

Antiracist Development Institute

Inaugural Convening

Building an Antiracist Law School, Legal Academy, and Legal Profession

Penn State Dickinson Law

October 12 - 14, 2023



**ANTIRACIST
DEVELOPMENT INSTITUTE**



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LAND ACKNOWLEDGMENT



We are situated on the unceded territory of the Susquehannock peoples and as such recognize their status as First People on this land as well as the First Peoples and First Nations that stand in relation to it. We must also recognize the Indigenous Children and Adults from numerous distinct nations forced or coerced into the reprogramming camp established at the Carlisle Indian Industrial School. The educational institutions, for profit institutions, social institutions, and public institutions in Carlisle derived substantial benefits from practicing white supremacy on these unceded lands. As well, these institutions in Carlisle relied upon enslaved and otherwise unfree African American labor and profited from the sale of enslaved human beings to fund economic, political, social, and government activities. Accordingly, we must act to acknowledge and redress these breaches of humanity.



WELCOME FROM THE DEAN



Danielle M. Conway
Dean and Donald J. Farage
Professor of Law

Dear Colleagues,

I am honored to welcome you to the Antiracist Development Institute Inaugural Convening! On behalf of my colleagues, I am thrilled that we are sharing space in furtherance of our coalition book series project, “Building an Antiracist Law School, Legal Academy, and Legal Profession.”

This past year, Penn State Dickinson Law’s Antiracist Development Institute (ADI) has brought together a coalition of colleagues from inside and outside of the legal academy to draft chapters for the book series. Volume editors and team members have met virtually and in-person on both coasts to engage in the work of antiracism. We have learned and implemented systems design methods to produce our chapters, initiate new ways of working with colleagues, and improve institutional processes to govern our institutions. And this is just the beginning.

We are engaged in positive, progressive, and forward-thinking disruption of systemic racial inequality and intersectional injustice. We are co-creating blueprints that will transform law schools from edifices of systemic inequity into the sustainable democratic institutions we were promised in this nation’s Second Founding. We have benefitted from the collective commitment of chapter contributors, systems designers, and supporters of this novel, groundbreaking book series project. We have already moved mountains together to advance the vision of equal justice for all.

The Inaugural Convening will be a chance to celebrate what we have accomplished and serve as a launching pad for the next phase of our work. I encourage you to engage in dialogue and learn from one another. We are privileged to have dynamic attendees and speakers, all with varying interests, expertise, and backgrounds. Enjoy being with one another in this space. Draw vital energy, love, and support from one another so that the next phase serves to inspire you in this collective work.

I would like to thank the Antiracist Development Institute professional staff and the Dickinson Law community for their commitment to building an antiracist law school. This work would not be possible without the unwavering support of our sponsors, AccessLex, LSAC, Emily and G. Griffith “Griff” Lindsay, the John D. and Catherine T. MacArthur Foundation, The National Association for Law Placement, University of California Press, and Penn State University.

A special thank you to our keynote speaker, Professor Sherrilyn Ifill, the Inaugural Vernon Jordan Endowed Chair in Civil Rights at Howard University School of Law and Former President and Director-Counsel of the NAACP Legal Defense and Educational Fund, for sharing her wisdom and insight with us. She is the epitome of courage and conviction for a more just and equal society. Onward!

Warmest,

A handwritten signature in black ink that reads "Danielle M. Conway". The signature is fluid and cursive, with the first letters of the first and last names being capitalized and prominent.

Danielle M. Conway
Dean and Donald J. Farage Professor of Law

The Antiracist Development Institute
is proudly supported by the following:



Emily and G. Griffith "Griff"
Lindsay

The John D. and Catherine T.
MacArthur
Foundation



ABOUT THE ADI . . .

