

# KIMBERLY NORWOOD

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## LEGAL EDUCATION:

University of Missouri School of Law - Columbia, MO  
J.D. May 1985

## BAR ADMISSIONS:

Illinois (1987); Pennsylvania (1986); Missouri (1985)

## UNDERGRADUATE EDUCATION:

Fordham University - Bronx, NY  
B.A. May 1982  
Political Science/Public Administration

## CURRENT EMPLOYMENT/ RELATED SERVICE:

### 1990-Present

Washington University School of Law  
St. Louis, Missouri 63130-4899

**Position:** Henry H. Oberschelp Professor of Law; 2015 Distinguished Faculty Award Recipient; 2014 Israel Treiman Faculty Fellow; Professor of African & African American Studies; former supervisor of Public Interest Externships in Ghana and Kenya; Supervisor, LEAPS (a high school pipeline program); and creator and former supervisor of mentor program.

**Courses/Seminars taught:** Advanced Civil Procedure; Civil Justice Clinic; Civil Procedure; Comparative Products Liability Law (Europe/US); Education Equity & Reform K-12; Implicit Bias in Society & Law; Litigation Policies, Strategies, & Techniques; Pre-Trial Practice & Procedure; Products Liability, Stereotypes & Bias: Unconscious Courtroom Drama, Race, Class, Education & the Law; Torts

**Law School Service Past/Present:** Admissions; Advisor, Black Law Students Association; Career Services; Co-Advisor, 25 WASH U. J.L. & POL'Y (2007); Curriculum; Dean Search, Faculty Advisory Board, Whitney R. Harris World Law Institute; Faculty-Student Relations; Minority Clerkship; Mission/Community Planning Group Committee; Personnel/Appointments; Petitions; Promotions; Rules; Re-Admissions; Student Life; Community Affairs.

**University service:** University Judicial Board, The Gephardt Institute Advisory Committee, The Kipp Charter School Committee, The Diversity Initiatives Council, Faculty Advisory Board for the Center for Advanced Learning, Family Responsive Policies Group (AWF), University Child

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Care, Walter Moran Farmer Scholarship, Irving Scholarship, and the Chancellor Fellows Committee.

### **OTHER LEGAL EMPLOYMENT:**

#### **SUMMER 2011**

University of Utrecht –Summer Institute for Global Justice Program  
Utrecht, The Netherlands

**Position:** Visiting Professor on Comparative Products Liability Law (U.S., EU)

#### **SUMMER 2010**

University of Missouri-Columbia  
Columbia, Missouri

**Position:** Lecturer, Civil Procedure, Continuing Legal Education Opportunities Program (“CLEO”)

#### **SPRING 2010**

Fudan University  
Shanghai, China

**Position:** Visiting Lecturer on Torts and the U.S. Legal System

#### **SUMMER 2008**

Aoyama Gakuin University  
Tokyo, Japan

**Position:** Visiting Professor on Torts & Introduction to Products Liability

#### **SUMMER 1990**

University of Missouri-Columbia School of Law  
Columbia, MO 65211

**Position:** Lecturer, Torts, CLEO program

#### **FULL TIME: 1986-1990**

Bryan, Cave, McPheeters & McRoberts  
St. Louis, Missouri 63102-2186

**Position:** Litigation Associate

#### **PART-TIME: 1987-1989**

Washington University School of Law  
St. Louis, Missouri 63130-4899

**Position:** Adjunct Professor, Legal Research and Writing

#### **FULL TIME: 1985-1986**

The Honorable Clifford Scott Green  
United States District Court Eastern District of Pennsylvania  
Philadelphia, PA 19106

**Position:** Law Clerk

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### PUBLICATIONS:

#### Books:

FERGUSON'S FAULT LINES: THE RACE QUAKE THAT ROCKED A NATION, EDITOR, KIMBERLY NORWOOD (ABA 2016)

COLOR MATTERS: SKIN TONE BIAS AND THE MYTH OF A POST-RACIAL AMERICA, EDITOR, KIMBERLY NORWOOD (ROUTLEDGE 2014)

#### BOOK CHAPTERS:

*Modern Day Protests: As American As Apple Pie* by Kimberly Norwood in THE LAW OF HAMILTON: AN AMERICAN MUSICAL?, EDITOR, LISA TUCKER (Cornell UP 2020)

