

DEJA DOROTHY KEMP

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EDUCATION

Wake Forest University School of Law, Winston-Salem, NC

Juris Doctor

2014-2016

Honors: Cali Excellence for the Future Award for Employment Discrimination (Awarded to students who receive the highest grade in a class)

Northeastern University School of Law, Boston, MA

2013-2014

Honors: ABA Judicial Clerkship Program: 1 of 5 Northeastern students selected from a pool of high-achieving 1L and 2L candidates to represent university at the ABA mid-year meeting in Chicago to network with judges and former law clerks.

Dartmouth College, Hanover, NH

Bachelor of Arts in Women & Gender Studies

2006-2010

Honors: Competitively selected to receive four merit based scholarships for academic excellence and service including: Phoenix Senior Society, Collis 1937 Endowed Scholar, Schipper 1926 Endowed Scholar, George Schoenut Service Award; Awarded a Rockefeller Grant to conduct independent research

BAR ADMISSION

North Carolina Bar

South Carolina Bar

United States District Court, Western District of North Carolina

ACADEMIC APPOINTMENTS

Actionable Intelligence for Social Policy at University of Pennsylvania, Charlotte, NC

2022-present

Director of Legal Policy | Research Faculty

- Provide advice and guidance to a network of 42 local and state governments across the US on designing and implementing legal frameworks to facilitate cross-sector data sharing to improve communities
- Plan, design and implement a 24-month training curriculum that includes a blended learning environment of virtual and in-person sessions for legal professionals, policy makers and technologists
- Lead Legal Advisory Workgroup Board made up of national legal experts to aid informing guidance, training and capacity building
- Evaluate state health department's data infrastructure and make important legal recommendations to improve data sharing efficiency while maintaining robust privacy protections
- Facilitate national trainings on privacy protections and risk mitigation efforts related to the use, collection, and disclosure of personally identifiable information for government and public-sector lawyers

LEGAL EXPERIENCE

Bringewatt, Walter & Snover PLLC, Charlotte, NC

2022-present

Of Counsel

- Draft and review high volume of procurement agreements including service, group purchasing, construction, EULA, software, clinical, SaaS, Business Associate Agreements, data sharing, and nondisclosure agreements collectively valued in excess of \$300 million for hospital network, municipalities, and school districts.
- Ensure that contractual terms are compliant with legal, regulatory and risk preferences.

Charlotte-Mecklenburg Schools, Charlotte, NC

2019-2021

Senior Associate General Counsel

- Drafted, reviewed, and negotiated a broad array of commercial agreements including supply, distribution, licensing, software, and confidentiality agreements for the second largest school district in North Carolina.
- Conducted internal investigations of alleged civil rights and constitutional violations in furtherance of student safety.

- Secured six-figure settlement on behalf of school district in breach of contract and warranty case.
- Advised and counseled district stakeholders on complex legal and compliance matters involving issues such as FERPA compliance, student privacy, discipline, civil rights, environmental, contracts and safety.
- Led multi-department working group to analyze district's contracting process and identify areas of improvement.
- Worked cross-functionally with finance, procurement, and operations teams to provide legal advice and risk management strategies related to purchasing goods and services for the school district.

Parker Poe Adams & Bernstein LLP, Charlotte, NC

2016-2019

Associate

- Assisted developers, nonprofits, and government entities with complex regulatory compliance matters
- Conducted due diligence to assess environmental risks associated with large-scale transactions
- Advised and represented clients in government and internal investigations
- Provided litigation support including legal research, drafting pleadings and motions, producing discovery for complex federal and state civil matters

Parker Poe Adams & Bernstein LLP, Charlotte, NC

Summer 2015

Summer Associate

- Analyzed IRS rulings to determine if non-profit organization qualified for church plan exemption under ERISA
- Researched case law and drafted potential arguments to defend employer in ADA and FMLA lawsuit

Children's Law Center, Winston-Salem, NC

Spring 2015

Guardian Ad Litem

- Appointed by court in high conflict custody cases and domestic violence cases to advocate for the best interests of child
- Investigated allegations of abuse and neglect by interviewing key stakeholders and conducting home visits
- Drafted legal reports detailing findings of investigations and making custody recommendations

Legal Aid of North Carolina, Charlotte, NC

Summer 2014

Legal Clerk for Family Law and Consumer Protection Division

- Interviewed survivors of domestic violence and drafted domestic violence protection orders
- Helped clients avoid foreclosure by assisting with loan modification applications

OTHER PROFESSIONAL EXPERIENCE

Wake Forest University, Winston-Salem, NC

2022-present

Academic Leader for Summer Law Institute

- Managed program logistics and design engaging, rigorous curriculum for 90 exemplary high school students for immersive summer learning experience
- Delivered innovative coursework that includes meaningful real-world experiences, networking, and mentorship to help students discover passions and clarify potential career pathways
- Explained the law, clearly and effectively, to non-lawyers

Leadership for Educational Equity, Charlotte, NC

Summer 2015

Advocacy and Policy Fellow

- Co-authored report that analyzed demographic trends of individuals facing housing instability and homelessness in Charlotte
- Participated in strategy meetings with community members and agencies to advocate and organize for more safe and affordable housing

Teach for America, Charlotte, NC

2010-2013

Middle School Science Teacher

- Selected from a national applicant pool in excess of 20,000 to teach in high poverty public schools
- Achieved a 95% passage rate on end of year tests through creative, rigorous lesson planning for 110 students
- Coached faculty on using current technology in the classroom to capture real-time quantitative data on student behavior
- Created an internal school-wide science database of instructional resources for K-5 teachers and led school-wide staff trainings on best practices for science instruction

