

CYNTHIA WANG

Seasoned executive leader with 13+ years of experience as an attorney, small business owner, public policy manager, U.S. diplomat, and public speaker on the front lines of the innovation economy.

EXPERIENCE



Wang Insurance Agency, San Francisco – Chief Financial and Legal Officer. AUG 2018 – PRESENT

Executive manager responsible for implementing strategic and day-to-day business and financial operations for a high volume insurance brokerage with 17 full-time staff. Lead the business planning, development, and budgeting processes, as well as all people operations. Manage regulatory exposure, compliance, and risk mitigation policies and procedures.

Airbnb, San Francisco — Global Public Policy Manager, Trips and Experiences. JAN 2017 – MAY 2018

Led policy development and strategy to clear pathways for new products during period of hypergrowth (20x between 2017-2018) for one of the world's fastest growing and most dynamic companies. Lobbied legislators to educate them on positive economic impact and ameliorate regulatory concerns, managed external consultants, and worked cross-functionally with product, legal, ops, and business affairs to ensure key business decisions informed by all stakeholders. Developed partnerships with and gave presentations to tourism entities, industry associations, chambers of commerce, policymakers, and press to evangelize the value proposition of Trips and Experiences. *Outcomes:* Executed first Experiences [state partnership](#) with the Utah Office of Tourism earning substantial local and state media coverage and buy-in from the Governor's office, led successful state legislative campaigns in CA and UT that legalized sales of home-cooked food (unlocking social dining as a new business vertical), streamlined vetting and onboarding of new hosts and experiences with mitigated regulatory risk, spoke at national tourism conferences, secured partnerships with locals DMOs to scale growth and insulate business from opposition at market level, and launched 50+ global Experiences markets without regulatory entanglement.

Airbnb, San Francisco — Regional Public Policy Manager (WA, OR, HI, AK) AUG 2015 – JAN 2017

Directed policy campaigns in four states at the frontier of the innovation economy under substantial regulatory scrutiny. Managed and built out team of 12 cross-functional staff to drive lobbying, field organizing, partnerships, digital, and public affairs strategies to legitimize short-term rentals and protect data privacy in local and state campaigns. Engaged with industry associations and educated and lobbied lawmakers about intermediary liability, data privacy, ways platforms and governments could work together, and the economic and housing impacts of home-sharing. Developed strategic partnerships with DMOs, chambers, community organizations, academic institutions, and think tanks to strengthen external validation. Testified at state and municipal legislative hearings, served as media spokesperson, presented at public events, managed host outreach, implemented media campaigns (digital, earned, and paid), and directed local philanthropic efforts. *Outcomes:* Headed campaign resulting in Seattle's adoption of one of the nation's friendliest short-term rental laws, defeated dozens of state bills to ban or restrict growth in Hawaii, executed 30+ voluntary tax collection agreements, including state-level agreements in Oregon and Washington, executed key partnerships with think tanks, community groups, and academics and released data-driven reports that shaped local narratives on housing and community impact in priority markets, and developed robust host clubs in Seattle, Maui, and Oahu.

U.S. Department of State — Foreign Service Officer (diplomat) SEPTEMBER 2010 – JUNE 2015

- **U.S. Consulate Toronto** – Political and Economic Officer. 2013 – 2015. Promoted U.S. political and economic interests with largest trade partner and energy supplier in the world (over \$2B in bilateral trade per day). Represented U.S. Government views by speaking at public events and multilateral meetings, engaged in direct advocacy with policymakers and external stakeholders on trade and regulatory harmonization, organized outreach events, and executed partnerships. Organized large-scale conference with Province of Ontario, community organizations, and U.S. federal agencies on countering violent extremism that generated positive press coverage of U.S. partnership with Canada in national, provincial, and local media. Staffed U.S. Ambassador to Canada and Consul General as well as high-level visits from governors and Obama Cabinet Members, by programming meetings and drafting speeches, briefing papers, and talking points. Authored cables analyzing and providing policy recommendations on Canadian economic and political developments.

- **U.S. Embassy San Jose – Vice Consul.** 2011 – 2013. Supported USG efforts in Costa Rica to combat gender-based violence by strengthening host country capacity, including training for social workers, prosecutors, and law enforcement, and through policy advocacy with Ministry of Justice and law enforcement officials. Adjudicated visas, passports, CRBAs, and assisted U.S. citizen victims of crime. Crafted public outreach strategy for consular section and served as embassy spokesperson in national radio and television interviews; prepared press releases, managed section's social media campaigns, and hosted town hall meetings.
- **Foreign Service Institute** – 2010–2011. Completed advanced coursework in public speaking, media training, and diplomatic tradecraft (including political and economic affairs, public diplomacy, consular work, regional studies, and negotiation).

City of Hayward, California — *Deputy City Attorney*, JAN 2010 – JUNE 2010.

Researched and provided legal opinions on matters faced by the City Council, Boards and Commissions, and City Departments. Prepared and drafted ordinances, resolutions, administrative policies, contracts, deeds, and leases; reviewed such documents and offered legal advice. Represented the City, its officers and employees in civil actions brought by or against the City. Prepared cases for administrative hearings and represented the City in such hearings.

Meyers Nave Riback Silver & Wilson — *Associate Attorney*, SEP 2006 – JAN 2010.

Provided legal counsel to municipalities and special districts on a broad array of topics and served as Assistant City Attorney for the City of South San Francisco and Staff Attorney for the Town of Los Altos Hills. Specialized in general municipal law, land use/zoning, public contracts, construction, and procurement, conflicts-of-interest and government ethics, and code enforcement. Developed and drafted legislation in coordination with elected officials and department heads, as well as community stakeholders. Wrote and negotiated complex contracts, including construction contracts, vendor agreements, purchase and sale agreements, and leases with third parties. Researched, tracked, and analyzed new legal developments relevant to city clients to ensure compliance with changing laws. Drafted municipal ordinances and resolutions, pleadings, settlement agreements, and legal memoranda. Prosecuted code violations and represented city in court proceedings. Created strategies for implementing and enforcing legislation.

EDUCATION

University of California at Davis (King Hall) — *Doctor of Law, J.D.*

2003–2006, Davis, California

Co-Chair of Asian Pacific American Law Students Association (APALSA), Senior Articles Editor of *Environ Law Journal*, and Research Assistant to Professor and former California Supreme Court Justice Cruz Reynoso.

Smith College — *Bachelor of Arts, Government* (Dean's List)

1999–2003, Northampton, Massachusetts

LEADERSHIP, CERTIFICATION, AND AWARDS

- Member of the Board of Directors, United Democratic Club of San Francisco – 2019–present
- CA Bar Certification – 2003
- California Property-Casualty Insurance License (0M39886)
- Conversant in Mandarin Chinese (2/0) and professional proficiency in Spanish (3/3)
- Co-Authored several chapters of the California Land Use Practice Guide, 2009
- Recipient of Meritorious Honor Award (Individual), U.S. Department of State – January 2015
- Recipient of Meritorious Honor Award (Individual), U.S. Department of State – May 2012
- Recognized as “Voice of Young Feminism” by the National Organization for Women – 2000
- Recipient of Key to Choice Award, Planned Parenthood Golden Gate – April 1999