

Gwendolyn R. Miller

Expert Witness Profile

Gwendolyn R. Miller is an expert witness and consultant whose work addresses racial discrimination, racial microaggressions, implicit bias, and diversity, equity, and inclusion in workplace, educational, and organizational settings. She provides record-based analysis, expert reports, consulting support, deposition testimony, and professional opinion concerning conduct, institutional climate, and decision-making relevant to claims of discrimination and inequitable treatment.

Areas of Expert Testimony and Consulting: age discrimination; gender discrimination; racial discrimination; age, gender, and racial microaggressions; implicit bias; organizational climate and culture; diversity, equity, and inclusion practices; educational and workplace environments.

Retentions, Testimony, and Expert Witness Experience

Ms. Miller has been retained as both a testifying expert and a consulting expert in matters involving discrimination, bias, racialized interactional dynamics, workplace climate, educational environments, and organizational practices. Her expert witness work includes case review, expert reporting, consulting support, deposition testimony, and analysis of the policies, practices, and interactions at issue in claims of discrimination and inequitable treatment.

The matters below are representative retentions and expert witness engagements and are presented to demonstrate the scope of her work across plaintiff- and defense-side matters, educational and workplace settings, and both consulting and testifying roles.

1. **Sonia Gonzalez v. Whittier College**

Case No.: BC691295; B303364

Retained by: Anderson, McPharlin & Conners, LLP

Role: Testifying expert on behalf of the defendant

Work performed: Issued expert report; deposed September 20, 2019

Disposition: Case settled after deposition

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2. Craig Robinson and Kelly Robinson v. University School of Milwaukee

Case No.: 22-CV-002488

Retained by: Ropes & Gray LLP

Role: Testifying expert for plaintiffs

Work performed: Issued expert report

Submission date: October 6, 2020

3. Jane Doe (Guardian of John Doe) v. Lexington Catholic High School and Roman Catholic Diocese of Lexington

Case No.: Civil Action No. 16-CI-2998

Retained by: Arnold & Miller, PLC

Role: Testifying expert for plaintiff

Work performed: Issued expert report

Submission date: February 12, 2021

4. Shella Simbulan and Ron Simbulan v. Northwest Hospital and Medical Center

Case No.: 851144

Retained by: Pfau Cochran Vertetis Amala PLLC

Role: Testifying expert for plaintiffs

Work performed: Issued expert report

Submission date: June 8, 2023

5. City of Wilmington and John Looney (Fire Department Chief)

Retained by: Allen & Associates

Role: Testifying expert for plaintiff

Work performed: Issued expert report; deposed March 7, 2025

Submission date: January 13, 2024

6. Sophia Holman v. Robert Half International, Inc.

Case No.: 21STCV26041

Retained by: Hunton Andrews Kurth LLP

Role: Consulting expert on behalf of the defendant

Work performed: Expert report pending

7. Lorrie Grant, Daniel Ronan, and Joseph Terry v. American Trucking Associations, Inc.

Court: United States District Court for the District of Columbia

Case No.: 1:25-cv-02765

Retained by: Smouse & Mason, LLC

Role: Testifying expert for plaintiffs

Work performed: Prepared expert witness report

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8. Ernest Mackey Jr. v. Walmart Inc.

Case No.: A-24-901293-C

Retained by: The Cottle Firm

Role: Expert witness for plaintiffs

Work performed: Issued expert report; deposed June 2026

Consulting Engagements

Ms. Miller provides consulting services to schools, businesses, nonprofit organizations, and community institutions on discrimination, racial microaggressions, implicit bias, diversity, equity, and inclusion practices, and organizational climate. The engagements below are representative of her applied consulting work in these areas.

1. Indian River School District, 31 Hosier St, Selbyville, DE
2. The PEAL Center, 2325 E Carson St., Pittsburgh, PA 15203
3. Cape Henlopen School District Administrators, 1270 Kings Hwy, Lewes, DE
4. Jewish Family Services of Delaware, 20684 John J. Williams Hwy, Suite 4, Lewes, DE 19958
5. SunShower Learning, 1467 Siskiyou Blvd. #223, Ashland, OR 97520

Education and Professional Credentials

Master of Science in Education, Major in Interdisciplinary Studies of Human Development Program

UNIVERSITY OF PENNSYLVANIA, GRADUATE SCHOOL OF EDUCATION, PHILADELPHIA, PA

Commonwealth of Pennsylvania Professional Certificate

UNIVERSITY OF PENNSYLVANIA, GRADUATE SCHOOL OF EDUCATION, PHILADELPHIA, PA

Bachelor of Liberal Arts (Joint Program)

