

Momoko “Peach” Soltis

WORK HISTORY

Working IDEAL

Dec 2019 – Present

Senior Advisor

- Provide client advice to build stronger workplaces through diversity, equity, and inclusion strategies.
- Prepare project pitches for potential clients on the benefits of proactive DEI compliance and implementation of best practices.
- Plan, lead, and execute client assessment projects that include convening and leading internal team meetings, designing project plans, setting and meeting deadlines, advancing deliverable packages, and serving as client point of contact.
- Conduct assessments and perform analysis of employer workplace policies and pay practices, including for the City of Cambridge, a major city council, a major university, and prominent national nonprofits and political media firms.
- Have conducted dozens of witness interviews and employee focus groups to advance workplace assessments, investigations.
- Served as primary report author and document manager of the investigation of AFGE (the nation’s largest federal employee union) which resulted in a 40-page report based on more than 70 witness interviews, and review and analysis of thousands of emails, personnel files, complaints, CBAs, and workplace policies and procedures.
- Served as primary author of Working IDEAL’s *Campaign Equity Toolkit*, a comprehensive guidebook for political and advocacy campaigns to implement best practices for DEI in a campaign environment and a follow-up project to the *#CampaignEquity: Blueprint for Safety, Inclusion & Equity in Political Campaign Work* for Friends of Bernie Sanders.

United States Commission on Civil Rights

Aug 2019 – Nov 2019

Special Assistant and Counsel, Commissioner Karen Narasaki

- Provided counsel to Commissioner on civil rights policy and advised on Commission votes.
- Assisted Commissioner in drafting policy statements, correspondence, and op-ed.
- Assisted Commissioner in identifying and advancing policy priorities within topics under Commission consideration.
- Assisted Commissioner in evaluating and navigating complex legal, policy, and strategy questions.
- Represented the Commissioner’s views in staff negotiations and exercised independent judgment in resolving policy debates.
- Reviewed and provided both technical and substantive contributions to the following reports:
 - *Trauma at the Border: The Human Cost of Inhumane Immigration Policies*
 - *In the Name of Hate: Examining the Federal Government’s Role in Responding to Hate Crimes*
 - *Free to Learn: Speech and Sexual Harassment on Campus*
 - *Women in Prison: Seeking Justice Behind Bars*
 - *Federal #MeToo: Examining Sexual Harassment in Government*
 - *Are Rights a Reality? 2019 Statutory Enforcement Report*
- Successfully negotiated for a broader interpretation of Commission jurisdiction to facilitate inclusion of critical recommendations addressing the role of the United States in accepting asylum seekers in the *Trauma at the Border* report.
- Prepared and staffed the Commissioner for the Commission’s all-day briefing entitled *Subminimum Wages: Impacts on the Civil Rights of People with Disabilities*, featuring the testimony of over 20 witnesses.
- Prepared the Commission’s first Media Tool Kit for the release of the *Trauma at the Border* report, which was distributed to Congressional stakeholders including the CBC, CHC, and CAPAC, which continued to serve as a template for later releases.
- Contributed to vetting and approving applicants to the State Advisory Committees.
- Coordinated projects with general counsel, communications, research, and field offices.

Policy, Strategy, and Workplace Advising

Jan 2019 – Jul 2019

Independent Consultant

- Independently led all operations of a private workplace consulting service, including business development, project planning and execution, billing and invoicing, and completion of client deliverables.
- Provided client services on workplace harassment, racial justice, and diversity, equity, and inclusion practices.
- Led research and recommendations of presenters for the National Women’s Law Center/Urban Institute two-day conference entitled *What Works at Work: Promising Practices to Prevent and Respond to Harassment in Low-Paid Jobs*.
- Drafted legal research memos on novel subjects in emerging legal areas to inform client recommendations.
- Provided research and drafting contributions for academic articles on employment discrimination and worker bargaining/power, including topics such as artificial intelligence in employment selection and power of employers v workers.
- Assisted in research for and preparation of expert testimony delivered before the House Ed and Labor Committee.
- Developed expertise in Title IX obligations, organizational ombudsman programs, and harassment prevention practices.

