

DARIELY RODRIGUEZ

PERSONAL SUMMARY

Accomplished senior-level attorney experienced in managing diverse teams engaged in impact litigation and policy advocacy matters. Deep expertise in employment discrimination, EEO and OFCCP affirmative action compliance obligations. Excellent history of navigating complex situations and building consensus among multiple stakeholders, including senior leadership, private sector institutions, government officials and other coalition partners.

LEGAL EXPERIENCE

Lawyers' Committee for Civil Rights Under Law, Washington, D.C.

Inaugural Director, Economic Justice Project, September 2016 – Present

Planning and Development

- Implement short and long-term programmatic plans involving strategies for impact litigation, policy and regulatory advocacy, and appellate advocacy. and impact litigation strategies with team input, and under the oversight of chief counsel, to promote economic opportunity and health equity in communities of color.
- Develop annual project budgets, and currently manage a multi-year budget of approximately \$1 million.
- Oversee and manage various projects to ensure team is meeting goals, timelines and benchmarks for multiple grants.
- Formulate and initiate procedural changes to maximize project efficiency and effectiveness while minimizing costs.

Supporting Executive Management

- Act as advisor to chief counsel and executive director on complex and time-sensitive economic justice and employment discrimination policy and litigation matters.
- Represent executive director in external meetings, panels and briefings.
- Develop written and oral congressional testimony for executive director.
- Act as a liaison with civic organizations, congressional staff and federal government officials including from the CFPB, EEOC and U.S. Department of Labor.
- Serve as internal EEO Officer (2016-2018).

Operations

- Interview and hire project legal and support staff.
- Supervise four attorneys, a project associate, support staff and interns and foster positive work environment by providing ongoing constructive feedback and recognition.
- Administer multi-year national records assistance program connecting hundreds of people with criminal records to pro bono legal services, stemming from \$15 million settlement with Census Bureau.
- Plan and execute panels, briefings, and conferences on civil rights issues in close collaboration with coalition partners for various stakeholders, including congressional members and staff, and advocates.
 - Organized and moderated congressional [briefing](#) focused on paid leave as a racial justice issue, attended by Congressman Steven Horsford.
 - Co-hosted multi-stakeholder convening on algorithmic discrimination in hiring, which resulted in publication of “Civil Rights [Principles](#) for Hiring Assessment Technologies,” joined by more than 25 groups.

Advocacy

- Co-chair the Employment Task Force of the Leadership Conference on Civil and Human Rights, the national umbrella organization of American civil rights groups.
- Engage in extensive regulatory policy advocacy on employment, consumer and healthcare discrimination issues before the Department of Labor, EEOC, CFPB, and HHS. Lead stakeholder coalition engagement and meetings with EEOC commissioners and DOL OFCCP Director and officials.
 - [Lead](#) advocacy challenging DOL’s national interest exemption suspending affirmative action obligations for federal contractors responding to COVID-19, resulting in exemption not being extended.
- Serve as plaintiff-side counsel in various impact litigation matters and help secure settlements on behalf of workers, including a \$4.9 million settlement with the City of Jacksonville, Florida to resolve allegations of race discrimination.
- Draft or significantly contribute to various Supreme Court amicus briefs supporting issues of employment opportunity, racial justice and LGBTQ rights, and liaise with board members to seek approval of brief filings.
- Regularly present on racial justice issues in briefings and conferences (select speaking engagements below – for complete list, *see* below on p. 4).
 - Testified before U.S. Commission on Civil Rights ([testimony](#) cited in Commission’s report, “Federal #MeToo: Examining Sexual Harassment in Government Workplaces”),
 - Presented at National Organization for Women’s [Racial Justice Summit and Congressional Briefing](#), sponsored by U.S. Congresswoman Gwen Moore.
 - Presented on disparate impact panel at 2019 Congressional Black Caucus Foundation Annual Legislative Conference.
 - Presented at Congressional briefing on the impact of COVID-19 on people with disabilities and the need for better data collection, hosted by Consortium for Citizens with Disabilities in partnership with Rep. Jim Langevin, Rep. Don Young, Rep. Ayanna Pressley, Senator Bob Casey, and Senator Chris Van Hollen.
- Frequently speak with radio, television and print media (interviewed or quoted by [CNBC](#), [Entrepreneur](#), [Washington Post](#), [NBC News](#), [Bloomberg News](#), [Los Angeles Times](#), [Yahoo News](#), [Vice News](#), [NewsOne Now](#), and others).

