

L. SONG RICHARDSON

EDUCATION

YALE LAW SCHOOL *New Haven, CT*
JD

Honors: Earl Warren Scholar; Yale Journal of International Law, Editor & Board Member

UNIVERSITÉ DE TOULOUSE-LE MIRAIL *Toulouse, France*
Coursework in French Language and Culture

HARVARD UNIVERSITY *Cambridge, MA*
AB, Psychology Cum Laude

Honors: Dean's List; Elizabeth Cary Agassiz Award for Academic Achievement; Harvard College Academic Distinction Scholarship; First Place, Harvard/Radcliffe Concerto Competition

ACADEMIC EXPERIENCE

COLORADO COLLEGE *Colorado Springs, CO*
President (7/1/2021 - present)

UNIVERSITY OF CALIFORNIA, IRVINE SCHOOL OF LAW *Irvine, CA*
Dean and Chancellor's Professor of Law (1/18 – 6/21); Interim Dean (7/17 – 12/17); Senior Associate Dean for Academic Affairs (7/16 – 7/17); Professor of Law (7/14 – 6/21); Joint Appointment in Department of Asian American Studies; Joint Appointment in Department of Criminology, Law and Society; Chair, Faculty Appointments Committee (7/14 – 7/15)

Courses: Criminal Law: Statutory Analysis, Criminal Procedure, Law and Social Science, Fact Investigation, Race and the Criminal Justice System, Law of Policing, The AI Frontier

UNIVERSITY OF IOWA COLLEGE OF LAW *Iowa City, IA*
Professor (7/12 – 6/14); Visiting Professor (1/11 – 5/11)

Courses: Criminal Law, Criminal Procedure, Advanced Criminal Procedure, Law and Social Science

AMERICAN UNIVERSITY, WASHINGTON COLLEGE OF LAW *Washington, DC*
Associate Professor (7/11 – 6/12)

Courses: Criminal Law, Criminal Procedure, Law and Psychology, Prosecutorial Ethics

BOSTON COLLEGE LAW SCHOOL *Newton, MA*
Visiting Professor (1/09 - 5/09)

Courses: Criminal Law, Prosecutorial Ethics

DEPAUL UNIVERSITY COLLEGE OF LAW *Chicago, IL*
Associate Professor (5/09 - 6/11), Assistant Professor (8/06 – 5/09), Visiting Assistant Professor (8/05 – 12/05)

Courses: Criminal Law, Criminal Procedure, Prosecutorial Ethics

PUBLICATIONS

- P22. “The Fallacy of the (Racial) Solidarity Presumption,”** 107 CAL. L. REV. 101 (2019)
- P21. “The Black Police: Policing Our Own,”** 131 HARV. L. REV. 1979 (2018)(with Devon Carbado). Cited in *State of Washington v. Jefferson*, 429 P.3d 467 (WA S. Ct. 2018)
- P20. “Implicit Racial Bias and Racial Anxiety: Implications for Stops and Frisks,”** 15 OHIO ST. J. CRIM. L. 73 (2017) Excerpted in Nancy King, Orin Kerr and Even Brensike Primus, *Criminal Procedure* 16th Ed casebook
- P19. “Uses of Force: The Influence of Racial Anxiety on Police-Community Interactions,”** in Academy for Justice, *A Report on Scholarship and Criminal Justice Reform* (Erik Luna ed., 2017)
- P18. “Police Unions,”** 85 GEORGE WASHINGTON L. REV. 101 (2017)(with Catherine Fisk)
- P17. “Racial Anxiety,”** 102 IOWA L. REV. 2235 (2017)(with Rachel Godsil)
- P16. “Systemic Triage: Implicit Racial Bias in the Criminal Courtroom,”** 126 YALE L. J. 862 (2017)
- P15. “Race and Objective Reasonableness in Use of Force Cases: An Introduction to Some Relevant Social Science,”** 8 ALA. CIV. RIGHTS & CIV. LIB. L. REV. 129 (2016)(with Ariela Rutkin-Becker)
- P14. “Implicit Racial Bias and the Perpetrator Perspective: A Response to Chin and Vernon’s ‘Reasonable but Unconstitutional,’”** 83 GEORGE WASHINGTON L. REV. 1008 (2015)
- P13. “Police Racial Violence: Lessons from Social Psychology,”** 83 FORDHAM L. REV. 2961 (2015)
- P12. “Interrogating Racial Violence,”** 12 OHIO ST. J. CRIM. L. 115 (2014)(with Phillip Atiba Goff, Ph.D)
- P11. “The Attrition of Rights under Parole,”** 87 S. CAL. L. REV. 887 (2014)(with Tonja Jacobi & Gregory Barr)
- P10. “From Interraciality to Racial Realism,”** 92 TEXAS L. REV. 669 (2014)(with Phillip Atiba Goff, Ph.D)
- P9. “Implicit Racial Bias in Public Defender Triage,”** 122 YALE L. J. 100 (2013)(with Phillip Atiba Goff, Ph.D) Cited in *State v. Walker*, 182 Wash.2d 463 (WA S. Ct. 2015)
- P8. “Self-Defense and the Suspicion Heuristic,”** 98 IOWA L. REV. 293 (2012)(with Phillip Atiba Goff, Ph.D)

- P7. “Cognitive Bias, Police Character and the Fourth Amendment,”** 44 ARIZ. ST. L.J. 267 (2012)
- P6. “Police Efficiency and the Fourth Amendment,”** 87 IND. L.J. 1143 (2012) Cited in *State v. Brown*, No.17-0367, __ N.W.2d __ (Iowa S. Ct. 2019); *U.S. v. Drakeford*, No. 19-4912, __F.2d __ (4th Cir. 2021); Selected as a “Must Read” by the National Association of Criminal Defense Attorneys
- P5. “Arrest Efficiency and the Fourth Amendment,”** 95 MINN. L. REV. 2035 (2011)
Cited in *Pippen v. State*, 854 N.W.2d 1 (Iowa S. Ct. 2014)
- P4. “Patient Negligence: The Un-Reasonableness of Relying on Trust,”** 72 DUKE L. & CONTEMP. PROBS. 223 (2009)(with Michele Goodwin)
- P3. “When Human Experimentation Is Criminal,”** 99 NORTHWESTERN J. CRIM. L. & CRIMINOLOGY 89 (2009)
- P2. “Due Process for the Global Crime Era: A Proposal,”** 41 CORNELL INT’L L.J. 347 (2008)
- P1. “Convicting the Innocent in Transnational Criminal Cases: A Comparative Institutional Analysis Approach to the Problem,”** 26 BERKELEY J. INT’L L. 62 (2008)

