



**Luther Wright, Jr.**

Of Counsel, Assistant Director of Client Training  
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**Location:**

Nashville (Office: 615-687-2213, Fax: 615-254-1908)

**Education:**

J.D., Vanderbilt University Law School, 1995

B.S., *magna cum laude*, Broadcast Journalism, Middle Tennessee State University, 1992

**Practice Areas:**

Employment Law, Litigation, Diversity and Inclusion



After graduating from Vanderbilt University School of Law, Luther Wright, Jr. began his career with a general practice firm in the litigation section. He spent the first several years of his legal career practicing in the general litigation area before joining the Labor & Employment team. He has significant experience in the areas of labor and employment law, corporate business litigation and complex litigation, including class action and collective action lawsuits. He typically represents management in all forms of employment discrimination litigation, including litigation based on federal anti-discrimination statutes, state statutes and common law, violence in the workplace, Fair Labor Standards Act claims and independent contractor disputes. Luther is a member of Ogletree's Diversity & Inclusion Practice Group and routinely provides timely client advice and guidance on diversity related matters. Luther devotes a significant amount of his practice to day-to-day client advice, general supervisor/employee training, training and advising on diversity and inclusion issues and advising on workplace violence issues. Luther also acts as the Assistant Director of Client Training as part of the Ogletree Deakins Learning Solutions ("ODLS") team. ODLS provides employee and supervisor training in a variety of formats, including in-person training, training by webinar/webcasts and customized video training products.

**Experience:**

Luther has experience representing banks, national gaming companies, automotive companies, government contractors, hospitals, restaurants, retail establishments, closely held businesses and entertainment companies in employment and business litigation. He has represented clients in litigation based on federal and state anti-discrimination laws, state tort litigation, personal injury matters involving commercial vehicles, claims under the Equal Credit Opportunity Act, class action and multi-plaintiff litigation. He has practiced before Tennessee trial courts throughout the State of Tennessee, Federal District Courts in Alabama, Arkansas, Georgia, Illinois, Kentucky, Minnesota, New Mexico, Oklahoma, Tennessee and Wisconsin, and the United States Court of Appeals for the Sixth and Eleventh Circuits. A highly evaluated public speaker, Luther has spoken before numerous industry groups, professional associations and clients across the country on topics ranging from implementation of employee discipline to respect in the workplace. His 1995 *Law Review* article, *Who's Black, Who's White and Who Cares: Reconceptualizing the United States' Definition of Race and Racial Classifications*, 48 Vand. L. R.513 (1995) has been excerpted in more than 10 books and has been consistently cited in scholarly publications and textbooks since its publication.

**Admitted to Practice:**

Tennessee  
U.S. Court of Appeals, Sixth and Eleventh Circuits  
U.S. District Court, Eastern District of Wisconsin  
U.S. District Court, Eastern District of Arkansas

## **Honors and Awards:**

- AV preeminent rating by Martindale-Hubbell
- *Best Lawyers in America* (2014 to present)
- Women's Political Collaborative of Tennessee, Good Guy Award (2014)
- *Vanderbilt Law Review*
- Vanderbilt Moot Court Board
- *Nashville Business Journal*, Best of the Bar (2008)
- MTSU, African-American Alumni Award (2006)

## **Professional Activities:**

- American Bar Association
- National Bar Association
- Tennessee Bar Association
- Nashville Bar Association (former Board Member and Chair of the Minority Opportunities Committee)
- Tennessee Bar Foundation (Fellow)
- Nashville Bar Foundation (Fellow)
- Napier-Looby Bar Association (Past President)
- Napier-Looby Bar Foundation (Fellow)
- Growth Enterprises Nashville, Inc. (Board Member)
- The Healing Trust (Board Member and Chair of the Human Resources and Compensation Committee)
- Lawyers' Association for Women, Marion Griffin Chapter (Member and Past Programming Chair)
- Renewal House (past Board Member and member of the Personnel Committee)
- Students Taking A Right Stand (STARS) (past Board Chair)
- Nashville Area Chamber of Commerce Board of Governors (Past Governor)
- 100 Black Men of Middle Tennessee

