

U.S. Programs Staff Biographies

Susan Agustin

Susan Agustin is a program associate with the Transparency and Integrity Fund. Her primary responsibility is the administration of the grant making program. Prior to joining OSI, Susan worked at Community Catalyst, a national health advocacy organization, where Susan provided programmatic and administrative support, including work on two national health advocacy campaigns for dental access and health equity, in addition to working on development for the organization. Among other duties at Community Catalyst, Susan helped develop a Louisiana state consumer health care coalition. Susan graduated from the University of Massachusetts at Amherst in 2007, where she focused on legal studies and communications. Starting in her pre-teens, Susan has been involved in community-based health advocacy work in Boston. Before and during college, she worked at Health Care for All, where she worked on various mental health campaigns with their Teen Health Advisory Council, including a statewide mental health campaign (<http://www.talklisten.org/>) with the Boston Public Health Commission.

Susan's hobbies include reading, writing (poetry and short stories), sports, movies, singing and a love and appreciation of all things musical.

Muzna Ansari

As a program associate for the Transparency and Integrity Fund, Muzna focuses on issues of money in politics, voter protection, and journalism. Prior to joining OSF, Muzna worked as a Junior Associate for Policy and Research at the Agenda Project, a New York based public policy think tank. She worked on a range of issues, from corporate bias in the courts to the economics effects of Bush-era tax cuts for the wealthy. Muzna previously served as a Civic Leaders of Tomorrow Fellow with the Manhattan Borough President's Office and the Drum Major Institute for Public Policy. She has also worked with the National Committee for Responsive Philanthropy and Resource Generation. She graduated with distinction from Barnard College in 2010 with a major in Economics and a concentration in Human Rights.

Sarah Baker

Sarah Baker is a Program Associate for the U.S. Programs' Criminal Justice Fund at the Open Society Foundations. Prior to OSF, Sarah worked as a Program Assistant at The Starr Foundation, where she was primarily involved with its international humanitarian aid grantmaking portfolio, in addition to working with local grantees in the education and healthcare fields. Sarah entered into the world of social justice philanthropy by way of The Atlantic Philanthropies, where she was an intern for two summers during college and focused on U.S. juvenile justice policy. She worked with the Center for Global Health & Economic Development at The Earth Institute to develop a curriculum for sustainable health practices in rural Africa, and with the *Comité de Lutte Contre la Violence Faite aux Femmes* in Dakar, Senegal, to improve services and legal assistance to women who suffered domestic violence in West Africa. Sarah is a graduate of Columbia College, where she majored in French Literature and minored in German and Human Rights.

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Katie Barnett

Katie Barnett is a Program Associate for the Criminal Justice Fund. She was previously the Program Associate for the Strategic Opportunities Fund, a flexible fund in U.S. Programs that develops special initiatives and projects and performs a unique rapid response grantmaking function to address urgent issues that threaten core U.S. Programs goals and communities of concern. Prior to joining OSI in July 2009, Katie worked primarily in the fields of refugee resettlement and immigrant rights. From 2004-2006, she assisted and led efforts by the International Rescue Committee's Seattle regional office to support and strengthen a network of Somali refugee-led community based organizations. She also coordinated a voter registration and education project for new American citizens, and has interned with the Undoing Racism™ Project, Girls for Gender Equity and Jews for Racial and Economic Justice. Katie holds a B.A. from Evergreen State College and an M.S.W. from the Hunter College School of Social Work with a focus in Community Organization and Planning. One day she hopes to learn how to make a claymation movie.

Jeffrey Burch

Jeffrey Burch is the Senior Development Associate at the Open Society Institute–Baltimore, where his primary focus is on Foundation and Corporate giving. Before joining the Open Society Institute team, Jeffrey began his work in the nonprofit sector at Moveable Feast, the sole provider of home-delivered meals for men, women, and children living with HIV/AIDS or breast cancer throughout the Greater Baltimore Metropolitan Area and along Maryland's Eastern Shore. During his time there, he was involved in all areas of fundraising, from proposal writing to special event planning and other annual fundraising efforts. Prior to his fundraising career, Jeffrey worked in the Baltimore County Public School System, where he taught first and fifth grades as well as eighth grade English.

Victoria Choong

Victoria Choong joined the USP's Finance and Administration Department in January 2010 as an Administrative Coordinator. In this position, she supports USP's campaigns and funds' budget monitoring, expense reporting, travel planning, procurement and contract stewarding. Prior to joining OSI, Victoria began her work at the Institute of International Education, which focuses on opening minds to the world through the exchange of international education and culture. During her time there she was responsible for the daily accounting activities of the organization and tax filing of its fellows. She holds a BBA degree from Baruch College in international marketing.

