2012-2013 Report to the King County Bar Foundation

**Introduction and Overview of Annual Progress**

The University of Washington School of Law (UW Law) is extremely grateful for the King County Bar Foundation’s (KCBF) long-standing partnership aimed at enhancing the diversity of the legal profession. Each year, the KCBF’s scholarship funding allows UW Law to enroll and retain outstanding students who become Leaders for the Global Common Good in all areas of law, business, and public service.

Diversity is a core value at UW generally and in the law school in particular. We are proud of our over 110-year tradition of leadership in academic excellence, diversity, and public service. Most all of the “firsts” in the legal profession in Washington State and King County have come from UW Law’s aggressive commitment to diversity (e.g., first deans of color, first judges and justices of color, etc.). UW Law’s long tradition of excellence and diversity has contributed to making the bars of this state and county among the nation’s strongest. Today, King County is home to the most highly ranked law school in the Pacific Northwest (28th nationally and 10th of public schools) and one of the world’s most distinguished interdisciplinary legal centers.

Since our report last year, UW Law has made additional progress in reaching its diversity goals and has put a number of additional initiatives in place to secure our commitment into the future. **Faculty and student diversity has increased and the school began co-sponsorship of the Washington Institute for the Study of Ethnicity and Race (WISER).** We are proud that we have continued to make progress on weaving our new mission/vision as **Leaders for the Global Common Good** into the very fabric of all of our operations, on student and faculty diversity, and on our culture of diversity and inclusion. Below we provide details on these and other major initiatives and updates.

**I. Background and Context**

UW Law’s aggressive stance on diversity has not been without some difficult consequences, ones that remain as vexing obstacles to the law school’s current diversity goals. The only public law school in the state, it has twice been the target of anti-affirmative action litigation, most recently in 1997 (litigated through 2000), when a white law student who enrolled at Seattle University after being denied admission to UW Law sued UW claiming “reverse discrimination.” At the time of that case, UW Law’s student body was among the most diverse in the nation. The fallout from the case and from Washington State’s 1998 anti-affirmative action initiative (I-200) severely restricts the ability of UW Law to lawfully promote diversity as fully as it believes is best for the profession and society. As guardians of the rule of law, the school must respect the laws in place while working to do all it can to promote diversity within their bounds and to advocate for changes that will promote equal justice for all. UW Law appreciates and applauds the KCBF as an effective partner in this vital effort.
As difficult as legal obstacles may be in our diversity efforts, they pale in comparison to the financial challenges to our goals. The State of Washington has dramatically de-invested in public higher education, slicing UW’s overall budget by more than half since 2008. Although subject to all of the demands and constraints on public institutions, UW receives less than 10% of its revenue from the State. These funding reductions have hit all areas of our operations, including two areas that especially impact our ability to meet our diversity goals in the JD program – scholarships for students and staffing/operations in admissions. Scholarship funding from the State has been reduced overall in the University, and endowment payouts from scholarship monies we have raised from private funds have been curtailed to address market downturns. Not only have our budgets been reduced substantially, but difficult operating restrictions (e.g., limits on out-of-state travel, wage freezes) have also been put in place to address the State’s financial woes. Sadly, our State’s budget woes continue to mount, especially as it faces its obligations for funding public K-12 education.

The competitive market for applicants of color is another important contextual factor. Because of systemic social inequities, the pool of prospective applicants of color is too lean (and has become even leaner in some groups (e.g., African-Americans) over the past decade). At the same time, while for many years UW Law was very much ahead of its peers in its diversity commitment, thankfully today many more institutions embrace the urgency of the need to diversify the legal profession. This “good news,” however, translates into fierce competition among top schools at entry. Further, that competition does not stop at entry; many elite law schools now aggressively recruit transfer students from top-tier schools such as UW. These schools seek to pick off the top students of color rather than admit these students at entry because US News rankings only measure the academic profile of entering (not transfer) students. It is important to understand that UW Law competes in a national market for students, with common competitors being schools such as Michigan, UCLA, Berkeley, USC, Hastings, Cornell, etc. In such an environment, we have been especially hard-hit by the legal and financial constraints under which we operate.

