

UNIVERSITY OF DAYTON SCHOOL OF LAW
POLICY ON EQUALITY AND DIVERSITY

A. PREAMBLE

It is the policy of the University of Dayton School of Law to provide an educational and working environment in which equality and diversity are significant values. The richness and strength of the School of Law lies in its ability to translate those values into reality. The reality of full equality is critical to the mission and life of the University of Dayton School of Law and can be achieved only by continued reaffirmation of its commitment to a policy of diversity and affirmative action. The School of Law recognizes that the achievement of true diversity among the staff, faculty and student body is critical to the mission of the School of Law because of the educational and social enrichment that diversity brings to the School of Law, the community and the legal profession. In furtherance of these values, the School of Law adopts the following non-discrimination and affirmative action policies and goals.

B. DIVERSITY

The School of Law is committed to enrolling and retaining a student body that is diverse, with special emphasis on its racial, ethnic, religious and gender composition. It is also committed to hiring and retaining a faculty and staff that is equally diverse. In furtherance of its commitment to diversity, the School of Law adopts the following affirmative measures:

1. RECRUITMENT, ADMISSIONS AND FINANCIAL AID FOR MINORITY LAW STUDENTS

- a. The School of Law Admissions staff, Dean and members of the Faculty will continue to make affirmative and significant efforts to recruit minority students at both historically black colleges and universities and other colleges and universities.
- b. The School of Law will hold at least two Pre-Law Days at the School of Law each year for minority candidates, at least one of which will be in coordination with two local historically black universities and both of which will be organized in consultation with the Black Law Students Association (BLSA) and the University's Office of Minority Affairs.
- c. The School of Law will manage its admission and financial aid program by objectives that will include significant efforts to achieve annual increases in the recruitment and enrollment of minority students and that will use every reasonable effort to provide each minority student with some level of financial aid.
- d. The School of Law will continue to develop a minority retention program that includes academic assistance and mentoring for minority students. This will be accomplished in cooperation with the Thurgood Marshall Society (the local black minority bar organization), BLSA, other minority organizations and the Dayton Bar Association.
- e. The School of Law will develop a program to assist in the mentoring and placement of minority law students, in the transition to professional life and ultimately as attorneys, with local law firms, lawyers, law departments, judges, prosecutors, and government agencies.

f. The School of Law will undertake a review of the needs of handicapped students, students whose exercise of religion may be affected by the law school program and other students and staff with special needs, in order to develop measures that will better accommodate the school's programs and activities to their needs.

2. RECRUITMENT, HIRING AND EMPLOYMENT STATUS OF MINORITY AND WOMEN FACULTY AND STAFF

a. The School of Law, the Dean and the Faculty Committee on Recruitment and Development will make continuing and enhanced efforts to recruit prospective minority and women faculty candidates.

b. Significant priorities in the hiring of new faculty members are to hire minority and women faculty members.

c. The School of Law will develop an affirmative program to assure a nurturing and supportive environment for all new faculty and staff, including their transition to law school academic life and to the University of Dayton community. This program or programs will pay careful attention to the needs and concerns of minority and women faculty and staff.

d. A significant priority for the School of Law in hiring professional, administrative and clerical staff is to hire minority staff. A significant priority for the School of Law in hiring professional and administrative staff is to hire women.

e. The School of Law's planning and management efforts will include objectives that seek continued increases in the numbers of minority and women faculty and staff at the School of Law.

C. This policy statement is in addition to the University of Dayton's affirmative action policy. It is written in order to supplement and reinforce the current University policy. The articulation of policies and affirmative measures contained in this statement is not meant to preclude the use of other salutary efforts in support of the School of Law's commitment to equality and diversity.

