



# Liani J. Reeves

Partner

☎ 503.205.2575      📍 Portland Office

✉ liani.reeves@millernash.com

📡 employmentlawinmotion.com

**“As a former general counsel, I understand client needs from an insider perspective. I strive to work with clients to understand their unique needs and how a legal strategy fits into the overall goals of the organization.”**

Liani Reeves is an experienced employment attorney and litigator. Throughout her career of over 20 years, Liani has worked in the public, private, and nonprofit sectors as both in-house general counsel and as outside counsel. She has represented hundreds of clients ranging from start-up businesses to the Governor of Oregon. She has extensive litigation experience, having taken numerous cases to a jury trial verdict, through arbitration, or to a negotiated resolution. Liani works with clients to find the best strategy and outcome for each particular case and client.

Liani is often hired as an external investigator to conduct investigations into sensitive and high-profile matters, including sexual misconduct, ethics violations, and harassment and discrimination. She also conducts investigations under Title IX.

Liani also provides advice and extensive training to employers on how to comply with their legal responsibilities and works with employers on how to embrace diversity, equity, and inclusion values in the workplace. For public sector clients, she often advises on government ethics and transparency and constitutional issues.

Prior to joining Miller Nash, Liani was partner and president at an employment, labor, and employee benefits firm in the Pacific Northwest. Liani also served as the former general counsel to the Oregon Office of the Governor where she advised on a wide range of legal issues, including employment, government transparency, First Amendment issues, public safety, and government ethics. Prior to working for the Governor, she spent almost a decade as an assistant attorney general and deputy chief trial counsel for the Oregon Department of Justice Trial Division, primarily handling employment matters. Her clients included state agencies such as the Oregon Department of Corrections, Oregon’s public universities, and the Oregon State Legislature.

## Education

J.D., Willamette University  
College of Law, 2001

B.A., Willamette  
University, 1998

## Bar Admissions

Oregon, 2001  
District of Columbia, 2003

## Court Admissions

U.S. District Court, District  
of Oregon, 2001

Liani devotes significant time to issues involving women and minorities by actively engaging in organizations and associations throughout the community. Additionally, she advocates on issues impacting her community of international adoptees, including the importance of passing the Adoptee Citizenship Act which closes a gap for adult adoptees who came as children but whose parents failed to properly secure their citizenship.

### Professional Activities

- Oregon Asian Pacific American Bar Association
  - President, 2015-2016
- Oregon Minority Lawyers Association
  - Board of Directors, Co-chair, 2001-2008
- Oregon Women Lawyers, Member
- Oregon State Bar
  - Immediate Past President, 2021
  - President, 2020
  - Board of Governors, 2017-2020
- American Bar Association, Government and Public Sector Lawyers Division Council
  - Secretary, 2023
  - Treasurer, 2022
  - Council Member, 2015-present
- National Association of University and College Attorneys
- Title IX Coordinator Certifications from the Association of Title IX Administrators (ATIXA), 2016

### Civic Activities

- The Immigrant Story, Board of Directors, 2022-present
- The German Marshall Fund of the United States
  - American Marshall Memorial Fellow, Spring 2023
  - Portland City Coordinator, 2013-present
- Oregon Commission on Asian and Pacific Islander Affairs
  - Chair, 2005-2011
  - Appointed Commissioner, 2005-2011
- Korean American Citizens League, Cofounder and President, 2004-2008

### Publications

- “When the Guest Isn’t Always Right: Employer Responsibilities for Managing Harassment in the Hospitality Industry,” *Oregon Restaurant & Lodging Association Magazine* (May 2026)
- “City of Portland Expands Anti-Discrimination Protections to Family and Relationship Structure,” Miller Nash, *Employment Law in Motion* (Apr. 2026)
- “Resilience Redefined: How I Grew Through Challenges—and How We Can Uplift Each Other Along the Way,” American Bar Association, Government and Public Sector Lawyers Division, *The Public Lawyer* (Winter 2026)
- “Reflections: Looking Back on a Tumultuous Year,” Oregon State Bar, *Bulletin* (Dec. 2020)
- “A Client’s Perspective: Lawyers, Judges Have Played a Key Role in Shaping My Story,” Oregon State Bar, *Bulletin* (Oct. 2020)
- “A Different Kind of Grief: COVID-19 Pandemic Reshapes How We Deal with Loss,” Oregon State Bar, *Bulletin* (July 2020)
- “Reflecting on Challenges: Times of Crisis Create Opportunity to Rebuild,” Oregon State Bar, *Bulletin* (May 2020)
- “Tips for Defending Governmental Entities in Court and in the Press,” American Bar Association, *The Public Lawyer* (Winter 2018)

