

# Adrienne J. Lawrence, Esq.

## Academic Experience

### Adjunct Professor

University of Southern California

- JOUR 492 Law of Mass Communication

Fall 2023

### Guest Lecturer

The Pennsylvania State University

- “Understanding Sexual Harassment.” CJ423/PSY497/ WMST423 Sexual and Domestic Violence Course (Feb 14, 2023)

Spring 2023

### Guest Lecturer

Virginia Commonwealth University

- “Voices for Change: Best Practices and Innovations in Advancing DEIB.” College of Health Professions (Feb 8, 2023)

Spring 2023

### Guest Lecturer

Southern Utah University

- “Economics of Workplace Sexual Harassment.” ECON-3230-30R Gender Economics (Mar 18, 2022)

Spring 2022

### Guest Lecturer

The Pennsylvania State University

- “Understanding Sexual Harassment.” CJ423/PSY497/WMST423 Sexual and Domestic Violence Course (Feb 8, 2022)

Spring 2022

### Guest Lecturer

University of California, Berkeley

- “Race, Gender and Media.” J200 Reporting the News (Aug 31, 2020)

Fall 2020

### Guest Lecturer

The Pepperdine University Rick J. Caruso School of Law

- “Discrimination and Media.” Law 1792 Employment Discrimination Law (Aug 25, 2020)

Fall 2020

### Guest Lecturer

Loyola Marymount University

- “Race and Gender Discrimination in Sports Journalism.” ENGL 4471 Sports Journalism (Oct 10, 2018)

Fall 2018

**Adjunct Professor**

Spring 2011

Strayer University

- Criminal Law (Undergraduate Legal Studies)

**Adjunct Professor**

Fall 2010

Strayer University

- Tort Law (Undergraduate Legal Studies)

**Adjunct Professor**

Spring 2010

Strayer University

- Criminal Justice (Undergraduate Criminal Justice Studies)

**Academic Presentations & Conferences**

“How to Navigate Corporate Transitions.” Stanford Law School Digital Economy Best Practices Conference. Stanford Law School. June 12, 2023. Panelist.

“Diversity, Equity & Inclusion in the Metaverse.” Stanford Law School Digital Economy Best Practices Conference. Stanford Law School. June 13, 2022. Panelist.

“Best Practices in Diversity, Equity and Inclusion.” Stanford Law School Digital Economy Best Practices Conference. Virtual. Nov. 12, 2021. Panelist.

“New Employment Issues in the Remote Economy: Management, Security, Activism.” Stanford Law School Digital Economy Best Practices Conference. Virtual. Nov. 5, 2020. Speaker.

“In Conversation with Adrienne Lawrence: Insights on Impacting Change for Womxn in the Workplace and Beyond.” London School of Economics and Political Science. Virtual. Oct. 27, 2020. Speaker.

“Entering the Workforce During #METOO.” Trinity College. Virtual. Oct. 30, 2019. Speaker.

“Creating Your Own Luck: Preparedness Meets Opportunity.” University of Southern California. Los Angeles, CA. Nov. 13, 2018. Panelist.

“Not Just Race, Not Just Gender: Being a Woman of Color in the Workplace.” President’s Distinguished Speaker Series. Roger Williams University. Bristol, RI. Mar 28, 2018. Speaker.

