*2021 Year-End Report*

1. Briefly describe the mission and vision of your area and how that mission supports our institutional educational goals. This description should also state how this mission supports the principles and values of diversity, equity, and inclusion at all levels of your unit (i.e., leadership, curriculum, degree offerings, faculty specializations, demographic profile). *The* ***One******Emory*** *four strategic pillars are foundational to these discussions as well.*
* The Faculty of Emory Law School unanimously approved a new Strategic Plan for 2021-2026. Pursuant to this plan, Emory Law has committed to diversity, equity, and inclusion for everyone in the legal profession by welcoming and supporting a diverse law school community, carrying out pathbreaking and influential scholarship, offering exceptional teaching and practical learning opportunities that enable our alumni to become respected professionals and leaders in a rapidly changing world, and working together as a community to secure a more fair and just society by advancing the rule of law.
* Students, faculty, and staff were informed about Emory Law’s vision for achieving diversity, equity, and inclusion through dedicated meetings and workshops, and publication of the Strategic Plan on the law school’s website: See Emory Law’s Strategic Plan 2021-2026.
1. Detail accomplishments *and* impacts (qualitatively and quantitatively) in DEI as it pertains to:
2. **Professional Development, Education and Awareness**—advanced learning opportunities for administrators, faculty, staff, students, both formal and informal, that utilizes various modes of engagement that enhances knowledge, proficiency, skills and effectiveness in implementing and practicing the principles and values of diversity, equity, and inclusion.
* Student-Led Antiracism and Academic Freedom Forum/Creative Expressions
* Center for Faculty Development and Excellence Workshop for Faculty on Integrating Discussions of Race into the Law School Curriculum
* Podcast Club – Monthly discussion of issues that affect our diverse population including the American Caste System, Social Unrest, Ruth Bader Ginsburg Legal Career Championing Women’s Rights
* DEI Website
* Emory Law’s Speakers Series, Conversations about 21st Century Racism
* Brown bag series on issues that relate to anti-racism, diversity, and inclusion, as well as social justice
* Support and Promotion of Emory Immigration Coalition initiative
1. **Climate and Culture** reflects the collective attitudes, beliefs, behaviors, and principles of faculty, staff, students, and administrators. Culture is demonstrated in our collective community of engagement, expressed in the values of community members and the ways they interact with and among each other, felt in the sense of belonging and the true investment in the well-being of each other. It is our authentic human connection. It is the ability to thrive and bring our whole selves with us each day in order to realize our truest and highest potential as individuals and as a collective.
* Emory Law’s Diversity, Equity, and Inclusion Committee was established prior to the 2020-2021 academic year to monitor progress toward the DEI goals in the Strategic Plan. This coming academic year, the Emory Law’s DEI Committee will meet to set benchmarks for its various initiatives and goals that can be checked to confirm progress is being made. The specific goals and accomplishments to improve Emory Law’s climate and culture during the 2020-2021 academic year included the following:
* Follow up Survey of Students to Confirm Adequacy of steps taken to address their concerns
* Student Roundtable on Integration of Race Discussions into the Curriculum
* Development of Pipeline Grant Applications to apply for AccessLex Grants
* Promotion of Sessions and use of EPD Safety Sheet for International Students
* Revision of Emory Law’s Code of Professional Conduct
* Research for a White Paper on Open Expression Policies
* Research into launching a Bridge to Practice/Incubator program to encourage careers in social justice
* Updated Adjunct webpages with photos and bios to reflect diversity of adjunct teachers.
* Updated the pictures on the first-floor hallway that leads to the Registrar and Student Engagement offices to reflect diversity of law school community.
* Promoted events to celebrate Hispanic Heritage Month, Black History Month, and Women’s History Month
* Ensured admissions/other brochures are reviewed to reflect inclusion.
* Drafted and promoted policy for faculty to adopt a formal policy to encourage and support faculty members to perform pro bono work.
* Revised Student Code of Conduct to recognize the University’s policies against all forms of discrimination apply to all students.
* Developed and implemented staff appreciation activities
* Supported Emory Immigration Coalition initiative
* Supported University-Led LGBQT Programs
* Supported Asian-American community to combat violence
* Increased outreach to Affinity Groups for support and program planning
* Collaboration with the Dean for Public Service to increase judicial clerkship opportunities for Black students
* Coordinated with the HR Director and the DCCD to offer a full training plan for faculty (FT and adjuncts) and staff, particularly regarding implicit bias, white fragility, etc.
* Arranged for Safe Space Training for faculty, students, and staff.
1. **Accountability**—taking responsibility and action for identifying and addressing persistence patterns of inequity that impede our ability to fulfill our institutional mission and goals for education rooted in our DEI principles and values for the Emory enterprise.
* Emory Law has dedicated webpages on its website related exclusively to diversity, equity and inclusion events, information, and initiatives. The website now provides law school students, faculty, and staff a link to submit a Bias Incident Report directly to the University and to contact Emory Law’s Chief Diversity Office for assistance and support.

Some goal to consider:

1. Conducts prompt, unbiased review and adjudication of discrimination and harassment complaints;
2. **Assess, track, and trend access, and remedy, create interventions for and to—**
3. **Promotion/career ladders at all levels of the campus for staff *and* faculty**
4. **Promotion and Tenure guidelines that capture public scholarship as a worthy evaluative category;**
5. **to see mentoring of historically underrepresented and underserved students, first generation, and students in general as more than service but teaching as well.**
6. **Equity service, salary, and teaching reviews**

**[INSERT DETAILS FOR RESPONSE TO 2(C)(II)]**