

THERESA WILSON

MANAGERIAL/ LEGAL EXPERIENCE:

NEW YORK STATE OFFICE OF THE STATE ATTORNEY GENERAL

State Counsel, Suffolk Regional Office March 2012 - July 2015; October 2024-Present

Handle over 100 diverse state and federal cases from inception through trial. Conduct bench trials and jury trials, as well as negotiate settlements on appropriate cases. Defend claims relating to employment discrimination and civil rights violations.

THE CHRYSALIS PROJECT: Restoring Mindful Systems

Founder/President, 2021- Present

Using a restorative lens to create fair systems by equipping people with the insight and tools needed to recognize and disrupt bias.

COMMONWEALTH OF MASSACHUSETTS COMMITTEE FOR PUBLIC COUNSEL SERVICES 2016-2024

Racial Equity Statewide Training Lead, August 2021- October 2024

Racial Equity Trainer, January 2021- August 2021

Racial Equity Trainer for the Commonwealth of Massachusetts Public Defender's Office, which provides legal representation to 285,000 indigent clients. Responsible for the training more than 3000 staff and attorneys on racial equity matters addressing racism and the systemic issues in our justice systems. Created and presented a multifaceted anti-racism training program and trained a group of 20+ of Anti-Racism Trainers to facilitate discussions. Created and manage an intensive race based summer program for more than 100. Project Management of multiple teams concerning race and equity policy development, implementation and execution of training initiatives which advance the Diversity Equity and Inclusion goals of the organization.

Equity Inclusion Diversity Working Group, Race and Training Chair, Agency-wide, Oct 2020 - Present

Work with the Equity Inclusion Director and other team members to address racial disparities in more than 20 offices across the Commonwealth of Massachusetts, while engaging in addressing racial disparities with stakeholders in multiple Court Systems, District Attorneys' Offices, and other agencies.

Child and Family Law Division Racial Justice Task Force, Co-Chair, Division-wide, Sept 2020 – Jan 2021

Led private attorneys and staff members in developing, implementing, and recommending programs and strategies to address racial disparities in the child welfare system.

Child and Family Law Division, Staff Attorney, February 2016- January 2024

Handled all aspects of child welfare litigation on behalf of children and families.

Office of the State Attorney General, Government Bureau-Trial Division Staff Attorney, Sept 2015-March 2016

Conducted various aspects of litigation for numerous cases, in diverse areas of practice, including substantial motion practice.

NEW YORK CITY LAW DEPARTMENT, PROSECUTORIAL DIVISION

(Multiple Promotions within Division) 1998-2012

Attorney in Charge, Juvenile Delinquency, Youthful Offender and Child Support Prosecution, Richmond February 2011 - January 2012

Served as chief legal and strategic advisor on all matters. Managed and supervised overall operations of the county office, including supervision of delinquency and child support practice, and legal and support staff.

Deputy Borough Chief, Juvenile Delinquency, Youthful Offender/Child Support, Queens July 2004 - February 2011

Supervised and managed delinquency and child support attorneys and staff. Developed, organized, and implemented a borough-based training program on criminal law and criminal procedure for attorneys.

Diversion Program Coordinator- Weekend Court, Juvenile Delinquency Prosecution, March 2008 - Feb 2011 Worked with the Mayor's Office and city-wide stakeholders to create a Weekend Court juvenile justice alternative to incarceration program. Managed and coordinated the weekend arraignment court process for the Law Department, participated in inter-agency meetings regarding the implementation of Weekend/Holiday Court.

Equal Employment Opportunity Investigator and Counsellor, Counselor, Citywide, Sept 2005 - March 2012
Explored claims of EEO violation within city agencies documented and reported findings to Commissioner.

Diversity Committee, Member, Citywide, September 2005 – September 2010
Explored internal issues related to diversity concerning employment, promotions, and related issues.

Juvenile Delinquency Community Service Committee Co-Creator and Chair, January 2003- January 2010 Implemented, organized and facilitated a multi-county community outreach initiative for the Division.

Major Case Unit; Sex Crime Prosecution Unit; Firearm Prosecution Unit, Oct 2002 – March 2012
Conducted extensive litigation of cases involving the Major Case, Firearms and Sex Crimes Prosecution Units.
Conducted interagency forensic interviews of children; and community and police department trainings.

Juvenile Court Division, Staff Attorney, September, September 1998-October 2002
Handled all aspects of delinquency litigation on behalf of survivors and community.

TEACHING EXPERIENCE:

NORTHEASTERN UNIVERSITY SCHOOL OF LAW

Reflections on Lawyering Adjunct Professor, September 2024-Present
Instruct students on the principles of public service lawyering, helping them to navigate success in the legal profession.

