

Mikah K. Thompson
500 E. 52nd Street
Kansas City, MO 64110
thompsonmikah@umsystem.edu

TEACHING EXPERIENCE

University of Missouri-Kansas City, Kansas City, MO

Associate Dean of Diversity, Equity & Inclusion (9/2021-present)

Associate Professor of Law (8/2005-5/2011; 8/2018-present)

Affiliate Faculty Member, UMKC School of Medicine (8/2020-present)

Adjunct Professor of Law (1/2013-7/2018)

- Teaches or has taught the following courses: Race & the Law, Employment Law, Torts, Evidence, Environmental & Toxic Torts, Sexuality & the Law, and Civil Procedure.
- Creator of the UMKC School of Medicine's Anti-Racism & Cultural Bias in Medicine Program.
- Serves as the law school's representative on the Chancellor's Diversity Council.
- Leads the ongoing implementation of the law school's diversity strategic plan.
- Serves as a member of the Dean's executive leadership team.
- Teaches the following modules of the Anti-Racism & Cultural Bias in Medicine Program: Cultural Self-Awareness/Cultural Sensibility, Implicit Bias and Medicine, Privilege and White Fragility, The Social Construction of Race, Intersectionality, and Microaggressions and Medicine.
- Founder of the Appellate Practice Clinic.
- Serves or has served on the following faculty committees: Policy and Planning, Inclusion and Empowerment, and Student Affairs/Readmissions.
- Serves as faculty advisor for the Black Law Students Association.
- Delivers continuing legal education instruction to practicing attorneys.
- Awards: UMKC School of Law Professor of the Year, 2021; Daniel L. Brenner Faculty Publishing Award, 2021

LEGAL EXPERIENCE

University of Missouri-Kansas City, Kansas City, MO (1/2015-7/2018)

Director of Affirmative Action/Title IX Coordinator/ADA Accommodations Coordinator

- Managed the university's process for investigating all complaints alleging violations of federal, state and local anti-discrimination laws.
- Prepared and implemented the university's Affirmative Action Plan and other
- Provided training regarding equal opportunity, affirmative action, diversity, and inclusion, including search committee training.
- Coordinated the university's Title IX compliance program, including monitoring and implementing actions necessary to comply with other related federal laws and regulations promoting a commitment to a work and learning environment free from

discrimination, harassment, and sexual violence.

- Served on various university committees charged with developing and implementing diversity and inclusion initiatives.

Osman & Smay LLP, Overland Park, KS (4/2013-1/2015)

Attorney

- Provided day-to-day management of civil rights and employment discrimination lawsuits.
- Represented individuals pursuing claims of age, gender, race and/or national origin discrimination, sexual harassment, retaliation, and wrongful termination in violation of public policy, including class and collective action claims.
- Prosecuted lawsuits filed pursuant to the Fair Labor Standards Act's overtime and minimum wage regulations.
- Served as counsel to clients in matters subject to alternative dispute resolution.
- Provided *pro bono* representation to individuals appearing before the Jackson County, Missouri Family Court.

Ogletree, Deakins, Nash, Smoak & Stewart, P.C., Kansas City, MO (1/2011-3/2013)

Of Counsel

- Investigated and responded to administrative charges of discrimination.
- Drafted appellate briefs and argued cases before various state and federal courts of appeals.
- Provided human resources compliance advice to employers.
- Represented employers in all aspects of the litigation process.

Bryan Cave LLP, Kansas City, MO (9/2002-7/2005)

Associate

- Litigated employment discrimination lawsuits on behalf of employers.
- Drafted motions and supporting legal memoranda for use in litigation.
- Developed the office's monthly diversity programming series.
- Coordinated the office's diversity training program.

Arnold & Porter, Washington, DC (8/2001-9/2002)

Associate

- Represented Wyeth in multiple product liability suits related to the diet drug "Fen-Phen".
- Supervised regional and local counsel in the day-to-day management of 13 diet drug cases.
- Represented a political asylum seeker before the U.S. Immigration Court.
- Defended Philip Morris in two lawsuits brought pursuant to the Racketeer Influenced and Corrupt Organizations (RICO) Act.