BOOKS, BOOK CHAPTERS, & OTHER PUBLICATIONS

- B11. *A Legal Realist Approach to Black-on-Black Policing*, in *Research Handbook on Modern Legal Realism* (Heinz Klug, Elizabeth Mertz, & Shauhin Talesh eds.)(forthcoming 2021)**
- B10. *U.S. v. Wardlow*, in *Rewritten U.S. Court Opinions on Race and Law* (Bennett Capers, Devon Carbado, Robin Lenhardt & Angela Onwuachi-Willig eds. forthcoming Cambridge University Press)**
- B9. *Criminal Procedure: Cases and Materials*, West Academic Publishing, 2016 (with Cynthia Lee and Tamara Lawson)(now in its 3rd edition)**
- B8. “Implicit Racial Bias and the Perpetrator Perspective,”** SEARCH AND SEIZURE LAW REPORT (West 2016)
- B7. “The Psychology of Racial Violence,”** in FERGUSON FAULT LINES: LEGAL AND SOCIAL REVERBERATIONS (Kimberly Jade Norwood, ed., ABA 2016)(with Phillip Atiba Goff)
- B6. “Bioethics, Medicine and the Criminal Law,”** RUTGERS CRIMINAL LAW AND CRIMINAL JUSTICE BOOKS, July 2014 (solicited book review), available at <http://clcjbooks.rutgers.edu/books/bioethics-medicine-and-the-criminal-law-2.html>
- B5. THE CONSTITUTION AND THE FUTURE OF CRIMINAL JUSTICE IN AMERICA** (L. Song Richardson and John Parry, eds., Cambridge Univ. Press 2013)
- B4. *Implicit Bias and Policing* in THE CONSTITUTION AND THE FUTURE OF CRIMINAL JUSTICE IN AMERICA** (L. Song Richardson and John Parry, eds., Cambridge Univ. Press 2013)

- B3. *Criminal Policing of Human Experimentation*** in THE GLOBAL BODY MARKET: ALTRUIM'S LIMITS (Michele Goodwin, ed., Cambridge Univ. Press 2013)
- B2. *No Bigots Required: What the Science of Racial Bias Reveals in the Wake of Trayvon Martin*** in PURSUING TRAYVON MARTIN: HISTORICAL CONTEXTS AND CONTEMPORARY MANIFESTATIONS OF RACIAL DYNAMICS (George Yancy & Januaryine Jones, eds., Lexington Books 2012)(with Phillip Atiba Goff)
- B1. *"Implicit Bias and the Fourth Amendment,"*** 39 SEARCH AND SEIZURE LAW REPORT 21 (West 2011)

AWARDS AND HONORS

Council of Korean Americans' Empower Award (honors exceptional Korean American leaders who have demonstrated outstanding life and professional achievements of national significance) (forthcoming October 2023)

2021 Thurgood Marshall Bar Association Legacy Award - This inaugural award will subsequently be named the L. Song Richardson Legacy Award and will be awarded to individuals who have made an extraordinary impact in the legal community

2021 MacArthur Foundation and Kellogg Foundation 90 Million Dollar Racial Equity Challenge, Invited Reviewer 2021

Appointed to Governor Newsom's CA Penal Code Revision Committee 2020

National Asian Pacific American Bar Association's Daniel K. Inouye Trailblazer Award Winner 2020 (NAPABA's highest honor recognizing outstanding achievements, commitment, and leadership of lawyers who have paved the way for the advancement of other Asian Pacific American attorneys)

Korean Prosecutors Association Community Service Award Winner 2020 Lawyers of Color Power List 2020

Korean Community Lawyers Association Friend of Community Award Winner 2019

Recognized as 1 of the 2 most influential Korean Americans in Orange County 2018

2018 Orange County Bar Association's "Be the Change" Legal Excellence Award, (recognizes outstanding legal jurists, scholars, legal professionals, and change-makers who possess courage, compassion, leadership, and a commitment to equity, equality and justice)

2018 Orange County Register 100 Most Influential Game Changers

Top Women Lawyers in California for 2018, The Daily Journal

Recognized as a Person of Influence in the Orange County Business Journal's 2018, 2019, and 2020 OC500 Directory of Influence

Council of Korean Americans, Elected Member

American Law Institute, Elected Member

Executive Committee, Association of American Law Schools (2018-2021) Member,

Academy for Justice Affiliated Scholars Program (2020)

2011 Recipient of AALS's Derrick Bell Award

Won first place in nine major piano competitions including the Boston Symphony Orchestra Concerto Competition.

RECENT MEDIA

NY Times: **With Supreme Court Decision, College Admissions Could Become More Subjective**, June 29, 2023.

Wall Street Journal: **Colorado College Withdraws from U.S. News & World Report Undergrad Ranking: School is the highest ranked liberal arts college to stop cooperating with powerful ranking**, Feb. 27, 2023, [Colorado College Withdraws From U.S. News & World Report Undergrad Ranking - WSJ](#)

The Washington Post: **Major Medical Schools Join Widening Revolt Against US News Rankings**, <https://wapo.st/3WxqitD>, Jan 2023.

Inside Higher Ed: **Why Aren't More Institutions Following Colorado College and RISD?** March 5, 2023, [Why are colleges sticking with the 'U.S. News' rankings? \(insidighered.com\)](#)

The Chronicle of Higher Education: **Colleges Protesting U.S. News Rankings Say They're Doing It for Low-Income Students. Do They Mean It?** March 1, 2023, [Colleges Protesting 'U.S. News' Rankings Say They're Doing It for Low-Income Students. Do They Mean It? \(chronicle.com\)](#)

NPR 1A (1st amendment) Program: **Colleges Are Leaving the U.S. News College Rankings**, featured guest along with Heather Gerkin, Dean of Yale Law; Melissa Korn, WSJ report, and Eric Gertler, CEO of US News & World Report, April 10, 2023, available here, <https://the1a.org/segments/colleges-are-leaving-the-u-s-news-college-rankings-why/>

Forbes, **Presidents Say Their Colleges Will Sustain Diversity Commitments**. May 4, 2023, available at <https://www.forbes.com/sites/shaunharper/2023/05/04/presidents-say-their-colleges-will-sustain-diversity-commitments-regardless-of-supreme-court-affirmative-action-ruling/?sh=227e1246fc0a>

SPEECHES, LECTURES & PRESENTATIONS

Intentional Academic Leadership: Building Value in Higher Education, American Conference of Academic Deans 80th Annual Meeting, Opening Plenary Speaker, Feb 21, 2024.