Howard University School of Law, Washington, D.C.

Adjunct Professor, Fall 2018

- Co-taught Civil Rights Litigation seminar.
- Developed course syllabus, and graded student papers and presentations.

New York Attorney General’s Office (OAG), New York, NY

Assistant Attorney General, Civil Rights Bureau November 2012 – August 2016

- Represented Attorney General in immigrants’ rights task force and civil rights conferences.
- Supervised junior attorneys and interns.

Notable matters worked on:

- \$3.8 million [settlement](#) with Con Edison to resolve allegations of employment discrimination against women in field jobs.
- \$475,000 [settlement](#) with International Alliance of Theatrical & Stage Employees, Local 52, concerning the Local’s admissions process and the exclusion of African-Americans and Latinos from the union.
- \$650,000 [settlement](#) with Macy’s to resolve allegations of racial profiling against Black customers.

- \$525,000 [settlement](#) with Barneys to resolve allegations of racial profiling against Black customers.
- Settlement agreements with [Kimco Realty Co.](#), [Vornado Realty Co.](#), and [Pyramid Management Group](#), requiring over sixty shopping centers throughout the State of New York to become accessible to people with disabilities.
- [Settlement](#) with Barnes & Noble on behalf of nursing mothers.

Internal EEO Committee Member, May 2014 – September 2015

Internal EEO Committee Co-Chair, September 2015 – August 2016

- Appointed co-chair of internal equal employment opportunity committee tasked with investigating discrimination complaints for statewide agency.
- Conducted thorough investigations of employee complaints and oversaw investigations conducted by seventeen committee members.
- Provided regular updates to the Attorney General's executive staff on pending investigations.
- Significantly contributed to the preparation of agency-wide anti-harassment and anti-discrimination employee and supervisor training, including revamping training materials and training a large team of OAG trainers.

Farrell Fritz, P.C., Uniondale, NY

Associate, March 2011 – October 2012

- Represented clients in labor and employment matters, including contractual disputes, collective bargaining negotiations, wage and hour audits, and discrimination complaints before the New York State Division of Human Rights and the EEOC.
- Counseled clients regarding personnel decisions, reorganizations, performance management, accommodation requests, and the administration of employer policies and procedures.
- Prepared and negotiated employment agreements, including separation agreements, independent contractor agreements and non-compete and non-solicitation agreements.

Jackson Lewis, LLP, Melville, NY

Associate, August 2007 – March 2011

- Represented clients of all sizes and industries in U.S. Department of Labor Office of Federal Contract Compliance Programs (OFCCP) proceedings.
- Prepared and analyzed adverse impact, pay equity and utilization analyses to identify potential barriers to equal employment opportunity and provided strategic advice to clients regarding best practices to achieve goals.
- Worked with clients to ensure recruitment, hiring, promotion, compensation, performance evaluation, discipline, termination and other personnel practices complied with applicable laws, including federal affirmative action regulations.
- Conducted employee and supervisory workplace violence, sexual harassment and EEO training in English and Spanish for groups of up to 150 individuals. Also trained HR personnel and executives on affirmative action compliance obligations, including applicant tracking and diversity recruitment efforts.

Honorable Hector E. DeSoto, New Jersey Superior Court, Civil Division, Newark, NJ

Law Clerk/Certified Mediator, September 2006 – August 2007

- Reviewed pleadings, conducted legal research and summarized important facts and arguments for a wide array of civil matters, including employment discrimination, negligence and contract disputes.
- Prepared legal memoranda recommending motion dispositions.
- Mediated small claims cases involving contract and landlord-tenant disputes.

