

Alexi Nunn Freeman

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ACADEMIC APPOINTMENTS

UNIVERSITY OF DENVER STURM COLLEGE OF LAW, Denver, CO

Associate Dean of Diversity, Equity and Inclusion (DEI); Director of Social Justice Initiatives, September 2020-present

Professor of the Practice, August 2020-present

Director of Externships, June 2016-present

Associate Professor of the Practice, June 2016-August 2020

Director of Public Interest Initiatives, June 2016-September 2020

Assistant Professor of the Practice & Director of Public Interest, July 2015-May 2016

Lecturer & Director of Public Interest, Aug. 2013-June 2015

- ***Diversity, Equity, and Inclusion:***

- Launch a number of initiatives focused on representation/recruitment; creating communities of care and belonging; and developing a legion of students dedicated to equity and justice
- Develop Denver Law Ascent, a pre orientation program for students from underrepresented groups
- Lead pipeline initiatives with local partners: DUDL, LYRIC, Law School Yes We Can, and local K-12 and college, including hosting 50 plus events since appointment
- Initiate paid diversity assistant positions
- Launch Diversity, Equity, and Inclusion Practitioner Teaching Fellows program to greater diversify faculty
- Chair DEI committee; meet regularly with affinity group leaders; meet individually with students
- Create virtual workshop series for prospective law faculty from underrepresented groups
- Create DEI Continuing Legal Education series for alumni
- Re-establish Lawyering in Spanish Program
- Host events to bring together and educate students on issues related to DEI
- Support creation of Yellow Ribbon program at Denver Law
- Create personalized outreach initiatives for admitted students
- Launch arts initiative designed to diversify imagery in the building
- Lead efforts around ABA standard 303(c)

- ***Externships Administration***

- Oversee program that works with 600+ placements annually and monitor compliance with the ABA
- Advise students to ensure selection of appropriate externships, monitor and supervise them to ensure the educational goals of the externship are being met, recruit and work with supervisors to ensure appropriate training and development programs, and provide strategic vision for program and faculty/staff team
- Monitor country's first paid externship program, and develop subject-specific externship programs

- ***Social Justice/Public Interest Initiatives Administration***

- Develop events, opportunities, scholarship, and programs to enhance and elevate public service and pro bono, including creating and leading annual events: Alternative Spring Break, Day of Service, Pro Bono Week, Public Good Practitioner Speed Mentoring, Public Interest and Social Justice Retreat, and Public Service Newsletters
- Established and maintain *Colorado Civil Justice Corps*, a post graduate fellowship program only for Denver Law students funded by the CO Division of Criminal Justice to work for two years at nonprofits to provide civil legal services to crime victims
- Co-lead the pilot *1L Public Good Fellows Program*, which offers monthly professional identity/values-based workshops and service hours to 1Ls interested in public interest and the law to combat public interest drift
- Administer Denver Law's Public Service Requirement to ensure all students engage in 50 hours of law related public service work prior to graduation

