

KIANA BASKIN, ESQ

PROFILE:

I am a social justice educator and consultant who uses my platform to advocate for and advance diversity, equity, inclusion, belonging, and justice (DEIBJ). In addition to being a passionate professor with a proven ability to engage, motivate, and inspire students both in-person and online, I have extensive experience working with companies and organizations to address a wide range of DEIB needs. Through this consulting work, I've facilitated training, conducted organizational assessments, and developed strategic plans that foster inclusive cultures and drive meaningful change. I am a collaborative and results-driven leader, known for my strong communication skills and ability to connect with and guide diverse groups. With a self-directed approach and a deep commitment to DEIBJ, I bring strong planning, organizational, and leadership skills to every space I enter.

HIGHER EDUCATION EXPERIENCE:

Associate Dean of Belonging and Assistant Teaching Professor

August 2025-Present

NORTHEASTERN SCHOOL OF LAW, BOSTON, MA

As Associate Dean of Belonging: Responsible for the Law School's diversity, equity, inclusion, and anti-racism initiatives. Partnered with Dean and Associate Deans to set strategic vision for the Law School around DEI efforts. Lead in development and implementation of the Diversity, Equity, Inclusion, Belonging and Anti-racist strategic plan, ensuring that it is embedded across admissions, recruitment, the classroom, programming, and policies. Collaborate with the Associate Dean for Strategic Initiatives and Enrollment to oversee and participate in efforts to promote DEI within the law school through admission related initiatives. Worked in partnership with the Dean, Associate/Assistant Deans, and appropriate Law School committees to plan and implement curricular initiatives related to DEIB. Promotes awareness of and facilitates adherence with university procedures to address bias incidents and/or harassment claims on campus.

As Assistant Teaching Professor: Teach law courses to law students and undergraduate students majoring in business law while supporting students' academic development and professional growth through inclusive, student-centered pedagogy.

Associate Dean of Belonging and Student Affairs

September 2024-June 2025

NORTHEASTERN SCHOOL OF LAW, BOSTON, MA

Oversee all aspects of student affairs and the Office of Academic & Student affairs at the School of Law including academic support, programming, crisis intervention, and policy enforcement. I provide strategic leadership streamlining operations, enhancing academic advising, enrollment management, and developing initiatives to promote student well-being, academic success, and professional development. I monitor ABA requirements, certify students for bar exams, and enforce academic policies, serving as a primary resource for student concerns, particularly in times of crisis.

Responsible for the Law School's diversity, equity, inclusion, and anti-racism initiatives. Partnered with Dean and Associate Deans to set strategic vision for the Law School around DEI efforts. Lead in

development and implementation of the Diversity, Equity, Inclusion, Belonging and Anti-racist strategic plan, ensuring that it is embedded across admissions, recruitment, the classroom, programming, and policies. Collaborate with the Associate Dean for Strategic Initiatives and Enrollment to oversee and participate in efforts to promote DEI within the law school through admission related initiatives. Worked in partnership with the Dean, Associate/Assistant Deans, and appropriate Law School committees to plan and implement curricular initiatives related to DEIB. Promotes awareness of and facilitates adherence with university procedures to address bias incidents and/or harassment claims on campus.

Interim Dean of Students and Assistant Dean of Academic Affairs

January 2024-September 2024

NORTHEASTERN UNIVERSITY SCHOOL OF LAW, BOSTON, MA

On an interim basis I provided strategic leadership and direction in developing and implementing programs and policies to enhance students' experience at the School of Law. Enforced the school's academic policies and procedures and counseled students who were facing academic or other forms of crisis. Monitored ABA requirements as well as certifying students to sit for the bar exam in their chosen state. In addition, worked to improve student life for the school's increasingly diverse student body by improving the quality of students' extra-curricular opportunities, programs, and experiences. Collaborated with other senior managers in developing, communicating and implementing the School of Law's strategic plan; advance a student-centered culture throughout the school; and ensured a climate that is supportive of a diverse student body.

