



Contact

**Keisha-Ann G. Gray**

**Partner**

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Keisha-Ann Gray is a distinguished trial lawyer who has secured significant victories in federal and state courts (jury trial and otherwise) for organizations facing “bet the company”, high-reaching, reputational risk claims. She is also an award-winning partner in Proskauer’s renowned Labor & Employment department. As important social change movements like Black Lives Matter, #MeToo and LGBTQ Pride continue to shape society and businesses, Keisha-Ann is the go-to advisor when addressing issues related to discrimination, harassment and/or lack of diversity.

With 20+ years in practice, Keisha-Ann frequently speaks and trains on employment matters such as litigation/trial practice, conducting effective investigations (the trauma-based approach), Diversity, Equity & Inclusion, and Anti-Discrimination/Anti-Harassment. Her “real talk” style of delivery provides clients with actionable and practical best practice solutions to today’s most challenging workplace issues.

Prior to joining Proskauer, Keisha-Ann served as an Assistant United States Attorney in the Eastern District of New York and federal law clerk in the U.S. District Court for the District of Puerto Rico. The breadth of Keisha-Ann’s experience and background in federal government, coupled with her tenure in private practice as a Big Law partner and employment litigator, gives her the unique ability to meaningfully connect with diverse groups of people. This skill enables her to

advocate effectively and successfully (in and out of the courtroom) for her clients. As a result, Keisha-Ann is also frequently called upon to conduct high-profile internal investigations. Because of her unique and varied skill set, clients routinely engage Keisha-Ann to handle their most sensitive matters which, due to her involvement, often successfully result in non-public, confidential resolutions – precisely the mandate required by her clients.

Keisha-Ann also gives back to the community and profession by serving on the Board of the Attorney Grievance Committee for the NY Supreme Court Appellate Division, 1<sup>st</sup> Judicial Dept., co-Chairing the Federal Bar Council’s Employment Litigation Committee, and mentoring junior female lawyers and junior lawyers of color.

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#### Practices

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Trial Strategies, Policies, Handbooks & Training, Discrimination, Harassment & Title VII, Employment Counseling & Training, Employment Litigation & Arbitration, White Collar Defense & Investigations

#### Education

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New York University School of Law, J.D., 1998

University of Pennsylvania, B.A., 1995

*cum laude*

#### Admissions & Qualifications

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New York

#### Clerkships

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U.S. District Court, Puerto Rico - Hon. Jaime Pieras, Jr.

#### Court Admissions

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U.S. Court of Appeals, First Circuit

U.S. Court of Appeals, Second Circuit

U.S. District Court, Puerto Rico

U.S. District Court, New York, Eastern District  
U.S. District Court, New York, Southern District

### Memberships

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Federal Bar Council  
Hispanic National Bar Association  
Metropolitan Black Bar Association  
National Employment Law Council  
New York City Bar  
New York State Bar Association  
Practicing Attorneys for Law Students "Pals" (Member of Board of Directors)  
The American Friends of Jamaica

### Awards & Recognition

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Variety: Legal Impact Report 2021  
Lawdragon 500 Leading U.S. Corporate Employment Lawyers 2020-2021  
Hollywood Reporter Power Lawyers: New York's Top 20 Entertainment Attorneys  
2020  
The Legal 500 United States: Next Generation Lawyer 2020  
"Top 50 Women," New York Metro Super Lawyers, 2019-2020  
Benchmark Labor & Employment Stars 2019  
The National Law Journal, Employment Law Trailblazer 2019  
Crain's New York Business, Leading Women Lawyers in New York City 2018  
The Legal 500 United States: Labor and Employment: Labor & Employment  
Litigation 2017  
The Legal 500 United States: Labor & Employment: Disputes Defense: Collective  
Actions 2016-2021  
The Legal 500 United States: Labor and Employment: Workplace and Employment  
Counseling 2014-2021  
New York Super Lawyers 2014-2020  
New York Law Journal's "Rising Stars" 2013  
The Network Journal, "40 Under Forty" Achievement Award 2009

### Government Service

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Assistant U.S. Attorney, Eastern District of New York, 2003-2007