


Lafayette L. Crump, JD, EDFP


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PROFESSIONAL EXPERIENCE

Milwaukee 2020 Host Committee [2019 – Present]

- Deputy Chief of Staff and Chief Diversity, Vendor and Engagement Officer

One of the first employees hired by the President of the Milwaukee 2020 Host Committee for the Democratic National Convention, due to his experience with business and workforce development, knowledge of the local business community, success with ensuring diverse inclusion on major development projects and the confidence of local officials and business leaders. Initially hired as Vice President of Diversity, Vendor Accountability and Growth, Lafayette was promoted twice, leading to his current role as Deputy Chief of Staff and Chief Diversity, Vendor and Engagement Officer. Under Lafayette's leadership, the Host Committee operated seamlessly through staff changes, reorganizations and COVID-related challenges, became the first convention host committee to hire community engagement leads for six diverse constituencies (managing a staff which connected with the African-American, Asian and Pacific Islander American, faith-based, Latinx, LGBTQ and Native American communities), as well as the first to hold two dynamic summits addressing development, diverse business inclusion, and community growth. For more details on the Ensuring Economic Equity Summit, the Host Committee's commitment to diversity and inclusion and the Community Growth Summit, see: <https://www.youtube.com/watch?v=728E2Rvo-6w>, <https://www.youtube.com/watch?v=lmk6yVWYuXw> and <https://www.youtube.com/watch?v=mrmuAwX0FCk>. Through Lafayette's work, his team held outreach sessions throughout the City of Milwaukee, made itself regularly available to work and consult with the Mayor, the Council and city staff, and worked with the Democratic National Convention Committee to award the convention general contracting work to a local minority business, as well as many other diverse lead and subcontracting awards. Lafayette also negotiated contract terms and implemented vendor accountability standards, requiring contracting partners to demonstrate their commitment to the community, their employees and the environment.

Marquette University Law School [2012 - Present]

- Adjunct Professor of Law

Due to his diverse experience in the business and legal worlds, Lafayette was asked to serve as part-time Adjunct Professor of Law, instructing upper level law school students regarding business applications of law and the impact of real world decision making on legal theory.

Crump Law Firm, LLC [2004 - Present]

- Managing Member

Lafayette founded Crump Law Firm following his experience in large corporate firms to be able to provide legal services to businesses and individuals unable to afford corporate rates. Over time, Lafayette's clientele has grown to include those small businesses and residents, as well as governmental entities and larger institutions, including the Wisconsin Department of Transportation (where he analyzed contractor compliance with state and federal rules), Herman Miller (where he worked directly with its General Counsel), Milwaukee County (where he has served as co-bond counsel and assisted corporation counsel with various matters) and more.

Prism Technical Management & Marketing Services, LLC [2003 - Present]

- Chief Operating Officer and General Counsel

Lafayette began at Prism as an Associate, eventually becoming its General Counsel and Chief Operating Officer. In these capacities, Lafayette oversees company operations, conducts public presentations,

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negotiates with clients, subcontractors and other contracting parties (including City Human Resources Agreements attendant to TID projects), develops partnering agreements, resolves third party disputes, manages projects, and more. Lafayette has led Prism's Milwaukee operations through a period of growth and expansion into the St. Louis market. Under Lafayette's leadership, Prism and its partners have had unparalleled success in ensuring diverse contracting and workforce on complex megaprojects including the following:

- Milwaukee Bucks new arena, practice facility / medical complex and parking structure, where City, County and State requirements were all exceeded, including over 40% local underemployed workers.
- Milwaukee Streetcar, where the City met federal requirements and successfully petitioned for utilization of its own more stringent contracting and workforce targets and exceeded those requirements as well.
- Northwestern Mutual Tower & Commons, where portions of the work that might normally be excluded from requirement instead became part of innovative strategy to include diverse businesses and workers, and yielded well over the 25% small business and 40% local workforce targets.
- 833 East Michigan and BMO Tower projects, where despite no formal city requirements, the developer committed to diverse inclusion, ensuring that contractors had over 30% minority workers.