Mimi Clarke Corcoran

Mimi Clarke Corcoran is the Director of the Special Fund for Poverty Alleviation at OSI. Mimi is responsible for overseeing the \$250 million fund established by George Soros to provide poverty relief during the current economic crisis. Prior to joining OSI, Mimi was an independent management consultant advising clients on strategy, policy, compliance and operational structures domestically and internally. Ms. Corcoran was the Executive Director of the Beginning with Children Foundation, Inc. (BwCF) where she led the strategic growth of the foundation- a pioneer in the field of education reform and

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advocacy. During her tenure at BwCF, Ms. Corcoran's advocacy efforts secured access to federal funding, NYC DOE shared facilities, support for special needs children, and stimulated general acceptance of the charter structure on the city, state and national levels. Ms. Corcoran redefined the concept of a central school support structure for charters which resulted in the launch of the New York City Charter Center, a \$40 million public/private venture. Prior to BwCF, Ms. Corcoran served as the Director of Special Projects at OSI with a broad range of responsibilities from overseeing the foundation's operating budget to supporting the concept development and launch of The After-School Corporation. Ms. Corcoran was an executive in International Trading and Treasury Operations and Systems for the Chase Manhattan Bank. Mimi has been a speaker for the American Bankers Association, a panelist at the Harvard Business School and at National Charter conferences. Ms. Corcoran serves on the boards of a variety of educational and youth related institutions. Ms. Corcoran lives in Brooklyn, New York with her husband Michael and their four sons. Ms. Corcoran received her B.A. in English from Yale University where she captained Yale Gymnastics and her M.P.A. in Public Policy and Finance from New York University – The Robert F. Wagner School of Public Service.

Tania Cordes

Tania Cordes is the Program Associate for Strategic Communications. In this role, she assists in preparing publications, coordinating events, maintaining the Open Society Institute–Baltimore's website and blog, and performing administrative tasks. She also assists with communications work for OSI's national Closing the Addiction Treatment Gap Initiative, housed in the Baltimore office. Before coming to OSI, Tania interned at the Center for Urban Families, where she worked with their Program Planning and Evaluation department. Before that, she spent her time working at a dog rescue organization and volunteering for a small foundation established by her family. Tania holds a BA in English and is currently pursuing an MFA in Creative Writing & Publishing Arts at the University of Baltimore.

Maggie Corser

Maggie Corser currently serves as a Program Associate in the Democracy Fund of the Open Society Foundations. Prior to joining OSF, Maggie worked for three years at Amnesty International USA as the Foundation Relations Associate. Before moving to New York to pursue graduate studies, Maggie interned and worked at the Refugee Development Center and Refugee Services in Lansing Michigan where she provided refugee advocacy and youth development work. As a Research Assistant for four years at Michigan State University, Maggie also gained qualitative and quantitative field experience working on several projects, including a community-based participatory study examining health disparities for low-income women of color.

After being awarded the 2010 Audre Rapoport Prize for Scholarship on Gender and Human Rights, Maggie published “Enhancing Women’s Rights and Capabilities: An Intersectional Approach to Gender-Based Violence Prevention” in the Rapoport Center’s Human Rights Working Paper Series. Maggie studied at Soochow University in China after receiving the National Critical Language Fellowship through the US State Department and Council for American Overseas Research. She has also studied at

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Babes-Boyai University in Romania and Koc University in Turkey. Maggie holds a B.A. in International Relations from Michigan State University, as well as an M.A. in International Affairs with a Human Rights concentration from the New School.

Adam Culbreath

Adam is the Program Officer for U.S. Programs' Soros Justice Fellowships, which award grants to individuals carrying out projects that seek to reform the U.S. criminal justice system. He came to OSI in October 2007 from The After-School Corporation (TASC) in New York City, where he most recently was the founding Program Director of TASC City Scholars, a citywide leadership and training program for high school students. Before coming to NYC in 2000, Adam worked for several years as a legal services attorney in California. He holds degrees from Brown University and Stanford Law School. Adam currently lives in Brooklyn with his wife and daughter.

Monique Dixon

Monique L. Dixon, J.D., is the Director of the Criminal and Juvenile Justice Program of OSI-Baltimore. She is responsible for developing, monitoring, and evaluating criminal and juvenile justice funding strategies for OSI-Baltimore, which seeks to reduce the overuse of incarceration as well as its social and economic costs. Prior to joining OSI-Baltimore, Monique served as senior staff attorney at Advancement Project in Washington, D.C., a non-profit civil rights organization. In that capacity, Monique assisted grassroots community organizations, lawyers, and public officials throughout the country with community-centered policing, education, voting rights, and affordable housing issues. She also co-authored several reports on zero tolerance school discipline policies that lead youth from schools to prisons. Monique joined the Advancement Project after working with the Public Justice Center—a Baltimore-based, non-profit legal organization. She served as the Center's first Equal Justice fellow where she spearheaded the Center's juvenile justice reform project, utilizing litigation and legislative advocacy to reform Maryland's juvenile correctional facilities. Monique, a member of the Bars of Maryland and the District of Columbia, has committed her entire legal career to public interest and civil rights law practice. She is a graduate of the University of Maryland School of Law.

Timothy Dorsey

Timothy Dorsey serves as Program Officer for the Strategic Opportunities Fund. In this capacity, Tim facilitates grantmaking related to research and development, rapid response to urgent situations, and special initiatives that address cross-cutting issues. Prior to his work at OSI, Tim served as Director of the Youth Media Learning Network (YMLN), a national initiative to support professional development for artists and educators who teach social-issue media production to young people. He has a broad range of experience in media arts, youth engagement, and nonprofit leadership related to education and social change. Tim currently serves on the National Advisory Committee for the NoVo Foundation; on the 2010 Conference Planning Committee for the Neighborhood Funders Group (NFG); and as Co-Chair of the Arts and Social Justice Preconference Committee for Grantmakers in the Arts (GIA). Tim holds a B.A. from Georgetown University and an M.A. from the Bread Loaf School of English at Middlebury College. He has been the

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recipient of fellowships from the Lannan Foundation, the National Endowment for the Humanities, the Center for Social Innovation at Stanford University, and the National Alliance for Media Arts and Culture (NAMAC).

