

UNC School of Law Faculty Resolution on Faculty Diversity

The faculty and staff of UNC School of Law met for two hours on June 15, 2020, to address issues of diversity and inclusion at the law school. We began with one very pressing issue identified as a priority by both students and faculty – the need to diversify the school’s faculty. That became the discussion’s focus. Ultimately the faculty passed the following resolution:

We commit to perform a comprehensive evaluation of the law school’s historical performance and practices concerning faculty diversity and equity and to identify concrete actions to address deficiencies.

We resolve that further diversifying our faculty in accordance with applicable law and subject to the law school’s and faculty’s hiring procedures is our top hiring priority, and we recognize a particular need to add to our faculty teachers and scholars with demonstrated interest and expertise in areas of race and the law.

We further resolve to engage an outside consultant with expertise in training organizations in how to best address any implicit biases that may be thwarting our efforts to diversify.

This resolution only begins our work. The faculty has committed to meeting weekly to identify specific things we will commit to short and long term to improve the climate at UNC School of Law to make it more welcoming, diverse, and inclusive. We expect over this summer to take on a priority list of “big bucket” issues identified by students, the comprehensive report of the Diversity & Inclusion Task Force, and by our community conversations, and to initiate substantial concrete steps to solve them.

Finally, Dean Brinkley amplified a statement made in the deans’ message to the community last Friday. The statement said that Dean Brinkley had begun to strategize about how to reallocate existing financial resources and acquire new ones that will make it possible for the law school to make real progress on issues of diversity and inclusion. Recognizing that funding will be necessary to implement meaningful changes, Dean Brinkley stated that he is prepared to use up to \$1 million of a recent unrestricted gift to the law school for this purpose.

Please continue to share your thoughts with us. We are listening.