Under the Big Tent: Independent Higher Education in a Democratic Society, CIC President's Institute, Opening Plenary Session panelist, forthcoming Jan. 2024.

Leading for a Future of Higher Education Equity: Transforming Supreme Court Challenges into Opportunities for Positive Change, American Academy Meeting on Higher Education Equity, Invitation-only participant, August 2023

What's Next in College Admissions, National Summit on Equal Opportunity in Higher Education, U.S. Department of Education, invited panelist, July 26, 2023.

Association of Legal Writing Directors Biennial Conference, Plenary Conversation, July, 12, 2023.

ACS Women's Leadership Institute, Plenary Speaker, July 5, 2023.

Colorado Springs Rotary Club, Plenary Speaker, May 2023.

Women Leading Change, Advancing Women's Leadership in Higher Ed, sponsored by The Chronicle of Higher Ed, April 25, 2023 and May 4, 2023.

Presidents' Panel, Academic Management Institute, March 2023

Choosing Transformation over Rankings: Inside Colorado College's Decision to Stop Cooperating with US News, AGB Webinar, Featured Speaker (with Jeff Keller), March 16, 2023.

Bold Actions to Address the Climate Crisis, Council of Independent Colleges Presidents' Institute, Plenary Panelist, January 2023.

Leadership in Turbulent Times, Dean's Institute, American Conference of Academic Deans, Plenary Speaker, Oct. 14, 2022.

Humanities and Social Justice, Council of Independent Colleges conference, Panelist on Oct. 20, 2022

Women Leaders in College Sports National Convention, Keynote Speaker, Oct 10, 2022.

Women Leading Transformation, National Association of Independent Colleges and Universities Annual Conference, Panelist, February, 2022.

Iowa Public Defenders Webinar on Implicit Bias, Guest Speaker. April 2021.

Seniors for Racial Justice Committee Implicit Bias Fireside Chat with Julie Hill, Speaker. April 2021.

IDC Speaker Series, Diversity, Inclusion, and Implicit Bias: An Interview with Song Richardson, Speaker. April 2021.

C3 Summit Keynote on Implicit Bias, Keynote Speaker. April 2021.

Fordham Law School Speaker Series, Talk on "The Black Police: Policing Our Own." Speaker. March 2021.

ABA Deans Dialogue, Panelist. March 2021.

American Law Institute Bias CLE Program, Panelist. March 2021.

Lawful Good Podcast with Anne Andrews Interview, March 2021.

NALP Foundation's Hiring Partner Conference Deans' Panel, Panelist. March 2021.

UC Davis Racial Justice Speaker Series, Talk on Implicit Racial Bias and Decision Making in the Criminal Justice System, Speaker. March 2021.

Federal Judicial Center Webinar on Implicit Racial Bias and the Science of Decision-Making, Speaker. March 2021.

Women in Leadership Virtual Happy Hour, Speaker. March 2021.

Bring Your Own Bias Leadership Training and Fireside Chat, Speaker. February 2021.

Seattle University Epoch Symposium Deans' Panel on Going Beyond a Racial Reckoning, Panelist. February 2021.

Mediation: The New Possibilities Hour with Dean Song Richardson Implicit Bias Talk, Speaker. February 2021.

Thurgood Marshall Bar Association L. Song Richardson Award Fireside Chat, Guest Speaker. February 2021.

Orange County Human Relations Commission Implicit Bias Lecture, Speaker. February 2021.

Tressler LLP Implicit Bias Talk, Speaker. February 2021.

Robert A. Barnyard Inn of Court MCLE on Implicit Bias, Speaker. January 2021.

Lord Abbett Board Meeting Implicit Bias Discussion, Speaker. January 2021.

NCPILS Dean's Panel on Legal Education for the Public Good, Panelist. January 2021.

UCI Women in Law Association Panel on Law School Professors, Panelist. January 2021.
Santa Clara Ingram Symposium Panel on the Effect of Social Justice Movements on the Legal Profession, Panelist. January 2021.

AALS Annual Meeting Panel on Actions Speak Louder than Words: Anti-Racism in Law Schools, Panelist. January 2021.

AALS Deans Forum Panel on Fundraising and Friend-raising without Handshakes, Co-facilitator. January 2021.

AALS Annual Meeting Panel on Structural Inequality, Access, and Diversity in Legal Education and Teaching, Panelist. January 2021.

AALS Annual Meeting Panel on The Lateral Experience - Deans and Hiring Committee Chairs, Panelist. January 2021.

CKA's Attorney Affinity Group Discussion on Diversity, Equity, and Inclusion,
Panelist. December 2020.

CIPS Connections Zoom Interview with Stephen Ibaraki, Guest Speaker. November 2020.

Deloitte Bring Your Own Bias Training, Speaker. November 2020.

TorkLaw Presentation on Implicit Bias and a Changing World, Speaker. November 2020.

San Mateo County Judges Implicit Bias Training, Speaker. November 2020.

Legal Education Access Pipeline Women Deans Panel, Panelist. November 2020.

Financial Times Women at the Top Conference Panel on How To Be An Inclusive Leader,
Panelist. November 2020.

Mavenlink Implicit Bias Discussion, Speaker. November 2020.

UCI Law Webinar on Legal Education and the Lawyer's Role in 2020, Speaker. November 2020.

ABA Criminal Justice Conference Academic Workshop, Keynote Speaker. November 2020.

UCI Public Health Dean's Speaker Series Lecture & Q&A on Implicit Bias, Panelist.
November 2020.

ABA Journal's Legal Rebels Podcast, Podcast Guest Speaker. November 2020.

Anthem Inc. Implicit Bias Presentation, Speaker. October 2020.

UCI Panel on The Future of Graduate Education, Panelist. October 2020.

UCI DFA's Inclusive Excellence Workshop Implicit Bias Training, Speaker. October 2020.

NPR WGVU's Powerful Women: Let's Talk Podcast, Podcast Guest Speaker. October 2020.

**OC Grantmakers 2020 Annual Summit, Equity in Action: Stories of Innovation and
Collaboration Panel,** Keynote Speaker. October 2020.

**National Judicial College Panel on Justice System Reform Ideas to Improve Public Trust
and Confidence,** Panelist. October 2020.

UCI Chief Executive Roundtable featuring a Conversation with Rick Hasen,
Moderator. October 2020.

