

ANDREA DENISE SHORTER

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PROFILE SUMMARY

Strategic, well-connected change agent with hybrid experience in public service, executive non-profit management, and consultancy to produce cutting edge program development, public education, and advancement of critical social and systems reforms concerning violence prevention, criminal and juvenile justice reform, gender, race, and LGBTQ equity. Purpose-driven, results-oriented manager with a strong background in community relations, organizational development, and alignment of collaborative agencies outputs for desired outcomes. Recognized for adaptive and transformational leadership styles, elevating collaborative and proactive approaches, and keen ability to effectively translate complex issues into practical, manageable, and productive action plans. A proven leader with an accessible presence, capable of integrating big-picture viewpoints with practical considerations to inspire, build trust, and achieve optimum impact.

SELECTED ACHIEVEMENTS

Ending Domestic Violence

- Oversight of policy development and allocation of over \$13 million of Violence Against Women grants to 30+ local San Francisco-based organizations and shelters providing direct services and advocacy concerning women and children experiencing and surviving domestic violence between 2001-2018.
- Key leadership of the SF Commission on the Status of Women's Oversight of domestic violence, family violence prevention city-wide multi-partner collaborative efforts that resulted in record breaking 44 month period of zero domestic violence related homicides in San Francisco between 2010-2014.
- Oversight of 2000 Justice & Courage Report with 100+ recommendations for municipal agencies to strengthen respective and collaborative critical response to domestic violence.
- Oversight of development and implementation of DV Cross Training Institute in 2007-2009, with \$200K support from Blue Shield of California Foundation, with 435 first responders trained from 911, SFPD, District Attorneys Office, and Sheriff's Department.
- Honored by Domestic Violence Consortium as 'Mother of the Movement' in 2016.

Ending Human Trafficking

- Founding member of San Francisco Coalition Against Human Trafficking to form collaborative solutions with local, state, and federal law enforcement agencies, municipal and county agencies, business leaders, the judiciary, and community based organizations to combat human trafficking in San Francisco and in the Bay Area Region, established by former SF District Attorney Kamala Harris, and former SF Mayor Gavin Newsom in 2010.
- Led legislative/policy response with members of Board of Supervisors regarding local massage parlor and other establishments engaged in human trafficking.

- Oversight of Bay Area-wide public education campaign on human trafficking during NFL's Super Bowl LIII events in 2017.
- Served as President of the former Standing Against Global Exploitation (SAGE) to provide support and services for women exiting street prostitution and sex work, develop an accountability program for charged solicitors of prostitution, and advance state legislation to protect sexually exploited children and minors.
- Worked with late Mayor Edwin Lee to form the Mayor's Task Force Against Human Trafficking, which included securing funding to extend 9am-5pm hotline to 24 hour response for Commercially Exploited Children, and solidify child welfare protocols with 11 different agencies - Human Services Agency, Juvenile Probation Department, Juvenile Court, Dept. of Public Health, District Attorney, Public Defender, SF Police Department, Child Abuse Prevention Center, Huckleberry Youth Services, the Dept. on the Status of Women, and Legal Services.
- Emcee of 2017-2019 annual blues music festival fundraising event for Freedom House, which shelters women and children escaping sex and human trafficking in San Jose.

Justice Systems Reform:

- Development and direction of the Detention Diversion Advocacy Project (DDAP), a smart on crime, DOJ cited community-based collaborative model that achieved an 80% reduction of recidivism among high-risk youth offenders representing racial and gender disproportionate rates of detention.
- Direction of successful replication of DDAP model in Washington, DC, Philadelphia, PA, Baltimore, MA, and Oakland, CA.
- Leading gender specific research and reform efforts for girls in the justice system with recommendations adopted by local and national agencies, including juvenile probation departments, juvenile courts, and community advocates.

PROFESSIONAL EXPERIENCE

Consultant

2007-Present

Principal consultant specializing in leadership development, collaborative strategic planning for complex multi-agency partnerships, organizational capacity building to better serve underserved and marginalized populations, effective policy implementation, communications and messaging strategies, and crisis management. Current, previous clients include: *SF Association of Realtors Foundation, Young Women's Freedom Center, Sisters Circle, and Larkin Street Youth Services, Equality California Institute, and California Forward.*

Out & Equal Workplace Advocates

Director, Community Relations

2013 - 2016

Led the development, expansion, and daily management of a national affiliate network of Fortune 1000 corporate partners' employee resource groups, key transgender, people of color, and other advisory committees, interactions between private sector and governmental entities working towards providing educational opportunities supporting LGBT inclusive workplaces, state and local policy initiatives. Led engagement activities and programs for annual Workplace Summit and Executive Forum to highlight work of affiliates and advisory groups. Developed strategic plan for building affiliate network and

supports to severely underrepresented southern states, and directed production of policy guidelines concerning Gender Identity & Transitioning in the Workplace.

Equality California Institute

Director, Marriage Equality & Coalitions Strategies

2010-2011

Led ongoing multi-level, multi-communities coalitions building, diverse communities messaging development, and general outreach to advance public education on the rights to civil marriage for same sex couples through California's largest, most influential LGBTQ organization.

