



## Craig E. Leen

### Partner

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## OVERVIEW

Craig Leen is a partner in the firm's Labor, Employment, and Workplace Safety practice, where he co-leads the firm's OFCCP and Affirmative Action Compliance area of focus. His depth of experience spans across federal, state, and local government, as well as the private sector. He is also President-Elect of the Bar Association of the District of Columbia and will serve as the 139th President of the BADC next year.

Prior to joining the firm, Craig served as the Director of the Office of Federal Contract Compliance Programs (OFCCP), a federal civil rights enforcement agency at the US Department of Labor that regulates federal contractors. In this role, Craig reported directly to the Secretary and Deputy Secretary of Labor in the first Trump Administration, with OFCCP experiencing record years in both enforcement recoveries and compliance assistance. Craig oversaw three rulemakings and issuance of several technical assistance guides to help employers comply with the law, ultimately receiving the Secretary's Exceptional Achievement Award – Professional for his work helping transform OFCCP.

As a federal agency head at DOL, Craig worked extensively with numerous other federal agencies, including the Wage & Hour Division (WHD), the Occupational Safety & Health Administration (OSHA), the Employee Benefits Security Administration (EBSA), the Office of Disability Employment Policy (ODEP), the Employment Training Administration (ETA), the Office of Apprenticeship (OA), the Civil Rights and Federal Programs Divisions of the US Department of Justice, the Equal Employment Opportunity Commission (EEOC), the US Department of Health and Human Services, the US Department of Education, the Office of Management & Budget (OMB), and the Office of Personnel Management (OPM).

From his leadership experience at OFCCP and US DOL, Craig provides clients who conduct business with the federal government a wealth of experience and insight into the enforcement of equal employment opportunity (EEO), civil rights, and other regulations, including compliance with Federal Acquisition Regulations (FAR) and antidiscrimination obligations, with Craig representing companies before federal agencies and in litigation before courts at the trial and appellate levels.

Likewise, Craig provides frequent advice to clients on developing EEO, public accommodation, and inclusion programs that are compliant with federal antidiscrimination law, such as Title VI, Title VII, Title IX, the Fair Housing Act, and the Americans with Disabilities Act along with other laws, including conducting comprehensive pay equity and promotions self-audits. Many of Craig's clients are government contractors and fund recipients

who must comply with additional obligations based on their receipt of federal or state funds and contracts. Craig advises these clients and represents them before government agencies.

Further, Craig has extensive experience overseeing internal investigations and employment audits that can help companies in ensuring compliance with applicable civil rights and employment laws, including in the use of artificial intelligence, which is an increasing focus of federal and state regulators. Finally, Craig's knowledge and experience with the regulatory process is of significant value in providing counsel as to agency rulemakings under the Administrative Procedure Act, including advising clients on submitting comments on notices of proposed rulemakings and participating in EO 12866 meetings.

Craig is frequently consulted by organizations on their disability inclusion, neurodiversity, and accessibility programs, and he is a frequent speaker on disability inclusion in the workplace, in education, and in all aspects of society.

Craig's experiences prior to OFCCP as a government attorney at the municipal and county levels in Florida also provide him a unique vantage point to advise clients on all aspects of regulatory compliance at multiple levels of government.

Finally, Craig is a frequent public speaker and teacher, including as a Professorial Lecturer in Law at the George Washington University Law School, where he teaches Disability Rights Law, Government Lawyering, and Local Government Law, and where he received the Distinguished Adjunct Faculty Teaching Award from the Class of 2025 at graduation. Craig has also been interviewed and quoted on civil rights and equal employment opportunity topics by numerous major publications, including *The New York Times*, *The Washington Post*, *The Wall Street Journal*, *National Public Radio*, *CNN*, *Bloomberg*, *Law360*, and *SHRM*.

## PROFESSIONAL BACKGROUND

Prior to his tenure at OFCCP, Craig served as the City Attorney of Coral Gables, Florida, where he was the general counsel and chief legal officer for a municipality in South Florida. Before becoming City Attorney, Craig served as Chief of Appeals and then Chief of Federal Litigation for Miami-Dade County, one of the largest counties in the United States. Craig is board certified by The Florida Bar in city, county, and local government law.

