

Exh. KN-2
Docket TP-220513
Witness: Kathleen Nalty

**BEFORE THE STATE OF WASHINGTON
UTILITIES AND TRANSPORTATION COMMISSION**

WASHINGTON UTILITIES AND
TRANSPORTATION COMMISSION,

Complainant,

v.

PUGET SOUND PILOTS,

Respondent.

Docket No. TP-220513

**EXHIBIT TO TESTIMONY OF
Kathleen Nalty
ON BEHALF OF
PACIFIC MERCHANT SHIPPING ASSOCIATION**

Kathleen Nalty Curriculum Vitae

FEBRUARY 10, 2023



Kathleen Nalty Consulting

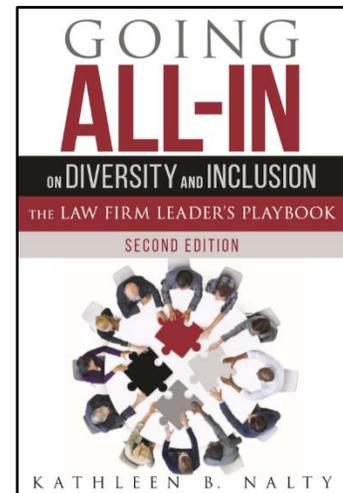


Kathleen Nalty is an expert in strategies for creating cultures of inclusion to retain and advance diverse talent. She specializes in helping organizations identify systemic issues that cause higher attrition rates for people in already underrepresented groups.

Kathleen has devoted her entire career to her passion for diversity, civil rights, and inclusion. She currently works with a wide variety of organizations, including law firms, corporations, and government organizations. In 2015, she published a “how to” book for law firm leaders entitled ***Going “All-In” on Diversity and Inclusion: The Law Firm Leader’s Playbook*** that includes new tools for advancing diversity and inclusion. In April 2017, Kathleen was

invited to give a TEDx talk – Diversity Makes You Smarter – at the University of Colorado.

Kathleen founded the Center for Legal Inclusiveness (CLI) in Denver, Colorado in 2007 and led the nonprofit as its Executive Director through January 2013. In this role, Kathleen developed the only “how to” manual for legal organizations with a comprehensive step-by-step process for removing hidden barriers to retention and creating an inclusive workplace. In 2012, Kathleen led 10 half-day training sessions across the U.S. on diversity and inclusion for the Minority Corporate Counsel Association as part of its new Academy for Diversity & Inclusion. Kathleen also served as an adjunct professor at the University of Denver Sturm College of Law School from 2012-2018, where she taught a course on diversity and inclusion.



Kathleen earned a B.A. from the University of Denver and a J.D. from the University of Colorado Law School. She started her career as a law clerk to a federal district court judge in Denver. Kathleen was then selected to participate in the Attorney General’s Honors Program at the U.S. Department of Justice in Washington, D.C. As a federal civil rights prosecutor in the Criminal Section of the Civil Rights Division,

Kathleen worked on cases involving hate crimes, police brutality, and slavery.



After returning to Colorado, Kathleen continued to pursue her passion for civil rights and diversity by cofounding a hate violence task force as well as a regional legal diversity job fair. She also worked for the University of Denver (DU) Sturm College of Law as a Consultant in the Career Development Office where she specialized in assisting employers and students with diversity programs and initiatives.

Kathleen has received multiple awards for her ground-breaking work in diversity, equity, and inclusion from several organizations, including the University of Colorado Law School (March 2022), Center for Legal Inclusiveness (Lifetime Achievement Award 2018), Colorado Women’s Business Chamber, Colorado & Denver Bar Associations, Colorado GLBT Bar Association, Sam Cary Bar Association, Colorado Asian Pacific American Bar Association, Colorado Women’s Bar Foundation, Colorado Lawyers Committee, Denver Urban Debate League, the University of Denver Center for Multicultural Excellence, and the U.S. Department of Justice.

Kathleen Nalty - Speaking Engagements

2022

- “Outsmart Your Unconscious Bias” – Kuraray Companies – December 20, 2022
- “Going All In on Diversity, Equity, and Inclusion” – Scopelitis Garvin Light Hanson & Feary – December 14, 2022
- “Going All In on Diversity, Equity, and Inclusion” – Scopelitis Garvin Light Hanson & Feary – December 12, 2022
- “Going All In on Diversity, Equity, and Inclusion” – Scopelitis Garvin Light Hanson & Feary – December 8, 2022
- “Going All In on Diversity, Equity, and Inclusion” – Scopelitis Garvin Light Hanson & Feary – December 6, 2022
- “Going All In on Diversity, Equity, and Inclusion” – Scopelitis Garvin Light Hanson & Feary – December 5, 2022
- “Going All In on Diversity, Equity, and Inclusion” – Scopelitis Garvin Light Hanson & Feary – November 30, 2022
- “Going All In on Diversity, Equity, and Inclusion” – National Dance Institute – New Mexico – November 18, 2022
- “Going All In on Diversity, Equity, and Inclusion” – Student Defense – November 16, 2022
- "Inclusive Intelligence: What Is It and Why Do I Need It To Succeed?" - Gray Construction - Lexington, KY - November 14, 2022
- "Inclusive Intelligence: The Difference Between Merely Surviving or Thriving as a Law Firm" - Stites & Harbison - Louisville, KY - November 12, 2022
- “Going All In on Diversity, Equity, and Inclusion” - New Mexico Museum Foundation - Santa Fe, New Mexico - September 30 - November 10, 2022
- “Out of Sight, Out of Mind: Unconscious Biases that Impact Remote Colleagues” – Juwi Americas – November 2, 2022
- “Going All In on Diversity, Equity, and Inclusion” – Student Defense – November 1, 2022
- “Creating a Gender Smart Company” – Janus Henderson Investors – Denver, CO – October 26, 2022
- “Going All In on Diversity, Equity, and Inclusion” – Jackson Kelly – October 13, 2022
- “We All Have It – How to Recognize and Interrupt Unconscious Bias” – Juwi Americas – Boulder, CO - October 12, 2022
- “Going All In on Diversity, Equity, and Inclusion” – Jackson Kelly – October 6, 2022
- “Remaining Competitive: The Diversity, Equity & Inclusion Imperative” – Juwi Americas – Boulder, CO - October 5, 2022
- “Going All In on Diversity, Equity, and Inclusion” - New Mexico Museum Foundation - Santa Fe, New Mexico - September 30 - October 1, 2022
- “Going All In on Diversity, Equity, and Inclusion” – Jackson Kelly – September 28, 2022
- “Inclusive Intelligence: Are You Merely Surviving or Are You Thriving Through Transformative Change” – Nelson Mullins – September 21, 2022
- “Going All In on Diversity, Equity, and Inclusion” – Jackson Kelly – September 21, 2022
- “Going All In on Diversity, Equity, and Inclusion” – Burbank Power & Water – September 20, 2022
- “Inclusive Intelligence: Are You Merely Surviving or Are You Thriving Through Transformative Change” – BASF – Phoenix, AZ – September 19, 2022
- “Going All In on Diversity, Equity, and Inclusion” – Kuraray Companies – Portage, IN - September 15, 2022

- “Going All In on Diversity, Equity, and Inclusion” – Burbank Power & Water – September 13, 2022
- “Going All In on Diversity, Equity, and Inclusion” – Knox McLaughlin Gornall & Sennett – September 13, 2022
- “Going All In on Diversity, Equity, and Inclusion” – NDI – New Mexico – September 7, 2022
- “Going All In on Diversity, Equity, and Inclusion” – Knox McLaughlin Gornall & Sennett – September 6, 2022
- “Going All In on Diversity, Equity, and Inclusion” – Burbank Power & Water – September 6, 2022
- “Going All In on Diversity, Equity, and Inclusion” – Knox McLaughlin Gornall & Sennett – August 30, 2022
- “Going All In on Diversity, Equity, and Inclusion” – Burbank Power & Water – August 30, 2022
- “We All Have It – How to Recognize Unconscious Bias” – Kleinberg Kaplan Wolff & Cohen – August 25, 2022
- “Going All In on Diversity, Equity, and Inclusion” – NDI – New Mexico – August 24, 2022
- “Going All In on Diversity, Equity, and Inclusion” – Knox McLaughlin Gornall & Sennett – August 23, 2022
- “Going All In on Diversity, Equity, and Inclusion” – Burbank Power & Water – August 22, 2022
- “Going All In on Diversity, Equity, and Inclusion” – Otten Johnson Neff + Ragonetti – August 18, 2022
- “The Diversity, Equity and Inclusion Imperative” – University of Colorado Law School – August 17, 2022
- “Going All In on Diversity, Equity, and Inclusion” – Burbank Power & Water – August 16, 2022
- “Going All In on Diversity, Equity, and Inclusion” – Knox McLaughlin Gornall & Sennett – August 16, 2022
- “Going All In on Diversity, Equity, and Inclusion” – NDI – New Mexico – August 9-10, 2022
- “What You Don’t Know Can Hurt You: The Hidden Impacts of Unconscious Bias” – New Mexico Junior College – August 8, 2022
- “Going All In on Diversity, Equity, and Inclusion” – Otten Johnson Neff + Ragonetti – August 4, 2022
- “Going All In on Diversity, Equity, and Inclusion” – Knox McLaughlin Gornall & Sennett – August 2, 2022
- “Going All In on Diversity, Equity, and Inclusion” – Otten Johnson Neff + Ragonetti – July 21, 2022
- “Inclusive Intelligence: The Difference Between Merely Surviving & Thriving in the Legal Industry” – Kleinberg Kaplan Wolff & Cohen – July 19, 2022
- “What Inclusive Colleagues Do to Combat Micro-Inequities and Aggressions” – Burnet Duckworth Palmer – July 11, 2022
- “We All Have It – How to Recognize and Interrupt Unconscious Bias” – Burnet Duckworth Palmer – July 5, 2022
- “Going All In on Diversity, Equity & Inclusion” – Columbia Valley Community Health – June 21-22, 2022
- “Going All In on Diversity, Equity & Inclusion” – Denver Urban Debate League – June 16, 2022
- “Out of Sight, Out of Mind: Unconscious Biases that Impact Remote Colleagues” – ACEC Ohio – June 16, 2022
- “Going All In on Diversity, Equity & Inclusion” – Otten Johnson – Denver, CO – June 14, 2022

