

Miguel Martinez Bustos

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Executive Summary

Executive Leader of Nonprofits and Foundations

- Strategic visionary, consensus builder, collaborator, and mentor with a global, holistic perspective.
- Well-networked leader with broad experience across government, corporate, community development, and foundations, including high-profile corporate government relations, community outreach programs, social impact grant making, and organizational and corporate partnerships.
- Hands-on program leadership across the globe, working with diverse populations and programs in Mexico and the favelas of São Paulo combating anti-HIV/AIDS policies, as well as, preventing femicides against female apparel workers in Central America.
- Inspired to seek solutions to human problems with high integrity, courage, and empathy. Calm and persuasive with the ability to lead through influence with honesty and authenticity.
- Empowering and collaborative manager bringing out the best in my teams. Have managed up to 25 people directly and indirectly up to 75 people on cross-functional teams.

EXPERTISE

- Nonprofit Executive Leadership & Board Governance
- Global Corporate Social Responsibility
- Global Corporate Giving & Sponsorships
- Fundraising and Grants Management
- Public Relations, Public Speaking & Storytelling
- Team Training, Motivation, & Management
- Community Relations & Consensus Building
- Global Community Engagement Management
- Global Policy Development & Administration
- Government Relations
- Strategic External Affairs
- Global Stakeholder Engagement
- Reputation Management
- Influencing and Negotiating

NONPROFIT, CORPORATE, GOVERNMENT AND FOUNDATION EXPERTISE SUCCESS

Director, Center for Social Justice

GLIDE Foundation

San Francisco, CA 2018 – Present

After 5 years on the Glide Board, the CEO asked me to revitalize the Center for Social Justice (CSJ) to influence public policy and change public perception on poverty, discrimination, and civil and human rights for GLIDE, which has been a national and global model since 1963. (www.glide.org)

- **Expanded our global platform, establishing Glide Global Fellows**, partnering with IREX Global Education in Washington, D.C. to bring our approach of social change to the world.
- **Raised our national presence by hosting the San Francisco Mass Meeting for the Poor Peoples Campaign**: A National Call for Moral Revival national tour in December.
- **Established organizational structure for an inspiring, collaborative, and effective Center** to engage and mobilize congregants, clients, volunteers, donors, and neighbors to become agents of social change.
- **Re-established Glide relationships** with local, state, and national elected officials.
- **Grew the CSJ team from 3 to 11**, including Policy Manager, Advocacy Manager, Justice Project Coordinator, Manager of Truth and Justice, Community and Engagement Program Manager, and Maven of Transformation. Inspire teams to collaborate and change hearts and minds, as well as, change policies and laws.

- **Lead Glide’s advocacy efforts and coalition building.** Drove the creation of Glide’s first Policy Agenda on Homelessness and Housing, Criminal Justice, Drug Policy, LGBTQ, and Women and Children of Color. Manage Glide’s Legal Clinic. Lead advocacy efforts and guide our connection-building approach.
- **Enhanced renowned volunteer and corporate engagement programs** by shifting focus from transactional (volunteer for a day) to transformational experiences (seeing how people matter) for 13,508 volunteers in 2019. Manage sponsor relationships with corporate Employee Resource Groups (ERGs), including Twitter, Facebook, Google, and eBay.
- **Increased Service Learning programs working with schools and organizations** and educate people on issues of poverty, inequality, women’s rights, LGBTQ advocacy, and homelessness. Expanded college program, and created local advocacy group focused on social justice and human rights.
- **Instituted Empathy Training program**, starting with the Police and District Attorneys and expanding to national trainings. Currently developing Diversity, Inclusion, and Empathy program with American University, to offer workshops for corporate leaders on empathy, culture, and justice in the context of their business and employees.
- **Expanded Social Justice Pilgrimage to the South** with 108 participants including industry executives meeting to Birmingham, Montgomery, and Selma, Alabama on impacts of national race, health, and economic disparities.

Director, Local Government & Community Relations

Wells Fargo

San Francisco, CA 2012-2018

Recruited by Wells Fargo as Regional Director for Community Outreach, developing community outreach programs across several states and throughout Indian Country.

- **In 2015, became part of State and Local Government Relations**, responsible for stakeholder engagement strategy with elected officials in the western part of the United States.
- **Fostered and maintained relationships with elected officials, community leaders**, trade associations (local chambers, civic groups, industry peers), social impact and philanthropic organizations, and government sectors.

Senior Program Manager for the Americas

Levi Strauss Foundation

San Francisco, CA 2010 - 2012

Led the Levi Strauss Foundation funds innovative human rights work in 13 countries throughout the Americas. Through research, relationships, and traveling to work with grantees hands-on, built a solid \$60M portfolio of grants averaging from \$50K to \$250K.

