

ALISON Y. ASHE-CARD

919.613.7101 (work) | 336.407.6617 (cell) | alison.ashe-card@law.duke.edu

EXPERIENCE

DUKE UNIVERSITY SCHOOL OF LAW

Durham, NC

Inaugural Associate Dean for Diversity, Equity, and Inclusion

July 2023 – Present

Develop and advance diversity, equity, and inclusion initiatives and support an inclusive climate throughout the Law School community. Serve as subject matter expert on DEI issues and partner with faculty/administrative units to promote culturally aware practices and foster a diverse, engaged student body. Serve as a liaison between individual students and student groups, faculty, and administration on DEI issues. Represent the Law School in University-wide diversity initiatives.

- Faculty Committees: Diversity, Equity, and Inclusion; Career Services and Professional Development; Curriculum
- University Committees: Racial Equity Advisory Council (REAC) Infrastructure Subcommittee

WAKE FOREST UNIVERSITY SCHOOL OF LAW

Winston-Salem, NC

Associate Director, Diversity & Inclusion, Office of Career and Professional Development

July 2019 – June 2023

Promoted a diverse and culturally competent community. Led school-wide efforts towards creating a culture where there was diversity and inclusion in every aspect of the school including, but not limited to: recruitment, admissions, faculty and staff selections, curriculum, web presence, and the student experience. Led the development, implementation, and evaluation of annual calendar of educational programs. Counseled law students and alumni to define and clarify professional/career goals and provide them with knowledge and resources to achieve these goals.

- Faculty Diversity and Inclusion Committee: Chair, 2022 – 2023, 2019 – 2021; Member, 2018 – 2023
- Network for Inclusive Leadership and Engagement

Assistant Director, Office of Career and Professional Development, July 2013 – June 2019

Counseled law students and alumni to define and clarify professional/career goals and provided them with knowledge and resources to achieve these goals.

WOMBLE CARLYLE SANDRIDGE & RICE

Winston-Salem, NC

Attorney, Products Liability Litigation

January 1999 – January 2013

Actively engaged in high profile product liability and business litigation cases in federal and state courts nation-wide. Involved in all aspects of pre-trial and trial case preparation of evidence. Extensive experience in utilizing technological innovations to formulate efficient and cost-effective approaches to document review/production, e-discovery and case/matter management in complex litigation and transactional matters.

- Diversity Committee Member, 2005 – 2013

WINSTON SALEM STATE UNIVERSITY | Winston-Salem, NC | *Adjunct Professor, The Legal Aspects of the Music*

FORSYTH TECHNICAL COMMUNITY COLLEGE | Winston-Salem, NC | *Part-time Instructor, Paralegal Studies*

LEGAL ASSISTANCE FOUNDATION OF CHICAGO | Chicago, IL | *Staff Attorney*

EDUCATION

THE AMERICAN UNIVERSITY-WASHINGTON COLLEGE OF LAW

Washington, D.C.

Juris Doctor

May 1992

Honors: Dean's Fellow for Professor Burton D. Wechsler; Clair A. Cripe Award for Outstanding Correctional Law Student

SPELMAN COLLEGE

Atlanta, GA

Bachelor of Arts in Political Science, *magna cum laude*

May 1989

Honors: Toyota Motor Sales U.S.A. Scholarship; Pi Sigma Alpha Honor Society; Shirley Chisolm Leadership Award; Who's Who Among American Colleges and Universities; Leon and George Cherry Service to Humanities Award; United Negro College Fund Scholarship; Dean's List; National Dean's List; Outstanding College Students of America

BAR ADMISSION

North Carolina, Illinois, United States District Court for the Northern District of Illinois

PROFESSIONAL HONORS

Association of American Law Schools' Pro Bono Honor Roll, Inaugural Member

Life Fellow of the American Bar Foundation

National Black Lawyers Top 100 Lawyers in North Carolina

North Carolina Pro Bono Honor Society

Top 1% Lawyer on the Line Volunteer

DRI Lifetime Community Service Award

North Carolina Bar Association Citizen Lawyer Award

NALP INVOLVEMENT

NALP Member, 2013 – Present

Leadership Positions

First Year Diversity Recruiting Task Force Chair, April 2023 – Present

DEI Section, Diversity Best Practices Guide Work Group Chair, April 2023 – Present

