

INDIANA UNIVERSITY

2021 DIVERSITY AND INCLUSION REPORT

MAURER SCHOOL OF LAW

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LAW

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COVER PHOTO

Rapheal M. Prevot

Jr., JD '84, was a dedicated alumnus, one of the youngest chairs of the Law School's Board of Visitors, and labor relations counsel to the National Football League.

After his untimely death in 2008, the Black Law Students Association annual Barristers' Ball was named in his honor. Prevot and other pathbreaking alumni are commemorated in a series of banners outside Baier Hall.

The Indiana Maurer School of Law has a longstanding tradition of working with students, faculty, staff, alumni, and the university community to support our diversity, equity, and inclusion goals through action.

Institutional support

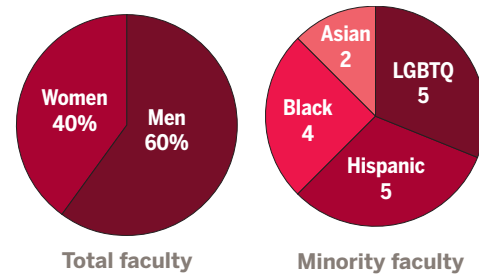
The Law School has long been committed to issues of diversity and inclusion. We have taken several steps—many of them in the past year—to provide more institutional resources to our diversity and inclusion initiatives. Here is a summary of actions taken and recognition earned during the 2020–21 academic year.

- Established in 2017, the Law School’s standing **Diversity, Equity, and Inclusion Committee** is appointed each year. The Committee meets monthly and periodically reports to the full faculty. In addition to programming and hosting faculty discussions, in 2020–21 the Committee prepared reports focused on how best to support our Black, Latinx, and Asian law students, with a particular focus on anti-racism efforts in light of national events.
- The school appointed Laura Fonseca as **director of diversity, equity, and inclusion** in 2021, with a focus on student support, inclusion, and belonging. She works with a Student Advisory Board and with two upper-division diversity, equity, and inclusion fellows. Director Fonseca is building and expanding on extensive programming already offered each year through the Office of Student Affairs.
- Diversification of our advisory boards** continued in 2021, with the election to our Alumni Board of a South Asian health care attorney and a Latino real estate regulator.
- Our **research centers continued their critical work** on issues of law, equality, and minority rights. The Center for Law, Society & Culture hosts our Access to Justice service-learning program and the Bradley Fellows in Criminal Law and Procedure. The Center for Constitutional Democracy does important constitutional design work in post-conflict societies, advancing women’s rights and minority rights in constitutional structures. The Stewart Center on the Global Legal Profession does significant work on the changing legal profession, with a particular focus on the Global South.

- In 2021 Prof. Kevin Brown was an inaugural recipient of the university’s **Inclusive Excellence Award** for his efforts to promote diversity and inclusion.
- The Law School’s Black Law Students Association chapter was named **Midwest Chapter of the Year** for the fourth time in five years in 2021.
- The Law School’s Latinx Law Student Association (LLSA) was awarded the **National Chapter of the Year Award** at the National Latinx Law Student Association Conference in 2021. LLSA also received the **2020 IU Latino Faculty and Staff Council Organization Award** for its contributions.

Faculty diversity

Diversity of Law School faculty



Faculty diversity is a core value of the Law School. In our 2015 Strategic Plan, we committed to “continu[ing] to expand the diversity of our faculty, including hiring faculty from diverse and underrepresented groups.” The concrete actions taken by the faculty are set forth in our most recent action plan for recruiting and retaining a diverse faculty, which builds on previous hiring plans developed by our Faculty Appointments Committee. Each year, faculty consider a wide range of diverse candidates with entry-level hiring and extend offers to a diverse pool of candidates.

The Law School faculty comprises 58 full-time members. Forty hold tenured or tenure-track faculty appointments; nine are lecturers; five are clinical faculty; two are professors of practice; and two hold term appointments as university scholars. Three of our 37 tenured faculty members are currently serving full-time in leadership positions at Indiana University.

Among our 58 full-time faculty members, 35 are men (60%), 23 are women (40%), and 11 are minorities



The Law School's minority faculty members (from top left): Nicholas Almendares, Jeannine Bell, Kevin Brown, Jessica Eaglin, Luis Fuentes-Rohwer, Jayanth Krishnan, João Marinotti, Christiana Ochoa, Victor Quintanilla, India Thusi, Carwina Weng.

