Report to the
KING COUNTY
BAR FOUNDATION
2016–17
Dear Colleagues:

The University of Washington School of Law (UW Law) deeply appreciates the King County Bar Foundation’s effective partnership to advance diversity and inclusion in the legal profession. KCBF’s support is our largest source of scholarship funds devoted to enhancing diversity in the student body. We are inspired by KCBF’s consistent generosity, which is critical to our ability to enroll and retain outstanding students who become Leaders for the Global Common Good.

As the only public and non-religiously affiliated law school in Washington, UW plays a defining role in providing access to a distinguished legal education regardless of economic means. We believe that diversity is a fundamental component of our educational excellence. There is no problem that is not better solved by the attention of diverse perspectives; there is no classroom discussion that is not better for a diverse range of expressed viewpoints. Understanding diversity in this way, UW Law works from an ambitious plan aligned with the University’s Diversity Blueprint that commits us to continuing progress in creating an equitable and inclusive educational environment.

Our goals include admitting a diverse student body, but that is only the first step. We are also devoted to making sure that our students thrive during school and in their careers. The students you support are indeed thriving. For instance, 90-100% of our new graduates pass the bar on the first try, and within several months of graduation, nearly 90% of our graduates seeking employment are employed in full-time law or law-related positions. Our distinguished alumni are making a difference in King County and around the world in all areas of law, business, and public policy. As one of the premier law schools in the world, we are deeply proud to call King County home and deeply grateful for your long-standing partnership to advance equity, diversity, and inclusion.

We pledge our continuing efforts to leverage every dollar that we receive from KCBF as effectively as possible in diversifying the legal profession. Thank you for the opportunity to present this update on UW Law. I look forward to the opportunity to meet with you, to answer your questions and to provide further details about our programs.

Best Regards,

Kellye Y. Testy
Toni Rembe Dean & Professor of Law
BACKGROUND AND CONTEXT

UW Law is the highest ranked law school in the Pacific Northwest and one of the nation’s top law schools. As a public school, UW continues to be subject to Washington’s 1998 anti-affirmative action initiative (I-200). This law restricts our ability to lawfully promote racial and other forms of equity as fully as we believe is best for the profession and society. As guardians of the rule of law, the school must respect the laws in place while working to do all it can to promote diversity within their bounds and to advocate for changes that will promote equal justice for all. **UW Law appreciates and applauds the KCBF as an effective partner** in this vital effort.

Within this legal framework, we continue to be deeply concerned about the persistent structural inequality in education in our society that makes the pool of prospective applicants from underrepresented backgrounds far too shallow. Moreover, for legal education in particular, a vast decline nationally in the number of law school applicants has further diminished the number of applicants from many underrepresented backgrounds. In this regard, it is important to understand that UW Law competes in a national market for students, with common competitors such as Michigan, UCLA, Berkeley, USC, and Cornell. Many of those and other top competitor schools – especially the private ones and the public ones that have secured autonomy in their state to operate on private model – are better funded in scholarship resources. Accordingly, the assistance that we receive from the KCBF is all the more important in our recruitment efforts.

Despite this challenging climate, we have continued our efforts to diversify our JD population and applicant pool. UW Law participated in more than 80 recruitment events nationally and regionally. In addition, we have continued to build upon our existing diversity pipeline initiatives collaborating with regional and national partners. Through early education pipeline and recruitment events, we continue to focus on forming relationships with prospective applicants who are in high school, community colleges, and four-year universities. These events included programming with Washington State Minority and Justice Commission’s Tri-Cities Youth and Justice Forum, the College Success Foundation education fair, and the Upward Bound program through the UW’s Office of Minority Affairs. Additionally, through LSAC’s DiscoverLaw initiative, this March we held our fourth annual one-day “UW Law Academy” with over a hundred high school students from eastern Washington and South Seattle.
We remain committed to providing our students an outstanding program of legal education that opens many career opportunities. We keep our student body size small so that we may provide a personalized form of education and assist each of our graduates with successful transition to a satisfying career.