SUFFOLK UNIVERSITY RESTORATIVE JUSTICE CENTER

Restorative Justice Trainer, September 2023-Present
Help develop curricula, implement and deliver training regarding restorative justice practices for various stakeholders in the legal field across the County.

ROXBURY COMMUNITY COLLEGE

Restorative Justice State Initiative Honors Professor, September 2022-June 2024
Develop and Implement curriculum for undergraduate students in Restorative Justice; oversee research and reporting initiative for the Commonwealth of Massachusetts Restorative Justice Advisory Committee

Constitutional Law Adjunct Professor, Spring 2020
Instruct students on the principles of Constitutional Law. Develop curriculum for undergraduate students in Racial Inequities and Alternative Dispute Resolution classes as an Adjunct Faculty Member of the Criminal Justice Department.

MASSASSOIT COMMUNITY COLLEGE

Black Studies Adjunct Professor, Spring 2024
Develop and Implement curriculum in Black Studies for undergraduate students behind the wall.

JOHN JAY COLLEGE OF CRIMINAL JUSTICE, New York, NY

Visiting Adjunct Professor, Fall 2003
Taught a legal research and writing course designed to encourage critical thinking and legal reasoning.

EASTERN SUFFOLK COUNTY B.O.C.E.S.

Guest Lecturer, Spring 2014
Instructed students on Family Court curriculum, which included child support, orders of protection, and juvenile delinquency.

TRAINING EXPERIENCE:

NATIONAL INSTITUTE OF TRIAL ADVOCACY

Instructor, 2008 – Present (Recurring)

Instructed attorneys in litigation techniques and trial advocacy skills.

NATIONAL ASSOCIATION OF PUBLIC DEFENDERS

Instructor, 2024

Instructed attorneys in litigation techniques and trial advocacy skills.

NATIONAL BLACK PROSECUTORS' ASSOCIATION

Lecturer, 2005-2006, 2024-2025

Conducted national and local trainings concerning juvenile delinquency prosecution.

NEW YORK STATE UNIFIED COURT SYSTEM

Instructor, 2009

Conducted trainings for Judges, Court Personnel and Others on conducting Pre-Petition Hearings in Juvenile Court to facilitate the development of the Family Court Division-Weekend Court Alternative to Detention Program.

NEW YORK CITY POLICE DEPARTMENT

Instructor, 2004 – 2010

Conducted trainings for NYPD School Safety Officers on issues related to taking statements, making identifications and engaging with juvenile suspects.

NEW YORK STATE CONTINUING LEGAL EDUCATION; NEW YORK CITY LAW DEPARTMENT

Instructor, 2003 - 2011

Trained new and experienced attorneys on a local and statewide basis in investigations, trial techniques and advocacy, ethical considerations, and other topics related to juvenile justice, criminal law, and criminal procedure. The creation of written training materials were created to satisfy the State's continuing legal education requirements for instructors.

COMMITTEE FOR PUBLIC COUNSEL SERVICES - OFFICE OF THE PUBLIC DEFENDER

Trainer, Lecturer, Coach, Panelist, Faculty Organizer, 2018-2024

Instruct private counsel and CAFL attorneys on trial techniques, cross examination, trial preparation and expert witness examination. Develop, implement and conduct trainings concerning racial equity for approximately 3000 individuals throughout the Commonwealth.

LAW SCHOOL PRESENTATIONS, TRAININGS and ENGAGEMENTS

HARVARD UNIVERSITY LAW SCHOOL

- Harvard Defenders - Anti-oppression Addressing Awareness Workshop
- Criminal Justice Institute- Lawyer Wellness: Achieving Balance in Practice

GEORGETOWN UNIVERSITY LAW SCHOOL

Ambassadors for Racial Justice- The Fight to End Racial Injustice in Defender Offices and Beyond Panel Discussion

BOSTON COLLEGE LAW SCHOOL

Public Interest Law Program

- White Saviorism Workshop
- DEI Workshop

BOSTON UNIVERSITY LAW SCHOOL

- Round table discussion on Race in Criminal Justice
- Public Service Identity and Wellness Workshop

BAR ASSOCIATION PRESENTATIONS, TRAININGS and ENGAGEMENTS

MASSACHUSETTS BAR ASSOCIATION

Trainer, Lecturer, Coach, Panelist, Faculty Organizer Instruct attorneys on race equity issues.

2022 Combating Incidents of Bias in the Workplace, 2022

2021 Better Legal Outcomes, Better Life Outcomes: Positive Youth Development and Racial Justice in Practice During COVID-19, 2021

2021-23 Newly Admitted Attorney Professionalism Training, 2021, 2022, 2023

2022 DEIC Wellness Program Panel

2023 Microaggressions in the Workplace: Attracting and Retaining Attorneys of Color Panel

2024 The Origins of Restorative Justice; Repairing Harm and Building Community

2025 Reframing the Narrative

BOSTON BAR ASSOCIATION

2020 *Panelist, Representing Families Through Child and Family Law*

Instruct attorneys on race equity and child welfare issues.

