

SCHOOL OF LAW | UNIVERSITY *of* WASHINGTON

STRATEGIC PLAN FOR DIVERSITY, EQUITY, INCLUSION, MULTICULTURALISM, AND ANTIRACISM

Adopted January 2015, Updated May 2021

BE BOUNDLESS



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BACKGROUND

The University of Washington School of Law (UW Law) adopted the Strategic Plan for Diversity, Inclusion, Equity, and Multiculturalism in 2015 and updated it in 2017. Many stakeholders contributed to the creation and updating of the Plan. The Faculty Diversity, Equity, and Inclusion Committee reviewed the Plan during the 2019-2020 academic year. That review produced an honest assessment of the school's progress and resulted in the appointment of an Associate Dean of Diversity, Equity and Inclusion to direct the school's strategic efforts. This updated plan, spearheaded by the Faculty Diversity, Equity, and Inclusion Committee during the 2020-2021 academic year, builds on the goals and strategies of the original plan and continues the law school's commitment to diversity, equity, inclusion, and multiculturalism in its public mission as well as in its devotion to the pursuit of excellence. This updated plan also seeks to align the law school's goals with the broader diversity goals and commitment to racial equity adopted by the University of Washington, as well as the 2020 Anti-Racism Statement issued by the Dean of UW Law.

INTRODUCTION AND PURPOSE

UW Law grounds its commitment to diversity, equity, inclusion, multiculturalism, and antiracism principles in its public mission as well as in its devotion to the pursuit of excellence. UW Law strives to infuse its responsibility and commitment broadly and deeply into every aspect of its operations. Motivating this Plan is a shared commitment to these principles and a desire to reflect them in the school's people, programs, and pursuits.

The guiding principles of this Plan—diversity, equity, inclusion, multiculturalism, and antiracism—inform its actions, goals, and strategies, while the overarching principles of respect and humility are at its core. These principles are described as:

Diversity: The principle of diversity contemplates acknowledgement, acceptance, and respect for differences among individuals and groups of people. These differences may be based on factors including but not limited to race, ethnicity, socioeconomic status, culture, age, gender identity or expression, language, religion, sexual orientation, disabilities, national origin, and citizenship, as well as differences in viewpoints and life experiences. The principle of diversity embraces and incorporates the benefits of multiculturalism.

Equity: Equity refers to fair treatment and recognizes that each person does not start from the same place with the same access to resources. Equitable systems help to promote principles of diversity, inclusion and antiracism by helping to ensure that diverse voices are represented and empowered to participate in the law school community.

Inclusion: Inclusion refers to community expectations and practices that accommodate and embrace the diversity of individuals and groups. Inclusion grants all parties a sense of ability, dignity, empowerment, and opportunity, and it supports open and respectful discussion among those parties. Inclusion acknowledges the many forms of wisdom in the room and also recognizes that, historically, primary stakeholders often have been left out of that room. In an inclusive environment, people may have differing perspectives based on their backgrounds and experiences, but all feel welcomed, respected, and valued. An inclusive community strives to actively identify and eliminate barriers that have prevented the full participation of diverse and marginalized groups.

Multiculturalism: Multiculturalism refers to the view that cultural differences should be respected or even encouraged rather than minimized, erased, or silenced. Sociologists use the concept of multiculturalism to

describe one way of approaching cultural diversity within a society. Underlying multiculturalism is the belief that members of different cultures can live peacefully alongside each other; assimilation is not necessary, nor perhaps even desirable.

Antiracism: Antiracism refers to the practice of identifying and actively opposing racism. Embedded in its principles is the understanding that the injustices arise from the white supremacy, structural racism, xenophobia, colonialism, and explicit and implicit bias that have existed throughout the history of the United States and also in other international contexts. Antiracism requires acknowledging the ongoing, systemic and perpetual racial and societal injustices embedded in the past and present, including through legal systems that have facilitated discrimination against many marginalized people. Antiracism also requires a firm commitment to examining and rectifying the injustices that may be embedded in our own policies and practices.

