Proposal to the
King County Bar Association

Diversity Committee

APPLICATION FOR FUNDING OF MINORITY SCHOLARSHIPS
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Application for Funding of Minority Scholarships

April 28, 2016

The students, faculty, and staff of Seattle University School of Law recognize that all members of the University community benefit from exposure to the different points of view and experiences that a diverse student body brings to the legal process. The Law School also recognizes its larger responsibility to ensure that the bench and bar, as well as society in general, are beneficiaries of a legal profession whose members reflect this nation’s cultural, ethnic, religious, and socio-economic diversity. In fulfillment of this responsibility, the Law School is committed to the recruitment and retention of students from historically underrepresented and/or disadvantaged groups. In our Seattle University School of Law Mission Statement, we put it simply and succinctly: “We seek and support a diverse and distinguished group of students,” and we “educate powerful advocates for justice.” This report provides information on our successes in recruiting, enrolling and graduating minority students, attracting diverse faculty and staff to the Seattle University School of Law community, and making a difference in the community that we serve.
Since our first graduation occurred in 1974, Seattle University School of Law has had a significant impact on diversifying the Bar. Between 2009 and 2014, 431 persons of color received a law degree from Seattle University School of Law. Of that number, 312 graduates currently work and/or live in King County and the surrounding counties, as demonstrated by the chart below. (These numbers were determined by reviewing our alumni records, as well as the records of the Washington State Bar Association.)

### RACE/ETHNICITY

<table>
<thead>
<tr>
<th>RACE/ETHNICITY</th>
<th>Total</th>
<th>King</th>
<th>Pierce</th>
<th>Snohomish</th>
<th>Other*</th>
</tr>
</thead>
<tbody>
<tr>
<td>American Indian</td>
<td>10</td>
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<td>0</td>
<td>3</td>
<td>1</td>
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<tr>
<td>Asian American</td>
<td>148</td>
<td>121</td>
<td>7</td>
<td>17</td>
<td>3</td>
</tr>
<tr>
<td>Pacific Islander/Native Hawaiian</td>
<td>18</td>
<td>13</td>
<td>1</td>
<td>4</td>
<td>0</td>
</tr>
<tr>
<td>African American</td>
<td>45</td>
<td>40</td>
<td>2</td>
<td>2</td>
<td>1</td>
</tr>
<tr>
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<td>0</td>
</tr>
<tr>
<td>Multicultural</td>
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<td>25</td>
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<td>3</td>
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</tr>
<tr>
<td><strong>TOTAL</strong></td>
<td><strong>312</strong></td>
<td><strong>247</strong></td>
<td><strong>21</strong></td>
<td><strong>39</strong></td>
<td><strong>5</strong></td>
</tr>
</tbody>
</table>

As the above statistics illustrate, approximately 70% of our minority graduates pursue careers in King County and the surrounding counties. In our 2015 graduating classes, there were 70 minority graduates, and we have 245 students of color currently enrolled in the law school (see section on Students). Based on historical data, we project that over the next five years, as many as 220 new minority graduates of SU law will live and practice in the King County area.

*Includes Kitsap, Thurston, and Skagit Counties. For sake of consistency in reporting, throughout this report, we use the American Bar Association’s definition of minority students. Therefore students who identify as White-Middle Eastern, White Other, or Nonresident Alien are not included in the above statistics.
Efforts to Increase Minority Graduates in this Geographic Area

SCHOLARSHIPS FOR STUDENTS OF COLOR

Scholarships for students of color have been a top funding priority at the law school for many years. Dollars devoted to such scholarships continue to make up a significant portion of our scholarship dollars. It should be noted that the number of minority scholars at SU Law is increasing during a period when the law school has significantly downsized its student body.

<table>
<thead>
<tr>
<th>Year</th>
<th># Minority Scholars</th>
<th>Total Dollars Expended</th>
<th>Net vs. Previous Year</th>
</tr>
</thead>
<tbody>
<tr>
<td>2015-16</td>
<td>157</td>
<td>$2,296,290</td>
<td>+$368,870</td>
</tr>
<tr>
<td>2014-15</td>
<td>150</td>
<td>$1,927,420</td>
<td>+$163,020</td>
</tr>
<tr>
<td>2013-14</td>
<td>153</td>
<td>$1,764,400</td>
<td>+$368,938</td>
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<tr>
<td>2012-13</td>
<td>137</td>
<td>$1,395,462</td>
<td>+$97,652</td>
</tr>
<tr>
<td>2011-12</td>
<td>136</td>
<td>$1,297,810</td>
<td>-$47,432</td>
</tr>
<tr>
<td>2010-11</td>
<td>142</td>
<td>$1,345,242</td>
<td>+$125,869</td>
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<tr>
<td>2009-10</td>
<td>155</td>
<td>$1,219,373</td>
<td>-$195,261</td>
</tr>
<tr>
<td>2008-09</td>
<td>171</td>
<td>$1,414,634</td>
<td>+$356,814</td>
</tr>
<tr>
<td>2007-08</td>
<td>148</td>
<td>$1,057,820</td>
<td>+$142,866</td>
</tr>
<tr>
<td>2006-07</td>
<td>133</td>
<td>$914,954</td>
<td>+$235,954</td>
</tr>
<tr>
<td>2005-06</td>
<td>114</td>
<td>$679,000</td>
<td></td>
</tr>
</tbody>
</table>

To augment financial assistance dollars generated by tuition revenue, the law school continues efforts to secure minority scholarship gifts from outside sources. In addition to the generous annual grants provided by the King County Bar Foundation, a number of alumni, law firms, and a generous anonymous donor (who created an endowment to provide scholarships for students admitted through our nationally recognized Access Admission Program and supported by our Academic Resource Center - ARC) have supported minority scholarships. The ARC endowment alone is now worth approximately $8,200,000. This year, the Law School was able to award $328,500 to support our ARC scholars. Disadvantaged students of color are the prime beneficiaries of these scholarships. During this academic year, we awarded ARC Scholarships to 45 ARC students. Of the 45 recipients, 35 (78%) were students of color. Additionally the Law School has established a Minority Scholarship Quasi-Endowment, currently valued at a little over $550,000, which provides additional scholarship support to our minority students.

We are currently funding one three-year, full-tuition scholarship to a student who is an enrolled member of a federally recognized Native American tribe. The successful recipient must demonstrate a commitment to Native issues, academic achievement and promise. While Native Americans are one of the smallest ethnic groups in the nation today, their representation in law is infinitesimal. Seattle University School of Law is committed to increasing the number of Native students who attend law school. In fact this year, we welcomed the largest number of Native American Students. Twelve Native American students – American Indian, Alaskan Native and Native Hawaiian - are enrolled in the class of 2018 (some of whom are included in the two or more category). The law school has an ongoing commitment to enroll Native American students, educate them about Native American law, and encourage them to enter the field of law.
As part of a continuing commitment to our mission of educating leaders for a just and humane world, each year we offer up to two Scholars for Justice Scholarships. These three-year, full-tuition scholarships are provided to encourage the Scholars to concentrate on public interest commitments while in law school and to engage in careers in public interest law upon graduation. Scholars are asked to make a moral commitment to devote much of their careers to public interest law. Of the four current recipients of this scholarship, two (50%) are persons of color.

