

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

US Supreme Court

Elizabeth is an attorney and diversity practitioner with a successful record of working with business leaders, 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 diversity and inclusion components of the firm's strategic plan. She collaborates with the firm's Labor and Employment Section attorneys and 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 and inclusion 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 in Philadelphia, Pennsylvania.

Elizabeth received her J.D. from the University of Michigan in Ann Arbor, Michigan, and her B.A. from the American University in Washington, D.C.

PUBLICATIONS

- "Generational Diversity: Tensions and Opportunities" *Profiles in Diversity Journal*, p. 66 (November 2011)
- Diversity and Generational Change: Shifts in the Law (October 2011)
- "Accountability - The Linchpin for a Successful Diversity and Inclusion Strategy," *Profiles in Diversity Journal*, p. 35 (August 2011)
- "Walking the Talk: Committing to Diversity and Inclusion as Core Values," *DRI Diversity Insider*, pp. 13-17 (June 2, 2011)
- "The Andrews Kurth Jonathan Day Scholarships for Debate," *The Houston Lawyer*, pp. 20-22 (June 2011)

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- Profiled: Monica R. Hargrove, "The Evolution of Black Lawyers in Corporate America: From the Road Less Traveled to Managing the Major Highways," *Howard Law Journal*, pp. 775-776 (2010)
- Featured, "Trail Blazers: How Top Business Leaders are Accelerating Results through Inclusion and Diversity," *R. Anderson & L. Billings-Harris*, published by John Wiley & Sons, Inc. (2010)
- "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)
- How Diversity and, Especially, Inclusion Can Help Drive Employee Engagement *Straightline* (April 1, 2009)
- "Developing Diversity and Inclusion as Core Values" *Texas Bar Journal* (February 2009)
- "Smoke and Mirrors" *The New York Law Journal Magazine* (May 2008)
- Finding Success by Being the Authentic You *Straightline* (March 1, 2008)

PROFESSIONAL RECOGNITION

- Leadership and Excellence Award, Texas Diversity Council (December 2011)
- Sutton Who's Who in American Law 2011
- 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

- "How to Diversify," Women's Energy Network, Houston, Texas (March 5, 2012)
- "Purpose, Passion and Performance," 2010 North Texas Women's Summit, Dallas, Texas (November 18, 2010)
- "Diversity and Inclusion from a 'TEAM' Perspective," delivered via a Webinar hosted by the Texas Diversity Council (June 15, 2010)
- "Law Firm Diversity in the Economic Downturn," presented to the Dallas Bar Association, Dallas, Texas (May 19, 2010)
- "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)

Panel Speaker

- "Navigating Choppy Waters: Diversity Programs and Employment Law Issues," National Association for Law Placement Conference, Austin, Texas (April 19, 2012)
- "Innovative Ways to Implement Flexibility," Project for Attorney Retention, Washington, DC (March 14, 2012)
- "Women Leaders as Architects of Change," Seventh Annual Gulf Coast Women in Leadership Symposium, Houston, Texas (March 8, 2012)
- "Models of Success: What it Took to Earn Acceptances into the Hardest to Get Into/Most Selective Law Schools in America," Seventh Annual National Black Pre-Law Conference (November 2011)
- "Busting Myths: Breaking Barriers," The Association of Chinese American Professionals' 2011 Diversity Summit (May 2011)
- "Politics, Education & Multiculturalism," 7th Annual Texas Diversity & Leadership Conference (April 2011)
- "Women of Color Can Lead," 7th Annual Texas Diversity & Leadership Conference (April 2011)
- "Winning at the Game of Office Politics," 7th Annual Texas Diversity & Leadership Conference (April 2011)
- "Sister-to-Sister," National Black Law Students Association Annual Conference, Houston, Texas (March 11, 2011)

Elizabeth A. Campbell

- "Diversity Matters," National Black Law Students Association Annual Conference, Houston, Texas (March 10, 2011)
- "Workplace Taboos for Women," 2010 North Texas Women's Summit (November 18, 2010)
- "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)

