

# DESHAUNA N. LEE

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## **EXPERIENCE**

*Nationwide Children's Hospital, Columbus, OH*

May 2017-Present

### **Senior Diversity, Inclusion & Cultural Competence Consultant**

- Proactive internal consultant building the infrastructure of a sustainable diversity practice through the implementation of the hospital's diversity and inclusion strategy. Partners with senior leadership and workforce to oversee the integrated work and outcomes of diversity initiatives. Deploy organizational training programs to enhance staff diversity awareness to deliver culturally and compassionate care to all patients and family members. Manages seven Employee Resource Groups to ensure a fully inclusive and engaged work environment.

*U.S. Equal Employment Opportunity Commission, Cleveland, OH*

March 2016-Present

### **EEOC Investigator Acting**

- Investigated sensitive charges of discriminatory employment practices or disparate treatment based on federal statutes. Prepared written investigative plans and reports, with supporting documentation that was fair, impartial and represented the facts of the charge filed. Performed outreach efforts in partnership with the NAACP to educate members of the public of agency's mission, laws enforced and rights to file a charge. Effectively drafted federal judicial opinions for the administrative judge applying technical knowledge of the EEO laws, regulations, policy codes and legislation decisions.

*Thompson Hine LLP, Cleveland, OH*

November 2014-July 2015

### **Firm-wide Diversity Coordinator**

- Identified and applied best practices in diversity recruitment to enhance the firm's ability to effectively recruit and retain a diverse pool of attorneys. Oversaw all logistical and financial aspects of unconscious bias training with Kathleen Nalty. Engaged, built, and maintained relationships with firm's affinity groups. Analyzed survey results and administered understandable proposals and strategies for improving work situations and relationships. Primary responsible for data integrity and narrative for diversity surveys.

*Cleveland Municipal Court, Cleveland, OH*

May 2013-May 2014

### **Judicial Law Clerk/Mediator for Magistrate's Department**

- Effectively mediated small claims civil disputes and developed objectives and strategies to help parties reach a resolution through effective settlement negotiation techniques. Assisted judges during courtroom proceedings. Researched points of law and reviewed facts in evidence to draft opinions for judges and magistrates.

*Walter & Haverfield, LLP, Cleveland, OH*

May 2012- August 2012

### **Summer Associate**

- Represented various clients in civil litigation which included interviewing clients and witnesses; drafted memorandums, motions, pleadings, and interrogatories; participated in hearings and pre-trial conferences. Attended court proceedings and conducted trial follow-ups in writing for legal teams. Researched and drafted language to improve policy of firm's employee handbook and HR policies.

*EDEN, Inc., Cleveland, OH*

March 2011-August 2011

### **Housing Eligibility Specialist**

- Certified eligibility and processed annual reexaminations for four housing assistance and housing subsidies in accordance with program policy, procedures and regulations. Conducted client interviews, and assisted tenants and landlords with processing and compliance requirements. Mediated between landlords, inspectors, and tenants on matters of housing quality compliance, reasonable rent and claims for damages or related housing challenges.

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## EDUCATION

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Cleveland State University, Cleveland-Marshall College Of Law, Cleveland, OH May 2014

### **Juris Doctor; Diversity Management Master's Program (2 courses)**

- Independent Study: *Check Your Blindspot: An Innovative Approach to Address Hidden Hurdles in Diversifying the Workforce*. (Spring 2014).
- Honors & Activities: Dean's List; Dean's Advisory Council; Black Law Students' Association; Women in Law Association; Minority Outreach; Hispanic Law Students' Association; Dean's Community Service Award; Cleveland Metropolitan Bar Association Volunteer for its Diversity & Inclusion Programs/Pipelines.

Baldwin-Wallace University, Berea, OH

May 2010

### **Bachelor of Science, Psychology**

#### **Minor: Diversity Studies**

- Diversity Capstone: *The Color of Friendship: Exploring Interracial Friendship on PWIs*. (Spring 2010).
- *Honors & Activities*: Distinguished Leaders Award; Dean's List; Psi Chi Honor Society; Diversity, Integration and Inclusion Committee; National Student Speech Language Hearing Association; Psychology club; People of Color United; Academic Immersion and Mentoring (A.I.M) Program.

Hampton University, Hampton, VA

Aug. 2006-Dec. 2006

### **Psychology**