

**Nathan Bennett Fleming**  
Racial Justice Fellow  
DePaul University College of Law  
[nflem2@depaul.edu](mailto:nflem2@depaul.edu) | (202) 848-6292

---

### EDUCATION

**University of Pennsylvania**, Philadelphia, Pennsylvania  
Doctor of Education, Higher Education, Expected 05/2024  
Dissertation Title: *Historically Black Law Schools: Exploring the Relevance of their Historical Mission in the Black Lives Matter Era*

**Harvard University**, Cambridge, Massachusetts  
Master of Public Policy, 2022  
Editor, *Harvard Journal of African American Public Policy*

**University of California, Berkeley**, Berkeley, California  
Juris Doctor, 2011  
Editor, *Berkeley Journal on African American Law and Policy*; Editor, *Berkeley Business Law Journal*

**Morehouse College**, Atlanta, Georgia  
Bachelor of Arts, Political Science, 2007  
Executive Director, Morehouse College Student Government Association

### ACADEMIC APPOINTMENTS

**Wake Forest University School of Law** Fall 2024 -  
Assistant Professor of Law  
- Appointed to a tenure-track faculty position teaching Constitutional Law, Election Law, State and Local Government Law, Education Law, and other public law subjects.

**DePaul University College of Law** Sept 2022-June 2024  
Racial Justice Fellow, Co-Director, Racial Justice Initiative  
- Supervise 6 Student Research Assistants in a weekly Law and Public Policy seminar/practicum

*Accomplishments:*

- Key to our mission, we provided students with hands-on experience and training in research-based policy work, advocacy, and education. In Spring of 2023, we welcomed our first cohort of student research assistants who have been instrumental in our efforts to challenge systems that perpetuate racial injustice.
- Through our research-based policy work, advocacy, and education, we have begun efforts to target systems that perpetuate racial injustice, particularly in Chicago and the state of Illinois. Our interdisciplinary research and policy solutions have begun to drive momentum for broader, scalable reform.
- In the realm of policy development, our team drafted two pieces of legislation focusing on the intersectionality of racial justice with environmental justice and housing rights. These proposed legislative solutions are being prepared for implementation at the Chicago City Council.
- Nominated to Illinois Racial Profiling Prevention and Data Oversight Board (Did not accept due to limited duration in Illinois)

**University of the District of Columbia, David A. Clarke School of Law** 2012-2013  
Adjunct Professor of Law  
Course: Appellate Advocacy (Taught 2Ls and 3Ls) (Fall 2012, Spring 2013)  
- Averaged the highest score in all categories on student teaching evaluations.

**Chief Justice Earl Warren Institute on Law and Social Policy, Berkeley, CA** 2007-2008  
Graduate Fellow and Researcher  
- Worked on legal and policy-based advocacy on voting rights, election law, and higher education policy. Assisted in developing race neutral approaches to achieving diversity in the UC system post Prop. 209.

### **PUBLICATIONS**

*After Affirmative Action: Contextual Admissions and the Future of African American Law School Enrollment*, forthcoming OKLA. L. REV (Fall 2023) (job talk paper)

*Building Racial Equity into Land Use and Zoning*, 2 HARV. ANTI RACISM POL'Y J. 21 (Spring 2023).  
<https://arpj.hkspublications.org/wp-content/uploads/sites/27/2023/06/ARPJ-2nd-Edition-2023-HKS.pdf>

### **PREFERRED TEACHING AREAS**

Constitutional Law, Race and Law, Legislation, Election Law, Education Law

### **ADDITIONAL SUBJECTS**

Criminal Law, Corporations, Administrative Law, State and Local Government, Securities Regulation

### **SELECTED PROFESSIONAL EXPERIENCE**

**Council of the District of Columbia, Washington, DC** 2019-2021  
Committee Director  
Director of the Council's Committee on Libraries, Recreation, and Youth Affairs  
*Accomplishments:*

- Responsible for oversight of the Department of Parks and Recreation, DC Public Library, the Department of Youth Rehabilitation Services, Office of Cable Television, ServeDC and other boards and commissions.
- The Department of Youth Rehabilitation Services was removed from a judicial consent decree overseeing their operations under my oversight.
- Responsible for drafting legislation and production of the budget for the aforementioned agencies, which total over \$600 million in operating dollars and \$250 million in capital dollars. Responsible for all Council referred contracts and legislation for the aforementioned agencies.

