

## Sherley E. Cruz

University of Tennessee College of Law • 1505 Cumberland Avenue • Knoxville, TN 37917  
[sherleycruz@utk.edu](mailto:sherleycruz@utk.edu) • (865) 974-5022

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### ACADEMIC APPOINTMENTS

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#### **University of Tennessee, College of Law, Advocacy Clinic**

*Assistant Professor*, August 2019 – present

Knoxville, TN

- Supervise student attorneys representing clients with youth justice, cost waiver, criminal record expungement, voter restoration, employment, education, and housing matters.
- Teach weekly seminar on practical lawyering and substantive legal skills.
- Evaluate student classroom and client representation work.

#### **American University, Washington College of Law - Civil Advocacy Clinic**

*Practitioner in Residence*, July 2017 – June 2019

Washington, D.C.

- Supervised student attorneys representing clients with claims related to socio-economic justice, such as wage and hour, unemployment insurance, and community legal education.
- Taught weekly seminar regarding civil litigation and practical lawyering skills.
- Evaluated student classroom and client representation work.
- Developed and taught a required professional responsibility and legal ethics course for 65 students.

#### **Suffolk University Law School – Accelerator to Practice/Housing Discrimination Testing**

*Program Director of Litigation and Education, Clinical Fellow*, July 2014 – June 2017

Boston, MA

- Supervised student attorneys representing clients in housing discrimination cases.
- Taught substantive law and practical lawyering skills in seminar class.
- Evaluated classroom and fieldwork.
- Conducted community legal education on fair housing and employment law issues.
- Created, developed, and monitored housing discrimination tests in rental market environments.
- Analyzed and drafted reports regarding housing discrimination test results.
- Assisted with drafting of federal grant proposals and reporting of federal grant results.
- Designed and taught a community lawyering seminar.

#### **Boston University School of Law – Civil Litigation Program**

*Visiting Assistant Professor*, August 2012 – July 2014

Boston, MA

- Supervised law students in the Employment Rights Clinic representing low-wage workers in various employment matters including unemployment hearings, wage and hour claims, discrimination and harassment claims.
- Taught pre-trial advocacy and trial advocacy classes.
- Assisted in the development of curriculum and assignments.
- Evaluated classroom and fieldwork.
- Assigned and reviewed fieldwork cases.
- Supervised student in Semester in Practice Program.
- Supervised students with upper-class writing requirements and independent study course.

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### PUBLICATIONS

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#### **Law Review Articles:**

- [\*ABA Standard 303\(c\) and Divisive Concepts Legislation and Policies: Challenges and Opportunities\*](#), 73 WASH. U. J. L. & POL'Y 263 (2024) co-authored with Karen Tokarz, Becky L. Jacobs, Kendall L. Kerew, Andrew King-Ries, and Carwina Weng.
- [\*Essentially Unprotected\*](#), 96 TULANE LAW REV. 4 (2022). Selected for 2021 AALS New

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Voices in Poverty Law Workshop.

- [\*Coding for Cultural Competency: Expanding Access to Justice with Technology\*](#), 18 TENN. LAW REV. 347, 637 (2019).

### Book Chapters:

- Chapter 6: *Race, Ethnicity, and National Origin Discrimination*, EMPLOYMENT DISCRIMINATION IN MASSACHUSETTS, Massachusetts Continuing Legal Education, co-author with David I. Brody (3<sup>rd</sup>. Edition, 2022 updates).
- Chapter 9: *Race, Ethnicity, and National Origin Discrimination*, MASSACHUSETTS EMPLOYMENT LAW, Massachusetts Continuing Legal Education, co-author with David I. Brody (2022 updates).
- Chapter 12: *Race, Ethnicity and National Origin Discrimination*, MASSACHUSETTS EMPLOYMENT LAW, Massachusetts Continuing Legal Education, co-authors Allyson E. Kurker and Vanessa DeSantis (2015 and 2017 updates).

### Essays:

- [\*Four Ways to Update Personnel Policies that Need to Become Part of Your Annual Reviews\*](#), Knoxville Bar Association's DICTA, Vol. 51, Issue 9, 25 (October 2023).
- [\*Don't Get Lost in Translation!\*](#) Knoxville Bar Association's DICTA, Vol. 50, Issue 10, 13 (November, 2022).
- [\*And This is Why Diversity Matters\*](#), Knoxville Bar Association's DICTA, Vol. 50, Issue 6, 6 (June 2022).