## Speeches:

- Tennessee Human Rights Commission Virtual Law Seminar—“Working and Managing from Home: New Challenges in a Remote World—December 9, 2021
- Tennessee SHRM Conference- Off Duty Social Media Conduct: When Can an Employer Lawfully Take Action?—August 18, 2021
- CAPLAW Virtual Conference 2021—Confronting and Overcoming Unconscious Bias for Compliance and Culture: Real Talk about Real Issues.—June 29, 2021
- ACC SoCal-Report Card Revisited: Evolution of DI&E Efforts in the Legal Profession—January 28, 2021
- Tennessee SHRM Webinar- “Managing Politics in the Workplace”-July 28, 2020
- COVID-19 Employment & Labor HR Webinar- “Violence in the Workplace: How to Prevent and Respond” - July 2, 2020
- Ogletree Deakins Webinar - "Post-Traumatic (Stress) Growth: The Hidden Gem in Times of Crisis" - June 30, 2020
- Tennessee SHRM Webinar- “Best Practices in Dealing with Race-Related Workplace Discussions”—June 23, 2020
- Ogletree Deakins Podcast - "Third Thursdays with Ruthie: Strategies for Effective Responses to Discussions About Race" - June 18, 2020
- Ogletree Deakins Webinar - "The New Normal: Preparing Your Workplace and Workforce for a Changed Reality" - June 12, 2020
- Ogletree Deakins Podcast - "Diversity & Inclusion at Work: How Employers May Respond to Injustice and Social Unrest" - June 10, 2020
- Ogletree Deakins Podcast - "Diversity & Inclusion at Work: Difficult Conversations During and Beyond COVID-19" - June 8, 2020
- Ogletree Deakins Webinar - "Pandemic Problems: Preventing Harassment in Remote Workforces" - May 18, 2020
- Ogletree Deakins Webinar - "Workplace Violence in the Midst of Crisis: Identifying and Resolving Issues During the COVID-19 Pandemic" - April 29, 2020
- Middle Tennessee SHRM Employment Law Conference – “The EEOC and Me: 10 Keys to a Better Relationship “ October 24, 2019
- Tennessee Human Rights Commission Annual Conference—“Social Media and Its Many Complications in the Workplace—June 12, 2019
- Managing a Workforce in New York, New Jersey, and Connecticut - "Diversity in the Real World" - New York - April 4, 2019

