

**BIO of Karen M. Lockwood  
CEO & Founder, The Lockwood Group, LLC**

**Karen M. Lockwood**, based on deep experience as an AV-rated trial lawyer and arbitrator, works every day to articulate the issues and find solutions in the puzzles of the professions' efforts to diversify.

As CEO and Founder of The Lockwood Group, LLC, Ms. Lockwood advises professionals on the strategies and practical means "to achieve sustained diversity" by focusing on the business of their professional practice. Springing to her consulting practice from law practice as a partner in complex commercial litigation, she knows that firm leaders often recognize the problems and wish to solve them. "The question is *how*," she says. "I founded The Lockwood Group to answer that question." Based in Washington, DC, Ms. Lockwood works with firm and corporate leadership, or with groups of lawyers who seek to improve their own access or to make change in the profession. Her approach is fact-based, educational, tailored to the particular firm and key issues, and innovative. She advocates for transparent gateways for women and minority professionals to access the opportunities that translate into their business success.

A thought leader, speaker, facilitator of difficult conversations, and strategic advisor, Ms. Lockwood developed this expertise through law practice. A member of the U.S. Supreme Court and 10 federal Circuit bars, she was a trial partner for a decade at Howrey LLP, where she served as Global Co-Chair of its women's initiative. With a decade as trial partner also at mid-sized Collier Shannon Rill & Scott, PLLC, and previously having co-founded a boutique litigation firm, Ms. Lockwood has observed and advocated the advancement of women and minorities throughout her practice.

Ms. Lockwood was President of the Women's Bar Association of DC in 2005-06. She devised a new "exchange method" in creating the ground-breaking WBA Initiative for Advancement and Retention of Women. Her first Initiative event drew over 230 lawyers and managing partners for 16 hours of frank exchange on the obstacles women face, how firms were attempting to meet those issue, and why those best practices were not enough. The seminal report, *Creating Pathways To Success*, [www.wbadc.org](http://www.wbadc.org), is joined by the WBA's two succeeding Initiative publications, on women of color and women in corporate practice.

Ms. Lockwood is a leader in bar organizations. She represents the DC Bar in the ABA House of Delegates, serves as liaison to the Commission on Women in the Profession, and is a member of the boards of the Women's Bar Foundation, and the National Conference of Women's Bar Associations.

Ms. Lockwood also practices as an arbitrator and mediator, and uses experiential learning to teach trial advocacy to trial lawyers as a NITA program director and faculty member. She is Associate Professor (Adjunct) at American University Washington College of Law, teaching dispute resolution.

Working for new solutions in the business of the professions that impact diversity -- defined broadly -- Ms. Lockwood frequently presents and writes on issues of diversity in the professions. She was featured in the front-page lead feature by The New York Times entitled "Up The Down Staircase" (Mar. 6, 2006). She has received numerous awards including the 2009 Annice Wagner Pioneer Award (Bar Association of the District of Columbia, the 2007 Women's Bar Association Stars of the Bar Recognition, the 2006 Women in the Law Leadership Award (American University Washington College of Law), and the 2004 the Woman To Watch Award ) (American University Washington College of Law).

Ms. Lockwood's curriculum vitae is available at [www.lockwoodgroup.com](http://www.lockwoodgroup.com).