

## Philanthropy Forward: Leadership for Change Fellowship

### 2019 – 2020 Cohort



#### **Don Chen — Surdna Foundation**

Don leads the 100-year old foundation's efforts to strengthen and further leverage its commitment to social justice. Prior to his appointment, Don was the Director of the Cities & States program at the Ford Foundation, where his work supported urban development initiatives to make housing more affordable, promote more equitable land use practices, and empower communities to have a powerful decision-making voice in American cities and in developing countries. He also led a multi-program team to support the strengthening of social justice organizations and networks in targeted U.S. states. Previously, Don was the Founder and CEO of Smart Growth America, where he led efforts to create the National Vacant Properties Campaign (which later became the Center for Community Progress) and Transportation for America, and managed a merger with the Growth Management Leadership Alliance. He has authored many pieces on land use, transportation, social equity, and environmental policy. Don has also served on the boards of the Funders' Network for Smart Growth and Livable Communities, West Harlem Environmental Action, the Environmental Leadership Program, and Grist magazine. He holds a Master's degree from the Yale School of Forestry and Environmental Studies and a Bachelor's degree in political science from Yale University.

#### **Amanda Cloud — The Simmons Foundation**

Amanda is responsible for overseeing the Foundation's four-million dollar annual investment in the Houston community in the areas of health, youth, advocacy and human services. In addition, she is acts as a personal philanthropic advisor to the Simmons Foundation's donor and oversees the Foundation's grantmaking in Northwest Colorado. In implementing the Foundation's strategy, Amanda spends much of her time on the issues of reproductive justice, advocacy, immigration and leadership development.

Amanda is active in the nonprofit sector, serving as a founder and board member for The Houston Immigration Legal Services Collaborative and a board member with Grantmakers Concerned with Immigrants and Refugees. In addition, she is on advisory councils for the Funders for LGBTQ Issues Out in the South Initiative, a member of the Dean's Advisory Committee at The University of Houston Graduate College of Social Work and a member of Mental Health America's School Behavioral Health Initiative. She is an avid traveler, follower of yoga, Level One Reiki practitioner and committed LGBTQ ally and women's rights advocate. Amanda is a native Houstonian and graduated from The University of Houston with a B.A. in Political Science,



focused on Women's Studies, along with a Graduate Certificate in Nonprofit Management from the Bush School of Government and Public Service at Texas A&M University. She is a member of Leadership Houston Class XXVII and an ALF Senior Fellow.



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**Michelle J. DePass — Meyer Memorial Trust**

Michelle is passionate about her commitment to the ongoing struggles of women, people of color, indigenous communities, LGBTQ+ people and people with disabilities to overcome the structural and historical barriers to social and political equality and economic justice. Michelle's career has spanned law, community organizing, philanthropy, policy-making and higher education. She has worked on both coasts, at all levels of government and in the nonprofit sector. She has brought principles of equity, diversity and

inclusion to the table in all her past endeavours and is excited to build on these experiences in Oregon with her incredibly talented and dedicated colleagues at Meyer. She believes our contemporary political reality calls for an end to surface-level, single-issue engagements. Meyer's equity focus can help us encourage deeper cross-movement and institutional solidarity in our communities across the state, for the benefit of all Oregonians. Michelle began her career as the founding executive director of the New York City Environmental Justice Alliance, a membership network supporting grassroots organizations from low-income neighborhoods and communities of color in their struggle for environmental justice. She subsequently worked as a program officer at the Ford Foundation, where she created funding initiatives focused on the intersection of environmental justice and community and economic development. This work included the Gulf Coast Fund for Community Renewal and Ecological Health, which supported community-led rebuilding efforts after Hurricanes Katrina and Rita, and ReGenerations, a national youth organizing program that linked environmental justice with reproductive rights, culture and policy advocacy. As assistant administrator of the Environmental Protection Agency during the Obama administration, she participated in international environmental treaty negotiations and created the Office of International and Tribal Affairs, elevating for the first time the agency's recognition of the sovereign rights of indigenous peoples in the United States. Prior to joining Meyer, Michelle served as dean of the Milano School of International Affairs, Management and Urban Policy at The New School, shepherding both the program and the university toward environmental stewardship and a greater focus on social justice. She simultaneously held positions as the Tishman Professor of Environmental Policy and Management and director of The New School's Tishman Environment and Design Center, a university-wide center committed to bringing an interdisciplinary and environmental justice approach to contemporary environmental challenges. Michelle has also actively served in dozens of philanthropic and nonprofit organizations throughout her career and currently sits on the governing or advisory boards of Grist.org, the Climate and Clean Energy Equity Fund, The Nature Conservancy of New York, the Center for Constitutional Rights and the Hudson River Foundation.

