Proposal to the
King County Bar Association

Diversity Committee

2018 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.
Since our first graduation occurred in 1974, Seattle University School of Law has had a significant impact on diversifying the Bar. Between 2011 and 2016, 479 persons of color received a law degree from Seattle University School of Law. Of that number, 332 graduates of color 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>Other¹</th>
</tr>
</thead>
<tbody>
<tr>
<td>American Indian</td>
<td>9</td>
<td>6</td>
<td>1</td>
<td>2</td>
<td>1</td>
</tr>
<tr>
<td>Asian American</td>
<td>131</td>
<td>107</td>
<td>6</td>
<td>16</td>
<td>2</td>
</tr>
<tr>
<td>Pacific Islander/Native Hawaiian</td>
<td>13</td>
<td>7</td>
<td>1</td>
<td>5</td>
<td>0</td>
</tr>
<tr>
<td>African American</td>
<td>40</td>
<td>32</td>
<td>3</td>
<td>4</td>
<td>1</td>
</tr>
<tr>
<td>Hispanic American</td>
<td>62</td>
<td>42</td>
<td>6</td>
<td>12</td>
<td>2</td>
</tr>
<tr>
<td>Multicultural</td>
<td>77</td>
<td>57</td>
<td>7</td>
<td>8</td>
<td>5</td>
</tr>
<tr>
<td><strong>TOTAL</strong></td>
<td>332</td>
<td>251</td>
<td>24</td>
<td>47</td>
<td>10</td>
</tr>
</tbody>
</table>

As the above statistics illustrate, approximately 70% of our minority graduates pursue careers in King County and the surrounding region. In our 2017 graduating classes, there were 74 minority graduates, and we have 212 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 200 new minority graduates of SU law will live and practice in the King County area.

¹ Includes Kitsap, Thurston, and Skagit Counties. For sake of consistency in reporting, we use the American Bar Association’s definition of minority students throughout this report. 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 continues to make up a significant proportion 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 downsized 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>2017-18</td>
<td>159</td>
<td>$2,777,700</td>
<td>+$519,610</td>
</tr>
<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>+$165,020</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>2010-09</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>
</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 $8,780,460. This year, the Law School was able to award $385,000 to support 42 ARC students, most of whom are underrepresented students of color. Of the 42 ARC scholarship recipients, 35 (83%) were students of color. Additionally the Law School has established a Minority Scholarship Quasi-Endowment, currently valued at a little over $593,500, which provides additional scholarship support to our minority students.

The Douglas R. Nash Native American Law Scholarship is a three-year, full-tuition scholarship awarded to an admitted 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. We currently have three Douglas R. Nash Native American Law Scholarship recipients enrolled at the Law School. While 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 (most 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.
Beginning in Fall 2015, we welcomed our first students to our Alaska Satellite Campus. Students are now able to spend their summers and their entire third year in Alaska. The expense and difficulty of moving out of state can be challenging, particularly for minority and rural Alaskans. It is our hope that the Alaska Satellite Campus will open the door to legal and judicial careers to many more young Alaskans and will increase diversity in the profession.

