PROPOSAL TO THE
KING COUNTY
BAR ASSOCIATION
DIVERSITY COMMITTEE

2019 Application for Funding of Minority Scholarships
A LIFETIME IN THE LAW
AT THE SERVICE
OF JUSTICE

School of Law
Mission Statement
MAY 8, 2019

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 the 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 2012 and 2017, 464 persons of color received a law degree from Seattle University School of Law. Of that number, 346 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>
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<tr>
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<td>86</td>
<td>64</td>
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<tr>
<td><strong>TOTAL</strong></td>
<td>346</td>
<td>268</td>
<td>25</td>
<td>40</td>
<td>13</td>
</tr>
</tbody>
</table>

As this chart illustrates, approximately 75% of our minority graduates pursue careers in King County and the surrounding region. There were 63 minority graduates in our 2018 graduating classes, and we have 207 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 Seattle U Law will live and/or practice in the King County area.

¹ Includes Kitsap, Thurston, and Skagit Counties. For the 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 Seattle U Law has been staying steady or even increasing 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>
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<tbody>
<tr>
<td>2018–19</td>
<td>165</td>
<td>$2,916,345</td>
<td>+$138,645</td>
</tr>
<tr>
<td>2017–18</td>
<td>159</td>
<td>$2,777,700</td>
<td>+$519,610</td>
</tr>
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<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>
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<td>2014–15</td>
<td>150</td>
<td>$1,927,420</td>
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<td>2013–14</td>
<td>153</td>
<td>$1,764,400</td>
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<td>2012–13</td>
<td>137</td>
<td>$1,395,462</td>
<td>+$97,652</td>
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<td>2011–12</td>
<td>136</td>
<td>$1,297,810</td>
<td>-$47,432</td>
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<td>2010–11</td>
<td>142</td>
<td>$1,345,242</td>
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<td>155</td>
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<tr>
<td>2008–09</td>
<td>171</td>
<td>$1,414,634</td>
<td>+$356,814</td>
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To augment financial assistance dollars generated by tuition revenue, the Law School has continued our 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 $8,256,230. This year, the Law School was able to award $434,500 to support 39 ARC students, most of whom are underrepresented students of color. Of the 39 ARC scholarship recipients, 34 (87%) were students of color. Additionally, the Law School has established a Minority Scholarship Quasi-Endowment, currently valued at a little over $559,945, 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 two Douglas R. Nash Native American Law Scholarship recipients enrolled at the Law School. One of our scholars will serve as the Editor-In-Chief of the American Indian Law Journal during the 2019-20 academic year. 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 19 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 that field of law.

Beginning in Fall 2015, we welcomed the first students to our Alaska Law 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 Law Campus will open the door to legal and judicial careers to many more 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 $20,000 for full-time students, up from $17,000 last year (the range of scholarship awards is from $1,000 to full tuition). The cost of attendance is expected to be $75,272 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 potential 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 in the legal profession.

It is important to note that we evaluate academic performance in law school and at-entry statistical indicators such as the LSAT 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 non-diversity scholarship recipients must rank in the top half for automatic award renewal.

**SUMMARY**

As noted above, the Law School is expending more than $2.9 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, 27 minority students at Seattle U Law were named King County Bar Foundation Scholars.
- A Minority Scholars Endowment Fund, established in 1999, to which alumni and friends are encouraged to contribute. The current market value of that fund is $559,945, from which we were able to award $25,000 for minority scholarships in 2018-19.
- An $8 million endowment to benefit Access Admission ARC student scholars. We were able to provide over $400,000 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-five 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. We will once again present (along with the Alaska Association of Women Judges) “The Color of Justice Program,” which is designed to encourage Alaska Natives to consider legal education. 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 junior high and high school students interested in careers in law, including the Youth and Justice Forum in Seattle. We are also one of the sponsors of the Youth and Justice Forum in the Tri-Cities and regularly send faculty and student representatives. This past year, Dean Clark attended the forum in Pasco, and she will be moderating a panel at the upcoming Youth and Justice Forum in Seattle.

3. We have developed partnerships with Western Washington University and Central Washington University–Des Moines to facilitate a continuing relationship with students of color and economically disadvantaged students who are interested in attending law school.

4. The School of Law’s Center for Indian Law and Policy and the Office of Admission have entered into a strategic partnership to develop relationships and a pipeline with the tribes who are connected with the Center. This includes recruiting and presenting at the Northwest Indian College and sending members of our Native American Law Student Association to the Native American Moot Court program as well as the Federal Indian Bar Conference.