- “Out of Sight, Out of Mind: Unconscious Biases that Impact Remote Colleagues” – Burnet Duckworth Palmer – June 7, 2022
- “Going All In on Diversity, Equity & Inclusion” – Kightlinger & Gray – June 1, 2022
- “Going All In on Diversity, Equity & Inclusion” – Kightlinger & Gray – May 24, 2022
- “What You Don’t Know Can Hurt You: The Hidden Impacts of Unconscious Bias” – Colorado Bar Association Leadership Training (COBALT) Program – May 12, 2022
- “Interrupt Unconscious Bias” What Companies are Doing to Fight Implicit Bias” – ACEC Ohio – May 12, 2022
- “Recognize, Address & Outsmart Hidden Impacts of Unconscious Bias” – Laradon – May 4, 2022
- “What You Don’t Know Can Hurt You: The Hidden Impacts of Unconscious Bias” – Colorado Municipal Judges Association – Palisade, CO – April 29, 2022
- “Going All In on Diversity, Equity & Inclusion” – Kightlinger & Gray – April 21, 2022
- “What You Don’t Know Can Hurt You: The Hidden Impacts of Unconscious Bias” – College of Commercial Arbitrators – April 20, 2022
- “Recognize, Address & Outsmart Hidden Impacts of Unconscious Bias” – Laradon – April 15, 2022
- “Recognize, Address & Outsmart Hidden Impacts of Unconscious Bias” – ACEC Ohio – April 13, 2022
- “How to Interrupt Your Unconscious Biases and Make Better Decisions” – Larimer County District Attorney’s Office – April 7, 2022
- “Going All In on Diversity, Equity, and Inclusion” – Laradon – April 6, 2022
- “Outsmart Your Unconscious Bias” – Denver Urban Debate League – April 2, 2022
- “Remaining Competitive: The Diversity, Equity & Inclusion (DEI) Imperative” – ACEC Ohio – March 22, 2022
- “Going All In on Diversity, Equity & Inclusion” – Kightlinger & Gray – March 2, 2022
- “Advanced Ethical Consideration in Construction ADR (Unconscious Bias)” – American College of Construction Lawyers – February 25, 2022
- “The Why of DEI” – Laradon – February 15, 2022
- “The Why of DEI” – Laradon – February 9, 2022
- “The Why of DEI” – Laradon – February 8, 2022
- “The Why of DEI” – Laradon – February 4, 2022
- “Going All In on Diversity, Equity & Inclusion” – Moye White – January 10, 2021

2021

- “Going All In on Diversity, Equity & Inclusion” – Moye White – December 6, 2021
- “Creating a Gender Smart Law Firm” – Brownstein Hyatt Farber Schreck – December 2, 2021
- “Going All In on Diversity, Equity & Inclusion” – Juwi Americas, November 18, 2021
- “Remaining Competitive: The Diversity, Equity & Inclusion Business Imperative” – Zivaro – November 3-4, 2021
- “Going All In on Diversity, Equity & Inclusion” – Burnet Duckworth Palmer – November 2, 2021
- “Going All In on Diversity, Equity & Inclusion” – Moye White – November 1, 2021
- “Going All In on Diversity, Equity & Inclusion” – Laradon – October 29, 2021
- “Creating a Gender Smart Law Firm” – Brownstein Hyatt Farber Schreck – October 27, 2021
- “Going All In on Diversity, Equity & Inclusion” – Laradon – October 26, 2021
- “Going All In on Diversity, Equity & Inclusion” – Juwi Americas – October 21, 2021

- “We All Have It – How to Recognize and Interrupt Unconscious Bias” – Lenczner Slaght – October 19, 2021
- "Going All In on Diversity, Equity & Inclusion" – Laradon – October 19, 2021
- "Going All In on Diversity, Equity & Inclusion" – Juwi Americas – October 14, 2021
- “The Impact of Gender Stereotypes: Tools for a ‘Gender Smart’ Law Firm” – Thompson Coburn – October 12, 2021
- "Going All In on Diversity, Equity & Inclusion" – Juwi Americas – October 7, 2021
- "Going All In on Diversity, Equity & Inclusion" – Laradon – October 5, 2021
- "Going All In on Diversity, Equity & Inclusion" – Moye White – October 4, 2021
- “What Inclusive Colleagues Do to Combat Micro-Inequities and Aggressions” – Brownstein Hyatt Farber Schreck – September 23, 2021
- “Outsmart Your Unconscious Biases” – Colorado District Attorney’s Council – September 21, 2021
- “Outsmart Your Unconscious Biases” – Fogler Rubinoff – September 17, 2021
- "Going All In on Diversity, Equity & Inclusion" - Viacyte – September 15, 2021
- “Outsmart Your Unconscious Biases” – American University Law School – September 14, 2021
- "Going All In on Diversity, Equity & Inclusion" – Denver Urban Debate League – September 11, 2021
- “Interrupt Unconscious Bias in the Recruiting Process” – Burnet Duckworth Palmer – September 7, 2021
- "Going All In on Diversity, Equity & Inclusion" - Viacyte – September 3, 2021
- “What Inclusive Colleagues Do to Combat Gender Bias & Stereotypes” – US Bureau of Reclamation – August 26, 2021
- "Going All In on Diversity, Equity & Inclusion" - Viacyte – August 20, 2021
- “Outsmart Your Unconscious Biases” – American University Law School – August 16, 2021
- “Outsmart Your Unconscious Biases” – American University Law School – August 9, 2021
- "Going All In on Diversity, Equity & Inclusion" - Viacyte – August 4, 2021
- “What Inclusive Colleagues Do to Combat Micro-Inequities and Aggressions” – Brownstein Hyatt Farber Schreck – August 4, 2021
- “Outsmart Your Unconscious Biases” – American University Law School – August 2, 2021
- "Going All In on Diversity, Equity & Inclusion" - Viacyte – July 21, 2021
- "Going All In on Diversity, Equity & Inclusion" - Federal Public Defender's Service – July 21, 2021
- “What Inclusive Colleagues Do to Combat Micro-Inequities & Aggressions” – Thompson Coburn – July 15, 2021
- "Going All In on Diversity, Equity & Inclusion" - Federal Public Defender's Service – July 14, 2021
- “We All Have It – How to Recognize and Interrupt Unconscious Bias” – Shearman & Stirling – July 13, 2021
- "Going All In on Diversity, Equity & Inclusion" - Federal Public Defender's Service – July 7, 2021
- "Going All In on Diversity, Equity & Inclusion" - Federal Public Defender's Service – June 30, 2021
- “Going All In on Diversity, Equity & Inclusion” – Kleinberg Kaplan Wolff & Cohen – June 29, 2021
- “Strategies for Confronting Unconscious Bias” – Thornburg Investment Management – June 23, 2021
- "Going All In on Diversity, Equity & Inclusion" - Federal Public Defender's Service - June 23, 2021