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 $17,000 for full-time students, up from $15,000 last year (the range of scholarship awards is from $1,000 to full tuition). The cost of attendance is expected to be $72,622 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 those students. In this context, the scholarship funds we receive from the King County Bar Foundation and others make a huge difference to our 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 unique 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. 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 more than $2.7 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 contribution of $70,000 made by the King County Bar Foundation. Last year, 26 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 $593,500 from which we were able to award $25,355 for minority scholarships in 2017-18.
- An $8 million endowment to benefit Access Admission ARC student scholars. We were able to provide $385,000 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 twenty-four 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,” which is targeted to Alaska Natives. The program was also expanded with an event in Sitka, Alaska, which is offered 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 Justice Forum in Seattle. We are also one of the sponsors of the Youth and Justice Forum in Yakima and regularly send faculty and student representatives.
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. The Law School, in partnership with Indigenous Peoples’ Institute at SU, hosted a group of high school and middle school students from Highline School District. The students will participate in a day-long program, part of which includes learning about the law school and Federal Indian and Tribal Law.
7. 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 school
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. Frequent 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. Adjustment of the title and duties of Roderick Morrison (formerly Associate Director of Outreach for Admission) to Associate Director of Diversity, Equity & Outreach for Admission. Roderick assists in the cultivation of students of color, counsels current diverse students to enhance retention efforts, and attends diversity-focused pre-law events, regionally and nationally, to enhance the profile of the School of Law for diverse prospective law students;
8. 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;
9. Recruitment of Native American students participating in the Pre-Law Summer Institute (PLSI), which is a two-month intensive legal program for pre-law Native American students;
10. Attendance at the Latino Justice Law Day sponsored by PRLDEF;
11. Attendance at Wisconsin Diversity Day, meeting with both pre-law advisors and diverse prospective law students;
12. Meetings with pre-law advisors at undergraduate campuses in Michigan in order to promote the Law School and increase applications from underrepresented candidates from this region;
14. Participation in the Federal Indian Bar Conference and meeting with prospective students; and
15. 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. A diversity reception for admitted students of color and LGBTQ students, held the evening before our Spring Visit Day open house;
2. Calls and personal notes from currently enrolled minority students;
3. Letters of congratulation and offers of assistance from the Student Bar Association Diversity Representative;
4. A roster of names and contact information for minority law graduates, with a note encouraging admitted students to contact these alumni;
5. 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);
6. Highly individualized cultivation and follow-up by the Dean, the Associate Dean for Student Affairs, the

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Efforts to Increase Minority Graduates in this Geographic Area

In 2019, we will participate in the Gregoire Fellows Program, which is designed to increase diversity in the legal profession. We hope that this will aid us in increasing our yield of accepted diverse applicants.
Director for Admission, faculty and staff of color, and others as appropriate;
7. Financial support to out-of-state students of color to help defray costs of visiting the Law School prior to enrollment; and
8. Coordinated 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 $509,000 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 renown 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. In March, our BLSA team placed second at the National Black Law Student Association Thurgood Marshall Mock Trial Competition.

The Dean’s Office, along with the Black Law Student Association (BLSA), continues to host our annual BLSA Alumni Awards Reception, an evening celebration that honors members of the community who so generously contribute to BLSA students and the School of Law. This year we honored the following individuals: Karen Murray ’91, who leads the problem-solving court unit at King County’s Department of Public Defense; Stephan Thomas ’11, director of community justice initiatives at the King County Prosecuting Attorney’s Office; and Professors Minetti and Krontz for their work with the Law School’s Access Admission Program. At the BLSA Awards Reception, in conjunction with the Washington State Minority and Justice Commission, we hosted the first Charles Z. Smith Award ceremony for recipients from the three Washington law schools. Additionally, the Latinx Law Student Association and the Dean’s Office hosted our 8th annual Latina/o Alumni Awards Reception, at which we honored Debra Akhbari ’13,
a commercial litigator with the Seattle law firm Helsell Fetterman LLP and president-elect of the Latina/o Bar Association of Washington; Janet Rodrigues Mondlane ’17, an immigration attorney with Colectiva Legal del Pueblo, and Rocky White, whose bilingual English and Spanish law practice focuses on helping startups and small business owners form their companies, operate their businesses, and protect their intellectual property. 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 organizations 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. The Law School also helps support the American Indian Law Journal’s annual awards reception. 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 bring in lawyers and judges to the Law School 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 that 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>
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</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>TOTAL</td>
<td>MINORITY</td>
<td>TOTAL</td>
<td>MINORITY</td>
</tr>
<tr>
<td>Involuntary (Academic)</td>
<td>0</td>
<td>0</td>
<td>1</td>
<td>1</td>
</tr>
<tr>
<td>Transfer</td>
<td>13</td>
<td>1</td>
<td>13</td>
<td>6</td>
</tr>
<tr>
<td>Other</td>
<td>8</td>
<td>3</td>
<td>8</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>
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<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Gonzaga</td>
<td>50 (16%)</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>
</tr>
<tr>
<td>Idaho</td>
<td>60 (19%)</td>
<td>73 (24.5%)</td>
<td>67 (19.5%)</td>
<td>65 (18.4%)</td>
<td>43 (13.3%)</td>
<td>49 (14.5%)</td>
<td>49 (10.5%)</td>
</tr>
<tr>
<td>Lewis &amp; Clark</td>
<td>137 (24.5%)</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>
</tr>
<tr>
<td>Oregon</td>
<td>60 (19%)</td>
<td>60 (18%)</td>
<td>67 (18.3%)</td>
<td>74 (19.9%)</td>
<td>78 (17%)</td>
<td>81 (16.9%)</td>
<td>77 (15.2%)</td>
</tr>
<tr>
<td>Seattle</td>
<td>212 (34.8%)</td>
<td>209 (32%)</td>
<td>245 (34.6%)</td>
<td>258 (32.5%)</td>
<td>269 (31.7%)</td>
<td>266 (32.7%)</td>
<td>250 (25%)</td>
</tr>
<tr>
<td>Washington</td>
<td>131 (26.3%)</td>
<td>141 (28.2%)</td>
<td>131 (26.4%)</td>
<td>140 (27.3%)</td>
<td>142 (26.2%)</td>
<td>140 (25.1%)</td>
<td>115 (22.9%)</td>
</tr>
<tr>
<td>Willamette</td>
<td>68 (23.2%)</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>77 (17.9%)</td>
</tr>
</tbody>
</table>