5. We have created outreach, communications, and marketing efforts for the largest institutions that serve Native American and major Native educational magazines. We have also done outreach with the National Association of African American Studies and Affiliates.

6. We host the Seattle Youth Traffic Court, an Access to Justice Partnership Project, in which youth sentence their peers who have received traffic tickets in Seattle. Under the guidance of our law students, high 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 in our community will consider a career in law.

GENERATING APPLICATIONS

We have listed below some of the efforts made by our Office of Admission 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. Recent 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 both regionally and nationally to enhance the profile of the Law School among 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. Engage alumni of color with our recruitment efforts. For example Veronica Quiñónez ’11 makes regular trips to her alma mater in El Paso on behalf of the Law School. As a result, a steady stream of UTEP students have followed her path. Similarly, alumni of color assist with recruitment efforts in New York and Washington, D.C.
11. Attendance at the Latino Justice Law Day sponsored by PRLDEF;
12. Attendance at Wisconsin Diversity Day, meeting with both pre-law advisors and diverse prospective law students;
13. 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 Law School Prep Series law fair, sponsored by the NYC Bar Association Diversity Pipeline Initiatives;

15. Participation in the Federal Indian Bar Conference and meeting with prospective students; and

16. 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 formal 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 of color with students of color);

6. Highly individualized cultivation and follow-up by the Dean, the Associate Dean for Student Affairs, the Director of Admission, faculty and staff of color, and others, as appropriate;

7. Financial support for 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 in terms 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 $500,000 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 enrolling and 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 accepting

In 2020 we hope to participate in the Gregoire Fellows Program, which is designed to increase diversity in the legal profession in the state of Washington. We expect that this will aid us in increasing our yield of accepted diverse applicants.
the position as ARC Director, he had this to say: “Empowering diverse students to be successful in the law school classroom
gives the students the opportunity to become leaders who 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 2018, our BLSA chapter awarded Professor Minneti and his colleague Professor Connie
Krontz with the BLSA Amicus Award for their work with the Access Admission Program.

In order to retain students of color, we make every effort to ensure that these students find a welcoming and inclusive
community. (See information below regarding Curriculum and Other Programs.)

The Law School 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 fourth at the National Black Law Student
Association Thurgood Marshall Mock Trial Competition. At the BLSA Western Regional Convention this year, our BLSA
chapter won Chapter of the Year, our BLSA President won BLSA Leader of the Year, and one of our students won Best
Trial Advocate.

The Dean’s Office and the Black Law Student Association (BLSA) continue 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:

- Erica Evans ’15, current president of the Loren Miller Bar Association and an Assistant City Attorney for the City of Seattle,
  received the BLSA Alumni Award;
- The Honorable Jason Poydras ’05, who serves on the King County District Court, received the BLSA Vanguard Leadership
  Award; and
- Arliss Doss, the Logistics Coordinator for the Law School, received the BLSA Amicus Award.

Additionally, the Latinx Law Student Association (LLSA) and the Dean’s Office hosted our ninth annual Latinx Community
Awards Reception, at which we honored:

- Yessenia Medrano-Vossler ’16, a staff attorney with the Northwest Immigrant Rights Project, who received the La
  Justicia Award;
- Leticia Hernandez ’15, deputy prosecuting attorney with the King County Prosecuting Attorney’s Office, who received the
  Spirit of Service Award; and
- The Honorable Veronica Alicea-Galván, who serves on the King County Superior Court, with the Spirit of Service Award.

These annual 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 of color and their roles in leadership positions and 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 Latinx 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 Banquet. These events provide our students of color with the opportunity
to celebrate their successes as well as providing them with a continuing connection with alumni of color.

**CENTER FOR PROFESSIONAL DEVELOPMENT**

The Law School devotes ongoing support to the special interests and concerns of our diverse and underrepresented students
when it comes to securing legal employment, both during law school and after graduation.