Despite this challenging climate, we have continued our efforts to diversify our JD population and applicant pool. In October 2012, in recognition of his many accomplishments and expanded responsibilities, Mathiew Le was promoted from Director of Admissions & Financial Aid to Assistant Dean of Admissions & Financial Aid. Assistant Dean Le continues to increase our outreach to prospective applicants. With the assistance of the Assistant Director of Admissions, UW Law participated in more than 80 recruitment events nationally and regionally. These events included national conferences that target underrepresented students of color including the National Black Pre-law Conference held in Houston, Texas, the National Asian Pacific American Pre-law Conference held in Washington, D.C. This year, we have seen an increase of 20.3% in applications from students coming from underrepresented backgrounds despite a small decrease in overall applications.

We continue to focus on forming relationships with prospective applicants who are in high school or undergraduates. Spending significant time with students earlier in their academic career will, we hope, increase the number of minority applicants who feel a strong connection to UW Law. In the 2012-13 academic year, we participated in over twenty early education pipeline
and recruitment events that targeted high school and college students all around the state and nation. These events included attending the Washington State Minority and Justice Commission’s Tri-Cities Youth and Justice Forum, the College Success Foundation education fair, and the Upward Bound program through the UW’s Office of Minority Affairs. Additionally, through LSAC’s DiscoverLaw initiative, the Law School Admission Council’s campaign to diversify the legal profession through community outreach, we hosted a law school admissions information session targeting underrepresented students of color educating them about the legal profession and the law school admissions process.

We remain committed to providing our students an outstanding program of legal education that opens many career opportunities. Despite the temptation to raise revenues through increased enrollment, we keep our student body size small (our entering class this fall was 175 students) so that we may provide a personalized form of education that develops each student to his or her fullest potential. Our students thrive with the great degree of support provided. Despite a very challenging job market, approximately 86% of our most recent class was employed in legal work within nine months of graduation. This is an important point: it is not just admission to law school that matters for diverse students. Rather, it is success in law school, combined with bar passage, and professional employment that truly makes a difference. Our students continue to thrive by all these measures.

II. Minority Graduates in King County and Professional Development Support

Table 1 presents data on UW Law minority graduates practicing in King County during the last six years. Thirty-eight percent (11 out of 29) of our 2012 minority graduates accepted employment opportunities in King County. Five minority graduates accepted positions with law firms, four accepted positions with government organizations, one accepted a judicial clerkship position, and one started his own business development company.

Table 1. UW Law Minority Graduates Practicing in King County, 2006-12

<table>
<thead>
<tr>
<th>Class</th>
<th>Total Graduates</th>
<th>King County</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>2012</td>
<td>29</td>
<td>11</td>
<td>38</td>
</tr>
<tr>
<td>2011</td>
<td>42</td>
<td>19</td>
<td>45</td>
</tr>
<tr>
<td>2010</td>
<td>31</td>
<td>19</td>
<td>61</td>
</tr>
<tr>
<td>2009</td>
<td>34</td>
<td>12</td>
<td>35</td>
</tr>
<tr>
<td>2008</td>
<td>39</td>
<td>20</td>
<td>51</td>
</tr>
<tr>
<td>2007</td>
<td>41</td>
<td>23</td>
<td>56</td>
</tr>
<tr>
<td>2006</td>
<td>36</td>
<td>13</td>
<td>36</td>
</tr>
</tbody>
</table>

The UW Law minority graduates not practicing in King County are employed in other states and one in Korea and another in Japan. Graduates are employed in law firms, government agencies, the Montana Supreme Court, and non-profit organizations such as Equal Rights
Advocates in California and the Center for Native American Youth in Washington, D.C. One graduate is not seeking employment as of February 15, 2013.

Programming for minority student career development continues to thrive under the leadership of Assistant Dean Michelle Gonzalez. The Center for Professional and Leadership Development (CPLD) offers coaching opportunities for all students, beginning in their first year of study. Résumé and cover letter writing workshops, the 1L Mock Interview Program, and the Northwest Public Service Career Fair are among the many events available to all UW Law students. We have enhanced the leadership development opportunities offered through the CPLD in order to assist our students in developing leadership skills during law school. Annual programming designed specifically for minority students includes: the Northwest Minority Career Fair, the WSBA Committee for Diversity Mock Interview Program, the 1L Diversity Fellowship Information Session/Reception, the Puget Sound Area Minority Clerkship Program, and diversity fellowship programs offered by individual law firms. A stronger relationship between CPLD and the Minority Law Student Association (MLSA) resulted in programming that better informed and prepared minority students for employment opportunities. These events included the DLA Piper Diversity Reception and fellowship application workshops coordinated with the MLSA.

