

U.S. Programs Staff Bios

Cristóbal Joshua Alex

Cristóbal Joshua Alex is a Program Officer with the Democracy and Power Fund. Prior to joining OSI, Josh served as the director of the National Campaign to Restore Civil Rights. He also served as president of the Latina/ o Bar Association of Washington, established the Farmworker Justice Project, and the Latino Political Action Committee, and has successfully advocated before the United Nations and various federal and state governmental bodies. Josh is the son of immigrants and a native of Texas.

Katie Barnett

Katie Barnett is a 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.

Ann Beeson

Ann Beeson, a distinguished human rights advocate, joined the Open Society Institute in June 2007 as the Executive Director of U.S. Programs. She is spearheading funding programs to address the most acute challenges to open society in the United States, including increasingly punitive national security, criminal justice, and immigration policies; massive rates of incarceration; decreasing transparency and accountability in government; entrenched structural racism; and enduring inequality. Before joining OSI, Ann was associate legal director of the American Civil Liberties Union. She has argued twice before the U.S. Supreme Court and litigated numerous cases around the country. Ann launched groundbreaking initiatives at the ACLU to stop the erosion of civil liberties in the name of national security and to expand the use of international human rights strategies in the areas of immigrants' rights, women's rights, and racial justice. She brought landmark cases to challenge the USA Patriot Act and the National Security Agency's illegal surveillance of Americans without a warrant. In June 2007, Ann was named one of the 50 most influential women lawyers in America by the *National Law Journal*. Among other awards, in 2000 she was honored as a “Global Leader for Tomorrow” by the World Economic Forum. Beeson graduated from Emory University School of Law, and clerked for the Honorable Chief Judge Barefoot Sanders of the Northern District of Texas. She is a Texas native, and holds a master's degree in ethnomusicology from the University of Texas.

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.

Victor Capoccia

Victor Capoccia, Ph.D. a Program Director of the National Initiative to Close the Addiction Treatment Gap. The project aims to increase awareness of and demonstrate approaches to increasing resources for the four out of five Americans who need but lack resources to obtain addiction treatment. Previously he led the Robert Wood Johnson Foundation’s Addiction Prevention and Treatment team, and was the President and CEO of CAB Health and Recovery Services, Inc. a community based provider for inpatient, residential, outpatient, prevention, and related health services in the alcohol and drug addiction field. He was an invited member of the Institute of Medicine Committee on Community Based Drug Treatment; and Chairman of CSAT’s National Treatment Plan workgroup on Improving Treatment Systems. Earlier, Victor was Director of Community Health Services for the City of Boston, Department of Health and Hospitals. He also served on the faculty of Boston College Graduate School of Social Work as an Associate Professor. He holds a Ph.D. in Health Policy from Brandeis University’s Heller Graduate School.

Lindsey Caruso

Lindsey Caruso is the Program Associate for the national Closing the Addiction Treatment Gap project, as well as OSI-Baltimore’s Tackling Drug Addiction Program. Prior to coming to OSI, she worked with a multidisciplinary team of professors at Vassar College to create the course “Rethinking New Orleans: For the Future,” which provided students with an in-depth examination of the social and environmental impacts associated with Hurricane Katrina. She was also awarded a Burnam Fellowship to work with the Louisiana Bucket Brigade in their work to respond to the Murphy Oil Spill, a million-gallon oil spill that devastated her former neighborhood in St. Bernard Parish, Louisiana. A New Orleans native, Lindsey holds a BA in urban studies with concentrations in sociology and community organizing from Vassar College.

Nancy Chang

Nancy Chang leads the Open Society Institute’s National Security and Human Rights Campaign, which was launched in January 2008 with the goal of restoring human rights while promoting a progressive national security policy. Previously, Nancy served as the Program Officer for the Open Society Institute’s Gideon Project, which supported the fair

administration of criminal justice through repeal and reform of the death penalty, indigent defense reform, and measures to end racial profiling in law enforcement. Prior to joining the Open Society Institute in 2005, Nancy was a Senior Litigation Attorney at the Center for Constitutional Rights in New York City, where her docket focused on protecting the First Amendment rights of political activists and the due process rights of non-citizens held in immigration detention, and on ending racial, ethnic, and religious profiling. Previously, Nancy was a Supervising Attorney at South Brooklyn Legal Services, where she engaged in both direct representation and impact litigation on behalf of low-income residents of Brooklyn, New York. Nancy is a graduate of the New York University School of Law and the author of *Silencing Political Dissent: How Post-September 11 Anti-Terrorism Measures Threaten our Civil Liberties* (Seven Stories Press 2002); “How Democracy Dies: The War on Our Civil Liberties,” published in *Lost Liberties: Ashcroft and the Assault on Personal Freedom* (The New Press 2003); and “The War on Dissent,” *The Nation* (September 13, 2004).

Angela Cheng

Angela Cheng is Program Associate in the Criminal Justice Fund. Before joining OSI in March 2008, she was the client coordinator at Lawyers Alliance for New York, a nonprofit legal service provider serving nonprofit organizations that develop affordable housing, stimulate economic development, and operate vital programs for youth, the elderly, recent immigrants, and other low-income New Yorkers. Angela is a MPA candidate specializing in public policy analysis at the Wagner School of Public Service at NYU, where she is a board member of Students for Criminal Justice Reform and the Wagner Nonprofit Network, and an editor for the *Wagner Review*, the student-run academic journal. She received a BA in Politics from NYU, with minors in French and Journalism.

