



## Loyola University Chicago School of Law

### 2018—2022 Inclusion, Diversity, and Equity Report





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# A MESSAGE FROM THE SCHOOL OF LAW INTERIM DEAN

Establishing a foundation for social justice is more than a destination, it's a journey. Fighting oppression and racism takes hard work, humility, and resilience. It's as much about thoughtful reflection—noting where we made progress and understanding why we faced challenges—as it is about identifying opportunities and next steps.

None of this happens overnight, and we're in it for the long haul. Over the past four years, the School of Law has taken deliberate steps to cultivate a more inclusive atmosphere at our institution and to best position our graduates to advocate for justice and equity among underserved and marginalized communities.

This report showcases our progress and acknowledges that there is much more left to do. We understand that to demand change in the inequities in our larger legal system, we must first look inward to address and eliminate inequity within our law school. We are committed to continue challenging the status quo and doing the work—no matter how difficult—to realize our mission.

Although our story is still unfolding, we are proud to share what we've accomplished so far and will use this account to gain momentum toward becoming a fully inclusive, anti-racist institution.



**Zelda B. Harris**

*Interim Dean*

Mary Ann G. McMorrow  
Professor of Law



LOYOLA  
UNIVERSITY CHICAGO  
AD MAIOREM DEI GLORIAM  
1870

PHILIP H.  
**CORBOY**  
LAW CENTER

# OUR MISSION, VISION, AND VALUES

Loyola University Chicago School of Law is a student-focused law center inspired by the Jesuit tradition of academic excellence, intellectual openness, and service to others.

## OUR MISSION IS:

- to educate students to be responsible and compassionate lawyers, judges, and law-related leaders in an increasingly diverse and interdependent world;
- to prepare graduates who will be ethical advocates for justice and equity, who will lead efforts to dismantle the legal, economic, political, and social structures that generate and sustain racism and all forms of oppression, and who will advance a rule of law that promotes social justice; and
- to contribute to a deeper understanding of law, legal institutions, and systems of oppression through a commitment to transformation, intersectionality, and anti-subordination in our teaching, research, scholarship, and public service.

# OUR JOURNEY TOWARD INCLUSIVITY

The School of Law has long been an ally in the fight against social injustice and oppression—through faculty research and scholarship to nationally recognized, top-ranked legal clinics, centers, and institutes, and the annual Norman Amaker Social Justice Retreat.

**IN SPRING 2017**, School of Law administrators engaged Nextions, LLC, to conduct a cultural assessment survey to assist the law school in its efforts to heighten organizational excellence in terms of diversity, equity, and inclusion. The decision to administer the survey was based on feedback the administration was receiving from faculty and students regarding a perceived climate of exclusion that was contrary to the school's mission. Nextions began implementing the cultural assessment survey in fall 2017 through 2018, issuing its final results and recommendations to the administration in fall 2018.

In April 2018, prior to final recommendations from Nextions, students challenged the faculty to look inward: specifically, to create a more inclusive atmosphere in the classroom. Fueled by the students' passion, faculty and administration asked the Diversity and Inclusion Task Force to address expressed concerns and develop deliberate plans to strengthen inclusivity within the school.

Here are some of the steps the School of Law has taken to better support our students and to make our institution more welcoming and inclusive:

## 2018

- Engaged Nextions, LLC, to lead a workshop (for all faculty and administrators) on cultural competencies, explicit and implicit bias, and the art of facilitating difficult classroom discussions
- Explored implicit bias in faculty hiring through a required faculty workshop facilitated by the assistant provost for academic diversity
- Expanded a mandatory orientation program for all incoming students to include implicit and explicit bias and cultural competency
- Provided all faculty and 1L students with *The Color of Law*, a book addressing the history of legalized racial segregation in housing in the U.S., and held law school community book discussions
- Established the Professional Identity Formation (PIF) curriculum, a required class for all entering 1L students to engage with faculty and each other on issues of professionalism, implicit bias, racism, and cultural competency
- Increased the number of diverse instructors to teach the new PIF class and upper-class electives
- Increased the number of diverse senior-level administrators within the School of Law
- Created the Office of Inclusion, Diversity, and Equity
- Created the role of assistant dean for the Office of Inclusion, Diversity, and Equity (*Josie Gough served in this role from 2018 until her retirement in 2021.*)

## 2019

- Established signature programs and events aimed at building community and trust within the law school
- Held the inaugural Coalition of Color Congratulatory for diverse students graduating in the Class of 2019
- Added new courses to the upper-level curriculum specifically designed to address systemic racism and oppression (e.g., Housing Discrimination, International Environmental Law, Mass Incarceration, Sexuality and the Law, Law and Cultural Property)

## 2020

- Created a new mission statement based on input from students, alumni, faculty, administrators, and staff
- Engaged in a University-led Racial Justice Examen to evaluate, reflect, and develop an action plan to actualize our mission to become an anti-racist law school
- Charged every law school faculty governance committee with creating actionable goals to implement our mission objectives
- Worked with the Student Bar Association to elect student representatives to serve on faculty governance committees in an effort to provide greater transparency to the student body
- Provided all faculty and 1L students with *Biased*, a book about unconscious racial bias and how to address racial disparities, and held law school community book discussions
- Dedicated every faculty meeting for Academic Year 2020–2021 to workshops on diversity, equity, and inclusion facilitated by

experts including Dr. Arin Reeves of Nextions, Professional Identity Formation (PIF) Director Carla Kupe, and Dr. Derald Wing Sue, renowned psychologist, co-founder of the Asian American Psychological Association (AAPA), and leading multicultural scholar

## 2021

- Created and appointed a new senior-level administrative role, associate dean of mission innovation, to assist with faculty development and carrying out our mission objectives; Professor Sacha M. Coupet is appointed as the inaugural dean
- Provided a law school community-wide presentation on Responding to Concerns in Our Community: applicable policies, procedures, and where to turn for help
- Reengaged Nextions to conduct additional student climate surveys
- Welcomed the school's largest, most diverse class of first-year law students, achieving admissions goal of 30 percent diversity
- Launched Diversity and Inclusion as a Social and Professional Responsibility course for second- and third-year students

- Dramatically increased financial assistance and scholarship support, including creation of the Faculty Diversity Scholarship Fund
- Established the Student Well-Being Workgroup comprising students, faculty, and staff, which delivered 2021 Fall Semester Well-Being Week programming and administers the Innovative Ideas Fund to support student-centered programming in furtherance of our anti-racist mission

## 2022

- Approved seven new or newly redeveloped anti-racism courses to expand curriculum (coming fall 2022 and spring 2023)
- Added an experiential component to Diversity and Inclusion as a Social and Professional Responsibility
- Reviewed and revised the Student Code of Conduct
- Grew tenured faculty who focus on dismantling systemic injustice. Professors Jeannine Bell and Blanche Bong Cook will join the School of Law in 2022
- Appointed the first permanent African American woman dean in School of Law history, Michèle Alexandre



## RACIAL JUSTICE EXAMEN

The Examen is a practice founded in Jesuit Education and Ignatian Spirituality that uses intentional reflection to draw attention to aspects of daily life. It is intended to be a deeply honest, nonjudgmental inquiry into what is going well and where we are falling short of what we believe is right—with the goal of improving.

Loyola University Chicago's Racial Justice Examen seeks to support academic units in their work toward becoming an anti-racist institution through reflection, understanding, empathy, and action.

# DIVERSITY AS A SOCIAL AND PROFESSIONAL RESPONSIBILITY

## The Office of Inclusion, Diversity, and Equity

**WHEN OUR STUDENTS SPEAK**, the School of Law listens. In response to students' call to action, the school partnered with Nextions, a consulting firm that helps leaders cultivate environments that honor and value diversity, inclusion,

equity, justice, and wellness. Nextions surveyed students to discover where our institution might find opportunities to improve inclusivity—paving the way to form the Office of Inclusion, Diversity, and Equity in 2018.





**The law school adopted both short- and long-term recommendations provided by the Nextions team, including:**

- Trained all faculty and administrators via workshops in cultural competencies, explicit and implicit bias, and the art of facilitating difficult classroom discussions
- Expanded the implicit and explicit bias and cultural competency sessions in our mandatory orientation program for all incoming students
- Assigned reading to all incoming law students and their professors about addressing systemic bias in our legal system and the elimination of bias
- Implemented the required Professional Identity Formation (PIF) course for all first-year law students to address issues of professionalism, race, gender, status, implicit and explicit bias, and cultural competency
- Partnered with the University to explore the construction of a gender-neutral bathroom within the law school
- Provided information to the law school student body about the University-wide process for review and discipline of tenured faculty
- Appointed more faculty, administrators, and tutors who are people of color and other underrepresented minorities
- Ensured that students continue to be active and meaningful participants in important law school committees, including the curriculum committee, the faculty and dean hiring committees, and the admissions committee

With the simple yet powerful goal for all members of our law school community to feel valued and supported, the office delivers programming and support to help expand everyone's vision of what the legal profession can and should be.

Led by assistant dean for inclusion, diversity, and equity Josie M. Gough (retired December 2021), the office partners with the School of Law's academic and administrative departments to celebrate and encourage inclusion, diversity, and equity in our school, among our alumni, and in our community. These critical programs and initiatives will continue under the new assistant dean, Tania Luma.

After Dean Gough retired in December 2021, the School of Law appointed Ginger Mance (JD '90) as interim assistant dean for inclusion, diversity, and equity. Mance, a first-generation college and law student and a longtime administrative law judge, provided a crucial continuation of support as the law school conducted a national search for the next assistant dean. Tania Luma, former assistant dean for diversity, equity, and inclusion at University of Illinois Chicago, was hired as the permanent assistant dean in July 2022.

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**The School of Law partners with student organizations to develop programs that explore student interests, recognize law school alumni for their contributions, and help students explore Chicago's rich and diverse culture.**

**A**s the founding assistant dean for the Office of Inclusion, Diversity, and Equity, Josie Gough (BA '74, MEd '78, JD '84) established multiple professional development programs; pipeline and first-generation programs; and the Inclusion, Diversity, and Equity Awards and Fellowship Program. She also helped establish the law school's Professional Identity Formation course, which has received national recognition for its approach to addressing systemic racism and inequities within the legal profession.



# Developing the New Mission Statement

**IN MAY 2020**, an unarmed Black man named George Floyd was murdered by a white police officer in Minneapolis. A video went viral, and a massive racial reckoning rippled across the world. The School of Law recommitted to ensuring anti-racism goes beyond sentiment—that it is infused in everything we do. Our faculty had already begun the work of self-reflection to identify what was missing from our classrooms and our own knowledge regarding social justice. We were primed to act.

The School of Law set out to rewrite the school's mission statement and formed a task force chaired by Professor Sacha M. Coupet. In an intense and dedicated effort, meeting virtually during the summer of 2020, the task force deliberated. Members asked thoughtful, probing questions to define justice and reflect on the structural racism the law, lawyers, and the legal system have constructed and failed to eradicate. The task force determined a path to equip our students with tools beyond foundational knowledge of the law to realize meaningful change.

The result: a mission statement with pointed language that clearly states our intent to dismantle systems of oppression wherever they occur. Our mission is our anchor and our guide to remain true to our values.

The Beazley Institute for Health Law and Policy, *Annals of Health Law and Life Sciences*, and the Health Justice Project united in the aftermath of George Floyd's death and countless additional tragedies to take a stand against racism. They pledged to take three immediate actions:

- Support communities of color in Chicago and beyond
- Prioritize diversity, inclusion, and anti-racism within the Beazley Institute
- Integrate racial justice into the health law curriculum and programming

**“The mission statement is aspirational by intent. Anti-racism is not a place or a destination. It's a way of simply being.”**

—Sacha M. Coupet

Associate Dean of Mission Innovation



## SACHA M. COUPET

Associate Dean of Mission Innovation

**W**ith the adoption of the new mission statement, the University approved the law school's request to appoint a new administrative position: associate dean of mission innovation. This position supports and leads faculty in fortifying our institution by exploring perspectives on anti-racism, racial justice, privilege, and oppression. The first appointee to this role was professor, child law expert, and career-long social justice advocate Sacha M. Coupet. Her first act: establishing the Faculty Development Fund, a program that awards faculty for their commitment to developing or reinventing a class in line with our mission statement.

# CLIMATE, CULTURE, AND BELONGING

## Surveys and Assessments

**WE BELIEVE REAL CHANGE** begins when we understand how beliefs, behaviors, and systemic structures have shaped and help sustain the status quo. In recent years, the School of Law engaged in three distinct surveys and assessments to collect insights:

## Nextions Surveys and Interviews

In 2017, the School of Law partnered with Nextions, a consulting firm committed to helping leaders develop environments that seek and prioritize diversity, inclusion, equity, justice, and wellness, to assess the law school's climate and culture. Nextions surveyed students and recent alumni, then conducted student interviews to gain clarity and insights into the survey responses. The firm's findings helped the school identify the path forward and prioritize actions.