III. Diversity of Student Body

Student racial/ethnic diversity increased this year at UW Law, and minority representation in the entering 2012-13 student body remained at 28% (Table 2). UW Law was successful in increasing the applications of Native American, Black/African-American, Asian American, and Latino students. In addition to better outreach to deepen our pool of applicants, we also made significant efforts to increase our yield. Attractive scholarship packages were offered (some in the form of full tuition for all three years). In many cases, the decision to not enroll was a personal one, where admitted students elected to remain in their current position of employment, defer enrollment, or attend a higher-ranked school. Like last year, however, those students we were successful in recruiting are already showing signs of great promise in their contributions to the local legal community.

[TABLE ON NEXT PAGE TO KEEP DATA TOGETHER]
### Table 2. Minority Admission & Enrollment Rates, 2010 – 2012

<table>
<thead>
<tr>
<th></th>
<th>Admitted</th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Native American</td>
<td>13</td>
<td>14</td>
<td>3</td>
<td>Native American</td>
<td>6</td>
<td>5</td>
<td>0</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Black/African American</td>
<td>10</td>
<td>17</td>
<td>13</td>
<td>Black/African American</td>
<td>6</td>
<td>6</td>
<td>4</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Hispanic</td>
<td>37</td>
<td>45</td>
<td>46</td>
<td>Hispanic</td>
<td>11</td>
<td>17</td>
<td>5</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Asian American</td>
<td>54</td>
<td>75</td>
<td>63</td>
<td>Asian American</td>
<td>18</td>
<td>20</td>
<td>17</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Native Hawaiian</td>
<td>0</td>
<td>3</td>
<td>0</td>
<td>Native Hawaiian</td>
<td>0</td>
<td>1</td>
<td>0</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Two or More</td>
<td>19</td>
<td>6</td>
<td>55</td>
<td>Two or More</td>
<td>6</td>
<td>2</td>
<td>23</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Total Minority JDs</td>
<td>133</td>
<td>160</td>
<td>180</td>
<td>Total Minority JDs</td>
<td>47</td>
<td>51</td>
<td>49</td>
<td></td>
<td></td>
</tr>
<tr>
<td>All JDs</td>
<td>545</td>
<td>586</td>
<td>638</td>
<td>All JDs</td>
<td>186</td>
<td>182</td>
<td>176</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Minority Representation</td>
<td>24%</td>
<td>27%</td>
<td>28%</td>
<td>Minority Representation</td>
<td>25%</td>
<td>28%</td>
<td>28%</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

UW Law pursues a carefully designed process to enhance the enrollment of diverse applicants. Those steps include:

- **Immediate contact with all underrepresented admitted applicants** is made by our Assistant Dean of Admissions & Financial Aid via e-mail and phone to personally connect each admit with UW Law and to assist them in making their decision.

- **Law student contact via e-mail and telephone** occurs between members of each of the five primary minority law student associations and admitted applicants whose racial/ethnic background relates to each particular organization.

- **Faculty and alumni contact with underrepresented admitted applicants** occurs via US mail and, in some cases, via e-mail and telephone when we are able to match applicant and faculty interests. **Dean Testy** is also actively engaged in persuading any undecided admitted applicants.

- Each year, **Washington State Minority Bar Associations** are asked to submit a letter, encouraging UW Law enrollment, which is mailed to every admitted
applicant of color who falls within the ethnic/racial background of a particular
association. Participating associations have included the Asian Bar Association of
Washington, Latino Bar Association of Washington, Loren Miller Bar Association,
and Northwest Indian Bar Association.

- **Alumni Ambassadors** contact admitted applicants to provide an overview of the
  law school experience and career options.

- Hosting annual **Admitted-Students-Days (ASD).** These events include campus
tours, class observations, and an introduction to student organization and clinical
opportunities. We had strong participation by minority admitted students this year.

- **All-day individual visits** to UW Law are coordinated for admitted applicants.
  Admitted students are matched with student ambassadors.