Shawn Dove

Shawn Dove joined the Open Society Institute in May 2008 as the Campaign Manager for US Programs' Campaign for Black Male Achievement, a cross-fund grantmaking strategy to improve the life outcomes of black men and boys. He has more than two decades of leadership experience in youth development, education, and community-building, including serving as one of the founding directors of New York City's Beacon School movement; creative communities director for the National Guild of Community Schools of the Arts, and New York vice president for Mentor/National Mentoring Partnership. Before joining OSI, Dove served as Director of Youth Ministries for First Baptist Church of Lincoln Gardens in Somerset, NJ and was the publisher of *Proud Poppa*, publication for African American fathers.

Elise Dellinger

Elise Dellinger is a Program Associate with the Special Fund for Poverty Alleviation at the Open Society Foundations, which works to alleviate poverty in the United States through grantmaking focused on the nation's most marginalized populations in three main areas: by providing pathways to career-oriented education programs; by connecting low-income individuals to meaningful employment; and by ensuring that eligible individuals receive public benefits such as food stamps and health care. Before joining OSF, Elise worked with the Women's Institute for Secondary Education and Research (WISER) in Muhuru Bay, Kenya, to improve educational, economic, and health outcomes for high school girls, and she interned at Farm Workers Association of Florida to assist farmworker and rural low-income communities in taking control over the social, political, workplace, economic, health, and environmental justice issues that impact their lives. Elise received a BA in Cultural Anthropology from Duke University, with a minor in African and African American Studies.

Michael Franklin

Michael Franklin works in the OSI-Baltimore office as a Program Associate for the Community Fellowships and Initiatives Program. His responsibilities include planning events and conferences, writing newsletters, processing grants, performing general administrative duties, and assisting in the recruitment and support of over 100 Community Fellows. He previously worked in the Residence Life department at the University of Delaware while advising and heading numerous student organizations involved in LGBTQ advocacy and supporting the voices of minorities on campus.

Shruti Garg

Shruti Garg serves as a Program Associate for the Equality and Opportunity Fund. She primarily assists in EOF's grantmaking on immigrant rights and women's rights. Shruti graduated from Smith College with a B.A. in Comparative Literature and Spanish and recently received her Master of Public Policy degree from the University of Southern California. Prior to joining OSI, she worked at the L.A. County Department of Public

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Health where she focused on land-use strategies to foster healthy communities. Before that, Shruti worked at Southern California Grantmakers and at CREA, a women's human rights organization based in New Delhi. She has also interned at the Liberty Hill Foundation and at the L.A. Immigrant Funders' Collaborative.

Solomon Greene

Solomon Greene, a Senior Program Officer in the Equality and Opportunity Fund, manages OSI's Neighborhood Stabilization Initiative, which supports a range of strategies to promote sustainable homeownership and fair lending, mitigate the impacts of the current mortgage and foreclosure crisis, and prevent the recurrence of the crisis in the future. For the past year, Solomon has also managed EOF's LGBTQ rights grants. Prior to joining OSI, Solomon served as a Research Fellow at NYU's Furman Center for Real Estate and Urban Policy, where his research focused on predatory lending and foreclosure law. While at NYU, he also co-taught a graduate colloquium on critical issues in contemporary urban policy, and he has published on such diverse topics as comparative welfare reform, the history of juvenile courts, and informal housing in developing countries. Solomon received his B.A. from Stanford University, a Master of City Planning degree from the University of California at Berkeley, and a J.D. from Yale Law School. Prior to pursuing his graduate degrees, Solomon held leadership positions within several affordable housing organizations, including the San Francisco Mayor's Office of Housing, Mission Housing Development Corporation, and Hearth Homes Community Building.

Ruzana Hedges

Ruzana Hedges joined OSI-Baltimore as a Program Associate for Tackling Drug Addiction Program and a Campaign for a New Drug Policy, in March 2011. Ruzana is originally from the country of Georgia where she worked as a Program Coordinator for International Research and Exchanges Board (IREX) and as a Gender Specialist/Community Facilitator for the Women's Regional Center, a regional project of United Nations Development Program. Since relocating to the United States in 2006, Ruzana worked for the Center for Children, Families, and the Law at the University of Virginia and later joined the National CASA as a Court Appointed Special Advocate for Children in Charlottesville, Virginia. She holds a B.A. in English, Georgian Language and Literature and is currently pursuing her graduate studies in International Development Management at American University in Washington, DC. She is expected to graduate in the summer of 2011. Ruzana lives in Columbia, Maryland, with her husband and their two year old son.

Aida Henriquez-Brown

Aida Henriquez-Brown joined U.S. Programs in 1996, and worked for the Emma Lazarus Fund (ELF), a one-time, \$50 million grantmaking program. ELF was created by George Soros to assist immigrants affected by welfare reform and concluded its activities in 2000. From 2000 to 2003, Aida worked for the Director's Office assisting with its immigration and 9/11 grants and special projects. From 2004 to mid 2009, Aida worked for the Strategic Opportunities Fund and the Dept. of Grantmaking Strategies. Currently, as Administrative Coordinator, Aida is a part of the Finance & Administration team and

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will support USP's campaigns & funds to ensure accurate accounting of their administrative budgets and day-to-day expenses.