Speaker

- "Generational Diversity and Shifts in the Law," Gulf Coast HR Symposium, Houston, Texas (May 9, 2012)
- "Generational Diversity," Houston Area Law Librarians, Houston, Texas (April 12, 2012)
- "Diversity and Generational Shifts in the Law," Southwest and Rocky Mountain Industry Liaison Group, San Antonio, Texas (April 11, 2012)
- Faculty, University of Texas Center for Women in the Law Boot Camp (February 11, 2012)
- "Policy/Ethics Think Tank," Facilitator, Diversity Best Practices Cultural Competency Session (February 9, 2012)
- "The New Compliance," presented at the Diversity Best Practices' 2011 CEO Roundtable (December 2, 2011)
- "Valuing Diversity and Inclusion from a Compliance Perspective," 2011 Industry Liaison Group National Conference (July 27, 2011)
- "Exploring the Leadership Implications of Generational Diversity," 2011 Gulf Coast Symposium on Human Resources Issues (May 2011)
- "The Advantages of Diversity and Inclusion from a Change Perspective," presented at Big Brothers Big Sisters Lonestar, Dallas, Texas (April 20, 2011)
- "Diversity or Inclusion? Making a Seat for Everyone at the Table," Texas Library Association (April 14, 2011)
- "Understanding Diversity," presented at the Texas Community Development Institute, Texas Lone Star College (March 1, 2011)
- "Conflict Resolution," presented at the Texas Community Development Institute, Texas Lone Star College (March 1, 2011)
- "Diversity Today: What You Don't Know That You Don't Know," presented at the Association of Legal Administrators Region 4 Conference, Dallas, TX (October 2, 2010)
- "Diversity and Inclusion from a Legal Perspective," presented to Houston Corporate Paralegal Association, Houston, TX (September 8, 2010)
- "Teamwork from a Diversity and Inclusion Perspective," delivered to The Texas Diversity Council via webinar, Houston, Texas (August 31, 2010)
- "Understanding Diversity and Inclusion," delivered at the Texas PTA Summer Leadership Seminar, Austin, Texas (July 2010)
- "Teambuilding: A 'Diverse' Approach," delivered at the Texas PTA Summer Leadership Seminar, Austin, Texas (July 2010)
- "Successful Leadership Strategies Grounded in Diversity and Inclusion," presented at the HR Gulf Symposium, Houston, Texas (May 12, 2010)
- "Valuing Diversity and Inclusion from a Compliance Standpoint," presented at the Southwest and Rocky Mountain Industry Liaison Group Conference, Houston, Texas (April 22, 2010)
- "Leveraging Diversity: A New Perspective," presented to the Harris County Department of Education, Houston, Texas (April 21, 2010 and August 17, 2010)

Elizabeth A. Campbell

- "The ABC's of Diversity and Inclusion," presented at the Texas Diversity & Leadership Conference, Dallas, Texas (April 9, 2010)
- "Understanding Diversity," presented at the Texas Community Development Institute, Texas Lone Star College (March 2, 2010)
- "Conflict Resolution," presented at the Texas Community Development Institute, Texas Lone Star College (March 2, 2010)
- "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)
- "Practicing Law in the Real World," presented at Texas Southern University School of Law, Houston, Texas (June 26, 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)

AFFILIATIONS

- Society of Human Resources Management: American National Standards Taskforce Participant (Diversity and Inclusion)
- Chair, Board of Directors, Houston Urban Debate League
- Vice Chair, Leadership Advisory Council, United Negro College Fund (Houston)
- Inclusiveness Chair, Board of Directors, Texas PTA
- Board of Directors, National Diversity Council
- Executive Women's Partnership, Greater Houston Partnership
- Advisory Board, The National Black Pre-Law Conference and Law Fair

PRESS RELEASES

- Andrews Kurth Once Again Receives "A" Rating in Minority Hiring (April 18, 2012)
- Andrews Kurth Receives 2012 Diversity Leader Award (November 23, 2011)
- Andrews Kurth Hosts Civil Rights Era Figure and "Behind the Dream" Author Clarence B. Jones (July 22, 2011)
- Andrews Kurth Receives 2011 Community of Respect Designation (March 15, 2011)
- Andrews Kurth Sponsors Third Annual City Championship Debate Tournament (March 8, 2011)
- Andrews Kurth Partner to Head Houston Urban Debate League (February 14, 2011)
- 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)

Elizabeth A. Campbell

- 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)