

To the Boston College Law School Administration: We write to implore the Boston College Law School Administration to remain active and engaged proponents of the Black Empowerment Movement. Though we appreciate the steps that this institution has taken to encourage the success of Black students, there is still much work to be done.

Renowned poet and civil rights activist Audre Lorde, once said: “Revolution is not a one-time event. It is becoming always vigilant for the smallest opportunity to make a genuine change in established, outgrown responses.”

The time is now for Boston College Law School to amplify Black student voices and take an anti-racist stance. Here are the ways that the administration can show support for Black students:

1. **Most importantly, we request transparency surrounding the progress of the Diversity and Inclusion Taskforce and involvement in accompanying initiatives.** Students were hopeful when the administration announced the creation of a Diversity and Inclusion Taskforce in Fall 2019, but have yet to be informed of substantial findings and institutional changes that have been made to-date as a result. We ask for monthly or bi-monthly meetings with administrators to provide students with updates and timelines.
2. **We ask you to establish a streamlined process through which students may safely report race-related grievances at BC Law.** Though we recognize that a system currently exists to report grievances that the students have with faculty or staff, we seek to improve this system in collaboration with the LSA Diversity and Inclusion Committee. Specifically, we ask that students be able to report such grievances anonymously. While retaliation from faculty is strictly prohibited, students often remain fearful about the ways in which their words may be used against them. It is crucial that students feel heard without feeling exposed. We also request that as a part of the grievance process, the administration provide updates as to how the complaint was handled and if any further action was taken.
3. **We urge you to adopt a 1L Experience that reinforces social awareness of the law using a more intentional and targeted approach.** This may be done, for example, in the following ways:
 - a. Advising and assisting professors to integrate diversity into the curriculum of 1L doctrinal courses. Professors can incorporate discussions highlighting the socio-historical context surrounding certain laws/practices/cases and note the disparate impact felt by various marginalized communities.
 - b. Including BLSA in the facilitation of a group discussion and possible breakout sessions for intergroup dialogue during 1L orientation every year. Such discussion will provide students with an introduction to the lasting, multifaceted effects of racism on different aspects of the legal system. Having such programming at orientation each year will show support for incoming students of color while emphasizing the importance of dismantling white supremacy.

4. **We ask that Boston College Law School update the required curriculum to include Critical Race Theory for all students.** In the past, administrators have been hesitant to “burden” students with additional course requirements. However, we argue that as an institution rooted in the Jesuit tradition priding itself on encouraging students to use their education in service of others and for justice, requiring such a course is imperative. This Critical Race Theory requirement need not necessarily be fulfilled during the 1L year. However, it is imperative that every student takes this course before graduation for exposure to this country’s true history and how this dark past has been woven into the fabric of our laws and systems.

5. **We demand that Boston College Law School immediately create a committee to aggressively recruit and retain Black faculty.** The lack of Black faculty on campus forces the Black Law School Student Association to rely on non-Black faculty members for mentorship, even though they may not fully understand the complexities of racism in academia. As a result, the Black students who may be interested in academia are essentially told that there is no space for them as professors post-law school. In addition, we request that:
 - a. Students are included in the hiring committee for the new dean of diversity, and that questions regarding the alleviation of anti-Blackness and the racial systemic oppression in academia as part of the interview process.
 - b. Diversity reports of the Boston College Law School Staff and Faculty be released to the public annually to showcase the concrete efforts the school is taking to address this issue.
 - c. Additional research/grant funding opportunities are offered in areas of study that include diversity questions, with an array of faculty/scholars of color.

We understand that implementing certain of the above-listed changes may be difficult, but we no longer accept difficulty as an excuse. If not now, when? If not us, who?

We eagerly await your response to our request for active and specific commitments to changes within this institution.