- “Going All In on Diversity, Equity & Inclusion” – Kleinberg Kaplan Wolff & Cohen – June 22, 2021
- “Out of Sight, Out of Mind: Unconscious Biases that Impact Remote Colleagues” – Brownstein Hyatt Farber Schreck – June 17, 2021
- “Going All In on Diversity, Equity & Inclusion” - Federal Public Defender's Service - June 16, 2021
- “Going All In on Diversity, Equity & Inclusion” – Kleinberg Kaplan Wolff & Cohen – June 8, 2021
- “Outsmart Your Unconscious Biases” - Alberta Women Lawyers - June 15, 2021
- “Going All In on Diversity, Equity & Inclusion” – Colorado Center for Reproductive Medicine – June 10-11, 2021
- “Going All In on Diversity, Equity & Inclusion” – Federal Public Defender’s Service – June 9, 2021
- “Going All In on Diversity, Equity & Inclusion” – Burnet Duckworth Palmer – June 8, 2021
- “Going All In on Diversity, Equity & Inclusion” – Kleinberg Kaplan Wolff & Cohen – June 8, 2021
- “What You Don’t Know Can Hurt You: The Hidden Impacts of Unconscious Bias” – Adams Broomfield Bar Association – June 7, 2021
- “Going All In on Diversity, Equity & Inclusion” – Burnet Duckworth Palmer – May 18, 2021
- “Going All In on Diversity, Equity & Inclusion” – McDonald Hopkins – May 13-14, 2021
- “Remaining Competitive: The Diversity, Equity & Inclusion Imperative” – Burnet Duckworth Palmer – May 11, 2021
- “Out of Sight, Out of Mind: Unconscious Biases that Impact Remote Colleagues” – Brownstein Hyatt Farber Schreck – May 6, 2021
- “Going All In on Diversity, Equity and Inclusion” – Sheridan Ross – April 28, 2021
- “We All Have It – How to Recognize and Interrupt Unconscious Bias” – Kansas City Estate Planning Symposium – April 22, 2021
- “Going All In on Diversity, Equity and Inclusion” – Sheridan Ross – April 21, 2021
- “Don’t Be Blindsided by Unconscious Bias: How to Recognize and Interrupt It” – Charlotte Estate Planning Symposium – April 20, 2021
- “Don’t Be Blindsided by Unconscious Bias: How to Recognize and Interrupt It” – Thompson Coburn – April 15, 2021
- “Going All In on Diversity, Equity and Inclusion” – Sheridan Ross – April 14, 2021
- “Going All In on Diversity, Equity and Inclusion” - Fox Rothschild – April 13, 2021
- “Going All In on Diversity, Equity and Inclusion” - Fox Rothschild – April 8, 2021
- “Going All In on Diversity, Equity and Inclusion” – Sheridan Ross – April 7, 2021
- “Outsmart Your Unconscious Biases” – Western Area Power Administration – April 1, 2021
- “Going All In on Diversity, Equity and Inclusion” - Fox Rothschild – March 30, 2021
- “Going All In on Diversity, Equity and Inclusion” - Fox Rothschild – March 25, 2021
- “Outsmart Your Unconscious Biases” – Brownstein Hyatt Farber Schreck – March 18, 2021
- “Going All In on Diversity, Equity & Inclusion” – Carlton Fields - March 15-16, 2021
- “Intentional Inclusion: Drive Better Business Results through Diversity, Equity & Inclusion” – Procter & Gamble - March 10-12, 2021
- “Women in DEI: Creating a Culture of Inclusion and Responsive Work Environment” – University of Denver – March 9, 2021
- “Practical Steps for Achieving Success in the Legal Profession In Spite of Bias” – University of Oklahoma Law School – March 3, 2021
- “Are You Merely Surviving or Are You Thriving Through Transformative Change?” – ALFA International - March 2, 2021
- “How to Interrupt Unconscious Bias and Navigate Hidden Barriers to Success” – University of Oklahoma Law School – February 24, 2021

- “Interrupt Unconscious Bias in the Recruiting Process” – Torys – February 23, 2021
- “Going All In on Diversity, Equity and Inclusion” – Kleinberg Kaplan – February 22, 2021
- “Going All In on Diversity, Equity and Inclusion” - Fox Rothschild – February 19, 2021
- “What You Don’t Know Can Hurt You: The Hidden Impacts of Unconscious Bias” – Bellevue Elementary Diversity & Inclusion PASS Committee – February 18, 2021
- “The Scorecard for Diversity, Equity & Inclusion (DEI) Initiative Within Your Organization” – Association for Corporate Counsel – Research Triangle Area, North Carolina – February 17, 2021
- “Going All In on Diversity, Equity, and Inclusion” – AML RightSource – February 11, 2021
- “What You Don’t Know Can Hurt You: How to Navigate Unconscious Bias in the Workplace” – University of Oklahoma Law School – February 10, 2021
- “Going All In on Diversity, Equity, and Inclusion” – Fox Rothschild – February 9, 2021
- “Outsmart Your Unconscious Biases” – Brownstein Hyatt Farber Schreck – February 3, 2021
- “How Legal Organizations are Using Inclusion Nudges and Embedding Bias Interrupters” – University of Denver Law School – February 2, 2021
- “What You Don’t Know Can Hurt You: The Hidden Impacts of Unconscious Bias” – University of Denver Sturm College of Law – January 28, 2021
- “Going All In on Diversity, Equity, and Inclusion” – Fox Rothschild – January 26, 2021
- “Going All In on Diversity, Equity, and Inclusion” – AML RightSource – January 21, 2021
- “Going All In on Diversity, Equity, and Inclusion” – Fox Rothschild – January 19, 2021
- “What You Don’t Know Can Hurt You: The Hidden Impacts of Unconscious Bias” – Thompson Coburn – January 19, 2021
- “Interrupt Implicit Bias by Design: Inclusion Nudges in the Legal Profession” - Lawline - January 14, 2021
- “Going All In on Diversity, Equity, and Inclusion” – Fox Rothschild – January 12, 2021
- “Going All In on Diversity, Equity, and Inclusion” – AML RightSource – January 7, 2021
- “Going All In on Diversity, Equity, & Inclusion” - Bexley, Ohio City Council and Departments - January 5-6, 2021

2020

- “What You Don't Know Can Hurt You: The Hidden Impacts of Unconscious Bias” - Colorado County and District Court Judges Associations - December 18, 2020
- “Going All In on Diversity, Equity, and Inclusion” – AML RightSource – November 20, 2020
- “Addressing Micro-inequities and Aggressions: What Inclusive Colleagues Do” – 17th Judicial District Attorney’s Office – November 18, 2020
- “Strategies for Confronting Unconscious Bias in the Legal Industry” – American Bar Association Forum on Construction – November 18, 2020
- “Going All In on Diversity, Equity & Inclusion” - Waller Lansden – November 16, 2020
- “What You Don't Know Can Hurt You: “The Hidden Impacts of Unconscious Bias” - Indiana Bankers' Association - November 10, 2020
- “Change Starts With All of Us: All In Leadership Training” – Hall Render - November 10, 2020
- “A Brain-Based Approach to Diversity, Equity & Inclusion” - Nextions - November 9, 2020
- “Making Impact: Shaping Leaders in a Diverse, Equitable, and Inclusive Organization” - Colorado Center for Reproductive Medicine - October 30, 2020
- “Remaining Competitive: The Diversity, Equity & Inclusion Business Imperative” - WellBiz Brands - October 29, 2020

- "Going All In on Diversity, Equity, and Inclusion" - Cook Street Consulting - October 21, 2020
- "Going All In on Diversity, Equity & Inclusion" - Waller Lansden - October 28, 2020
- "Change Starts With All of Us: All In Leadership Training" – Hall Render - October 27, 2020
- "Going All In on Diversity, Equity, and Inclusion" - Cook Street Consulting - October 21, 2020
- "Going All In on Diversity, Equity & Inclusion: Institutionalizing and Embedding New Practices" - Nextions - October 19, 2020
- "What You Don't Know Can Hurt You: The Hidden Impacts of Unconscious Bias" - Pennsylvania Association for Justice - October 15, 2020
- "Going All In on Diversity, Equity, and Inclusion" - Cook Street Consulting - October 14, 2020
- "Change Starts With All of Us: All In Leadership Training" – Hall Render - October 13, 2020
- "Making Impact: Shaping Leaders in a Diverse, Equitable, and Inclusive Organization" - Colorado Center for Reproductive Medicine - October 12, 2020
- "Going All In on Diversity, Equity & Inclusion: Institutionalizing and Embedding New Practices" - Nextions - October 12, 2020
- "Inclusive Leadership: A Critical 21st Century Skillset" – Colorado Bar Association – October 9, 2020
- "Addressing Micro-Inequities & Aggressions: What Inclusive Colleagues Do" – Sepion Technologies – October 9, 2020
- "Diversity, Inclusion and the Path Forward" – Texas State Bar Association – October 6, 2020
- "Take Diversity, Equity & Inclusion (DEI) to the Next Level" - Cipriani & Werner" - October 1-2, 2020
- "Interrupting Unconscious Bias" - 17th Judicial District Attorney's Office - September 30, 2020
- "Going All In on Diversity, Equity & Inclusion" - Colorado Attorney General's Office - September 30, 2020
- "Change Starts With All of Us: All In Leadership Training" – Hall Render – September 29, 2020
- "Going All In on Diversity, Equity & Inclusion" - Sepion Technologies – September 23, 2020
- "What You Don't Know Can Hurt You: Hidden Impacts of Unconscious Bias" - RMEL - September 22, 2020
- "What You Don't Know Can Hurt You (and Your Organization): Addressing the Surprising and Hidden Impacts of Unconscious Bias" – Nextions – September 21, 2020
- "Diversity, Equity & Inclusion" – Western Area Power Administration – September 17, 2020
- "Going All In on Diversity, Equity & Inclusion" - Colorado Attorney General's Office - September 16, 2020
- "Change Starts With All of Us: All In Leadership Training" – Hall Render – September 15, 2020
- "What You Don't Know Can Hurt You (and Your Organization): Addressing the Surprising and Hidden Impacts of Unconscious Bias" – Nextions – September 14, 2020
- "Going All In on Diversity, Equity & Inclusion" - Sepion Technologies – September 11, 2020
- "Going All In on Diversity, Equity & Inclusion" - FEMA Region 8 – September 9, 2020
- "Going All In on Diversity, Equity & Inclusion" - KMK Law - September 3, 2020
- "Don't Be Blindsided by Unconscious Bias: How to Recognize and Interrupt It" - Air Force Institute of Technology and Research Lab - September 3, 2020
- "Going All In on Diversity, Equity & Inclusion" - FEMA Region 8 - September 2, 2020
- "Going All In on Diversity, Equity & Inclusion" - Colorado Attorney General's Office - September 2, 2020
- "Going All In on Diversity, Equity & Inclusion" - FEMA Region 8 - August 26, 2020