**The Nextions survey results released in 2018 revealed that we had to address the disparities in law school experiences between self-identified minority students and self-identified white students. Specifically, Nextions found:**

**1.** A substantial majority (88 percent) of self-identified minority and white students and recent alumni who participated in the survey felt satisfied with their law school experience, particularly:

- The law school's mission and culture
- Engagement with faculty, staff, and administration
- Classroom learning environment
- Peer interactions
- Curriculum

**2.** Although students were generally satisfied, the rate of satisfaction among minority students was not as high as among white students in some important areas. In addition, some students who identified as conservative indicated levels of dissatisfaction. Specifically, the law school can continue to build a more diverse, equitable, and inclusive community by focusing on key opportunities such as:

- Level of diversity throughout the community
- Value and respect of point of view by classmates
- Perception that people of certain racial or ethnic backgrounds are less valued
- Faculty's ability to resolve conflict
- Degree of stress

**3.** The law school had already begun implementing intentional, comprehensive, and effective strategies to improve its community. Continuing to build on those

strategies, and implementing additional strategies suggested by Nextions, will help strengthen an inclusive environment.

In a 2021 follow-up, Nextions recommended deploying semiannual pulse surveys to assess student perspectives and experiences. Creating a cadence of regular feedback, establishing mechanisms for accountability, and providing ongoing education on diversity, equity, and inclusion (DEI) topics will be integral to our progress toward a more inclusive community.

### Law School Survey of Student Engagement

Building on the initial assessment from Nextions, we also participated in the Law School Survey of Student Engagement (LSSSE) in 2019 to gauge students' satisfaction with the education they were receiving and the school's environment. The LSSSE is an annual, voluntary survey issued to law schools nationally. The results assist participating law schools' administration in fashioning improvements, strategic planning, accreditation, and accountability.

**We learned that students—especially in their first years—viewed the School of Law favorably in terms of:**

- Encouraging contact among students from different economic, social, sexual orientation, and racial or ethnic backgrounds
- Providing support for academic success, and offering campus events and activities



**We saw opportunities to improve in the areas of:**

- Helping students cope with nonacademic responsibilities
- Imparting financial counseling to guide students on how to afford their education

Loyola will participate in the LSSSE again in 2022.

## Loyola University Chicago's Racial Justice Examen

Loyola University Chicago's Racial Justice Examen (RJE) initiated in September 2020 provided an opportunity for University-wide collaboration among law students, faculty, and staff to understand areas of racial injustice, diversity, and equity across academic units. Through nonjudgmental self-reflection, the institution took a deep dive into its practices to identify ways to better serve students and colleagues. Throughout the RJE process and after, the law school implemented internal surveys to obtain feedback from our community related to our culture of inclusion. The RJE process proved to be a vital tool to aid in strategic planning, identifying resources to support continuous improvement, and continuing to foster open, productive discussions about racial justice.

Feedback is key. As an anonymous source identified in the RJE, "It's not only what faculty are doing explicitly, but also implicitly that may discourage discussion in the classroom. [We] need feedback from students to help inform discussions or topics that might be productive or counterproductive."

**Some of the ongoing and future plans for improvement identified by the University in the RJE Final Report that are aligned with the law school's plans include:**

**DIVERSIFY CURRICULA:** Design new courses focused on race, ethnicity, and racial justice; require race-focused courses; incorporate racial issues and material by BIPOC scholars into existing courses; and apply course topics to issues of racial justice.

**SERVICE, TEACHING, AND SCHOLARSHIP:** Address the ways that service, teaching, and scholarship are distributed and evaluated by updating evaluation standards, distributing service expectations more equitably, and encouraging more anti-racism scholarship.

**PEDAGOGY AND CLASSROOM PRACTICES:** Improve anti-racist pedagogy practices, including active learning and increased student/faculty contact.

**RECRUITMENT AND HIRING:** Increase diversity through recruitment and hiring efforts for faculty, staff, graduate, and/or undergraduate students and workers. These involve revising hiring/acceptance processes, addressing recruitment practices, and specifically targeting underrepresented groups.

**STUDENT OPPORTUNITIES AND SUPPORT:** Provide additional opportunities and support to students, particularly as a way to improve the experience and/



## Climate, Culture, and Belonging

or retention of underrepresented groups. These include increased and more accessible opportunities for internships and research; improved tutoring and progress tracking; and student grants, awards, and financial assistance.

**COMMUNITY AND MENTORING:** Improve mentoring programs and larger community-building efforts within the school.

**STUDENT PIPELINE ISSUES:** Address pipeline issues that create barriers to underrepresented groups, including application procedures and prerequisite requirements.

**DIVERSITY AND RETENTION (OTHER):** Increase diversity and retain diverse members generally, in addition to more specific categories above.

**BIAS/ANTI-RACISM TRAININGS, READINGS, DIALOGUES:** Participate in or plan bias and/or anti-racism trainings; structure department reading groups to develop anti-racism skills and improve competency; conduct departmental dialogues to explore and improve cultural issues; and gain more participants (particularly faculty) in these efforts.

**GRIEVANCE PROCEDURES:** Examine and/or update grievance procedures to provide more clarity or formality to procedures or considerations for making DEI-specific procedures.

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# Student Wellness

**CURA PERSONALIS**, or “care for the whole person,” is a guiding principle at the School of Law. To do the most good, you need to be at your peak. Learning to prioritize your own wellness is important—both as a student and as an attorney.

The need to comprehensively address our law student body’s health and wellness needs is a serious concern that presents several challenges and opportunities. Students who serve on faculty governance committees identified that the following wellness-related issues must be addressed to fulfill our mission:

- Financial assistance for students who require behavioral health testing in order to obtain approved academic accommodations
- Access to more diverse and culturally based mental health providers through the Loyola University Wellness Center
- Extended therapeutic and crisis intervention services beyond the service limitations of the Wellness Center

In the short term, we established the Student Well-Being Workgroup comprising students, faculty, and staff. The workgroup orchestrated 2021 Fall Semester Well-Being Week programming. In addition, the workgroup is responsible for administering the Innovative Ideas Fund to support student-centered programming in furtherance of our anti-racist mission, with a particular emphasis on supporting speakers from historically marginalized communities.

In 2017, the law school established Circle Mondays as a way to foster community dialogue and provide support in response to issues arising nationally, locally, and within the Loyola community. The forums are now known as Community Circles.

Our School of Law Student Services team connects students to a comprehensive suite of health and well-being resources available through the University and within the Chicago community. Resources cover emotional, occupational, intellectual, spiritual, physical, and social well-being. Wellness domains are based on those established by the National Task Force for Lawyer Well-Being. In addition, the University’s Wellness Center is committed to helping students reach and maintain their optimal physical, mental, and emotional wellness.

Campus Ministry provides support for spiritual growth and well-being. It invites students of all faiths to make time for quiet prayer, reflection, and serving others with love and compassion. Law school chaplain Jerry Overbeck, S.J. (Father Jerry), leads the Staying Best Friends program, which provides a forum for alumni couples to share tips with students on how to maintain and grow strong relationships during graduate school. Father Jerry also provides individualized guidance and counsel to the law school community.

Outside the school, the Lawyers’ Assistance Program—a nonprofit organization dedicated to helping Illinois judges, lawyers, and law students seek help with substance abuse, addiction, and mental health issues—provides free, confidential services.



Father Jerry Overbeck



## Facilities and Spaces

Part of ensuring an inclusive environment means creating inclusive physical spaces. Here are some spaces that were designed with student needs in mind:

**STUDENT LOUNGE:** In 2018, based on student feedback, the law school opened a new student lounge on the seventh floor of the Corboy Law Center. It includes a refrigerator, coffee maker, lounge furniture, and other amenities to encourage students to relax and recharge.

**INTERFAITH PRAYER ROOM:** During the 2018–2019 academic year, the School of Law set up an interfaith prayer room on the fourth floor in the law library. The room is open to all law students on a first-come, first-served basis.

**LACTATION ROOM:** In the mid-2000s, the School of Law created a lactation room on the 10th floor. In 2021, the law school opened a more convenient and comfortable lactation room on the 12th floor. The new lactation room at 1242 includes comfortable chairs, a refrigerator, and drapery for privacy.

**GENDER-NEUTRAL BATHROOMS:** In 2022, the University will renovate some bathrooms in the Corboy Law Center to be gender-neutral.

## COMBATTING FOOD INSECURITY IN OUR OWN COMMUNITY

People can't thrive if they can't meet their basic needs. After learning that many students relied on the food offered at various events—which became severely limited by the pandemic—the Student Bar Association asked to start a pantry to provide students with food and basic hygiene supplies. The pantry opened in the fall of 2021. It is stocked multiple times per week with shelf-stable staples purchased by the administration and through donations from students, faculty, and staff. The pantry is available to all law school students whenever the Corboy Law Center is open.

# Student Engagement and Leadership Opportunities

**OUR STUDENTS ARE EMPOWERED** to share in the law school's governance and have a voice as participants on faculty governance committees and councils. A list of these groups and the work they do is included in the Appendix.

Students who take on leadership roles gain valuable communication, team-building, and strategic planning skills that help prepare them for success in their future careers. The School of Law is conscientiously working to diversify these opportunities for our student body. More than 50 law student organizations founded in students' interests (see the Appendices) provide an avenue for students to explore passions, develop leadership skills, and build personal and professional networks.

Fostering awareness, allyship, and a sense of belonging is foundational to a truly inclusive environment. Student Services contributes to inclusivity by supporting students and student organizations. Specific examples include:

- Promoting events to honor and celebrate affinity groups, such as Black History Month, Women's History Month, and Hispanic Heritage Month
  - Hosting speakers focusing on diversity issues, including discussions with author Richard Rothstein about his book, *The Color of Law*, and Morehouse College sociology professor and School of Law alumna Marisela Martinez-Cola (JD '99) about how students of color can find mentors in academia
  - Providing financial assistance for student affinity group members to attend networking events and conferences
- hosted by the Midwest Black Law Students Association, National Black Law Students Association, National Latino Law Student Association, Hispanic National Bar Association, Lavender Law, Asian Pacific American Law Students Association, National Lawyers Guild, and Muslim Law Students Association
  - Supporting student-led initiatives, specifically: Hunger Week and Diversity Week activities, founding the Castillo Scholars program, and hosting inclusivity training for various student organizations

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## Student Bar Association

The Student Bar Association (SBA) is the anchor of student-run activities. As the student governing body of the law school, the SBA organizes social and charitable events designed to nurture perspective and balance in students' busy lives. In addition to managing elections in which all students are welcomed to vote, the SBA serves as the liaison between students and faculty, amplifying important issues on behalf of the student body.

Over the last five years, the SBA executive boards have been diverse and more representative of our student body—including four women of color serving as president: Imani Hollie (2019–2020), Jahnee' Hughes (2020–2021), Mikaila John (2021–2022), and Suet Lee (elected for 2022–2023). Under their leadership, the SBA was instrumental in placing students on all faculty committees and creating Club Congress to help unite all student groups.

## Supporting Our Commitment to Public Interest

The School of Law supports our students' commitment to working in otherwise unpaid summer public interest placements by providing stipends. The summer stipend program began in 1987, supporting one student, and has grown to supporting over 30 students working in legal aid, public criminal defense, and other governmental positions in the summers of 2021 and 2022.

Through its summer stipends, career services support, and extensive coursework in public interest areas of the law, particularly clinical and other experiential opportunities, the School of Law fosters a commitment to public interest and social justice. This results in graduates prepared for postgraduate employment in public interest jobs.

Despite the great need for legal services for low-income individuals and our well-qualified graduates, agencies



providing those services often have few openings, particularly for recent graduates. Recognizing this divide, beginning in 2012, the School of Law established a six-month postgraduate public interest fellowship for 10 qualifying graduates. The postgraduate fellowship bridges the law school experience and public interest employment opportunities, while providing essential practical attorney experiences and networking opportunities. The majority of graduates in the fellowship program secure public interest jobs, several with the agencies with which they did their fellowships.

## Rodin Fellows

The Curt and Linda Rodin Center for Social Justice fellowship program financially supports students as they develop the skills needed to work with underserved individuals and communities through litigation, legislative and policy reform, and other forms of advocacy. By working in a community-based setting, students learn how to collaborate with community members and take a community perspective on legal problems. The experience a student gains as a Rodin Fellow is often the springboard for a career rooted in social justice.

## Castillo Scholars Mentorship Program

In 2020, Fernando Hernandez Paredes (JD '21) and Elizabeth Flores (JD '21) launched the Castillo Scholars program, named in honor of Rubén Castillo (BA '76), the first Latino to be named a judge, and later chief judge, of the U.S. District Court for the Northern District of Illinois. The program helps underrepresented students nationwide apply to law school—any law school, not only Loyola's—by pairing them with Loyola law students as mentors.

