

## U.S. Programs Staff Areas of Expertise

Adam Culbreath	<ul style="list-style-type: none"> <li>• criminal justice reform</li> </ul>
Andy Ko	<ul style="list-style-type: none"> <li>• drug policy</li> <li>• civil liberties</li> <li>• poverty law and policies</li> <li>• homelessness</li> <li>• multi-forum advocacy and strategy (e.g., combining litigation, legislative advocacy, public education)</li> </ul>
Carol Schlitt	<ul style="list-style-type: none"> <li>• 7 years of experience advising foundations and nonprofit organizations on human rights issues and organizational needs</li> <li>• extensive knowledge of grantmaking strategies, having consulted with Atlantic Philanthropies, the U.S. Human Rights Fund, and the Fund for New Jersey.</li> <li>• knowledge of international human rights and reproductive justice issues.</li> <li>fluent in French and working knowledge of Haitian Creole</li> </ul>
Chris Shea	<ul style="list-style-type: none"> <li>• legislative affairs</li> <li>• addiction treatment</li> <li>• cognitive behavioral therapy</li> <li>• stress management and burnout</li> <li>• relapse prevention treatment</li> <li>• maintaining regulations for treatment facilities (CARF; JCAHO)</li> <li>• Electronic Medical Records and Health Information Exchange</li> <li>• pharmacotherapy as a component of addiction treatment</li> <li>• health care reform</li> </ul>
Bill Vandenberg	<ul style="list-style-type: none"> <li>• community organizing</li> <li>• organizing field and organizing networks</li> <li>• power analysis/power mapping</li> <li>• voter mobilization and voter participation networks</li> <li>• organizational development</li> <li>• youth organizing and youth field</li> <li>• strategic planning for grassroots organizations</li> <li>• building state-based infrastructure (with special emphasis on Colorado, North Carolina, and Texas)</li> </ul>
Debra Rubino	<ul style="list-style-type: none"> <li>• targeted communications and branding</li> </ul>
Diana Morris	<ul style="list-style-type: none"> <li>• public interest law organizations in Maryland</li> <li>• organized philanthropy for social change</li> <li>• grantmaking strategies</li> <li>• history of immigration reform</li> <li>• combating poverty and promoting equal opportunity in urban centers</li> <li>• building effective drug addiction treatment systems</li> <li>• developing partnerships with municipal and state public agencies to institute reform</li> </ul>
Eric Ferrero	<ul style="list-style-type: none"> <li>• organizational development</li> <li>• communications</li> <li>• LGBT issues</li> <li>• criminal justice issues</li> <li>• advocacy campaigns</li> </ul>

Heddy Nam	<ul style="list-style-type: none"> <li>• Human rights framework and advocacy</li> <li>• Trans-national advocacy</li> <li>• Youth development</li> <li>• Curriculum development and training</li> <li>• Strategic planning and organizational development</li> <li>• Project management</li> </ul>
Jane Sundius	<ul style="list-style-type: none"> <li>• education</li> <li>• urban school reform</li> <li>• out-of-school time programming</li> <li>• schools discipline and school-to-prison policies and reform strategies</li> <li>• statistical analysis and program evaluation</li> <li>• child and youth development</li> <li>• social psychology</li> <li>• policy analysis</li> <li>• grantmaking and initiative development</li> </ul>
Jed Weeks	<ul style="list-style-type: none"> <li>• fundraising and field efforts</li> <li>• rural and urban field organizing</li> <li>• major event planning</li> <li>• GOTV/Voter Activation Network/etc.</li> </ul>
Jeffrey Burch	<ul style="list-style-type: none"> <li>• fundraising</li> <li>• grant-writing</li> <li>• event planning</li> <li>• direct mail appeals</li> </ul>
Jimmy Lam	<ul style="list-style-type: none"> <li>• cultural/arts community organizing</li> <li>• LGBTQ people of color</li> <li>• translations (English to Spanish, French to Spanish and Spanish to English)</li> <li>• writing in English and Spanish</li> </ul>
Kiera Edwards	<ul style="list-style-type: none"> <li>• resource management</li> <li>• grants database management</li> <li>• education and youth development</li> <li>• criminal and juvenile justice</li> </ul>
Kima Taylor	<ul style="list-style-type: none"> <li>• local, state and federal public health policy</li> <li>• legislative affairs</li> <li>• addiction treatment</li> <li>• health care (esp. disparities and care for the underserved)</li> </ul>
Laleh Ispahani	<ul style="list-style-type: none"> <li>• government transparency</li> <li>• voting rights</li> </ul>
Leonard Noisette	<ul style="list-style-type: none"> <li>• criminal justice reform</li> </ul>
Lori McGlinchey	<ul style="list-style-type: none"> <li>• government transparency</li> <li>• media/journalism</li> </ul>

