Kim L. Carter

Shareholder

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Practice Areas

Discrimination and Harassment
Investigations
Arbitration
Class Action
HR Advice and Counsel
Inclusion, Equity and Diversity

Overview

Kim L. Carter regularly represents California employers in an array of employment related matters, including cases involving wage and hour disputes, claims of discrimination and harassment, sexual battery and assault, wrongful terminations, and Private Attorneys General Act (PAGA) claims. She represents clients in complex class action cases, as well as single plaintiff litigation matters in both federal and state court, and before administrative tribunals. In addition, Kim successfully represents clients in private arbitrations and mediations.

Kim also conducts independent workplace investigations, typically involving high profile and highly sensitive subject matters. Kim partners with clients to advise, represent and train management clients in various other areas of employment and labor law including:

- Inclusion, equity, and diversity
- Workplace investigations
- Collective bargaining
- Wrongful termination
- Discrimination, harassment, and retaliation
- Government compliance audits
- Employee classification

- Leave and disability accommodations
- Personnel performance management and evaluations

Prior to becoming an attorney, Kim was employed by a global insurance carrier, working with human resource and risk managers as a workers' compensation insurance adjuster. As an insurance adjuster, she oversaw the litigation of high-compensable matters and she forecasted claim exposures to ensure matters were properly valuated and efficiently resolved. In addition, she served as a union shop steward in both government and private sectors. Her prior work experience has allowed Kim to draw from a wealth of knowledge to provide a foundation for her service as a strong and zealous advocate for management clients.

Professional and Community Affiliations

- Vice Chair, Employment Committee, San Diego County Bar Association, 2023
- Member, Advisory Committee, Women of Color of Law Board, 2022-2023
- Adjunct Professor , Thomas Jefferson School of Law, 2020-2021

Education

J.D., Thomas Jefferson School of Law, 2011, *magna cum laude*
B.A., San Diego State University, 2004

Bar Admissions

California

Courts

U.S. District Court, Southern District of California
U.S. District Court, Central District of California

Publications & Press

Why DEI Doesn't Have to DIE: Employer Considerations for Thriving in a Post-Harvard/UNC Era
Littler Podcast
November 2, 2023

A Conversation on Black Resistance, Resilience and Being Real
Littler Podcast
February 27, 2023

Littler Kicks Off the New Year with Addition of Shareholder Kim Carter in San Diego
Press Release
January 4, 2023

Black Women's Contributions to American Economy Are Magic
San Diego County Bar Association, San Diego Lawyer
January 2021

US Law Women's Connection Spotlight
2020

Workplace Discrimination and Eurocentric Beauty Standards
GP Solo
September/October 2019

Events & Speaking Engagements

2024 Southern California Regional Employer Conference
November 7, 2024

2024 Employment Law Update
San Diego North County Chamber of Commerce
November 29, 2023

A Look at Diversity, Equity & Inclusion in the Legal Community
San Diego Consumer Attorneys Recognition and Elimination of Bias MCLE
January 2023

How to Respond to Microaggressions in the Workplace?
DEI Training
December 2022

Is There Bias in the Legal Community Today?
San Diego Consumer Attorneys Ethics and Elimination of Bias MCLE
January 2022

What Time Is It? Proper Employee Classification and Time Record Management
Wage and Hour Training
November 2021-January 2022

Employment Law, the Battle Ground for Civil Rights: What Employers Should Know in the Wake of Civil Unrest & the #BLM Movement
San Diego County Bar Association; Labor & Employment Law Section (MCLE)
August 2020