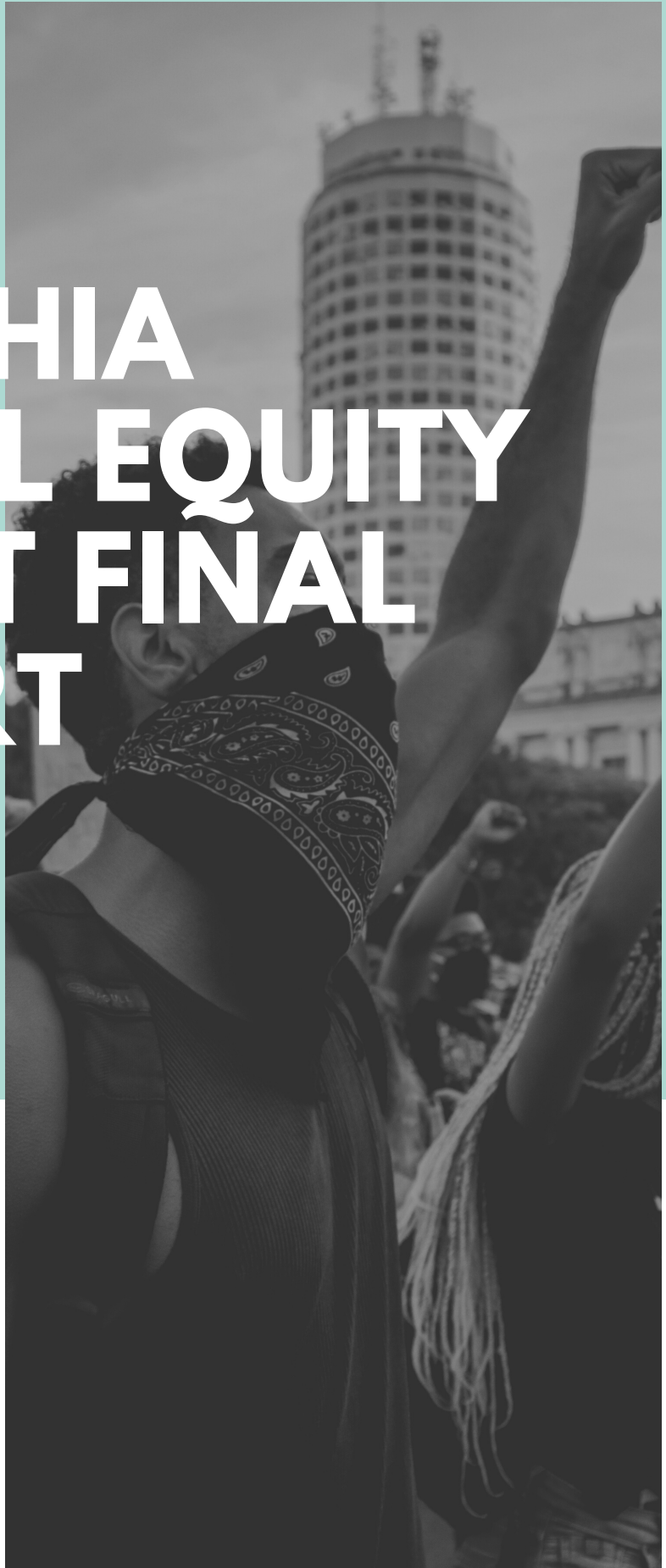


2020 HIA RACIAL EQUITY GRANT FINAL REPORT



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PROJECT OVERVIEW

In the summer of 2020, the *California Law Review* (CLR) undertook a comprehensive effort to push the law review—and by extension, the Berkeley Law community and legal profession—to interrogate the concept of “human-centered lawyering.” Although the concept of “human-centered lawyering” is not new, the project drew urgency from stark demographic disconnects between lawyers and the populations served by lawyers. As of 2020, the demographic breakdown of the legal profession comprised 85% White, 5% Black, 5% Latinx, 3% Asian, and 2% Native, Indigenous, or other. This project aimed to center programming, both internal and external, to push critical thinking on existential inquiries within the legal profession: Who writes the law? Who writes about the law? Who is harmed by legal structures as they exist now? Who can change the status quo?

