

Tina L. Harris
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Bio

Tina serves as the firm's Director of Strategic Diversity Initiatives. She works with the firm's Managing Partner, Executive and Diversity Committees to ensure SHB's Diversity initiatives are timely, innovative and effective.

In addition to serving as the Director of Strategic Diversity Initiatives, she is of-counsel in the National Employment Litigation and Policy Practice Group where she focuses on employment discrimination, harassment and civil rights matters. Tina also conducts Assessments, Strategic Planning and Skills Building Sessions with the Diversity Consulting Group for clients of all sizes. She also has a background in National Products Liability, complex litigation and privacy law.

In 2005, Tina successfully chaired the inaugural Heartland Diversity Legal Job Fair in Kansas City, which received accolades from the ABA. Bringing the Heartland Diversity Legal Job Fair to fruition, allowed Tina to realize her idea of a diversity job fair that highlighted Kansas City as much as it did the recruiting firms. Tina is known for her original ideas, focused solutions and creative efforts in the diversity arena. She is an "idea generator."

She has also served on the Young Lawyer Section Council of the Missouri Bar and is an active member of the National Employment Law Council and the American Bar Association. She served as an officer of the Jackson County Bar Association and as the Chair of their annual oral advocacy competition. Recently, she served her mayoral appointment to the Board of Trustees for the Kansas City Public Library. Tina was honored to receive the KC MBA President's Award in recognition for her contributions to diversity, the Bar Association and the community at-large.

Before attending law school and joining SHB, Tina worked for a *Fortune* 100 corporation as a human resources professional for several years specializing in benefits administration, recruiting and HR information systems. She has conducted multiple factual investigations of alleged civil rights violations and advises clients in proper procedures for terminating employees. Tina is a sought after and dynamic speaker who has made numerous presentations all over the country, including "Employee Privacy Rights in Cyberspace," "Sexual Harassment and Ethical Considerations in the Employment Law Context," "The New Union Organizing Effort," "Emergency Evacuation and Business Continuity Plans after 9/11," and "Effective World-Class Diversity Initiatives in the American Corporate Community."

Before becoming the Director of Strategic Diversity Initiatives, Tina was an associate who helped create the firm's award-winning Diversity Committee.

Publications

Tina L. Harris, "*Tough Employment/Human Resource Issues for 2002 and Beyond*,"
Continuing Legal Education Program; 2002

Education

1998 J.D., cum laude, Northern Illinois University School of Law
1993 B.A., DePaul University