
KIM MICHELE KEENAN, J.D.

Multicultural Media, Telecom & Internet Council, 3636 16th St., NW, Washington, DC 20010, [REDACTED]

SENIOR EXECUTIVE

Senior Non-Profit Executive with 20+ years of organizational leadership experience in non-profit and for-profit entities executing strategy, transforming organizational culture, providing strategic counsel, building consensus, and advocating for the improved status for underrepresented groups. Longstanding senior-level relationships with private sector, government and non-profit leaders based on extensive and distinguished board service (e.g., Profit Investment Fund, CLEO, University of the District of Columbia, D.C. Rape Crisis Center (first African-American President)). Recognized spokesperson on civil rights and social justice across national media (e.g., TV, print) and high profile events. Skilled negotiator and adept at crafting favorable contracts. Known for an inclusive management style, communicating complex subject matters with clarity across broad (internal/external) stakeholder groups and increasing engagement for lasting change.

EXECUTIVE CAREER HIGHLIGHTS

- **Leadership and Vision** – As President, led District of Columbia Bar’s (\$21M budget, 100 employees, 92,000+ members) first strategic plan and approval by Board of Governors. Ensured the strategic planning committee adopted an inclusive process and properly focused organization resources. Personally chaired a challenging pilot project for landlords and tenants at D.C. Superior Court and mediated a group including landlords, tenants, attorneys, and judges with opposing viewpoints to create the Self-Help Center for Landlords and Tenants. This cutting edge center serves thousands of underserved clients annually by providing *pro bono* attorneys and clear resolution processes. Received highest award of the D.C. Bar, the Frederick B. Abramson Award, as Chair of the Landlord Tenant Implementation Committee.
- **NAACP Branding** – Surrogate speaker for President of NAACP at national events (e.g., NEA, AKA National Convention, NYU Law School) and made appearances on CNN, BET, and TV One. Represented NAACP at international speaking events in Morocco and Jamaica. Sought buy-in and collaborated with the executive and finance committee of the NAACP Board to overhaul the organization’s signature television event, The Image Awards. Negotiated multi-year, multi-million dollar network deals with NBC and TV One. Streamlined operations, cut production costs and negotiated deals to raise the NAACP brand by including public service announcements and on-air texting in the prime-time (increased editorial oversight and revenue). Served as the Senior Executive for the only bi-coastal Image Awards including fundraising (\$400,000) and reduced production costs for the venue (New Jersey Center for Performing Arts).
- **Fundraising and Partnerships** – President of the National Bar Association (NBA) and fundraised in excess \$1.5M from corporations (e.g., Prudential, Toyota) and law firms, ranking in the top five of NBA presidents. As DC Bar President in an economic recession, achieved largest increase ever, 29%, of non-firm donors (corporations, organizations, individuals), which raised in excess of \$700,000. As General Counsel for NAACP, solicited nationally-recognized law firms to receive in excess of \$1M in *pro-bono* legal services. Secured \$300,000 grant from the Ford Foundation for the NAACP redistricting program and \$250,000 from the Norflet CyPres Fund. Included on the University of Virginia School of Law Alumnae Wall with top female fundraisers.

EXECUTIVE EXPERIENCE

Multicultural Media, Telecom & Internet Council

President & CEO

Washington, DC

2014-present

Chief Executive Officer with overall strategic and operational responsibility for MMTC’s staff, advocacy, policy, programs and execution of its mission. MMTC is a national nonprofit organization dedicated to promoting and preserving equal opportunity and social justice in the mass media, telecommunications and broadband industries. MMTC uses advocacy, policy and programming to reach these goals. Focused the work of MMTC on closing the digital divide, increasing diversity in the industry from entry level to entrepreneurship and increasing the pipeline of multicultural professionals.