3 Source: Standard 509 ABA Required Disclosures
In order to achieve these results, we evaluate each applicant 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 admission patterns for the past three years:

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<thead>
<tr>
<th></th>
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<th></th>
<th></th>
<th></th>
<th></th>
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</thead>
<tbody>
<tr>
<td>Hispanic of any race</td>
<td>106</td>
<td>26</td>
<td>108</td>
<td>19</td>
<td>101</td>
<td>17</td>
</tr>
<tr>
<td>American Indian or Alaskan Native</td>
<td>4</td>
<td>0</td>
<td>5</td>
<td>1</td>
<td>12</td>
<td>3</td>
</tr>
<tr>
<td>Asian</td>
<td>78</td>
<td>17</td>
<td>72</td>
<td>20</td>
<td>66</td>
<td>24</td>
</tr>
<tr>
<td>African American</td>
<td>31</td>
<td>11</td>
<td>28</td>
<td>4</td>
<td>28</td>
<td>6</td>
</tr>
<tr>
<td>Native Hawaiian/ Pacific Islander</td>
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<td>3</td>
<td>0</td>
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<td>Two or More Races</td>
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<td>20</td>
<td>64</td>
<td>15</td>
<td>51</td>
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<td>TOTAL</td>
<td>294</td>
<td>75</td>
<td>281</td>
<td>60</td>
<td>261</td>
<td>72</td>
</tr>
</tbody>
</table>

4 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>
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</tr>
</thead>
<tbody>
<tr>
<td>Minority Students</td>
<td>25.5%</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>20.1%</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, 2017, there were 212 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>
</tr>
</thead>
<tbody>
<tr>
<td>Hispanic of any race</td>
<td>26</td>
<td>20</td>
<td>13</td>
</tr>
<tr>
<td>American Indian/Alaskan Native</td>
<td>0</td>
<td>1</td>
<td>2</td>
</tr>
<tr>
<td>Asian</td>
<td>19</td>
<td>17</td>
<td>27</td>
</tr>
<tr>
<td>African American</td>
<td>11</td>
<td>5</td>
<td>7</td>
</tr>
<tr>
<td>Native Hawaiian/Pacific Islander</td>
<td>2</td>
<td>1</td>
<td>1</td>
</tr>
<tr>
<td>Two or More Races</td>
<td>21</td>
<td>19</td>
<td>20</td>
</tr>
<tr>
<td>TOTAL</td>
<td>79</td>
<td>63</td>
<td>70</td>
</tr>
</tbody>
</table>

Ray Ivey received the Perkins Coie IL Diversity Fellowship, the KCBF Scholarship, and is president of the law school’s Black Law Student Association.
Diversity of Students, Administration, and Faculty

Beginning in 2015, we added an optional question to our law school application demographics section in which we ask whether the applicant identifies as lesbian, gay, bisexual or transgender. In both the 2016 and 2017 entering classes, 12% of the incoming class self-identified as LGBT.

