

## *Curriculum Vitae*



### **Audrey J. Lee**

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### **CURRENT EMPLOYMENT**

#### **Boston Law Collaborative, LLC**, Boston, MA (February 2015-present)

##### *Senior Mediator & Executive Director, BLC Institute*

- Mediate workplace, employment, discrimination, harassment, organizational, business and adult family cases
- Design and teach customized trainings in mediation, negotiation, implicit bias and communication skills
- Coach executives and senior leadership in difficult conversations and negotiations

#### **Harvard Law School**, Cambridge, MA (Spring 2021-present)

##### *Lecturer on Law, Mediation & Diversity and Dispute Resolution Courses*

- Co-teach courses for 48 Mediation students and 30 Diversity & Dispute Resolution students involving role plays, interactive lectures and demos
- Co-lead modules on mediation process, skills, principles, styles, techniques, implicit bias, and ethics

#### **Program on Negotiation, Harvard Law School**, Cambridge, MA (2023-present)

##### *Lead Faculty, Harvard Mediation Intensive*

- Design and lead 5-day interactive mediation workshop offered twice a year for up to 60 participants/session
- Lead facilitator for modules including addressing bias and stereotyping, working with strong emotions and developing core mediator skills

### **EDUCATION**

#### **Harvard Law School**, J.D., June 2005

- Mediator, Harvard Mediation Program
- Teaching Assistant, Negotiation Workshop
- Research Assistant, Employment Discrimination, Prof. Christine Jolls
- Hewlett Law and Negotiation Research Fellowship
- Heyman Summer Fellow
- Senior Editor, *Civil Rights-Civil Liberties Law Review*

#### **Harvard University**, A.B. magna cum laude in Government, June 1999

- John Harvard & Elizabeth C. Agassiz Scholarships for academic achievement
- Braverman Prize for excellence in music
- Principal Violist, Harvard-Radcliffe Orchestra

### **MEDIATION, NEUTRAL & FACILITATION EXPERIENCE**

- Mediator, Boston Law Collaborative, LLC (2015-present)
- Mediator, The Mediation Group (2017-present)
- Dialogue Facilitator, Essential Partners (2023-present)

- Facilitator, Perspectiva LLC (2009-present)
- Mediator, MWI Employment Panel (2016-present)
- Mediator, Harvard Mediation Program (2004-2005; 2016-present)
- Mediator, Community Dispute Settlement Center (2015-present)
- Mediator, Equal Employment Opportunity Commission Panel (2012-2018)
- Member, Harvard Law School Title IX Adjudicator Pool (2015-2020)
- Mediator, Massachusetts Commission Against Discrimination (2013-2015)
- Mediator, Harassment Prevention Order Mediation Pilot Program, Quincy District Court (2013)
- Mediator, Circuit Court of Cook County Mortgage Foreclosure Mediation Program (2010-2011)
- Mediator, Circuit Court of Cook County for court-referred cases regarding domestic, juvenile, foreclosure, and attorney fee disputes (2006-2011)

### **UPCOMING & REPRESENTATIVE WORKSHOPS**

- Workplace Mediation Workshop Series, City of Boston HR Leaders (Spring 2025)
- Anti-Bias Program, New York State Unified Court System Division of ADR Neutrals (February 2025)
- Managing Difficult Workplace Conversations (1-1 coaching for attorneys), Ropes & Gray LLP (2014-present)
- Intervening with Purpose: Facilitation in Difficult Moments, Obama Foundation (August 2024)
- Advanced Mediation Workshop Series, Judicate West (Spring 2024)
- Advanced Mediation Workshop, New Hampshire Court Mediators (January 2024)
- Implicit Bias in Mediation, Federal Court Mediators, Federal Judicial Conference (August 2023)
- Negotiating Compensation & Promotion, Most Powerful Women in Banking Conference (October 2023)
- Negotiation Workshop, Public Rights Project (April 2022)
- Implicit Bias Workshop, Professional Development Consortium (October 2021)
- Advanced Mediation Workshop, Australian Fair Work Commission (October 2020 & June 2017)
- Implicit Bias, Georgetown University McCourt School of Public Policy (January 2020)
- Implicit Bias Workshop, Boston Teachers Union K-8 Pilot School (November 2019)
- Influence Reboot, Professional Development Consortium (October 2019)
- Manager as Mediator, Wentworth Institute of Technology (August 2019)
- Implicit Bias Workshop, Federal Reserve Bank of Boston (November 2019; December 2018)
- Outsmarting Our Mind Bugs: Effective Feedback Skills for Lawyers, Jenner & Block (October 2018)
- Interrupting Implicit Bias, League of American Orchestras (June 2018)
- Mind Bugs: Working with Our Biases as Lawyers & Mediators, Canadian Bar Ass'n B.C. Branch (April 2018)
- Managing Bias in Mediations, Social Justice Mediation Program (December 2017)
- Implicit Bias Workshop, YW Boston (November 2017)
- Negotiation Skills Workshop, Simpson Thacher & Bartlett LLP (July 2014)
- Interactive Training Methods, Ropes & Gray LLP (May 2013)

