

Workplace Justice Summit III Panelist Bios

Mori Rubin

Regional Director- National Labor Relations Board

Mori is the Regional Director for Region 31 of the National Labor Relations Board. She is responsible for enforcement of the nation's primary labor law covering private sector employees in the jurisdiction of Region 31, which serves portions of Los Angeles and six other counties in Southern California.

Organizational Web Page: <https://www.nlr.gov/region/los-angeles-31>

Agnes Huang

Assistant District Director- U.S. Dept. of Labor (OFCCP)

Agnes Huang joined the U.S. Department of Labor, Office of Federal Contract Compliance Programs (OFCCP) as a Compliance Officer in the Los Angeles District Office and was appointed Assistant District Director in 2015. She practiced law in the private sector prior to her decision to pursue a career in public service. Agnes has a J.D. from Southwestern Law School and B.A. in Anthropology from UCLA.

Organizational Web Page: <https://www.dol.gov/ofccp/>

Aliyah Levin

Senior Compliance Officer- U.S. Dept. of Labor (OFCCP)

Aliyah Levin joined the U.S. Department of Labor, Office of Federal Contract Compliance Programs (OFCCP) as a Compliance Officer in 2009. Aliyah earned her Master of Public Administration, with honors, from the University of Southern California, and her Bachelor in Art in Public Administration, from San Diego State University. Aliyah serves as an officer and steward for the American Federation of Government Employees (AFGE) Local 2391.

Organizational Web Page: <https://www.dol.gov/ofccp/>
<http://www.afge2391.org/>

Carolyn Menchyk

Technical Expert

Carolyn has more than 25 years of experience as a Compliance Officer in the U.S. Department of Labor, Office of Federal Contract Compliance Programs (OFCCP) in the Los Angeles District Office. From 1998 to 2011, she served as EEO Counselor with the Office of Civil Rights and conducted internal EEO complaint investigations for DOL agencies. In 2007, she completed the DOL Mentoring Program. Carolyn holds a B.A. in Education and Political Science and a year of graduate studies in Guidance & Counseling from the University of South Carolina. Carolyn is very engaged and passionate about public service. She participated in a humanitarian mission trip to Zimbabwe to assist in providing medical care to Lemba this summer.

Organizational Web Page: <https://www.dol.gov/ofccp/>

Ana Cisneros Alvarez

Attorney- Wage Justice Center

Ana is an attorney at Wage Justice Center where she serves as the Director of Legal Advocacy for the CLEAN Car Wash Campaign. Prior to working with Wage Justice Center, Ana was a staff attorney at Inner City Law Center, where she represented low-income tenants in eviction proceedings. She graduated from Loyola Law School, Los Angeles, in the spring of 2013 and earned her BA in Sociology from Pomona College in 2007. During law school, Ana maintained her commitment to the community and to social justice lawyering through various externships at non-profit and advocacy organizations such as Bet Tzedek Legal Services' Employment Law Unit, the Los Angeles Alliance for a New Economy, the UCLA Downtown Labor Center, and the Department of Labor, Office of the Solicitor. Additionally, Ana served as Co-President of La Raza de Loyola and Co-Vice President of the Immigration Law Society.

Organizational Web Page: <http://wagejustice.org/>

Emily Austin

Director of Advocacy Services- California Coalition Against Sexual Assault (CALCASA)

Emily is the Director of Advocacy Services at the California Coalition Against Sexual Assault (CALCASA), the state-wide agency representing 84 rape crisis centers. A native of Northern California, Ms. Austin graduated from the University of California, Los Angeles with a B.A. in Women's Studies and English. She received her law degree from the University of Southern California, Gould School of Law. Upon graduating law school, Emily was an Audrey and Sydney Irmas Fellow at the California Women's Law Center. Her fellowship focused on teen dating violence and the educational system's response to teen dating violence, sexual assault, and sexual harassment. During law school, Emily was a judicial extern to the Honorable Steven Reinhardt on the 9th Circuit Court of Appeals. She also clerked for two civil rights law firms and held an internship with the California Women's Law Center. Emily has worked on women's issues for eighteen years as both a women's studies major and law student. Emily provided direct services to women and children at the USC Law Domestic Violence Clinic as a certified law student. She participated in the Philip C. Jessup International Law Moot Court Competition and has worked on international women's rights, civil rights and police misconduct cases. At CALCASA, Emily works with multi-disciplinary partners, stakeholders, and advocates to improve the systemic response to sexual assault, support rape crisis centers' local services, and build capacity in the field.

