

*Curriculum Vitae*

**Audrey J. Lee, J.D.**

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**EDUCATION**

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

- Certified 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

**LEGAL & TRAINING EXPERIENCE**

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

*Senior Mediator & Executive Director, BLC Institute*

- Mediate employment discrimination, business and family cases
- Design and teach customized trainings in mediation advocacy, mediation, negotiation, and communication skills
- Manage outreach and program development for BLC Institute

**Perspectiva LLC** ([www.perspectivalc.com](http://www.perspectivalc.com)), Boston, MA (April 2009-present)

*Founding Principal/Trainer*

- Design and teach interactive skills workshops in negotiation, conflict management, and diversity
- Assist clients in expanding their in-house training and continuing education offerings
- Supervise students and manage client relationships as Client-Supervisor/Consultant for the Harvard Negotiation & Mediation Clinical Program-Institute for Inclusion in the Legal Profession project analyzing how law firms communicate regarding disputes related to diversity issues (Fall 2010, Fall 2012)

**Massachusetts Commission Against Discrimination**, Boston, MA (August 2013-January 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 (January 2011-present)

*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 (February 2008-April 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 (June 2006-January 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 (September 2005-May 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

**Hale and Dorr Legal Services Center**, Jamaica Plain, MA (Fall 2004)

*Clinical Student, Employment Discrimination Unit*

- Drafted complaint, assessed potential expert witnesses, and researched cognitive bias theories in Title VII race discrimination case
- Engaged in settlement negotiations with opposing counsel in national origin discrimination case

**U.S. Equal Employment Opportunity Commission**, Washington, D.C. (Summer 2004)

*Summer Intern, Office of General Counsel, Appellate Services*

- Researched & wrote memorandum on severability of invalid punitive damages provision in arbitration clause in employment agreement
- Researched & wrote memorandum on availability of relief in age discrimination claim in which employer failed to transfer employee to lower-paid but more desirable position

**Lawyers' Committee for Civil Rights**, Washington, D.C. (Summer 2003)

*Summer Intern, Equal Employment Opportunity Project*

- Researched & wrote memorandum regarding waiver of attorney-client privilege resulting from advice of counsel defense in pregnancy discrimination claim
- Researched & wrote memorandum on protective order for sensitive information in sexual harassment claim
- Investigated claims of potential clients

**MEDIATION EXPERIENCE**

*Mediation Certifications*

- Harvard Mediation Program, Basic Mediation Training, Cambridge, MA (Fall 2004) (32-hour training)
- Center for Conflict Resolution, Basic Mediation Training, Chicago, IL (Fall 2006) (40-hour training)
- MCLE, Family Law Mediation Training, Boston, MA (Summer 2015) (40-hour training)

*Mediation/Neutral Experience*

- Mediator, Boston Law Collaborative, LLC (February 2015-present)
- Mediator, Equal Employment Opportunity Commission Panel (Fall 2012-present)
- Member, Harvard Law School Title IX Adjudicator Pool (Fall 2015-present)
- Mediator, MWI Employment Panel (Spring 2016-present)
- Mediator, Resolute Systems Employment Panel (Spring 2016-present)
- Mediator, Harvard Mediation Program for the District Courts of Greater Boston (Fall 2004-Spring 2005; Spring 2016-present)
- Mediator, Community Dispute Settlement Center (Fall 2015-present)
- Mediator, Mediation Project, Norfolk Probate and Family Court (Fall 2015-present)
- Mediator, Massachusetts Commission Against Discrimination (August 2013-January 2015)
- Mediator, Harassment Prevention Order Mediation Pilot Program, Quincy District Court (Spring-Fall 2013)

- Mediator, Circuit Court of Cook County Mortgage Foreclosure Mediation Program (Summer 2010-Spring 2011)
- Mediator, Circuit Court of Cook County court-referred cases regarding domestic, juvenile, foreclosure, and attorney fee disputes (Fall 2006-Spring 2011)

