



## THE EVOLUTION OF CIVIL RIGHTS LITIGATION:

### USING SOCIAL SCIENCE AND STATISTICS TO PROVE EMPLOYMENT DISCRIMINATION AND PREDATORY LENDING

Presented by the *Temple Law Review* in partnership with the  
Pennsylvania Human Relations Commission

**Friday, November 19, 2010**

**Shusterman Hall Conference Center  
Temple University Beasley School of Law**

*A 5.5 CLE credit symposium exploring the increasingly interdisciplinary nature  
of civil rights litigation in the employment and housing context.*

Acknowledgments:

---

The *Temple Law Review* would like to especially thank Dean JoAnne Epps, Associate Dean for Students Marylouise Esten, Assistant Deans Deborah Feldman and Shyam Nair, Colleen Uhniat, Candace Embry, Professor David Kairys, Professor William Carter, Professor N. Jeremi Duru, Professor Nancy Knauer, and all the wonderful Presenters and staff who made this symposium possible.

A special thanks to Charles Nier and the Pennsylvania Human Relations Commission for generously co-sponsoring today's event.

---

# SCHEDULE OF EVENTS:

8:30-9:00 am	<b>Registration and Breakfast</b>
9:00-9:05 am	<b>Welcome:</b> Associate Dean Duncan Hollis, Temple University Beasley School of Law
9:05-9:15 am	<b>Introductory Remarks:</b> Stephen Glassman, Chairperson, Pennsylvania Human Relations Commission
9:15-9:30 am	<b>Introductory Notes:</b> David Kairys, Professor, Temple University Beasley School of Law
9:30-11:00 am	<b>Panel 1: “Unconscious Bias” – e Social Science &amp; Its Legal Implications</b> <i>Moderator: William Carter, Professor, Temple University Beasley School of Law</i> <i>Current State of Knowledge on Unconscious Bias: How Do We Know It Exists?</i> Jason Nier, Connecticut College <i>Workplace Discrimination Realism: the role of group disparities in skill and human capital</i> Amy Wax, University of Pennsylvania Law School <i>Stats and the Law - Bridging the Gap</i> Hosea Harvey, Temple University Beasley School of Law
11:00-11:10 am	<b>Morning Break</b>
11:10am-1:00 pm	<b>Panel 2: Employment Discrimination</b> <i>Moderator: N. Jeremi Duru, Professor, Temple University Beasley School of Law,</i> <i>How EEOC and OFCCP were Prepared to use EEO1 Data to Identify, Intentional Job Discrimination at end of Clinton Administration,</i> Alfred Blumrosen, Rutgers School of Law <i>Standards for Using Social Psychological Evidence In Employment Discrimination Cases</i> Susan Fiske, Princeton University, <i>Courts and Disparate Impact Claims for Subjective Decision-Making,</i> Cyrus Mehri, Mehri & Skalet, LLC
1:00-1:30 pm	<b>Lunch Break</b> <i>New Developments at HUD on Fair Housing Enforcement.</i> John D. Trasviña, Assistant Secretary, U.S. Department of Housing and Urban Development
1:30-3:45 pm	<b>Panel 3: Predatory Lending</b> <i>Moderator: Nancy Knauer, Professor, Temple University Beasley School of Law</i> <i>e Shadow of Credit: e Historical Origins of Racial Predatory Lending</i> Charles Nier, Pennsylvania Human Relations Commission <i>Racial Segregation and the American Foreclosure Crisis</i> Jacob Rugh, Woodrow Wilson School of Public & International Affairs, Princeton University, <i>Lawsuit Against Wells Fargo in Baltimore</i> John Relman, Relman and Dane & Colfax, PLLC <i>DOJ Fair Lending Enforcement and Predatory Lending</i> Donna Murphy, US Department of Justice.
3:45-3:50 pm	<b>Closing Remarks</b>

