



# Norma

Norma J. Jackson J.D.  
Chief Diversity & Attorney Development Officer  
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## EDUCATION

University of Missouri-Columbia School of Law, J.D., 2011  
Webster University, Dual M.A., Human Resources Management, Human Resources Development, 2003  
University of Missouri-Columbia, B.S., 2000

As the leader of diversity and attorney development efforts, I ensure our firm fosters an inclusive and welcoming culture and nurtures talent, driving both personal growth and our collective success.

### overview

Driven by passion, experience and creativity, Norma Jackson leads the charge on Thompson Coburn's attorney professional development and diversity efforts at all levels and among clients and our legal and business communities across the country.

Norma serves as a thought leader and resource, collaborating with practice leaders, committee chairs, and the Management Committee to drive talent development and diversity and inclusion strategies.

Norma supports internal affinity groups and leads work on the Total Commitment® Women's Initiative program. She facilitates Thompson Coburn's frequent partnerships and collaborations with diverse bar associations and law student associations. She also works to maintain the firm's top-tier rankings for national workplace honors focused on women's leadership, LGBTQ+ equality, and racial and ethnic diversity.

Drawing on her experience in human resources management, Norma plays a special role in the recruitment, retention and advancement of diverse attorneys and staff. Through her use of data, surveys, and in-person interviews, Norma is skilled at identifying areas of improvement and developing smart, practical diversity strategies. The goal of these strategies is to create welcoming work environments and lay the groundwork for the lasting success of professionals from underrepresented groups.

Before coming to Thompson Coburn, Norma served in a number of recruitment and diversity-focused positions at the University of Missouri. In her time at Mizzou, where she also earned a law degree, Norma led cultural competency programs for faculty and professional staff, coordinated awards to recognize outstanding leaders in diversity and inclusion, and created the university's first standalone diversity and inclusion center within a college on campus.

### affiliations

Professional

- Certified Mediator (State of Missouri)
- Association of Law Firm Diversity Professionals
- Association of Legal Administrators
- Institute for Inclusion in the Legal Profession
- Mound City Bar Association
- National Association for Law Placement
- Professional Development Consortium

### **Community**

- Board of Directors, Boys & Girls Clubs of Greater St. Louis
- Board of Directors, Friends of Kathy J. Weinman Shelter for Victims of Domestic Violence
- Member, Saint Louis University (SLU) School of Law Community Council on Diversity, Equity and Inclusion

### **recognitions**

- FOCUS: Leadership St. Louis, 2021-2022
- Diversity & Inclusion Awards, Missouri Lawyers Media, 2020
- Service Champion Award, University of Missouri
- Commitment to Diversity Award, University of Missouri College of Education

### **in my free time**

Outside of the office, I love attending each and every one of my son's academic, athletic, and music events. I also enjoy taking a variety of classes at the gym and recently picked up pickleball as a workout option.