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**SHIRA Z. GELFAND** is an associate at Outten & Golden LLP in New York, where she represents individual employees in litigation and negotiation in all areas of employment law. Prior to joining the firm, Ms. Gelfand worked as an associate in employment practices coverage, where she advised insurers regarding liabilities and underwriting considerations related to discrimination, harassment, retaliation, wrongful termination, and wage and hour claims.

Ms. Gelfand received her B.A. from Binghamton University *cum laude* in 2014 and her J.D. from Benjamin N. Cardozo School of Law in 2018 where she was a Public Service Scholar. During law school, Ms. Gelfand worked as a law clerk at Outten & Golden, interned at the New York State Office of the Attorney General in the Civil Rights Bureau and participated in the New York City Law Department Labor and Employment Law Field Clinic.

Before law school, Ms. Gelfand worked at the Conference on Jewish Material Claims Against Germany which provided reparations for holocaust survivors as well as Tivnu: Building Justice, a non-profit focused on homelessness and low-income housing in Portland, Oregon.