- "DEI Strategic Planning" - Stark & Stark - August 26, 2020
- "Outsmart Your Unconscious Biases & Blind Spots" - U.S. Fish & Wildlife - Regions 5 & 7 - August 25, 2020
- "Going All In on Diversity, Equity & Inclusion" - FEMA Region 8 - August 19, 2020
- "Going All In on Diversity, Equity & Inclusion" - Colorado Attorney General's Office - August 19, 2020
- "Going All In on Diversity, Equity & Inclusion" - Sepion Technologies - August 14, 2020
- "Drive Better Business Results by Interrupting Unconscious Bias" - Thornburg Investment Management - August 13, 2020
- "Going All In on Diversity, Equity & Inclusion" - KMK Law - August 12, 2020
- "Going All In on Diversity, Equity & Inclusion" - FEMA Region 8 - August 12, 2020
- "Next Level DEI in Legal Organizations - Are Your Efforts Stuck in the 20th Century or Are They Based on Research-Based Modern-Day Practices" - Nextions - August 10 & 17, 2020
- "What You Don't Know Can Hurt You: Hidden Impacts of Unconscious Bias" - Samba Safety - August 6 & 11, 2020
- "Going All In on Diversity, Equity & Inclusion" - Colorado Attorney General's Office - August 5, 2020
- "Going All In on Diversity, Equity & Inclusion" - Sepion Technologies - July 30, 2020
- "Going All in on Diversity, Equity & Inclusion" – Colorado Attorney General’s Office – July 22, 2020
- "Interrupt Implicit Bias by Design: How Legal Organization Are Using Inclusion Nudges and Embedding Bias Interrupters" - Colorado Women's Bar Association - July 15, 2020
- "We All Have It - How to Recognize and Interrupt Unconscious Bias" - July 13, 2020 - Armstrong Teasdale
- "Learn New Ways of Interacting to Create an Inclusive Workplace Environment Where Everyone Thrives" - Waller Lansden Dortch & Davis LLP - July 9, 2020
- "Tools for Creating an Inclusive Workplace" – Cadwalader – July 8, 2020
- "Don't Be Blindsided by Unconscious Bias: How to Recognize and Interrupt It" – University of Waterloo – June 23, 2020
- "Town Hall on Racial Injustice" – Thornburg Financial Management – June 5, 2020
- "Interrupt Implicit Bias by Design: How Organizations are Using Inclusion Nudges and Embedding Bias Interrupters," EEOC (webinar) – May 13, 2020
- "Going 'All In' on Diversity and Inclusion: What Champions Need to Know," Nextions (webinar) – May 11 & 18, 2020
- "Interrupt Implicit Bias by Design: How Legal Organizations Are Using Inclusion Nudges and Embedding Bias Interrupters," New York City Bar Association (webinar) – April 21, 2020
- "How to Interrupt Unconscious Bias and Make Better Decisions" – Oklahoma State Bar Association – March 13, 2020 – Oklahoma City, OK
- "Driving Mission Success through Diversity and Inclusion" – Western Area Power Administration – March 10-11, 2020 – Lakewood, CO
- "Interrupting Implicit Bias by Design: How Law Firms Use Inclusion Nudges and Bias Interrupters to Reduce Unconscious Bias" – ACTEC – March 6, 2020 – Boca Raton, FL
- "What You Don't Know Can Hurt You: The Impact of Unconscious Bias on the Practice of Law" – ACTEC – March 6, 2020 – Boca Raton, FL
- "Gender Smart Law Firm: A Competitive Advantage" – Waller Lansden Dortch & Davis, LLP – March 4, 2020 – Nashville, TN
- "Intentional Inclusion: Better Performance through Diversity & Inclusion" – Franklin County Engineer's Office – February 27, 2020 – Columbus, OH
- "We All Have It: Interrupt Unconscious Bias" – ACSN – February 25, 2020 – Denver, Colorado

- “The Diversity & Inclusion Business Imperative” – Thornburg Investment Management – February 19, 2020 – Santa Fe, New Mexico
- “Remaining Competitive: The Diversity & Inclusion Imperative” – McAngus Goudelock & Courie LLC – January 29-30, 2020 – Columbia, South Carolina

2019

- “Interrupting Unconscious Bias and Blind Spots” – Thornburg Financial Management – December 13, 2019 – Santa Fe, New Mexico
- “What You Don’t Know Can Hurt You: How to Interrupt Your Unconscious Biases to Create a More Inclusive Environment” – St. Michael’s High School – December 13, 2019 – Santa Fe, New Mexico
- “Drive Better Business Decisions by Interrupting Unconscious Bias” – The Timken Company – December 9, 2019 – North Canton, Ohio
- “Diversity & Inclusion Champions Training” – Holland & Knight – December 4-5, 2019 – Dallas, Texas
- “Interrupt Unconscious Bias Through Inclusion Nudges” – TIED Denver Leadership Roundtable Symposium – December 3, 2019 – Denver, Colorado
- “What You Don’t Know Can Hurt You: The Hidden Impacts of Unconscious Bias” – Association for Corporate Counsel – Colorado Chapter – November 14, 2019 – Denver, CO
- “Drive Better Business Results by Interrupting Unconscious Bias” – University of Denver Alumni Relations Webinar – November 13, 2019 – Denver, CO
- “We All Have It – How to Recognize and Interrupt Unconscious Bias” – Waller Lansden Dortch & Davis – November 12, 2019 – Nashville, TN
- “Interrupting Unconscious Bias & Blind Spots” – Bureau of Reclamation & WAPA – November 5, 2019 – Park City, UT
- “Interrupt Implicit Bias by Cultivating Inclusive Intelligence” – Stark & Stark – October 24 & 25, 2019 – Lawrenceville, NJ
- “What You Don’t Know Can Hurt You” – American Bar Association Forum on Construction – October 24, 2019 – Philadelphia, PA
- “What You Don’t Know Can Hurt You: The Hidden Impacts of Unconscious Bias” – Kaiser Permanente – Panorama City, CA – September 25, 2019
- “Drive Better Business Results through Diversity & Inclusion” – McGrath North – Omaha, NE – September 19, 2019
- “Inclusive Leaders Unleash the Economic Power of Diversity” – McCarthy Tetrault – Toronto, Ontario – September 17-18, 2019
- “Intentional Inclusion: Better Performance through Diversity & Inclusion” – Franklin County Engineer’s Office – Columbus, OH - September 11-12, 2019
- “The Diversity & Inclusion Business Imperative” – Waller Lansden Dortch & Davis LLP – Nashville, TN - September 7, 2019
- “What You Don’t Know Can Hurt You (and Your Decision-Making): Dealing with Blind Spots & Implicit Bias” – City of Denver, Department of Public Health & Environment – Denver, CO -August 26, 2019
- “Intentional Inclusion: Drive Better Business Results through Diversity & Inclusion” – Thornburg Investment Management – Santa Fe, NM – August 21-22, 2019
- “Unconscious Bias: How to Recognize & Address It” – KO Law – Boulder, CO – August 20, 2019
- “Intentional Inclusion: A Critical 21st Century Workplace Practice” – Frantz Ward – Cleveland, OH – August 13, 2019
- “Interrupt Your Unconscious Biases to Make Better Decisions in the Workplace and Client Matters” – Colorado Defense Lawyers Association – Beaver Creek, CO – July 30, 2019

