

Silos

Each individual department (e.g., student affairs, career services, admissions, etc.) handles their own D&I initiatives or programs internally.

ADVANTAGES:

- Specialized knowledge
- Breadth and depth
- Less red tape

DISADVANTAGES:

- Disjointed programming
- No one point of contact
- Lack of overview from above

BEST PRACTICES:

- Improve communication between departments
- Choose an existing staff person to handle all D&I initiatives within department
- Develop strategic plan for D&I collecting input from all law school constituencies



Committee

A D&I committee comprised of staff, faculty, students, and/or deans from across the law school.

ADVANTAGES:

- Engage entire law school
- Buy-in from law school constituents
- Student involvement lends credibility

DISADVANTAGES:

- Lack of breadth and depth
- Too many voices leads to paralysis
- Unreliable student-driven committees

BEST PRACTICES:

- Determine role and goals of committee
- Determine how committee will work with student-facing departments
- Constitute committee so that all law school constituencies are represented (faculty, staff, and students)



Individual /Dept.

An individual or dept. tasked with school-wide D&I efforts.

ADVANTAGES:

- “Go-to” diversity individual/dept.
- Coordinate initiatives across departments
- One resource designated for D&I

DISADVANTAGES:

- Lack of breadth and depth
- Lack of accountability can hinder progress
- Still need school-wide support

BEST PRACTICES:

- Determine role of individual/dept.
 - Have committee of D&I liaisons work with D&I director
 - Use dean’s influence to garner school-wide support
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Hybrid

A combination of the previous models.

ADVANTAGES:

- Capitalize on the advantages of several different models

DISADVANTAGES:

- Coordination and cross-collaboration across models can be difficult

BEST PRACTICES:

- Determine the structure of the model by analyzing all constituents involved in D&I
- Develop a plan for cross-collaboration
- Make sure all constituents know their role

