

Elizabeth A. Campbell



**Partner and Chief Diversity Officer**

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**EDUCATION**

JD, 1978, University of  
Michigan Law School  
BA, 1975, American  
University

**ADMISSIONS**

District of Columbia  
1978  
New York 1989  
Pennsylvania 2006  
(Inactive)  
New Jersey 2006  
(Inactive)  
Not Admitted to Practice  
in Texas

Elizabeth is an attorney and diversity practitioner with a successful record of working with corporate executives and teams to accomplish organizational goals. In her role as Partner and Chief Diversity Officer, she is responsible for the development and implementation of the firm's comprehensive diversity and inclusion strategic plan. She is a frequent speaker, training facilitator and author on the topic of diversity and inclusion and related employment law topics.

She works closely with the chairs of the firm's Diversity Committee and the Women's Initiative Team, and is a member of the Recruiting, Professional Development and Associates Committees. She also collaborates with the firm's marketing professionals to drive marketing and branding strategies; the Community Relations partner to identify opportunities to support community-based endeavors that align with the firm's strategic goals; human resources professionals to develop human capital strategies for all employees; and accounting professionals on the firm's supplier/vendor diversity pursuits.

During her career, Elizabeth has worked in the areas of administrative and employment law both in law firm and in-house counsel settings, and has led human resources, employment relations and diversity strategies at large corporations. Before joining Andrews Kurth in February 2007, Elizabeth served as Vice President of Employment Relations and Corporate Diversity Officer for ARAMARK Corporation in Philadelphia, Pennsylvania.

**PUBLICATIONS**

- "Diversity in a Downturn: Can we afford to continue to support diversity and inclusion in this economy? Can we afford not to?" *The Lonestar Administrator* (July 2009)
- "Developing Diversity and Inclusion as Core Values" *Texas Bar Journal* (February 2009)
- "Authenticity is Key to a Worthwhile Summer and a Fulfilling Career" *Law.com* (June 19, 2008)
- "In law as in life, no one ever succeeded by faking it" *The National Law Journal* (June 2, 2008)
- "Smoke and Mirrors" *The New York Law Journal Magazine* (May 2008)
- "Forward-Thinking Firms See Opportunity in Workplace Diversity" *Houston Business Journal* (April 2007)

## Elizabeth A. Campbell

- "Enhancing Customer Service and Advancing Diversity" *APPA* (2005)

### PROFESSIONAL RECOGNITION

- Who's Who in Black Houston 2009
- 2009 Honoree, Ivy Educational & Charitable Foundation of Houston, Inc.
- Recipient of the 2008 Diversity Officer Leadership Award by Diversity Best Practices
- Recipient of the 2008 Legal Diversity Award by the Texas Diversity Council

### BRIEFINGS, SEMINARS & SPEECHES

#### Keynote Speaker

- "Understanding and Working Effectively Across Generational Lines," presented to Houston Coaches Association (September 14, 2009)
- "Strategic Advantages of Diversity and Inclusion from an HR Perspective," presented to HR Houston (February 12, 2009)
- "The Power of 3: AIM Diversity Summit" sponsored by WolfBlock, Philadelphia, Pennsylvania (March 9, 2007)

#### Panel Speaker

- "Achieving Diversity During Challenging Times," Houston Bar Association (June 4, 2009)
- "Best Practices in Diversity Training," presented at Texas Diversity & Leadership Conference, Houston, Texas (April 23, 2009)
- "Diversity: Fact or Fiction?" presented at *Texas Lawyer* Roundtable Series, Dallas, Texas (May 2008)
- Moderator and Speaker, "Beyond Diversity 101: Navigating the New Opportunities 'Ending the Revolving Door: Hard-Core Retention Programs,'" presented at Practising Law Institute (February 27, 2008)
- "Calculating Diversity Return on Investment," presented at Minority Corporate Counsel Association Pathways to Diversity Conference, New York, New York (November 8, 2007)
- "Mentoring/Development," presented at Law Firm Diversity Summit, Texas Diversity Council Leadership Conference, Dallas, Texas (May 15, 2007)

#### Speaker

- "Diversity and Inclusion in the 21st Century," presented at The University of Houston Law School's Civil Practice Clinic (November 6, 2008)
- "Driving HR Strategies through Diversity and Inclusion," presented to HR Search Firm (October 22, 2008)
- "The Value of Mentoring and Relationship Building for Your Success," presented at The University of Texas (September 6, 2008)
- "Interviewing Tips and Networking," co-presented at the Rocky Mountain Black Law Students Association Academic Retreat, Houston, Texas (August 20, 2008)
- "The Advantages of a Diversity Strategy from a Legal Perspective," presented at Houston Corporate Paralegal Association, Houston, Texas (July 9, 2008)
- "The Advantages of Diversity and Inclusion from a Change Perspective," presented at Big Brothers Big Sisters of Greater Houston, Houston, Texas (July 3, 2008)
- "Practicing Law in the Real World," presented at Texas Southern University School of Law, Houston, Texas (June 26, 2008)
- "Informal Mentoring to Retain Talent," presented at Texas Diversity and Leadership Conference, Houston, Texas (May 14, 2008)

## Elizabeth A. Campbell

- "How To Be a Successful Law Clerk/Summer Associate," presented at South Texas School of Law, Houston, Texas (April 22, 2008)
- "So, You Want to be a Lawyer?" presented at University of Houston-Downtown, Houston, Texas (March 29, 2008)
- "Attracting Diverse Candidates: The Advantages of a Diversity Strategy from a Legal Perspective," presented at The International Institute for Diversity and Cross Cultural Management, The University of Houston C.T. Bauer College of Business (January 9, 2008)
- "Making Diversity Work - An Individual Perspective, Becoming a Diversity Champion," presented at California Diversity Council Conference, San Francisco, California (September 21, 2007)
- "Recruiting and Retaining a Diverse Workforce," presented at 2007 Big Brothers and Big Sisters Annual Conference, Phoenix, Arizona (June 27, 2007)

### AFFILIATIONS

- Inclusiveness Chair, Board of Directors, Texas PTA (March 2010)
- Diversity and Inclusion Advisor, Houston Museum of African American Culture (January 2010)
- Board of Directors, National Diversity Council
- Executive Women's Partnership, Greater Houston Partnership
- Board of Directors, Houston Urban Debate League
- Leadership Advisory Council, United Negro College Fund (Houston)

### PRESS RELEASES

- Andrews Kurth Sponsors Second Annual City Championship Debate Tournament (March 11, 2010)
- Andrews Kurth Counsel Jonathan Day Honored by Texas Diversity Council (May 5, 2009)
- Andrews Kurth Sponsors Inaugural City Championship Debate Tournament (April 15, 2009)
- Andrews Kurth LLP Recognized for Leadership in Diversity and Inclusion (November 12, 2008)
- Andrews Kurth Partners Honored by Texas Diversity Council (May 28, 2008)
- Andrews Kurth Partner, Elizabeth Campbell, Named to National Diversity Council Board (November 27, 2007)
- Andrews Kurth Partner, Elizabeth Campbell, Named to the Executive Women's Partnership Committee of the Greater Houston Partnership (November 14, 2007)
- Andrews Kurth Names Elizabeth Campbell Chief Diversity Officer (March 6, 2007)