Craig is well-known for his development of award-winning disability inclusion programs at both OFCCP (Section 503 Focused Review Program) and the City of Coral Gables (Principles of Inclusion). Craig also received the Secretary's Exceptional Achievement Award - Professional for his service at US DOL, and the Paul S. Buchman Award for Outstanding Contribution in the Area of Legal Public Service for his service in local government.

Craig serves as Vice Chair of the District of Columbia Advisory Committee to the US Commission on Civil Rights, as Co-Chair of the District of Columbia Family Support Council, and as Chair of the Civil & Human Rights Committee of the Bar Association of the District of Columbia.

Craig has taught numerous legal subjects as an adjunct professor at US law schools, including Disability Rights Law, Labor Law, State & Local Government Law, Government Lawyering, Legal Drafting (Litigation), and Evidence among other courses. He presently serves as a Professor of Government Lawyering and Professorial Lecturer in Law at The George Washington University Law School, and he has previously taught on the adjunct

faculties at Florida International University College of Law, and the University of Miami School of Law. Previously, Craig was an associate at several global law firms and served as a law clerk to the Honorable Robert E. Keeton, US District Judge, District of Massachusetts.

## ACHIEVEMENTS

- Distinguished Adjunct Faculty Teaching Award, George Washington University Law School
- Recognized with The Honorable Annice M. Wagner Pioneer Award by The Bar Association of the District of Columbia
- US Secretary of Labor's Exceptional Achievement Award- Professional for successfully leading the transformation of OFCCP into a more effective organization
- US Secretary of Labor's Worker's Protection Awards (three) for work on two systemic compensation cases and for leading the development of the Section 503/Disability Inclusion Focused Review Program
- Teamwork Award, along with daughter, for advocacy for disability rights as part of the Melwood Ability Awards at the National Press Club
- Special Achievement Award from the American Association for Access, Equity, and Diversity for leadership in advancing the rights of individuals with disabilities in the federal contractor labor force
- Cruz-Whitehurst Advocacy Award from the UM-NSU Center for Autism and Related Disabilities for work advocating for inclusion of individuals with autism and other disabilities by cities and counties in Florida
- Paul S. Buchman Award for Outstanding Contribution in the Area of Legal Public Service from the City, County, and Local Government Law Section of The Florida Bar
- Julie Kay Amicus Award from the Miami-Dade Chapter of the Florida Association for Women Lawyers for bringing attention to critical issues affecting women attorneys
- Chair's Service Award from the City, County, and Local Government Law Section of The Florida Bar
- Proclamations from the City of Coral Gables, Miami-Dade County, and Miami-Dade County Public Schools honoring and recognizing public service
- Legal Elite, Florida Trend Magazine, 2013, 2014, 2017
- Legal Luminaries, Finalist, Government Attorney Category (four finalists), Dade County Bar Association
- Best of Miami, Miami New Times, 2012
- Named to the Florida Rising Stars list, 2009
- Initial sponsor of the Parental Leave Continuance Rule in the Florida Rules of Judicial Administration Committee, which was adopted by the Florida Supreme Court and recommended by the American Bar Association

- Developed a comprehensive disability inclusion and autism acceptance program for Coral Gables and the Coral Gables Police Department that was ultimately adopted by numerous local governments

## PROFESSIONAL / CIVIC ACTIVITIES

- President-Elect, Bar Association of the District of Columbia, 2025-present
- Vice President and Member, Board of Trustees, St. Coletta of Greater Washington, 2025-present
- Member, Board of Directors, Bar Association of the District of Columbia, 2024-present
- Secretary, Disability Belongs, 2023-present
- Member, Advisory Council, National Industry Liaison Group (NILG), 2023-present
- Community Outreach Coordinator, District of Columbia Affairs Community, DC Bar, 2024-present
- Member, Advisory Board, NYU Center for Labor & Employment Law, 2022-present
- Member, DC Bar Rules of Professional Conduct Review Committee, 2022-present
- Chair, Civil & Human Rights Committee, The Bar Association of the District of Columbia, 2022-present
- Vice Chair, District of Columbia Advisory Committee, US Commission on Civil Rights, 2022-2026
- Member, Disability Belongs Board, 2021-present
- Member, Friends of Kenilworth Aquatic Gardens Board, 2021-present
- Member, Eightfold Advisory Board and AI Ethics Council, 2021-present
- Member, Disability:IN DC Metro Advisory Board, 2021-present
- Professor of Government Lawyering and Professorial Lecturer in Law, The George Washington University Law School, 2018-present
- Faculty, The Institute for Workplace Equality, 2021-present
- Member, Ad Hoc Committee on Rules and Procedures (Local Rules Committee), US District Court for the Southern District of Florida, 2014-present
- Program Committee Co-Chair, District of Columbia Affairs Community, DC Bar, 2023-24
- Member, Circa Board of Directors, 2021-23
- Member, Florida Rules of Judicial Administration Committee, 2015-21
  - Vice Chair, 2018-20
- Member, Special Education Parent Advisory Board, District of Columbia Public Schools, 2019-20
- Member, Florida Appellate Court Rules Committee, 2009-15