This is an important point: it is not just admission to law school that matters for diverse students. Rather, it is success in law school, combined with bar passage, and professional employment that truly makes a difference.
DIVERSITY OF STUDENT BODY

As noted prior, UW Law must follow I-200's restrictions, meaning that we may seek diversity broadly as a goal of improving the educational experience of all students. While we cannot seek racial diversity for its own sake, we can measure after the fact the impact that our broad diversity efforts have had on the composition of our student body. To do so, we must rely upon applicants’ voluntary disclosure of demographic data. For this year, those statistics showed a general decline in applications from students of color, roughly 7.7%, which was consistent with the general decrease in applications from 2015, down 12.5%. Despite this decrease, 27% of the students in the 2016 entering class were students of color (an increase of 7.7% from 2015) and 57% of the first-year class were women—remarkable progress. This year’s class also showed an increase in students who self-identified with the LGBT community, from 11.1% in 2015 to 15.4% in 2016.

Minority Admission & Enrollment Rates (2015-16)

<table>
<thead>
<tr>
<th></th>
<th>Admitted</th>
<th></th>
<th></th>
<th></th>
<th>Enrolled</th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>NATIVE AMERICAN</td>
<td>4</td>
<td>&lt;1%</td>
<td>3</td>
<td>&lt;1%</td>
<td>2</td>
<td>1%</td>
<td>0</td>
<td>0%</td>
</tr>
<tr>
<td>BLACK/AFRICAN AMERICAN</td>
<td>20</td>
<td>3%</td>
<td>18</td>
<td>3%</td>
<td>5</td>
<td>3%</td>
<td>6</td>
<td>4%</td>
</tr>
<tr>
<td>HISPANIC</td>
<td>51</td>
<td>7%</td>
<td>53</td>
<td>8%</td>
<td>11</td>
<td>6%</td>
<td>15</td>
<td>10%</td>
</tr>
<tr>
<td>ASIAN AMERICAN</td>
<td>79</td>
<td>10%</td>
<td>61</td>
<td>9%</td>
<td>12</td>
<td>7%</td>
<td>11</td>
<td>7%</td>
</tr>
<tr>
<td>NATIVE HAWAIIAN</td>
<td>0</td>
<td>0%</td>
<td>2</td>
<td>&lt;1%</td>
<td>0</td>
<td>0%</td>
<td>1</td>
<td>1%</td>
</tr>
<tr>
<td>TWO OR MORE *</td>
<td>36</td>
<td>5%</td>
<td>30</td>
<td>4%</td>
<td>9</td>
<td>5%</td>
<td>9</td>
<td>6%</td>
</tr>
<tr>
<td>TOTAL MINORITY JDs</td>
<td>190</td>
<td>25%</td>
<td>167</td>
<td>25%</td>
<td>39</td>
<td>23%</td>
<td>42</td>
<td>27%</td>
</tr>
<tr>
<td>CAUCASIAN</td>
<td>463</td>
<td>60%</td>
<td>425</td>
<td>63%</td>
<td>104</td>
<td>61%</td>
<td>99</td>
<td>63%</td>
</tr>
<tr>
<td>NON-RESIDENT ALIENS</td>
<td>54</td>
<td>7%</td>
<td>33</td>
<td>5%</td>
<td>8</td>
<td>5%</td>
<td>6</td>
<td>4%</td>
</tr>
<tr>
<td>RACE UNKNOWN</td>
<td>68</td>
<td>9%</td>
<td>52</td>
<td>8%</td>
<td>19</td>
<td>11%</td>
<td>9</td>
<td>6%</td>
</tr>
<tr>
<td>ALL JDs</td>
<td>775</td>
<td>100%</td>
<td>677</td>
<td>100%</td>
<td>170</td>
<td>100%</td>
<td>156</td>
<td>100%</td>
</tr>
</tbody>
</table>

* In 2015, of the 9 incoming students who enrolled and identified their race/ethnicity as Two or More, 6 identified as Asian/Caucasian, 2 as Black/Caucasian, and 1 as Asian/Caucasian/Native Hawaiian.