**Council of the District of Columbia, Washington, DC** 2017-2019  
Legislative Director  
Directed team of legislative attorneys and staff.  
*Accomplishments:*

- Drafted successful legislative proposals forbidding evictions during the pandemic, forbidding the hiring of police officers with allegations of misconduct from other jurisdictions, expanding access to body-worn cameras, banning marijuana employment tests for certain professions, expanding governmental support for grandparents and guardians of close relatives, establishing the Commission on Poverty, creating the Ward 7/8 Dream Grants program for resident entrepreneurs, creating the Ward 8 Community Impact Fund, establishing Bard Early College High School, expanding record sealing, increasing residency employment preferences, increasing revenue from the estate tax and directing it towards school based mental health, tax increment financing, establishing alternatives for school suspensions, increasing the number of business incubators in underserved communities, and expanding funding for violence intervention and prevention.
- Worked in the production, review, and analysis of the District’s operating and capital budget, resulting in over \$100 million dollars in new initiatives for projects I designed to expand small business funding, to build new recreation centers/job training facilities, and to develop a nonprofit grocery store and a restaurant/retail incubator in Ward 8 of Washington DC.

**National Community Reinvestment Coalition**, Washington, DC 2015-2016  
 Senior Policy Advocate  
 Served as the organization’s lobbyist, focused on the House Financial Services and the Senate Banking Committee

**House Financial Services Committee**, Washington, DC 2011  
 Law Clerk (University of California in DC Program)

**Alston & Bird**, Washington, DC 2009  
 Summer Associate

**Patton Boggs, LLP**, Washington, DC 2008  
 Summer Associate

**Ben Cardin for U.S. Senate**, Catonsville, MD 2006  
 Regional Field Director

**Goldman Sachs**, New York, NY 2005  
 Summer Analyst

**John Kerry for President**, Washington, DC 2004  
 Deputy National Director for African American Faith Outreach

**Congresswoman Eleanor Holmes Norton**, Washington, DC 2001  
 Staff Assistant

**ELECTED SERVICE**

**Government of the District of Columbia**, Washington, DC 2013-2015  
 United States Representative (Shadow)  
 Elected lobbyist to Congress on issues related to DC Statehood and Self Determination

*Accomplishments:*

- Acquired more than 100 cosponsors for DC statehood legislation in Congress, then a record

number directly leading to passage of historic DC statehood legislation in the House. Worked to pass a local budget autonomy charter amendment and a statehood ballot referendum.

#### **AWARDS AND FELLOWSHIPS**

Top 40 African American Lawyers Under 40, National Bar Association, Young Lawyers Division (2022)

Yale Entrepreneurship Fellowship, Yale University, (2013) (\$20,000 and support towards venture creation)

Top 40 African Americans Under 40, *Jet Magazine*, (2013)

Public Service Fellowship, Harvard University (full tuition scholarship for master's program)

African Presidential Conference Fellowship, African Presidential Center, Boston University (2006)

Oprah Winfrey/Robert Johnson Scholarship, Morehouse College (full tuition scholarship for undergrad)

#### **SELECTED PRESENTATIONS**

Moderator, Panel on Public Policy and Environmental Justice, Jaharis Health Institute Environmental Racism Symposium, DePaul University College of Law, April 28, 2023

Speaker, Panel on Racial Justice and Criminal Justice, Racial Justice Initiative Inaugural Event, DePaul University College of Law, February 20, 2023.

Featured Speaker, Panel on Affirmative Action and The Diversity Dilemma: What Impact Will the Supreme Court's Decision in Students for Fair Admissions Have on Diversity in Higher Education?, Black Law Student Association Black History Month, February 2, 2023.

Speaker, Martin Luther King Jr. Day Program, DePaul University College of Law, January 17, 2023.