- Vice Chair, 2014-15
- Member, Executive Council, City, County, and Local Government Law Section of The Florida Bar, 2013-20
- Member, Diversity and Inclusion Committee of The Florida Bar, 2016-18
- Member, Special Committee on Parental Leave in Court Actions, 2016
- Member, Constituency Board, UM-NSU Center for Autism and Related Disabilities, 2015-17
- Member, Legal Committee, Miami-Dade County Chiefs of Police, 2011-17
- Adjunct Professor, University of Miami School of Law, 2013-18
- Adjunct Professor, Florida International University College of Law, 2012-18
- Lecturer at Law, Legal Research & Writing Program, University of Miami School of Law, 2004-10

## SPEAKING ENGAGEMENTS

Craig has done over 100 speaking engagements, including keynotes, panel discussions, and TED-style talks, on subjects ranging from equal employment opportunity compliance in the workplace, to disability inclusion, to government ethics. Here are some recent speaking engagements:

- Speaker, “Navigating the Evolving Landscape in Workplace Diversity: A Conversation about Disability Inclusion with Craig Leen and Ariel Simms,” Program hosted by Disability Belongs, 28 October 2025
- Speaker, “Fund Governance of DEI and ESG in the Current Landscape,” Program hosted by MFDF, 25 September 2025
- Moderator, “[Checks and Balances: Deregulation Based on Supreme Court Rulings](#),” Webinar presented by The Federalist Society, 12 June 2025
- Speaker, “Board Oversight of DEI Under Second Trump Administration,” Webinar presented by MFDF and K&L Gates, 4 June 2025
- Moderator, “[Courthouse Steps Decision: Feliciano v. Department of Transportation](#),” Webinar presented by The Federalist Society, 8 May 2025
- “[Guidance with Employment Law under new Trump Administration](#),” Grok Daily Podcast, 19 February 2025
- Speaker, “[Navigating the Two DEI Executive Orders: Merit-Based Practices and Belonging in the Evolving Policy Landscape](#),” Webinar presented by SHRM, 29 January 2025
- Speaker, “[The Future of Civil Rights Enforcement at the EEOC, OFCCP, and DOJ](#),” Webinar presented by The Federalist Society, 18 December 2024
- “[Stay ahead of the curve — the latest on AI regulations in HR](#),” The New Talent Code Podcast, 1 October 2024

