

## MARSHA WILLIAMS

### SUMMARY

Accomplished Executive with sixteen years combined experience as head of a Multimillion dollar Corporation for Legal Services in Alabama; criminal and civil trial attorney before State, Federal, and Appellate courts; and Magistrate and Judge for the Thirteenth Judicial Circuit in Mobile, Alabama. Political activist experienced in voter education and campaign management. Honed leadership ability as president of state and local political coalitions. Winner of Kellogg National Fellowship Award, a \$75,000 grant that provided an opportunity to interview women leaders on five continents about leadership challenges. Received Outstanding Woman and Community Achievement Awards. Enabled the poor to help themselves, facilitated racial reconciliation, and promoted the arts. Spoke before many civic groups, colleges and Universities about discrimination in the workplace. Qualities include: excellent leadership, communication, management and organizational skills.

### PROFESSIONAL EXPERIENCE

10/97 to Present

#### **Attorney, Consultant, Mobile, Alabama**

- Consult with community leaders on the local level to develop models of community based leadership. Work with municipalities and non-profit organizations to help them become financially self reliant by identifying non-federal funding sources for community support.

1/95 to 11/97

#### **Director of Program Services, Deputy Director of the Office of Program Services, Legal Services Corporation, Washington, D.C.**

- Directed the development and implementation of the competitive bidding process for awarding \$273 million in grants to 300 legal service grantees within the US and territories. Worked with team that developed new personnel policies.
- Turned demoralized staff into well-organized team following reduction in force ordered by a Congressional mandate. Combined two divisions containing thirty-five employees; attorneys, program analysts, and support staff.

12/91 to 05/95

#### **Executive Director, Legal Services, Montgomery, Alabama**

- Managed \$5.5 million dollar budget. Supervised staff of 132, which included lawyers, paralegal, and support staff. Provided legal services to the poor in 60 of Alabama's 67 counties. Addressed issues involving on-the-job discrimination and grievances brought by clients and staff.
- Instituted and managed diversity training which helped to solve problems regarding moral and racial conflicts. As a result employees produced a greater quality and quantity of work with fewer grievances. Managed strategic planning sessions; produced agency vision; and set new goals and objectives. In the area of performance assessment, established standards for job categories and evaluation based on these criteria.

10/81 to 12/91

#### **Attorney, Private Practice, Mobile, Alabama**

- Represented individual clients from labor unions, pension and welfare plans as well as the County of Mobile, Mobile County Housing Authority and the Mobile County Personnel Board in civil litigation in state, federal and appellate courts.

12/81 to 11/91

Magistrate, Thirteenth Judicial Circuit, Nonsupport Division, Special District Judge and Special Probate Judge, (Part-time positions held while in private practice) Mobile Alabama

**PROFESSIONAL AFFILIATIONS** Mobile Bar Association: Committees: Executive (1991); Civil Practice Federal Courts (1986-1988); Continuing Legal Education (1987-1989); Pro Bono (1986-1988); Constitution and Bylaws (1988). Alabama Bar Association: Committees: Access to Legal Services for the Poor (1989 - 1995); Task Force on Women in the Profession (1993 - present); Unauthorized Practice of Law (1993 - 1995); past secretary Administrative Law Section.  
American Bar Association: Task Force on Reapportionment (1990)  
Past member Section on State and Local Government  
National Legal Aid and Defenders Association:  
**Civil Council (1993 - 1995)**

**POLITICAL ACTIVITIES** Alabama Democratic Leadership Forum  
State Democratic Executive Committee - District 98 (Member)  
Mobile County Democratic Executive Committee (Treasurer 1990-1992)  
Mobile County Democratic Conference (Past Chairperson)  
First Congressional District, Alabama Democratic Conference (Past Chairperson)  
Mobile County Chapter, National Women's Political Caucus (Vice President)  
League of Women Voters (Past Board member)  
Campaign Volunteer: local, state and national elections; special skills in campaign management and voter registration.

**COMMUNITY SERVICE** State President, County President, National Coalition of 100 Black Women  
Board of Directors, Legal Services Corporation of Alabama (1982-1991) Past President;  
Voices for Alabama's Children (Co-chair; Program Committee; Chair: Nominations Committee); Federal Credit Union; United Way Planning Division  
(Co-chair: Homelessness Task Force; Chair: Migrant Committee); Museums of the City of Mobile (Corresponding Secretary, Chairperson: African American Acquisitions Committee);  
Leadership Alabama Class II (1991-1992); Leadership Mobile (1986); Mobile United (past member Steering Committee); National Association for the Advancement of Colored People; African American Friends of Arts; Alabama State Council on the Arts (Grants Review Panel); Trainer for Operation Blueprint (United Way Leadership Development Programs)

**HONORS AND AWARDS** 1994 Awarded Kellogg National Fellowship  
1993 Featured in State Bar Journal article entitled "African American Women Making a Difference in the Legal Profession"  
1992 Gayfer's Outstanding Career Women  
1992 Woman of the Year (selected by Seta Phi Beta Sorority)  
1991 Community Achievement Award (Prichard Federation of Women and Youth Clubs)  
1985 Outstanding Community Service Award ( Ladies Auxiliary of Knights of St. Peter Clavier)  
1979 Outstanding Young Women of America  
1977 Community Service Award (Alpha Phi Alpha Fraternity)

**EDUCATION** Bachelor of Science in Education, University of Alabama, Tuscaloosa (1974)  
Masters of Arts in Education, University of Alabama, Tuscaloosa (1976)  
Juris Doctor, Antioch School of Law, Washington, D.C.(1981)

**BAR ADMISSIONS** Supreme Court of Alabama - September 1981  
United States District Court for the Southern District of Alabama - 1983  
United States Court of Appeals for the Eleventh Circuit - 1983  
Supreme Court of the United States - 1989