**TEMPLE LAW REVIEW**  
**2010-2011 EDITORIAL BOARD**

Michael Connett  
*Editor-in-Chief*

---

James T. Stinsman  
*Executive Editor*

---

David R. Greenberg  
*Managing Editor*

Marie C. McManus  
*Managing Editor*

---

Christina Matteliano  
*Lead Articles Editor*

Nicholas D. Mozal  
*Lead Research Editor*

Scott Pritchard  
*Lead Research Editor*

---

Dana Janquitto  
*Articles Editor*

Tristan Kimbrell  
*Articles Editor*

Gilman K. Knox  
*Articles Editor*

Rachel E. Farr  
*Symposium/Articles Editor*

---

Andrew R. Britt  
*Research Editor*

Miranda Jannuzzi  
*Research Editor*

Vanessa McGrath  
*Research Editor*

---

Feyi Okusami  
*Research Editor*

Alisha M. Welch  
*Research Editor*

---

Emily Busch  
*Note/Comment Editor*

Christina Costanzo  
*Note/Comment Editor*

---

Brian M. Nichilo  
*Note/Comment Editor*

Anthony Rock  
*Note/Comment Editor*

# INTRODUCTORY REMARKS:

## *Presenters:*

### **STEPHEN GLASSMAN**

*CHAIRPERSON, PENNSYLVANIA HUMAN RELATIONS COMMISSION*

Stephen A. Glassman, AIA, has practiced architecture throughout the U.S. as principal of his own firm, Art and Architectural Design, for over 25 years. He graduated with highest honors from Brown and Yale Universities with advanced degrees in architecture and art history, and is a 2005 graduate of Harvard University's JFK School of Government program for Senior Executives in State and Local Government.

In May 2002, Glassman was appointed by Governor Mark Schweiker to the Pennsylvania Human Relations Commission and was unanimously confirmed by the PA Senate in June 2002. He is the first openly gay individual to receive a gubernatorial appointment subject to Senate confirmation to a Pennsylvania board or commission. In June 2003, Governor Edward Rendell appointed Glassman as chairperson of the Pennsylvania Human Relations Commission, making him the first openly gay person in the country to chair a state gubernatorial commission subject to Senate confirmation and the highest ranking openly gay appointed official in Pennsylvania.

Glassman was appointed by Governor Rendell in 2006 as vice chairperson of the Governor's Cabinet and Advisory Committee for People with Disabilities. He currently lives in Reading and Philadelphia, and is a tireless advocate for the civil rights of ethnic and racial minorities, women, religious groups, older workers and people with disabilities, as well as the expansion of current civil rights laws to include sexual orientation and gender identity.

### **DAVID KAIRYS**

*PROFESSOR OF LAW, TEMPLE UNIVERSITY*

David Kairys is a law professor at Temple University most known in academia as the editor of *The Politics of Law* and the author of over 35 professional journal articles, including path-breaking works in his primary areas, freedom of speech and equality. He is also a leading civil rights lawyer, and his recent memoir – *Philadelphia Freedom, Memoir of a Civil Rights Lawyer* – has received wide acclaim. Kairys won the leading race discrimination case against the FBI, won challenges to unrepresentative juries around the country, stopped police sweeps of minority neighborhoods in Philadelphia, and represented Dr. Benjamin Spock in a free speech case before the Supreme Court. He Conceived the lawsuits brought by over 40 cities against handgun manufacturers, and his public-nuisance theory has become the major basis for a range of challenges to corporate practices that endanger public health or safety. Cornel West says on the back cover of the memoir: "David Kairys is one of the grand long-distance runners in the struggle for justice in America. His brilliant legal mind and superb lawyerly skills are legendary. This marvelous book is his gift to us!"