In 2020, the cascade of murders of Black and Brown individuals and the Black Lives Matter protests demonstrated the prevalence of systemic, structural, and institutional racism. Structural racism permeates our democratic institutions, including legal education and the legal profession. Penn State Dickinson Law created the Antiracist Development Institute (ADI) to dismantle structures that scaffold systemic racial inequality using a systems design approach for the purpose of achieving systemic equity and offering organizations across the country systems design-based approaches to implementing antiracist practices, processes, and policies throughout each of their functions.

This interdisciplinary approach to legal education provides law students and lawyers the critical thinking skills that accompany introspection about the role of legal education and the legal profession in creating, interpreting, and counseling of laws that have scaffolded structural racism in American society in contravention of the fundamental value of equality vis-à-vis equal liberty, equal justice, equal citizenship, equal rights, and equal protection of the laws.

The ADI builds on The Association of American Law Schools Law Deans Antiracist Clearinghouse Project concepts and information presented throughout the Building an Antiracist Law School, Legal Academy, and Legal Profession book series to provide law schools and other institutions with a blueprint that will be workshopped through the stages of systems design. The ADI has been piloting course material since the fall of 2022 and subsequent iterations of course content will be made available to institutions and organizations outside of the legal community thereafter.

The ADI is led by an accomplished team of experts including Penn State Dickinson Law Dean and Donald J. Farage Professor of Law Danielle M. Conway, Professor of Law and Harvey A. Feldman Distinguished Faculty Scholar Dermot Groome, and Program Manager TaWanda H. Stallworth.

The “Building an Antiracist Law School, Legal Academy, and Legal Profession” book series is distinct in its use of a systems design approach combined with Antiracist principles to transform law schools from edifices of systemic inequity into sustainable democratic institutions whose platform is built upon principles of systemic equity. It is unique for its admixture of systems design, organizational theory and practice, and Antiracist theory and practice. The book series is the precursor from which the Antiracist Development Institute (ADI) will use series content to develop course materials.

Over 120 colleagues from the legal academy, legal profession, and adjacent organizations are contributing to the book series as chapter contributors, editors, content reviewers, and workshop facilitators, representing 76 institutions across the country.

ABOUT OUR KEYNOTE SPEAKERS



Danielle M. Conway
Dean & Donald J. Farage
Professor of Law

Danielle M. Conway is the dean and Donald J. Farage professor of law at Penn State Dickinson Law. A leading expert in procurement law, entrepreneurship, intellectual property law, and licensing intellectual property, Dean Conway joined Dickinson Law after serving for four years as dean of the University of Maine School of Law and 14 years on the faculty of the University of Hawai'i at Mānoa, William S. Richardson School of Law, where she was the inaugural Michael J. Marks Distinguished Professor of Business Law.

Prior to her deanships, Dean Conway was a member of the faculties at the Georgetown University Law Center and the University of Memphis Cecil C. Humphreys School of Law. She also served as a Fulbright Senior Scholar in Australia and later as Chair in Law at LaTrobe University, Faculty of Law & Management in Australia. Dean Conway is the author or editor of six books and casebooks as well as numerous book chapters, articles, and essays.

Her scholarly agenda and speeches have focused on, among other areas, advocating for public education and for actualizing the rights of marginalized groups, including Indigenous Peoples, minoritized people, and members of rural communities. Dean Conway's most recent publication focuses on different aspects of building an antiracist law school, legal academy, and legal profession through leadership, vision priorities, and transformational diversity, equity, and inclusion-focused admissions and faculty and staff recruitment and retention.

Dean Conway is the co-recipient of the inaugural Association of American Law Schools' (AALS) Impact Award, which honors individuals who have had a significant, positive impact on legal education or the legal profession. Dean Conway received this recognition for her work in establishing the Law Deans Antiracist Clearinghouse Project. Launched in June 2020, the project is a webpage for law deans, faculty and staff, and the public that contains resources and information related to addressing racism in law and legal education. Dean Conway also serves as one of three co-chairs of the Select Penn State Presidential Commission on Racism, Bias, and Community Safety.

