



Carmen White

Chief Inclusion and Belonging Officer

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As UB Greensfelder's Chief Inclusion and Belonging Officer, Carmen leads the firm's BELONG initiative, which aims to recruit and advance employees of all backgrounds, create a supportive and inclusive environment, and support local communities. She also chairs the firm's BELONG Committee, which is comprised of attorneys and staff who work to create a welcoming culture and a more balanced, rewarding workplace.

Combining her vast experience in the legal industry with previous experience developing and implementing equity and human rights policy initiatives, Carmen works to achieve meaningful and impactful change within the firm, the legal industry, and the community.

Prior to her promotion to Chief Inclusion and Belonging Officer, Carmen served as UB Greensfelder's Director of Diversity Initiatives and Civic Engagement, where she helped the firm attract, develop, and retain a diverse pool of attorneys and legal professionals and researched, strategized, implemented, and measured the effectiveness of the firm's diversity and inclusion initiatives.

Before joining UB Greensfelder, Carmen developed and implemented equity and human rights efforts as a municipal policy analyst for a municipality in the Pacific Northwest. In this role, she led an initiative that resulted in the establishment of the city's Office of Equity and Human Rights, increased diversity in hiring, and improved service delivery to residents belonging to historically marginalized groups. Carmen also previously served as a junior policy staff member for a United States Senator in Washington, D.C. and as a Management Fellow for a municipality in south Texas.

Education

- University of Missouri - Columbia (B.A., 2006)
- Indiana University (M.P.A., 2011)

Awards & Honors

- *St. Louis Small Business Monthly* Diversity Hero Award (2022)
- Greensfelder, Hemker & Gale Firm Values Award for Equity (2021)
- *Missouri Lawyers Media* Diversity & Inclusion Award (2021)

- Saint Louis University School of Law's Black Law Students Association, Ronda F. Williams Service Award (2020)

Publications & Presentations

- "Keys to Empowering Success in the Role of Chief Diversity Officer," *PLI Chronicle* (April 2022).

In the News

- "Carmen White promoted at UB Greensfelder," *St. Louis American* (January 2025)
- "To Reach DEI Goals, Structural Challenges Require Structural Solutions," Interview in *Law.com* (January 2024)