BAR MEMBERSHIPS

Admitted to New York (2007), District of Columbia (2019), Southern District of New York (2019), Third Circuit Court of Appeals (2017), Ninth Circuit Court of Appeals (2018), Supreme Court of the United States (2017).

EDUCATION

Hofstra University Maurice A. Dean School of Law, Hempstead, NY

Juris Doctor, May 2006

Honors/Activities: NYC Bar Thurgood Marshall Fellowship; Dwight L. Greene Full-Tuition Scholarship Recipient; LatCrit Scholar; Latino Law Students Association, President

New York University, New York, NY

Bachelor of Arts, Concentration in Latin American/Latino Studies and Legal Studies, May 2003

Honors: Dean's List

AWARDS AND RECOGNITIONS

- *Labor and Employment Section Fellow*, American Bar Association 2019-2020
- *Advisory Board Member*, Monroe H. Freedman Institute at Hofstra University School of Law (2018-present)
- *Profile Featured in Public Health Post*, Boston University School of Public Health, March 17, 2020.
- *Outstanding Women in Law Award*, Hofstra University School of Law 2018
- *Community Leadership Award*, TAG (Talented and Gifted) Latino Program Association 2016

SPEAKING ENGAGEMENTS

- *Succeeding Despite: How to Overcome Racial and Gender Bias in the Legal Profession*, Women's Bar Association of D.C. (Webinar panel presentation, Nov. 18, 2020).
- *Consumer rights panel*, Law Firm Anti-Racism Alliance Summit (Webinar panel presentation, Oct. 8, 2020).
- *Discussion on racial justice*, African American Leaders in the Law program, McGwire Woods LLP (Virtual panel presentation, Aug. 13, 2020).
- *SCOTUS 2020 Reproductive Rights Rulings*, Best Lawyers (Virtual panel presentation, July 2020).
- *Race, artificial intelligence, and systemic inequalities*, Center for Technology Innovation at Brookings Institution (Virtual panel presentation, June 19, 2020).
- *Civil Rights in the Age of Coronavirus*, Monroe H. Freedman Institute for the Study of Legal Ethics at Hofstra University School of Law (Webinar panel presentation, Apr. 16, 2020).
- *Voting and Health of Populations: Celebrating the 19th Amendment Centennial*, Symposium hosted by Dean Sandro Galea of Boston University's School of Public Health (Keynote presentation, Feb. 12, 2020).
- *The Census is a civil rights issue*, 2020 Census Civil Rights Summit, The Leadership Conference on Civil and Human Rights (Panel presentation, Dec. 5, 2019)
- *Women of Color in the #MeToo Era*, Lawyers' Committee for Civil Rights Under Law, (Moderator, panel presentation, Dec. 3, 2019).

- *The harm of religious exemptions and refusals*, Reconciling the Right to Nondiscrimination and Religious Freedom Workshop, invited by Dr. Ahmed Shaheed, United Nations Special Rapporteur on Freedom of Religion or Belief (Panel presentation, Oct. 21, 2019).
- *Careers in civil rights*, Princeton in Washington (Panel presentation to Princeton University students, June 17, 2019).
- *Women in the Law: Obstacles Faced in the Workplace*, D.C. Bar Association (Panel presentation, Feb, 28, 2019).
- *Facing the Challenge: Strengthening Federal Law and Policy*, National Organization of Women “Enough is Enough” Congressional Briefing and Summit on Sexual Harassment (Panel Presentation, Apr. 25, 2018).
- *Promoting Tolerance and Preventing Discrimination*, Business Forward (Webinar presentation to approx. 200 business leaders across the country, Sept. 20, 2018).
- *Investing in People with Conviction Histories*, San Francisco Human Rights Commission System Reset convening (Keynote presentation, Jan. 25, 2018).
- *Masterpiece Cakeshop v. Colorado Civil Rights Commission: A New License to Discriminate?*, Center for American Progress (Panel presentation, Nov. 16, 2017).

