Proposal to the
King County Bar Association
Diversity Committee

2017 APPLICATION FOR FUNDING OF MINORITY SCHOLARSHIPS
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 study of law. 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 rich 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.
Minority Graduates Practicing Law in King County

Since our first graduation occurred in 1974, Seattle University School of Law has had a significant impact on diversifying the Bar. Between 2010 and 2015, 397 persons of color received a law degree from Seattle University School of Law. Of that number, 291 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.)

<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>13</td>
<td>9</td>
<td>1</td>
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<td>1</td>
</tr>
<tr>
<td>Asian American</td>
<td>142</td>
<td>113</td>
<td>7</td>
<td>18</td>
<td>4</td>
</tr>
<tr>
<td>Pacific Islander/Native Hawaiian</td>
<td>16</td>
<td>11</td>
<td>1</td>
<td>4</td>
<td>0</td>
</tr>
<tr>
<td>African American</td>
<td>41</td>
<td>32</td>
<td>5</td>
<td>3</td>
<td>1</td>
</tr>
<tr>
<td>Hispanic American</td>
<td>55</td>
<td>42</td>
<td>3</td>
<td>9</td>
<td>1</td>
</tr>
<tr>
<td>Multicultural</td>
<td>24</td>
<td>20</td>
<td>3</td>
<td>1</td>
<td>0</td>
</tr>
<tr>
<td><strong>TOTAL</strong></td>
<td>291</td>
<td>227</td>
<td>20</td>
<td>37</td>
<td>7</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 2016 graduating classes, there were 84 minority graduates, and we have **209 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 205 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. Funding 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 has been increasing or staying steady during a period in which the Law School has down-sized its student body by approximately 40%.

<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>2016-17</td>
<td>144</td>
<td>$2,258,090</td>
<td>-$38,200</td>
</tr>
<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>
</tr>
<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>
</tr>
<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>
</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 $8,240,000. This year, the Law School was able to award $324,000 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 40 ARC students. Of the 40 recipients, 33 (82%) were students of color. Additionally, the Law School has established a Minority Scholarship Quasi-Endowment, currently valued at a little over $559,000, which provides additional scholarship support to our minority students.

We are currently funding one three-year, full-tuition scholarship annually 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. Although Native Americans are one of the smallest ethnic groups in the nation today, their representation in law is even smaller, to the point of being infinitesimal. Seattle University School of Law is committed to increasing the number of Native students who attend law school. In fact, this year 25 American Indian, Alaska Native and Native Hawaiian students are enrolled in our student body (some of whom are included in the “two or more” race and ethnicity 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 also offer up to two Scholars for Justice Scholarships. These three-year, full-tuition scholarships are provided to encourage the selected 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 five current recipients of this scholarship, one is a person 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 law school such as ours) is a significant barrier to many of our students. The average scholarship award is $15,000, up from $11,500 last year (the range of scholarship awards 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 2017-18 academic year is expected to be $70,370 per year. Since many of our students of color are interested in working with under-served communities upon graduation rather than pursuing 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; and
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 is 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, 28 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 $559,000, from which we were able to award $27,000 for minority scholarships in 2016-17.
- An endowment to benefit alternative admission ARC student scholars. We were able to provide $324,000 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 the size of our applicant pool, we also engage in activities that are specifically 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 Alaska Natives. 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 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 presenting at the Northwest Indian College, and members of Native American Law Student Association attending the Native American Moot court program as well as the Federal Indian Bar Conference.
5. 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.
6. 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. Our hope is that as a result of this experience, high school students will consider a career in law.
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 that provide services to 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 are present (including recruitment visits to historically Black colleges and universities);
7. Attendance at the National Black Prelaw Conference, the NBLSA Prelaw Diversity Summit, the Historically Black Colleges and Universities Prelaw Summit, and the Southwest Region BLSA event;
8. Attendance at the Latino Justice Law Day sponsored by PRLDEF;
10. Participation in the Federal Indian Bar Conference and meeting with prospective students; and
11. Inclusion of prospective students of color in activities sponsored by the school’s minority student organizations during the spring prior to 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 congratulation 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 admitted students 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 Law School prior to enrollment; and
7. 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 Excellence in Diversity award to the School of Law in recognition of the contribution this Program has made to diversify 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 their entire tenure as law students.
3. **We support the program (at a cost in excess of $513,000 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.

