

## **Britney N.D. Torres**

Senior Counsel

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### **Focus Areas**

AI and Technology  
Inclusion, Equity and Diversity  
Training - Compliance, Ethics, Leadership  
Discrimination and Harassment

### **Overview**

Britney N.D. Torres is focused on the future of work. She partners with clients on strategies rooted in an understanding of people as a key differentiator and the workforce as a material asset in our increasingly talent-based economy. Specifically, Britney regularly advises clients on AI and technology, sustainability, transparency, and inclusion, equity and diversity (IE&D). She helps clients focus on strategic opportunity while navigating risk and uncertainty, especially through rapid change and emerging issues.

In all aspects of her practice, Britney is focused on navigating legal, social, and political changes in developing and evolving strategies that significantly impact the workforce. In doing so, she uses a combination of deep subject matter knowledge and business acumen to develop creative and effective strategies tailored to the nuances of particular matters and priorities of each client.

#### **AI and Technology**

- Advise on proposed and enacted laws related to artificial intelligence, including based on anticipated and emerging trends
- Partner with client cross-functional teams to develop enterprise-wide processes and policies related to implementation of artificial intelligence, workforce management technologies, and employee communication platforms

- Develop strategies for preparing workforces to adopt AI and technology, AI governance, and disclosures related to AI and technology
- Educate client teams regarding analytical framework for emerging issues under legislative and regulatory scrutiny

#### **Inclusion, Equity & Diversity**

- Educate organizational leadership (including C-suite and boards of directors for public and private organizations), legal departments, and workforces regarding evolving legal standards, recent trends, strategies aligned with equal opportunity, and IE&D initiatives
- Partner with client cross-functional teams to align strategies with company objectives and board directives, including based on U.S. Supreme Court decisions related to diversity and discrimination
- Audit IE&D commitments and initiatives based on current legal, social, and political climate and company values, history, and culture
- Defend against lawsuits and administrative agency charges arising out of IE&D commitments, publications, and initiatives

#### **Sustainability and Transparency**

- Develop multi-year transparency strategies and related publications and disclosures weighing numerous considerations, including stakeholder priorities and legal standards
- Partner with client cross-functional teams to develop policies and strategies to meet expectations of key stakeholders, including clients, customers, and shareholders
- Educate client teams regarding regulatory and social climate to facilitate strategic decision-making
- Advise on ESG-related laws and regulations to meaningfully progress sustainability, facilitate continued transparency, and minimize risks

Britney is currently a member of the Littler Client Council, which facilitates collaboration amongst influential members of the legal community related to labor and employment trends and emerging needs. She previously served on the firm's Innovation Advisory Council, which focused on reengineering the traditional practice of law through leading-edge technology, project management skills, and alternative pricing strategies. She also served on the firm's Diversity and Inclusion Council and continues to be involved in internal IE&D initiatives.

Britney has also completed a Certification in Sustainable Capitalism and ESG from the University of California, Berkeley Law – Executive Education, and the Leadership Excellence and Development Program at Northwestern University, Kellogg School of Management – Executive Education.

While in law school, Britney was a member of the *Review of Law and Social Justice* and vice president of the Latino Law Student Association. She also externed for the Hon. S. James Otero, U.S. District Court Judge for the Central District of California, interned with the U.S. Attorney's Office in Los Angeles, and studied abroad at Bond University in Robina, Australia. During her undergraduate studies, Britney studied abroad at the Universidad Católica de la Argentina in Buenos Aires, Argentina.

## Professional and Community Affiliations

- Member, Sacramento County Bar Association
- Member, American Bar Association
- Fellow, National Employment Law Council
- Former Vice Chair, Programs Committee, Women Lawyers of Sacramento