- Ogletree Deakins HRLU—"Conflict Resolutions"—Greenville—March 1, 2019
- Middle TN SHRM Diversity and Inclusion Summit - "Respectful Workplaces" - Nashville - November 16, 2018
- Middle TN SHRM Legal Conference - "I Didn't Know You Couldn't Do That!: Avoiding Common Hiring Traps and Mistakes" - Nashville - October 19, 2018
- Association of Corporate Counsel (ACC) Alabama Chapter and Society of Human Resources Management Joint Meeting - "Vigilance about Violence: Preventing and Responding to Violence in the Workplace" - Birmingham - July 19, 2018
- The College of Labor and Employment Lawyers for the 5th and 11th Circuits Annual CLE Program - "#MeToo: Navigating the New Landscape" - New Orleans - February 2018
- Clear Law Institute Webinar - "Domestic Violence in the Workplace" - January 18, 2018
- Ogletree Deakins Managing a Workplace in 2017 - Hot Topics - "Vigilance About Violence: Preventing and Responding to Dangers in the Workplace" and "Managing Hate-Based and Offensive Behavior in the Workplace" - Atlanta - October 17, 2017
- 2017 Tennessee Society for Human Resource Management MidSouth Conference & Expo - "Dealing with Racial Tension in the Workplace" - Nashville - October 3, 2017
- Tennessee Human Rights Commission Employment Law Seminar - "Comfort Dogs, Nut-Free Environments and Odorless Workplaces—The Expansion of "Reasonable Accommodations" - Nashville - June 22, 2017
- Ogletree Deakins Webinar - "Domestic Violence and Its Consequences in the Workplace: How to Protect Your Workers" - July 13, 2016
- Ogletree Deakins Employment Law Briefing—"The Intersection of the ADA and FMLA: Key Strategies for Managing Complex Leave Issues"-Franklin- April 7, 2016
- Ogletree Deakins Briefing - "The ADA and FMLA—So Many Questions, So Many Answers" - Nashville - September 30, 2015
- Ogletree Deakins Briefing - "Mean Girls (and Boys)—The Trend Toward Outlawing Bullying in the Workplace" - Nashville - April 1, 2015
- Ogletree Deakins Briefing - "Top Ten FMLA Questions Answered" - Nashville - October 29, 2014
- Middle Tennessee SHRM MidSouth Employment Law Conference - "Tripwires and Twitters: The NLRB's Ever Expanding Concerted Activity Theories" - Nashville - October 17, 2014
- American Healthcare Lawyers Association, Long Term Care and the Law Conference - "Labor and Employment Law Issue Update for Corporate Counsel" - Las Vegas - February 20, 2014
- Ogletree Deakins Employment Law Briefing - "You're Still Not the Boss of Me - Regulating Employee Conduct On and Off the Job" - Franklin - October 24, 2012

- Ogletree Deakins Employment Law Briefing - "Lies, More Lies and EEOC Charges: Strategies for Responding" - Nashville - April 18, 2012
- Ogletree Deakins Breakfast Briefing - "Taming the Three Headed Monster - Update on ADA, FMLA and Workers' Compensation" - Franklin - October 26, 2011
- Ogletree Deakins Employment Law Briefing - "Employer CSI: Conducting Effective Workplace Investigations" - Chattanooga - April 26, 2011
- Electronic Recordkeeping webinar - "Electronic Recordkeeping: The Legal Dos and Don'ts of Scanning, Storing, and Deleting Your HR Documents" - November 16, 2010
- Ogletree Deakins Labor & Employment Law Briefing - "Pay and Promotion: The Next Wave of Litigation" - Knoxville and Nashville - October 12 - 13, 2010
- Ogletree Deakins Labor & Employment Law Briefing - "Social Media: All Risks and No Reward" - Knoxville and Nashville - April 28 - 29, 2010

### **Media Quotes:**

- February 1, 2022 - [American Rental Association](#) - "What to do about troubling behavior in the workplace"
- August 14, 2020 - [SHRM Online](#) - "Managing Social and Political Expression at Work"
- April 26, 2018 – [Ink World](#) - "NAPIM Puts Focus on Emergency Preparedness During Annual Convention"
- March 5, 2018 – [SHRM Online](#) – "HR Must Act Quickly in Response to Domestic Violence Allegations"
- June 6, 2017 – [SHRM Online](#) – "How Can HR Professionals Respond to an Active Shooter Situation in the Workplace?"

### **Published Works:**

- September 2018 - present - Workplace Violence Today Magazine - "DecisionPoint Column (contributor)"
- Summer 2018 - American Bar Association Section of Labor and Employment Law Newsletter, Vol. 46, Number 4 - "#MeToo's Impact on the Law: A Lot Has Happened and A Lot More Is Expected"
- May 4, 2017 – Ogletree Deakins Blog Post – "[Domestic Violence and its Potential Consequences in the Workplace: How to Protect Your Workers](#)"
- August 12, 2013 – SHRM.org – "Registered Nurses Were Supervisors – Not Entitled to Union Representation"
- 1995 - 48 Vand. L. R. 513 - "Who's Black, Who's White and Who Cares: Reconceptualizing the United States Definition of Race and Racial Classifications"

