

MAYA RAGHU

LEGAL AND POLICY EXPERIENCE

NATIONAL WOMEN'S LAW CENTER, Washington, D.C.

Director of Workplace Equality and Senior Counsel, January 2016 to present

- Lead federal legislative and regulatory policy development and advocacy on workplace gender equity and antidiscrimination issues, including equal pay, harassment, and civil rights enforcement by EEOC and OFCCP; advocacy on executive branch nominations
- Provide expert assistance to federal and state policymakers and staff, including legislative drafting and analysis; legislative and stakeholder strategy; providing testimony, briefings, reports, and fact sheets for Congress and state legislatures; assisting with and speaking at bill press conferences
- Lead, develop, and work in national coalitions with womens', civil, and workers' rights organizations, attorneys, researchers, and grassroots organizations, including on workplace harassment, equal pay, civil rights, and the Leadership Conference on Civil and Human Rights Employment Task Force
- Created and co-lead a national advocacy coalition of more than 35 organizations that drafted and advocated for the introduction and advancement of the BE HEARD in the Workplace Act, the EMPOWER Act, the CAA Reform Act and other antiharassment legislation
- Co-lead a national advocacy coalition of more than 50 organizations advocating for the Paycheck Fairness Act, including leading to its passage by the House in 2019 and 2021
- Engage in impact litigation, including APA challenges of federal agency action such as the stay of the EEO-1 pay data collection, and amicus briefs in civil rights litigation such as *Bostock v. Clayton Cty., Georgia*
- Speak to print, television, radio, and digital media outlets, including *PBS Newshour*, *CNN*, and the *Washington Post*
- Engage in public education and outreach to various stakeholders, including creating education and research resources; developing website and social media content; planning convenings; and authoring articles for publication
- Speak at 20-35 conferences, events, and trainings per year for audiences of 20-400 individuals each, including attorneys, individuals, policymakers, businesses, and advocates
- Recruit and supervise 2 attorneys and 2-3 law student interns per year
- Participate in the development of grant proposals and grant reporting

FUTURES WITHOUT VIOLENCE (FORMERLY FAMILY VIOLENCE PREVENTION FUND), Washington, D.C.

Senior Attorney, November 2010-January 2016

- Developed and managed innovative national projects focused on the intersection of employment, trafficking, and gender issues
- Developed and implemented strategies to facilitate multi-sector collaboration and cross-movement building between employers, workers' rights groups, and anti-violence advocates.
- Developed and managed three projects piloting multi-sector strategies to promote economic and personal safety for low-paid workers in Immokalee, Florida (agriculture sector); New York, New York (restaurant industry); and Baltimore, Maryland (health care sector). Oversaw a team of 10-20 collaborators at each pilot site.

- Provided technical assistance, including developing and conducting 20-40 trainings, convenings, and conference workshops per year, to stakeholders including policymakers, attorneys, civil society organizations, workers' rights organizations, businesses and professional sports leagues
- Monitored and analyzed legal, policy, and research developments related to economic security, trafficking, and gender-based violence
- Created public education materials and resources; oversaw website and social media content; engaged with media; authored articles for scholarly and trade publications
- Engaged in federal legislative and regulatory advocacy; developed and work in coalitions with advocates, attorneys and grassroots organizations
- Participated in the development and administration of grants, budgets and grant reporting, including \$2.5 million multi-year federal grant from the Department of Justice Office on Violence Against Women
- Recruited and supervised 2-6 project consultants and staff, including subject matter experts, communications consultants, and monitoring and evaluation consultants

LEGAL MOMENTUM (FORMERLY NOW LEGAL DEFENSE AND EDUCATION FUND), New York, New York

Senior staff attorney, October 2004-October 2010

- Developed and implemented innovative legal work focused on gender-based employment and housing rights under international, federal, and state civil rights laws, including rights of immigrants and victims of interpersonal violence
- Conducted client intake; oversaw case development and assessment; planned and conducted 2-3 impact litigation cases per year (including research, discovery, motion practice, trial preparation and settlement negotiations) in federal and state trial and appellate courts and administrative agencies
- Researched and prepared *amicus* briefs on a variety of civil and international human rights issues in state, federal, and international fora; prepared shadow reports to international human rights bodies
- Provided expert and legal assistance to legislators, policymakers, attorneys, advocates, employers, labor unions, and individuals nationwide
- Engaged in federal and state legislative and regulatory advocacy on gender equity and workplace and housing discrimination, including the Violence Against Women Act; provided expert assistance to federal and state policymakers and staff, including legislative drafting, analysis, and research
- Produced public education materials, including guides collecting and describing legislation across the country on employment rights of survivors of domestic and sexual violence
- Engaged in public education, including speaking at 10-20 trainings or events per year for audiences of 20-100 individuals each including attorneys, individuals, labor unions, and service providers nationwide
- Supervised 3-5 law student interns each year

SIMPSON THACHER & BARTLETT LLP, New York, New York

Associate, November 2000-October 2004

- Researched and prepared legal briefs and motions
- Conducted discovery, including motion practice, and prepared and conducted depositions
- Engaged in trial preparation work and trial involving various areas of complex commercial civil litigation in federal and state trial and appellate courts
- Conducted *pro bono* litigation of employment claims on behalf of immigrant domestic workers
- Supervised teams of 2-5 junior associates per matter

