



Kathleen Nalty Consulting



Kathleen Nalty is President of her own consulting company. She is a nationally-recognized expert in strategies for creating cultures of inclusion to retain and advance diverse talent, particularly in legal organizations. She specializes in helping organizations identify systemic issues that cause higher attrition rates for people in already underrepresented groups.

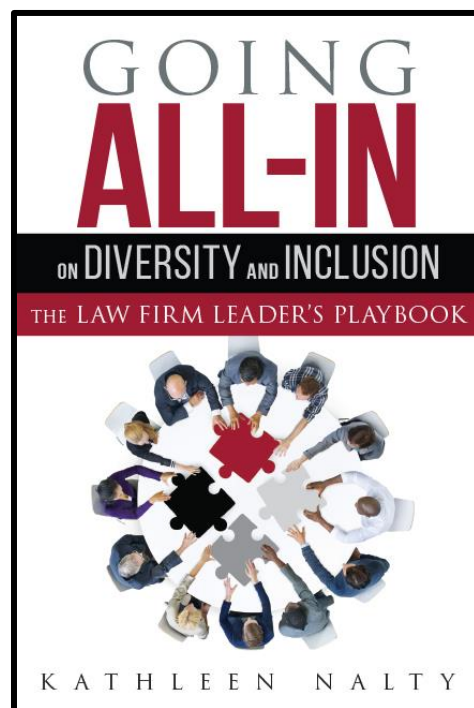
Kathleen has devoted her entire career to her passion for diversity, civil rights, and inclusion. She founded the Center for Legal Inclusiveness (CLI) in Denver, Colorado and led the nonprofit as its Executive Director from October 2007 through January 2013. In this role, Kathleen developed the only “how to” manual for legal organizations that has a comprehensive step-by-step process for removing hidden barriers to retention and creating an inclusive workplace. From 2008-2013, she assisted over two dozen legal organizations in their implementation of inclusiveness initiatives, including 16 law firms, 8 government legal offices, and the legal departments of Walmart, CenturyLink, Xcel Energy, and DaVita. In 2012, Kathleen led 10 half-day training sessions across the U.S. on diversity and inclusion for the Minority Corporate Counsel Association as part of its new Academy for Diversity & Inclusion.

Kathleen currently works with a wide variety of organizations, including several law firms, corporations (Dow Corning, Hewlett Packard, ConAgra, Owens Corning, Procter & Gamble), and government organizations (EPA, DOE, DOI, WAPA, HUD, Denver City Attorney’s Office), to assist in creating inclusiveness initiatives. Kathleen also serves as an adjunct professor at the University of Denver Sturm College of Law School where she teaches a course on diversity and inclusion. In 2015, she published a “how to” book for law firm leaders entitled ***Going “All-In” on Diversity and Inclusion: The Law Firm Leader’s Playbook*** that includes new tools for advancing diversity and inclusion.

Kathleen received a B.A. from the University of Denver and a J.D. from the University of Colorado Law School. She started her legal career as a law clerk to a federal district court judge in Denver. She was then selected to participate in the Attorney General’s Honors Program at the U.S. Department of Justice in Washington, D.C. As a federal civil rights prosecutor in the Criminal Section of the Civil Rights Division, Kathleen worked on cases involving hate crimes, police brutality, and slavery.

After returning to Colorado, Kathleen continued to pursue her passion for civil rights and diversity by cofounding a hate violence task force as well as a regional legal diversity job fair. She also worked for the University of Denver (DU) Sturm College of Law as a Consultant in the Career Development Office where she specialized in assisting employers and students with diversity programs and initiatives.

Kathleen has received awards for her ground-breaking work in diversity and inclusion from several organizations, including the Colorado Women’s Business Chamber, Colorado & Denver Bar Associations, Colorado GLBT Bar Association, Sam Cary Bar Association, Colorado Asian Pacific American Bar Association, Colorado Women’s Bar Foundation, and the Denver Urban Debate League.