Since its inception, Loyola law student mentors have advised more than 120 mentees on how to study for



Fernando Hernandez Paredes (JD '21)

## Becoming Leaders and Finding Friendship at the School of Law



Clockwise from left: Mikaila John, Cruz Rodriguez, and MariaCarolina Gomez

**M**ikaila John enrolled at Loyola University Chicago School of Law to follow her passion for education equity and pursue a dual degree in law and education policy. She found more than just an education—she gained a support system and became a leader.

MariaCarolina Gomez has a similar story. Gomez and John were introduced when they arrived on campus in 2019 and immediately bonded over shared classes and shared experiences as first-generation law students and Diverse Access Pipeline Program (DAPP) scholars who were new to Chicago.

Over the course of their academic careers, the two became involved in numerous law school activities. As 1L students, John was a representative for the Black Law Students Association (BLSA), and Gomez participated in the law school's Immigration Detention Project.

Despite transitioning to remote learning during the pandemic, the pair stayed involved in law school life. Gomez served as vice president of the Latinx Law Students Association (LLSA), the Immigrants' Rights Coalition, and Stand Up For Each Other (SUFEO), while John took on the roles of president of the BLSA and student ambassador to the Office of Inclusion, Diversity, and Equity.

When campus reopened in 2021, the two became roommates and were elected to Student Bar Association (SBA) leadership roles: John as president and Gomez as vice president. As president of the SBA, John strived to highlight and strengthen Loyola's pre-COVID sense of community.

These two powerhouse student leaders also created a new SBA position: director of diversity and impact. Third-year student Cruz Rodriguez assumed the role and focused on helping to make a law education more equitable and accessible.



Clockwise from left: Vanessa Aceves, Maria Ortega Castro, and Katia Cortes lead the Castillo Scholars program, which helps underrepresented students nationwide apply to law school by pairing them with current Loyola student mentors.

the LSAT, apply to law school, write personal statements, evaluate part- versus full-time enrollment, select a school, secure financial aid, and explore practice areas. When mentors don't have an answer, they strive to connect mentees with someone who does.

Today, law students Maria Ortega Castro, Vanessa Aceves, and Katia Cortes lead the Castillo Scholars program and are seeking three student successors who represent minority groups other than Latinx to assume their leadership roles upon their graduation in 2023.

### Professional Identity Formation (PIF) Teaching Assistants

Since its inception, the Professional Identity Formation (PIF) class has relied on diverse professors and teaching assistants (formerly known as student facilitators). The PIF classroom provides an opportunity for teaching assistants to use personal experiences—from law school and from everyday life—to educate and explore issues that affect their

daily, academic, and professional lives. This blend of diverse backgrounds helps students gain a deeper understanding of biases and identity.

### Academic Tutors

Each 1L faculty member is typically supported by two academic tutors. Grades are only one indicator of successful academic tutor candidates. Well-rounded individuals who can help their peers to develop successful study strategies is of vital importance to equip next-generation lawyers with the tools and mindsets to dismantle systems of oppression. To diversify the tutor applicant pool, the school recently revised the grade requirement for applicants in favor of seeking students who also demonstrate strong mentorship and leadership skills. Additionally, faculty outreach to promising students—particularly students from underrepresented backgrounds—has increased to encourage more diverse students to apply for academic or general tutor roles.

## Legal Writing Tutors

Legal writing tutors help students develop invaluable research and writing skills to succeed academically and professionally. To uphold our mission, we recently updated the application process. Legal writing tutor applicants are asked to provide a statement of interest detailing how they would personally contribute to the School of Law's mission if selected as a tutor.

## Inclusion, Diversity, and Equity Ambassadors

In 2019, the School of Law established the Inclusion, Diversity, and Equity Ambassadors program to facilitate professional relationships among our students; the Office of Inclusion, Diversity, and Equity; and the legal community. Our ambassadors—strong students who believe in servant leadership—represent what is best about our law school.

## Grievance Policy

Treating our students and colleagues with respect and fairness is requisite. In 2021, we began to review our grievance policies in response to student requests for greater transparency and clarity in reporting, as indicated in our Racial Justice Examen process. The administration organized a law school-wide town hall in spring 2021 to specifically address the grievance reporting structure. The town hall will be repeated annually going forward. Detailed information about the grievance structure is available on the law student resources website and provided at orientation.

## INCLUSION, DIVERSITY, AND EQUITY AMBASSADORS AS OF 2021:

- **Michael Cornell**, third-year law student pursuing certificates in transactional law and international law and practice
- **Le'Loni English**, fourth-year law student in the Weekend JD program
- **Hannah Kathleen Gray**, third-year law student
- **Kenny J. Harris**, second-year law student in the Weekend JD program
- **Mikaila J. John**, third-year law student
- **Leanne Jossund**, third-year law student focusing on health law
- **Audrey Mallinak**, third-year law student
- **Gavin Martin**, second-year law student
- **Romina Nemaei**, third-year law student
- **Katharine P. Roberts**, fourth-year law student in the Weekend JD program
- **Elizabeth Van Der Weide, PhD**, fourth-year law student in the Weekend JD program
- **Cindy Yapp**, third-year law student



# Demographics

The legal profession has historically lacked diversity. Based on a 2021 American Bar Association survey, the profession remains less than 15 percent diverse, with men outnumbering women nearly two to one.

## Loyola University Chicago School of Law compared to the U.S. legal profession

2021 STATISTICS	Female	Male	Nonbinary	Racially/ethnically diverse
U.S. Legal Professions	37%	63%	*	14.4%
Loyola JD Students	61.8%	38.1%	0.1%	30%
Loyola Graduate / Online Students	78%	22%	*	52%
Loyola Tenured Faculty	36%	64%	*	25%
Loyola Staff	81%	19%	*	30.5%

\*Not applicable or data not collected.



In diversifying the student body, Loyola University Chicago School of Law is raising up the next generation of lawyers who will be change agents in our legal system. We seek to grow our community of students, faculty, and staff by welcoming individuals who share a passion for serving marginalized populations, dismantling systems of oppression, and pursuing social justice. Together, our unique experiences provide greater learning—and unlock greater strength—to facilitate meaningful change.

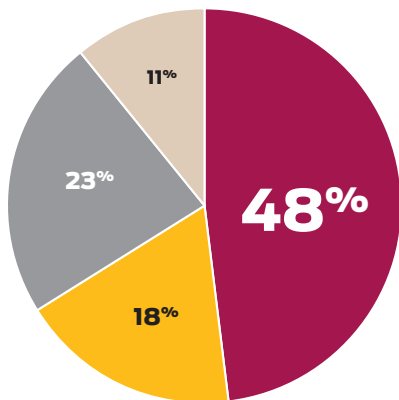
With the nation in the throes of racial reckoning, law schools saw an influx of applicants in 2021. While other schools attempted to hold steady, deploying wait lists or asking accepted applicants to defer, Loyola admitted its largest class of first-year students. In doing so, the Loyola University Chicago School of Law's student body became more diverse—to the tune of 30 percent racial/ethnic diversity—more than double that of the U.S. legal vocation.



## JD STUDENTS:

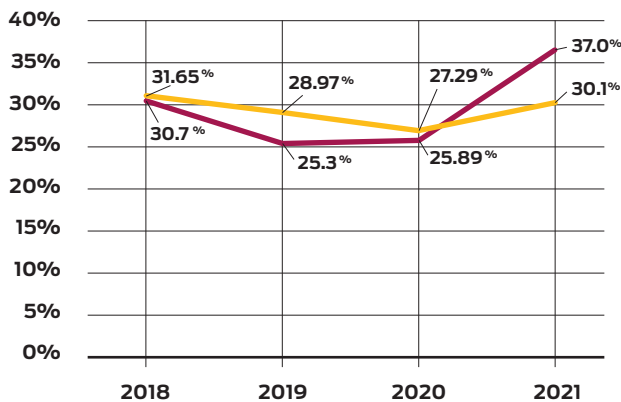
### JD Degrees Awarded to People of Color 2020–2021

- Hispanics of any race
- Black or African American
- Asian
- Two or more races



### JD Student Demographics

- Non-white JD students (1L)
- Non-white JD students (All years)



## WEEKEND JD PROGRAM:

Making legal education more accessible helps increase diversity. The Weekend JD program is our part-time JD program that combines on-campus classes hosted every other weekend with virtual learning via Sakai, a highly interactive, collaborative online learning environment. It provides flexibility so that working adults—at any stage of their careers—can earn their JD degree.

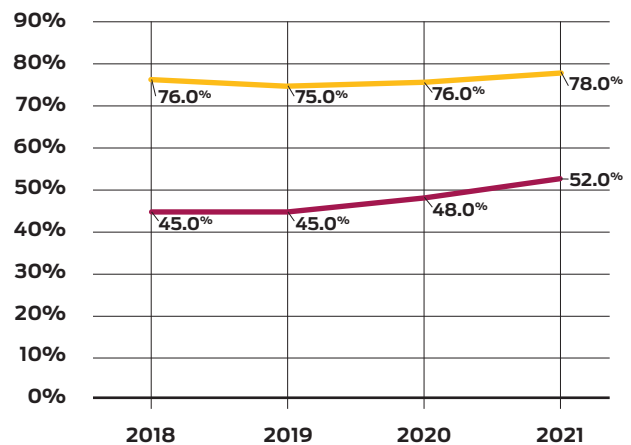
## GRADUATE AND ONLINE PROGRAMS:

Like the flexible Weekend JD program, the School of Law’s online learning options make studying law possible for those who might not otherwise have the opportunity.

**Online courses** supersede geographical boundaries, delivering a Loyola education to students in more than 40 states and Puerto Rico. The School of Law offers Master of Jurisprudence (MJ), Master of Laws (LLM), and Doctor of Juridical Science (SJD) degree programs for individuals looking to gain deeper knowledge or to specialize in a field of law.

### Graduate and Online Student Demographics

- Non-white Students
- Female Students



### Weekend JD, Graduate, and Online Programs by the Numbers, 2021

No. **07**

Loyola’s part-time program, the Weekend JD, is ranked #7 in the country by *U.S. News & World Report* and is the top program in Chicago and the Midwest

**52%**

of online students enrolled in 2021 come from diverse backgrounds—up from 48% in 2020 and 45% in 2019

**78%**

of online students enrolled in 2021 are female—an increase from 76% in 2020 and 75% in 2019

# Building a Diverse and Inclusive Law School Community

**DIVERSITY IN OUR FACULTY, STUDENT BODY, ADMINISTRATION, AND STAFF** leads to richer conversations. When different experiences and backgrounds come together, we develop greater empathy, get fresh perspectives to broaden our worldviews, and become better advocates for the vulnerable and underserved. The School of Law strives to attract individuals who make our community stronger.

## Admissions and Pipeline Programming

The legal profession is one of the least diverse in the nation—something Loyola is working to change. In tandem with the American Bar Association’s Council for Diversity in the Educational Pipeline, the school targets outreach to inspire a more diverse group of students to pursue a legal education.

By engaging with historically Black and Latinx colleges and universities, the school provides information to help the next generation of legal professionals understand what’s required and how to enroll in law school—including scholarships and financial aid to bring this education within reach.

Engaging undergraduate students to embark on a pre-law track is only one avenue. Through the **Loyola Law**

**Academy (LLA)**, a collaboration between the School of Law and the Law School Admission Council (LSAC), Chicago high school students discover potential careers in the legal profession and receive guidance on how to pursue an undergraduate education that will prepare them to continue into law school. The LLA is open to any high school students interested in a legal career or learning more about the law, with recruitment efforts targeted to Black, Latinx, and other minority and/or first-generation students.

During the academy, high school students interact with Loyola law students—at least half of whom belong to affinity groups—and lawyers during workshops, a field trip to a law firm, a mini mock trial, and other activities. According to program feedback, the high schoolers most appreciate the opportunity to connect with law students in a relaxed setting to learn more about college applications, majors, and



## JEANNINE BELL

**Curt and Linda Rodin Professor of Law and Social Justice**

**P**rofessor Jeannine Bell will join the School of Law in 2022. She is a nationally recognized scholar and author whose research spans both political science and law. Her scholarship focuses on policing, hate crime, and criminal justice issues and incorporates her empirical expertise on these subjects. Professor Bell graduated from Harvard College *cum laude* with an AB in government and went on to earn her MA and PhD in political science as well as a JD from the University of Michigan. Professor Bell comes to Loyola from Indiana University Bloomington Maurer School of Law, where she taught criminal law and procedure.



**“The law serves communities that are not well represented. We need to look like the people we’re serving.”**

**—Katia Cortes**

Co-director of the Castillo Scholars Mentorship Program

pursuing a legal career. Research suggests that students are more likely to pursue a career in which they have positive role models, an understanding of what’s required, and a sense that they possess the skills to succeed.