Our Center for Professional Development (CPD) team regularly engages students of color and those from diverse and
underrepresented backgrounds in career development and networking activities. Staff members interact with alumni,
members of key University leadership groups, and other friends of the Law School to identify job opportunities, coordinate programs and 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 we recruit diverse lawyers to serve as their mentors. For example, CPD partners with the WSBA Committee for Diversity to host a mock interview program in preparation for diversity fellowship interviews, giving diverse first-year students an opportunity to receive interviewing feedback and support from prominent diverse legal professionals. CPD has also developed a close relationship with the Leadership Council on Legal Diversity (LCLD), and each year several diverse first-year students participate in the Success in Law School Mentoring Program. In addition, we host lawyers and judges at the Law School for various events (including the alumni award receptions and graduation celebrations described above), 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 from the Washington law schools in summer associate positions at some of Western Washington’s most prestigious law firms and companies. Each year in the fall, CPD hosts a well-attended Diversity Fellowship Reception for local law firms that actively recruit diverse first-year students for paid summer positions. In addition to a summer associate position, students receive significant fellowship/scholarship money toward their second year of law school. This year, representatives from nine major law firms and more than 45 diverse students attended 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 each firm’s fellowship/scholarship opportunity. Fourteen (14) diverse 1L students found positions this summer through LEAD and other Diversity Fellowships. During the summer, CPD supports diverse students participating in the NW Minority Job Fair by providing guidance on researching employers and job search strategies, as well as reviewing application materials and conducting mock interviews.
DIVERSITY OF STUDENTS, ADMINISTRATION & FACULTY

STUDENTS

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

<table>
<thead>
<tr>
<th></th>
<th></th>
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<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Seattle</td>
<td>207 (33.8%)</td>
<td>212 (34.8%)</td>
<td>209 (32%)</td>
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<td>258 (32.5%)</td>
<td>269 (31.7%)</td>
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<tr>
<td>Gonzaga</td>
<td>53 (15.1%)</td>
<td>50 (16%)</td>
<td>50 (16.2%)</td>
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<td>Idaho</td>
<td>68 (21.6%)</td>
<td>60 (19%)</td>
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<td>Washington</td>
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<tr>
<td>Willamette</td>
<td>74 (22.6%)</td>
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<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>
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**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, skills 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 them. The chart below provides information on admission and enrollment patterns for the past three years:

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<tr>
<td>Asian</td>
<td>67</td>
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<td>78</td>
<td>17</td>
<td>72</td>
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</tbody>
</table>

*The above statistics are taken from the annual ABA report. In 2010, the ABA (as required by the Federal government) created different categories for minority students. All students who identify as “Hispanic” or “Latino” are counted as Hispanic even if they are biracial. Students who identify with more than one race are included in the “two or more races” category unless one of the races is Hispanic. Foreign nationals are counted in a separate category. Some of our foreign nationals are also minority students but are not included in the above statistics. Likewise, students who identify as White-Middle Eastern are not included in the ABA minority enrollment statistics and are therefore not included in the Law School’s minority statistics.
When compared to our overall accept-to-enroll ratio, the accept-to-enroll ratio for minority students in 2018 was almost identical to the ratio for the entire pool:

<table>
<thead>
<tr>
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<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Minority Students</td>
<td>23%</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>
</tr>
<tr>
<td>Entire Pool</td>
<td>23.2%</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>
</tr>
</tbody>
</table>

As stated previously, as of October 1, 2018, there were 207 minority students enrolled at the Law School. The chart below shows the breakdown by year and ethnicity:

<table>
<thead>
<tr>
<th>Year and Ethnicity</th>
<th>First Year</th>
<th>Second Year</th>
<th>Third Year and Fourth Year</th>
</tr>
</thead>
<tbody>
<tr>
<td>Hispanic of any race</td>
<td>24</td>
<td>25</td>
<td>20</td>
</tr>
<tr>
<td>American Indian/Alaskan Native</td>
<td>2</td>
<td>0</td>
<td>1</td>
</tr>
<tr>
<td>Asian</td>
<td>16</td>
<td>16</td>
<td>24</td>
</tr>
<tr>
<td>African American</td>
<td>10</td>
<td>10</td>
<td>5</td>
</tr>
<tr>
<td>Native Hawaiian/Pacific Islander</td>
<td>2</td>
<td>1</td>
<td>0</td>
</tr>
<tr>
<td>Two or More Races</td>
<td>9</td>
<td>20</td>
<td>22</td>
</tr>
<tr>
<td>Total</td>
<td>63</td>
<td>72</td>
<td>72</td>
</tr>
</tbody>
</table>

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 LGBTQ; in 2018 19% of the incoming class self-identified as LGBTQ.