Associate Professor Jeffrey Minneti serves as the director of the Academic Resource Center. Professor Minneti previously served as Director of Academic Success and Professor of Lawyering Skills at Stetson University College of Law. In taking the position upon Professor Lustbader’s retirement, he 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.”

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 hosted a welcome reception in the fall 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 of color can attend national conferences, moot court competitions associated with Minority Bar Organizations, and local Minority Bar dinners. Additionally, we had the honor of hosting the Western Regional meeting of BLSA in January.

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: LaKeysha Washington ’10, deputy prosecuting attorney for the King County Prosecuting Attorney’s Office and Erin McIntire ’15, a civil rights analyst for the City of Seattle’s Office for Civil Rights. Additionally, the Latinx Law Student Association and the Office of Alumni Relations hosted our seventh annual Latina/o Alumni Awards Reception, at which we honored Veronica Quinonez ’11, owner of her own firm and president-elect of the Latino Bar Association of Washington, Chach Duarte White ’00, staff attorney for the Legal Counsel for Youth & Children and past president of the Latino Bar Association of Washington, and Steve Tapia, Distinguished Practitioner in Residence at the School of Law. These award receptions allow our 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 of color 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, and we work closely with students admitted through the Access Admission Program to deliver tailored job search programming.

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. The table below provides attrition statistics for the last four years:

<table>
<thead>
<tr>
<th></th>
<th></th>
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<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Involuntary (Academic)</td>
<td>1</td>
<td>1</td>
<td>1</td>
<td>1</td>
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<td>1</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Transfer</td>
<td>13</td>
<td>6</td>
<td>22</td>
<td>8</td>
<td>15</td>
<td>5</td>
<td>25</td>
<td>4</td>
</tr>
<tr>
<td>Other</td>
<td>8</td>
<td>4</td>
<td>9</td>
<td>2</td>
<td>13</td>
<td>5</td>
<td>11</td>
<td>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>50 (16.2%)</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>
</tr>
<tr>
<td>Idaho</td>
<td>73 (24.5%)</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>
</tr>
<tr>
<td>Lewis &amp; Clark</td>
<td>126 (21.5%)</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>
</tr>
<tr>
<td>Oregon</td>
<td>60 (18%)</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 (17.1%)</td>
</tr>
<tr>
<td>Seattle</td>
<td>209 (32%)</td>
<td>245 (34.6%)</td>
<td>258 (32.5%)</td>
<td>269 (31.7%)</td>
<td>266 (27%)</td>
<td>250 (25%)</td>
<td>251 (24.8%)</td>
</tr>
<tr>
<td>Washington</td>
<td>141 (28.2%)</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>
</tr>
<tr>
<td>Willamette</td>
<td>52 (17.8%)</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 (12.9%)</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>2016</th>
<th>2015</th>
<th>2014</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>OFFERS</strong></td>
<td><strong>MATRICULANTS</strong></td>
<td><strong>OFFERS</strong></td>
<td><strong>MATRICULANTS</strong></td>
</tr>
<tr>
<td>Hispanic of any race</td>
<td>108</td>
<td>19</td>
<td>101</td>
</tr>
<tr>
<td>American Indian or Alaskan Native</td>
<td>5</td>
<td>1</td>
<td>12</td>
</tr>
<tr>
<td>Asian</td>
<td>72</td>
<td>20</td>
<td>66</td>
</tr>
<tr>
<td>African American</td>
<td>28</td>
<td>4</td>
<td>28</td>
</tr>
<tr>
<td>Native Hawaiian/ Pacific Islander</td>
<td>4</td>
<td>1</td>
<td>3</td>
</tr>
<tr>
<td>Two or More Races</td>
<td>64</td>
<td>15</td>
<td>51</td>
</tr>
<tr>
<td><strong>TOTAL</strong></td>
<td>281</td>
<td>60</td>
<td>261</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 (in no small part due to the availability of scholarship funds including the King County Bar Association scholarship awards):

<table>
<thead>
<tr>
<th></th>
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<th></th>
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<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Minority Students</td>
<td>21.3%</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>20.9%</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, 2016, there were 209 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>19</td>
<td>14</td>
<td>20</td>
<td>1</td>
</tr>
<tr>
<td>American Indian/Alaskan Native</td>
<td>1</td>
<td>2</td>
<td>2</td>
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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. In fall 2017, Professor Bender will shift from his current position to the Associate Dean for Planning and Strategic Initiatives position. 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. Professor Christian Halliburton, African American, is the Faculty Director of the Alaska Satellite Campus.

