



## Kierra Powell

SENIOR ASSOCIATE

HOUSTON, TX

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### OVERVIEW

With early in-house experience under her belt, Kierra assists clients with labor and employment matters.

A lifelong interest in the criminal justice system led Kierra to law school, but a clerkship with a federal court showed her that her passion was civil law, not criminal. She quickly found herself drawn to labor and employment cases and chose to focus her own practice in the field.

Kierra routinely handles internal investigations, particularly those involving allegations of discrimination, harassment, or civil rights violations. She's passionate about the process of digging through witness interviews and other evidence to determine what occurred, and she loves working with employees and executives to fix problems and implement improved policies going forward. Kierra values the opportunity to help clients make their companies better, more inclusive places to work.

While Kierra's primary focus is investigative work and preventative counsel, she has also assisted with litigation and has attended mediations, negotiated settlements, drafted court documents, and handled depositions. She previously managed more than 500 cases on behalf of a defendant in a federal multidistrict litigation.

Early in her career, Kierra was seconded to a large, privately held automotive company, where she drafted, negotiated, and reviewed contracts; assessed marketing materials and ensured compliance with legal regulations; and handled customer complaints received from third party entities. This experience taught her how to operate in the most efficient, cost-effective manner—and how important

### Industries

Education  
Healthcare  
Life Sciences

### Services

Employment Litigation Defense  
HR Consultation & Training  
Labor & Employment

these considerations were to in-house counsel. She also saw firsthand the value of taking preventative steps to avoid future litigation, a lesson she applies daily to her labor and employment advice.

### Experience

- Handled internal company investigations with particular focus on investigating matters involving allegations of employment discrimination, harassment, and civil rights issues.
- Initiated and facilitated briefings with senior executives to present investigation findings and recommendations for risk mitigation.
- Attended mediations on behalf of employers, drafted company position statements, and negotiated settlements.
- Investigated, responded, and resolved pre-suit demands and attorney letters.
- Drafted various court documents, including responsive pleadings, orders, and dispositive motions.
- Handled all aspects of depositions, including preparing deponents and taking and defending depositions.
- Managed over 500 cases on behalf of defendant in a federal multidistrict litigation.
- Drafted, negotiated, and reviewed master agreements as well as general terms and conditions for various goods and services.
- Drafted and revised documents associated with commercial transactions, including non-disclosure agreements and various clauses in business agreements.
- Revised form contracts or clauses executed in commercial transactions.
- Reviewed company marketing materials and ensured compliance with legal regulations and marketing principles.

## Recognition

- The National Black Lawyers, 40 Under 40, 2022
- Leadership Council for Legal Diversity Pathfinder Program, 2022

## Education

- J.D., Texas Southern University, Thurgood Marshall School of Law
  - *summa cum laude*
  - *Thurgood Marshall School of Law Journal on Gender, Race & Justice*, Editorial Board
- B.A., Prairie View A&M University
  - *summa cum laude*
  - Criminal Justice

## Admissions

- Texas
- U.S. District Court, Northern District of Texas

## Community Leadership

Kierra prioritizes community service and enjoys volunteering in her community. She also values mentoring diverse law students and young attorneys, and she has served as a Houston Volunteer Lawyer since 2020.



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