- Moderator, [“What's Happening with Apprenticeship?—Recent Regulatory and Subregulatory Actions,”](#) Webinar presented by The Federalist Society, 18 July 2024
- Moderator, “Panel: U.S. Department of Labor,” Disability:IN DC Metro's 2024 DEIA Outlook: A Federal Perspective, 13 February 2024
- [“HRCInsights: The 5 Biggest Developments in HR and Compliance in 2023,”](#) Webinar presented by Circa and HRCI, 13 December 2023
- [“Ensuring Equal Employment Opportunity in Promotions: Former Agency Leader Speaks,”](#) Webinar presented by Circa and *SHRM*, 7 November 2023
- [“The 5 Biggest Developments in HR and Compliance in 2023,”](#) Webinar presented by Circa and *HR.com*, 25 October 2023
- “Ensuring EEO in Promotions: Former Agency Leaders Speak,” National Industry Liaison Group 2023 National Conference, 2 August 2023
- [“The Top 5 Biggest Developments in HR and Compliance in 2023,”](#) Webinar presented by Circa and *SHRM*, 27 July 2023
- Diversity Roundtable, Hosted by D.C. Bar Corporation, 27 June 2023
- Panelist, [“City Hall and Chevron: Administrative Deference at the Local Government Level,”](#) Webinar presented by The Federalist Society, 14 June 2023
- Panelist, [“The OFCCP Under the Current Administration,”](#) Webinar presented by The Federalist Society, 9 February 2023
- [“Anti-Semitism in the Workplace,”](#) <https://brandeiscenter.com/anti-semitism-in-the-workplace-webinar-jan-18/>Louis D. Brandeis Center for Human Rights Under Law, 18 January 2023
- [“Achieving Pay Equity: Employer Best Practices for Conducting Pay Equity Self-Audits,”](#) Lawline webcast, 21 October 2022
- [“Eliminating Glass Ceilings: Employer Best Practices for Achieving Equity in Promotions,”](#) Lawline webcast, 8 September 2022
- Speaker, “U.S. Regulatory Agenda: The Latest Labor Updates,” *K&L Gates CLE Webinar*, 15 March 2022.
- Is My Company a Federal Contractor or Subcontractor? Not Knowing May Cost You (virtual panel), *HR.com*, 3 August 2021
- Keynote, Perspectives on Autism, Disability:IN DC Metro, General Dynamics IT's AbilityFirst, and HOLA Employee Resource Group, 29 April 2021
- Creating an Ability-inclusive Workforce: Section 503 Compliance Insights and Best Practices (virtual panel), The Institute for Workplace Equality, 6 April 2021

- [“The Big OFCCP What If? Is AAP Verification the First Step Toward Something \(Much\) Bigger?”](#) Webinar presented by Circa, 6 April 2021
- Panel: Moderated Q&A with Day One Speakers (virtual), Autism Innovations & Global Impact Conference, 2021 Building a Neurodiverse Workforce, Els for Autism, 12 March 2021
- The Inside Scoop – Lunch-Time Questions with the Experts – Session 4. Questions about the Office of Federal Contract Compliance Programs (virtual), Autism Innovations & Global Impact Conference, 2021 Building a Neurodiverse Workforce, Els for Autism, 12 March 2021
- Keynote: Providing an Inclusive Workforce for Individuals with Disabilities – A Competitive Edge (virtual), Autism Innovations & Global Impact Conference, 2021 Building a Neurodiverse Workforce, Els for Autism, 12 March 2021.
- [“Ask Craig, an Interactive Series with Craig Leen, Circa's Newest Board Member \(part 3\)”](#), Webinar presented by Circa, 8 March 2021
- [“Ask Craig, an Interactive Series with Craig Leen, Circa's Newest Board Member \(part 2\)”](#), Webinar presented by Circa, 1 March 2021
- [“Ask Craig, an Interactive Series with Craig Leen, Circa's Newest Board Member \(part 1\)”](#), Webinar presented by Circa, 15 February 2021
- A Fireside Chat with Former OFCCP Director Craig Leen, Episodes 8 (virtual), Policy Matters Podcast, Seyfarth (with Scott Hecker, Senior Counsel), 8 February 2021, available [here](#).
- Remarks to Stakeholders (virtual), OFCCP Section 503 Focused Review Annual Report for Fiscal Year 2020, 15 January 2021

## ADDITIONAL BACKGROUND

Craig is a frequent marathoner and enjoys spending time with his family hiking on trails in the National Capitol Region.

## EDUCATION

- J.D., Columbia Law School, 2000 (*Harlan Fiske Stone Scholar; Articles Editor, Columbia Journal of Transnational Law*)
- B.A., Georgetown University, 1997 (*cum laude; Government Honors Program*)

## ADMISSIONS

- Bar of District of Columbia
- Bar of Florida
- Bar of Massachusetts

- Bar of New York
- Supreme Court of the United States
- United States Court of Appeals for the District of Columbia Circuit
- United States Court of Appeals for the Eleventh Circuit
- United States Court of Appeals for the First Circuit
- United States District Court for the District of Columbia
- United States District Court for the District of Massachusetts
- United States District Court for the Eastern District of New York
- United States District Court for the Middle District of Florida
- United States District Court for the Northern District of Florida
- United States District Court for the Southern District of Florida
- United States District Court for the Southern District of New York