Curriculum Advisor

- Managed and supported a group of 11 teachers
- Conducted daily classroom observations and held follow-up debriefing meetings to offer constructive feedback and guidance on improving instruction
- Helped instructors develop, revise and finalize curriculum for students
- Facilitated cultural competency trainings to help instructors better serve diverse students

Charlotte-Mecklenburg Schools' Aspiring Leaders Program, Charlotte, NC

Summer 2011

Fellow

- 1 of 10 fellows selected out of a pool of top-performing TFA members to conduct independent research project for school district under the mentorship of district's General Counsel
- Researched and evaluated success probability outcomes for at-risk youth in alternative discipline settings
- Advocated for increased academic and emotional support for at-risk youth transitioning from long-term suspension facilities
- Revised the district's *Students Rights & Responsibilities Handbook* to include more research-based and legally sound procedures to successfully re-enter at-risk youth into general school populations

PRO BONO & COMMUNITY ENGAGEMENT

- Helped clients to successfully expunge criminal records (2016-present)
- Spearheaded firm-wide Community Service Day by organizing 170 firm attorneys, staff, clients and 12 nonprofit and service organizations to volunteer a total of more than 400 hours of service in a single day (April, 2019)
- Inducted into the 2017 NC Pro Bono Honor Society for providing over 50 hours of valuable pro bono legal services (June, 2017)
- Volunteered as a judge for Mecklenburg County's Teen Court Program (Fall 2017)
- Successfully litigated and secured a Chapter 50B protective order for survivor of domestic violence (December, 2016)

PUBLICATIONS

- Kemp, D., Hawn Nelson, A., & Jenkins, D. (2023). *Yes, No, Maybe? Legal & Ethical Considerations for Informed Consent in Data Sharing and Integration*. Actionable Intelligence for Social Policy. University of Pennsylvania.
- Kemp, D. & Hawn Nelson, A. (October 2022). *Finding a Way Forward: Creating Strong Legal Frameworks for Data Integration*. Policy & Practice, Magazine of the American Public Human Services Association.
- Hawn Nelson, A., Kemp, D., Jenkins, D., Rios Benitez, J., Berkowitz, E., Burnett, TC, Smith, K., Zanti, S., Culhane, D. (2022). *Finding a Way Forward: How to Create a Strong Legal Framework for Data Integration*. Actionable Intelligence for Social Policy. University of Pennsylvania.
- Williams Clark, A., Kemp, D. (2015). *Characteristics of Charlotte Housing Authority's Housing Choice Voucher Waiting List*. University of North Carolina Charlotte Urban Institute.

PRESENTATIONS

- Kemp, D., A. Hawn Nelson (2024, June). *Data Sharing & Integration: Four Key Questions*. Presented as part of virtual workshop series for State of Oregon's Enterprise Information Services, virtual convening.
- Kemp, D. (2024, May). *Federal Privacy Basics Part 2*. Presented as part of Legal Professional Workshops for Data Integration Support Center, virtual convening.
- Kemp, D. (2024, April). *Getting Started: Legal Frameworks for Data Sharing and Legal Analytics 101*. Presented as part of Legal Professional Workshops for Data Integration Support Center, virtual convening.
- Kemp, D., A. Hawn Nelson (2024, April). *Data Sharing & Integration: Four Key Questions*. Presented at Data Modernization Initiative Bootcamp for Public Health Informatics Institute, Atlanta, GA.
- Kemp, D. (2024, March). *Federal Privacy Basics Part 1 (FERPA 101 & HIPAA 101)*. Presented as part of Legal Professional Workshops for Data Integration Support Center, virtual convening.
- Kemp, D. (2024, February). *Navigating the Data Frontier: The Role of Lawyers in Data Sharing and Integration*. Presented as part of Legal Professional Workshops for Data Integration Support Center, virtual convening.
- Kemp, D., (2023, October). *Creating Strong Legal Frameworks for Cross-Sector Data Sharing*. Presented at Network for Public Health Law Public Health Law Conference, Minneapolis, MN.
- Kemp, D., A. Hawn Nelson (2022, October). *Evolving Legal Frameworks for Data Sharing and Integration*. Presented at American Association of Health and Human Services Attorneys (AAHNSA) National Meeting, Columbus, OH.

- Kemp, D., A. Hawn Nelson, K. Barber (2022, October). *Yes, No, Maybe: Ethical and Legal Considerations on Informed Consent in Data Sharing and Integration*. Presented at American Association of Health and Human Services Attorneys (AAHNSA) National Meeting, Columbus, OH.
- Kemp, D., A. Hawn Nelson (2022, October). *How to Create a Strong Legal Framework for Data Sharing*. Presented at All In: Data for Community Health National Meeting, virtual convening.
- Kemp, D., A. Hawn Nelson (2022, October). *How to Create a Strong Legal Framework for Data Sharing*. Presented at NAHDO'S 37TH Annual Conference: Putting Healthcare Data to Work, virtual convening.
- Kemp, D., A. Hawn Nelson (2022, June). *Evolving Legal Frameworks for Data Sharing and Integration*. Presented at Actionable Intelligence for Social Policy Annual Network Meeting, Philadelphia, PA.

AWARDS & HONORS

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| National Black Lawyers' 2021 "NC Top 40 Under 40" | 2021 |
| <ul style="list-style-type: none"> • Named as a top performing NC black attorney under 40 by peers for outstanding contributions to field | |
| North Carolina Pro Bono Honor Society | 2017 |
| <ul style="list-style-type: none"> • Inducted into the 2017 NC Pro Bono Honor Society for providing over 50 hours of valuable pro bono legal services | |
| Leadership for Educational Equity | 2015 |
| <ul style="list-style-type: none"> • Awarded a fellowship to research housing insecurity in Charlotte | |