Independently managed department initiatives and had broad authority and oversight responsibility in related matters, including academic advising, student support, student orientation and events, student activities, enrollment management, and other related programs. Managed operations and communications for the Office of Academic & Student Affairs and responsible for identifying, planning, implementing and sustaining new processes and programs to support student success and operational efficiency. Routinely interface with campus partners to assess and resolve challenges affecting students.

Assistant Dean for Diversity, Equity, and Inclusion

May 2022-September 2024

NORTHEASTERN UNIVERSITY SCHOOL OF LAW, BOSTON, MA

Responsible for the Law School's diversity, equity, inclusion, and anti-racism initiatives. Partnered with Dean and Associate Deans to set strategic vision for the Law School around DEI efforts. Took the lead in implementing DEI programming for students, faculty, and staff. Planned and executed programs for entering students from non-traditional and diverse backgrounds to assist them in transitioning to the law school environment. Assist the Dean of Students and Assistant Dean for Academic Affairs in responding to student concerns related to DEI matters. Collaborated with the Associate Dean for Strategic Initiatives and Enrollment to oversee and participate in efforts to promote DEI within the law school through admission related initiatives. Worked in partnership with the Dean, Academic Associate Deans, and appropriate Law School committees to plan and implement curricular initiatives related to DEI. Promotes awareness of and facilitates adherence with university procedures to address bias incidents and/or harassment claims on campus.

Senior Law Lecturer

2020-2022

Law Lecturer

2015-2020

BENTLEY UNIVERSITY, WALTHAM, MA

The Legal and Ethical Environment of Business and Law, Ethics and Social Responsibility: This is an introductory business law course with an ethical component taught to undergraduate and graduate students. These courses provide the students with an overview of the legal environment of business with an emphasis on ethics. Students receive a comprehensive review of the traditional sources of ethics and ethical conflict and learn that taking an ethical as well as a legal approach to business decision making is crucial. We also review several legal topics that confront businesspeople, such as, dispute resolution, employment law, employment discrimination, antitrust, contracts, intellectual property, torts including product liability, environmental law and business organization.

Race and the Law students examine the past, present and future of race and the law in the United States. Specifically, students will consider the role that the law has played in creating and combating racial injustice especially within the African American, Asian, Native American, and Latino communities.

Social Justice Law is a travel-embedded course that I developed. The course takes a critical look at the laws that developed the notion of social justice. Specifically, the course looks at the past, present and future of human rights law in the United States and internationally. The students will consider the historical development of human rights in this country, focusing on one of the biggest human rights movements, the Civil Rights Movement. Additionally, we look at the historical and contemporary issues and laws around women's rights, Immigration rights, LGBTQ Rights, fighting sexual violence, Genocide, and Indigenous rights. As a part of their studies students will travel to Atlanta, Georgia during spring break to enrich their understanding of social justice laws and issues

Marketing Law the students will become acquainted with the laws that relate to the 4 Ps of Marketing (product, place, price, and promotion). Students will gain an appreciation for legal problems encountered by those involved in the communication and dissemination of ideas, goods and services through customer and product channels. Additionally, students will learn how businesses can keep key personal from doing illegal marketing activities and what redress consumers may have based on the behavior. Students also learn about the fundamentals of marketing ethics.

Management and Human Resource Law focuses on legal issues that concern the modern workplace. As both employees and future managers, students will be in positions where a working knowledge of federal and state laws that impact the workplace will be an asset. In addition to federal and state statutes, the course examines court cases, federal and state agency decisions, and pending controversies are taken from current news headlines. Some of the topics include managing your career, permissible and impermissible questions during job interviews, training and development, FMLA and other leaves, monitoring of employees' email, texts and voice messages, employment discrimination, wage benefits, collective bargaining and unfair labor practices.