Kathleen Nalty - Speaking Engagements

2017

- "Outsmart Your Unconscious Biases: Driving Better Business Results by Interrupting Unconscious Bias" - March 1, 2017 - Procter & Gamble - Cincinnati, Ohio
- "Outsmart Your Unconscious Biases" - February 24, 2017 - U.S. Fish & Wildlife Service - Lakewood, Colorado
- "We All Have It - How to Recognize & Interrupt Unconscious Bias" - February 16, 2017 - Procter & Gamble - Cincinnati, Ohio
- "Cross-Generational Collaboration to Conquer Implicit Bias" - February 3, 2017 - American Bar Association Mid-Year Conference - Miami, Florida
- "What You Don't Know Can Hurt You: The Hidden Impacts of Unconscious Bias" - Camp Owners & Directors Association Conference - January 18, 2017 - Boulder, CO

2016

- "Driving Mission Success through Diversity & Inclusion" - EPA Region 8 - December 12, 2016 - Denver, CO
- "Driving Mission Success through Diversity & Inclusion" - Western Area Power Administration - December 5, 2016 - Denver, CO
- "Driving Mission Success through Diversity & Inclusion" – EPA Region 8 – November 14, 2016 – Denver, CO
- "Advancing Diversity & Inclusion in Engineering & Business" – University of Colorado – November 17, 2016 – Boulder, CO
- "Building Inclusive Intelligence by Becoming Gender Smart" – Minnesota State Bar Association – November 9, 2016 – Minneapolis, MN
- "Going All In on Diversity & Inclusion" – Minnesota State Bar Association – November 8, 2016 – Minneapolis, MN
- "Advancing Diversity & Inclusion in Engineering & Business" – University of Colorado – November 3, 2016 – Boulder, CO
- "Driving Mission Success through Diversity & Inclusion" – EPA Region 8 – October 24, 2016 – Denver, CO
- "Conscious & Unconscious Bias in Hiring & Retention: Best Practices for Moving Forward" – Defense Research Institute Annual Conference – October 20, 2016 – Boston, MA
- "Advancing Diversity & Inclusion in Engineering & Business" – University of Colorado – October 6, 2016 – Boulder, CO
- "Implicit Bias: How to Recognize and Address It – and New Model Rule 8.4(g)" – American Bar Association – October 6, 2016
- "Diversity & Inclusion Catalysts' Bootcamp" – Owens Corning – Toledo, Ohio – September 29, 2016
- "Driving Better Business Results by Advancing Diversity & Inclusion" – Owens Corning – Toledo, Ohio – September 29, 2016
- "Outsmart Your Unconscious Biases" – Owens Corning – Toledo, Ohio – September 29, 2016
- "Championing Diversity & Inclusion" – Western Area Power Administration – Lakewood, Colorado – September 27-28, 2016
- "Leading the Way – Designing a Diversity & Inclusion Strategy" – Dentons – Chicago, Illinois – September 26, 2017
- "Driving Mission Success Through Diversity & Inclusion" – Housing & Urban Development – Denver, Colorado – September 21, 2016
- "Realizing Better Business Results by Advancing Diversity & Inclusion and Addressing Unconscious Bias" – Waller Lansden Dortch & Davis LLP – French Lick, Indiana – September 17, 2016
- "What You Don't Know Can Hurt You: Unconscious Bias & the Practice of Law" – Edward Bennett Williams Inn of Court – Washington, DC – September 15, 2016

