

# Using Netflix to Teach Diversity, Equity, and Inclusion: Seeing Allred

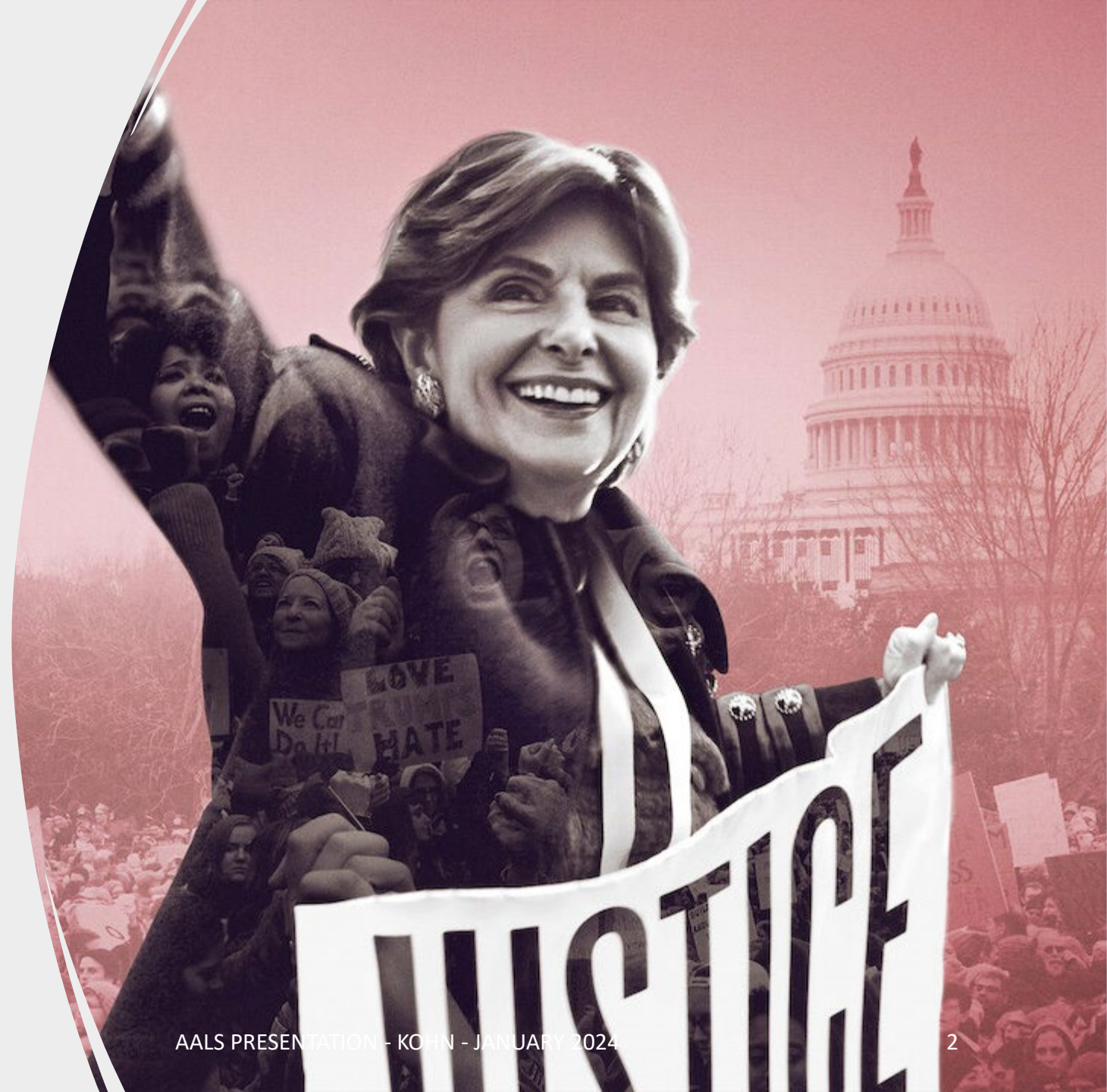
Professor Paige Kohn  
Capital University Law School  
AALS Annual Meeting  
January 6, 2024



# Agenda: Seeing Allred

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- Who Has Seen?
- Why Use?
- Where to Use?
- How to Use?



# Who Has Seen Seeing Allred?

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- Born in 1941, trailblazing lawyer Gloria Allred grew up in a pre-feminist era.
- Received B.A. (English) at University of Pennsylvania in 1963, when student body was 93% male and only 7% female.
- After graduating from law school in 1975, went on to become one of the most vocal women's rights attorneys in America.



