



## **DE&I Policy**

The Animal Legal Defense Fund and the Center for Animal Law Studies at Lewis & Clark Law School recognize that systemic racism, discrimination, and bias exist in our society and can manifest in many fora, including conference settings. As co-hosts of the Animal Law Conference, we are committed to fostering a diverse, equitable, and inclusive environment that values and respects all individuals regardless of race, ethnicity, gender, sexual orientation, national origin, religion, age, disability, or any other characteristic. In addition to being committed to actively dismantling these systems of oppression in order to create a welcoming environment for all, we hold diversity, equity, and inclusion to be critical to achieving our respective missions to protect the lives and advance the interests of animals through the legal system and to educate the next generation of animal advocates.