



## **LILY J. KURLAND**

**Attorney**

**Washington**

E: [lily.kurland@bclplaw.com](mailto:lily.kurland@bclplaw.com)

T: [+1 202 508 6106](tel:+12025086106)

## **BIOGRAPHY**

Lily Kurland advises employers on all aspects of the employment relationship, including recruitment, hiring, separation, and day-to-day management of employees. In her practice, Lily partners with executives, human resources representatives, and in-house counsel to identify and implement practical solutions for a wide range of businesses. For example, Lily regularly advises clients concerning employment policy design and review, management training, and performance management practices.

Lily's practice also focuses on all aspects of corporate diversity, equity, inclusion, belonging, and accessibility ("DEI") programs. She has extensive experience working with clients' cross-department teams to develop, evaluate, and implement a variety of DEI-related policies, initiatives, reports, and practices. This includes leading DEI-related audits and risk assessments, advising on legally defensible DEI and supplier diversity initiatives, reviewing public filings and corporate

communications, providing customized DEI trainings, and advising on federal contractor and subcontractor obligations. Lily is a valued partner for clients seeking to align their DEI programs and communications with their culture, while mitigating legal risk.

In the area of equal employment opportunity, Lily works with clients to internally investigate claims involving age, race, sex, sexual orientation, gender identity, national origin, religion, and/or disability discrimination, harassment, and/or retaliation, including DEI-related discrimination claims.

In the area of wage and hour, Lily assists employers in all aspects of wage and hour law compliance, including implementing compensation policies, classifying positions as exempt and non-exempt, and reporting compensation data to government agencies. Lily's practice also includes advising clients on equal pay issues, including conducting pay equity audits, pay practice evaluations, pay equity trainings, internal investigations, and implementation of remediation efforts.

Lily has extensive experience advising organizations on global reorganizations, including coordination of employment initiatives across international borders.

In addition to her outside counsel experience, Lily served as in-house employment counsel for one of the world's largest publicly traded investment firms.

## **CIVIC INVOLVEMENT & HONORS**

- Missouri Lawyers Media, Up & Coming Award, 2016
- Washington University in St. Louis, Excellence in Oral Advocacy, 2011
- Washington University in St. Louis, Carmody MacDonald Legal Practice Excellence Award, 2011

## **ADMISSIONS**

- District of Columbia, 2019
- Illinois, 2014
- Missouri, 2013

## **EDUCATION**

Washington University in St. Louis, J.D., *cum laude*, 2013

University of North Carolina at Chapel Hill, B.A., *cum laude*, 2009

## RELATED PRACTICE AREAS

- Employment & Labor
- Investigations
- Litigation & Dispute Resolution
- Regulation, Compliance & Advisory
- Cross-border Employment Issues
- Intellectual Property and Technology Disputes
- Class Actions & Mass Torts
- Employment Class & Collective Actions

## RESOURCES

### PUBLICATIONS

- “7 Steps to Complying with New EEOC Pay Data Rules,” *Law360*, 2019
- “A Trying Balance: Determining the Trier of Fact in Hybrid Admiralty-Civil Cases,” *Washington University Law Review*, 2013

### SPEAKING ENGAGEMENTS

- Panelist, “Return to the Office: How the Pandemic Has Changed the Retail Experience,” Federal Bar Association – Fashion Law Conference, 2021
- Presenter, “COVID Workplace Vaccine Issues for Employers,” Association of Corporate Counsel - Southern California, 2021
- Presenter, “Looking Ahead to the Biden Administration’s Potential Impact on Employers,” BCLP, 2021

## RELATED INSIGHTS

Blog Post

Mar 26, 2025

**EEOC Weighs in on DEI Discrimination and Publishes Informal Guidance**

Blog Post

Feb 25, 2025

## **Nationwide Preliminary Injunction Partially Blocks Federal DEI Executive Orders**

During his first two days in office, President Donald Trump signed a series of executive orders aimed at diversity, equity, and inclusion (“DEI”). Our team recently summarized these executive orders, including Executive Order 14151, which seeks to eliminate DEI programs and spending in the federal government, and Executive Order 14173, which rescinds most federal contractor affirmative action obligations and seeks to discourage DEI programs in the private sector. Late Friday, a federal court granted a nationwide preliminary injunction temporarily blocking several significant aspects of these executive orders.

Blog Post

Feb 03, 2025

## **Executive Order Seeks to Impose False Claims Act Liability on Government Contractor and Grantee DEI Programs**

On January 21, 2025, the Trump Administration issued an executive order entitled “Ending Illegal Discrimination and Restoring Merit Based Opportunity” (“EO”). The stated purpose of the EO is to direct the federal government to enforce the civil rights laws by taking action against “illegal” preferences and discrimination, including measures taking aim at private sector diversity, equity, and inclusion (“DEI”) policies and programs. As we highlighted, the EO has significant implications for federal contractor affirmative action obligations and serves as a strong signal of the Trump administration’s increased scrutiny toward private sector DEI programs. Importantly, the EO also seeks to impose False Claims Act liability on federal contractors and grant recipients who maintain DEI programs that run afoul of federal civil rights law.

Blog Post

Jan 24, 2025

## **New Executive Orders Target DEI and Federal Contractor Affirmative Action Obligations**

Monday’s change in presidential administration has had an immediate impact on the diversity, equity, and inclusion (“DEI”) space, with President Donald Trump issuing several new executive orders regarding DEI and federal contractors’ affirmative action obligations. While the executive orders include much information regarding federal employees and federal contractors, they will have an impact on all private employers. It is vital that all employers understand these new actions, so below, we offer an overview of the new executive orders and what they mean for private employers.

News

Aug 31, 2023

## **BCLP announces dedicated DEI task force**

Blog Post

Mar 16, 2022

## **New OFCCP Directive Shines Spotlight on Federal Contractors’ Pay Equity Audit Obligations**

Blog Post

Dec 03, 2021

## **OFFCP Starts the Clock for New AAP Contractor Portal Compliance**

Blog Post

Aug 20, 2021

## **Update: Last and Final Extension to EEO-1 Report Filing Deadline**

Insights

Jun 29, 2021

## **Update: EEO-1 Report Filing Deadline Extended for 2019 and 2020; New Deadline: August 23, 2021**