

Black History Month Featured Colleagues

DENTONS

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To celebrate Black History Month, we talked with our colleagues to learn more about their experiences and what the annual observance means to them.

Tiaundra M. Gordon-Foster is a senior managing associate in the Employment and Labor practice, based in Atlanta. **Cameron Low** is a managing associate in the Venture Technology and Emerging Growth Companies practice, based in New York.

1. Please share some of your recent projects and/or accomplishments.

Tiaundra Gordon-Foster: My practice focuses on employment law litigation, as well as general advice and counsel on workplace issues. I recently provided legal advice to clients on complex human resource issues relating to Family and Medical Leave Act leave and Americans With Disability Act accommodations. I am currently defending a client against claims of disability discrimination and retaliation, which involves conducting an investigation into the claims and preparing a response to the Equal Employment Opportunity Commission. I also recently provided employment contract drafting services, including severance agreements, retention agreements and independent contractor agreements.

Cameron Low: I worked on a multiple-tranche private placement financing for a biotech client, the first tranche of which for \$80 million closed in January. Last August I worked on a more than \$8 million registered direct offering with multiple private placements for a wellness client. I also recently spoke at the Brooklyn Law School Business Boot Camp as an alumni panelist, talking about my journey to where I am at Dentons and my day-to-day as a lawyer in the Venture Technology group.

2. How does being diverse contribute to your success as a legal professional?

Gordon-Foster: As an African American female lawyer, I provide a unique set of experiences and perspectives that are of value to the legal profession. My diverse background enables me to offer opinions and solutions for resolving legal issues that are distinctly different from my peers. I can relate to, and connect with, clients of different backgrounds, and assist my Firm in representing diverse interests.

Low: Being diverse is an asset and not a liability. My life experiences are at the core of who I am and I bring all of that to my role as a legal professional. I am constantly reminded that I am different, which is okay because I bring something different to the table, a unique perspective. That unique perspective in how I think and approach legal problem-solving enables a problem to be viewed from a wide variety of angles producing a better, more comprehensive and more efficient result.

3. What advice would you give to young Black lawyers/professionals starting their careers in the legal field?

Gordon-Foster: Although you may be the only Black lawyer (or one of a few) in your workplace, the Black legal community is steadily increasing and very impactful. You should connect with Black lawyers for mentorship, honest

advice and professional networking. The most influential people in my career have been Black partners at various law firms who provided me with the tools and guidance I needed to rise to the next level.

Low: One of the biggest pieces of advice I can give is to not be afraid or nervous to reach out and build relationships with others who don't look like you. Having a broad range of people whose perspective and experience you can call on is important. The process of continuous learning and continually honing your skills means taking advantage of every resource available to you. We can all learn from different people whose experiences may be vastly different than our own. Additionally, it is critically important to reach out to more senior Black lawyers and professionals for mentorship and guidance. We are all here to help and willing to provide tips for success in whatever environment (law firm, government, nonprofit, in-house, etc.) and to give advice about our paths, which may aid your own journey.

4. What does Black History Month mean to you?

Gordon-Foster: It is an opportunity for society to acknowledge and appreciate what I celebrate on a daily basis.

Low: Black History Month is a reminder that I stand on the shoulders of those who came before me, not only in the legal profession but in all aspects of life—from the right to vote, the opportunity to receive a higher education, the opportunity to sit in any seat of my choosing on public transit and the opportunity to not be judged by the color of my skin, among others. Black History Month also serves as a reminder to “lift as you climb” by helping not only the next generation of Black lawyers, but the next generation of Black Americans in this country to succeed. Many obstacles still remain as the struggle continues.

5. Those who don't know you very well would be surprised to learn that ...

Gordon-Foster: I was born out the country (Germany), I am a certified scuba diver and I have a one-year-old son.

Low: I am Black. My profile picture on the Firm website or the last name that comes up on the email signature may not be what you expect, but my mother is Black. I am proud of my heritage and it is at the core of who I am.

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