Dean Conway earned her bachelor's degree from New York University Stern School of Business, double majoring in finance and international business. She earned her J.D. degree, with honors, from the Howard University School of Law, where she graded on to the Howard Law Journal and served on the leadership board of the National Moot Court Team. She holds dual LL.M. degrees in Government Procurement Law and Environmental Law from the George Washington University Law School. She has been admitted to the bars in the District of Columbia, Hawai'i, New Jersey, and Pennsylvania.

Dean Conway has been a member of the American Law Institute since 2004. She is an appointed member of the AALS Executive Committee, appointed to the Board of Directors of AccessLex Institute, and an appointed member of both the Pennsylvania Bar Association COVID-19 Task Force and the Joint Task Force on Continuity of Legal Services. In 2016, Dean Conway retired from the U.S. Army in the rank of lieutenant colonel after 27 years of combined active, reserve, and national guard service.

ABOUT OUR KEYNOTE SPEAKERS



Sherrilyn Ifill

Civil Rights Lawyer; Former President and Director-Counsel of LDF (NAACP Legal Defense and Educational Fund)

Providing visionary and transformational leadership during one of the most consequential eras in our nation's history, Sherrilyn Ifill's voice has powerfully influenced our national dialogue on civil rights.

Sherrilyn Ifill served as the seventh President and Director-Counsel of the NAACP Legal Defense Fund (LDF) from 2013 to 2022—the second woman to ever lead LDF—and currently serves as its President and Director-Counsel Emeritus. In this role Ifill increased the visibility and engagement of the organization in litigating cutting-edge and urgent civil rights issues, elevating their decades-long leadership fighting voter suppression, inequity in education, and racial discrimination in the criminal justice system.

For over 20 years, Ifill taught at the University of Maryland School of Law and pioneered a series of law clinics focused on challenging legal barriers to the reentry of ex-offenders. Her 2007 book, *On the Courthouse Lawn: Confronting the Legacy of Lynching in the 21st Century*, was highly acclaimed, and credited with laying the foundation for contemporary conversations about lynching and reconciliation.

In addition to being a prolific scholar who has published numerous academic articles, op eds and commentaries in national papers, Ifill is a frequent public commentator on racial justice issues, known for her fact-based, richly contextualized analysis of complex racial issues. She is a trusted and valued advisor to civic and community leaders, national civil rights colleagues, and business leaders.

Ifill has been named one of *TIME*'s Women of the Year, *TIME*'s 100 Most Influential People in the world, and one of *Glamour*'s Women of the Year. She was honored with a Spirit of Excellence Award by the American Bar Association and named Attorney of the Year by The American Lawyer in 2020. She was also the recipient of the prestigious Brandeis Medal and the American Bar Association's Thurgood Marshall Award.

Ifill is a Distinguished Professor of Practice at Harvard Law School (Fall 2023), and she serves as Ford Foundation Fellow at the Museum of Modern Art (MOMA), leading a project focused on exploring the values of the 14th Amendment in artistic expression. Ifill was most recently appointed to be the Inaugural Vernon Jordan Endowed Chair in Civil Rights at Howard Law School, where she will launch the 14th Amendment Center for Law and Democracy.

SCHEDULE OF EVENTS

WEDNESDAY, OCTOBER 11, 2023

3:00 – 5:00 p.m.	Registration and check-in	Dickinson Law foyer
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THURSDAY, OCTOBER 12, 2023

