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| --- | --- | --- | --- | --- |
| **Subject** | **Diversity and inclusiveness in law** | | | |
| **Type** | **Semester** | **ECTS** | **Code** |
| ELEKTIVE (E) | 2 | 4 | Law-B-017-E |
| **Course Lecturer** | Assistant Professor Dr. Egzone Osmanaj | | | |
| **Course Assistant** |  | | | |
| **Course Tutor** |  | | | |
| **Aims and Objectives** | This course will explore the law and policy regarding diversity in the legal profession in the Kosovo. The specific topics covered are women lawyers, and other minority groups, LGBTQ+, as well as lawyers with disabilities.  The course will address the presence of these attorneys in the legal profession, starting with the history, the latest statistics, and first-person accounts of their experiences and will explore areas of improvement to achieve diversity, equity and inclusion in the Kosovo legal system. International law instruments that touch upon these topics will also be discussed. | | | |
| **Learning Outcomes** | Upon successful completion of this course, students should be have achieved a(n)   1. Ability to synthesize and explain relevant topics such as diversity, implicit bias, intersectionality, discrimination, etc. 2. Knowledge of the substantive laws and rules governing the admission to the practice of law in the Kosovo, including ability to analyse relevant law and regulations; 3. Ability to analyze and engage in advocacy regarding the legal and ethical implications of diversity and inclusiveness and in the legal profession; 4. Ability to debate effectively. | | | |
| **Course Content** | **Course Plan** | | | **Week** |
| Presentation of the syllabus | | | 1 |
| Introduction to Diversity and Inclusiveness as part of the ethical duties of attorneys | | | 2 |
| Immigration Status and Lawyers | | | 3 |
| Gender and law | | | 4 |
| Women Lawyers | | | 5 |
| Race and law | | | 6 |
| LGBTQ+ and law | | | 7 |
| Debate | | | 8 |
| Disability and law  Religion and law | | | 9  10 |
| Poverty and law | | | 11 |
| Guest speaker | | | 12 |
| Review | | | 13 |
|  | Research | | | 14 |
|  | Case study-Final exam | | | 15 |
| **Teaching/Learning Methods** | **Teaching/Learning Activity** | | | **Weight (%)** |
| 1. Lectures | | | 35% |
| 1. Case studies | | | 30% |
| 1. Debat and Guest Speaker | | | 10 % |
| 1. Video documentaries on diversity and inclusiveness in law 2. Critical review | | | 10 %  15%  15% |
| **Assessment Methods** | **Assessment Activity** | **Number** | **Week** | **Weight (%)** |
| 1. Attendance | 1 | 15 | 10 % |
| 1. Research project | 1 | 14 | 30 % |
| 1. Debate | 1 | 8/11 | 15 % |
| 1. Review 2. Case study-Final exam | 1  1 | 13  15 | 15%  30 % |
|  |  |  |  |
| **Course resources** | **Resources** | | | **Number** |
| 1. E-library | | | 1  1  1 |
| 1. Moodle | | | 1 |
| 1. Case studies | | | 1 |
| 1. Projector | | | 1 |
|  | | |  |
| **ECTS Workload** | **Activity** | | **Weekly hrs** | **Total workload** |
| 1. Lectures | | 2 | 26 |
| 1. Self-study and readings | | 2 | 26 |
| 1. Research | | 1 | 20 |
| 1. Debat | | 2 | 6 |
| 1. Critical review | | 1 | 15 |
|  | 1. Case study preparation | | 1 | 7 |
| **Literature/References** | * **Basic literature** * Kathleen B. Nalty (2015) Going All-In on Diversity and Inclusion: the Law Firm Leader's Playbook Paperback – January 1, 2015 * [The Centre for Legal Leadership and Globe Law and Business](https://www.amazon.com/s/ref=dp_byline_sr_book_1?ie=UTF8&field-author=The+Centre+for+Legal+Leadership+and+Globe+Law+and+Business&text=The+Centre+for+Legal+Leadership+and+Globe+Law+and+Business&sort=relevancerank&search-alias=books) (2019) Diversity and Inclusion in the Legal Profession Illustrated Edition. * Anne Wagner, Vijay K. Bhatia: Diversity and Tolerance in Socio-Legal Contexts * Explorations in the Semiotics of Law. Published November 17, 2016 by Routledge; * [Ligji nr.03/l-019 për aftësimin, riaftësimin profesional dhe punësimin e personave me aftësi të kufizuara](javascript:__doPostBack('ctl00$MainContent$rAktet$ctl00$lblAn','')). * Konventa për Eliminimin e të gjitha Formave të Diskriminimit ndaj Gruas (CEDAW); * Konventa Evropiane për të Drejtat e Njeriut (KEDNj); * Konventa Ndërkombëtare për të Drejtat Civile dhe Politike; * Konventa e Këshillit të Evropës për Parandalimin dhe Luftimin e Dhunës ndaj Grave dhe Vajzave dhe Dhunës në Familje (Konventa e Stambollit); * **Additional literature:** * Ralph Grillo, Roger Ballard et al., (2016) Legal Practice and Cultural Diversity. Published November 17, 2016 by Routledge. * Ligji nr. 04/l-157 për avokaturën shtetërore * Ligji nr. 05/l -021 për mbrojtjen nga diskriminimi * Udhëzimi administrativ nr. 04/2006 për zbatimin e ligjit kundër diskriminimit * Udhëzimiadministrativ nr. 8/2005 për përshkrimin e detyrave të njësisë për të drejtat e njeriut * Udhëzimi administrativ nr. 04/2007 për njësitë për të drejtat e njeriut në qeverinë e kosovës. | | | |
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