

On Being Culturally-Humble and Bias-Informed

State Public Defender's Office
New Lawyer Training
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KEEP
CALM
AND
Unlearn

Let's try something.



Identity

Gender

Age

Race

Religion

Marital Status

Primary Language

Physical Ability

Economic Status

Education

Gender Identity

Sexual Orientation

Immigration Status

What was that like?

How did it feel?

Cultural Competence



Cultural Humility





Self-reflection



Self-reflection

What do I think about this cultural group?

How do I know this to be true?

Self-reflection

What are my biases?



Self-reflection

What are the consequences in my relationship with this person if I act on these biases?

What can I learn here? And how?

Client as expert/client-centered



Client as expert/client-centered

What does the lawyer bring to the table?

What does the client bring to the table?

Client as expert/client-centered

- **Avoid the check list of “cultural traits”**
- **Practice respectful, curious inquiry**
- **Encourage, rather than obstruct, the telling of the story**
- **Anticipate multiple cultural identities**

Client as expert/client-centered

How does this look in practice?



**GET OUT
OF YOUR
OWN
WAY.**

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Alonzo Clemons

