



Julia Melnicoe Insel

(Senior Advisor • Handbook/Policy Practice Leader • Pre-Litigation Advocate)

Julia Melnicoe Insel's practice primarily focuses on providing advice and counsel to employers on a wide variety of workplace topics, including DEI compliance and collaborative conflict resolution. In her role as the firm's Employee Handbook and Policy Leader, Julia regularly prepares and updates employee handbooks, workplace policies, and agreements. She also provides behind-the-scenes guidance to HR and management faced with making complex employment decisions.

Education:

J.D., Cornell Law School

B.A., University of California,
Santa Cruz

Bar Admissions:

California

Julia holds a Mediation and Conflict Resolution certificate from The Center for Understanding in Conflict, and a Diversity and Inclusion certificate from Cornell University. She brings her legal expertise and experience as a former litigator to offer clients holistic workplace solutions, including collaborative employee mediation, culture audits, repair of team dynamics, and training. Julia also offers attorney-led diversity, equity, and inclusion consulting tailored to client needs.

Julia's litigation experience provides clients with invaluable practical and accurate risk assessments. She assists employers responding to complaints filed with various administrative agencies, including the California Civil Rights Department and Housing and the National Labor Relations Board.

People would be surprised to know: Julia loves working on workplace culture problems. In addition to collaborative conflict resolution and DEI work, Julia intend to expand her practice into workplace coaching.