Organizational Web Page: <http://www.calcasa.org/>

Nayantara Mehta

Senior Staff Attorney- National Employment Law Project (NELP)

Nayantara is a Senior Staff Attorney with the National Employment Law Project (NELP), at the Berkeley, CA office. She works on eliminating unfair barriers to employment for people with criminal records and expanding the employment rights of other vulnerable workers. Prior to working at NELP, she was Senior Counsel at Alliance for Justice and a Fellow with the Women's Policy Institute. She advised and worked on policy campaigns related to reproductive justice, immigrant rights, and many other social and economic justice issues. Nayantara has a J.D. from the University of California, Berkeley, School of Law, an M.A. from the University of Chicago and a B.A. from the College of William and Mary in Virginia.

Organizational Web Page: <http://www.nelp.org/>

Sandra C. Muñoz

Attorney- Law Offices of Sandra C. Muñoz

Sandra is the owner of the Law Offices of Sandra C. Muñoz, dedicated to representing individuals whose civil rights have been violated in the workplace. For over 18 years, Sandra has worked on countless cases involving allegations of employment discrimination, harassment, and retaliation. Sandra also has extensive experience in cases involving police abuse. Sandra graduated from Loyola Law School in 1997 and earned her B.A. in Chicano/a Studies from UCLA. Sandra is also a graduate of Garfield High School in East Los Angeles and a former student of renowned math teacher Jaime

Escalante. At Loyola, Sandra was a member of the team that competed and won the 1996 Hispanic National Bar Association Moot Court. She was also President of La Raza Law Students Association and named the National Association of Women Lawyers Outstanding Law Student of the Year in 1997.

From 1997 to 2004, Sandra was an Associate Attorney at Hadsell & Stormer (now Hadsell, Stormer, & Renick), a prominent civil rights law firm. There, Sandra represented numerous clients in employment cases. From 2004 to 2007, Sandra was an Associate Attorney at Moreno, Becerra, & Casillas, a renowned Latino civil rights and personal injury law firm. There, Sandra worked on numerous cases brought by victims of the LAPD Rampart Scandal, as well as other police abuse cases. In 2008, Sandra partnered with Monica Guizar to open the Law Offices of Muñoz & Guizar where she continued to represent workers fighting against sexual harassment, wage and hour violations, race discrimination, and various other injustices. In 2011, Sandra opened the Law Offices of Sandra C. Muñoz where she continues to pursue her long-life commitment to representing workers. In addition, Sandra has taught legal courses for Dowling College, served as the President of the Latina Lawyers Bar Association, and served as Managing Editor of the State Bar's California Labor and Employment Law Review. Sandra also received the California Lawyer Attorney of the Year Award in 2016 for her work representing warehouse workers in a wage and hour class action against Wal-Mart and other defendants.

In addition to her legal career, Sandra is also a writer who earned her MFA degree in Creative Writing from Antioch University Los Angeles. Sandra co-authored the play "Black Butterfly, Jaguar Girl, Piñata Woman and Other Superhero Girls Like Me" with Luis Alfaro, Marisela Norte, and Alma Cervantes. "Black Butterfly" was nominated for an Ovation Award in 2000 for Best Writing of a World Premiere and was performed at the Kennedy Center in Washington D.C

Organizational Web Page: <http://members.calbar.ca.gov/fal/Member/Detail/190404> (State Bar of CA listing)

Janet Herold

Regional Solicitor- Department of Labor, San Francisco

Janet is the San Francisco Regional Solicitor for the Department of Labor. She leads the San Francisco Regional Solicitor's Office and its branch offices in Los Angeles and Seattle, with more than thirty attorneys, who are responsible for most civil trial litigation and legal support for the U.S. Department of Labor for matters arising in California, Arizona, Nevada, Idaho, Washington, Oregon, Alaska, Hawaii, Guam, the Commonwealth of the Northern Mariana Islands, and American Samoa. The regional offices provide trial litigation and general legal services to the Department, and aid

regional officials in carrying out their responsibilities. Most cases handled by the Regional Solicitor, such as Wage-Hour, ERISA, OFCCP, MSHA and OSHA cases, are referred directly to the regional offices by the regional client agency. Prior to her appointment as Regional Solicitor in June 2012, Janet served as Associate General Counsel with the Service Employees International Union, CTW, and was Director of SEIU's National Wage and Hour Project. She provided direct representation to plaintiffs in wage and hour class actions at the federal and state level nationwide, as well as supervising and managing other class actions to which SEIU lent its assistance or support. She provided support and assistance to federal and state departments of labor in drafting regulation and legislation, developing and designing enforcement plans, and training of investigators and enforcement officials who seek to expand the enforcement of workers' rights. Her work chiefly focused on vindicating the rights of low-wage immigrant workers, predominantly employed in the various spheres of the underground economy.