(19%). Five (9%) identify as LGBTQ. Of the 11 who identify as from underrepresented minority groups, four (7%) are Black/African American, five are Hispanic/Latino (9%), and two are Asian (3%).

Senior faculty leadership at the Law School reflects the school's commitment to broad-based diversity of different forms. The dean is a first-generation college student and an immigrant to the United States. The executive associate dean is Latina and the first woman of color to hold that position in the Law School's history (she has been on leave, but will return in spring 2022). The associate dean of

academic affairs (a white man) identifies as LGBTQ.

The Law School has a strong commitment to diversity in faculty hiring, and we have made progress in increasing the diversity of our faculty. Since 2016, the Law School has hired seven tenured or tenure-track faculty: two Latino men, one Black woman, two white women, and two white men. Two of the four men hired also identify as LGBTQ. Additional hires since 2016 consist of include two lecturers (one white man and one white woman), one professor of practice (a white woman), and one clinician (a white man). The Law School has also taken steps to diversify its adjunct faculty.

The faculty we have hired only tells part of the story. In recent years, a substantial number of offers have been made to diverse tenured and tenure-track candidates in a very competitive hiring market. In 2019–20 we extended entry-level tenure-track offers to an African American woman, a Hispanic man, a Hispanic woman, and an Asian woman. For this academic year (2020–21), in addition to hiring a Black woman, we extended offers to a Hispanic woman and an Asian-American woman. We also hired a visiting professor, an Asian woman,

for the spring 2021 semester, but she decided to accept a full-time position elsewhere for family reasons. For the 2021–22 academic year, we extended tenure-track offers to an Asian man, a Black woman, and a white man.

We are equally committed to retaining our diverse faculty and work actively to promote inclusiveness within our faculty community. Our recent faculty retreats included sessions on diversity and inclusion among faculty and students, including a session at the 2020 retreat on difficult classroom discussions. In January 2021, the first faculty meeting of the year was dedicated to issues of diversity and inclusion, with a report from the faculty Diversity and Inclusion Committee. The Committee will give a report in January 2022 at the first faculty meeting of the year.

Student recruitment

In recent years, the Law School has enrolled between 155-190 students in its entering JD classes. The class usually consists of approximately 60% nonresidents and 40% Indiana residents. Students come from around 30 states and 3-6 countries, and from approximately 100 undergraduate institutions.

As an example, in the fall of 2021, the Law School enrolled 191 JD students. They came from 27 states, three foreign countries, and 107 undergraduate institutions. Fifty-two percent of the entering class were non-residents, and 24% identified as students of color (up from 20% the prior year). Student ages ranged from 18–44. Women comprised 49% of the entering class, compared with 57% in 2019, the largest percentage in the school's history.

Significant resources are dedicated to recruiting a diverse and highly credentialed entering class. For our JD program, the number of students from underrepresented groups has remained relatively stable over the past five years. The JD entering class has enrolled 19% to 28% minority students since 2015. Excluding international

students, our 1L enrollment has ranged from 4-8% Black/African American, from 5-10% Hispanic/Latino, and from 4-9% Asian American.

The Law School has made significant gains with gender diversity. Women made up 57% of the 2019 entering class, the third time in the Law School's history with more women than men. Total JD enrollment consists of 51% women and 49% men. This is a significant improvement from a decade ago, where women made up only about 40% of the entering class.

We are often more gender-diverse than many of our peers in the Midwest. We also compare relatively well to our peers in racial diversity. While the numbers are small, we often outpace our Big 10 Midwest peers for the percentage of African American enrollment. Our Hispanic enrollment is roughly the same as our peers', but our Asian JD enrollment is slightly lower.¹

The chart below provides an overview of our entering JD classes over the last ten years, including the percentage of women and the percentage of minority students.

Year	Apps. Recd.	No. Enrolled	% Women	% Minority
2021	1,766	191	49%	24%
2020	1,545	178	46%	20%
2019	1,790	169	57%	22%
2018	2,005	174	51%	28%
2017	1,898	162	44%	22%
2016	1,633	178	51%	27%
2015	1,433	154	42%	19%
2014	1,812	183	39%	29%
2013	1,851	204	48%	25%
2012	2,358	201	48%	18%
2011	2,751	242	35%	17%

Graduate degree students usually hail from 15-20 countries in an entering class, with almost all the

