

Action Plan in Response to Pitt Black Law Students Association (BLSA) Request for Initiatives

1. **New:** Charge for the Student Advisory Committee – The OEIE will work with the Student Advisory Committee to develop guidelines and processes for both when a student applies with troubling issues in their past, as well as when it is discovered that a student who is already part of the law school has done something troubling in the past. This group will discuss and help the school define the standards for entering and for remaining a part of our community. Any student may join the Student Advisory Committee.
2. **New:** Ad Hoc Committee on Racial Justice initiatives – Dean Pierson-Brown will lead this group looking at actions that we as a law school will take to live out the commitment expressed in the faculty's resolution. Currently, this group consists of four faculty members. Once there is a better sense of the actions this group will propose, we plan to work with the appropriate committees in the law school to ensure that we have full participation from students, faculty, and staff moving forward.
3. **In Progress:** Continuing to change our approach to vetting law student applicants – These changes involve decreased reliance on the University of Pittsburgh and other undergraduate university records offices for information about undergraduate applicants in recognition of the limits those offices perceive in providing information to us. We are also adjusting our consideration of background checks, which are based on a racialized system of justice. We will continue to increase our ability to review and mine social media as well as to contact references and other sources of information regarding character and fitness issues. Finally, we will devise a new policy for including students on the admissions committee.
4. **In Progress:** Efforts to bring more of the process for addressing law students who engage in troubling acts while enrolled under the purview of the Law School – We have a process within the university, but, in order to address the shortcomings we have experienced, the law school community is discussing revising our current policies to include professional standards for appropriate behavior consistent with bar character and fitness requirements.

5. **In Progress:** Efforts to increase the number of students of color at the law school through the development of more relationships with HCBUs such as through 3+3 degree programs, and the CLEO Program, as well as including more current students in active roles in the admissions process.
6. **In Progress:** Efforts to increase the number of faculty of color at the law school through the use of review protocol that control for implicit bias.
7. **In Progress:** Efforts to change the professional culture of the bar in Pittsburgh through partnership with the Pittsburgh Legal Diversity & Inclusion Coalition (PLDIC) and Vibrant Pittsburgh.
8. **To Do:** Address disparity in student group access to all-school communication – Equitable access should be provided to the platforms available for all student groups.
9. **To Do:** Revisit and confirm efforts to provide law student specific mental health/counseling supports, including seeking a specific counselor to be available for diverse law students.
10. **To Do:** Initiate discussion among faculty to create and abide by course conduct standards (e.g., provide guidelines regarding appropriate language and content, the treatment of inflammatory case decisions and issues).