLSI, thus far.
 - **UO Law School Blog** University of Oregon School of Law Website (law.uoregon.edu). The admissions office introduced a blog this year that features five bloggers including an Asian American student and an African American student. A photo and a brief biography introduce each blogger, describing their backgrounds and interests.
 - **Law School & Graduate School Fairs** Attend (non-forum) law school fairs and graduate school fairs in major metropolitan areas or at universities with sizeable populations of students of color
 - USC

- UCLA
 - UC Berkeley
 - UC Irvine
 - Washington
 - Texas-Austin
 - Texas-El Paso
 - Arizona
 - Arizona State
 - Alaska & Hawaii: every other year we join a dozen schools that recruit in these states where there are large native populations and limited law school choices
 - **Oregon State Bar Affirmative Action Program** Current students work through this program to recruit students.
 - The Assistant Dean of Student Affairs contacted each admitted student of color and facilitated connections between admitted students and current students.
 - Potential Initiatives:
 - Visit historically black colleges during recruiting trips.
- **Strategy 2:** Ensure that contribution to diversity of student body is important criteria in admissions process
- Current and Continuing Initiatives
 - **Annual Training Meeting for Admissions Committee** Each year, the first meeting of the Admissions Committee is always a training meeting. All Committee members, whether new or returning are required to participate. In this meeting, which is led by the Assistant Dean for Admissions, the mechanics of file reading and the admissions process is discussed. A considerable amount of time of this meeting is devoted to discussing the importance of using a comprehensive, holistic approach to reading files. In particular, the Assistant Dean discusses the risks of relying too heavily on the LSAT score. Committee members are directed to give ample consideration to all factors in the applicant's file, including the contribution that the applicant would make to the diversity of the law school community. A discussion also takes place about the law school's mission statement which identifies "diversity" as part of its goal.
 - Potential Initiatives
 - Review the law school application each year to determine whether additional questions could be useful (e.g., "Are you a first-generation college student?") Consider permitting an additional essay (e.g. "Discuss your background and what you would bring to the law school and the student body.") Consider an appropriate second essay for majority students (e.g., "Answer one of the following two questions...")
- **Strategy 3:** Increase conversion rate of matriculated / admitted students from a diverse background
- Current and Continuing Initiatives
 - **Scholarships** The admissions office awards scholarships to students from diverse backgrounds.
 - **Multicultural Student Organizations Involvement in Recruiting** The admissions office has a liaison relationship with the law schools multicultural student organizations. When students are admitted to the law school, volunteers from the organizations contact them to encourage them to enroll.
 - **"Fly-In" Program** The office of admissions pays the airfare for a select group of admitted students (including students of color) to visit the law school. Working in

conjunction with our multicultural student organizations, these visitors are housed by current students, attend class, meet faculty, and are introduced to Eugene and Oregon.

- ***New Admitted Student Webpage*** This year, we will introduce a new “admitted student” webpage that will link to our online forum for newly admitted first year students. The admitted student webpage will contain a number of links to other important law school sites including “Policies,” a page for current students in which “diversity” is prominently featured with links to related sites. (Ex: Oregon State Bar, Diversity Building Scholarships, etc.)

- **Strategy 4:** Create infrastructure and environment to support students from diverse backgrounds once they are on campus
 - Current and Continuing Initiatives: See initiatives listed under Points One & Two
 - Potential Initiatives: See initiatives listed under Points One & Two

B. Goal: Recruit and Retain a Diverse Faculty

- **Strategy 1:** Increase diversity of faculty applicant pool
 - Current and Continuing Initiatives
 - ***Broad Advertisement of Open Faculty Positions*** The law school advertises open faculty positions through a broad range of communication vehicles, including some that specifically target diverse populations. These include:
 - AALS Bulletin
 - The Chronicle of Higher Education (web ads)
 - HigherEdjobs.com (includes directed e-mails to all people of color for an additional fee)
 - Hispanic-jobs.com
 - Asian-jobs.com
 - Multnomah Lawyer (for adjunct positions)
 - Oregonian Newspaper
 - High Country News (for environmental positions)
 - National Law Journal
 - Oregon State Bar Bulletin
 - Potential Initiatives
 - Advertise on list serves for faculty of color (e.g. Latinolawprof)
- **Strategy 2:** Ensure that evidence of a candidate’s knowledge, experience, interest and potential ability concerning diversity issues, including but not limited to cultural, ethnic, social, racial, gender, sexual orientation, disability, and other differences as they relate to law and law teaching, the challenges faced by students from diverse backgrounds, the integration of issues of diversity into research and curricula, effective dialogue regarding such individual differences as they relate to the law, and service as a mentor to students from diverse backgrounds are important criterion in faculty search process
 - Current and Continuing Initiatives
 - This information was considered criteria for the searches conducted in 2006 and will continue to be important criteria in faculty searches.
- **Strategy 3:** Increase recruiting efforts to “land” diverse faculty candidates once they have been offered a faculty position
 - Current and Continuing Initiatives
 - Recruiting includes personal contacts from as many law faculty as possible.
 - Potential Initiatives
 - Arrange for contacts by persons from around campus who may be able to address questions related to the candidates’ interests, backgrounds, or personal situation.