### Other Publications:

- Tennessee Law Review's Symposium: *Working Towards Justice on Difficult Ground*, on the *Justice for Migrants at Work and in the Community*, 90 TENN. LAW REV. 3, 571 (Spring 2023).
- Best Practices for Legal Education, Round and Rounds We Go: The Stages of Rounds, [Blog Post](#), Co-author, May 17, 2021.
- Amicus Brief to Massachusetts Supreme Court in support of Defendant/Appellee the Office of the Attorney General of Massachusetts ("AG"), *Does G.L. c. 149, § 148, the Commonwealth's Wage Payment Act, permit an employer to deprive a discharged employee of earned vacation wages he earned under the employer's policy?* Co-author Cynthia Marks, (November 2008).

### Works-in-Progress:

- *Decoding the Barriers in Sexual Harassment Policies* (Working Title). Selected for 2023 AALS New and Emerging Voices in Workplace Law Workshop.

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## TEACHING AND RESEARCH INTERESTS

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*Research Interests:* Intersectionality of Access to Justice, Cross-Cultural Communication, and Low-wage Workers' Rights.

*Teaching Interests:* Clinic - Civil Procedure - Critical Race Theory - Employment Discrimination - Evidence - Fair Housing - Interviewing and Counseling - Labor and Employment Law - Lawyering Skills - Mediation - Professional Responsibility - Race and the Law - Torts.

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### ACADEMIC SERVICE

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- 2024 AALS Workshop for New Law Teachers, Planning Committee, 2024.
- University of Tennessee Knoxville [Carnegie Community Engagement Classification](#) Leadership Team, 2024.
- Society of American Law Teachers (SALT), Board of Governors, 2024 – present.
- AALS Section on Employment Discrimination Law, Secretary-Treasurer 2024 – present; Executive Board member 2023 - present.
- [University of Tennessee Knoxville's Diversity and Engagement Faculty Advisory Board](#), 2022 – present.
- [Ad Hoc ABA Standard 303\(c\) Committee](#), Committee Member, 2022 – present.
- AALS Section on Critical Theories, Executive Committee, 2022 – present.
- University of Tennessee Knoxville College of Law's Black Law Student Association, Co-faculty Advisor, 2022 – 2023.
- Georgetown Journal on Poverty Law and Policy, Advisory Board, 2021 – present.
- AALS Civil Rights Section, Executive Board Member, 2020 – present.
- University of Tennessee Knoxville's Women of Color Circle Writing Sessions, Co-facilitator, Spring 2023 & Summer 2023.
- [University of Tennessee Knoxville Community Engagement Academy - Summer Intensive Session](#), Co-facilitator, Summer 2023.
- University of Tennessee's Women of Color Circle, Co-facilitator, Spring 2023.
- [University of Tennessee Knoxville Diversity and Engagement Faculty Advisory Board](#), Member, 2022-2023 Academic Year
- AALS Clinicians of Color Committee, Co-Chair, 2019 – 2023.
- University of Tennessee College of Law 1L Faculty Advisor, 2019 – 2023.
- [University of Tennessee Knoxville Office of Community Engagement and Outreach](#), Faculty Fellow, 2021 – 2023.
- [University of Tennessee Knoxville's Community Engagement Academy](#), Co-facilitator, 2021 – 2023.
- AALS Annual Clinical Conference Clinicians of Color Workshop, Co-Chair, 2018 – 2023.
- University of Tennessee Junior Faculty Fellow Advisory Council, 2020 – 2022.
- University of Tennessee College of Law Community and Inclusion Committee, 2019 – 2021.
- University of Tennessee Student Conduct Board, 2019 – 2021.
- Mid-Atlantic Writers Workshop, Co-Chair, 2018 – 2019.
- National People of Color Scholarship Conference, Host Committee, 2018 – 2019.
- Moot Court Competition Coach, American University, Washington College of Law, 2018, 2019.
- New England Clinical Conference Planning Committee, Co-Chair, 2016, 2017.