- Developed and run the *Public Good Distinction*, an honor Denver Law bestows on graduates who devote their legal education to public interest work, and lead the *Public Interest Capstone*, a community building component for students seeking the Distinction
- Led *The Pledge for the Public Good* effort, which asks faculty to incorporate the public good in all classes
- Serve as primary support for 2Ls applying to state and national post-graduate public service fellowships, including successfully securing multiple and increasing number of fellowship applicants
- **Teaching**
 - Externship Seminars: *Professional Identity in Practice, Semester in Practice, Lawyering in the Criminal Justice System; Nonprofit Externships; Lawyering in the Public Sector; Lawyering for Social Justice; Racial, Social, and Economic Justice; Women and the Workforce; Managing Stress and Maintaining Balance; Semester in Practice*
 - Other Seminars: *Critical Race Reading Seminar* (collaborative co-teaching model); *Movement Lawyering for Social Justice: Skills Workshop* (weekend immersion course developed and co-taught with adjunct professor); *Public Interest Capstone* (0 credit, non-graded opportunity developed for graduating students who have a focus on public interest law to provide insight on public interest careers); *Social Change Lawyering* (public interest lawyering survey course); *Lawyering for Racial Justice* (immersive theory and practical course)
 - Other Experiential Teaching: *Movement Lawyering Lab* (developed and co-taught with professor and organizer; includes overseeing student support to community-based projects/campaigns across the country); *Youth Rights Workshop* (run with nonprofit LYRIC to teach students to deliver know your rights training to youth)
- **Awards**
 - Denver Law Faculty Career Champion, University of Denver Career Services: 2016-present
 - Colorado Women's Bar Association, Raising the Bar Award, 2023
 - Colorado LGBT Bar Association, Ally of the Year Award, 2023
 - Student Bar Association Faculty/Staff Mentorship Award (voted by student body): awarded 2022-2023, 2021-2022, 2020-2021, 2019-2020, 2018-2019, 2016-2017, 2015-2016, 2014-2015
 - Student Bar Association Outstanding Administrator Award (voted by student body): 2022-2023, 2021-2022, 2020-2021, 2015-2016
 - Student Bar Association Outstanding Faculty Award (voted by student body): 2022-2023, 2018-2019, 2017-2018
 - Robert B. Yegge Excellence in Teaching Award, 2019
 - University Faculty Career Champion for All Graduate Students (based on student submissions for all faculty across university graduate departments) - University of Denver Career Services, 2019
 - Inclusiveness @ Work, Individual Award – Center for Legal Inclusiveness, 2019
 - X-ITE Innovation Fellow, 2018-2019
 - IRISE Faculty Research Grant Awardee, 2016
- **Service**
 - Current
 - 2025-present, Search Committee for Vice Provost for Faculty Affairs, Member
 - 2023-present, Faculty of Color Association Member and Demonstration Policy Representative
 - 2023-present, DU DEI Cohort, Member
 - 2022-present, DU Women's Leadership Council, Member
 - 2020-present Denver Law Admissions Committee, ex-officio Member
 - 2020-present Denver Law Appointments Committee, ex-officio Member
 - 2020-present Denver Law Diversity, Equity, and Inclusion Committee, Chair
 - 2019-present Denver Law Chapter of the American Constitution Society, Faculty Advisor
 - 2019-present Student Affairs Student Awards Committee, Member
 - 2014-present Public Interest Law Group, Faculty Advisor
 - 2014-present Rocky Mountain Collective on Race, Place and Law, Member

Past

- 2020-2022 DU Diversity, Equity, and Inclusion University-wide Steering Committee (selected by university DEI vice chancellor)
- 2021-2022 DU Black Community Advisory Board; Black Community Steering Committee
- 2020-2021 University Opportunity and Strategy Task Force (selected by Chancellor)
- 2019-2020 Faculty Executive Committee, Alternate Fall '19/Permanent Spring '20 (voted by faculty)
- 2019-2020 Denver Law Alumni Council, Faculty Representative (one of two selected by the Dean)
- 2019-2020 & 2018-2019 Admissions Committee, Member
- 2019-2020 University Faculty Career Champion Award Selection Committee, Member
- 2019-2020 Evaluation and Compensation Committee, Member
- 2017-2018 Appointments Committee, Member (secured four new faculty hires)
- 2014-2022 Loan Repayment Assistance Program, Committee Chair (oversee awards for alumni working in the public sector)
- 2014-2024 Chancellor's Scholars, Selection Committee Member (select students for scholarship based on demonstrated commitment to public service and academic excellence)
- 2014-2024 Chancellor's Scholars, Faculty Advisor
- 2014-2016; 2020-present, Modern Learning Committee Member