- **Developed Corporate Social Responsibility initiatives to improve the lives of LGBTQ human rights activist and factory workers.** Funded local nonprofits to develop workshops on combating anti-LGBTQ practices and policies throughout the Americas. Supported empowerment summits in Central America, attracting 10K female apparel workers.
- **Grew in-country Community Investment Teams / Employee Resource Group (ERG)** of volunteers and employees from 3 to 13 countries.
- **Created value-added components to expand the reach and awareness of grants.** For example, funding for a women’s cooperative in Guatemala included asset building, women’s empowerment, and HIV/AIDS education.
- **Co-created Terms of Engagement 2.0 policy framework and document**, looking at ways to improve workers’ lives inside and outside the factory walls. Improved vendor commitments and practices for their workers. For instance, we had a factory in Haiti install an outside faucet for community access to clean drinking water. And influenced vendors to agree on non-discriminatory policies for LGBTQ employees.
- **Managed Global Disaster Relief** Grants and local company efforts.

Director of Intergovernmental Affairs

Office of Mayor Ron Dellums
Oakland, CA 2007 – 2010

Recruited by the Mayor's Chief of Staff to lead government strategy efforts; served as senior advisor to the mayor on local, state, and federal affairs affecting the City of Oakland.

- **Hired and led an outstanding intergovernmental affairs team of six** including Director of State Affairs, Director of Local Affairs, Director of Federal Affairs, two advocates, and an administrator.
- **Secured state and federal resources to the City of Oakland**, hundreds of millions of dollars in grants and congressional appropriations.
- **Worked on the Mayor's community initiatives.** Leveraged leadership and influence to improve the relationship between the governmental departments and community organizations.

Director of Boards & Commissions

Office of Mayor Gavin Newsom
San Francisco, CA 2007

Liaison for Mayor Gavin Newsom to all San Francisco Commissions, Boards, and County Authorities and facilitated appointment of community leaders to governing boards. Solicited neighborhood and community input on issues.

Deputy District Director / Grants Manager

Congresswoman Barbara Lee
Oakland, CA 2004 – 2006

Thought partner and senior advisor to Congresswoman Lee, Led the 20-person Oakland office and worked with the Washington, D.C. office on district issues and federal votes.

- **Led and mentored the team, strengthened relationships** with key community and business groups, acted as spokesperson of the Congresswoman, and advised on strategic policy and community issues.
- **Established a grants program for the district** and streamlined processes to support nonprofits in applying for federal, local, and foundation grants.
- **Solicited solutions to local social justice issues such as** the Clean Slate Program, in which we partnered with foundations and organizations and recruited volunteer judges to help expunge records of 11,000 constituents. And garnered local support for national LGBTQ non-discrimination policies.
- **Appointed to mediate and negotiate labor disputes** in the district.

Program Officer

Marguerite Casey Foundation
Seattle, Washington 2002 – 2003

One of four program officers managing grants from the Foundation's \$650M endowment dedicated to strengthening and empowering families and communities. Worked along the US/Mexico border, researched prospective grantees, solicited grant proposals, negotiated outcomes, and managed grants.

- **Expanded grants into Indian Country**, including Native American Tribes, on and off reservations. Organized the first major convening of native female elders to address how philanthropy can work on issues of social inequality, strengthening families, and tribal sovereignty.
- **Funded organizations that promoted community empowerment**, built consciousness, and leadership among those who face discrimination, in particular, families within the LGBTQ community and communities of color. Convened groups for collaboration and alliance building.

Consultant

Bustos and Associates Consulting
San Francisco, CA 2000 – 2002

Provided executive and consulting services to organizations and foundations on specific projects.

Organizations included:

- **Community Technology Foundation of California** (statewide), San Francisco, CA - Created the foundation's policy and community relations strategic plan; solicited grant proposals, reviewed submissions, conducted site visits, wrote docket recommendations, managed grant negotiations and built grantee capacity on public policy that impacted marginalized communities and their access to technology.
- **Cause Communications for The California Endowment**, San Francisco and Los Angeles, CA - Researched and analyzed state and federal legislation pertaining to immigration and health in California, which resulted in the report "*360 Report: Immigration and Health.*"
- **California Latino Civil Rights Network**, San Francisco, Fresno, and Los Angeles, CA - Served as executive director for this statewide civil rights organization; fostered collaborations with communities of color, labor organizations and marginalized groups on issues pertaining to health, financial education, worker rights and human dignity.
- **Agricultural Land Based Training Association**, Central Valley, CA - Served as the founding executive director. Duties included building the board, creating a strategic plan, hiring staff, collaborating with farmworkers, serving as a liaison with organizations and coalitions within the regions, leading government relations, and securing major, multi-year grants from philanthropic organizations.
- **United Way of Greater Los Angeles** - Lead the Community Outcomes and Investment team to streamline the United Way's community partners into three funding priorities: Healthy Communities, Financial Literacy, and Life Long Learning. Worked with 250 non-profit organizations across Los Angeles County.