# PANEL 1, “UNCONSCIOUS BIAS”: THE SOCIAL SCIENCE & ITS LEGAL IMPLICATIONS

## *Moderator:*

**WILLIAM M. CARTER, JR.**  
*PROFESSOR OF LAW, TEMPLE UNIVERSITY*

Professor Carter specializes in constitutional law, civil rights, critical race theory, and international human rights law. His articles have been published in respected journals such as the *Harvard Civil Rights-Civil Liberties Law Review* and the *Berkeley Journal of International Law*. Professor Carter teaches courses in the areas of civil procedure, constitutional law, and civil rights.

Prior to joining our faculty in 2007, Professor Carter was a Professor of Law at Case Law School. Upon graduation from law school, Professor Carter worked as a litigation associate in the Washington, D.C. offices of Squire, Sanders & Dempsey and Ropes & Gray.

## *Presenters:*

**JASON A. NIER**  
*ASSOCIATE PROFESSOR OF PSYCHOLOGY, CONNECTICUT COLLEGE*

Professor Nier is a social psychologist whose research focuses primarily on intergroup relations. As a result, he is concerned with the psychological processes that are responsible for prejudice and discrimination, and the processes through which these biases may be reduced. Within this broad area he has several specific interests, including: the assessment of intergroup attitudes, reducing intergroup bias, and the foundations of agency-based stereotypes of social groups. Prof. Nier has authored or co-authored numerous journal articles and book chapters, which have appeared in journals such as the *Journal of Personality and Social Psychology* and the *Personality and Social Psychology Bulletin*. He also co-authored a book chapter which won the Gordon Allport Intergroup Relations Prize, awarded annually to the best paper in the field of intergroup relations.

**AMY L. WAX**  
*PROFESSOR OF LAW, UNIVERSITY OF PENNSYLVANIA*

Amy Laura Wax, Robert Mundheim Professor of Law, University of Pennsylvania Law School, graduated with a B.S. from Yale in 1975, and holds an M.D. from Harvard and a J.D. from Columbia. She served as a law clerk to Judge Abner J. Mikva on the D.C. Circuit Court of Appeals, and from 1988 to 1994 worked as an attorney in the Office of the Solicitor General at the Department of Justice, where she argued 15 cases before the United States Supreme Court. She taught at the University of Virginia Law School before coming to Penn Law School in 2001. At Penn, Wax has received the A. Leo Levin Award for Excellence in an Introductory Course and the Harvey Levin Memorial Award for Teaching Excellence.

Her areas of teaching and research include civil procedure, remedies, employment law, social welfare law & policy, inequality, family, and race, and the law and economics of work and family. She has written on social welfare issues for the *Wall Street Journal*, and is a member of the MacArthur Foundation working group on law &

neuroscience. Publications include *Something for Nothing: Liberal Justice and Welfare Work Requirements* 53 *Emory Law Journal* (2003); *Evolution and the Bounds of Human Nature*, *Law & Philosophy* (November 2004); *The Political Psychology of Redistribution: Implications for Welfare Reform*, in *The Politics of Welfare Reform* (Sage Foundation Press 2005); *The Conservative's Dilemma: Traditional Institutions, Social Change, and Same-Sex Marriage*, 42 *San Diego L. Rev.* (Summer 2005); *Too Few Good Men*, *Policy Review* (Dec. 2005/Jan. 2006); *Engines of Inequality: Class, Race, and Family Structure*, 41 *Family Law Quarterly* (Fall 2007); *The Discriminating Mind: Define It, Prove It*, 40 *University of Connecticut Law Review* 979 (Winter 2008); *Traditionalism, Pluralism, and Same-Sex Marriage*, 59 *Rutgers Law Review* (Winter 2007); and *The Family Law Doctrine of Equivalence*, 107 *Michigan Law Review* (April 2009) and *Squaring the Circle: Disparate Impact Realism in the Age of Obama*, forthcoming in *William and Mary Law Review* (Winter 2011). Her new book, *Race, Wrongs, and Remedies: Group Justice in the 21st Century*, was published by the Hoover Institution in Spring 2009.