#### *Mediation Advocacy Experience*

- Represented housing discrimination complainant in Cook County Commission on Human Rights mediation (2006)
- Represented plaintiff in labor law case in federal district court settlement conference (2005)
- Represented employment discrimination complainant in Massachusetts Commission Against Discrimination mediation (2004)

#### *Representative Mediation Lectures & Trainings*

- MWI 40-Hr Mediation Skills Training Co-Lead Trainer (May 2016)
- Mediation Advocacy Skills Workshop, Sutherland Asbill and Brennan LLP (July 2015)
- “Mediation Process & Skills,” Cook County Foreclosure Mediation Program Training (May 2011)
- Coach, Mediation Certificate Course, DePaul Center for Dispute Resolution (July 2008-February 2011)
- Coach, Center for Conflict Resolution Mediation Skills Trainings (Fall 2007-Fall 2010)
- Coach, National Association of Realtors Mediation Trainings (April 2008-December 2010)
- “Interest-Based Negotiation Skills for Mediators,” Loyola University Chicago Law School Mediation Advocacy Class (Spring 2009, Fall 2008)
- Coach, Mediation Advocacy Course, Northwestern Law School (Fall 2007-Fall 2009)

### **TEACHING EXPERIENCE**

#### **Harvard Negotiation Institute, Program on Negotiation, Harvard Law School, Faculty Member for Advanced Mediation Workshop, Cambridge, MA (June 2016)**

- Led modules on managing strong emotions in mediations and challenges involved in co-mediation
- Coached participants in mediation simulations and led reviews and fishbowl demonstrations

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

- Design and teach weekly curriculum for Negotiation course in the McCormack Graduate School’s Department of Conflict Resolution incorporating lecture, case simulations, PowerPoint presentations, 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 (Fall 2009, Fall 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 (Fall 2008-Spring 2011)**

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

### **REPRESENTATIVE WORKSHOPS**

- Negotiation & Difficult Conversations Workshop Instructor, Harvard Negotiation Institute (2004-present)
- Communication Skills Coaching for 2nd-year Corporate Associates, Ropes & Gray LLP (2014-present)
- Constructive Conversations Workshop, Orrick, Herrington & Sutcliffe LLP (March 2015)
- Negotiation Skills Workshop, Simpson Thacher & Bartlett LLP (July 2014)

- Interactive Training Methods, Ropes & Gray LLP (May 2013)
- Effective Feedback, Jenner & Block LLP (January 2012)
- Constructive Conversations, Winston & Strawn LLP (October 2011)
- Influencing People, The Cambridge Group (March 2011)
- Conflict Management Workshop, U.S. Department of Housing and Urban Development (September 2010)
- Difficult Conversations Workshop, Federal Reserve Bank of Chicago (November 2009)
- Facilitation Skills Train-the-Trainer Workshop, Mayer Brown LLP (February 2009)

#### **PUBLICATIONS & FEATURED COMMENTARY**

- Featured Commentator on Negotiation, Harvard Business Review's "Insights" series on Leadership and Managing People (available January 2015 at <https://hbr.org/topic/negotiations>)
- Commentator, BBC Capital's *Work Ethic* column, "One Foot Out the Door: Managing the Checked-Out Employee" (December 2013)
- "‘What Would You Say?’ Giving Teeth to Diversity Programming," *Institute for Inclusion in the Legal Profession Review: The State of Diversity and Inclusion in the Legal Profession* (Spring 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 & COMMUNITY ACTIVITIES**

- Association for Conflict Resolution – New England Chapter, Member (2012-present)
- Harvard Law School Women's Alliance of Boston, Advisory Board Member (2016, Founding Co-Chair (2012-2013)
- Association for Conflict Resolution – Chicago Chapter, Past President (2010-2011)
- Harvard Law School Women's Alliance of Chicago, Founding Co-Chair (2010-2011)
- Center for Conflict Resolution (Chicago), Mediator/Volunteer (2006-2011)