

**SU Law School General Learning Outcome # 7**

*Graduates will be able to perform their lawyering tasks consistent with professional ethical requirements and with the cultural competence necessary for effective, respectful interaction with individuals from diverse backgrounds*

**Externship Clinical Program Learning Outcomes**

Based on Milton Bennett conceptualization that individuals move through six stages, from ethno centric (first three stages) to ethno relative (last three stages).

1. Denial of difference - either do not notice differences or construct broad categories (e.g. Asian)
2. Defense against difference- recognize cultural differences but negatively evaluate them
3. Minimization of difference- recognize differences but assert that everyone is basically the same (due to a failure to recognize privilege)
4. Acceptance of difference- learn about others without judgement
5. Adaptation to difference – aware of the role culture plays and have developed effective intercultural communication
6. Integration of difference – internalized multicultural frames of reference do not self-identify with any one particular culture, identity is a work in progress

Adapted from Andrea Curcio article “A survey instrument to develop tailor and help measure law student cultural diversity education learning outcomes 2014” measuring learning outcomes in three areas: knowledge, attitude and skills.

**Basic Level (First Year Law School)**

**Knowledge Learning Outcomes**

1. Define, in contemporary terms, race, ethnicity, and culture;
2. Explain why cultural biases are not unique to one particular race or ethnicity or cultural background;
3. Discuss the ways in which social determinants such as culture, education, income, housing, employment, access to transportation, and socio-economic status may affect access to justice;
4. Describe the influence of culture on the historical development of laws and legal systems;
5. Recognize that bias and stereotyping (conscious and unconscious) affect your factual and legal analysis;

**Attitude (Values) Learning Outcomes**

1. Explain the challenges inherent in exploration of one’s own cultural biases and stereotypes;
2. Identify impediments that affect your openness to learning about your own cultural biases and stereotypes;
3. Explain why lawyers are as likely as clients to see the world through their own cultural lenses;

**Skills Learning Outcomes**

1. Identify the cultural factors that may have affected the judge's or jury's decision-making process in a given case;
2. Identify the cultural factors that may have affected how the lawyer presented his or her client's case;
3. Identify methods that may be utilized to ensure awareness of your own cultural traditions, perspectives, and beliefs;
4. Identify methods that may be utilized to ensure awareness of others' cultural traditions, perspectives, and beliefs and how those may be the same or different than your own

**Intermediate to Advanced (Clinic and Externships)****Knowledge Learning Outcomes**

6. Identify examples of culturally biased assumptions that lawyers and clients may bring into the lawyer-client relationship;
7. Explain your own cultural biases and how those may impact legal representation generally as well as in the context of a particular case or factual scenario;
8. Explain how subconscious schemas and categories make it difficult to identify when your reactions to other people are based upon culturally biased assumptions or stereotypes;
9. Describe how stereotyping and biases may affect a lawyer's interpretation of the facts and application of a legal rule to the facts;
10. In a particular case or factual scenario, identify cultural experiences of the parties and the lawyers that may affect the legal and factual analysis;
11. Describe challenges in cross-cultural communication

**Attitude (Values) Learning Outcomes**

4. Reflect on how different values systems and communications styles may affect lawyers' interpretations of client reactions and behaviors;
5. Reflect upon how your own varied cultural experiences affect your perceptions and interactions with clients, colleagues, and staff;
6. Evaluate why people are resistant to admitting that they make judgments based upon cultural biases and stereotypes;
7. Evaluate the role your own cultural experiences have had in shaping your views about the law and legal systems;
8. Recognize the need to suspend judgment when encountering unfamiliar conduct or views;
9. Demonstrate curiosity about the ways in which your cultural beliefs and practices influence your perceptions and interactions;
10. Demonstrate curiosity about clients' cultural beliefs and practices.

**Skills Learning Outcomes**

5. Incorporate cultural considerations into your discussion of a hypothetical legal problem and the appropriate solution;
6. Provide examples of how your own cultural assumptions and biases affected your understanding of the factual and legal issues in a given case or transaction;
7. Identify situations in which your cultural biases or stereotypes impeded successful legal representation;
8. Ask appropriate questions to elicit client information about cultural beliefs or practices that may affect representation;
9. Communicate effectively using a wide range of strategies to engage with clients;
10. Respond appropriately to client feedback about key cross-cultural issues;
11. Demonstrate strategies to assess, manage, and reduce bias in encounters with clients and witnesses;
12. Explain techniques and tools that can help identify red flags that there has been a cross-cultural miscommunication;
13. Use reflective practices when working on legal cases or transactions;
14. Use reflective practices when considering cultural contexts and cultural norms and whether particular cultural norms and practices create injustices which should be challenged.