

**KIMBERLY NORWOOD**

[\*\*\*norwood@wustl.edu\*\*\*](mailto:norwood@wustl.edu)

***314-935-6416 (office)***

**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); Community Affairs; Curriculum; Dean Search; Chair, Diversity Equity and Inclusion Committee; Faculty Advisory Board, Whitney R. Harris World Law Institute; Faculty-Student Relations; Minority Clerkship; Mission/Community Planning Group Committee; Personnel/Appointments; Petitions; Promotions & Tenure; Race & Ethnicity Task Force; Rules; Re-Admissions; Student Life.

**University Service Past/Present:** Equity & Inclusion Council; Judicial Board; Student Conduct Board; Faculty Service Equity Task Force; The Gephardt Institute Advisory Committee; The Kipp Charter School Committee; The Diversity Initiatives Council; Faculty Advisory Board for the Center Learning; University Child Care, Walter for Advanced Moran Farmer Scholarship, Irving Scholarship, and Chancellor Fellows Committees.

**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

**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:**

*How the Pandemic Further Derailed Historically Disadvantaged Public-School Students* by Kimberly Norwood in THE LEGAL AND SOCIAL RAMIFICATIONS OF PANDEMICS ON CIVIL RIGHTS AND CIVIL LIBERTIES (ABA 2023).

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

*Colorism & Blackthink: A Modern Augmentation of Double Consciousness* by Kimberly Norwood in *COLOR MATTERS: SKIN TONE BIAS AND THE MYTH OF A POST-RACIAL AMERICA*, EDITOR, KIMBERLY NORWOOD (ROUTLEDGE 2014)

#### **ARTICLES/ESSAYS:**

*The Tragic Costs of Protecting Trans Children*, 73 WASH. U. J. L. POL’Y 203 (2024).

*The Root and Branches of Structural School Racism in Missouri: A Story of Failure by Design and the Illusion and Hypocrisy of School Choice*, 67 WASH. U. J. L. POL’Y 293 (2022).

*Gender Bias as Norm in the Legal Profession: It’s Still A [White] 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 2017 (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*, Nat Bar Ass’n, Region VIII Newsletter, March 2011, at 8.

*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:**

2024 Outstanding Faculty of the Year, Black Law Students Association  
2023 Mid-West LGBTQ Rights Conference/OUTLaw Award  
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  
2014 Mentor of the Year, Missouri Lawyers' Weekly  
2012 Outstanding Achievement in Practice Award, Washington University BLSA

### **COMMUNITY:**

2024 Tzedek Award-The Newman Institute for Human Relations Pluralism Award, Jewish Community Relations Council of St. Louis  
2022 YWCA St. Louis Academy of Leaders, Leader of Distinction Award for Racial Justice  
2021 Frankie Muse Freeman Spirit Award, The Black Repertory Company  
2020 St. Louis Business Journal's 2020 Class of Most Influential Businesswomen  
2016 Recipient, National Trends and Services Award, The Links, Inc., St. Louis Chapter  
2014 Top 50 Writers in St. Louis, St. Louis Comptroller's Office & STL 250  
2010 Citation of Merit, University of Missouri-Columbia-School of Law

## **MEMBERSHIPS/ACTIVITIES:**

### **LEGAL:**

ABA: Chair, ABA Diversity Committee, State and Local Gvt Section (2020-Present)  
ABA Vice-Chair, Civil Rights and Social Justice Education Committee (2025-Present)  
Commissioner, ABA Commission on Racial and Ethnic Diversity in the Profession (2024-2025; 2017-2020)  
ABA Chair-CLE Showcase sub-committee; Co-Chair, Model Diversity Survey Subcommittee Commissioner, ABA Commission on Diversity & Inclusion 360 (2015-2016)

Co-Chair, Implicit Bias Work Group, ABA Diversity & Inclusion 360 Commission (2015-2016)  
 Member, Monitoring Team (*U.S. v. Ferguson--Consent Decree*)  
 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)  
 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)

#### **OTHER:**

Creve Coeur City Council Member (elected for a 2-year term 2024-2026)  
 Board Member, St. Louis Survivors Legal Support (2023-Present)  
 Board Member, Missouri Baptist Community Action Board (2022-Present)  
 Board Member, ProgressWomen (2018-Present)  
 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; 2015-2020)  
 Board Member, Secretary, Friends of St. Louis Public Radio (2014-2020)  
 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, Gateway Chapter of The Links, Incorporated (2021-Present)  
 Member Alpha Kappa Alpha Sorority, Inc, (1980-Present)  
 Member, Jack & Jill of America (2005-2017)