V. Scholarship Criteria and Additional Funding

Scholarship awards for students are based on a holistic review of the file, including
factors such as academic merit, established financial need as determined by the Free Application
for Federal Student Aid (FAFSA), life and work experiences, and professional goals. The goal
of these awards is to increase the likelihood that admitted applicants will enroll at UW Law and
to enhance the quality (of which diversity is a fundamental part) of the student body. Funds
allocated from the King County Bar Foundation are used with other funding sources to create
the scholarship packages that are eventually offered to admitted applicants. In the 2012–13
academic year, 29 UW Law students serve as KCBF Scholars, receiving an average
award of $2,431. As is evident from the data below, the KCBF’s support is critical for UW Law
as it represents nearly half of total funds available to enhance diversity in the student body. State
schools are not able to charge higher tuition in order to then rebate part of that back to some
students through scholarships as many private institutions do. As a result, scholarship funds
must come from private sources of support unless the state funds scholarship programs (which it
does not do for most graduate and professional programs).

For the 2012 entering class, minority students represented 25% of all scholarship
recipients and received 26% of all scholarship money distributed to the incoming class for this
school year. The minority students’ need for financial assistance is crucial; the need to increase
the funds devoted to this particular group of students is critical. For 2012–13, the scholarship
funds allocated to minority students was $366,333 representing an increase of 6.3% from the
year prior.

Table 4 present the details of the distribution of these scholarship funds. Table 5
summarizes our recent tuition history. With declining state support, tuition continues to increase,
which makes the need for student financial support especially critical. Dean Testy has identified
increasing scholarship support for students as her top priority for private development. All
students are affected by tuition increases but underrepresented populations are particularly
vulnerable.
Table 4. UW Law Scholarships 2012-13

2012-13 Diversity Dedicated Funds (1L – 3L)

<table>
<thead>
<tr>
<th>Named Funds</th>
<th>Amounts</th>
<th>No. of Awards</th>
</tr>
</thead>
<tbody>
<tr>
<td>King County Bar Foundation</td>
<td>$62,500</td>
<td>26</td>
</tr>
<tr>
<td>Jeffrey H. Brotman Law Student Scholarship</td>
<td>$24,000</td>
<td>3</td>
</tr>
<tr>
<td>John M. Davis Endowed Scholarship</td>
<td>$19,000</td>
<td>4</td>
</tr>
<tr>
<td>Fletcher Scholarship</td>
<td>$2,000</td>
<td>1</td>
</tr>
<tr>
<td>Ralph Johnson Scholarship for the NALC</td>
<td>$1,000</td>
<td>1</td>
</tr>
<tr>
<td>Ralph Johnson Scholarship for the WLSF</td>
<td>$500</td>
<td>1</td>
</tr>
<tr>
<td>Gordon A. Livengood Endowed Fund</td>
<td>$39,834</td>
<td>7</td>
</tr>
<tr>
<td>Paul Miller Scholarship</td>
<td>$4,000</td>
<td>1</td>
</tr>
<tr>
<td>Moquin Minority Scholarship</td>
<td>$4,000</td>
<td>1</td>
</tr>
<tr>
<td>Charles Z. Smith Scholarship</td>
<td>$1,500</td>
<td>3</td>
</tr>
<tr>
<td>Stobaugh/Prunhuber Scholarship</td>
<td>$10,500</td>
<td>2</td>
</tr>
<tr>
<td>Weston-Morrison Scholarship</td>
<td>$1,000</td>
<td>1</td>
</tr>
<tr>
<td>Takuji Yamashita Memorial Scholarship</td>
<td>$3,000</td>
<td>1</td>
</tr>
</tbody>
</table>

TOTAL:                                                 | $172,834 | 52            |

Other general scholarship funds:                       |          | $193,499      |
Total scholarship funds awarded to students of color:   |          | $366,333      |

Scholarship Allocation by Ethnicity                     | Total Amounts | No. of Awards |
Asian                                                  | $49,000 | 9             |
Black/African American                                 | $73,000 | 6             |
Hispanic                                               | $124,333| 15            |
Native American/Alaskan Native                         | $54,000 | 4             |
Two or More                                            | $66,000 | 10            |

