

KIMBERLY D. WESTCOTT
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EDUCATION

COLUMBIA UNIVERSITY, GRADUATE SCHOOL OF ARTS AND SCIENCES New York, NY
Ph.D. in Social Welfare Policy, School of Social Work, February 2011

Concentration in Social Welfare Policy, Planning, and Policy Analysis
Dissertation Topic: Fictive Citizenship: A Genealogy of the Social Construction
of the Black Male and the Penal Process in the U.S., 1790-1930
Advisor: Professor Barbara L. Simon

COLUMBIA UNIVERSITY, GRADUATE SCHOOL OF ARTS AND SCIENCES
Master of Philosophy in the School of Social Work, February 2007

COLUMBIA UNIVERSITY SCHOOL OF SOCIAL WORK
Master of Social Work, May 2003

Field: Advanced Generalist Programming and Practice
Concentration: Contemporary Social Problems
Honors: Buttenweiser Fund Recipient, 2002-2003

RUTGERS UNIVERSITY SCHOOL OF LAW, Newark, NJ
Juris Doctor, May 1996

Honors: Nathan S. Schildkraut Award for Appellate Advocacy, 1996
Robert B. Fiske Stipend Recipient, United States Attorney's Office, SDNY, Summer 1995
Henry and Edith Everett Foundation Fellow, New York City, Summer 1994
Activities: Member, Association of Black Law Students

YALE UNIVERSITY, New Haven, CT
Bachelor of Arts, History, May 1986.

Related studies: Theater Studies and French.
L'Institut D'Etudes Americain, Avignon, France, Summer 1985

Admitted to the Bar of the State of New York, Second Circuit Court of Appeals, and the United States
District Courts, Eastern and Southern Districts of New York

LEGAL EXPERIENCE

NEW YORK CITY TRANSIT AUTHORITY, Office of the General Counsel Brooklyn, NY
Associate Attorney – Labor and Employment Unit (September 1999-Present).

Litigation: Defend the Transit Authority, an agency with over 45,000 employees, in federal and state courts. Issues include constitutional claims (e.g., First Amendment, Equal Protection) and statutory claims (e.g., Title VII), and appeals to the Second Circuit Court of Appeals and the state appellate courts. Represent the Transit Authority in administrative forums (e.g., New York State Public Employment Relations Board, New York State Division of Human Rights).

In-House Counsel: Advise management on compliance with federal discrimination, health and privacy laws (e.g., the Affordable Care Act, the Occupational Safety and Health Act, the Health Insurance Portability and Accountability Act ("HIPAA"), the New York State Civil Service Law, the Genetic Information Non-Disclosure Act) and represent the Law Department on the Transit Authority's Job Accommodation Committee. Counsel on litigation issues arising under the many collective bargaining agreements. Assess, evaluate, and propose legislation and internal policy instructions.

BROWN RAYSMAN MILLSTEIN FELDER & STEINER, LLP. New York, NY
Associate - General Litigation (Spring 1998-Fall 1999).

Prepared memoranda of law in employment, trademark, information and technology, and commercial cases, and mentored high schools students in firm-sponsored Moot Court competition.

McCARTER & ENGLISH Newark, NJ
Associate - General Litigation (Fall 1996-Spring 1998).

Substantive experience in the areas of employment, labor, commercial, and tort law. Conducted plaintiff's depositions in asbestos and insurance defense litigation; served as court-appointed Guardian ad Litem for child in termination of parental rights case.

LEGAL INTERNSHIPS

UNITED STATES ATTORNEY'S OFFICE, Southern District of New York **New York, NY**
Summer Law Clerk – Civil Division (Summer 1995).

Researched and prepared memoranda in wide variety of areas, including Civil RICO, and conducted research for the Second Circuit Task Force on Racial and Gender Bias.

NATIONAL LABOR RELATIONS BOARD (NLRB), Region 23 **Newark, NJ**
Legal Extern (Spring 1995).

Researched and prepared memoranda of law, recorded affidavits, drafted correspondence, and prepared Final Investigation Reports and recommendations.

RUTGERS ENVIRONMENTAL LAW CLINIC **Newark, NJ**
Law Clerk - Environmental Justice Team (Fall 1994).

Researched and developed alternate case theories under the New Jersey Law Against Discrimination and the New Jersey Constitution for pending environmental justice litigation.

THE NATURAL RESOURCES DEFENSE COUNCIL (NRDC) **New York, NY**
Legal Intern – Urban Program (Summer 1994).

Researched and prepared legal memoranda for federal litigation under the Safe Drinking Water Act and the Clean Water Act. Assisted attorneys in advocacy concerning environmental justice.

COMMUNITY EXPERIENCE

OFFICE OF ASSEMBLY MEMBER SCOTT STRINGER **New York, NY**
Policy Intern, (Summer 2003).

Researched and prepared memoranda assessing legal and political issues involving pending legislative proposals, including the proposed Westside Stadium development, and student health and obesity in the public schools. Assisted in constituent affairs; attended public hearings.

THE LESBIAN GAY BISEXUAL TRANSGENDER COMMUNITY CENTER **New York, NY**
Public Policy Intern– Center Kids Program. (Fall 2002 - Summer 2003).