Other projects include Komatsu, City Lights, The Brewery, The Moderne, Ingeteam, the ABB Office Facility, Century City, Milwaukee City Hall restoration and foundation, Milwaukee Public Schools projects, and more. In addition to working closely with developers, owners and the City on development projects – including multiple appearances before the Common Council's Zoning, Neighborhoods and Development and Public Works committees, Lafayette has worked closely with the City's Department of City Development, Department of Public Works and Office of Small Business Development on other matters (such as the Study of the Effectiveness of the City's former Emerging Business Enterprise Program), as well as other governmental entities, including Milwaukee County's Economic Development division, the Milwaukee Metropolitan Sewerage District (where Lafayette ran the Small Business Development Training Program for over a decade), the Wisconsin Department of Transportation (where Lafayette reviewed Title VI practices and Limited English Proficiency compliance, as well as provided business development services), Wisconsin Economic Development Corporation (running the Marketplace diverse business event), WHEDA (assisting with Transform Milwaukee) and more.

Quarles & Brady LLP and Foley & Lardner [1998-2003]

➤ Associate

As a litigation and business law attorney, Lafayette's client representation for Wisconsin's two largest law firms included commercial and intellectual property litigation; trade secret defense; government affairs (including campaign finance and lobbying matters); internet law; business formation; franchise/distributor disputes; defense of First Amendment rights; mergers & acquisitions; issuance of securities; and white collar crime. Lafayette also conducted new hire interviews, and served on the firms' diversity committees.

Earlier experience included serving in the Milwaukee office of Governor Tommy G. Thompson, selling Kirby vacuum cleaners and running Duke University's fundraising call center.

EDUCATION

Duke University School of Law: Juris Doctorate, 1998

Lafayette was an inaugural editor of the Duke Journal of Gender Law and Policy, a member of the Harassment Grievance Board, a Moot Court Board member, a member of the Black Law Students Association, and a member of the Mordecai Society.

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Duke University Trinity School of Arts & Sciences: B.A., History, 1995

Lafayette was President of Alpha Phi Alpha Fraternity, Inc., founded a mentoring program for local students, served on the Harassment Grievance Board, and was a member of the National Society of Black Engineers.

National Development Council: Economic Development Finance Professional

Lafayette completed over 160 hours of coursework and training to achieve EDFP credentials in order to assist the African American Chamber of Commerce to become a Wisconsin Economic Development Corporation revolving loan fund support recipient.

Associates in Commercial Real Estate (ACRE Program)

Lafayette completed nine month training program supported by the City of Milwaukee, Marquette University, the Milwaukee School of Engineering and local developers to develop an understanding of the development process and create a demonstration project. Lafayette led his team's winning presentation in the concluding competition.

Greater Milwaukee Committee Scale Up Growth Accelerator Program

Lafayette completed a six month training program working with a cohort of over 20 other business owners and executives learning and sharing best practices for business growth.

University of Wisconsin - Madison Continuing Education

Lafayette completed Project Management for Engineers training.

Lafayette graduated from University School of Milwaukee, where he was a member of the Cum Laude Society, a Prefect, led the school to two State Academic Decathlon championships, drew political cartoons for the school paper, was captain of the swimming team, lettered in football and was elected Governor of Badger Boys State.

COMMUNITY INVOLVMENT

Safe & Sound: Lafayette is immediate past Board Chair, and has served as Secretary, Chair of the Governance Committee, and Co-Chair of the Annual Event, shepherding the organization to an evening gala, private fundraising growth, and participating in the hiring of a new Executive Director

Salvation Army: Advisory Board and Membership Development Committee

City of Wauwatosa: Inaugural member of Equity & Inclusion Commission

Visit Milwaukee: Diversity & Inclusion Advisory Committee

Additional current and previous board and community involvement includes MKE United Economic Development Committee, University School of Milwaukee Alumni Board, We Got This, Black Child Development Institute, NAACP Milwaukee Legal Redress Committee, The Business Council, Artists Working in Education, Greater Milwaukee Nonprofit Institute, Inland Seas School of Expeditionary Learning, Wisconsin State Bar Media Relations Committee, Growing Power, Junior Achievement, Big Brothers Big Sisters, and YMCA One-on-One Mentoring.

AWARDS

- University School of Milwaukee Alumni Service Award
- Milwaukee Business Journal Forty Under 40
- Milwaukee Times Black Excellence Award
- Lyndford Lardner Community Service Award
- Duke University School of Law Julian Abele Award
- Duke University Alumni Caller of the Year
- Duke University Angier B. Duke Scholar
- University School of Milwaukee Trustee's Cup