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**Anna Fink — Amalgamated Foundation**

Anna is the first Executive Director of the Amalgamated Foundation, where she leads the foundation's grant-making and donor advised fund services. Anna got her start in philanthropy right after college. She was a student activist and organizer on labor rights during and shortly after college, and had several formative experiences supporting immigrant workers unionizing their workplaces in



Minnesota and in North Carolina. After reading about the emergence of worker centers as a new locus of organizing, she was eager to move in that direction, and ended up working at the Phoenix Fund, a seed fund for worker centers at the New World Foundation. After that early experience, she went back to the field, this time to help build Unite for Dignity, an immigrant worker center in Miami, and quickly realized both the value and responsibility of my newfound familiarity with the funding landscape. That experience sent her down a career path of moving back and forth between the labor movement, philanthropy and community organizing in several iterations. She came to see the through-line in these experiences as a commitment to organizing resources to support building community power and workers' rights. Anna previously directed the Wyss Foundation's program on Women's Equality in the U.S. and Latin America. She also served as a senior advisor on innovation and philanthropy to the president of the AFL-CIO, a senior program officer at the New World Foundation where she founded the LIFT Fund, a collaborative fund dedicated to supporting the future of worker representation, and as a consultant and organizer in community, philanthropy and labor. She was a trustee of the Berger-Marks Foundation supporting women's leadership in worker movements, and currently serve on the boards of New Media Ventures, National Employment Law Project, The Workers Lab, and as co-chair of the Workers Defense Project's Advisory Committee in Austin, Texas.



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### **Kiki Jamieson — The Fund for New Jersey**

Kiki leads The Fund for New Jersey, a foundation working to improve the quality of public policy decision-making on the most significant issues affecting the people of New Jersey and our region. Previously, Jamieson directed the Pace Center for Civic Engagement and taught in the Politics department at Princeton University, and before that at the University of Pennsylvania, Haverford College, and Rutgers University. She was a visiting scholar at the Institute for Advanced Study and her academic work has focused on in issues

of discrimination and punishment including hate speech, surrogacy, and gender identity and expression. She is the author of *Real Choices: Feminism, Freedom, and the Limits of Law*. Jamieson is chair of the Board of the New Jersey Council for the Humanities, and a trustee of Bryn Mawr College and the Council of New Jersey Grantmakers. She is past president and trustee of the Princeton Public Library. She is a graduate of Bryn Mawr College (A.B.) and Rutgers University (M.A., Ph.D.). She lives in Princeton with her spouse and two children.

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### **Reginald Jones — Jacobs Center for Neighborhood Innovation**

Reginald came to the Jacobs Center in 2012 to oversee the greater mission and goals of the organization. Prior to joining the Jacobs Center for Neighborhood Innovation, he served as President of Chicago-based Steans Family Foundation, a philanthropy committed to revitalizing North Lawndale, a disinvested community on Chicago's west side. He worked with culturally diverse residents and partner organizations to undertake ambitious neighborhood revitalization efforts. As the leader of the Steans Family Foundation, he worked with community residents and organizations, political leaders, and private entities to foster understanding of the organization's intent, seek input, and build collaboration for neighborhood improvement. He worked with land-use planners, housing and retail developers, human service agencies, and other entities to foster comprehensive community improvement activity. Previously, he worked at



