



Alice H. Wang

Shareholder

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Practice Areas

AI and Technology
Discrimination and Harassment
Class Action
Wage and Hour
Background Checks

Overview

Alice Wang advises and represents employers in a wide range of labor and employment law matters arising under state and federal law, including wage and hour, pay practice and worker classification issues, discrimination, harassment and retaliation, and wrongful termination. She regularly handles matters in all of these areas in federal and state courts, and before federal, state, and local agencies, including Berman hearings and responding to administrative complaints. Alice also has significant experience defending gig economy companies in worker misclassification lawsuits. While she focuses her practice on litigation avoidance, she is skilled at handling all stages of litigation, including fact gathering, pre-trial discovery, briefing dispositive motions, hearings and trials, and other means of alternative dispute resolution.

A core member of Littler's Pay Equity Practice Group, Alice has deep experience conducting pay equity audits for all types of employers, ranging from start-ups to Fortune 500 companies, and providing advice and counsel to employers on a broad range of state and federal issues related to pay equity. Alice is also an integral member of Littler's Global Workplace Transformation Initiative, with a focus on how artificial intelligence and other enhancement technologies impact the workplace, and how employers can ensure they remain in compliance with the evolving legal landscape related to their adoption of automated decision systems in personnel management, including recruiting and reductions in force.

Alice has also conducted privileged audits and otherwise worked with in-house legal and human resources departments to ensure compliance with California's laws governing the use of background checks when making employment decisions. These include proposed changes in California's law regarding criminal background checks, and the County of Los Angeles' sweeping

Fair Chance Ordinance. She has successfully defended dozens of charges brought against retail, finance, and technology companies alleging violations of California's state and local "ban the box" laws.

Prior to joining Littler, Alice's practice focused on complex commercial litigation and white collar defense. Previously, she served as a judicial extern in the Pro Se Department of the Northern District of California. In law school, she was on the Moot Court team and an editor for the *Hastings Constitutional Law Quarterly*. Before law school, Alice worked as an economic litigation consultant in the finance practice of a global consulting firm, where she performed economic and statistical modeling in complex securities litigation and pre-merger acquisition matters.

Professional and Community Affiliations

- Member, American Bar Association
- Member, Bar Association of San Francisco

Events & Speaking Engagements

AI in Organizations: Working Session on Best Practices for HR Leaders

Denver, CO

April 16, 2025

Litigation Strategies to Defend Against Claims of AI Discrimination

November 20, 2024

Byte-Sized Diversity: AI Solutions for Legal Hurdles and Inclusive Future

2024 NAPABA Conference, Seattle, WA

November 9, 2024

AI Unveiled: Balancing the Benefits and Burdens with Legal Perspectives

AAA Litigation Summit, Walnut Creek, CA

October 9, 2024

AI in the Delivery of Legal Services: One Firm's Perspective

Bar Association of San Francisco Paris Delegation, San Francisco, CA

September 26, 2024

Panel Discussion – Regulatory Environment, Information Security, Social Media & ChatGPT

2024 Asian HR Conference, New York, NY

September 25, 2024

2024 Littler AI Summit

Washington, DC

September 23, 2024

Artificial Intelligence: Legal Updates & Pragmatic Uses In Our Daily Practices

CLE, The College of Labor and Employment Lawyers, Los Angeles, CA

September 21, 2024

Ethical, Legal and Practical Considerations Handling Data in Investigations and Litigation Matters: Issues Arising in AI, eDiscovery, Data Analytics and Defensible Data Disposition

Association of Corporate Counsel Nevada and Ankura CLE, Las Vegas, NV

September 19, 2024

The Intersection of Artificial Intelligence and Labor Law

Client CLE

September 11, 2024

AI Training: Bias Testing and Validation

Client CLE

September 5, 2024

The Promise and Peril of Artificial Intelligence

Client CLE

August 29, 2024

Navigating Diversity, Equity, and Inclusion in the Employment Sector: Lessons Learned Post-Students for Fair Admissions

Lavender Law Conference, Washington, D.C.

August 9, 2024

Artificial Intelligence in the Workplace

Client CLE

October 5, 2023

2023 Littler AI Summit

Washington, DC

September 21, 2023

Uncovering Bias in the Age of AI: Ethical and Responsible Use of Algorithmic Decision-Making in Employment

2023 Lavender Law Conference, Chicago, IL

July 25, 2023

What's New and What's Next for Employers in AI and Employment Decision-making

April 20, 2023

Artificial Intelligence & Machine Learning: Equitable Employment Practices

Northern California Employment Roundtable

October 5, 2022

Littler AI Summit

Washington, DC

September 28, 2022

Session One: A Primer on AI Tools and Human Resource Decisions

August 18, 2022

Recognition

- Named, Ones to Watch *The Best Lawyers in America*®, 2023-2025
- Recipient, Outstanding Public Service Award *Justice & Diversity Center of The Bar Association of San Francisco*, 2015