**Goldman School Berkeley: American Democracy - An Agenda for Reform Janet
Napolitano Panel,** Panelist. September 2020.

American Law Institute Elimination of Bias CLE Talk, Speaker. September 2020.

OCCF Board of Governors Racial Justice and Equity Discussion, Speaker.
September 2020.

California Minority Council Program Women of Color Forum, Panelist. September 2020.

Voice for Girls Orange County, Keynote Speaker. September 2020.

Lord Abbett Leadership Conversation on Implicit Bias, Speaker. September 2020.

UIC John Marshall Law School Constitution Day, Speaker. September 2020.

WAVE Candid Conversations, Speaker. September 2020

McGuireWoods African American Leaders in the Law Webcast, Panelist, September 2020.

Alliance SoCal Bring Your Own Bias, Speaker. September 2020.

Scholar Strike and Teach-In for Racial Justice, Panelist. September 2020.

Michigan Law Criminal Forum Workshop, Panelist. August 2020.

Critical Take Podcast, Podcast Guest Speaker. August 2020.

Joint Sister Bar Virtual Event on Racial Justice, Women and Racism in America,
Moderator. August 2020.

Northrop Grumman Talk on Social Justice, Diversity, and Inclusion, Speaker. August
2020.

Center for Policing Equity, From Police Reform to Public Safety Forum, Panelist. August
2020.

Zeughauser Group CMO Meeting, Moderator. August 2020.

Asia Society Implicit Bias and Racial Anxiety Talk, Speaker. August 2020.

UCI Foundation Bring Your Own Bias, Speaker. July 2020.

Town Hall with Congresswoman Katie Porter, Guest Speaker. July 2020.

Council of Korean Americans IGNITE Program, Keynote Speaker. July 2020.

University Advancement Assembly Meeting, Speaker on Implicit Bias. July 2020.

California Judges' Implicit Bias Training, Speaker. July 2020.

**Zeughauser Group COVID-19 Chair Zoom Session on racial injustice and the ensuing
demonstrations**, Speaker. July 2020.

Breaking Point, Tackling Systemic Racism in Miami for McClatchy and The Miami Herald, Speaker. July 2020.

K&L Gates LLP Client Conversations, Speaker on Implicit Bias. June 2020.

Robins Kaplan Implicit Bias Training, Speaker. June 2020.

California Lawyers Association Implicit Bias Training, Speaker. June 2020.

UCI Applied Innovation Implicit Bias Training, Speaker. June 2020.

On the Issues with Michele Goodwin, Podcast Guest Speaker. June 2020.

Blizzard Entertainment Fireside Chat on Implicit Bias, Speaker. June 2020.

Holland & Knight Implicit Bias Training, Speaker. June 2020.

OC Bar Association Webinar on COVID-19, Panelist. May 2020.

Federal Bar Association Alvin Rubin Symposium, Speaker. May 2020.

Las Vegas Federal Public Defenders Implicit Bias Training, Speaker. March 2020.

International Women's Day 2020 Athena40 Global Conversation, Panelist. March 2020.

Ingram Micro Implicit Bias Training, Speaker. February 2020.

Anti-Defamation League Meeting, Speaker on Implicit Bias, February 2020.

UC Irvine Health Leadership Meeting, Speaker on Implicit Bias, February 2020. **OC**

City Attorneys' Association Implicit Bias Training, Speaker. February 2020. **LA**

Criminal Justice Inn of Court Implicit Bias Training, Speaker. February 2020.

UC Irvine HRTalks Panel on Creating a Diverse and Inclusive Corporate Culture, Panelist. February 2020.

LACBA State Appellate Judicial Evaluation Committee Implicit Bias Training, Speaker. February 2020.

UC Academic Senate Council Meeting, Speaker on Implicit Bias, January 2020.

Academic and Professional Women "Women of UCI" Series, Guest speaker. January 2020.

Riverside County Bar Association Implicit Bias Training, Speaker. January 2020.

UC Irvine Inclusive Excellence Forum, Panelist. January 2020.

AALS 2020 Annual Meeting, "The (Ir)Relevance of Law in a Minority-Majority America," Invited Moderator. January 2020.

National Association for Public Defense - Leadership Institute, Plenary Speaker.
Forthcoming December 2019.

LA Courts Merit Selection Panel Implicit Bias Training, Speaker. December 2019.

ProVisors Women's Group Meeting, Speaker. November 2019.

LA Commissioner Selection Committee Implicit Bias Training, Speaker. November 2019.

Law School Admissions Panel LA Forum, Panelist. November 2019.

2019 Freedman Institute Ethics Conference - Leading Across Difference, Legal Academia in an Era of Change. Panelist. November 2019.

Council of Korean Americans Empower Summit, Keynote. November 2019.

Federal Judicial Counsel, National Conference for Pro Se and Death Penalty Staff Attorneys, Plenary Speaker. September 2019.

Greenberg Taurig & CA Minority Counsel Program, Addressing Implicit Bias in the Legal Profession. Keynote. September 2019.

Korean American Bar Association of San Diego, Installation Dinner. Keynote. September 2019.

ABA Annual Meeting, ABF CLE on Implicit Bias, Panelist. August 2019.

Promoting Diversity in Law School Leadership Workshop, Plenary Speaker. August 2019.

UVA Law School Women in Leadership in Academia Conference. Speaker. July 2019.

9th Circuit Judicial Conference, Millennials and The Judiciary, Panelist. July 2019.

AI for Good Conference - Geneva, The Unintended Consequences of AI, Panelist. May 2019.

8th Circuit Judicial Conference, Implicit Racial Bias, Plenary Speaker. May 2019.

5th Circuit Judicial Conference, Implicit Racial Bias, Panelist. May 2019.

Federal Judicial Center, Court Web Program, Unconscious Bias and Equity in the Courtroom, Speaker. May 2019.

California Bankruptcy Forum Conference, Implicit Racial Bias and Decision-making, Keynote. May 2019.

Voice for Girls, 2019, Implicit Gender Bias, Keynote. May 2019.

USC Gould School of Law 2019 Intellectual Property Institute, Keynote. March 2019.

CA Assembly Hearing, Testimony on Diversity and the Legal Profession, Speaker. April 2019.

UNLV Law School, Doing Justice Symposium, Panelist. April 2019.

UCOP Public Interest Legal Conference, Deans and President Panel, March 2019.

