



COMPANY

I founded **ReO[™] Institute** as an initiative to equip the legal profession with inter-cultural awareness and identity performance tools to: recognize and confront harmful bias, empower conscious identity choices, and enable all attorneys to better understand the complexities of representing clients within marginalized communities.

BIO

I have been in the legal profession for over two decades, starting first in legal practice and then joining the legal academy. As a legal scholar, my research is rooted first in my Christian faith as my preeminent identity, that God did not create the division that so deeply harms and divides us today; and second, in tenets from race & ethnicity and inter-cultural communication discourses. From this foundation, I focus on two core concepts—identity performance and cultural awareness—and how they overlap in **every** individual and prevent access toward growth within the legal profession. Specifically, I explore the reality of identity strategies for traditionally marginalized groups, and how systems and institutions of hegemonic whiteness have remained at the top of a hierarchical system in the profession since its origin. When I entered legal practice I did not have the tools or language to process the effect that a predominantly white profession had on my career—nor my soul. And in fairness, I am not sure many of the white lawyers around me were any more skilled. Thus, I have dedicated my work to pay it forward—to educate, to empower, and to invite the legal profession to **Rethink Otherness** to better reach our aims of a diverse, inclusive, and equitable profession.

"Professor Culver breathed life into a notion of otherness that lay dormant within all of us when she articulated a reality we were all exposed to, but too afraid to expose ourselves--the reality of a predominantly homogeneous profession."

~3L, Multiracial immigrant woman

SPEAKING TOPICS

- 01** Identity performance for traditionally underrepresented and dominant groups
- 02** Cultural consciousness and awareness in legal education & profession
- 03** Strategies to engage in difficult dialogues and increase inclusive actions in organizations and universities
- 04** Equipping law students, faculty, and firms with inter-cultural communication tools

CONTACT

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- Orientations
- Faculty Training