Presidential Appointments

The White House
Washington, DC 1995 – 2000

Policy Advisor

Executive Office of The Vice President and Mrs. Gore
The White House

Advised Vice President Gore on prevalent social and health issues such as financial literacy, arts, education, mental health, HIV/AIDS, physical fitness, and breast cancer; Prepared briefings and provided comprehensive policy recommendations to the Vice-President and Mrs. Gore; Worked to orchestrate executive and congressional legislation; Developed positive collaborations with local, state and tribal governments, business stakeholders, local and national non-profits; Participated in the development of the office's community outreach strategy with Native American, Hispanic and LGBT communities; Maintained relationships with Congressional Caucuses; and Led the White House Team's employee participation in community events.

Staff Assistant

Executive Office of The President
The White House

Coordinated with Congressional Members, Federal Agencies and global embassies, providing guidance on White House tours and events. And contributed to the planning and execution of Official White House State Visits and private tours for guests of the President and First Lady.

Advised the President on the social, ethnic, religious, physical and mental health concerns of adolescents regarding HIV/AIDS, including associated stigma and discrimination; Researched and analyzed national data; Co-authored a Presidential Report entitled *Youth and HIV/AIDS: An American Agenda*; and Provided comprehensive policy recommendations to the President, Congress, tribal governments, local officials, faith and community-based leaders.

EDUCATION

<i>Doctorate of Human Letters (Hon.)</i>	Holy Names University Oakland, CA 2015
<i>Masters of Business Administration</i>	St. Mary's College of California Moraga, CA 2014 Concentration: Global Business and Corporate Social Responsibility
<i>Certified Executive and Life Coach</i>	Coaches Institute International San Rafael, CA 2009
<i>Masters of Arts</i>	The American University Washington, DC 1995 Concentration: International Peace and Conflict Resolution
<i>Bachelors of Arts</i>	Holy Names University Oakland, CA 1993
<i>Languages: English and Spanish</i>	

Civic SERVICE

Biden for President

- Member, Biden For President National Finance Committee
- Member, DNC Presidente Finance Council
- Co-Lead, Biden for President LGBTQ+ Global Policy Committee
- Lead, Biden for President LGBTQ+ Human Rights and Diplomacy Sub Committee

Current Board and Commission Service

- Board of Directors, MTV Staying Alive Foundation (2020 – Present)
- Board of Directors, American Red Cross, Northern California (2020 – Present)
- Executive Committee, Episcopal Diocese of California (2017 – Present)
- Board of Directors, Beyond Differences (2015 - Present)
- Commissioner President and Chair, Commission on Community Investment & Infrastructure, Commissioner.
Oversee the development of the former San Francisco Redevelopment Areas (Trans Bay, Mission Bay, Yerba Buena Cultural Arts Center, and the Bay View/Hunters Point Ship Yard). \$400 Million in projects. (Appointed by Mayor Gavin Newsom and re appointed by Mayor Ed Lee, and unanimously confirmed by the San Francisco Board of Supervisors, 2009 - Present)

Past Board Service

- Pangaea Global AIDS Foundation
- The Mexican Museum, Executive Committee
- Hispanics in Philanthropy (HIP)
- Calle 24, Latino Cultural and Historic District (Founder)
- Dominican Sister's Vision of Hope
- Holy Names University
- The Horizons Foundation
- The National Names Project – The AIDS Memorial Quilt
- The National Hispanic Education and Media Group
- Mission Neighborhood Centers
- St. Mary's Medical Center
- The Martin Luther King Freedom Center

International Delegations

- Delegation Member, Philanthropy in an Emerging Cuba, 2015
- Delegation Member, St. Mary's College MBA Program to New Zealand and Australia, 2014
- Delegation Member, St. Mary's College MBA Program to Rwanda and Zanzibar, 2013
- Delegation Member, United States' Local, State, Federal and Legislators and Officials, Mexico's 60th External Relations Conference, Mexico City, Mexico, November 2008
- Delegation Coordinator, HIV/AIDS in South Africa, Cape Town, South Africa, May 2008
- Delegation Member, Elected and Community Leaders Mission to Israel, San Francisco Jewish Community Relations Council March 2005
- Delegation Leader, Children's International Villages, Helsinki, Finland, 1992

International Travel

Argentina, Austria, Australia, Belgium, Brazil, Cambodia, Canada, Chile, Cuba, Dominican Republic, England, Egypt, Fiji, Finland, France, Greece, Haiti, Indonesia, Ireland, Israel, Italy, Mexico, New Zealand, Nicaragua, Rwanda, South Africa, Singapore, Spain, Thailand, Turkey, Uruguay, Vietnam, and Zanzibar