SCHOLARSHIP/SELECTED PUBLICATIONS

• ***Academic***

- LEARNING FROM PRACTICE, the 4th edition, Editor, (forthcoming 2027).
- Alexi Freeman, The Staying Power of RPL: Fostering Belonging Among Students, Denver Law Review (Volume 101, Issue 3, 2024).
- Alexi Freeman and Caley Carlson, Belonging Matters: One School's Strategy for Fostering Community and Confidence Among Students from Historically Excluded Groups, 19 NW. J. L. & SOC. POL'Y. 76 (2023).
- Alexi Freeman and Erika Sisneros Kelley, Laying the Framework for Transformative Change: What Law Schools Can Do Now to Promote Anti-Racism, 23 Rutgers Race and the L. Rev. 39 (2022).
- Alexi Freeman and Lindsey Webb, Yes, You Can Learn Movement Lawyering in Law School: Highlights from the Movement Lawyering Lab at Denver Law, 5 How. Hum. & Civ. Rts. L. Rev. 55 (2021).
- Alexi Freeman, Don't Hire Me as A Token: Best Practices for Recruiting and Supporting Diverse Externs, 2 South Carolina L. Rev. 72 (2020).
- Navigating the New Normal: Best Practices for Supervising Law Students Remotely, NALP Bulletin (with Kristen Hulse), (December 2020).
- Alexi Freeman and Katherine Steefel, Uniting the Heads, Hands, and Heart: How Specialty Externships Can Combat Public Interest Drift, 25 (2) Clinical L. Rev. 325 (2019).
- Alexi Freeman and Lindsey Webb, Positive Disruption: Addressing Race in a Time of Social Change Through a Team-taught, Reflection-based, Outward-looking Law School Seminar, 21 U. Pa. J. L. Soc. Change 121 (2018).
- Alexi Freeman, From Symposium to Action: Five Ways for Law Schools to Bridge the Gap between Students and Marginalized Communities, 94 Denv. L. Rev. 511 (2017).
- Alexi Nunn Freeman and Jim Freeman, It's About Power, Not Policy: Movement Lawyering for Large-Scale Social Change, 23(1) Clinical L. Rev. 147 (2016).
- Alexi Freeman and Katherine Steefel, The Pledge for the Public Good: A Student-Led Initiative to Incorporate Morality and Justice in Every Classroom, 22(2) Washington and Lee Journal of Civil Rights and Social Justice (2016).
- Alexi Nunn Freeman, Teaching for Change: How the Legal Academy Can Prepare the Next Generation of Social Justice Movement Lawyers, 59(1) Howard Law Journal, (2015).
- *Classes, Crimes, Color, and the Power of Community Resistance*, in Race and the American Education System, Ed. Dr. Lillian Drakeford, Praeger Publishing, July 2015.

• ***Advocacy/Other***

- *Pro Bono, Public Interest and More: A Look at a Student-Led Initiative to Elevate the Public Good at Denver Law* (with Katherine Steefel), *The Docket*, the magazine of the Denver Bar Association, 2016.
- *Public Service at Denver Law*, *The Colorado Lawyer*, 2014.
- *Getting Your Hands Dirty: New School Legal Education*, *The Docket*, the magazine of the Denver Bar Association, 2014.
- *The Rental Assistance Demonstration Project: A Health Impact Assessment* (co-author), March 2012.
- *Florida Students Caught in the School-to-Prison Pipeline* (co-producer of video), March 2012.
- *Taking Back our Classrooms: The United Struggle of Teachers, Students, and Parents Against High-Stakes Testing in North Carolina* (co-author), February 2012.
- *Telling It Like It Is: Youth Speak Out on the School-to-Prison Pipeline* (co-author), August 2011.
- *Dictators Over Communities of Color: Coming to A Town Near You* (co-producer of video), September 2011.
- *Still Haven't Shut off the School-to-Prison Pipeline: Evaluating the Impact of Florida's New Zero Tolerance Law* (co-author), March 2011.
- *We Call These Projects Home: Solving the Housing Crisis from the Ground Up* (co-author), May 2010.

