

EDUCATION

Juris Doctor, New York University School of Law, New York, New York
Bachelor of Arts in English, with Honors, Binghamton University.
Judicial Clerkship: Hon. Hans A. Linde, Oregon Supreme Court.

EXPERIENCE

DIAMOND LAW ADR

Arbitration and Mediation

Labor and Employment arbitration and mediation. Available through direct appointment or via Oregon Employment Relations Board or Federal Mediation and Conciliation Service; AAA labor panel; AAA Employment Panel; Washington PERC; LA ERB; Washington PERC panel for law enforcement; Montana personnel panel.

DIAMOND LAW TRAINING

Workplace Diversity & Inclusion Consulting & Training

Provide trauma-informed consulting and DEI training services for labor & management using a film-based method. Training and consulting clients including law firms, private and public sector labor organizations, non-profits, prosecutors, K-12 schools and universities; philanthropic and arts organizations, counties and special districts. Topics include diversity and inclusion, bias based upon disability, gender, race and sexuality. Current focus: trauma-informed ADR; neurodiversity in the workplace.

LABOR & EMPLOYMENT LAW PRACTICE (ret.)

Labor Law practice emphasizing labor arbitration and unfair labor practice litigation, labor and employment law in state and federal court; licensing and education law; appellate practice; administrative law; civil rights litigation in state and federal court.

DIAMOND LAW (2008 to October 2020, ret.)

SMITH, GAMSON, DIAMOND & OLNEY; SMITH, DIAMOND & OLNEY (1994-2008)

BENNETT & DURHAM; BENNETT & HARTMAN (Partner) (1990-1994)

PROFESSIONAL ORGANIZATIONS

Member, Oregon LERA Board (2023); Executive Committee, Oregon State Bar Labor & Employment Section (2009 to 2018); Founding Member: Executive Committee, Oregon State Bar Constitutional Law Section (1997-2001); Executive Committee, OSB Civil Rights Section (2003-2006); Former member, Multnomah County Bar Association Diversity Committee. Member, Oregon LGBT Bar Association (OGALLA), OMLA (Oregon Minority Bar Association.) OADA (Oregon Disabled Attorneys Association, founding member.) Oregon and NY State Bars (inactive.)

REPRESENTATIVE CONSULTING AND TRAINING

Trainer, NW LERA Conference, *Neurodiversity in the Workplace*, (Tacoma, 2024)

Speaker: ABA Labor & Employment National Conference, *Implicit Bias and Disability in the Legal Profession*; (Seattle, 2023)

Trainer: Trauma-Informed ADR, Shared Neutrals, (Portland, 2023)

Trainer, Oregon Public Employer Labor Relations Association, *Trauma-Informed Alternative Dispute Resolution* (Educational Conference; Eugene, December, 2022)

Trainer: *Off-Duty Misconduct*, American Arbitration Association (by Zoom) 2023

Trainer, TriMet HR and Labor Relations, *LGBTQ Cultural Competence*; Disability as a diversity value (ongoing)

University of Oregon, Department of Education (PBIS), *Implicit Bias; Bystander Intervention and Interpersonal Repair* (2021-2022)

Trainer *Microaggressions & Race, Gender*, Sussman Shank Law Firm (Portland, 2021)

Trainer: *Microaggression Theory* (race, gender and disability) City of Portland Fire & Rescue/Portland FF Ass'n (Portland, 2020)

Consultant, DEI, Harder Mechanical Contractors (Management and supervisor training of complete DLT curriculum.) (Portland, 2020-2021)

Portland State University (Marketing & Communications Dept.; Financial Aid Dept.) 12-hour curriculum on Implicit Bias and Microaggression theory (Portland 2020)

Trainer: *Racial Microaggressions and Intervention Practice*, Oregon Community Foundation (Portland, September and December 2020)

Speaker, National LERA Conference (on-line), "LGBTQ Rights: Beyond Compliance" (June 2020)

Consultant & Trainer, UA 290 (Plumbers and Pipefitters union) On-line presentation of 16-hour DLT anti-bias curriculum to UA 290 Diversity Committee; develop and implement train the trainer program. (2020.)

Speaker, OSB Labor & Employment Section CLE, *Microaggression Intervention Strategies* (Salishan, Oregon, October 2019)

Speaker; National Organization of Lawyers for Education Associations (NOLEA), *Collective Bargaining for LGBTQ Members* (October 2019)

Trainer: 99 Girlfriends (philanthropic organization) *Implicit Bias and #MeToo* (Portland, OR) (2019)

CLE Organizer and Presenter: Multnomah Bar Association, *Microaggressions & Disability Justice* (for lawyers and judges.) (April 2019, Portland OR)

Presenter, Clackamas County Public and Government Affairs, *The Science of Implicit Bias*, (February 2019)

Presenter, Executive and Public Sessions, 2018 NW Public Employee Diversity Conference, *Disability Justice Beyond the ADA*, (2018) (Portland, OR) (audience of 175)

Trainer, Multnomah ESD School Board, *Development of Disability Identity* (2018, Portland, OR)

Speaker, *Implicit Gender Bias* (audience of 325), University of Portland (2018)

Speaker, *Non-Binary, Gender-Neutral, Transgender: Reducing Bias for Staff and Students*, Oregon School Personnel Association Fall Workshop (2018, Salem, Oregon)

Presenter: *Transgender and LGBTQ Identities*, Clark County Health Department. (Vancouver, WA) (2018)

Train the Trainer, Washington Education Association, *How to Teach About Implicit Bias using DLT films* (2 days, 30 certified trainees) (Federal Way, Washington) (2018)

Speaker: National Academy of Arbitrators, *Implicit Bias & Gender* (Plenary Session) (2018, Vancouver BC)

Conference Organizer and Presenter: ACUTE 4, *Advanced Implicit Bias and Restorative Justice Conference*, Portland, OR, (for labor unions and non-profits) (2018)