EDUCATION

Washington University School of Law, Saint Louis, MO

Juris Doctorate (5/2001)

- Semi-Finalist and High Oralist, National Environmental Moot Court Competition
- Best Brief, Washington University Environmental Moot Court Competition
- Executive Notes & Topics Editor, *Washington University Law Quarterly*
- President, Black Law Students Association
- Recipient, International Academy of Trial Lawyers Award
- Teaching Assistant, Legal Research and Writing Program
- Recipient, Honor Scholar Award
- Member, Dean's List
- Member, Law School Honor Council
- Recipient, Chancellor's Graduate Fellowship

Missouri State University, Springfield, MO

Bachelor of Science, Public Relations (5/1998)

PUBLICATIONS (https://papers.ssrn.com/sol3/cf_dev/AbsByAuth.cfm?per_id=2451045)

Sexual Exploitation and the Adultified Black Girl, 94.4 ST. JOHN'S L. REV. 971 (2022).

Just Another Fast Girl: Exploring Slavery's Continued Impact on the Loss of Black Girlhood, 44 HARV. J. L. & GENDER 58 (2021).

Teaching Federal Pleading Standards by Way of the "Elusive" Claim of Discrimination, in INTEGRATING DOCTRINE AND DIVERSITY: INCLUSION & EQUITY IN THE LAW SCHOOL CLASSROOM (Nicole P. Dyszlewski, et al., eds., 2021).

Toward a Pedagogy of Cultural Self-Awareness in the First-Year Law School Classroom in CULTURAL COMPETENCE IN HIGHER EDUCATION (Tiffany Puckett, et al., eds., 2020).

Bias on Trial: Toward an Open Discussion of Race Discrimination in the Courtroom, 2018 MICH. ST. L. REV. 1243 (2018).

A Culture of Silence: Exploring the Impact of the Historically Contentious Relationship between African-Americans and the Police, 85 UMKC L. REV. 697 (2017).

Blackness as Character Evidence, 20.2 MICH. J. RACE & L. 321 (2015).

Methinks the Lady Doth Protest Too Little: Reassessing the Probative Value of Silence, 47 U. LOUISVILLE L. REV. 21 (2008).

To Speak or Not to Speak: Navigating the Treacherous Waters of Parallel Investigations Following the Amendment of Federal Rule of Evidence 408, 76 U. CIN. L. REV. 939 (2008).

Twenty-First Century Pillow-Talk: Applicability of the Marital Communications Privilege to Electronic Mail, 58 S.C. L. REV. 275 (2006).

PRESENTATIONS

Presenter, *Allyship in the Workplace*, Missouri Office of State Court Administrator, Virtual, December 2021

Presenter, *Just Another Fast Girl: Exploring Slavery's Continued Impact on the Loss of Black Girlhood*, 4th Biennial Kansas Conference for the Prevention of Sexual and Domestic Violence, Virtual, September 2021

Presenter, *Cultural Self-Awareness for Legal Professionals*, 4th Biennial Kansas Conference for the Prevention of Sexual and Domestic Violence, Virtual, September 2021

Presenter, *Implicit Bias and Its Impact on Family Law*, Missouri Bar Family Law Conference, Virtual, August 2021

Presenter, *Cultural Self-Awareness and Professional Identity Formation Across the Curriculum*, Southeastern Association of Law Schools (SEALS) Annual Conference, Virtual, July 2021

Presenter, *Moving from Talk to Action: How to Become an Effective Ally in the Legal Profession*, University of Missouri-Kansas City Continuing Legal Education Seminar, Virtual, June 2021

Presenter, *Race and the Law/Race and Jury Verdicts*, Kansas City Metropolitan Bar Association Student Law Academy, Virtual, June 2021