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 Planning and Strategic Initiatives. Professor Robert Chang and Professor Lorraine Bannai, both Asian Americans, serve as Executive Director and 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, an African American, is the Faculty Director of the Alaska Satellite Campus. Professor Gregory Silverman, a Native American, is Faculty Director of the Center for Indian Law and Policy.

In addition, several key senior staff members are persons of color as well, including the Associate Dean for Students 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), the Director of the Center for Indian Law and Policy (Brooke Pinkham, Native American), and the Associate Director of Diversity, Equity & Outreach (Roderick Morrison, African American).

FACULTY
For the 2017-18 academic year, of our 37 tenured and tenure-track faculty, 13 (35%) 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 certainly 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 Vice President for Diversity and Inclusion for Seattle University.
• Professor Won Kidane’s article on “China’s and India’s Investment Treaty Practices and Implications for Africa” was published in the Loyola of Chicago Law Journal.
• Professor Robert Chang completed an article, “Whitewashing Precedent: From the Chinese Exclusion Case to Korematsu to the Muslim Travel Ban Cases,” which will be published by the Case Western Reserve University Law Review as part of a symposium, “National Security, National Origin, and the Constitution: 75 Years after Executive Order 9066.” The Law Review will also publish the amicus brief that the Korematsu Center, Karen Korematsu, Jay Hirabayashi, Holly Yasui, and several national civil rights organizations and national bar associations of color filed with the Supreme Court in regard to Presidential Proclamation 9465.
• Professor Bannai spoke on an episode of “More Perfect,” Radiolab’s spin-off podcast about the Supreme Court, about Fred Korematsu’s path to the Supreme Court.
• Professor Maggie Chon helped plan and participated in a CLE co-sponsored by the Federal Bar Association and the King County Bar Association to discuss Richard Rothstein’s book, The Color of Law: The Forgotten History of How Our Government Segregated America.
• Professor Tayyab Mahmud presented a paper, “The Global Turn to the Right: Unavoidable Consequence of Neoliberal Capitalism,” at the LatCrit Biennial Conference. Professor Mahmud appeared twice on “Voice of America” (International Service) to discuss the U.S. response to China’s “One-Belt-One-Road” regional economic plan and the state of conflict in Syria and Yemen.
• Professor Lily Kahng’s article, “Who Owns Human Capital?” was published by the Washington University Law Review.
• Professor Bryan Adamson’s article, “The ‘Blurred Lines’ of Marvin Gaye’s ‘Here, My Dear’: Music as a Tortious Act, Divorce Narrative and First Amendment Totem,” was accepted for publication in Cardozo Arts & Entertainment Law Journal.
• Professor Steven Bender published his eleventh book, How the West Was Juan: Reimagining the U.S.-Mexico Border, which laces real and imagined history with law and culture, as part of a border series with San Diego

- **Professor Carmen Gonzalez** served as the George Soros Visiting Chair at the Central European University School of Public Policy in Budapest, Hungary.

### TENURED FACULTY OF COLOR

**Professor Bryan Adamson** earned his J.D. from Case Western Reserve University. Since 2004, he has published over 15 law review articles on topics such as standards of appellate review in the context of civil rights cases; President Obama, Muslim rumors and rumor management; and on race and media. “‘Thugs,’ ‘Crooks,’ and ‘Rebellious Negroes:’ Racist and Racialized Distortions in Media Coverage of Michael Brown and the Ferguson Demonstrations” was recently published in the Harvard Journal on Racial & Ethnic Justice, and “Reconsidering Pre-Indictment Media Publicity: Racialized Crime News, Grand Juries and Tamir Rice,” appears in the Alabama Civil Rights & Civil Liberties Law Review. Professor Adamson serves as a board member and Public Policy Chair of the Greater Seattle Business Association (an LGBT small business and civil-rights chamber of commerce), and as a member of the City’s Our Best Advisory Committee and the King County Prosecutor’s Office African American Council, both of which focus upon improving outcomes for and diminishing criminal system encounters of minority youth. 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 the Consumer Advocacy Clinic; Protest, Policing and the First Amendment; and Mass Media Law and Policy.