Featured Speaker, Panel on DC's Racial Equity Action Plan, Ward 8 Community Economic Development Plan, January 11, 2023

Panelist, "Stop AAPI Hate with Russel Jeung", DePaul University College of Law, November 16, 2022

Featured Speaker, Roots Camp Conference Opening, Washington, DC February 2015

Panelist, Panel on DC Statehood, Netroots Nation National Conference, Detroit, MI, June 2014

Panelist, Panel on Black Entrepreneurship, Congressional Black Caucus Annual Leadership Conference, September 2013

Featured Speaker, 50<sup>th</sup> Anniversary of the March on Washington, August 2013

Featured Speaker, Emancipation Day Prayer Breakfast, Washington DC, April 2012

Speaker, Martin Luther King Day Parade and Peace Walk, Washington, DC, January 2012

Featured Speaker, ACLU DC Statehood Rally at the US Capitol, Washington DC, August 2010

### **SELECTED COMMENTARY AND MEDIA COVERAGE**

Interviewed and quoted in article on public safety in Washington DC by Emily Davies, *Washington Post*, June 6, 2023

Interviewed and quoted in article on public safety by Campbell Robertson, *New York Times*, March 1, 2022

Interview on public safety, All Things Considered, Michel Martin, National Public Radio, February 5, 2022

Interview on public safety, NBC Nightly News with Lester Holt, January, 2022

Interview on public safety in Washington DC, WTOP Radio, January 31, 2022

Interview on public safety in Washington DC, WJLA ABC 7, January 20, 2022

Interview on public safety in Washington DC, WTTG FOX 5, January 19, 2022

Interview on public safety in Washington DC, WRC NBC 4, January 16, 2022

Feature article, This Lawyer Worked on The JOBS Act. Now He's Starting a Crowdsourcing Platform, *Fast Company*, May 29, 2013

<https://www.fastcompany.com/3010309/this-lawyer-worked-on-the-jobs-act-now-hes-starting-a-crowdsourcing-platform>

Feature article, 'Kickstarter for black community' aims to close African-American startup gap, *Venture Beat*, May 6, 2013 <https://venturebeat.com/entrepreneur/kickstarter-for-black-community-aims-to-close-african-american-startup-gap/>

Article, Blackstartup.com Helps Black-Owned Businesses Secure Funding, *Black Enterprise*, April 22, 2013

<https://www.blackenterprise.com/blackstartup-com-helps-black-owned-businesses-secure-funding/>

Feature article, Nate Bennett Fleming, DC Shadow-Rep Hopeful, Works to be Heard Over The Buzz, *Washington Post*, April 2, 2012.

[https://www.washingtonpost.com/lifestyle/style/nate-bennett-fleming-dc-shadow-rep-hopeful-works-to-be-heard-over-the-buzz/2012/04/02/g1QA6ymsrS\\_story.html](https://www.washingtonpost.com/lifestyle/style/nate-bennett-fleming-dc-shadow-rep-hopeful-works-to-be-heard-over-the-buzz/2012/04/02/g1QA6ymsrS_story.html)

### **SELECTED PROFESSIONAL ACTIVITIES AND SERVICE**

Selected Community and Public Service

Racial Equity and Environmental Justice Consultant, Empower DC, 2022-2023  
Head Football Coach, Kramer Middle School, Fall 2017  
Board Member, American Civil Liberties Union, National Capital Area, 2012-2013  
Board Member, William Lockridge Community Foundation, 2012-2016  
General Counsel, Anacostia Coordinating Council, 2011-2014

Professional Memberships

Member, Bar of District of Columbia

**REFERENCES**

Manoj Mate, Associate Professor of Law; Faculty Director, Racial Justice Initiative - DePaul University College of Law, [mmate@depaul.edu](mailto:mmate@depaul.edu), 312-362-1377

Julie Lawton, Professor of Law - DePaul University College of Law, [jlawton1@depaul.edu](mailto:jlawton1@depaul.edu), (312) 362-5136

Laura Perna, Vice Provost for Faculty, GSE Centennial Presidential Professor of Education - University of Pennsylvania, [lperna@upenn.edu](mailto:lperna@upenn.edu), (215) 746-2522