



## Chris M. Kwok, Esq.

*Trainer, Teacher, Facilitator, Mediator and Arbitrator*

Chris Kwok is a trainer, teacher, facilitator, mediator, arbitrator and mentor who designs and conducts a diverse array of programs, trainings and courses ranging from basic and advanced mediation skills, advocacy, conflict management, to the intersectionality of dispute prevention and resolution with issues of diversity, equity and inclusion, implicit bias and identity. His expertise is applicable across multiple industries, including health systems, higher education institutions and human resource organizations.

His trainees have included Fortune 500 corporate executives, human resources professionals, health insurance companies, students of prestigious universities and highly respected judges, lawyers and ADR professionals.

Mr. Kwok is adept at linking theories of Alternative Dispute Resolution (ADR) to the practice of helping real people, companies, institutions and organizations to better understand and resolve disputes, address tensions and grasp the complex fabric of historical, societal, social, racial and discriminatory underpinnings that are pervasive throughout business and personal conflicts. His decades of practical, hands-on experience as an advocate, mediator and community leader guide and enlighten his engagement.

### Career ADR Experience

Mr. Kwok worked at the New York District Office of the U.S. Equal Employment Opportunity Commission (EEOC) for 15 years, where he mediated more than 1,000 employment law disputes involving Title VII of the Civil Rights Act of 1964, Title I of the Americans with Disabilities Act of 1990 and the Age Discrimination in Employment Act of 1967. Matters include disputes involving breach of employment contracts, discrimination (age, gender, race, ethnicity, national origin and mental or physical disability), employment benefits and executive compensation, Fair Labor Standards Act (FLSA), harassment, labor-management relations and labor disputes, non-competition, trade secrets, OFCCP/affirmative action, retaliation, sexual harassment, wage and hour claims and wrongful termination.

In addition to his mediation work at the EEOC, he spent two years as a Federal Investigator in the EEOC's Enforcement unit, where he investigated employment discrimination charges. Mr. Kwok is widely known for his ability to formulate creative and unique solutions to seemingly intractable employment disputes.

### Training and Speaking Engagements

Mr. Kwok is an active presence in the labor, education, health and employment fields as a trainer, lecturer and writer. Along with other prestigious academics and practitioners, he has studied and written about diversity and inclusion in the mediation field.

Amongst his many speaking engagements, he has been invited to present at leading organizations and has been an authoritative contributor on media outlets, including:

- NPR
- CBS 2 - NYC Local News
- Fox 5 - NYC Local News
- ABC - Australian Broadcasting Company
- NY Times
- Guest Speaker, "Diversity and Inclusion: A Social and Professional Responsibility," Loyola University of Chicago School of Law, September 2021
- Panelist, "Bruins Speak: Anti-Asian Racism, Athletics, and Social Justice," UCLA Undergraduate Education Academic Advancement Program, May 2021
- NY Magazine
- NY Daily News
- Politico
- The City
- LA Magazine
- CNN
- NY Metro
- Today.com
- HBO/HBO Max

## **Publications**

- Mr. Kwok is the co-executive editor of the AABANY/Paul Weiss Report: “A Rising Tide of Hate and Violence Against Asian Americans in New York During COVID-19: Impact, Causes, Solutions” - [https://cdn.ymaws.com/www.aabany.org/resource/resmgr/press\\_releases/2021/A\\_Rising\\_Tide\\_of\\_Hate\\_and\\_Vi.pdf](https://cdn.ymaws.com/www.aabany.org/resource/resmgr/press_releases/2021/A_Rising_Tide_of_Hate_and_Vi.pdf)
- Mediating Employment Disputes Ethically: Ensuring Quality and Fairness in the #MeToo, #BLM, #COVID-19 Era; *New York Law Journal*, October 4, 2019
- Shifts in the Purpose of a Corporation Signal New Obligations and Uncharted Territory in Employment Law; *New York Law Journal*, May 2019
- Technology and the Future of Work; *Corporate Counsel*, November 26, 2018
- Meaningful Diversity: The Next Chapter of The ADR Story; *New York Law Journal*, May 1, 2018
- The Mediators Role Nimbleness in an Accelerated Age; *New York Law Journal*

## **Honors, Memberships and Professional Activities**

- Asian American Bar Association of New York (AABANY)
  - » ADR Committee - Founding Chair 2022 - Present
  - » Asia Practice Committee, Co-Chair, 2017–Present
  - » Issues Committee, Co-Chair, 2015–Present
  - » Labor & Employment Committee, Founding Co-Chair, 2014–2016
  - » AABANY MVP Award, 2017
- National Asian Pacific American Bar Association (NAPABA)
  - » Dispute Resolution Committee, Founding Co-Chair, 2018
- Chinese American Citizens Alliance, Greater New York
  - » National Representative, 2017–Present

## **Background and Education**

- UCLA School of Law - J.D., 2000
- Cornell University - B.A., 1996