Respect and Humility: Respect is reflected by acknowledging and appreciating the character, dignity, and rights of others. Respect does not mean agreeing with all expressed points of view. Respect and humility are interdependent and are at the core of all actions directed towards antiracism, diversity, equity, and inclusivity.

Achieving a more diverse, inclusive, and equitable institution, free of racism requires us to meaningfully address the climate and culture of UW Law. UW Law is committed to developing and sustaining a healthier community and climate by providing the conditions necessary for all law school members to succeed. All must feel welcomed, supported, included, valued, and empowered to participate in developing and realizing the school's mission. UW Law must actively work to change the culture in a way that makes even the most vulnerable members feel like they belong here.

To cultivate an inclusive climate that promotes diversity, equity, multiculturalism, and antiracism, UW Law must infuse these principles into its curriculum, classrooms, scholarship, faculty service, and workplace culture. Further development of an open, inclusive, and diverse UW Law community will enhance the experience for students, faculty, librarians, and staff by ensuring an exchange of ideas and views across differences, challenging stereotypical preconceptions, clarifying unconscious biases, addressing micro-aggressions, encouraging critical thinking, communicating effectively and respectfully even when there are disagreements, and attaining the skills to participate fully in cross-cultural learning conversations.

The law school must incorporate these principles into its curriculum by providing innovative and institutionalized educational channels for critical examination of history, culture, and the law. It is essential that faculty promote the values of diversity, equity, inclusion, multiculturalism, and antiracism through their teaching. This improves critical thinking skills and encourages academic confidence. Forms of understanding that extend across perspectives builds the analytical skills and creativity needed for UW Law graduates to thrive in all areas of law, business, public service, and beyond.

UW Law must also encourage and promote rigorous scholarship and service to the law school and community that reflects the values of diversity, equity, inclusion, multiculturalism, and antiracism. Faculty research, scholarship, and service should inspire teaching, as faculty bring fresh ideas, insights, and experiences into the classroom for student discussion and debate. In addition, UW Law must support an inclusive workplace culture for librarians and staff by promoting service, learning and community building opportunities that reflect the values of diversity, equity, inclusion, multiculturalism, and antiracism.

The realization of diversity, equity, inclusion, multiculturalism, and antiracism will require creativity, commitment, and cooperation from all community members regardless of different experiences, backgrounds, and beliefs. These efforts require constructive discussion. In this context, constructive discussion refers to an exchange of ideas, pursued to improve mutual understanding or discover common ground for action, that intentionally reveals and incorporates differences of perspectives and beliefs of those involved. UW Law recognizes the importance of constructive discussion as a part of a democracy premised on the rights and cooperation of individuals, a public university committed to academic freedom and rational inquiry, and a profession committed to principles and processes. UW Law acknowledges both the instrumental and inherent value of protecting the expression of personal experiences, viewpoints, and ideas.

UW Law also acknowledges the ongoing and negative impacts of racism, colonialism, and related injustices in its own institution and greater society. Reducing the impact of and eventually eliminating these injustices requires study, teaching, and active community engagement. This Plan contributes to those efforts by harnessing intelligence and imagination. Through these means, it seeks to develop impactful scholarships, innovative curriculum, and excellent lawyers in a way that helps to reduce and ultimately eliminate racial and ethnic bias.

Recognizing that we must overcome the complexities of systemic discrimination that has negatively affected marginalized communities, we must challenge traditional paradigms. These traditional paradigms limit progress on the successful recruitment, retention, and development of students, librarians, staff, and faculty. Therefore, the Strategic Plan includes multiple factors targeted at correcting past inequities, maintaining supportive and inclusive environments where all can thrive, and ensuring that existing paradigms support continuing progress to achieve these goals.

Finally, the success of this Plan depends on our ability to hold ourselves accountable. It is vital that all members of the UW Law community commit to working towards this Plan’s goals. Law School leadership and faculty, in consultation with librarians, staff, and students, must accept accountability by implementing new initiatives to achieve those goals, ensure that best practices are disseminated within the law school, and communicate the law school’s commitment to diversity, equity, inclusion, multiculturalism, and antiracism.