Although we provide a substantial amount of financial support to our students of color, the cost of a legal education (particularly at a private school) is a significant barrier to many of our students. The average scholarship award is $11,500 (the range is from $500 to full-tuition). The cost of attendance (which includes tuition, books, room and board) for a full-time, first year student for the 2016-17 academic year is expected to be $68,400 a year. Since many of our students of color are interested in working with under-served communities rather than working in more financially lucrative positions, the potential debt load is even more daunting for these students. In this context, the scholarship funds we receive from the King County Bar Foundation and others make a huge difference to our minority students.

SCHOLARSHIP CRITERIA
All applicants of color (as well as candidates with physical disabilities or other documented disadvantages) are automatically given “special factor” consideration in the scholarship awarding process because of their ability to contribute in special and significant ways to the diversity and strength of the student body. Factors considered in determining those who will receive scholarships, as well as the amount of each award, include:

1. Academic performance in relationship to personal history
2. Personal accomplishments (career history, community service, “life experience”, and related qualitative factors)
3. Financial need
4. Potential to “make an important difference” in the life of the law school and/or the legal profession

It is important to note that academic performance in law school (or at-entry statistical indicators such as the LSAT) is evaluated in light of the many obstacles persons of color must overcome. For example, renewal of scholarships for disadvantaged students (including, of course, disadvantaged students of color) is automatic if they rank in the top 75% of the class, and the ARC Scholarships are guaranteed for three years. Other scholarship recipients must rank in the top half for automatic award renewal.

SUMMARY
As noted above, the Law School is expending almost $2.3 million this year on scholarships for students of color. The primary source of these funds are scholarships supported by tuition revenue. Our minority students also receive scholarships generated from the following:

• The generous contributions made by the King County Bar Foundation. Last year, 21 minority students at SU Law were named King County Bar Foundation Scholars.
• A Minority Scholars Endowment Fund, established in 1999, to which alumni and friends are encouraged to contribute. The current market value of that fund is $550,000, from which we were able to award $26,000 for minority scholarships in 2015-2016.
• An endowment to benefit alternative admission ARC student scholars. We were able to provide $328,500 in scholarships to these students, a majority of whom are students of color.
STUDENT RECRUITMENT
Recruitment of applicants from historically underrepresented groups has been a foundational commitment of the Law School since its beginnings in 1972. That commitment has grown in breadth and depth during the eighteen years we have been affiliated with Seattle University, an institution that embraces diversity as a fundamental part of its mission. While many of our recruitment efforts are designed to increase our applicant pool, we also engage in activities that are designed to increase interest in the legal profession among students of color generally (pipeline programs). Our efforts focus not just on the immediate future. We endeavor to assist in promoting diversity in the legal profession by encouraging minority high school and undergraduate students to pursue a legal education.

PIPELINE PROGRAMS

1. Once again we will present, along with the Alaska Association of Women Judges, “The Color of Justice Program”, targeted to native Alaskans. The program was also expanded with an event in Sitka, Alaska, which we plan to offer every other year. Since 2005, Seattle University has assisted with grant funding helping to secure more than a total of $100,000 for the program annually.
2. We participate in the WSBA YLD Pre-Law Conference in Yakima and the Youth and Justice Forum in Pasco. We assist in organizing panels of current law students of color to make presentations to high school students interested in a career in law, including the Youth and the Law Forum in Seattle.
3. We have developed partnerships with Western Washington University and Central Washington University-Des Moines to facilitate a continuing relationship with students of color and economically disadvantaged students who are interested in attending law school.
4. The School of Law’s Center for Indian Law and Policy and the Office of Admission have entered into a strategic partnership to develop relationships and a pipeline with the tribes who use the services of the Center. This includes recruiting and presentation at the Northwest Indian College and members of NALSA attending the Native American Mort court program as well as the Federal Indian Bar Conference.
5. This fall, we hosted 25 students from the Colorado State University Upward Bond Program. In this endeavor, we worked with the SU Department of Criminal Justice, our student of color groups and the University Office of Minority Affairs.
6. Our Admissions Office sponsored members of the Black Law Student Association to attend the National Black Prelaw Conference, the NBLSA Prelaw Diversity Summit and the Historically Black Colleges and Universities Prelaw Summit.
7. We have created outreach communications and marketing efforts for the largest institutions that serve Native American and major Native educational magazines. We have also done outreach with the National Association of African American Studies and Affiliates.
8. We attended and sponsored a table at the UW Winter Powwow, hosted by our Native Scholar and NALSA.
9. We hosted middle school students of color for a “Day at the Law School” in partnership with BLSA and LLSA.
10. We co-sponsored an event called “Careers in Indian Country” with the Center for Professional Development and the Center for Indian Law & Policy.
11. We host the Seattle Youth Traffic Court, an Access to Justice Partnership Project, in which youth sentence their peers who have received traffic tickets in Seattle. Under the guidance of our law students, high schools students conduct monthly hearings and sentence their peers using creative sentencing.
GENERATING APPLICATIONS
We have listed below some of the efforts made by our Admissions Office to increase the number of students of color in our applicant pool:

1. Direct mailings to targeted minority audiences and honors programs geared to students of color.
2. Ongoing contact with local community groups servicing large numbers of persons of color.
3. Regular communication with pre-law and minority affairs advisors at selected colleges across the country.
4. Solicitation of minority alumni and students to refer prospective students of color.
5. Heavy use of minority alumni and students as “off-site” recruiters.
6. On-site recruiting by professional staff at colleges, universities, and recruiting forums where large numbers of minority prospects will be present (including recruitment visits to historically Black colleges and universities).
7. Participation in the following conferences in order to reach more students of color: South Carolina Bar Minority Pre-Law Conference and the Mid-Atlantic Pre-Law Conference.
8. Co-hosting the West Coast Consortium minority/students of color law fair.
9. Inclusion of prospective students of color in activities sponsored by the school’s minority student organizations the spring before summer or fall admission.

CONVERTING APPLICANTS TO MATRICULANTS
Once admitted, candidates of color are cultivated via a range of activities, including:

1. Calls and personal notes from currently enrolled minority students.
2. Letters of congratulations and offers of assistance from the Student Bar Association Diversity Representative.
3. A roster of names and contact information for minority law graduates, with a note encouraging admittees to contact these practitioners.
4. Orchestrating opportunities for dialogue between prospective students of color and faculty members teaching in each student’s areas of interest (as well as connecting faculty with students of color).
5. Highly individualized cultivation and follow-up by the Dean, the Associate Dean for Student Affairs, the Assistant Dean for Admissions, faculty and staff of color, and others as appropriate.
6. Financial support to out-of-state students of color to help defray costs of visiting the School of Law prior to enrollment.
7. Invitation to a special mixer for all admitted students of color, hosted by the Office of Admissions and minority student organizations.
8. Coordinate outreach efforts to admitted students from the local minority bar associations.