**ATTRITION**

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

<table>
<thead>
<tr>
<th>Reason</th>
<th>2017-18</th>
<th>2016-17</th>
<th>2015-16</th>
<th>2014-15</th>
</tr>
</thead>
<tbody>
<tr>
<td>Involuntary (Academic)</td>
<td>5</td>
<td>2</td>
<td>0</td>
<td>1</td>
</tr>
<tr>
<td>Transfer</td>
<td>13</td>
<td>3</td>
<td>13</td>
<td>6</td>
</tr>
<tr>
<td>Other</td>
<td>12</td>
<td>4</td>
<td>8</td>
<td>3</td>
</tr>
</tbody>
</table>

While we hope that every student admitted to the Law School will eventually graduate, we focus specifically on the students of color who express an interest in transferring. If appropriate, we provide additional financial resources to the student and connect the student with faculty and alumni, especially if the student is considering leaving the region.

**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 and 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 Law 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 Director of the Access to Justice Institute (Cindy Yeung, Asian American), the Associate Director of the Access to Justice Institute (Abby Goldy, 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 2018-19 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 Won Kidane** offered commentary on Investor-State arbitration reform proposals during a forum organized by Columbia University and the University of Geneva to advise a United Nations Working Group. He also joined the Academic Forum by the recommendations of the United Nations Commission on International Trade Law (UNCITRAL) Secretary General. The Forum will continue to advise UN Working Group III for years to come. Professor Kidane also presented a paper on Investor-State Arbitration reform at the Bi-annual conference of the International Council for Commercial Arbitration (ICCA) in Sydney, Australia.

- **Professor Robert Chang** signed a contract with Cambridge University Press to write (with co-authors Tanya Hernandez, Michalyn Steel, and Carlton Waterhouse) a book entitled The United States Supreme Court and White Social Dominance. He also presented “Where Do Asian Americans Fit into the Conversation on Affirmative Action?” at Berkeley at a symposium, 20 Years of Prop. 209: A Conversation on the Past, Present, and Future of Affirmative Action, sponsored by the California Law Review.

- **Professor Bannai** spoke on the Japanese American incarceration and its present-day relevance, particularly with regard to the travel ban litigation before the U.S. Supreme Court, at Sewanee: the University of the South, at the Seattle U/Federal Bar Association program, and at the ABA Section on Litigation Conference. She also spoke on the panel, Social Impact & Public Service, at the 2019 Harvard Asian Pacific American Law Students Conference.

- **Professor Maggie Chon’s** essay entitled “Recasting Intellectual Property in Light of the Sustainable Development Goals: Toward Knowledge Governance” will be published in the American University International Law Review. Her article “Kondo-ing Steele v Bulova” will be published in the Boston University Journal of Science and Technology Law. In March, Professor Chon gave a talk about the Data Economics of Trademark Goodwill at the Centre for IT and IP Law at Katholieke Universiteit Leuven (KU Leuven).


- **Professor Steven Bender** made a presentation at the Toronto Law and Society Conference entitled “The Deadly Voyage Home for Deported Migrants.” He was selected for the Advisory Board of the New York University Press series, “Citizenship and Migration in the Americas.” His co-edited book, “From Extraction to Emancipation: Development Reimagined,” was favorably reviewed in the Journal of Multidisciplinary Research and was the number one environment and natural resources new release on Amazon.

- **Professor Carmen Gonzalez** was named a Distinguished International Environmental Law Scholar by Vermont Law School.

- **Professor Diane Lourdes Dick** and the other nine members of the WSBA Legal Opinions Committee received WSBA approval to publish their Report on Third-Party Legal Opinion Practices in the State of Washington. The report addresses legal opinions issued in conjunction with corporate and real estate transactions.
**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. He is a Board Member of the Washington State Minority and Justice Commission, and founding Board Member of the Northwest Consumer Law Center. 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 Adamson was recently promoted to Professor of Law.

**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). His latest co-edited book, “From Extraction to Emancipation: Reimagining Development,” was published in 2018 by Carolina Academic Press and the ABA Section of International Law. He is an elected member of the American Law Institute, the American College of Real Estate Lawyers, and the American College of Mortgage Attorneys, and 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, Latinos, Latinos & the Law, and Race and Racism in American Law. Professor Chang is the founder and Executive 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* and is working on the second edition of this book. 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 U.S. 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. She received her LL.M. in Taxation from the University of Florida, with an emphasis on business taxation, and she 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. Reflecting her dedication to shaping business and tax law and policy, Professor Dick currently serves as Treasurer of the Washington State Bar Association’s Business Law Section, and she is a member of the WSBA Legal Opinions Committee, the Washington Corporate Act Revisions Committee, and the Washington Citizen Commission for Performance Measurement of Tax Preferences. Professor Dick was recently promoted to Professor of Law.