### **THOUGHT LEADERSHIP *POWERED BY HUB***

- February 2026, ESG and the Sustainable Economy Handbook
- 26 November 2025, Supreme Court to Redefine the President's Power to Fire Independent Agency Heads: Implications for Business
- 25 November 2025, Quick Guide: Independent Regulatory Agencies
- 6 August 2025, 35th Anniversary of the Americans with Disabilities Act (ADA)
- 4 August 2025, DOJ Guidance Aims to Clarify "Illegal DEI," Raising the Stakes for Potential Investigations and Enforcement
- July 2025, Universal No More—Impact of Supreme Court's Injunction Decision on President Trump's Executive Orders
- June 2025, DEI Enforcement: New Signals to Expect "Aggressive" Investigations and Litigation under the False Claims Act
- 30 April 2025, Trump Administration Dials Up Deregulation
- April 2025, The Trump Administration's Deregulation Initiative: Opportunities for Industry Over the Next 30 Days
- March 2025, Loper Bright: Navigating the New Regulatory State and Implications for the Trump Administration Agenda

- March 2025, DEI Enforcement: False Claims Act and Other Risks on the Horizon
- 7 March 2025, What Is "Illegal DEI?" Key Takeaways for Employers in Light of Litigation and Guidance Issued by the Federal and State Governments
- 25 February 2025, Trump Administration Asserts Control Over Independent Agencies
- February 2025, What's Next for Employers Under the Trump Administration
- February 2025, DEI and EEO in the Second Trump Presidency
- 24 January 2025, Uncharted Waters: Employers Brace for Significant and Unprecedented Changes to Employment Law Enforcement Under New Administration
- 17 January 2025, Proposed Rule by the Federal Acquisition Regulatory Council Would Ban the Use of Salary History Data by Federal Contractors and Require Disclosure of Salary Ranges in Job Postings
- 14 January 2025, Conversations About Race and Diversity: Jenny Lay-Flurrie
- December 2024, Conversations About Race and Diversity – International Day of Persons with Disabilities
- October 2024, A Conversation with Craig Leen for National Disability Employment Awareness Month
- 10 October 2024, Complying With the Los Angeles County Fair Chance Ordinance for Employers
- October 2024, Latina Equal Pay Day: Intersectionality and the Pay Gap
- 1 October 2024, Loper Bright's Potential Effect on Federal Labor and Employment Law: Possible Consequences for Agencies and Practitioners
- September 2024, OFCCP: Latest Developments and Looking Ahead
- 16 July 2024, OFCCP Guidance Expands Federal Scrutiny of Artificial Intelligence Use by Employers
- July 2024, Chevron Overruled: Understanding the Supreme Court's Decision in Loper Bright/Relentless and What it Could Mean For Regulated Communities
- April 2025, World Autism Month: Inclusion Advocate Perspectives
- 18 December 2023, Conversations About Race and Diversity: Jill Houghton
- 6 December 2023, Latina Equal Pay Day: How Do We Close the Pay Gap?
- 10 October 2023, OFCCP: Looking Ahead—What's Changing in 2024
- 6 September 2023, Tax Credit Revolution: Prevailing Wage and Apprenticeship Rules
- July 2023, What's Next for Employers Following the Supreme Court Affirmative Action Decision
- 30 June 2023, Practical Takeaways for Employers from the Supreme Court Affirmative Action Decision
- April 2023, World Autism Month: Neurodiversity and Accessibility