The **Castillo Scholars** program, originally conceived to help guide Latinx students through the complexity of applying to law schools, has expanded to support students from all underrepresented backgrounds. As Castillo Scholars, Loyola law students mentor aspiring law students through the entire process—answering questions and helping to build a network that can advise on studying for the LSAT, completing applications, writing personal statements, choosing a law school, evaluating part- or full-time enrollment, securing financing, and exploring practice areas.

**Jumpstart** helps students from communities that are traditionally underrepresented in law school develop the academic and interpersonal skills needed to navigate law school and become successful legal professionals. The program brings together 1L students from Chicago’s six law schools and the University of Illinois College of Law for several days of interactive courses prior to law school orientation.

The curriculum includes sessions on class preparation, note taking, outlining, and legal writing, as well as a federal court day where students interact with federal judges and law clerks. Jumpstart also facilitates networking

opportunities for participants with current law students, attorneys, and law school administrators, who answer questions on topics like externships, student organizations, time and budget management, scholarships, and well-being.

The **Diverse Attorney Pipeline Program (DAPP)** is a nonprofit corporation dedicated to providing a strong academic and professional foundation to female law students of color. DAPP equips women-of-color law students with intensive professional development, academic coaching, attorney and law student mentoring, and summer positions at law firms and corporations following their first year of law school. Since piloting at Loyola University Chicago School of Law in 2014, DAPP has expanded to four national programs: the National Scholars Program, #PrepDAPP Boot Camp, DAPP Direct Job Placement Fair, and Client Readiness Boot Camp.

DAPP co-founders Chasity Boyce and Tiffany Harper taught Diversity in the Law classes at Loyola in the mid-2010s and led some of the first Professional Identity Formation (PIF) classes in 2018. The School of Law continues to promote DAPP to students to help them build the tools, network, and community of support to succeed in law school and their legal careers.

The **Pugh Kaufman Scholars**, a three-year cohort program collaboration between the School of Law and Minority Legal Education Resources, Inc. (MLER), aims to increase enrollment of Black, Indigenous, and people

## Climate, Culture, and Belonging

of color students and to enhance their academic success to produce better career outcomes. The program, led by Constance Wright (MEd '12), is designed to build community and support, and enrich the students' academic careers at the School of Law.

Forty-two students were invited to participate in the program's inaugural year, 2020–2021, with another 60 enrolled in the 2021–2022 academic year. The school continues to monitor the program's success and make enhancements based on observations and student feedback.

## Scholarship and Financial Aid

More than 90 percent of the School of Law's student population receives financial aid or scholarship funding. The Office of Advancement works to secure gifts and scholarships to financially support as many students as possible. In line with our new mission statement, we have a renewed focus on recruiting—and supporting—the next generation of attorneys who will diversify the legal profession.

Our **Opportunity Scholarship** program is geared toward incoming students. In addition to funding a three-year award, many donors also mentor the student awardees.

The Admissions Committee's work following the Racial Justice Examen resulted in a new scholarship, the **Faculty Diversity Scholarship Fund**, aimed at making law school accessible to more students who are Black, Indigenous, and people of color. The scholarship is supported by faculty, alumni, and friends. Work is in progress to determine the

criteria for awarding the scholarship, number of awards to be given, and dollar amounts, with the goal of awarding to an inaugural group of students in fall 2022.

When Illinois allowed individuals with Deferred Action for Childhood Arrivals (DACA) status to take the Illinois bar exam, the School of Law welcomed DACA students. However, these individuals are not eligible for federal financial aid. Our **Magis Scholarship** is one example of scholarships available to assist these students financially. It combines fellowships, endowment awards, and funding to cover tuition for a limited number of academically qualified DACA students each year.

## Faculty Recruitment and Appointments

Our faculty is dedicated to contributing a deeper understanding of law, legal institutions, and systems of oppression through a commitment to transformation, intersectionality, and anti-subordination in our teaching, research, scholarship, and public service. The school specifically seeks scholars engaged in teaching and research in any area that addresses anti-racism, racial justice, health equity, and structural disparities impacting Black, Latinx, Indigenous, and other persons of color. All applicants are asked to specifically address in their statement of interest how they will contribute to the law school's mission statement. Candidates who demonstrate a commitment to diversity, equity, and inclusion are prioritized.



## BLANCHE BONG COOK

**Curt and Linda Rodin Professor of Law and Social Justice**

Joining the School of Law in summer 2022, Professor Blanche Bong Cook is a former assistant United States attorney with the Department of Justice and a leading expert on sex trafficking. Her scholarly work focuses on sex trafficking, victims' rights, police violence, implicit bias, criminal procedure, critical race theory, human rights, race and gender discrimination, Black feminist legal theory, womanist thought, and the normative gaze of identity. She frequently speaks at events, including sexual harassment and implicit bias trainings. As an educator, she strives to help students use the principles and practice of law to amplify the power of advocacy in law and litigation.





Business Law Clinic

## Learning by Doing

**PRACTICAL EXPERIENCE HELPS ASPIRING LAWYERS** prepare for a career in their chosen legal field and learn how to become agents for social change. The School of Law is proud to provide students different avenues to develop the skills needed to support underserved individuals and marginalized communities through litigation, legislative and policy reform, and other forms of advocacy.

### Experiential Programs

Inspired by the Jesuit philosophy that promotes service to others, the School of Law offers students hands-on experience while giving back to society. Specific clinics include:

#### Business Law Clinic

The Business Law Clinic concentrates on assisting social change- and health-focused clients who might not otherwise afford legal counsel.

#### How the Business Law Clinic supports our mission:

- The clinic is designed to provide legal transactional services to entrepreneurial clients who are starting nonprofits and small business enterprises in the Chicago

metropolitan area. More than 80 percent of these aspiring business owners are persons of color and/or women.

- Our clients serve incarcerated persons needing employment and housing, facilitate LGBTQ inclusiveness, and aid unsheltered people or those who need extra encouragement to rise through a range of products and services from catering, food and health service providers, grief counselors, and ministries to apparel resellers, tech entrepreneurs, and community service organizations.

#### Civitas ChildLaw Clinic

The Civitas ChildLaw Clinic represents children in a variety of settings, focusing primarily on child protection (abuse and neglect) and high-conflict child custody disputes. Other practice areas include education, immigration, delinquency, and international child abduction.



### How the Civitas ChildLaw Clinic supports our mission:

- In recent years, we revised our syllabus to increase focus on issues relating to the overrepresentation of minorities in the child welfare system and the importance of culturally competent representation. Specific classes addressed the cultural and economic components of abuse and neglect, implicit bias, calls for the abolition of the child welfare system as racially biased, and how racial disproportionality affects the Child Protection Court's integrity.
- Outside of the school, our clinic teaching fellow conducted workshops for the Association of American Law Schools (AALS) on Centering Race and Class in Family Law Teaching and Teaching Anti-Racism. In 2021, Bruce Boyer, director of the Civitas ChildLaw Clinic, presented to a special Illinois Supreme Court committee on the disproportionate impact of our juvenile court and related systems on children and families of color.

### Community Law Center Clinic

The Community Law Center Clinic serves clients whose main source of income is public assistance or Supplemental Security Income as well as people classified as the “working poor,” who are struggling to meet their obligations despite having jobs. Additionally, the **Veterans Practicum**, a collaboration with the School of Social Work, provides veterans, active service members, and their families general representation in civil litigation.

### How the Community Law Clinic supports our mission:

- Since its inception, the Community Law Clinic has represented Chicagoland residents who would otherwise be forced to navigate complex systems without representation. Today, more than half the clinic's clients are people of color.
- In 2018, Loyola's Chicagoland Veterans Study identified a need for representation of minority veterans in family law matters. The clinic provides high-quality legal services to diverse clients in active litigation.

### Federal Tax Clinic

The Federal Tax Clinic educates low-income and English-as-a-second-language communities on federal tax issues and represents these taxpayers before the Internal Revenue Service and U.S. Tax Court.

### How the Federal Tax Clinic supports our mission:

- Since 2018, the clinic has proactively sought low-income, non-English-speaking taxpayers by publishing tax information in Spanish and engaging an interpreter for additional languages.
- In November 2021, the clinic collaborated with AmeriCorps VISTA for the Health Justice Project to conduct an educational workshop on the 2021 child tax credit—reaching more than 100 members of the medical-legal partnership.

## Health Justice Project

The Health Justice Project collaborates with health care providers to overcome the social and systemic barriers that prevent long-term health and stability among Chicago's vulnerable populations.

### How the Health Justice Project supports our mission:

The School of Law operates two medical-legal partnerships (MLPs). The Health Justice Project (HJP) is an MLP clinic between Loyola's School of Law and the Erie Family Health Center, and the Maywood MLP is an interdisciplinary partnership among the HJP, Loyola Medicine, and Loyola's Stritch School of Medicine. The MLPs serve thousands of vulnerable patients annually. Students of law, social work, public health, and medicine enrolled in the clinics engage in interprofessional collaboration to identify and address the intertwined social and legal issues that negatively affect the health of low-income individuals.

## Legislation and Policy Clinic

The Legislation and Policy Clinic specializes in policy and legislative research and advocacy projects that impact systems affecting children and families, including child protection, juvenile justice, health, and immigration.

### How the Legislation and Policy Clinic supports our mission:

- Students work with the Statewide Youth Advisory Board comprising young people ages 15 to 21 who are or have been in the foster care system. The board advises the Illinois Department of Children and Family Services to address problems within the child welfare system. Recent successful legislation includes:
  - A law ensuring youth in the foster care system can identify and contact their attorney or guardian ad litem
  - An overarching state policy urging child-serving agencies to implement policies to prevent, reduce, and eliminate the use of restraint and seclusion—tactics disproportionately used with Black children and children with disabilities
- Work includes supporting an Illinois Supreme Court initiative to facilitate policymaking, practices, and programs to improve the outcomes of youth involved in the juvenile justice and child welfare systems, with a special focus on reducing racial disparities, and partnering with the Shriver Center on Poverty Law to staff a legislatively established task force on Racial Disproportionality in Child Welfare.





## Immigration Detention Project

The Immigration Detention Project assists immigration organizations in high-need locales to provide free legal aid to detained immigrants facing deportation and conducts research and advocacy regarding human rights abuses against migrants at the border.

### How the Immigration Detention Project supports our mission:

- In March 2020, eight students spent a week of their spring break volunteering with the Florence Immigrant & Refugee Rights Project to assist immigrants being held in

Arizona detention centers who would otherwise have to navigate the asylum application process without representation—and in an unfamiliar language. An additional three students developed a manual for immigration attorneys working with detained children on how to report abuses against children.

- In March 2022, two cohorts of students ventured to Tucson, Arizona, and Harlingen, Texas, to assist local immigration organizations. This immersive study experience also provided an opportunity to research and advocate against human rights abuses at the border.

## Externships

Under supervision of a judge or an attorney and a faculty attorney from the School of Law, students gain practical experience representing clients in real-world legal matters for academic credit. They are also exposed to a range of potential future employers, with the chance to demonstrate their unique skills.

Aligned with the mission statement, the externship program continues to integrate concepts of equity and inclusion into its seminar component. The program has also provided continuing legal education (CLE) to help site supervisors develop race-conscious recruitment practices and anti-racist supervision skills.

## Fellowships and Internships

Loyola's Curt and Linda Rodin Center for Social Justice builds upon the School of Law's unwavering commitment to social justice. Through several leading programs, we advance fairness, equity, and justice within the law school and in marginalized communities throughout Chicago. We're committed to helping students learn how the law can be a tool for justice and how to embrace social justice work

as a lifelong commitment through their public-interest legal careers and pro bono activities, and in their communities.

Rodin fellowships are awarded to three law students each year. The students receive tuition remuneration during their final three semesters and support for a summer internship to pursue work and research experience in an area of social justice that piques their interest. One thing Rodin Fellows have in common: the experience reinforces their passion for serving underprivileged communities and prepares them to become advocates for reform.

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**“The Rodin fellowship combined legal theory with the practical experience of touching and transforming the lives of the least, the last, and the lost through public policy.”**

—State senator Jacqueline Collins (JD '20)

State senator Jacqueline Collins, a 2018–20 Rodin Fellow, and Professor Anita Weinberg



# Bar Preparation and Career Services

**BESTOWING KNOWLEDGE OF THE LAW** isn't enough. For our students to make a difference in the world, they need to pass the bar exam and secure a job in the legal profession after graduation. Loyola's Office of Career Services helps law students and alumni assess career goals, explore legal career opportunities, and make the transition from school to a professional career or take the next step in a professional career.

## Career Services

The Office of Career Services promotes diversity-related job fairs, scholarship opportunities, summer associate positions, networking receptions, workshops, seminars, and other programs throughout the year. The office maintains relationships with a wide variety of affinity groups and law firms to provide internship experiences and law firm opportunities to first- and second-year law students. It also curates information about diverse job fairs around the country to help minority students secure valuable internship experience and gainful employment. The office connects students to School of Law affinity student groups and both local and national chapters of diversity bar associations, and provides additional resources—including how to address workplace discrimination.