# Why Use Seeing Alred?

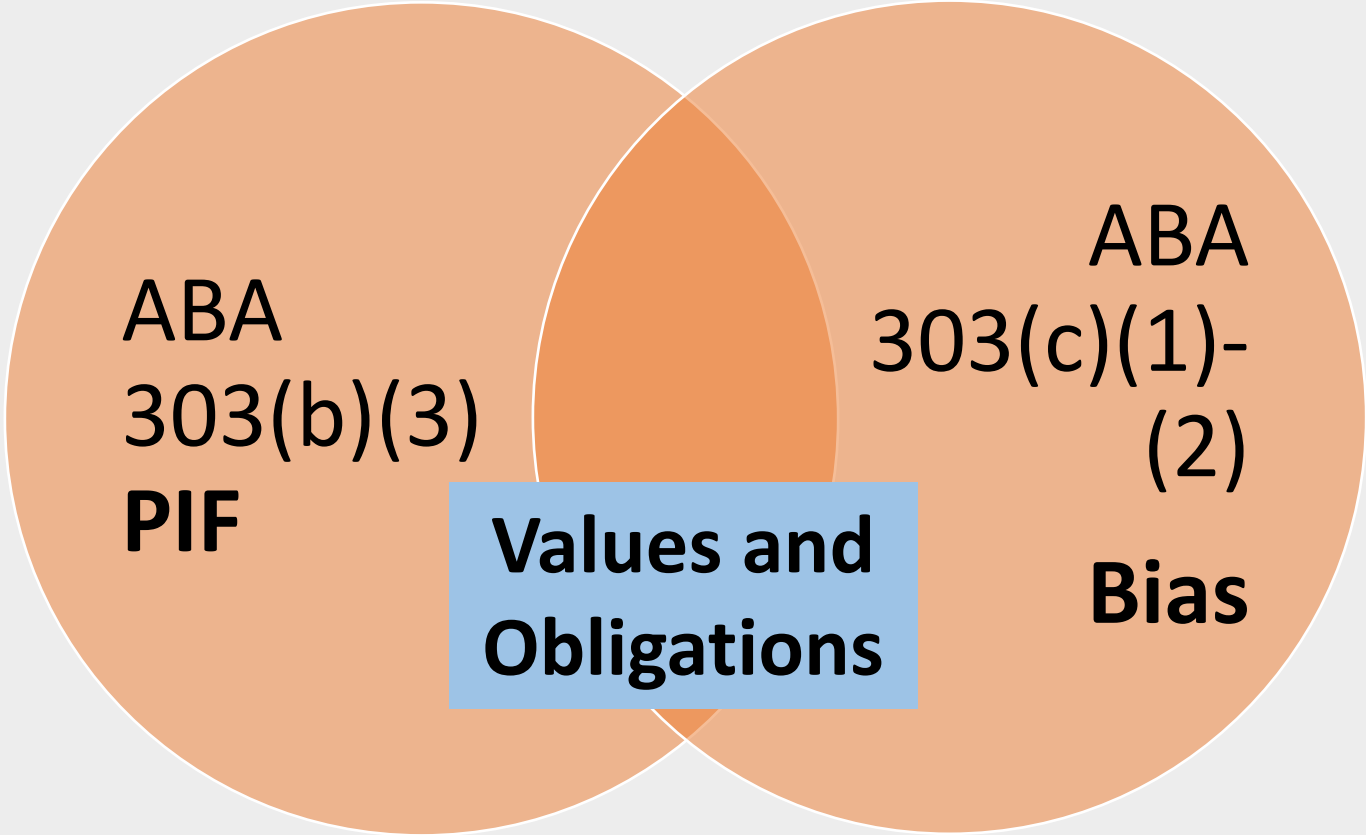
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1. **DEI:** Addresses numerous real-world examples of fighting for DEI principles in the law, especially women's rights and LGBTQ rights
2. **ABA Standard 303(b)(3):** Implemented in 2022, satisfies the new educational requirement that law schools provide "substantial opportunities to students" for "the development of a professional identity ("PIF")"
3. **ABA Standard 303(c)(1)-(2):** Implemented in 2022, satisfies the new educational requirement for teaching "bias, cross-cultural competency, and racism" in the "first year" and/or "once again before graduation"
4. **Student Interest:** In 2022, LSAC reported 70% of incoming law students reported "[social justice, helping others, or uplifting their community](#)" as a main driver to attend law school
5. **Educational Engagement:** In combination with reading and writing, students benefit from an additional format for learning

# Satisfies the ABA 303(a)-(c) Lawyer “Values and Obligations” Content

## ABA Interpretation 303-5

PIF focuses on “the special **obligations** lawyers have to their clients and society. The development of professional identity should involve an intentional exploration of the **values** . . . foundational to successful legal practice.”