the Joyce Foundation managing the Culture Program, sharing responsibility for a \$10 million Education Grant Program, and creating the Joyce Awards Initiative to support artistic works by minority artists. He also served as Director of Audience Development and Community Engagement at the Ravinia Festival, an internationally renowned performing arts center located in Highland Park, Illinois. He has served on the board of the Council on Foundations, where he also was Chair of the Family Philanthropy Committee. He currently serves on the board of the Lake County (Illinois) Community Foundation and the Merit School of Music in Chicago. He holds a Bachelor's degree from the New England Conservatory of Music in Boston and a Master's degree from Louisiana State University in Baton Rouge. He completed additional study in nonprofit management, focusing on organizational development, strategic planning, and sector financial accountability.



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### **Anna Lefer Kuhn — Arca Foundation**

Anna leads Arca Foundation's work to advance social justice and human rights in the US and abroad. During Anna's tenure, Arca has supported organizations working to advance greater economic and racial equity by addressing the impacts of financialization and concentrated corporate power on an inclusive economy, democracy and the environment. Additionally, Anna has shaped an international portfolio working to advance a more just US foreign policy that prioritizes human rights and peace and security over

militarization. Prior to Arca, Anna was a Program Officer at the Open Society Foundations, where she conceived of and led initiatives to support the fields of youth media, organizing and leadership development. While consulting for the Democracy Alliance, Anna worked with a community of donors and foundations to launch the Youth Engagement Fund. Anna previously served on the boards of the White House Project, the Center for Working Families (the c3 partner of the Working Families Organization), the Urban Justice Center, the League of Young Voters Education Fund, and as co-chair of the advisory board of the Funders Committee for Civic Participation. Currently, Anna serves on the boards of directors of Americans for Financial Reform Education Fund and Organization United for Respect (OUR). Anna is a graduate of Wesleyan University, and was a member of the 2004-2005 class of Coro Leadership New York. She lives in Washington, DC with her husband and nine-year old twins, and during her spare time, she channels her inner rock star by studying guitar and occasionally singing at amateur gigs.

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### **Jeff Kutash — Peter Kiewit Foundation**

Peter Kiewit Foundation's mission is to create opportunities for people to live in and help build strong and vibrant communities, achieve economic success, and enjoy a high quality of life. To pursue that mission, the foundation supports education, economic development, and community development efforts in Nebraska and a small portion of Western Iowa. Jeff is responsible for the foundation's overall grantmaking, community initiatives, and operations. Jeff combines an extensive background in strategy development for social sector organizations with significant experience in education and youth issues. Prior to joining the foundation, Jeff was a Managing Director at FSG, a nonprofit research and consulting firm. Jeff ran FSG's San Francisco office, launched and oversaw the firm's national Education and Youth Practice, and helped dozens of leading corporations, foundations, nonprofits, and government agencies design strategies, develop programs, and



evaluate their results to improve their social impact. Previously, Jeff was the Director of California Operations for The SEED Foundation and spent three years as a public and private sector strategy consultant, first with McKinsey & Company, and then with The Bridgespan Group. Jeff's direct experience in the social sector also includes three years as the Director of Programs at the Harlem Educational Activities Fund, a youth development nonprofit in New York City and three years as a bilingual math teacher at a New York City public school through the Teach For America program. Jeff speaks regularly around the country and writes on topics of effective philanthropy, corporate social responsibility, effecting social change, and education.



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### **Jennifer Lockwood-Shabat — Washington Area Women's Foundation**

The Washington Area Women's Foundation is a public foundation dedicated to mobilizing the community to ensure that economically vulnerable women and girls in the Washington, DC metropolitan region have the resources they need to thrive. Jennifer has devoted her entire career to improving the lives of women and girls who experience economic vulnerability. Jennifer joined the Foundation in 2008, providing strategic guidance while leading the program,

development, and communications functions. In the last three years, she has been named a "Community Champion" by Capital One and the Washington Mystics, a "Woman Who Means Business" and "Power 100" honoree by the Washington Business Journal, and an "Outstanding Diversity Leader" by the Washington, DC chapter of the Association of Fundraising Professionals. Additionally, Jennifer serves on the Leadership Council for Raise DC and Mayor Bowser's State Early Childhood Development Coordinating Council. The Women's Foundation received Leadership Greater Washington's "2016 Outstanding Community Partner" award. She resides in Northern Virginia with her husband and two daughters.