## Legal Experience

<b>Expert Witness</b> <i>Pinckney v. Anna Marie College</i> , No. 4:19-cv-40055 (D. Mass. filed Apr. 17, 2019) (Retained by Plaintiff) <ul style="list-style-type: none"><li>Investigation of workplace misconduct complaints</li></ul>	2020 - 2023
<b>Attorney</b> Greenberg Traurig LLP <ul style="list-style-type: none"><li>Intellectual property and real estate litigation</li></ul>	2012 - 2015
<b>Attorney</b> McGuireWoods LLP <ul style="list-style-type: none"><li>Business and tort litigation</li></ul>	2011 - 2012
<b>Attorney</b> Arent Fox LLP <ul style="list-style-type: none"><li>Business and tort litigation</li></ul>	2009 - 2011
<b>Summer Associate</b> Arent Fox LLP <ul style="list-style-type: none"><li>Business and tort litigation</li></ul>	2007
<b>Research Assistant</b> Professor Paul D. Butler, The George Washington University Law School <ul style="list-style-type: none"><li>Research contributed to law review articles and 2010 Harry Chapin Media Award winning book <i>Let's Get Free: A Hip-Hop Theory of Justice</i> (The New Press: 2009)</li></ul>	2006 - 2008
<b>Paralegal Specialist, Civil Rights Unit</b> U.S. Attorney's Office, Southern District of New York <ul style="list-style-type: none"><li>Prosecution and defense of alleged civil rights violations</li></ul>	2003 - 2005

## Judicial Clerkship

<b>Chief Judge Eric T. Washington</b> D.C. Court of Appeals <ul style="list-style-type: none"><li>One-year Article III court clerkship</li></ul>	2008 - 2009
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## Media Experience

- Legal Commentator** 2022 - present  
Straight Arrow News
- Produce and deliver weekly on-air op-eds on legal issues
- Legal Commentator & Host** 2018 - present  
TYT Network
- Produce, host, and edit highest-performing contributor show *Overruled*, focusing on legal analysis of trending topics
- Principal** 2017 - present  
Bantam Impact LLC
- Media trainer and coach for experts and advocates in academia, law, and medicine
- Host & Field Reporter** 2017 - 2018  
EA Sports
- Construct powerful narratives about competitor backgrounds
- Legal Commentator & Host** 2015 - 2017  
ESPN
- Debate and deliver commentary on issues in sports and law

## Educator Experience

- Vice President & Senior Consultant** 2020 - present  
Jennifer Brown Consulting LLC
- Present keynotes, mediate sensitive workplace disputes, coach executives
  - Craft and deliver custom learning courses for professionals, such as:
- 2023**
- Driving an Inclusive Culture (Toyota)
  - Crafting an Inclusive Space (NASA)
  - Voices for Change: Best Practices and Innovations in Advancing DEIB (VCU)
  - Exploring the Power of our Voices: Maximizing the EBRG Experience (PNC)
  - Mindful Inclusion: Connecting DEI and Mental Health (FRBC)
  - Navigating Landmines from an Inclusive Lens (Undisclosed)
  - Building a Respectful Culture of Inclusion (Intervine)

## **2022**

- Enhancing Invisible Inclusivity: Crafting Inclusive Spaces for Neurodivergent (Kaiser Permanente)
- Building a Respectful Culture of Inclusion (Cypress Creek Renewables)
- Resourceful Leadership: Becoming a More Effective ERG Leader (ACLU)
- Crafting an Inclusive Space: Embracing Tools of Inclusive Leadership (NASA)
- Embracing Black History: Taking Knowledge to the Next Step (Guardant Health)
- Continuing Consciousness: Understanding Types of Unconscious Bias (Tricon)
- Leveraging Empathy to Advance Inclusivity: Shaping Safe Spaces (Tricon)
- Beating Bias via Better Communication: Successful Tools of Inclusivity (Tricon)
- Realizing Untapped Resources: Making Workplaces Welcoming for Autistic Women (Autistic Women & Nonbinary Network)
- Embracing the Uprising: Creating Trans-Inclusive Workplaces (Marsha P. Johnson Institute)
- Optimizing Mentorship as a Retention & Advancement Strategy (Mentor)
- Coming into Consciousness: Understanding Types of Unconscious Bias (Tricon)
- In Pursuit of Progress: Building a Gender Inclusive Tomorrow (Rep'n Project)
- Leveraging Numbers: Using Data to Advance DEI (Institute Workplace Equality)
- Shaped by Progress: Building on Women's History... (Guardant Health)
- Inclusively Approaching Reproductive Health (WRRAP)

