

**Representing Black Women Survivors
of Workplace Sex Harassment and Sexual Violence
TIME'S UP Legal Defense Fund/Legal Network for Gender Equity Webinar Series
Feb. 27 and March 5, 2020**

**Speaker List and Biographies
(in alphabetical order)**



Condencia Brade, Executive Director, National Organization of Sisters of Color Ending Sexual Assault (SCESA)

Condencia Brade is the co-founder and Executive Director for the National Organization of Sisters of Color Ending Sexual Assault (SCESA). SCESA is an advocacy organization of Women of Color dedicated to working with our communities to create a just society in which all Women of Color are able to live healthy lives free of violence. SCESA is committed to providing culturally relevant technical assistance to community-based Communities of Color organizations that will support their efforts to create and/or strengthen effective responses to address sexual assault and other forms of violence against women in their respective communities.

Condencia has spent the last 25 years working on behalf of sexual assault survivors, particularly women, youths and children of color. Prior to founding SCESA, Condencia worked at a statewide anti-sexual assault coalition where she was instrumental in the creation and management of a statewide Spanish Hotline, a statewide Campus Consortium and Youth Advisory Council on Sexual Assault. She began her career working in public health and then on to higher education, where she first began doing local work addressing violence against women. Condencia has provided training and technical assistance focused on Women of Color leadership, youth/girls of color, immigration, economics, healthcare, housing and culturally relevant responses addressing sexual assault to governmental agencies, corporations, foundations, and national, state, territorial and community-based organizations.



Kellie Budd, Partner, Doumar Martin PLLC

Kellie Budd is a partner at the law firm Doumar Martin, PLLC. Kellie is licensed to practice in Virginia. She received her law degree from George Mason University School of Law and is a graduate of the University of Missouri-Columbia. Kellie works with companies at all stages of growth to provide them practical advice and assistance with their corporate transactional needs and litigation matters. In addition to her corporate practice, Kellie represents plaintiffs in sexual harassment and discrimination matters. Kellie litigates these cases at the EEOC level, in administrative hearings, and in state and federal courts. Kellie served as the 2012-2014 President of the Northern Virginia Black Attorney's Association. She is currently on the Board of Directors for the Fairfax Bar Association and the Northern Virginia Black Chamber of Commerce.



Karma Cottman, Ujima, The National Center on Violence Against Women in the Black Community

Karma Cottman has over 20 years of experience in the violence against women field. A diverse leader, Karma is an expert in grassroots organizing, local, statewide, and national policy advocacy. Ms. Cottman joined the DC Coalition Against Domestic Violence as Executive Director in 2010 and in 2014, she launched Ujima: The National Center on Violence Against Black Women.

During her tenure with the DC Coalition Against Domestic Violence, Karma has changed the way the District approaches responding to domestic violence. Through her leadership, Washington, DC has more than tripled its funding support for domestic violence agencies and District agencies have expanded services for domestic violence survivors. Local programs have received recognition from local media groups,

collaborated effectively to influence public policy, and increased partnerships with fellow non-profit service organizations.

Ms. Cottman continues to partner with a variety of national allies to address emerging issues in domestic violence service provision and sits on numerous national committees and boards, such as the National Network to End Domestic Violence, the National Teen Dating Violence Hotline, and the Policy Partnership for Communities of Color, among others.



Fatima Goss Graves, President and CEO, National Women's Law Center

Ms. Goss Graves has served in numerous roles at the National Women's Law Center for more than a decade and has a distinguished track record working across a broad set of issues central to women's lives—including income security, health and reproductive rights, education access, and workplace justice. Ms. Goss Graves is currently overseeing the Center's administration of the Time's Up Legal Defense Fund, which connects those who experience sexual misconduct including assault, harassment, abuse and related retaliation in the workplace or in trying to advance their careers with legal and public relations assistance. Prior to becoming CEO and President, she served as the Center's Senior Vice President for Program, where she led the organization's broad program agenda. Prior to that, as the Center's Vice President for Education and Employment, she led the Center's anti-discrimination initiatives, including work to promote equal pay, and address harassment and violence at work and in school, with a particular focus on outcomes for women and girls of color.

She is widely recognized for her effectiveness in the complex public policy arena at both the state and federal levels, regularly testifies before Congress and federal agencies, and is a frequent speaker at conferences and other public education forums. Ms. Goss Graves appears often in print and on air as a legal expert on issues core to women's lives, including in the *New York Times*, *Wall Street Journal*, *Washington Post*, *AP*, *Chicago Tribune*, *LA Times*, *San Francisco Chronicle*, CNN, MSNBC, PBS and NPR.