- **Strategy 4:** Increase efforts to attract faculty from diverse background to campus for visits and lectures
 - Current and Continuing Initiatives
 - Efforts have been made to expand the pool to include more applicants of color.

C. Goal: Recruit and Retain a Diverse Administrative Staff (both OA & Classified)

- **Strategy 1:** Increase diversity of staff applicant pools
 - Current and Continuing Initiatives
 - **Broad Advertisement of Open Staff Positions** The law school advertises open staff positions through a broad range of communication vehicles, including some that specifically target diverse populations. These include:
 - Eugenejobs.net
 - Oregonian Newspaper
 - Register Guard
 - HigherEdjobs.com (includes directed e-mails to all people of color for an additional fee)
 - Potential Initiatives
 - Continue to look for effective ways to use advertising dollars to attract diverse candidates. For staff the pool is local; for OAs the pool is national.
- **Strategy 2:** Ensure that an individual's ability to work effectively with a broad and diverse community is an important criteria in all searches
 - Current and Continuing Initiatives
 - Job ads include as a requirement the "ability to work effectively with a broad and diverse community." Often interview questions, both written and oral, focus on this topic.
- **Strategy 3:** Increase recruiting efforts to "land" diverse OA candidates once they have been offered a position
- **Strategy 4:** Create infrastructure and environment to support staff from diverse backgrounds once they are on campus
 - Current and Continuing Initiatives
 - Supervisors work to create a "community" environment in which everyone feels safe, respected and valued. They set a standard of expectations/behavior and quickly address issues that may surface, educate the community to improve communication and team building, and encourage the exchange of ideas.
 - Supervisors work to create an environment which promotes open communication about issues such as sexual harassment, discrimination, lack of communication, etc. Supervisors hold annual reviews, have an open-door policy, and have regular staff meetings.

IV. Point Four: Expand & Fill the Pipeline

The Law School is committed to developing recruitment strategies aimed at high school and undergraduate students with diverse backgrounds.

- A. Goal: Support programs for K-12 and undergraduate students that introduce them to legal concepts and make it more likely that they will consider entering the legal profession after college**

- **Strategy 1:** Encourage K-12 students from diverse backgrounds to participate in programs that increase their exposure to and knowledge of the law
 - Current and Continuing Initiatives
 - **Minority Law Day** Each year, the law school hosts an open house for students of color to introduce them to the legal profession and to law school. The program is sponsored by LSAC, who encourages its member schools to create programs which are targeted to community college, high school-aged, or younger students.
 - **Law Students/Lane Schools (LS/LS)** LS/LS is an outreach program developed by the admissions office to develop relationships between local Lane County schools and the law school. Some of the participating law students attended these local schools. One of the goals of the program is to build an interest in the legal profession among disadvantaged youth.
 - **Latinos and the Law** Prof. Bender has taught this course to undergraduates.
 - Law students have contacted teachers and guidance counselors and have gone to area schools to talk with students.
 - **Street Law** Street Law programs reach underserved communities, including diverse communities.
 - **Reach for Success** The Assistant Dean for Admissions participates in Reach for Success, a program sponsored by OMAS for middle school students.
 - Potential Initiatives
 - Work with Portland City Schools to design a pipeline project focused on Jefferson and Roosevelt High Schools.
 - **High School Mentoring Project** Law Students with Diversity Building Scholarships will create and coordinate programs for students in local high schools on Street Law topics, financial aid, law school and lawyers, etc.

- **Strategy 2:** Encourage undergraduate students from a diverse background to participate in programs that increase their exposure to and knowledge of the law
 - Current and Continuing Initiatives
 - **University of Oregon Office of Multicultural Academic Support (OMAS)** The admissions office has developed a liaison relationship with OMAS to help provide a channel for University of Oregon students of color to learn more about law school and the legal profession. Activities have included informational meetings with current students and alumni (who are people of color) and meetings with academic advisors. The admissions office also participates in a joint panel with the two other Oregon law schools in an annual information session sponsored by the university's pre-law advisor.
 - **Council on Legal Educational Opportunity (CLEO)** The law school is a CLEO "Member School" and through its financial contribution to the organization helps sponsor outreach programs to undergraduate students of color.