Federal Bar Council Winter Conference, Plenary Panelist. March 2019

Bond University Faculty of Law, Twilight Seminar Series, Innovation, Creativity and the Brain, Keynote. February 2019.

Pacific Club, Disrupting Law and the Legal Profession through Artificial Intelligence, Presenter. February 2019.

“Live with Kellye and Ken,” Law and Technology, Panelist. January 2019. **Vanderbilt**

Law School, Martin Luther King Lecture, Keynote. January 2019. **Cornel West &**

Robert George: Civil Discourse Today, Moderator. January 2019.

Rutan and Tucker, Innovation, Creativity and the Brain, Plenary Speaker. December 2018.

Brennan Center Jorde Symposium Lecture, The Fallacy of the (Racial) Solidarity Presumption, U.C. Berkeley Law, Speaker. Nov 2018.

U.S. District Court for the District of Kansas, Implicit Racial and Gender Bias, Plenary Speaker. Nov 2018.

MARSH Insurance Company, Leadership Forum, Implicit Racial Bias and Racial Anxiety, Speaker, Nov 2018.

Troutman Sanders, Women’s Event Speaker, Implicit Gender Bias, Speaker, November 2018.

30th Annual All-Hands Meeting & Silicon Valley Assn of General Counsel, Addressing Implicit Gender Bias, Panelist, October 2018.

Healing Trauma, Healthy Communities Conference, Racial Anxiety, Implicit Bias and the Police, Plenary speaker, September 2018.

Beckman Coulter, Excellence in Innovation, Innovation, Creativity and the Brain, Keynote Speaker, September 2018.

Greenberg Traurig Women’s Initiative, Disrupting Implicit Gender Bias, Plenary Speaker, September 2018.

UC Black Administrators’ Council, African American Women in Leadership, Keynote Panel, September 2018.

Nat'l Association of Commissions for Women and the City of Los Angeles Commission on the Status of Women, Cities Leading Women Conference, Women and Public Safety, Aug 2018.

Federal Bar Association of San Diego Equality in the Law Conference, Addressing Implicit Racial Bias in the Courtroom, Keynote Speaker. Aug 2018.

Asian American Criminal Trial Lawyers Association Annual Installation Dinner, Keynote, July 2018.

Federal Defenders and CJA Counsel Training, Implicit Racial Bias in the Criminal Justice System, Keynote, Jul 2018.

Kamau Bell Curve: Ending Racism in about an Hour, Conversation with Kamau Bell, May 2018.

University of Amsterdam Education Day, Understanding Bias in Education, Plenary Speaker, May 2018.

UCI Women in Leadership, Plenary Speaker, May 2018.

U.S. District Court for the District of Nevada Conference, Understanding Unconscious Bias, May 2018. Panelist.

Gibson Dunn 2018 Summer Associate Program, Implicit Racial Bias, May 2018. Keynote Speaker.

William P. Gray Legion Lex Inn of Court, Unconscious Race and Gender Bias, May 2018. Plenary Speaker.

Greater Washington State Higher Education Recruitment Consortium Symposium, Implicit Bias and Racial Anxiety, April 2018. Plenary Speaker.

U.S. Sentencing Commission & Federal Bar Conference, Implicit Racial Bias, April 2018. Plenary Speaker.

Federal Judges Conference, Kansas City, Heart of American Sentencing Guidelines Conference, April 2018. Plenary Speaker.

Wm. Matthew Jr. Federal Judicial Clerkship Institute, Understanding Unconscious Racial Bias, March 2018. Plenary Speaker.

Orange County Association of Legal Administrators, Unconscious Racial Bias in Decision-Making, March 2018. Speaker.

UCI Law Review Symposium, "Trans" Lives and Rights: Contemporary Legal and Policy Battles, March 2018. Invited Speaker.

Innocence Network Conference, Implicit Racial Bias in the Criminal Justice System, March 2018. Plenary Speaker.

Latham and Watkins, Avoiding Bias in the Evaluation Process, March 2018. Speaker.

Gibson Dunn, National Hiring Committee Spring Meeting, Blind Spots, Bias and the Brian, March 2018. Plenary Speaker.

University of Chicago Law School Faculty Workshop, February 2018.

UCI Olive Tree Initiative, Understanding Implicit Bias, February 2018. Speaker.

AALS Annual Meeting, Criminal Justice: *Terry at Fifty: On the Books and On the Ground*, January 2018. Invited Panelist.

Skadden Arps, Understanding Implicit Racial and Gender Bias, February 2018. Speaker.

University of Chicago Law School Public Law and Legal Theory Workshop, February 2018. Speaker.

Orange County American Association of University Women, Unconscious Gender Bias in the Workplace, January 2018. Speaker.

Arnold and Porter, Recognizing and Confronting Bias, January 2018. Speaker.

Orange County Coalition for Diversity in the Law Conference, Implicit Racial Bias, January 2016. Plenary Speaker.

Santa Clara Law School Ingram Symposium, Implicit Racial Bias in the Courtroom, January 2018. Speaker.

Orange County Coalition for Diversity in the Law, Implicit Racial Bias, January 2018. Plenary Speaker.

Statewide Beyond the Bench Conference, How Implicit Bias May Influence Court Professionals, December 2017. Invited Speaker.

NYU Law School, Policing Colloquium, November 2017. Invited Presenter.

Los Angeles Superior Court Judges Training, November 2017. Invited Speaker.

Los Angeles County District Attorney's Office, Mandatory Training, Being Conscious about Unconscious Bias, October 2017. Conducted attorney training.

GW Law Review Symposium, The Challenge of Crime in a Free Society: 50 Years Later, October 2017. Invited Speaker.

Women in Leadership, Implicit Gender Bias, October 2017. Invited Speaker.

Orange County Area Legal Recruitment Association Seminar, Implicit Racial Bias in Recruitment, October 2017. Invited Speaker.

Orange County Bar Association Debtor-Creditor Section, Implicit Racial Bias in Bankruptcy, October 2017. Invited Speaker.

University of Arizona James E. Rogers College of Law, Suspicion Cascades,
September 2017. Faculty Workshop.

UCI Law School Korea Law Center, Mentoring the Next Generation Conference,
September 2017. Invited Speaker.

UCI Office of Inclusive Excellence, Inclusive Curriculum and Pedagogy, September 2017.
Invited Plenary Speaker.

University of California Public Service Conference, Police Accountability, September 2017.
Invited Panelist.

**NACDL's 2017 Presidential Summit & Seminar "Race Matters," Implicit Bias in
Criminal Defense,** Detroit, MI, September 2017. Invited Plenary Speaker.