**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. Professor Bender is a national academic leader on immigration law and policy, as well as an expert in real estate law. Among his honors, the Minority Groups Section of the Association of American Law Schools presented him with the C. Clyde Ferguson, Jr., Award, a prestigious national award recognizing scholarly reputation, mentoring of junior faculty, and teaching excellence. 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, and 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. 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 Planning and Strategic Initiatives.

**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 has received numerous recognitions for his scholarship and service. He was the 2009 co-recipient of the Clyde Ferguson Award, given by the Minority Groups Section of the Association of American Law Schools, which is "granted to an outstanding law teacher who in the course of his or her career has achieved excellence in the areas of public service, teaching
and scholarship.” He became an elected member of the American Law Institute in 2012 (ALI), and he was the co-recipient of the 2014 Charles A. Goldmark Distinguished Service Award from the Legal Foundation of Washington for his leadership role in a statewide task force on race and the criminal justice system. 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 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. She is the former Associate Dean for Research. Professor Chon co-authored a book entitled *Rights and Reparation: Law and the Japanese American Internment*. Her current scholarship explores the global governance dimensions of Intellectual Property, especially their distributional consequences. She earned an M.H.S.A. from the University of Michigan School of Public Health, and a J.D., *cum laude*, from the University of Michigan Law School. During the 2011-12 year, Professor Chon served as the Senior Global Emile Noël Research Fellow in the Jean Monnet Center for International and Regional Economic Law & Justice at New York University School of Law. Professor Chon was recently 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 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 L.L.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 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 U.S. 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*. 

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Proposal to the King County Bar Association Diversity Committee
Proposal to the King County Bar Association Diversity Committee

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, a J.D. from the University of Illinois College of Law and an SJD from Georgetown. Before his current appointment, Professor Kidane taught at Penn State Dickinson School of Law. Prior to joining 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 book, The Culture of International Arbitration, was published 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.

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.
Proposal to the King County Bar Association Diversity Committee

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 thrust 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 and scholarly engagement, Professor Martin is an active contributor in many professional settings. She has served as Chair and Executive Committee Member of the AALS Executive Committee on Employment Discrimination Law. She is a Research Fellow for the Fred T. Korematsu Center for Law and Equality, and was appointed twice to the Washington State Gender and Justice Commission. Professor Martin serves on the Advisory Board for the Lutie Lytle Black Female Law Professors Writing Workshop. In 2014, she was invited to join the American Bar Association Center for Professional Responsibility Publications Board. She served as the co-chair of Seattle University’s Task Force on Diversity and Inclusive Excellence, and last fall was appointed as the Vice President for Diversity and Inclusion for Seattle University.

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

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

Professor 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 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
Diversity of Students, Administration, and Faculty

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.

Professor Cyrus Habib 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.

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. 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.

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 DIRECTV Sports Networks, he was the primary contract negotiator and rights manager for sports programming and distribution partnerships. Prior to joining DIRECTV, 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.

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.”
Curriculum and Other Programs

Seattle University School of Law prepares our students 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; Contemporary Issues in Indian Law; Disability Law; Feminist Legal Theory; Latinos & the Law; Law and Social Movements; Law, Social Justice and Ethics; Policing, Imprisonment and Justice; Protests, Policing, and the First Amendment; and Race & the Law. 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 five hour, racial-justice focused workshop facilitated by Patricia Lally and the Seattle Office of Civil Rights.
- **Advanced Racial Justice Training**: A workshop on cultural competence and racial justice was offered to all students in the spring. Classes were cancelled in order to allow students the opportunity to attend.
- **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. The recommended books for this year included *Notes from No Man’s Land*, *Policing the Planet*, *Democracy in Black*, and *Citizen*. Last year’s recommended books included *Just Mercy*, *The New Jim Crow*, *Between the World and Me*, and *Singing Vivaldi*.
- **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 Michele Storms, Deputy Director of the ACLU as keynote speaker for the kick-off reception.
- ** 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 continue to work with the university to expand existing ways to respond at the university and school level to incidents of racial bias and micro-aggressions.
Institutes and Centers