Our objectives were thus primarily two-fold: (1) focusing inward at CLR to strengthen the positions of underrepresented identities within the journal community, and (2) turning outward toward the broader community—legal, creative, and otherwise. The bottom line underlying the project’s conceptual framework: By cultivating inclusive spaces centered on justice, CLR could publish stronger and more nuanced legal scholarship, and readers could benefit from the pieces written and revised by the people in the very groups the pieces discussed. This project aimed to expand upon human-centered lawyering, in some ways stripping away the title of lawyer and focusing on the human essence of our systems of oppression while also emboldening individuals to recognize the strength and capacity of a single human to effect change.

PROGRESS REPORT

CLR successfully achieved its goal of developing both internal and external programming to push the concept of “human-centered lawyering.” Internally, the law review hosted volume-wide belonging and inclusion trainings that trained editors in identifying and checking their implicit biases. These trainings were led by community partners like Tirien Steinbach, Chief Program Officer at the ACLU of Northern California, and Noor Hasan, Editor-in-Chief of Vol. 108 of the *California Law Review*. Furthermore, internal programming included having affinity families within the law review community and a concerted effort by the entire leadership team to ensure processes within the journal were constantly interrogated through a lens of equity and justice.



Externally, the HIA Racial Equity Grant allowed CLR to take its efforts to a new level in 2020-21. Following the successful launch in summer 2020 of CLR in Context, a series designed to bring the law into context and conversation with the larger Berkeley Law School and legal community, CLR hosted several more CLR in Context events during Fall 2020 and Spring 2021. The conversation “Nourishment as and for Resistance” welcomed three gastronomic connoisseurs who are testing the boundaries between sustenance and social justice.

PROGRESS REPORT

Aaron Hutcherson of The Hungry Hutch, Jocelyn Jackson of JUSTUS Kitchen and the People's Kitchen Collective, and Miguel De Leon of Pinch Chinese spoke with Natalia Semeraro of UC Berkeley's Basic Needs Center. Their conversation explored the role that food plays in protest, well-being, and media as well as how food—and food policy—are influenced by broader culture.

**"I'm fighting for rights
and then I also need to
create the world that I
want to live in at the
same time."**

**- Jocelyn Jackson
Founder of JUSTUS Kitchen**

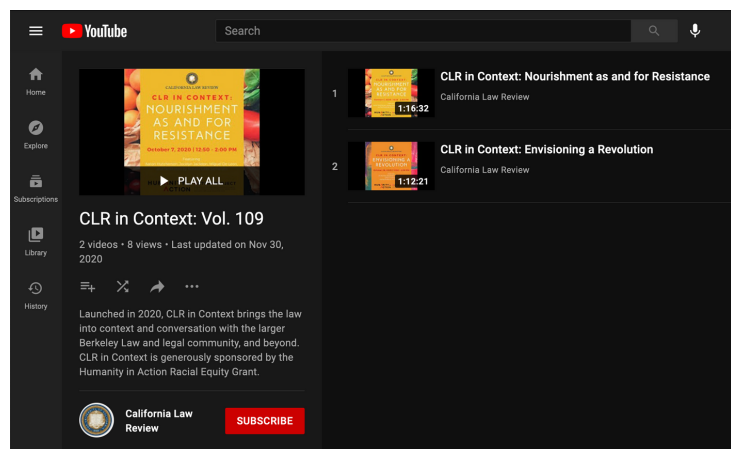
Weeks later, the conversation turned to a conversation on "Envisioning a Revolution," where CLR welcomed three artists using their mediums for progress. In a conversation facilitated by a Berkeley Law student, artists De Nichols, Erika P. Rodriguez, and DeLesslin "Roo" George-Warren explored the ways we see art, what meanings we make of it, and what we do with that meaning. In January 2021, the leadership of Vol. 109—which had