- “Intentional Inclusion: Drive Better Business Results through Diversity & Inclusion – Procter & Gamble – Iowa City, IA – July 10, 2019
- “Unconscious Bias: How to Recognize & Address It” – PKF O’Connor Davies, LLP – Westchester County, NY – June 27, 2019
- “Bias Interrupters – Strategies for Confronting Unconscious Bias & Changing Mindsets” – Defense Research Institute – Webinar – June 6, 2019
- “Inclusive Intelligence: A Critical 21st Century Workplace & Community Skill” – City & County of Denver Community Planning & Development Office – Denver, CO - May 17, 2019
- “Driving Mission Success Through Diversity & Inclusion” – Department of Energy – Denver, CO – May 16, 2019
- “Unconscious Bias: How to Recognize & Interrupt It” – Law Society of Alberta – Calgary, Ontario – May 8, 2019
- “Remaining Competitive: The Diversity & Inclusion Imperative – Surprising Benefits” – Burnet, Duckworth & Palmer LLP – Calgary, Ontario - May 7-8, 2019
- “Diversity & Inclusion: Critical Components of Successful Organizations” – Law Society of Alberta – Calgary, Ontario – May 6-7, 2019
- “Unconscious Bias: How to Recognize & Interrupt It” – White & Steele PC – Denver, CO – April 25, 2019
- “Intentional Inclusion: Drive Better Business Results through Diversity & Inclusion – Procter & Gamble – Mason, OH – April 23, 2019
- “Intentional Inclusion: Drive Better Business Results through Diversity & Inclusion – Procter & Gamble – Greensboro, NC – April 9, 2019
- “Building Inclusive Intelligence by Becoming “Gender Smart” – Western Area Power Administration – Lakewood, CO – April 4, 2019
- “Intentional Inclusion: Drive Better Business Results through Diversity & Inclusion – Procter & Gamble - Phoenix, AZ – April 3, 2019
- “Driving Mission Success through Diversity & Inclusion” – EPA Region 8 – Denver, CO – March 19, 20, 21, 26, 27, 2019
- “Leading Inclusively” – Kaiser Permanente – Huntington Beach, CA – March 5, 2019
- “Inclusive Leadership: A Critical 21st Century Workplace & Community Skill” – Downtown Denver Partnership – Denver, CO – February 22, 2019
- “Interrupt Unconscious Bias Through Inclusion Nudges” – Massachusetts Legal Recruiters Association – Boston, MA – February 20, 2019
- “Unconscious Bias: How to Recognize and Address It” – NDC Partnership – Washington, DC – January 17, 2019

2018

- "We All Have It - How to Recognize & Interrupt Unconscious Bias" - Cadwalader, Wickersham & Taft LLC - New York, NY - November 7, 2018
- “Achieve Greater Career Success by Recognizing and Interrupting Unconscious Bias” - Cadwalader, Wickersham & Taft LLC - New York, NY - November 7, 2018
- "Good Intentions Aren't Enough: How Common, Everyday Micro-inequities Erode Diversity & Inclusiveness Efforts" - WAPA - Lakewood, CO - October 25, 2018
- “Building Inclusive Intelligence by Becoming 'Gender Smart'” - American Mountain Guides Association - Salt Lake City, UT - October 24, 2018
- "Driving Better Guiding and Instructing by Interrupting Unconscious Bias" - American Mountain Guides Association - October 24, 2018
- "Diversity & Inclusion Champions Training: Creating Insights & Strategic Action Plans" - Holland & Knight - Miami, CO - October 18-19, 2018

- "Interrupt Unconscious Bias Through Inclusion Nudges" - Holland & Knight - Denver, CO - October 3, 2018
- "Build Inclusive Intelligence by Interrupting Unconscious Bias and Looking Into Blind Spots" - Reingold - Alexandria, VA - September 28, 2018
- "Drive Better Business Results by Interrupting Unconscious Bias" - Benesch, Friedlander, Coplan & Aronoff LLP - Chicago, IL - September 27, 2018
- "Drive Better Business Results by Interrupting Unconscious Bias" - Benesch, Friedlander, Coplan & Aronoff LLP - Cleveland, Ohio - September 26, 2018
- "Intentional Inclusion: Drive Better Business Results through Diversity & Inclusion" - Procter & Gamble - September 19-20, 2018
- "Outsmart Your Unconscious Bias" - Bird Marella - Los Angeles, CA - August 21, 2018
- "Outsmart Your Unconscious Bias" - Stark & Stark - Lawrenceville, NJ - August 8-9, 2018
- "Gender Smart Law Firm: A Competitive Advantage" - Stark & Stark - Lawrenceville, NJ - August 8, 2018
- "Driving Mission Success through Diversity & Inclusion" - New York Law Department - New York, NY - August 7, 2018
- "Diversity & Inclusion" - Jackson Lewis - Los Angeles, CA - July 18-19, 2018
- "Driving Mission Success through Diversity & Inclusion" - Western Area Power Administration - Loveland, CO - July 16, 2018
- "Outsmart Your Unconscious Bias" - Exum Mountain Guides - June 29, 2018
- "Outsmart Your Unconscious Bias" - US Forest Service - Sonora, CA - June 13, 2018
- "Drive Better Business Results through Diversity & Inclusion" - Feldesman Tucker Liefer Fidell LLP - Washington, DC - June 9, 2018
- "Debiasing in Action: Consciously Overcoming Unconscious Bias" - NALP Diversity & Inclusion Summit - Washington, DC - June 8, 2018
- "What You Don't Know Can Hurt You: The Hidden Impacts of Unconscious Bias" - NOAA - Silver Spring, MD - June 7, 2018
- "How to Recognize and Interrupt Unconscious Bias" - Ice Miller - Columbus, OH - June 2, 2018
- "Diversity & Inclusion" - Jackson Lewis PC - Reston, VA - May 8-9, 2018
- "Diversity & Inclusion Champions Training" - John T. Vucurevich Foundation - April 16-17, 2018
- "Unconscious Bias: How to Recognize and Address It" - Rapid City School District Board Meeting - Rapid City, SD - April 16, 2018
- "Drive Better Business Results through Diversity & Inclusion" - Procter & Gamble - March 16, 2018 - Mason, OH
- "Sexual Harassment Prevention Practices" - Jackson Lewis - March 15, 2018 - Miami, FL
- "Unconscious Bias: How to Recognize & Address It" - Dentons - March 12, 2018 - Calgary, Alberta Canada
- "We All Have It - How to Recognize and Interrupt Unconscious Bias" - Blake, Cassels & Graydon LLP - March 12, 2018 - Calgary, Alberta Canada
- "How to Interrupt Your Unconscious Biases and Make Better Decisions" - Oklahoma State Bar Association - March 9, 2018 - Oklahoma City, OK
- "Unconscious Bias: How to Recognize & Address It" - Nelson Mullins - March 6, 7, & 8 - Atlanta, GA and Columbia, SC
- "We All Have It - How to Recognize and Interrupt Unconscious Bias" - Ice Miller LLP - March 1, 2018 - Chicago, IL
- "Drive Mission Success Through Diversity & Inclusion" - WAPA - February 27-28, 2018 - Lakewood, CO
- "How to Recognize and Interrupt Unconscious Bias (We All Have It) to Promote Diversity and Inclusion" - Mitre Corporation - February 23, 2018 - Ft. Meade, MD

- "We All Have It - How to Recognize and Interrupt Unconscious Bias" - Ice Miller LLP - February 21, 2018 - Indianapolis, IN
- "We All Have It - How to Recognize and Interrupt Unconscious Bias" - Ice Miller LLP - February 20, 2018 - Columbus, OH
- "Driving Success through Diversity & Inclusion" – Hausfeld – February 7, 2018 – Washington, DC
- "Interrupt Unconscious Bias Through Nudges" – American Bar Association webinar – February 2, 2018
- "Drive Better Business Results through Diversity & Inclusion" – Stark & Stark – January 27, 2018 – Lawrenceville, NJ
- "Good Intentions Aren't Enough: How Common, Everyday Micro-Inequities Erode Diversity & Inclusiveness Efforts" – Stark & Stark – January 26, 2018 – Lawrenceville, NJ
- "Going All In on Diversity & Inclusion" – BASF Law Department Outside Counsel Conference – February 26, 2018 – Morristown, NJ
- "Practical Ways to Fight Unconscious Bias" – International Women's Insolvency & Restructuring Confederation – January 25, 2018 – Denver, Colorado
- "Achieve Greater Career Success by Recognizing and Interrupting Unconscious Bias" – Vancouver, British Columbia Justicia Project – Law Firm Associates – January 17, 2018 – Vancouver, BC
- "Advance Diversity & Inclusion by Interrupting Unconscious Bias" – Vancouver, British Columbia Justicia Project – Managing Partners & Firm Diversity Professionals – January 17, 2018 – Vancouver, BC