Education

J.D., University of California College of the Law, San Francisco (formerly Hastings),

M.A., Boston University,

B.A., Wellesley College,

Bar Admissions

California

Massachusetts

Languages

Mandarin

Publications & Press

Trump's Disparate Impact Blow Makes AI Bias Claims Even Tougher

In the News

March 26, 2025

Considerations for Artificial Intelligence Policies in the Workplace

Littler ASAP

March 10, 2025

New executive order issued on AI; Prior AI order revoked

External Publication

February 5, 2025

New Executive Order Issued on AI; Prior AI Order Revoked

Littler ASAP

January 27, 2025

The Global Guide Quarterly (Quarter 4, 2024)

Littler Global Guide Quarterly

January 23, 2025

How Trump Admin May Approach AI In The Workplace

External Publication

January 6, 2025

Artificial Intelligence and the Incoming Trump Administration: What Employers Need to Know

Littler ASAP

December 9, 2024

The Global Guide Quarterly (Quarter 3, 2024)

Littler Global Guide Quarterly

October 23, 2024

DOL Issues Guidance on AI and Worker Well-Being Best Practices

Littler ASAP

October 21, 2024

Cos. Should Focus On State AI Laws Despite New DOL Site

External Publication

October 11, 2024

DOL Issues “AI & Inclusive Hiring Framework” Through Non-Governmental Organization

Littler ASAP

September 25, 2024

The Global Guide Quarterly (Quarter 2, 2024)

Littler Global Guide Quarterly

July 24, 2024

EU AI Act Implications for US Employers

External Publication

July 3, 2024

DOL Issues Artificial Intelligence Principles

Littler ASAP

May 21, 2024

Artificial intelligence executive order WHD and OFCCP guidance issued

External Publication

May 16, 2024

Artificial Intelligence Executive Order WHD and OFCCP Guidance Issued

Littler ASAP

May 1, 2024

California's SB 1047 establishes stringent requirements for large-scale AI models

External Publication

April 12, 2024

Divergent Paths on Regulating Artificial Intelligence

Littler ASAP

April 1, 2024

How Artificial Intelligence Tools Can Increase Diversity

Littler ASAP

March 6, 2024

AI hiring tools keeping skilled professional immigrants out of job market

In the News

October 20, 2023

Employers willing to accept a certain level of risk in exchange for AI benefits

External Publication

October 13, 2023

Using AI without a rulebook? Here's where HR should be careful, say lawyers

In the News

October 9, 2023

California Court's Expansion of 'Employer' Could Have Implications for AI Regs

External Publication

August 28, 2023

California Supreme Court's Expansion of "Employer" under FEHA Could Have Implications for AI Regulation

Littler ASAP

August 25, 2023

Changes in California’s Regulations Regarding Criminal Records Approved

Littler ASAP

August 1, 2023

An ‘AI Summer’ in California?

External Publication

July 25, 2023

An “AI Summer” in California?

Littler ASAP

July 20, 2023

Artificial Intelligence as a Less Discriminatory Alternative

External Publication

June 1, 2023

An Overview of the Employment Law Issues Posed by Generative AI in the Workplace

Littler Report

May 11, 2023

Update on California’s Efforts to Regulate the Use of AI in Employment Decision-Making

Littler ASAP

April 13, 2023

California bill would ban most criminal background checks

In the News

April 5, 2023

California Seeks to Ban Criminal Background Checks for Most Private Sector Employers

Littler ASAP

March 27, 2023

Upcoming Changes in California’s Law Regarding Criminal Background Checks

External Publication

January 6, 2023

Upcoming Changes in California’s Law Regarding Criminal Background Checks

Littler ASAP

January 5, 2023

Littler Rings in New Year with the Elevation of 28 Attorneys to Shareholder

Press Release

January 4, 2023

Annual Report on EEOC Developments – Fiscal Year 2021

Littler Report

April 26, 2022

Two Developments Could Impact California’s Proposed Regulations Governing AI and Automated Decision-making

Littler ASAP

April 4, 2022

California Fair Employment & Housing Council Proposes Sweeping Regulation of Automated Decision-making and Artificial Intelligence in Employment

Littler ASAP

March 17, 2022

4th Circuit Requires Gender Parity in Each Pay Component

External Publication

December 13, 2021

Salary Negotiation Can Provide Affirmative Defense to Equal Pay Act Claim as “Factor Other Than Sex”

Littler ASAP

December 9, 2021

Fourth Circuit Requires Parity in Each Component of Compensation, Not Only in Total Compensation, Under Federal Equal Pay Act

Littler ASAP

December 7, 2021