

# Johanna R. Bracy

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## EXPERIENCE

### **Novate ADR, Los Angeles, CA**

Mediator/Owner (2020 – Present)

- Mediator of landlord-tenant disputes in Hawaii and Illinois. Over 95 cases mediated with a settlement rate of approximately 94.9%
- Lead Mediator with Orange County Human Relations: pro bono small claims and civil harassment virtual mediation in the courts of Orange County; draft and submit related settlement agreements. More than 40 cases mediated
- Facilitator of ongoing diversity, equity and inclusion discussion series for Rotary International District 5280

### **Novate Consulting Group, Los Angeles, CA**

Owner/Principal (2017 – Present)

- Draft and negotiate commercial agreements for private equity firm clients
- Lead public policy and community engagement for nonprofit and public entity clients

### **California Plumbing & Mechanical Contractors Association, Burbank, CA**

### **Air Conditioning Sheet Metal Association, Burbank, CA**

Vice President (2017 – 2019)

- Led communications, state and federal policy advocacy, labor relations and dispute resolution processes for two trade associations of nearly 200 union construction contractors
- Represented management in apprentice/employee hiring, discipline and dispute resolution
- Drafted communication materials, including policy papers and magazine

### **Orrick, Herrington & Sutcliffe, Los Angeles, CA**

Attorney Recruiting Manager (2016 – 2017)

- Led attorney hiring and summer internship programs for law firm's three Southern CA offices

### **Natural Resources Defense Council (NRDC), New York, NY; Santa Monica, CA**

Attorney and Policy Advocate (2010 – 2016)

- Led regulatory, legislative, legal and communications strategy for agriculture, water quality and water conservation projects, including advocacy at local, state and federal levels
- Negotiated environmental legislation and regulations with legislators and other stakeholders
- Led community engagement projects related to environmental sustainability and social equity in Watts (green infrastructure design) and the Bronx (regional food hubs)
- Worked with senior leadership, including NRDC president, to design project strategy
- Spoke regularly at legislative hearings, conferences, press events and community programs
- Authored research reports, fact sheets, letters and other written materials
- Built productive relationships with elected officials, nongovernmental organizations, community-based groups and educational institutions through strategic collaboration

**Davis Polk & Wardwell**, New York, NY

*Associate Attorney* (2008 – 2010)

- Represented corporate clients in securities offerings; advised on bank regulatory law

**Sierra Club California**, Sacramento, CA

*Legislative Aide* (2004 – 2005)

- Researched and analyzed state environmental legislation and budgetary measures

**California State Assembly**, Sacramento, CA

*Legislative Aide* (2002 – 2004)

- Provided legislative and budgetary analysis as staff lead for environmental policy
- Drafted public speeches and press statements

## EDUCATION

**Straus Institute for Dispute Resolution**, Mediating the Litigated Case (2020)

**Harvard Law School**, Juris Doctor (2008)

Harvard Program on Negotiation, completed intensive 120-hour training (2007)

**Stanford University**, Bachelor of Arts, International Relations (2002)

## ASSOCIATIONS

American Bar Association, Dispute Resolution Section

Black Women Lawyers Association of Los Angeles

California Lawyers Association, Labor & Employment Section

Harvard Law School Women's Alliance, National Board of Directors & Co-Chair of L.A. Chapter

Los Angeles Waterkeeper, Board of Directors & Chair of Legal Committee

National Bar Association, Web & Marketing Chair, Dispute Resolution Section

New York State Bar Association

## LANGUAGES AND SKILLS

- Experienced public speaker
- Conversant in Spanish and Portuguese
- Admitted to practice law in New York
- Proficient in virtual mediation