



Britney N.D. Torres

Senior Counsel

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Practice Areas

AI and Technology
Inclusion, Equity and Diversity
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

Languages

Spanish

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

Publications & Press

How to Adjust Your DEI Initiatives Under Trump's New Guidelines

SHRM

January 28, 2025

Trump signed an order ending DEI. Here's what it means for Fortune 500 companies

Fortune

January 23, 2025

Politics In California Workplaces: What Employers Must Know

Law360

October 4, 2024

Politics in a California Workplace

Littler ASAP

September 30, 2024

Littler's 2024 AI C-Suite Survey Report

Littler Report

September 24, 2024

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

Press Release

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

The Littler Annual Employer Survey 2024

Littler Report

May 8, 2024

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

Press Release

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

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 ASAP

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 ASAP

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

Press Release

January 6, 2020

The Standard for Admitting Electronic Party-Opponent Admissions

Criminal Law Journal, Vol. 13 Issue 2

Fall 2013

Events & Speaking Engagements

Ensuring Ethical Sourcing: A Comprehensive Approach to Fair Trade Practices

Association of Corporate Counsel

December 18, 2024

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

2023 Littler AI Summit

Washington, DC

September 21, 2023

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

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

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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

2023 Puerto Rico Employer Conference

San Juan

April 27, 2023

The Ever-Evolving Workplace

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