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### EDUCATION

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| <b>Boston University School of Law</b><br>Juris Doctor, May 2003                          | Boston, MA |
| <b>Boston University</b><br>Bachelor of Art, cum laude, International Relations, May 1999 | Boston, MA |

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### RECOGNITIONS

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- 2024 University of Tennessee College of Law Thomas and Elizabeth Fox Faculty Excellence Award.
- 2023 University of Tennessee College of Law John Reginal Hill Faculty Scholar Award.
- 2022 University of Tennessee Chancellor’s Honors Angie Warren Perkins Award.
- 2022 University of Tennessee College of Law Wilkinson Junior Research Professorship Award.
- 2021 AALS New Voices in Poverty Law.
- 2021 Equality Law Scholar.
- 2021-2022 Research Development Academy, Fellow, University of Tennessee.
- 2020-2022 Junior Faculty Fellow, University of Tennessee.
- 2018 American University Washington College of Law, Public Interest Program’s Faculty Award.
- 2016 MA Attorney General Healey’s Labor Advisory Council.
- 2015 National Law Journal Boston Rising Star.
- 2013 Women’s Bar Association Women’s Leadership Initiative Program.
- 2012 Massachusetts Lawyers Weekly and Massachusetts Bar Association’s Up and Coming Attorney.
- 2007 - 2008 Massachusetts Supreme Judicial Court Access to Justice Fellow.
- 2007 Boston Bar Association Public Interest Leadership Program.
- 2006 House of Representatives - award for coordinating special education trainings.
- 2006 Boston City Council - award for coordinating special education trainings.

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### CONFERENCES & PRESENTATIONS

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#### Academic:

- University of Tennessee’s Community Engagement Academy Summer Intensive Program, *Ethical and Practical Considerations in Community Engagement*, Guest Lecturer, June 2024
- [University of Illinois College of Law Spring 2024 Symposium on Teaching the Next Generation of Trial Lawyers](#): Designing Trial Advocacy Programs to Meet the Demands of the ABA and the Profession, Invited Panelist, May 2024.
- [2024 Graciela Olivarez Latinas in the Legal Academy](#) (GO LILA), Invited Plenary Panelist, May 2024.
- Boston University School of Law’s Access to Justice Clinic, Guest Lecturer, March 2024.
- University of Tennessee’s Community Engagement Seminar Series, *Ethical and Practical Considerations in Community Engagement*, Guest Lecturer, March 2024.
- 2024 AALS Annual Conference, *Whistling a Different Tune: Shifts in Retaliation & Whistleblower Law*, Moderator, January 2024.
- 2024 AALS Annual Conference, *Discussing Polarizing Topics in a Polarizing Time: Why Can’t We All Just Get Along?* Discussant, January 2024.
- 2023 Gault Center South Reginal Summit: Tools for Achieving Racial Justice in the Rural South, *Challenging Structural Racism in Juvenile Court*, Co-presented, June 2023.
- [2023 National Business Law Scholars Conference](#), presented WIP of *Applying ESG Principles to Improve Workplace Harassment Policies*, June 2023.
- 2023 Law and Society Annual Conference’s [Feminist Legal Theory Collaborative Research Network’s](#) Labor and Employment through a Feminist Lens Workshop, presented WIP of

