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- **Abundant Beginnings Collective**, Oakland, CA • 2021

Abundant Beginnings is a collectively run, Black-led community education and empowerment initiative that is re-imagining how communities can grow learners who think critically, live responsibly, and create meaningful change. I served in a part time role in the collective to develop Human Resources systems to ensure efficient and legally compliant administration of payroll, benefits, hiring, onboarding staff, and grievance procedures in a way that is aligned with the collective's values.

- **Gender Spectrum**, Emeryville, CA • 2019-2020

Managing Director of this national nonprofit organization during a time of executive leadership change. Areas of responsibility included: finance and payroll/benefits administration; supervision and oversight of program staff; hiring and staff development; organizational strategy; organizational transformation to center racial equity and an intersectional lens.

- **Learning for Action**, San Francisco, CA • 2006-2019

Director and Senior Consultant. As an organizational development consultant at LFA for 13 years, I directed or managed over 70 evaluation, research, capacity building, and strategic planning projects for philanthropic, nonprofit, and public agencies and organizations, focused on the following fields: behavioral health, including trauma-informed care and systems change; LGBTQ health and civil rights; youth development and education; and criminal justice system reform.

In addition to my consulting work, I held the following senior leadership positions at LFA:

- ❖ **Director of Equitable Practice** • 2017-2019

Led the LFA team's efforts in embedding an equity, racial justice, and social justice lens in our consulting work, as well as in our organizational and interpersonal practices.

- ❖ **Managing Director, Talent** • 2016-2017

Partnered closely with the CEO to provide strategic leadership of the firm, overseeing talent acquisition and retention; staff onboarding and training; ongoing staff development and support; and sustainability planning.

- ❖ **Director of Research and Evaluation** • 2012-2016

Supported the development and enhancement of staff research and evaluation knowledge and skills, and ensured that LFA's practice integrated the latest thinking in the field of evaluation.

- ❖ **Director of Talent** • 2010-2012

Ensured that each staff member's strengths were deepened, expanded, nourished, and utilized to enhance LFA's effectiveness. I also helped develop a new internal coaching model as a way to cultivate each staff member's leadership potential and to further support the culture of learning that the firm upholds.

- ❖ **Co-founder and leader of the Equity Leadership Team** • 2007-2019

The Equity Leadership Team is a vertically integrated committee that supports the entire LFA staff in embedding an equity, racial justice, and social justice lens into our consulting work and champions ongoing personal and organizational reflection at LFA.

- **Amphora Consulting: Policy and Planning for Health and Social Justice, San Francisco, CA • 2003-2006**
  - ❖ **Consultant**  
Provided program planning, evaluation planning and research, applied research and grant writing for LGBTQ health-focused nonprofit organizations.
  
- **Gay and Lesbian Medical Association, San Francisco, CA • 2000-2002**
  - ❖ Health Policy Associate  
Developed priorities for national advocacy efforts on topics including HIV prevention and education, tobacco use, sexual health, adolescent suicide prevention, and cultural competency for health care providers.  
Created policy and position statements for the organization, and educational, training, and advocacy materials used nationally by members and outside organizations.
  - ❖ Lesbian Health Fund Manager  
Managed the lesbian health research grants program, including fundraising, proposal review and selection processes, and disbursement of funds.
  
- **US Department of Health and Human Services Office on Women's Health, Washington, D.C. • 1999-2000**
  - ❖ Policy Associate  
Researched women's health issues including cancer, HIV/AIDS, violence against women, reproductive and sexual health, girl and adolescent health, and lesbian health issues. Also briefed Members of Congress and their staffs regularly on various women's health issues, and staffed the HHS Coordinating Committee on Women's Health.

