

To My Fellow Law Students,

In order to create true change toward what you desire, you must first inform people of the issue. The issue here is diversity. Diversity is “differences among people in terms of age, ethnicity, gender, race, or other dimensions” by *The Leadership Experience*. This definition is the traditional form of diversity. The traditional form has now transformed into an inclusive form, which consists of all the ways in which people differ throughout life. The year 2020 provided us with living proof that our society has undergone significant changes, which include demographic changes, shifting social values, and globalization. The United States has started its official shift towards diversity and inclusion within the political unrest, companies’ statements condemning prejudice, people uniting across communities to protest, and leaders emphasizing cross-cultural understanding. The U.S. minority population has reached an all-time high of 138,188,839, which is 42.1% of the total population according to the U.S. Census Bureau. This demographic change has escalated the importance of understanding the need to be inclusive due to the workforce being nearly 50% diverse now.

I am a first generation Hispanic American and know the benefits firsthand. Through my culture, I have provided many with new innovational ways of being inclusive. Be it in my college, work, political, or philanthropic communities, I have shown the importance of new and fresh ideas that come from people’s different backgrounds. Whether it be through my culture or my gender or through my life experiences, I have highlighted how people’s differences benefit newfound thought. I founded a mediation firm in order to show that middle grounds not only can be met but can prove more forthcoming to effective resolutions. I managed projects in the capacity of being the liaison between my mediation firm and law firms, organizing various efforts to increase the need for mediation. I believe these project management skills I acquired will play well with the role of delegate of diversity and inclusion.

The law school community within the first year has felt the push from my efforts to bring the community together. I have pushed with a diverse group within the law school to bring to light that diversity will push the school to be the best it can be. We have petitioned to show how the pandemic has caused us to feel heightened pressures that has led inclusivity to be tarnished. We enlightened the faculty that the pandemic caused the diverse population to feel pressures that are worse than that of the average law student. We spoke to faculty to help bridge this gap and started conversations that led to us receiving a student townhall to address our concerns. I believe in starting conversations as the beginning of getting the help needed to help push access to inclusion in law schools. After these conversations we have seen vast change as we start our new semester, feeling a little more unity in a time where division is at its peak in the nation.

The legal profession as it stands in 2020 is comprised of 86% Caucasian and 14% of other ethnicities out of the total population of lawyers. The justice system has felt the consequences of this as it faces immense criticism due to its failures in providing objective and equal sentencing across the board. I believe the way we combat this lack of diversity specifically in race is by educating our new incoming lawyers on the importance of diversity and prompt the diverse population of the United States to join the profession to enhance the voices of their groups. I believe in whole heartedly, that reaching new milestones gives one the opportunity to pass down a ladder to help others reach similar milestones. This action will help stabilize the justice system and do what it was intended to do, which was to be a voice for the people. The legal profession faces many difficulties as it tries to implement a more diverse subset to help the profession as a whole reach new levels by incorporating new ideas and variations of traditional ideas that have been long overdue for change. Signaling the importance of diversity is what will help it gain momentum as it is talked about in large to small firms and law schools.

As I apply to be the delegate of Diversity and Inclusion on behalf of the Law Student Division Council, I reflect on various goals I have if chosen to embark on this journey. Noting that diversity can come in all forms as shown above. First, I would like to help the council recognize the importance of diversity and inclusion throughout law schools and beyond. Second, I would like to learn from my peers and see what can be improved from years before. Third, I would like to bring my own set of views to help take long strides in not only giving access to diverse members of our community to join the profession but including them. Parallel to the goals as stated by the ABA, I also plan on abiding by this statement, "I strive to promote collaboration, coordination, and communication to eliminate bias, enhance diversity and inclusion throughout the association, legal profession, and justice system." Thank you so much for the opportunity to apply and I hope to get a chance to serve.

Best Regards,  
Brandon Andres Nunez

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## **Education**

**Elon University School of Law, Greensboro, North Carolina** Juris doctor anticipated, December 2022

**The University of Texas at Arlington, Arlington, Texas**  
Bachelor of Art, Political Science, May 2019

- Completed 100+ hours of Mediation Training, achieved certificate to practice mediation in Texas
- Awarded Academic excellence Spring 2017

## **Work Experiences**

**Middle Ground Mediation LLC, Dallas-Fort Worth, Texas (2017-2020)**

Head Mediator

- Piloted a group of freelance mediators to combine our efforts and offer mediation services to the greater city and surrounding cities of the Dallas Fort Worth Metroplex.
- Conducted nearly 300 mediations as a group and managed 30 other large scale projects
- Led civil cases in the following but not limited to divorce, landlord-tenant disputes, personal injury, vehicular accidents, and business disputes.

**Freelance Mediator, Dallas-Fort Worth, Texas (2015-2020)**

Individual Mediator

- Created a network to be able to get referrals and appointments by judges in the area.
- Completed a total of 378 cases to date since 2015. **Casa Colombia LLC, Austin, Texas (2016-2019)** General Management in specification Human Resources
- Worked Remotely from Arlington, Texas.
- Created the Restaurant's business structure including but not limited to server/bartender/kitchen staff manuals, manager work description, recipe book, work culture, and goals for expansion.
- Covered in person work for training managers.

## **Volunteer Experience**

- Founder and president of the Mediation Society at The University of Texas at Arlington, The University of Texas, and Austin College (2014-2017)
- Young Men of Arlington (2017-Present)
- Organized the Crawfish Boil of 2016 and 2017; raised over \$15,000 for Dallas Victims of Crime
- Dispute Resolution Center of Austin/Dallas/Fort-Worth 100+ volunteer hours.

## **Other Skills:**

- Native Spanish speaker
- Member of the Tarrant County Association of Mediators
- Member of the Texas Mediation Roundtable