STUDENT RETENTION
Since the early 1970s, the Law School has offered targeted programs to increase access to legal education for historically underrepresented groups. These efforts have been improved and refined over the years to culminate in what is today known as our Access Admission and Continuing Support Program, a program cited by the ABA as one of the finest of its type in the country. The Washington State Bar Association awarded the 2006 Excellence in Diversity award to the School of Law in recognition of the contribution that this Program has made to diversifying the legal profession’s employment of ethnic minorities, women, and persons with disabilities.
The program offered at Seattle University might be viewed as our own expanded, intensified, and sustained in-house version of CLEO. But in contrast to CLEO:

1. We deliver our intensive summer program to students here at their home law school.
2. The students admitted through the Access Admission Program continue their studies with the support of their peer group from the summer, as well as with continued academic support offered via the Academic Resource Center for students’ entire tenure as law students.
3. **We support the program (at a cost in excess of $410,000 per year) entirely on our own**, with no federal, state, or other public financial assistance.

The Law School’s Access Admission and Continuing Support Program has received national attention for its success in enhancing the retention of students of color.

At the end of the 2015 academic year, Professor Paula Lustbader retired from her position as Director of the Academic Resource Center. After conducting a national search, from a large pool of well-qualified applicants, the Law School chose Professor Jeffrey Minneti, who joined the Law School faculty and assumed the directorship of the Academic Resource Center in June. Professor Minneti previously served as Director of Academic Success and Professor of Lawyering Skills at Stetson University College of Law. In expressing his interest in the position, Professor Minneti had this to say: “Empowering diverse students to be successful in the law school classroom gives the students the opportunity to become leaders that have the capacity to advance social justice. Further, diverse students’ presence in the law school classroom enriches the entire student body by providing voices and perspectives that might not otherwise be heard.” Professor Minneti is joined by Cyrah Khan ’11, an Asian American, who is the Associate Director of the Academic Resource Center.

In order to retain students of color, we make every effort to ensure these students find a welcoming community. The Student Bar Association Diversity Representative, the Office of Student Affairs, and the Office of Admission host a summer barbecue for all students of color. The Diversity Representative also organizes our annual “Diversity Week” in the spring semester. Faculty of color and alumni host events in their homes welcoming African American and Latino/a students.

The School of Law provides significant support to our minority student organizations, including providing financial support so that our students may attend national conferences, moot court competitions associated with minority Bar organizations, and local Minority Bar dinners. The Office of Alumni Relations, along with the Black Law Student Association (BLSA), continues to host our annual evening celebration honoring members of the community who so generously contribute to students, BLSA and the School of Law. This year we honored the following individuals: The Honorable Tanya Thorp ’02, who serves on the bench in King County Superior Court, and Nick Allen ’10, a staff attorney with Columbia Legal Services. Additionally, the Latinx Law Student Association and the Office of Alumni Relations hosted our sixth annual Latina/o Alumni Awards Reception, at which we honored Sandy Restrepo ’12, co-founder and directing attorney of Colectiva Legal Del Pueblo, a non-hierarchal collective organization by and for undocumented and migrant communities working to provide legal support while building community power for migrant justice, and Edwardo Morfin ’14, who helped organize the first free bilingual legal clinic in Pasco and serves as a volunteer commissioner for the Washington State Commission on Hispanic Affairs. These award receptions allow our current students of color to connect with alumni and other community members, establishing important mentoring relationships and inspiring our current students to achieve success. The receptions also allow the Law School to showcase our alumni and their role in leadership positions in minority organization in King County, the State of Washington, and nationally.

In May, we will continue our longstanding tradition of providing both financial and administrative support to our BLSA students to enable them to have their own graduation celebration. In more recent years, our Latino/a students have joined this tradition by hosting their own graduation celebration, again supported by the law school. These events provide minority students with the opportunity to celebrate their successes as well as providing them with a continuing connection with alumni of color.
CENTER FOR PROFESSIONAL DEVELOPMENT
In addition to participation in diversity programs sponsored by external groups (e.g., 1L and 2L Diversity Fellowship Programs, NW Minority Job Fair), the law school devotes ongoing attention to the special interests and concerns of our diverse students when it comes to securing legal employment, both during law school and thereafter.

Our Center for Professional Development (CPD) staff regularly engages in career development and networking activities for students of color. Staff members interact with alumni, members of key University leadership groups, and other friends of the law school to identify job opportunities, coordinate informational interviews, and facilitate professional development advising. Beyond providing the individualized services available to all students, we sponsor several programs each year designed primarily for diverse students, and recruit diverse lawyers to serve as their mentors. For example, CPD partners with the WSBA Committee for Diversity to host a mock interview program, giving first-year students an opportunity to interview with prominent and diverse legal professionals. In addition, we provide financial and human resource assistance to diverse student groups who bring lawyers and judges to the School of Law for various events.

CPD Associate Director Josie Mitchell is an active board member of LEAD – WA (Legal Employers Advancing Diversity in Washington), formerly known as the Puget Sound Area Minority Fellowship Program. Since its inception in 1991, this program has placed diverse first-year students in summer associate positions in some of Western Washington’s most prestigious law firms and companies. Each year CPD hosts a well-attended Diversity Fellowship Reception for law firms who actively recruit diverse 1Ls, and who offer paid summer positions and a second-year fellowship/scholarship. This year, representatives from nine major law firms and more than 45 diverse students attended. At the reception, students were able to meet and develop relationships with attorneys and recruiting professionals, learn more about each firm’s culture, and get specifics about the different fellowship opportunities. During the summer, CPD supports students participating in the NW Minority Job Fair by reviewing application materials and conducting mock interviews.

ATTRITION
Every student accepted to Seattle University School of Law has the ability to be successful. For a variety of reasons, some students choose to leave law school. The table below provides attrition statistics for the last four years:

<table>
<thead>
<tr>
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<th></th>
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<th></th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>TOTAL</td>
<td>MINORITY</td>
<td>TOTAL</td>
<td>MINORITY</td>
</tr>
<tr>
<td>Involuntary (Academic)</td>
<td>1 1</td>
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<td>0 0</td>
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<tr>
<td>Transfer</td>
<td>22 8</td>
<td>15 5</td>
<td>25 4</td>
<td>18 5</td>
</tr>
<tr>
<td>Other</td>
<td>9 2</td>
<td>13 5</td>
<td>11 4</td>
<td>16 4</td>
</tr>
</tbody>
</table>
Diversity of Students, Administration, and Faculty

STUDENTS

Seattle University continues to enroll the largest number of minority students and the largest percentage of minority students of any law school in the Pacific Northwest, as the chart below illustrates**: 

