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## **EXPERIENCE**

### **UNIVERSITY OF BALTIMORE, SCHOOL OF LAW**

July 2006-Present

#### **Assistant Professor**

- Courses taught: Civil Procedure, Election Law Seminar, Critical Legal Theory
- Chair, Association of American Law Schools, Civil Rights Section
- Research Interests: election law, voting rights, law and democracy, civil rights
- Advisor, American Constitution Society

### **UNITED STATES DEPARTMENT OF JUSTICE, CIVIL RIGHTS DIVISION, VOTING SECTION**

#### **Deputy Chief**

July 2000-June 2006

- Supervised litigation attorneys, paralegals, and other support staff in the enforcement of the federal Voting Rights Act, the National Voter Registration Act and other federal voting rights laws
- Reviewed submissions under Section 5 of the Voting Rights Act
- Participated in administrative and policy decisions
- Represented the Department of Justice at various conferences and meetings
- Developed attorney and paralegal training materials
- Supervised the section's responses to Freedom of Information Act (FOIA) requests
- Supervised the creation of an interactive database to retrieve briefs and other litigation documents

### **LAWYERS' COMMITTEE FOR CIVIL RIGHTS UNDER LAW, VOTING RIGHTS PROJECT**

#### **Staff Attorney**

April 1998-June 2000

- Litigated violations of the Voting Rights Act
- Monitored and commented on federal enforcement of statutory and regulatory protections of voting right
- Frequent speaker/panelist on voting rights and affirmative action
- Participated in public policy advocacy on Capitol Hill, including formulating legislation on felon disenfranchisement and other voting rights issues
- Argued in the Eleventh Circuit Court of Appeals

### **UNITED STATES DEPARTMENT OF JUSTICE, CIVIL RIGHTS DIVISION, VOTING SECTION**

#### **Staff Attorney**

January 1995-March 1998

- Litigated federal Voting Rights Act and other federal voting rights cases
- Argued National Voter Registration Act and other voting rights cases in federal district courts
- Represented the Department of Justice at various conferences and meetings

**SOUTHERN CENTER FOR HUMAN RIGHTS**

Staff Attorney

April 1992-Dec 1994

- Initiated class actions on behalf of persons confined in jails and prisons in Alabama and Georgia
- Negotiated and drafted consent decrees
- Conducted discovery, including expert depositions
- Argued motions before federal courts
- Represented death row inmates in federal and state courts
- Organized and educated communities about the death penalty
- Taught classes for externs from Georgia State University and Emory School of Law

**UNITED STATES COURT OF APPEALS ELEVENTH CIRCUIT**

**Honorable Joseph W. Hatchett, Circuit Judge**

Judicial Clerk

December 1990-January 1992

- Prepared numerous bench memoranda and drafted opinions on various issues, such as employment discrimination, social security disability, drug forfeiture laws, tax, Fourth Amendment search and seizure, minority set-asides and the death penalty

**ALABAMA CAPITAL REPRESENTATION RESOURCE CENTER**

Legal Staff

August 1990-November 1990

- Interviewed death row inmates
- Researched and wrote memoranda on critical legal issues
- Worked with mentally retarded and mentally impaired defendants

**EDUCATION**

**NEW YORK UNIVERSITY SCHOOL OF LAW**

Juris Doctorate Awarded May 1990

- Root-Tilden-Snow Scholar
- Earl Warren Legal Training Scholarship
- Vanderbilt Medal for Service and Leadership
- New York State Trial Lawyers Association Thurgood Marshall Scholarship
- National Chairperson, National Black Law Students Association (1989-1990)
- Member, National Bar Association Board of Governors (1989-1990)

**GRAMBLING STATE UNIVERSITY**

Bachelor of Arts, Political Science, Awarded May 1987

## **PUBLICATIONS**

*Senator Edward Kennedy: A Lion for Voting Rights*, forthcoming Fall 2010/Winter 2011, New York University Journal of Legislation and Public Policy

*Racial Redistricting in a Post-Racial World*, 32 Cardozo L. Rev. \_\_\_\_ (forthcoming 2011).

*Outsourcing Democracy: Redefining the Public Private Partnership in Election Administration*, 88 DENV. U. L. REV. \_\_\_\_ (forthcoming 2010).

*Census 2020: How Would You Reform the Census? Perspectives: Expand the Racial Categories for Classification*, Insights on Law & Society, (American Bar Association Division for Public Education) Volume 10, No. 2, Winter 2010.

*Office Politics: Hiring and Firing Government Lawyers*, The Public Lawyer, (American Bar Association Magazine, Government and Public Sector Lawyers Division) Volume 18, No. 1, Winter 2010.

*Voter Deception*, 43 Indiana L. Rev. 343 (2010).

*A Vote Delayed Is A Vote Denied: A Proactive Approach to Eliminating Election Administration Legislation that Disenfranchises Unwanted Voters*, 47 U. Louisville L. Rev. 57 (2008).

*The Politics of the Pulpit: Black Pastors and Social Justice*, March 28, 2008, found at <http://thedailyvoice.com/voice/2008/03/the-power-of-the-pulpit-is-the-000394.php>.

*Key Words for Equality*, ABA/NBA Journals, February 1999.