8:00 – 9:00 a.m.	Registration and Breakfast	Dickinson Law foyer
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9:00 – 9:30 a.m.	Welcome Danielle M. Conway - <i>Dean & Donald J. Farage Professor of Law</i>	Apfelbaum Auditorium
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9:30 – 10:00 a.m.	CDIHE Law School Dean Antiracist Study Dr. Roger L. Worthington <i>Center for Diversity and Inclusion in Higher Education, University of Maryland, College Park</i>	Apfelbaum Auditorium
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9:30 – 10:15 a.m. Admissions	Preserving Access & Securing Diversity: How HBCU Law Schools Champion Holistic Admissions Erika Hill - <i>Director of Admissions and Recruitment, Florida A&M University College of Law</i> Anthony Ervin - <i>Associate Dean of Admissions and Financial Aid, University of District of Columbia-David A. Clarke School of Law</i> Jordan Pittman - <i>Diversity and Strategic Initiatives Manager, Admissions and Recruitment Department, Southern University Law Center</i> Korey Mercer - <i>Senior Assistant Dean of Admissions, William & Mary Law School, former, director of admissions, North Carolina Central University School of Law</i>	Room 120
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10:00 – 11:30 a.m. Leadership and Teaching & Learning	“Building an Antiracist Law School, Legal Academy, and Legal Profession” book series – Chapter contributor presentations	Apfelbaum Auditorium
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10:30 – 11:45 a.m. Admissions	Creating Meaningful Access: The Role of the Admissions and Financial Aid Professional Catherine Casiano - <i>Assistant Dean for Admissions, St. Mary’s University School of Law</i> Rebecca Schreiber - <i>Director of Admissions and Financial Aid, Penn State Dickinson Law</i> Bekah Saidman-Krauss - <i>Associate Dean for Admissions and Financial Aid, Penn State Dickinson Law</i>	Room 120
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11:45 a.m. – 12:30 p.m.	CONTRIBUTORS RECEIVE FEEDBACK Reflecting & Assessing Clinical Education Career Services & Legal Profession Why do we teach this way? Is there a better way? Using Pedagogy as a Learning Approach Leadership to Dismantle Bureaucracy	Room 104 Room 106 Room 120 Room 124 Room 202
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SCHEDULE OF EVENTS

(THURSDAY, CONTINUED)

12:00 – 1:00 p.m.	ADMISSIONS COHORT LUNCH	Ridge Commons
12:30 – 2:00 p.m.	TEACHING & LEARNING COHORT LUNCH LEADERSHIP COHORT LUNCH	Ridge Commons
1:00 – 2:00 p.m. Admissions	Decriminalizing the Application Process Gayla Jacobson - <i>Director of Admissions, Enrollment, and Dual Degree Programs, CUNY Law</i> Eric Kniskern - <i>Director of Recruitment and Diversity Enrollment Initiatives, Widener University Delaware Law</i> James Binnall - <i>Associate Professor of Law, Criminology, and Criminal Justice, Executive Director, CSULB Project Rebound California State University, Long Beach</i>	Room 120
2:00 – 3:30 p.m. Leadership and Teaching & Learning	Defining Antiracism Marc-Tizoc Gonzalez - <i>Professor of Law, The University of New Mexico School of Law, Co-Facilitator</i> Shaakirrah Rafeea Sanders - <i>Professor of Law and Lewis H. Vovakis Distinguished Faculty Scholar, Penn State Dickinson Law, Co-Facilitator</i>	Apfelbaum Auditorium
2:00 – 3:00 p.m. Admissions	Why Prelaw Pathways Matter More Now, More Than Ever: Building Antiracist Pathways in a Post-Affirmative Action World Sonji Patrick - <i>Diversity and Inclusion Professional, former Director of Education, LatinoJustice PRLDEF</i> Yolanda Ingram - <i>Director, Access to Law School Education Programs, JD Admissions and Financial Aid, University of Pennsylvania Carey Law School</i>	Room 120
3:00 – 4:00 p.m. Admissions	Seizing the Vision and the Power: Dismantling the Legal Academy's Romance with Exclusivity, Privilege, and Meritocracy Elizabeth McGriff - <i>Assistant Dean Legal Education Opportunity Program, DEI Advisor, UC Law San Francisco</i> Mario Lopez - <i>Chief Diversity Officer, UC Law San Francisco</i>	Zoom webinar
5:00 – 6:00 p.m.	Cocktail reception	Allenberry Playhouse – Carriage Room
6:00 – 9:00 p.m.	Convening Banquet	Allenberry Playhouse – Carriage Room

BANQUET PROGRAMME

Mistress Of Ceremonies..... Rev. Yvette Davis

Welcome And Statement Of Purpose..... Mrs. TaWanda Hunter Stallworth
Antiracist Development Institute Program Manager

Acknowledgements.....Prof. Dermot Groome, *Penn State Dickinson Law Professor of Law and Harvey A. Feldman Distinguished Faculty Scholar*

A Word From The PublisherMs. Maura Roessner, Executive Editor, Uc Press

A Poem..... Ms. Jamesha Caldwell, J.D. 2025

Dinner Is Served.

