

Curriculum Vitae

Audrey J. Lee, J.D.

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

EXPERIENCE

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

Senior Mediator & Executive Director, BLC Institute

- Mediate workplace, employment discrimination, organizational, business and adult family cases
- Design and teach customized trainings in mediation, mediation advocacy, negotiation, implicit bias and communication skills
- Coach executives and senior leadership in difficult conversations and negotiations
- Direct community outreach initiatives and program development for the BLC Institute

The Mediation Group, Brookline, MA (January 2017-present)

Mediator & Organizational Consultant

- Mediate employment discrimination, workplace, adult family and trust, and housing disputes
- Executive coaching and consulting work with a focus on diversity/implicit bias, conflict management, and communication skills

Perspectiva LLC, Boston, MA (April 2009-present)

Founding Principal

- Design and teach interactive skills workshops in negotiation, conflict management, and implicit bias
- Assist clients in expanding their in-house training and continuing education offerings
- Supervised students and managed 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

MEDIATION EXPERIENCE

Mediation Training

- 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, The Mediation Group (January 2017-present)
- Mediator, Equal Employment Opportunity Commission Panel (Fall 2012-present)
- Member, Harvard Law School Title IX Adjudicator Pool (Fall 2015-Spring 2020)
- Mediator, MWI Employment Panel (Spring 2016-present)
- Mediator, Harvard Mediation Program for the District Courts of Greater Boston (2004-2005; 2016-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 (2010-2011)
- Mediator, Circuit Court of Cook County court-referred cases regarding domestic, juvenile, foreclosure, and attorney fee disputes (Fall 2006-Spring 2011)

Representative Mediation Lectures & Trainings

- MWI 40-Hr Mediation Skills Training Co-Lead Trainer (May 2016-present)
- 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)

TEACHING EXPERIENCE

Harvard Negotiation Institute, Program on Negotiation, Harvard Law School

Faculty, Advanced Mediation Workshop, Cambridge, MA (June 2016-present)

- Lead modules on implicit bias, working with strong emotions in mediation, and co-mediation challenges
- Coach participants in mediation simulations and facilitate reviews and fishbowl demonstrations

Instructor, Negotiation & Difficult Conversations Workshop, Cambridge, MA (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 (Spring 2012-Spring 2015)

- Designed and taught 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

- Influencing Virtually from Any Role, White & Case LLP (June 2020)
- 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, Mass College of Art & Design (December 2017)
- Implicit Bias Workshop, YW Boston (November 2017)
- Constructive Conversations Workshop, Orrick, Herrington & Sutcliffe LLP (March 2017)
- Negotiation Skills Workshop, Simpson Thacher & Bartlett LLP (July 2014)
- Interactive Training Methods, Ropes & Gray LLP (May 2013)
- Effective Feedback, Jenner & Block LLP (January 2012)
- 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

- Audrey J. Lee, “Implicit Bias in Mediation,” *Harvard Negotiation Law Review* (Spring 2020 issue; soon to be available at <https://www.hnlr.org/articles/>).
- 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

- Pierce School Site Council, Member (Fall 2019-present)
- Pierce School Extended Day Program, Board Member (Fall 2018-present)
- Association for Conflict Resolution – New England Chapter, Member (2012-present)
- Harvard Law School Women’s Alliance of Boston, Advisory Board Member (2016-present), Founding Co-Chair (2012-2013)
- Association for Conflict Resolution – Chicago Chapter, Past President (2010-2011)
- Center for Conflict Resolution (Chicago), Mediator/Volunteer (2006-2011)