## **2021**

- Beating Anti-Asian Bias in the Workplace (American Red Cross)
- Dismantling Anti-Asian/American Bias in the Workplace (Hate is a Virus)
- Breaking Away: Unconscious Bias for People Leaders (Tricon)
- Breaking Away: Overcoming Unconscious Bias in the Workplace (SPIN)
- Breaking Away: Beating Racial Bias for People Leaders (WNET/PBS)
- Combating Racism with Care: Leadership Edition (American Red Cross)
- Creating Pathways for Indigenous Professionals (Change Labs)
- Mindful Inclusion: Supporting Mental Health in the New Workplace (TWOHL)
- Standing Against Anti-Semitism (Anti-Defamation League)
- Juneteenth through Today: The Holiday & Hurdles Holding Us Back (BlackFacts)
- Working Toward Equity: Gender Equality & the Work Ahead (Women Employed)

## **2020**

- Building a Respectful Culture of Inclusion (Cypress Creek Renewables)
- Cultivating an Anti-Racist Culture (Greystone)
- Building an Inclusive Bias-Free Culture (Acadia Realty)
- Successfully Leading a Bias-Free Culture (Greystone)

## Education

<b>MA   University of Southern California</b>	2019 - 2020
Specialized Journalism	2014 - 2015
<ul style="list-style-type: none"><li>• Annenberg School for Communication and Journalism</li><li>• Geoffrey Cowan Communication Leadership Scholar</li><li>• Lambda Pi Eta Honor Society</li></ul>	
<b>JD   The George Washington University Law School</b>	2005 - 2008
Law	
<ul style="list-style-type: none"><li>• Moot Court Board (elected)</li><li>• Federal Criminal &amp; Appellate Clinic student attorney argued <i>Rodriguez v. Maryland</i>, 991 A.2d 100 (Md. Ct. Spec. 2010)</li></ul>	
<b>MA   John Jay College of Criminal Justice – CUNY</b>	2003 - 2005
Criminal Justice—Law and Procedure	
<ul style="list-style-type: none"><li>• Dean’s Honors</li><li>• Graduate Student Essay Scholar</li></ul>	
<b>BS   California State University, Sacramento</b>	2000 - 2003
Criminal Justice <i>cum laude</i>	
<ul style="list-style-type: none"><li>• Dean’s List (6 of 7 semesters)</li><li>• Lambda Alpha Epsilon William B. Melnicoe Award for graduating member with highest GPA</li><li>• Collegiate All-American Scholar Award (2003)</li></ul>	

## Awards & Honors *(select)*

2020	Top 50 Women Who Can Change the World of Journalism – Take the Lead
2018	Voice of the Year Award – SheKnows Media
2018	Progressive Women’s Voices – Women’s Media Center
2017	Life Beyond the Playing Field Award – Rev. Jesse Jackson Sr./Rainbow PUSH
2016	Southern California “Litigation” Rising Star – SuperLawyer
2015	Southern California “Litigation” Rising Star – SuperLawyer
2014	Southern California “Litigation” Rising Star – SuperLawyer
2006	Diversity in the Legal Profession Scholar – Crowell & Moring LLP
2004	On-the-Spot Award – U.S. Attorney’s Office, Southern District of New York
2004	Special Act Award – U.S. Attorney’s Office, Southern District of New York

## Keynotes & Presentations *(select)*

- “Anti-Semitism in the Workplace: A Discussion for DEI & HR Professionals.” Anti-Defamation League. Virtual. Nov. 17, 2022. Panelist.
- “Embracing and Activating Privilege.” Better Man Conference. San Francisco, CA. Nov. 2, 2022. Keynote.
- “Beyond Black and White.” The 3% Movement. Atlanta, GA. Nov. 11, 2021. Co-Keynote.
- “How to Build Effective Diversity, Equity & Inclusion Strategies for 2022 & Beyond.” 2021 SHRM Annual Conference & Expo. Las Vegas, NV. Sept. 11, 2021. Keynote.
- “Beating Backlash Against BIPOC Women Professionals.” South by Southwest (SXSW). Virtual. Mar. 16, 2021. Panelist.
- “The Esports Gamification of Real Sports.” South by Southwest (SXSW). Austin, TX. Mar. 8, 2019. Panelist.