Introduction Of The Keynote SpeakerMr. Romario Ricketts, J.D. 2025
Dickinson Law Black Law Students' Association President

Evening KeynoteDean Danielle M. Conway
Penn State Dickinson Law Dean And Donald J. Farage Professor Of Law

Student Intern Awards Presented To:Ms. Elsie Furhman, J.D. 2025 and
Mr. Joshua Hanson, J.D. 2025
Presented By Mrs. Stallworth

Changemaker Award Presented To: Ms. Evangeline Mitchell
Presented By Mr. Jay Austin

Disruptive Collaborator Award Presented To:Mr. Jay Austin
Presented By Associate Dean for Admissions and Financial Aid Bekah Saidman-Krauss

Antiracist Alumni Award Presented To:Mr. G. Griffith "Griff" Lindsay
Presented By Mrs. Kelly R. Rimmer

AWARDS

***Student Intern Awards Presented To:
Ms. Elsie Furhman, J.D. 2025 and Mr. Joshua Hanson, J.D. 2025***

Presented By Mrs. Stallworth

The Student Intern Awards are presented to the students who have committed their education and legal pathways to antiracism by supporting Antiracist Development Institute in administrative and substantive functions. Student interns provide a necessary student perspective in the cultivation of programmatic and course material.

Changemaker Award Presented To:

Ms. Evangeline Mitchell

Presented By Mr. Jay Austin

The Changemaker Award is presented to the individual who has demonstrated significant impact in the legal academy or the legal profession by providing access or information to help diversify the legal profession and help to create an antiracist legal profession. Changemakers consistently prioritize the needs of the community.

Disruptive Collaborator Award Presented To:

Mr. Jay Austin

*Presented By Associate Dean for Admissions and Financial Aid Bekah
Saidman-Krauss*

The Disruptive Collaborator Award is presented to the individual who prioritizes the work and purposes of the collective in ways that motivate group members towards diversity, equity, inclusion, justice, and antiracism. The disruptive collaborator encourages community members to operate outside of their comfort zones where growth and transformation are possible.

Antiracist Alumni Award Presented To:

Mr. G. Griffith “Griff” Lindsay

Presented By Mrs. Kelly R. Rimmer

The Antiracist Alumni Award is presented to the alum who has demonstrated a significant commitment to antiracism. The awardee has gone above and beyond to support to the Antiracist Development Institute in tangible and intangible ways by allocating time, resources and historical knowledge that keeps the work of the Antiracist Development Institute fresh and relevant.