One key program is the ABA Judicial Clerkship Program. Since 2020, the School of Law has participated in this program, which provides an opportunity for underrepresented students to network with judges and

law clerks, to learn more about the skills needed to succeed in clerking roles, and to discover the benefits of working in the field.

In solidarity with the Black Lives Matter movement and other advocates for anti-racism, the office recommitted to principles of anti-racism and anti-oppression in all facets of career development, including career education, advising, programming, and employer relations. Everyone in the Office of Career Services is dedicated to supporting all students and committed to educating employers about the principles of diversity, equity, and inclusion.

## Bar Preparation

Studying for the bar exam is traditionally a full-time endeavor during the 10 weeks leading up to the test. This is especially challenging for individuals with family, childcare, and work obligations. Statistically, the likelihood of passing the bar exam decreases if a student cannot allocate 40 to 50 hours per week to study.

Through an agreement with Minority Legal Education Resources, Inc. (MLER), the School of Law supports diverse and part-time students as well as students managing other obligations by providing early access to preparatory courses and practice exams. By starting to prepare sooner, students are better able to balance study time and other commitments.



# Alumni Relations

**STUDENTS REMAIN VALUED MEMBERS** of the Loyola community long after graduation. Our Office of Alumni Relations partners with student organizations each year to host panel events and career networking opportunities to enrich the relationship between our student and alumni communities while supporting both personal and professional development.

All alumni are welcomed to join the Dean's Diversity Council, a group of School of Law alumni and student representatives who come together to think creatively about ways to continue fostering diversity within the law school and legal community. The council aims to provide meaningful engagement opportunities, offer insight into the student and alumni experiences, and grow our network to share in the changes and challenges taking place in our communities.

In 2020, the Law Board of Governors established an Inclusion, Diversity, and Equity chair to partner with the Office of Alumni Relations. The first appointee to this role is Sonia Antolec Hodal (JD '07), who serves as the liaison between the Board of Governors and the Dean's Diversity Council, working with the director of alumni relations to determine appropriate activities and engagement opportunities to present to the board.

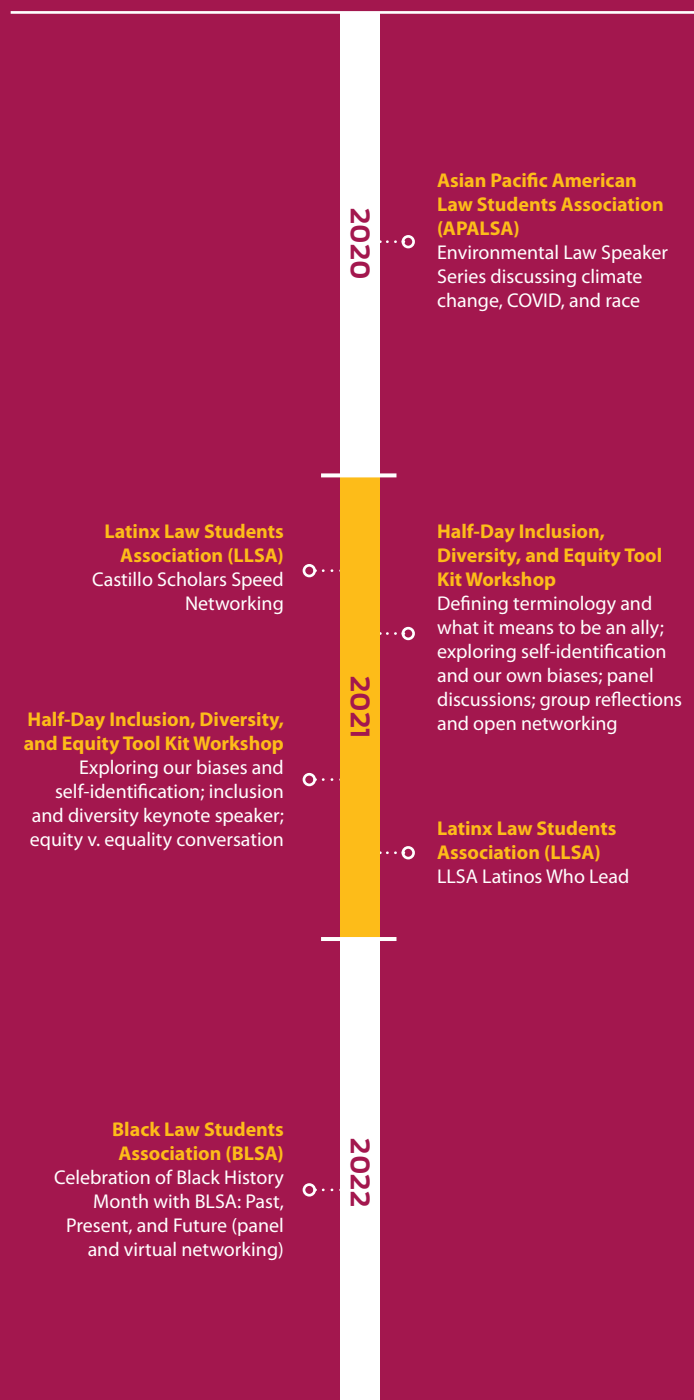


**Sonia Antolec Hodal (JD '07)**

Inclusion, Diversity, and Equity chair of the Alumni Board of Governors

## A SAMPLING OF ALUMNI INCLUSION, DIVERSITY, AND EQUITY EVENTS

### 2020–2022



# CURRICULUM DEVELOPMENT/ COURSES

Legal professionals must think critically, seek facts, and set aside assumptions to uphold the law. Recognizing biases—implicit or explicit—is a difficult skill to master, yet crucial to act with the impartiality and integrity the law demands.

The School of Law is committed to helping students develop the skills to cultivate social justice. The school continually evaluates the curriculum with the goal of enhancing it in ways that fulfill our anti-racist mission.

## DIVERSITY AND INCLUSION: A SOCIAL AND PROFESSIONAL RESPONSIBILITY

**DIVERSITY AND INCLUSION:** A Social and Professional Responsibility is the first law school course designed to teach aspiring legal professionals about diversity, equity, and inclusion (DEI) issues, challenges, successes, and strategies within the context of DEI as a professional responsibility.

The 14-week class launched in fall 2021 and weaves guest presentations from a selection of the country's most knowledgeable DEI lawyers and thought leaders with an experiential component.

*"Law students today are part of the most diverse generation that the United States has ever seen. It is critical that those of us responsible for their education ensure that they are prepared for entry into a profession that does not mirror the world as they are used to seeing it. This course will provide them with a framework within which to understand the DEI issues and address the challenges they will likely encounter in meaningful ways."*

—Sandra Yamate

Chief executive officer of the Institute for Inclusion in the Legal Profession and adjunct faculty member



# Faculty Development Fund

**DEVELOPING A COURSE**, whether from scratch or by reimagining an established class, requires a significant investment of time and effort. The Faculty Development Fund, a program created by Associate Dean of Mission Innovation Sacha M. Coupet, awards faculty for their commitment to developing or reinventing a class. In line with our mission statement, the faculty was tasked with identifying opportunities to be more intentional about telling complete stories in the classroom—helping students understand the complexities of the law with room to have conversations about inequities and understand how current structures came to be.

This initiative resulted in the addition of seven new or newly redeveloped anti-racist courses to the curriculum for the upcoming fall 2022 and spring 2023 semesters.

## New Anti-racist Courses:

- **Refugee Law & Policy**, *fall 2022*  
Sarah Diaz (lecturer and associate director of the Center for the Human Rights of Children)
- **Black Traditions in International Law**, *fall 2022*  
James Thuo Gathii (Wing-Tat Lee Chair in International Law)
- **Educational Equity Litigation**, *spring 2023*  
Miranda Johnson (clinical faculty and director of the Education Law and Policy Institute)
- **Health Equity, Housing, and Community Action** (a Health Justice Lab experiential course collaboration between the schools of law and social work), *spring 2023*  
Jenna Prochaska (Health Justice Fellow)

## Redeveloped Courses With an Anti-racist Focus:

- **Business Organizations** will meaningfully address matters of race, gender, and inequality, *spring 2023*  
Samuel D. Brunson (Georgia Reithal Professor of Law)
- **Environmental Law** will integrate environmental justice issues, *spring 2023*  
Carmen G. Gonzalez (Morris I. Leibman Professor of Law)

- **Access to Health Care: Racism's Role in Shaping U.S. Health Care & Health Insurance** will focus on the role of racism and oppression in the development and current implementation of the U.S. health care and health insurance systems, including an immersive spring break trip, *spring 2023*  
Kate Mitchell (clinical faculty and director of the Health Justice Project)

# Professional Identity Formation Class

**IN 2018**, the School of Law made history as one of the first law schools to debut and require all first-year students to complete a Professional Identity Formation (PIF) class. The five-week course studies anti-racism, intersectionality, and implicit bias in the legal profession and is rooted in the Jesuit tradition of nonjudgmental self-reflection.

Course architect and interim dean Zelda B. Harris describes the class as an opportunity for students to have frank conversations about bias—exploring how it influences interactions among the students themselves as well as its impact on the legal system—to determine how they will use their legal education to address barriers. Participants form small groups to facilitate richer dialogue as they share diverse perspectives and work through a restorative justice case study.

The class is a community effort. It's led primarily by adjunct faculty who bring personal experience to the classroom, with support from student facilitators and contributions from full-time faculty with expertise in cultural competence, ethical obligations, and how the law has been used as a tool of oppression. Faculty prepared by attending training on the circle method, a restorative justice practice to create a safe, respectful, nonjudgmental space to engage in open dialogue. Carla Kupe (JD '08) became PIF director in 2020. Kimberly Mills (LLM '15) and Imani Hollie (JD '20) took over the lead position as co-directors of the program in 2022.

Talking about racism isn't easy. It's emotional and requires vulnerability. We continually seek feedback to help us balance participation among all students and create a safe environment where all feel able to engage transparently.

The school is also creating the framework for a follow-up course to be required for second- or third-year students.

# FACULTY LEADERSHIP IN DEI

**WHILE THE NATION GRAPPLED** with racial injustice in 2020, institutions, businesses, and politicians asserted their commitments to anti-racism. The School of Law went a step further. We revised our mission statement to be explicitly anti-racist and initiated the work of translating those words into being.

Throughout fall 2020 and into spring 2021, every faculty meeting was devoted to diversity, equity, and inclusion (DEI). The singular focus helped the faculty become educated on DEI issues, understand the current climate, and strategize how to begin instilling anti-racism into the classroom and school governance.

As part of the school's governance, committees—including student members—shape the institution's strategies, actions, and policies. As early as 2020, each committee was tasked to address areas of inequity and design plans to maximize inclusivity. Each committee regularly reports on its progress, explaining steps taken, how it arrived at its conclusions, and how its recommendations help actualize our mission.

The faculty's focused, deliberate efforts to educate themselves in anti-racism have yielded deeper conversations around the committees' work. The effect: Training has expanded from traditional seminars and workshops into a learning culture where faculty members impart knowledge to one another.

Although DEI development is becoming embedded, official training and other focused efforts will continue. The associate dean of mission innovation will continue to partner with faculty to achieve mission objectives in the classroom and identify University-sponsored or external development opportunities. Upcoming training plans include education around gender awareness issues and proper pronoun usage as well as a wellness initiative, targeted for development and launch later in 2022.



# Faculty Scholarship and Research

The School of Law's faculty members are scholars at heart. Through their research, faculty members contribute to a deeper understanding of law, legal institutions, and systemic oppression through a commitment to transformation, intersectionality, and anti-subordination in everything we do.

Outside of the classroom, our faculty conducts extensive research into advancing anti-racism in the practice of law. The following sampling of recent scholarship by School of Law faculty members is not inclusive of all the exceptional faculty work addressing issues of systemic inequity.