COUNTY ATTORNEY ASSOCIATION OF THE STATE OF NEW YORK

Lecturer, 2009

Conducted a State-wide lecture for County Attorneys to facilitate the development of Weekend Court Alternative to Detention Programs throughout the State.

AMERICAN BAR ASSOCIATION, CRIMINAL JUSTICE SECTION

American Bar Association Criminal Justice Section Racial Justice and Diversity Committee Chair

2022 *Race Equity Discussion Leader*

2022 *Bias and Identity Discussion Leader*

2023 *Implicit Bias and Racial Trauma Discussion Leader*

MASSACHUSETTS BLACK BAR ASSOCIATION

2022 *Advancement in Profession Panel Leader*

2023 *Judicial Panel Discussion Panel Leader*

2023 *Judicial Meet and Greet Program Coordinator*

2023 *Black Economic Advancement in Realty Program Assistant*

2024 *Federal Court Judicial Panel Program Assistant*

WORCHESTER BAR ASSOCIATION

2021 *A Macro Discussion on Micro Aggression: Better Colleagues, and Upstanders- Panelist*

MISCELANEIOUS PRESENTATIONS, TRAININGS and ENGAGEMENTS

Northeastern University Women of Color in the Academy - *Wellness in Anti-DEI Climate Workshop Facilitator* 2025

National Black Prosecutors Association

2024 *National Conference Panel Lead*

2025 *Richmond County District Attorneys Office Identity and Bias Training*

Canopy Equity Coaching -*Leadership Forum DEI Training* 2024

Boston Cares

2022-23 *Privilege and Bias Discussion Leader*

One Can Help - *Poverty and Justice Keynote Speaker* 2022

Massachusetts Psychiatric Society Antiracism Committee Closing Panel

2022 *Envisioning An Equitable Mental Health Crisis Response Panelist*

State of Connecticut Public Defenders Office - *Leadership & Community engagement Trainer* 2022

Youth Advocacy Foundation - *Race Equity in Juvenile Court Keynote* 2022

EDUCATION:

UNIVERSITY OF MASSACHUSETTS, Boston Campus Masters of Sociology, concentration in Social Justice, *Hiatus*

HOFSTRA UNIVERSITY SCHOOL OF LAW, Hempstead, NY Jurist Doctor, May, 1998

Honors: Managing Editor of the *Hofstra Law & Policy Symposium Journal*, Co-Associate Editor-in-Chief of the *Family and Conciliation Courts Review: World Congress Issue*, Lawrence C. Schoen Full Academic Scholarship, National Institute of Trial Advocacy Grant, The Association of the Bar of the City of New York

Fellow, Student Representative for the Recruiting and Retention of Minority Students Faculty Committee, Law School Public Interest Recognition, and Housing Clinic Intern

NEW YORK INSTITUTE OF TECHNOLOGY, Central Islip, NY

Bachelor of Science Interdisciplinary Studies, *Magna Cum Laude*, May, 1995.

Honors: Full Academic Scholarship, Inroads Intern at Bankers Trust Company, Humanities Foundation Scholarship, Presidential Academic Excellence Scholarship, Nu Upsilon Tau Honor Society, Martin Luther King Jr. Service Award, Academic Excellence Award, Service to the School Award, National Dean's List and Student Athlete of the Year

BAR ASSOCIATION COMMITTEE EXPERIENCE:

NATIONAL BAR ASSOCIATION

Women Lawyers Division, CJS Liaison, September 2025

AMERICAN BAR ASSOCIATION

ABA Commission on Racial and Ethnic Diversity in the Profession, CJS Liaison, September 2021-Present

Criminal Justice Section, Racial Justice and Diversity Committee Co-Chair, September 2021 Present *Criminal Justice Section, Committee Member*, January 2021 – Present

MASSACHUSETTS BLACK LAWYERS ASSOCIATION

President Elect June 2025-Present

Board of Directors, June 2023-May 2025

Co-Chair Judiciary Committee, July 2023-2024

Co-Chair Professional Development Committee, 2023 *Member* 2021-2023

MASSACHUSETTS BAR ASSOCIATION, Boston, MA

Diversity Equity Inclusion Committee, Committee Member, July 2021 – Present

DEIC- Education Subcommittee Chair, September 2024

MASSACHUSETTS WOMEN'S BAR ASSOCIATION, Boston, MA

Board of Directors, Member February 2021 – February 2023

NATIONAL BLACK PROSECUTORS' ASSOCIATION, Sterling Johnson Chapter

Queens County Representative, 2005-2015

BOARD OF DIRECTOR EXPERIENCE:

