

KELLIE R. WATSON

Professional Experience

Louisville Metropolitan Sewer District, Louisville KY

May 2020-current

Equity and Compliance Officer

Monitors, analyzes and implements policy and programs for equity, diversity and inclusion. Ensures compliance with legal and ethical principles and standards throughout the organization. Investigates employee relations, discrimination and ethics complaints.

Louisville Metro Government, Office of the Mayor

March 2017-May 2020

Chief Equity Officer

Provides strategic, visionary planning and oversight to advance racial equity though out Louisville Metro Government and oversees the Departments of Human Resources and the Human Relations Commission.

Louisville Metro Government, Office of the Mayor

July 2014 –March 2017

General Counsel and Legislative Liaison

Served as legal advisor to the Mayor; coordinated all litigation within the Office of the Mayor; served as the communicator between the Mayor and all Louisville Metro Councilmembers and the Councilmembers and the Louisville Metro Departments; research and drafted Louisville Metro Code of Ordinances; presented and testified at Louisville Metro Council meetings, and committee meetings.

Louisville Metro Government, Department of Human of Resources, Louisville, KY

January 2011- July 2014

Director and Affirmative Action Officer

Supervised approximately 40 staff, with a budget of \$3 million dollar budget;. Directed, planned, coordinated and supervised the following programs within the department: Civil Service, Recruitment, Personnel Management, Classification and Compensation, Benefits, Employee Relations, Compliance, Labor Relations, Professional Development, Ethics Commission, Merit Board, and OSHA. Also created, designed and implemented the employee wellness clinic with 2 doctors, pharmacy, and labs. Served as Chair for Project Team of the Ohio River Bridges regarding workforce development and small and minority business utilization.

Kentucky Transportation Cabinet, Office of Personnel Management, and Office for Civil Rights and Small Business Development, Frankfort, KY

March 2007-December 2010

Executive Director

Supervised approximately 50 staff combined for both offices; managed over \$1 million dollar budget; as Executive Director of Human Resource Management is responsible for payroll and benefits, personnel administration, employee relations, health and safety, professional development, and organizational management for all 4500 Transportation Cabinet employees with a location in all 120 counties; Highlights include: major Cabinet reorganization of offices and departments, and total revisions and creation of General Administrative Policy manual. As Executive Director of Office for Civil Rights is responsible for Title VI, Title VII, ADA, and

affirmative action/equal opportunity program for the Cabinet, and also responsible for the Disadvantage Business Enterprise program, which includes on-the-job training and supportive services. Highlights include: revised policy and trained employees in anti-discrimination and anti-harassment; revised/created Title VI program, and created Goal Setting Committee for DBE goals on federal projects.

Louisville Metro Government Human Relations Commission, Louisville, KY

Executive Director

May 2002- March 2007

Supervised 15-24 staff; managed a budget of \$1 million; strategic planning of agency with 2 Boards of Commissions; agency responsible for enforcement of Metro Louisville anti-discrimination ordinances in employment, housing, hate crimes, public accommodations; investigated complaints and made recommendations; held administrative hearings; negotiated settlements between complainants and respondents; provided training on the Civil Rights Act 1964, and Federal Fair Housing Act; coordinated education and outreach activities on the federal laws and local ordinances, including Race Relations Conference; certified minority, handicapped and female businesses; evaluated affirmative action plans; and selected responsibilities listed below as Director of Affirmative Action and Affirmative Action Specialist.

City of Louisville, Mayor's Office of Affirmative Action, Louisville, KY

Director of the Mayor's Office of Affirmative Action

October 2001- May 2002

Supervised employees; drafted and implemented Affirmative Action Plan; monitored workforce recruitment, hiring, promotion, disciplinary actions, and termination; determined EEO codes for job announcements; represented the Mayor at functions and events; oversaw and implemented City's MFHBE vendor program, including certification of vendors; and all responsibilities listed below as Affirmative Action Specialist.

Affirmative Action Specialist

August 2000- October 2001

Investigated Title VII discrimination complaints of City employees; trained City managers/supervisors on Title VII discrimination; monitored and enforced affirmative action goals within purchasing and procurement; provided resources for minority, female, and handicapped businesses.

