

# Embedding Antiracism into Cultivation, Solicitation, and Stewardship for the Benefit of Centers, Institutes, and Programs

## 2023 Annual Meeting of the AALS

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**PennState**  
Dickinson Law

PRACTICE **GREATNESS**

# Discussion Roadmap

Focusing the  
Discussion

What is  
Antiracism?

Why Engage  
Antiracism?

The Role of  
Leadership in  
Institutional  
Antiracism Work

Building a  
Coalition

The Role of  
Systems Designers

Communications  
and Branding

Impact and  
Outcomes



# Focusing the Discussion

The Intersecting Events of 2020 as idea reference points help to both understand and make judgments about other situations

- Pandemic
- Murders of Ahmaud Arbery, Breonna Taylor, and George Floyd
- Voter suppression and Election Cycle 2020

Legal Education, the Legal Academy, and the Legal Profession

- Acknowledge
- Analyze
- Address
- Act
- Accountable

# What is Antiracism?

- **Work** that “changes the norms and practices that allow racism to exist.”

See Dr. Ibram X. Kendi, “How To Be An Antiracist” and

See Dr. Eduardo Bonilla-Silva, “racism without racists”

- “**Being** antiracist begins with understanding the institutional nature of racial matters and accepting that all actors in a racialized society are affected *materially* (receiving benefits or disadvantages) and *ideologically* by the racial structure.”

See Dr. Eduardo Bonilla-Silva, “racism without racists”

# The Role of Leadership in Institutional Antiracism Work

There are elements to consider before implementing Institutional Antiracism in legal education and the profession

- Leadership on Institutional Antiracism is an element of this work
- Knowledge acquisition and implementation are co-elements
- Establishing a sustainability plan for Institutional Antiracist programming is another element

# Building a Coalition

## Antiracist Development Institute BOOK SERIES COLLABORATORS FROM ACROSS THE COUNTRY



## Antiracist Development Institute Systems Designers



Systems designers guide the writing of each volume in the book series in accordance with training in design-thinking.



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# The Antiracist Development Institute

Immersive approach centralizing the inequity and oppression experienced by people of color.

Systems design-based approaches to implementing Antiracist practices, processes, and policies throughout each of their functions.

Book series will provide a blueprint that will be workshopped through stages of systems design.



## Laying the Groundwork for the ADI

- Building an internal culture of Antiracism
- Substantially increased our student of color population
- Dickinson Law is first law school in the nation to issue unanimous faculty resolutions (1) condemning violence against Black and Brown people; and (2) pledging to teach and learn according to Antiracist principles





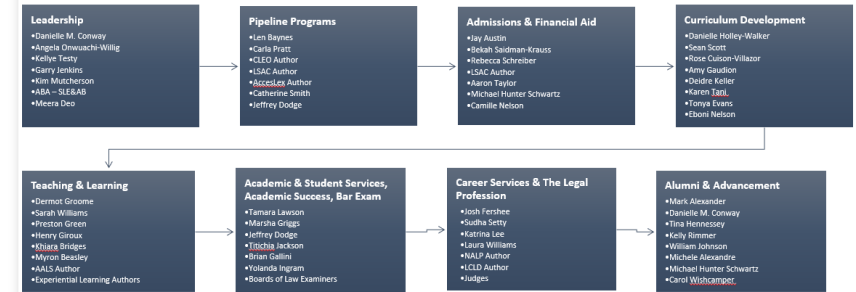
## Laying the Groundwork for the ADI

- First law school in the nation to require a year-long course titled “Race and Equal Protection of the Laws”
- Certificate program titled “Civil Rights, Equal Protection, and Social Justice”
- Faculty and staff authored and published three, interdependent papers documenting the Dickinson Law approach to building an Antiracist law school
- Faculty and staff contributing chapters to the book series

# Antiracist Book Series & Development Institute Systems Designers

- Susan Jin Davis (Al Roker Entertainment)
- Efrain Amilcar Marimon (Penn State College of Education)
- Ashley Nichol Patterson (Penn State College of Education)
- M. Kelly Tillery (Partner, Saxton & Stump)
- Cam Richardson (Penn State Research and Evaluation)
- Erin Walczewski (Harvard Law)
- Dermot Groome (Penn State Dickinson Law)

## Building An Antiracist Law School Book Series for University of California Press – DRAFT



## Antiracist Development Institute Business Plan

### EXHIBIT D

#### UNIVERSITY OF CALIFORNIA PRESS MEMORANDUM OF AGREEMENT

Dear Danielle Conway,

It is my pleasure to present this memorandum of agreement between you and University of California Press regarding the publication by University of California Press of a series of books to serve as action-oriented toolkits for creating anti-racist change within law schools, across the legal academy, and in the legal profession. This memorandum is a statement of the general responsibilities and conditions upon which we mutually agree.