Presenter, *Lessons Learned in Education Post-COVID: How Has Your Teaching Improved?*, University of Missouri-Kansas City's Faculty Diversity Dialogues Program, Virtual, May 2021

Presenter, *Racism and Inequality in Family Court*, 2021 Truman Day Continuing Legal Education Program, Virtual, May 2021

Presenter, *Implicit Bias and Its Influence on the Practice of Law*, sponsored by Legal Aid of Western Missouri's Volunteer Attorney Project, Virtual, March 2021

Moderator, *A Conversation with Professor Ibram X. Kendi*, University of Missouri-Kansas City's 2021 Martin Luther King Jr. Lecture, Virtual, February 2021

Moderator, *Improving Allyship in 2021: A Conversation on Promoting Anti-Racism in the Legal Profession*, sponsored by the Association of Women Lawyers of Greater Kansas City and the Black Female Attorneys Network, Virtual, February 2021

Moderator, *Systemic Racism in Missouri Courts Panel Discussion*, sponsored by the Missouri Office of State Courts Administrator, Virtual, February 2021

Presenter, *Elimination of Bias in Bankruptcy Proceedings*, sponsored by Topeka Area Bankruptcy Council, Virtual, January 2021

Presenter, *Elimination of Bias in Bankruptcy Proceedings*, American Bankruptcy Institute's Midwest Virtual Bankruptcy Institute, October 2020

Moderator, *Social Justice Panel Discussion: How to Be an Anti-Racist*, sponsored by University of Missouri Kansas City's Division of Diversity and Inclusion, Virtual, October 2020

Facilitator, *A Dialogue on Implicit Bias in the Legal Profession*, Washington University Racial Justice Symposium, Virtual, October 2020

Presenter, *Sexual Exploitation and the Adultified Black Girl*, St. John's University Law Review Symposium entitled "*Celebrating the 19th Amendment: Past, Present, and Future of Women's Rights*", Virtual, October 2020

Presenter, *A Career in Law and Law Teaching*, University of Missouri-Kansas City's First Semester Experience Course, Virtual, October 2020

Presenter, *Handling Difficult Topics and Conversations in the Online Classroom*, University of Missouri-Kansas City's Faculty Center for Excellence in Teaching Workshop, Virtual, October 2020

Presenter, *Black Girlhood: A Matter of Constitutional Concern*, Lincoln University's 2020 Constitution Day Lecture, Virtual, September 2020

Discussant, *Shifting from "Soft Skills" to "Power Skills"*, Southeastern Association of Law Schools (SEALS) Annual Conference, Virtual, August 2020

Presenter, *Sexual Exploitation and the Adultified Black Girl*, 14th Annual Lutie A. Lytle Workshop & Writing Retreat, Virtual, July 2020

Presenter, *Playing Favorites: The Hidden Dangers of In-Group Bias*, University of Missouri-Kansas City Continuing Legal Education Seminar, Virtual, July 2020

Presenter, *Just Another Fast Girl: Exploring Slavery's Continued Impact on the Loss of Black Girlhood*, University of Baltimore Law Review's Fall 2019 Symposium entitled "400 Years: Slavery and the Criminal Justice System", Baltimore, Maryland, November 2019

Discussant, *Identity and Legal Education*, Southeastern Association of Law Schools (SEALS) Annual Conference, Boca Raton, Florida, August 2019

Presenter, *Bias on Trial: Toward an Open Discussion of Race Discrimination in the Courtroom*, Michigan State University College of Law 2018 Law Review Symposium entitled "Is It Time for Truth & Reconciliation in Post---Ferguson America?", East Lansing, Michigan, March 2018

Panelist, *Preventing and Reducing Stereotype Threat in Law School: Strategies and Recommendations*, 2017 Southeastern Association of Law Schools (SEALS) Annual Conference, Boca Raton, Florida, August 2017