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 Associate Director of the Access to Justice Institute (Cynthia Yeung, Asian American), the Director of Bar Studies (Isabel Freitas Peres, Latina), and the Associate Director for Student Life and Admissions (Roderick Morrison, African American).

FACULTY
For the 2016-17 academic year, of our 39 tenured and tenure-track faculty, 13 (33%) are persons of color.

In response to the downsizing of the student body, new faculty hiring continues to be on hold. 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 just some of the work of our faculty in the last year evidences our faculty’s commitment to these goals. While not an exhaustive list, these are a few examples of the work of our outstanding faculty of color, all of whom are committed teachers and scholars.

• Professor Natasha Martin was appointed Associate Vice President for Institutional Inclusion and Chief Diversity Officer for Seattle University.
• Professors Chang and Bannai, through The Korematsu Center, joined 19 organizations and 32 law professors in filing an amicus brief with the New York Court of Appeals addressing racial discrimination in jury selection. In February, The Center – joined by the children of litigants in the Japanese relocation and incarceration cases from World War II, civil rights organizations, and national and New York bar associations of color – filed an amicus brief in Darweesh and State of New York v. Trump. The brief supported a legal challenge to the Trump administration’s Executive Order 13769, entitled “Protecting the Nation from Foreign Terrorist Entry into the United States.”
• Professor Maggie Chon served as the keynote speaker at the Korean American Bar Association Annual Banquet.
• Professor Bryan Adamson has two forthcoming articles devoted to issues of racial injustice: Tamir Rice and Grand Jury Pre-Indictment Publicity: Reconsidering Media Influence When #BlackLivesMatter" (Alabama Civil Rights & Civil Liberties Law Review), and “Thugs,” “Crooks,” and “Rebellious Negroes.”: Racist and Racialized Distortions in Media Coverage of Michael Broad and the Ferguson Demonstrations” (Harvard Journal on Racial & Ethnic Justice). Professor Adamson was also appointed Chair of the Public Policy Task Force of the Greater Seattle Business Association, an organization that provided business development, economic opportunities, social action, and education support to the LGBT community.
• Professor Won Kidane published The Culture of International Arbitration (Oxford University Press, 2017) and has a forthcoming article entitled “China and India’s Investment Treaty: Approaches and Implications for Africa” (Loyola University Chicago Law Journal). Professor Kidane also spoke to numerous news outlets regarding the immigration implications of the Presidential travel ban.
• Professor Tayaab Mahmud is teaching a Global Justice Practicum. Students in this Practicum work with real-life legal problems faced by grassroots community organizations.
• Professor Steven Bender has an upcoming book entitled Compassionate Migration and Regional Policy in the Americas (Palgrave Macmillan). He also has published an article entitled “The Colors of Cannabis: Reflections on the Racial Justice Implications of California's Proposition 64” (50 UC Davis L. Rev. Online 11 (2017).
TENURED 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 currently 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, Latinas, 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. Last year Professor Chon was elected to the American Law Institute (ALI), the leading independent organization in the US producing scholarship work to clarify, modernize, and otherwise improve the law.

**Professor Diane Lourdes Dick** was granted tenure this year. She 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 holds the position of Faculty Director of our Alaska Satellite Campus in Anchorage.
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. For this work, Professor Kahng received the Dukeminier Award which recognizes the Best Sexual Orientation and Gender Identity Law Review articles. 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. In 2014, Professor Kidane earned a prestigious Fulbright Scholar Award. He spent the 2014-15 and 2015-16 academic years in Ethiopia, where he conducted research and taught 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, and he is currently working to complete his S.J.D. at Georgetown University.

