

KIMBERLY NORWOOD

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.

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.

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, BLSA Annual Awards Banquet
2023 Mid-West LGBTQ Rights Conference/OUTLaw Award
2020 Diversity and Inclusion Award Honoree, Missouri Lawyers Media
2019 Woman of the Year, 21st 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:

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, Equity, and Inclusion Committee, State and Local Gvt Section (2020-Present)
Commissioner, ABA Commission on Racial and Ethnic Diversity in the Profession (2024-2025; 2017-2020) 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, 24th 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, 17th Annual Midwestern People of Color Legal Scholarship Conference, Inc. (2007)
Site Chair & Program Chair, 16th Annual Midwestern People of Color Legal Scholarship Conference, Inc. (2006)

OTHER:

Creve Coeur City Council Member (2024-Present)
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:

NORWOOD

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|----------------------------------|--------------------------------------|----------------------------|
| Allen & Overy | Lewis Rice | Sandberg Phoenix |
| Dentons | Morris, Nichols, Arsht & Tunnell LLP | Shipman & Goodwin LLP |
| Fenwick & West LLP | Moses & Singer LLP | Simmons Hanly, Conroy, LLP |
| Greensfelder, Hemper, & Gale, PC | Nash, Smoak & Stewart, P.C. | The Simon Law Firm, PC |
| Husch Blackwell | Ogletree, Deakins | |
| Kaufman, Dolowich, Voluck | Pierce Atwood LLC | |

Bias work with Bar Associations & Judicial Groups:

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| 22 nd Judicial Circuit Court of Missouri, Stl, 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 Assn | 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 Assn | Michigan District Judges' Assn |
| Federal Bar Assn for the Southern Dist of Illinois | MO Municipal & Associate Circuit Judges Meeting |
| Federal Bar Council for 2nd Circuit | St. Louis Area Lawyers Health Assn |
| Louisiana State Bar Assn | |

Bias work with Educational Institutions:

High Schools:

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

Other:

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| 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:

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| ACLU | St. Louis City Circuit Attorney's Office |
| Ameren Electric | St Louis Public Radio |
| Association of Law Firm Diversity Professionals Conference | St Louis County Workforce Division |
| CIC Group, Inc. | St. Louis University Law School (presentation with Federal District Judge Mark Bennett) |
| Colibri--Elite Healthcare | Visiting Nurse Assn of Greater St. Louis |
| Edward Jones | Wells Fargo |
| Express Scripts | United States Attorneys' Office for Eastern District of Missouri |
| Ferguson Civilian Review Board | US Bank; United Way |
| Federal Defender Services Office Training Division | YMCA of the USA 6 th Leadership Symposium |
| FOCUS St. Louis | |
| National Black Prosecutor's Association | |

On Colorism:

Diversity Awareness Partnership, Diversity Summit
Law & Society Annual Conference Midwestern
People of Color Legal Scholarship Conference, Inc.
(Havana, Cuba)
Missouri History Museum
National Cheng Kung University Department of
Law (Taiwan)
Northwestern Pritzker School of Law
NOCCC -- Cypress College

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*"