SELECTED SHORT ARTICLES AND OPINION PIECES

Of Course Employers Want to Talk It Out. But Workers Deserve Their Day In Court, Newsweek (Sept. 30, 2019 9:30 am), <https://www.newsweek.com/course-employers-want-talk-it-out-workers-deserve-their-day-court-opinion-1461883>.

My Turn: R.I. Licensing Punishes Ex-Convicts, Providence Journal (January 17, 2019 11:00 pm), <https://www.providencejournal.com/opinion/20190117/my-turn-dariely-rodriquez-ri-licensing-punishes-ex-convicts>.

Diana Kasdan and Dariely Rodriguez, How Kavanaugh Would Put Birth Control and Reproductive Rights At Risk: Access to contraception is essential to women’s autonomy and equality, The Lily (Sept. 5, 2018), <https://www.thelily.com/how-kavanaugh-puts-birth-control-and-reproductive-rights-at-risk/>.

The Masterpiece Ruling Calls for Increased Vigilance of Discrimination in the Marketplace, SCOTUSBLOG: MASTERPIECE CAKESHOP, LTD. v. COLO. CIVIL RIGHTS COMM’N, (June 7, 2018 9:30 am), <https://www.scotusblog.com/2018/06/symposium-the-masterpiece-ruling-calls-for-increased-vigilance-of-discrimination-in-the-marketplace/>.

Lisa Cylar Barrett and Dariely Rodriguez, Insight: How Much Is Your Life Worth to a Court?, Bloomberg Law, (April 30, 2019 4:01 am), <https://news.bloomberglaw.com/us-law-week/insight-how-much-is-your-life-worth-to-a-court>.

PUBLICATIONS

Dariely Rodriguez & Hope Kwiatkowski, How Race, Ethnicity, and Gender Impact Your Life’s Worth: Discrimination in Civil Damage Awards, Lawyers’ Comm. for Civil Rights Under Law (July 2018).

Left Behind: The Impact of the Bankruptcy Abuse Prevention and Consumer Protection Act of 2005 on Economic, Social and Racial Justice, 18 Berkeley La Raza L.J. 65 (2007)

TESTIMONY AND PUBLIC COMMENTS

Comment on RIN 3046-AB19 in Response to EEOC's Proposed Rulemaking to Amend the Commission's Procedural Rules Governing the Conciliation Process

<https://lawyerscommittee.org/wp-content/uploads/2020/11/EEOC-Conciliation-November-9-2020-Lawyers-Committee-Comments-1.pdf>

Comment on RIN 3046-AB00 in Response to EEOC Proposed Rulemaking re Official Time in Federal Sector Cases before the Commission, February 2020.

[http://civilrightsdocs.info/pdf/policy/Lawyers%27 Committee and Leadership Conference Final Comments on EEOC Official Time NPRM.pdf](http://civilrightsdocs.info/pdf/policy/Lawyers%27%20Committee%20and%20Leadership%20Conference%20Final%20Comments%20on%20EEOC%20Official%20Time%20NPRM.pdf)

Comment on Docket No. OFCCP-2019-0007 re DOL OFCCP Proposed Rulemaking re Nondiscrimination Obligations of Federal Contractors and Subcontractors to Resolve Potential Employment Discrimination, January 2020. <https://www.regulations.gov/document?D=OFCCP-2019-0007-0025>

Comment on Docket ID HHS-OCR-2019-0007, RIN 0945-AA11 re HHS Proposed Rulemaking re Nondiscrimination in Health and Health Education Programs or Activities, August 2019. <https://live-lawyers-committee-2020.pantheonsite.io/wp-content/uploads/2019/08/Lawyers-Committee-for-Civil-Rights-Under-Law-Section-1557-Comments.pdf>

Comment on Docket No. CFPB-2019-0006 re Payday, Vehicle Title, and Certain High-Cost Installment Loans, May 2019. <https://live-lawyers-committee-2020.pantheonsite.io/wp-content/uploads/2019/05/CFPB-Payday-Lending-Rescission-Comment.pdf>.

Testimony for U.S. Commission on Civil Rights Public Briefing: "Federal Me Too: Examining Sexual Harassment in Government Workplaces" (May 9, 2019).