

# Demands for Racial Justice

CWRU BLACK LAW STUDENTS ASSOCIATION

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Anti-Blackness is prevalent throughout the United States and unfortunately, at Case Western Reserve University School of Law. As Black students, we pride ourselves in being part of the Law School and recognize the administration's willingness (significantly in the past few weeks) to amplify Black voices; however, the Law School must do more. As we welcome new students to our community this fall, it is time to shift CWRU Law's culture into one that is truly inclusive of all aspects of student life.

To promote a diverse and inclusive community dedicated to pursuing racial justice, we urge that the Law School take the following steps to *bend* the curriculum, the faculty, the student body, and the administrative procedures, *toward justice*. -MLK

Case Western Reserve University is not an average institution. We are one of the best in the country. We ask our students, researchers, and educators to *Think Beyond the Impossible*. As you read these action plans, we ask that you too, Think Beyond the Impossible. We ask that you serve as a national leader to create racial equity and dismantle institutional racism.

## ACTION PLAN SUMMARY

### Faculty Representation and Inclusion

- Increase the number of Black full-time faculty to 15% of the total full-time faculty
- Hire two Black Associate Deans and/or Directors
- Create a permanent position for one BLSA member on the Hiring Committee
- Establish a seat for a BLSA student representative at faculty meetings

### Student Representation

- Increase the number of Black students enrolled to 10% of each cohort
- Create a permanent position for one BLSA member on the Admissions Committee

### Diversity and Inclusion

- Encourage faculty to hold one critical legal studies class session as part of their curriculum
- Sponsor, in conjunction with the Social Justice Institute, a Critical Legal Studies student organization
- Replace Legislation and Regulation with Critical Race Theory

### Professional Development

- Match BLSA contributions to sponsor Black students to attend networking and professional development conferences
- Add one professional development seminar per semester that engages with issues experienced by under-represented minorities in the legal field
- Actively promote the creation of internship placement programs for Black students
- Provide complete funding for the Constance Baker Motley Mock Trial Team

### Academic Success

- Provide an equitable space for BLSA
- Create a paid Competitive Edge Program for underrepresented groups to take one legal writing class and conduct research with a faculty member
- Pay for bar prep courses for Black students
- Provide financial support for the BLSA Peer Mentorship Program

### Financial Success

- Match BLSA funding of members' books and emergency funds
- Create a \$20 million endowment for full-ride scholarships for Black students

## ACTION PLAN TIMELINE

### Immediate

- Create a permanent position for one BLSA member on the hiring committee and the admissions committee by Fall 2020
- Establish a seat for a BLSA student representative at faculty meetings by Fall 2020
- Provide complete funding for the BLSA's Mock Trial Team by Fall 2020
- Provide a larger space for BLSA by Fall 2020
- Provide financial support for the BLSA Peer Mentorship Program beginning in Fall 2020
- Encourage faculty to hold one critical legal studies class session as part of their curriculum by Fall 2021
- Match BLSA funding of members' books and emergency funds, beginning in Fall 2020

### Intermediate

- Increase the number of Black students enrolled to 10% of each cohort, each application cycle, beginning with the cohort of Fall 2021
- Match BLSA contributions to sponsor Black students to attend networking and professional development conferences, beginning in Spring 2021
- Add one professional development seminar per semester that engages with issues experienced by under-represented minorities in the legal field, beginning in Spring 2021
- Actively promote the creation of internship placement programs for Black students by Fall 2021
- Pay for bar prep courses for underrepresented students, beginning with the class of 2021
- Replace Legislation and Regulation with Critical Race Theory by Fall 2021
- Sponsor, in conjunction with the Social Justice Institute, a Critical Legal Studies student organization by Fall 2021

### Visionary

- Create a \$20 million endowment for full-ride scholarships for Black students by 2025
- Increase the number of Black full-time faculty to 15% of the total full-time faculty by Fall 2025
- Hire two Black Associate Deans and/or Directors by Fall 2025
- Create a paid Competitive Edge Program for underrepresented groups by Fall 2025