- “Driving Mission Success Through Diversity & Inclusion” – Housing & Urban Development – Denver, Colorado – September 1, 2016
- “Driving Better Business Results by Advancing Diversity + Inclusion” – Lewis Wagner – Indianapolis, IN – August 27, 2016
- “Unconscious Bias” – Mt. Olive Manufacturing – Indianapolis, IN – August 25, 2016
- “Driving Mission Success Through Diversity & Inclusion” – Housing & Urban Development – Denver, Colorado – August 19, 2016
- “What You Don’t Know *Can* Hurt You: Unconscious Bias – How to Recognize and Interrupt It” – Denver Public Schools, Leadership Team – Denver, Colorado – August 18, 2016
- “Inclusion in 2016 – A Business Imperative” – Dentons – Los Angeles, CA – July 28, 2016
- “Driving Mission Success Through Diversity and Inclusion” – Environmental Protection Agency Region 8 – Denver, CO – July 26, 2016
- “Championing Diversity and Inclusion” – Denver City Attorney’s Office – Denver, CO – June 25, 2016
- “Driving Mission Success Through Diversity and Inclusion” – Environmental Protection Agency Region 8 – Denver, CO – July 19, 2016
- “Championing Diversity and Inclusion” – Denver City Attorney’s Office – Denver, CO – July 18, 2016
- “Driving Mission Success Through Diversity and Inclusion” - Environmental Protection Agency Region 8 - Denver, CO - July 7, 2016
- July 7, 2016 - "Going All In on Diversity and Inclusion" - Minnesota Bar Association Leaders and Staff - Minneapolis, MN - June 27-29, 2016
- "Outsmart Your Unconscious Biases" - Bureau of Reclamation - Lakewood, CO - June 22, 2016
- "What You Don't Know Can Hurt You: Unconscious Bias in the Legal Profession" - Indianapolis Bench Bar Conference - French Lick, IN - June 17, 2016
- "Championing Diversity & Inclusion" - Western Area Power Administration - Lakewood, CO - June 13, 2016
- "Realizing Better Business Results by Advancing Diversity & Inclusion and Addressing Unconscious Bias" - Jackson Lewis - Indianapolis, IN - June 11, 2016
- "Championing Diversity and Inclusion" - Denver City Attorney's Office - Denver, CO - May 16, 2016
- "What You Don't Know Can Hurt You: Unconscious Bias" - Department of Energy, National Energy & Technology Laboratories - Pittsburgh, PA -- May 12, 2016
- "Outsmart Your Unconscious Biases" - Association of Government Accountants 2016 Professional Development Conference - Denver, CO - May 11, 2016
- "Outsmart Your Unconscious Biases" - Ohio State Bar Association Annual Conference - Cincinnati, OH - April 28, 2016
- "What You Don't Know Can Hurt You: Unconscious Bias - How to Recognize and Interrupt It" - Goodwin Procter - Boston, MA - April 26, 2016
- "Championing Diversity & Inclusion" - Environmental Protection Agency Region 8 - Denver, CO - April 6 & 14, 2015
- "Championing Diversity & Inclusion" - Western Area Power Administration - Lakewood, CO - April 7-8, 2016
- "Unconscious Bias: What You Don't Know Can Hurt You" - Bureau of Land Management - Casper, WY - April 11-12, 2016
- "Championing Diversity & Inclusion" - EPA Region 8 - Denver, CO - March 24, 2016
- “What You Don't Know *Can* Hurt You: Unconscious Bias in Law Practice - How to Recognize and Interrupt It" - American College of Trusts & Estate Counsel Conference - Las Vegas, NV - March 19-20, 2016
- "Championing Diversity & Inclusion" - EPA Region 8 - Denver, CO - March 16, 2016
- "Inclusive Leadership: A Critical 21st Century Skill Set" - Colorado Bar Association - Glenwood Springs, CO - March 11, 2016
- “Outsmart Your Unconscious Biases” – U.S. Department of Energy – Golden, CO – February 18, 2016
- “Unconscious Bias & Blind Spots” – University of Colorado Leeds College of Business – Boulder, CO – February 6, 2016
- “Diversity & Inclusion: From Commitment to Action” – Goodwin Procter – Boston, MA – January 21, 2016

- “Going All In on Diversity & Inclusion – New Tools to Take Your Organization to the Next Level” – New York City Bar Association – January 19, 2016
- “Leveraging Diversity and Inclusion for Business Value” – Association of Corporate Counsel Webinar – January 13, 2016