SELECTED PRESENTATIONS (2020-current)

- 2025 AALS Clinical Conference, *Opening Plenary*, invited panelist, April 27, 2025.
- RMLUI, *Diversity, Equity & Inclusion*, March 7, 2025.
- AALS Externship Think Tank, *Reflecting on Curriculum that Meets ABA Standard 303(c)*, invited presenter, March 28, 2025.
- Externships 12 Conference, *Bridge Over Troubled Waters-Ensuring Belonging, Inclusivity, and Respect in the Toughest Externship Environments*, October 19, 2024.
- Externships 12 Conference, *Learning from YOU: A Listening Session Devoted to the 4th Edition of Learning From Practice*, October 18, 2024.
- Colorado Supreme Court Well-Being Recognition Program for Legal Employers, *Defining Professional Culture: What Are We Tolerating, Accepting, and Rewarding as a Profession*, (invited panelist), September 12, 2024.
- Colorado Pledge to Diversity, *Best Practices in Inclusivity for Pledge Employers*, January 30, 2025.
- Colorado Supreme Court, *Keynote Address to Newly Admitted Lawyers*, June 3, 2024.
- Faculty of Federal Advocates, *Supporting Students and Lawyers from Underrepresented Backgrounds*, invited presenter, April 6, 2024.
- Colorado American Immigration Lawyers Association, *Supporting Students and Lawyers from Underrepresented Backgrounds*, March 1, 2024.
- 2023 Latinx Symposium, *DEI: What's Next?*, invited moderator, Oct. 5, 2023.
- American Association of Real Estate Lawyers Annual Meeting, *DEI Engagement*, invited panelist, Oct. 5, 2023.
- AALS Externship Committee, *Scholarship and Externships*, invited panelist, Sept. 15, 2023.
- IAALS, *Lawyers Council Meeting*, April 4, 2023.
- Colorado Attorney Mentoring Program, *The Lawyer as a Whole Person*, invited panelist, January 19, 2023.
- University College Enrichment Program, *Critical Race Theory*, invited lecturer, November 30, 2022.
- National HBCU Pre-Law Summit, invited pre-law mentor, September 2022.
- Fort Collins City Attorney's Office, *Critical Race Theory*, invited lecturer, June 14, 2022.
- Symposium on Race, *Critical Race Theory*, invited lecturer, April 6, 2022.
- Civil Rights Summit 2022, *Race and Education*, invited lecturer, March 12, 2022
- Denver Law Review Symposium, *Critical Race Perspectives on Gender, Identity, and Culture in the Law*, March 12, 2022.
- Center for Legal Inclusiveness, "Critical Race Theory 101," invited keynote, Feb. 16, 2022.
- 2021 CLEA Teaching Justice Series, "Teaching Justice and Equity Through Externships," invited presenter, April 1, 2022.
- 17th Annual Black Pre-Law Conference, *Black Lawyers for Black People: How Black Lawyers Can Utilize Their Legal Training to Do Significant, Meaningful Work and Contribute to the Uplift of the Black Community*

invited panelist, Nov. 16, 2021.