Tom Hilbink

Tom Hilbink is a Program Officer in the Transparency and Integrity Fund where he works on Judicial Independence, Constitution and Courts, Watchdog, and state-based grantmaking portfolios. Tom joined OSI in June 2007. Prior to joining OSI Tom spent five years as a professor at the University of Massachusetts and the University of California, Santa Barbara. He researched and wrote on the role of law and lawyers in social change and taught courses such as "Law, Politics, and Social Change," "Gods and Governments," and "Law & Lawlessness in the Boston Busing Crisis." Outside the classroom Tom worked with students and local activists in the fight against Guantanamo and hung out at local organic farms. Outside of academia, Tom has clerked for Judge Stephanie Seymour of the US Court of Appeals for the 10th Circuit, and worked for the ACLU, the Wisconsin Supreme Court, the International Law Commission of the U.N., SOS Racisme (a Spanish anti-racism organization), and the Supreme Court Historical Society. He lives in Brooklyn with his wife, Sue Holmberg (an international economist) and his daughter Thea (a baby). In his free time Tom likes to cook, garden, and refer to himself in the third person.

Erlin Ibreck

Erlin Ibreck is director of the Strategic Opportunities Fund (SOF), a flexible fund which develops special initiatives and projects that are prioritized for grant strategy research and development, and rapid response grantmaking. In her 12 years at OSI, she has been responsible for developing and launching a number of initiatives including New York City urban initiatives, programming in youth media, education; the first phase of a reproductive rights program and designing the exit strategy for urban debate. Her background in youth related issues and origins in East Africa was tapped when she was asked to serve as a senior advisor to the Network Youth Initiative and helped them design and launch a youth leadership program. While youth issues have been a prominent part of her life's work she has embraced working as a generalist in helping shape new programming.

Laleh Ispahani

Laleh Ispahani directs the Transparency and Integrity Fund, which supports initiatives that seek to ensure transparency and effective government oversight, and protect the integrity of government institutions. A lawyer and advocate specializing in democracy and human rights issues, Laleh spent 6 years at the ACLU as senior policy counsel before joining OSI in Fall 2008. Among other areas of focus, she specialized in felony disfranchisement, which involved federal and state coalition-related work, public education and advocacy, litigation, executive and legislative reform, as well as production of a documentary film, *Democracy's Ghost*, and several articles and book chapters applying comparative and human rights lenses to the subject.

Patricia Jerido

Patricia Jerido is a Program Officer at the Open Society Institute Democracy and Power Fund. Her responsibilities include grantmaking and identifying and supporting

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organizations that aim to build the social justice eco-system. Patricia has worked as a social worker and community organizer on human rights issues and Program Officer at the Ms. Foundation for Women. Patricia also consulted with non-profits and foundations on economic, health, and leadership development issues. Patricia is a graduate of Rutgers University and Hunter College Graduate School of Social Work.

William Johnston

William Johnston is Program Officer for Open Society Institute U.S. Programs' Criminal Justice Fund (OSI). Since joining OSI in August 1999, he has served as Program Officer for a wide range of OSI's criminal justice priorities, including: grassroots organizing and movement-building for reversing prison expansion; ending prison privatization; juvenile justice policy reform; improving public defense; death penalty reform and abolition; eliminating racial profiling, and reentry. His current focus includes sentencing reform; drug policy reform; reorienting the criminal justice system to minimize incarceration and excessive punishment and foster successful reentry; strengthening civil society institutions and infrastructure in high incarceration neighborhoods; and promoting the civic and political inclusion, re-enfranchisement, and leadership of people with criminal records. Originally from Philadelphia, William worked as Program Manager of the Eastern State Penitentiary Historic Site, where he conducted public education on the social history of prisons and punishment and where he developed the education and interpretation programming of the museum as a member of its Education & Interpretive Committee and Chair of its Exhibits Committee. He earned a Bachelor of Science degree in sociology at Drexel University and studied sociology at Columbia University with a focus on the relationship between incarceration and economic, racial, and social inequality.

Pamela King

Pamela King is the Director of Community Fellowships and Initiatives of the Open Society Institute-Baltimore. Pamela created and manages the Community Fellowships Program at OSI-Baltimore. Annually, up to 10 individuals are selected to use their skills and experience to work in Baltimore's underserved communities. Over the twelve years of the initiative, the Fellows have developed into a peer network of social entrepreneurs committed to solving Baltimore's most intractable problems. To date, over 100 individuals have taken advantage of the Fellowship experience. Pamela was responsible for launching and establishing the Baltimore Urban Debate League Program in partnership with the Baltimore City Public School System. Modeled after the New York Urban Debate League, the Baltimore Urban Debate League is known nationally as an innovative, successful, and transformative program that has grown to include over 60 middle and high schools.

Andy Ko

Andy Ko is Campaign Manager for the Open Society Foundations' Campaign for a New Drug Policy. Prior to OSF, Andy served as State Strategies Counsel for the national Drug Law Reform Project of the American Civil Liberties Union from 2008 to 2010 and Director of the Drug Policy Reform Project of the ACLU of Washington from 2001 to 2008. He graduated from Tufts University, with bachelors degrees in International

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Relations and History, and New York University School of Law. He received a Skadden Fellowship to represent homeless families with the Legal Aid Society of New York City's Homeless Rights Project, where he worked from 1989 until 1997. He then relocated to Seattle, Washington, taking a position with Columbia Legal Services, where he represented indigent clients in public assistance, housing and other subsistence related legal matters until 2001.