## **HOSEA H. HARVEY**

*ASSISTANT PROFESSOR OF LAW, TEMPLE UNIVERSITY*

Professor Hosea H. Harvey's research interests center around using empirical methods to solve a central question: what is the appropriate role of the law in minimizing the effects of race and gender disparities in business and consumer markets? His past work has included examinations of the political psychology of race and politics in the United States, as well as an extensive examination of the causes and legal consequences of race and gender disparities in the business operations of American film and sports markets.

Prior to joining the Temple faculty, Professor Harvey served as General Counsel for New York Needs You, a start-up non-profit focused on mentoring, cultivating leadership, and enhancing career opportunities for low-income first-generation New York area college students. From 2008 through 2010, Professor Harvey served as Associate General Counsel for corporate law matters at Planned Parenthood Federation of America, Inc. From 2005 through 2008, Professor Harvey was a corporate associate at Cravath, Swaine & Moore LLP, where he specialized in corporate governance and regulations, mergers and acquisitions, and securities matters. Earlier in his career, Professor Harvey clerked for the Honorable Ann Claire Williams of the U.S. Court of Appeals for the 7th Circuit; he also clerked for the Honorable Barrington D. Parker, Jr., then of the U.S. District Court for the Southern District of New York.

## PANEL 2: EMPLOYMENT DISCRIMINATION

### *Moderator:*

**N. JEREMI DURU**

*ASSOCIATE PROFESSOR OF LAW, TEMPLE UNIVERSITY*

Professor N. Jeremi Duru's current research focuses on employment discrimination and issues of race in the law, with a particular emphasis on the intersection of race, law, and sport. After receiving his undergraduate education at Brown University, Professor Duru completed a joint-degree program at Harvard University, receiving a Master's degree in Public Policy from the John F. Kennedy School of Government and a Juris Doctor from Harvard Law School.

Following his graduation from the joint program in 1999, Professor Duru served as a law clerk to the Honorable Damon J. Keith of the United States Court of Appeals for the Sixth Circuit. He was then associated with the law firm of Wilmer Cutler & Pickering in Washington, DC, where he litigated complex civil actions before both state and federal courts. In 2003, Professor Duru joined Mehri & Skalet, PLLC, where he represented plaintiffs' interests in employment discrimination and other civil rights matters. Much of Professor Duru's work involved challenges to discriminatory employment practices in the world of professional athletics. In recognition of this work, the National Bar Association honored Professor Duru with its 2005 Entertainment and Sports Lawyer of the Year award.

In recognition of his dedication to teaching, Professor Duru received the 2008 George P. Williams Memorial Award for the Outstanding Professor of the Year. Professor Duru's new book, *Advancing the Ball: Race, Reformation, and the Quest for Equal Coaching Opportunity in the NFL*, is scheduled for release in December, 2010.

### *Presenters:*

**ALFRED W. BLUMROSEN**

*THOMAS A. COWAN PROFESSOR OF LAW EMERITUS, RUTGERS SCHOOL OF LAW*

Professor Blumrosen taught at Rutgers Law School from 1955 to 2002, specializing in labor and employment law, and served as Acting Dean in 1974-75. For over five decades, Professor Blumrosen has developed his expertise in the field of labor and employment law as, among many things, a labor arbitrator, consultant to the New Jersey Civil Rights Commission, special attorney in the Civil Rights Division of the U.S. Department of Justice, and assisting in organizing the U.S. Equal Employment Opportunity Commission in 1965. In addition to his article, *Strangers in Paradise, Griggs v. Duke Power Co. and the Concept of Employment Discrimination*, 71 Michigan L. Rev. 59 (1971) cited in two Supreme Court decisions, he has published *Modern Law: The Law Transmission System and Equal Employment Opportunity*, (University of Wisconsin Press, 1993); *Black Employment and the Law* (Rutgers University Press, 1971).