**Orange County Bar Association Labor and Employment Section, Habits of the Mind:
Implicit Racial Bias and Decision-Making,** September 2017. Invited Speaker.

**2017 National Magistrate Judges Workshop, Thinking, Blinking, and Judging: Addressing
Implicit Biases,** August 2017. Invited Plenary Speaker.

LAPD Audit Division Seminar, Implicit Racial Bias in Judgment and Decision- making,
August 2017. Invited Speaker.

**League of Women Voters, Orange County, Unconscious Race and Gender Bias in
Elections,** July 2017. Invited Speaker.

**Federal Public Defenders Office for the Northern and Southern District of Iowa Spring
Seminar, Implicit Bias and Public Defender Triage,** June 2017. Invited Speaker.

Korea University - UCI Law Symposium, Implicit Racial Bias and Policing, May 2017.
Presenter.

**Federal Defenders of New York and CJA Counsel Training, Implicit Racial Bias and
Public Defenders,** May, 2017. Invited Speaker.

State of California, Office of the Inspector General, Implicit Bias and Judgment,
April, 2017. Invited Presenter.

Duke Forum on Race and Policing, April 2017. Invited Panelist.

**K&L Gates, Blind Spots, Bias and the Brain: The Complexities of Managing a Legal
Practice,** April 2017. Invited Plenary Speaker.

**Office of the Federal Public Defender, Portland, Oregon, Implicit Racial Bias in Public
Defender Offices,** April 2017. Invited Speaker.

Office of the Federal Public Defender for the Northern District of Illinois, April 2017.
All-Day Training.

SC Fuels, Leadership Training, Orange County, CA, March 2017. Invited Speaker.

Northwestern Pritzker School of Law Center on Wrongful Convictions Symposium, Implicit Racial Bias and Innocence, March 2017. Plenary Speaker.

UNLV Law School, Faculty Workshop, Racial Anxiety, Speaker, March 2017.

California Assembly Public Safety Subcommittee, Information Hearing: Promoting Fairness and Justice to Build a Safer California, February 2017. Invited to Testify.

LA City Attorney Dispute Resolution Program Spring 2017 Mediator Training, Implicit Racial Bias and Decision-Making, February 2017. Invited Speaker.

Georgia Law Review Symposium, Protect and Serve: Perspectives on 21st Century Policing, January 2017. Invited Presenter.

Iowa Law School, Journal of Gender, Race and Justice 20th Anniversary Symposium, January 2017. Invited Speaker.

North Carolina Conference of District Attorneys, Implicit Racial Bias and Racial Anxiety, January 2017. Invited Speaker.

Administrative Office of the U.S. Courts Defender Services Office, Winning Strategies Seminar, The Myth of Colorblind Justice, January 2017. Invited Plenary Speaker.

Orange County Bar Association, Implicit Bias in the Workplace, December 2016. Invited Presenter.

LAPD Police Commission Meeting, Understanding Implicit Racial Bias and Policing, November 2016. Invited Presenter.

Administrative Office of the U.S. Courts Federal Death Penalty Resource Counsel Projects 2016 Strategy Session, Implicit Bias Basics – What Every Defense Practitioner Needs to Know, November 2016. Invited Plenary Speaker

UCI, Office of Diverse Educational Community and DOctober oral Experience, The Influence of Implicit Racial Bias and Racial Anxiety on Judgments, November 2016. Invited Speaker.

Montana Office of the Public Defender Annual Training, Implicit Racial Bias and Public Defender Decision-Making, November 2016. Invited Plenary Speaker.

UCI Police Department, Implicit Bias Training, October 2016. Invited Trainer.

National Conference of Bankruptcy Judges 2016 Annual Conference, Implicit Racial Bias, October 2016. Invited Plenary Speaker.

Western All-Stars Conference, Habits of the Mind, September 2016. Invited Plenary Speaker.

10th Circuit Unit Executive's Conference, Implicit Racial Bias, August 2016. Invited Plenary Speaker.

Multi-Track Criminal Defense Seminar, The Role of Race in Criminal Justice Decision-Making, August 2016. Plenary speaker.

UCI Chief Executive Roundtable Women's Forum, Promoting Equity for Women Executives: How Unconscious Gender Biases Influence Decision-Making and Judgment, July 2016. Keynote Speaker

UCLA Law School, Criminal Justice Roundtable, June 2016. Presenter.

O'Melveny & Myers, Implicit Race and Gender Bias in the Workplace, June 2016. Invited Speaker.

Federal Public Defender's Office for the Central District of California, Implicit Racial Bias, June 2016. Invited Trainer.

American Constitution Society's 2016 National Convention, Being Explicit about Implicit Racial Bias, June 2016. Invited Presenter.

California Public Defender Association Annual Convention, Racism without Racists: Implicit Racial Bias in the Criminal Justice System, May 2016. Invited Presenter.

United States Department of Justice, U.S. Attorney's Offices Training, Building Community Trust, Columbia, SC, May 2016. Invited Presenter.

University of California, Irvine, Chief Executive Roundtable Retreat, Kona, HI, April, 2016. Invited Presenter.

North Carolina District Court Judges, Special Topics Seminar, The Role of Race in the Courts, April 2016. Invited Presenter.

University of Alabama, Redefining Clearly Established Rights after Ferguson: § 1983 Claims and Community Policing from *Hope v. Pelzer* to *Kingsley v. Hendrickson* Symposium, April 2016. Invited Panelist.

Sixth Annual Conference on Public Defense, March 2016. Keynote Speaker.

National Conference for Chief Federal Defenders, Implicit Racial Bias in Federal Defense Practices, February 2016. Plenary Speaker.

First District Appellate Project 2016 Annual Training Seminar, Implicit Racial Bias in Decision-Making and Judgment in the Justice System, February 2016. Plenary Speaker.

Loyola LA Law School Faculty Workshop, Racial Anxiety, Presenter. January 2016.

AALS Annual Meeting, Empirical Methods Workshop, Invited Panelist. January 2016.

AALS Annual Meeting, Reforming Law and Scholarship by Disciplinary Design, January 2016. Invited Panelist.

AALS Annual Meeting, Scholarly Engagement Post Tenure, January 2016. Invited Panelist.

Vanderbilt Law School, Criminal Justice Roundtable. Invited Participant.
November 2015. Invited Panelist.

Duke Law School, Present and Future of Civil Rights Movements: Race and Reform in 21st Century America, November 2015. Invited Panelist.