*"Thoughts on Bullying and Colorism in Black Women's Remembered Experiences"* by Kimberly Norwood and Carla Monroe in RACE AND COLORISM IN EDUCATION, EDITOR, CARLA R. MONROE (ROUTLEDGE 2017)

*From Brown to Brown: Sixty Plus Years of Separately Unequal Public Education*, in FERGUSON'S FAULT LINES: THE RACE QUAKE THAT ROCKED A NATION, EDITOR, KIMBERLY NORWOOD (2016)

*The Ubiquitousness of Colorism: Then & Now* by Kimberly Norwood and Violeta Solonova Foreman in COLOR MATTERS (2014)

*Colorism & Blackthink: A Modern Augmentation of Double Consciousness* by Kimberly Norwood in COLOR MATTERS (2014)

#### ARTICLES/ESSAYS:

*Gender Bias as Norm in the Legal Profession: It's Still A Man's Game*, 62 WASH. U. J. L. POL'Y 25 (2020)

*Aggressive Encounters & White Fragility: Deconstructing the Trope of the Angry Black Woman* (w/ Law Professor Trina Jones), 102 IOWA L. REV 1017 (2017)

*Recalibrating the scales of municipal court justice: A dissenter's view*, 51 WASH. U. J. L. POL'Y 121 (2016)

*"If You Is White, Yous Alright. . ."* Stories about Colorism in America, 14 WASH U. GLOB. STUD. L. REV. 585 (2015)

*The Far-Reaching Shadow Cast by Ferguson*, 46 WASH. U. J. L. POL'Y 1 (2014)

*Why I Fear for My Sons*, Op-ed first printed at cnn.com as *"This Doesn't Happened to White People"* (Aug 2014); reprinted in ST. LOUIS POST DISPATCH as *"Skin Color Still Matters"* (Oct 2014)

*Implicit Bias Deserves our Explicit Attention*, St. Louis Lawyer (Aug 2014)

*Minnie Liddell's Forty-Year Quest for Quality Public Education Remains a Dream Deferred*, 40 WASH. U. J. L. & POL'Y 1 (2012)

*The Civil War of Our Time: The fight for the right to an equal, quality education*, NATIONAL BAR ASS'N, May 2012, at 28

*Mentoring is the New Extended Family*, NATIONAL BAR ASS'N, REGION VIII NEWSLETTER, March 2011, at 8

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*Three Examples of Using Legal Curricula as Tools to Promote Personal Empowerment*, Vol. 7 Waseda Uni. (Tokyo, Japan) Clin.L.Sem. 89 (2009).  
*Adult Complicity in the Dis-Education of the Black Male High School Athlete & Systemic Failures to Remedy His Plight*, 34 *ThurMarL.Rev.* 21 (2009)  
Commentary, *President-elect Obama's Legacy of Quality Education for Our Children*, posted November 6, 2008, at [www.blackprof.com](http://www.blackprof.com)  
*Blackthink's Acting White Stigma in Education & How It Fosters Academic Paralysis in Black Youth*, 50(3) *Howard L.J.* 711 (2006-2007)  
Commentary, *The Blackness of Obama*, available at [http://www.blackcommentator.com/216/216\\_blackness\\_of\\_obama\\_norwood\\_guest.html](http://www.blackcommentator.com/216/216_blackness_of_obama_norwood_guest.html)  
*The Virulence of Blackthink & How Its Threat of Ostracism Shackles Those Deemed Not Black Enough* 93 *KY L. REV.* 133 (2004-2005)

### RECENT HONORS/AWARDS:

#### LAW:

2020 St. Louis Business Journal's 2020 Class of Most Influential Business Women  
2020 Diversity and Inclusion Award Honoree, Missouri Lawyers Media  
2019 Woman of the Year, 21<sup>st</sup> Annual Women's Justice Award, Missouri Lawyers Media  
2017 Spirit of Justice Award, St. Louis Bar Foundation  
2016 Henry H. Oberschelp Chair  
2016 Norman Early Trailblazing in Law Award, National Black Prosecutors Association  
2015 Washington University Distinguished Faculty Award  
2014 Israel Treiman Faculty Fellow  
2012 Outstanding Achievement in Practice Award, Washington University BLSA  
2009 Legal Scholar Award, 11<sup>th</sup> Annual Women's Justice Awards, Missouri Lawyers Media

