

Beth Kidd

EXPERIENCE

Civil Rights Litigation Fellow , Bloom Law PLLC (Seattle, WA)

September 2023 – Anticipated End Date: September 2025

Prepared and developed cases throughout litigation and trial at plaintiff-side civil rights law firm specializing in employment discrimination.

Legal Extern, Complex Litigation Division, Washington Attorney General's Office (Seattle, WA)

March 2023 – June 2023

Assisted with investigation into state unemployment insurance fraud aimed towards recovering millions in stolen taxpayer dollars, along with several other complex litigation matters.

Law Clerk, Terrell Marshall Law Group (Seattle, WA)

June 2022–Present

Produced legal memoranda for plaintiff-side firm specializing in complex civil litigation. Interviewed prospective class members, analyzed data. Spearheaded complex research project regarding jury verdicts in race-based employment discrimination cases.

Legal Extern, National Labor Relations Board (Seattle, WA)

September 2021–May 2022

Reviewed complaints under the National Labor Relations Act. Obtained affidavits from witnesses, drafted investigative reports, and presented findings to Regional Director and staff attorneys.

Legal Intern, Washington Civil and Disability Advocate (Seattle, WA)

June 2021–September 2021

Conducted legal research and drafted various legal documents including motions to compel, discovery deficiency letters, and legislative advocacy materials for nonprofit disability rights law firm.

Associate, Seattle Federal Executive Board (Seattle, WA)

January 2018–January 2020

Led a group of 15 to execute a yearlong group project to promote and celebrate public service.

Federal Investigator, Equal Employment Opportunity Commission (Washington, DC and Seattle, WA)

May 2014–September 2020

Specialized in complex systemic cases involving a large class of victims or widespread discriminatory policy/practice. Analyzed evidence, conducted witness interviews, onsite investigations, and statistical analysis. Negotiated remedies between employers and complainants. Worked with staff attorneys to identify and develop cases for litigation, issue subpoenas, and draft legal determinations. Facilitated outreach and trainings.

AmeriCorps VISTA, Neighborhood Housing Services (New Haven, CT)

June 2013–May 2014

Organized community projects and events, conducted surveys, recruited and supervised volunteers. Prospected funding opportunities and interfaced with donors, drafted and submitted grant applications.

EDUCATION

University of Washington, School of Law (2020–2023)

Juris Doctor; 3.8 GPA; Recipient of the Mary Ellen Krug Award; Co-President of Public Interest Law Association; Board Member of Students for Labor & Employment Justice

Indiana University Bloomington, School of Public and Environmental Affairs (SPEA) (2009–2013)

BS in Public Affairs, Major: Legal Studies, Minor: Psychology; Dean's List Fall 2010–Fall 2013; Dean's Council

University of Navarra, Pamplona, Spain (June–July 2011) SPEA Study Abroad Scholarship

Hertie School of Governance, Berlin, Germany (May–June 2010) SPEA Study Abroad Scholarship

BAR ADMISSIONS

Washington (November 2023)

Beth Kidd – Statement of Interest

I am writing to express my interest in serving on the WSBA Labor & Employment Section Executive Committee. As a new lawyer with significant experience in the world of labor and employment law, I'd like to expand my skills and collaborate with other experienced practitioners in the field. While I am new to practice, I believe my professional experience and background in this field would allow me to contribute to the work of the committee organizing events, CLEs, and awarding student scholarships. I am eager to continue building on my expertise and get to know my peers in the Washington employment law community.

I decided to go to law school after six years of working as an Investigator for the U.S. Equal Employment Opportunity Commission, where I became determined to advocate for workers' rights. During law school, I interned with a disability rights nonprofit law firm, Terrell Marshall Law Group, the Complex Litigation Division of the Washington Attorney General's Office, and the National Labor Relations Board. All of these experiences gave me a fuller understanding of the legal landscape within the workplace from various perspectives. I also focused on labor and employment in my academic work, completing an independent study with Professor Eric Schnapper analyzing race-based employment discrimination jury verdicts for the purpose of identifying helpful insights for plaintiff-side litigators. I also completed three advanced writing projects focused on workplace justice issues: (1) an analysis of the limitations of anti-discrimination law to close the persistent gender pay gap centered around *Rizzo v. Yovino*, (2) a rewrite of the *Lily Ledbetter v. Goodyear Tire Company* opinion through a feminist lens, and (3) a survey of the history of work in the U.S. identifying four essential components to workplace justice: consent, dignity, autonomy, and meaning. In my final year of law school, I served as a student member of the Pacific Coast Labor and Employment Conference planning committee, where I gained relevant experience in executing the logistics of a CLE. I was also honored to receive the Mary Ellen Krug Award at that conference.

Currently, I am Civil Right Litigation Fellow at Bloom Law PLLC, where I'm able to continue advocating for victims of employment discrimination and retaliation. In my two-year fellowship, I primarily develop cases for trial through fact-gathering, legal research, and witness interviews. I also assist with discovery-related tasks, depositions, and trial preparation.

I believe my six years at the EEOC, my law school experience, and my current role as a plaintiff-side employment law attorney would allow me to contribute significantly to the work of the committee. Thank you for considering me to serve on the WSBA Labor & Employment Executive Section Committee.