¹As one example, in the 2020–21 academic year—the most recent year for which complete, comparative ABA data are available—our overall Black enrollment was 5.4%. Some comparisons of peer Midwestern schools include: Minnesota (3.0%), Iowa (4.4%), Wisconsin (3.8%), Illinois (4.9%), Michigan (4.6%), U. Chicago (6.9%), Notre Dame (5.6%), Ohio State (6%), and Northwestern (8.2%). Outside the Midwest, schools range more widely in overall Black enrollment. Some examples from the ABA 2021 data of relatively similarly ranked schools with similar or lower enrollments include: UC Irvine, 6.5%; North Carolina, 4.8%; Boston College, 7.8%; Boston U., 4.0%; Texas, 4.0%; UC-Davis, 1.9%; William & Mary, 3.4%; Kansas, 2.9%; Colorado, 3.3%; U. Washington, 4.1%; U. Arizona, 2.0%; Arizona State, 2.6%; George Mason, 1.7%; Utah, 1.4%.

graduate class consisting of international students. In any given time, 22-25 countries are typically represented in the Law School (when including entering and continuing students).

A number of strategies—including partnerships with foreign schools and Fulbright and other scholarship programs—are designed to maintain diversity in our graduate degree programs. This year, of course, the COVID-19 pandemic played havoc with our international student enrollment. Despite this formidable obstacle, 18 degree program students and 11 exchange students enrolled in the fall of 2021, representing 13 countries, including Brazil, Cuba, France, India, Italy, Nigeria, Poland, Saudi Arabia, South Korea, Spain, Thailand, the United Kingdom, and Vietnam.

Partnerships and recruiting events

In 2021, Associate Director Josie Brush was hired in the Admissions Office to work with the rest of admissions staff to recruit highly credentialed and diverse students. The Law School's diversity recruitment efforts in 2021 included the following:

HBCU and HSI relationships. The Office of Admissions expanded formal partnerships and scholarship opportunities with several HBCUs and HSIs. These partnerships capitalize on our existing ones with schools and colleges with significant numbers of students from underrepresented backgrounds. The roster of HBCU and HSI partners now includes Tuskegee University, Jacksonville State, Kentucky State, Spelman College, Tennessee State, Fisk University, Howard University, Central State University, Brooklyn College, and University of Texas–El Paso.

In addition, the Law School is believed to be the only one in the nation with a scholarship program with the U.S. Army JAG Corps and the only one with the Asian Pacific Islander American Scholarship Fund. We have also established recruiting partnerships with eight women's colleges and over 20 undergraduate institutions around the country.

Diverse Student Law Week. This annual event focuses on middle-school, high-school, and early-college diverse

audiences. The program includes faculty, staff, current students, and alumni from the Law School. Panels on admissions, careers, and student life, as well as a mock law class, are offered to encourage students to think about a legal career.

Pipeline programs (iCLEO and SWEL). The Law School has partnered with the Indiana Supreme Court to host, on a rotating basis with other Indiana law schools, the Indiana Conference for Legal Education Opportunity's summer academy and scholarship program. The Law School also is a long-standing partner with Summer Work Experience in Law (SWEL), an Ohio-based eight week summer internship program for diverse college students.

Partnerships with IU–Bloomington diversity programs. The Law School has multiple scholarship programs and provides support through presentations and guest lectures with all the main Indiana University–Bloomington campus organizations and diversity organizations overseen by the Office of the Vice President for Diversity, Equity, and Multicultural Affairs, including Groups Scholars, Hutton Honors Scholars, and Hudson Holland Scholars. The Law School also is developing relationships with various social fraternities and sororities and other organizations on campus.

High school partnerships. The Law School works with Legal Prep Charter Academy (Chicago's only legal-themed high school) to provide programming and support. The Law School also is involved in annual high school group visits hosted by the Neal-Marshall Black Culture Center, including panel presentations and tours of the Law School. Other partnerships, including working with the Bloomington Boys and Girls Club (fifth to eighth grade visit), the IU Bloomington Journal Institute for high school students, the IU Balfour Scholars Pre-College Academy, and the IU Kelley School MEET Program.

Representation at national and regional minority conferences and academies. Each year, the Law School participates in events including: (1) ICEO ASAP Northeast Region Law Fair; (2) Latino Justice Annual Law Day; (3) National HBCU Pre-Law Conference; (4) National Black

and Hispanic Pre-Law Conference; and (5) St. John's University Ron Brown Prep Academy.