Raquiba LaBrie

Raquiba LaBrie is the Director of U.S. Programs' Equality and Opportunity Fund at the Open Society Institute (OSI). In this role, Raquiba directs grantmaking focused on ensuring justice and equality, prohibiting arbitrary and discriminatory government action, and lifting barriers that prevent people from participating fully in economic, social, and political life. In 2007, Raquiba helped design and launch an OSI initiative to respond to the sub-prime lending crisis. Raquiba was previously the program director of U.S. Programs' Sentencing & Incarceration Alternatives Project, which sought to reduce the scale of incarceration in the U.S. by: eliminating race and class disparities in sentencing and incarceration; promoting alternatives to incarceration; and limiting prison growth and prison privatization. Raquiba also directed the Soros Justice Fellowships and served as program officer for U.S. Programs' Access to Justice program, which focused on strengthening the federally funded civil legal aid field. Prior to joining OSI, she was an associate in the exempt organizations practice group of Patterson, Belknap, Webb & Tyler. While there she represented a range of private foundations and non-governmental organizations, including community economic development organizations, social justice activists, and funders supporting micro-credit lending institutions in Africa, Asia and Latin America. She graduated from Yale- College and Harvard Law School.

Jimmy Lam

Jimmy Lam is the Executive Assistant to the Executive Director of U.S. Programs, providing administrative support to the New York office of Dian Morris. Jimmy came to OSI after a long and eventful career in the non-profit world that took him to work in Oxford, the UK; the Caribbean region; and finally the US. Jimmy previously served as a Board member to two grassroots organizations: the Audre Lorde project (the only people of color LGBT community institution) and at Trazarte (a Dominican cultural animation initiative working in the Dominican Republic and in Washington Heights) where he served as Chairperson for a couple of years. Jimmy graduated from the Universidad Autonoma de Santo Domingo with a major in English and a minor in Political Science, and he recently completed a course for an International Relations' Master Degree at City College.

Gladys Lopez

As Executive Assistant for U.S. Programs, Gladys is part of the administrative team that provides support to the Executive Director and the Deputy Director of U.S. Programs. Before that, Gladys served as a Program Assistant for the Strategic Opportunities Fund (SOF). Gladys joined OSI in October of 1993 as the Program Assistant to the Program on Law & Society, Youth Initiatives and SOF. Gladys enjoys working in a challenging capacity.

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Lori McGlinchey

Lori McGlinchey is Senior Program Officer for the Transparency and Integrity Fund, where she works on media and technology policy, journalism, state-based grantmaking and watch dog groups. Previously, she was Assistant Director of U.S. Programs. In that role, she participated in the management of day-to-day operations of U.S. Programs and developed grantmaking in several areas, including media policy reform, investigative journalism, documentary film, and the politicization of science-based policymaking. She has also developed special communications initiatives for OSI, including the 2006 Soros/Sundance Documentary Fund: A Tenth Anniversary Film Series, a retrospective of nineteen human rights documentaries, accompanied by panel discussions at the Film Forum in New York City. Lori joined OSI in September 2000 and served as Program Officer for the Project on Death in America until the program closed in 2004. Before OSI, Lori served as Director of Programs for six years in a non-profit cultural organization focused on Eastern European Jewish history and Yiddish culture, where she designed museum exhibits and produced a 13-hour radio series for NPR.

Joe Moffett

Joe Moffett began his position as an Administrative Coordinator with USP Finance and Administration in April, 2010. Prior to joining OSI, he worked as Coordinator for the Alumni Relations Office at New England Conservatory, his alma mater. He received his Bachelor of Music in Jazz Performance Studies in 2006 and was subsequently involved in a number of after-school music programs in the Boston area. Joe has settled in Brooklyn and continues to pursue musical projects in and around New York.

Diana Morris

Diana Morris is Interim Director of U.S. Programs and the Director of the Open Society Institute-Baltimore, a field office which OSI established in 1988 to serve as a laboratory for understanding and addressing the dynamics in play in urban centers in the U.S. Her fields of work have included public interest law, immigration, inter-group relations, addiction, criminal justice, and high school reform. From 1991-97, she served as the executive director of the Blaustein Philanthropic Group, a set of eight family foundations based in Baltimore which awards local, national and international grants. Previously, Diana was a Program Officer at the Ford Foundation, first as a Program Officer for Refugee and Migrant Rights (1982-1987) and then as a Program Officer for Human Rights and Social Justice for Eastern and Southern Africa (1987-1990). Diana began her career as an Attorney-Adviser for Human Rights and Refugee Matters in the Office of the Legal Adviser at the Department of State. She holds an A.B. from Smith College and a J.D. from Boston University and is a member of the New York State Bar. Diana served as president of the Association of Baltimore Area Grantmakers from 1996-2000 and was a member of its board from 1994-2001. She is currently a member of the Baltimore Substance Abuse Systems Board of Directors, the Safe and Sound Campaign Board, and the Baltimore City Re-entry and Re-integration Steering Committee.

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Heddy Nam

Heddy Nam is a Program Associate in the Democracy and Power Fund. Prior to joining OSF, she spent 4 years at the US section of Amnesty International working on strategic planning, campaigns to combat gender-based violence, and most recently served as the Assistant to the Executive Director. She is also passionate about youth development and has worked to engage young people in community development in the US and in international advocacy at Common Cents, Global Nomads Group, and the One World Foundation. Heddy is a native of Seoul, Korea and has worked abroad in Rwanda, Cambodia and India. She is a graduate of Barnard College where she obtained her BA in Political Science and Human Rights Studies.