2015

- “Taking Diversity and Inclusion Efforts to the Next Level: New Assessment Tools and Competencies” – NALP Professional Development Institute – Washington, DC – December 4, 2015
- “Going ‘All-In’ on Diversity & Inclusion – New Tools to Take Your Organization to the Next Level” – Maryland State Bar Association – Baltimore, Maryland – December 2, 2015
- “Championing Diversity & Inclusion” – Denver Public Schools – Denver, Colorado – November 13, 2015
- “Gender Gaps in the Legal Profession: Know the Game to Change the Game” – University of Colorado Law School – Boulder, Colorado – November 11, 2015
- “Going All In on Diversity & Inclusion” – Denver Public Schools – Denver, Colorado – November 5, 2015
- “Outsmart Your Unconscious Biases” – Department of Energy – Albuquerque, New Mexico – November 4, 2015
- “Outsmart Your Unconscious Biases and Make Better Decisions” – Thompson Hine LLP – Cleveland, Ohio – November 2, 2015
- “Going ‘All-In’ on Diversity & Inclusion” – Denver Public Schools – Denver, Colorado – October 9, 2015
- “Unconscious Bias & Blind Spots: What You Don’t Know Can Hurt You” – Denver Public Schools – Denver, Colorado – October 9, 2015
- “Going ‘All-In’ on Diversity & Inclusion” – Diverse Partners Network – Washington, DC – October 8, 2015
- “How to Outsmart Your Unconscious Biases and Broaden Your Thinking” – Thompson Hine LLP – Washington, DC – October 7, 2015
- “What You Don’t Know Can Hurt You: Unconscious Bias & Blind Spots” – Groom Law Group – Washington, DC – October 6, 2015
- “Inclusion: The Next Level for Diversity in the Legal Profession” – University of Denver Sturm College of Law – Denver, CO – September 9, 2015
- “21st Century Workplace Requires ‘Gender Smart’ Teams” – Dow Corning Legal Department – Midland, MI – August 27, 2015
- “Unconscious Bias & Blind Spots: What You Don’t Know Can Hurt You (and Your Organization)” – Women’s Board, Car Care Council – Denver, CO – August 13, 2015
- “The Business Imperative of Diversity + Inclusion” – Groom Law Group – Washington, DC – July 23, 2015
- “Diversity & Inclusion: 21st Century Business Imperatives for Law Firms and Clients” – Wilson Elser Moskowitz Edelman & Dicker LLP – New York, NY – July 17, 2015
- “Unconscious Bias: What You Don’t Know Can Hurt You,” Western Area Power Administration – Phoenix, AZ – July 14, 2015
- “What You Don’t Know Can Hurt You: Unconscious Bias in the Workplace,” Thompson Hine – New York, NY – June 25, 2015
- “Building High-Performing Teams with Inclusiveness,” Federal Defender’s Service Capital Habeas Unit Conference – Denver, CO – June 24, 2015
- “Bridging Generational Differences for Better Business Results” – Level 3 Corporation – Broomfield, CO – May 19, 2015
- “The Business Imperative of Inclusion” – Gates Corporation – Denver, CO – May 5, 2015
- “Going ‘All-In’ on Diversity & Inclusion” – Denver Public Schools – Denver, CO – April 28, 2015
- “Recognizing and Bridging Generational Differences in the Workplace” – Dow Corning Legal Group – Webinar – April 22, 2015
- “Unlock Talent, Connect with Clients, and Tap New Market Opportunities: Understanding Unconscious Bias” – Hopkins & Carley – Carmel, CA – April 17, 2015
- “Going ‘All-In’ on Diversity & Inclusion” – The Diverse Partners Network – Washington, DC – April 10, 2015
- “The Business Imperative of Diversity & Inclusion” – Groom Law Group – Washington, DC – April 9, 2015

- “Cracking the Retention Challenge” – Plenary Workshop – Federal Public Defenders Service – Supervisors’ Training National Conference – Las Vegas, NV – March 12, 2015
- “What Inclusive Leaders Do to Retain Talent” – Federal Public Defenders Service – Supervisors’ Training National Conference – Las Vegas, NV – March 12, 2015
- “Driving Better Business Results through Diversity & Inclusion” – ConAgra Foods, Law Department CFLN Learning Event (Omaha) – February 26, 2015
- “Who Me? Exploring Our Blindness to Bias” – Thompson Hine (Columbus) – February 12, 2015
- “What You Don’t Know Can Hurt You: Unconscious Bias & the Practice of Law” – Thompson Hine (Cincinnati) – February 12, 2015
- “What You Don’t Know Can Hurt You: Unconscious Bias & the Practice of Law” – Thompson Hine (Dayton) – February 11, 2015
- “Introverts and Extraverts in the Workplace” – Dow Corning Legal Department webinar – January 29, 2015
- “Unconscious Bias” – Department of Interior, Office of Natural Resources Revenue – January 26, 2015

