



# Johanna Bracy, Esq.



Alternative Dispute Resolution  
Results Beyond Dispute<sup>SM</sup>

Johanna Bracy is an experienced mediator with expertise in reaching agreement under legally or emotionally challenging circumstances. For over 18 years before becoming a mediator, she served as a lawyer, policy advocate and labor-management executive at some of the country's most respected organizations. Johanna has worked on both sides of many issues, as a corporate attorney representing regulated industries, as a public interest lawyer, and as a management-side labor relations executive. As an expert in the negotiation and decision-making process, she has seen how communication breakdowns and entrenched positions can thwart common-sense agreements if unchecked. The throughline in her work has been bringing people together to find resolution on the issues that matter most. She has successfully helped to settle over 600 disputes and has particular expertise in employment, housing and business disputes. In addition to private mediations, Johanna enjoys putting her dispute resolution skills to use by settling cases to free up court dockets, and also works with nonprofits, schools and parents to resolve conflicts in education, families, and the arts. Johanna is licensed to practice in California and New York and currently gives back by serving as a pro bono and contract mediator for the Equal Employment Opportunity Commission (EEOC) and the Superior Courts of California, as well as the Mediation Center of the Pacific, where she has achieved a settlement rate of approximately 95%, compared to the Center's typical 52–65% rate of agreement. Johanna is a past Chair of the Los Angeles County Bar Association's Alternative Dispute Resolution Section and an executive committee member of the National Bar Association's Alternative Dispute Resolution Section. Attorneys and their clients appreciate working with Johanna for her tenacity, empathy, creative problem-solving, and commitment to resolution.

## LEGAL CAREER & PRIOR EXPERIENCE

- Full-time Neutral, Judicate West (2024-Present)
- Mediator, Bracy Mediation (2020-Present)
- Vice President, CPMCA and ACSMA (construction contractors associations) (2017-2019)
- Attorney and Policy Advocate, Natural Resources Defense Council (2010-2016)
- Associate, Davis Polk & Wardwell (2008-2009)
- Legislative Aide, Sierra Club (2004-2005)
- Legislative Aide, California State Legislature (2002-2004)

## EDUCATION & PROFESSIONAL AFFILIATIONS

- J.D., Harvard Law School (2008)
- B.A., Stanford University (2002)
- Mediation Training, Straus Institute for Dispute Resolution - Pepperdine Law (2020)
- Pro Bono Mediator, Equal Employment Opportunity Commission (2023-Present)
- Illinois Courts, Mediation Panelist (2021-Present)
- Mediation Center of the Pacific, Mediator (2021-Present)
- Superior Court of California, Mediation Panelist (2022-Present)
- American Bar Association – Dispute Resolution Section, Member
- California Lawyers Association – Employment Law Section, Member
- National Bar Association – Dispute Resolution Section – Board Member

## PRACTICE AREAS

All types of Employment Disputes; Business/Contractual; Environmental Law; Personal Injury; Real Estate

## ACHIEVEMENTS & AWARDS

- Los Angeles County Bar Association Black History Month Honoree (2026)
- Frequent speaker for various legal organizations, including the American Bar Association, University of Southern California Law School, UCLA Law School, Loyola Law School, Stanford Law School, Yale Law School, the Los Angeles County

## HOBBIES & INTERESTS

## LOCATIONS

Bar Association and the National Bar Association

- Advanced Mediation and Advocacy Skills Institute, American Bar Association, Facilitator/Faculty (2021, 2023)
- Mediation Conference, American Bar Association, Speaker (2021-2022)

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Johanna enjoys live music, hiking, creative writing, travel and languages. She is conversational in Spanish and Portuguese.

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Los Angeles, All of California