



Removing Barriers for Those Who Have Mixed-visible or Non-visible Diversity

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Ronna D. Kinsella is a shareholder with Glassman, Wyatt, Tuttle & Cox P.C. Since graduating from the University of Richmond, T.C. Williams School of Law in 2005, Ronna has successfully represented clients at both the trial and appellate level throughout Arkansas, Mississippi and Tennessee in both state and federal courts. She has been selected as a Mid-South Super Lawyer Rising Star, limited to 2.5% of all Mid-South attorneys in practice 10 years or less or aged 40 or under, for each of the last six years. Ronna provides her clients with a unique, multidisciplinary approach to the effective, efficient resolution of their disputes, regardless of the complexity or novelty of the issues they face.

Peter Blanck, Ph.D., J.D., is a university professor at Syracuse University, which is the highest faculty rank granted. He is Chairman of the Burton Blatt Institute (BBI; <http://bbi.syr.edu>). Blanck received a Juris Doctorate from Stanford University, where he was President of the Stanford Law Review, and a Ph.D. in Social Psychology from Harvard University. Blanck writes extensively on the Americans with Disabilities Act and related laws. In 2020, he received a 5-year four million dollar grant from the National Institute on Disability, Independent Living, and Rehabilitation Research on disability inclusive employment policies and practices. Blanck is a former member of the President's Committee on Employment of People with Disabilities. Blanck practiced law at Covington & Burling. He served as law clerk to the late Honorable Carl McGowan of the United States Court of Appeals for the D.C. Circuit. Blanck's most recent book is: *Disability Law and Policy* (2020).

Natalie R. Bolling is Senior Employment Counsel with Vulcan Materials Company. Vulcan is the nation's foremost producer of construction aggregates. Natalie advises Vulcan on all areas of employment law, trains employees, and represents Vulcan in employment litigation. Prior to joining Vulcan Natalie was a litigation shareholder at Baker, Donelson, Bearman, Caldwell & Berkowitz, P.C. Natalie earned a bachelor's degree at the University of Alabama and a law degree at the University of Iowa College of Law. Natalie further served as a judicial clerk to the Honorable Karen Wells Roby of the United States District Court for the Eastern District of Louisiana. Natalie currently serves on the Alabama Possible Board of Directors and on the Teach for America Advisory Board.

Angela C. Winfield is the Director of Inclusion and Workforce Diversity at Cornell University. In this role, she provides leadership, vision, energy, and a unified philosophy to the university's diversity, inclusion, and engagement efforts. Winfield develops and implements strategies to create an inclusive environment that supports Cornell's commitment to a diverse workforce. She oversees and implements the university's affirmative action program, is the equal employment compliance officer and one of three Americans with Disabilities Act coordinators for the campus. Winfield is Of Counsel with Barclay Damon in its Commercial Litigation practice group. She is a past commissioner for the American Bar Association's Commission on Disability Rights and serves on the Pathways to the Profession subcommittee on bias interrupters. Winfield earned her J.D. from Cornell Law School and her B.A. from Barnard College of Columbia University.

Summary

Often diversity issues are focused on visible traits such as gender or race. But some disabilities, sexual orientation, and gender identity are not readily visible to the eye. This panel will discuss how to create an environment where those with invisible diversity can operate at the highest level.

Resources

- [Thirty Years of the Americans with Disabilities Act: Law Students and Lawyers as Plaintiffs and Advocates](#)
- [Diversity and Inclusion in the American Legal Profession: Workplace Accommodations for Lawyers with Disabilities and Lawyers Who Identify as LGBTQ+](#)
- [Diversity and Inclusion in the American Legal Profession: First Phase Findings from a National Study of Lawyers with Disabilities and Lawyers Who Identify as LGBTQ+](#)
- <https://digitalcommons.law.udc.edu/cgi/viewcontent.cgi?article=1288&context=udclr>
- [Disability Inclusive Employment and the Accommodation Principle: Emerging Issues in Research, Policy, and Law](#)