## Presentations

Liani is a frequent speaker on various topics. Following is a listing of presentations since 2021. A complete list is available upon request.

- “Evolving the Work through Change: Leading in a Shifting Legal Landscape,” Partners in Diversity, Breakfast for Champions (May 2026)
- “Workplace Investigations on the Rise in the Construction Industry: What to Look For, Why It Matters, and How to Get It Right,” Miller Nash, Construction Webinar Series (Mar. 2026)
- “Navigating Professional Responsibilities in a Complex World,” American Bar Association Government and Public Sector Lawyers Division, webinar (Jan. 2026)
- “Immigration Enforcement and Schools,” Coalition of Oregon Law School Administrators, 45th Annual Law School Conference, panelist (Dec. 2025)
- “DEI Executive Orders Update,” Miller Nash, Employment Law Seminar (Oct. 2025)
- “Looking Back, Looking Forward: Labor and Employment Update,” Public Risk Management Association, PRIMA Institute (Oct. 2025)
- “Clash of Rights: How to Navigate the 1st Amendment and Other Rights in Conflict,” Northwest Human Resource Management Association, Annual Conference (Sep. 2025)
- “Investigating Complaints about Elected Officials,” Oregon City Attorneys Association Fall Conference, co-presenter (Sep. 2025)
- “Conducting Swift and Thorough Workplace Investigations: Tips for Public Employers,” National Public Employer Labor Relations Association, Annual Conference (June 2025)
- “Navigating Legal Crossroads: What HR and DEI Leaders Need to Know About Today’s Shifting Legal Landscape,” Partners in Diversity, NW Equity Summit (May 2025)
- “Building an Inclusive Organization and Navigating Compliance in a Shifting Legal Landscape,” Partners in Diversity, NW Equity Summit (May 2025)
- “Employer Know Your Rights: What to Do If ICE Comes to Your Workplace & I-9 Audits,” Lewis & Clark Law School, Small Business Legal Clinic (May 2025)
- “An Orphan’s Long Journey Home,” Beaverton City Library, One Book, One Beaverton—Seeds of Change: Stories of Growth, Family & Connection (Feb. 2025)
- “Looking Back, Looking Forward: What’s New in Employment Law,” Public Risk Management Association, PRIMA Institute (Oct. 2024)
- “Taking the Temperature Down: Employee Relations in a Divided World,” Miller Nash, Employment Law Seminar (Nov. 2024)
- “Pre- and Post-Election Considerations to Maintain a Harmonious Workplace,” Northwest Human Resource Management Association (NHRMA), Annual Conference (Sept. 2024)
- “Big Brother at Work: Ins and Outs of Workplace Privacy,” Public Risk Management Association (PRIMA), Annual Conference (June 2024)
- “Diversity, Equity, and Inclusion for Successful Organizations,” Oregon Air National Guard, Oregon Women’s Leadership Conference (May 2024)
- “From Soup to Nuts: How to Conduct a Prompt and Thorough Workplace Investigation,” Washington State SHRM, Annual Conference (Mar. 2024)
- “Employment Investigations 101,” Coalition of Oregon School Administrators (COSA), Annual School Law Conference (Dec. 2023)
- “Keeping Your Eye on the Prize: Effectively Addressing Challenges to your District’s Equity Mission,” Coalition of Oregon School Administrators (COSA), Annual School Law Conference (Dec. 2023)

