

**On TIME'S UP Legal Defense Fund's Third Anniversary –
Is It Time to Redefine Sex Harassment?
TIME'S UP Legal Defense Fund/Legal Network for Gender Equity Webinar
January 12, 2021**

Speaker List and Biographies



Miriam F. Clark, Esq., Partner, Ritz Clark & Ben-Asher LLP

Miriam F. Clark has practiced labor and employment law for more than 25 years, and has handled dozens of employment-related cases in federal and state courts, arbitration agencies and before federal and state administrative agencies. She negotiates severance agreements and employment contracts, and counsels employees on a variety of employment-related legal issues. She also provides independent investigation and mediation services in connection with complaints of discrimination and/or harassment and serves as a voluntary, court-appointed mediator for the United States District Court for the Southern District of New York. She advises non-profit organizations on employment-related issues.

Since 2005 she has been listed in *The Best Lawyers in America* and *Super Lawyers*. She has received an AV Preeminent Rating from Martindale Hubbell, a “superb” (10 out of 10) rating from Avvo, and is a member of the Bar Registry of Preeminent Women Lawyers. She is a member of the Board, Chair of the

Legislative Committee, and former President of the National Employment Lawyers Association- New York Chapter.

Ms. Clark has lectured widely on employment law and related topics at ALI-CLE, Georgetown University Law Center, the American Bar Association Section on Labor and Employment Law, the New York State Bar Association, the New York City Bar Association, Practising Law Institute and to classes at the New York University School of Law. Since 2006, she has served as Chapter Editor for the Annual Supplement to Family and Medical Leave Act (ABA Section on Labor and Employment Law/BNA Books). She is a member of the Planning Committee of the American Law Institute Current Developments in Employment Law Conference.

Ms. Clark is a 1984 graduate of New York University School of Law, where she was a Root-Tilden-Snow Scholar. From 1984-1985, she served as law clerk for Hon. Max Rosenn, of the United States Court of Appeals for the Third Circuit. She is a 1980 cum laude graduate of Harvard College.



Jennifer Liu, Managing Partner, The Liu Law Firm, P.C.

Jennifer L. Liu is the Managing Partner of The Liu Law Firm, P.C., where she represents individuals in litigation and negotiation in all areas of employment law. Ms. Liu also leads her firm's class action practice, focusing on employment discrimination and wage and hour cases. Ms. Liu has litigated dozens of cases in federal and state courts across the country and has helped recover over \$150 million on behalf of workers and employees. Based in the heart of Silicon Valley, she frequently represents

employees in the technology industry, as well as the financial services and health care industries. The *Daily Journal* has named Ms. Liu one of the Top 75 Labor and Employment Law Attorneys in California in 2019 and 2020. Ms. Liu has also been named a Rising Star by *Super Lawyers Magazine* in 2017, 2018, 2019, and 2020, and was selected for inclusion in the 2020 edition of *Best Lawyers in America*.



Distinguished Professor Joan C. Williams, Founding Director of the Center for WorkLife Law, University of California, Hastings Law

Described as having "something approaching rock star status" in her field by *The New York Times Magazine*, Joan C. Williams has played a central role in reshaping the conversation about work, gender, and class over the past quarter century. Williams is a Distinguished Professor of Law, Hastings Foundation Chair, and Founding Director of the Center for WorkLife Law at the University of California, Hastings Law. She is the eleventh most cited scholar in her field and is the author or co-author of 11 books and over 100 academic articles.

Williams' expertise in gender and the law and social science research on implicit bias have been influential in advancing women in the workforce in a variety of ways. Her path-breaking work helped create the field of work-family studies and modern workplace flexibility policies. She pioneered the legal theories that prohibit workplace discrimination against mothers, adopted by the U.S. Equal Employment Opportunity Commission in its 2007 and 2015 Enforcement Guidances. Williams' 2014 book *What Works for Women at Work* (co-written with her daughter Rachel Dempsey) was praised by *The New York Times Book Review*: "Deftly combining sociological research with a more casual narrative style, What

Works for Women at Work offers unabashedly straightforward advice in a how-to primer for ambitious women.” She also is working to reshape sexual harassment law in the post #MeToo era and has delivered sexual harassment trainings to managers across the country as well as to Ninth Circuit Judges. In 2019, she published a law review article titled “What’s Reasonable Now? Sexual Harassment Law after the Norm Cascade” as well as articles in the *Harvard Business Review*, *Financial Times*, and *Bloomberg*.



Mariko Yoshihara, Policy Director and Legislative Counsel, California Employment Lawyers Association

Mariko Yoshihara is the Policy Director and Legislative Counsel for the California Employment Lawyers Association. In her role, she leads and organizes legislative efforts to strengthen workers’ rights in California. In 2018, she helped pass comprehensive sexual harassment reform measures, giving California the strongest sexual harassment laws in the nation. She also helped pass the landmark Fair Pay Act in 2015 and subsequent equal pay legislation banning inquiries into prior salary and requiring

large employers to submit pay data reports to the state. Last year she helped pass SB 1383 (Jackson), giving over 6 million more workers the right to take job-protected family leave.

Before joining CELA, Mariko interned for the Assembly Labor and Employment Committee, analyzing labor and employment law bills for the California state legislature. She also worked for Assembly Member Swanson and Assembly Member Fuentes as a legislative aide. Mariko graduated cum laude from UC Hastings College of the Law and summa cum laude from San Jose State University where she also played Division I soccer. Mariko serves on the boards of ACLU of Northern California and Alchemist Community Development Corporation in Sacramento. She was also the founding board chair of the Sacramento non-profit, the Center for Workers' Rights. In her spare time Mariko likes to cook, travel, run and play soccer.