STRATEGY AND ACCOUNTABILITY

This plan identifies five goals, each with discrete objectives. For every objective, this Plan identifies the person primarily responsible for the objective as well as other community members who should be centrally involved in its implementation.

The Associate Dean for Diversity, Equity and Inclusion plays an additional, multifaceted role with respect to each objective. More specifically, the Associate Dean for Diversity, Equity and Inclusion is responsible for informing each person who is primarily responsible for an objective of that responsibility; is empowered to provide input, in the Associate Dean’s discretion, into efforts to implement that objective; and is expected to inquire periodically about the status of that objective.

The plan relies on the following abbreviations:

Dean	UW Law Dean
Academic Dean	Associate Dean for Academic Administration
ASP Dean	Assistant Dean for Academic Success Programs
DAC-DEI	Dean’s Advisory Committee on Diversity, Equity and Inclusion
Dean for Students	Associate Dean for Students
DEI Dean	Associate Dean for Diversity, Equity and Inclusion
ED Graduate Programs	Executive Director, Graduate Programs
Faculty DEI Committee	Faculty Diversity, Equity, and Inclusion Committee
HR Director	Director of Human Resources, Equity and Engagement
Library Dean	Associate Dean for Library and Information Systems
Research Dean	Associate Dean of Research & Faculty Development

Goal 1

Cultivate an inclusive campus climate.

Promoting diversity, equity, multiculturalism, and antiracism.

Objectives for Goal 1

- A. Review the curriculum to determine whether the courses offered and required can better meet the needs of a diverse student body comprised of JD and graduate students, and reflect the law school's values of equity, inclusion, multiculturalism, and antiracism.**

Person Responsible: Curriculum Committee (Chair)
Centrally Involved: Curriculum Committee
Timeline: Ongoing (Commencing Autumn Quarter 2021)

- B. Make recommendations for curricular changes to align the law school's curricular offerings with the law school's values of diversity, equity, inclusion, multiculturalism, and antiracism, taking into account the different experiences and needs of JD and graduate students.**

Person Responsible: Curriculum Committee (Chair)
Centrally Involved: Curriculum Committee
Timeline: Ongoing (Commencing Autumn Quarter 2021)

- C. Create policies and incentives that will support a curriculum that reflects the law school's values of diversity, equity, inclusion, multiculturalism, and antiracism. For example, consider revisions to the faculty teaching load policy or expanded funding for part-time and affiliate faculty.**

Person Responsible: Academic Dean
Centrally Involved: Dean; Executive Council
Timeline: Annually

- D. Develop effective faculty policies and practices that encourage a more inclusive pedagogy that can promote dialogue about systemic issues impacting communities we serve, how the law contributes to systemic inequity and how the law can be used to promote positive change, and solve problems facing the communities we serve. An example might be creating best practices for classroom discussions of controversial issues for faculty to include in their syllabi.**

Person Responsible: Academic Standards and Assessment Committee (Chair)
Centrally Involved: Academic Standards and Assessment Committee; ASP Dean
Timeline: Annually (Commencing Autumn Quarter 2021)

- E. Train faculty on how to properly address matters regarding diversity, equity, inclusion, multiculturalism, and antiracism; how to facilitate meaningful conversations addressing these issues in the classroom settings; and how to cultivate environments inside as well as outside the classrooms that limit and ideally eliminate racial and cultural biases. Other topics might include cultural competence; ethical professional identities and responsibilities; building a supportive and equitable workplace for all UW Law employees; integrating restorative justice into legal education; and trauma-informed practices.**

Person Responsible: DEI Dean
Centrally Involved: Research Dean; ASP Dean; ED Graduate Programs; HR Director
Timeline: Ongoing, with an annual goal of three training sessions

- F. Review and revise current mechanisms for documenting and reporting issues of discrimination, harassment, offensive conduct. All members of the UW Law community—including students, staff, librarians, and faculty—must have an accessible mechanism to submit complaints or concerns related to bias, discrimination, and other related issues. UW Law must develop a detailed and measurable set of goals for this reporting system (for example, reviewing each submission within two weeks and, whenever possible, consulting directly with the reporting party) and regularly assess whether it is meeting those goals.**