- Denver Law DEI Office, *Returning to Work with a DEI Lens*, Nov. 15, 2021.
- Iliff School of Theology and The Institute for Religion Politics and Culture, *"Critical Race Theory,"* invited panelist, Nov. 4, 2021.
- Faculty of Federal Advocates, *"The Value of Externships,"* invited panelist, Sept. 23, 2021.
- 2021 Virtual VOCA Assistance and Compensation Conference *"Lessons from The Colorado Civil Justice Corps"* invited panelist, Sept. 23, 2021.
- Colorado Lawyers Committee Young Lawyers Division 2021 Racial Justice Summit, *"A Primer on Racial Justice,"* invited keynote, Sept. 8, 2021.
- 2021 CLEA New Clinicians Conference, *"Racial Justice in the Classroom and in Practice,"* invited plenary panelist, May 18, 2021.
- 2021 AALS Clinical Conference, *"Are We (Almost) There Yet? Clinical Programs and the Academy as Anti-Racist Institutions,"* invited plenary panelist, April 30, 2021.
- DU Office of Diversity, Equity and Inclusion, *"Remarks on the Chauvin Trial"* invited panelist, April 22, 2021.
- American Constitution Society, *"Pathways to Clinical Teaching,"* invited co-panelist, April 7, 2021.
- 2021 NALP Annual Education Conference, *"Supervising Law Students Virtually – Keys to Success,"* co-panelist, March 25, 2021.
- 2021 Ms. JD Annual Conference, *"Discussion on Social Justice,"* March 12, 2021.
- DU Civil Rights Summit, *"Closing Keynote,"* invited keynote, March 5, 2021.
- Fireside Chat with Colorado Attorney General, invited keynote, February 26, 2021.
- DU Continuing Legal Education Program, *"About Race,"* co-panelist, February 25, 2021.
- CU/DU Public Interest Career Fair, *"Diversity and Judicial Keynote,"* invited moderator, February 18, 2021.
- ABA Center for Pro Bono, *Supervising Remote Interns*, invited co-panelist, January 11, 2021.
- AALS 2021 Conference, *"Calling Out and Leaning In to Racial and Class Inequities in Experiential Learning Opportunities,"* invited panelist, January 6, 2021.
- Denver Law Clinical Fellows Teaching Group, *"Microaggressions Faced by Faculty,"* invited guest lecturer, December 14, 2020.
- Legal Writing Institute One-Day Workshop-California Western School of Law, *"Movement Lawyering: Virtual Experiential Learning in Service of Grassroots Organizations"* (with Lindsey Webb), December 9, 2020.
- Center for Legal Inclusiveness, *"Just Listen: Storytelling Series,"* invited presenter, October 28, 2020.
- Denver Law Civil Rights Clinic, *"Microaggressions and Bias,"* invited guest lecturer, October 28, 2020.
- Externships 10 Conference, *"Social Justice Affinity Group,"* invited facilitator, October 22, 2020.
- Externships 10 Conference, *Toward an Anti-Racist Future*, invited plenary panelist, October 21, 2020.
- Externships 10 Conference, *"Promoting Inclusive Externship Environments: Strategies for Supporting Historically Marginalized Students in the Field,"* co-panelist, October 21, 2020.
- ACLU-CO Board Presentation, *"A Culture of Belonging,"* October 21, 2020.
- Law School Yes We Can, *"Social Justice Panel,"* invited moderator, October 7, 2020.
- Denver Law, *"Critical Race Theory & White Privilege: Origins, Definitions, & Current Realities,"* co-panelist, September 11, 2020.
- 2019 PELA Annual Retreat, *"Why a Diverse Pipeline Matters for PELA,"* invited presenter, August 22, 2019.
- 2019 Denver Law JD Orientation, *"Inclusiveness and Professionalism,"* invited keynote, August 13, 2019.
- 2019 Legal Inclusiveness & Diversity Summit, *"When You're the Only Person in the Room: Lessons from Diverse Law Students in Ensuring an Inclusive, Equitable, and 2020 Denver Law JD Orientation, "Inclusiveness and Professionalism,"* invited keynote, August 11, 2020.
- SALT 2020 Teaching Justice Podcast, *Episode 5: Innovative Social Justice Course Design* (with Lindsey Webb) invited speaker, August 11, 2020.
- 2020 AALS Virtual Clinical Conference, *"Black Lives Matters and the Future of Clinical Legal Education,"* invited plenary panelist, July 22, 2020
- DU Law Office of Alumni Affairs CLE, *"What is Movement Lawyering? Understanding How Lawyers Can Support - and Fail - Social Movements"* (with Lindsey Webb), July 21, 2020.

- Wayne State Law School, *Public Interest Lawyering in Uncertain Times*, invited guest lecturer, July 9, 2020.
- AALS Externships Group, *Rising to Today's Challenge, Teaching Moment re: Racial (In)Justice* (with 4 other presenters), June 12, 2020.
- Squire Patton Boggs Foundation, "*Tips for Working Remotely*," May 19, 2020.
- Squire Patton Boggs Foundation, "*Tips for Supervising Remote Externs*," May 5, 2020.
- Denver Law JD Orientation, "*Inclusiveness and Professionalism*," invited keynote, August 11, 2020.
- DU Law Office of Alumni Affairs CLE, "*Tips for Supervising Remote Externs*," (with Kristen Hulse), April 30, 2020.
- Doyle Inn of Court Speaker Series, "*Implicit Bias and Diversity in the Legal Profession*," invited sole presenter, February 19, 2020.
- 2020 AALS Conference, "*Expanding the Classroom: Benefits and Challenges of Co-Teaching*," co-panelist, January 4, 2020.
- 2020 AALS Conference, "*An Empirical Look: How Well Are We Preparing Law Students to Become Ethical Leaders Who Serve Others*," co-panelist, January 2, 2020.

