

To the Pitt Law School Community:

The Law School's Working Group on Diversity, Inclusion, and Learning Environment recently held its first two meetings, on April 3 and April 24, 2018. The Working Group has issued the following interim recommendations:

(1) **New Educational Programs for Faculty.** The first such program, an Inclusive Teaching Practices Workshop sponsored by the Law School's Teaching Committee, was held on April 12, 2018. The Teaching Committee will begin to develop and implement regular additional programming, either as stand-alone programs or as integrated into other programs, for the 2018-19 academic year.

(2) **New Orientation Structure.** Beginning in Fall 2018, Orientation will include dedicated programming for incoming students on issues of diversity and inclusion, implicit bias, and professionalism expectations for law students. It will also provide an opportunity to better understand the range of difficult topics encountered in law school, and the importance to one's legal education of robust exploration and discussion of those topics when they arise.

(3) **Ongoing Student Programming.** Regular required programming, including workshops, will be offered on diversity and inclusion and implicit bias through the Pitt Law Academy for 1L students and through additional programs for upper-level students.

(4) **Staff Programming.** The Working Group, along with the Law School's Director of Administration, will develop and implement programming for staff on diversity and inclusion and implicit bias.

(5) **Measuring Progress: Input and Feedback.** Measures for getting student, staff, and faculty input and feedback on a wide variety of issues, including diversity, inclusion, and respect for differing viewpoints, will begin in 2018-19.

(6) **Diversity and Inclusion Position.** The Working Group reviewed detailed information on similar positions at approximately two dozen other law schools and at other graduate schools at Pitt and engaged in a robust discussion on the details of such a position. The Working Group's report and recommendations will be shared with incoming Dean Wildermuth so that she may seek appropriate university approvals to begin a search. The goal is to launch the search in late summer or early fall 2018 so that the position may be filled during the 2018-19 academic year.

In addition to these recommendations, the Working Group also agreed to form two subcommittees. One will examine materials and topics for the educational programs described above. A second will provide support to staff to engage in additional diversity and inclusion efforts. In order to continue to make forward progress over the summer, the subcommittees will conduct their meetings via conference call or Skype.

Items for discussion at the next full meeting include further consideration of the content and format of ongoing diversity and inclusion programming for faculty, students, and staff; and developing recommendations for improved channels of communication for students to share with

faculty their suggestions or concerns regarding the classroom climate for diversity, inclusion, and freedom of expression.

Finally, the members of the Working Group met on May 8, 2018, with nationally-renowned expert [Dr. Damon Williams](#) to consult on issues of strategic diversity leadership and organizational change.

Sincerely,

David A. Harris

Chair, Pitt Law Working Group on Diversity, Inclusion, and Learning Environment