<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Gonzaga</td>
<td>56 (16.6%)</td>
<td>57 (16.8%)</td>
<td>43 (11.1%)</td>
<td>49 (10.7%)</td>
<td>53 (12%)</td>
<td>57 (11.2%)</td>
<td>44 (8.4%)</td>
</tr>
<tr>
<td>Idaho</td>
<td>67 (19.5%)</td>
<td>65 (18.4%)</td>
<td>43 (13.3%)</td>
<td>50 (14.5%)</td>
<td>49 (10.5%)</td>
<td>57 (16.3%)</td>
<td>39 (12.1%)</td>
</tr>
<tr>
<td>Lewis &amp; Clark</td>
<td>137 (23.3%)</td>
<td>137 (21.9%)</td>
<td>161 (24.4%)</td>
<td>180 (24%)</td>
<td>173 (23.4%)</td>
<td>158 (21.3%)</td>
<td>140 (19.1%)</td>
</tr>
<tr>
<td>Oregon</td>
<td>67 (18.3%)</td>
<td>74 (19.9%)</td>
<td>78 (17.9%)</td>
<td>81 (16.9%)</td>
<td>77 (15.2%)</td>
<td>90 (12.1%)</td>
<td>99 (18.2%)</td>
</tr>
<tr>
<td>Seattle</td>
<td>245 (34.6%)</td>
<td>258 (32.5%)</td>
<td>269 (31.7%)</td>
<td>266 (27.7%)</td>
<td>250 (25%)</td>
<td>251 (24.8%)</td>
<td>261 (25.5%)</td>
</tr>
<tr>
<td>Washington</td>
<td>131 (26.4%)</td>
<td>140 (27.1%)</td>
<td>142 (26.2%)</td>
<td>140 (25.1%)</td>
<td>115 (21.1%)</td>
<td>126 (22.9%)</td>
<td>117 (22%)</td>
</tr>
<tr>
<td>Willamette</td>
<td>59 (18.8%)</td>
<td>55 (17.3%)</td>
<td>65 (17.7%)</td>
<td>68 (17.6%)</td>
<td>60 (14.8%)</td>
<td>77 (17.9)</td>
<td>71 (15.5%)</td>
</tr>
</tbody>
</table>

** Source: Standard 509 ABA Required Disclosures

In order to achieve these results, we evaluate each application holistically, taking into consideration not only the student’s numerical credentials but also the applicant’s personal background and record of accomplishments, including professional achievements, community service, and evidence of talents or experiences that will contribute significantly to the law school community. Special consideration is given to applicants from historically disadvantaged groups who have been underrepresented in the field of law. After admitting these outstanding applicants, we work exceedingly hard to enroll these students. The chart below provides information on admissions patterns for the last three years:

<table>
<thead>
<tr>
<th></th>
<th>2015</th>
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<th>2014</th>
<th></th>
<th>2013</th>
<th></th>
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</thead>
<tbody>
<tr>
<td></td>
<td>OFFERS</td>
<td>MATRICULANTS</td>
<td>OFFERS</td>
<td>MATRICULANTS</td>
<td>OFFERS</td>
<td>MATRICULANTS</td>
</tr>
<tr>
<td>Hispanic of any race</td>
<td>101</td>
<td>17</td>
<td>94</td>
<td>25</td>
<td>93</td>
<td>24</td>
</tr>
<tr>
<td>American Indian or Alaskan Native</td>
<td>12</td>
<td>3</td>
<td>6</td>
<td>2</td>
<td>10</td>
<td>2</td>
</tr>
<tr>
<td>Asian</td>
<td>66</td>
<td>24</td>
<td>83</td>
<td>35</td>
<td>104</td>
<td>25</td>
</tr>
<tr>
<td>African American</td>
<td>28</td>
<td>6</td>
<td>30</td>
<td>10</td>
<td>31</td>
<td>9</td>
</tr>
<tr>
<td>Native Hawaiian/ Pacific Islander</td>
<td>3</td>
<td>0</td>
<td>4</td>
<td>2</td>
<td>3</td>
<td>2</td>
</tr>
<tr>
<td>Two or More Races</td>
<td>51</td>
<td>22</td>
<td>44</td>
<td>13</td>
<td>49</td>
<td>21</td>
</tr>
<tr>
<td>TOTAL</td>
<td>261</td>
<td>72</td>
<td>261</td>
<td>87</td>
<td>290</td>
<td>83</td>
</tr>
</tbody>
</table>

* The above statistics are taken from the annual ABA report. In 2010, the ABA (as required by the Federal government) created different categories for minority students. All students who identify as “Hispanic” or “Latino” are counted as Hispanic even if they are biracial. Students who identify with more than one race are included in the “two or more races” category unless one of the races is Hispanic. Foreign nationals are counted in a separate category. Some of our foreign nationals are also minority students but are not included in the above statistics. Likewise, students who identify as White-Middle Eastern are not included in the ABA minority enrollment statistics and are therefore not included in the Law School’s minority statistics.
When compared to our overall accept-to-enroll ratio, we continue to enroll a larger percentage of accepted minority students as compared to the overall pool of applicants:

<table>
<thead>
<tr>
<th></th>
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<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Minority Students</td>
<td>27.6%</td>
<td>33%</td>
<td>28.6%</td>
<td>28%</td>
<td>29.6%</td>
<td>29.4%</td>
</tr>
<tr>
<td>Entire Pool</td>
<td>22.2%</td>
<td>28.9%</td>
<td>22%</td>
<td>27%</td>
<td>31%</td>
<td>31.9%</td>
</tr>
</tbody>
</table>

As stated previously, as of October 1, 2015, there were 245 minority students enrolled at the Law School. The chart below shows the breakdown by year and ethnicity:

<table>
<thead>
<tr>
<th></th>
<th>First Year</th>
<th>Second Year</th>
<th>Third Year</th>
<th>Fourth Year</th>
</tr>
</thead>
<tbody>
<tr>
<td>Hispanic of any race</td>
<td>16</td>
<td>21</td>
<td>23</td>
<td>2</td>
</tr>
<tr>
<td>American Indian/Alaskan Native</td>
<td>4</td>
<td>1</td>
<td>1</td>
<td>0</td>
</tr>
<tr>
<td>Asian</td>
<td>24</td>
<td>35</td>
<td>25</td>
<td>5</td>
</tr>
<tr>
<td>African American</td>
<td>6</td>
<td>10</td>
<td>10</td>
<td>1</td>
</tr>
<tr>
<td>Native Hawaiian/Pacific Islander</td>
<td>1</td>
<td>2</td>
<td>2</td>
<td>1</td>
</tr>
<tr>
<td>Two or More Races</td>
<td>21</td>
<td>11</td>
<td>19</td>
<td>4</td>
</tr>
<tr>
<td><strong>TOTAL</strong></td>
<td><strong>72</strong></td>
<td><strong>80</strong></td>
<td><strong>80</strong></td>
<td><strong>13</strong></td>
</tr>
</tbody>
</table>
ADMINISTRATION
Several faculty of color are serving in administrative roles at the law school. Professor Steven Bender, a Latino, holds the position of Associate Dean for Research and Faculty Development. Professor Robert Chang and Professor Lorraine Bannai, both Asian Americans, serve as the Executive Director and the Director, respectively, of the Fred T. Korematsu Center for Law & Equality. Professor Tayyab Mahmud, an Asian American, is currently the Director for the Center for Global Justice.

In addition, several key senior staff members are persons of color as well, including the Associate Dean for Student Affairs (Donna Deming, African American), the Director of the Access to Justice Institute (Diana Singleton, Asian American), the Associate Director of the Academic Resource Center (Cyrah Khan, Asian American), and the Assistant Director for Student Life and Admissions (Roderick Morrison, African American).