CASE WESTERN RESERVE UNIVERSITY, CLEVELAND, OH

Bachelor of Music

CLEVELAND INSTITUTE OF MUSIC, CLEVELAND, OH

Diversity and Inclusion for HR Certificate

CORNELL UNIVERSITY, ITHACA, NEW YORK

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Teaching, Instruction, and Academic Experience

Northwestern University Leading Diversity, Equity, and Inclusion

Head Program Instructor, 2U Northwestern University Short Course

University of Toronto Rotman School of Management: Women in Leadership: Overcoming Obstacles to Success

Head Program Instructor, 2U *University of Toronto Short Course*

The Institute for Diversity Certification (IDC)

5225 Exploration Drive, Indianapolis, IN

Instructor, *Certified Diversity Executive (CDE) Course*

The Institute for Diversity Certification (IDC)

5225 Exploration Drive, Indianapolis, IN

Instructor, *Certified Diversity Professional (CDP) Course*

University of Pennsylvania, Graduate School of Education, Philadelphia, PA

Teaching Assistant, *Psychology of African Americans*

University of Pennsylvania, Graduate School of Education, Philadelphia, PA

Research Assistant, *Racial Socialization & Racism Experiences*

Newtown Friends School, Newtown, PA

Elementary Teacher

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Selected Training, Program Development, and Facilitation

Ms. Miller has developed and delivered training programs addressing racial microaggressions, workplace bias, educational equity, and inclusive organizational practices. Selected programs and engagements are listed below.

Addressing Microaggressions in Education

- Developed and delivered the presentation, **Addressing Microaggressions in Education**. This program examines the lived experiences of students of color, offers practical strategies to help them manage racism-related stressors, and provides educators with recommendations for cultivating positive inter-ethnic relationships between students and teachers.

Racial Microaggressions in the Workplace

- Designed and facilitated a comprehensive training course for employees and managers titled **Racial Microaggressions in the Workplace**. The Course provides an overview of the harmful effects of racial microaggressions on people of color, using case studies, role-playing exercises, and guided discussions to foster understanding and awareness.

Microaggressions in the Workplace: Race, Gender, and Sexual Orientation

- Created and led the **Microaggressions in the Workplace: Race, Gender, and Sexual Orientation** program. This workshop addresses the effects of microaggressions based on gender, sexual orientation, and disability, with a particular emphasis on the experiences of women and LGBTQ+ individuals.

Miller, G. (2026), Addressing Racial Microaggressions in the Workplace. The Association for Living History, Farm and Agricultural Museums, Zoom Presentation

Miller, G. (2022), Addressing Racial Microaggressions in our Schools. Indian River School District Administrators, 31 Hosier St, Selbyville, DE

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Miller, G. (2022), Addressing Racial Microaggressions in the Workplace. Community Action Association of Pennsylvania (CAAP) 222 Pine Street, Harrisburg, PA 17101

Miller, G. (2020), Addressing Racial Microaggressions in the Workplace. Jewish Family Services of Delaware, 20684 John J. Williams Hwy, Suite 4, Lewes, DE 19958

Miller, G. (2020), Diversity, Equity, and Inclusion: Six-Part Series. The PEAL Center, 2325 E Carson St., Pittsburgh, PA 15203

Miller, G. (2020), Addressing Racial Microaggressions in our Schools. Cinnaminson High School, 1197 Riverton Rd, Cinnaminson, NJ 08077

Miller, G. (2019), Diversity, Equity, and Inclusion: Six-Part Series. League of Women Voters of Delaware

Miller, G. (2019). An Introduction to Addressing Racial Microaggressions in Our Schools. Indian River School District Administrators, 31 Hosier St., Selbyville, DE.

Miller, G. (2019), An Introduction to Addressing Racial Microaggressions in our Schools. Cape Henlopen School District Administrators, 1270 Kings Hwy, Lewes, DE

Miller, G. (2019), Empower Yourself: Learn About Racial Microaggressions. Southern Delaware Alliance for Racial Justice Town Hall Meeting on Racism and anti-Semitism, Trinity Faith Center on New Road in Lewes, DE

Miller, G. (2017-18), A Racial Microaggressions Intervention: Addressing Racial Microaggressions in our Schools. Cheltenham School District, 2000 Ashbourne Road, Elkins Park, PA

Miller, G. (2017), Addressing Racial Microaggressions in our Schools. Nativity Preparatory School of Wilmington, 1515 Linden Street, Wilmington, DE

Miller, G. (2017), Addressing Racial Microaggressions in our Schools. West Oak Lane Charter School, 7115 Stenton Ave., Philadelphia, PA

Miller, G. (2017), Addressing Racial Microaggressions in our Schools. St. Edmond's Academy Preparation, 2120 Veale Road, Wilmington, DE