## **PRIOR WORK EXPERIENCE**

### **Massachusetts Commission Against Discrimination, Boston, MA (2013-2015)**

#### *Trainer and Mediator*

- Mediated employment discrimination cases in the voluntary early mediation and mandatory conciliation programs (93 mediations)
- Conducted discrimination prevention and EEO trainings for managers and staff in a variety of industries (42 trainings)
- Designed, taught and/or provided support for internal programs including diversity and new employee trainings

### **Triad Consulting Group, Boston, MA (2011-2015)**

#### *Trainer/Consultant*

- Teach workshops in difficult conversations, influence and negotiation in the private and public sectors
- Coach individuals on how to conduct difficult conversations and manage conflict more effectively

### **Commission on Professionalism of the Illinois Supreme Court, Chicago, IL (2008-2009)**

#### *Legal Education Consultant*

- Designed and taught model continuing education courses for lawyers in interest-based negotiation exploring diversity and professionalism challenges in law practice
- Designed and taught Train-the-Trainer facilitation workshops for continuing legal education providers across the state

### **Winston & Strawn LLP, Chicago, IL (2006-2008)**

#### *Associate, Intellectual Property/Advertising & Litigation Departments*

- Negotiated advertising and license agreements and advised clients on trademark and copyright matters
- Represented housing discrimination complainant in Cook County Commission on Human Rights mediation
- Reviewed and prepared documents for witness prep meetings in consumer fraud litigation matter

### **Davis Polk & Wardwell LLP, New York, NY (2005-2006)**

#### *Associate, Litigation Department*

- Represented plaintiff in settlement negotiations for alleged labor law violations
- Prepared deposition witnesses and discovery responses for false advertising and antitrust matters

## **TEACHING EXPERIENCE**

### **Program on Negotiation, Harvard Law School, Cambridge, MA (2004-2021)**

#### *Faculty, Advanced Mediation Workshop (2016-2021)*

- Led modules on implicit bias, working with strong emotions in mediation, and co-mediation strategies
- Coached participants in mediation simulations and facilitated fishbowl demonstrations

#### *Instructor, Negotiation & Difficult Conversations Workshop (2004-2015)*

- Led Negotiation working groups in role play simulations and facilitated debrief discussions
- Led intensive interpersonal skills coaching exercise for Difficult Conversations Workshop

### **University of Massachusetts Boston, Lecturer, Negotiations, Boston, MA (2012- 2015)**

- Designed and taught weekly curriculum for Negotiation course in the McCormack Graduate School's Department of Conflict Resolution incorporating lecture, role plays and feedback sessions (4 semesters)
- Developed and taught first online Negotiation course offering (Spring 2015)

### **Northwestern University School of Law, Adjunct Professor, Negotiations, Chicago, IL (2009-2010)**

- Designed and taught weekly curriculum for Negotiation Workshop incorporating lecture, case simulations, PowerPoint presentations, and feedback sessions (2 semesters)
- Supervised two Teaching Assistants in their class presentations and feedback to students

### **DePaul University College of Law, Adjunct Professor, Negotiations, Chicago, IL (2008- 2011)**

- Designed and taught weekly curriculum for Negotiation Workshop incorporating lecture, case simulations, PowerPoint presentations, and feedback sessions (7 semesters)