Total recipients underrepresented students: 44 (31% of all students receiving funding)
Total scholarship funds awarded: $366,333 (38% of total funding allocated)
Average scholarship amount: $8,325

Table 5. UW LAW Tuition History, 2008 – 2012

<table>
<thead>
<tr>
<th>Academic Year</th>
<th>Washington Resident</th>
<th>Non-Resident</th>
</tr>
</thead>
<tbody>
<tr>
<td>2008-2009</td>
<td>$19,585</td>
<td>$28,809</td>
</tr>
<tr>
<td>2009-2010</td>
<td>$22,267</td>
<td>$32,777</td>
</tr>
<tr>
<td>2010-2011</td>
<td>$24,339</td>
<td>$37,229</td>
</tr>
<tr>
<td>2011-2012</td>
<td>$25,780</td>
<td>$39,850</td>
</tr>
<tr>
<td>2012-2013</td>
<td>$28,870</td>
<td>$41,840</td>
</tr>
</tbody>
</table>
V. Diversity of Faculty & Law School Leadership

UW Law currently has approximately 50 full-time faculty members. Of those, 17 are faculty of color (34%):

- Kim Ambrose (lecturer) (Asian-American)
- Associate Professor Robert Anderson (Native American), Director of the Native American Law Center;
- William Covington (lecturer) (African-American);
- Assistant Professor Mary De Ming Fan (Asian-American);
- Assistant Professor Zahr Said (Arab-American);
- Professor Gregory Hicks (African-American);
- Assistant Professor Yong-Sung (Jonathan) Kang (Korean);
- Assistant Professor Sylvia Kang’ara (Kenyan);
- Associate Professor Joel Ngugi (Kenyan);
- Professor Anita Ramasastry (Asian Indian);
- Professor Toshiko Takenaka (Japanese);
- Professor Lea Vaughn (African-American);
- Ron Whitener (Native American), Senior Lecturer and Director of the Tribal Court Criminal Defense Clinic;
- Brenda Williams (Latina), Lecturer;
- Associate Professor Dongsheng Zang (Chinese).

Several part-time faculty members are faculty of color. Four individuals of color are staff members on Dean Testy’s senior leadership team (4 of 9 or 44%):

- Assistant Dean Stephanie Cox (Latina) (Advancement)
- Assistant Dean Michelle Gonzalez (Latina) (Leadership & Professional Development)
- Assistant Dean Mathiew Le (Asian-American) (Admissions & Financial Aid)
- Assistant Dean Michele Storms (African-American) (Public Service Law Programs)

UW Law is also a highly interdisciplinary school and many faculty members from other schools and departments on campus are part of our faculty as “affiliate” faculty members. These faculty members are listed annually on our website, and include many persons who add to the diversity of our faculty and programs. Most notably, Professor Matt Baretto joined UW Law as an affiliate from the Department of Political Science this past year. In doing so, we began co-sponsorship of the Washington Institute for the Study of Ethnicity and Race (WISER), an influential scholarly and teaching project that conducts a range of activities including significant work on minority voting issues. We currently have in formation a major project on voting rights in the United States that will be housed through this Institute.
VI. Programs and Efforts to Promote Diversity

UW Law understands efforts at diversity as part of an ongoing process – one that is never finished and that must have constant attention. There are a host of efforts underway at any given time in the school that supports our diversity goals. Some of those are listed below:

A. An Academic Support Program, created in 2007 as a joint project between the Student Bar Association and Prof. Sarah Kaltsounis, offers study skills workshops and individual meetings with Academic Support Program Peer Mentors to help our first-year students feel confident in their academic progress. In 2012-2013, Professor Kaltsounis began a half-time appointment as the program’s official director. She worked with our technology staff to increase access to workshop podcasts and handouts, and with our career service staff to improve access to information about bar exam study skills. During the 2013-2014 school year, Professor Kaltsounis will continue to build capacity in the Academic Support Program, expanding support to upper-level J.D. students and LL.M. students, as well as developing workshops that focus on the Uniform Bar Exam (UBE) format.