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### **Laura McCargar — Perrin Family Foundation**

Laura McCargar was appointed to lead the Perrin Family Foundation in June of 2016. Laura joined the foundation in 2012 as a Program Officer, where she played a central role in designing the foundation's youth-led social change grantmaking strategy and oversaw the development and implementation of capacity building initiatives designed to strengthen and expand youth organizing across Connecticut. Laura's work in the philanthropic sector and her deep belief in the power of youth-led social change is informed by her experience as a youth worker and organizer. Her commitment to social and racial justice was born and nurtured in her hometown of Oakland, California where she vividly remembers participating in student protests, walkouts, and facilitating know-your-rights workshops as a high school student. Prior to joining the Foundation, Laura was awarded a Soros Justice Fellowship from Open Society Foundations to engage in research and organizing around the previously little-known role that alternative schools and adult education programs play in Connecticut's school-to-prison pipeline. Before that, Laura served as the founding Executive Director of Youth Rights Media, a New Haven-based nonprofit organization dedicated to empowering youth to use media and organizing strategies to create community change. In 2007, Laura was awarded the International Reebok Human Rights Award in recognition of her outstanding efforts to advance youth justice. Laura graduated Magna Cum Laude from Yale University in 2002 with a degree in American Studies. In the time since, she has authored several publications about



youth, education, and organizing in Connecticut including *Invisible Students* (2011) and *A New Role for CT Youth: Leaders of Social Change* (2013). In addition to her work at the Perrin Family Foundation, Laura serves on the board of the Funders' Collaborative on Youth Organizing and as a Mentor-in-Residence at Wesleyan University, where she teaches a course on youth power and social change.



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### **Tia Oros Peters — Seventh Generation Fund for Indigenous Peoples**

Tia is an Indigenous (Zuni) woman who serves as the Executive Director of the Seventh Generation Fund for Indigenous Peoples. She has been actively engaged in local, national, and international advocacy, diplomacy, and policy work for social, cultural, and environmental justice within civil society and philanthropic sectors for three decades, and has extensive experience in reservation, rural, urban Indigenous communities and tribal nation contexts. Tia has extensive experience in designing and implementing capacity building to grassroots communities and

tribal nations in community organizing, organizational development, and culturally centered leadership, including focused training programs in the UN Declaration on the Rights of Indigenous Peoples and other human rights instruments. Tia's experience also includes active engagement in advancing focused policy and advocacy work on sacred sites, language revitalization, youth empowerment, and for the protection of water as a physical, cultural, and spiritual element for Indigenous Peoples. With a strong commitment to advancing and nurturing Indigenous women and girls' leadership, Tia is a founder and convener of the Global Indigenous Women's Caucus, and, of the World Indigenous Women's Alliance. She is one of a cadre of women leaders on the Advisory Committee for the Women's Building of New York City, and serves as a board member of Tools & Tiaras. She has previously served on the board of directors of Native Americans in Philanthropy, the Paul Robeson Fund for Independent Media at the Funding Exchange, and Resist Fund, as well as an advisory board member for the A:shiwi A:wan Museum and Heritage Center in the Pueblo of Zuni, and for Youth United for Community Action. A mother and grandmother, Tia is also a published writer and cultural artist. She earned her BA in Law & Society from the University of California, Santa Barbara, and an MFA in Creative Writing from Antioch University, Los Angeles. Tia received the honor of an Executive Fellowship from the Center for Civic Partnerships in 2007, a Silver Cloud Award for Community Service for her international advocacy work in 2013, and a Shannon Institute Leadership Fellowship in 2014, among other honors. She lives in the far north in California redwood country, where she and her husband, Chris Peters, have created the Red Deer Center for Indigenous Thinking, Creating, and Being.