## **PUBLICATIONS & FEATURED COMMENTARY**

- “Resolving Conflict Outside of the Courtroom,” Interview with Audrey Lee & David Hoffman, *Harvard Law Today* (Apr 29, 2024) available at <https://hls.harvard.edu/today/resolving-conflict-outside-the-courtroom/>.
- “Mediating Conflicts at Work: Post-COVID Shifts In Resolving Employment Disputes,” *Massachusetts Bar Association Section Review* (Fall 2023) available at <https://www.massbar.org/publications/section-review/section-review-article/section-review-2023-november-december-2023/mediating-conflicts-at-work-post-covid-shifts-in-resolving-employment-disputes>.
- “Turning Difficult Mediation Moments into Opportunities,” PON Live! Presentation (April 2023) available at <https://www.pon.harvard.edu/free-videos/turning-difficult-mediation-moments-into-opportunities/>.
- “Dialogue & Diversity Initiatives,” Essential Partners blog (June 2, 2021) available at <https://whatisessential.org/dialogue-diversity-initiatives>.
- Audrey J. Lee, “Implicit Bias in Mediation,” *Harvard Negotiation Law Review* (Spring 2020 issue) available at <https://journals.law.harvard.edu/hnlr/articles/>.
- “Six Strategies for Effective Mediation Advocacy Training,” *Massachusetts Lawyers Weekly* (September 17, 2015) (with David Hoffman).
- Featured Commentator on Negotiation, Harvard Business Review’s “Insights” series on Leadership and Managing People (January 2015) available at <https://hbr.org/video/3147952548001/the-value-of-asking-openended-questions>.
- Commentator, BBC Capital’s *Work Ethic* column, “One Foot Out the Door: Managing the Checked-Out Employee” (December 2013)
- “Effectively Negotiating Diversity Issues Within Law Firms: The Value of Applying Negotiation Pedagogy and Principles to Diversity CLE and Training,” *NALP Bulletin* (June 2009).
- Audrey J. Lee, *Negotiating Part-Time Work at Elite Law Firms*, 6 PEPP. DISP. RESOL. L.J. 405 (2006).
- Audrey J. Lee, *Unconscious Bias Theory in Employment Discrimination Litigation*, 40 HARV. C.R.-C.L. L. REV. 481 (2005).

## **PROFESSIONAL AFFILIATIONS, AWARDS & COMMUNITY ACTIVITIES**

- Editorial Board Member, *ABA Dispute Resolution Magazine* (Fall 2024-present)
- Advisory Board Member, Harvard Mediation Program (2023-present)
- Dispute Resolution Council Member, MA Bar Association (2023-2024)
- *Boston Magazine* Top Lawyers – Mediators (2021)
- International Ombuds Association, Member (2021-present)
- Association for Conflict Resolution – New England Chapter, Member (2012-present)
- Pierce School Site Council, Co-Chair (2021-2022) & Member (2019-2021)
- Pierce School Extended Day Program, Board Member (2018- 2021)
- Harvard Law School Women’s Alliance of Boston, Advisory Board (2013-2016), Co-Chair (2012-2013)
- Association for Conflict Resolution – Chicago Chapter, Past President (2010-2011)
- Center for Conflict Resolution (Chicago), Trainer of the Year (2011) & Volunteer Appreciation Award (2007), Mediator/Volunteer (2006-2011)

## **PROFESSIONAL DEVELOPMENT & CONTINUING EDUCATION**

- Summer Intensive (5-day training for practitioners), Essential Partners (2024)
- Fundamentals of Facilitation for Racial Justice Work, Interaction Institute for Social Change (2022)
- Virtual Foundations of Organizational Ombuds Practice, International Ombudsman Association (2021)
- MCLE, Family Law Mediation Training (40-hour training), Boston, MA (Summer 2015)
- Preventing Workplace Discrimination & Harassment Train-the-Trainer Training, MA Commission Against Discrimination (2014)
- Conducting Internal Discrimination Complaint Investigations Training, MA Commission Against Discrimination (2014)
- Responding to Accommodation Requests Training, MA Commission Against Discrimination (2014)
- Center for Conflict Resolution, Basic Mediation Training (40-hour training), Chicago, IL (Fall 2006)
- Harvard Mediation Program, Basic Mediation Training (32-hour training), Cambridge, MA (Fall 2004)