Lorraine Ramirez	<ul style="list-style-type: none"> <li>• farming</li> <li>• meeting facilitation (grantmaking meetings of grant panelists at Astraea Foundation, led fundraising campaigns, facilitated strategic planning meetings for grassroots organizations)</li> <li>• trainings and coaching on fundraising (grassroots fundraising, major donor fundraising, general planning for fundraising)</li> <li>• general organizational development for grassroots organizing groups (knowledge and networks in these two fields—outside of general knowledge from my work at OSF)</li> <li>• anti-police brutality grassroots organizing (including coalition work with racial justice organizations, immigrant rights organizations, and LGBTQ rights organizations)</li> <li>• organizing in LGBT communities of color</li> </ul>
Luna Yasui	<ul style="list-style-type: none"> <li>• workplace rights with a focus on low-wage workers, immigrant workers, and policies that address the needs of women and other caretakers</li> <li>• language rights with an emphasis on policies that expand language access to public benefits and services</li> <li>• law and advocacy: how legal strategies can support community organizing efforts</li> <li>• post-affirmative action diversity measures</li> <li>• LGBTQ rights and advocacy issues: marriage equality, state and local anti-discrimination policies, safe schools advocacy, the intersection of racial justice and LGBTQ rights</li> <li>• reproductive rights and justice with a focus on women of color in the U.S.</li> <li>• immigrant rights and civic engagement: limited English proficient communities, ranked choice voting, the intersection of immigrant rights and workplace rights, and Asian American communities</li> </ul>
Michael Franklin	<ul style="list-style-type: none"> <li>• student organizing</li> <li>• education on LGBTQ issues</li> </ul>
Monique Dixon	<ul style="list-style-type: none"> <li>• criminal justice</li> <li>• juvenile justice</li> <li>• civil rights</li> </ul>
Pamela King	<ul style="list-style-type: none"> <li>• program and project development</li> <li>• grantmaking</li> <li>• community organizing</li> <li>• organization development training and meeting facilitation</li> </ul>
Raquiba LaBrie	<ul style="list-style-type: none"> <li>• civil rights</li> <li>• criminal justice reform</li> <li>• subprime lending crisis</li> </ul>
Ruzana Hedges	<ul style="list-style-type: none"> <li>• project management (esp. international development projects)</li> <li>• project/program evaluation</li> <li>• training program design</li> <li>• project planning/design</li> <li>• action research</li> </ul>
Shawn Dove	<ul style="list-style-type: none"> <li>• African American males</li> <li>• education</li> <li>• youth development</li> </ul>

Solomon Greene	<ul style="list-style-type: none"> <li>• affordable housing and community development</li> <li>• urban planning (domestic and international contexts)</li> <li>• property law generally and land use law specifically</li> <li>• data privacy law and policy</li> <li>• legal analysis generally</li> </ul>
Susan Allen	<ul style="list-style-type: none"> <li>• technology and organizational development</li> <li>• Microsoft office whiz</li> </ul>
Tim Dorsey	<ul style="list-style-type: none"> <li>• Grassroots social justice organization – working with and/or managing organizations with annual budgets at or below \$1 million, and including financial management and expertise in the development and management of organizational systems</li> <li>• Youth engagement and education – especially in youth media, youth organizing, and youth leadership development</li> <li>• Digital media arts and audience engagement – specifically around social issue-based documentary work</li> <li>• Inquiry-based professional development – based on “study group” models for engaging program staff in critical inquiry and reflection regarding program practice, pedagogy, and methodology</li> <li>• Fellowship programs – managing from design to implementation and documentation.</li> <li>• Literary programs – I’m a lifelong English major and former English teacher!!</li> <li>• Art, culture, and social justice – including connections across the national fields of practice and grantmaking</li> <li>• New Orleans – working across a range of issues including art and culture, and working somewhat more broadly across the Gulf Coast region</li> <li>• Research and development – developing strategies for exploring new areas of work.</li> <li>• Working closely with affinity groups including Neighborhood Funders Group (NFG), Grantmakers in the Arts (GIA), and Philanthropy New York (PNY), including national conference planning</li> <li>• Supporting work in Indigenous communities – including thru our art and culture work as well as related to civic engagement, youth leadership, and work across the Gulf Coast region</li> </ul>
Tom Hilbink	<ul style="list-style-type: none"> <li>• constitutional law</li> <li>• government transparency</li> <li>• judicial independence</li> </ul>
Tricia Rubacky	<ul style="list-style-type: none"> <li>• fundraising</li> <li>• grant writing</li> <li>• writing donor appeals and promotional materials</li> <li>• special event planning and developing strategic plans</li> <li>• board development</li> <li>• corporate sponsorships</li> <li>• major gift solicitation</li> <li>• development audits</li> <li>• executive director and development director searches</li> </ul>
Victoria Choong	<ul style="list-style-type: none"> <li>• notary public</li> </ul>