Deputy Director, Marriage Equality

2009-2010

Developed and directed series of coalition and capacity building initiatives primarily with and within communities of color, faith, and labor interests to restore State Constitutional right to same sex civil marriage equality. Leveraged long-term foundation and coalition partnerships such as the San Francisco, Horizons, PowerPac, (Open Society Institute, Haas, Jr. Fund), and Rosenberg Foundations to secure approximately \$225,000 in grants to support coalition building, message development, and field related activities to advance public education on same sex marriage equality.

Senior Consultant

2008-2009

Principal organizer and facilitator of statewide *Equality Summit* in Los Angeles, California to rebuild coalitions among 300+ civil rights, interfaith, labor, and other key leaders in the 'game-changing' aftermath of the historic passage of Proposition 8 banning civil marriage for same sex couples in California. Demanded application of considerable crisis management skills following an epic, heated upset that presented implications for the movement on statewide, national, and international scopes.

And Marriage For All

Director

2007-2008

Directed public education campaign to engage faith leaders, community leaders and other key stakeholders in Northern California African American communities on the constitutional rights to same sex civil marriage. Executed series of public education forums, advocacy trainings, and served as media strategist and spokesperson to local and national media outlets.

Center on Juvenile and Criminal Justice

Deputy Executive Director

2002-2005

Co-directed independent think tank on progressive 'smart on crime' criminal and juvenile justice policy. Developed and managed national replicated alternatives to adult incarceration and juvenile detention. Led state & local policy reform initiatives to address disproportionate minority incarceration, and developed gender and LGBT specific needs assessments of adult and youthful offenders.

Consultant

2001-2002

Returned to CJCJ to oversee further opportunities for replication of Detention Diversion Advocacy Project, development of a statewide engagement platform for district attorneys concerning progressive criminal justice systems reforms, and assist in CJCJ organizational restructure.

Names Project Foundation/AIDS Memorial Quilt

Deputy Executive Director

1998-2001

Directed national and international initiatives for Names Project Foundation, sponsor of the iconic AIDS Memorial Quilt. Led innovations to expand AIDS Memorial Quilt educational outreach to youth, communities of color, and internationally through a National Schools Quilt Program, creation of an HBCU Initiatives (with assistance from the late Mrs. Coretta Scott King), and tour through South Africa at the invitation of Bishop Desmond Tutu and associates in advance of World AIDS Day. In 2002, operations relocated to Atlanta, GA due to severely lessened affordability to maintain in San Francisco.

Center on Juvenile and Criminal Justice

Director, Juvenile Programs

1993-1998

Directed juvenile justice program and policy reform initiatives to promote effective alternatives to detention and institutionalization of high-risk youth. Included development and direction of culturally relevant, community-based, multi-agency collaborative effort through the Detention Diversion Advocacy Project (DDAP), a 1998 Innovations in Government Award semi-finalist of the Harvard University John F. Kennedy School of Government. DDAP cited and promoted as a national model by the U.S. Department of Justice while under my direction.

KEY PUBLIC SERVICE, BOARDS & COMMUNITY LEADERSHIP HIGHLIGHTS

Commission on the Status of Women Immediate Past President 2000-Present

Senior ranking member of historic Commission that provides policy and program direction oversight of chartered SF Department on the Status of Women, including developing nationally recognized expertise on domestic violence, family violence, human trafficking and other public safety issues. Appointed by former Mayors Willie L. Brown, Jr. , Gavin Newsom, and (late) Edwin Lee. Supervise department Director and staff of policy analysts, fellows, and interns.

United States Census – SF Complete Count Committee Co-Chair 2010-2011

Appointed by then Mayor Gavin Newsom as one of two co-chairs to lead formation of a 30+ member, city-wide citizen volunteer committee through the SF Office of Civic Engagement and Immigrant Affairs.. Executed planned outreach and activities to achieve a record 5-7% increase in census participation by Chinese, African American, and LGBTQ identified communities.

San Francisco Community College District Trustee 1996-1998

Member of county-wide elected Board of Trustees of the SF Community College District providing fiscal and policy governance for administration of institutional resources and development, including the hiring and evaluation of the Chancellor.

Standing Against Global Exploitation (SAGE)

President, Board of Directors 2004-2007

La Casa de las Madres

President, Board of Directors 2002-2003; Board Member 1999-2002

Family Violence Prevention Fund (now Futures without Violence)

Member, Advisory Board 1998-2000

"It's Your Business" Domestic Violence Awareness Public Education Campaign

Policy Transition Team for Mayor London Breed

Women's Issues Committee, 2018

Smart on Crime Transition Working Group for Attorney General Kamala Harris

LGBT Civil Rights Committee, 2011

Additional Experience Available Upon Request

EDUCATION: Whittier College Whittier, CA

Bachelor of Arts, Sociology

Harvard Kennedy School of Government, Cambridge, MA

Completion, Senior Executive Education State & Local Government