

Name: Susan K. Crumiller

Title: Founder, Crumiller P.C.

Company: Crumiller P.C.

Website

www.crumiller.com

Social Media

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Short bio (under 100 words):

After earning her law degree in 2006 from NYU, Susan spent a decade representing low-income tenants in housing court, where she regularly won trials and appeals. After her second child was born her boss tried to force her to return to work after just seven weeks, despite her carefully negotiated five months of maternity leave.

So, she quit, and in 2016 Susan founded her own firm, Crumiller P.C., the Feminist Litigation Firm. Susan is a Small Claims Arbitrator and an active member of the National Employment Lawyers Association. She has published op-eds in the Daily Beast and The Independent and has filed amicus briefs in federal and state court appeals involving issues important to her clientele. She served on the 2022 Supreme Court Independent Judicial Screening Panel and previously served as board president of the Gender Equality Law Center and Cook Out the Vote.

Susan lives in Brooklyn and has two daughters. She holds a black belt in kung fu and was the first female wrestler in her high school's history. She is also an alto in the Cecilia Chorus of New York where she performs at Carnegie Hall each year. Of all her accomplishments, Susan is most proud of her experience as the tooth fairy.

Tell us about your firm or business, including history, specialization, and years in business:

Crumiller P.C. was founded in 2016 and has since become established for representing plaintiffs in workplace disputes, high-profile sex abuse lawsuits, and innovative medical

malpractice litigation. Susan brings an honest, transparent approach to her relationships with clients and colleagues, diving deeply into finding the true meaning of her clients' stories. In 2023 she won an \$11.4 million lawsuit for racial discrimination against the fitness chain Equinox.

What's an interesting fact about you or your firm that most people don't know?

Most people who don't know me well are surprised to learn that I'm a major introvert. My comfort zone is being alone, and human interaction takes a lot out of me - I must force myself to socialize. One of the things I love about Women-Owned Law is the group provides just the right amount of structure for me to get the most out of it.

What's a favorite moment of your career so far?

Although it's been nearly 10 years, I'll never forget the first payment my very own firm received. It was \$250 and it could have been \$2.50 for all I cared. I knew it was only the beginning, and it felt amazing.

Another favorite moment was hearing one of my daughters at her 10th birthday party telling her friend, "If I give you any more candy, our parents are literally going to sue me."

Tell us about a recent professional accomplishment of yours:

I started my firm because of the pregnancy discrimination and mistreatment I received from my old boss when I gave birth. This year, I had two partners go on maternity leave and was able to provide them with five months at full pay plus unlimited additional unpaid time. Being able to help my clients is always amazing, but having created the workplace I wanted and needed for myself is extra special.

Recently, a prospective client whose case we couldn't take told us she was so inspired by our firm and our mission that it made her decide to apply to law school!

Tell us about a recent personal accomplishment of yours:

The other day, my 13-year-old daughter asked for my opinion about an argument she was having with her friends over text. One of her male friends had been shaming girls who wear slutty Halloween costumes. My daughter pushed back in a way that was so smart but understandable, firm but not off-putting, that my heart swelled with pride. They apologized and everybody moved on, no big deal. I had nowhere near that level of confidence or wit at

that age, let alone ability to handle conflicts in a mature way. I was even more proud that she showed me!

I was hanging out with one of my best friends the other night, a former employee of the firm who's now a judge. She was telling someone about me and said, "Susan is the safest of spaces." I thought, that is what I strive to be for the people I love.

What advice would you offer to new business owners?

Focus on your self-worth and self-esteem. You will only enjoy as much success as you are willing to allow. And take care of yourself!! Don't put yourself last.

How can you help other Women Owned Law members improve their businesses?

I move very fast - often too fast - which means I have the benefit of having made a LOT of mistakes. I have way more experience than I should with hiring and firing, and I love sharing these lessons. I also have a lot of experience successfully talking people out of their fears when it comes to these things and it's always worth it! I've invested a lot in learning about business management, financials, metrics, etc. While I'm not good with complicated calculations or figures, I'm very good at zooming out and simplifying, which is really what most people need to do anyway.

How has Women Owned Law been of value to you and your career?

Like many of us, I'm a lone wolf by nature. And I think it's imperative that we force ourselves out of that mold because everything important I've ever learned has been through listening to others. There are a lot of groups out there, and I think this one has done a great job of attracting women who are smart and who share my values.