- 28 March 2023, California Pay Transparency Act: Considerations for Employers
- March 2023, What's on Deck? - Labor Department Regulatory Agenda Updates
- March 2023, Embracing Equity: Gender Equity, Intersectionality, and Elimination of Glass Ceilings
- February 2023, OFCCP: Looking Ahead—What's Changing in 2023
- 20 February 2023, 2022 Healthcare Employment Law Year in Review
- 23 January 2023, Conversations About Race: The Honorable Tony Coelho
- December 2022, Latina Equal Pay Day: How Do We Close the Pay Gap?, Hosted by Hispanic Bar Association of the District of Columbia, K&L Gates Dc Diversity Committee, and the Bar Association of the District of Columbia Civil & Human Rights Committee
- 30 November 2022, Update on the Tax Credit Revolution: Prevailing Wage and Apprenticeship Clock Starts Soon
- September 2022, What's on Deck? - Labor Department Regulatory Agenda Updates
- 16 September 2022, Update: OFCCP Clarifies Position in Favor of Attorney-Client Privilege in Revised Pay Equity Directive
- 2 September 2022, The Tax Credit Revolution: What You Need to Know About the Wage and Apprenticeship Requirements
- August 2022, Where OFCCP is Headed and How Contractors Can Best Prepare
- July 2022, July 2022 Accolades
- 14 June 2022, Litigation Minute: The "S": Suits Based on What a Company Says and Does
- April 2022, Autism Acceptance Month: Perspectives on Neurodiversity and DEIA (Diversity, Equity, Inclusion & Accessibility)
- 19 April 2022, ESG Insights: Impact on Operations
- April 2022, The First OFCCP Directives Under Biden - What's New for 2022
- 18 March 2022, OFCCP and Federal Contractors are Significant Focus of Executive Branch Actions for Equal Pay Day
- 15 March 2022, U.S. Regulatory Agenda: The Latest Labor Updates
- 4 March 2022, Path out of the Pandemic: Employer Considerations Under the National COVID-19 Preparedness Plan
- 21 February 2022, Illinois Employment Law Developments
- January 2022, COVID-19: Practical Guidance Following the Supreme Court's OSHA and CMS Vaccine Mandate Decisions

- 14 January 2022, SCOTUS Blocks OSHA's ETS and Allows CMS Mandate to Go into Effect
- 23 December 2021, COVID-19: All (Some) or Nothing: Where the Federal Vaccination Mandates Stand as Employers Plan for 2022
- 14 December 2021, OFCCP Compliance Series: Affirmative Action Verification Initiative, Part 3
- 3 December 2021, OFCCP Affirmative Action Verification Interface Has Arrived and the Time to Certify is Fast Approaching
- November 2021, Veterans Employment, Disability Inclusion, and Neurodiversity at Work Programs
- November 2021, COVID-19: OSHA Emergency Temporary Standard & Compliance Considerations For Covered Employers
- November 2021, Veterans Employment, Disability Inclusion, and Neurodiversity at Work Programs
- November 2021, COVID-19: OSHA Emergency Temporary Standard & Compliance Considerations For Covered Employers
- October 2021, Managing the Impacts of the COVID-19 Vaccine Mandates for Government Contracts
- 27 September 2021, Safer Federal Workforce Task Force Releases Vaccine Requirements for Federal Contractors
- September 2021, Preparing for the Biden Vaccine Mandates
- September 2021, OFCCP Compliance Series: Affirmative Action Verification Initiative, Part 2
- 3 September 2021, Be Prepared: OFCCP Releases Three Initiatives in Three Days – Affirmative Action Verification, Two Other Major Announcements
- August 2021, Diversity Series: Effective Diversity, Equity, Inclusion, and Accessibility (DEIA) Planning – Session 2
- August 2021, Diversity Series: Effective Diversity, Equity, Inclusion, and Accessibility (DEIA) Planning – Session 1
- 8 July 2021, OFCCP Enforcement in the Healthcare Space
- 8 July 2021, K&L Gates Working Wise: OFCCP Enforcement in the Healthcare Space
- July 2020, July 2020 Accolades

## OTHER PUBLICATIONS

- [The Top 5 Biggest Developments in HR and Compliance in 2023](#), *HR.com*, 27 October 2023
- [OFCCP Clarifies Position in Favor of Attorney-Client Privilege in Revised Pay Equity Directive](#), *Pratt's Government Contracting Law Report*, December 2022