SCHEDULE OF EVENTS

FRIDAY, OCTOBER 13, 2023

8:30 – 9:30 a.m.	Breakfast	Ridge Commons
10:00 – 11:00 a.m. All Cohorts	Race and Equal Protection of the Laws class <i>Keynote, Professor Sherrilyn Ifill, Vernon E. Jordan, Jr., Esq. Endowed Chair in Civil Rights at Howard University School of Law</i>	Apfelbaum Auditorium
11:00 – 11:30 a.m. All Cohorts	Race and Equal Protection class re-cap	Room 112
11:30 a.m. – 12:00 p.m. All Cohorts	Meet and Greet	Ridge Commons
12:00 – 1:30 p.m. All Cohorts	Lunch with Professor Ifill	Room 112
1:30 – 3:30 p.m. Teaching & Learning	RWU Law’s Race and the Foundations of American Law & Sharing Community and Mistakes with Our Teaching Colleagues <i>Laurie Barron - Clinical Professor of Law, Director of Clinical Externships Director - Feinstein Center for Pro Bono & Experiential Education, RWU Law Nicole P. Dyszlewski - Director of Special Programs, Academic Affairs, RWU Law Diana J. Hassel - Professor of Law, RWU Law Lorraine N. Lalli - Associate Dean, Student Life and Operations, RWU Law</i>	Room 112
1:30 – 3:00 p.m. Leadership	Antiracist Communities <i>Chad Lassiter, MSW - Executive Director of the PHRC Sean Shultz - Mayor of Carlisle Karl Singleton - Chief Equity and Compliance Officer, City of Harrisburg</i>	Room 114
3:30 – 4:30 p.m. Teaching & Learning	Hearing from our students <i>Dermot Groome - Professor of Law and Harvey A. Feldman Distinguished Faculty Scholar, Penn State Dickinson Law</i>	Room 112
3:00 – 4:30 p.m. Leadership	Antiracist Journalism <i>Joyce M. Davis - Outreach and Opinion Editor, PennLive Shaheen Pasha - Assistant Teaching Professor, Penn State University M. Kelly Tillery, Esq. - Shareholder, Saxton & Stump Joshua Vaughn - Investigative Reporter, PennLive</i>	Room 114
4:30 – 5:30 p.m.	NETWORKING RECEPTION	Ridge Commons

SCHEDULE OF EVENTS

SATURDAY, OCTOBER 14, 2023

8:00 – 9:00 a.m.	Breakfast	Ridge Commons
9:00 – 9:15 a.m.	Introduction of Erin Walczewski Erin Walczewski - <i>Lecturer on Law at Harvard Law School</i>	Room 112
9:15 – 10:30 a.m.	Introduction/ Refresher of Design Thinking	Room 112
10:45 – 11:15 a.m.	Deep Dive: Empathy	Room 112
11:15 – 11:45 a.m.	Deep Dive: Define	Room 112
11:45 a.m. – 12:30 p.m.	Deep Dive: Ideate	Room 112
12:30 – 1:30 p.m.	LUNCH <i>Systems designers will be onboarded during this time in Room 112</i>	Ridge Commons
1:30 – 2:00 p.m.	Deep Dive: Prototype	Room 112
2:00 – 2:30 p.m.	Deep Dive: Test	Room 112
2:30 – 3:00 p.m.	Questions and Discussion	Room 112
3:00 – 6:00 p.m.	CONVENING CONCLUSION AND TAILGATE BBQ	Dickinson Law lawn

*** All cohorts will follow the same schedule on Saturday.**

SYSTEMS DESIGNERS

Systems designers are essential to the success of this project. They guide the writing of each volume in accordance with training in design-thinking that they have received. The systems design approach to the writing of each volume relies on critically examining law schools by their constituent parts — or, more aptly, their functions — to identify embedded inequities. Once embedded inequities are revealed within a function, the next step is to deploy a systems design rubric to transform one or more functions of the organization. Systems design for law is defined as a hands-on, user focused way to relentlessly innovate, empathize, and humanize with others to solve problems or resolve issues. Systems design is fundamentally user-centered, experimental, responsive, intentional, and tolerant of failure.



SUSAN JIN DAVIS

Susan Jin Davis has 30 years of experience in the telecommunications, media, entertainment, and technology industries. She currently serves as Social Impact Officer for AI Roker Entertainment, a leading producer of TV, digital, branded programming and entertainment. She is also an advisor for ALO Advisors, a consulting firm specializing in areas of sustainability, diversity, and corporate social responsibility. She also serves as faculty for the Center for Creative Leadership in the areas of organizational leadership, women’s leadership, and diversity, equity, and inclusion.