## Recognition

- Named, Top Labor & Employment Lawyers, *Daily Journal*, 2023-2024

## Education

J.D., University of Southern California Gould School of Law, 2012

B.S., Pepperdine University, 2009, *magna cum laude*

B.A., Pepperdine University, 2009, *magna cum laude*

## Bar Admissions

California

## Courts

U.S. District Court, Central District of California

U.S. District Court, Eastern District of California

U.S. District Court, Northern District of California

U.S. Court of Appeals, 9th Circuit

## Languages

Spanish

## Publications & Press

**Politics In California Workplaces: What Employers Must Know**

*Law360*

October 4, 2024

**Politics in a California Workplace**

*Littler Insight*

September 30, 2024

**C-Suite Executives Are Advancing Workplace Generative AI Policies as Risks Mount, Littler Survey Finds**

*Littler Press Release*

September 24, 2024

**Littler's 2024 AI C-Suite Survey Report**

*Littler Report*

September 24, 2024

**What is the impact of Muldrow v. City of St. Louis on discrimination claims under Title VII?**

*Littler 2 the Point Video*

August 6, 2024

**Employers Expect Increased Regulatory Enforcement Amid Legislative Slowdown in Election Year, Littler Survey Finds**

*Littler Press Release*

May 8, 2024

**The Littler Annual Employer Survey 2024**

*Littler Report*

May 8, 2024

**Probing in Procurement – Recent Decisions May Prompt Review of Supplier Diversity Programs**

*Littler ASAP*

March 13, 2024

**Littler Survey: Economic Volatility, AI Adoption and Heightened Regulatory Activity Pose New Challenges for Employers**

*General Counsel News*

May 12, 2023

**The Littler Annual Employer Survey 2023**

*Littler Report*

May 10, 2023

**Littler Survey: Economic Volatility, AI Adoption and Heightened Regulatory Activity Pose New Challenges for Employers**

*Littler Press Release*

May 10, 2023

**If You're Using AI for Layoffs, Read This First**

*XpertHR*

March 30, 2023

**We're thinking about rolling out some IE&D initiatives – is that the same thing as an Affirmative Action Plan?**

*Littler 2 the Point Video*

March 7, 2023

**AI and Workplace Transformation: Here's what you need to know**

*Chain Store Age*

May 26, 2022

**Manufacturing's Tech Transformation & Sustainability**

*Industry Today*

March 10, 2022

**Recent Diversity Requirements In Financial Services**

*New York Law Journal*

January 13, 2022

**Observer, Ally, Advocate: Seizing the Moment and Committing to DEI**

*Talent Management*

November 8, 2021

**How Meaningful Commitment To IE&D Can Enhance A Company's ESG Profile**

*Corporate Board Member*

September 13, 2021

**Inclusion, Equity, & Diversity Update – SEC Approves Nasdaq Rule on Board Diversity**

*Littler Insight*

August 20, 2021

**Social and Political Issues and the Workplace – Implications for Employers**

*Littler Report*

May 12, 2021

**Inaugural Report of Littler's Global Workplace Transformation Initiative**

*Littler Report*

March 30, 2021

**Last-Minute Tips to Comply with California's Pay-Data Reporting Rules**

*SHRM Online*

March 8, 2021

**California DFEH on Track to Collect Pay Data Reports by March 31, 2021**

*Littler Insight*

February 3, 2021

**EEOC Monitor: New data tool could boost employers' diversity initiatives**

*Thomson Reuters Westlaw Today*

December 15, 2020

**EEOC Data Tool Provides User-Friendly Access to Workplace Demographic Data that Could Prove Useful for Diversity Initiatives**