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 served as the co-chair of Seattle University’s Task Force on Diversity and Inclusive Excellence, and last July was appointed as the Associate Vice President for Institutional Inclusion and Chief Diversity Officer for Seattle University.
Proposal to the King County Bar Association Diversity Committee

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., M.Phil., and J.D. from Columbia University.

NON-TENURE TRACK FACULTY OF COLOR

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 Associate 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 is also the 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 the Community Development and Entrepreneurship Clinic.
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. Professor Habib served in the Washington State House of Representative from 2012 until he was elected to the Washington State Senate in 2014. In 2016 he was elected as the 16th Lieutenant Governor of Washington. Professor Habib is currently teaching Legislation and Public Policy in our Semester in Olympia program. 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.

Steve Tapia, a Latino, is a Distinguished Practitioner in Residence. Professor Tapia has practiced entertainment, media and intellectual property law for over 30 years. As in-house counsel for DIRECTTV Sports Networks, he was the primary contract negotiator and rights manager for sports programming and distribution partnerships. Prior to joining DIRECTTV, he was a Senior Attorney in Microsoft’s Law and Corporate Affairs department and led Microsoft’s Copyright and Trade Secret Practice Group. At the Law School, Professor Tapia is helping to build programs that prepare students for legal careers assisting entrepreneurs at every level of the economy. He has been instrumental in the creation of the LL.M. Program in Technology and Innovation and is working with our joint degree business students.

Monika Batra Kashyap is Visiting Assistant Professor and Associate Director of the Externship Program. Professor Batra Kashyap has taught the Law School Immigration Clinic and taught the Law School’s intersession course “Special Topics in Immigration Law: DACA and the Dream Act.” From 2008 to 2012, she served as Associate Director of the Access to Justice Institute, where she developed the Social Justice Monday’s weekly speaker series and the Leadership for Justice Fellowship Program. Before joining the Law School Professor Batra Kashyap was an immigration attorney/Equal Justice Works Fellow in New York City, where she represented immigrant youth in foster care. She is Immediate Past President of the Board of the Northwest Immigrant’s Rights Project. Professor Batra Kashyap received her J.D. from the University of California at Berkeley School of Law and her B.A. from Columbia University.
Curriculum and Other Programs

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 & the Law; Latinos & the Law; Law & Sexuality; Protests, Policing, and the First Amendment; Race & the Law; Law, Social Justice, and Ethics; 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 Advocacy Clinic; Federal Tax Clinic; Homeless Rights Advocacy Practicum; Immigration Law Clinic; International Human Rights Clinic; Mediation Clinic; Moderate Means Practicum; Not-for-Profit Organization Clinic; Trusts and Estates/Indian Trusts & Estates Clinic; Workers’ Rights Clinic; and Youth Advocacy Clinic.

Our goal as an institution is to create and maintain a warm, supportive, and inclusive environment, consistent with our deeply-held social justice mission. To that end, we have begun to create and implement cultural competence and racial justice education as an integral part of our program of legal education. Many of the programs were developed through the work of the Social Justice Leadership Committee, a vertically integrated committee comprised of students, alumni, faculty and staff working on social justice initiatives within the Law School. Below is a sample of the programs that have taken place (or are planned) for this academic year:

- **1L Orientation:** The orientation for first-year students centered on Professor Lorraine Bannai’s book, *Enduring Conviction*, and included a six hour, racial justice focused workshop facilitated by Robin DiAngelo and Darlene Flynn.
- **Upper Division Workshop:** A workshop on cultural competence and racial justice was offered to upper division students in the spring.
- **Affinity Group Conversations:** The Law School hosted facilitated affinity group conversations. These conversations were requested by students interested in promoting racial justice on campus and beyond by fostering understanding and solidarity. The facilitated conversations occurred in two separate groups. One group will be made up of students of color; the other group made up of white students.
- **Racial Justice Reading Groups:** Small reading groups comprised of students, faculty, and staff met throughout the fall and spring semesters to discuss books that furthered learning on racial justice issues. Books including *Just Mercy*, *The New Jim Crow*, *Between the World and Me*, and *Whistling Vivaldi*.
- **Influential Voices Program:** Associate Dean Mario Barnes from UC Irvine Law lectured on the Black Lives Matter movement and on race and policing.
- **Faculty Workshops:** Two workshops were offered to faculty that focused on incorporating social justice themes into the classroom and how to promote a more inclusive classroom environment. There will also be a *Teaching Race in the Classroom* workshop for faculty, led by Professor Rhonda McGee from the University of San Francisco, in late spring.
- **Diversity Week:** Organized and co-sponsored by the SBA and several of our student organizations, Diversity Week featured a number of diversity and inclusion-related programs, including WA Supreme Court Justice Mary Yu as keynote speaker for the kick-off reception that Monday evening.
- **Staff Retreat:** The Law School’s Staff Council planned an all-staff retreat in February that focused on cultural competence education for our staff.
- **Undocumented Students:** The Law School is implementing a policy aimed at supporting undocumented students, and we continue to work with other groups in the university to ensure such support can be furthered.
- **Incident Response:** We will be working with the university to expand existing ways to respond at the university and school level to incidents of racial bias.
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 address a different social justice topic
each week, many of which highlight racial disparities and injustice. Examples of topics covered on Social
Justice Mondays include: Racial (In)Equity and Policing; Mobilizing for Refugee Rights; Dispelling Fear-
based Policies: Protecting the Transgender Community Through Effective Advocacy; and Environmental
Justice: How the Lummi Nation Protected its Cultural and Environmental Future. Finally, ATJI also supports
students who are pursuing public interest careers by offering career counseling, networking opportunities
and public interest career workshops including a recent one focused on race equity.

In January, 2017, Karena Rahall joined the Law School to lead ATJI. This role has been elevated to the
level of Assistant Dean, reflecting the importance of ATJI to our school and to our mission. Assistant Dean
Rahall is returning to our Law School after spending the past year directing an innovative low bono legal
residency project for new law graduates at the City University of New York (CUNY) School of Law. She
brings an exciting vision for ATJI; experience as a public defender and teacher-scholar; a deep and lifelong
commitment to access to justice, diversity and inclusion; and a genuine love for our Law School. Dean Rahall
is joined by Cynthia Yeung’04 as Associate Director of ATJI. Ms. Yeung comes to ATJI after spending the
past eleven years at the Northwest Justice Project providing direct legal service to low-income individuals. As
an alumna of the Law School, Cindy is uniquely qualified to connect our students to the best opportunities for
community engagement and to run internal programming that will speak to their passions and interests.

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.

ATJI worked with the Law School's Social Justice Leadership Committee and the Dean's Office to bring
back RJLI for the students this academic year. RJLI formed the basis of the training that took place at the 1L
orientation as well as the programming offered to upper level students in the spring.
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.

In lieu of the traditional Leadership for Justice Fellowship beginning 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, 2016 graduate Lilian Kaide (Asian/Native American) has been working at ULP, providing direct representation, advice, legal education, and community outreach to those who have been denied unemployment benefits or whose award of benefits is challenged.

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 Center welcomed a new staff director this year, Brooke Pinkham, who is a Nez Perce tribal member. Other Center Staff includes Senior Attorney Erica Wolf; Faculty Director Professor Gregory Silverman, a member of the Mohegan tribe, and Staff Attorney Guadalupe Ceballos (a Latina), who focuses on assisting Indian families with all areas of estate planning and other Center projects.
Last fall, the Native American Law Students Association, the American Indian Law Journal, the Center for Indian Law & Policy and ATJI sponsored a reception to celebrate SU’s inaugural recognition of Indigenous Peoples’ Day. A large number of guests throughout the Seattle University community turned out for the event.

The Law School offers more courses in Indian and Tribal law than any law school in the Pacific Northwest. In fall of 2016 we launched an LL.M. in Tribal Law and Governance. In addition, we have an active Native American Law Student Association (NALSA) 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.

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 Attorneys, Jessica Levin and Melissa Lee.

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 percent (30%) of this year’s entering class self-identified as minority students. Scholarship support to minority students enrolled at the Law School exceeds $2,200,000. The Law School continues to be ranked as one of the country’s most diverse law schools as published by U.S. News and the most diverse law school in the Northwest. 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 annually 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. More than ever, 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.

THANK YOU!!!