



COLLEGE OF LAW

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Dear Colleagues,

We, the faculty of the College of Law, write to you, our student body, to follow through on our commitment to do our part to help “[f]ulfill the College of Law’s educational mission by addressing issues of racism and other forms of discrimination wherever they may exist – at the College of Law, in Idaho, and nationally.”* In the wake of George Floyd’s killing, we have been reflecting individually and as a faculty on our roles in addressing systemic racism. We have worked collaboratively, through hours of difficult, but productive, conversations about how we can do better. Accordingly, today we further commit to the following:

- Make a formal proposal to the university and college administration to provide additional training in the fall of 2020 for faculty, staff, and students on issues of diversity and inclusion, as well as techniques for confronting and dismantling white privilege, racism, and discrimination; we will work with the administration to bring this proposal to fruition.
- In consultation with student organizations, provide increased institutional support for and continued encouragement of our student organizations representing students of color and other underrepresented students.
- Hold a moderated listening session on culture and climate with voluntary participation by students and mandatory participation by faculty at least once per semester.
- Recommend that as soon as possible the Bellwood Lecture be devoted to the topic of race and the criminal justice system.
- Investigate the feasibility and desirability of creating a separate, compensated position whose occupant’s sole responsibility would be to respond to – and to devise policies, programs, and protocols for minimizing and reconciling – conflicts that implicate race, ethnicity, gender, religion, national origin, sexual orientation, or disability.
- In collaboration with our students, agree on the choice of one anti-discrimination book for the entire law school community to read and discuss during an annual day set aside for the discussion, with an initial focus on anti-racism.
- Collaborate with Idaho tribes, tribal people, students, and relevant decision-makers to discuss and explore the removal of murals in the Boise law building that depict the

* Email entitled “A Message to Our Students” from Dean Long on behalf of the Faculty of the University of Idaho College of Law, dated June 5, 2020, distributed to the student listserv.

lynching of Native Americans and investigate the feasibility of removing images on the Moscow campus that depict the degradation of Native Americans.

- Provide ongoing support for the College of Law Diversity and Human Rights Committee and its efforts, including establishing a Faculty Fund for Diversity & Inclusion for distribution by the Committee to support diversity and inclusion initiatives by students, staff, and faculty.
- Commit that the Chair of the Faculty Appointments Committee will consult and coordinate with the Chair of the Diversity & Human Rights Committee to ensure an inclusive recruitment process.
- As faculty, ensure that our courses — and urge that our overall curriculum — address the role of systemic racism in our legal system and in the deaths of countless victims, including Aiyana Jones (2010), Trayvon Martin (2012), Renisha McBride (2013), Eric Garner (2014), Michael Brown (2014), Tamir Rice (2014), Laquan McDonald (2014), John Crawford (2014), Freddie Gray (2015), Walter Scott (2015), Sandra Bland (2015), Deborah Danner (2016), Alton Sterling (2016), Philando Castile (2016), Terence Crutcher (2016), Antwon Rose (2018), Atatiana Jefferson (2019), Breonna Taylor (2020), and George Floyd (2020).

In closing, we want to reaffirm our appreciation for the student leaders who have spoken up this week, as well as for the students who have reached out to us individually. We pledge to listen, engage in these difficult conversations, and take action to provide a safe and supportive community at the College of Law.

Sincerely,

The Faculty of the University of Idaho College of Law