



## Statement of University of Detroit Mercy School of Law

“If you are neutral in situations of injustice, you have chosen the side of the oppressor.” —  
Desmond Tutu

We, as faculty, administrators, and staff of University of Detroit Mercy Law School, recognize that the brutal killings of George Floyd, Ahmaud Arbery, and Breonna Taylor that have recently come to light are a part of our painful history of racial oppression from the start of slavery 400 years ago through to the present day. Specifically, we recognize:

- That we all have a responsibility to address the intolerable institutional racism that infects our country;
- That the institutional racism infecting our society at every level must be addressed;
- That this institutional racism is rooted in the sin of slavery;
- That our legal system, including Jim Crow Laws, redlining, our criminal laws, and our justice system as a whole, has reinforced racism and oppressed Black individuals throughout our history;
- That the devastating impact of Covid-19 on our Black and Brown communities in Southeast Michigan is directly linked to this history of racism and oppression; and
- That silence and inaction in the face of this institutional racism and the brutalities inflicted on Black individuals in our country cannot be tolerated.

We recognize that the impact of this systemic racism and brutality is not only felt outside of our Law School but is a reality that our students bring into the classroom and our Law School every day. We are therefore committed to taking steps to ensure an inclusive learning experience for all our students that recognizes this reality. Specifically, we commit to:

- Finding ways to incorporate into our courses an understanding of racial justice and the role race has played in our legal system;
- Engaging in training about cultural competency so that we can effectively teach all of our students;
- Investigating all aspects of our program of legal education – including admissions, financial aid, bar success, career placement, curriculum, and alumni relations – to determine where institutional racism has an impact and to taking steps to eradicate that impact;
- Prioritizing the hiring of persons of color;
- Prioritizing the recruitment of students of color; and
- Providing space for students to share their experiences and concerns about our learning environment, and actively listening to those concerns.

As Dr. Martin Luther King, Jr. reminded us, “In the end, we will remember not the words of our enemies, but the silence of our friends.” We all have a role to play in dismantling the system of racial oppression that has infected our society and we commit to taking affirmative steps towards its eradication both within our own walls and in the world beyond. By signing below, we pledge our support for these efforts.

Erin R. Archerd  
Associate Professor of Law

Jacqueline P. Hand  
Professor of Law

Catherine Archibald  
Associate Professor of Law

Troy L. Harris  
Associate Professor of Law

Julia Belian  
Associate Professor of Law

Kate Harrison  
Director of Career Services and Outreach

J. Richard Broughton  
Associate Dean of Academic Affairs and  
Professor of Law

Charisse L. Heath  
Assistant Dean of Academic Success and  
Bar Preparation

Margaret A. Costello  
Associate Professor of Law and Director,  
Veterans Law Clinic

Julie A. Hein  
Director of Development

Phyllis L. Crocker  
Dean and Professor of Law

Grace C. Henning  
Communications Specialist

Lawrence A. Dubin  
Emeritus Professor of Law

Karen McDonald Henning  
Associate Professor of Law

April L. Ellison  
Director of Alumni Relations and Annual  
Fund

Jennifer Hostetler  
Reference and Government Documents  
Librarian

Jelani Jefferson Exum  
Philip J. McElroy Professor of Law

Megan Jennings  
Associate Dean for Student Affairs

Megan Featherstone  
Associate Registrar

Sunny Kerschenheiter  
Events Coordinator

Sarah Garrison  
Director of Bar Preparation

Shamaila S. Khan  
Assistant Dean and Registrar

Jordan Hall  
Director of Student Affairs, Campus Equity,  
and Inclusion

Kimberly Koscielniak  
Head of Public Services

Cristina D. Lockwood  
Associate Professor of Law

Christina Loebach  
Director of the Canadian & American Dual  
JD Program

Tanya Lundberg  
Assistant Dean, Career Services and  
Outreach

Gary Maveal  
Emeritus Professor of Law

Patrick Meyer  
Associate Professor of Law and Library  
Director

Alex Meyers  
Assistant Director of Admissions and  
Diversity

Andrew F. Moore  
Professor of Law

Rebecca Simkins Nowak  
Director, Clinical Operations and Outreach

Deborah Paruch  
Professor of Law

Michelle L. Richards  
Associate Professor of Law

Jessica Rouser  
Assistant Director of Law Financial Aid

Jennifer Rumschlag  
Associate Dean, Enrollment Management

Connor Salanger  
Assistant Director of Career Services and  
Outreach

Nick Schroeck  
Associate Dean of Experiential Education  
and Associate Professor of Law

Leslie E. Scott  
Assistant Professor of Law

Julie St. John  
Assistant Professor of Comparative  
Research and Writing

Barbara Stockwell-Buslepp  
Admission Specialist

Alexander Vernon  
Assistant Professor and Director,  
Immigration Law Clinic

Cara Cunningham Warren  
Associate Professor of Law

Stephen Wilks  
Associate Professor of Law

Stephanie Winbigler  
Director of Admissions