



Affirmative Action Minority Policy

Through the course of its existence, the school has sought to enroll minorities and provide minority representation to the profession. In fact, the Law School has an excellent reputation within the city of Chicago for affording minority students an opportunity to enter the legal profession.

Pursuant to the American Bar Association's Standard 206* and its Interpretations, this policy is drafted to demonstrate the Law School's commitment to affirmative action.

As a concrete means of demonstrating the Law School's commitment to providing equal opportunities for the study of law and entry into the profession by qualified members of groups that have been victims of discrimination in various forms, the Law School will seek to do the following:

1. With respect to the area of admissions, the Law School will:
 - a. promote programs to identify outstanding minority high school students and college undergraduates and encourage them to study law,
 - b. consciously plan law school recruitment of minority applicants,
 - c. effect contact with colleges having substantial numbers of minority students,
 - d. support the activities of the Council of Legal Education Opportunity (CLEO), and
 - e. develop programs that assist in meeting the unusual financial needs of minority students.
2. With respect to the law school educational experience, the Law School will seek to create a favorable law school environment for minority students. The School will seek to provide academic support services, support minority student organizations, seek to

promote contact with minority lawyers and be conscious of the need to hire minority administrators.

3. With respect to the area of Career Services, the Law School will:
 - a. Participate in job fairs and other programs designed to bring minority students to the attention of employers.
 - b. Establish procedures to review the experiences of minority graduates to determine whether their employers are affording equal opportunity to members of minority groups for advancement and promotion.
 - c. With respect to the area of Faculty Development, the Law School will seek to obtain minority representation on the faculty through strong affirmative action recruiting for available tenure-track positions in the school.

Adopted Fall 1987; amended Summer 2012 and Summer 2015.

***ABA Standard 206 DIVERSITY AND INCLUSION**

(as excerpted from ABA Standards for Approval of Law Schools 2014-2015)

- (a) Consistent with sound legal education policy and the Standards, a law school shall demonstrate by concrete action a commitment to diversity and inclusion by providing full opportunities for the study of law and entry into the profession by members of underrepresented groups, particularly racial and ethnic minorities, and a commitment to having a student body that is diverse with respect to gender, race, and ethnicity.**

- (b) Consistent with sound educational policy and the Standards, a law school shall demonstrate by concrete action a commitment to diversity and inclusion by having a faculty and staff that are diverse with respect to gender, race and ethnicity.**

Interpretation 206-1

The requirement of a constitutional provision or statute that purports to prohibit consideration of gender, race, ethnicity or national origin in admissions or employment decisions is not a justification for a school's non-compliance with Standard 206. A law school that is subject to such constitutional or statutory provisions would have to demonstrate the commitment required by Standard 206 by means other than those prohibited by the applicable constitutional or statutory provisions.

Interpretation 206-2

In addition to providing full opportunities for the study of law and the entry into the legal profession by members of underrepresented groups, the enrollment of a diverse student body promotes cross-cultural understanding, helps break down racial, ethnic, and gender stereotypes, and enables students to better understand persons of different backgrounds. The forms of concrete action required by a law school to satisfy the obligations of this Standard are not 13 specified. If consistent with applicable law, a law school may use race and ethnicity in its admissions process to promote diversity and inclusion. The determination of a law school's satisfaction of such obligations is based on the totality of the law school's actions and the results achieved. The commitment to providing full educational opportunities for members of underrepresented groups typically includes a special concern for determining the potential of these applicants through the admission process, special recruitment efforts, and programs that assist in meeting the academic and financial needs of many of these students and that create a favorable environment for students from underrepresented groups.