- “Are We Asian Enough? The Invisible Immigrants Stuck in Between,” National Asian Pacific American Bar Association, Annual Convention, Law Student Workshop (Nov. 2023)
- “Managing High Profile Litigation While Complying with Ethics Rules,” American Bar Association, Government and Public Sector Lawyers Division CLE, panelist (Nov. 2023)
- “Board Update: Hot Topics in the Law,” Oregon Community College Association, Annual Conference (Nov. 2023)
- “Rolling Forward, Rolling Back: Employment Updates from the Courts & Beyond,” Lower Columbia HR Management Association (Nov. 2023)
- “Is the Price Right? The Risks and Benefits of Internal v. External Investigations,” Miller Nash, Employment Law Seminar (Oct. 2023)
- “Under the Spotlight: Managing Through a Crisis,” Northwest Human Resource Management Association (NHRMA), Annual Conference (Sept. 2023)
- “Employment Attorney Encounters with Workplace Investigations,” Oregon State Bar Labor and Employment Section Boot Camp (June 2023)
- “When Tweets Go Too Far—Public Employees and the First Amendment,” Public Risk Management Association (PRIMA), Annual Conference (June 2023)
- “Deposition Skills,” American Bar Association, Government and Public Sector Lawyers Division, Webinar (May 2023)
- “I Am an American,” The Immigrant Story Asian Pacific American Heritage Month Panel Discussion, Panelist (May 2023)
- “Bar Leaders as Ambassadors,” Western States Bar Conference, Panelist (Mar. 2023)
- “Governance Issues of Mandatory Bar Associations,” American Bar Association, Leadership Institute (Mar. 2023)
- “When Tweets Go Too Far—Public Employees and the First Amendment,” Special Districts Association (SDAO), Annual Conference (Feb. 2023)
- Coalition of School Administrators (COSA), School Law Conference, Keynote Speaker (Dec. 2022)
- “When Tweets Go Too Far,” Coalition of School Administrators (COSA), School Law Conference (Dec. 2022)
- “An Orphan’s Long Journey Home,” The Immigrant Story Live, Storyteller (Nov. 2022)
- “Where Are We Now? Employment Law in the Midst of the COVID-19 Pandemic,” Public Risk Management Association (PRIMA) Institute (Oct. 2022)
- “An Orphan’s Long Journey Home,” The Immigrant Story Live, Storyteller (Oct. 2022)
- “Hashtags, Tweets, and Bumper Stickers: When Employees Take Free Speech Too Far,” Northwest Human Resources Management Association (NHRMA), Conference (Oct. 2022)
- “From Orphans to Political Pawns, Legal Challenges to the Full Rights & Basic Dignity of Adoptees,” Lavender Law Conference, Panelist (July 2022)
- “Blue Bayou, Movie Screening and Adoptee Panel Discussion,” Pan Asian Lawyers of San Diego (May 2022)
- “An Orphan’s Long Journey Home,” The Immigrant Story Live, Storyteller (May 2022)
- “Conducting Employment Investigations,” PACE Day, (Apr. 2022)
- “Employee Privacy Inside and Outside of the Workplace,” Special Districts Association of Oregon (SDAO), Conference (Feb. 2022)
- “Navigating Disabilities and Accommodations in a COVID World,” Lower Columbia Human Resources Management Association (LCHRMA), Webinar (Feb. 2022)
- “Employment Investigations 101,” Coalition of School Administrators (COSA), School Law Conference (Dec. 2021)
- “Managing Employees in Times of Protests and Tweets,” Coalition of School Administrators (COSA), School Law Conference (Dec. 2021)
- “The Biden Administration: Labor and Employment Law Changes Under the New Administration and Their Impact on Employers,” Northwest Human Resources Management Association (NHRMA), Conference (Sep. 2021)