## Publications *(select)*

### Book

Lawrence, Adrienne. *Staying in the Game: The Playbook for Beating Workplace Sexual Harassment*. New York, NY: Penguin Random House, 2020.

- 2021 Axiom Business Book of the Year (Women & Minorities in Business)
- 2021 International Book Award (Business)
- 2021 International Book Award (Women in Business)

### Thesis

Lawrence, Adrienne J., “Surviving in the Shadows: Peering into the Impact of Sexual Violence” Master’s Thesis, University of Southern California, 2020, ProQuest (28031227).

### Editorials & Articles

Lawrence, Adrienne. “A Lawyer Explains What the SCOTUS Roe v. Wade Opinion Leak Actually Means for Americans Right Now.” *SheKnows*. May 4, 2022.

<https://www.sheknows.com/health-and-wellness/articles/2564947/roe-v-wade-opinion-legal-explanation/>.

Lawrence, Adrienne. “A Victoria’s Secret ‘Karen’ Video Went Viral. It Hit Home for Black Women Like Me.” *Washington Post* “*The Lily*.” July 14, 2021.

<https://www.thelily.com/a-victorias-secret-karen-video-went-viral-it-hit-home-for-black-women-like-me/>.

Lawrence, Adrienne. “The Audacity of Confidence: Is it Imposter Syndrome or is it Patriarchy?” *Bitch Magazine*. Summer 2021.  
<https://www.bitchmedia.org/article/the-audacity-of-confidence>.

Lawrence, Adrienne. “Empower Managers to Stop Harassment.” *Harvard Business Review*. May-June, 2020. <https://hbr.org/2020/05/empower-managers-to-stop-harassment>.

Lawrence, Adrienne. “Nobel Peace Prize nominee Amanda Nguyen wants a survivors’ bill of rights in every state.” *Ms.*, June 27, 2020.  
<https://msmagazine.com/2018/06/27/nobel-peace-prize-nominee-amanda-nguyen-wants-survivors-bill-rights-every-state/>.

Lawrence, Adrienne. “California law excuses accused rapists because they were too intoxicated.” *ESPN*, March 8, 2020.  
[https://www.espn.com/espnw/voices/story/\\_/id/18854973/california-law-excuses-accused-rapists-were-too-intoxicated](https://www.espn.com/espnw/voices/story/_/id/18854973/california-law-excuses-accused-rapists-were-too-intoxicated).

Lawrence, Adrienne. “Women Deserve Better from Walgreens—and Their Lawmakers.” *Ms.*, June 6, 2018. <https://msmagazine.com/2018/06/26/women-deserve-better-walgreens-lawmakers/>.

Lawrence, Adrienne. “When it comes to Joe Mixon, don’t confuse domestic violence with assault.” *ESPN*, Mar 6, 2017.  
[https://www.espn.com/espnw/voices/story/\\_/id/18836719/when-comes-joe-mixon-confuse-domestic-violence-assault](https://www.espn.com/espnw/voices/story/_/id/18836719/when-comes-joe-mixon-confuse-domestic-violence-assault).

Lawrence, Adrienne. “Why was the death of Joe McKnight manslaughter?” *ESPN*, Dec. 7, 2016. <https://theundefeated.com/features/why-was-the-death-of-joe-mcknight-manslaughter/>.

Lawrence, Adrienne. “Why the court is allowing the use of Jane Doe’s name in the Derrick Rose case.” *ESPN*, Sept. 26, 2016.  
[https://www.espn.com/espnw/voices/story/\\_/id/17643487/why-court-allowing-use-jane-doe-name-derrick-rose-case](https://www.espn.com/espnw/voices/story/_/id/17643487/why-court-allowing-use-jane-doe-name-derrick-rose-case).