Organizational Web Page: <https://www.dol.gov/sol/organizations/regions/sf.htm>

Monica Guizar

Attorney- Weinberg, Roger & Rosenfeld

Monica is an Attorney and Shareholder with the union-side law firm of Weinberg, Roger & Rosenfeld. Ms. Guizar is based out of the firm's Los Angeles office where she represents labor unions, workers, labor-management trust funds, and non-profits. Her practice areas with the firm include traditional labor, employment and immigration law in both the private and public sector. She regularly litigates labor and employment cases before the state and federal courts, handles labor arbitrations and regularly appears before the National Labor Relations Board and the Public Employee Relations Board. She also has extensive experience dealing first-hand with issues that impact low-wage immigrant workers and organizing immigrant workers. She often provides training to labor unions and workers on issues involving the intersection of labor/employment and immigration law. She also regularly provides policy advice and analysis to international and local labor unions on immigration law issues.

Ms. Guizar received her law degree from Loyola Law School in 1998 and her undergraduate degrees from the University of California at Irvine in 1995. Ms. Guizar regularly presents on panels. She presently serves on the Board of Directors of the AFL-CIO Lawyers Coordinating Committee and as a member of the Executive Committee of the State Bar's Labor and Employment Section. She is a former President of the Latina Lawyers Bar Association.

Organizational Web Page: <http://www.unioncounsel.net/>

Yeimi Michael

Deputy Labor Commissioner- Retaliation Complaint Investigation Unit, Long Beach

Yeimi is a Deputy Labor Commissioner with the Retaliation Complaint Investigation Unit in Long Beach. Prior to joining the Labor Commissioner's office Yeimi practiced immigration law for about 9 years where she regularly defended and represented immigrants before the Executive Office for Immigration Review and the Department of Homeland Security. As a litigator, she combined her compassion for her clients with an inherent talent for exploring novel legal theories and persuasive documentation of her client's claims. Today, she employs these same traits to diligently investigate workplace retaliation complaints.

Organization Web Site: <http://www.dir.ca.gov/dlse/dlseRetaliation.html>

Rosa Viramontes

District Director- U.S. EEOC Los Angeles District

Rosa Viramontes serves as the District Director for the Los Angeles District of the U.S. Equal Employment Opportunity Commission (EEOC), a civil law enforcement agency that enforces federal laws against employment discrimination. In her capacity, she oversees the operations of the EEOC's Los Angeles District including the investigation and processing of charges, the alternate dispute resolution (ADR) program, outreach and public relations, federal sector hearings, the District budget and management. The Los Angeles District encompasses central and southern California, southern Nevada, the state of Hawaii, and the U.S. territories of Guam, American Samoa, Wake Islands and the Commonwealth of the Northern Mariana Islands. Ms. Viramontes joined the EEOC in 1978. Since then, she has served in a number of positions including Investigator, Supervisor, Enforcement Manager, Deputy District Director, and Acting District Director. In January 2015, Ms. Viramontes was appointed to the role of District Director. Ms. Viramontes holds a B.S. in Business Management and a Master's degree in Business Administration.

Organizational Web Page: <https://www.eeoc.gov/field/losangeles/>

Patricia Ann Kane

EEOC Enforcement Manager- Los Angeles District Office

Ms. Kane has spent nearly two decades of her government career in the field of civil rights. She was employed with the State of Colorado Civil Rights Commission, Denver Colorado as a Civil Rights Specialist for three years. Ms. Kane is currently employed with the Equal Employment Opportunity Commission (EEOC), Los Angeles District Office California. She has held the positions of Secretary to the Director, Investigator, Mediator, Enforcement Supervisor, and currently holds the position of Enforcement Manager. Ms. Kane provides training to employers and community based organizations regarding the laws enforced by the EEOC, mediation and diversity in the Workplace. She was the Chairperson for the Citywide Martin Luther King Jr. Celebration for the City Of Denver in 1983 and Co-Chairperson for the 45th Anniversary Celebration of the EEOC Los Angeles District Office. She received a B.A. in Communications and a minor in Theater Arts and Black Studies from the University of Colorado.

