



University of Idaho

College of Law Diversity, Equity, and Inclusion Plan

MISSION:

- Provide access across all cultures and ideologies to the highest quality of legal education
- Lead the region in promoting civil discourse on concerns of policy and law and in providing legal service to underserved populations
- Contribute to the local, regional, national, and international scholarly dialogue on issues of critical importance in our time.

VALUES: The following values will guide all aspects of decision-making at the College of Law.

- **Excellence:** Individual commitment to excellence is central to the values we promote. We value the purposeful pursuit of knowledge that improves our communities and prepares us for a lifetime of service. We believe in a culture of leadership and promotion of excellence that passionately educates those seeking knowledge and celebrates success when that knowledge is applied to address societal challenges.
- **Respect:** Central to our productivity and morale is a climate that is considerate and respectful. The University of Idaho is an extensive and diverse community of people from varied backgrounds and beliefs. We welcome the viewpoints and contributions of everyone in our community. We believe that an institution is only as strong as its ability to include diverse perspectives that critically contribute to the University of Idaho's mission.
- **Integrity:** We believe that adherence to and a shared understanding of ethical principles is necessary for effective collaboration within an ethical community. The University of Idaho is committed to internal congruence as well as openness and transparency in decision-making and leadership.
- **Perseverance:** The University of Idaho is a community that is brave and bold in our pursuit of higher aspirations, always pushing to offer the best opportunities and environment for our students, faculty, staff, and community. We are confident in our ability to succeed and have demonstrated long-term discipline to achieve our goals.
- **Sustainability:** We embrace our personal and societal obligation to ensure the sustainability of our future. For this community, ensuring a sustainable healthy lifestyle is part of a comprehensive desire to acknowledge stewardship of the natural environment to human interactions and well-being.

VISION:

Our vision is to build and maintain a community of students, staff, and faculty representing the diverse range of backgrounds and perspectives of our state and region, and an inclusive and equitable environment in which all are able to grow and thrive.

STRATEGIES FOR ACHIEVING THE VISION:

Strategy 1: Recruit and retain students that reflect the diversity of our state and region.

Lead Organizers

- Assistant Dean of Admissions
- Assistant Deans for Student Affairs

Strategy 2: Recruit and retain faculty and staff that reflect the diversity of our state and region.

Lead Organizers

- Appointments Committee
- Associate Deans for Faculty
- Director of Administrative and Financial Operations

Strategy 3: Create systems and structures of accountability necessary to ensure that our community is an inclusive working and learning environment.

Lead Organizers

- Associate Deans for Faculty
- Assistant Deans for Students
- Associate Dean for Inclusion
- Director of Administrative and Financial Operations
- Diversity, Equity, and Inclusion Committee

Strategy 4: Ensure equitable access to the full benefits of legal education for all students.

Lead Organizers

- Academic Success Faculty
- Assistant Deans for Students
- Career Development Office
- Development Office

Strategy 5: Provide students opportunities throughout law school to build the skills and knowledge necessary to successfully navigate a profession in which lawyers must effectively engage with persons from a wide range of backgrounds and lived experiences.

Lead Organizers

- Associate Dean of Experiential Learning
- Assistant Deans for Students

Strategy 6: Provide opportunities for students to develop an understanding of the ways in which the law can act as both an instrument of justice and of oppression.

Lead Organizers

- Curriculum Committee

- Associate Deans for Faculty
- Associate Dean of Experiential Learning
- Assistant Deans for Students

Strategy 7: Provide opportunities for students to develop an ethical commitment to serving the under-represented in their home communities.

Lead Organizer

- Pro Bono Director
- Associate Dean of Experiential Learning