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### **Alejandra Ruiz — Youth Engagement Fund**

Alejandra is a native of Colombia and came to the U.S. at the age of seven with her mother and younger brother. She was raised in Jackson Heights, Queens in New York City and became an immigrant rights advocate as an undocumented high school student. Before joining YEF, Alejandra served as Director of Donor Organizing & Advising for the Movement Voter Project, engaging donors to support groups advancing work at the intersection of grassroots organizing and electoral politics. Alejandra also served as the Development Director of the United We Dream Network –the nation's largest immigrant youth-led network –where she was instrumental in developing strategies to build relationships



and infrastructure for long term organizational sustainability, and supported local groups in advancing their fundraising plans. She also coaches youth on fundraising, career and workforce development. Previously, Alejandra worked as an education organizer at Make the Road New York, served with AmeriCorps VISTA, was a leader of the New York State Youth Leadership Council, is a Global Kids alum, and a graduate of the Coro Fellows Program in Public Affairs. Alejandra holds a B.S. in Urban & Regional Studies, a B.A. in Spanish Area Studies and concentrations in Inequality Studies, Latino Studies and Latin American studies from Cornell University.



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### **Kashif Shaikh — Pillars Fund**

Kashif co-founded and leads the Pillars Fund, an organization that invests in and amplifies the talents, narratives, and leadership of American Muslims. Under Kashif's leadership, Pillars has grown from a volunteer-led community fund to a fully-staffed, nationally recognized foundation that has invested over \$3.5M into nonprofits working with and alongside the American Muslim community. With over 13 years of experience in the philanthropic sector, Kashif is a leading voice in the field of philanthropy and the important role it

plays in empowering vulnerable communities. Prior to launching Pillars, Kashif was a Program Officer at the Robert R. McCormick Foundation where he managed a portfolio of over \$5M and helped scale some of the most promising nonprofits in Chicago working at the intersection of racial justice, poverty and education. Additionally, Kashif managed the Foundation's corporate partnerships and helped develop corporate social responsibility strategies for the Chicago Tribune, Chicago Blackhawks, and the Chicago Bulls. Kashif's career began at the United Way of Metropolitan Chicago, where he advanced key strategies to engage the organization's largest corporate partners. He currently serves on the Board of Directors of 826 National, an organization that was founded by acclaimed author Dave Eggers and is dedicated to supporting students ages 6 to 18 with their creative and expository writing skills along with the Chicago Theological Seminary. He was recently named to the Board of Directors for the Peabody Awards. In 2017, he was selected to Crain Chicago Business annual "40 Under 40" list. Originally from Cincinnati, OH, Kashif holds a Bachelor's Degree from Ohio State University and a Master's in Public Policy and Administration from Northwestern University.

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### **Simran Sidhu — HIVE at Spring Point**

Simran Sidhu is the inaugural director of the HIVE at Spring Point, a youth-focused social impact venture, founded by Joanna Berwind, that supports voice, choice and opportunity for young people. Previously Simran served as Executive Director of YouthBuild Philadelphia Charter School where she led the programming, operations, fundraising, and capacity building for the diploma-based program for out-of-school youth. Under her leadership, over 3000 young people earned diplomas, the organization became the flagship of the national model, the budget grew three-fold and the organization was listed in Philadelphia's Top Workplaces for six consecutive years. Simran served as President of the national YouthBuild USA Affiliated Network from 2010 until 2016 and Vice President for five years before that. She was honored with YouthBuild USA's Director of the Year Award twice (in 2016 and 2008), the Extraordinary Leadership Award in 2005, and the Solidarity Award in 2009. Simran is a 2009 graduate of LEADERSHIP Philadelphia, and was named to the 40 Under 40 award by



the Philadelphia Business Journal that same year. She has served on various boards and advisory boards (Moonstone Inc, Meredith Elementary Home and School Association, Reinvestment Fund, Greenlight Philadelphia, Community College of Philadelphia) and was a speaker at TEDx Philadelphia 2014. Simran has a Master's in Journalism and Public Relations from Temple University (1995) and a Bachelor of Arts from St Xavier's College, University of Bombay (1991).