## **LITIGATION (partial list)**

### **Principal responsibility for**

*Keeler v. Morgan City*, LA 00-CV-1588, (WD LA 2000) (settled)

*Sanders v. Dooly County, GA*, 98-0042-CV-2-DF-5 (MD GA 2000) (argued)

*Johnson v. Hamrick*, 196 F.3d 1216 (11<sup>th</sup> Cir. 1999) (argued)

*Condon v. Reno*, 913 F. Supp 946 (SC 1995) (tried)

*Virginia v. Reno* (1995) (argued)

*United States v. New Roads, LA* (settled)

### **Supervised**

*Greene County, VA v. Ashcroft*, 03-1877 (D.D.C. 2004) (Consent Decree)

*United States v. City of Chelsea, MA School Board*, (2004) (settled before filed)

*Dawkins v. United States Attorney General's Office*, 3:04CV1519 (WD LA, 2004) (active)

*United States v. Berks County, PA*, 2:03-CV-01030-MMB (E.D. PA 2003)

*United States v. State of Tennessee, et al.*, Civ. A. No. 3:02-0038 (M.D. Tenn. 2002) (Consent Decree)

*Warren County, VA v. Ashcroft*, 1:02CV01736 (D.D.C. 2002) (Consent Decree)

*City of Harrisonburg, VA v. Ashcroft*, 02CV00289, (D.D.C. 2002) (Consent Decree)

*United States v. Bessemer, AL*, CV83-C-3050-S (N.D. AL 2000) (active)

**PRESENTATIONS (partial list)**

- National People of Color Conference, Seton Hall University  
Panelist, *Post-Racial Politics* September 2010
- AALS Midyear Meeting, New York, NY  
*Post Racial' Civil Rights Law, Politics and Legal Education: New and Old Color Lines in the Age of Obama* June 8-10, 2010
- Election Law Symposium, Indiana University School of Law  
Discussed *Outsourcing Democracy* March 2010
- American Association of Law Schools  
Moderator, *Census, Redistricting and Displaced Persons*, American Association of Law Schools, Annual Conference, New Orleans, LA January 2010
- Leadership Committee for Election Protection/Maryland  
A national nonpartisan group that provides education and assistance to voters and works with elected officials to ensure free and fair access to the voting process September to November 2008
- United States Senate Testimony  
*Protecting the Right to Vote: Oversight of the Department of Justice's Preparations for the 2008 General Election*, Judiciary Committee, Washington, DC September 2008
- United States House of Representatives Testimony  
Judiciary Committee, Subcommittee on the Constitution, Civil Rights and Civil Liberties  
*Lessons Learned From the 2004 Presidential Election* August 2008
- Southeastern Association of Law Schools (SEALS) Conference  
New Scholars Workshop July 2008  
Presented Work in Progress: *Voter Deception: Why Whites Vote On Tuesday and Blacks Vote on Wednesday*, Palm Beach, FL
- Panelist, Mid-Atlantic Black Law Students' Association,  
Regional Conference, "Presidential Elections and the Power of the Black Vote"  
Crystal City, Virginia March 2008
- Panelist/Presenter, Mid-Atlantic People of Color Conference  
University of Maryland School of Law, Baltimore, MD January 2008
- American Constitution Society National Office  
*D.C. Voting Rights*, Washington, D.C. February 2007

Panelist, Chief Justice Earl Warren Institute on Race,  
Ethnicity & Diversity, University of Berkeley School of Law, Voting and Democracy Conference,  
Washington, DC July 2007

Speaker, American Constitution Society  
Vanderbilt University School of Law, Nashville, TN October 2006

Founder's Luncheon Speaker  
National Black Law Students' Association National Convention, Washington, DC March 2006

Panelist, Black History Month Program,  
Metropolitan Baptist Church, Washington, DC February 2004

Panelist, *Florida 2000 and Other Voting Rights Issues*  
Charlotte E. Ray American Inn of Court March 2004

Panelist, Voter Empowerment Workshop  
Louisiana NAACP Convention September 2001

Panelist, "Felon Disenfranchisement and Redistricting:  
The Impact on the African American Community" National Bar Association Conference,  
July 2001

Panelist, Plenary Session, NAACP National Convention July 2001

Panelist, NAACP Regional Conference April 2001

Panelist, Louisiana NAACP Convention September 2000

Panelist, Florida NAACP Conference September 2000

Panelist, "Backlash 2000! In Defense of Affirmative Action"  
Third National Conference on African American Women and the Law May 2000

Panelist, Census and Voting Rights Panel  
Affiliate Leadership Training Seminar, National Black Child Development Institute, Inc.  
March 2000

Panelist, Civil Rights Seminar  
Conference on Public Service and the Law, University of Virginia School of Law March 2000

Panelist, Census 2000 Seminar  
Georgia State Conference NAACP October 1999

Luncheon Keynote Speaker  
American Contract Compliance Association (ACCA) October 1999

Panelist, Civil Rights Workshop  
Louisiana State NAACP Convention

September 1999

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Panelist, Voting Rights/Redistricting Seminar  
NAACP National Convention

July 1999

Instructor, Class Discussing Felon Disenfranchisement  
American University School of Law

April 1999

Panelist, Felon Disenfranchisement Roundtable  
Sponsored by the Sentencing Project

March 1999

### **MEDIA EXPERIENCE**

Political Correspondent, WPRS, 104.1, November 4 Election Day Correspondent, (Washington, DC, November 4, 2008).

Public Radio Interview, WYPR, 88.1, Election Officials Vigilant Over Voter Intimidation, Suppression Interview with NPR reporter Donna Owens, (Baltimore, MD, aired on 10/27/2008).

The Marc Steiner Show, WYPR 88.1, Invited guest discussing civil rights and the prosecution of the six youth in Jena, Louisiana known as “the Jena 6.” (Baltimore, MD, aired in September 2007).

### **BAR ADMISSION**

State courts-Georgia, District of Columbia  
Federal courts- United States Supreme Court