FACULTY
In response to the downsizing of the student body, new faculty hiring continues on hold (with the exception of the new Director of the Academic Resource Center). Nevertheless, the Law School continues to be committed to having an internationally prominent faculty that is engaged, collegial, intellectually ambitious, mission-centered, spirited and collectively diverse.

A review of some of the work of our faculty in the last year is evidence of our faculty’s commitment to the above goals.

- **Professor Chang**, Executive Director of the Korematsu Center was named one of twenty top “Leaders in Diversity” by the National Jurist Magazine for furthering diversity efforts in legal education. Additionally, Professor Chang and the Korematsu Center filed an amicus brief challenging the federal trademark for the Washington Red* football team and they are representing plaintiffs in challenging an Arizona statute that dismantled a successful Mexican American Studies Program in the Tucson Unified School District.
- **Professor Bryan Adamson** received the William Pincus Award from the Association of American Law Schools (the highest honor bestowed on a clinical educator). In addition he has written on topics related to the Tamir Rice Grand Jury Proceedings, Media Coverage of Michael Brown and Ferguson Demonstrations and participated in panels examining ways to discuss race and bias in the classroom, with clients and in our communities.
- **Professor Lorraine Bannai** published Enduring Conviction: Fred Korematsu and his Quest for Justice. The law school celebrated the publication with an event that featured Karen Korematsu (daughter of Fred Korematsu) and the Honorable Marilyn Patel, the federal judge who vacated Mr. Korematsu’s earlier conviction.
- **Professor Christian Halliburton** has been named Faculty Director of the Alaska Program and is focusing on deepening the law school’s connection to the Alaska legal and Native communities.
- **Professor Maggie Chon** was elected to the American Law Institute (ALI), the leading independent organization in the United States producing scholarly work to clarify, modernize, and otherwise improve the law.
- **Professor Natasha Martin** co-chaired the Seattle University Task Force on Diversity and Inclusive Excellence and co-led the Seattle University’s 2016 Mission Day, entitled “The Promise and Challenge of Racial Justice.”
- **Associate Dean Steven Bender**, in cooperation with the Social Justice Leadership Committee, organized a faculty development workshop designed to assist faculty in creating a supportive learning environment for law students. The workshop, Seeing the Water: Institutionalized Racism in Daily Life, was designed to provide an overview of the socialization between racial groups that creates the current conditions of racial inequity. The trainer provided a shared framework and skills and perspectives needed for building racial equity in the classroom.
While not an exhaustive list, these are a few examples of the work of our outstanding faculty of color, who are all committed teachers and scholars. During the 2015-16 academic year, of our 39 tenured and tenure-track faculty, 13 (33%) are persons of color. Below are brief biographies of our tenured and tenure-track faculty of color.

**Professor Bryan Adamson** earned his J.D. from Case Western Reserve University. Prior to joining the Seattle University law faculty, he was a member of the Case Western Reserve faculty and served as Assistant Dean for Student Services and directed the school’s academic enrichment program. Professor Adamson has been active in the local community, as a Board Member of the Washington State Minority and Justice Commission, and educating community members on unfair lending practices. In addition to his teaching responsibilities in the Law Clinic, where he established a Predatory Lending Clinic, and a Community Development and Entrepreneurship Clinic, Professor Adamson teaches Law Practice Management, Media Law & Policy and Civil Procedure.

**Professor Steven W. Bender** received his undergraduate degree from the University of Oregon where he graduated Phi Beta Kappa. He earned his law degree from the University of Oregon and was elected to Order of the Coif. Professor Bender spent five years practicing real estate law at the Phoenix-based business law firm of Lewis and Roca before joining the faculty at the University of Oregon School of Law. He is the coauthor of more than a dozen law review articles, a casebook on real estate transactions, a national two-volume treatise on real estate financing, a book on Latino stereotypes titled *Greasers and Gringos: Latinos, Law, and the American Imagination* (NYU Press 2003). NYU Press published his latest book, *Mea Culpa: Lessons on Law and Regret from U.S. History*, in 2015. He is an elected member of the American Law Institute, the American College of Real Estate Lawyers, and the American College of Mortgage Attorneys. He is former co-president of SALT (Society of American Law Teachers). Professor Bender teaches Basic Real Estate, Property and Latinos and the Law. In addition to his teaching responsibilities, Professor Bender serves as Associate Dean for Research and Faculty Development.

**Professor Robert S. Chang** was Professor of Law and J. Rex Dibble Fellow at Loyola Law School, Los Angeles, prior to joining the faculty. Professor Chang received his A.B., *cum laude*, from Princeton University, his M.A. from Duke University, and his J.D., with honors, from Duke University. He is the author of *Disoriented: Asian Americans, Law, and the Nation-State*, numerous articles, essays and book or anthology chapters, and is a frequent presenter at conferences and schools. Professor Chang teaches Asian Americans and the Law, Contracts, Jurisprudence, Latinos, Latinos & the Law, and Race and Racism in American Law. Professor Chang is the Founding Director of the Fred T. Korematsu Center for Law and Equality. Professor Chang, along with Justice Steven Gonzalez and Administrative Law Judge Nicole Gaines, received the 2014 Charles A. Goldmark Distinguished Service Award from the Legal Foundation of Washington for powerfully confronting racial disparity in the state’s criminal justice system.

**Professor Mark Chinen** received his B.A., *cum laude* from Pomona College, his M.Div., *magna cum laude*, from Yale Divinity School, and his J.D., *cum laude*, from Harvard Law School where he served as the associate editor of the *Harvard International Law Review*. Before he began teaching law, Professor Chinen practiced in the areas of international trade, banking and corporate and securities law with the Washington, D.C., firm of Covington & Burling. Professor Chinen teaches contracts and courses in international law and writes on various aspects of international law, particularly international governance, theology and international law, and the relationship between domestic and international Law. He was the inaugural William C. Oltman Professor of Teaching Excellence from 2008-2010.
Professor Margaret Chon is the holder of the Donald and Lynda Horowitz Chair for the Pursuit of Justice. Her academic interests are critical race theory, intellectual property, and the Internet, and formerly Associate Dean for Research. She co-authored a book entitled Rights and Reparation: Law and the Japanese American Internment. Her current scholarship explores the global governance dimensions of Intellectual Property, especially their distributional consequences. She earned an M.H.S.A. from the University of Michigan School of Public Health, and a J.D., cum laude, from the University of Michigan Law School. During the 2011-12 year, Professor Chon served as the Senior Global Emile Noël Research Fellow in the Jean Monnet Center for International and Regional Economic Law & Justice at New York University School of Law.

Professor Diane Lourdes Dick is a magna cum laude graduate of the University of Florida Levin College of Law, where she was the articles editor of the Florida Law Review. In 2011 she received her LL.M. in Taxation from the University of Florida, with an emphasis on business taxation and also served as a Graduate Tax Scholar. From 2005-2010, she was an Associate at the Florida law firm of Bilzin Sumberg, where she concentrated her practice in mergers and acquisitions, commercial finance, capital market transactions, debt restructuring and loan workouts. Professor Dick focuses her scholarship on how tax and bankruptcy laws shape corporate responses to financial and economic distress. Her most recent article examines judicial decision-making paradigms in cases arising under complex corporate financing agreements. Professor Dick is an active member of the Business Law Section of the Washington State Bar Association and serves on the Washington State Bar Legal Opinions Committee. Professor Dick is biracial – Hispanic and Caucasian.