Partnerships for summer externships. We have developed partnerships in Miami, New York City, and Washington, DC, to provide summer externships for students, which has helped us recruit from a wider range of geographic regions. We have also formed partnerships with law firms, corporations, and high schools to provide summer employment and to interest minority students in attending law school.

Scholarships

As noted above, scholarship assistance to recruit students from all backgrounds is very substantial. These scholarships are in addition to post-admission support and a range of scholarships created by alumni and others that help in our recruiting efforts. Currently, nine of the Law School's endowed scholarships are diversity-related.

Programming and student support

The unprecedented national events of 2020 and 2021 highlight the importance of understanding diversity and inclusion and bringing to bear the power of the law in promoting it. The Law School sponsored a significant amount of programming and supported our students in several ways.

Programming

The school hosted workshops, lectures, and other events featuring our faculty and other experts from the IU community. Here are some examples:

- **Big 10 Speaker Series.** The Law School spearheaded two 12-week series featuring speakers from each of the Big 10 law schools: **Perspectives on Race, Law, and Equality** and **New Court, New Administration, New Congress**. The talks were well-attended (with 80-120 attendees for each lecture) and received positive feedback. Social justice issues such as democracy, voting rights, racial discrimination, and the rule of law were addressed in this series.
- **Power: Women's Political Participation in the U.S. and Around the World.** As part of a week-long university commemoration of the centennial of 19th Amendment, the Law School hosted a panel on this topic moderated by three of its professors.
- **The Life and Legacy of Rev. Dr. Martin Luther King Jr.** The Law School's BLSA chapter co-sponsored a lecture on Dr. King's legacy on his birthday.
- **Other programs and events.** The school hosted or sponsored more than a dozen events to raise awareness of diversity and inclusion and to help build our supportive community. Some examples include:
 - » A Zoom conversation celebrating Black women in the legal profession, sponsored by BLSA and the BLSA alumni board.
 - » A social event sponsored by the Latinx Law Students Association featuring "virtual dancing."
 - » A panel on the racial and misogynistic implications of the Atlanta murders on Asian-Pacific women, featuring two Law School faculty, including the dean.
 - » A panel on women in international law hosted by the by the International Law Society.
 - » A two-part panel on diversity in the workplace sponsored by the *Indiana Journal of Law and Social Equality*.
 - » The school participated in and sponsored an open conversations series, "Racism and Racial Injustice," featuring Justice Stephen David of the Indiana Supreme Court and guest speakers.
 - » A discussion sponsored by the LGBTQ+ project on the racialization of gender in relation to privacy rights, litigation strategy, and liberatory frameworks.
 - » The school observed Women's Equality Day in August, with the collection of oral histories of several Title IX activists in the Jerome Hall Law Library, including that of Professor Emerita Julia Lamber, and attendance by the dean and other community members at the Indiana State Bar Association's Bench and Bar Celebration of the 19th Amendment.
- **Course offerings.** Students were encouraged to enroll in the school's wide array of courses that address race law and equality.

- **Center on Police Accountability.** The Law School has collaborated with the American Bar Association on establishing a Center for Police Accountability that will examine the multiple factors surrounding this topic.

Student Support

Student support this year emphasized students from first generation and underrepresented backgrounds. Some of our efforts include:

- **Mentoring programs.** Mentoring programs have been established with all affinity alumni boards, and the Law School participates in the Leadership Council on Legal Diversity's Success in Law School Mentoring Program. Significant support is provided through our Career Services Office.
- **Financial support.** The Law School has supported students with annual participation in the Cook County Bar Association's Minority Job Fair and Lavender Law Job Fair in Chicago. We annually sponsor an alumni breakfast at the National Bar Association annual meeting. Alumni boards have provided financial support for students in moot court and external competitions.



- **Career support.** Diversity pipeline and hiring initiatives have been established with law firms and non-profits, for example with the creation of our Julian Bond Law Scholars Program in honor of the late civil rights leader. A significant number of diversity-related summer positions exist with law

firms in Indiana and beyond.

- **Other programming.** The Leonard D. Fromm Office of Student Affairs sponsors a wide range of programs related to diversity and inclusion each year, hosting speakers and workshops related to health and wellness, stress management, and resilience.
- **Appointment of director of diversity, equity, and inclusion.** Laura Fonseca was appointed the first school's director of diversity, equity, and inclusion, effective July 1, 2021. In addition to working with student groups and student organizations, Fonseca works closely with the Faculty Diversity and Inclusion Committee and with the school's director of student affairs, Katie Beck.