Shelia (Umi) Hankins, President and Executive Director, National Institute on Transformation and Healing

Shelia (Umi) Hankins has over 40 years of leadership experience in the anti-violence against women field as she seeks to empower and uplift the status of women and girls. She co-founded and is currently the Executive Director of The National Institute of Transformation and Trauma. She also served as the Co-Executive Director of the Institute on Domestic Violence in the African American Community at the University of Minnesota, an organization that she also co-founded. Ms. Hankins has also held the following leadership positions: Project Director for the Michigan Domestic Violence Prevention and Treatment Board, in Lansing, Michigan; Vice President of Programs for HAVEN in Oakland County, Michigan; Project Director for Laurel Consulting Group in Laurel, Maryland; and Administrator of the STOP Violence Against Women Grant for the State of Florida's Governor's Task Force on Domestic and Sexual Violence in Tallahassee, Florida. Additionally, Ms. Hankins has held the position of Executive Director of Detroit Women's Justice Center, and of the Downtown and Northwest Branches of the YWCA of Metropolitan Detroit.



Jaribu Hill, Executive Director, Mississippi Worker's Center for Human Rights

Jaribu Hill is a licensed attorney. She is Founder and Executive Director of the Mississippi Workers' Center for Human Rights. Hill is an author and an international spokesperson on Civil and Human Rights topics. In support of workers across the globe, Jaribu has traveled to Asia, Africa, Europe and the Caribbean. Through her organization, Attorney Hill has provided legal representation and advocacy for hundreds of workers in the state. Her efforts have led to the adoption of "Zero Tolerance Against Hate" policies being implemented in workplaces across the state. Hill also won an important judgment against the Ku Klux Klan in Pelion, South Carolina and has assisted Mississippi Delta parents in their fight for school equity. Hill is the recipient of the coveted "Gloria" Award, named for Gloria Steinem. She is a Skadden Fellow and the recipient of the R. Jess Brown, the highest award given to a Mississippi Lawyer by the Magnolia Bar Association. Jaribu was legal observer during the Women in War Crimes Tribunal, held in Tokyo in December 2000 and the author of the poem, *Haunting Mirrors*, written to honor Comfort Women and other victims of sexual slavery. Excerpts from this poem were made part of the important judgment rendered during the Tribunal.

Attorney Hill is admitted to the U.S. Supreme Court and serves as a Special Master in Washington County's Chancery Court and is a former Municipal Judge for the City of Hollandale. She has written numerous articles and has appeared on various TV and Radio programs, including TV One's acclaimed series: *Murder in Black and White*. Attorney Hill serves on Mississippi's Access to Justice Commission. Learn more about Hill's work. Visit her Blog (*Back in the Day is Today*) on [Word Press.com](#) and hit her up on Facebook.



Tonya Lovelace, CEO, Women of Color Network, Inc.

Tonya Lovelace is the CEO for the WOCN, Inc., an independent women of color-lead national nonprofit based in Harrisburg, Pennsylvania and Washington, DC. As CEO, Tonya lead the spin-off WOCN as a stand-alone organization. Tonya is responsible for the oversight of WOCN, Inc., generating close to \$20 million in federal, foundation and corporate funds for WOCN projects and initiatives pulling from over 25 years' experience in the field to bring it to its current level of national visibility and impact. Tonya holds a Bachelor's degree in Interdisciplinary Studies from Miami University of Ohio, a Master of Arts in Black Studies and another in Women's Studies, both from The Ohio State University. She has received many awards and accolades; most recently in July 2019, she was given the Trailblazer in Public Policy Award by the National Coalition of 100 Black Women, Inc. Harrisburg Chapter. Tonya is a proud mother of a 24-year old daughter who now works for the nonprofit that Tonya has established. She believes that one of her greatest achievements is raising a strong, activist daughter in the midst of ongoing global inequity for women and girls of color. As a survivor of child sexual assault, bullying, teen dating violence, and domestic violence in her recent adult life, Tonya has a refueled vision of transformed systems and communities that connect the dots across all forms of violence, with intersectional feminism and advocacy at the center.



Raye Mitchell, Lawyer, Writer, Executive Producer, and Intellectual Property Strategist

Raye Mitchell is regarded as one of the leading authorities on advising thought-leaders, CEOs and organizations in how to navigate in the Age of the Creative Genius. In particular, as a content and intellectual property strategist, legal consultant, and executive advisor, Mitchell assists executives and creative thinkers in the art of storytelling to manage reputations and stake out market impact positions as thought leaders and influencers.

Mitchell is an award-winning author, a sought-after public speaker, and a commentator on emerging pop culture, workplace issues, and cultural and social justice matters that impact leadership and organizational talent development, corporate culture and risk management, and diversity and inclusion imperatives. She earned her doctorate from Harvard Law School, her MBA in management and organizational behavior and marketing, and her BS in public policy from the University of Southern California. Mitchell is licensed to practice law in all state and federal courts in California and is a certified peacemaker, mediator, arbitrator, and negotiator.