ACCESS TO JUSTICE INSTITUTE
As a home for pro bono, public interest, and social justice, the Access to Justice Institute (ATJI) prepares students for a lifetime in law in furtherance of social justice. Through collaborative student, school, and community partnerships, ATJI connects the law school to opportunities to engage with underserved and marginalized communities and use the law as a means to effect social change. ATJI houses a number of pro bono projects that include the Moderate Means Program, the Youth Education and Advocacy Program, 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 First Year Fellows program which has a cultural competency component. ATJI also helps bridge academics and action by providing space for them to connect the dots. An example of this is ATJI’s Social Justice Monday weekly series where a speaker or panels addresses a different social justice topic, many of which highlight racial disparities and injustice. Examples of topics covered on Social Justice Mondays include: King County 180 Diversion Program, Personal Experiences in Refugee Policy Work, Upholding Treaty Rights, and Access Denied: Washington’s Charity Care System. ATJI also supports students who are pursuing a public interest career by offering career counseling, networking opportunities and public interest career workshops including a recent one focused on race equity.

Integral to ATJI’s work is advancing racial justice and supporting students of color and their allies. Each year, Seattle University Law School students, alumni, faculty and staff are given the opportunity to participate in an Advanced Racial Justice Training, a professional development opportunity that is consonant with ours and the University’s mission. This training is designed to follow up on the orientation training all students receive in their 1L year, in order to foster leadership skills for working in all areas of the profession in ways that resist systems of privilege and oppression. The program includes workshops 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.

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, 2017 graduate Hyun-Ji Lee 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.

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 current legal issues available to Indian tribes and people; and provide legal services to Indian tribes and people. Brooke Pinkham, Nez Perce tribal member, directs the Center. Other Center Staff includes Senior Attorney Erica Wolf and Faculty Director Professor Gregory Silverman, a member of the Mohegan tribe.

In addition to providing internships in estate planning for Tribes, the Center also offers a clerkship position with the Tulalip Tribes’ Court. The clerkship gives our students an opportunity to learn firsthand the day to day operations of a Tribal Court, as well as understand how and why tribal laws are uniquely created to fit community needs.

Last fall, the Native American Law Students Association, the American Indian Law Journal, and the Center for Indian Law & Policy sponsored a reception to celebrate SU’s second annual recognition of Indigenous Peoples’ Day. Indigenous Peoples’ Day at SU would not have been an official SU holiday if it were not for the NALSA students who petitioned the school to include it on the school’s calendar. The Center for Indian Law & Policy hosted several other events throughout the year including a lecture on a major Federal Indian Law case pending in the U.S. Supreme Court, and a panel discussion on Careers in Indian Law.

The Center for Indian Law & Policy Director began recruiting Native American students who were participants in the Pre-Law Summer Institute (PLSI) at University of New Mexico School of Law. PLSI is a two-month intensive legal program where approximately 30 Native American students are chosen to participate. The summer program offers mostly first-year law courses, and includes a course in Federal Indian Law. We estimate SU’s participation in PLSI will increase the number of Native Students at SU School of Law.

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

Professor Lorraine Bannai, director of the Korematsu Center for Law and Equality, guides students in preparing amicus briefs as well as directly representing clients as part of the center’s civil rights work.
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 WWII 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. On August 22, 2017, Judge Wallace Tashima ruled in favor of the Tucson students, finding that the Arizona law “was enacted and enforced with a discriminatory purpose. Last fall, the Korematsu Center filed an amicus brief on behalf of the children of Gordon Hirabayshi, Minoru Yasui and Fred Korematsu in opposition to Trump’s travel ban. 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 was recently awarded the Asian Bar of Washington Community Service Award. 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, a client of the Clinic, 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. In 2017-18, thirty-eight percent (38%) of our first-year class self-identified as minority students and scholarship support to minority students enrolled at the Law School exceeded $2,700,000. 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, supportive, and inclusive environment to ensure the success of our students of color. We are proud of the work that Seattle University School of Law is doing 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 ensure that those coming to law school reflect the diversity of the communities they will seek 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!!!