

PROFILE & EXPERTISE

Highly accomplished professional with diverse experience working across policy, practice and capital domains in public, philanthropic, and private sectors to improve social and economic outcomes for people, in places, and at scale. Exhibits unique skill in facilitating effective collaboration among multisector leaders. Offers outstanding team leadership and demonstrates an exceptional commitment to using data to achieve results. Embodies highly developed interpersonal skills and the ability to inspire and motivate others to develop cutting-edge approaches that deliver social, political, and economic outcomes for people. Employs a racial equity and results-based approach in leadership development, strategic planning, change management, impact investing, and operationalizing racial equity in any setting.

EXPERIENCE

Providence Strategic Growth, Boston, MA

Senior Advisor, January 2021 – present

- Advise the CEO and executive leadership on operationalizing racial equity internally and across 80+ portfolio companies
- Facilitate critical conversations for more than 15,000 employees to incorporate equitable practices in deals, sourcing, products, culture, and infrastructure
- Broker relationships that produce deal flow and talent for a nine billion dollar portfolio of funds

PolicyLink, Oakland, CA, Washington, DC, New York, NY

Senior Advisor, May 2022 – present | **Senior Fellow**, January 2021 – April 2022

- Advise the President & CEO on critical relationships to leverage capital investment in the national Winning on Equity movement poised to eliminate poverty for the 100 million Americans at or below the federal poverty limit
- Facilitate racial equity learning communities for 40 national Economic Mobility & Opportunity executive leaders in the Gates Foundation portfolio, and 39 organizations across 8 regions in the Kaiser Permanente community health portfolio

Living Cities, Washington, DC, New York, NY

Chief Strategy Officer, August 2019 – January 2021 | **Senior Advisor**, February 2021 – September 2021

- Provided executive leadership and management to harness the collective power of 19 of the world's largest foundations, financial institutions, and national strategic partners with localities across the country to close racial income and wealth gaps
- Developed the organization's theory of change and results-based strategy to focus on starting and growing businesses, expanding homeownership to people of color, and prioritizing investment in fund managers of color
- Managed the organization's programmatic pivot to operationalize racial equity and facilitated public, philanthropic, and private sector leaders to adopt and apply tools, skills and strategies for their institutions and communities
- Set and managed the annual \$10M+ operating budget and 35-45 person staff across two locations: Advised and contributed to pipeline development for ~\$80M in Catalyst Family of Funds
- Institutionalized fundraising capacity and scope to cover funding gaps and secure an additional \$9.1M to increase operating budget by 33%
- Drove strategic priorities and engagement with the Board of Directors and Executive Committee, comprised of senior leadership from member foundations and financial institutions, including cultivating and managing partnerships, co-creating and executing task forces, seeking counsel and oversight to develop strategies, policies and solutions, as appropriate, and supporting business development
- Co-developed and continue to co-lead an evolving community of Black and Brown fund managers, investors, philanthropists, and founders working to close wealth gaps in the private equity and venture capital ecosystem
- Continue to serve as an expert advisor and thought leader by sharing emerging trends, insights, and lessons learned to partners, networks, and multisector stakeholders working to change systems, embed racial equity, and make measurable progress on social, political, and economic outcomes

Managing Director, September 2017 – July 2019

- Led the organization through a strategic pivot and cultivated a culture of results whereby staff were engaged in cross-team collaboration, continuous improvement and learning to design, plan, implement, and measure portfolio activities
- Managed six-person performance and results project team; coached senior leaders in managing culture and their portfolio; oversaw 20+ project teams to ensure program delivery and budget alignment
- Designed, managed, and facilitated semiannual board meetings and Executive Committee sessions in partnership with executive leadership
- Chaired the development committee to maintain current funding relationships with foundations and scout for new partnerships
- Convened and advised partners and network members to identify and share key issues and lessons for further exploration, knowledge dissemination, and best practice

Associate Director of Collective Impact, June 2015 – August 2017

- Provided senior leadership for the Collective Impact Cluster, one of three levers designed to influence systems change in American cities
- Led program design, implementation, measurement, and learning for Living Cities' applied research portfolio, which included 23 cities over time and more than 100 leaders focused on improving local government, leveraging healthy capital, and building cross-sector partnerships to achieve better social, health and economic outcomes
- Managed and created content to represent Living Cities' differential impact as a leader among organizations able to be nimble in creating learning labs, testing ideas, capturing learning, and sharing knowledge in real time
- Coached and trained staff on fundamentals of facilitation to understand and employ racial equity and results-based accountability principles in their programs
- Served as an organizational spokesperson to partners, network members, and broader audiences

Ascension Leadership & Management Group, LLC, June 2010 – present

Owner & Principal Consultant

Provide consulting and advisory services to support organizational strategy, change management, data-driven strategy, capacity building, leadership development and impact investing.