B. A Legal Writing Center, launched in 2010, moved into dedicated space in the library during the 2012-2013 school year and expanded its operational hours. The Center provides assistance to first-year law students on all aspects of their developing research and writing skills, and is staffed by second- and third-year Legal Writing Fellows who are each assigned to work with students in one section of the first-year Legal Analysis, Research, and Writing course. The Fellows assist students by reviewing and commenting on drafts, and hosting research and writing skill-building sessions. The second- and third-year students who serve as Academic Support Program Peer Mentors and Legal Writing Fellows provide mentoring and educational support to a diverse range of first-year students.

C. The Dean’s Advisory Committee on Diversity works to “create and maintain an educational environment that is diverse, inclusive and that promotes cross-cultural competencies.” The Committee’s individual members and subcommittees labored as representatives, advocates and change agents. Lead by co-chairs Dean Kellye Testy and Professor William Covington, a volunteer group of students, staff and faculty listened, advocated and served as a monitoring mechanism for UW Law. Major achievements for the academic year 2012-13 appear below.

- Individuals from the Diversity Committee both represented UW Law, regularly met with and assisted the following on-campus groups in furthering their goals:
  - Men Promoting Change; an organization working to lift the grade point averages and graduation rates of male students of color;
  - the Office of Minority Affairs; an informational clearinghouse which seeks and shares diversity-related best practices; and
  - the Graduate and Professional Student Senate; a group of student representatives seeking to increase diversity, inclusion and cultural competence at the University of Washington schools and colleges which award advanced degrees.
The Diversity Committee’s six subcommittees were successful in identifying challenges, crafting solutions and serving the needs of UW Law’s students, faculty and staff.

- The admissions subcommittee is continuing last year’s pipeline program. Approximately 50 minority high school and college students shall spend a day meeting with law students, visiting classes, hearing speakers and learning how to apply for law school admission. Each student will have the opportunity to meet with a lawyer or law student mentor. Additionally, this subcommittee is continuing to work with the law school’s admissions office on refining application materials and assisting in the recruitment of students of color.

- The communications subcommittee established and is maintaining a “Friends of the Diversity Committee” Facebook Page. The page is being used for announcements, the posting and discussion of news articles and student-to-student dialog. Several students said the page is a good place for sharing thoughts which are controversial and not presented within a classroom setting. The subcommittee maintained the Diversity section of UW Law’s web page by adding new information and updating existing data.

- The curriculum committee built on last year’s efforts to generate materials on cultural competence and social justice for criminal and constitutional law classes. A relationship has been established with the civil rights section of the Washington State Bar Association. This has resulted in the formation of an informal speakers’ bureau allowing faculty members to supplement their class materials by making use of actual practitioners in the areas of constitutional and criminal law.

- The complaint procedure developed by the environment subcommittee was put to an informal use this year in resolving a classroom interaction which some students found troubling. While the complaint procedure was not formally invoked the parties followed its guidelines and reached a mutually satisfying resolution.

- The events subcommittee continued its sponsorship of diversity lunches, this year’s speakers included: Washington State Supreme Court Justice Steven Gonzalez speaking on the impact of race on state wide judicial elections; Professor Matt Barretto, shared his thoughts on the reelection of President Barak Obama; Professor Jack Turner raised the issue of whether it is time for a new constitutional convention and Mr. Lull Mengesha, author of “The Only Black Student,” spoke on surviving and thriving as a student of color in an overwhelmingly white institution.

- The special projects subcommittee spent the fall and winter quarters planning a Diversity Week which will run from April 8-12, and include speakers, panels, a debate, a small film festival and a salmon bake. The aim of Diversity Week is to encourage students to think about issues of inclusion, cultural competence and social justice. The subcommittee is continuing it work on drafting a law school wide diversity plan.
UW Law students participated in the September 2012 Race, Education and Criminal Justice workshop sponsored by the University of Puget Sound and the January 2013 King County Bar Foundation’s Martin Luther King Luncheon featuring Michelle Alexander author of “The New Jim Crow.”

Other activities sponsored by the Diversity Committee and UW Law included:

- Hosting fall and winter quarter lunches for UW Law students of color and recent UW Law graduates;
- Providing meeting space for diverse minority bar associations;
- Working with local law firms hosting diversity events.

