

## **GLJ Author Diversity Constitutional Amendment Ratified Spring 2020**

### Purpose

The *GLJ* Author Diversity Constitutional Amendment shall have as its purpose, the institutionalization of reasonable steps to reach the goal of increased diversity of scholarship in future issues as stated in the 2020 Diversity Summary. If highly qualified and highly skilled diversity authors are given exposure during the articles selection process, the unique perspective and ingenuity of those diverse voices can be better captured.

### Definitions

(i) Diversity: Diversity includes: Disability, race, ethnicity, underrepresented religions, sexual orientation, gender identity (i.e. non-cisgender/non-binary), and socioeconomic status. This definition is meant to address individuals who have been historically underrepresented in legal scholarship.

### (1) Implementation

(1)(a) During each articles-assignment period (usually each week), at least 25 percent of the total articles the Senior Articles Editor assigns shall be written by diverse authors as defined by (i). This practice is a voluntary initiative instituted by the *Journal*.

(1)(b) The Articles Committee will disclose any relevant information regarding the diversity of the author, as defined by (i), immediately after the discussion of that article in committee, and before voting on the publication of the article.

### (2) Oversight and Tracking

(2)(a) The Senior Articles Editor & the Development Committee, in conjunction with the EIC, shall be responsible to catalog and oversee that the initiative of clause (1)(a) will be properly implemented by:

(2)(a)(A) tracking the number of articles given to Article Editors,

(2)(a)(B) tracking the number of Articles from diverse authors given to editors,

(2)(a)(C) reporting to the EIC and Senior Board on a per-issue basis when the Senior Articles Editor is not fulfilling the policy, and

(2)(a)(D) tracking the number of articles published from diverse authors in the print and online versions before publication.

### Tracking

(2)(b) The Senior Articles Editor & the Development Committee shall track the number of articles from diverse authors considered at both the screening and full-committee stages of the Articles Committee selection process, and the number of articles published from diverse authors per issue before the printing of each issue.

(2)(b)(A) The Senior Articles Editor & the Development Committee shall make this information available to members of *GLJ* on a per-issue basis.

### (3) Inability to Abide by the Requirements of this Amendment

In cases where the Senior Articles Editor is unable to meet the percentage agreed upon in accordance with (1)(a), they shall approach the EIC and the Board to discuss the reasons why they were unable to fulfill the

mandate. Select members of the Senior Board will then take steps to remedy the Senior Article Editor's concerns and increase author diversity.

(3)(a) The EIC, the Senior Notes Editor, the Senior Online Editor, and the Development Committee shall review the Senior Articles Editor's concern and corroborate his or her ability to comply with this Amendment in *Scholastica*, to verify that the Senior Articles Editor is unable to meet the diversity initiative stated in clause (1)(a).

(3)(a)(1) After the EIC and Senior Board members' review, these members will vote to provide a new percentage, never to be lower than 10 percent, to set as a floor requirement for the amount of articles by diverse authors assigned by the Senior Articles Editor in each assignment period.

(3)(b) In cases where the Senior Articles Editor does not have enough articles from diverse authors to meet the requirements established in this Amendment, the Senior Articles Editor, the EIC, the Senior Notes Editor, the Senior Online Editor, and the Development Committee will establish outreach initiatives targeted at academic institutions and diverse academics to increase the amount of articles submitted from diverse authors.

(3)(c): The Development Committee will report on a monthly basis on the impact of the initiatives, and, in conjunction with the Senior Articles Editor, track the number of new submissions from diverse authors.

(3)(d): Two months after the initial complaint by the Senior Articles Editor and after the Development Committee tracks and reports the number of new diverse author submission, the Senior Board will vote to establish a new floor, appropriate with the number of submissions received from diverse authors and the goals stated in this amendment.