Lawrence, Adrienne. “How Hope Solo can fight her suspension.” *ESPN*, Aug. 30, 2016.  
[https://www.espn.com/espn/otl/story/\\_/id/17421478/hope-solo-legal-options-fight-suspension](https://www.espn.com/espn/otl/story/_/id/17421478/hope-solo-legal-options-fight-suspension).

Lawrence, Adrienne. “Dennis Wideman claims a concussion caused him to deck a linesman — but is that legit?” *ESPN*, July 22, 2016.  
[https://www.espn.com/nhl/story/\\_/id/17126642/nhl-analyzing-legitimacy-calgary-flames-dennis-wideman-concussion-defense](https://www.espn.com/nhl/story/_/id/17126642/nhl-analyzing-legitimacy-calgary-flames-dennis-wideman-concussion-defense).

Lawrence, Adrienne. “Why we can't blame domestic violence victims for not cooperating in investigations.” *ESPN*, July 14, 2016.

[https://www.espn.com/espnw/voices/story/\\_/id/16200241/why-blame-domestic-violence-victims-not-cooperating-investigations](https://www.espn.com/espnw/voices/story/_/id/16200241/why-blame-domestic-violence-victims-not-cooperating-investigations).

Lawrence, Adrienne. “Behind Jack Montague's attorney letter: Lack of substance hidden by posturing.” *ESPN*, March 15, 2016.

[https://www.espn.com/espnw/voices/story/\\_/id/14975971/lack-substance-jack-montague-attorney-letter](https://www.espn.com/espnw/voices/story/_/id/14975971/lack-substance-jack-montague-attorney-letter).

Lawrence, Adrienne. “Why bringing Manziel's case to a grand jury is out of the ordinary.” *ESPN*, March 3, 2016.

[https://www.espn.com/espnw/voices/story/\\_/id/14893296/why-bringing-manziel-case-grand-jury-abnormal](https://www.espn.com/espnw/voices/story/_/id/14893296/why-bringing-manziel-case-grand-jury-abnormal).

## Media Coverage & Quotes *(select)*

Armezin, Catherine. “Angelina Jolie targeted by social media creators who mocked, shamed Amber Heard: Report.” *International Business Times*. Oct. 19, 2022.

<https://www.ibtimes.com/angelina-jolie-targeted-social-media-creators-who-mocked-shamed-amber-heard-report-3625605>.

Harvard Business Review Analytics Services. “Making Pay Equity Work for All: Research Report.” *Harvard Business Review*. Oct. 17, 2022.

<https://hbr.org/resources/pdfs/comm/UKG/MakingPayEquity%20WorkForAll.pdf>

Tenbarge, Kat. “Angelina Jolie is the latest woman to be compared to Amber Heard.”

*NBCNews*, Oct. 17, 2022. <https://www.nbcnews.com/tech/internet/angelina-jolie-brad-pitt-allegations-amber-heard-chasing-scandal-rcna51959>.

Falzone, Diana. “Marciano Rape Accuser: Guess mogul is trying to dox me.” *The Daily*

*Beast*, Apr. 20, 2022. <https://www.thedailybeast.com/marciano-rape-accuser-guess-mogul-is-trying-to-dox-me>.

Samuel, Ruth E. “Matt Damon’s confession no one asked for: He stopped using the ‘f-slur for a homosexual.” *Los Angeles Times*, Aug. 2, 2021.

<https://www.latimes.com/entertainment-arts/story/2021-08-02/matt-damon-says-he-longer-uses-homophobic-slur-twitter-reactions>.

Klansfeld, Adam. WNBA star Brittney Griner’s prosecution near Moscow sparks focus on ‘hostage diplomacy’ – and the case of a Russian arms trafficker. *Law & Crime*, July

20, 2022. <https://lawandcrime.com/objections-podcast/wnba-star-brittney-griners-prosecution-near-moscow-sparks-focus-on-hostage-diplomacy-and-the-case-of-a-russian-arms-trafficker/>

Jennings, Chantel. “Women are being left behind amid NIL Senate Committee hearings and it’s a ‘slap in the face of Title IX.’ *The Athletic*, June 17, 2021.