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- Decoding the Barriers in Sexual Harassment Policies*, June 2023.
- [Second Annual Graciela Olivarez Latinas in the Legal Academy](#) (GO LILA), presented WIP of *Decoding the Barriers in Sexual Harassment Policies*, May 2023.
- 2023 AALS Clinical Conference, *ABA Standard 303 Opportunities and Challenges, including Divisive Concept Statutes*, Co-facilitated, April 2023.
- 2023 AALS Clinical Conference, *Building a Praxis of Hope as Resistance*, Co-facilitated, April 2023.
- 2023 AALS Clinical Conference, Clinicians of Color Annual Meeting, Co-facilitated, April 2023.
- 2023 AALS Clinical Conference, Clinicians of Color Annual Workshop, Co-facilitated, April 2023.
- 2023 Faculty Women of Color in the Academy National Conference, *Tiny, but Mighty! Creating Brave Spaces at Predominantly White Institutions: Faculty Women of Color in the Academy a Model for Community Building*, Co-presenter, April 2023.
- Boston University School of Law's Access to Justice Clinic, Guest Lecturer, April 2023.
- Tennessee Law Review's Symposium, *Working Towards Justice on Difficult Ground*, "Justice for Migrants at Work and in the Community", panelist, April 2023.
- University of Tennessee's Community Engagement Conference, *It Starts with Us*, Panelist, March 2023.
- 2023 AALS New and Emerging Voices in Workplace Law Workshop, Invited speaker, January 2023.
- [17th Annual Colloquium on Scholarship in Employment and Labor Law](#), presented WIP of *Decoding the Barriers in Sexual Harassment Policies*, October 2022.
- [SALT Teaching Conference](#), *Pandemic Disruptions to the Path to Tenure*, panelist, October 2022.
- NYU Clinical Law Review Workshop, presented WIP of *Decoding the Barriers in Sexual Harassment Policies*, October 2022.
- *Inclusion in the Workplace*, Guest Speaker at [Zscaler](#), September 2022.
- *Implementing ABA Standard 303*, Panelist, August 2022.
- Inaugural Graciela Olivarez Latinas in the Legal Academy (GO LILA) Workshop, *Having an Impact, Creating a Legacy: Transformative Teaching Workshop*, Moderator, June 2022.
- 2022 University of Tennessee Knoxville's Community Engagement Academy Summer Intensive Course, Co-facilitator, June 2022.
- [2022 National Conference on Race and Ethnicity in Higher Education](#), *Misinformation of Gen Z*, Panelist, June 2022.
- 2022 AALS Clinical Conference, *Opening Plenary: Creating for Equity & Access to Justice*, Moderator, May 2022.
- 2022 AALS Clinicians of Color Annual Workshop, *Co-facilitator*, May 2022.
- 2022 Faculty Women of Color in the Academy National Conference, *A Model for Building Capacity, Incentivizing DEI Work, Minimizing Invisible Labor, and Expanding Career*, Panelist, March 2022.
- Boston University School of Law's Access to Justice Clinic, Guest Lecturer, March 2022.
- Tennessee Bar Association, [Cultural Competency and Implicit Bias: Why It Matters](#), Guest Speaker, February 2022.
- 2022 AALS Annual Conference, *Resisting the Second Redemption: Dismantling Racial Capitalism amidst the Global Pandemic*, Panelist, January 2022.
- 2022 AALS Annual Conference, *Teaching Abolition Across Systems and Institutions*, Moderator, January 2022.
- 2022 Tennessee Workers Compensation Judicial Conference, *Language Access and Working with Interpreters*, January 2022.

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- 2021 Equality Law Scholars' Forum, presented WIP of *Essentially Unprotected*, November 2021.
- Annual Tennessee Workers' Compensation Education Conference, *Language Access and Working with Interpreters*, Guest Speaker, November 2021.
- Southeastern Association of Law Schools Conference, *Cultural Self-Awareness and Professional Identity Formation Across Curriculum*, Panelist, July 2021.
- Southeastern Association of Law Schools Conference, *Post-Election Preview: Labor and Employment under a New Biden Administration*, Discussant, July 2021.
- AALS Clinicians of Color Workshop, *Risk Mitigation and Best Practices for Engaging in Racial Justice Work*, Co-Facilitated, July 2021.
- Annual Tennessee Judicial Conference, *Implicit Bias in Sentencing*, Panelist, June 2021.
- CLEA New Clinician's Conference, *Clinical Teaching and Practice During Crisis*, Panelist, May 2021.
- AALS Clinical Conference, [Round and Round We Go: The Stages of Rounds](#), Panelist, April 2021.
- AALS Clinical Conference, [Implicit Bias 201: Strategies for Incorporating Implicit Bias Throughout a Course](#), Panelist, May 2021.
- AALS Clinical Conference, *Racism, Racial Trauma, and Clinics: Reimagining Clinical Work Through a Racial Justice Lens*, Panelist, April 2021.
- Faculty Women of Color Conference, Scholar Activism Workshop: *Triple Threat: New Women of Color in the Academy*, Panelist, April 2021.
- Faculty Colloquium, University of Georgia, Presented *Essentially Unprotected*, February 2021.
- New Voices of Poverty Law, Selected Presentation of *Essentially Unprotected*, AALS Annual Conference, January 2021.
- Latina Law Professor Workshop, *Essential Unprotected*, Presenter, November 2020
- Clinical Law Review Writers' Workshop, *Essentially Unprotected*, Presenter, October 2020
- National Public Radio, Interview, ['A Renaissance for Labor Issues': Social Media Help People to Apply for Unemployment](#), June 2020.
- Nashville Public Radio, [Many Tennesseans Still Wait for Answers About Unemployment, As the State Races to Catch Up](#), Interview by Emily Siner, May 27, 2020.
- Tennessee Access to Justice Commission Community Legal Education [Twitter](#) and [Facebook](#) Series on Worker's Rights during the COVID pandemic, March 2020.
- Annual AALS Conference: *If, How, and When: Politics and Priorities in the Classroom*, Presenter, January 2020.
- AALS Becoming a Law Teacher, [The On-Campus Callback Interview, Offers and Negotiations: Tips and Tricks Webinar](#), October 2020.
- LatCrit Biennial Conference, *Encuentros: Translating Scholarship in Pursuit of Community*, Presenter, October 2019.
- Southern Clinical Conference, *Fighting Microaggressions in the Court and Classroom*, Presenter, October 2019.
- New York University Clinical Law Review Writer's Workshop, Work-in-Progress Presentation: *#WhatAboutUs? The Lost Voices of Low-Wage Immigrant Women in Post #MeToo Solutions*, Presenter, September 2019.
- Southeastern Association of Law Schools Conference, *Social Justice and Transactional Clinical Work*, Discussant, July 2019.
- 2019 Margaret Montoya Writing Retreat, Work-in-Progress Presentation: *#TimesUp for #Me Too: A Call to Increase Legal Protections for Low-Wage Immigrant Women Facing Workplace Sexual Harassment*, June 2019.