Researched and prepared memoranda assessing legal issues affecting members of the lesbian, gay, bisexual and transgender (LGBT) community's right to form families. Substantive issues included domestic partnership, second-parent adoption, and foster care. Researched and helped form coalition in which partners from the reproductive rights movement worked with the Center to form a political agenda; assisted in conducting a two-tier program evaluation (focus group method) in fulfillment of a grant from the Center for Substance Abuse Prevention (CSAP); represented the Center at policy and advocacy briefings at the ASPHA/Tier II Coalition and other housing rights events; developed and facilitated "Identity, Sexuality, and Empowerment" group for the Antonia Oliveri Drop-in Center for Women; served on the Queer Economic Justice Project policy committee.

HELP USA **New York, NY**
Policy and Research Intern (Summer 2002).

Prepared policy memoranda advising the Senior Vice President of Policy and Client Services on federal and state funding sources; conducted research and prepared advisory memoranda concerning the history and current status of housing initiatives.

JUSTICEWORKS COMMUNITY **New York, NY**
Steering Committee Representative (Spring 2002).

Served as the STEPS TO END FAMILY VIOLENCE representative on the Justice Works Community steering committee for the Seven Neighborhood Action Project (SNAP), which coordinated actions and lobbying efforts for the Spring 2002 "Drop the Rock" campaign to repeal the Rockefeller Drug Law.

STEPS TO END FAMILY VIOLENCE **New York, NY**
Court Advocate/Counselor – Alternatives to Incarceration (ATI) program (Fall 2001- Summer 2002).

Counseled women referred to the ATI program on adjustment issues related to intimate partner or family abuse; generated client psycho-social assessments, treatment plans and related documents; accompanied clients to court appearances; communicated with counsel for clients; coordinated services with other agencies on client's behalf; facilitated a 10-week domestic violence education and support group; wrote curriculum and taught "Self Esteem to Empowerment," an 8-week self-exploration group that promoted personal and political consciousness through the evolution of theatrical narratives; lobbied the New York State Senate and Assembly in Albany, NY on behalf of the agency during the New York State Domestic Violence Coalition's lobby day and the New York Correctional Association's "Drop the Rock" lobby day.

NOT-FOR-PROFIT EXPERIENCE

THE NORMAN FOUNDATION

New York, NY

Program Associate (1992-1993). Reviewed and recommended proposals for the Foundation's Board meetings, assisted in editing and compiling the Board Book, and the Foundation's Annual Report; attended site visits and conferences.

THE JESSIE SMITH NOYES FOUNDATION

New York, NY

Assistant to the President (1991-1992). Read proposals, wrote correspondence, maintained files.

THE FRESH AIR FUND

New York, NY

Assistant to the Supervisor of Friendly Towns (Summer 1991). Trained, monitored, and assisted fifteen college students who comprised the department's summer staff.

THE NEW YORK SHAKESPEARE FESTIVAL

New York, NY

Assistant Theater Manager (1988-1991). Supervised and managed six spaces at the Public Theater and the Delacorte Theater in Central Park; responsible for hiring and scheduling of staff; conducted historical tours of The Festival for college groups; coordinated special events.

TEACHING AND RESEARCH INTERESTS

Columbia University, Graduate School of Arts and Sciences, New York, NY

Adjunct Professor (Spring and Fall 2008)

Columbia University School of Social Work

Race, Representation, Criminality, and the American Punishment System

(Course developed from dissertation research)

Developed and organized course materials, conducted lectures and group discussions, graded papers, mentored students.

Teaching Assistant (September 2006 --May 2007)

Prof. Michael Mackenzie

Columbia University School of Social Work

Human Behavior in the Social Environment A and B

Conducted group discussions, correct papers, conferred with students regarding written assignments, attend lectures.

Graduate Research Assistant (September 2004-June 2005)

Faculty Advisor, Prof. Barbara Simon

Columbia University School of Social Work

Assisted in study investigating the social welfare response to the Civil War Draft Riot of 1863 in New York City,

conducted literature review, archival research, and summarized data.

Hunter College, City University of New York

New York, NY

Teaching Assistant (Spring 1993)

Prof. Mallika Dutt

Hunter College

"Women and the Law"

Assisted instructor in organization of course materials and the correction of assignments for undergraduate course, conferred with students, attended lectures.

PROFESSIONAL ACTIVITIES: National Institute of Trial Advocacy ("NITA") Intensive Trial Institute Northeast Regional Program, August 2000; Practicing Law Institute coursework for New York State's Continuing Legal Education requirements; C. Willard Heckel Inn of Court pupil.

OTHER ACTIVITIES: Mentor, Women's International Leadership Program, International House, Columbia University, 2005; co-organizer of the Rutgers School of Law, Newark 1995 School-wide Speak Out; volunteer organizer for the North Star Foundation 1993 Conference on Racism; canvassed with NYPIRG on environmental issues; participated in New Haven, CT branch of Big Brother/Big Sister program; volunteered with soup kitchen at the Cathedral of St. John the Divine; former actor and co-founder of "A Voice in the Well" theater company. Enjoy theater, fencing, and marathon running.

LANGUAGES: Proficiency in French, knowledge of Latin.