

## **Janelle M. Carter**

Janelle M. Carter, Esq. is an Advisor to The Lockwood Group, where she leads our research and analysis of diversity developments and addresses the connection to legal issues where they may arise.

Prior to her work with The Lockwood Group, Ms. Carter practiced at a prestigious law firm that litigates class actions on behalf of employees. She worked on diversity issues from a “big picture” perspective, taking into account the need for change, the affected industry or company’s business goals, and the employees’ perspective. Before that, as a litigator in a large law firm, she developed an understanding of the stories that documents can tell and how to use those documents and tell such stories effectively, applying those stories with the law to persuasively advocate for her commercial clients in various industries. These skills in addition to the lessons that she learned from her personal career experiences make Ms. Carter a creative leader with comprehensive research, strategic, and analytical abilities.

At her former law firm, Ms. Carter led the project team for the “Madison Avenue Project,” a path-breaking effort to end employment discrimination in the advertising industry. She investigated potential claims, researched the history of the industry and the discrimination that was endemic within it, counseled numerous clients, and advocated for her clients at the settlement table as well as before relevant government agencies.

In addition to the advertising industry, Ms. Carter has helped to develop and implement diversity and inclusion plans and to construct equal employment opportunity solutions for corporations in the media, sports, pharmaceutical, financial services, and consumer products industries while keeping stakeholders involved and accepting of the process.

Ms. Carter provides The Lockwood Group and its clients with the perspective of a mid-career attorney with choices, ideas, and the ambition to make her mark in a distinctive way.