V. Point Five: Develop & Strengthen Community Linkages

The Law School is committed to developing and strengthening community links at the campus, regional, state and national levels to promote diversity and equity development in our curriculum, activities, organization and outreach. We are committed to seeking diverse voices to help evaluate and improve current efforts and develop new efforts to achieve diversity and equity in our educational and public service missions.

A. Goal: Increase interaction between law faculty, students and staff and members of diverse communities

- **Strategy 1:** Bring a diverse range of community leaders to the law school to interact with students, faculty, and staff

- Potential Initiatives
 - Develop a list of local organizations that could provide speakers for classes or events. A student will coordinate responses to an email requesting suggestions and contacts (and will not research speakers on his/her own).
 - Create a mentoring program pairing students with alumni, if possible pairing each student with an alum who shares some of the same diverse identities.
- **Strategy 2:** Support student, faculty, and staff participation in a wide range of local, regional, and national events, conferences, and committees focused on issues of diversity
 - Current and Continuing Initiatives
 - **LSAC Board of Trustees Minority Affairs Committee** The Assistant Dean for Admissions for the law school is currently serving as a trustee of LSAC, the national organization that administers the LSAT exam. His current liaison role is to the organization's Minority Affairs Committee, charged with developing and supporting projects which encourage underrepresented groups to pursue legal education and helping increase the enrollment and success of minority students in law school.
 - **Wingspread Consortium** The Assistant Dean for Admissions attended the Wingspread VI Conference this past year. Wingspread meetings involve a consortium of P-20 educators, the bench, and the bar committed to working across the educational continuum to improve participation, persistence and success of diverse students in high school and college, with the goal of enhancing their aspirations and capacity to move into positions in the legal profession and leadership of the nation.
 - **State Bar Organizations Focused on Issues of Diversity** Law school representatives work on Oregon State Bar committees that focus on diversity issues, including the Affirmative Action Committee.
 - Law school sponsors tables at functions held by Bar organizations such as the National Bar Association (African American lawyers), the Oregon Women Lawyers, and the Hispanic Bar Association. Faculty, administrators, and students from the law school attend these events.

VI. Point Six: Develop & Reinforce Diversity Infrastructure

The Law School (and all of its members) share in the responsibility of creating and maintaining a learning and working environment that recognizes the value of diversity. The Law School is committed to the creation of the infrastructure needed to help build diversity and cultural competency. Cultural competence is an active and ongoing process of learning to recognize that our statements, convictions, and reactions are inflected by the culture we live in, and developing the skills we need to participate most effectively in a culturally diverse university, state, country, and world.

A. Goal: Build necessary infrastructure to ensure that the law school is able to support efforts outlined in diversity plan

- **Strategy 1:** Make structural changes to emphasize the importance of diversity at the law school.
 - Current and Continuing Initiatives
 - The job description of the Assistant Dean of Student Affairs includes coordinating diversity issues, helping to recruit diverse students, and developing services to support diverse students.
 - Potential Initiatives
 - Consider changing the title of the Assistant Dean of Student Affairs to reflect the role that Assistant Dean plays in coordinating diversity issues. (e.g., Assistant Dean of Diversity and Students, Assistant Dean of Student Affairs and Director of Diversity)

- Create Diversity Coordinator Position as a GTF position. Request full funding from the UO for the position. The Coordinator would work with the Assistant Dean of Student Affairs.

- **Strategy 2:** Increase funding for diversity initiatives outlined in plan
 - Potential Initiatives
 - Allocate law school funds to new initiatives.

- **Strategy 3:** Allocate responsibility for diversity initiatives outline in plan
 - Potential Initiatives
 - See attached chart indicating responsibility for individual initiatives. The Assistant Dean of Student Affairs will monitor the initiatives during the year.

- **Strategy 4:** Establish annual review process for initiatives outlined in plan
 - Potential Initiatives
 - ***Diversity Committee Structure*** Create a Diversity Committee to monitor and evaluate the initiatives. The Diversity Committee will consist of two to three each of students, faculty, community members and staff or OAs. The student, faculty and community members will be appointed by the Student Bar Association (SBA) in consultation with the Dean. The SBA will seek input from all students. The Director of Alumni Relations will assist the SBA in identifying community members willing to volunteer for the committee. The Dean will request volunteers from the staff and OAs and will appoint the staff and OA members. Service on this committee will be considered service on a law school committee for faculty members.
 - ***Annual Review Process*** Each year in early February the Assistant Dean of Student Affairs will report to the Diversity Committee on the status of the initiatives begun in that academic year and on the status of ongoing initiatives. The Diversity Committee will then hold discussion sessions with faculty, students, staff, OAs and community members to report on current efforts and to hear suggestions for future efforts. The Diversity Committee will prepare a report to the faculty of status on current initiatives and its proposal for additional new initiatives. The faculty will consider, amend if appropriate, and approve the annual report to be submitted to the Office of Institutional Equity and Diversity in May.