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- Annual AALS Clinical Conference: *Race, Identity, Competency? Expanding Our Understanding*, Presenter, May 2019.
- AALS Annual Conference, *Cross-Generational Teaching: How to Remain Relevant in a Rapidly Changing World*, Presenter, January 2019.
- Washington College of Law *Pedagogy Workshop Series: Law & Technology*, Panelist, Presenter, October 2018.
- New York University Clinical Law Review Writer's Workshop, Work-in-Progress Presentation: *#TimesUp for #Me Too: A Call to Increase Legal Protections for Low-Wage Immigrant Women Facing Workplace Sexual Harassment*, Presenter, September 2018.
- AALS Clinical Conference: *Stayin' Alive: Thoughtful Approaches to Clinical Expansion, Funding, Innovation and Modification in Times of Economic Uncertainty*, Panelist, May 2018.
- Hispanic Law Conference: *A Midterm Assessment of Latino/a Progress*, American University Washington College of Law, Moderator, April 2018.
- *Stand with Workers Town Hall – DC Wage and Hour Overview*, Panelist, April 2018.
- *Gender and the Practice of Employment Law*, American University Washington College of Law, Panelist, February 2018.
- *Latino Community Wage and Hour Outreach Series*, District of Columbia Hispanic Chamber of Commerce, January 2018 – June 2018.
- *Hispanic Heritage Panel*, American University Washington College of Law, Panelist, October 2017.
- Mid-Atlantic Clinical Professor Writing Workshop, WIP Presentation: *Lost in Translation The Need for Culturally Competent Legal Technology*, American University Washington College of Law, September 2017.
- 2017 AALS Clinical Conference *Combatting Wage Theft Collaboratively. It is a Win, Win, When the Attorney General's Office, US DOL, Law Schools, Legal Advocates, & Worker Centers Unite*, Panelist, May 2017.
- *Pathways to a Career in Law School Teaching*, Suffolk University Law School, Panelist, April 2017.
- 2016 AALS Clinical Conference: *Co-facilitated Community Lawyering Working Group*, May 2016.
- 2015 AALS Clinical Conference: *Navigating the Complexities of the Clinical Teaching Market – Nontraditional Path*, Panelist, May 2015.

### Professional:

- Brockton Small Business Association, *Massachusetts Wage and Hour Laws*, October 2012.
- MA Continuing Legal Education: *Unemployment Advocacy*, Fall 2007 – 2009, and 2013.
- *How to Represent Clients in Unemployment Cases*, MA Bar Association, April 2010.
- Massachusetts Livery Association: *Massachusetts Wage & Hour Laws*, September 2010.
- Massachusetts Restaurant Association: *Massachusetts Wage & Hour Laws*, October 2010.
- *Tax Issues for Immigrant Taxpayers*, MA Bar Association, September 2013.
- Springfield Bar Association, *Massachusetts Wage & Hour Laws*, October 2010.
- Sutton Small Business Association, *Massachusetts Wage & Hour Laws*, September 2011.

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## PROFESSIONAL EXPERIENCE

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### Greater Boston Legal Services – Low Income Taxpayer Clinic

*Interim Coordinator*, November 2011 – August 2012

Boston, MA

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*Staff Attorney*, September 2012 – October 2013

- Represented low-income taxpayers in various federal and state tax controversies.
- Recruited, managed, and supervised attorney and law student *pro-bono* panel.
- Conducted and designed community education workshops and materials.
- Drafted and reviewed grant reports, maintained and managed statistics on caseload and outreach.
- Developed fundraising, volunteer recruitment, and case management strategies.