In 2016, of the 9 incoming students who enrolled and identified their race/ethnicity as Two or More, 6 identified as Asian/Caucasian, 1 as American Indian/Caucasian, 1 as Asian/Black/Caucasian, and 1 as Native Hawaiian/Caucasian.
MINORITY GRADUATES EMPLOYED IN KING COUNTY

At present, thirty-eight percent of our 2016 minority graduates have accepted employment opportunities in King County. These seventeen graduates are working in:

Firms (11), Government (2), Business (1) and Courts (3)

Overall ninety one-percent of our 2016 minority graduates (41/45) have accepted employment nationwide and four graduates are still seeking employment. This latter fact is surprising given legal employers’ stated diversity goals and the availability of qualified candidates. There are very qualified job candidates available for these employers to attract to meet their stated goals. UW Law’s students are drawn from the top quartile of national applicants. Twenty-eight minority graduates are currently working outside King County.

UW Law Minority Graduates Practicing in King County, 2006-14

<table>
<thead>
<tr>
<th>CLASS</th>
<th>TOTAL GRADUATES</th>
<th>KING COUNTY</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>2016</td>
<td>45</td>
<td>17</td>
<td>38</td>
</tr>
<tr>
<td>2015</td>
<td>44</td>
<td>21</td>
<td>48</td>
</tr>
<tr>
<td>2014</td>
<td>53</td>
<td>23</td>
<td>43</td>
</tr>
<tr>
<td>2013</td>
<td>49</td>
<td>23</td>
<td>47</td>
</tr>
<tr>
<td>2012</td>
<td>29</td>
<td>11</td>
<td>38</td>
</tr>
<tr>
<td>2011</td>
<td>42</td>
<td>19</td>
<td>45</td>
</tr>
<tr>
<td>2010</td>
<td>31</td>
<td>19</td>
<td>61</td>
</tr>
<tr>
<td>2009</td>
<td>34</td>
<td>12</td>
<td>35</td>
</tr>
<tr>
<td>2008</td>
<td>39</td>
<td>20</td>
<td>51</td>
</tr>
<tr>
<td>2007</td>
<td>41</td>
<td>23</td>
<td>56</td>
</tr>
<tr>
<td>2006</td>
<td>36</td>
<td>13</td>
<td>36</td>
</tr>
</tbody>
</table>
SCHOLARSHIPS AND TUITION HISTORY

This academic year 35 UW Law students serve as KCBF Scholars, receiving an average award of $2,000. Scholarship awards for students are based on a holistic review of the file, evaluating factors such as academic merit, established financial need as determined by the Free Application for Federal Student Aid (FAFSA), life and work experiences and professional goals. Again, the legal constraints of I200 means that we cannot target any particular form of diversity, but must evaluate applicants holistically and seek broad diversity as a component of academic excellence. To the degree that students self-disclose demographic data, we can share those statistics:

### UW Law Scholarships 2016-17: Diversity Dedicated Funds (1L-3L)

<table>
<thead>
<tr>
<th>Named Funds</th>
<th>Amounts</th>
<th>No. of Awards</th>
</tr>
</thead>
<tbody>
<tr>
<td>King County Bar Foundation</td>
<td>$70,000</td>
<td>35</td>
</tr>
<tr>
<td>Gordon A. Livengood Fund</td>
<td>$44,000</td>
<td>4</td>
</tr>
<tr>
<td>Charles Z. Smith Scholarship</td>
<td>$1,500</td>
<td>3</td>
</tr>
<tr>
<td>Jeffrey H. Brotman Scholarship</td>
<td>$18,000</td>
<td>2</td>
</tr>
<tr>
<td>John M. Davis Scholarship</td>
<td>$12,000</td>
<td>2</td>
</tr>
<tr>
<td>Takuji Yamashita Memorial Scholarship</td>
<td>$5,000</td>
<td>2</td>
</tr>
<tr>
<td>Ralph Johnson Scholarship</td>
<td>$4,200</td>
<td>2</td>
</tr>
<tr>
<td>Perkins Coie Endowed Diversity Scholarship</td>
<td>$9,000</td>
<td>1</td>
</tr>
<tr>
<td>David Stobaugh &amp; Lynn Prunhuber Endowed Scholarship</td>
<td>$7,000</td>
<td>1</td>
</tr>
<tr>
<td>E. Michele Moquin Memorial Scholarship</td>
<td>$5,000</td>
<td>1</td>
</tr>
<tr>
<td>Robert L. Fletcher Scholarship</td>
<td>$3,500</td>
<td>1</td>
</tr>
<tr>
<td>Ronald Edward Beard Memorial Scholarship</td>
<td>$3,500</td>
<td>1</td>
</tr>
<tr>
<td>Alena Suazo Memorial Scholarship</td>
<td>$3,000</td>
<td>1</td>
</tr>
<tr>
<td>Joanne B. Wilson Scholarship</td>
<td>$1,000</td>
<td>1</td>
</tr>
<tr>
<td>Weston-Morrison Minority Scholarship</td>
<td>$1,000</td>
<td>1</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>$187,700</strong></td>
<td><strong>57</strong></td>
</tr>
</tbody>
</table>