Person Responsible: HR Director
Centrally Involved: Dean for Students; Library Dean; Staff Council; Executive Council; DAC-DEI
Timeline: Ongoing (Commencing Autumn Quarter 2021)

- G. Provide opportunities once per quarter for faculty to meet and discuss ways they are incorporating material into their courses to address issues of diversity, equity, inclusion, multiculturalism, and antiracism.**

Person Responsible: DEI Dean
Centrally Involved: Research Dean; Library Dean; Faculty Diversity Committee (Chair); ASP Dean
Timeline: Ongoing (Commencing Autumn Quarter 2021)

- H. Host and publicize events that strengthen the law school's impact and visibility on diversity, equity, inclusion, multiculturalism, and antiracism. These events should encourage and promote intellectual exploration, rigorous scholarship, and interaction of diverse viewpoints.**

Person Responsible: DEI Dean
Centrally Involved: Dean; Intellectual Life Committee (when constituted); Assistant Dean for Advancement; Research Dean; ED Graduate Programs; Director, Gates Public Service Program; Director of Marketing and Communications
Timeline: Ongoing

- I. Develop a recognition program to encourage, and support individual(s) and group(s) contributions to create and sustain dialogue on issues of diversity, equity, inclusion, multiculturalism, and antiracism through academic and culturally based activities.**

Person Responsible: DEI Dean
Centrally Involved: HR Director; Faculty Diversity Committee; Library Dean; Staff Council; Dean for Students; Assistant Dean for Advancement
Timeline: 2021-2022

- J. Develop guidelines for communications that promote productive conversations and debates. All faculty, students, librarians, and staff should be expected to adhere to such guidelines while acting in a capacity affiliated with the University of Washington. These principles could then be incorporated in the student handbook, class syllabi, notices on campus, and other materials.**

Person Responsible: DEI Dean
Centrally Involved: Dean for Students, HR Director, DAC-DEI, Faculty Diversity Committee;
Academic Dean
Timeline: 2021-2022

- K. Maintain and continue to create dedicated spaces and displays that demonstrate commitment and promote visibility of diversity, equity, inclusion, multiculturalism, and antiracism in Gates Hall.**

Person Responsible: Operations and Facilities Manager
Centrally Involved: DEI Dean; Research Dean
Timeline: Ongoing (Commencing Autumn Quarter 2021)

- L. Assess UW Law's provision of service to underserved communities in the region (especially BIPOC communities) and draft a proposal for how to maximize opportunities to serve for all students, faculty and staff.**

Person responsible: Director, Gates Public Service Program
Centrally involved: DEI Dean, DAC-DEI, Dean of Experiential Learning, Graduate Programs Committee
(when constituted)
Timeline: Ongoing (Commencing Autumn Quarter 2021)

Goal 2

Enhance diversity of UW Law's student body.

Attract, retain, and graduate a diverse and excellent student body.

Objectives for Goal 2

- A. **(1) Establish a working committee to review JD admissions criteria and procedures to examine how diversity, equity, inclusion, multiculturalism, and antiracism principles are prioritized when reviewing JD applications. Charge this workgroup with identifying barriers to admission for JD students from underrepresented communities; determining strategies for increasing their representation in the UW Law JD student body; and considering ways to facilitate their access to financial aid, academic support, and career advising.**

Person Responsible: Dean
Centrally Involved: Working Group; Assistant Dean for Admissions and Financial Aid; Admissions Committee (Chair).
Timeline: September 2021 – June 2022

(2) Establish a working committee to review Graduate admissions criteria and procedures to examine how diversity, equity, inclusion, multiculturalism, and antiracism principles are prioritized when reviewing graduate applications. Charge this workgroup with identifying barriers to admission for graduate students from underrepresented communities; determining strategies for increasing their representation in the UW Law graduate student body; and considering ways to facilitate their access to financial aid, academic support, and career advising.