Professor Carmen Gonzalez, who joined the Law School faculty in 1999, teaches in the environmental law area. Professor Gonzalez holds a B.A. from Yale University, magna cum laude and a J.D., cum laude from Harvard Law School. Professor Gonzalez was a Fulbright Scholar in Argentina, a Visiting Fellow at Cambridge University, a Visiting Professor at the Hopkins-Nanjing Center in Nanjing, China, and a Fellow at the US Supreme Court. She is the former Chair of the Environmental Law Section of the Association of American Law Schools and is a current member of the Board of Trustees of Earthjustice, a member of the Research Committee of the International Union of Conservation of Nature Academy of Environmental Law, and a member scholar of the Center for Progressive Reform. She has published widely in the areas of environment law, environmental justice, trade and the environment, and food security. Professor Gonzalez is the co-editor of the critically acclaimed book, Presumed Incompetent: the Intersection of Race and Class for Women in Academia.

Professor Christian Mukunda Halliburton is a J.D. graduate of Columbia University where he was editor in-chief of the Columbia Journal of Law and Social Problems, a Harlan Fiske Stone Scholar and director of the Harlan Fiske Stone Honors Moot Court Competition. Professor Halliburton has written articles on topics ranging from jurisprudential theories of privacy and evidentiary exclusion under the Fourth Amendment to the intersection of race and criminal law in the post-Brown v. Board of Education context. Professor Halliburton is actively involved in the protection and pursuit of individual civil liberties as a member of the Board of Directors for the American Civil Liberties Union of Washington, and regularly provides public and media presentations on matters involving civil rights and individual freedoms. Professor Halliburton teaches Criminal Law, Criminal Procedure, and Law and Religion, and he recently assumed the position of Faculty director of our new Anchorage Satellite Campus.
**Diversity of Students, Administration, and Faculty**

**Professor Lily Kahng**, a former Associate Professor of Law at Cornell Law School, served three years as attorney advisor in the Office of Tax Legislative Counsel in the U.S. Department of the Treasury. Professor Kahng earned an A.B. from Princeton, a J.D. from Columbia University School of Law, and an LL.M. from New York University School of Law. Her research interests include taxation of women and families, tax administration, comparative tax, and critical tax theory. Her most recent article, *The Not-So-Merry Wives of Windsor: The Tax Treatment of Women in Same-Sex Marriages* was published in the Cornell Law Review. She teaches Income Tax, Corporate & Partnership Tax and Tax Policy.

**Professor Won Kidane**, a native of Ethiopia, received his LL.B. from Addis Ababa University, LL.M. from the University of Georgia, and a J.D. from the University of Illinois College of Law. Before his current appointment, Professor Kidane taught at Penn State Dickinson School of Law. Prior to joining the Penn State Dickinson School of Law, Professor Kidane practiced law in Washington, D.C. Professor Kidane also worked as a legal officer with the Regional Office of the United Nations High Commissioner for Refugees in Africa. Professor Kidane's areas of interest and research include administrative law, immigration law, the law of armed conflict, and international arbitration and litigation. Professor Kidane has published a comprehensive book on dispute settlement in China-Africa economic relations focusing on investment and commercial arbitration. His new book *Diverse Cultures in the New World of International Arbitration* will be released by Oxford University Press. He is spending the 2014-15 and 2015-16 academic years in Ethiopia, where he is conducting research and teaching international investment, commercial arbitration, and clinical education at one of Ethiopia’s law schools. Professor Kidane teaches International Arbitration and Litigation, and Immigration Law and Clinic.

**Professor Tayyab Mahmud** is Director of the Center for Global Justice. He served as Associate Dean for Research and Faculty Development from 2007-2009. He has a M.Sc. in International Relations from the University of Islamabad, a M.A. and Ph.D. in Political Science from the University of Hawaii, and a J.D. from the University of California, Hastings School of Law. During the 2011-12 academic year, Professor Mahmud was a Law & Public Affairs (LAPA) Fellow at the Woodrow Wilson School of Public and International Affairs at Princeton University. He has also been a Visiting Scholar at Harvard Law School and was Professor of Law and Chair, Global Perspectives Group, at the John Marshall Law School in Chicago. He is the former co-president of SALT (Society of American Law Teachers) and is on the Steering Committee of the Board of Directors of Latina/o Critical Legal Studies, Inc. His current research is focused on neoliberal political economy and extra-constitutional usurpation and exercise of power in post-colonial states. He teaches Contracts, Public International Law, Race and the Law, International Law and Globalization and the Law.

**Professor Natasha Martin** graduated from the University of Notre Dame School of Law, where she was the winner of the Nathan Burkan Memorial Writing Competition and director of the National Moot Court Team. Professor Martin served as a judicial clerk for U.S. District Court Judge Clarence Cooper. The main thrusts of her academic work centers on contemporary workplace realities and the impact of discrimination law on the inclusion of women, people of color and other marginalized groups. She teaches Employment Discrimination and Professional Responsibility. In addition to her teaching responsibilities, Professor Martin is a Research Fellow of the law school’s Fred T. Korematsu Center for Law and Equality. Professor Martin is dedicated to gender and racial equity, and is serving a second appointment to the Washington State Gender and Justice Commission. She is also the co-chair of Seattle University’s Task Force on Diversity and Inclusive Excellence and served as Associate Dean for Research and Faculty Development at the Law School from 2011 to 2014.
Professor Gregory Silverman is an enrolled member of the Mohegan Tribe of Indians of Connecticut. He is the Faculty Director of the Law School's Center for Indian Law and Policy. He is also an active tribal judge, who for the past 15 years has sat as an appellate justice on tribal courts throughout the Pacific Northwest. Prior to joining the faculty, he practiced admiralty defense, corporate, intellectual property, estate planning and civil litigation, and played a significant role in the largest fisheries fraud litigation in American History. Professor Silverman teaches Property, Intellectual Property, Electronic Commerce/Cyberspace, and Federal Indian Law. He has coauthored two books, Internet Commerce, The Emerging Legal Framework, and Intellectual Property and the Internet. Professor Silverman holds a M.A., a M.Phil. and a J.D. from Columbia University.

In addition, the following non-tenure track faculty members of color are continuing with the law school:

Lorraine Bannai, a Japanese American has done extensive research and writing on the Japanese American internment during World War II, and teaches in our nationally recognized Legal Writing Program (ranked 1st in US News & World Report). While in practice she was part of the legal team in Korematsu v. United States, an action that successfully challenged Mr. Korematsu's conviction for violating military orders removing Japanese Americans from the West Coast during World War II. Prior to joining the Seattle University faculty in 1996, Professor Bannai directed the academic support program at the University of California, Berkeley, Boalt Hall School of Law, taught at the University of San Francisco, the John F. Kennedy, and the New College of California Schools of Law; and was a visiting professor at Western Washington University. She is the Director of the Fred T. Korematsu Center for Law & Equality. Her J.D. is from the University of San Francisco School of Law.

