

ADRIENNE J. LAWRENCE, *esq.*

Adjunct Faculty
Annenberg School for Communication and Journalism
University of Southern California
3502 Watt Way
Los Angeles, CA 90089-0281
lawr205@usc.edu

EDUCATION

Degrees

M.A., Specialized Journalism, University of Southern California, 2020
J.D., The George Washington University Law School, 2008
M.A., Criminal Justice, John Jay College of Criminal Justice, City University of
New York, 2023
B.S., Criminal Justice *cum laude*, California State University, Sacramento, 2006

Certifications

Workplace Conflict Resolution, Mediation Training Institute, 2024
Trainer of Workplace Conflict Resolution, Mediation Training Institute, 2024
Conflict Dynamics Profile-Individual (CDP-I) Assessment, Mediation Training
Institute, 2024

EMPLOYMENT

select

Current

CEO + Principal Consultant, Bantam Impact Consulting, 2017-present
Attorney, Law Office of Adrienne J. Lawrence, 2023-present
Adjunct Faculty, University of Southern California, 2023-present

Previous Work Experience

Vice President + Senior Consultant, Jennifer Brown Consulting LLC, 2020-2024
Legal Analyst + Commentator, ESPN, Bristol, CT, 2015-2017
Attorney, Greenberg Traurig LP, Los Angeles, CA, 2012-2015
Attorney, McGuireWoods LLP, Washington, DC, 2011-2012

Attorney, Arent Fox LLP, Washington, DC, 2009-2011

Law Clerk, Chief Judge Eric T. Washington, District of Columbia Court of Appeals, 2008-2009

Paralegal Specialist, Civil Rights Unit, U.S. Attorney's Office, Southern District of New York, 2003-2005

Unlicensed Abuse Counselor/ Advisor, WomensLaw.Org, 2005-2008

Expert Witness

Pinckney v. Anna Marie College, No. 4:19-cv-40055, U.S. District Court, District of Massachusetts, 2020-2021

TEACHING + ACADEMIC EXPERIENCE

Part-Time Faculty

- 2025 "Law of Mass Communications." University of Southern California (USC). Virtual (Spring Semester).
- 2024 "Law of Mass Communications." USC. Virtual (Fall Semester).
- 2024 "Law of Mass Communications." USC. Virtual (Summer Semester).
- 2024 "Law of Mass Communications." USC. Los Angeles, CA (Fall Semester).
- 2023 "Law of Mass Communications." USC. Los Angeles, CA (Fall Semester).
- 2011 "Criminal Law." Strayer University. Washington, DC (Fall Semester).
- 2011 "Tort Law." Strayer University. Washington, DC (Spring Semester).
- 2010 "Criminal Justice." Strayer University. Washington, DC. (Fall)

Guest Lectures + Invited Talks

- 2023 "Navigating Power and Prevention: Sexual Harassment at the Intersection of Gender and Justice." Sexual and Domestic Violence. The Pennsylvania State University. Virtual. Feb 14, 2023.
- 2022 "Economics of Workplace Sexual Harassment." Gender Economics, Southern Utah University. Virtual. March 18, 2022.
- 2022 "Exploring Sexual Harassment: Gender Dynamics and Justice Responses." Sexual and Domestic Violence, The Pennsylvania State University. Virtual. Feb 8, 2023.

- 2020 "Intersecting Identities: Race, Gender, and Media in News Reporting." Reporting the News, University of California, Berkeley. Virtual. Aug 31, 2020.
- 2020 "Sexual Harassment in the Workplace: Legal Frameworks and Advocacy Strategies." Employment Discrimination Law, Rick J. Caruso School of Law, The Pepperdine University. Los Angeles, CA. Aug 25, 2020.
- 2020 "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.
- 2019 "Entering the Workforce During #METOO." Trinity College. Virtual. Oct. 30, 2019.
- 2018 "Breaking the Silence: Confronting Sexual Harassment and Violence in Sports Journalism." Sports Journalism. Loyola Marymount University. Los Angeles, CA. Oct 10, 2018.