Organizational Web Page: <https://www.eeoc.gov/field/losangeles/>

Nicole St. Germain

Outreach & Education Coordinator- U.S. EEOC Los Angeles District

Nicole St. Germain serves as the Outreach and Education Coordinator for the Los Angeles District of the United States Equal Employment Opportunity Commission (EEOC), the agency that enforces federal laws which prohibit employment discrimination. Nicole oversees the education and outreach initiatives along with public relations for the Los Angeles District, which includes central and southern California, southern Nevada, Hawaii, and the U.S. territories of Guam, American Samoa, Wake Islands, and the Commonwealth of the Northern Mariana Islands. Nicole joined the EEOC in 2009 and has held the positions of Enforcement Investigator and Systemic Investigator. She was appointed to the position of Outreach and Education Coordinator in 2016. Nicole holds a graduate degree in Forensic Psychology, undergraduate degrees in Sociology and Criminal Justice, and is fluent in American Sign Language.

Organizational Web Page: <https://www.eeoc.gov/field/losangeles/>

Christine Park-Gonzalez

Deputy District Director- U.S. EEOC Los Angeles District

Christine currently serves as the Deputy District Director for the Los Angeles District of the U.S. Equal Employment Opportunity Commission (EEOC). The EEOC enforces federal laws which prohibit discrimination in the workplace. As such, she oversees the processing of employment discrimination charges filed within the Los Angeles District which includes Central and Southern California, Southern Nevada, the state of Hawaii, and the U.S. territories of Guam, American Samoa, Wake Islands and the Commonwealth of Northern Mariana Islands. Christine joined the EEOC in 2001, initially as an Enforcement Investigator, later serving as an Enforcement Supervisor and then as the Program Analyst (Public Relations Manager). She was appointed to the Deputy District Director position in 2015. Christine actively engages with stakeholders, media, community-based and employer organizations to discuss employee rights and employer responsibilities with respect to discrimination in the workplace. Christine has served on national EEOC task forces established to address how to enhance services for groups such as immigrant and migrant workers, human trafficking victims and small businesses. In 2013, she was appointed to the White House Initiative on Asian Americans & Pacific Islanders' (WHIAAPI) Regional Network, serving as the Region Lead for Region IX for two years. In 2015, she earned the EEOC Chair's Honor Award for Excellence in Leadership Award. Christine is a former news reporter and earned a B.A. in History and Spanish from the University of California at Berkeley.

Organizational Web Page: <https://www.eeoc.gov/field/losangeles/>

David Lawrence Bell

Staff Attorney- Division of Labor Standards Enforcement

David has been an attorney with the Division of Labor Standards Enforcement since 2005. For most of that time, his primary focus has been retaliation. In that time, he has filed more than 200 civil cases on behalf of California workers. Mr. Bell has also represented the DLSE before the Court of Appeal on numerous occasions, including the case of *American Corporate Security v. Su* (2013) 220 Cal.App.4th 38.

Organizational Web Page: <http://www.dir.ca.gov/dlse/>

Phoebe P. Liu

Senior Staff Counsel IV- California Department of Fair Employment and Housing

Phoebe is Senior Staff Counsel IV for the Department of Fair Employment and Housing. Ms. Liu litigates discrimination and civil rights cases before federal and state courts, in the areas of employment, housing, public accommodations and hate violence. She administers the DFEH's Office of Compliance Programs, which oversees state contractors for compliance with the Fair Employment and Housing Act. She serves as the DFEH Legal Liaison on the California Pay Equity Taskforce of the California Commission on the Status of Women and Girls. From 2014 to 2016, Ms. Liu was an adjunct professor for Southwestern Law School's DFEH Civil Rights Clinic. Prior to joining the DFEH in 2007, she gained extensive litigation experience handling cases involving employment law, complex business litigation and intellectual property at two global law firms and at a legal services non-profit. Ms. Liu holds a B.S. degree from Cornell University and a Juris Doctor degree from The George Washington University Law Center.

Organizational Web Page: <http://www.dfeh.ca.gov/>

Gregory Mann

Senior Staff Counsel- California Department of Fair Employment and Housing

Gregory is a Senior Staff Counsel with the Department of Fair Employment and Housing where he litigates employment and housing discrimination claims before state and federal courts. He has litigated, mediated and settled dozens of cases since joining the DFEH in 2009. Mr. Mann's duties also include presenting anti-discrimination and sexual harassment prevention trainings and webinars. Prior to joining the DFEH, Mr. Mann gained trial experience while working at elite law firms. He is a graduate of the University of Michigan Law School, and he earned his bachelor degree in economics and sociology/anthropology from DePauw University. Greg is a firm believer not only in the power of litigation, but also the ability of education to protect employee rights and create a just, equal and productive workplace.