#### CITIZEN/COMMUNITY:

Recipient, National Trends and Services Award, The Links, Inc., St. Louis Chapter (2016)  
Mentor of the Year, Missouri Lawyers' Weekly (2014)  
Top 50 Writers in St. Louis, St. Louis Comptroller's Office & STL 250 (2014)  
Citation of Merit, University of Missouri-Columbia-School of Law (2010)  
National Bar Association's Humanitarian Award (2009)  
Mound City Bar Association's Community Service Award, (2009)  
Archway Chapter of the Links, Inc., Excellence in Service Award to Outstanding Women (2009)  
St. Louis Diversity Job Fair Committee's Diversity Award (2009)

### MEMBERSHIPS/ACTIVITIES:

#### LEGAL:

Commissioner, ABA Commission on Racial and Ethnic Diversity in the Profession (2017-Present)

Chair-CLE Showcase sub-committee; Co-Chair, Model Diversity Survey subcommittee, ABA Commission on Racial and Ethnic Diversity in the Profession  
Member, Monitoring Team (***U.S. v. Ferguson--Consent Decree***)  
Commissioner, ABA Commission on Diversity & Inclusion 360 (2015-2016)  
Co-Chair, Implicit Bias Work Group, ABA Diversity & Inclusion 360 Commission (2015-2016)  
Fellow, American Bar Foundation (2014-Present)  
Member, American Law Institute (ALI)  
Commissioner, Missouri Supreme Court Racial and Ethnic Fairness Commission (2015-present)  
Member, Missouri Supreme Court Municipal Division Work Group (2015-2016)  
Member, Litigation Section, American Bar Association  
Law School Accreditation Site Evaluator, American Bar Association  
Board Member & Vice President, 2002-Present, Member (1993-Present), Midwestern People of Color Legal Scholarship Conference, Inc.  
Program Chair, 24<sup>th</sup> Annual Midwestern People of Color Legal Scholarship Conference, Inc. (2013-2014)  
Member (2001-2004), Federal Advisory Committee for the Eighth Circuit  
Disciplinary Hearing Officer (1999-2008), Missouri Supreme Court Advisory Committee Chair (1997-1998)  
Member, Ninth Annual People of Color Scholarship Conference Planning Committee  
On-Site Coordinator, 17<sup>th</sup> Annual Midwestern People of Color Legal Scholarship Conference, Inc. (2007)  
Site Chair & Program Chair, 16<sup>th</sup> Annual Midwestern People of Color Legal Scholarship Conference, Inc. (2006)  
Member (1995-1996), Committee of the Missouri Supreme Court to Study Methods of Conducting and Grading Bar Examinations  
Chair, (1996-1997), Chair-Elect (1995-1996), Vice Chair (1994-1995), AALS--Litigation Section Board Secretary (1993-1994) and Member (1993-2000), Women Lawyers' Association of St. Louis  
Member (1992-1993), AAA--Large & Complex Litigation Program  
General Counsel (1997-1998) and Member (1986-Present), Mound City Bar Association

**OTHER:**

Executive Committee Member, Missouri State NAACP Conference (2017-Present)  
Board Member, McRel International (2015-2018)  
Training, Stir Fry Seminars, Inc. Intensive Cross Cultural and Diversity Facilitation (2015)  
Graduate, St. Louis FOCUS LSL Class 40 (2015-2016)  
Board Member, University City Children's Center (2002-2005; 2015-Present)  
Board Member, Secretary, Friends of St. Louis Public Radio (2014-Present)  
Board Member, Secretary, Black Leadership Roundtable (2012-2018)  
Commission Member, Missouri Civil War Sesquicentennial Commission (2010-2015)  
Board Member, ACCESS Academies (2011-2012)  
Board Member, Sheldon Arts Foundation (2010-2012)  
Member, Executive Board Member, American Civil Liberties Union, (2009-2011)  
Member, Jack & Jill of America (2005-2017)

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### SELECT PRESENTATIONS:

#### On **IMPLICIT BIAS:**

**Consultant:** Starbucks 2018

**Law Firms:** Husch Blackwell (2020); Simmons, Hanly, Conroy, LLP (2018-Present); Morris, Nichols, Arsht & Tunnell LLP (2017); Moses & Singer LLP (2017;2016); Pierce Atwood LLC (2016); Shipman & Goodwin LLP (2016 & 2015); Ogletree, Deakins, Nash, Smoak & Stewart, P.C. (2015); Greensfelder, Hemper, Gale (2015)