National Association for the Advancement of Colored People (NAACP)**Baltimore, MD***General Counsel and Secretary*

2010-2014

Chief legal counsel on key governance, risk management, civil rights litigation and contracts issues to the Board of Directors, leadership team, staff, local NAACP branches and national state conferences. Lead the review of hundreds of contracts annually for the organization. Increased branch compliance with NAACP bylaws. In partnership with the CEO authorize all national and state direct action (*e.g.*, lawsuits, marches, rallies). Maintain corporate seal and corporate documents. Manage a staff of 12 and a \$3.5M annual budget. Key accomplishments include:

- **Contract Renegotiations** – With an open-approach, entered into discussions to evolve the collective bargaining agreement with the union, IP agreements (ProQuest) and Image Awards (network agreements), overhaul employee handbook.
- **NAACP Redistricting Program** – Collaborated with the COO/COS to roll out this important initiative in preparation for the impacts of the 2010 census on redistricting across the United States. Convened partners in the legal field (*e.g.*, NAACP Legal Defense Fund, Lawyers' Committee for Civil Rights, Advancement Project) allowing for quicker response times to address requests from field volunteers. Created tool kits that provided talking points and necessary information to assist branch analysis in determining direct action. Secured a \$300,000 grant from the Ford Foundation.

District of Columbia Bar**Washington, DC***President*

2009-2010

Led the second largest jurisdictional bar in the nation based on membership. Oversaw the Bar's governance addressing areas such as personnel, pension, committees, awards and appointments. Convened two major conferences. Created a leadership task force to integrate leadership training throughout the Bar for incoming and current Bar leaders, resulting in the creation of the John Payton Leadership Academy.

National Bar Association**Washington, DC***President*

2004-2005

Preside over the largest bar association of lawyers of color in the nation with affiliate chapters throughout the nation. Organized the largest election protection participation by a bar association of color. Speaker at national and international events on current affairs and legal issues. Ended bar term with a positive fund balance.

Washington Bar Association**Washington, DC***President*

2002-2004

Headed the largest bar association of lawyers of color in Washington, DC and one of the oldest and largest affiliates of the National Bar Association. Third female president in the organization's eighty-nine year history. Co-founder of the Washington Bar Association Legal Fund, focusing on law student scholarships.

SELECTED BOARD SERVICE**Profit Investment Fund (African-American owned mutual fund (PIM) - \$2.14BN AUM)****Bethesda, MD***Independent Trustee*

2008-Present

Council on Legal Education Opportunity (CLEO)**Washington, DC***Director and Fundraising Committee Chair*

2006-2010

Lawyers Committee for Civil Rights Under Law**Washington, DC***Director and Executive Committee Member*

2005-2010

University of the District of Columbia (UDC)**Washington, DC***Trustee and Board Vice Chairman*

2008-2009

LEGAL EXPERIENCE**The Keenan Firm****Washington, DC***Principal*

2008-2010

Jack H. Olender & Associates
Senior Trial Attorney

Washington, DC
1991-2007

Washington, Perito & Dubuc
Associate

Washington, DC
1989-1991

The Honorable John Garrett Penn, U.S. District Court for the District of Columbia
Judicial Law Clerk

Washington, DC
1987-1989

SELECTED MEDIA APPEARANCES

Fox News, Commentator 2007
CNN, Guest Host “Attorney-At-Law” 2003

EDUCATION

University of Virginia Law School
Juris Doctor

Charlottesville, VA
1987

Georgetown University
Bachelor of Science – International Economics

Washington, DC
1983

SELECTED HONORS AND AWARDS

National NAACP Medgar Evers Award for Excellence 2014
C. Francis Stradford Award (highest award), National Bar Association 2014
Equal Justice Award, UDC David A. Clarke School of Law 2013
Wiley Branton Award, Washington Lawyers’ Committee for Civil Rights and Urban Affairs 2011
American Bar Association, “Rebel in the Law” for Innovation 2010
Woman Lawyer of the Year, Women’s Bar Association of the District of Columbia 2007
International Women’s Forum, Washington, D.C., Member 2005
Leadership Greater Washington 2000