ARTS FOR ANXIETY, INC., Boston, MA

Board of Directors, Executive Director, September 2017 – Present

ALPHA KAPPA ALPHA SORORITY, INC. BOSTON PEARL FOUNDATION, Boston, MA

Board of Directors, Vice President, February 2021 – Present

BOSTON CARES, INC., Boston, MA

Board of Directors, Member, Diversity, Equity and Inclusion Committee Chair June 2021 – Present

COMMUNITY SERVICE PROJECTS and ASSOCIATIONS:

Supreme Judicial Court Well-Being Committee DEI Recommendations Courts, Public Agencies,
and Legal Services Working Group Member
Wheelock Family Theater 40 turns 50 Committee
Roxbury Community College Criminal Justice Board Member
Roxbury Community College 50th Anniversary Learning Innovating Responding Panel Discussion
Housing Court's Volunteer Lawyer
National Association of Parliamentarians
Alpha Kappa Alpha Sorority Inc. State Connections Chairman; Alpha Kappa Alpha Day at the Capitol Chair
Alpha Kappa Alpha Day at City Hall: Chair; "Where are we now? Where are we Going? Six Months after George Floyd"
The Links, Incorporated: Eastern Regional Women's Issue Chair; President; Program Chair, Parliamentarian Jack and Jill of
America, Incorporated: Vice President; Teen Advisor; Parliamentarian; Protocol Officer
Alpha Kappa Alpha Sorority, Incorporated: Parliamentarian; Connections Committee Chair; Protocol Officer Omega Chapter
National Black Prosecutors Association: Queens County Representative
Massachusetts Black Lawyers Association
Massachusetts Women's Bar Association
Metropolitan Black Bar Association
National Association of Parliamentarians- Registered Parliamentarian
Red Line Round Robin Mock Trial Judge
Town of Easton Cultural Council
Cortland University Race in Higher Education Panel Discussion

CERTIFICATIONS:

Certified Forensic Child Interviewer
Harvard University School of Business Outsmarting Bias
Berkeley University Beyond Diversity: Navigating the DEI landscape in these challenging times
Berkeley Center for Cultural Humility Training
Center for Urban and Racial Equity Training
Suffolk University Restorative Justice Facilitator

AWARDS and HONORS:

TEDx Deer Park Women Speaker 2025
National Bar Association Women Lawyers Division Hidden Figure Award
Massachusetts Lawyers Weekly Top Women of Law
TSNE Emerging Consultants of Color 2025 Cohort
New York State Attorney General Aspiring Managers Training Program
Committee for Public Counsel Services Thurgood Marshall Award
Committee for Public Counsel Services Managerial Training Program Tier 1
New York State Attorney General Aspiring Leaders Cohort 2025
Association of the Bar of the City of New York Municipal Affairs Committee Outstanding Achievement Award
New York City Law Department Superior Performance Non-Managerial Award-Edith Spivack
City of New York Management Training Academy
Committee for Public Counsel Services Managerial Training Program
New York City Law Department, Family Court Division Outstanding Community Service Recognition

PUBLICATIONS:

Loyalty Day is No Substitute for Law Day

<https://racematterssolution.com/loyalty-day-is-no-substitute-for-law-day/>

Debunking 5 Myths About DEI

https://www.linkedin.com/posts/theresa-wilson-coney_debunking-five-myths-about-dei-activity-7292195369520648192-udH2?utm_source=share&utm_medium=member_desktop&rcm=ACoAADLK2TgBA9pFZMQDRjhfJPRNCG-IPO6X3iQ

Diversity, equity and inclusion vs. merit, excellence and intelligence: Which equation is misguided?

Massachusetts Lawyers Weekly August 12, 2024 issue

https://www.linkedin.com/posts/theresa-coney-0a04751b9_dei-or-mei-which-equation-is-misguided-activity-7228771423580762113-Ds07?utm_source=share&utm_medium=member_desktop

A Post Racial America? or A Fictitious Ideology

American Bar Association Criminal Justice Section Newsletter Spring 2024

https://www.linkedin.com/posts/theresa-coney-0a04751b9_a-post-racial-america-or-a-fictitious-ideology-activity-72026762685787328-uV3Y?utm_source=share&utm_medium=member_desktop

Through the Looking Glass; Creating Workplace Diversity Through Restorative Justice

American Bar Association Criminal Law Magazine Fall 2023

https://www.americanbar.org/groups/criminal_justice/publications/criminal-justice-magazine/2023/fall/creating-workplace-inclusivity-through-restorative-justice/

PODCAST APPERANCES:

JUSTPOD American Bar Association Criminal Justice Podcast Pending

DR L. Podcast, Dr. Lawrence Hunter DEI Why we need to Work Together February 2025

Syracuse University Culturally and Technically Legal Podcast Identity and Bias Discussion

WEBSITE: www.RMSChrysalisProject.Org