## 2022 and Forthcoming Articles, Books, and Book Chapters

### Sarah Diaz, Lisa Jacobs, and Katherine Kaufka Walts

- “Not ‘Our’ Children: The Othering of Migrant Children and the Concomitant Use of State-Sanctioned Violence throughout Immigration Law and Policy,” *Kids in Cages: The History, Politics, and Lived Experiences of Child Migrant Detention*, Anthropology of Children and Youth Interest Group, 2022, forthcoming

### Carmen G. Gonzalez

- “Mapping Racial Capitalism: Implications for Law,” 2 *Journal of Law and Political Economy* 127, 2022 (with Mutua)

### Cynthia M. Ho

- “Confronting IP Nationalism,” 100 *Denver Law Review* 1, forthcoming 2023

### Miranda Johnson

- *Discipline Disparities Among Students With Disabilities: Creating Equitable Environments*, Teachers College Press, 2022 (with Fenning)

### Steven A. Ramirez

- “The Racist Roots of the War on Drugs and the Myth of Equal Protection for People of Color,” 44 *University of Arkansas at Little Rock Law Review* 4, 2022 (with Cummings)

### Alexander Tsesis

- *Constitutional Ethos: Liberal Equality for the Common Good*, Oxford University Press, Preface, Brazilian translation, 2022
- “Democratic Values and The Regulation of Hate Speech,” *Minorities, Free Speech, and the Internet* (A. Tsesis, et al., eds.), Routledge, forthcoming 2023
- “Establishment of Religion and Government Speech,” *University of Illinois Law Review*, forthcoming 2022

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## 2021 Articles, Books, and Book Chapters

### James Thuo Gathii

- “Studying Race in International Law Scholarship Using a Social Science Approach,” 22 *Chicago Journal of International Law* 1, 2021

### Carmen G. Gonzalez

- *The Cambridge Handbook of Environmental Justice and Sustainable Development* (S. Atapattu, C.G. Gonzalez, and S. Seck, eds.), Cambridge University Press, 2021

## Faculty Leadership in DEI

- “The Sacrifice Zones of Carbon Capitalism: Race, Expendability, and Loss and Damage,” *Research Handbook on Climate Change Law and Loss and Damage* (M. Doelle and S. Seck, eds.), Edward Elgar Publishing, 2021
- “Racial Capitalism, Climate Justice, and Climate Displacement,” 11 *Oñati Socio-Legal Series* 1, 2021

### Steven A. Ramirez

- “Race in America 2021: A Time to Embrace Beauharnais v. Illinois?,” 52 *Loyola University Chicago Law Journal* 4, 2021
- “Roadmap for Anti-Racism: First Unwind the War on Drugs Now,” 96 *Tulane Law Review* 3, 2021 (with Cummings)

### Stephen Rushin

- “Prosecutors and Police Defendants,” *Oxford Handbook of Prosecutors and Prosecution*, (R. Wright, K. Levine, and R. Gold, eds.), Oxford University Press, 2021
- “An Empirical Assessment of Pretextual Stops and Racial Profiling,” 73 *Stanford Law Review* 3, 2021 (with Edwards)

### Charlotte Tschider

- “Beyond the Black Box,” 98 *Denver Law Review* 3, 2021

### Alexander Tsesis

- “Enforcement of the Reconstruction Amendments,” 78 *Washington and Lee Law Review* 2, 2021
- “Compelled Speech and Proportionality,” 97 *Indiana Law Journal* 3, 2021

### Sarah Waldeck

- “Home Equity: Rethinking Race and Federal Housing Policy,” 98 *Denver Law Review* 3, 2021 (with Godsil)

### Anita Weinberg

- “Child Welfare, Reasonable Efforts, and COVID-19,” 41 *Children’s Legal Rights Journal* 2, Loyola University Chicago, 2021
- “Neglected, Abused, and Dependent Children – Dispositions and Permanency,” *Child Welfare Law: Neglected, Abused, and Dependent Minors*, IICLE, 2021 (with Boyer and Huber Kenyon)

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## 2020 Articles, Books, and Book Chapters

### Sacha M. Coupet

- “Valuing All Identities Beyond the Schoolhouse Gate: The Case for Inclusivity as a Civic Virtue in K-12,” 27 *Michigan Journal of Gender & Law* 1, 2020

### James Thuo Gathii

- “Writing Race and Identity in a Global Context: What CRT and TWAIL Can Learn From Each Other,” 67 *UCLA Law Review*, 2020

### Carmen G. Gonzalez

- *Presumed Incompetent II: Race, Class, Power, and Resistance of Women in Academia*, Utah State University Press, 2020 (with Niemann and Gutiérrez y Muhs)
- “Sustainability Will Require Economic Degrowth,” 37 *Environmental Law Forum* 2, Environmental Law Institute, 2020

- “Migration as Reparation: Climate Change and the Disruption of Borders,” 66 *Loyola Law Review* 401, 2020

### Miranda Johnson

- “Promoting Statewide Discipline Reform Through Professional Development with Administrators,” 64 *Preventing School Failure: Alternative Education for Children and Youth* 2, 2020 (with Reed, Fenning, and Mayworm)

### Juan F. Perea

- “Immigration Policy as a Defense of White Nationhood,” 12 *Georgetown Journal of Law & Modern Critical Race Perspectives* 1, 2020

### Steven A. Ramirez

- “Hate on the Ballot: Election 2020 and the Quest for a Diverse and Inclusive Democracy,” 23 *Harvard Latinx Law Review*, 2020

### Stephen Rushin

- “State Attorneys General as Agents of Police Reform,” 69 *Duke Law Journal* 5, 2020 (with Mazzone)

### Charlotte Tschider

- “Data Discrimination: the International Regulatory Impasse of AI-enabled Medical Wearables,” *Legal, Social and Ethical Perspectives on Health & Technology* (A.B. Suman and M. Fathisalout-Bollon, eds.), 2020 (with Kennedy)

### Alexander Tsesis

- “Birth & Reconstruction of Equality in the United States,” 64 *Revista da Faculdade de Direito UFPR* 3, 2020
- *Free Speech in the Balance*, Cambridge University Press, 2020
- “Genocide Censorship vs. Genocide Denial Laws,” *Responsibility for Negation of International Crimes* (P. Grzebyk, ed.), The Justice Institute, 2020
- “Confederate Monuments as Badges of Slavery,” 108 *Kentucky Law Journal* 4, 2020

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## 2019 Articles, Books, and Book Chapters

### Carmen G. Gonzalez

- “Climate Justice and Climate Displacement: Evaluating the Emerging Legal and Policy Responses,” 36 *Wisconsin International Law Journal* 2, 2019
- “Environmental Justice, the Cold War, and U.S. Human Rights Exceptionalism,” *International Law and the Cold War* (M. Craven, S. Pahuja, and G. Simpson, eds.), Cambridge University Press, 2019

### Michael J. Kaufman

- *Badges and Incidents: A Transdisciplinary History of the Right to Education in America*, Cambridge University Press, 2019

### Steven A. Ramirez

- “Deracialization and Democracy,” 70 *Case Western Reserve Law Review* 1, 2019 (with Williams)

### Henry Rose

- “How the Trump Administration’s Plan to Limit Disparate Impact Liability Would Undermine the Fair Housing Act’s Goal of Promoting Residential Integration,” *Real Estate Law Journal*, Thomson Reuters, 2019
- “Arlington Heights Won in the Supreme Court but the Fair Housing Act’s Goal of Promoting Racial

Integration Saved the Low-Income Housing,” 35 *Touro Law Review* 2, 2019

### Stephen Rushin

- “The Effects of Voluntary and Presumptive Sentencing Guidelines,” 98 *Texas Law Review* 1, 2019 (with Edwards and Colquitt)
- “Police Disciplinary Appeals,” 167 *University of Pennsylvania Law Review* 3, 2019
- “Interrogating Police Officers,” 87 *George Washington Law Review* 3, 2019 (with DeProspero)
- “Unions and Police Reform,” *The Cambridge Handbook of Policing in the United States* (T. Lave and E. Miller, eds.), Cambridge University Press, 2019

### Barry Sullivan

- “Democratic Conditions,” 51 *Loyola University Chicago Law Journal* 2, 2019

### Alexander Tsesis

- “Remembering Charlottesville 2017 and Engaging Black-Jewish Alliances,” 105 *Virginia Law Review Online* 149, 2019

# Impact Programming

Beginning in January 2021, the faculty took part in a series of anti-racist training events as an opportunity to reflect and prepare for the Racial Justice Examen. First up, Microaggressions in the Law School Classroom, led by Carla Kupe, CEO of the Impact Alliance LLC, a diversity, equity, inclusion, and anti-racism consulting enterprise, and then-director of the school's Professional Identity Formation program. The workshop helped faculty members build skills to recognize, prevent, and intervene in microaggressions.

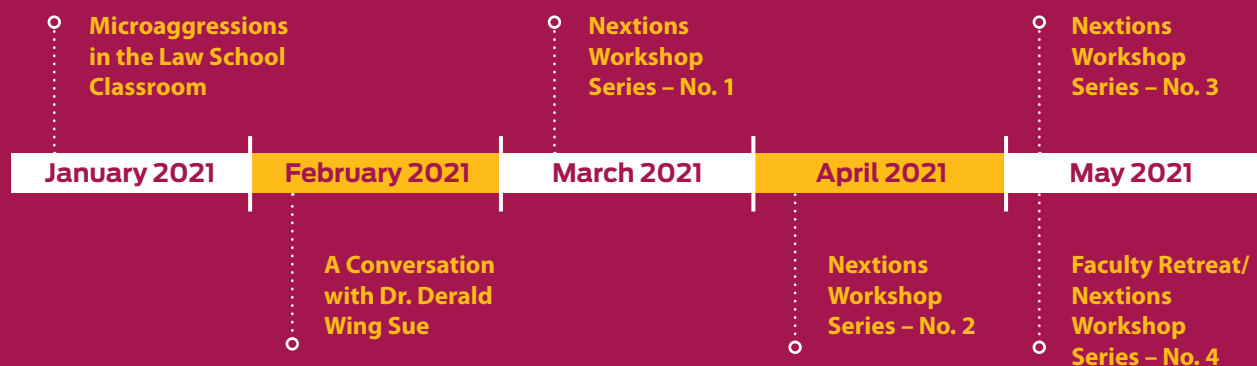
The next event featured a conversation with Dr. Derald Wing Sue, renowned psychologist, co-founder of the Asian American Psychological Association (AAPA), professor of psychology, author, and leading multicultural scholar. Faculty also received copies of Dr. Sue's book *Race Talk and the Conspiracy of Silence*.

The training culminated with a four-part workshop series and faculty retreat facilitated by Dr. Arin Reeves, president of Nextions and a leading researcher, author, and advisor in the fields of leadership and inclusion.



## Anti-racist workshops and discussions January–May 2021

Events were open to all full-time faculty and administrators at the School of Law.



# STUDENT SCHOLARSHIP AND RESEARCH

The School of Law supports policies that aid faculty and students in research that addresses racial justice issues, including policy recommendations to advance student efforts to develop a culture of inclusion, diversity, and equity.

## Student-led Journals Focused on Anti-racism

Our student-led journals focus on a variety of social justice issues and help students build their legal research and journalistic skills by authoring or editing law review articles.

The *Children's Legal Rights Journal* is a resource for up-to-date information on issues affecting children and families. In 2021, the journal amended its by-laws to add the following to its statement of purpose and align to the school's revised mission statement: "To address the role of systemic racism in child-serving institutions and to zealously bring these issues to life." The journal has tackled issues such as:

- "An Examination of Racism and Racial Discrimination Impacting Dual Status Youth," 42 *Children's Legal Rights Journal* 1, 2022
- "COVID-19 and the 'Virtual' School to Prison Pipeline," 41 *Children's Legal Rights Journal* 2, 2021
- "Children and Racial Injustice in the United States: A Selective Annotated Bibliography and Call for Action," 41 *Children's Legal Rights Journal* 1, 2021

The *Annals of Health Law and Life Sciences* focuses on the most urgent issues regarding health care delivery and the regulation, policy, and science behind it. To help bring

the school's mission to life, *Annals* revised its by-laws to encourage and foster diversity, inclusion, and anti-racism. It also revised its applications for editorial and executive board memberships to pose a DEI-focused question to applicants. Recent publications were dedicated to:

- The Link Between Racism and Health Care as Illustrated by COVID-19, 30 *Annals of Health Law and Life Sciences* 2, 2021
- Racial, Ethnic, and Gender Disparities within the U.S. Health Care System, 30 *Advance Directive* 2, 2021
- Viewing Health Justice Through the Lens of Public Health Crises, 30 *Advance Directive* 1, 2020
- Addressing the Needs of Justice Involved Populations, 29 *Annals of Health Law and Life Sciences* 2, 2020, and 29 *Advance Directive* 1, 2019
- Serving the Needs of Medicaid Populations, 28 *Annals of Health Law and Life Sciences* 2, 2019, and 28 *Advance Directive* 1, 2018

## Student Scholarship and Research

The **International Law Review** addresses issues of international scope. Notable topics from recent publications include:

- “Persecution and Labor Migrations Due to Corporate ‘Environmental’ Exploitation: Waiting for the UNHRC’s Binding Treaty on Transnational Business Activities?,” 18 *International Law Review* 1, 2021
- “Sexual Violence and Human Trafficking in India: Legislation, Enforcement, and Recommendations,” 17 *International Law Review* 1, 2020
- “Somalia and Legal Pluralism: Advancing Gender Justice Through Rule of Law Programming in Times of Transition,” 16 *International Law Review* 2, 2020
- “The Protection of Cultural Heritage by International Law in Armed Conflict,” 15 *International Law Review* 1, 2017

The **Public Interest Law Reporter** covers a variety of current legal issues in public law and policy, with emphasis on human rights, economic equity, criminal justice, the environment, and corporate responsibility. The fall 2020 issue featured multiple articles focused on anti-racism themes:

- “The Presence of Racial Disparities at Every Decisional Phase of the Criminal Legal System,” 26 *Public Interest Law Reporter* 1, 2020

- “Defunding the Police: A ‘Snappy Slogan’ or a Way Forward for People of Color?,” 26 *Public Interest Law Reporter* 1, 2020
- “Can We Help Without Knowing It’s There: The Importance of Trauma Screening in the Youth Justice System,” 26 *Public Interest Law Reporter* 1, 2020
- “A Pandemic Behind Bars,” 26 *Public Interest Law Reporter* 1, 2020
- “Environmental Racism in the Age of COVID-19,” 26 *Public Interest Law Reporter* 1, 2020
- “Disenfranchisement of People with Felony Records and the Racial Discrimination Behind It,” 26 *Public Interest Law Reporter* 1, 2020
- “Right to Counsel for Asylum Applicants,” 26 *Public Interest Law Reporter* 1, 2020

The **Loyola Consumer Law Review** explores the increasingly complex relationships between businesses and consumers through such topics as advertising, financing, debt collection, product safety, professional services, insurance, and consumer credit. In 2021, the *Loyola Consumer Law Review* hosted a symposium, Racial Justice in Consumer Law.