1. We agree that the series shall be tentatively known as **Building an Antiracist Law School, Legal Academy, and Legal Profession** and that you shall serve as general editor of the series.

# The Role of Systems Designers



- [Erin Walczewski highlights the Empathize and Define stages of Design Thinking.](#) (1:31)

- [Systems Designer Anu Gupta shares his law school experience recognizing the dissonance between law taught and law witnessed.](#) (2:24)

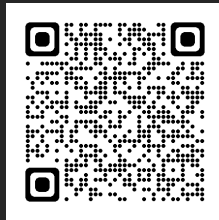


# Branding & Communications

ADI Website Presence  
[dickinsonlaw.psu.edu/antiracist-development-institute](http://dickinsonlaw.psu.edu/antiracist-development-institute)



Race and Equal Protection of the Laws  
[dickinsonlaw.psu.edu/leader-antiracist-education](http://dickinsonlaw.psu.edu/leader-antiracist-education)



## Digital Micro-Campaign

- Diverse Issues in Higher Education's website promoted Dickinson Law as "A Leader in Antiracist Legal Education"
- Dickinson Law webpage highlighting the ADI, the "Race and the Equal Protection of the Laws" course, and the Law Dean's Antiracist Clearinghouse Project saw a 153% increase in traffic during the campaign period

## AALS ANNUAL MEETING TUESDAY, JANUARY 3, 2023 Marriott Marquis Temecula Room 3

### 12:00 – 2:00 pm PST - OFFICE HOURS

We welcome those who are new to the project to join us for on-boarding and paperwork completion. Folks who have been with the project for awhile and want to get some logistical questions answered may also drop in for a visit!

Lunch will be provided.

### 2:00 – 4:00 pm PST – DESIGN THINKING REFRESHER TRAINING

Systems designer, Efraín Marimón, will provide design thinking training for folks who have just joined the project and a refresher for those who have been around for a while.

### 6:00 – 9:00 pm PST – VOLUME ONE\* WRITING WORKSHOP

*Antiracist Leadership* editors and systems designers will gather for extensive design thinking implementation and workshopping through chapter content.

Dinner will be provided.

\*Please contact the program manager for clarity on your volume assignment.



**ANTIRACIST**  
DEVELOPMENT INSTITUTE



**ANTIRACIST**  
DEVELOPMENT INSTITUTE

Reception for

**Penn State Dickinson Law**  
**ANTIRACIST DEVELOPMENT INSTITUTE**

Wednesday, January 4, 2023

6:00 to 8:00 p.m.

All are welcome!



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# Impact and Outcomes



ADI Program  
Manager

Systems  
Designers

UC Press Book  
Series

ADI Workshops  
and  
Conferences

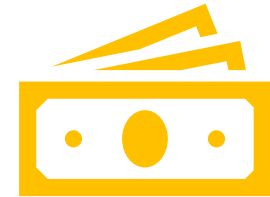
ADI was the single most well-funded program during Dickinson Law's recently concluded 6-year, \$16.9 million campaign.



\$1.5 million in gifts from AccessLex, LSAC, NALP, and the John D. and Catherine T. MacArthur Foundation



\$300,000 in gifts from private donors

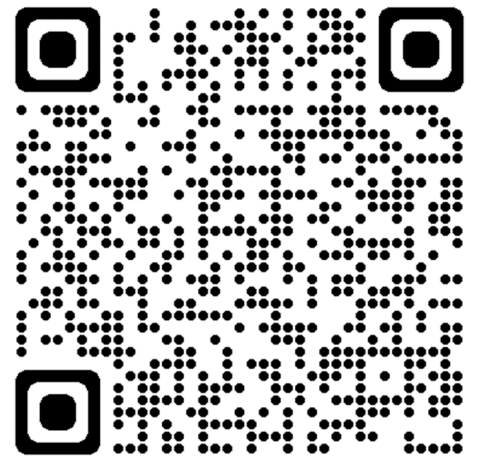


\$450,000 allocation from Penn State University



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Dickinson Law

# Questions & Discussion







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