Course Coordinator for the Legal and Ethical Environment of Business Course

2016-2022

BENTLEY UNIVERSITY, WALTHAM, MA

- Supported the General Business Core mission at Bentley University by coordinating the required first year course GB110: Legal and Ethical Environment of Business.
- Coordinated the Professors that teach the course with the necessary material and training.

- Facilitate dialog between Professors and students regarding class content and class issues.

Adjunct Professor of Law

2008-2015, 2022-2023

BENTLEY UNIVERSITY, WALTHAM, MA

DIVERSITY, EQUITY & INCLUSION EXPERIENCE:

Founder/Owner

2020-present

JUSTICE BELONGS INSTITUTE, LLC- SHARON, MA

- Facilitate training and workshops on diversity, equity, inclusion, belonging and justice to various companies, organizations, communities, schools, PTOs, and committees.
- Create specialized curriculum training/workshop materials.
- Deliver programming and courses on systemic and institutionalized racism and social justice issues focusing on laws, policies and history.
- Deliver programming and courses on negotiations, networking, mentorship, sponsorship and effective communication.
- Conduct research in the areas of bias, micro-inequities, intersectionality, anti-racism, antisemitism, inclusive classroom pedagogy, inclusive hiring and retention, difficult conversations, identity, power, oppression, and privilege.
- Conduct audits of various companies and organizations to recommend strategies and plans to implement DEI efforts.
- Create strategic plans for clients to help them implement their strategic vision around DEI issues.
- Conduct mediations

Diversity, Equity & Inclusion Facilitator

2020-2023

**CENTER FOR WOMEN AND BUSINESS (CWB), BENTLEY UNIVERSITY
WALTHAM, MA**

- Facilitate diversity, equity, and inclusion training to corporations worldwide.
- Conduct training on unconscious bias; micro-inequities; intersectionality; brave dialogue; networking, mentorship, and sponsorship; negotiations and effective communication.
- Participate in various conferences.

Chair of the Diversity, Equity & Inclusion Committee

2020-2022

TOWN OF SHARON, MA

- Prepare agenda and run all committee meetings following the open meeting laws of the state.
- Facilitate and collaborate with the Town's Select Board on diversity, equity, and inclusion matters.
- Promote training for all elected and appointed officials and all Town and School employees.

- Foster civic engagement of all citizens with the goal of increasing participation of historically excluded groups in the governance of the Town as members of boards and committees and at town meetings.
- Ensure equitable access to resources, programs, and opportunities for all residents.
- Develop and suggest programs or activities that will promote a culture of mutual respect and equal treatment for all persons regardless of age, ethnicity, color, race, ancestry national origin, religious beliefs, mental or physical ability, gender, sexual orientation, or gender expression or identity.
- Be instrumental in the elimination of discriminatory barriers to employment, education, housing, and other opportunities within the Town of Sharon and develop and suggest meaningful steps that will increase the diversity of the Town's workforce to better reflect the demographic composition of the residents for whom employees serve.

LEGAL EXPERIENCE:

Sole Practitioner/Consultant

2010-2023

THE LAW OFFICE OF KIANA PIERRE-LOUIS, SHARON, MA

- Practice real estate law and corporate law

Owner/Partner

2004-2010

PERKINS & BASKIN, P.C., STOUGHTON, MA

- Practiced real estate law, civil litigation, and corporate law.

Owner/Partner

2006-2009

PERKINS & BASKIN REALTY, STOUGHTON, MA

- Represented buyers and sellers in the sale and purchase of residential real estate.

Associate

2003- 2004

R.F. MILLER & ASSOCIATES, P.C., BOSTON, MA

- Practiced criminal law and civil litigation.

Associate

2002- 2003

JOHNSON & ACETO, P.C., BOSTON, MA

- Specialized in civil litigation involving a variety of areas such as premises, products and professional liability, personal injury, landlord-tenant relations, real estate, and business disputes.