**Bar Associations:** ABA Mid-Year Meeting (2020); St. Louis Area Lawyers Health Association (2020); National Bar Association Judicial Council Mid-year meeting (2018); National Association of Bar Executives (2017); Missouri Bar Family Law Conference 2017; Federal Bar Council for 2nd Circuit (2017); ABA Business Law Section, Mid-Winter Leadership Meeting (2017); ABA Standing Committee of the Federal Judiciary (2016); ABA meeting (San Juan 2016); Missouri Bar 2016 Statewide Collaborative Diversity Conference (2016); Arkansas Bar Association (2016); MO-BAR CLE on Diversity & Inclusion (2015); Bar Association of Metropolitan St. Louis (BAMSL) (2014)

**Education:** St. Louis Public School District (2018); Nerinx Catholic High School (2019; 2018); University of Vermont (2017) Des Moines Public School District (2018; 2017); Princeton University (2016); Rockwood School District (2016; 2015); Hartford, Connecticut policymakers, & educators (Hartford, Conn 2015); Bucknell University (2015)

**Other Groups:** Express Scripts (2020); Visiting Nurse Assn of Greater St. Louis (2020); CIC Group, Inc. (2020); Wells Fargo (2019); ACLU (2019-Present); United Way (2018-present); Federal Defender Services Office Training Division (2019); Michigan District Judges' Assn (2018); St Louis County Workforce Division (2018); FOCUS St. Louis (2017; 2016); Association of Law Firm Diversity Professionals Conference (2017); YMCA of the USA 6<sup>th</sup> Leadership Symposium (2017); Ferguson, Mo Civilian Review Board (2017); St Louis Public Radio (2017, 2016); St. Louis City Circuit Attorney's Office (2016); National Black Prosecutor's Association (2016); United States Attorneys' Office for Eastern District of Missouri (2016); Annual Meeting of the Missouri Municipal and Associate Circuit Judges Association (2016); St. Louis University Law School (2016) (presentation with Federal District Judge Mark Bennett); United States Federal District Court Clerkship Training (June 2014) Bankruptcy Trustees Training –Eastern District Missouri (2014)

#### On **COLORISM:**

National Cheng Kung University Department of Law (Taiwan, 2017)

Wells Fargo Advisors (2016)

Diversity Awareness Partnership, Diversity Summit (2016)

Midwestern People of Color Legal Scholarship Conference, Inc. (Havana, Cuba 2015)

Organizer & Speaker, *Global Perspectives on Colorism* (1<sup>st</sup> Int'l Colorism Conference on U.S soil, hosted by the Whitney Harris World Institute at Washington University School of Law 2015)

Q Commons STL 2015  
Missouri History Museum (2014)  
Suffolk University Law School (2012)  
Law & Society Annual Conference (2012)  
Statewide Collaborative Diversity Conference, Missouri State University (2014)  
University of Hull, United Kingdom (2013)

**On FERGUSON, RACE & related matters:**

College of Law, University of Toledo (2019)  
Federal Defender Services Office Training Division (2018; 2017)  
Harris Stowe University (2017; 2014)  
ABA State and Local Gvt Mid-year meeting (2017)  
FOCUS STL (2017)  
University of Vermont (2017)  
Connecticut Commission on Women, Children & Seniors) (2017)  
Graduate Institute of Science and Technology, National Kaohsiung First University of Science and Technology (Taiwan) (2017)  
Princeton University (2016)  
ABA Annual Meeting (2016)  
Law and Society Annual Meeting (2016)  
ABA Webinar (2016)  
Martin Luther King Jr. Keynote Speaker, *Dr. King's Dream meets Ferguson's Fault Lines: Where do We Stand?*, ABA (2016)  
Participant, White House and Department of Justice Two Day Conference on "A Cycle of Incarceration: Prison, Debt and Bail" (2015)  
Jackson County Bar Association (2015)  
Bucknell University (2015)  
Missouri Bar Annual Meeting (2015)  
University of Denver, Sturm College of Law 2015  
St. Louis County Children's Service Fund (2014)  
MOBARCLE (2014)  
Missouri History Museum (2014)  
Missouri State University Women's Leadership Conference (2014)  
National Midwest Regional BLSA Convention (2013)  
Lecturer, Annual workshop on *the Education of Blacks in America from Slavery through the Reconstruction* (2009-2012)

**On U.S. COURT SYSTEM—CIVIL PROCEDURE:**

National Cheng Kung University Department of Law (Taiwan, 2017)  
Graduate institute of Science and Technology, National Kaohsiung First University of Science and Technology (Taiwan) (2017)