Priscilla Newton

Priscilla joined the staff of OSI-Baltimore in January 2007 as Executive Assistant to the Director of OSI-Baltimore, where she is responsible for grants administration, budget preparation and expense reporting, procurement and contract preparation, and human resource support matters. Priscilla's prior experience includes 11 years at TASH (formerly the Association for Persons with Severe Handicaps) as the editor of *TASH Connections*, the organization's newsletter. Previously, she worked for five years at the Lawyers' Committee for Civil Rights Southern Africa Project as assistant to the director and, in that capacity, served as the grant administrator of its legal assistance fund. Priscilla holds an M.S. in Human Resource Development from Towson University. Priscilla volunteer work with community organizations has included serving 4 years on the Baltimore City Citizens Review Board for Children, reviewing of out-of-home placements for children in foster care; 4 years as liaison to the Community Loan Review Board of the National Urban League; and 2 years as a reading tutor with the Center for Adult Literacy and Learning. The mother of a 10-year-old, Priscilla enjoys volunteering at her daughter's school, and served 3 years on the executive board of the St. Pius X Home and School Association.

Leonard Noisette

Leonard Noisette is the Director of the Criminal Justice Fund, U.S. Programs, at the Open Society Institute. In this role, he oversees OSI's grant-making and programmatic efforts to improve the administration of criminal justice and decrease the country's over-reliance on mass incarceration and harsh punishment. From 1993-2008, he was the executive director of the Neighborhood Defender Service of Harlem (NDS) a nationally recognized leader in the provision of community-based indigent defense services. Lenny has litigated criminal matters at both the trial and appellate level and trained and supervised young lawyers; he has been a faculty member of the New York State Defenders Association Basic trial Skills Program, the National Criminal Defense College and the National Defender Leadership Institute; and is an adjunct professor of law at Fordham University and Columbia University.

Cristina Parnetti

Cristina Parnetti manages the Grantmaking Operations Department (GO) within U.S. Programs. The primary goal of GO is to support strategic grantmaking by U.S. Program's funds and campaigns by: (i) Documenting program activities and strategies and

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developing a repository of knowledge, best practices and innovations; (ii) Designing learning spaces and capacity building opportunities for staff; (iii) Supporting a culture of inquiry, reflection and evaluation and; (iv) Developing and implementing grantmaking systems and compliance standards. Cristina comes to OSI after 15 years working on international development issues. Between 1998 and 2009 she worked at the Synergos Institute, a global non-profit organization, where she acted as an advisor and coach to philanthropic individuals and organizations, created and delivered technical assistance interventions and multi-year capacity building programs for non-profits, and researched, documented and disseminated philanthropic best practices. Cristina has also worked as a consultant for UNIFEM, UNICEF and Trickle Up and as a teaching assistant for the School of International Relations at Universidad del Salvador in Argentina. She has strong expertise on the Latin American non-profit and philanthropic sector and has worked in countries such as Argentina, Colombia, Brazil, Chile, Ecuador, Puerto Rico, Dominican Republic, Costa Rica, Mexico and Peru. Cristina holds an MA in Economic and Political Development from Columbia University in New York. A national from Argentina, she has adopted New York as her home and currently lives in Westchester County with her husband and her two children.

Terrance Pitts

Terrance is a Program Officer for the Criminal Justice Fund where he supports grantmaking strategies for the indigent defense and death penalty portfolio. Prior to coming to OSI, Terrance served as a Program Officer with the Academy for Educational Development, where he designed and implemented leadership development strategies to support emerging social justice leaders through the New Voices Fellowship Program. Terrance has served as a research analyst with the United Nations, working with UNICEF, the Department of Humanitarian Affairs and the Intergovernmental Consultations on Refugee, Migration and Asylum Policies in Europe and North America. In 2001, Terrance coordinated lobbying of government officials as a participant of the International Criminal Justice Caucus at the UN World Conference Against Racism, held in Geneva, Switzerland. As a New Voices Fellow, Terrance was the international coordinator for the National Coalition to Abolish the Death penalty, where he collaborated with NGOs to raise awareness about human rights and the death penalty. He has also worked briefly with the American Civil Liberties Union and Penal Reform International. Terrance earned a JD from Northwestern University, a Masters of Arts in Law and Diplomacy from Tufts University, and an AB from Stanford University. He brings to OSI a passion for social justice, in particular an interest in engaging with communities most impacted by the criminal justice system.

Rochelle Rosenbaum

Rochelle first came to OSI in 1996 to work for the Emma Lazarus Fund. After 50 million dollars were disbursed Rochelle joined the Reproductive Health and Rights Program. Once that program ended she moved to closing out the grant records for U.S. programs. Rochelle is here to help with all grants that have passed the retention period.

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Tricia Rubacky

Tricia joined OSI- Baltimore in November 2008 as Director of Development. She is responsible for meeting a challenge from George Soros to raise \$20 million from local and national foundations, corporations and individual donors for the Baltimore office by 2010. For more than 30 years, Tricia has raised funds and taught fundraising for local, statewide and national nonprofit organizations with an emphasis on social justice. Tricia has expertise raising funds from foundations, corporations, events, individual annual gifts, and workplace solicitation programs. In her recent past, Tricia has served as Development Director for Advocates for Children and Youth (Maryland), the Maryland Association of Nonprofit Organizations, and the Center on Budget and Policy Priorities (Washington, DC).

Debra Rubino

Debra Rubino is the Director of Strategic Communications of OSI-Baltimore. She is responsible for the creation and implementation of a new, integrated communications platform for OSI -Baltimore, including publications, public relations, electronic media, and events, especially to support the Campaign for Baltimore. From 1998 to January 2006, Debra served as vice president for communications at Goucher College, and was responsible for creating a new, comprehensive identity for the college, which had been a former women's college. From 1988-1996, she served first as director of institutional communications at the Maryland Institute College of Art (MICA), and then from 1996-1998, as associate vice president. Rubino is also an active professional artist—a photographer and printmaker. She holds a B.A. degree from Franklin and Marshall College and an M.F.A. from the Maryland Institute College of Art.