2017

- "Drive Better Business Results Through Diversity & Inclusion" – Gates Corporation – December 13, 2017 – Denver, CO
- "Inclusion Nudges: Structural Changes That Help Lawyers & Legal Professionals Interrupt Unconscious Bias" – NALP Professional Development Institute – November 30, 2017
- "Outsmart Your Unconscious Biases" – Jackson Lewis LLP Women's Interest Network – November 2, 2017 – Tysons Corner, Virginia
- "Outsmart Your Unconscious Bias: How to Improve AMGA Courses, Exams, Instruction, & Student Outcomes" – American Mountain Guides Association – October 25, 2017 – Salt Lake City, UT
- "Drive Better Business Results Through Diversity & Inclusion" – Stark & Stark – October 13 & 14, 2017 – Lawrenceville, NJ
- "Driving Mission Success Through Diversity & Inclusion" – EPA Region 8 – October 11, 2017 – Denver, CO
- "We All Have It – How to Recognize and Interrupt Unconscious Bias" – Ice Miller LLP – October 7, 2017 – Charlotte, NC
- "Advance Diversity & Inclusion by Interrupting Unconscious Bias" – Law Society of Alberta, Canada – October 3 & 4, 2017 – Edmonton and Calgary, Alberta Canada
- "Outsmart Your Unconscious Bias" – American Fleet Leasing Association, Women in Fleet Management – Las Vegas, NV – September 17, 2017
- "Outsmart Your Unconscious Bias" – Woods, Fuller, Shultz & Smith PC – Breckenridge, CO – September 10, 2017
- "Driving Mission Success Through Diversity and Inclusion" – National Oceanic & Atmospheric Administration GC Group – September 7, 2017
- "Outsmart Your Unconscious Biases" – U.S. Fish & Wildlife – Lakewood, CO – September 6, 2017

- "Drive Better Business Results Through Diversity & Inclusion" - Ice Miller - Indianapolis, IN - August 26, 2017
- "Outsmart Your Unconscious Bias" - Haynes & Boone - Dallas, TX - August 15, 2017
- "Driving Mission Success Through Diversity and Inclusion" - Western Area Power Administration - Denver, CO - July 31-August 3, 2017
- "Driving Better Business Results by Interrupting Unconscious Bias" – Turnaround Management Association – Laguna Niguel, CA – July 26, 2017
- "Going All In on Diversity and Inclusion" - Ohio State Bar Association - Columbus, OH - July 19, 2017
- "Outsmart Your Unconscious Biases" - U.S. Fish & Wildlife - Lakewood, CO - July 11, 2017
- "What You Don't Know Can Hurt You: Unconscious Bias in Law Practice - How to Recognize and Interrupt It" - South Dakota Bar Association - Rapid City, SD - June 22, 2017
- "What You Don't Know Can Hurt You: Unconscious Bias in Law Practice - How to Recognize and Interrupt It" - DRI Diversity for Success Seminar - Chicago, IL - June 15, 2017
- "Managing Partners' Forum: Taking Diversity & Inclusion to the Next Level" - DRI Diversity for Success Seminar - Chicago, IL - June 15, 2017
- "Unconscious Bias: How to Interrupt It" - Stinson Leonard Street - Minneapolis, MN - June 14, 2017
- "We All Have It - Unconscious Bias & Blind Spots" - Stinson Leonard Street - Minneapolis, MN - June 14, 2017
- "Building Inclusive Intelligence by Becoming Gender Smart" – June 6, 2017 – Owens Corning Corporation – Toledo, Ohio
- "Going All In on Diversity & Inclusion" – May 31-June 2, 2017 – Ohio State Bar Association – Columbus, Ohio
- "Driving Mission Success through Diversity & Inclusion" - Western Area Power Administration - May 23, 2017 - Folsom, CA
- "How to Interrupt Your Unconscious Biases and Drive Better Business Results" - BASF North American Legal Conference - Baltimore, MD - May 17, 2017
- "Driving Mission Success through Diversity & Inclusion" - Western Area Power Administration - May 9, 2017 - Folsom, CA
- "Make Better Decisions and Get Better Results: How to Outsmart Your Unconscious Biases" - Owens Corning - May 1, 2017 - Granville, OH
- "Unlock Talent, Connect with Clients, and Tap New Market Opportunities: Understanding Unconscious Bias" - Hopkins & Carley - April 28, 2017 - Sonoma, CA
- "We All Have It - How to Recognize & Interrupt Unconscious Bias" - Procter & Gamble - April 26, 2017 - Mason, OH
- "Inclusion Unlocks the Benefits of Diversity" - EPA Region 8 - Denver, CO - April 20, 2017
- "Inclusion Unlocks the Benefits of Diversity" - EPA Region 8 - Denver, CO - April 18, 2017
- "Diversity Makes You Smarter" - TEDxCU - University of Colorado - April 15, 2017
- "Driving Mission Success through Diversity & Inclusion" - EPA Region 8 - Denver, CO - April 12, 2017
- "How to Interrupt Unconscious Bias" - EPA Region 8 - Denver, CO - April 12, 2017
- "Understanding and Addressing Unconscious Bias" - American Bar Association webinar - March 23, 2017
- "Unconscious Bias: How to Recognize and Address It" - Haynes & Boone - Dallas, TX - March 30, 2017
- "Driving Mission Success through Diversity & Inclusion" - Western Area Power Administration - Lakewood, Colorado -March 13-14, 2017
- "Driving Mission Success through Diversity & Inclusion" - Western Area Power Administration - Phoenix, AZ - March 8-9, 2017

- "Outsmart Your Unconscious Biases: Driving Better Business Results by Interrupting Unconscious Bias" - March 1, 2017 - Procter & Gamble - Cincinnati, Ohio
- "Outsmart Your Unconscious Biases" - February 24, 2017 - U.S. Fish & Wildlife Service - Lakewood, Colorado
- "We All Have It - How to Recognize & Interrupt Unconscious Bias" - February 16, 2017 - Procter & Gamble - Cincinnati, Ohio
- "Cross-Generational Collaboration to Conquer Implicit Bias" - February 3, 2017 - American Bar Association Mid-Year Conference - Miami, Florida
- "What You Don't Know Can Hurt You: The Hidden Impacts of Unconscious Bias" - Camp Owners & Directors Association Conference - January 18, 2017 - Boulder, CO

2016

- "Driving Mission Success through Diversity & Inclusion" - EPA Region 8 - December 12, 2016 - Denver, CO
- "Driving Mission Success through Diversity & Inclusion" - Western Area Power Administration - December 5, 2016 - Denver, CO
- "Driving Mission Success through Diversity & Inclusion" – EPA Region 8 – November 14, 2016 – Denver, CO
- "Advancing Diversity & Inclusion in Engineering & Business" – University of Colorado – November 17, 2016 – Boulder, CO
- "Building Inclusive Intelligence by Becoming Gender Smart" – Minnesota State Bar Association – November 9, 2016 – Minneapolis, MN
- "Going All In on Diversity & Inclusion" – Minnesota State Bar Association – November 8, 2016 – Minneapolis, MN
- "Advancing Diversity & Inclusion in Engineering & Business" – University of Colorado – November 3, 2016 – Boulder, CO
- "Driving Mission Success through Diversity & Inclusion" – EPA Region 8 – October 24, 2016 – Denver, CO
- "Conscious & Unconscious Bias in Hiring & Retention: Best Practices for Moving Forward" – Defense Research Institute Annual Conference – October 20, 2016 – Boston, MA
- "Advancing Diversity & Inclusion in Engineering & Business" – University of Colorado – October 6, 2016 – Boulder, CO
- "Implicit Bias: How to Recognize and Address It – and New Model Rule 8.4(g)" – American Bar Association – October 6, 2016
- "Diversity & Inclusion Catalysts' Bootcamp" – Owens Corning – Toledo, Ohio – September 29, 2016
- "Driving Better Business Results by Advancing Diversity & Inclusion" – Owens Corning – Toledo, Ohio – September 29, 2016
- "Outsmart Your Unconscious Biases" – Owens Corning – Toledo, Ohio – September 29, 2016
- "Championing Diversity & Inclusion" – Western Area Power Administration – Lakewood, Colorado – September 27-28, 2016
- "Leading the Way – Designing a Diversity & Inclusion Strategy" – Dentons – Chicago, Illinois – September 26, 2017
- "Driving Mission Success Through Diversity & Inclusion" – Housing & Urban Development – Denver, Colorado – September 21, 2016
- "Realizing Better Business Results by Advancing Diversity & Inclusion and Addressing Unconscious Bias" – Waller Lansden Dortch & Davis LLP – French Lick, Indiana – September 17, 2016