The **Journal of Regulatory Compliance** provides a unique voice of both in-depth analysis and practical commentary on the regulatory landscape via the perspectives





of law, economics, philosophy, and ethics. It also maintains a student-run blog, *Inside Compliance*, for current review of regulations, regulatory developments, administrative law, and operational approaches to regulatory compliance. The blog touches on issues related to equity, anti-racism, inclusivity, and more. In the fall 2021 issue, “Regulatory Developments in Human Trafficking and Modern Slavery Prevention and the Increasing Overlap with ESG Disclosure Initiatives” added important dialogue about severely marginalized people.

The **Loyola Law Journal** examines and analyzes current legal issues and the development of law. It covers a range of topics such as corporate ethics, judicial bias, defamation law, and the lack of diversity on corporate boards. Recent specifically anti-racist articles include:

- “Corporate Compliance That Advances Racial Diversity and Justice and Why Business Deregulation Does Not Matter,” 49 *Loyola Law Journal* 3, 2018
- “Addressing the Lack of Diversity on Corporate Boards: Building Responsive Law School Pedagogy and Curriculum,” 49 *Loyola Law Journal* 3, 2018
- “Immigration Unilateralism and American Ethnonationalism,” 51 *Loyola Law Journal* 2, 2019
- “Special Education by Zip Code: Creating Equitable Child Find Policies,” 52 *Loyola Law Journal* 1, 2020
- “Race in America 2021: A Time to Embrace Beauharnais v. Illinois?,” 52 *Loyola Law Journal* 4, 2021
- “The School FOIA Project: Uncovering Racial Disparities in School Discipline and How to Respond,” 52 *Loyola Law Journal* 4, 2021
- Comment, “Trust Betrayed: The Reluctance to Recognize Judicially Enforceable Trust Obligations Under the Indian Health Care Improvement Act (IHCA),” 52 *Loyola Law Journal* 4, 2021
- “How Undocumented Immigrants Became Physicians: History and Future Prospects,” 52 *Loyola Law Journal* Online 51, 2021
- “The Slavery Clause and Criminal Disenfranchisement: How the Thirteenth Amendment Informs the Debate on Crime-Based Franchise Restrictions,” 53 *Loyola Law Journal* 1, 2021
- “We All Bleed Red: Dismantling the Discriminatory Gay Blood Ban in the Era of Bostock,” 53 *Loyola Law Journal* 1, 2021

## The Rule of Law Institute and PROLAW



**R**ule of law underlies all political, economic, and social goods. It is essential to overcome today’s development challenges—violence, infringements of human rights, environmental destruction, poverty, and hunger.

The Rule of Law Institute (ROLI) was established as a center for advancing the rule of law through ground-breaking research, new solutions, and real change. The institute is an interdisciplinary entity dedicated to creating a learning community that studies rule of law principles as they intersect with other disciplines, and developing and implementing solutions to improve society.

Loyola’s Rule of Law for Development Program (PROLAW) is a unique academic and policy-based program that prepares students for jobs in the U.S. and abroad in the growing field of rule of law and development. Its mission is to equip legal and development professionals with the knowledge and practical skills to inspire, lead, and manage national efforts to strengthen the laws and institutions required to achieve the Sustainable Development Goals by 2030. Participants in the one-year program earn either a Master of Laws (LLM) or Master of Jurisprudence (MJ) degree in rule of law for development. PROLAW graduates become members of a large and engaged alumni network of over 200 rule of law professionals from over 60 countries.

**PROLAW research fellows are tackling big issues. Here are two examples from the 2021–2022 academic year:**

- **Ganna Shvachka** of Slovakia, PhD (LLM ’21), provides humanitarian aid to people in Ukraine’s eastern conflict zone and Ukrainian foreign nationals living in Slovakia. As a ROLI research fellow, she is working on policies to protect human, social, and economic rights of Ukrainian labor migrants in Slovakia.
- **Maria Gabriela Mata Carnevali** of Venezuela is conducting research to understand the effects of the legal enshrinement of Sharia law and the determinates of legal content and its effects on gender equity.

# CONFERENCES AND SYMPOSIA

Conferences and symposia provide valuable opportunities for students, faculty, and members of the legal community to convene with leading experts, share research, and explore critical topics related to racial justice. These events range from student organization activities and moot court or mediation competitions to alumni events and large public conferences. Here is a sampling of recent events:

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## **Advocacy and Litigation**

- Women in Litigation Conference: Teaching Trial Advocacy and All Star Bracket Challenge Midwest Regional, October 1–4, 2021

## **Beazley Symposium on Health Care Law and Policy**

- 14th Annual Health Law Symposium: Viewing Health Justice Through the Lens of Public Health Crises, October 30, 2020
- Mental Health Care Practice and Policy, November 5, 2021

## **Child Law and Immigration**

- ChildLaw Coffee Talk: Business and Human Rights, April 7, 2021

## **Education Law**

- Education Law: A Year in Review (8th Annual), June 24, 2021

## **Election Law and Voting Rights**

- Election Law and Challenges in the 2020 Election, October 15, 2020
- In Congress We Trust? Enforcing Voting Rights from the Founding to the Jim Crow Era, February 25, 2021

## **Health Law and Environmental Justice**

- Health Justice Coffee Talk: Environmental Justice and Health Equity, November 12, 2021

## **Military Law**

- The Effect of Changing the Military’s Rape Law on Law Enforcement Case Processing, March 9, 2021

## **Police Reform**

- Rachel Moran (St. Thomas) discussed “Police Misconduct Records and Public Access,” March 5, 2021
- Jamelia Morgan (U. Conn.) discussed her article “Rethinking Disorderly Conduct,” April 2, 2021
- Maria Ponomarenko (Minn.) discussed “Legislating Change: The Role of States in Police Reform,” April 23, 2021

## **Racial and Social Justice Speaker Series**

- The Upswing: How America Came Together a Century Ago and How We Can Do It Again, February 10, 2021
- The Sum of Us: What Racism Costs Everyone and How We Can Prosper Together, February 16, 2021
- Speaker Series on Global Racism, February 8–April 21, 2021

## **Constitutional Law**

- Scales of Memory: Constitutional Justice and Historical Evil, February 18, 2021
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- Constitutional Revolution, March 12, 2021
- You Are Not American: Citizenship Stripping from Dred Scott to the Dreamers, March 18, 2021
- The President and Immigration Law, April 8, 2021

### **Consumer Law**

- Consumer Law Review Symposium 2021: Racial Justice in Consumer Law, March 4–5, 2021

### **International Law**

- Wing-Tat Lee Lecture in International Law 2021: Racial Borders, January 27, 2021
- Wing-Tat Lee Lecture in International Law 2021: Democracy and Empire: An Introduction to the International Thought of W.E.B. DuBois, February 10, 2021
- International Law Colloquium: Revolution, Peace, and Justice in Sudan, February 24, 2021

### **National Security and Civil Rights**

- Are We Ready for Politically Motivated Violence?, January 21, 2021
- Domestic Terrorism: Should Congress Create New Federal Crimes?, February 18, 2021

### **Social Justice**

- Rodin Center for Social Justice Annual Program, March 12 and March 19, 2021

## **RECENT STUDENT-LED JOURNAL EVENTS:**

### ***Annals of Health Law and Life Sciences***

- Viewing Health Justice Through the Lens of Public Health Crises, 2020
- Addressing the Health Care Needs of Justice-Involved Populations, 2019

### ***Children's Legal Rights Journal***

- Food Insecurity (including a focus on the intersectionality of food insecurity and race), 2021
- Race and Youth in the Juvenile Justice System, 2020

### ***Consumer Law Review***

- Racial Justice in Consumer Law, 2021

### ***International Law Review***

- Examining Gender and Armed Conflict Through a Legal Lens, 2022
- A Conversation on Being Black, Female, and Marginalized During the COVID-19 Pandemic: Is the World Listening?, 2021

### ***Loyola Law Journal***

- The Criminal Justice System in Review: Accountability, Reform, and Policy, 2021



# PLANNING FOR THE FUTURE

In 2022, the School of Law welcomes its first permanent African American woman dean, Michèle Alexandre, as well as a new assistant dean for inclusion, diversity, and equity, Tania Luma, to continue the work begun under the leadership of Josie Gough.

The deans will set specific commitments, and our foundation will remain focused on growing diversity in our community of students, staff, and faculty; enriching our curriculum by developing and redeveloping courses with a deliberate focus on racial justice; and continuing to facilitate meaningful, honest conversations about racism.

We are already working on designing the fifth installment of the Professional Identity Formation (PIF) course, and new DEI-focused courses are planned for upper-division students. We will also review and update the Student Code of Conduct to ensure that it is a fair and equitable process for all students, free of implicit biases and oppression.

Everyone in our community—administrators, alumni, faculty, students, and staff—contributes to creating and upholding inclusivity within our institution and networks. Specifically, we will hold ourselves accountable by setting actionable goals and objectives that define how to implement and align them with our mission statement. We will measure our progress by our students' ongoing feedback and by our students' outcomes.

Realizing our anti-racist mission is a journey of big and small steps. The path of progress may change, but our commitment to its pursuit remains steadfast.

# APPENDICES

## FACULTY COUNCILS AND COMMITTEES

Faculty councils and committees were created with the goal of creating and implementing 12-month strategic plans to actualize our mission, with a specific focus on addressing issues of racial equity, dismantling systemic racism, and promoting social justice. The following are Academic Year 2021–2022 groups.

### **Dean's Advisory Council**

Advises the dean regarding law school affairs and assists the dean in communicating with the law school community

### **Faculty Appointments Committee**

Advises the dean on the appointment of nonvoting full-time faculty members, including visiting professors

### **Academic Success Committee**

Supports the work of the director of academic success and bar programs

### **Admissions Committee**

Develops the Admissions Strategic Plan and develops policies and practices necessary to achieve the goals identified



### **Appointments Committee**

Leads, organizes, and facilitates the process by which tenure, tenure-track, and clinical professors are considered for full-time positions at the School of Law in accordance with the policies and procedures as set forth by the Loyola University Chicago Faculty Handbook, faculty voting procedures for the School of Law, and rules of accreditation bodies that govern law school operations

### **Clinic Advisory Committee**

Reviews applications for clinical professors seeking retention beyond the probationary period according to the standards provided in the Standards and Procedures for Appointment and Retention of Clinical Professors, including the director of the law library

### **Clinics and Public Interest Committee**

Develops a strategic plan with the goal of making recommendations to address “Next Steps” identified in the Racial Justice Examen

### **Disaster Readiness Committee**

Works with the faculty and the University toward planning for interruptions in law school operations

### **Inclusion, Diversity, and Equity Faculty Committee**

Responds to students’ needs related to programming, policies, and practices that promote inclusion, diversity, and equity within the law school community

### **International Programs Committee**

Oversees all aspects of the school’s activities in international and comparative law

### **Judicial Clerkships Committee**

Supports the efforts and work of the assistant dean for career services in relation to positioning students for judicial clerkships

### **Library Committee**

Reviews library policies and assists the director of the law library in communicating with the law school community

### **Part-Time Adjunct Faculty Appointments Committee**

Advises the associate dean of academic affairs on matters related to reviewing new course proposals to be taught by part-time adjunct faculty, adjunct faculty’s qualifications, reviewing courses taught by adjunct faculty, and other matters as deemed necessary by the associate dean

### **Rank and Tenure Committee**

Reviews applications for tenure, promotion, and retention, and recommends modifications to tenure, promotion, and retention standards

*Note: Due to issues of confidentiality, privacy, and University HR constraints, students cannot be appointed to this committee*

### **Readmissions Committee**

Decides on applications for readmission by students who have failed to meet the school’s academic standards

