



Why We Can't Wait

AN AGENDA FOR EQUITY & JUSTICE

Our society is at a crossroads, as many people are waking up to the reality that **racial & social injustice** is a perennial problem in America that we must confront and redress. As the first law school in the nation — a school with a longstanding commitment to developing **engaged advocates** for justice — we feel a deep sense of responsibility to speak to this moment. Below are the principal initiatives we will pursue to ensure that **William & Mary Law School** is part of the solution.

Center for Racial & Social Justice



Creating a center focused on **racial & social justice issues** that will engage in research and other activities that **advance equity & justice** in our society.

Community Law Clinic



Launching a clinic that **serves the most vulnerable** members of our community and gives students experience that prepares them to **advocate for the advancement of social justice**.

Equal Justice & Need-Based Scholarships



Providing **scholarships and public interest fellowships** for students dedicated to becoming advocates for equity and justice. **Need-based scholarships** will be provided as well.

Support for First-Generation & Underrepresented Students



Supporting first-generation students and students from underrepresented backgrounds by **instituting pipeline programs** and a **new on-campus support group**.

Public Interest & Social Justice Concentration



Creating an academic concentration in **Public Interest & Social Justice Law** so that students can focus their studies on preparing for their calling as public interest advocates.

Equity & Inclusion Administrator



Hiring a **new Assistant Dean** whose portfolio will include attention to issues surrounding **equity & inclusion** and **promoting antiracism** at the law school. A revamped **equity & inclusion committee** will be formed as well.

Academic Success Position



Creating a new **Director of Academic & Bar Success** position who will develop programming to support all students, regardless of background, in their efforts to succeed in law school and on the bar exam.

Criminal Justice Reform Lecture



Inaugurating an **annual lecture series** featuring impactful speakers focused on police reform, corrections reform, and other topics pertaining to **improving equity and fairness in our criminal justice system**.

Inclusive Hiring



Reiterating our commitment to inclusive hiring. True excellence in hiring mandates an **inclusive search process** that seeks excellence among people from all backgrounds. The law school and those who recruit here must meaningfully commit to that, and we will.

Inclusive Working & Learning Environment



Making the law school a **more inclusive environment in which to work** by enhancing respect for the contributions of all those who work on behalf of the school, including staff, administrators, and faculty, and by **expanding exposure to equity & inclusion issues**.

Inclusive Spaces



Making **existing portraiture at the law school more inclusive** so that it reflects the contributions of the full spectrum of people in our society.

Student Fund for Inclusive Excellence



Increasing financial support for a **Student Fund for Inclusive Excellence**, which will fund student-organization initiatives that bear on issues of equity, inclusion & social justice, **from all perspectives**.