- “What You Don’t Know Can Hurt You: Unconscious Bias & the Practice of Law” – Edward Bennett Williams Inn of Court – Washington, DC – September 15, 2016
- “Driving Mission Success Through Diversity & Inclusion” – Housing & Urban Development – Denver, Colorado – September 1, 2016
- “Driving Better Business Results by Advancing Diversity + Inclusion” – Lewis Wagner – Indianapolis, IN – August 27, 2016
- “Unconscious Bias” – Mt. Olive Manufacturing – Indianapolis, IN – August 25, 2016
- “Driving Mission Success Through Diversity & Inclusion” – Housing & Urban Development – Denver, Colorado – August 19, 2016
- “What You Don’t Know *Can* Hurt You: Unconscious Bias – How to Recognize and Interrupt It” – Denver Public Schools, Leadership Team – Denver, Colorado – August 18, 2016
- “Inclusion in 2016 – A Business Imperative” – Dentons – Los Angeles, CA – July 28, 2016
- “Driving Mission Success Through Diversity and Inclusion” – Environmental Protection Agency Region 8 – Denver, CO – July 26, 2016
- “Championing Diversity and Inclusion” – Denver City Attorney’s Office – Denver, CO – June 25, 2016
- “Driving Mission Success Through Diversity and Inclusion” – Environmental Protection Agency Region 8 – Denver, CO – July 19, 2016
- “Championing Diversity and Inclusion” – Denver City Attorney’s Office – Denver, CO – July 18, 2016
- "Driving Mission Success Through Diversity and Inclusion" - Environmental Protection Agency Region 8 - Denver, CO - July 7, 2016
- July 7, 2016 - "Going All In on Diversity and Inclusion" - Minnesota Bar Association Leaders and Staff - Minneapolis, MN - June 27-29, 2016
- "Outsmart Your Unconscious Biases" - Bureau of Reclamation - Lakewood, CO - June 22, 2016
- "What You Don't Know Can Hurt You: Unconscious Bias in the Legal Profession" - Indianapolis Bench Bar Conference - French Lick, IN - June 17, 2016
- "Championing Diversity & Inclusion" - Western Area Power Administration - Lakewood, CO - June 13, 2016
- "Realizing Better Business Results by Advancing Diversity & Inclusion and Addressing Unconscious Bias" - Jackson Lewis - Indianapolis, IN - June 11, 2016
- "Championing Diversity and Inclusion" - Denver City Attorney's Office - Denver, CO - May 16, 2016
- "What You Don't Know Can Hurt You: Unconscious Bias" - Department of Energy, National Energy & Technology Laboratories - Pittsburgh, PA -- May 12, 2016
- "Outsmart Your Unconscious Biases" - Association of Government Accountants 2016 Professional Development Conference - Denver, CO - May 11, 2016
- "Outsmart Your Unconscious Biases" - Ohio State Bar Association Annual Conference - Cincinnati, OH - April 28, 2016
- "What You Don't Know Can Hurt You: Unconscious Bias - How to Recognize and Interrupt It" - Goodwin Procter - Boston, MA - April 26, 2016
- "Championing Diversity & Inclusion" - Environmental Protection Agency Region 8 - Denver, CO - April 6 & 14, 2015
- "Championing Diversity & Inclusion" - Western Area Power Administration - Lakewood, CO - April 7-8, 2016
- "Unconscious Bias: What You Don't Know Can Hurt You" - Bureau of Land Management - Casper, WY - April 11-12, 2016
- "Championing Diversity & Inclusion" - EPA Region 8 - Denver, CO - March 24, 2016

- "What You Don't Know *Can* Hurt You: Unconscious Bias in Law Practice - How to Recognize and Interrupt It" - American College of Trusts & Estate Counsel Conference - Las Vegas, NV - March 19-20, 2016
- "Championing Diversity & Inclusion" - EPA Region 8 - Denver, CO - March 16, 2016
- "Inclusive Leadership: A Critical 21st Century Skill Set" - Colorado Bar Association - Glenwood Springs, CO - March 11, 2016
- "Outsmart Your Unconscious Biases" – U.S. Department of Energy – Golden, CO – February 18, 2016
- "Unconscious Bias & Blind Spots" – University of Colorado Leeds College of Business – Boulder, CO – February 6, 2016
- "Diversity & Inclusion: From Commitment to Action" – Goodwin Procter – Boston, MA – January 21, 2016
- "Going All In on Diversity & Inclusion – New Tools to Take Your Organization to the Next Level" – New York City Bar Association – January 19, 2016
- "Leveraging Diversity and Inclusion for Business Value" – Association of Corporate Counsel Webinar – January 13, 2016

2015

- "Taking Diversity and Inclusion Efforts to the Next Level: New Assessment Tools and Competencies" – NALP Professional Development Institute – Washington, DC – December 4, 2015
- "Going 'All-In' on Diversity & Inclusion – New Tools to Take Your Organization to the Next Level" – Maryland State Bar Association – Baltimore, Maryland – December 2, 2015
- "Championing Diversity & Inclusion" – Denver Public Schools – Denver, Colorado – November 13, 2015
- "Gender Gaps in the Legal Profession: Know the Game to Change the Game" – University of Colorado Law School – Boulder, Colorado – November 11, 2015
- "Going All In on Diversity & Inclusion" – Denver Public Schools – Denver, Colorado – November 5, 2015
- "Outsmart Your Unconscious Biases" – Department of Energy – Albuquerque, New Mexico – November 4, 2015
- "Outsmart Your Unconscious Biases and Make Better Decisions" – Thompson Hine LLP – Cleveland, Ohio – November 2, 2015
- "Going 'All-In' on Diversity & Inclusion" – Denver Public Schools – Denver, Colorado – October 9, 2015
- "Unconscious Bias & Blind Spots: What You Don't Know Can Hurt You" – Denver Public Schools – Denver, Colorado – October 9, 2015
- "Going 'All-In' on Diversity & Inclusion" – Diverse Partners Network – Washington, DC – October 8, 2015
- "How to Outsmart Your Unconscious Biases and Broaden Your Thinking" – Thompson Hine LLP – Washington, DC – October 7, 2015
- "What You Don't Know Can Hurt You: Unconscious Bias & Blind Spots" – Groom Law Group – Washington, DC – October 6, 2015
- "Inclusion: The Next Level for Diversity in the Legal Profession" – University of Denver Sturm College of Law – Denver, CO – September 9, 2015
- "21st Century Workplace Requires 'Gender Smart' Teams" – Dow Corning Legal Department – Midland, MI – August 27, 2015
- "Unconscious Bias & Blind Spots: What You Don't Know Can Hurt You (and Your Organization)" – Women's Board, Car Care Council – Denver, CO – August 13, 2015
- "The Business Imperative of Diversity + Inclusion" – Groom Law Group – Washington, DC – July 23, 2015

- “Diversity & Inclusion: 21st Century Business Imperatives for Law Firms and Clients” – Wilson Elser Moskowitz Edelman & Dicker LLP – New York, NY – July 17, 2015
- “Unconscious Bias: What You Don’t Know Can Hurt You,” Western Area Power Administration – Phoenix, AZ – July 14, 2015
- “What You Don’t Know Can Hurt You: Unconscious Bias in the Workplace,” Thompson Hine – New York, NY – June 25, 2015
- “Building High-Performing Teams with Inclusiveness,” Federal Defender’s Service Capital Habeas Unit Conference – Denver, CO – June 24, 2015
- “Bridging Generational Differences for Better Business Results” – Level 3 Corporation – Broomfield, CO – May 19, 2015
- “The Business Imperative of Inclusion” – Gates Corporation – Denver, CO – May 5, 2015
- “Going ‘All-In’ on Diversity & Inclusion” – Denver Public Schools – Denver, CO – April 28, 2015
- “Recognizing and Bridging Generational Differences in the Workplace” – Dow Corning Legal Group – Webinar – April 22, 2015
- “Unlock Talent, Connect with Clients, and Tap New Market Opportunities: Understanding Unconscious Bias” – Hopkins & Carley – Carmel, CA – April 17, 2015
- “Going ‘All-In’ on Diversity & Inclusion” – The Diverse Partners Network – Washington, DC – April 10, 2015
- “The Business Imperative of Diversity & Inclusion” – Groom Law Group – Washington, DC – April 9, 2015
- “Cracking the Retention Challenge” – Plenary Workshop – Federal Public Defenders Service – Supervisors’ Training National Conference – Las Vegas, NV – March 12, 2015
- “What Inclusive Leaders Do to Retain Talent” – Federal Public Defenders Service – Supervisors’ Training National Conference – Las Vegas, NV – March 12, 2015
- “Driving Better Business Results through Diversity & Inclusion” – ConAgra Foods, Law Department CFLN Learning Event (Omaha) – February 26, 2015
- “Who Me? Exploring Our Blindness to Bias” – Thompson Hine (Columbus) – February 12, 2015
- “What You Don’t Know Can Hurt You: Unconscious Bias & the Practice of Law” – Thompson Hine (Cincinnati) – February 12, 2015
- “What You Don’t Know Can Hurt You: Unconscious Bias & the Practice of Law” – Thompson Hine (Dayton) – February 11, 2015
- “Introverts and Extraverts in the Workplace” – Dow Corning Legal Department webinar – January 29, 2015
- “Unconscious Bias” – Department of Interior, Office of Natural Resources Revenue – January 26, 2015

2014

- “Unconscious Bias in the Practice of Law” – Thompson Hine – Atlanta, GA – December 11, 2014
- “Diversity & Inclusion” – Beveridge & Diamond – Baltimore, MD – December 4, 2014
- “Diversity & Inclusion” – Beveridge & Diamond – Washington, DC – December 3-4, 2014
- “Unconscious Bias” – Groom Law Group – Washington, DC – December 2, 2014
- “Unconscious Bias: What You Don’t Know Can Hurt You” – Western Area Power Administration – November 18-19, 2014
- “Engaging White Men in Diversity & Inclusion” – Society for Diversity Webinar – November 12, 2014
- “Diversity & Inclusion Workshop” – Beveridge & Diamond – Austin, Texas – November 5, 2014