*Note: Due to issues of confidentiality, privacy, and FERPA constraints, students cannot be appointed to this committee*

### **Space Planning Committee**

Works with the associate dean for administration to address space and facilities needs within the School of Law

### **Student Conduct Committee**

Decides all allegations of student misconduct and considers modifications to the Loyola University Chicago School of Law Code of Conduct

### **Teaching and Curriculum Committee**

Develops recommendations for the faculty regarding the curriculum and instructional practices

### **Technology Committee**

Determines policies and operations regarding the technology functions of the law school

### **Faculty Mentoring Committee**

Supports and guides tenure-track colleagues through the process of tenure and promotion in accordance with the Loyola University Chicago School of Law Guidelines Governing Tenure, Promotion, and Mid-Probationary Review Determinations

*Note: Due to issues of confidentiality, privacy, and University HR constraints, students cannot be appointed to this committee*

### **Research and Scholarship Workgroup**

Advises the associate dean of research on establishing policies that support faculty and students in research and scholarship that address racial justice issues, including developing policy recommendations to aid student-led journals in their efforts to develop a culture of inclusion, diversity, and equity

### **Student Well-being Workgroup**

Strategizes to increase access to wellness resources for students

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## **STUDENT ORGANIZATIONS**

- Alternative Dispute Resolution Society
- American Bar Association (Law Student Division)
- American Civil Liberties Union
- American Constitution Society
- Amnesty International
- Art Law Society
- Asian Pacific American Law Students Association (APALSA)
- Association of Trial Lawyers of America

## Appendices

- Black Law Students Association (BLSA)
- Business Law Society
- Catholic Lawyers Guild
- ChildLaw Society
- Christian Legal Society
- Cultural Impact Initiative
- Education Law and Policy Society
- Environmental Law Society
- Federal Bar Association
- Federalist Society
- First Generation Law Students (FGLS)
- Global Lawyers Association
- Health Law Society
- Hellenic Bar Association
- Human Rights Association
- If When How LUC Law
- Illinois State Bar Association (Law Student Division)
- Immigrants' Rights Coalition
- Intellectual Property Society
- International Law Society
- Jewish Law Students Association (Decalogue Society)
- Justinian Society
- Labor & Employment Law Society
- Latinx Law Students Association (LLSA)
- Loyola Defense Coalition
- Loyola Law Democrats
- Loyola Law Republicans
- Loyola Pipeline Project
- Muslim Law Students Association (MLSA)
- National Lawyers Guild
- National Security Law Association (NSLA)
- OUTLaw
- Phi Alpha Delta
- Phi Delta Phi – Amaker Inn
- Political Law Association
- Products Liability Law Society
- Pro-Life Law Society
- Public Interest Law Society
- Securities Law Society
- Sports and Entertainment Law Society
- Student Animal Legal Defense Fund (SALDF)
- Student Bar Association (SBA)

- SUFEO (Stand Up For Each Other!)
- Veteran and Military Law Society
- Women's Law Society

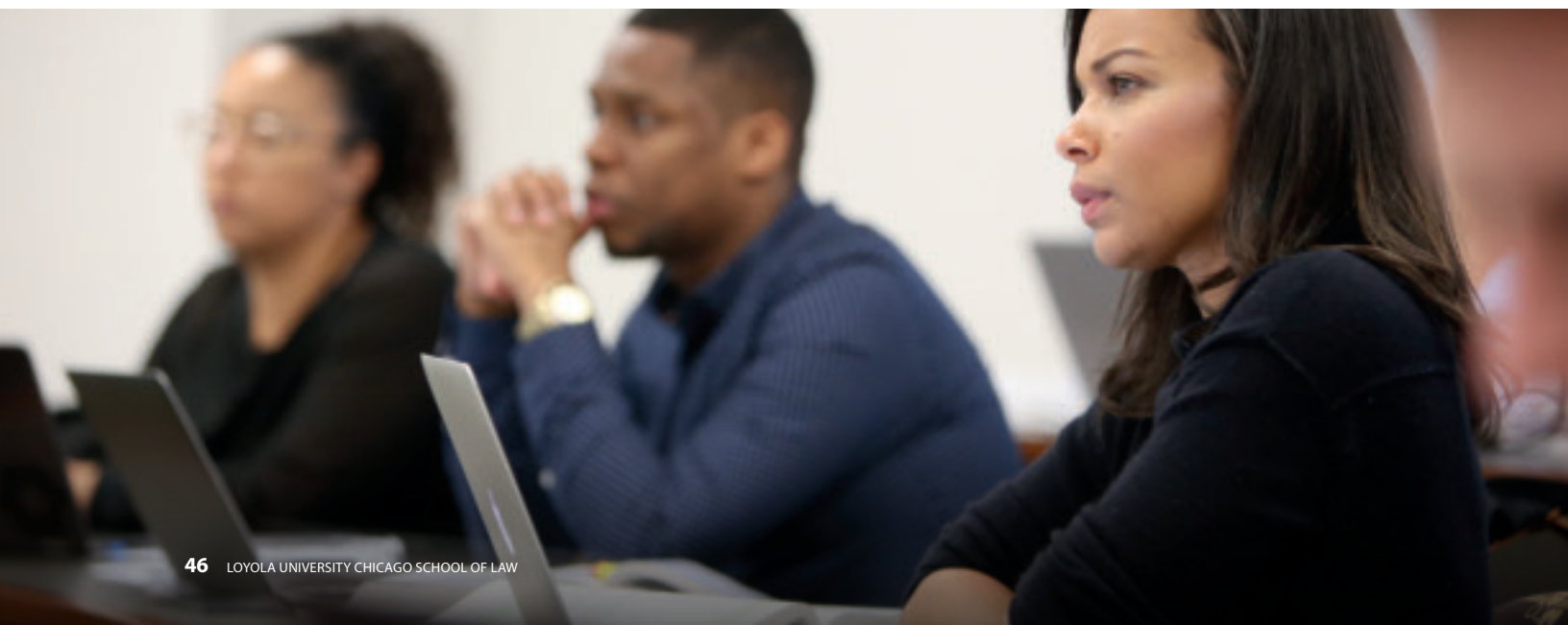
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## DEAN'S DIVERSITY COUNCIL

The Dean's Diversity Council is a group of School of Law alumni and student representatives who come together to think creatively about ways to continue fostering diversity within the law school and legal community. As of 2021, members include:

### Alumni Council Members

- Ama G. Gyimah (JD '18)
- Michael F. Alkaraki (JD '06)
- Jose J. Alonso (JD '07)
- Sonia A. Antolec Hodal (JD '07)
- Sabena Auyeung (JD '14)
- Deborah J. Baker (JD-MBA '11)
- Joseph H. Baldwin (JD '15)
- Terrell Barnes (JD '10)
- Kaleigh Barrett (JD '20)
- Mary L. Bell (JD '89)
- Jorge V. Cazares (JD '90)
- The Honorable Gay F. Chase (JD '94)
- Lauren M. Cherry (JD '10)
- Reed L. Chisenhall (JD '20)
- Donald A. Cole (JD '09)
- Toni M. Coleman (JD '20)
- Jacqueline Y. Collins (JD '20)
- Shaleen Dada (BA '11, BS '11, JD '15)
- Atanu Das (JD '06)
- Cynae G. Derose (MJ '15, MBA '18)
- Cha'ya Eddie (JD '20)
- Gabriella L. Fontan (JD '19)







- Tanya L. Ford (MJ '15)
- Ali Gadelhak (JD '15)
- Amanda Y. Garcia (JD '06)
- Brian Gibbons (JD '19)
- Louis-Raymond K. Gomes (BBA '14, JD '17, LLM '19)
- Jamel A. Greer (JD '14)
- Robin M. Hawkins (JD '88)
- Carly A. Helman (JD '20)
- Regina J. Hernandez (JD '14)
- Imani G. Hollie (JD '20)
- Elizabeth A. Hom, Esq. (JD '03, MSW '04)
- Amina Jaffer (JD '20)
- Carol Johnson Downs (JD '07)
- Rachel L. Johnson (JD '20)
- Winnie Nacu Kantaris (BS '97, JD '02, LLM '09)
- Shellie Karno (JD '88)
- Loxley M. Keala (JD '20)
- Jason M. Keller (JD '15)
- Tae Y. Kim (JD '14)
- LaKisha M. Kinsey-Sallis (JD '05)
- Calli Kovalic (BS '11, JD '15)
- Carla M. Kupe-Arion (JD '08)
- Caroline K. Kwak (JD '09)
- Rachael C. Kyritsi (JD '12)
- Hanna Lee (JD '20)
- Julie A. Lepri (BA '78, JD '81)
- Rashad A. Lewis (MJ '15)
- Jason C. Lewis (JD '09)
- Kevin C. Lichtenberg (JD '10, MA '11)
- Rebecca S. Liebing (JD '13)
- Dominic C. Loverde (JD '16)
- William A. Lowry (JD '87)
- William A. Lowry (JD '19)
- Jessica C. Lubin (JD '20)

- Krishna Lynch, R.N. (MJ '01)
- Carla McDuffie (MJ '08)
- Marisa M. McHugh (BA '89, MJ '99)
- Furqan Mohammed (JD '12)
- Jorge L. Montes (BA '85, JD '88)
- Paul A. Montoya (JD '94)
- Robert H. Muriel (JD '93)
- Leilani A. Pino (JD '11)
- Stephen H. Pugh, Jr., Esq. (BACLS '68, JD '73)
- Romeo S. Quinto, Jr. (JD '00)
- Janea J. Hawkins (JD '13)
- Daniel C. Regan (JD-MBA '14)
- The Honorable Andrea M. Schleifer (JD '79)
- Lorri D. Ambrose Scott (JD '92)
- Natashee Scott (JD '12)
- James C. Sheets (JD '10)
- The Honorable Lisette L. Shirdan-Harris (JD '90)
- Christy M. Sicher (JD '10)
- Maria N. Simiyu (LLM '14)
- Matthew F. Smith (JD '12)
- Letitia P. Snyder (MJ '03)
- Gretchen M. Sperry (JD '05)
- Nidhi Srivastava (JD '14)
- Gabriela M. Traxler-Romin (JD '11)
- Domingo F. Vargas (BA '84, JD '87)
- Xavier A. Vergara (JD '17)
- Greta G. Weathersby (BA '82, JD '87)
- David A. Wheeler (JD '99)
- Andrew J. White (BA '15, JD '18)
- Nubia B. Willman (JD '10)
- Paraisia R. Winston (JD '09)
- Tanya D. Woods (JD '13)
- Cameron K. Woolley (BA '14, JD '20)

## Appendices

### Faculty and Staff Partners

- Sacha M. Coupet, Associate Dean of Mission Innovation
- Maya Crim, Assistant Dean of Admissions and Financial Aid
- Jim Faught (JD '76), Associate Dean for Administration
- Josie Gough (BA '74, Med '78, JD '84), Assistant Dean for Inclusion, Diversity, and Equity
- Zelda B. Harris, Interim Dean
- Miranda Johnson, Clinical Professor of Law; Director, Education Law and Policy Institute
- Nora Kantwill (BA '84, MA '87), Associate Dean for Advancement
- Maureen Kieffer (JD '02), Assistant Dean for Career Services
- Lea Krivinkas Shepard, Strategic Leadership Diversity Administrator
- Juan F. Perea, Curt and Linda Rodin Professor of Law and Social Justice
- LaTrina Porter, Director of Strategic and Multicultural Programs
- Steven A. Ramirez, Director, Business Law Center
- Kalyani Robbins, Professor of Law
- Tonya Romin, Director for Advancement and Alumni Relations
- Giselle Santibanez-Bania (JD '99), Assistant Dean of Student Services
- Jenna Silver (JD '17), Assistant Director of Student Services
- Radhika Sutherland, Office of Inclusion, Diversity, and Equity
- Kirk Walter, Director, Weekend JD Program
- Neil Williams, Associate Professor

### Student Organization Representatives

- Jahnee' Hughes
- Yunge Li
- Gian Rafael
- Mikaila John

- Adonis Totten
- Brittany Green
- Y'Noka Bass
- Audrey Mallinak
- Jacob Kupferman
- Jesse Yaker
- Jaime Nolasco
- MariaCarolina Gomez
- Fernando Hernandez Paredes
- Kerease Epps
- Scott Goehring
- Adrian Gonzalez Cerrillo
- Brenda Alvarez
- Lindsay Hill
- Emily Waltz

### Student Organizations Represented in 2020–2021:

- Asian Pacific American Law Students Association
- Black Law Students Association Executive Board
- Consumer Law Review
- Cultural Impact Initiative
- Decalogue Society
- Federal Bar Association Board of Directors
- First Generation Law Students
- Immigrants' Rights Coalition
- Latinx Law Students Association
- Mock Trial Honors Board
- OUTLaw
- Student Bar Association
- Women's Law Society Executive Board





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