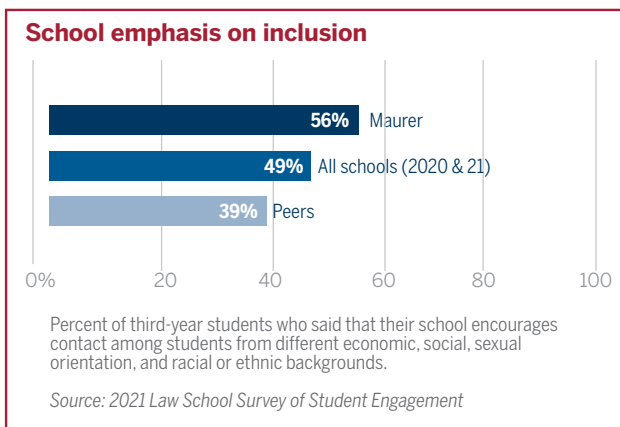


In addition to her impressive background in recruiting, international development, career services, and employer relations, Fonseca has experience leading DEI trainings and discussions and has worked with the School of Medicine on diversity and hiring initiatives. She is currently pursuing her doctorate in higher education, focusing on change and institutional influence over equity-centered policy.

These efforts build on other long-standing events and programs supported by our student groups (e.g., BLSA, LLSA, APALSA, LGBTQ+, etc.) and by faculty and alumni. One key event each year is an annual networking reception hosted by Prof. Kevin Brown that connects our students with distinguished alumni of color (see photo at left). New students from underrepresented groups are provided guidance on how to succeed in law school and have an opportunity to meet with more than 100 alumni from all over the country. In addition, Prof. Arthur Lopez, '83, hosts an annual breakfast for Latinx students.

The Law School takes significant steps to encourage students to engage with others from different economic, social, sexual orientation, and racial or ethnic backgrounds. In the 2021 Law School Survey of Student

Engagement (a national survey of law students), our students reported that we emphasize inclusion at the Law School more than our peer schools. For example, 56% of our 3L students reported that the Law School encourages students to engage with others from diverse backgrounds, compared to 39% of students at peer schools (and 49% of students when asked in both the 2020 and 2021 surveys).



Celebrating our diverse community

Visibility is important, and the Law School makes a sustained effort to celebrate diversity in our community. Below are a few examples of ongoing efforts.

Student awards. Three years ago, the Law School established an annual Student Diversity and Inclusion Award, presented to a continuing student who has done the most to support our inclusive community. The award is presented before the entire first-year class during orientation. Orientation also features a presentation on trailblazing alumni of color since the school's founding in 1842.

Recognition events. Several events have been created in recent years, including a new Veteran's Day recognition lunch. Celebrations of Chinese, Korean, and Thai New Year with appropriate festivities at the Law School were expanded or created.

The Rapheal M. Prevot Jr. Barristers' Ball. This is the Law School's signature social event for students. The ball is sponsored by BLSA (one of the very few in the nation sponsored by an affinity group), and is named in honor of the late Rapheal M. Prevot Jr., one of our distinguished Black alumni.

Board leadership. The Law School has taken significant steps to better diversify its alumni and leadership boards. Two minority alumni were added to our Alumni Board in 2021. As noted in last year's report, four minority alumni were added to our Board of Visitors in 2020. The Law School also has a Black Law Students Alumni Advisory Board, a Latino Law Students Advisory Board, an LGBTQ+ Law Students Alumni Advisory Board, a Global Alumni Advisory Board (for graduate and international students), and a Young Alumni Steering Committee focused on recent graduates.



Mario Treto Jr. and Ozair M. Shariff joined the Law Alumni Board in 2021.

Installations. In 2021 the school honored Ann and Kathleen DeLaney, in whose honor the moot court room was named. The DeLanays are mother and daughter alumnae who have had distinguished careers in public service and private practice. Kathleen's daughter, Emma Strenski, is a member of the class of 2022, making her the only third-generation woman to graduate from the Law School. The DeLanays hope that their support will encourage women to choose litigation as a practice option.