**Professor Carmen Gonzalez**, who joined the Law School faculty in 1999, teaches in the environmental law area. Professor Gonzalez holds a B.A. from Yale University, *magna cum laude* and a J.D., *cum laude* from Harvard Law School. Professor Gonzalez was a Fulbright Scholar in Argentina, a Visiting Fellow at Cambridge University, a Visiting Professor at the Hopkins-Nanjing Center in Nanjing, China, and a Fellow at the US Supreme Court. She is the former Chair of the Environmental Law Section of the Association of American Law Schools and is a current member of the Board of Trustees of Earthjustice, a member of the Research Committee of the International Union of Conservation of Nature Academy of Environmental Law, and a member scholar of the Center for Progressive Reform. She has published widely in the areas of environmental 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*. She was awarded the George Soros Visiting Chair at the Central European University School of Public Policy in Budapest, Hungary for Spring 2017, and served as the Norton Rose Fulbright Distinguished Visiting Professor at the University of Houston Law Center in Fall 2017.
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 Law Campus in Anchorage.

Professor Lily Kahng, a former Associate Professor of Law at Cornell Law School and she 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 annually the Best Sexual Orientation and Gender Identity Law Review article. 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 litigations. 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.

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. Prior to taking on a leadership role in the University, she taught 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 2017, she was appointed 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 and 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 he 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 has written and spoken widely on the issue of the wartime Japanese American incarceration, including her biography of Fred Korematsu, *Enduring Conviction: Fred Korematsu and His Quest for Justice*. 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 Immigration Clinic and 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 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 W.h. (Joe) Knight is a Distinguished Academic in Residence and 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 Dean of the University of Washington School of Law. Professor Knight earned his B.A. 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.
Professor Steve Tapia 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. He frequently speaks on copyright law, social networking, online advertising issues, media law, first amendment issues and digital downloads of entertainment content. 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: American Indian Tribal Law; Civil Rights Litigation; Constitutional Litigation; Contemporary Issues in Indian Law; Disability Law; Federal Indian Law; Gender & the Law; Latinos & the Law; Law and Social Movements; Law, Social Justice and Ethics; Policing, Imprisonment and Justice; Protests, Policing, and the First Amendment; Race & the Law; and Social Impact Advocacy. 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; Federal Tax Clinic; Homeless Rights Advocacy Practicum; Immigration Law Clinic; International Human Rights Clinic; Legal Financial Obligations Clinic; Mediation Clinic; Moderate Means Practicum; Not-for-Profit Organization Clinic; 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 created and implemented cultural competence and racial justice education as an integral part of our program of legal education. Below we list just a sample of the programs that have taken place (or are planned) for this academic year:

- The Social Justice Leadership Committee (SJLC) seeks to advance the School of Law’s social justice mission and promote the well-being of all students in their academic pursuits and beyond. The Committee is focused on creating an inclusive and equitable environment where students feel safe and supported. In particular, the Committee works to identify and combat structural and institutional barriers that affect students from traditionally marginalized groups. Through student and faculty collaboration, the SJLC works to provide resources and develop solutions to promote equity at the Law School and in the broader legal community. The Committee is vertically integrated, comprised of students, faculty, and staff working on social justice initiatives within the Law School. There are four subcommittees on the SJLC that include: faculty, bias response, advanced race equity training, and affinity groups. Many of the programs listed below receive input from the SJLC. One specific program the Committee brought back for 2019 is the affinity group program. The groups are all scheduled to meet at least once during the spring semester.

- In past years, students wanted to find a way to promote racial justice on campus and beyond by fostering understanding and solidarity. In response the Law School hosted facilitated affinity group conversations. These became a popular
vehicle for students to discuss issues and examine their roles as law students and future lawyers. As such, the SJLC will be hosting them again this year. The facilitated conversations will occur in three separate groups. One group will be made up of students of color (moderated by Professor Mark Chinen); one group will be a multiracial group (moderated by Professor Steven Bender); and the third group will be allies across cultures (moderated by Professor Tom Antkowiak).