PUBLICATIONS

select

Book

- 2020 Lawrence, Adrienne. *Staying in the Game: The Playbook for Beating Workplace Sexual Harassment*. New York, NY: Penguin Random House.
- 2021 Axiom Business Book of the Year (Women & Minorities in Business)
- 2021 International Book Award (Women in Business)
- 2021 International Book Award (Business)

Thesis

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

Select Op-Eds & Articles

- 2024 Lawrence, Adrienne. "The Protect Act must apply to AI-generated child pornography." *Straight Arrow News*. May 29, 2024.
- 2024 Lawrence, Adrienne. "Why are non-consensual pelvic exams still happening?" *Straight Arrow News*. April 17, 2024.
- 2023 Lawrence, Adrienne. "Spain's soccer president was wrong to kiss World Cup champion." *Straight Arrow News*. Aug 23, 2023.

- 2023 Lawrence, Adrienne. "Stop Blaming Hutchinson for Alleged Giuliani Groping." *Straight Arrow News*. Sept. 27, 2023.
- 2022 Lawrence, Adrienne. "A Lawyer Explains What the SCOTUS Roe v. Wade Opinion Leak Actually Means for Americans Right Now." *SheKnows Media*. May 4, 2022.
- 2021 Lawrence, Adrienne. "A Victoria's Secret 'Karen' Video Went Viral. It Hit Home for Black Women Like Me." *Washington Post*. July 14, 2021.
- 2021 Lawrence, Adrienne. "The Audacity of Confidence: Is it Imposter Syndrome or is it Patriarchy?" *Bitch Magazine*. Summer 2021.
- 2020 Lawrence, Adrienne. "Empower Managers to Stop Harassment." *Harvard Business Review*. May-June, 2020.
- 2020 Lawrence, Adrienne. "Nobel Peace Prize nominee Amanda Nguyen wants a survivors' bill of rights in every state." *Ms.*, June 27, 2020.
- 2020 Lawrence, Adrienne. "Sexual Assault, COVID-19 and Our Desperate Desire to Survive." *Ms.*, April 14, 2020.
- 2018 Lawrence, Adrienne. "Women Deserve Better from Walgreens – and Their Lawmakers." *Ms.*, June 6, 2018.
- 2017 Lawrence, Adrienne. "California law excuses accused rapists because they were too intoxicated." *ESPN*, March 8, 2017.
- 2017 Lawrence, Adrienne. "When it comes to Joe Mixon, don't confuse domestic violence with assault." *ESPN*, Mar 6, 2017.
- 2016 Lawrence, Adrienne. "Why the court is allowing the use of Jane Doe's name in the Derrick Rose case." *ESPN*, Sept. 26, 2016.
- 2016 Lawrence, Adrienne. "Why we can't blame domestic violence victims for not cooperating in investigations." *ESPN*, July 14, 2016.
- 2016 Lawrence, Adrienne. "Behind Jack Montague's attorney letter: Lack of substance hidden by posturing." *ESPN*, March 15, 2016.
- 2016 Lawrence, Adrienne. "Why bringing Manziel's case to a grand jury is out of the ordinary." *ESPN*, March 3, 2016.

PRESENTATIONS + WORKSHOPS

select

Keynotes + Speaking Engagements

- 2024 "The Allyship Gap: Black and White Women in Real Partnership for Change." Racial Justice at Work Summit (Justice for All). April 25, 2024.

- 2023 "Beating Bias through Inclusive Leadership." [Private Media Client]. Virtual. Sept. 20, 2023.
- 2023 "Navigating Landmines from an Inclusive Lens." [Private Energy Client]. Las Vegas, NV. Mar. 2, 2023.
- 2023 "Exploring the Power of our Voices: Maximizing the EBRG Experience." [Private Retail Client]. Nashville, TN. Jan. 12, 2023.
- 2022 "Embracing and Activating Male Privilege." Better Man Conference. San Francisco, CA. Nov. 2, 2022.
- 2022 "Shaped by Progress: Building on Women's History." [Private Tech Client]. Virtual. Mar. 17, 2022.
- 2021 "Beyond Black and White: Women Uplifting One Another." The 3% Movement. Atlanta, GA. Nov. 11, 2021.
- 2021 "Building an Inclusive Environment." [Private Media Client]. Virtual. Oct. 14, 2021.
- 2018 "Courage in Action: Empowering Voices Against Sexual Violence." Amber Rose SlutWalk. The Amber Rose Foundation. Los Angeles, CA. Oct 6, 2018.
- 2018 "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.
- 2018 "Women Speak: The Empowerment Movement." Leila Grace Foundation. Los Angeles, CA. May 16, 2018.