### Scholarship Allocation by Ethnicity

<table>
<thead>
<tr>
<th>Ethnicity</th>
<th>Amounts</th>
<th>No. of Awards</th>
</tr>
</thead>
<tbody>
<tr>
<td>Hispanic/Latinx</td>
<td>$382,200</td>
<td>27</td>
</tr>
<tr>
<td>Asian</td>
<td>$253,000</td>
<td>16</td>
</tr>
<tr>
<td>Two or More</td>
<td>$180,000</td>
<td>10</td>
</tr>
<tr>
<td>Black</td>
<td>$137,500</td>
<td>10</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>$952,700</strong></td>
<td><strong>63</strong></td>
</tr>
</tbody>
</table>

This academic year 35 UW Law students serve as KCBF Scholars, receiving an average award of $2,000. Scholarship awards for students are based on a holistic review of the file, evaluating factors such as academic merit, established financial need as determined by the Free Application for Federal Student Aid (FAFSA), life and work experiences and professional goals. Again, the legal constraints of I200 means that we cannot target any particular form of diversity, but must evaluate applicants holistically and seek broad diversity as a component of academic excellence. To the degree that students self-disclose demographic data, we can share those statistics:
### Total No. of Recipients who are Students of Color
63

### Total Amount of Scholarships Awarded to Students of Color
$952,700

### Amount Funded Through Diversity-Dedicated Scholarships
$187,700

### Amount Funded Through Other Scholarships
$765,000

### Average Scholarship Amount
$15,122

#### UW Law Tuition History, 2009-15

<table>
<thead>
<tr>
<th>Academic Year</th>
<th>WA Resident</th>
<th>Non-Resident</th>
</tr>
</thead>
<tbody>
<tr>
<td>2010-11</td>
<td>$24,339</td>
<td>$37,229</td>
</tr>
<tr>
<td>2011-12</td>
<td>$25,780</td>
<td>$39,850</td>
</tr>
<tr>
<td>2012-13</td>
<td>$28,870</td>
<td>$41,840</td>
</tr>
<tr>
<td>2013-14</td>
<td>$30,891</td>
<td>$43,932</td>
</tr>
<tr>
<td>2014-15</td>
<td>$30,891</td>
<td>$43,932</td>
</tr>
<tr>
<td>2015-16</td>
<td>$30,891</td>
<td>$43,053</td>
</tr>
<tr>
<td>2016-17</td>
<td>$31,662</td>
<td>$43,053</td>
</tr>
</tbody>
</table>
DIVERSITY OF FACULTY & LAW SCHOOL LEADERSHIP

Approximately 30% of UW Law’s current full-time faculty self-identify as faculty of color:

Kim Ambrose (Asian-American)
Robert Anderson (Native American), Director of the Native American Law Center
Angelica Cházar (Latina)
William Covington (African-American)
Mary De Ming Fan (Asian-American)
Jennifer Fan (Asian-American)
Trevor Gardner (African-American)
Zahr Said (Arab-American)
Gregory Hicks (African-American)
Anita Ramasastry (Asian Indian)
Toshiko Takenaka (Japanese)
Lea Vaughn (African-American)
Brenda Williams (Latina)
Dongsheng Zang (Chinese)

We are pleased that Jennifer Fan (Asian-American) moved to a tenure-track role this year. Professor Fan has overseen the Entrepreneurial Law Clinic as the Director since 2012. Professor Fan received her JD from the University of Pennsylvania. Prior to joining the faculty, she was a senior associate in the corporate securities group at Wilson Sonsini Goodrich & Rosati.