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### **Lateefah Simon — Akonadi Foundation**

Lateefah is a nationally recognized advocate for civil rights and racial justice, she brings over 20 years of executive experience in advancing opportunities for communities of color and low-income communities in the Bay Area. Prior to joining Akonadi, which seeks to eliminate structural racism that leads to inequity in the United States, Lateefah served as Program Director for the San Francisco-based Rosenberg Foundation, a statewide grantmaker focusing on systemic barriers to full access to equity and

opportunity for Californians. Lateefah managed the Foundation's portfolio of grants supporting groundbreaking advocacy in criminal justice reform, immigrant rights, low-wage workers' rights, and civic engagement. In 2016, Lateefah helped launch the \$2 million Leading Edge Fund, created to seed, incubate, and implement bold ideas from the next generation of progressive movement leaders in California. Before joining Rosenberg, Lateefah was Executive Director of the Lawyers' Committee for Civil Rights of the San Francisco Bay Area, where she revamped the 40-year-old organization's structure and launched successful community-based initiatives, including the Second Chance Legal Services Clinic. Lateefah also initiated San Francisco's first reentry services division and spearheaded the flagship program, Back on Track, under the leadership of then-District Attorney Kamala D. Harris. Back on Track, an advocacy program for young adults charged with low-level felony drug sales, brought recidivism for the population it serves below 10 percent. Lateefah's passion for supporting low-income young women and girls, and her advocacy for juvenile and criminal justice reform, began at San Francisco's Center for Young Women's Development (CYWD), now called the Young Women's Freedom Center. Lateefah became Executive Director of that grassroots organization, run for and by young women who come through and are affected by these systems, at age 19; she remained in that role for 11 years. Lateefah has received numerous awards for her work, including the MacArthur "Genius" Fellowship and the Jefferson Award for extraordinary public service. She was named 'Most Promising New Foundation President' by Inside Philanthropy in 2017 and was one of the Chronicle of Philanthropy's 40 Under 40 in 2016. The California State Assembly named Lateefah Woman of the Year and she has also been recognized by the Ford Foundation, the National Organization for Women, Lifetime Television, and O Magazine. In 2016, Lateefah was elected to serve District 7 on the BART Board of Directors and was appointed by Gov. Jerry Brown to the California State University's Board of Trustees. She also serves on the Board of Directors for Tipping Point Community. When not working, Lateefah spends her time enjoying Oakland's many family-friendly spaces with her two daughters.

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### **Sherece Y. West-Scantlebury — Winthrop Rockefeller Foundation**

The Winthrop Rockefeller Foundation is a private independent foundation whose mission is to improve the lives of all Arkansans in three interrelated areas: economic development; education; and economic, racial, and social justice. Involved in philanthropy for 25





years, she served as CEO at the Foundation for Louisiana and as a program associate at the Annie E. Casey Foundation. Her professional career includes nearly 30 years of experience in community development, public policy and advocacy, and public service. In addition to running the Winthrop Rockefeller Foundation, she is active in a number of nonprofits and philanthropy organizations, and she is a mentor to several nonprofit leaders and young foundation executives.



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### **Teresa C. Younger — Ms. Foundation for Women**

Teresa leads the Ms. Foundation for Women, the first (and oldest) women's foundation. She is a renowned thought leader, strategist, advocate, activist and amplifier having spent over 20 years on the frontlines of some of the most critical battles affecting the lives of women and their communities. Most recently, under Ms. Younger's leadership, the Ms. Foundation launched its bold new strategic plan, in which the organization has chosen to center women and girls of color and challenge the philanthropic sector around how