2014

- “Unconscious Bias in the Practice of Law” – Thompson Hine – Atlanta, GA – December 11, 2014
- “Diversity & Inclusion” – Beveridge & Diamond – Baltimore, MD – December 4, 2014
- “Diversity & Inclusion” – Beveridge & Diamond – Washington, DC – December 3-4, 2014
- “Unconscious Bias” – Groom Law Group – Washington, DC – December 2, 2014
- “Unconscious Bias: What You Don’t Know Can Hurt You” – Western Area Power Administration – November 18-19, 2014
- “Engaging White Men in Diversity & Inclusion” – Society for Diversity Webinar – November 12, 2014
- “Diversity & Inclusion Workshop” – Beveridge & Diamond – Austin, Texas – November 5, 2014
- “Driving Better Business Results through Diversity & Inclusion” – Hinckley Allen – October 25, 2014
- “Diversity & Inclusion Workshop” – Beveridge & Diamond – Boston, MA – October 24, 2014
- “Diversity & Inclusion Workshop” – Beveridge & Diamond – New York, NY – October 23, 2014
- “The Business Imperative for Diversity & Inclusion” – Snell & Wilmer – Phoenix, AZ – October 14, 2014
- “Unconscious Bias: What You Don’t Know Can Hurt You” – Western Area Power Administration – Phoenix, AZ – October 15, 2014
- “Inclusion: The Next Level of Diversity in the Legal Profession” – University of Denver Sturm College of Law – October 8, 2014
- “What You Don’t Know Can Hurt You: Unconscious Bias in the Workplace” – Northeast Ohio Sewer District – September 23, 2014
- “What You Don’t Know Can Hurt You: Unconscious Bias & the Practice of Law” – Thompson Hine – September 22, 2014
- “Unconscious Bias: What You Don’t Know Can Hurt You” – Dow Corning Legal Group – September 15, 2014
- “Excellence! Everybody, Every Day: Why Diversity & Inclusion are Essential to Achieving Organizational Excellence & Better Business Results” – Hewlett Packard Law Department, GC Staff – September 11, 2014
- “Better Business Results Through Inclusion & Diversity” – Hewlett Packard Law Department – Palo Alto, CA – August 14, 2014
- “Unconscious Bias” – Western Area Power Administration – Lakewood, CO & Folsom, CA – July 22, August 5, August 19, 2014
- “Leveraging Generational Diversity” – Liberty Mutual – Denver, CO – June 26, 2014
- “Inclusion: The Next Level of Diversity in the Legal Profession” – Wichita Bar Association – Wichita, Kansas – June 6, 2014
- “Bridging Generational Differences for Better Business Results” – Miller Canfield – Anne Arbor, MI – June 3, 2014
- “Unconscious Bias” – Western Area Power Administration – Loveland, Colorado – April 15, 2014
- “Leveraging Diversity for Better Results” – Federal Public Defender Service workshops – Tucson and Phoenix, Arizona – March 13, 2014

- “Inclusion: The Next Level of Diversity in the Legal Profession” – Cleveland Metropolitan Bar Association’s 2014 Diversity & Inclusion Conference – March 11, 2014
- “Allies: How to Strengthen Partnerships with Your White Male Colleagues” – White Men as Full Diversity Partners Webinar- February 21, 2014
- “Achieving Business Success Through Inclusion – What Inclusive Leaders Do” – Dow Corning Legal Group – January 21-22, 2014

2013

- “Diversity & Inclusion – Create Individual and Organizational Competencies to Take Your Firm’s Efforts to the Next Level” – NALP Professional Development Institute – December 12, 2013
- “Unconscious Bias in the Legal Profession” – Dorsey & Whitney LLP – Denver, CO – December 10, 2013
- “What You Don’t Know Can Hurt You – Unconscious Bias and the Justice System” – Indiana Bench-Bar Conference – December 4, 2013
- “Leaning, Leading & Wine” – Ogletree Deakins – Denver, Colorado – November 14, 2013
- “The Next Level of Diversity: Inclusion” – Arizona Minority Bar Association – Tucson, Arizona – November 7, 2013
- “Winning Together: Legal Diversity and Getting the Best Out of Everyone” – Hewlett Packard Litigation & Investigations Summit – Plano, Texas – October 10, 2013
- Inclusiveness in Corporate Law Departments – Dow Corning Law Department, Midland, Michigan – August 26 & September 23, 2013
- The Next Level of Diversity: Inclusion – Annual Canadian Bar Association Conference – Saskatoon, Canada – August 19, 2013
- The Next Level of Diversity: Inclusion – Barack Ferrazzano Kirschbaum & Nagelberg LLP – Chicago, Illinois – June 20, 2013
- The Next Level of Diversity: Inclusion – Nationwide Insurance Office of Chief Legal Officer – June 6, 2013 – Columbus, Ohio
- The Next Level of Diversity: Inclusion – Denver City Attorney’s Office – May 31, 2013
- Partner Workshop – The Next Level of Diversity: Inclusion – White & Steele – April 29, 2013 – Denver, CO
- Diversity & Inclusion Retreat – Duane Morris LLP – April 13, 2013 – Philadelphia, PA
- Plenary Keynote Presentation – “The NEXT Level of Diversity: Inclusion” – 2013 Arizona Minority Bar Convention – April 5, 2013
- Association of Corporate Counsel, Law Department Management Committee – Webinar: “Inclusiveness – It’s Your Competitive Advantage!” – January 9, 2013

