

On the Basis of Sex *and* Race: Representing Black Women Survivors of Workplace Sex Harassment and Sexual Violence

TIME'S UP Legal Defense Fund/Legal Network for Gender Equity Webinar
March 9, 2021

Speaker List and Biographies



Jaribu Hill, Founder and Executive Director of the Mississippi Workers' 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.



Samone Ijoma, Workplace Justice Fellow, National Women’s Law Center (moderator)

Samone Ijoma is the Workplace Justice Fellow at the National Women’s Law Center, where she focuses on state and federal workplace policy issues. She is an honors graduate of the University of Maryland Francis King Carey School of Law and the George Washington University. Before attending law school, she served as the Executive Assistant to the President of the Joint Center for Political and Economic Studies. Prior to joining the Law Center, Samone was a judicial law clerk to the Honorable Michele D. Hotten on the Maryland Court of Appeals. She is admitted to practice law in the State of Maryland.

During law school, Samone served as the Executive Notes & Comments Editor for the Journal of Race, Religion, Gender and Class, a Teaching Fellow for the Academic Achievement Program, Vice President of the Black Law Students Association, and a research assistant for professor and gender law scholar, Paula A. Monopoli. Previously, Samone worked in the Civil Litigation division at the Maryland Office of the Attorney General and as a summer associate at Miles & Stockbridge in Baltimore, Maryland. She has also externed with the Honorable Michael W. Reed on the Court of Special Appeals of Maryland.

Samone is also a published author. Her article “False Promises of Protection: Black Women, Trans People, & the Struggle for Visibility as Victims of Intimate Partner and Gendered Violence” was published in Volume 18, Issue 1 of the University of Maryland School of Law Journal of Race, Religion, Gender and Class.

Samone is also a proud member of Alpha Kappa Alpha Sorority, Incorporated.



Yvette Pappoe, Associate Attorney, Miles & Stockbridge, P.C.

Yvette Pappoe is an associate in the Products Liability & Mass Torts Practice Group at Miles & Stockbridge, P.C.

Yvette maintains a diverse practice, representing a wide range of companies—from new disruptors to global leaders in some of the most cutting-edge industries in the world—facing their toughest products liability, mass tort, medical malpractice, personal injury defense and commercial litigation disputes.

Yvette serves on the committee of Miles & Stockbridge's Black Business & Start-Up Initiative, a firmwide effort to eliminate and/or temper some of the barriers uniquely experienced by Black entrepreneurs.

Prior to joining Miles & Stockbridge, she served as a judicial law clerk to the Honorable Douglas R. M. Nazarian of the Maryland Court of Special Appeals. Yvette graduated cum laude from the University of Maryland Francis King Carey School of Law in May 2017. During law school, Yvette served as President of the Black Law Students Association, a Rose Zetzer Fellow in the Women, Leadership and Equality Program, and an Articles Editor for the University of Maryland Law Journal of Race, Religion, Gender and Class.

She published "Remedying the Effects of Government-Sanctioned Segregation in a Post-Freddie Gray Baltimore" in the same journal in 2016. In 2017, Yvette was honored in the National Jurist Magazine as a "Law Student of the Year." She also received the Elizabeth Maxwell Carroll Chestnut Prize for good scholarship. She has since published a second article titled "The Shortcomings of Title VII for the Black Female Plaintiff" in Volume 22.2 of The University of Pennsylvania Law School Journal of Law and Social Change.



Elizabeth Riles, Co-Founder, Bohbot & Riles, P.C.; Current Chair, California Employment Lawyers Association

Elizabeth Riles is one of the founding and the managing shareholder at Bohbot & Riles. Ms. Riles was born and raised in the San Francisco Bay Area. A Stanford University undergraduate, Ms. Riles went on to receive her J.D. from U.C. Berkeley, School of Law in 1998 and has been practicing law for the last 22 years. She specializes in employment and personal injury cases. She also provides Human Resource consulting and mediation in her work to ensure safe and healthy workplaces for employees and employers alike. She has successfully represented employees against a wide variety of businesses and government entities, in matters of race, national origin, sexual orientation, pregnancy, age, disability and gender discrimination, cases of sexual and racial harassment, retaliation, whistle-blowing and wrongful termination. In 2011, she was honored by the City of Lancaster for her work in obtaining a significant verdict in a gender discrimination and hostile work environment case against a nationally known long-haul trucking company. In 2012, Ms. Riles was a finalist for the prestigious Consumer Attorneys of California Street Fighter of the Year award. Ms. Riles was a Super Lawyers - Northern California Rising Star from 2009 – 2012 and a Northern California Super Lawyer from 2013-2020. She was named to the Top 100 Northern California Super Lawyers and the Top 50 Women Northern California Super Lawyers in 2018, 2019 and 2020.

Ms. Riles is a member of the State Bar of California, California Women Lawyers, San Francisco Trial Lawyers Association, Queen's Bench Bar Association, Alameda County Bar Association, and the Charles Houston Bar Association.

Finally, Ms. Riles has volunteered as a Judge Pro Tem for the San Francisco, Alameda and Contra Costa Superior Courts. She is the current Chair of the Board of the California Employment Lawyers Association and serves on the board of Legal Aid at Work.



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*.