Tina Ching serves as a reference librarian at the School of Law and recently was named Director of Marketing and Communications. She received her B.A. from Willamette University, her J.D. from the University of Oregon School of Law and her M.L.I.S. from the University of Washington. Before coming to the Law School, Ms. Ching was a reference and electronic services librarian at the Arizona State University College of Law. She is a member of the American Association of Law Libraries, the Western Pacific Association of Law Librarians, and the Law Librarians of Puget Sound.

Professor W.H. (Joe) Knight is a Distinguished Academic in Residence. Professor Knight is an expert in commercial law. Professor Knight has authored three books on the subject and taught courses in banking, contracts, and commercial transactions. He is an active member in several organizations, including the American Law Institute; the Law School Admissions Council; the Society of American Law Teachers; both the American and National Bar Associations; and the Association of American Law Schools. Before joining the Law School, Professor Knight was a professor at the University of Iowa College of Law, Vice Provost of the University of Iowa, and served as Dean of the University of Washington School of Law from 2001 to 2007. Professor Knight earned his bachelor degrees in economics, speech, and political science from the University of North Carolina at Chapel Hill and his juris doctorate degree from Columbia University School of Law. Professor Knight teaches Community Development and Entrepreneurship Clinic.
**Diversity of Students, Administration, and Faculty**

**The Honorable Mary I. Yu** is a Distinguished Jurist in Residence. Justice Yu has a B.A. from Dominican University, a M.A. from Mundelein of Loyola University, Chicago, and a J.D. from Notre Dame. Appointed by Governor Jay Inslee on May 1, 2014, Justice Yu joined the Supreme Court after more than 14 years as an accomplished trial court judge in King County Superior Court where she presided over a wide variety of criminal, civil, and juvenile cases, and presided over hundreds of adoptions and other family law matters. Prior to her appointment to the court, she served as Deputy Chief of Staff to King County Prosecutor Norm Maleng and Director of the Peace and Social Justice Office for the Archdiocese of Chicago. Judge Yu teaches a course entitled Transitioning to Practice: A New Lawyer’s Guide to Practicing in King County.

**Cyrus Habib**, an Iranian-American, joined the law school faculty in 2013 as Distinguished Lawmaker in Residence. He teaches an upper level survey on intellectual property licensing and a seminar on legislation. He is interested in a number of legal issues at the intersection of technology and public policy. Professor Habib served in the Washington State House of Representative from 2012 until he was elected to the Washington State Senate in 2014, and he currently holds the position of Senate Democratic Whip. He is also an attorney at Perkins Coie, where his work has focused on emerging companies, licensing and technology, and corporate governance and transactions. He assists high-growth technology, venture-backed, and emerging and early-stage companies in a number of industries. Professor Habib is a graduate of Columbia, Oxford and the Yale Law School, where he served as an Editor of the Yale Law Journal. He is also a Rhodes Scholar, a Truman Scholar, and a Soros Fellow. He serves on a number of nonprofit boards and appointed commissions.
Proposal to the King County Bar Association Diversity Committee

Institutes and Centers

ACCESS TO JUSTICE INSTITUTE
As a home for pro bono, public interest, and social justice, the Access to Justice Institute (ATJI) prepares students for a lifetime in law in furtherance of social justice. Through collaborative student, school, and community partnerships, ATJI connects the law school to opportunities to engage with underserved and marginalized communities and use the law as a means to effect social change. ATJI houses a number of pro bono projects that include the Moderate Means Program, the Foreclosure Mediation and Outreach Project, and the Seattle Youth Traffic Court. Through these and other projects, students learn how to work with diverse communities. ATJI helps to strengthen students' legal and leadership skills through a variety of trainings, which include our Pro Bono Prep training which has a cultural competency component. ATJI also helps bridge academics and action by providing space for them to connect the dots. An example of this is ATJI's Social Justice Monday weekly series where a speaker or panels addresses a different social justice topic, many of which highlight racial disparities and injustice. Examples of topics covered on Social Justice Mondays include: Barriers to Justice in the Workplace for Immigrant and Refugee Workers; Racial Disparities in our Criminal Justice System: How did we get here?; What does an Asian American Band Have in Common with the Washington Red* (football team); and Race Equity in a Public interest Law Practice. Finally, ATJI also supports students who are pursuing a public interest career by offering career counseling, networking opportunities and public interest career workshops including a recent one focused on race equity.

Integral to ATJI’s work is advancing racial justice and supporting students of color and their allies. For over five years, Seattle University Law School students, alumni, faculty and staff have been given the opportunity to participate in the Racial Justice Leadership Institute, a professional development opportunity that is consonant with ours and the University's mission. RJLI is designed to foster leadership skills for working in all areas of the profession in ways that resist systems of privilege and oppression. The program includes a series of workshops throughout the academic year designed to give participants time to focus on understanding white supremacy, recognizing operations of racial oppression in general and in the legal profession, and building skills to work for racial justice. The goal is to provide participants with the opportunity to gain:

- Common tools and language for addressing discomfort, tension, confusion, and other dynamics that emerge in classrooms and workplaces.
- Strategies for identifying, naming, and responding to difficult situations related to identity, privilege, and oppression.
- Deeper connections with peers, including a sense of solidarity and trust with other RJLI participants.
- Shared analysis about the structural and interpersonal operations of racial privilege and oppression.
- Skills for cultivating personal wellness as a strategy for personal and professional sustainability.

Curriculum

Seattle University School of Law prepares great lawyers to be powerful advocates for justice — not just with classroom instruction but also with opportunities to help real clients and work on real cases. We immerse our students in the knowledge, legal skills, and experiences needed to solve real-world problems. Students have the option to choose from a wide variety of courses, many of which focus on issues of race, gender, and other forms of discrimination, including: Civil Rights Litigation; Constitutional Litigation; Disability Law; Gender Violence & the Law; Gender & the Law, Latinos & the Law; Law & Sexuality; Policing, Protests & News; Race & the Law; Race & Equity in Public Education; Advanced Lawyering: Equal Justice Advocacy and Leadership; and Law & Social Movements. In addition, our clinics provide opportunities for our students to serve real life clients, under the supervision of our clinical faculty. Our clinical offerings include: Administrative Law Clinic; Civil Rights Amicus Clinic; Community Development and Entrepreneurship Clinic; Consumer Protection Clinic; Federal Tax Clinic; Immigration Law Clinic; Incarcerated Parents Advocacy Clinic; International Human Rights Clinic; Trusts and Estates/Indian Trusts & Estates Clinic; and Youth Advocacy Clinic.
ACCESS TO JUSTICE INSTITUTE (continued)

After a year on hiatus to reevaluate the program and build financial support, ATJI worked with the law school’s Social Justice Leadership Committee and the Dean’s Office to bring back RJLI for the students. ATJI continues to work with faculty and staff to continue RJLI on an ongoing basis as well as incorporating race equity training into orientation.

Seattle University School of Law is the only law school in Washington to offer a post-graduate fellowship program. Since 2009, the Law School has awarded a one- or two-year Leadership for Justice Fellowship for a graduate to work with an organization on a specific social justice project involving underserved or marginalized individuals or communities.