EDUCATION

HARVARD LAW SCHOOL, J.D., June 2007

Recognition: Dean's Award for Community Leadership, Dwight D. Eisenhower Scholarship, Award for 1000+ Pro Bono Hours, Elected Class Day Speaker, Head Class Marshal, Black Law Students Association Internal Vice-President

Internships: Advancement Project, ACLU of DC, Center for Law and Education, WilmerHale Legal Services Center of HLS, Jane Doe Inc.

UNIVERSITY OF NORTH CAROLINA AT CHAPEL HILL, B.A., May 2004

Majors: School of Journalism & Mass Communication: News-Editorial
Interdisciplinary Studies: Cultural Studies

Internships: US Dept. of Education: Office for Civil Rights; National Conference for Community and Justice, Harvard University Civil Rights Summer

Study Abroad: Lorenzo de Medici Institute – Florence, Italy

OTHER LEGAL EXPERIENCE

ADVANCEMENT PROJECT, Washington, DC, 2007-2013

Staff Attorney

- Assisted grassroots organizations nationwide on a variety of social justice and racial justice advocacy campaigns around issues of education policy, including school discipline, high-stakes testing, access to high-quality curricula, academic tracking, and resource allocation; housing policy; and voting rights
- Provided multi-faceted support to community partners, including legal and policy research and writing, strategic guidance, quantitative and qualitative data analysis, and communications strategies
- Worked effectively with a variety of stakeholders and policymakers – including lawyers, advocates, community organizers, community members, youth, school officials, election officials, and other government officials – nationwide to effect significant public policy change
- Wrote documents used for advocacy, such as opinion-editorials, community-friendly reports, and briefs
- Served as national resource ally for organizations and coalitions such as National People's Action and the Right to the City Alliance, collaborating on projects that resulted in federal housing policy reform
- Designed and wrote school district policies that have resulted in substantially improved outcomes for students and schools and have become national models for reform
- Participated in litigation around the rights of displaced residents of New Orleans and the misallocation of polling place resources in Virginia
- Trained junior lawyers on multi-faceted advocacy and community lawyering
- Contributed to development of curriculum used in a community lawyering course at Georgetown Law

- Recruited, supervised, and mentored legal and undergraduate interns
- Oversaw legal fellowship process, successfully securing Skadden and Equal Justice Works Fellows

ADMISSIONS/MEMBERSHIPS/COMMUNITY

Current

- Mental Health First Aid Certified Training, December 2024
- Structured Facilitative Dialogue Training, October 2024
- Center for Legal Inclusiveness, Board member, August 2023-present
- Colorado Access to Justice Commission, Appointed Commissioner and communications and legislative subcommittees member, January 2022-present
- Colorado Attorney Mentoring Program, Mentor, 2024-present
- Colorado State Bar Association, June 2017-present
- District of Columbia Bar and New York State Bar, Third Dept., 2008-present (inactive)
- Clinical Legal Education Association, Member, 2013-present

Past

- Bridge Builders, Mentor for Black Students Aspiring to Law School, 2021-2022
- AALS Clinical Legal Education Conference Planning Committee, Sole Externship Faculty Member, 2020-22
- ACLU of Colorado, Board Member, 2019-2022; Equity Subcommittee, Search Committee Subcommittee
- Society of American Law Teachers, Board Member, 2014-2020; 2020 Teaching Conference Subcommittee; 2020 Retreat Planning Committee; and 2014-current Awards Selection Subcommittee
- Colorado Center on Law and Policy, Board Member, 2017-2020
- American Association of Law Schools, Member Civil Rights, Minority Legal Groups, and Pro-Bono & Public Service Opportunities Committees, 2013-2018
- Externships 9, Conference Committee Member, 2017-2018