

Kiesha Mayes

Counsel

Minneapolis

D 612.632.3529

M 612.708.0524

kiesha.mayes@lathropgpm.com

Kiesha Mayes is a skilled and pragmatic legal strategist and litigator whose practice focuses on labor and employment law. With an innovative and practical approach, Kiesha helps businesses navigate an ever-evolving legal landscape to accomplish their goals, and has a proven track record of success in complex matters. Kiesha has extensive experience advising employers on a wide range of domestic and international legal and compliance issues, having previously served as Chief Employment Counsel at Optum (a subsidiary of UnitedHealth Group).

Areas of Focus

Services

[Employment & Labor](#)

Prior to joining the firm, in 2024, Kiesha co-founded ORO Impact, a fintech company that partners with companies to provide housing benefits to their employees to attract and retain talent and reduce attrition costs. Prior to co-founding ORO, Kiesha served as Deputy General Counsel and Chief Labor & Employment Counsel at Optum, where she was a member of the Legal, Compliance and Regulatory Affairs Executive Council. She also was an associate attorney at legacy firm Gray Plant Mooty, now known as Lathrop GPM.

Kiesha earned her J.D. from the University of St. Thomas School of Law and her B.S. in Business Administration from Metropolitan State University.

Credentials

Education

- University of St. Thomas School of Law, J.D.
- Metropolitan State University, B.S., Business Administration

Bar Admissions

- Minnesota

Presentations

- Panelist, "The Problem Employee: When Cultural Differences are the Problem," Minnesota Continuing Legal Education (CLE), January 2023
 - Keynote Speaker, "Leadership at Your Best," University of St. Thomas School of Law, November 2021
 - Speaker, "Diversity of Thought: Getting Past 'White Privilege' While Addressing Systemic Inequity in the Legal Landscape," American Bar Association Labor & Employment Law Conference, November 2021
 - Speaker, "Driving Diversity in Law & Leadership," CenterForce Women in Law Summit Series, May 2021
 - Speaker, "Remote Work and the Impact of COVID-19: Reassessing and Implementing Telecommuting Policies and Practices," Upper Midwest Employment Law Institute, September 2020
 - Speaker, "Navigating the Expanding Maze of State and Local Employment Laws: Practical Tips for Multi-state Employers," Upper Midwest Employment Law Institute, May 2019
 - Speaker, "Dialed In: What Employers Need to Know About Telecommuters & Remote Working Arrangements," Minnesota State Bar Association Continuing Legal Education Webinar, January 2019
 - Speaker, "10 Practical Tips for Compliance with State and Local Employment Laws for Multi-State Employers," Upper Midwest Employment Law Institute, May 2018
 - Expert Testimony on Sexual Harassment Policies and Components of a Respectful Workplace, Minnesota House of Representatives Subcommittee on Workplace Safety and Respect, March 2018
 - Speaker, "How Companies are Responding to Today's Hottest Employment and Labor Issues," Minnesota State Bar Association – Feb. 2018
 - Speaker, "Gender Identity Rights in the Workplace," Minnesota CLE, July 2016
 - Co-presenter, "Transgender Students and Employees: The New Civil Rights Frontier," trainED, February 11, 2016
-

Professional Activities

- Black Women Lawyers Association of Los Angeles, Member, 2021-present
 - Recording Secretary, 2022-2023
- Chief, a Professional Network for Women Executives, Member, 2023-2024
- John M. Langston Bar Association, Member, 2022-present
- Leadership Council on Legal Diversity, Fellow, 2019-2020
- Minnesota Association of Black Lawyers, Member, 2010-present

- Board of Directors, 2012-2013
- Minnesota State Bar Association, Member, 2010-2018
 - Labor & Employment Law Council, 2016-2018
- MoveFwd, formerly Teens Alone, Chair of the Board, 2019-2020
 - Board of Directors, 2016-2018
- Twin Cities Diversity in Practice, Corporate Member Representative, 2019-2020
 - Emerging Leaders Group, 2013-2016