



nalp
San Diego
Annual Education
Conference
April 9 – 12, 2019

Diversity & Inclusion Programs: Determining the Right Fit for Your Law School



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We advance law careers

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Speakers

- **Carey Bertolet Grand**, Associate Dean of Career Services, Benjamin N. Cardozo School of Law
- **Brenda Hernandez**, Associate Director for Diversity & Inclusion, Boston University School of Law
- **Kourtney James**, Director of Employer Relations & Development, University of Houston Law Center
- **Ashley C. Scott**, Senior Director, Career & Professional Development, American University Washington College of Law

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Introduction



"Our goal is to stress di-versity while remaining a uni-versity."

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Diversity & Inclusion Models

- Silos
- Committee
- Individual
- Department
- Hybrid

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Silos



There is nothing wrong with silos.
The actual problem is isolation!

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Silos (cont.)

Advantages:

- Specialized knowledge
- Breadth and depth
- Less red tape

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Silos (cont.)

Disadvantages:

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

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Silos (cont.)

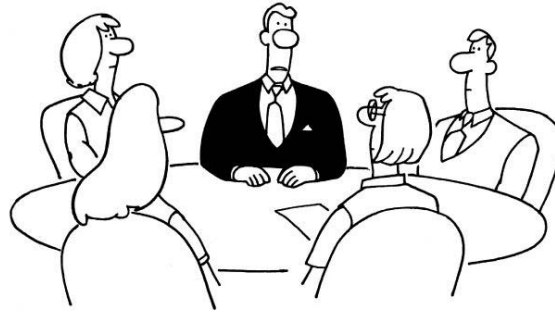
- Schools:
 - Brooklyn Law School
 - Mercer University School of Law
 - University of South Dakota School of Law
 - Villanova University Charles Widger School of Law
 - West Virginia University College of Law

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Committee



"Whew! That was close!
We almost decided something!"

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Committee (cont.)

Advantages:

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

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Committee (cont.)

Disadvantages:

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

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Committee (cont.)

- Schools:
 - Benjamin N. Cardozo School of Law
 - Drexel University Thomas R. Kline School of Law
 - Paul M. Hebert Law Center, Louisiana State University
 - Temple University Beasley School of Law
 - University of Houston Law Center
 - University of Toronto Faculty of Law
 - University of Washington School of Law
 - Vanderbilt University School of Law

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Individual

Rest assured that your recent accomplishments at work have gone largely unnoticed.



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Individual (cont.)

Advantages:

- “Go-to” diversity person
- Coordinate initiatives across departments
- One person’s top priority to address D&I matters

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Individual (Cont.)

Disadvantages:

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

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Individual (cont.)

- Schools:
 - Benjamin N. Cardozo School of Law
 - DePaul University College of Law
 - Indiana University McKinney School of Law
 - Loyola University Chicago School of Law
 - University of Maryland Francis King Carey School of Law
 - University of Nebraska College of Law

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Department



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Department (cont.)

Advantages:

- Engage entire law school
- One resource designated for D&I

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Department (cont.)

Disadvantages:

- Lack of specialized knowledge
- Rely on close coordination with other departments
- De-incentivize faculty/staff involvement with D&I matters

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Department (cont.)

- Schools:
 - American University Washington College of Law
 - Northwestern Pritzker School of Law

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Hybrid



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Hybrid (cont.)

- Advantages:
 - Capitalize on the advantages of several different models
- Disadvantages:
 - Coordination and cross-collaboration across models can be difficult

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3 Models Analyzed



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3 Models Analyzed (cont.)

- **Department** – American University Washington College of Law
- **Hybrid (Committee/Individual)** – Benjamin N. Cardozo School of Law
- **Individual** – Boston University School of Law

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Best Practices

- Silos
 - 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

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Best Practices (cont.)

- Committee
 - 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)

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Best Practices (cont.)

- Individual/Department
 - Determine role of individual/department
 - Have committee of D&I liaisons work with D&I director
 - Use dean's influence to garner school-wide support

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Best Practices (cont.)

- Hybrid
 - 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

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