

JUDITH A. WINSTON
Principal

Winston Withers & Associates, L.L.C.

1730 M Street, N.W., Suite #413

Washington, D.C. 20036

202-887-8202 (O)

202-478-6171 (Fax)

jwinston@winwithassoc.com

www.winwithassoc.com

EMPLOYMENT HISTORY

Legal, Management, Policy and Administrative Experience:

April, 2001 –

Principal and Co-founder, Winston Withers & Associates, LLC
Washington, D.C.

Assists businesses, educational and non-profit organizations in understanding and developing equity, diversity and equal opportunity management and organizational strategies consistent with legal requirements, corporate governance principles and best practices.

2001 – 2002

Research Professor of Law, Washington College of Law, American University
Washington, D.C.

Taught a variety of seminars and courses on advanced constitutional, civil rights and education law and conducted legal research on issues involving education, race, public policy and the law and related fields.

1993 – 2001

Under Secretary (from 2000 to 2001) and General Counsel of the United States
Department of Education (positions held concurrently for one-year)

The Department of Education administers a budget of \$34 billion and oversees 200 federal education programs and 5,000 employees in its headquarters and regional offices. The Under Secretary/General Counsel is nominated and appointed by the President of the United States and confirmed by the United States Senate.

Scope and nature of Under Secretary duties performed: Served as a principal advisor to the Secretary on matters of education and management policy and operations. Served as Co-Chair (with the Deputy Secretary of the Department's Executive Management Committee and the Information Technology Investment Review Board. Represented the Department on the President's Management Council and worked with the Secretary and Deputy Secretary on strategic initiatives that help define a broad, coherent vision for achieving the National Education Goals and the Secretary's priorities.

June, 1993 to January, 2001

General Counsel of the United States Department of Education,

Scope and nature of General Counsel duties performed: Served as the principal legal officer of the Department; provided the overall direction, supervision and coordination of all legal activities including: managing 109 employees, 85 of whom are lawyers; providing legal advice directly to the Secretary of Education and other senior-level officials; supervising administrative, federal, and state court litigation (directly approving and communicating the legal positions of the Department to the Attorney General and the Solicitor General of the United States). The areas in which legal advice is sought and provided include elementary/secondary, higher education, and student financial assistance programs, government contracts, grants, civil rights enforcement, real property, privacy and freedom of information act requirements, employment and labor disputes, ethics, regulations, legislation, financial auditing practices, and information technology. Responsibilities delegated by the Secretary of Education included oversight and supervision of a wide array of management, policy, and strategic planning activities such as oversight of the Office of Management; representing the Secretary on the President's Management Council; membership on the Labor-Management Partnership Council, the Executive Resources Board and the Performance Review Board; co-chairing (with the Deputy Secretary) the Executive Management Council and the Information Technology Investment Review Board. Served with the Deputy Secretary as a principal policy adviser to the Secretary.

August 1997 to December 1998

Executive Director, One America in the 21st Century: the President's Initiative on Race, The White House, Executive Office of the President, (while on leave from position of General Counsel to the U.S. Department of Education)

July 1996 to August 1997

Under Secretary (Acting), U.S. Department of Education, (held concurrently with position of General Counsel)

1990 to 1993

Associate Professor of Law, (Assistant Professor, 1990-1992), the Washington College of Law, American University, Washington, D.C.

1988 to 1990

Deputy Director for Public Policy, the Women's Legal Defense Fund (now the National Partnership for Women and Families) Washington, D.C.

1986 to 1988

Deputy Director, the Lawyers' Committee for Civil Rights under Law, Washington, D.C.,

1980 to 1986

Assistant General Counsel, Division of Educational Equity, Office of the General Counsel, U.S. Department of Education, Washington, D.C.

1979 to 1980

Legal Counsel and Executive Assistant to the Chair, U.S. Equal Employment Opportunity Commission, Washington, D.C.

1977 to 1979

Special Assistant to the Director, Office for Civil Rights, U.S. Department of Health Education and Welfare, Washington, D.C.

1969 to 1974

Director of Equal Educational Opportunities Project and Research Associate, Council of the Great City Schools, Washington, D.C. (non-legal management position)

Other Education, Research and Teaching Experience:

1968 to 1969

Research Assistant, President's Commission on the Causes and Prevention of Violence,

1966 to 1968

School Resource Volunteer Teacher, John Muir School, Berkeley Unified School District, Berkeley, California.

1964 to 1966

Research Assistant, School Desegregation Evaluation Institute, Howard University, Washington, D.C.

EDUCATIONAL BACKGROUND

Georgetown University Law Center
Juris Doctor degree awarded May 1977

Academic Honors: Case and Notes Editor and Member of the Executive Board of Law and Policy in International Business, 1976-77, Member of the Staff, 1975-76.