Panel Presentations

- 2023 "Effective Intersectional Allyship." Better Together Conference. Virtual. Oct 19, 2023.
- 2023 "Standing Against Antisemitism." [Private Medical Client]. Virtual. Feb 21, 2023.
- 2022 "Enhancing Invisible Inclusivity: Crafting Inclusive Spaces for Neurodivergent." [Private Medical Client]. Virtual. Oct 25, 2022.
- 2022 "Realizing Untapped Resources: Making Workplaces Welcoming for Autistic Women." Autistic Women & Nonbinary Network. Virtual. July 26, 2022.
- 2022 "Take Pride and Give Back: Creating Inclusive LGBTQ+ Spaces Year-Round." Stonewall Inn Gives Back Initiative. Virtual. June 15, 2022.
- 2022 "Beyond Diversity: Creating Inclusive Cultures of Belonging Where Everyone Thrives." Council of State Administrators of Vocational Rehabilitation. Virtual. Apr 13, 2022.

- 2022 "In Pursuit of Progress: Building a Gender Inclusive Tomorrow." Representation Project. Virtual. Mar 23, 2022.
- 2022 "Embracing the Uprising: Creating Trans-Inclusive Workplaces." Marsha P. Johnson Institute. Virtual. Feb 22, 2022.
- 2021 "Best Practices in Diversity, Equity and Inclusion." Stanford Law School Digital Economy Best Practices Conference. Virtual. Nov 12, 2021.
- 2021 "How to Build Effective Strategies for 2022 & Beyond." 2021 SHRM Annual Conference & Expo. Society for Human Resource Management (SHRM), Las Vegas, NV. Sept 11, 2021.
- 2021 "Beating Backlash Against BIPOC Women Professionals." South by Southwest (SXSW). Virtual. Mar 16, 2021.
- 2021 "The Pursuit of Equity: Making a Way for Women in the Workplace." Women Employed. Virtual. Aug 26, 2021.
- 2020 "New Employment Issues in the Remote Economy: Management, Security, Activism." Stanford Law School Digital Economy Best Practices Conference. Virtual. Nov. 5, 2020.

Trainings + Workshops

- 2024 "Leveraging Psychological Safety." [Private Client]. San Francisco, CA. Dec 6, 2024.
- 2024 "Sexual Harassment Prevention." Intellezy. Boston, MA. Aug 1, 2024.
- 2024 "Workplace Violence Prevention Fundamentals." Intellezy. Boston, MA. Sept 6, 2024.
- 2023 "Inclusive Leadership: Crafting an Inclusive Space." National Aeronautics and Space Administration (NASA). Virtual. Sept 18, 2023.
- 2023 "Inclusive Leadership Workshop: Building a Respectful Culture of Inclusion." [Private Client]. Virtual. Sept 13, 2023.
- 2023 "Driving an Inclusive Culture." [Private Client]. Virtual. Aug 1, 2023.
- 2023 "Leading a Respectful Culture of Inclusion: Elite Tools for a Better Tomorrow." [Private Client]. Napa, CA. May 25, 2023.
- 2022 "Continuing Consciousness: Understanding Types of Unconscious Bias." Virtual. [Private Client]. Sept 15, 2022.
- 2022 "Leveraging Empathy to Advance Inclusivity: Shaping Safe Spaces." [Private Client]. Virtual. July 7, 2022.
- 2021 "DEI Immersion: Overcoming Unconscious Bias in the Workplace." [Private Client]. Virtual. Oct 27, 2021.

- 2021 "Social Media and Respecting Others in the Workplace." Dress for Success. Virtual. July 19, 2021.
- 2020 "Building an Inclusive Bias-Free Culture." [Private Client]. Virtual. Dec 11, 2020.
- 2020 "Managing a Respectful Culture of Inclusion in Health E-Commerce." [Private Client]. Virtual. Nov 5, 2020.
- 2020 "Empowering Professionals: Strategies for Navigating Client Discrimination in the Workplace." American Red Cross. Virtual. Sept 2, 2020.

