

Kristien Butler

BAR ADMISSIONS

- State of Minnesota (Reg. No. 0390704)

EDUCATION

William Mitchell College of Law, St. Paul, MN

Juris Doctor, May 2009

Honors: Kirwin Prize for Professionalism, *Nominee* (Fall, 2007)

Activities: Black Law Students Association, *Member* (2006 — 2009); Intra-School Negotiation Competition, *Competitor* [achieved offered placement in advanced seminar course] (Spring, 2007); MN Lavender Bar Foundation Board of Directors, *Director* (2008 — 2010); Out!Law, *Co-Chair* (Fall, 2008); Phi Delta Phi Legal Fraternity, *Magister* (2008 — 2009); Ramsey County District Court — The Honorable William H. Leary III, *Judicial Extern* (Spring/Summer, 2008); Twin Cities College Invitational Mock Trial Tournament, *Presiding/Scoring Judge* (Fall, 2008/2009); Williams Institute Moot Court Competition on Sexual Orientation & Gender Identity Law, *Competitor* (Spring, 2008)

St. John's University, Collegeville, MN

Bachelor of Arts in English Language & Literature, May 2004

Honors: St. John's Abbey Scholarship for Academic Performance, *Recipient* (2001 — 2003)

Activities: Bahamian Club, *Member* (2001 — 2003)

LEGAL WORK EXPERIENCE

Saint Paul Department of Human Rights & Equal Economic Opportunity (HREEO)

(February 2021 — Present)

- *Interim Director* (April 2021 — Present)
 - Supervise and manage the daily operations of HREEO and its divisions and staff. Serve as a member of the Mayor's Cabinet. Represent the City as the public face of HREEO. Lead all major initiatives originating entirely or partially out of HREEO, such as the creation and building of our City's Supplier Diversity program, the administrative citations implementation, and the professional collaborative we now have with the Minneapolis Department of Civil Rights. Formulate and implement resolutions to tackle outstanding Department needs, such as cross-Departmental training programs for the commissions/committees we oversee, a Citywide Procurement Liaison program, and a Citywide Americans with Disabilities Act (ADA) Liaison program. Continue to lead and manage the essential restructuring of HREEO's divisions and teams for the benefit of Saint Paul and all its residents.
- *Deputy Director of Human Rights & Labor Standards* (February 2021 — April 2021)
 - Supervised the Human Rights & Labor Standards Divisions of HREEO. Worked to overhaul the Human Rights Division to bring it on par with nationwide current best practices and procedures. Worked toward successfully filing the first formal Complaints to be heard by the HREEO Commission in HREEO's 12-year history. Worked to continue building the Labor Standards Division. Worked with our federal partners at the

Equal Employment Opportunity Commission (EEOC) and the Department of Housing & Urban Development (HUD) to reestablish those critical partnerships for the City. Oversaw the activities and worked with the members of the City's HREEO Commission, Police Civilian Internal Affairs Review Commission (PCIARC), Advisory Committee on Aging (ACOA), Advisory Committee on People with Disabilities (MACPD), and Labor Standards Advisory Committee (LSAC).

Office of the Hennepin County Public Defender — Person Felony Team, Minneapolis, MN (November 2011 — February 2021)

Assistant Public Defender — Represented indigent clients charged with serious felonies against other persons, and any tagging misdemeanor/gross misdemeanor criminal matters, at all trial-level stages of the criminal justice system of the state of Minnesota. Litigation practice ranged from the defense of petty misdemeanor offenses to homicide.

Minneapolis Public Schools — Office of Equity & Diversity, Minneapolis, MN (November 2009 — November 2011)

Associate — Investigated Equal Employment Opportunity (EEO) harassment/discrimination complaints, i.e., conducted thorough and objective interviews of complainants, complaint subjects, and witnesses of interest; ascertained and gathered all relevant facts and evidence necessary to arrive at an informed resolution of each matter. Processed, analyzed, and decided reasonable workplace accommodations sought under the Americans with Disabilities Act (ADA). Designed, produced, and conducted Equity & Inclusion training sessions and presentations on subjects ranging from prevention of sexual harassment and religious discrimination to proper management of a diverse workforce and student body for staff members at every District level. Assisted with the management and disbursement of the Integration and Equity Plan funds throughout the school district in accordance with Minnesota state law. Assisted with the operation and supervision of the school district's Diverse Business Partner initiative, which ensured that the diversity of District business partners was equitable with the diversity of the District community itself. Assisted with the monitoring and overseeing of the school district's Diverse Workforce initiative, which ensured the recruitment and retention of diverse employees to best serve the needs of the diverse student body. Assisted with the direction and administration of the school district's Diversity Partners initiative, which ensured that a multitude of diverse community resources remained easily accessible for every District student to benefit from and utilize. Researched, analyzed, and compiled federal and state case law for a variety of reasons relating to the office's equity, diversity, and inclusion work.

Dakota County Attorney's Office — Criminal Division, Hastings, MN (January — June 2009)

Certified Student Attorney — Tried court trials on behalf of the County of Dakota. Appeared on First Appearance, Pretrial, and Expungement calendars on behalf of the County of Dakota. Negotiated and settled numerous plea deals with defense attorneys and *pro se* defendants. Drafted various court, external, and internal legal documentation. Researched in multiple areas of Minnesota criminal case law and statutes and the rules of Minnesota state court.

C. F. Butler & Associates, Nassau, Bahamas (2004)

Legal Aide — Researched and compiled various case law. Researched and drafted various legal documentation. Was initial point of contact for all incoming clients. Assisted with overseeing daily operation of office.

OTHER WORK EXPERIENCE

The Bridge Shelter for Runaway Youth, Minneapolis, MN (March — June 2006)

Volunteer Youth Counselor — Counseled runaway and troubled youth along with their families. Closely and directly worked with the youth and their families to construct means by which reconciliation could be amicably attained.

St. John's University — History Department, Collegeville, MN (2001 — 2003)

Office Assistant — Researched and organized course subject matter material. Assisted and advised professors with course subject matter material. Corrected student examinations. Greeted and appropriately dealt with all department visitors. Carried out various office tasks.

College of St. Benedict — Events & Conferences, St. Joseph, MN (May — August 2003)

Event Coordinator — Advised and matched clients with specifically tailored event-planning strategies. Initiated, negotiated, and oversaw all event-related tasks and duties.

PROFESSIONAL AFFILIATIONS

- 27th Annual Minnesota Human Rights Day Conference, *Workshop Presenter* (12.03.2010)
- Ramsey County Bar Association
- Minnesota Association of Black Lawyers (current Board member)
- Minnesota Judicial Branch — Committee for Equality & Justice, *Founding Member* (2010 — 2017)
- Minnesota Lavender Bar Association (former Board member)
- Minnesota State Bar Association