- “Driving Better Business Results through Diversity & Inclusion” – Hinckley Allen – October 25, 2014
- “Diversity & Inclusion Workshop” – Beveridge & Diamond – Boston, MA – October 24, 2014
- “Diversity & Inclusion Workshop” – Beveridge & Diamond – New York, NY – October 23, 2014
- “The Business Imperative for Diversity & Inclusion” – Snell & Wilmer – Phoenix, AZ – October 14, 2014
- “Unconscious Bias: What You Don’t Know Can Hurt You” – Western Area Power Administration – Phoenix, AZ – October 15, 2014
- “Inclusion: The Next Level of Diversity in the Legal Profession” – University of Denver Sturm College of Law – October 8, 2014
- “What You Don’t Know Can Hurt You: Unconscious Bias in the Workplace” – Northeast Ohio Sewer District – September 23, 2014
- “What You Don’t Know Can Hurt You: Unconscious Bias & the Practice of Law” – Thompson Hine – September 22, 2014
- “Unconscious Bias: What You Don’t Know Can Hurt You” – Dow Corning Legal Group – September 15, 2014
- “Excellence! Everybody, Every Day: Why Diversity & Inclusion are Essential to Achieving Organizational Excellence & Better Business Results” – Hewlett Packard Law Department, GC Staff – September 11, 2014
- “Better Business Results Through Inclusion & Diversity – Hewlett Packard Law Department – Palo Alto, CA – August 14, 2014
- “Unconscious Bias” – Western Area Power Administration – Lakewood, CO & Folsom, CA – July 22, August 5, August 19, 2014
- “Leveraging Generational Diversity” – Liberty Mutual – Denver, CO – June 26, 2014
- “Inclusion: The Next Level of Diversity in the Legal Profession” – Wichita Bar Association – Wichita, Kansas – June 6, 2014
- “Bridging Generational Differences for Better Business Results” – Miller Canfield – Anne Arbor, MI – June 3, 2014
- “Unconscious Bias” – Western Area Power Administration – Loveland, Colorado – April 15, 2014
- “Leveraging Diversity for Better Results” – Federal Public Defender Service workshops – Tucson and Phoenix, Arizona – March 13, 2014
- “Inclusion: The Next Level of Diversity in the Legal Profession” – Cleveland Metropolitan Bar Association’s 2014 Diversity & Inclusion Conference – March 11, 2014
- “Allies: How to Strengthen Partnerships with Your White Male Colleagues” – White Men as Full Diversity Partners Webinar- February 21, 2014
- “Achieving Business Success Through Inclusion – What Inclusive Leaders Do” – Dow Corning Legal Group – January 21-22, 2014

2013

- “Diversity & Inclusion – Create Individual and Organizational Competencies to Take Your Firm’s Efforts to the Next Level” – NALP Professional Development Institute – December 12, 2013
- “Unconscious Bias in the Legal Profession” – Dorsey & Whitney LLP – Denver, CO – December 10, 2013
- “What You Don’t Know Can Hurt You – Unconscious Bias and the Justice System” – Indiana Bench-Bar Conference – December 4, 2013
- “Leaning, Leading & Wine” – Ogletree Deakins – Denver, Colorado – November 14, 2013

- “The Next Level of Diversity: Inclusion” – Arizona Minority Bar Association – Tucson, Arizona – November 7, 2013
- “Winning Together: Legal Diversity and Getting the Best Out of Everyone” – Hewlett Packard Litigation & Investigations Summit – Plano, Texas – October 10, 2013
- Inclusiveness in Corporate Law Departments – Dow Corning Law Department, Midland, Michigan – August 26 & September 23, 2013
- The Next Level of Diversity: Inclusion – Annual Canadian Bar Association Conference – Saskatoon, Canada – August 19, 2013
- The Next Level of Diversity: Inclusion – Barack Ferrazzano Kirschbaum & Nagelberg LLP – Chicago, Illinois – June 20, 2013
- The Next Level of Diversity: Inclusion – Nationwide Insurance Office of Chief Legal Officer – June 6, 2013 – Columbus, Ohio
- The Next Level of Diversity: Inclusion – Denver City Attorney’s Office – May 31, 2013
- Partner Workshop – The Next Level of Diversity: Inclusion – White & Steele – April 29, 2013 – Denver, CO
- Diversity & Inclusion Retreat – Duane Morris LLP – April 13, 2013 – Philadelphia, PA
- Plenary Keynote Presentation – “The NEXT Level of Diversity: Inclusion” – 2013 Arizona Minority Bar Convention – April 5, 2013
- Association of Corporate Counsel, Law Department Management Committee – Webinar: “Inclusiveness – It’s Your Competitive Advantage!” – January 9, 2013

2012

- University of Denver Sturm College of Law – “Inclusiveness & Diversity” six-week course – Denver, CO – Winter 2013 & 2012
- Chief Colorado Legal Officers Meeting – Denver, CO – November 28, 2012
- Center for Legal Inclusiveness Fall CLE Expo – “You Can’t Win The Game if You Don’t Have the Playbook – Recognizing Unconscious Bias and Winning Despite It” – Denver, CO – November 1, 2012
- 2012 State Bar of Georgia Diversity Program 20th Anniversary and CLE - Atlanta, GA – October 4, 2012
- Tenth Circuit Bench and Bar Conference - Panelist “Evolving Challenges in the Legal Profession: Diversity and Inclusiveness, Training, and Leveraging Technology” - University of Colorado Law School – Boulder, CO – September 19, 2012
- Association of Corporate Counsel – Colorado In-House Counsel Fall Frenzy – Denver, CO – September 12, 2012
- Minority Corporate Counsel Association (MCCA) Pathways to Diversity Conference – New York, NY – September 10, 2012
- MCCA Academy for Leadership & Inclusion – in-depth four-hour training sessions
 - Kansas City, MO – December 4, 2012
 - Atlanta, GA – October 17, 2012
 - Seattle, WA – August 21, 2012
 - New York – August 9, 2012
 - Minneapolis, MN – July 30, 2012
 - Washington D.C. – June 5, 2012
 - Los Angeles, CA – May 16, 2012
 - Miami, FL- April 18, 2012
 - Chicago, IL- March 20, 2012
 - Houston, TX – February 15, 2012
- Association of Legal Administrators – Denver Chapter – Denver, CO – August 16, 2012
- National Conference of Women’s Bar Associations – Chicago, IL – August 3, 2012

- Washington Metropolitan Area Corporate Counsel Association – Washington D.C. – June 21
- CLI Inclusiveness Institute – “The Difference Between Diversity and Inclusiveness” & “Six Steps of an Inclusiveness Initiative” - Denver, CO – May 8, 2012
- The Center for Association Leadership Great Ideas Conference – “Diversity and Inclusiveness – You Can Move the Needle!” – Colorado Springs, CO- March 27, 2012
- Cleveland Metropolitan Bar Association – ” Innovation in Diversity and Inclusiveness–The Key to Taking Efforts to the Next Level” – Cleveland, OH – March 13, 2012

2011

- Microsoft Corporation – “Diversity Perspectives Panel” – Redmond, WA – November 29, 2011
- Faculty of Federal Advocates Brown Bag – “How Diversity & Inclusiveness Can Help Your Firm Succeed” – Denver, CO – November 17, 2011
- CLI Fall Expo – “Inclusiveness 101” - Denver, CO – November 14, 2011
- Association of Corporate Counsel Annual Meeting – “Leading the Way: Legal Departments as Innovators on Corporate-Wide Diversity and Inclusiveness Efforts” – Denver, CO – October 25, 2011
- Association of Legal Administrators Fall Forum – “State of the Art Diversity Efforts – The New Paradigm of inclusiveness” – Washington D.C. – October 20, 2011
- 2011 Walmart Legal Super Conference – “Diversity Panel” – Bentonville, AK – September 15, 2011
- Lathrop & Gage LLP – “Inclusiveness 101” and “Being Strategic with Affinity Groups” – Kansas City, MO – August 23, 2011
- Walmart Legal Department Inclusiveness Kick Off Meeting: The State of Diversity in the Legal Profession - Bentonville, AK – April 28, 2011
- CLI Legal Inclusiveness & Diversity Summit – “Inclusiveness 101” & “Inclusiveness 102” – Denver, CO – March 14 & 15, 2011
- ASAE: The Center for Association Leadership – “Confessions of a Community Trailblazer: Colorado’s Step-by-Step Approach to Creating a Culture of Inclusive Excellence and Innovation” – Washington D.C. – February 25, 2011
- Faegre & Benson LLP – “Hidden Barriers in Legal Organizations and Inclusiveness” – Denver, CO & Minneapolis, MN – January 18 & 20, 2011

2010

- Colorado Law Institute Inclusiveness and Best Practices annual seminar – “Hidden Barriers to Diversity in Legal Workplaces: Inclusiveness 101” & “Diversity and Inclusiveness in the Law”- Denver, CO – December 3, 2010
- Reilly Pozner LLP – Partner meeting – “Inclusiveness 101” – Denver, CO – September 15, 2010