



# 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**.