



Diversity, Equity, and Inclusion at Penn State Law Concrete Action Steps

Last Updated: June 5, 2020

Messaging and Communication

- Improving Penn State Law Website: Reworking PSL webpage on Diversity, Equity and Inclusion to include information and resources; creating a prominent link to those pages on the PSL website front page; updating News and Events; listing diversity scholarships on Admitted Students page. Also, adding information to Facebook pages
- Developing an open letter that can be signed by students, faculty, staff, and alumni, and also exploring a faculty resolution

Training, Transparency and Accountability

- Following up on concerns raised about faculty, classroom behavior, and incidents in classes
- Exploring possibilities for greater transparency about discrimination complaints. I have heard the concern and am exploring with the university what, if anything, is possible given the legal and confidentiality constraints.
- Reworking orientation for the fall—shifting speakers based on feedback, adding implicit bias training, and creating a feedback process
- Developing and delivering survey for faculty, staff, and students to measure belonging in addition to climate surveys
- Developing and implementing bias training for faculty, staff, and students. We have received suggestions of potential trainers and are figuring out how it should be structured.
- Continuing to work on our processes around faculty and staff hiring to ensure equal opportunity and foster diversity

Curriculum

- Adding new courses and adding to existing courses opportunities for meaningful engagement with the interface of law, race, and social justice
- Creating a privilege simulation in collaboration with the College of Education using the Restorative Justice Initiative's reentry simulation as a model
- Establishing a course and/or workshop that creates opportunities for pro bono work to assist efforts by NGOs and others to address racial violence, police brutality, and racial profiling. We are collaborating to develop a new multi-law-school clinic/center on police accountability, and also to exploring other course/workshop opportunities at Penn State Law.
- Developing a Concentration in Race, Law, and Equity (currently before Curriculum Committee)

Student Inclusion & Support

- Establishing a George Floyd Memorial Scholarship. With gratitude to Dean Engle for committing to a gift to launch this scholarship, I am also committing to contribute to this scholarship and actively fundraise to build it. We are developing the details and will have more information in coming days.
- Expanding our faculty Diversity Committee (which will be headed by our Assoc Dean for Diversity, Equity, and Inclusion) to include staff and students. Three rotating student representatives – including all affinity group leaders over the course of the academic year – will participate. Ad hoc meetings will be scheduled as needs arise.
- Establishing a monthly check in process with affinity group leaders with the Associate Dean for Diversity, Equity, and Inclusion