## ABA Interpretation 303-6 as applied to Professional Responsibility (303(a)(1))

“The **obligation** of lawyers to promote a justice system that provides equal access and **eliminates bias**, discrimination, and racism in the law should be among the **values** and responsibilities of the legal profession to which students are introduced.”

# Satisfies the ABA 303(c) Method of Instruction

*See ABA*  
Interpretations  
303-7; 303-8

## 1. Orientation Sessions for Incoming Students

- 1L Orientation Event

## 2. Lectures on These Topics

- Guest Lecture from Civil Rights Attorney

## 3. Courses Incorporating Topics

- Women in the Law
- Sexual Minorities in the Law
- Social Justice
- Legislation
- Constitutional Law

## 4. Other Educational Experiences

- PIF Event by Career Services

# How to Use? Clip Background: LGBTQ Rights

- **Same-Sex Marriage Ban:** For years in the early 2000s, Allred represented client Robin Tyler, who could not get married under the same-sex marriage ban in California.
- **Won at CA Supreme Court:** Allred and her law partner (Michael Maroko) represented Tyler in a lawsuit ending up at the California Supreme Court, striking down state law prohibiting same-sex marriage as unconstitutional in 2008.

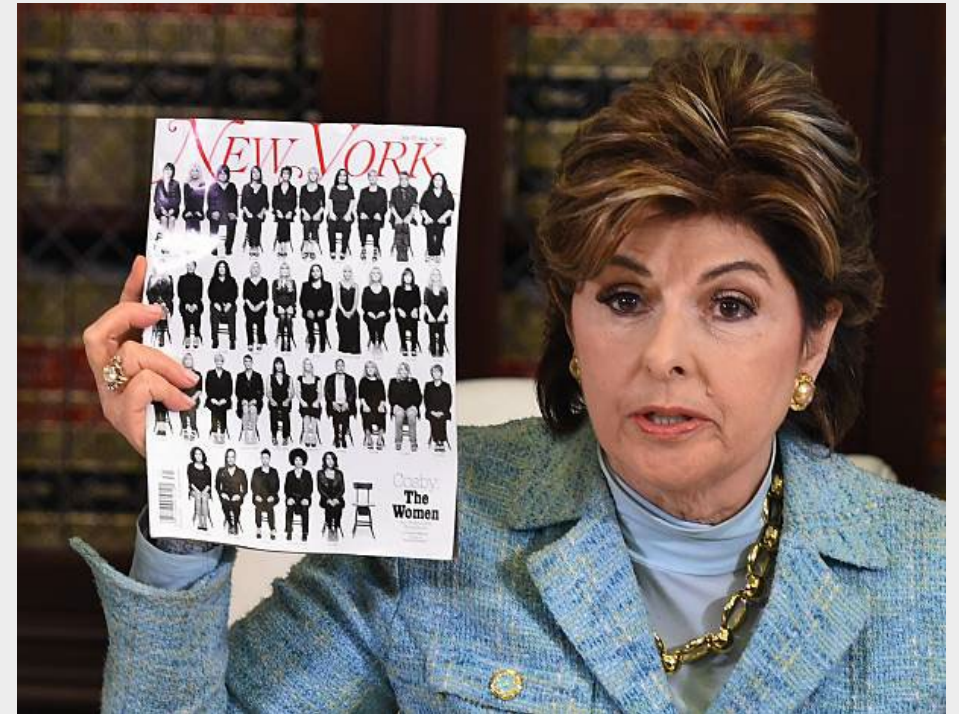


# How to Use?

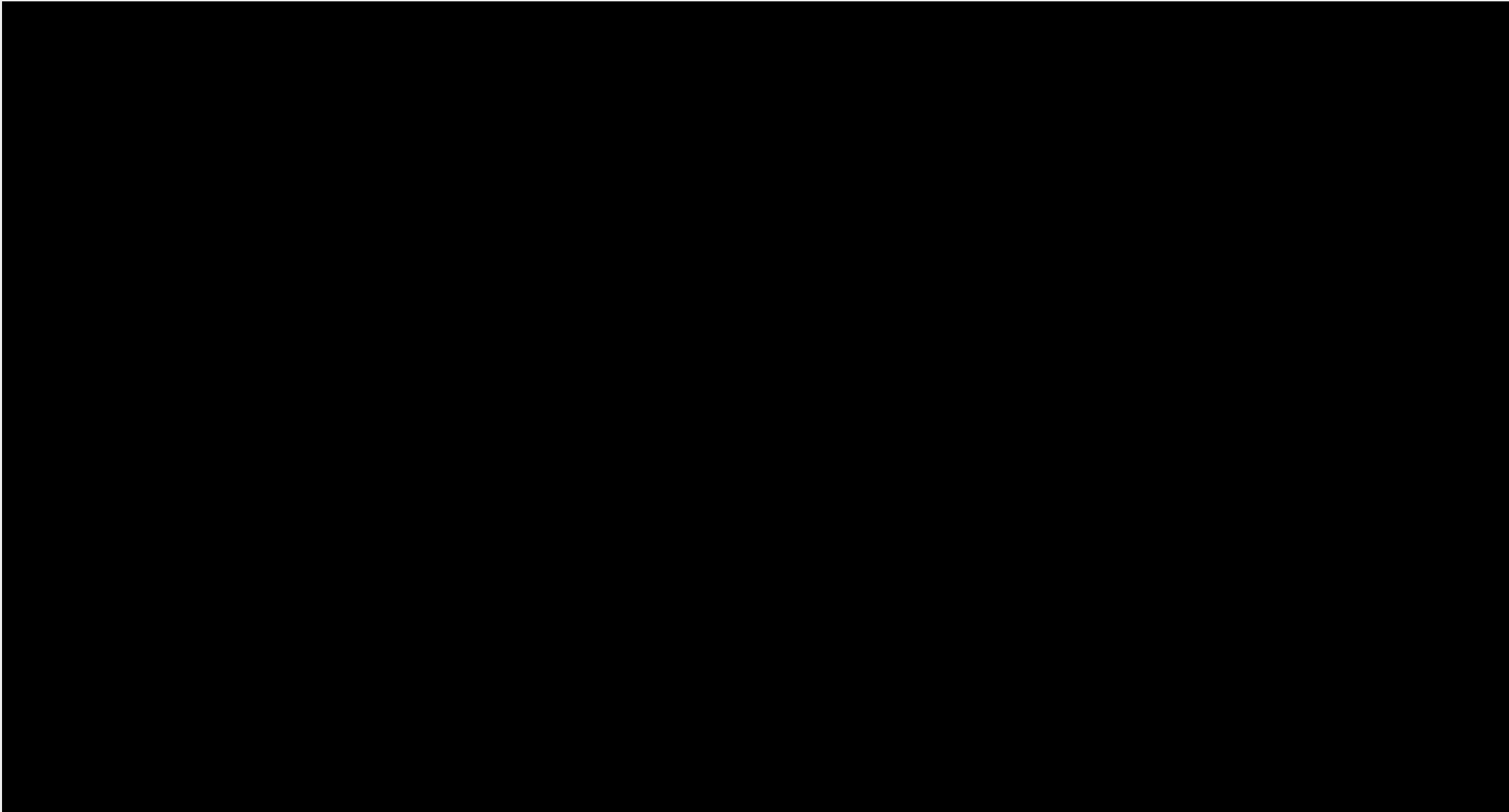
## Clip Background: Women's Rights

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- **Cosby Allegations:** Around 2014, Allred began representing women who accused Bill Cosby of sexual assault and rape.
- **SOL:** Because the statute of limitations passed for many, there was no traditional legal recourse in CA.
- **CA SOL Elimination:** Instead, Allred used the media and lobbying to create a public trial, which did achieve some justice through empowerment and legal change such as the elimination of SOL for rape/sexual assault in CA in 2016.







