

Keynote Speaker Bios

Charlotte A. Burrows



Charlotte A. Burrows was designated by President Biden as Chair of the EEOC on Jan. 20, 2021. She was initially nominated to serve as a Commissioner of the U.S. Equal Employment Opportunity Commission (EEOC) in 2014, and the U.S. Senate later unanimously confirmed her to a second term ending in 2023. On June 21, 2023, President Biden nominated Chair Burrows for a third term ending in 2028.

Chair Burrows has advocated for strong civil rights protections and robust cooperation between the Commission, employers, and employees to advance equal opportunity in the workplace. She seeks to enhance the Commission's enforcement of all laws within its jurisdiction, focusing in particular on initiatives to combat harassment, foster pay equity, and advance diversity and inclusion. While at the Commission, she has worked to increase the agency's outreach to Native Americans, vulnerable immigrant and migrant communities, and other traditionally underserved populations. In addition, Chair Burrows is particularly interested in the impact of technology and big data on civil rights and employee privacy.

Prior to her appointment to the EEOC, Chair Burrows served as Associate Deputy Attorney General at the U.S. Department of Justice (DOJ), where she worked on a broad range of civil and criminal matters, including employment litigation, voting rights, combatting racial profiling, and implementing the Violence Against Women Act, among others.

Chair Burrows previously served as General Counsel for Civil and Constitutional Rights to Senator Edward M. Kennedy on the Senate Judiciary Committee and later on the Senate Committee on Health, Education, Labor and Pensions. During her time on Capitol Hill, she worked on a variety of legislative initiatives, including the Lilly Ledbetter Fair Pay Act of 2009 and the Americans with Disabilities Act Amendments Act of 2008.

Chair Burrows also held several roles in the Civil Rights Division's Employment Litigation Section at DOJ, including Deputy Chief of the Section. There, she represented the United States in all phases of civil litigation, including trial, to enforce Title VII of the Civil Rights Act of 1964.

Earlier in her career, she served as a judicial clerk on the U.S. Court of Appeals for the Third Circuit and was an associate at Debevoise & Plimpton, LLP.

Chair Burrows received an A.B. from Princeton University and a J.D. from Yale Law School.

Susan Tsui Grundman



Prior to her confirmation as a Member of the Federal Labor Relations Authority, Chairman Susan Tsui Grundman served as the Executive Director and Chief Operating Officer of the Office of Congressional Workplace Rights, where she oversaw the administrative dispute resolution process and provided education to both employing offices and labor unions that represent employees in the legislative branch. Previously, she was nominated by President Obama to serve as a Member and Chairman of the MSPB.

Ms. Grundmann has served as General Counsel to the National Federation of Federal Employees (NFFE), which represents 100,000 Federal workers nationwide and is affiliated with the International Association of Machinist and Aerospace Workers. At NFFE, she successfully litigated cases in the U.S. District Court for the District of Columbia and the U.S. Court of Appeals for the District of Columbia. She represented NFFE and the United Department of Defense Workers Coalition, which consists of 36 labor unions, and served on the Coalition's litigation team in a coordinated response to proposed personnel changes at the Department of Defense (DoD). In addition to DoD employees, Ms. Grundmann represented employees in the Forest Service, Department of Agriculture, Passport Service, Veterans Administration, General Services Administration, and some 25 additional Federal agencies.

From 2003 to 2009, she was a regular instructor on Federal sector labor and employment law at the William W. Winpisinger Education and Technology Center in Hollywood, Maryland. Prior to joining NFFE, Ms. Grundmann served as General Counsel to the National Air Traffic Controllers Association. She began her legal career as a law clerk to the judges of the Nineteenth Judicial Circuit of Virginia, and later worked in both private practice and at the Sheet Metal Workers' National Pension Fund.

Chair Grundmann earned her undergraduate degree at American University and her law degree at Georgetown University Law Center.

Chai Feldblum



Chai Feldblum is a long-time civil rights advocate and scholar. As Legislative Counsel to the ACLU AIDS Project in the late 1980s, Chai played a leading role in drafting and negotiating the Americans with Disabilities Act of 1990.