Person Responsible: Dean
Centrally Involved: Working Group; ED Graduate Programs; Graduate Programs and Admissions Supervisor; Graduate Programs Committee (when constituted).
Timeline: September 2021 – June 2022

- B. **(1) Formally adopt and implement a plan that ensures the sustained, aggressive and creative recruitment of outstanding students for our JD programs so that the diversity of our student body meets or exceeds the diversity of the population from which our students are drawn, reflects the communities we serve, and ensures that BIPOC students are not isolated in the classrooms.**

Person Responsible: Assistant Dean for Admissions and Financial Aid;
Centrally Involved: Dean; JD Admissions Committee; Director of Marketing and Communications
Timeline: June 2021 - September 2021 (recruitment); Ongoing

(2) Formally adopt and implement a plan that will ensure the sustained, aggressive and creative recruitment of outstanding students for our graduate programs so that the diversity of our student body meets or exceeds the diversity of the population from which our students are drawn, reflects the communities we serve, and ensures that graduate students from diverse backgrounds and cultures are not isolated in the classroom.

Person Responsible: ED Graduate Programs
Centrally Involved: Dean; Director of Marketing and Communications
Timeline: Ongoing

- C. Continue to enhance, deploy and develop scholarships and financial aid resources in support of DEI efforts so that admitted students are offered financial aid awards that demonstrate UW Law's commitment to diversity and excellence.**

Person Responsible: Assistant Dean for Admissions and Financial Aid; ED Graduate Programs
Centrally Involved: Assistant Dean for Advancement; Assistant Dean for Finance & Operations
Timeline: Ongoing

- D. Develop and implement a three-year campaign to raise \$1,000,000 for scholarship resources to support DEI efforts so that admitted students are offered financial aid awards that demonstrates UW Law's commitment to diversity and excellence.**

Person Responsible: Assistant Dean for Advancement
Centrally Involved: Dean, UW Law Advancement Team; Assistant Dean for Admissions and Financial Aid; ED Graduate Programs
Timeline: November 2021 launch

- E. Research best practices for establishing academic support programs that focus on educational equity; identify barriers to academic success and promoting an inclusive learning environment; and recommend 1-2 pilot programs to begin no later than Winter 2022. Continue to review programs and curriculums to enhance the learning experience for program participants. Develop mechanisms for evaluating the success of the students and program viability. Prepare and present a report to the Dean and Faculty detailing the Academic Success Program plan by Autumn 2021 that will begin Winter 2022.**

Person Responsible: ASP Dean
Centrally Involved: Research Dean; Dean for Students; ED Graduate Programs; Director of Academic Skills for Graduate Programs
Timeline: As indicated

- F. Recognizing that there are often unique barriers to professional success for traditionally underrepresented students, develop a plan to ensure that our career support program adequately promotes diversity, equity, inclusion, multiculturalism, and antiracism by assisting JD and graduate students with attaining graduation, licensure, and career placement.**

Person Responsible: Assistant Dean of Student and Career Services
Centrally Involved: ASP Dean; Assistant Dean for Admissions and Financial Aid; ED Graduate Programs; Academic Dean.
Timeline: Summer 2021 (develop plan); Ongoing

- G. Establish and cultivate relationships with the University of Washington's undergraduate groups and programs that serve underrepresented students. Develop and enact a plan to promote exposure to UW Law.**

Person Responsible: DEI Dean
Centrally Involved: Assistant Dean for Admissions; DAC-DEI; Student Bar Association; Student Affinity Groups
Timeline: Ongoing (Commencing Autumn Quarter 2021)

Goal 3

Enhance diversity of UW Law faculty.

Attract and retain a diverse and excellent faculty.

Objectives for Goal 3

- A. Use each new opportunity for faculty appointments, whether full or part-time, to enhance the diversity of the faculty.**

Person Responsible: Dean (f/t faculty); Academic Dean (p/t faculty)
Centrally Involved: Appointments Committees; DEI Dean; Faculty Diversity Committee; Full faculty
Timeline: Ongoing

- B. Review and revise faculty job descriptions and hiring criteria to include language that promotes scholarships and experiences in practice areas that reflect a commitment to diversity, equity, inclusion, multiculturalism, and antiracism. Require applicants to submit a statement on how they have or will incorporate these principles in their teaching, scholarship, and service. Consider ways to counteract systemic barriers that tend to limit the applicant pool; for example, by allowing the substitution of relevant work experiences to be substituted for teaching experiences or scholarly publications.**