#### **LECTURES/CONSULTING ENGAGEMENTS:**

##### **On BIAS/DEI CONSULTING:**

##### **DEI/BIAS Consulting:**

Affinia Healthcare  
 Alvarez & Marsal Healthcare Industry Group

Illinois State Bar Association  
 Starbucks

##### **Bias work with Law Firms:**

Allen & Overy  
 Dentons  
 Fenwick & West LLP

Lewis Rice  
 Morris, Nichols, Arsht & Tunnell LLP  
 Moses & Singer LLP

Sandberg Phoenix  
 Shipman & Goodwin LLP  
 Simmons Hanly, Conroy, LLP

#### **NORWOOD**

Greensfelder, Hemper, & Gale, PC	Nash, Smoak & Stewart, P.C.
Gunderson Dettmer	Ogletree, Deakins
Husch Blackwell	Pierce Atwood LLC
Kaufman, Dolowich, Voluck	The Simon Law Firm, PC

**Bias work with Legal Organizations--Bar Associations & Judicial Groups:**

22 <sup>nd</sup> Judicial Circuit Court of Missouri, St. Louis, MO	Federal District Court Clerkship Training
ABA Bus Law Section, Mid-Winter Meeting	Magic Bar Assn, Alabama
ABA Standing Committee of the Federal Judiciary	Missouri Bar Family Law Conference
ABA Mid-Year meeting (San Juan)	Missouri Bar 2016 Statewide Collaborative Diversity Conference
American Intellectual Property Law Assn	MO-BAR CLE on Diversity & Inclusion
Arkansas Bar Association	National Employment Lawyers Association (NELA)
Bankruptcy Trustees Training; ED, Missouri	National Bar Assn Judicial Council Mid-year meeting
Bar Assn of Metropolitan St. Louis (BAMSL)	National Assn of Bar Executives
Chicago Bar Association	Michigan District Judges' Association
Federal Bar Association for the So Dist of Illinois	MO Municipal & Associate Circuit Judges Meeting
Federal Bar Council for 2nd Circuit	St. Louis Area Lawyers Health Association
Louisiana State Bar Association	St. Louis City Circuit Attorney's Office
United States Attorneys' Office for Eastern District of Missouri	Federal Defender Services Office Training Division
Association of Law Firm Diversity Professionals	National Black Prosecutor's Association

**Bias work with Educational Institutions:**

**K-12 Public Schools:**

Des Moines Public School District	Rockwood School District
Nerinx Catholic High School	St. Louis Public School District

**Other:**

Bucknell University	Princeton University
Northwestern School of Law Pritzker	University of Vermont
Connecticut policymakers, & educators (Hartford, Conn)	University California-Davis
	Washington University School of Law

**Bias work with other groups:**

Diversity Awareness Partnership, Diversity Summit	St Louis Public Radio
Law & Society Annual Conference Midwestern	St Louis County Workforce Division
People of Color Legal Scholarship Conference, Inc. (Havana, Cuba)	St. Louis University Law School (presentation with Federal District Judge Mark Bennett)
Missouri History Museum	Visiting Nurse Assn of Greater St. Louis
National Cheng Kung University Department of Law (Taiwan)	Wells Fargo
Northwestern Pritzker School of Law	US Bank; United Way
NOCCC -- Cypress College	YMCA of the USA 6 <sup>th</sup> Leadership Symposium
	ACLU

Ameren Electric  
CIC Group, Inc.  
Colibri--Elite Healthcare  
Edward Jones  
Express Scripts  
Ferguson Civilian Review Board  
FOCUS St. Louis

**On Colorism:**

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

Q Commons STL

Statewide Collaborative Diversity Conference, Missouri State University

Suffolk University Law School

University of Hull, United Kingdom

Wells Fargo Advisors

**On Ferguson Uprising & related matters:**

ABA Annual Meeting  
ABA State and Local Gvt Mid-year meeting  
ABA Webinar  
Bucknell University  
Connecticut Commission on Women, Children & Seniors  
Edward Jones  
Federal Defender Services Office Training Division  
FOCUS STL  
Harris Stowe University, Jackson County Bar Association  
National Kaohsiung First University of Science and Technology, Graduate Institute of Science and Technology, (Taiwan)  
Law and Society Annual Meeting  
Martin Luther King Jr. Keynote Speaker, *Dr. King's Dream meets Ferguson's Fault Lines: Where do We Stand?* ABA

MOBARCLE  
Missouri Bar Annual Meeting  
Missouri History Museum  
Missouri State University Women's Leadership Conference  
National Midwest Regional BLSA Convention  
Princeton University  
St. Louis County Children's Service Fund  
University of Denver, Sturm College of Law  
University of Toledo, College of Law  
University of Vermont  
White House and Department of Justice Two Day Conference on *"A Cycle of Incarceration: Prison, Debt and Bail"*