UC Conference on Social Science and Law, "Suspicion Cascades," October 2015. Presenter.

Data and Civil Rights Conference, Washington, DC. October 2015. Invited Panelist.

National Association for Civilian Oversight of Law Enforcement's 21st Annual Conference, October 2015. Plenary Speaker.

NSF Workshop, Elephants in the Courtroom, Overlooked Issues in Wrongful Convictions, Washington, D.C., October 2015. Invited Panelist.

The Impact of Race within the Criminal Justice System, Madison, WI, October 2015.
Plenary Speaker.

University of Wisconsin Law School - Institute for Legal Studies at Wisconsin Law School Law & Society Speaker Series, Suspicion Cascades, September 2015. Invited Speaker.

San Diego State University Campus Police, Mid-Management Training, Implicit Racial Bias in Policing, August 2015. Invited Speaker.

American Sociological Association Conference, Rethinking Measures of Race and Justice from an Empirical/Critical Race Theory Perspective. August 2015, Plenary Speaker.

San Diego State University Campus Police, Command Staff Training, Implicit Racial Bias in Policing, July 2015. Invited Speaker.

UCI Law, 5th Annual Supreme Court Term in Review, July 2015. Invited Panelist.

Duke Law School, Culp Symposium, Spring 2015. Invited Commentator.

Yale Law School, 2015 Criminal Justice Roundtable, May 2015. Invited Participant.

Federal Public Defender's Office for the Western District of Washington, Implicit Bias, May 2015. Invited Speaker.

Policing and Being Policed: Considering the Chasm between the Law of Criminal Procedure and Life on the Street, Law and Society, Seattle, WA, May 2015. Panelist.

Hastings Law School, Policing, Race & Community Conference, March 2015. Invited Panelist.

Judicial Conference of the U.S. District Court for the Southern District of California, March 2015. Plenary Speaker.

UCI Center for Psychology & Law Brown Bag Speaker Series, Suspicion Cascades and Police Violence, February 2015. Invited Speaker.

University of Hawaii Law Review 2015 Symposium, Criminal Justice Panel: Exploring Implicit Bias in Hawai'i, January 2015. Invited Panelist.

AALS Annual Meeting, Beyond Michael Brown and Ferguson: Effective Responses to Police Deadly Force?, January 2015. Plenary Panelist.

UCI New Narratives: Conversations on Identities & Culture, Policing and Race Matters, November 2014. Panelist.

Fordham Law School, Critical Race Theory and Empirical Methods Symposium, November 2014. Invited Participant.

Howard University School of Law, The Tazlitz Galaxy: A Gathering of Scholars, September 2014. Invited Participant.

Loyola LA Law School, Criminal Justice Roundtable, July 2014.

AALS Workshop for New Law Teachers, June 2014. Plenary Presenter.

North Carolina 2014 Spring Public Defender Attorney and Investigator Conference, May 2014. Plenary Speaker.

University of California, Irvine, The Center on Law, Equality and Race, The Interplay of Race, Gender, Class, Crime and Justice, April 2014. Invited Presenter.

The Yale Law School, Re-Envisioning Race in a Post-Racial Era, April 2014. Invited panelist.

Chicago-Kent College of Law, Faculty Workshop, February 2014.

SMU Dedman School of Law, Criminal Justice Colloquium, January 2014.

Georgia State University College of Law, Faculty Workshop, November 2013. **University of Minnesota Law School, 2013 Journal of Law and Inequality Symposium, *Gideon v. Wainwright* and the 1964 Civil Rights Act,** October 2013.

University of Colorado, Boulder, Faculty Workshop, October 2013.

University of California, Berkeley School of Law, Angela Harris Festschrift, September 2013, Invited Panelist.

DePaul University College of Law, Implicit Bias and the Death Penalty Conference, September 2013. Invited Panelist.

AALS Criminal Justice Program, Discretion as the Exercise of Prudence or an Abuse of Power? June 2013. Plenary Panelist.

Race and Civil Rights in 2013: A Critical Analysis of 21st Century Challenges and Opportunities, hosted by NAACP Legal Defense and Educational Fund, Inc. and American University Washington College of Law, June 2013. Invited Panelist.

Southeastern Association of Law Schools (SEALS) Annual Conference, Self-Defense and the Suspicion Heuristic on a panel titled, "Lessons from the Trayvon Martin Shooting," August 2013, Panelist.

University of Iowa College of Law, Critical Race Theory Empiricism Workshop, April 2013. Invited Panelist.

The Yale Law School, The Gideon Effect: Rights, Justice and Lawyers Fifty Years after Gideon v. Wainwright, March 2013. Invited Panelist.

Loyola University Chicago School of Law, Faculty Workshop, Implicit Racial Bias in Public Defender Triage, November 2012.

American Values Institute Workshop, September, 2012. Invited Participant.

Consortium for Police Leadership in Equity Conference, August 2012, Invited Participant.

Harvard University Law School, Implicit Bias Across the Law, June 2012. Invited Speaker.

UCLA School of Law, Program on Understanding Law, Science, and Evidence Workshop, June 2012. Invited Participant.

NYU School of Law, Center on the Administration of Criminal Law Conference, April 17, 2012. Invited Participant.

University of Miami School of Law, Criminal Colloquium, February 2012, Invited Presenter.

George Washington University Law School, Faculty Workshop, Cognitive Bias, Policing and the Fourth Amendment, October 2011.

Washington University in St. Louis School of Law, Access to Justice Conference, March, 2011. Half of the conference built around my article, *Arrest Efficiency and the Fourth Amendment*.

University of Iowa College of Law, Faculty Workshop, Police Efficiency, February 2011.

Washington University in St. Louis School of Law, Faculty Workshop, February, 2011.

Northwestern University Law School, Faculty Workshop, January, 2011.

Florida State University College of Law, Constitution in 2020 Criminal Justice Conference, Criminal Investigations and Equality, October 2010, Invited Panelist.

Seton Hall Law School, Our Country, Our World in a “Post-Racial” Era, Third National People of Color Legal Scholarship Conference, September 2010.

Law and Society Association 2010 Annual Meeting, Chicago, IL, Race and Criminal Justice, Under the Influence: Implicit Bias, Proactive Policing and the Fourth Amendment, May 2010, Panelist.

Harvard University Law School, Moral Biology Conference, April 2010. Invited Participant.

University of Minnesota Law School, 2010 International Roundtable on Human Trafficking, April 2010. Discussant.

