



ANTIRACIST
DEVELOPMENT INSTITUTE



PennState
Dickinson Law



ADMINISTRATIVE LEADERSHIP
APRIL 14, 2023

June 6-7
2022,
Chapter
Contributor
Conference
Thank you
packages
sent

Summer –
Fall, 2022
Volumes
begin
meeting
and
developing
abstracts

August 4-5,
2022
Systems
Designers
Workshop
Carlisle, PA

October
28-29, 2022
Systems
Designers
and Editors
Workshop
Carlisle, PA

January 3-
9, 2023
AALS
Reception
(3 volumes
meet)

June 8-10,
2023
Inaugural
ADI
Conference

DEFINING ANTIRACISM

Element One: The integrity to face and **acknowledge** the complicity of law in the design of systems of oppression

Element Two: Acquiring knowledge about the American system of laws through the **teaching and learning** of the impact of slavery and systemic racial inequality in the founding document and the Reconstruction Amendments of the second founding

Element Three: Law schools and the legal profession to **act** on this knowledge, for example, by taking a context-driven approach that draws on critical pedagogy to co-create and co-curate systemic equity theory and practice promoting iterative approaches to inclusivity

See Derrick Bell Lecture delivered at University of Oregon School of Law by Danielle M. Conway, “**Practicing Antiracism Unapologetically: Using Professor Derrick Bell’s thesis of the permanence of racism as inspiration for “Building an Antiracist Law School, Legal Academy, and Legal Profession”**”

Why Engage Antiracism?

Slavery and racism feature prominently in America's Founding and Reconstruction

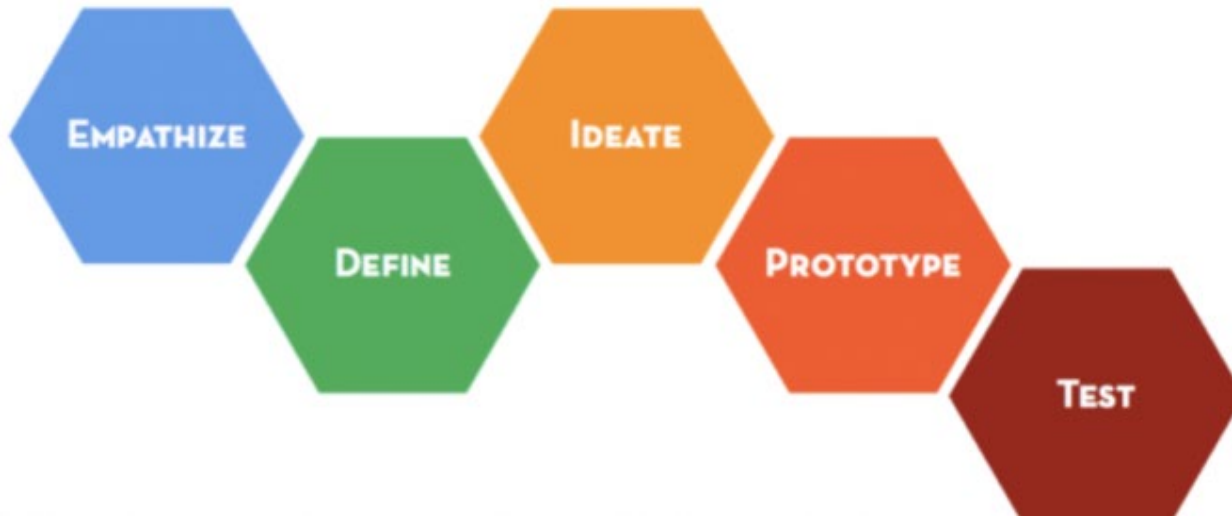
Slavery and the badges and incidents of slavery are the subject matter of the Reconstruction Amendments

Slavery, the badges and incidents of slavery, and the unfinished work of the Fourteenth Amendment have an outsized impact on the political, economic, legal, and social development of our nation, then and now

The Reconstruction Amendments fundamentally changed the constitutional order in America. They created the world's first biracial democracy. Crucially, they enhanced the power of the federal government by placing the authority to define the rights of citizens in the federal sphere. Had this power been fully operationalized, the Reconstruction Amendments might have ushered in something revolutionary: a permanent change to the status of Black people from enslaved to voting citizens, participating fully in American society.

See Danielle M. Conway, *Antiracist Lawyering in Practice Begins with Teaching and Learning Antiracism in Law School*, 2022, No. 4 Utah L. Rev. 723





“Building an Antiracist Law School, Legal Academy, and Legal Profession”

- [BUILDING AN ANTIRACIST LAW SCHOOL: INCLUSIVITY IN ADMISSIONS AND RETENTION OF DIVERSE STUDENTS—LEADERSHIP DETERMINES DEI SUCCESS](#)
Rutgers Race and the Law Review
[Danielle M. Conway](#), [Bekah Saidman-Krauss](#), and [Rebecca Schreiber](#)
- [EXPLORING RACE AND RACISM IN THE LAW SCHOOL CURRICULUM: AN ADMINISTRATOR’S VIEW ON ADOPTING AN ANTIRACIST CURRICULUM](#)
Rutgers Race and the Law Review
[Amy C. Gaudion](#)
- [EDUCATING ANTIRACIST LAWYERS: THE RACE AND THE EQUAL PROTECTION OF THE LAWS PROGRAM AT DICKINSON LAW](#)
Rutgers Race and the Law Review
[Dermot Groome](#)

Building a Coalition

Antiracist Development Institute

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

BY THE NUMBERS

Volume / Topic	Chapters proposed	Chapters assigned	Abstracts completed	Chapters Written	% completion to date
ONE - LEADERSHIP	15	15	11	8	57%
TWO - PIPELINE	12	12	10	5	49%
THREE - ADMISSIONS & FINANCIAL AID	9	8	10	8	86%
FOUR - CURRICULUM	13	13	11	8	65%
FIVE - TEACH & LEARN	19	13	12	12	57%
SIX - SERVICES, SUCCESS & BAR	9	8	9	2	53%
SEVEN - CAREER SVCS & PROFESSION	12	9	9	6	57%
EIGHT - ALUMNI & ADVANCEMENT	9	4	10	5	57%
					59%
					55%
TOTALS	107	91	92	54	

Next steps. . .

- Chapters under contract
- ADI Conference June 8-10, 2023
- Subscribers – presentations and proposals
- AALS, Washington DC 2024!



Dickinson Law
The Pennsylvania State University
Lewis Katz Hall
150 South College Street
Carlisle, PA 17013



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