NALP Board of Directors, April 2021 – April 2023

Transition Task Force (TTF), 2021 – 2022

Diversity, Equity & Inclusion Section Chair, April 2020 – April 2021; Member 2013 – Present

Co-Chair Diversity & Inclusion Section Strategic Planning Work Group, 2019 – 2020

JD Counseling UBE Portability Work Group, 2018 and 2019

Honors

Service Excellence Award Recipient (May 2021)

Publications

Ashe-Card, A., Stafford, M. and Netkin-Collins, N., December 2022. Making Noise to Dismantle Racism: Where Are We Now? (And What Back to Normal Means for BIPOC Law Students and Lawyers), *NALP Bulletin+*, pp.17-20.

Ashe-Card, A., Stafford, M. and Netkin-Collins, N., April 2022. To Keep Making Noise: Self-Care is Critical to Dismantling Racism and White Supremacy in the Legal Profession, *NALP Bulletin+*, pp.18-23.

Ashe-Card, A., Stafford, M. and Netkin-Collins, N., December 2021. Are We Still Making Noise: The Backlash to Black Lives Matter and Its Effect on the Legal Profession, *NALP Bulletin+*, pp.16-20.

Ashe-Card, A., July/August 2021: Reflections on the Ultimate Cost of Freedom, *NALP Bulletin+*, pp.12-13.

Ashe-Card, A., Stafford, M. and Netkin-Collins, N., April 2021. Making Noise: The Work Underway and A Call to Action (Again), *NALP Bulletin*, pp.44-52.

Ashe-Card, A., Stafford, M. and Netkin-Collins, N., January 2021. Not Making Enough Noise: The Costs of Failing to Dismantle Racism and White Supremacy in the Legal Profession, *NALP Bulletin*, pp.15-20.

Ashe-Card, A., Stafford, M. and Netkin-Collins, N., September 2020. Making Noise: Doing Our Part to Dismantle Racism and White Supremacy in the Legal Profession, *NALP Bulletin*, pp.9-13.

Ashe-Card, A., April 2019. New York State of Mind – Bar Exam Update: Part II, *NALP Bulletin*.

Ashe-Card, A., February 2018. New York State of Mind – Bar Exam Updates, *NALP Bulletin*.

Ashe-Card, A. June 2014. Beyond Race, Gender, and Sexual Orientation, *NALP Bulletin*.

Presentations/Webinars

Management Foundations for DEI Professionals at Law Firms and Law Schools (March 2023 Newer Professionals' Forum)

Closing the Gaps – DEI in the Legal Profession (March 2023 Newer Professionals' Forum)

NALP Leadership Webinar Panelist (November 2022)

Return to Office Volume 2: On Solid Ground? (Webinar September 2021)

NALP Member DEI Town Hall (July 2021)

NALP Member Town Hall - Considering Callback Interviews and OCI: Virtual or In-Person (July 2021)

Return to Office Volume 1: Shifting Sands (Webinar June 2021)

NALP Member Town Hall – Lessons Learned/Virtual Interviews (April 2021)

Best Practices for Supporting the Career Development Paths of Our Underrepresented Students (2021 Virtual AEC)

Dismantling White Supremacy & Combating Systemic Racism in the Legal Profession (2021 Virtual AEC)

Let's Talk Nonbinary Series, Facilitator (2020-21)

The Aftermath: Preliminary Impact of the New NALP Principles on Diverse Students (2020 AEC-cancelled)

NALP PULSE III Town Hall (August 2021)

Those Tricky Transfers: Understanding Their Unique Hiring Needs (2016 AEC)

PRESENTATIONS

Addressing Internal DEI Issues in the Judiciary (sponsored by North Carolina Commission on Racial & Ethnic Disparities in the Criminal Justice System) (Justice Unbound: The Judge's Duty to Address Bias and Inequality Symposium, Durham, NC, February 17, 2024)

Strategies to Combat Racial Inequality in the Courts and Criminal Justice System (sponsored by the State Justice Institute) (National Association of Women Judges (NAWJ) 44th Annual Conference, Detroit, MI, October 2022)

PRESENTATIONS (cont.)