### **Massachusetts Attorney General's Office - Fair Labor Division**

Boston, MA

*Outreach Coordinator*, August 2010 – October 2011

- Developed and conducted multi-lingual legal education materials and presentations regarding wage and hour, child labor, independent contractor and prevailing wage laws.
- Served as a liaison between the Fair Labor Division and the public, other state agencies, community groups and organizers, workers, employers, business associations and unions.
- Developed strategic outreach and comprehensive community communication plan, expanded outreach to marginalized communities.
- Drafted press releases, public announcements, and proposed legislation.

### **Greater Boston Legal Services - Employment Unit**

Boston, MA

*Staff Attorney*, December 2006 - August 2010

*Bart Gordon Racial Justice Fellow*, April 2005 - July 2006

- Represented clients in unemployment administrative hearings, appeals to the Board of Review, Municipal and District Courts.
- Represented clients with wage and hour issues, drafted demand letters, negotiated payment of wages with employers, filed complaints with the Attorney General's Office and litigated wage complaints in District Court.
- Represented clients before the Massachusetts Commission Against Discrimination.
- Conducted bilingual community legal education workshops on various workers' rights topics.
- Supervised volunteer attorneys, law students and interns.
- Community and legislative advocacy on behalf of the Temporary Worker Right to Know Bill  
*Staff Attorney, Family Law Unit*, July 2006 – December 2006.
- Represented survivors of domestic violence in various family law matters including divorce, child support, custody, and restraining orders.

### **Massachusetts Advocates for Children**

Boston, MA

*Bart-Gordon Racial Justice Fellow*, October 2004 – April 2005

- Developed, coordinated and conducted bi-lingual special education training program for Latino parents.
- Organized and facilitated program development meetings between MAC staff, City Life/Vida Urbana and Boston Parent Organizing Network and coordinated and supervised facilitators.
- Conducted client interviews, researched special education issues, and drafted legal memoranda for the Bureau of Special Education Appeals.

### **Merrimack Valley Legal Services**

Lawrence, MA

*Food Stamp Advocate Fellowship*, January 2004 – June 2004

- Conducted client intake, assisted with re-application process, advocated before the Department of Transitional Assistance.
- Developed, coordinated, facilitated Essex County bilingual food stamp outreach & trainings.



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### **Community Legal Services and Counseling Center**

*Pro-bono Attorney*, June 2003 – January 2004

Cambridge, MA

- Represented survivors of domestic violence in various family law matters including divorce, child support, custody, and restraining orders.

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### **BAR ADMISSIONS**

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- Tennessee, District of Columbia, Massachusetts (inactive), United States Tax Court, United States District Court of Massachusetts

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### **COMMUNITY SERVICE**

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- The Bottom Knoxville, Board of Directors, Board Member, 2023 – present.
- Tennessee Alliance of Legal Services Employment Law Taskforce, Member, 2020 – present.
- Tennessee Workers Compensation Community Advocates, Member, 2020 – present.
- Tennessee Law Schools Low-Wage Workers Clinical/Pro-bono Collaborative, 2021 – present.
- District of Columbia Hispanic Bar Association, Chair: Public Service Committee, 2018 – 2019.
- American University, Washington College of Law Moot Court Competition Coach, 2018 – 2019.
- Massachusetts Association of Hispanic Attorneys, 2017 President-Elect, 2016 Vice President.
- Massachusetts Attorney General’s Labor Advisory Counsel, 2016 – 2017.
- Massachusetts Bar Association’s Diversity Task Force, 2015.
- Women’s Bar Association Women’s Leadership Initiative Program Co-Chair, 2015 -2016.
- Massachusetts Bar Association’s Labor and Employment Leadership Council, 2009 -2016.
- Inquilinos Boricuas En Accion, Board of Directors 2014 – 2015.
- City Life/Vida Urbana Board of Directors – Personnel Committee Member, 2012 – 2015.
- Chelsea Collaborative Board of Directors – Personnel Committee Member, 2009 – 2014.

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### **SKILLS & INTERESTS**

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Bi-lingual English & Spanish. Cooking, Traveling, Gardening, and Watercolor Painting.