In 1998, he received a grant from the Ford Foundation to investigate the extent of intentional employment discrimination. With his late wife Ruth, he published *The Realities of Intentional Job Discrimination in Metropolitan America —1999 in 2002*. It is available on the web at EEO1.com. The Bush Administration withdrew sanitized access to EEO1 data after it came into office in 2002. Continuing his interest in statistical analysis to establish job discrimination, with his son Alex he presented a paper

to a meeting of the International Labor Organization in July 2009, in Geneva, entitled “Using Statistics to Measure Diversity Compliance by Establishing Deviations from Labor Market Practices — A Model for Effective and Economic Regulation in the Global Computer Age.”

## **SUSAN T. FISKE**

*PROFESSOR OF PSYCHOLOGY, PRINCETON UNIVERSITY*

Susan T. Fiske is Eugene Higgins Professor of Psychology, Princeton University (Ph.D., Harvard University; honorary doctorates, Université catholique de Louvain-la-Neuve, Belgium; Universiteit Leiden, Netherlands). She has written more than 200 articles and chapters, as well as editing many books and journal special issues. Notably, she edits the Annual Review of Psychology and the Handbook of Social Psychology. She also wrote an upper-level integrative text, *Social Beings: A Core Motives Approach to Social Psychology* (2004, 2010) and edited *Beyond Common Sense: Psychological Science in the Courtroom* (2008, with Borgida). Her other books include *Social Cognition* (1984, 1991, 2008) and her forthcoming book, supported by RSF and a Guggenheim, *Envy Up, Scorn Down: How Status Divides Us*.

Currently, she investigates emotional prejudices (pity, contempt, envy, and pride) at cultural, interpersonal, and neural levels, research currently funded by the Russell Sage Foundation (2008-2010) and previously funded by the National Science Foundation (1984-1986, 1995-1997) and the National Institutes of Health (1986-1995). The U.S. Supreme Court in a 1989 landmark decision on gender bias cited her expert testimony. In 1998, she also testified before President Clinton's Race Initiative Advisory Board, and in 2001-03, she co-authored a National Academy of Science report on *Methods for Measuring Discrimination*. Most recently, she won a Guggenheim Fellowship, the William James Fellow Award from the Association for Psychological Science, and the American Psychological Association's Distinguished Scientific Contribution Award. Her expert witness work has familiarized her with workplace discrimination in settings from shipyards and assembly lines to international investment firms, and she has served on diversity committees in several nonprofit settings, including Princeton's Carl A. Fields Center.

## **CYRUS MEHRI**

*FOUNDING PARTNER, MEHRI & SKALET LLC*

Cyrus Mehri is a founding partner of the law firm Mehri & Skalet, PLLC. The business press has long followed Mr. Mehri's work. The New York Times stated, “Mr. Mehri's vision for corporate America involves sweeping change, not the piece meal kind.” Fast Company says “He is something of a one-man army in the battle against business as usual. . . [H]is impact - both in terms of penalties and remedies - is undeniable.” In 2001, he was named by *Regardie's Power* magazine as one of “Washington's Ten Most Feared Lawyers” and in 2003, by *Workforce* magazine as “Corporate America's Scariest Opponent.”



Mr. Mehri served as Class Counsel in the two largest race discrimination class actions in history: *Roberts v. Texaco Inc.* which settled in 1997 for \$176 million and *Ingram v. The Coca-Cola Company*, which settled in 2001 for \$192.5 million. Both settlements include historic programmatic relief, featuring independent Task Forces with sweeping powers to reform key human resources practices such as pay, promotions and evaluations. Trial Lawyers for Public Justice named Mr. Mehri a finalist for “Trial Lawyer of the Year” in 1997 and 2001 for his work on the Texaco and Coca-Cola matters respectively.