University of Arizona College of Law, 2010 Conference of Asian Pacific American Law Faculty, Under the Influence: Implicit Bias, Proactive Policing and the Fourth Amendment, March 2010. Panelist.

University of Buffalo Law School, America’s New Class Warfare, Implicit Bias and the Fourth Amendment, October 2009. Invited Presenter.

University of South Carolina Law School, Perspectives on Social Justice Symposium. Under the Influence: A Behavioral Realist Approach to Policing and the Fourth Amendment, October 2009. Invited Presenter.

American University Law School, Outsiders Inside: Critical Outsider Theory and Praxis in the Policymaking of the New American Regime, Behavioral Realism and Criminal Procedure, October 2009 Invited Presenter.

University of Iowa Law School, Critical Race Theory 20 - Honoring Our Past, Charting Our Future, April 2009. Roundtable Discussion Leader.

Duke University School of Law, Symposium on Law, Race and Socio-Economic Class, Trust, Retribution and the Fetal Drug Laws, January 2009. Invited Speaker.

University of Washington School of Law, Rising Stars Faculty Colloquium, When Human Experimentation is Criminal, November 2008. Invited Presenter.

George Washington University Law School, Junior Criminal Law Professors Conference, August 2008. Invited Commentator.

University of Chicago Law School, Costly Commodities: Reframing the Debate on Financial Incentives in the Supply of Genetic Materials, Financial Incentives and the Tort-Crime Distinction in Bio-Technology, April 2008. Invited Presenter.

Association of American Law Schools, 2008 Annual Meeting, Bio-Exploitation: Exploring the Role of the Criminal Sanction, January 2008. Invited Panelist.

University of Maryland School of Law, Vulnerable Populations: Emergency Preparedness Conference, November 2007. Invited Participant.

DePaul University College of Law, Law Review Symposium, “Challenges in the Application of *Atkins v. Virginia*,” Spring 2007. Invited Presenter.

DePaul University Health Law Institute, Should the Criminal Justice System Police the Baby Market? Fall 2006. Invited Discussant.

SELECT ACADEMIC AND PUBLIC SERVICE

UCI

Budget Workgroup Subcommittee: Graduate Programs and Research Funding (2020); UCI Provost Search Committee (2020); UCI Foundation Board of Trustees, ex officio (5/2018 – 10/2020); Presidential Task Force on University-Wide Policing Practices (2018)

UCI Law School

Member, Vice Chancellor for Health Affairs Search Committee (2018); Chair, Faculty Appointments Committee (2014-2015); Fellowship Committee (2015); Elected Member, Faculty Advisory Committee (2014-2015); Faculty Advisory Board, Center on Law, Equality and Race (2014 - 2017)

Iowa Law School

Faculty Representative, Faculty Senate; Co-Chair, Ad Hoc Curriculum Committee

DePaul University Law School

Co-Director, Center for Law and Science (2006-2010); Vision 2012 Strategic Planning Committee (2006-2008); Course Reduction Task Force (2006-2007); Trial Advocacy Task Force (2006-2008); Faculty Appointments Committee (2007; 2009); Center for Public Interest Law Committee (2007-2009); Criminal Law Program Committee (2007– 2010); Faculty Advisor, Women's Law Caucus (2007-2010); Faculty Advisor, Public Interest Law Association (2006 –2010); BLSA Scholarship Committee (2007-2008); Coach and Faculty Advisor, BLSA Trial Advocacy Team (2007-2010); Public Interest Program Committee (2006-2010); Grade Challenge Committee (2008); Faculty Mentor, Field Placement Program (2008); Chair, Programs Committee (2010); University Committee, Status of Faculty Committee (2007-2010); University Committee, Quality of Education Committee (2008-2009)

Public Service

Board Member, Council of Independent Colleges (2023 – present); Executive Committee, Liberal Arts Racial Equity Leadership Alliance (2023 – present); Chair, Independent Higher Education Committee (2022-2023); Chair, Southern Collegiate Athletic Conference (2022-2023); Higher Learning Commission's Differential Accreditation Advisory Committee (2021-22); Associated Colleges of the Midwest's Strategic Planning Committee (2021-22); Colorado Forum (2022 – present); Federal District Court for the Central District of California, Consultant to the Magistrate Selection Panel (2019); WA State Supreme Court Gender and Justice Commission's Advisory Board (2019 - present); AALS Executive Committee Member; AALS Fellow (2019 - present); ABF Fellow (2019 - present); Reviewer, Cambridge University Press and Yale University Press; Member, Committee on Policing Reforms, The Constitution Project, 2015 -2016; Member of American Bar Association Stand Your Ground Toolkit Subcommittee, 2015–2016; Member, Implicit Racial Bias Jury Instruction Committee, U.S. District Court for the Western District of Washington, Fall 2015; Worked with NYU Policing Project and LAPD Police Commission to seek public input on body worn cameras, 2017; Invited Participant, MacArthur Foundation & the Joyce Foundation meeting to discuss gun violence and implicit racial bias, 11/2015; Invited Participant, MacArthur Foundation research agenda discussion, 2016; Invited Presenter, 2015; Democratic Policy Summit on Policing and Bias, Sacramento, 2/2015; Race and Police Shootings Post Ferguson, Discussant, 4/2015; Videotaped for the ABA's Diversity and Inclusion 360 Commission

video on Implicit Bias, 5/2016; Expert Advisor, Public Safety Ad Hoc Committee of the LA County's Women and Girls Initiative (assess County's recruitment, hiring, retention and related policies and any disparate impacts on women).

OTHER EXPERIENCE

- SCHROETER GOLDMARK & BENDER** *Seattle, Washington (1/01 – 5/06)*
Partner -- Represented individuals in state and federal criminal proceedings.
- THE DEFENDER ASSOCIATION** *Seattle, Washington (5/99 – 1/01)*
Asst. Public Defender, Racial Justice Project
- FEDERAL PUBLIC DEFENDER'S OFFICE** *Tacoma, Washington (10/97 - 5/99)*
Assistant Federal Public Defender
- NAACP LEGAL DEFENSE AND EDUCATIONAL FUND, INC. NYC, NY (12/95 - 10/97)**
Assistant Counsel, Capital Punishment/Criminal Justice Project
- NATIONAL IMMIGRATION LAW CENTER** *Los Angeles, CA (3/95 - 12/95)*
Skadden Public Interest Fellow
- THE LEGAL AID SOCIETY – IMMIGRATION UNIT** *Brooklyn, NY (6/93 - 3/95)*
Skadden Public Interest Fellow