2012

- University of Denver Sturm College of Law – “Inclusiveness & Diversity” six-week course – Denver, CO – Winter 2013 & 2012
- Chief Colorado Legal Officers Meeting – Denver, CO – November 28, 2012
- Center for Legal Inclusiveness Fall CLE Expo – “You Can’t Win The Game if You Don’t Have the Playbook – Recognizing Unconscious Bias and Winning Despite It” – Denver, CO – November 1, 2012
- 2012 State Bar of Georgia Diversity Program 20th Anniversary and CLE - Atlanta, GA – October 4, 2012
- Tenth Circuit Bench and Bar Conference - Panelist “Evolving Challenges in the Legal Profession: Diversity and Inclusiveness, Training, and Leveraging Technology” - University of Colorado Law School – Boulder, CO – September 19, 2012
- Association of Corporate Counsel – Colorado In-House Counsel Fall Frenzy – Denver, CO – September 12, 2012
- Minority Corporate Counsel Association (MCCA) Pathways to Diversity Conference – New York, NY – September 10, 2012
- MCCA Academy for Leadership & Inclusion – in-depth four hour training sessions
- Kansas City, MO – December 4, 2012

- Atlanta, GA – October 17, 2012
- Seattle, WA – August 21, 2012
- New York – August 9, 2012
- Minneapolis, MN – July 30, 2012
- Washington D.C. – June 5, 2012
- Los Angeles, CA – May 16, 2012
- Miami, FL- April 18, 2012
- Chicago, IL- March 20, 2012
- Houston, TX – February 15, 2012
- Association of Legal Administrators – Denver Chapter – Denver, CO – August 16, 2012
- National Conference of Women’s Bar Associations – Chicago, IL – August 3, 2012
- Washington Metropolitan Area Corporate Counsel Association – Washington D.C. – June 21
- CLI Inclusiveness Institute – “The Difference Between Diversity and Inclusiveness” & “Six Steps of an Inclusiveness Initiative” - Denver, CO – May 8, 2012
- The Center for Association Leadership Great Ideas Conference – “Diversity and Inclusiveness – You Can Move the Needle!” – Colorado Springs, CO- March 27, 2012
- Cleveland Metropolitan Bar Association – ” Innovation in Diversity and Inclusiveness–The Key to Taking Efforts to the Next Level” – Cleveland, OH – March 13, 2012

2011

- Microsoft Corporation – “Diversity Perspectives Panel” – Redmond, WA – November 29, 2011
- Faculty of Federal Advocates Brown Bag – “How Diversity & Inclusiveness Can Help Your Firm Succeed” – Denver, CO – November 17, 2011
- CLI Fall Expo – “Inclusiveness 101” - Denver, CO – November 14, 2011
- Association of Corporate Counsel Annual Meeting – “Leading the Way: Legal Departments as Innovators on Corporate-Wide Diversity and Inclusiveness Efforts” – Denver, CO – October 25, 2011
- Association of Legal Administrators Fall Forum – “State of the Art Diversity Efforts – The New Paradigm of inclusiveness” – Washington D.C. – October 20, 2011
- 2011 Walmart Legal Super Conference – “Diversity Panel” – Bentonville, AK – September 15, 2011
- Lathrop & Gage LLP – “Inclusiveness 101” and “Being Strategic with Affinity Groups” – Kansas City, MO – August 23, 2011
- Walmart Legal Department Inclusiveness Kick Off Meeting: The State of Diversity in the Legal Profession - Bentonville, AK – April 28, 2011
- CLI Legal Inclusiveness & Diversity Summit – “Inclusiveness 101” & “Inclusiveness 102” – Denver, CO – March 14 & 15, 2011
- ASAE: The Center for Association Leadership – “Confessions of a Community Trailblazer: Colorado’s Step-by-Step Approach to Creating a Culture of Inclusive Excellence and Innovation” – Washington D.C. – February 25, 2011
- Faegre & Benson LLP – “Hidden Barriers in Legal Organizations and Inclusiveness” – Denver, CO & Minneapolis, MN – January 18 & 20, 2011

2010

- Colorado Law Institute Inclusiveness and Best Practices annual seminar – “Hidden Barriers to Diversity in Legal Workplaces: Inclusiveness 101” & “Diversity and Inclusiveness in the Law”- Denver, CO – December 3, 2010
- Reilly Pozner LLP – Partner meeting – “Inclusiveness 101” – Denver, CO – September 15, 2010