Person Responsible: Dean
Centrally Involved: DEI Dean; Appointments Committees; Academic Dean; HR Director
Timeline: 2021-2022, Ongoing

- C. Ensure membership of any Faculty Appointments Committee (standing or ad hoc) includes representatives from clinical programs, graduate programs, librarians, and staff to ensure a diverse perspective on candidate qualifications when reviewing applications. Collectively, these committees must regularly rotate membership to ensure new perspectives in reviewing applications and avoiding homogenous candidate pools. Require committee to document outreach efforts and other measures taken to ensure diverse candidate pools.**

Person Responsible: Dean
Centrally Involved: Appointments Committees
Timeline: Ongoing

- D. Develop and implement implicit bias and other appropriate trainings for Faculty Appointments Committees.**

Person Responsible: Faculty Appointments Committee (Chair)
Centrally Involved: DEI Dean; Appointments Committees; HR Director
Timeline: Ongoing (Commencing Autumn Quarter 2021)

- E. Pair new faculty (anyone in their first or second year at UW Law, whether full time or, where appropriate, part time) with a senior faculty mentor to ensure new faculty are supported while navigating scholarship requirements, teaching assignments, service requirements, faculty promotions, and community building.**

Person Responsible: Dean
Centrally Involved: Research Dean; Senior faculty
Timeline: Ongoing (Commencing Autumn Quarter 2021)

F. Provide new faculty (anyone in their first or second year at UW Law, whether full time or, where appropriate, part time) with UW and external affinity group membership information to ensure connections are initiated to support community building and provide social support to faculty.

Person Responsible: DEI Dean
Centrally Involved: HR Director, Research Dean
Timeline: Ongoing (Commencing Autumn Quarter 2021)

G. Review merit-criteria, and policies relating to teaching evaluations to address issues of DEI and issues of implicit and explicit bias.

Person Responsible: DEI Dean or Academic Dean
Centrally Involved: Dean, Executive Council
Timeline: Ongoing (Commencing Autumn Quarter 2021)

Goal 4

Enhance diversity of UW Law librarians and staff.

Attract and retain a diverse and excellent librarians and staff.

Objectives for Goal 4

- A. Enhance the diversity of our librarians and staff with each new opportunity for hiring, whether full or part time.**

Person Responsible: Dean
Centrally Involved: Library Dean; HR Director; All Associate and Assistant Deans; ED Graduate Programs, as relevant to the open position.
Timeline: Ongoing

- B. Ensure all job descriptions and hiring criteria for librarians and staff include language that promotes experience in areas that reflect an understanding of social justice and equity principles, demonstrate a commitment to DEI initiatives, and values experience as a substitute for traditional higher education criteria.**

Person Responsible: HR Director
Centrally Involved: Library Dean
Timeline: Immediately

- C. Develop and implement recruitment policies that ensures outreach to traditionally underrepresented communities.**

Person Responsible: HR Director
Centrally Involved: Library Dean
Timeline: Ongoing (Commencing Winter Quarter 2021)

- D. Make training available throughout the academic year in a manner that reflects this strategic plan.**

Person Responsible: DEI Dean
Centrally Involved: Library Dean; HR Director
Timeline: Ongoing (Commencing Autumn Quarter 2021)

- E. New librarians and staff (anyone in their first or second year at UW Law, whether full time or, as appropriate, part time) shall be assigned a senior librarian or staff mentor to ensure they have support when navigating UW Law systems and for community building.**

Person Responsible: Library Dean (librarians); HR Director (staff)
Centrally Involved: Senior librarians and staff
Timeline: Ongoing (Commencing Autumn Quarter 2021)

F. New librarians and staff (anyone in their first or second year at UW Law, whether full time or, as appropriate, part time) shall be provided with UW and external affinity membership information to ensure connections are initiated to support community building and provide social support

Person Responsible: DEI Dean
Centrally Involved: Library Dean; HR Director, DAC-DEI
Timeline: Ongoing (Commencing Autumn Quarter 2021)

Goal 5

Improve accountability and transparency.