The 2014 Leadership for Justice Fellow, Marisa Ordonia, is in her second year of her fellowship with TeamChild, a youth advocacy organization. Through her work, she offers holistic legal services to incarcerated youth so that they can successfully access housing, education, and other services when returning to their communities. Marisa was a talented student in high school, but as a queer, mixed-ethnicity Asian-American woman she often found the environment oppressive and considered dropping out. Recognizing the difference adequate support systems can make, Marisa has been working to support marginalized youth and incarcerated youth and adults through volunteer work and past employment before and during law school and now continues to do so through her Leadership for Justice Fellowship.

In lieu of the traditional Leadership for Justice Fellowship in 2015, the Law School offered a post-graduate opportunity in partnership with the Unemployment Law Project (ULP). Through the Seattle University Frances Perkins Fellow, 2015 graduate Andres Munoz has been working at ULP, representing unemployed persons in administrative hearings to appeal the denial of unemployment insurance. Andres has been coordinating outreach around unemployment benefits to South Seattle community organizations working with the immigrant community and facilitating the translation of outreach materials.

The Institute is directed by Diana Singleton (Asian American), a former civil legal aid attorney and staffed by a powerful team of lawyers with public interest backgrounds which included the Foreclosure Mediation and Outreach Project Attorney, Angeline Thomas who is bi-racial.

CENTER FOR INDIAN LAW & POLICY

The Center for Indian Law & Policy makes Indian Law a focal point among the array of educational opportunities available to our students. The Center is built upon the success of the Institute for Indian Estate Planning & Probate, which has provided services, information and education to Indian people, tribal leaders, students and attorneys. The mission of the Center is to provide an emphasis on Indian law in the curriculum, programs and projects at the Law School; provide unique learning opportunities to students through innovative classes, practical experience and interaction with tribal representatives; develop new programs that will assist Indian tribes and their members deal with the variety of unique laws that apply to them; develop innovative legal education programs and serve as an electronic clearing house for recent developments in Indian law for practitioners; make information about currently legal issues available to Indian tribes and people; and provide legal services to Indian tribes and people. The Senior Attorney of the Center is Erica Wolf; the Director is Professor Gregory Silverman, a member of the Mohegan tribe. The Center is supported by Guadalupe Ceballos (a Latina), a Staff Attorney, who focuses on assisting Indian families with all areas of estate planning and other Center projects.

The Law School offers more courses in Indian and Tribal law than any law school in the Pacific Northwest, and we are launching an LL.M. in Tribal Law and Governance in Fall 2016. In addition, we have an active Native American Law Student Association (NALSAs) chapter. Our Indian law students recently competed in the National NALSA Moot Court Competition. In addition, the School of Law houses the American Indian Law Journal, which is one of only two such journals in the country. Finally, through the work of the Center, we have developed projects and relationships with many area tribes and offer summer internships and externships to students interested in working on-reservation and in tribal courts.
Proposal to the King County Bar Association Diversity Committee

FRED T. KOREMATSU CENTER FOR LAW & EQUALITY
In November 2008, the School of Law announced the establishment of the Fred T. Korematsu Center for Law and Equality, named in honor of Fred T. Korematsu, who championed the cause of civil liberties, speaking out in the hope that what happened to Japanese Americans during WW II would never happen again to any other group. The Center’s mission is to advance justice and equality through a unified vision that combines research, advocacy, and education. Consistent with that mission, the Center has engaged in work on a wide range of issues both locally and nationally. In Washington state, for example, it has provided leadership on issues related to race and the criminal justice system; documented concerns with Border Patrol involvement in local policy along the Washington border; challenged bias in jury deliberations and national origin profiles in a child custody case; and argued against the imposition of harsh sentences on juveniles with no meaningful opportunity for review. Its work nationally has included filing an amicus brief before the U.S. Supreme Court on the importance of diversity on medical school faculties, and serving as co-counsel in a case challenging the Arizona dismantling of the Tucson Unified School Districts’ successful Mexican American Studies Program.

The Center engages students in its work through its Civil Rights Amicus Clinic, an intensive 6-credit course in which students hone their research and writing skills in support of important social justice advocacy. Students this past year have contributed, for example, to cases challenging racial bias in closing argument and in the imposition of the death penalty. The Center draws on the law school’s accomplished faculty in the area of law and equality and draws together scholars and activists from around the nation and world. The Center is led by Professor Robert Chang, Executive Director; Lorraine Bannai, Director; Professor Charlotte Garden, Litigation Director; and Staff Attorney, Jessica Levin.

Professor Robert Chang, executive director of the Korematsu Center for Law and Equality, guides students in preparing amicus briefs as well as directly representing clients as part of the center’s civil rights work.
CENTER FOR GLOBAL JUSTICE
The Center for Global Justice fosters multidisciplinary research, education, and advocacy about critical international legal issues, including human rights, dispute resolution, governance, development, security, and the environment. Through colloquiums, conferences, and publications, the Center actively engages with doctrinal and policy dimensions of key questions that confront international legal regimes. The Center works closely with the School of Law’s international and comparative law programs, and aims to equip students with the knowledge and experience necessary to be leaders for justice in international legal affairs. Professor Tayyab Mahmud is the Director of the Center for Global Justice.

LATIN AMERICA PROGRAM
The Latin America Program conducts a range of activities at the Seattle University School of Law and elsewhere on matters of regional and global significance, giving SU law students the opportunity to engage with key leaders, scholars and advocates from Latin America. The Program also promotes exchanges for law students and academics with leading Latin American universities. Such exchanges emphasize the importance of transnational education and relationships to confront hemispheric challenges posed by human rights abuse, crime, terrorism, economic instability, environmental degradation, and many other current issues. The Program is led by Professor Tom Antkowiak who also teaches in the law school’s International Human Rights Clinic. After over two and a half years of illegal detention, the Clinic’s client, Nestora Salgado-Garcia, was freed from a Mexican prison following a ruling by the United Nations Working Group on Arbitrary Detention that her detention was illegal and arbitrary.
Conclusion

We continue to celebrate our longstanding commitment to access and diversity in the legal profession. Thirty-five percent (35%) of this year’s entering class self-identified as minority students. Scholarship support to minority students enrolled at the Law School increased from $1,927,000 to $2,296,290 in 2015. The law school continues to be ranked as one of the country’s most diverse law schools as published by U.S. News. With the support of our faculty and staff, and through the work of our centers, institutes, and academic support programs, we provide a welcoming and supportive environment to ensure the success of our students of color. We are proud of the work that Seattle University School of Law does to change the face of the legal profession in King County and beyond.

Without scholarship support, attending and graduating from law school would be an impossible goal for many of our diverse students. The support provided by the King County Bar Foundation truly makes a difference in the diversity of Seattle University and the legal community in King County and beyond. We must continue to work to insure that those coming to law school reflect the diversity of the communities they are asked to serve. The work is challenging; there are so many obstacles that students of color face, but we appreciate the partnership that our law school has with the King County Bar Foundation so that we may achieve our common goal of creating and sustaining a more diverse legal profession.