Archana Sahgal

Archana Sahgal is a Program Officer at the Open Society Foundations' Equality and Opportunity Fund, where she oversees the immigrant rights and racial justice portfolios. Prior to the Open Society Foundations, she consulted for the Rosenberg Foundation and the Silicon Valley Community Foundation and served as staff at the Color of Democracy Fund, Asian Americans/Pacific Islanders in Philanthropy, The San Francisco Foundation, and M&R Strategic Services. Archana also co-founded and directed the Civic Engagement Fund for Arab, Middle Eastern, Muslim, and South Asian Communities, the first philanthropic collaborative focused on communities impacted by the events of September 11, 2001. She sits on the Board of Directors of Californians for Justice and South Asian Americans Leading Together (SAALT) and serves as Vice-Chair of the Korematsu Institute for Civil Rights and Education's Advisory Board. Archana received her B.A from Claremont McKenna College and her J.D. from the University of California at Davis School of Law.

Rashid Kwame Shabazz

Rashid Kwame Shabazz is the Campaign for Black Male Achievement's newest member and Program Officer. He brings with him a robust professional history of community organizing and strategic communications work with progressive organizations, including the Drug Policy Alliance, the Prison Moratorium Project, Break the Chains and The New York Funder's Collaborative. A former recipient of an OSI-funded Social Justice

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Fellowship at the New York University Wagner Graduate School of Public Service, Shabazz most recently served as a senior account executive with Fenton Communications, where he developed media and communications projects for nonprofit clients, and authored a white paper, *Seize the Moment: Reframing the Story of Black Males in the Media*. He currently sits on the board of Youth Media Reporter and Project Set.

Michael Sosa

Michael Sosa is the Administrative Coordinator for the Executive Office of U.S. Programs. He was born and raised in Brooklyn, New York, in the quaint little neighborhood of Kensington. He attended Oberlin College, in Ohio, where he majored in Comparative American Studies, an interdisciplinary approach to American studies that draws on anthropology, sociology, history, and ethnic studies. As an Oberlin College Bonner Scholar, a public-service scholarship, of which a key part was working with non-profit organizations, Michael was fortunate enough to intern with the Hispanic Federation, Harlem Legal Services, and Idealist.org, where he developed its Community Action Center, an online resource tool for community organizing. Michael's foray in publishing resulted in stints with *The Nation* magazine, The New Press, and Houghton Mifflin Harcourt, before finally arriving to the Open Society Foundations, in November of 2010.

Jane Sundius

Jane Sundius, Ph.D. is the Education and Youth Development Program Director at the Open Society Institute-Baltimore. She is responsible for the development and implementation of a grant making program that works to enhance access to high quality learning opportunities for all of Baltimore's youth, both in and out of school. Major programs supported by this program include the Safe and Sound Campaign's city-wide after-school initiative, a grant-making and technical assistance initiative aimed at reducing suspension and expulsion in Baltimore public schools and an effort to develop alternative schools to serve over-aged and under credited youth. Most recently, she serves as a co-chair of the Student Attendance Work Group charged by the Baltimore City Mayor and School Superintendent with investigating the high rates of student absence and identifying ways to dramatically increase the number of children who attend school every day. Prior to her work at the Open Society Institute, Jane worked as a research and evaluation consultant to local foundations and non-profit organizations and was the administrator of a graduate program in public policy. She also served as a senior research associate on a longitudinal study of Baltimore City Public School children analyzing the effects of poverty and family characteristics on school performance. She holds a Ph.D. in sociology and a M.A. in public policy from the Johns Hopkins University.

Luisa H. Taveras

Luisa Taveras joined the Open Society Institute as a Program Officer with the Criminal Justice Fund in February 2010. Ms. Taveras has over fifteen years of legal, program planning, advocacy and public policy experience in the criminal and juvenile justice systems. Prior to joining OSI she was a Project Director at the Vera Institute of Justice's Planning and Government Innovation Unit. Ms. Taveras also served as Project Director of the Bronx Juvenile Accountability Court, a project of the Center for Court Innovation,

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and the first alternative-to-incarceration problem-solving court model in Family Court. From 1993 to 2003, Ms. Taveras was a criminal defense attorney with Building Services 32 BJ and the Neighborhood Defender Service of Harlem in New York City.

Ms. Taveras is a Coro Leadership New York Fellow. She is a former member of The Association of the Bar of the City of New York's Juvenile Justice Committee, and is a frequent guest speaker at local and national conferences on issues related to the evolving role of family court in the lives of juvenile offenders.

Ms. Taveras holds a Juris Doctor from Fordham University School of Law, and a B.A. in History and Latin American Studies from Colgate University.

Kima Taylor

Kima Taylor is the Program Director of the OSI-Baltimore's Tackling Drug Addiction Initiative. This initiative aims to increase access to addiction treatment so that all of those in need will have access to care. Kima is a pediatrician by training and after working in a clinic for the uninsured and underinsured, she decided to "treat the system" instead of banging against the system one patient at a time. Kima went back to school on a fellowship from the Commonwealth Fund and received her Masters of Public Health. From there she went to the US Senate and worked for Senator Sarbanes (D-MD) as a health and social policy legislative assistant. She then transitioned to Baltimore City and became Deputy Health Commissioner under Josh Sharfstein. Kima then realized that she wanted/needed to spend more time with her family and left the 24/7 emergency all the time work life in search of balance. Her search led her to OSI-Baltimore, where she could work on a subject she was passionate about while still being able to see her family.