- [OFCCP and Federal Contractors Are Significant Focus of Recent Executive Branch Actions](#), *Pratt's Government Contracting Law Report*, June 2022
- OFCCP Compensation Directive Focuses on Pay Equity Audits, *HR Magazine*, 24 March 2022
- [How Health Care Cos. Can Untangle Web Of Vaccine Mandates](#), *Law360*, 13 October 2021
- [Outreach to Minority Serving Institutions Helps Diversify Your Organization](#), Circa Blog, May 2021
- [Shining a Spotlight on Improving and Supporting Mental Health in the Workplace](#), Circa Blog, May 2021
- [Ten Recent OFCCP Reforms You May Not Have Heard About, Part 2](#), Circa Blog, April 2021
- [Ten Recent OFCCP Reforms You May Not Have Heard About, Part 1](#), Circa Blog, April 2021
- Introductory Letter to OFCCP's Section 503 Focused Reviews Annual Report (FY 2020), pp. 1-2
- [Eliminating Systemic Discrimination a Key Battle](#), Dayton Daily News, September 26, 2020
- [Common Sense on the Equal Employment Opportunity Agenda](#), Anchorage Daily News, September 1, 2019
- [Letter from the Editor, Craig E. Leen](#), in recognition of the 50th anniversary of municipal home rule in Florida, The Agenda, City, County & Local Government Law Section of the Florida Bar, Fall 2017
- [Without Explanation: Judicial Restraint, Per Curiam Affirmances, and the Written Opinion Rule](#), FIU Law Review, Spring 2017
- [Introduction \(From Town Meeting to Oral Argument: Citizens, Cities, and the Appellate Courts\)](#), FIU Law Review, Spring 2017
- [Of Constitutional Dimension - Four Proposals to the Constitution Revision Commission](#), The Agenda, City, County & Local Government Law Section of the Florida Bar, Spring 2017
- [Parental Leave](#), Letters, Florida Bar News, March 15, 2017 Edition
- [Subsidiarity Matters: The Primacy of Local Zoning in Intergovernmental Disputes](#), The Agenda, City, County & Local Government Law Section of the Florida Bar, Fall 2016
- [The Ethical and Effective Representation of Government Employees by Government Attorneys](#), Stetson Law Review, Summer 2016
- [Declarations of Inclusion and Parental Leave Continuances: Two Causes, One Mission](#), CABA Briefs, Summer 2016
- A Parent's Wish – Declaring Principles of Inclusion for Children with Autism and other Special Needs, Gables Magazine, Summer/Fall Issue 2016
- [In Honor of Autism Awareness Month](#), The Agenda, City, County & Local Government Law Section of the Florida Bar, Spring 2016
- [The Sovereign's Grace and Equitable Estoppel](#), The Agenda, City, County & Local Government Law Section of the Florida Bar, Fall 2015

## NEWS & EVENTS

- 23 September 2025, K&L Gates Counsels Copeley Capital on Sale of OnSight Industries
- 17 March 2025, K&L Gates Receives Excellence Award for Representation of Wabtec in Acquisition of Bloom Engineering
- 10 October 2024, Latina Equal Pay Day: Intersectionality and the Pay Gap
- 10 July 2024, Media Cover K&L Gates' Response to US Supreme Court's Chevron Decision
- 24 April 2024, World Autism Month: Inclusion Advocate Perspectives
- 20 June 2023, Mastering Global Pay Data Reporting: 5 Essential Considerations, Hosted by TRUSAIC
- 13 December 2022, Ensuring Equal Employment Opportunity in Promotions: A Dialogue Between Former EEO Agency Leaders, Hosted by Circa
- 14 April 2022, OFCCP Contractor Portal: Do I Need to Certify? The Results May Surprise You, Hosted by Circa
- 14 April 2022, The First OFCCP Directives Under Biden - What's New for 2022
- 14 April 2022, OFCCP Contractor Portal: Do I Need to Certify? The Results May Surprise You, Hosted by Circa
- 14 April 2022, The First OFCCP Directives Under Biden - What's New for 2022
- 5 April 2022, Autism Acceptance Month: Perspectives on Neurodiversity and DEIA (Diversity, Equity, Inclusion, and Accessibility)
- 6 December 2021, Supporting Neurodiversity in the Workplace: ADA/Section 503 Compliance and Best Practices, hosted by Lawline
- 18 November 2021, COVID-19: OSHA Emergency Temporary Standard & Compliance Considerations For Covered Employers
- 10 November 2021, Navigating Today's Tough HR Questions: Best Practices from Experts, hosted by Circa Works
- 2-3 November 2021, ESG for Renewable Energy Financing, hosted by Infocast Master Class
- 20 May - 10 June 2021, OFCCP Compliance and Diversity Series
- 4 May 2021, K&L Gates Adds Second New Washington, D.C., Partner in a Week With Hire of U.S. Department of Labor Director