<https://theathletic.com/2655834/2021/06/17/jennings-women-are-being-left-behind-amid-nil-senate-committee-hearings-and-its-a-slap-in-face-of-title-ix/>.

De La Cretaz, Britni. “Domestic violence is about power and control—it’s also about voter suppression.” *Refinery29*, Oct. 27, 2020. <https://www.refinery29.com/en-us/2020/10/10099003/domestic-violence-voter-suppression-2020-election>.

Wolfsun, Joseph A. “Rose McGowan rips Jeffrey Toobin’s defenders amid ‘MeToobin’ masturbation scandal.” *Fox News*, Oct. 21, 2020.

<https://www.foxnews.com/media/rose-mcgowan-cnn-jeffrey-toobin>.

Dastagir, Alia E. “Ice Cube is working with Trump and Black women are calling him out.” *USAToday*, Oct. 15, 2020.

<https://www.usatoday.com/story/news/nation/2020/10/15/ice-cube-and-trump-black-women-slam-rapper-working-president/3668001001/>.

O’Neil, Tyler. “Clarence Thomas says Supreme Court needs to ‘fix’ Obergefell after the jailing of Kim Davis.” *PJMedia*, Oct. 5, 2010. <https://pjmedia.com/culture/tyler-o-neil/2020/10/05/clarence-thomas-the-supreme-court-needs-to-fix-its-same-sex-marriage-decision-n1005573>.

De La Cretaz, Britni. “Donald Trump’s niece is suing him for fraud and conspiracy. Ok!!” *Refinery29*, Sept. 24, 2020. <https://www.refinery29.com/en-us/2020/09/10051595/mary-trump-sues-donald-trump-fraud-conspiracy-lawsuit>.

Corbett, Erin. “Jessica Krug pretended to be black her entire career and she outed herself in a Medium post.” *Refinery29*, Sept. 3, 2020. <https://www.refinery29.com/en-us/2020/09/10006538/jessica-krug-professor-white-pretending-black-gw>.

Da Silva, Chantal. “Barring citizens from coming home over COVID-19 fears deemed ‘Unconstitutional’.” *Newsweek*, Aug. 11, 2020. <https://www.newsweek.com/barring-citizens-coming-home-over-covid-19-fears-deemed-unconstitutional-1524219>.

Kurzius, Rachel. “Whisper networks long warned women about a prominent local journalist. Now, they’re going public.” *DCIst*, July 29, 2020.

<https://dcist.com/story/20/07/29/martin-dicaro-wamu-allegations-misconduct/>.

Carras, Christi. “White celebrities partner with NAACP to ‘take responsibility’ for racism.” *Los Angeles Times*, June 11, 2020.

<https://www.latimes.com/entertainment-arts/story/2020-06-11/i-take-responsibility-video-white-celebrities-naacp>.

Stevens, Heidi. “Harvey Weinstein’s verdict shows us his Oscars, wealth—even that walker—weren’t enough to shield him from a fed-up world.” *Chicago Tribune*, Feb. 24, 2020. <https://www.chicagotribune.com/columns/heidi-stevens/ct-heidi-stevens-harvey-weinstein-guilty-verdict-metoo-0224-20200224-xw7ujv5wljczvc73iunznrejia-story.html>.

Bond, Shannon. “Uber to pay \$4.4 million to employees who were sexually harassed at work.” *NPR*, Dec. 19, 2019. <https://www.npr.org/transcripts/789949239>.

## Licenses

### California

License No. 263997  
Admitted on June 26, 2009

### Maryland

License No. 0906160094  
Admitted on June 16, 2009

## Appointments

### State of Israel

2023

Delegate

- Appointed by Consulate General of Israel in New York

## Professional Affiliations

2018 - present	Women’s Media Center, SheSource Expert
2015 - present	Dress for Success, Board of Directors (Hartford, CT)
2020 - 2022	BetterBrave, Nonprofit General Counsel & Director of Outreach