Bill Vandenberg

Bill Vandenberg is the Director for the Open Society Institute's Democracy and Power Fund, a social change grantmaking program housed within OSI's U.S. Programs. Prior to OSI, Vandenberg lived in Denver for 17 years, where he was the Executive Director for the Colorado Progressive Coalition (CPC), the statewide, multiracial nonprofit that he co-founded in 1996. Bill led CPC's work to advance civil rights, with highlights including long-time leadership in the state's pro-affirmative action coalition, stewardship of the organization's immigrant justice and juvenile justice system reform organizing, and lobbying successfully to pass one of the nation's strongest anti-racial profiling laws. He also led campaigns to raise Colorado's minimum wage in 2006; expand grassroots support for rolling back the most onerous provisions of the "Taxpayer Bill of Rights," the nation's most restrictive and anti-government public investment law; and build the largest non-partisan voter mobilization drive in Colorado history, recognized by TrueMajority in 2004 as one of the nation's top-five community-based voter programs. Bill is an experienced organizer, nonprofit lobbyist, campaign strategist, media spokesperson, and multiracial coalition and organization builder and has served on boards or steering committees for the Colorado Immigrant Rights Coalition, Colorado Unity Coalition for Affirmative Action, Denver Foundation Expanding Nonprofit Inclusiveness Initiative, Rights for All People/ Derechos Para Todos, Shadow Theatre Company, and USAction. He is a 1991 graduate of Boston College and a 2007-8 fellow

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in the Rockwood Leadership Program's yearlong national fellowship for transformative leadership in the nonprofit sector.

Christina Voight

Christina Voight currently works on the Soros Justice Fellowship Project which supports outstanding individuals, including lawyers, advocates, grassroots organizers, activist academics, journalists, and filmmakers, to implement innovative projects that address one or more of the priorities of OSI's Criminal Justice Fund, at the Open Society Institute. Christina also attends the Graduate Center at the City University of New York where she is a Ph.D. candidate studying sociology. Before joining OSI, Christina founded and implemented programs that help give incarcerated women the voice to advocate for themselves in regards to their parental rights. Christina also has been the feature for many media spreads on women in prison and has received many awards and honors for her diligent efforts of advocating for incarcerated women and their children; Christina remains a true activist in fighting for the rights of prisoners and former prisoners. She is a member of several women advocacy groups in the New York City, one being the active member of CLEAR, a group of former prisoners which conducts research regarding the criminal injustices in the United States.

Jed Weeks

Jed Weeks is a Development Associate at OSI-Baltimore. The Development Office is charged with raising \$20m for OSI-Baltimore Programs, which will be matched by Mr. Soros. Jed is a native of Baltimore, MD. Previously, he was Deputy Finance Director and Technology Director on Delaware Gov. Jack Markell's gubernatorial race. He enjoys biking, kayaking, coffee, and Ultimate Frisbee.

Elisabeth Williams

Elisabeth recently joined OSI as a Manager of Finance and Administration where she will be focusing US Programs financial and administrative operations. Originally from France, Elisabeth studied Political Science with a focus on International Relations at the University of Paris (VIII) and then moved to the US (Washington DC) to obtain a master in business and administration. Elisabeth recently relocated to New York, after a decade in Washington, DC, where she managed Proposal budget, financial operations and contract/grant development for a variety of non-profits, most recently RTI International, a leading global research institute providing research and technical services to government, industry and academia in the U.S. and more than 40 countries worldwide. From her previous experiences, Elisabeth has gained a strong knowledge of financial and administrative operations in a non-profit settings and she is looking forward to working in close collaboration with the U.S. Programs staff and partners in OSI's central administrative offices. At home in Brooklyn, Elisabeth enjoys practicing Pilates, reading and painting when she am not running after her one toddler, one crawling infant, and her dog.

Jamie Wood

Jamie Wood has been an Associate with US Program's Campaign for a New Drug Policy since December, 2011. He came to US Programs after serving two years as OSF's

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International Women's Program's Executive Assistant. Prior to joining the Open Society Institute, he spent two years working with Amnesty International, USA in various support roles within the Executive Office and department of Organizing, Membership & Campaigns. He lived and worked in the Chiang Rai province of Thailand for two years, where he worked for the Development and Education Program for Daughters and Communities Centre (DEPDC), an NGO that focuses on the prevention and response side to human trafficking in the Greater Mekong Sub-region. There, he administered newsletters and progress reports for English-speaking donor communities, taught English, basic Thai, and coached a running team. He holds a BA from Fordham University in Sociology and Theatre, and is currently pursuing a Master's degree in Public Health at NYU.

Luna M. Yasui

Luna Yasui is a Program Officer at the Open Society Institute's Equality and Opportunity Fund, where she oversees the LGBTQ rights and gender justice portfolios. Her work is informed by over a decade of experience leading state and local policy initiatives to protect the rights of low-wage workers, expand diversity in education and employment, promote language rights, protect immigrant rights, and advance LGBTQ equality. Drawing on her advocacy experience, Luna has written policy papers, reports for foundations and law review articles in many of these issue areas. She received her B.A. from Brown University and her J.D. from the University of Pennsylvania School of Law.