PRESENTATIONS AND SPEAKING ENGAGEMENTS:

CENTER FOR WOMEN IN BUISNESS, BENTLEY UNIVERSITY, Waltham Ma

Gearing Up Conference

Presenter

June 11, 2025

June 13, 2024

MASSACHUSETTS MUNICIPAL ASSOCIATION (MMA), Boston MA

MMA Annual Meeting & Trade Show

3 Sessions on DEI: The Significance for Municipalities

Speaker

January 19th & 20th, 2024

MASSACHUSETTS MUNICIPAL ASSOCIATION (MMA), Boston MA

Webinar on Conflict Conversations

Presenter

January 11, 2024

HARVARD UNIVERSITY, Boston Ma

19th Annual National Black Pre-Law Conference & Law Fair

Special guest speaker

November 17, 2023

AEW RACIAL ALLIANCE, AEW CAPITAL MANAGEMENT, L.P., Boston Ma

Black History Month event

Keynote speaker

February 16, 2023

CENTER FOR WOMEN IN BUISNESS, BENTLEY UNIVERSITY, Waltham Ma

Gearing Up Conference

Keynote speaker

June 9, 2022

BENTLEY UNIVERSITY, Waltham Ma

Baccalaureate Ceremony

Faculty Speaker

May 2022

MASSACHUSETTS CONFERENCE FOR WOMEN, Boston MA

Learning Burst Video

Speaker

December 2, 2021

- 6-minute video on self confidence in the workplace

CHECKBOX OTHER with Nikki Innocent

Podcast

Guest

November 24, 2021

- Conversation about educating the next generation of DEI Leaders

TRILLIUM, Canton MA

Brave Noise Event

Panelist

October 13, 2021

- Panel of DEI, Legal, and HR experts for an event designed to offer small business leaders of any industry support in creating a culture, and building a structure, that fosters an inclusive environment for a safe and discrimination-free workplace

MASSACHUSETTS CONFERENCE FOR WOMEN, Boston MA

Women Amplified

Guest speaker on Podcast

August 3, 2021

- First episode of “That’s A Good Question,” a new segment in which the host teams up with an expert to answer a real-life work-life questions. In this episode, the listener is being paid less than her colleagues for the same work, with the same experience. On the episode I provided real-word advice to the listener on what to do.

MASSACHUSETTS INSTITUTE OF TECHNOLOGY, Cambridge, MA

Keynote Speaker

February 12, 2021

- Gave the closing address for the LEADer Conference

BENTLEY UNIVERSITY, Waltham, MA

Moderator

November 10, 2020

- Moderated a conversation and an audience Q&A with Raymond Santana a member of the Exonerated Five (formerly the Central Park Five) and the focus of the Netflix mini-series “When They See Us”

TOWN OF SHARON, Sharon, MA

Webinar

Panelist

October 15, 2020

- Panelist for “Shining a spotlight on Environmental Justice: How Climate Change, Public Health and Racism Intersect”

BENTLEY UNIVERSITY, Waltham MA

Webinar

Co-Presenter

August 11, 2020

- Presented a talk on “Taking a Pandemic View on America: The Legal Perspective on why there is a racial disparity in COVID-19 cases”

BENTLEY UNIVERSITY, Waltham MA

Bentley Community Learning Conference

Co-Presenter

July 28, 2020

- Presented a talk on “Taking a Pandemic View on America: The Legal Perspective on why there is a racial disparity in COVID-19 cases”

BENTLEY UNIVERSITY, Waltham MA
Teaching Colloquium, Teaching Innovation

Poster and Presenter

May 17, 2019

- Presented on my Marketing Law Course and the teaching innovation within the course.

BENTLEY UNIVERSITY, Waltham MA
Research Colloquium Social In/Justice

Presenter

April 4, 2019

- Presented in three (3) minutes on racial profiling and unconscious bias

BENTLEY UNIVERSITY, Waltham Ma
Dresses to Dreams Event

Guest Speaker

February 16, 2019

- Dresses to Dreams is an organization that provides underprivileged girls in the Greater Boston area with the means to attend their high school prom. I spoke about my personal experience growing up in the inner city of Boston.