ANU GUPTA

Anu Gupta is a lawyer, educator, scientist, and the founder of BE MORE with Anu, an edtech company that trains organizations in breaking bias to advance diversity, equity, inclusion, and belonging (DEIB). He has logged over 10,000 hours of meditation and developed BE MORE’s approach after 15 years of research that was funded by the National Science Foundation, Nathan Cummings Foundation, and the American Heart Association, among others.



EFRAÍN AMILCAR MARIMÓN

Efraín develops community-embedded programs related to social justice, human rights, law, and education. He is the director of the Restorative Justice Initiative, the D.C. Social Justice Teaching Fellowship, and founded the Street Law Program at Penn State Law. He also conducts training on law-related education for international groups.

SYSTEMS DESIGNERS



ASHLEY NICHOL PATTERSON

Ashley N. Patterson is an Assistant Professor in the College of Education's Department of Curriculum and Instruction at Penn State University where her instructional focus is on literacies, social justice and critical approaches to qualitative inquiry, and her research observes, measures and documents patterns of (in)equity in a variety of educational settings for the purpose of informing the envisioning of new, inclusive, justice-oriented learning environments where students and teachers thrive in the shared space.



CAM RICHARDSON

Cameron Richardson, Ph.D., is an Assistant Research Professor with the Clearinghouse for Military Family Readiness at the Pennsylvania State University. He received his Ph.D. in Human Development from the University of Maryland in 2011, focusing on evaluation and research methods, research design, and statistics. His research interests include positive family and youth development; moral development across the lifespan; and inter- and intra-group relations.



M. KELLY TILLERY

M. Kelly Tillery is a prominent Philadelphia lawyer, a national authority in intellectual property litigation, and a shareholder with Saxton & Stump. Mr. Tillery focuses his national practice on intellectual property litigation and is widely known for his work in securing injunctions to protect copyrights, trademarks, trade dress, patents, trade secrets, domain names, names and likenesses, non-compete rights, and proprietary/confidential information of his clients.



ERIN WALCZEWSKI

Erin Walczewski is a practicing attorney and a Lecturer on Law at Harvard Law School. At Harvard, she teaches Advocacy and Legal Innovation Through Design Thinking. In her law practice, she specializes in counseling entrepreneurs in nonprofits, social enterprises, and small businesses, and she heads the transactional pro bono practice of Cooley LLP, a large international law firm. In her free time she watches the latest Netflix craze, spends time outdoors with her family, and teaches people how to pronounce wall-ZOO-ski.

BOOK SERIES

“Building an Antiracist Law School, Legal Academy, and Legal Profession.” Book Series

Book One — *Antiracist Leadership*

The first book in the series will be devoted to constructing a frame for the type of leadership required to vision and plan for a systems design approach for “Building an Antiracist Law School, Legal Academy, and Legal Profession.” Each of the authors will address a specific aspect of Antiracist leadership success, negative know-how derived from setbacks, change management techniques, and leadership dimensionality and positionality. This book will draw on the knowledge and experience of present and former law school deans, among others, who have engaged leadership development from both abstract and real spheres. In addition, contributions will be made by leaders of color who have had to forge leadership identity in legal academia using internal, liminal, and external forces to move a plan or a scenario in either expected or unexpected ways.

Book Two — *Antiracist Gateways to the Legal Profession: Pipeline Programs for Students, Staff, Faculty, and Administrators*

. . . devoted to constructing a frame for explaining the purpose and the opportunities attendant with gateway programs that are designed to bring diverse students to law schools and the legal profession with the goal of reaching critical mass. Each of the authors will address one of the varied approaches to pipeline programs. Contributors will identify what is required to develop an Antiracist program that aligns with a law school’s vision and mission, how to design a program, how to assess the program, how to select and train participating faculty, which students to recruit and how to recruit them, how to recruit partners and sponsors to support the program, how to fund the program, and how to convert pipeline student participants into matriculating law students.