## MEDIA MENTIONS

- 23 January 2026 , *NPR* | Trump's EEOC strikes harassment guidance amid debate over transgender protections

## OTHER MEDIA MENTIONS

Craig has hundreds of media mentions in the form of news clips, television interviews, and online content from his work in government. Here are a few examples:

- Quoted, "[Great Society to DEI Fury: Agency Trump Cut Was Antibias Bastion](#)," *Bloomberg Law*, 29 January 2026
- Mentioned, "[EEOC scraps job discrimination guidance after commissioner complained about trans rights](#)," *LGBTQ Nation*, 23 January 2026
- Quoted, "[Trump's EEOC strikes harassment guidance amid debate over transgender protections](#)," *NPR*, 22 January 2026
- Quoted, "Gov't Shutdown Limits DOL's Wage Enforcement," *Law360*, 7 October 2025
- Quoted, "Federal Contractors Weigh Risks of DOL's Affirmative Action Ask," *Bloomberg Law*, 10 July 2025
- Quoted, "Despite Backlash From Trump, DEI Hasn't Disappeared at US Companies," *Bloomberg News*, 19 May 2025
- Quoted, "State Affirmative Action Requirements Challenge Contractors," *SHRM*, 15 April 2025
- Quoted, "Trump Rescinds Executive Order That Raised Minimum Wage for Federal Contractors," *SHRM*, 1 April 2025
- Quoted, "[Federal Contractors Focus on Limiting Losses as DOGE Cuts Arrive](#)," *Bloomberg Law*, 28 March 2025
- Quoted, "[A lawyer who represented SpaceX looks to downsize federal contracting watchdog](#)," *NPR*, 27 March 2025
- Quoted, "How Corporate America is Retreating from D.E.I.," *The New York Times*, 12 March 2025
- Quoted, "[Trump's DEI Order Block Leaves Companies Asking: Now What?](#)," *Bloomberg Law*, 25 February 2025
- Quoted, "[Trump, AG Warn of Investigations for 'Illegal' DEI Programs, Mention FCA 'Materiality'](#)," *COSMOS Compliance Universe*, 24 February 2025
- Quoted, "[What is Illegal DEI?](#)," *LexBlog*, 19 February 2025
- Quoted, "[Trump's DEI Order Creates Dilemma for Federal Contractors](#)," *Bloomberg Law*, 13 February 2025
- Quoted, "Should Businesses Still Recognize Observance Months?," *SHRM*, 11 February 2025

- Quoted, “After Trump's DEI Order, Companies Navigate a Legal Minefield,” *The New York Times*, 10 February 2025
- Quoted, “[Corporates face 'mess of litigation' under Trump-led DE&I pushback](#),” *Responsible Investor*, 6 February 2025
- Quoted, “[Trump rescinds measure used to fight workplace discrimination for 60 years](#),” *CNN Business*, 23 January 2025
- Quoted, “Trump Rescinds Affirmative Action by Contractors Based on Race, Gender,” *SHRM*, 23 January 2025
- Quoted, “Trump's War on DEI Freezes Diversity Work Across Federal Government,” *The Wall Street Journal*, 22 January 2025
- Quoted, “Courts Will Flesh Out High Court's Muldrow Ruling In 2025,” *Law360*, 1 January 2025
- Quoted, “DOL Revival Of Wage Letters Hints At Fortifying Before Trump,” *Law360*, 19 November 2024
- Quoted, “[In-House Judges Jeopardized in New DOL Contractor Watchdog Suit](#),” *Bloomberg Law*, 26 September 2024
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## AREAS OF FOCUS

- Labor, Employment, and Workplace Safety
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- Appellate Litigation
- Commercial Disputes
- Employment Investigations
- Government and Public Procurement
- Government Contracts and Procurement Policy
- Human Resource Advice and Compliance
- Land Use, Planning, and Zoning
- OFCCP and Affirmative Action Compliance
- Public Policy and Law

- US Political Law

## **INDUSTRIES**

- Healthcare
- Life Sciences
- Technology

## **EMERGING ISSUES**

- Artificial Intelligence
- ESG: Sustainability and Responsible Business