



Principal, Washington, D.C. Region

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Michael R. Hatcher is a principal in the Washington, D.C. Region office of Jackson Lewis P.C. He has more than 30 years of experience representing a wide range of clients, including Fortune 500 corporations, government agencies and nonprofit organizations, in corporate diversity, employment law and government relations.

## Practices

- National Compliance and Multi-State Solutions
- Affirmative Action, OFCCP and Government Contract Compliance
- Construction
- Corporate Diversity Counseling
- Financial Services
- Entertainment and Media
- Workplace Training
- Real Estate

## Education

- Georgetown University Law Center, J.D. 1987
- Dartmouth College, A.B. 1984

## Admitted to Practice

- U.S. Court of Appeals, DC Circuit 1991
- U.S. Court of Appeals, Federal Circuit 1990
- U.S. Court of Federal Claims 1993
- District of Columbia - D.D.C. 1989
- District of Columbia 1989
- Maryland 1994
- Massachusetts 1987

Michael provides counseling, policy development and crisis management services to organizations seeking to enhance their diversity programs, performance, and profile. He is skilled at reviewing and assessing existing policies and procedures; enhancing programs aimed at recruiting, developing and retaining talented employees (*e.g.*, Diversity, Equity, and Inclusion Councils, Employee Resource Groups, performance management, talent development); and recommending changes in the structure and management of diversity programs to create lawful and sustainable performance. Michael trains audiences from the C-suite to the full workforce on topics such as equal employment opportunity (EEO); diversity, equity and inclusion; overcoming unconscious bias; avoiding harassment/sexual harassment; preventing hostile work environment and microaggressions; and crisis avoidance, mitigation, and recovery.

Michael assists companies in developing and implementing comprehensive diversity and EEO enhancement plans; compliance with federal, state, and local non-discrimination requirements; EEOC and OFCCP audits and investigations; supplier diversity; outreach and communication efforts; and diversity-related government relations. Michael often conducts internal investigations of alleged misconduct related to discrimination, harassment, hostile work environment, and retaliation. He leads enterprise-wide assessments of corporate diversity and inclusion efforts and recommends enhancements to institutionalize best practices across an organization's operations.

Michael has served as counsel to the PepsiCo Global Diversity and Inclusion Governance Council and the Omnicom Diversity Development Advisory Committee. He previously served as deputy general counsel of the National Coalition of Minority Business (NCMB), where he focused on protecting and expanding federal legislation and policies that provide opportunities for small, minority and women-owned businesses in federal contracting. Previously, Michael served as general counsel of a government contractor engaged in health and human services contracting at the federal and state levels. He served concurrently as general counsel of a related not-for-profit entity conducting research into health issues under grants from the federal government.

## Honors and Recognitions

- *The Best Lawyers in America*®, "Employment Law – Management" (2025)

## Published Works

- "States are Leading the Charge to Corporate Boards: Diversify!" *Harvard Law School Forum on Corporate Compliance* (May 2020) [Co-Author]

## Speeches

- “Practical Strategies to Navigate the ‘New’ DEI Landscape” (May 2024) (moderator)
- “Diversity and Inclusion: What Is or Is Not Allowed?” L&E Global (March 2021) (moderator)