# Interlude

*Presenter:*

**John D. Trasviña**

*Assistant Secretary for Fair Housing and Equal Opportunity, U.S.  
Department of Housing and Urban Development*

John Trasviña was nominated by President Obama to be Assistant Secretary for Fair Housing and Equal Opportunity on April 20, 2009, and confirmed unanimously by the U.S. Senate on May 1, 2009. The Office of Fair Housing and Equal Opportunity (FHEO) administers and enforces federal laws and establishes policies that make sure all Americans have equal access to the housing of their choice. Before joining the Obama Administration, Assistant Secretary Trasviña served as President and General Counsel of the Mexican American Legal Defense and Educational Fund (MALDEF). There he led the “law firm for the Latino community” by advancing litigation and public policy in the areas of civil rights, immigration, education and related issues. Assistant Secretary Trasviña began his career at MALDEF in Washington, DC, as a legislative attorney in 1985. He later worked for U.S. Senator Paul Simon as General Counsel and Staff Director for the U.S. Senate Judiciary Subcommittee on the Constitution. In 1997, President Clinton appointed Mr. Trasviña as Special Counsel for Immigration Related Unfair Employment Practices. As Special Counsel until 2001, he led the only federal government office devoted solely to immigrant workplace rights and was the highest ranking Latino attorney at the U.S. Department of Justice.

After returning to California, Assistant Secretary Trasviña taught immigration law at Stanford Law School and was Director of the Discrimination Research Center in Berkeley. Previously, he was a member of the San Francisco Elections Commission, president of the Harvard Club of San Francisco, and a board member of the La Raza Lawyers Association, Latino Issues Forum, Campaign for College Opportunity, Lowell High School Alumni Association, and Pacific Coast Immigration Museum.

Assistant Secretary Trasviña, a native of San Francisco, California, is a graduate of Harvard University and Stanford Law School.

## PANEL 3: PREDATORY LENDING

### *Moderator:*

**NANCY J. KNAUER**

*PROFESSOR OF LAW, TEMPLE UNIVERSITY*

Professor Nancy J. Knauer teaches in the areas of Political & Civil Rights, Property, Sexuality & the Law, and Taxation. Her scholarship engages issues related to identity, sexuality, gender, and the law. Professor Knauer received a Dukeminier Award and the Stu Walter Prize from the Williams Institute at UCLA Law School for her article *LGBT Elder Law: Toward Equity in Aging*, 32 *Harvard Journal of Law & Gender* 1 (2009). Her forthcoming book, *Gay and Lesbian Elders: Navigating History, Law, and Identity Politics* (Ashgate Publishing, Ltd.) focuses on the unique challenges facing gay and lesbian elders. In 2002 Professor Knauer was named a University “Great Teacher” and, with her colleague Eleanor Myers, received the first annual CPR Dispute Resolution Award for teaching problem solving in the law school. Professor Knauer is also a three-time recipient of the George P. Williams Award for excellence in teaching. In 2004 Professor Knauer received the Friel-Scanlan Award for scholarship for her article *Science, Identity and the Construction of the Gay Political Narrative*, 12 *Law & Sexuality* 1 (2003). She has served as Associate Dean for Academic Affairs and is the former Peter J. Liacouras Professor of Law.

### *Presenters:*

**CHARLES NIER**

*ASSISTANT CHIEF COUNCIL, PENNSYLVANIA HUMAN RELATIONS COMMISSION*

Mr. Nier is Assistant Chief Counsel with the Pennsylvania Human Relations Commission in Philadelphia. He practices in the areas of unfair educational practices, employment discrimination, public accommodations discrimination, and housing discrimination. Prior to his assignment in the PHRC, Philadelphia Regional Office, he practiced in the PHRC's Housing Division involved in all aspects of a HUD sponsored project entitled: *Financial Institution Lending, Targeting, Enforcement Remedy (FILTER)*. The FILTER project focused on investigating, targeting, and litigating cases against financial institutions and mortgage companies which were engaged in systemic unlawful discrimination against applicants or potential applicants or who engaged in redlining.

