

## Shelley A. Gregory, J.D.

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*they/them/theirs*

### Relevant Experience

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**FORGE, Inc., Milwaukee, WI** Nov. 2018 – present  
**Strategic Project Coordinator**

- Provide culturally specific services to transgender and non-binary, intersex, and gender nonconforming adults, children, parents and other loved ones in Wisconsin, with focus on supporting survivors of interpersonal violence and hate crimes, including sexual violence, through case management, peer support and counseling, individual advocacy and accompaniment, group programming and services, and referrals and connection to resources.
- Support broad range of service providers, emergency responders, and other entities, through advice, consultation, publications, training, and technical assistance to improve services and resources for trans and non-binary individuals in Wisconsin and nationally; collaborate with mainstream and LGBTQ+ or other specialty providers to increase access to transgender-knowledgeable services and programs in Wisconsin.
- Engage in policy analysis and advocacy and provide technical assistance regarding public policy development in Wisconsin related to gender identity; using outreach and public education to increase transgender and non-binary individuals' and allies' knowledge of relevant issues, including complex and changing legal landscape.
- Advocate for and accompany gender non-conforming survivors of intimate partner, domestic, and sexual violence, human trafficking, and hate crimes in Wisconsin; assist with connection and access to victim resources.

**Milwaukee LGBT Community Center, Milwaukee, WI** Nov. 2016 – Sep. 2018  
**Transgender Resource Coordinator**

- Deliver culturally specific services to transgender/non-binary, intersex, and gender nonconforming individuals of all ages and their loved ones in greater Milwaukee area, including referrals to service providers, case management, peer/supportive counseling, resource provision, and individual advocacy.
- Increase awareness and education about LGBTQ+ individuals and communities, particularly trans/nonbinary, intersex, and gender nonconforming individuals, as well as services for LGBTQ+ victim-survivors of interpersonal violence; increase outreach in local transgender community; engage in policy reform advocacy.
- Respond to emergencies and crisis situations from LGBTQ+ victim-survivors of interpersonal violence, including sexual assault and domestic violence; engage with medical providers, law enforcement, criminal justice systems, and navigate resources available to victim-survivors.

**Nancy Hutt, Labor Arbitrator, San Francisco, CA** 2015 – Present  
**Contractor**

- Prepare arbitral decisions and awards for labor arbitrator.

**State of California, Department of Industrial Relations, Division of Occupational Safety and Health, Oakland, CA  
Staff Counsel**

2012 – 2013, 2015

- Represented agency in administrative and state court proceedings, including perfect record of sustaining citations in administrative tribunal for violation of occupational safety and health regulations.
- Managed all aspects of cases, including evaluation and development, written discovery and depositions, motion practice, informal resolution, evidentiary hearings, and writ briefing and argument.
- Advised chief counsel and agency directors regarding application of safety and health regulations and other state and federal labor and employment laws; prepared bill analyses for consideration by agency directors and office of the Governor; advised field enforcement staff; directed legal support staff.

**H5, San Francisco, CA  
Researcher, Professional Service Group**

2011

- Conducted self-directed research, data analysis, and documentation and presentation of research results as part of cross-functional teams providing Fortune 500 and leading law firms with information retrieval for complex litigation.

**Legal Aid at Work, San Francisco, CA  
Senior Staff Attorney (former Skadden Fellow)**

2000 – 2010

- Represented plaintiffs in individual matters and class actions, with focus on employment discrimination and workplace harassment claims in state and federal courts.
- Developed and directed project to provide education, training, counseling, and representation to clients experiencing employment discrimination based on sexual orientation or gender identity.
- Advised and counseled low-income employees on all aspects of state and federal employment law, including discrimination and harassment, disability rights, family and medical leave laws, unemployment insurance benefits, and wage and hour laws.
- Consulted with employers regarding LGBTQ+ workplace discrimination and related matters.
- Represented claimants in evidentiary hearings to recover lost wages and obtain unemployment insurance benefits.
- Conducted scores of arbitrations of employment discrimination claims (liability and damages) as part of settlement procedure in U.S. District Court, S.D. Mississippi.
- Member of successful litigation team in U.S. Supreme Court in *National Railroad Passenger Corp. (Amtrak) v. Morgan*, (2002) 536 U.S. 101. Member of successful re-trial team for three-week Title VII jury trial in *Morgan* in U.S. District Court, N.D. California.
- Submitted numerous appellate and *amicus* briefs in U.S. Supreme Court, state and federal courts of appeal; argued case in California Supreme Court regarding retrospective scope of amendment to existing law (*McClung v. EDD* (2004) 34 Cal. 4th 467).
- Supervised work of junior attorneys and litigation support staff; directed support staff special projects; supervised and mentored law students and attorney volunteers.

**AMERICAN CIVIL LIBERTIES UNION, Milwaukee, WI**  
**Legal Intern**

1999

- Researched complex constitutional law matters and assisted attorneys with ongoing litigation.

**Selected Presentations, Publications, Awards**

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- City of Milwaukee, Equal Rights Commission, Equality Award, 2019.
- Panelist, Transgender in the Age of Trump, WI LGBTQ Summit, Milwaukee, WI 2019
- Presenter, Making Schools Safe for Transgender and Nonbinary Students, 3rd Annual Growing School Mental Health Summit, Madison, WI, 2018.
- Presenter, Know Your Rights as an LGBTQ+ Citizen, MSOE LGBTQ+ Conference, 2018.
- Panelist, Drafting a New TIGN Policy [Standard Operating Procedure 117, Interactions with Transgender, Intersex, Gender Nonconforming Individuals, Milwaukee Police Department], WI LGBTQ Summit, Milwaukee, WI, 2018.
- Panelist, Transgender Aging, WI LGBTQ Summit, Milwaukee, WI, 2017.
- Speaker, Transgender Day of Remembrance, Milwaukee, WI, 2016.
- Presenter, Dangerous Work: Protecting California's Workers, Legal Aid at Work, 2013 Lectures in Public Interest Law.
- Keynote Speaker, Fourth Annual WI Private College Initiative for Diversity Conference, Carroll University, 2008.
- Alumni Award - Graduate of the Last Decade, Carroll University, 2007.
- Panelist, Sexual Harassment – New Law, New Requirements, Bar Association of San Francisco, Labor and Employment Law Section, 2005 Yosemite Conference.
- Shelley A. Gregory and Patricia A. Shiu, A Perspective on the New Affirmative Defense to Damages for Supervisor Sex Harassment, California Labor & Employment Law Review, 2004.
- Undergraduate Scholarly Writing Award, Carroll University, 1997.

**Education**

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**Harvard Law School**, Cambridge, Massachusetts, J.D.

- *Harvard Civil Rights-Civil Liberties Law Review*, Co-Editor-in-Chief.

**Carroll University**, Waukesha, Wisconsin, B.A., English & Communication, *summa cum laude*.

**Bar Admission**

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Admitted to California Bar in 2001 (State Bar No. 215442).