Howard University, College of Liberal Arts
Bachelor of Arts degree awarded June 1966

Academic Honors: Magna cum laude
Phi Beta Kappa

PROFESSIONAL AND CIVIC ORGANIZATIONS:

Member, Board of Directors, National Public Radio, 2001-Present
Chair, Governance Committee
Member, Executive Committee
Member, Audit Committee and Finance and Administration Committee

Member, Board of Trustees, the Southern Education Foundation, 2001-Present

Member, Board of Directors, The Historical Society of the District of Columbia Circuit, 2004-Present

Member, Board of Directors, National Law Center on Homelessness and Poverty, 2002-Present

Fellow, the American Bar Association Foundation, 1993-Present

Member, Board of Directors, Partners for Democratic Change, 1999-2004

Chair, the General Counsels Section, the Federal Bar Association, 1993-1997

President (1990-92) and Member, Board of Directors, the Higher Achievement Program (HAP), 1987-1992

President/Chairperson (1992-93) and Member, Board of Directors, National Capital Area, American Civil Liberties Union, 1987-1993

Member, Board of Directors, Fair Employment Council of Greater Washington, 1991-1993

Treasurer (1991-93) and Member, Board of Directors, Lawyers' Committee on Civil Rights Under Law (National) and the Washington Lawyers' Committee for Civil Rights Under Law, 1989-1993

Member, Board of Directors, Poverty & Race Research Action Council, Washington, D.C., 1991-1993

Vice President, Board of Trustees, Trust for Affordable Housing, Washington, D.C., 1991-1993

Member, Special Committee on Gender Bias of the D.C. Circuit Task Force on Gender And Racial Bias, 1992-1993

BAR MEMBERSHIPS

Member, District of Columbia Bar (Admitted December 1977)

Member, United States Supreme Court Bar

Member, the Washington Bar Association

Member, the Women's Bar Association of the District of Columbia

Member, District of Columbia Bar Foundation, 1992-1993

HONORS AND CITATIONS:

The Thurgood Marshall Award, the District of Columbia Bar, June 1999

Margaret Brent Women Lawyers of Achievement Award, the American Bar Association Commission on Women in the Profession, August 1998

Doctor of Humane Letters, Southeastern University, June 1998

Doctor of Laws, Essex County College, June 1998

Doctor of Laws, University of the District of Columbia School of Law, May 1998

Award for Distinguished Postgraduate Achievement in Law and Public Service, Howard University, 1998

Woman Lawyer of the Year Award, the Women's Bar Association of the District of Columbia and the Women's Bar Association Foundation, May 1997

Inaugural North Star Award, Washington College of Law, American University, March, 1997

Charlotte E. Ray Award, Greater Washington Area Chapter (GWAC), Women Lawyers Division, National Bar Association, March 1994

Edwin D. Wolf Award, Lawyers' Committee for Civil Rights Under Law, June 1993

Faculty Award, Black American Law Students Washington College of Law,
American University, May 1992

Volunteer Lawyer of the Year, 1987
Women's Legal Defense Fund

PUBLICATIONS:

"Rural Schools in America: Will No Child Be Left Behind? The Elusive Quest for Equal Educational Opportunity," 82 Nebraska Law Review 401 (Fall, 2003).

"Achieving Excellence and Equal Opportunity in Education: No Conflict of Laws," 53 Administrative Law Review 997 (2001)

"Race and Health in America," Academic Medicine, the Journal of the Association of American Medical Colleges (October, 1998)

"Fulfilling the Promise of Brown," 96 Teachers College Record 757 (Summer 1995); reprinted in Brown v. Board of Education. The Challenge for Today's Schools, New York: Teachers College Press (1996)

"Understanding the Civil Rights Agenda," Civil Rights Perspectives" publication of the Leadership Conference Education Fund (Oct. 1992)

"The Value and Challenge of Diversity in the Legal Academy: Expanding Our Vision of Law and Justice." The Advocate. (Spring 1992)

"The Education President Presents a Strategy for the Year 2000: Smoke, Mirrors, and Very Little Light," Commentary. Committee Report, Vol. 5, Nos. 3&4. Published by the Lawyers' Committee for Civil Rights Under Law (Summer/Fall 1991)

"Mirror, Mirror on the Wall: Title VII, Section 1981, and the Intersection of Race and Gender in the Civil Rights Act of 1990," 79 Calif. Law Rev. 775 (1991)

"An Anti-Discrimination Legal Construct that Disadvantages Working Women of Color," 24 Clearinghouse Review 403 (1991)

"Equality, Diversity and Opportunity: Civil Rights and Affirmative Action in the 1990s," 18 Journal of Intergroup Relations 22 (1991)

"A Turn to the Right: Civil Rights in the Supreme Court, The 1988-1989 Term" (co-author, Claudia A. Withers). Legal Report, Quarterly Report of the Society for Human Resource Management, (Fall, 1989).

Chapter XIV. "Employment" (co-author, Claudia A. Withers). One Nation. Indivisible: The Civil Rights Challenge for the 1990s (Washington, D.C.: The Citizen's Commission on Civil Rights, 1989), pp. 190-214.

"Fulfilling Brown's Promise: The 'Second Generation' Fight for Educational Opportunity". Committee Report Vol. 1. No.3, (Washington, D.C.: Lawyer's Committee for Civil Rights under Law, Summer 1987).