Blind Spots on the Road of Justice (Los Angeles Superior Court Judicial Education Seminar, August 2022)
Black Lawyers Matter Conference: Reenvisioning the Hiring Process for New Lawyers (Presented by LSAC, University of Houston Law Center, and SMU Dedman School of Law, October 2021)

DIVERSITY TRAINING

REI Groundwater Training, Racial Equity Institute
REI Phase I – Foundations in Historical and Institutional Racism, Racial Equity Institute (Two-Day Workshop)
REI Phase II – Toward Racial Equity Leadership, Racial Equity Institute (Two-Day Workshop)
D.E.A.C. Allies, WFU LGBTQ+ Center
Safe Zone Training, WFU LGBTQ+ Center
Gatekeepers 1: Enhancing Our Community through Inclusion (Community), WFU Office of Diversity & Inclusion
Gatekeepers 2: Cross Cultural Conflict & Dialogue, WFU Office of Diversity & Inclusion
Gatekeepers 3: Contact Theory and Dialogue, WFU Office of Diversity & Inclusion
Gatekeepers 4: Unconscious Bias, WFU Office of Diversity & Inclusion
Gatekeepers Encore: Making a Difference: Using Power & Privilege to Create Inclusion, WFU Office of Diversity & Inclusion
Diversity as a Strategic Change Process, WFU Office of Diversity & Inclusion
#UniqueDeac, WFU Office of Diversity & Inclusion

CERTIFICATIONS

Mental Health First Aid Certification
Intercultural Development Inventory (IDI)® Qualified Administrator
Inclusive Leadership Program, Professional Development Consortium and Bhasin Consulting Inc.
Diversity, Equity and Inclusion in the Workplace Certificate, University of South Florida Muma College of Business

PROFESSIONAL ACTIVITIES

North Carolina Bar Association Board of Governors, 2021-Present
North Carolina Bar Foundation Board of Directors, 2021-Present
North Carolina Bar Association, Member 2000–Present; Minorities in the Profession Committee, Member 2014-Present, Diversity Symposium Co-Chair 2023-Present; Pro Bono Activities Committee Member 2014-Present, Co-Chair 2020-2021, DEI Subcommittee Co-Chair 2022-Present
North Carolina Bar Association Lawyer on the Line (LOTL) Volunteer, 2011-Present
Forsyth County Bar Association, 2000-Present; Ethics and Grievance Committee, 2016-Present, Chair; Executive Committee
DRI, Diversity Committee Webpage/Blog Chair; Lawyers for Civil Justice Committee; Public Service Committee
North Carolina Association of Black Lawyers, President; Second Vice-President
Winston Salem Bar Association, President; Treasurer
Forsyth County Women Attorneys Association, Vice-President

CIVIC ACTIVITIES

Triad American Heart Association Board, July 2023-Present
Piedmont Federal Savings Bank Board of Directors, 2021-Present
REACH Women’s Network, 2020-Present
Winston-Salem Foundation Committee, 2017-Present; Chair, 2022-Present; Secretary, 2020-2022; Presidential Search Committee Co-Chair, 2020-2021
The Links, Incorporated, 2010-Present
Wake Forest Baptist Health Institutional Review Board, 2006-Present
Alpha Kappa Alpha Sorority, Incorporated, Phi Omega Chapter, 2001-Present
Novant Health Clemmons Community Medical Center Foundation Board
Winston-Salem Urban League Board of Directors, Board Chair
Novant Health Foundation Forsyth Medical Center Board
Black Philanthropy Initiative of The Winston-Salem Foundation Advisory Committee, Chair
Experiment in Self-Reliance, Inc. Board of Directors
Women’s Fund of Winston-Salem, Board of Directors, Chair; Vice Chair; Secretary

CIVIC ACTIVITIES (cont.)

Maya Angelou Women's Health & Wellness Center Advisory Board

Winston-Salem State University Board of Visitors

Forsyth Medical Center Foundation Women's Council, Founding Member; Chair; Executive Committee

Leadership Winston-Salem Board of Directors, Secretary

United Way Women's Leadership Council Member, Steering Committee

Sara Lee Center for Women's Health Advisory Board