

EVERY VOICE COUNTS

Bridging Divides,
Celebrating Differences

16th Annual Conclave on Diversity in the Legal Profession

SPEAKER BIOGRAPHY



Esther G. Lander

Moderator

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Esther Lander is a partner in Orrick's Washington, D.C. office. She focuses her practice on high-stakes workplace investigations and complex employment discrimination claims. In addition to her litigation and investigation work, she regularly advises clients on diversity and inclusion initiatives such as pay equity studies, intentional recruiting, and lawful affirmative action plans and goals.

Lander has specific expertise in testing validation and routinely reviews validation and adverse impact studies to provide clients with strategic advice regarding the defensibility of selection devices such as algorithmic decision-making tools used to assess applicants and employees. Before joining Orrick, she served as the principal deputy chief of the Employment Litigation Section within the Civil Rights Division of the DOJ.