UNITED STATES DISTRICT COURT FOR THE SOUTHERN DISTRICT OF TEXAS, Houston, Texas

Law Clerk to the Honorable Vanessa D. Gilmore, August 1998-August 2000

- Researched and prepared drafts of orders for dispositive motions in civil lawsuits involving various substantive areas of federal and state law

Maya Raghu

- Prepared jury instructions, and prepared for and attended hearings and trials
- Supervised 1-2 interns each semester and summer

GEORGETOWN UNIVERSITY LAW CENTER

Legal research assistant to Professor Courtney Howland, January-May 1998

- Conducted legal research on issues of womens' rights and international human rights law and drafted memoranda
- Assisted with planning convening with international legal experts

GEORGETOWN UNIVERSITY LAW CENTER

Center For Applied Legal Studies (political asylum clinic), August-December 1997

- Represented individuals in asylum proceedings before federal immigration judge
- Conducted client intake and client and witness interviews; oversaw case development and assessment; conducted research and motion practice; argued motions and request for asylum

CHADBOURNE & PARKE LLP, New York, New York

Summer associate, June-August 1997

- Researched and prepared legal briefs and motions
- Assisted with discovery, including motion practice and deposition preparation
- Engaged in trial preparation work and trial involving various areas of complex commercial civil litigation in federal and state trial and appellate courts

UNITED STATES DISTRICT COURT FOR THE SOUTHERN DISTRICT OF TEXAS, Houston, Texas

Legal intern to the Honorable Vanessa D. Gilmore, June-August 1996

- Prepared research for orders for dispositive motions in civil lawsuits involving various substantive areas of federal and state law
- Prepared for and attended hearings and trials

EDUCATION

Georgetown University Law Center, Washington, D.C.

Juris Doctor, *cum laude*, May 1998

Honors: Dean's List; Honors in Legal Research and Writing

Clinic: Center for Applied Legal Studies (political asylum)

Law Review: Articles Editor, *Georgetown Immigration Law Journal*

Trinity University, San Antonio, Texas

Bachelor of Arts, *summa cum laude*, Political Science and Spanish, May 1995

Honors: Phi Beta Kappa, Dean's List

REPRESENTATIVE PUBLICATIONS

- "OFCCP Loss in Oracle Pay Case Threatens Future Civil Rights Enforcement," *Bloomberg Law*, Oct. 20, 2020
- *Employment Protections for Victims of Domestic Violence in THE IMPACT OF DOMESTIC VIOLENCE ON YOUR LEGAL PRACTICE* (Jane Yin Zhi, ed., American Bar Association Commission on Domestic & Sexual Violence, 3rd ed., 2018)
- Remington Gregg and Maya Raghu, "Congress Should Lead, Not Follow, On Protecting Victims of Sexual Harassment," *Huffington Post*, Nov. 14, 2017

- Maya Raghu and Joanna Suriani, *#MeTooWhatNext: Strengthening Workplace Sexual Harassment Protections and Accountability*, NAT'L WOMEN'S LAW CTR. (2017)
- Maya Raghu, "How employers can save money -- and lives -- with paid leave," *msnbc.com*, Aug. 22, 2015
- Lisalyn R. Jacobs and Maya Raghu, *The Need For a Uniform Federal Response To the Workplace Impact of Interpersonal Violence*, 11 GEO. J. GENDER AND THE LAW 593 (2010).
- Timothy Casey, Soraya Fata, Leslye Orloff and Maya Raghu, *TANF Reauthorization Round II – An Opportunity to Improve the Safety Net for Women and Children*, 14 DOMESTIC VIOLENCE REPORT 65 (June/July 2009).
- Jenifer Knight and Maya Raghu, *Case Note, Colorado Domestic Violence Victims Living in Project-Based Subsidized Housing May Keep Their Housing While Staying Safe, According to Settlement Terms*, 41 CLEARINGHOUSE REV. 104 (May-June 2007).

RECENT REPRESENTATIVE SPEAKING ENGAGEMENTS

- Berkeley Law Center on Comparative Equality and Anti-Discrimination Law, Sexual Harassment in Education Conference (2021)
- Berkeley Law Center on Comparative Equality and Anti-Discrimination Law, Global Resistance to Sexual Harassment and Violence conference (2020)
- SXSW (2019) (workplace harassment)
- WorkHuman (HR) annual conference (2019) (equal pay)
- National Employment Lawyers Association fall seminar (2018) (workplace harassment)
- BSR (Business for Social Responsibility) annual conference (2018) (workplace harassment)

RECENT REPRESENTATIVE PRESS

- CNN (August 2020) (COVID and women in the workforce)
- CNBC (March 2020) (COVID and equal pay)
- The Takeaway (December 2018) (workplace harassment)
- PBS Newshour (August 2017) (sexual violence and harassment)

PROFESSIONAL ACTIVITIES

- Advisory Board member, Freedom Forum Institute, Power Shift Project (2018-present)
- Commissioner, American Bar Association Commission on Domestic and Sexual Violence (2012-2016)
- New York City Bar Association, Immigration Committee member (2003-2005); Civil Rights Committee member (2005-2008)

ADMISSIONS

- New York (1999)
- Washington, D.C. (2016)