# How The Clip Supports Education about DEI, PIF, Bias, and Social Justice

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- 1. How does it support DEI education?** Explores LGBTQ rights (same-sex marriage) and sexism/bias in the law (low statute of limitations for sexual assault)
- 2. How does it support PIF and bias education?** Shows Allred's dedication in promoting a justice system that provides equal access and eliminates bias in society (LGBTQ rights and women's rights)
- 3. How does it support student interest in social justice?** Demonstrates Allred's dedication to help achieve 1) LGBTQ rights for a longtime client, which helped the entire LGBTQ community and 2) reduction in the SOL for sexual assault victims empowering all women

# How To Use The Entire Documentary: Reflection Questions and Discussion Examples

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1. **DEI:** What did you learn about diversity, equity, and inclusion from this documentary?
2. **Bias:** Identify specific examples of bias explored in the documentary. What mechanisms (legal, media, lobbying, etc.) did Allred use to challenge this bias?
3. **Real-World Cases:** Pick one of Allred's lawsuits mentioned and research the claims. Identify the social justice angles and legal arguments. Was the result just?
4. **Values/Obligation:** How did Allred fulfill the obligation of lawyers to promote a justice system that provides 1) equal access and 2) eliminates bias and discrimination in the law?
5. **PIF:** How did Allred's personal experience lead to development of her own PIF?
6. **Client Representation:** What did you think about Allred's innovative style of client representation?



## For Further Information:

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