BENTLEY UNIVERSITY, Waltham Ma
Baccalaureate Ceremony

Faculty Speaker

May 11, 2018

FITCHBURG STATE UNIVERSITY, Fitchburg, MA
Guest Lecturer on Prison Reform

November 30, 2018

BENTLEY UNIVERSITY, Waltham, MA
Campus Dialog on Race & Inequality

Presenter

February 2015

- Presented a session called “Blind Spots: Implicit Bias and Racial Profiling” where I delved into our unconscious attitudes toward race, gender ethnicity and sexual orientation.
- Explored how these hidden biases can have a profound impact on racial profiling.
- Co-facilitated a session on “The Invention of the White Race” where I gave a legal perspective of race as a socio-legal classification in this country.
- Provided reflection, a personal statement, and my perspective on the issues of race equality in our country.

EDUCATION:

Suffolk University Law School, Boston, MA

Juris Doctor, cum laude May 2002,

Honors:

- Dean's List (all semesters)
- Phi Delta Phi (Honors Fraternity)

Bentley University, Waltham, MA

Bachelor of Science in Business Communication, May 1999

Honors:

- Dean's List (all semesters)
- Falcon Society Member (Honors Society),

VOLUNTEER WORK:

- Boston Bar Association DEI Steering Committee, *September 2024- Present*
- Metropolitan Area Planning Committee (MAPC), *August 2024-Present*
- Center for Women and Business (CWB) Board of Advisors, *June 2024-Present*
- Massachusetts Municipal Association (MMA) DEI Advisory Committee- *Sept. 2022-Present*
- Massachusetts Municipal Association (MMA) Board of Directors- *January 2025- Present*
- Massachusetts Select Board Association, District 3 Representative- *January 2025-Present*
- Town of Sharon, Select Board member, *May 2022-Present*
- Youth LEAD Advisory Board, *December 2021-2023*
- Co-Chair of the Diversity Committee for the Cottage Street Elementary PTO, *June 2020- 2022*
- Board Member and President of Sharon Racial Equity Alliance (SREA) *November 2021-Present*
- Board Member and Vice President of Sharon Racial Equity Alliance (SREA) *November 2019-2021*
- Board of Directors KodeConnect, Inc. *2016-2023*
- Board of Directors for Rise to College, *2008-2011*

PROFESSIONAL MEMBERSHIPS AND AFFILIATIONS:

- Member of Association of American Law Schools (AALS) *May 2022-present*
- Faculty member of Delta Sigma Pi Business Fraternity *April 2018- Present*
- Member of Academy of Legal Studies in Business (ALSB), *2013-May 2022*
- Real Estate Broker, *2004-2021*
- Member of Federal Bar District of Massachusetts since 2003
- Member of Massachusetts Bar since 2002

AWARDS

- Gregory Adamian Excellence in Teaching Award, Bentley University, *5/22*
- Citizen of the Year for the Town of Sharon, *10/21*
- 2021 Massachusetts Black & Latino Caucus Black Excellence on the Hill Nominee
- Outstanding Alumni Award, Summer Transition Education Program at Bentley *5/20*
- Advisor of the Year from Student, Programming and Engagement (SP&E), Bentley University *5/20*
- The Joseph M. Cronin Award for Excellence in Academic Advising, Bentley University *5/19*
- Faculty of the Year from Summer Transition Education Program at Bentley University *4/18*
- Innovation in Teaching Award, Bentley University *12/18*
- Exemplary Educator Award from Coming Full Circle at Bentley University *4/18*
- Dr. Earl L. Avery, MLK Leadership Award, Bentley University *1/17*

- Innovation in Teaching Award, Bentley University 12/17