Public Defender Corporation, Louisville, KY

May 2000- August 2000

Associate Attorney: Represented indigent individuals in arraignment, misdemeanor, and parole/probation hearings.

Peck, Shaffer & Williams LLP, Cincinnati, OH

Summer 1998, May 1999-January 2000

Associate Attorney: Municipal financing; drafted bond documents, public offering documents and legislation; federal and state statutory and regulatory research.

Education

Admitted to Kentucky Bar Association May 2000

Vanderbilt University School of Law, Nashville, TN

Doctor of Jurisprudence, May 1999

University of Louisville, Louisville, KY

B.S. in Political Science, Concentration Policy Analysis, *cum laude* 1996

Upon request can provide references and personal/community interests.

Personal & Community

Fund for the Arts Board Member and Co-Chair of Community Impact Committee; Chestnut Street YMCA Board Member; Kentuckiana Girl Scouts Advisory Council Member Chair; Kentucky/Indiana Ohio River Bridges Project Advisory Board; Chair of the Bridges to Opportunity Advisory Board for the Ohio River Bridges Project; First Executive Board Chair, and Social Action Committee Chair of Beta Alpha Xi Zeta Chapter of Zeta Phi Beta Inc., Jack and Jill, Inc., Derby City Chapter Parliamentarian and Legislative Liaison; Bingham Fellows 2019 and Ignite Louisville Participant, a Leadership Louisville program first year of the program; Louisville Chapter of Links Inc Parliamentarian; Young Professional Association of Louisville member; member of Kentucky Ambassadors for Kentucky Center of the Arts; Louisville Urban League Young Professionals Vice-President of Professional Development; National Bar Association, Louisville Chapter member; Louisville Urban Community Trust Board Member; Community Advisory Committee Member for University Presidential Search; University of Louisville Political Science Mentor; Zeta Phi Beta Sorority, Inc. Rho Alpha Zeta Chapter Third-Vice President and Graduate Advisor Vanderbilt University.

March 18, 2019

RE: Assistant University Counsel

Dear Hiring Manager:

My name is Kellie R. Watson, I am very interested and want to be Assistant University Counsel.

My entire career has been involved in local and state government. I began my career as an Affirmative Action Specialist, where I investigated Title VII complaints for the City of Louisville, wrote the City's first Affirmative Action Plan, and enforced the good faith efforts for minority, woman and disabled business goals for the City. Shortly thereafter, Mayor Dave Armstrong promoted me as the Director of the Office of Affirmative Action, reporting directly to him. One of my first major community partnerships was working on the Muhammad Ali Center. After working for Mayor Armstrong in this capacity, he then promoted me to be the Executive Director of the Human Relations Commission. The Commission has the responsibility of educating the community on all forms of discrimination, including employment, housing, public accommodations and hate crimes for all protected classes, as well as, working with minority, woman and disabled-owned businesses. As the Executive Director, I partnered with many organizations to do education and outreach on behalf of the Commission. I also worked with state legislators on equal opportunity legislation, as well as with the HUD and the EEOC.

After doing this work for the City of Louisville, and after merger for Louisville Metro, I was recruited by Governor Beshear's new administration to work for the Kentucky Transportation Cabinet, after their merit hiring, and highway contractor investigations. At the Cabinet, I served as both the Executive Director of Personnel Management and Civil Rights and Small Business. I worked with Secretary Joseph Prather to write the affirmative action plan with new recruiting goals for the Cabinet, reorganize the hiring structure of the Cabinet, conduct ethics and diversity training, and create new disadvantage business goals. I also worked on hiring goals for the Ohio River Bridges Project. I also went for General Assembly committee meetings to explain and share the work of the Personnel Management Office, and Office for Civil Rights and Small Business.

I am now with Louisville Metro Government under Mayor Fischer's administration where I served in three different capacities. Prior to this was the General Counsel/Legislative Liaison. In this position, I worked with the County Attorney's Office on litigation that involved departments ranging from franchise agreements, labor and employment, municipal bond transactions, and tort cases. The law is my motivation, and passion. It is what drives me and what my career has exemplified. I grew up watching the people closest to me give back and be selfless, as well as work hard. They have led by example, and because of them, I use what I am interested in, law and policy, to help others and my community. I think that I can continue to do so with this position at the University of Louisville.

Sincerely,

Kellie R. Watson