women, particularly women and girls of color, are invested in. As a thought leader, Ms. Younger's contributions and expertise to the nonprofit and social justice arenas has been noted in *BIG IMPACT: Insights and Stories from America's Nonprofit Leaders*, the Women's Leadership Online Summit, and recognized by the Council on World Affairs, Aspen Institute, Princeton University, and more. In 2015 she was chosen by Planned Parenthood Federation of America as a Dream Keeper, and in 2016 was named one of the "50 Most Powerful Women in Philanthropy" by Inside Philanthropy. She has appeared on MSNBC's Melissa Harris Perry Show, MSNBC's UP with David Gura, NPR Radio, Elle Magazine and more, with interviews in USA Today, AP, Rewire, BadassWomenLeaders.com podcast and the New York Times. Prior to joining the Ms. Foundation family, Ms. Younger's served as the executive director of the Connecticut General Assembly's Permanent Commission on the Status of Women and as executive director of the ACLU of Connecticut – making her the first African American and the first woman to hold that position. Ms. Younger is a graduate of the University of North Dakota and an Honorary Doctorate of Letters in Humanities from the University of New Haven. She is also a lifetime Girl Scout.

## Philanthropy Forward Team

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**Sheri Brady** is the Associate Director for Strategic Partnerships at Aspen Forum for Community Solutions, whose mission is to support community collaboration that enables communities to effectively address their most pressing challenges. She leads work on field building around collective impact, place based investment, community engagement and equity. Her strong commitment to social and economic justice is reflected in her work. The major theme of her career has been advocating for policies that increase opportunities for communities, children, and families to thrive while securing the existing safety net. This has taken many forms including managing campaigns with child advocates to increase investments in vital programs; helping state legislators develop effective anti-poverty policies; and building the capacity of the nonprofits to engage in advocacy. She currently serves on the boards of the Diverse City Fund, a grantmaking organization that provides grants to local social justice projects; the Paul J. Aicher Foundation/Everyday Democracy, which works to advance deliberative democracy and improve the quality of public life in the United States; and Women's Equity Center and Action Network with the mission to provide women of color with tools and resources to facilitate their engagement in the policymaking that affects their daily lives.



**Viveka Chen** is an organizational development and transformation consultant, leadership coach, facilitator and trainer. For over 25 years she has worked for social, racial, economic, environmental and gender justice across a spectrum of cultures, communities, movements and sectors. She has designed and facilitated a number of foundation programs bringing together groups of grantees and foundation staff and board working on common issues. Recently, she was the project consultant for the Neighborhood Funders Group Project Phoenix Connecting Democracy, Economy, and Sustainability, a year-long cohort collective learning program for funders. Viveka also specializes in vision and strategy, transformational race equity initiatives, team and peer coaching, leading through change and complexity, leadership transition, and alliance building. In recent years she has been offering innovation practices to her client partners. Viveka brings a strengths-based and cultural humility approach and a deep grounding in emotional and mindfulness practices as a Buddhist teacher. She is affiliated with Management Assistance Group, RoadMap Consulting, CompassPoint, Coaching for Transformation, and is a Ford BUILD program consultant, a Plan and Organizational Consultant with the Evelyn and Walter Haas Jr. Flexible Leadership Award Program and an Organizational Development coach for NoVo Foundation's Move to End Violence Initiative. The proud child of Chinese immigrants, she lives in the San Francisco Bay Area.

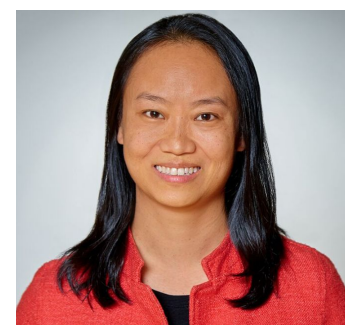
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**Michelle Gislason** is a Leadership and Organizational Development Coach and Consultant living in Seattle, Washington. She is also a network partner with CompassPoint Nonprofit Services and developed several of CompassPoint's leadership programs, including the Coaching and Philanthropy Initiative, the Blue Shield of California Foundation Strong Field Project Leadership Development Program, Network Weaver Learning Lab (NWLL), and the Thriving as an Executive Director series. She is an Organizational Development (OD) coach for the NoVo Foundation's Move to End Violence Initiative and co-author of the award-winning book "Coaching Skills for Nonprofits Managers and Leaders (Jossey-Bass). In addition to being a trainer, consultant, and certified organizational coach, Michelle is a trained facilitator in the Authenticity Circles® peer coaching model and an instructor and teaching associate at University of Washington's Evans School of Public Affairs. She graduated from UCLA with a Bachelor of Arts degree and completed her Master's degree in Organizational Psychology in 2007.