- The power of affinity groups to allow for open and productive conversations is well-documented. This is especially important for marginalized groups who seek to organize for collective action. For each group there is no formal agenda and discussions will address specific interests of the participating students. The goal of the groups will be to provide a space for all students to come together to discuss racial justice issues from the shared perspectives of the group’s members. The groups may on occasion meet together to discuss the topics they have worked through and share their thoughts in order to expand the conversation.

- **1L Orientation:** The orientation for first-year students centered on the shared reading and discussion of Professor Lorraine Bannai’s book, *Enduring Conviction*, regarding the Fred Korematsu Supreme Court case. Additionally, this year’s orientation included a two-part implicit bias and racial-justice focused workshop facilitated by Dr. Johnathan Kanter, Director of the Center for the Science of Social Connection at University of Washington, and Judge Veronica Galván.

- **Advanced Racial Justice Training:** A workshop on cultural competence and racial justice was offered to all students in the spring. This year the Law School was fortunate to have ACLU Deputy Legal Director and Director of the Trone Center for Justice and Equality Jeffery Robinson present the “Who We are Project.” Classes were cancelled in order to allow students and faculty the opportunity to attend.

- **Racial Justice Reading Groups:** Small reading groups comprised of students, faculty, and staff met throughout the spring semester to discuss a book that furthered learning on racial justice issues. This year each of the groups read *The Sun Does Shine: How I Found Life and Freedom on Death Row*. All participants in the reading groups will have an opportunity to hear from the author, Anthony Ray Hinton, who is participating in the Seattle Arts and Lectures series. The Law School is co-sponsoring Mr. Hinton’s appearance in Seattle.

- **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. The week began with our Advanced Racial Justice Training and Mr. Robinson served as our keynote speaker at 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 that such support can be furthered.

- **Incident Response:** The larger university is working on implementing a bias response plan that has not yet been formalized. In the interim, the Law School has informed its students, staff, and faculty through the Social Justice Leadership Committee that if someone should experience or witness an incident of bias, they should reach out to the Director of our Access to Justice Institute or our Associate Director of Diversity, Equity, & Outreach for Admission, who will work with the Office of Diversity and Inclusion in a confidential and responsive manner. This will allow the Law School to respond quickly and appropriately to incidents of racial bias and micro-aggressions.

- **Seattle University Mission Day:** The subject of the University’s annual Mission Day was Diversity, Equity, and Inclusion at the Heart of Jesuit Education. The keynote was given by Dr. Michael Eric Dyson, author of *Tears We Cannot Stop: A Sermon to White America*. Following the keynote, faculty, staff and students were invited to engage in conversations over lunch.

- **Staff Retreat:** Dr. Caprice Hollins served as the facilitator at the Staff’s Annual Retreat helping the staff engage in an important discussion on diversity, with an emphasis on microaggressions and effective community skills.

- **University Office of Diversity and Inclusion:** This Office runs several programs for the benefit of faculty to assist them with working with students. Topics include “Enhancing Inclusion for Undocumented Students”; “Welcoming Trans Students” and “Amplifying Voices on Intersectionality and Leadership.”
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. ATJI is comprised of three staff members: a Director, Associate Director, and the Moderate Means Staff Attorney. 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, which 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, a monthly seminar that helps students prepare for a career in public interest. This program includes cultural competency and professionalism components. ATJI also helps bridge academics and action by providing space for students to connect the dots. An example of this is ATJI’s Social Justice Monday weekly series, where a speaker or panel addresses a different social justice topic, many of which highlight racial disparities and injustice. Examples of topics covered on Social Justice Mondays include: Conditions of Confinement in Washington Detention Centers; Refugee Law, Asylum Law, and Legal Challenges in 2019; The Hotel Employees Health and Safety Initiative; Eliminating Language Barriers in the Courts; and The Ongoing Invisibility of Natives and Tribal Rights. ATJI also supports students who are pursuing public interest careers by offering career counseling, networking opportunities and public interest career workshops including a recent one focused on race equity.

ATJI also runs the only Incubator Program in the state, which helps small firm and solo practitioners incubate a practice geared at serving those of moderate means.

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 the operation 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 within the community.
- 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.

CENTER FOR INDIAN LAW & POLICY

The Center for Indian Law & Policy (the “Center”) 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, and Professor Gregory Silverman, a member of the Mohegan tribe, is the Faculty Director.
The Center offers a clerkship position with the Chief Judge for the Tulalip Tribes’ Court, which 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. The Center will soon be doing work around the Indian Child Welfare Act (ICWA); specifically helping to organize, educate, and support tribal in-house Indian Child Welfare attorneys in hopes of strengthening the federal and state ICWA statutes.

