

## WORK EXPERIENCE

**Safe & Sound.** San Francisco, CA

2007 – present

### **Senior Advisor**

Adviser to leadership on strategic matters of governance, statewide policy and advocacy, asset management, fund development, and human resources during leadership transition after 16 years of serving as Chief Executive Officer and President.

### **Chief Executive Officer and President**

Led nationally-recognized, multi-service organization dedicated to improving the safety, health, and well-being of children and families through direct programming, education, collaboration, advocacy, and policy advancement. Highly accomplished non-profit executive with deep content knowledge, governance expertise, and management experience.

- **Strategic Leadership.** Initiated innovative data-driven programming with measurable community impact, increased equitable outcomes for children and families, and expanded numbers reached. Achieved national recognition during tenure, including U.S. Department of Health and Human Services naming organization as one of nine best primary abuse prevention practices in the country.
  - Organizational and/or individual recognitions include: Candid GuideStar (Platinum Rating), Casey Family Programs, Charity Navigator (Four Star Exceptional Rating), Child 10/Reach for Change, SF Commission on Status of Women, SF Foundation, SF Giants, SF League of Women Voters, and SF Police Commission.
- **Policy & Advocacy.** Launched local and statewide initiatives that have improved family outcomes, contributing to a 64% reduction in rate of child abuse and 46% reduction in entries into foster care over 15 years in San Francisco. Developed statewide and local coalitions and public-private partnerships to successfully achieve policy change. Led research, publication, and dissemination of multiple policy and issue briefs.
- **Collaboration & Strategic Partnerships.** Co-lead numerous multi-sector collaborations at the local-, regional-, and state-level. Including rapid-response and public-private partnership to deliver emergency relief during COVID reaching 43,000+ individuals (4x increase) and raising more than \$25M+.
- **Merger, Acquisition & Scaling.** Scaled nationally by co-founding the Children's Advocacy Center of San Francisco and merging with The Center for Youth Wellness, Kid'sTurn, and multiple children-serving organizations to provide a comprehensive and sustainable suite of services. Effectively integrated complex organizational cultures, structures, and multi-million-dollar budgets. Tripled staff size, quadrupled donor-base, doubled physical and significantly expanded digital footprints.
- **Fund Development & Brand Identity.** Achieved 7x revenue increase during tenure through multi-million-dollar fundraising campaigns, significantly expanded federal, state, and local funding, and increased earned revenue. Led statewide awareness and messaging campaigns, including successful organizational re-branding and name change.
- **Public Speaking & Media Spokesperson.** Regularly present as national, state, and local content expert at policy, media, and fundraising events.
- **Governance, Fiscal & Operational Management:** Responsible to 20+ person board of directors. Manage \$15+M annual operating budget, \$26+M in assets, and 150+ employees and volunteers. Led acquisition, entitlement, renovation, and management of \$6.0M+ state-of-the-art children's advocacy center and \$2.5M child-care center.

**San Francisco Education Fund.** San Francisco, CA

2004 – 2007

### **Policy Director/Director of Public Engagement**

Initiated, led, and managed strategic, broad-based, and multi-year public engagement campaign to improve educational outcomes for San Francisco public school students.

<b>Preschool California.</b> Oakland, CA <b>Co-Director of Policy &amp; Outreach</b>	2003 – 2004
Co-managed multi-sector initiative to develop a sustainable and integrated early care and education system in California. Co-developed and implemented strategy for statewide campaign.	
<b>Office of the City Attorney.</b> San Francisco, CA <b>Deputy City Attorney</b>	1996 – 2003
Represented city and county in litigation, legislation, and policy development on matters of civil rights, constitutional, municipal law, labor and employment, and public safety.	
<b>Acting General Counsel &amp; Deputy General Counsel for San Francisco Unified School District</b>	
Represented San Francisco Board of Education and Superintendent of Schools on matters of civil rights, education, governance, labor and employment, and risk management.	
<b>Latham &amp; Watkins, L.L.P.</b> Los Angeles, CA <b>Litigation Associate</b>	1995 – 1996
<b>Honorable J. Frederick Motz, U.S. District Court Judge.</b> Baltimore, MD <b>Law Clerk</b>	1994 – 1995
<b>Kayole-Gitau Nursery School and Community Center.</b> Nairobi, Kenya <b>Co-Founder and Teacher</b>	1991
<b>Massachusetts Attorney General.</b> Boston, MA <b>Paralegal, Government Bureau</b>	1989 – 1991

## EDUCATION

<b>Georgetown University Law Center.</b> Washington, DC J.D., <i>Cum Laude</i> , Public Interest Law Scholar. May 1994.	
<ul style="list-style-type: none"> <li>• Senior Notes Editor, <i>American Criminal Law Review</i>.</li> <li>• Teacher, Street Law in High Schools Legal Clinic. Intern, Counsel for Child Abuse and Neglect &amp; ABA Center on Children and the Law. Volunteer Coordinator, Georgetown Outreach.</li> </ul>	
<b>Williams College.</b> Williamstown, MA B.A., with <i>Honors</i> in History. June 1989.	

## FELLOWSHIPS & MEMBERSHIPS

<b>Stanford University, Social Entrepreneurship SEERS Fellowship</b>	2015
<b>The Aspen Institute/Ascend Fellowship, Inaugural Class</b>	2012 – 2013
<b>District of Columbia Bar Association</b>	1995 – present
<b>California Bar Association</b>	1994 – present

## CIVIC LEADERSHIP

<b>The Aspen Institute, Board of Trustees Member</b>	2022 – present
<b>San Francisco University High School, Board of Trustees Chair/Member</b>	2015 – 2021
<b>San Francisco Day School, Board of Trustees Member/Endowment Co-Chair</b>	2009 – 2016
<b>City &amp; County of San Francisco Juvenile Probation Commission, Commissioner</b>	2008 – 2013
<b>City &amp; County of San Francisco Board of Appeals, Commissioner</b>	2005 – 2008
<b>Friends of the Children San Francisco, Board of Directors Vice Chair/Member</b>	2003 – 2005
<b>NARAL Pro-Choice California/CARAL, Board of Directors Member</b>	2003 – 2004
<b>Planned Parenthood Golden Gate, Board of Directors Member</b>	2002 – 2005
<b>Youth for Environmental Service, Board of Directors Member</b>	1998 – 2000
<b>NARAL Pro-Choice America, Board of Directors Member/Leadership Council</b>	1997 – 2008