Affiliate/Adjunct Faculty:

Professor Joel Ngugi (Kenyan); Currently, Judge, High Court of Kenya
Ron Whitener (Native American); Currently, Associate Judge, Tulalip Tribes
Professor Saadia Pekkanen (Asian Indian); Professor, Jackson School of International Studies, UW
UW Law also employs a large number of part-time faculty drawn from the bench and bar who teach a specialized course annually in their area of expertise. The numbers of these faculty change each quarter, but always include additional diverse persons.

**Dean’s Leadership Team:**

Three individuals of color serve on Dean Testy’s 2016-2017 senior leadership team (out of 10 or 30%):

- Assistant Dean for Finance **Jessica Brase** (Hispanic)
- Assistant Dean for Admissions & Financial Aid **Mathew Le** (Asian-American)
- Associate Dean for Students, Community Engagement and Equity, **Brenda Williams** (Latina)
PROGRAMS AND EFFORTS TO PROMOTE DIVERSITY AND INCLUSION

Diversity and inclusion are key elements in preparing UW Law students to be “leaders for the global common good” in all areas of law, business, and public policy. The importance of cultural competency, inclusion and equity is introduced during our week-long 1L orientation, Foundations of Legal Studies (FLS). The FLS planning committee chose to focus on a Supreme Court case, Scott v. Harris, 550 U.S. 372 (2007) to facilitate discussions at FLS and later in Civil Procedure and Torts. During a mock class session, incoming students considered issues of bias along cultural, ideological, racial, and gender lines. As a follow up, first-year faculty were encouraged to examine issues of cognitive bias in class discussions. FLS also featured sessions on anti-racism, thinking like a learner, and mindfulness and civility. These successive sessions were designed to give students opportunities to share their hopes and fears about law school and to further advance their understanding of equity and inclusion.

FLS sets an opening tone of inclusion each year that the Dean’s Advisory Committee on Diversity maintains through events, discussions and speakers. There is rarely a week that goes by without a significant event being held by the Committee and a robust Diversity Week is held each winter. During this past academic year, the Dean’s Advisory Committee on Diversity supported the Latinx Law Student Association as they developed events and programming to provide up to date legal information on the topic of immigration for undergraduate and graduate students. In addition, each area of UW Law is responsible for implementation of UW Law’s Diversity Plan. The Diversity plan is integrated within the ongoing educational and administrative structures for optimal progress and accountability.

In addition, the clinic faculty and students at UW Law School hosted an Immigration Workshop in February 2017 at UW Law. A diverse group of over 100 people filled the appellate courtroom, many sitting on the floor. Presenters included clinic director Christine Cimini, immigration clinician Chris Strawn, immigration faculty Angelica Cházar, assistant director of International Student Services Machelle Allman, and UW Law alum and Scholar Advisor in the office of International Scholars Operations, Susan Larrance. The audience engaged in a robust Q&A session following which a group of 10 volunteer pro-bono lawyers provided one-on-one consultations to 69 individuals. The evening did not end until everyone interested in talking to a lawyer was able to do so.
UW Law students have been at the forefront of local movements for social justice and have made important contributions on campus and in the region. Dean Testy meets regularly with a group of students organized around race equity and together the students, faculty, and staff have made important progress on equity and inclusion at UW Law. Most recently, a new course was added to the required 1L curriculum that will introduce students to critical perspectives, including critical race theory, on law.

Further, twelve of our incoming 1L students participated in our inaugural Gregoire Fellows program. This program is a unique collaboration between UW Law and 18 major law firms and legal departments in the Seattle area to address some of the issues that many students from underrepresented backgrounds face while in law school: debt burden, retention and bar passage. To ease the debt burden, UW Law funds a generous scholarship, for all three years, for each student. The Fellows also meet quarterly with Dean Testy and former Governor Chris Gregoire to provide the mentorship and guidance many students need as they explore their career options. During the summer after their 1L year, the Fellows participate in a paid internship at a law firm and law department for 10 weeks. And during the 3L year, the students are offered a stipend to be applied towards a bar study course to provide the necessary preparation for the bar of their choosing.

In 2016 we created a student-only Diversity Space for student collaboration. The students created the name, the Social Justice Library and set the protocols for using the room. Students also advocated for gender-neutral bathrooms. We have identified all of the single stall bathrooms as gender-neutral and also established a multi-stall, gender-neutral bathroom. All of the other bathrooms now have signage that indicates all individuals are welcome to access any restroom that is consistent with their gender identity.