initiated these efforts—ceded the reins of the journal to Vol. 110, the work continued. To close out the school year, CLR partnered with various affinity groups at Berkeley Law to host a timely conversation on Mental Trauma within the Asian and Pacific Islander American community. Led by student leaders in CLR, the Asian Pacific Accompanying each of these CLR in Context conversations came a host of written pieces for the CLR blog online, both from student editors on the law review and from external authors. In sum, CLR accomplished the goals it set forth during the summer of 2020, thanks in large part to the generous support of the HIA Racial Equity Grant.

STATUS OF OBJECTIVES

First, to measure the project's success with respect to the CLR in Context series, we tracked attendance and other metrics that reflect the project's reach. In total, we hosted four CLR in Context events. Each event in the series averaged 25 attendees, and the two CLR in Context events that were recorded and published on YouTube have averaged 44 views online each. Additionally, we published various pieces by student edits and external authors at *CLR Online*.

Second, one key indicator for the project's success hinged on the successive leadership team continuing the efforts, and the fact that they planned and hosted the AAPI Mental Trauma event helped bolster that goal. Finally, it is yet to be seen what long-term impact our efforts



CLR's YouTube Playlist for CLR in Context Recordings

over the past year at CLR will yield as it pertains to the legal profession writ large, but the continued effort to share the CLR in Context recordings, to keep up belonging and inclusion training within the journal, and to grow the range and representation of perspectives published via CLR's outlets are steps in the right direction.

SPENDING OF FUNDS

All funding received from the grant directly supported the new CLR in Context series by providing modest honoraria to primarily BIPOC speakers. Given the law review's independent nonprofit status, CLR does not receive funding from Berkeley Law. As such, CLR relies on annual fundraising efforts by student leaders to ensure its economic viability. This type of financial pressure can often make line items historically seen as “non-essential” from being excised from the annual budget.

Such items have historically included diversity-related spending, so particularly in a year so dramatically impacted by COVID-19, CLR in Context would not have come to life without the HIA Racial Equity Grant. Indeed, at least two of the speakers who joined us for CLR in Context events had indicated they would not be willing to speak without assurance of an honoraria, as the burden of speaking and teaching in DEI spaces has disproportionately fallen on BIPOC people and womxn in particular.

As such, it was our goal from the beginning to ensure that the thrust behind our efforts would never mean perpetuating the cyclical reliance on BIPOC speakers to provide uncompensated labor. Thanks to the HIA Racial Equity Grant, CLR was able to provide speakers with modest compensation for their work.

CONCLUSION

The legal profession is one in which change is slow to take hold and often actively resisted. Unfortunately, this culture perpetuates the anti-Blackness and systemic racism pervasive in so much of the law itself. The tenure of Vol. 109 in leading the *California Law Review* offered a key opportunity to engage critically with perspectives often underrepresented within the law. By pushing budding lawyers to consider perspectives beyond just those within the legal world, CLR in Context aimed to bridge conversations within the law with those outside of it. The hope is that those who engaged with the critical conversations uplifted through CLR in Context will be able to apply what they've learned, whether in law or otherwise—pushing the concept of "human-centered lawyering" along the way.

Samson Lim

EDITOR-IN-CHIEF, VOL. 109

APPENDIX

Please find additional information on the *California Law Review* and some of its efforts sponsored by the 2020 HIA Racial Equity Grant via the following resources:

- *California Law Review* website: www.californialawreview.org
- *California Law Review Online* for blog pieces and online articles: www.californialawreview.org/online
- CLR YouTube Channel: www.youtube.com/californialawreview
 - CLR in Context: [Food As and For Nourishment](#)
 - CLR in Context: [Envisioning a Revolution](#)