Faculty expertise. The Law School highlighted its minority faculty who continued to contribute their expertise to the national dialogue in the wake of both the pandemic and the racial unrest throughout the year. Recent examples include:

- Prof. Jeannine Bell, who was quoted more than 25 times in media outlets throughout the world in the wake of the George Floyd murder and the Atlanta mass shootings. *The New York Times* sought her expertise for a series on move-in violence. Bell's most recent works include "Lack of Punishment Doesn't Fit the Crime: America's Tepid Response to Bias-Motivated Crime," 54 *STUDIES IN LAW, POLITICS*



The newest series of banners outside Baier Hall honors a diverse group of alumni: Hon. Shirley Abrahamson, the first woman chief justice of the Wisconsin Supreme Court; Senator Birch Bayh, the author of Title IX and the only senator aside from the Founding Fathers to author two Constitutional amendments; Hon. Rodolfo Lozano, Indiana's first Hispanic federal court judge; Masuji Miyakawa, the school's first Asian-American graduate; Rapheal M. Prevot Jr., a sports lawyer and chair of the Board of Visitors, and Hon. Flórida Ruth Romero, associate justice, Supreme Court of the Philippines.

& SOCIETY (2021), and "The Violence of Nosy Questions," 100 BOSTON UNIVERSITY LAW REVIEW 935 (2020)

- Prof. Deborah Widiss, who contributed her expertise as the Indiana General Assembly contemplated legislation expanding the rights of pregnant workers. Her most recent scholarship includes "The Hidden Gender of Gender-Neutral Paid Parental Leave: Examining Recently Enacted Laws in the United States and Australia," 42 COMPARATIVE LABOR LAW AND POLICY JOURNAL 723 (2021)
- Profs. Kevin Brown and Ken Dau-Schmidt, who co-authored "*Bostock v. Clayton County* Game Changer: US Federal Employment Law Now Covers Caste Discrimination Based on Untouchability" (with Annapurna Waughray and Lalit Khandare), 46 N.Y.U. REVIEW OF LAW & SOCIAL CHANGE (2021).

Metrics and accountability

Our efforts and the metrics related to student recruiting, student support, and faculty hiring are described above. The Law School's strategic planning process takes into account the diversity of our entering students, including the number of students from Indiana and their demographic, ethnic, and socio-economic backgrounds. These factors are also considered in our yearly review of recruiting efforts and in our annual reporting to accreditors and other groups (e.g., the ABA and the Association of American Law Schools).

While we have done well with the broad-based diversity of our tenure-track hires and have increased gender diversity significantly in the JD classes, we do not set specific quotas or numerical goals. Hiring and admission decisions are made on an individual basis and focus on the merits of the individual applicant or faculty candidates.

Challenges and opportunities

For student recruitment, we continue to be in a very competitive environment. The Midwest remains a difficult market for recruiting students of color, and competition is expected to intensify. To illustrate, for the fall 2021 entering class, the University of Iowa Law School enrolled only five Black students (3% of the total class); Illinois and Wisconsin enrolled seven and 10, respectively (3% and 4%). The Law School enrolled 11 Black students (6%). We expect, however, greater recruiting opportunities as the racial and ethnic diversity of entering classes at Indiana University Bloomington continues to grow.

Faculty recruitment and retention will remain challenging. We have been successful recruiting talented faculty and providing them extraordinary support. Our support includes reduced teaching loads the first year, a three-course teaching load for research faculty, pre-tenure leave, support with national fellowships,

guaranteed summer funding, extensive travel and research support funding, and a junior faculty mentoring program. The Law School is careful not to burden new faculty with significant service obligations. Our support has also included assistance with securing professional opportunities for faculty spouses, which has helped in faculty retention.

The significant support the Law School provides ensures that our junior faculty have the opportunity to develop their scholarly profiles early in their careers. As a result, our most junior faculty become accomplished and are sought after by higher-ranked schools. As almost all law schools are focused on diversifying their faculty ranks—with pressure from national accrediting and other organizations to do so at a faster pace—the competition for accomplished faculty is fierce. While our salaries are competitive among our peers, they are not as high as those of the very top-ranked schools in metropolitan markets. Retention when faculty receive offers from elite schools (some regarded as the most prestigious in the nation) will remain difficult.

We have found significant support from the Office of the Vice Provost for Diversity and Inclusion. The Office has been responsive to requests for assistance and has been generous with their time when asked. Our Faculty Diversity and Inclusion Committee has consulted and reached out to the Office for support with programming. The Office has been supportive of our faculty hiring efforts, which has made a significant difference.

The Law School regularly contacts other units and offices on campus for assistance with programming. Our Faculty Diversity and Inclusion Committee met with a number of students in 2020 and 2021, and wrote a report on ways that the faculty could continue to support students from underrepresented groups, and led a faculty conversation on how faculty could best support students.

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