Book Three — *Antiracist Approaches to Admissions and Financial Aid*

. . . devoted to constructing a frame for addressing access and affordability to attend law school for diverse students who are underrepresented in law school and in the legal profession. Although it may be a temptation to view issues of diversity, equity, and inclusion in higher education as solely a market issue, this book will demonstrate that Antiracist admissions and financial aid policies are an essential component of student representation and success. Data demonstrates the concept that diversity in higher education is critical to student achievement. As gatekeepers, law school admissions professionals must affirmatively enact practices that increase access for historically marginalized populations. Contributors will draw a causal connection between the importance of access and affordability and successfully onboarding diverse attorneys from underrepresented groups into the legal profession.

Book Four — *Antiracist Curriculum Development*

. . . devoted to constructing a frame for the type of candid assessment of the demanding and rewarding work that is required to implementing an Antiracist curriculum. Contributors will discuss the following: what is required to teach and learn according to Antiracist pedagogy and best practices; the necessary investments in curricular policy and reform; and the bureaucratic processes and structures that support the establishment of required courses. Examples of these curricular innovations include the following: courses that address the history of racism and the concept of equal protection of the laws in the United States; adding J.D. degree requirements for every student; adding certificate programs in Civil Rights, Equal Protection, and Social Justice; and encouraging faculty to re-envision their courses to identify opportunities to integrate discourse about racial equality.

BOOK SERIES

Book Five — *Antiracist Teaching and Learning*

. . . devoted to constructing a frame for legal educators, among others, to recognize the unique opportunity and important responsibility they have to train the type of lawyers needed to address structural racism throughout our legal system. The year 2020 has forced many in society to recognize painful realities about systemic and structural racism in America and how our legal system helps to maintain it. The fallacies in this Nation's founding documents and the vestiges of this Nation's slave past are so woven into national culture that they have become hard to see for those who are multi-privileged.

Book Six — *Incorporating Antiracist Principles in Academic & Student Services, Academic Success, and the Bar Examination*

. . . devoted to constructing a frame for the type of support, academic, and bar success programs that all law students require, especially students of color and students laboring through multilayered disproportionate disadvantage. Structural inequality is so prevalent and virulent in law schools that it has presented significant barriers to success for the many students who have been obscured and absented in legal education by systemic disadvantage.

Book Seven — *Incorporating Antiracist Principles in Career Services and the Legal Profession*

. . . devoted to constructing a frame for the type of leadership required to build an Antiracist legal profession using a systems design approach. To introduce this concept, contributors will focus discussion on the special duty of lawyers to reinforce the democratic ideals of equality, realism, and commitment supporting the rule of law. Specifically, this systems design approach requires looking at each function of the law school—admissions, financial aid, curriculum, teaching and learning, and career services to name a few—and each function of the legal profession—recruitment, formation of the lawyer's professional identity, supervision, mentorship and sponsorship, development of subject matter expertise, client relationships and business development, retention and promotion, leadership development, and succession planning—to identify inequities and to act to eliminate them.

Book Eight — *Incorporating Antiracist Principles in Alumni Affairs and Advancement*

. . . devoted to constructing a frame for the type of philanthropic leadership required to have a meaningful impact on institutes, programs, and initiatives that take an others- or out-group-centered approach to improving lives and addressing inequities through access, education, and empowerment. Contributors will discuss how they have used their time, resources, knowledge, and networks to reimagine and then redesign how to support systemic equity. Contributors will discuss why this most recent era of social justice is truly a historic movement that will change the landscape of legal education, the legal profession, and a society that aims to live by the rule of law. They will also discuss how to leverage the MacKenzie Scott-form of unique giving that is turning the philanthropy industry inside out. This paradigmatic shift in giving is benefiting universities, but the question is how to transform law schools from edifices of systemic inequity to institutions promoting systemic equity so as to warrant investment during this new era of philanthropy.

THANK YOU TO OUR BOOK SERIES COLLABORATORS

AccessLex Institute: Aaron N. Taylor
AI Roker Entertainment: Susan Jin Davis
American University Washington College of Law: Traci Mundy Jenkins*
Albany Law School: Mary Walsh Fitzpatrick
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