

Michelle M. Osborne

Michelle M. Osborne is principal and owner of her own Seattle-based consulting firm. Using a racial equity and antiracist approach, Michelle focuses on strategic action planning, leadership development, and the elimination of gender inequities. She was a civil trial lawyer in Los Angeles and San Francisco, and is a former deputy district attorney who prosecuted child abuse, domestic violence, and sexual assault crimes. In her current work, Michelle explores the evolution of process, systems, policies, and cultures in institutions and organizations striving toward racial equity; the impact of organizational culture on Black women and women of color in positions of power and leadership, and the nuances and challenges of instituting and sustaining an antiracist work environment.

Michelle has directed a rape crisis center in Silicon Valley, run a multi-community outreach and research project for a large domestic violence agency in Contra Costa County, and served on the Santa Clara County Commission on the Status of Women. She was an appointee to the State Bar of California's Committee on Women in the Law, chaired the board of a leadership institute for women, and is a past Board President of La Casa de las Madres, San Francisco's first domestic violence shelter. Recently, Michelle served for 3 years as the Race and Social Justice Manager of YWCA Seattle | King | Snohomish, one of the largest YWCAs in the nation. She is currently a board member of Seattle-based Sexual Violence Law Center, a law firm which uses a trauma-informed, intersectional, and anti-oppression approach to help survivors in Washington state reclaim their lives through legal services, education, and strategic initiatives. A graduate of Princeton University, she received her law degree from UCLA.