Mr. Nier has authored several law review articles, including, most recently: *Perpetuation of Segregation: Toward a New Historical and Legal Interpretation of Redlining Under the Fair Housing Act*, 32 *J. MARSHALL L. REV.* 617 (1999). Mr. Nier graduated cum laude from Ohio University in 1990; received his J.D. from the Dickinson School of Law of the Pennsylvania State University in 1993; received his L.L.M. with distinction in 1994 from the Georgetown University Law Center; and received his M.A. in 2000 from Temple University.

## **JACOB S. RUGH**

*PH.D. CANDIDATE, WOODROW WILSON SCHOOL OF PUBLIC & INTERNATIONAL AFFAIRS, PRINCETON UNIVERSITY*

Jacob S. Rugh is a Ph.D. candidate in Public Affairs at the Woodrow Wilson School of Public and International Affairs at Princeton University. His research focuses on urban policy and the intersection of housing markets, land use regulation, residential segregation, and local politics. He is co-author with Princeton University Professor Douglas Massey of “Racial Segregation and the American Foreclosure Crisis,” published in the October 2010 issue of the *American Sociological Review*. Findings were highlighted by Reuters, *The Economist*, Newsweek, and the PBS News Hour. Rugh also holds a Master’s Degree in Public Affairs and Urban and Regional Planning from the Woodrow Wilson School. Prior to enrolling at Princeton, Rugh was a senior programmer analyst at Mathematica Policy Research, a nonpartisan research concern that evaluates social policy on behalf of nonprofit and government clients.

## **JOHN RELMAN**

*FOUNDER AND DIRECTOR, RELAMN, DANE & COLFAX PLLC*

John P. Relman is the Managing Partner of Relman, Dane & Colfax, PLLC, a public interest law firm specializing in civil rights litigation. Mr. Relman formerly served as Director of the Fair Housing Project at the Washington Lawyer’s Committee for Civil Rights. He is the author of *Housing Discrimination Practice Manual*, published by the West Group, and teaches public interest law at the Georgetown University Law Center. Mr. Relman’s better known cases include *Dyson v. Denny’s Restaurants* (\$17.725 million race discrimination class settlement); *Pugh v. Avis Rent-A-Car* (\$5.4 million class settlement); and *Kennedy v. City of Zanesville* (\$10.8 million race discrimination jury verdict).

## **DONNA MURPHY**

*Deputy Chief, Housing and Civil Enforcement Section, Civil Rights Division, US Department of Justice*

Donna Murphy has served in the Civil Rights Division of the United States Department of Justice for almost 20 years. She is currently Principal Deputy Chief of the Housing and Civil Enforcement Section. She manages a docket of cases and investigations under the statutes that prohibit pattern or practice lending discrimination. She also reviews certain housing and public accommodations discrimination matters and handles a wide range of administrative responsibilities.

Donna previously served as Deputy Chief and Special Counsel for Police Matters in the Division’s Special Litigation Section, where she managed the docket of complex and sensitive matters under the statutes that prohibit pattern or practice police misconduct. She also served as a Deputy Chief and trial attorney in the Division’s Voting Section, where she litigated and supervised a wide range of complex cases concerning compliance with the Voting Rights Act and the Fourteenth Amendment. Her outstanding work to advance civil rights enforcement has been recognized with the Civil Rights Division’s

highest awards: the John Doar Award for Exceptional Accomplishments, Excellence and Dedication in Enforcement of Civil Rights Laws, and the Walter Barnett Award for Excellence in Advocacy.

Prior to joining the Civil Rights Division, Donna served as a law clerk for the Honorable Myron H. Thompson, U.S. District Judge in Montgomery, Alabama. She received her law degree from Yale Law School, and is a summa cum laude graduate of the American University in Washington, DC. She lives in Washington, DC, with her husband and two daughters.