United States Equal Employment Opportunity Commission

Sep 2013 – Dec 2017

Senior Attorney Advisor, Office of Chair Jenny R. Yang

- Provided counsel to Commissioner/Chair (*Sept 2014 – Jan 2017*) on employment discrimination policy and litigation.
- Analyzed and provided recommendations on complex legal, policy, and strategic decision-making affecting the agency.
- Participated in organizational decision-making affecting operation of the 2,200 person agency and its \$350 million budget.
- Led ongoing agency projects on Big Data, tech industry diversity, religious discrimination, evidence-based employment practices, policing, and employer use of criminal histories; directed and supervised the work of many project-based teams (between 5-20 members) that included career Office Directors and Deputy Directors.
- Served as staff co-leader of effort to launch a new nationwide pay data collection initiative to combat pay discrimination.
- Selected membership and launched multiple agency-wide working groups on emerging policy issues that included 15 staff (junior through SES) from across nationwide field offices.
- Led the agency's planning of most Public Commission Meetings, including recruiting, vetting, and preparing witnesses and testimony, coordinating roles of internal component offices including the Legal Counsel and Executive Secretariat, briefing and preparing the Chair on considered topics and drafting witness questions.
- Assisted in planning and executing employee trainings and researcher convenings.
- Served as agency's primary staff liaison to the White House Domestic Policy Council and to several interagency working groups including Federal Interagency Re-entry Council, Council on Women & Girls, and Vulnerable Worker Task Force.
- Served as liaison to the internal research office to guide and support priority research projects and initiatives.
- Served as liaison to the internal Office of Equal Opportunity to coordinate agency-wide events highlighting staff diversity.
- Received annual awards from the Chair for outstanding performance.
- Recruited, interviewed, hired, supervised, and evaluated law clerks for the Chair's law clerk program.

The White House

Nov 2014 – May 2015

Senior Policy Advisor (Detail), Office of Urban Affairs, Justice & Opportunity, Domestic Policy Council

- Provided advice on economic security, labor and employment policy, paid family leave, civil rights, and criminal justice.
- Ran the policy process on the impact of erratic hourly scheduling on working families and work opportunities for people with criminal histories; Developed a proposal to promote police-community relations included in President's budget; Led the Interagency Equal Pay Enforcement Task Force; Staffed priorities within the inter-agency My Brother's Keeper initiative.
- Drafted talking points and presentations for senior administration officials, reviewed and edited regulations, press releases, fact sheets, digital media content, and Statements of Administration Policy.

United States Senate, Office of Senator Al Franken

Jul 2009 – Sep 2013

Deputy Legislative Director and Senior Counsel (Jan 2012 – Sep 2013)

Senior Labor and Economic Counsel (Jul 2009 – Dec 2012)

- Advised Senator Franken and developed his original policy agenda on all economic, labor, employment, tax, budget, consumer protection, banking, and business issues, and select women's and civil rights issues.
- Provided vote recommendations on hundreds of committee and Senate floor votes.
- Provided guidance to the Senator in navigating complex and sensitive political, legal, and policy questions on a daily basis.
- Engaged in federal agency and private sector oversight and initiated oversight activities.
- Exercised independent judgment in negotiating legislative text and other policy language.
- Developed and drafted legislation with input from advocacy groups, academic experts, and other interested stakeholders.
- Staffed HELP and Judiciary Committee hearings; planned and executed a full Judiciary hearing that the Senator chaired.
- Authored speeches, floor statements, fact sheets, letters, agency comments, and memos for the Senator.
- Built and maintained internal and external stakeholder coalitions in issue areas including progressive budget priorities.
- Managed the economic policy team, which included a fellow, junior policy staffer, and intern.
- As Deputy LD, assisted the LD in the management of the legislative team (approximately 15 full-time staff members) and setting strategic policy priorities for the office; attended weekly internal senior leadership meetings; initiated professional development activities for legislative staff; served as Acting LD in LD's absence; coordinated and deconflicted policy portfolios among legislative staff.

Congressional Research Service

Sep 2008 – Jul 2009

Analyst, Congressional & Budget Procedure

- Drafted reports in anticipation of congressional requests on issues relating to budgetary or congressional procedure.
- Responded to congressional inquiries.
- Briefed Members of Congress on procedure and budget topics on request.
- Contributed to the CRS publication on the Senate's historical use of the filibuster.

ADDITIONAL EXPERIENCE

- Political Volunteer:
 - Co-led Planning & Operations for Florida Voter Protection Hotline 2020 (Biden-Harris campaign); recruited and provided orientation for a 10-person super-volunteer leadership team; coordinated training, scheduling, and operations decision-making for 1,000+ volunteers and 600+ Election Day hotline shifts.
 - Maryland Democrats GOTV volunteer 2018.
 - Florida Democratic Voter Assistance Hotline Attorney Volunteer 2016.
 - Obama for America/Senator Sherrod Brown, GOTV and Election Protection Monitor 2012.

EDUCATION

University of Wisconsin Law School

Madison, WI (2008)

Juris doctorate

President, Asian Law Students Association

Recipient, Diversity Bridge Builder Award

Admitted, State Bar of Wisconsin

University of Wisconsin-Madison

Madison, WI (2004)

Bachelor of Arts, Political Science and Legal Studies

PUBLIC SPEAKING

- Panelist, National Asian Pacific American Bar Association Conference, *Moving Diversity, Equity, & Inclusion Programs Forward - A Roadmap for Employers*, September 2020

OTHER

Caretaker of Senator Franken's office dog Blaine; Violinist; Minnesota State Fair enthusiast; Furniture restoration hobbyist.