- “Assembling an Effective Communication Toolbox as a Senior Bar Leader,” American Bar Association, Section Officers Conference (Sep. 2021)
- “Perpetual Foreigner to Model Minority: The AAPI Experience in America,” Oregon District Attorneys Association, Annual Conference (Aug. 2021)
- “Deposition Skills,” American Bar Association, Government and Public Sector Lawyers Division, Webinar (June 2021)
- “Can My Boss Make Me Get a Shot? Mandatory Vaccinations in Oregon and Beyond,” Oregon State Bar, Labor and Employment Section Webinar (Apr. 2021)
- “2021 Women of Influence Roundtable 4,” *Portland Business Journal*, Women of Influence Roundtable, Panelist (Apr. 2021)
- “Perpetual Foreigner to Model Minority: A Discussion About the AAPI Experience in America,” Oregon Health and Sciences University Nursing School (Apr. 2021)
- “We Want to Understand: The History & Current Realities of Asian Communities,” Russell Investments, Speaker Series (Apr. 2021)
- “Diversity, Equity, and Inclusion in a post-2020 Existence: Impacts of a Global Pandemic, George Floyd, and an Election,” Human Resources Leaders of Tomorrow, Virtual Conference (Apr. 2021)
- “Your Employer Can Require You to Get Vaccinated, but There Are Exceptions,” *Koin 6 News* (Portland, OR), Interviewee (Apr. 2021)
- “Can My Boss Make Me Get Mandatory Vaccinations in Oregon and Beyond,” Oregon State Bar, Labor and Employment Section, Webinar (Apr. 2021)
- “The Enduring Hate Against AAPIs,” Asian Pacific American Network of Oregon and Oregon Asian Pacific American Bar Association, Virtual Panel, Moderator and Presenter (Mar. 2021)
- “Making the Most of the Leadership Moment,” American Bar Association, Bar Leaders Institute, Webinar, Panelist (Mar. 2021)
- “Thought Leader Forum: Women Lead,” *Portland Business Journal* (Feb. 2021)
- “The Changing Workplace: How the Pandemic, Protests, Fires, and an Election Will Alter the Workplace,” Special Districts Association of Oregon, Virtual Conference (Feb. 2021)
- “Diversity, Equity, and Inclusion in a post-2020 Existence: Impacts of a Global Pandemic, George Floyd, and an Election,” Lower Columbia Human Resource Management Association (LCHRMA), Webinar (Feb. 2021)

## Recognition & Honors

- Recognized as a “Leader in Their Field” by Chambers USA for Labor & Employment—Oregon
- Selected for inclusion in *The Best Lawyers in America*<sup>®</sup> (Portland, OR)
  - Municipal Law, 2026-present
  - Employment Law—Management, 2021-present
  - Litigation—Labor and Employment, 2020-present
- Selected for inclusion as an Oregon Super Lawyer, 2023-present
- “Professionalism Award,” Multnomah Bar Association, 2024
- “Lifetime Achievement Award,” Oregon Commission for Women, 2024
- “Award of Merit,” Oregon State Bar, 2023
- “Professional Achievement Award,” Willamette University Distinguished Alumni Citation, 2022
- “Woman of Influence,” *Portland Business Journal*, 2021
- “Civil Rights Champions Award,” Oregon League of Minority Voters, 2019
  - Received for “going beyond the call of duty to promote and advocate for civil rights, for all peoples”
- Recipient of various “Outstanding Mentor Awards” from Willamette University College of Law and Lewis and Clark Law School, 2008-2017

- “Judge Mercedes Deiz Award,” Oregon Women Lawyers (OWLS), 2015
- “President’s Award for Diversity & Inclusion,” Oregon State Bar, 2014
- Recipient of the inaugural “Liani J. Reeves Inspiration Award” by the Asian Pacific American Law Students Association from Willamette University College of Law, 2014
- “Mary Merten James Mentorship Award,” Willamette University College of Law, 2014
- “Best Lawyers Under 40,” National Asian Pacific American Bar Association, 2011
- “Up and Coming Lawyer of the Year,” *Daily Journal of Commerce*, 2011
- “Forty Under 40,” *Portland Business Journal*, 2010
- “Outstanding Service Award,” Oregon Department of Justice, 2008
- “Torts & Employment Section Legal Writer of the Year Award,” Oregon Department of Justice, 2007
- “Reverend Martin Luther King, Jr. Award,” Willamette University, 2004
  - Received for her commitment to civil and human rights