D. Faculty Training; Diversity and Inclusion Issues in the classroom.

Faculty members who attended the 2011-2012 cross-cultural and anti-oppression training sessions by Maketa Wilbom (http://www.maketawilborn.com/) and Leticia Nieto (http://beyondinclusionbeyondempowerment.com/about/) recognized the need for more training on how to handle sensitive matters in the classroom. Figuring out how to draw the line between appropriate comments and insensitive ones was discussed in an all-faculty training session in June 2012. Strategies were discussed and conclusions reached on creating a positive learning experience for all students.

E. Academic Courses. UW Law infuses cross-cultural competency in its academic program beginning with the required first-year course on Global Perspectives: Comparative and International Law. Through its Asian Law Center, celebrating its 50th Anniversary in June 2013, UW Law also offers courses on Japanese, Korean, and Chinese Law. In addition, the law school offers many courses that focus on issues of race, gender, and other forms of discrimination including E572 Race and the Law; Law E571 Lat Crit Theory, Praxis and Community Seminar; Law A553 Feminist Jurisprudence; Law E543 Queer Youth Advocacy; Law E574 Diversity in Corporate Governance Seminar; Law E581 Reproductive Rights; Law H530 Disability Law; Law A548 Civil Rights; Law E522 Advanced Constitutional Law: Sexual Orientation and Gender Identity. (The Winter 2013 offering of Sexual Orientation and Gender Identity course incorporated recent changes in Washington Law and the Supreme Court arguments on Proposition 8 and the constitutionality of DOMA.)

F. Clinical Law Program. Many of the law school’s clinics provide opportunities for students to be exposed to clients from varied backgrounds and to develop their cross-cultural skills. During Autumn 2012, the Clinical Law Program and the Center for Public Service’s Pro Bono Honors Program collaborated again in co-sponsoring a two-hour class on cultural competency attended by approximately 85 students. During the 2012-2013 academic year the Clinical Law Program operated 11 clinics most of which serve underrepresented communities and causes. See http://www.law.washington.edu/Clinics/. In the coming year, we will again also offer a clinic on Race and the Justice System, taught by Professor Kim Ambrose. Other clinics include: The Tribal Court Public Defender
Clinic acts as the public defender for the Tulalip Tribe. Its director Ron Whitener won the most prestigious award in the nation for a new (less than ten years of experience) clinical teacher in 2010 and was recognized by the White House as an Agent of Change in 2011. In 2012, Ron Whitener was appointed to the Indian Law and Order Commission’s Tribal Advisory Committee. The Tribal Court Public Defender Clinic is part of the renowned Native American Law Center that is a leading resource to Indian tribes. See [http://www.law.washington.edu/IndianLaw/](http://www.law.washington.edu/IndianLaw/).

The award-winning Innocence Project Northwest Clinic (IPNW) celebrated its 15th Anniversary in 2013. The IPNW Clinic represents indigent people in Washington who are serving long prison terms, claim their innocence, and no longer have a right to court-appointed counsel. Last December, the clinics staff attorneys and law students succeeded in overturning the conviction of a Spokane-area man by presenting evidence raising doubts about the original jury verdict. In February, two IPNW students faced off against veteran attorneys for the State of Washington and won an important appellate court victory for the rights of convicted felons seeking DNA testing to prove their innocence. The IPNW section of the Legislative Advocacy Clinic continues to work on legislation that would require compensation for each year served for those who have been wrongfully convicted. The Court Improvement Training Academy focuses its efforts around improving the dependency system, as part of our Children and Youth Advocacy Program.

The Children and Youth Advocacy Clinic (CAYAC) focuses its efforts around queer youth, homeless youth, and youth in the foster care system, many of whom are youth of color. The CAYAC section of the Legislative Advocacy Clinic had a huge victory in the Washington House of Representatives in March 2013 with the bill they drafted. The Youth Opportunities Act, ESHB 1651, which addresses access to juvenile records, passed unanimously. Students from the Street Law Clinic engage in community education at Seattle Public Schools high school classes, teaching five majority-minority classes at Garfield, Rainier Beach and Chief Sealth. This year students in the Workers’ Rights Clinic, in partnership with Casa Latina and the Oregon Northwest Workers’ Justice Project recovered unpaid wages on behalf of four clients for work performed in Beaverton, Oregon.