The Center was chosen as this year’s recipient of the “Champion of Indian Law Award,” bestowed upon a person or organization within the Pacific Northwest dedicated to supporting the advancement of Indian law and Native students.

The Center, the Native American Law Students Association at Seattle University (NALSA), and the American Indian Law Journal hosted a discussion in honor of Indigenous Peoples Day entitled “When Pursuit of Social Justice Doesn’t Include Everyone: The Ongoing Invisibility of Native and Tribal Rights,” which featured speakers Willie Frank, III and Muckleshoot Attorney Ann Tweedy. This spring the Center introduced the film “Tribal Justice” to our law students. The film was followed by a reception keynoted by Judge Claudette White, with many state, tribal, and Washington State Supreme Court justices in attendance.

On Indigenous Peoples Day, Staff Director Brooke Pinkham was invited to speak to law students at Vanderbilt Law School. Ms. Pinkham was also invited to teach an introductory course in Indian Law to our new Washington State senators during their annual orientation. Faculty Director Gregory Silverman was the principal speaker at the Highline School District’s training on the Since Time Immemorial Curriculum.

The Center continues to work closely with the Indigenous Peoples Institute at Seattle University to tackle the work desperately needed in Indian education, and the recruitment and retention of Native students. The Center also hopes to partner with a consortium of law schools in the Pacific Northwest focused on encouraging undergraduate Native students from all over the nation interested in pursuing law school.

The Center continues to recruit Native American students participating in the Pre-Law Summer Institute (PLSI) at the 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 Center hopes that SU’s participation in PLSI will increase the number of Native Students at the Law School.

Finally, the Law School offers more courses in Indian and Tribal Law than any other 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 nation.

**FRED T. KOREMATSU CENTER FOR LAW & EQUALITY**

In November 2008, the School of Law announced the establishment of the Fred T. Korematsu Center for Law and Equality, named in honor of Fred T. Korematsu, who championed the cause of civil liberties, speaking out in the hope that what happened to Japanese Americans during WW II would never happen again to any other group. The Center’s mission is to advance justice and equality through a unified vision that combines research, advocacy, and education. Consistent with that mission, the Center has engaged in work on a wide range of issues both locally and nationally. In Washington state, for example, it has provided leadership on issues related to race and the criminal justice system; documented concerns with Border Patrol involvement in local policy along the Washington border; challenged bias in jury selection and 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, amicus briefs in district and circuit courts and the U.S. Supreme Court with regard to the travel ban, the rescission of DACA, the transgender military ban, and the 2020 Census citizenship question.

Executive Director Robert Chang served as co-counsel in a case challenging an Arizona statute that dismantled 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.” The Center is also involved in two cases in Alaska, serving as co-counsel to Alaska Native tribes and individuals who have challenged the placement of Alaska Native foster children in private psychiatric hospitals without judicial oversight and the administration of psychotropic medication to foster children without their consent.
The Center engages students in its work through its Civil Rights 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 involving juror diversity in a Louisiana death penalty case, the use of peremptory challenges in Washington state, and Seattle’s Fair Chance Housing Ordinance. 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 Jessica Levin and Melissa Lee, Staff Attorneys.

**CENTER FOR GLOBAL JUSTICE**

The Center for Global Justice fosters multidisciplinary research, education, and advocacy about global 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. By engaging students in a Global Justice Practicum, the Center provides law students with experiential learning necessary to be effective lawyers and leaders for justice. 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 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 established a prestigious law student internship with the Inter-American Court of Human Rights, the highest human rights tribunal in the Hemisphere. The Program is led by Professor Thomas Antkowiak, who also directs the Law School’s International Human Rights Clinic. The Clinic also has played an important role in Latin America. For example, the Clinic recently won a case before the United Nations Working Group on Arbitrary Detention, freeing its client, indigenous leader Nestora Salgado-Garcia, from a Mexican prison.

**CONCLUSION**

We continue to celebrate our longstanding commitment to enhancing access and diversity in the legal profession. In 2018-19, 33.8% of our student body self-identified as minority students, and scholarship support to minority students enrolled at the Law School exceeded $2,900,000. The Law School continues to be ranked as one of the country’s most diverse law schools by U.S. News & World Report and we continue to be 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. Now 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!!!