
EDUCATION

Juris Doctor, New York University School of Law, New York, New York
Bachelor of Arts in English, with honors, State University of New York at Binghamton.

WORK EXPERIENCE

DIAMOND LAW TRAINING (2012 to present)

Diversity & Inclusion Training and Consulting.

Consult with organizations regarding diversity and inclusion focusing on elimination of implicit bias.

Train staff and review policies; facilitate development of equity actions plans using IB lens.

Produce and direct documentary films and materials for conferences, workshops, and continuing legal and professional education (teachers, public safety, health care, attorneys). Completed documentary films: **Reveal Moments, What Are You,** and **Zoom In** (available in university libraries through Kanopy and ASP distributors.)

DIAMOND LAW (2008 to present)

SMITH, DIAMOND & OLNEY (Founding Partner) (1994 to 2008)

BENNETT & HARTMAN (Partner) (1990 to 1994)

KULONGOSKI, DURHAM, DRUMMONDS & COLOMBO (Associate) (1985-1990)

Law practice emphasizing civil and workplace rights, fair housing, arbitration, labor and employment law in state and federal court, state licensing law (educators, police, fire, corrections, nurses, EMTs); administrative hearings in both private and public sectors. Trial and appellate practice. Prosecute and defend cases of alleged discrimination and harassment, EEO, and labor law.

VOLUNTEER MEDIATOR for the Oregon Court of Appeals Appellate Mediation Program (1996 to 2009).

Conducted mediations in all areas of the law at the appellate level after training by the Willamette University School of Law Alternative Dispute Resolution Program.

JUDICIAL CLERK (1983-1984)

Law clerk to Honorable Hans A. Linde, Oregon Supreme Court.

PROFESSIONAL ORGANIZATIONS

Member, Oregon and New York State Bars, Multnomah Bar Association. Admitted to Practice: Oregon and New York state courts; United States District Court of Oregon; Ninth Circuit Court of Appeals. Current member, Executive Committee, Oregon State Bar Labor & Employment Section, 2009 to present; OGALLA and OMLA.

REPRESENTATIVE PRESENTATIONS

Presenter, *Implicit Bias and Racial Microaggressions.* Head Start of Oregon Equity Training, Hood River, Oregon. January 2017.

Presenter, *Implicit Bias and Microaggressions.* The International School, Portland, Oregon. Multiple trainings 2016-2017.

Speaker, *Implicit Bias Training,* National Organization of Lawyers for Education Associations Conference, Boston, Massachusetts. October 2016.

Presenter, *Implicit Bias and Racial Microaggressions.* League of Oregon Cities 91st Annual Conference (Elected officials and staff), Salem, Oregon. October 2016.

Speaker, *Implicit Bias and Disability Microaggressions,* The State of Oregon's Fall Procurement Conference and QRF Showcase, Salem, Oregon. October 2016.

Presenter, *Implicit Bias and Racial Microaggressions.* Office of Administrative Hearings Annual Conference (Administrative Law Judges and agency staff), Salem, Oregon. September 2016.

Presenter, *Implicit Bias and Racial Microaggressions.* Professional Liability Fund Retreat (Staff and attorneys), Salem, Oregon. July 2016.

Presenter, *Implicit Bias and Microaggression Theory.* Multnomah County Circuit Court Judges Continuing Education, May 2016.

Conference Presenter, *Microaggressions and Race/Ethnicity for Employment Lawyers,* Oregon Law Institute of Lewis & Clark Law School, Annual Employment Law CLE, Portland, Oregon. May 2016.

Conference Presenter with artist Carole Zoom, *Intersectionality: LGBTQ and Disability.* Pacific Rim International Conference on Diversity & Disability, Honolulu, Hawaii. April 2016.

Speaker, *Implicit Bias.* Race Talks. Portland, Oregon. April 2016.

Workshop Planner and Presenter: *Microaggressions and Disability,* National Center for the Study of Collective Bargaining in Higher Education and the Professions, City University of New York, Hunter College, New York. April 2016.

Speaker and Producer, *Implicit Bias CLEs,* University of Oregon White Stag Campus, Portland, Oregon, January and March 2016. Event co-sponsored by Oregon Minority Lawyers Association, Oregon Asian Pacific American Bar Association, Oregon Hispanic Bar Association, OGALLA (LGBTQ Bar), Oregon Chapter-National Bar Association, Oregon Women Lawyers, Oregon State Bar Diversity & Inclusion, and University of Oregon School of Law.

Presenter, *Implicit Bias and Race.* Northwest Carpenters Regional Conference, Portland, Oregon. February 2016.

Trainer, *Implicit Bias for Library Science Managers and Professional Staff,* Portland State University, Portland, Oregon, February, 2016.

Trainer, *Implicit Bias for Professional Consultants and Full-Time Field Staff,* Portland, Oregon, February 2016. Included professional staff from Washington Education Association; Oregon Education Association/Professional Staff Organization; SEIU Local 49; LIUNA Local 483; United Food and Commercial Workers Local 555; AFSCME Local 328 (OHSU.)

Presenter, *Microaggressions and Disability.* Reed College Multicultural Center, Portland, Oregon. November, 2015.

Trainer, *Implicit Bias and Disability for Attorneys and Staff,* City of Portland City Attorney's Office, Portland, Oregon. November 2015. Presented DLT film Zoom In and led discussion for 85 staff members of the City Attorneys' Office including paralegals and attorneys.

Presenter, *Microaggressions and Disability,* Northwest Public Employee Diversity Conference, Portland, Oregon. October 2015.

Presenter, *Microaggressions and Disability,* Teaching with Purpose Conference, Portland, Oregon, October 2015.

Trainer, *Implicit Bias and Microaggression Theory.* University of Oregon Labor Education and Research Center conference, Eugene, Oregon. August 2015.

Presenter, *Microaggressions and LGBTQ,* Oregon State Bar Labor & Employment Section Annual Meeting, Portland, Oregon. December 2014.

Trainer, *Microaggressions and Race/LGBTQ,* Lane Community College, Eugene, Oregon. August 2014.

Presenter, *Implicit Bias and Disability,* Oregon Education Association Summer Conference, Bend, Oregon. July 2014