The Immigration Law Clinic serves immigrants from a wide range of countries in removal and asylum cases. With volunteer help from over forty-five attorneys in addition to students enrolled in the clinic, the Federal Tax Clinic opens about 250 cases per year. Disreputable tax preparers prey on low-income taxpayers, especially in immigrant and minority communities, especially providing inaccurate advice regarding the Earned Income Tax Credit. Over 15% of the clinic’s clients are non-native English speakers and about one-fifth are racial minorities. Last year Clinic participant Ceci Lopez was awarded a two-year ABA Tax Section Public Service Fellowships to do outreach, education, and direct representation of people in the Hispanic community, focusing on business and tax law. In addition to the Fellowship, Ceci Lopez is completing her LL.M. in Taxation. The Entrepreneurial Law Clinic has assisted a community group combating racism in public schools and engaged in a variety of community outreach efforts to low-income and minority groups through collaborations with the Seattle Chinatown International District Preservation and Development Authority, Seattle-King County Asset Building Coalition, UW Business and Economic Development Center and Washington State Microenterprise Association.
G. Collaborations with the Graduate Program in Gender, Women & Sexuality Studies and with Disability Studies, Global Health, and the Native Voices Project. In addition to these specific certificate programs and graduate projects, UW Law students may enroll in selected courses outside of UW Law, including courses in American Ethnic Studies, and apply these credits toward the JD degree.

H. Support for Minority Student Organizations. The UW continues to fund student registration and travel to regional and national student conferences. UW Law students of color have had growing success in the moot court and mock trial competitions associated with these organizations and conferences. In January, twelve UW students traveled to the 2013 Western Region Black Law Student Association meeting in Los Angeles. UW law students won both the Frederick Douglass Moot Court Regional Competition and the Thurgood Marshall Mock Trial Regional Competition. Both teams, each with 1L members, advanced to the National Finals in March in Atlanta. UW students also excelled in the National Asian Pacific American Bar Association’s 2012 Thomas Tang International Moot Court Competition, winning the October Western Regional Competition in San Francisco and placing 2d in the National Competition in Washington, DC. A UW team also participated in the National Native American Law Students Association Moot Court Competition in Portland, Oregon.

I. The Asian Law Center, known for supporting a culture of inclusion and diversity, is celebrating its 50th Anniversary. The Asian Law Center, which has enjoyed tremendous success including the development of Landesa (formerly known as the Rural Development Institute), now the world’s leader in securing land rights for the rural poor, is involved in significant research, teaching, and advocacy efforts in East and South Asia. See http://www.law.washington.edu/AsianLaw/.

J. The Gates Public Service Law Program, as part of the Center for Public Service, continues UW Law’s national leadership in the realm of public interest law and is a driving force in engaging community-wide discussion of issues of diversity and justice. See http://www.law.washington.edu/pservice/ for a host of programs including the very popular series (now emulated at many schools) of “Social Justice Tuesdays.” SJT programs sponsored by the Minority Law Students Association focused on the growing needs of minority communities as a result of the economic downturn, how to partner with grassroots community organizations to achieve social justice, specific challenges that diverse attorneys face, and other topics of current interest.

K. Faculty members also continue their strong interdisciplinary work in collaboration with other University departments in order to further enhance the programs and opportunities available to students. Examples here include Professor Anita Ramasatry’s work with the Jackson School of International Studies, examining how countries are using their regulatory authority to mandate due diligence for human rights, and Professor Clark Lombardi’s work on Islamic Law and its impact on legal development in Muslim countries.

L. Students, staff, and faculty at UW Law are also active participants in programming designed to perform outreach to minority youth and undergraduates, and to recruit
from among those who have been admitted to UW Law. Those include the Future of the Law Institute; the annual Youth and the Law Forum; collaborations with the UW Office of Minority Affairs and Diversity (OMAD); the Color of Justice: Encouraging Diversity in the Judiciary; the Law School Alumni Association’s Service Opportunities Committee Pre-Law Advising Project; programs coordinated by the UW Ethnic Cultural Center; the Franklin Fund (provides underrepresented prospective law school applicants with financial assistance for LSAT prep courses); and active engagement with all local, regional and national minority bar organizations.

Thank you again for the opportunity to present this update on UW Law. I look forward to our meeting and to the opportunity to answer questions and provide further details about any aspect of our program.

Best Regards,

Kelly Y. Testy
Dean and James W. Mifflin University Professor of Law