Increase and otherwise improve accountability and transparency.

Objectives for Goal 5

- A. Create strategies and metrics through existing faculty committees to ensure diversity, equity, inclusion, multiculturalism, and antiracism goals are significant components for faculty hiring, retention, admissions, promotions, tenure, curriculum, and other activities central to UW Law's mission.**

Each faculty committee should, among other tasks:

- Review committee policies and practices to ensure that all are consistent with this Plan's goals.
- Assess current strategies for achieving these goals.
- Develop metrics for assessing whether the committee is meeting these goals.
- Assess training needs to ensure these goals are achieved.
- Publish strategies and metrics for measurement, and
- Draft and circulate an annual progress report.

Person Responsible: Faculty Committee Chair(s)
Centrally Involved: Faculty Committee members
Timeline: Ongoing (Commencing Autumn Quarter 2021)

- B. Provide resources and training to faculty to meet the needs that each faculty committee has identified for the purposes of achieving this Plan's goals.**

Person Responsible: DEI Dean
Centrally Involved: Dean; HR Director; Faculty Committees; Assistant Dean for Finances and Operations
Timeline: Ongoing (Commencing Winter/Spring 2022)

- C. Seek to obtain 100% participation in trainings that help to achieve diversity, equity, inclusion, multiculturalism, and antiracism goals.**

Person Responsible: Dean
Centrally Involved: DEI Dean; Library Dean; HR Director; all faculty, staff, and librarians
Timeline: Ongoing (Commencing immediately)

- D. Establish and circulate criteria for assessing how individual faculty members are working toward meeting the law school's diversity, equity, inclusion, multiculturalism, and antiracism goals.**

Person Responsible: Dean
Centrally Involved: Executive Council; DEI Dean; Faculty DEI Committee
Timeline: 2021-2022, for implementation beginning in 2022-2023

E. Create strategies and metrics to ensure that diversity, equity, inclusion, multiculturalism, and antiracism goals are centered for administrative, librarian, and staff hiring, promotion, and retention.

These efforts should include, but are not limited to:

- A requirement that all leadership, librarians, and staff participate in annual school-sponsored trainings which will meet diversity, equity, inclusion, multiculturalism, and antiracism goals. Relevant topics might include cultural competence; ethical professional identities and responsibilities; integrating restorative justice into legal education; and trauma-informed practices.
- A revision of annual librarian and staff merit evaluations to include a metric regarding work on diversity, equity, inclusion, multiculturalism, and antiracism goals, with the HR Director developing guidance to successfully meet this goal annually.
- Publicizing and recognizing UW Law's units that have demonstrated successful outreach and recruitment efforts.

Person Responsible: Dean
Centrally Involved: HR Director; all Associate and Assistant Deans, as relevant to the task.
Timeline: Ongoing (Commencing 2021-2022)

F. Annually review and publish the school's progress on the goals and action items set forth in this Plan. This work includes, but is not limited to, the administration of an annual climate survey on issues of diversity, equity, inclusivity, multiculturalism, and antiracism.

Person Responsible: DEI Dean
Centrally Involved: Director of Marketing and Communications; Faculty Diversity Committee; DAC-DEI
Timeline: Annually

G. Communicate UW Law's commitment and actions to promote and integrate diversity, equity, inclusion, multiculturalism, and antiracism within the law school and legal community.

Person Responsible: Director of Marketing and Communications
Centrally Involved: Dean; DEI Dean; Assistant Dean for Advancement
Timeline: Quarterly, Ongoing

H. Hold students accountable to the UW Law Honor Code and UW Student Conduct Code, including with respect to discriminatory acts and discriminatory harassment, which is expressly prohibited by the Student Conduct Code. Ensure students sign and acknowledge the Honor Code and Student Conduct Code during orientation. Conduct an annual review of the Honor Code to determine whether revisions are appropriate in light of this Plan's goals.

Person Responsible: Academic Dean
Centrally Involved: Dean for Students
Timeline: Ongoing