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SELECT SPEAKING ENGAGEMENTS,  
TRAININGS, AND PRESENTATIONS

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- Pacific Foundation Services. "Understanding Gender." San Francisco, CA. October 2019.
- Gender Spectrum Annual Conference. "Understanding and Managing Dysphoria" and "Parenting Beyond the Binary." Moraga, CA. July 2019.
- American Evaluation Association Conference. "Asking about Sexual Orientation and Gender Identity in Surveys: The Power and Tradeoffs of Inviting People to Speak their Truth." Cleveland, OH. November 2018.
- National Transgender Health Summit. Research Symposium: "Advancing Publicly-Funded Transition-related Care: Holistic Support for Surgery Access, Preparation, and Recovery." Oakland, California. November 2017.
- American Evaluation Association Conference. Roundtable Presentation: "Where do I Start? Practical Tools for Designing Evaluations with Cultural Humility in Mind." Atlanta, GA. October 2016.
- American Evaluation Association Conference. Facilitated Discussion: "How can we promote cultural humility in evaluation organizations?" Atlanta, GA. October 2016.
- American Evaluation Association Conference. Roundtable Presentation: "Building Capacity across Cultures: Lessons learned from providing evaluation capacity building in rural South Asia." Chicago, IL. November 2015.
- American Evaluation Association Conference. Skill-building Workshop: "A Foolproof Technique for Participatory Qualitative Data Analysis." Denver, CO. October 2014.
- LFA and Together Brave. "Logic Model Fundamentals Workshop," a workshop for community based organizations interested in building or refining a program logic model to help them measure and communicate about what they do and the change they create. March 2014.
- Marin College Access Network. "Making Evaluation Work for You: Tools for Identifying and Describing the Difference You Make," a workshop for college access nonprofit organizations funded by the Marin Community Foundation. San Raphael, California. May 2013.

- Grantmakers Without Borders Just Giving Conference, "Evaluation as a Tool for Learning," Berkeley, CA. September 2012.
- American Evaluation Association Conference. "Transforming Evaluation Results into a Structural Change Grantmaking Toolkit." San Antonio, TX. November 2010.
- Community Oriented Defender Network Conference. "Evidence Based Practices - How to Demonstrate the Value of the Services We Deliver." New York, NY. July 2010.
- Evaluation Training for Mental Health Services Act Prevention and Early Intervention Grantees. Two-day training for 20 grantee organizations on logic models and outcome and indicator development. San Francisco, CA. May 2010.
- Association of Fundraising Professionals Golden Gate Chapter. "Proving and Improving: Using Evaluation to Tell Your Story." San Francisco, CA. April 2010.
- Association of Nurses in AIDS Care. "Older Adults Living with HIV: Findings from an Exploratory Qualitative Study." San Francisco, CA. January 2010.
- United States Conference on AIDS. "Older Adults Living with HIV: Findings from an Exploratory Qualitative Study." San Francisco, CA. October 2009.

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#### SELECT PUBLICATIONS

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- *San Francisco Bay Area LGBTQ Community Needs Assessment*. Horizons Foundation. San Francisco, CA. Co-author. 2018. Available online at: <https://www.horizonsfoundation.org/wp-content/uploads/2019/03/SF-Bay-Area-LGBTQ-Needs-Assessment-Report-2018-.pdf>
- *San Francisco Lesbian, Gay, Bisexual, Transgender, Queer, and Intersex Violence Prevention Needs Assessment*. Co-author. 2015. This research details how members of the LGBTQI community perceive and experience violence and the availability of resources. Commissioned in light of highly publicized attacks against the community, the assessment is meant to inform both local and national decision makers. Available online at: <https://dl.orangedox.com/LGBTQI-VP-Needs-Assessment>
- *Investing in Healing: Supporting Trauma-informed Care for Youth*. Co-author. 2015. This research informed Kaiser Permanente Northern California Region-Community Benefit Programs' grantmaking strategy for addressing youth violence and trauma, and contributes to the growing body of knowledge in the field of trauma-informed care. Available online at: <https://dl.orangedox.com/Kaiser-YTIC-Evaluation>
- *Guidelines for Care of Lesbian, Gay, Bisexual, and Transgender Patients*. Gay and Lesbian Medical Association. Associate author. 2005.
- *Racial Disparities in Housing Needs*. Housing Law Bulletin, Sept. 2004. A publication of the National Housing Law Project, Oakland, CA.
- *The National LGBT Communities Tobacco Action Plan: Research, Prevention, Cessation*. Contributing author. Nov. 2004.
- *Healthy People 2010 Companion Document for Lesbian, Gay, Bisexual and Transgender Health*. Contributing author. 2001. Available online at: [http://www.glma.org/\\_data/n\\_0001/resources/live/HealthyCompanionDoc3.pdf](http://www.glma.org/_data/n_0001/resources/live/HealthyCompanionDoc3.pdf)