She later played the same role on the ADA Amendments Act of 2008. Chai also led the drafting and negotiating of the Employment Non-Discrimination Act, a bill to prohibit discrimination in employment on the basis of sexual orientation and gender identity.

As a law professor at Georgetown Law, Chai created a Federal Legislation Clinic where she and her students helped non-profit organizations advance their legislative social justice goals. The Clinic's clients included various disability organizations and Catholic Charities USA. Chai also founded and directed Workplace Flexibility 2010, an effort designed to bring employers and employees together on policy approaches to advance workplace flexibility.

Chai served as a Commissioner of the Employment Opportunity Commission (EEOC) from 2010 to 2019 where she played a significant role in establishing the rights of LGBTQ employees under existing sex discrimination laws, enhancing the employment of people with disabilities, protecting the rights of pregnant workers, and leading a proactive effort to prevent harassment in the workplace.

From 2019 to 2021, Chai was a Partner and Director of Workplace Culture Consulting at Morgan Lewis, where she helped employers create safe, respectful, diverse and inclusive workplaces. She continues to consult with Morgan Lewis on selected projects.

In 2021, Chai became a free-lance civil rights advocate. She assists with legislative and regulatory work regarding civil rights, particularly for LGBTQ+ people, people with disabilities and women.

She also serves as Vice Chair of the AbilityOne Commission, a federal agency devoted to the employment of people with significant disabilities.

Chai attended Barnard College and Harvard Law School and clerked for Judge Frank M. Coffin on the First Circuit Court of Appeals and for U.S. Supreme Court Justice Harry A. Blackmun.

Cathy A. Harris



On January 4, 2022, President Joseph R. Biden renominated Cathy A. Harris to serve as a Member of the Merit Systems Protection Board (MSPB or Board) and separately renominated her as Chairman. The U.S. Senate confirmed her nomination as a Member on May 25, 2022, and Ms. Harris was sworn in on June 1, 2022.

On June 6, 2022, President Biden designated Ms. Harris as Vice Chairman. As such, and until the U.S. Senate acts on her nomination as Chairman, Ms. Harris will serve as Acting Chairman.

This is the first time in over seven years that MSPB has had a full complement of three Board members. Upon being sworn in, Ms. Harris expressed, “I am deeply honored that I have been confirmed to this position. As I have dedicated my career over the past two decades to representing federal employees and agencies in employment disputes, I know how indispensable the MSPB is to maintain a fair, equitable, and merit-based Federal workforce.”

Ms. Harris most recently served as co-manager of the law firm of Kator, Parks, Weiser & Harris, PLLC, in Washington, DC. Prior to joining the firm, Ms. Harris was an Assistant District Attorney in the New York County District Attorney’s Office.

She also previously served as an Adjunct Professor at the George Washington University Law School. Ms. Harris graduated from the George Washington University Law School in Washington, DC with honors and received her undergraduate degree from Brown University.

She resides in Silver Spring, Maryland with her wife and daughter.

Paul Kuntzler



Paul Kuntzler, a lifelong champion of civil rights, was born in Detroit, Michigan and grew up in Grosse Pointe Woods, Michigan. He moved to Washington, D.C. in December 1961.

In 1962, he became a member of the [Mattachine Society](#) of Washington, the District's earliest gay rights groups. He served as a member of the Executive Board of Directors for the group.

Paul Kuntzler attended the 1963 March on Washington for Jobs and Freedom on the Mall. He recalled the feeling of hope he felt afterward. "It was so successful and so peaceful that it made me hopeful that things would change for African Americans, for gay people, that the whole social change would come."

In 1965, Paul Kuntzler and a small group of other activists, including Frank Kameny, participated in what is believed to be the first gay rights demonstration in front of the White House. He made a poster that read, "Fifteen Million Homosexuals Protest Federal Treatment." This demonstration was in protest of the [Lavender Scare](#).

In April 1971, Paul was one of six founders of the [Gay Activists Alliance of Washington, D.C.](#)