During the recent Winter Quarter, the UW Law community, undergraduates and members of the public participated in our Fifth Annual Diversity Week. Program highlights included presentations by Seattle and Yakima's first Latina councilpersons; a showing of the film “Carl Maxey-A Fighting Life” and discussions of the potential impact Trump administration policies may have on public education. Events were well attended, numerous discussions resulted and follow up events are being planned.

UW Law continues to partner with the Washington State Bar Association on the Washington Leadership Institute (WLI). WLI was created in 2004 to provides monthly training sessions to twelve Fellows each year. WLI is open to attorneys admitted to practice for at least years and no more than ten years. Alumni from all three law schools in Washington state are eligible to apply. The sessions include topics such as the “nuts and bolts” of law practice, leadership styles, the judiciary, and the legislative process. A WLI Fellow is afforded numerous opportunities to personally interact with legal, judicial, and political leaders. Each
sessions includes time to be involved with the preparation and execution of a WLI community service project. Fellows devote approximately 30 hours to the project. In addition, following completion of the year-long WLI program, each Fellow is expected to serve on a WSBA or WSBA-related committee, section, minority, or specialty bar association.

**SUPPORT FOR MINORITY STUDENT ORGANIZATIONS**

The UW continues to fund student registration and travel to regional and national student conferences. UW Law students of color have had growing success in the moot court and mock trial competitions associated with these organizations and conferences, including Frederick Douglass Moot Court Competition, the Thurgood Marshall Mock Trial Competition, the Thomas Tang Moot Court Competition and the Native American Law Students Association Moot Court Competition.

**COURSES**

UW Law infuses cross-cultural competency beginning with the required first-year course on Transnational Law and a new required first course titled Critical Perspectives on the Law (1 credit), and continuing with upper level elective courses in Japanese, Korean, Chinese, Islamic Law and Contemporary Muslim Law. Courses offered in 2016-2017 that focused on issues of race, gender, and other forms of discrimination include Civil Rights; Critical Race Theory; Disability Law; Feminist Jurisprudence; Race and the Law; Critical Latino Legal Theory and Reproductive Rights.

**CLINICAL LAW PROGRAM**

The University of Washington Clinical Law Program was proud to restart the immigration clinic in January 2017. More students were interested in the clinical offering than we had space to accommodate this year as the issues students are able to work on in this clinic are compelling and timely. This academic year, the Immigration Law Clinic is representing low-income individuals, who otherwise would likely not be able to secure legal representation, in a wide variety of immigration issues. Clinic students, under faculty (attorney) supervision, are representing detained asylum-seekers, an indigenous Guatemalan woman appealing an in absentia removal order, special immigrant juveniles seeking to adjust to lawful permanent resident status, several individuals in complex naturalization applications, and a person appealing a naturalization denial. The Clinic also selected these cases with the goal of exposing law students to the two most common jurisdictions for immigration matters: the Immigration Courts and U.S. Citizenship and Immigration Service (USCIS). In their Immigration Court cases, they are exposed to the adversarial removal process, which involves quasi-judicial administrative hearings before an Immigration Judge and opposing counsel from the Department of Homeland Security. In their USCIS cases, they prepare and represent...
the client in an administrative interview before USCIS, where an applicant appears before an Immigration Officer in a less adversarial setting. By the end of the course, the students have gained the experience to prepare them to work on many types of immigration cases, having worked on cases both before the Immigration Courts and USCIS.

We are excited to be in a position to offer this opportunity to students and in doing serve not only a diverse client community but provide diverse students an experiential opportunity that many find exciting and challenging.

The clinics serve underrepresented communities and causes and provide opportunities for students to develop their cross-cultural skills.

- Children and Youth Advocacy Clinic (CAYAC)
- Entrepreneurial Law Clinic
- Federal Tax Clinic
- Immigration Law Clinic
- Innocence Project Northwest Clinic (IPNW)
- International Human Rights Clinic
- Legislative Advocacy Clinic
- Race and the Justice Clinic
- Street Law Clinic
- Tribal Court Public Defense Clinic