MEDIA INTERVIEWS + QUOTES

select

- 2024 Briseño, Elaine. "McMahon Sells Millions More in TKO Stock Amid Abuse Suit." *Law360*. Apr 8, 2024.
- 2024 Steele, David. "Team Sales Not Assured Despite James Dolan Assault Suit." *Law360*. Jan 23, 2024.
- 2023 Steele, David. "Exiled Celtics Coach Nearing 2nd Shot with Another Team." *Law360*. Apr 21, 2023.
- 2022 Armechin, Catherine. "Angelina Jolie targeted by social media creators who mocked, shamed Amber Heard: Report." *International Business Times*. Oct 19, 2022.
- 2022 Harvard Business Review Analytics. "Making Pay Equity Work for All: Research Report." *Harvard Business Review*. Oct 17, 2022.
- 2022 Tenbarge, Kat. "Angelina Jolie is the latest woman to be compared to Amber Heard." *NBCNews*, Oct 17, 2022.
- 2022 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.
- 2022 Here and Now. "Brittney Griner Considered Wrongfully Detained by U.S. Government." *NPR*, May 4, 2022.
- 2022 Here and Now. "Brittney Griner's Arrest in Russia." *NPR*, Mar 14, 2022.
- 2021 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 (The New York Times)*, June 17, 2021.
- 2021 Morris, Simone. "Get Motivated to Fight Anti-Asian American Bias." *Forbes*, Apr 28, 2021.

- 2020 De La Cretaz, Frankie. "Domestic violence is about power and control – it's also about voter suppression." *Refinery29*, Oct 27, 2020.
- 2020 Corbett, Erin. "Jessica Krug pretended to be black her entire career and she outed herself in a Medium post." *Refinery29*, Sept 3, 2020.
- 2020 Kurzius, Rachel. "Whisper networks long warned women about a prominent local journalist. Now, they're going public." *DClst*, July 29, 2020.
- 2020 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.
- 2019 Bond, Shannon. "Uber to pay \$4.4 million to employees who were sexually harassed at work." *NPR*, Dec 19, 2019.
- 2018 Jones, Rosalind. "Closer to True Cost: How Sexual Harassment Impacts Workers and Businesses." *Ms.*, Dec 21, 2018.
- 2018 Bratby-Rudd, Cori. "Nobel Peace Prize Nominee Amanda Nguyen Wants a Survivor Bill of Rights in Every State." *Ms.*, June 27, 2018.

FELLOWSHIPS, HONORS + AWARDS

select

- 2021 Axiom Business Book of the Year (Women & Minorities in Business)
- 2021 International Book Award (Business)
- 2021 International Book Award (Women in Business)
- 2020 Top 50 Women Who Can Change the World of Journalism, Take the Lead
- 2018 Progressive Women's Voices, Women's Media Center
- 2018 Voice of the Year, SheKnows Media
- 2017 Rainbow/PUSH Coalition, Life Beyond the Playing Field Award
- 2015 ESPN the Fellowship, ESPN
- 2016 Southern California "Litigation" Rising Star, SuperLawyer
- 2015 Southern California "Litigation" Rising Star, SuperLawyer
- 2015 Geoffrey Cowan Communication Leadership Fellowship, University Southern California (USC)
- 2014 Southern California "Litigation" Rising Star, SuperLawyer
- 2014 Geoffrey Cowan Communication Leadership Fellowship, USC
- 2006 Diversity in the Legal Profession Scholar, Crowell & Moring LLP

- 2005 On-The-Spot Award: Litigation Support, U.S. Attorney’s Office, Southern District of New York (USAO-SDNY)
- 2004 Special Act Award: Post-9/11 Office Relocation, USAO-SDNY
- 2003 Graduate Student Essay Scholar, John Jay College of Criminal Justice, City University of New York
- 2003 William B. Melnicoe Award, Lambda Alpha Epsilon, California State University, Sacramento (CSUS)
- 2003 Collegiate All-American Scholar, CSUS

CIVIC LEADERSHIP + AFFILIATIONS

- 2024-present Stanford Digital Economy Best Practices Conference Planning Committee, Digital Stanford Law School, Stanford, CA
- 2023-present Diversity & Inclusion Committee, Annenberg School for Communication and Journalism, USC, Los Angeles, CA
- 2016-present Board of Directors, Dress for Success, Hartford, CT
- 2015-present SheSource Expert, Women’s Media Center, Washington, DC
- 2018-2021 General Counsel & Outreach Director, BetterBrave, Los Angeles, CA
- 2012-2015 Black Women Lawyers Association of Los Angeles, Los Angeles, CA

LAW LICENSES

California Bar No. 263997 (2009)

Maryland Bar No. 0906160094 (2009)