*Littler ASAP*

December 8, 2020

**California AB 979 Requires Directors from Underrepresented Communities for California Public Corporations**

*The Recorder*

November 9, 2020

**Countering Racism and Xenophobia in the Workplace Amid COVID-19**

*HR Daily Advisor*

July 29, 2020

**What are some strategies to help employers eliminate bias in the talent recruitment process?**

*Littler 2 the Point Video*

July 28, 2020

**Navigating Limitations for Employer's Diversity and Inclusion Initiatives**

*Littler ASAP*

July 10, 2020

**Littler Elevates 28 Attorneys to Shareholder**

*Littler Press Release*

January 6, 2020

**The Standard for Admitting Electronic Party-Opponent Admissions**

*Criminal Law Journal, Vol. 13 Issue 2*

Fall 2013

## Speaking Engagements

### **New Legislation and New PAGA in CA, New Administration in DC – How Can Employers Thrive in 2025?**

Sacramento, CA

November 19, 2024

### **2024 Philadelphia Regional Employer Conference**

Philadelphia, PA

October 25, 2024

### **Effective Leaders Make Holistic AI Decisions**

2024 Littler AI Summit, Washington, D.C.

September 24, 2024

### **2024 Littler AI Summit**

Washington, DC

September 23, 2024

### **Politics in an Inclusive Workplace**

Client Presentation

July 30, 2024

### **AI in the Law: Is It Revolutionizing the Practice or Simply Creating More Liabilities?**

National Employment Law Council Annual Conference

May 1, 2024

### **Lessons for the Board**

2024 Littler Inclusion, Equity & Diversity Summit, Washington DC

February 28, 2024

### **IE&D for Lawyers: Diversity Within the Legal Field and Navigating Diversity Efforts in the Wake of Recent Decisions**

November 30, 2023

### **The U.S. Travelers' Guide: AI Regs in California and Beyond**

2023 Littler AI Summit, Washington, DC

September 21, 2023

### **2023 Littler AI Summit**

Washington, DC

September 21, 2023

**Diversity, Equity and Inclusion Initiatives After the Supreme Court Decisions in Students for Fair Admissions v. Harvard and UNC**

25th Employment Law Workshop for Federal Judges, NYU Law

September 19, 2023

**Implications of the Harvard and UNC Affirmative Action Cases at the Supreme Court**

NYU Law, NYU Conference on Labor and Employment Law

May 24, 2023

**A Brave(ish) New World: The Challenges of Sustainably Managing and Engaging a Global Workforce**

Littler Executive Employer Conference, Phoenix, AZ

May 12, 2023

**A Brave(ish) New World: The Challenges of Sustainably Managing and Engaging a Global Workforce**

Littler Executive Employer Conference, Phoenix, AZ

May 11, 2023

**Somebody's Watching Me!**

Littler Executive Employer Conference, Phoenix, AZ

May 11, 2023

**Somebody's Watching Me!**

Littler Executive Employer Conference, Phoenix, AZ

May 11, 2023

**Inclusion, Equity & Diversity 2.0 – A Panoramic View and Update of IE&D's Hot Issues**

Littler Executive Employer Conference, Phoenix, AZ

May 10, 2023

**The Ever-Evolving Workplace**

2023 Puerto Rico Employer Conference, San Juan, PR

April 27, 2023

**2023 Puerto Rico Employer Conference**

San Juan, PR

April 27, 2023

**What's New and What's Next for Employers in AI and Employment Decision-making**

April 20, 2023



**Focusing on the “E” in IE&D: Addressing Some of 2022’s Inclusion Tensions**

2022 California Virtual Regional Employer Conference

November 2, 2022

**Littler AI Summit**

Washington, DC

September 28, 2022

**Diversity in the Private Equity Industry – Dos, Don’ts and Investor Considerations**

Practising Law Institute Twenty-Third Annual Private Equity Forum

April 29, 2022

**The IE&D Journey: Managing Resistance and Finding Opportunities**

August 11, 2021

**The U.S. Labor Shortage: Employer Responses, Employment Law Challenges**

July 29, 2021

**California AB 979 and Other State Laws on Board Diversity: Corporate Governance and Requirements for Directors from Underrepresented Groups**

Strafford Webinar

March 18, 2021

**2020 Virtual California Employer**

November 19, 2020

**Leveraging Data to Lawfully Improve Diversity and Inclusion**

August 26, 2020

**Leveraging Data to Improve Diversity and Inclusion in the Financial Services Industry**

Council for Inclusion in Financial Services, Webinar

June 10, 2020

**Spring 2017 Northern California Breakfast Briefings**

Chico, Modesto, Redding, Sacramento and Stockton, CA

April 6-19, 2017

**Oh Baby! Navigating Pregnancy and Parental Leave Laws in California**

SAHRA Legal Series, Sacramento, CA

March 16, 2016

**Fall 2015 Northern California Breakfast Briefings**

Chico, Modesto, Redding, Sacramento and Stockton, CA

October – November 2015

**Books & Book Chapters**

- *ABA 2018 Mid-winter Report of 2017 Cases*, Contributing author