Organizational Web Page: <http://www.dfeh.ca.gov/>

Domini Pham

Senior Staff Counsel- California Department of Fair Employment and Housing

Domini is a Senior Staff Counsel for the California Department of Fair Employment and Housing. Ms. Pham has worked in the private and public sectors, including the California Attorney General's Office and Maine Human Rights Commission. She has litigated state and federal cases in the areas of employment, business and corporations, and insurance coverage. Ms. Pham attended Vanderbilt University and the University of California, Hastings College of the Law.

Organizational Web Page: <http://www.dfeh.ca.gov/>

Lori Speak

Staff Counsel- California Department of Fair Employment and Housing

Lori Speak is Staff Counsel for the Department of Fair Employment and Housing. She works in the Los Angeles office on both employment and housing discrimination cases. Ms. Speak joined the Department as a Civil Rights Fellow in September 2012, and returned to the Department as Staff Counsel in October 2014, following a one-year clerkship in the Southern District of New York with the Honorable Sarah Netburn. Ms. Speak is a graduate of Biola University and received a Master of Divinity from Fuller Theological Seminary. She is an inaugural graduate of the

University of California, Irvine School of Law, where she received graduation honors for her pro bono work. Ms. Speak was admitted to the State Bar of California in 2012.

Organizational Web Page: <http://www.dfeh.ca.gov/>

Jacob Barak

Staff Counsel- Department of Fair Employment and Housing

Jacob Barak is a Staff Counsel for the Department of Fair Employment and Housing in Los Angeles, where he litigates cases of discrimination in employment, housing, and public accommodations. He graduated from UC Irvine School of Law in 2013.

Organizational Web Page: <http://www.dfeh.ca.gov/>

Francisco Balderrama

Staff Attorney- Department of Fair Employment and Housing

Francisco received his undergraduate degree in Liberal Studies in 2009 from California State University, Fullerton, and his law degree in 2013 from University of California, Irvine School of Law. After graduation, Francisco completed a civil rights fellowship with the Department of Fair Employment and Housing. Upon completion of his fellowship, he was hired as a staff attorney. Francisco represents DFEH in court and mediations in discrimination cases. He also advises DFEH staff on legal issues involving the California Public Records Act.

Organizational Web Page: <http://www.dfeh.ca.gov/>

Tina Walker

Regional Administrator- Department of Fair Employment and Housing

Tina is the Regional Administrator for the Department of Fair Employment and Housing Los Angeles Regional Office. Ms. Walker has worked for the DFEH since 1999, and started her career as a Consultant, was subsequently promoted to Supervisor, District Administrator, and ultimately to her current position as a Regional Administrator. Ms. Walker has oversight of the DFEH offices located in Southern California. She has a Bachelor's degree in Business Administration.

Ms. Walker represents the DFEH in all aspects of its operations with the public, legislators, and serves as liaison with their federal partner the Equal Employment Opportunity Commission (EEOC) in relation to the work-share agreement between the two agencies. She also partners with the EEOC on joint-venture class-action investigative work and civil rights speaking engagements. Ms. Walker is a volunteer with the Employment Round Table Southern California. She is also a member of the San Bernardino division of the National Association for the Advancement of Colored People (NAACP), the nation's oldest, largest and most widely recognized grassroots-based civil rights organization. Ms. Walker previously worked for the State Compensation Insurance Fund for seven years. As a claims adjuster, Ms. Walker's primary role was to interface with the return-to-work coordinators, secure injured/disabled workers return to the workplace, and ensure compliance with workers' compensation laws in connection and in consideration of the overlay with American Disability Act (ADA) laws.

Organizational Web Page: <http://www.dfeh.ca.gov/>

Brenda Valle***Consultant III/ Quality Assurance Specialist- Department of Fair Employment and Housing***

Brenda is a Consultant III/Quality Assurance Specialist in the Enforcement Division of the Department of Fair Employment and Housing. In addition to investigating cases, Ms. Valle assists in collecting information and preparing Department reports for both HUD and the EEOC. She assists in tracking, reviewing and responding to appeals, reviewing complaints raised by complainants and respondents regarding the Enforcement Division's investigations, and processing U-Visa requests. Ms. Valle also works on quality reviews, assists with writing policies and procedures and program development projects for the Enforcement Division. Prior to joining the DFEH in 2015, Ms. Valle litigated employment cases. She is a graduate of the University of California, Hastings College of the Law, and has a master of arts degree in education and a B.A. in Political Science from the University of California, Los Angeles.

Organizational Web Page: <http://www.dfeh.ca.gov/>