

Form Name:	The Florida Bar Young Lawyers Division Law School Affiliate 2020 Inclusion & Equality Grant Application
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Deadline August 3, 2020

Name of Law School Affiliate	Florida International University College of Law
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Proposed Date of Project (must be in the upcoming academic year)	Aug 30, 2020
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Proposed Location of Project	virtual
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Expected Number of Students Attending	20
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Description/Agenda (Please include a brief description/agenda for your event)

Inclusion and Equity efforts cannot be in the rearview mirror. Many landmark court cases have underlined issues in a multitude of areas that make individuals diverse. Many landmark cases have also exposed laws that were not created equal. We believe matters surrounding equity and inclusion are integral to a law student's academic endeavors. As future advocates and defenders of the law, it is incredibly important to provide channels for students to have a holistic understanding of our profession.

In an effort to continue to facilitate proactive conversations about inclusion and equity, the FIU College of Law and Student Bar Association (SBA) are creating a "Case Club." Similarly structured like a book club but with a law school twist. The Case Club would meet monthly and discuss case law and policy pertinent to that month's subject. Each month the case club will focus and reflect on one of three categories related to case law embedded in the fight for equity and inclusion. We have chosen three topics: gender/sexual orientation, race, and disability. At the monthly meetings, the Case Club members will hear from a lawyer that practices in the respective field and the positive or negative impacts the case has had on their work and clients. Members will also be able to discuss the case with their peers and representatives from student organizations that focus in that area. The grant would cover a gift at completion of the program for students who participate in the Case Club. We composed a list of books in each subject matter, so students can further their interest and knowledge in respective subjects - in hopes that they are able to learn even more about the various fights for equity. Case Club members will be able to choose which book they would like us to purchase and the grant funding would cover the cost of the books. Any additional cost incurred will be covered by the Student Bar Association.

In August, the Student Bar Association will market the program and recruit students to join the Case Club. There will also be an informational Zoom meeting to talk about Case Club and answer any student inquiries. The September case would focus on racial discrimination. The respective student organizations would be H.T. Smith Black Law Student Association, Caribbean Student Bar Association, Cuban American Bar Association, Haitian American Law Students Association, and Hispanic Law Students Association. In October, the case would be the recent Supreme Court decision *Bostock v. Clayton County*, holding that gay, lesbian, and transgender employees are protected by the 1964 Civil Rights Act from discrimination based on sex. The student organizations that have a focus in this area that would be invited to sponsor and speak at the meeting are the Employment and Labor Law Society and Stonewall Legal Alliance. In November, the case would be about inequality based on disability. Currently, many cases are being filed against several State Board of Elections for not providing accommodations to the blind and visually impaired. The month of November, an election season, will be the perfect time to reflect on how the fight for equity and inclusion is rampant in ways we might not even realize are occurring around us. The respective student organization would be Disability Rights Law Association. Any student at the

FIU College of Law is invited to participate and Professors are welcome to voice their expertise in these topics.

The first book the students involved would be able to choose from is "Law and the Gay Rights Story: The Long Search for Equal Justice in a Divided Democracy" by Walter Frank. The Amazon product description states that this book "look[s] at [] court cases that were pivotal in establishing gay rights . . . and tells the story of those individuals who were willing to make waves by fighting for those rights, taking enormous personal risks at a time when the tide of public opinion was against them." The second book is "The Color of law: A Forgotten History of How Our Government Segregated America." The description states this book is a "groundbreaking investigation into how U.S. governments in the twentieth century deliberately imposed racial segregation on metropolitan areas nationwide." The third book is "The New Jim Crow: Mass Incarceration in the Age of Colorblindness" by Michelle Alexander. Since this book was published in 2010, "it has spawned a whole generation of criminal justice reform activists and organizations [based on the author's] argument that 'we have not ended racial caste in America; we have merely redesigned it.'" The last book is "Hollow Promises: Employment Discrimination Against People with Mental Disabilities" by Susan Stefan. This book discusses how the "Americans with Disabilities Act [] has failed in enabling those with mental disabilities to fight discrimination in the workplace."

We aim for the Case Club to be a program where students can dive deeper into different fields of law, where the fight for inclusion and equity is still significant today. We plan for the meetings to be a place where students can express how their affinities have affected their lives, their education, or their purpose in pursuing a law degree. Lastly, we hope that this program and grant will inspire our students to step into the driver's seat in the continuous fight for inclusion and equity.

**Describe How You Will Recognize The
Florida Bar Young Lawyers Division for
its Support of Your Event:**

YLD will be recognized at all of the Case Club meetings and in all promotional material.

Budget

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**Signature of the LSL Law School
Administrator**


