

LOOK WITHIN AND ACCELERATE CHANGE

15th Annual Conclave on Diversity in the Legal Profession

Friday, August 11, 2023 · Four Seasons New Orleans Hotel · 2 Canal Street, New Orleans, LA

PLENARY SESSION ONE

Diversity, Equity, and Inclusion



Professor Doris “Wendy” Greene

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The daughter of American civil rights activists, Doris “Wendy” Greene is a trailblazing U.S. anti-discrimination law scholar, teacher, and advocate who has devoted her professional life’s work to advancing racial, color, and gender equity in workplaces and beyond. The first tenured African American woman law professor at Drexel University Thomas R. Kline School of Law and the Director of the Kline Law Center for Law, Policy, and Social Action, Professor Greene’s award-winning legal scholarship and public advocacy have generated civil rights protections for those who experience discrimination in various spheres. A visionary, she has coined two legal constructs, “grooming codes discrimination,” and “misperception discrimination,” which are recognized in civil rights discourse and have informed the enforcement stance of the Equal Employment Opportunity Commission (EEOC), legislators, federal courts, administrative law judges as well as civil and human rights organizations.

Professor Greene is an internationally recognized civil rights scholar-activist who is the founder of the #FreeTheHair movement and a legal architect of the federal C.R.O.W.N. Act (Creating a Respectful and Open World for Natural Hair Act) alongside parallel civil rights legislation on municipal and state levels throughout the United States. Indeed, the definition of race Greene first proposed in 2008 in her publication, *Title VII: What’s Hair and Other Race-Based Characteristics Got to Do with It?*, is now being adopted in these historic pieces of legislation and cited by U.S. federal courts as a viable definition of race when enforcing federal civil rights laws. She also serves as a legal expert and consultant for seminal U.S. civil rights cases challenging discrimination African descended workers’ and students’ experience when donning natural hair styles (like locs, braids, and twists) as racial discrimination. To date, Professor Greene’s global activism combating “grooming codes discrimination” in workplaces and other spaces has shaped every key legal reform in the United States that declares dis-crimination African descendants (and others) systematically experience on the basis of their natural hairstyles is racial discrimination.

Celebrated by *Teen Vogue*, *Now This News*, *BBC News*, *The Association of American Law Schools*, *Di-verse: Issues in Higher Education*, *World Afro Day*, and *The Birmingham Civil Rights Institute* among other organizations for her impactful scholarly activism, Professor Greene frequently provides legal commentary to media outlets such as *The Washington Post*, *PBS News*, *BBC News*, *NBC News*, and *the New York Times*. She, too, is a highly sought-after speaker and consultant, having traveled and delivered hundreds of lectures throughout the United States and across four continents in addition to advising private and non-profit organizations on myriad matters related to civil and human rights, diversity, equity, inclusion, and belonging. What remains core to Professor Greene’s longstanding work as a civil rights law scholar, educator, expert, advocate, and consultant is an unwavering commitment to ensuring that our human rights to freely express our identities and to be treated with full and equal dignity are affirmed, respected, and protected.

A native of Columbia, South Carolina, Professor Greene is a graduate of *Xavier University of Louisiana* (B.A. cum laude with Honors in English and a double-minor in African American Studies and Spanish); *Tulane University School of Law* (J.D.); and *The George Washington University School of Law* (LL.M.).