- *Select Client Profile:* George Washington University, Living Cities, Annie E. Casey Foundation, Equity & Results, Robert Wood Johnson Foundation, Health Foundation of Western and Central New York, Equivolve, FUSE Corp

Clear Impact, formerly Results Leadership Group, Rockville, MD (June 2010 - June 2015)

Senior Director for Strategic Implementation

- Facilitated Results-Based Accountability™ (RBA) trainings and workshops for public-sector leaders, in 30+ states and three countries, working on systems change, such as the cradle to career pipeline, health access and quality, juvenile justice, family economic stability, housing and postsecondary access and success
- Managed the strategic process of government agencies and national organizations working collaboratively to influence population change through identifying programs that demonstrate success and build a plan to take these programs to scale
- Provided data and planning technical assistance to the US Department of Education's Office of Innovation and Improvement's 12 Promise Neighborhood (PN) implementation grantees who received up to \$30 million each to develop comprehensive and innovative solutions for improving educational, family and community outcomes for children and youth in P-12 schools
- Built and implemented a data platform for up to 160 Campaign for Grade Level Reading (CGLR) communities across the nation; Oversaw team efforts to direct CGLR leaders through design, implementation, evaluation and tracking of educational programs for Pre-K through 3rd graders; Coached CGLR community leaders to improve 3rd grade reading scores through preparing, supporting and evaluating innovative approaches in attendance, summer learning and kindergarten readiness
- Envisioned organizational approach to data collection, organization, and reporting for approximately 50 lead agencies and more than 500 affiliated partners

- Served as Director of Client Services and facilitated the company to create and launch the Results Scorecard™, a performance management software designed to measure program performance and organizational impact on population outcomes across any social system

University of Maryland, College Park, MD

- **Adjunct Faculty, Leadership & Public Policy** (January 2013 - May 2015, Spring 2021, Spring 2022)
- **Fiscal & Project Manager, Maryland School of Public Policy** (March 2007 - August 2010)
- **Intergroup Dialogue Program Specialist, Office of Diversity & Inclusion** (August 2005 - June 2008)

Trinity University, San Antonio, TX (July 2002 - July 2005)

Coordinator for Diversity & Service Programming, Campus & Community Involvement

EDUCATION

Berkeley Law Executive Education, Venture Capital Unlocked – Deal Camp | August 2018

Interaction Institute for Social Change, Fundamentals of Facilitation for Racial Justice Work | October 2018

University of Maryland College of Education, PhD | December 2011

Indiana University School of Education, MS | May 2002

University of Pittsburgh, BA in Communications | April 2000

SELECT BOARDS, COMMITTEES & AWARDS

Global Electronics Council Board of Directors, current

SEE CHANGE COLLECTIVE National Advisory Committee, Urban League of Louisiana, current

Prince George’s Social Innovation Fund Board of Directors, 2017-2021

Tapestry Project Advisory Committee, Association for Enterprise Opportunity, 2019-2020

Washington Nationals Baseball Youth Academy Board of Directors, 2018-2020

HerImpact DC Advisory Council, Ford Motor Company Fund, 2019

Women Shaping the World Award, Women of Wealth Magazine, 2019

Disruptive Leadership Award, Living Cities, 2016

Pete Neville Award for Exemplary Service, Trinity University, 2005

SELECT SPEAKING ENGAGEMENTS & PUBLISHED CONTENT

SOCAP, Power, Risk, and Justice: A Model for Investors to Advance Racial Equity

Sorenson Impact Summit, Building Black Wealth

Center for Economic Inclusion, Reckoning with Racism, Banking and Freedom on the Journey to Wealth Equity

Philanthropy New York, How to use personal power for institutional transformation

City First Impact Forum, The Future of Urban Resilience

National Academy of Medicine, Leadership Consortium: Culture Inclusion and Equity Action Collaborative Meeting

Congressional Black Caucus: State of African American Business

1863 Ventures: Black Reconstruction

Kauffman Foundation: Eship Summit Racial Equity Fire Starter

Aspen Institute: Conditions of Collective Impact

Boston Federal Reserve: Working Cities Challenge Results-Based Accountability

Kresge Foundation: Lessons from Detroit

[**The Person-Role-System Framework as a Key to Promoting Racial Equity: What Works to Promote Mixed-Income Communities | Jack, Joseph and Morton Mandel School of Applied Sciences**](#)

[**How Investors and Business Owners Can Create an Equitable Recovery for Cities**](#) US News

[**What Does it Take for Practitioners to use Data to Change Behavior in Collective Impact?**](#) Metropolitan Univ

[**My Equation for Systems Change**](#) Living Cities

[**Reimagining Black Wealth: Asking 400 Year Old Questions**](#) Duckett and Queen Nazaire, Living Cities

[**Radical Collaboration for Black Wealth Creation**](#) Living Cities (commissioned Figure 8 Thinking)