Presenter, *Implicit Bias and Race*, OSHA's Black History Month Lunch and Learn Seminar, Kansas City, Missouri, February 2017

Presenter, *Implicit Bias and The Crisis in Black Education*, USDA Farm Service Agency's Black History Month Program, Kansas City, Missouri, February 2017

Co-Presenter, *Ethical Issues in Employment Discrimination Cases*, Missouri Human Rights Conference, Kansas City, Missouri, November 2016

Featured Speaker, *Implicit Bias and Race*, 2016 Unity Day Celebration sponsored by the Kansas City Federal Executive Board, Kansas City, Missouri, September 2016

Panelist, *Spotlight: Refresh, Re-Energize, and Re-Focus Your Legal Career to Be the Lawyer You Want to Be*, University of Missouri-Kansas City Continuing Legal Education Seminar, Kansas City, Missouri, June 2016

Presenter, *Implicit Bias and Gender*, U.S. Equal Employment Opportunity Commission's Diversity and Inclusion Training Seminar, Kansas City, Kansas, St. Louis, Missouri, May 2016

Presenter, *Blackness as Character Evidence*, Michigan Journal of Race & Law's 20th Anniversary Symposium entitled "The Highest Tribute: The *Michigan Journal of Race & Law* at Twenty", Ann Arbor, Michigan, September 2014

Presenter, *Implicit Bias in the Workplace*, U.S. Equal Employment Opportunity Commission's Diversity and Inclusion Training Seminar, Kansas City, Kansas, St. Louis, Missouri, Oklahoma City, Oklahoma, July 2014

Panelist, *Film and the Law Series: Thurgood Marshall's Coming! and Lee Daniels' The Butler: Reflections on the 60th Anniversary of Brown v. Board of Education of Topeka, KS and the 50th Anniversary of the Civil Rights Act*, University of Missouri-Kansas City Continuing Legal Education Seminar, Kansas City, Missouri, June 2014

Presenter, *Joining & Leaving: Ethical Hiring, Firing & Retiring*, University of Missouri-Kansas City Solo and Small Firm Workshop Series, Kansas City, Missouri, 2013-2016

Presenter, *Social Media: Friend or Foe*, Ogletree Deakins Kansas City Client Seminar, Kansas City, Missouri, October 2011

Presenter, *Diversity and Inclusion Seminar*, Kansas Society for Human Resources Managers Annual Conference, Wichita, Kansas, September 2011

Presenter, *Twenty-First Century Pillow-Talk*, South Eastern Association of Law Schools (SEALS) Annual Conference, West Palm Beach, Florida, July 2006

Presenter, *Twenty-First Century Pillow-Talk*, Southeast/Southwest People of Color Legal Scholarship Conference, Santa Fe, New Mexico, April 2006

VOLUNTEER ACTIVITIES

- Executive Committee Member, Missouri Supreme Court Commission on Racial & Ethnic Fairness (2019-present)
- Member, Missouri Supreme Court Commission on Racial & Ethnic Fairness (2017-2019)
- Member, Kansas City Kansas Public Schools Career and Technical Education Advisory Committee (2019-present)
- Member, Schlagle High School Pre-Law Advisory Board (2018-2019)
- Volunteer Mediator, U.S. Equal Employment Opportunity Commission (2014-2015)
- Board Member, Debate Kansas City (2011-2013)
- Vice-Chair, Young Lawyers Section Public Service Committee, Kansas City Metropolitan Bar Association (2003-2006)
- Board Member, Young Lawyers Section, Kansas City Metropolitan Bar Association (2003-2006)
- Social Committee Chairperson, Jackson County Bar Association (2004-2008)
- Alpha Kapp Alpha Sorority, Incorporated (1998-present)

BAR ADMISSIONS

- Kansas and the U.S. District Court for the District of Kansas
- Missouri and the U.S. District Court for the Western District of Missouri
- United States Supreme Court

CERTIFICATIONS

- Certified Mediator, Missouri State and Federal Courts and Kansas State Courts