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Miller, G. (2016). Addressing Racial Microaggressions in our Schools. New Jersey Network to Close the Achievement Gaps: Diverse Student Learners and School Culture Workshop, Mullica Hill, NJ

Miller, G. (2016). Addressing Racial Microaggressions in our Schools. St Elizabeth School, 917 Montrose Rd, Rockville, MD

Miller, G. (2015). Diverse Learners and School Culture Workshop- Making the Invisible Visible: Addressing Racial Microaggressions in our Schools. Delaware Valley Consortium for Excellence & Equity, 3440 Market Street, Suite 500, Philadelphia, PA

Miller, G. (2015). Addressing Racial Microaggressions in our Schools. Germantown Friends School, 31 West Coulter Street, Philadelphia, PA

Miller, G. (2014). Addressing Racial Microaggressions in Our Schools. Abington School District, Abington, PA.

Miller, G. (2014). Diverse Learners and School Culture Workshop- Making the Invisible Visible: Addressing Racial Microaggressions in our Schools. Long Island Consortium for Excellence and Equity, Westbury, NY

Miller, G. (2013). Society for Diversity Executives & Professionals. Facilitate Certified Diversity Executive (CDE) exam preparation courses for the Institute for Diversity Certification in McKinney, TX

Miller, G. (2013). Society for Diversity Executives & Professionals. Facilitate Certified Diversity Executive (CDE) exam preparation courses for the Institute for Diversity Certification in Plainfield, IN.

Miller, G. (2013). Addressing Microaggressions in Education: Race, Gender, and Sexual Orientation. Climate and Cultural Workshop at Germantown Friends School, Philadelphia, PA

Selected Scholarly Publication

Coleman-King C, Adams-Bass V, Bentley-Edwards K, Thomas D, Thompson C, Michael A, Miller G, Charity-Parker B, Stevenson H. Got Skillz? Recasting and Negotiating Racial Tension in Teacher-Student Relationships Amidst Shifting Demographics. *Social Sciences*. 2021;10(3):99. DOI: 10.3390/socsci10030099.

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Selected Presentations and Invited Talks

Delivered presentations and facilitated workshops at regional and national conferences focused on advancing educational equity, addressing racial microaggressions, multicultural education, career development, and resilience. Demonstrated commitment to supporting diverse learners and fostering inclusive school communities.

Miller, G. (2013). Diverse Learner and School Culture Workshop. Making the Invisible Visible: Addressing Racial Microaggressions in our Schools. Delaware Valley Minority Student Achievement Consortium, Philadelphia, PA.

Miller, G. (2011). Reducing Racial Microaggressions in African American Children's Education. National Association of Independent Schools, People of Color Conference, and Student Diversity Leadership Conference, Philadelphia, PA.

Miller, G. (2011). Reconstructing African American Children's Education. National Association for Multicultural Education's 21st Annual International Conference, Chicago, IL.

Miller, G. (2011). Reducing the Negative Effects of Racism-Related Stressors. The 12th Annual Curriculum and Pedagogy Conference, Canton, OH.

Miller, G. R. & Hasan, A. (2009). "Career choice, your choice, there is no limit." Delaware Valley Minority Student Achievement Consortium Fall Conference, Philadelphia, PA.

Stevenson, H. C., Thomas, D., Bentley, K. L., Hayling, C., Thompson, C., Miller, G. R., Li, Z., Coleman, C., & Michael, A. (2008). Typecasting 101: Re-scripting black student reactions to stereotyping. American Psychological Association Convention, Boston, MA.

Thomas, D., Miller, G. R., Bentley, K. L., & Stevenson, H. C. (2008). CARES: Can We Talk? Using racial socialization as an intervention tool to encourage academic and social success. Winter Roundtable of Cultural Psychology and Education, Teachers College, Columbia University, New York, NY.

Miller, G. R. & Michael, A. (2007). "Where do I go from here? Building a bridge for white educators". Delaware Valley Minority Student Achievement Consortium Fall Conference, Philadelphia, PA.

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Professional Leadership, Board Service, and Affiliations

Ms. Miller's leadership, board service, and professional affiliations reflect sustained engagement in educational equity, civic leadership, behavioral health, and community-based diversity, equity, and inclusion initiatives.

- Board Member | Southern Delaware Alliance for Racial Justice, Lewes, DE
- Chair | Southern Delaware Alliance for Racial Justice Community Partnership with John Dickinson Plantation
- President | League of Women Voters of Delaware
- Board Member | Diversity, Equity, and Inclusion, League of Women Voters of the United States
- Board Member | Indian River School District Community Advisory Board
- Education Committee Member | Lt. Governor's Behavioral Health Consortium

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