**Steve Patrick** became the Vice President and Executive Director of the Forum for Community Solutions in November 2012. Prior to joining the Forum for Community Solutions, Steve served as a Senior Program Officer at the Bill and Melinda Gates Foundation. His work at Gates included managing a portfolio of grants focused on supporting opportunity youth on pathways to and through postsecondary education, along with work focused on adult education populations and education for justice involved individuals. Steve also served as a Vice President at the Daniels Fund and as Director of Youth and Emerging Initiatives at the New Mexico Community Foundation. Steve is the Co-founder of Rocky Mountain Youth Corps and spent several years leading youth programs for the San Juan Pueblo Tribe.

**Elizabeth Pham** is a Senior Program Coordinator at Neighborhood Funders Group. Elizabeth provides programming and management support for Philanthropy Forward, Integrated Rural Strategies Group, Harmony Midwest, and NFG's National Convening. She helps to ensure that these programs operate smoothly while inspired by the work of forward-thinking community and philanthropic leaders. Elizabeth joined NFG in 2018, drawn to its social justice and community change mission in working to develop a philanthropic sector that is more inclusive and equitable. She has served in many roles within the nonprofit sector in the US and abroad, from streamlining program operations for the Ford Foundation to capacity building for community-based organizations in Vietnam. Elizabeth earned both a BS and MPA degrees from New York University. She supports NFG's national programs based out of New York City.





**Adriana Rocha** is the Vice President of Programs at Neighborhood Funders Group. Adriana leads NFG's Program Team, NFG's National Convening, oversees all of NFG's programs and the development and evaluation of all new NFG programs including its Leadership Development offerings; Philanthropy Forward and Peer Coaching Circles. Adriana joined NFG in May of 2017 and was a former NFG member while at the New York Foundation. As a member of NFG, Adriana found other foundation staff members committed to social justice and a peer network of new Program Officers, particularly other new Program Officers of Color. Adriana brings expertise in

grantmaking, organizational capacity building, and nonprofit management. Adriana served as a Program Officer at the New York Foundation and Director of Grants & Capacity Building at the Just Beginnings Collaborative. Adriana served as Practice Director for CompassPoint, a national leader in providing capacity building support to social justice leaders and organizations. Adriana has served on the boards of the Latino Commission on AIDS, CALNonprofits, and Grassroots Institute for Fundraising Training. She earned a Bachelor's degree in Politics from the University of California at Santa Cruz and a Master's degree from Columbia University, Social Organizational Psychology Program. Adriana is from Toluca, Mexico and calls New York City home.



**Kita Urias** is the Executive Assistant to the President at Neighborhood Funders Group. Kita works directly with NFG's President to help keep all of the organization's programs and operations running smoothly. She manages and coordinates executive communications, calendars, meetings, and logistics. In addition, Kita serves as acting liaison to NFG's Board of Directors and provides essential support to the Senior Management Team. Kita joined NFG in April 2016 with a background in education, and a passion for youth development and social justice. She has since supported the launch of several

programs at NFG, including Project Phoenix, the Amplify Fund, and Philanthropy Forward. Prior to NFG, she was an early childhood educator and has also held positions in property management and marketing. Kita brings over seven years of administrative experience and strong communication, organizational, and troubleshooting skills. Working for NFG has deepened her values and awareness around diversity, equity, inclusion, and gender equality. Kita earned a BA in English with a concentration in Education from the University of Texas – San Antonio. She currently resides in Boerne, TX with her daughter.