Fei Chin

Fei Chin joined OSI in March, 2007 as the Program Administrator for Grantmaking Strategies, and transitioned into the role of Administrative Coordinator with Grantmaking Operations in 2009 where she works with Cristina Parnetti to support USP’s strategic grantmaking. Prior to joining OSI, Fei worked in refugee resettlement with an international humanitarian relief organization where she worked on advocacy, affiliate relations, and grants administration. Fei was a Peace Corps volunteer in Slovakia, and spent a year backpacking solo around the world. She holds an MBA from Thunderbird, School of Global Management.

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.

Sophia Conroy

Sophia Conroy is a Program Officer in the National Security and Human Rights Campaign, participates on the Steering Committee of the US Human Rights Fund, and co-coordinates the US Human Rights Working Group of the International Human Rights Funders Group. She joined OSI in 2004 as a Program Associate on judicial independence, LGBT rights, and civil liberties. Previously, she worked as Tibet research team coordinator for Human Rights Watch and was a lead campaigner for five years in the Tibet movement. She serves on the Leadership Council of Students for a Free Tibet, on whose board she served for eight years as a founding member helping to build the international grassroots organization from its infancy and to develop its leadership training program. Sophia received her B.A. in Philosophy from Vassar College.

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 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.

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

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.

Eric Ferrero

Eric Ferrero is the Deputy Director of U.S. Programs. Eric has worked at national social-justice advocacy organizations for the last 15 years, including those focusing on the criminal justice system, the rights of LGBT people and those with HIV/AIDS, reproductive freedom, and extreme poverty. (Several of the organizations he has worked for are USP grantees.) For the last four-and-a-half years, he has served as Communications Director at the Innocence Project, the national organization that uses DNA testing to exonerate innocent prisoners and pursues reforms in the criminal justice system. As part of the Innocence Project's senior management team, he has helped more than double the organization's budget, staff size and caseload over the last couple of years. Prior to that, he ran campaigns and communications at Physicians for Reproductive Choice and Health, Lambda Legal and the ACLU's LGBT Rights and HIV/AIDS Projects (where he also did crossover work on the rights of prisoners, women and immigrants). Earlier in his career, he was in Washington, DC, at the National Law Center on Homelessness and Poverty and the National Mentoring Partnership, after working in the California State Legislature and registering/mobilizing migrant farmworker communities for statewide political campaigns in California. He is the lead author of "Too High a Price: The Case Against Restricting Gay Parenting (Introduction by Rosie O'Donnell)," first edition, and his writing has appeared in the Washington Post, USA Today, the Wall Street Journal and numerous other outlets.

Michael Franklin

Michael Franklin works in the OSI-Baltimore office as a Program Assistant 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 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.

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

Jimmy Herrera

Jimmy Herrera is the Executive Assistant to the Executive Director of U.S. Programs, providing administrative support to the office of Ann Beeson. 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.

Orelida Hicks

Orelida Hicks joined the U.S. Programs Executive Director's office over 11 years ago to support the arts and culture program and the Deputy Director. Orelida is the primary assistant to Nancy Youman, and she plays a central role in planning and coordinating logistics for U.S. Programs' quarterly board meetings. Orelida also provides administrative assistance to the broader Executive Director's office, including scheduling, travel arrangements, processing American Express bills and expense payments, managing U.S. Programs' filing space, and helping to keep U.S. Programs looking spiffy.

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 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.

Nashay Jones

Nashay Jones is the Program Associate in the Democracy and Power fund. Before joining OSI in February 2010, she served as the Executive Assistant to the Executive Director of Amnesty International USA where she participated heavily in the Campaign to Abolish the Death Penalty through speaking engagements and major outreach efforts on college campuses. Prior to serving as the Executive Assistant to the Executive Director, Nashay worked in Amnesty International's Southern Regional office where she

served as Office Administrator for the eleven state region, managing the office's systems, interns, and budgets while serving as the regional point person for the AIUSA Denounce Torture campaign. She received a B.A. in Political Science from Howard University.

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.

Hyon Seo Kwon

Hyon Seo is the Program Associate with the National Security and Human Rights Campaign at OSI. Prior to joining OSI, Hyon Seo worked at the Japan Foundation Center for Global Partnership where she focused on the Foundation's Grassroots Exchange Program that facilitated collaboration between nonprofit organizations in Japan and the U.S., and the Education Program in support of outreach projects addressing the needs of K-12 students, educators, and the surrounding community. Prior to her work with the Japan Foundation, Hyon Seo worked as a program and fund development specialist at a nonprofit organization based in Milwaukee, whose mission was to prevent teen pregnancy and empower teens, single mothers and fathers through in-home and community-based efforts. Hyon Seo currently serves on the grantmaking committee of the Korean-American Community Foundation. Hyon Seo majored in political science and fine arts at Franklin and Marshall College and completed a master's degree in international affairs and a nonprofit management fellowship program at Marquette University.

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.

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. Gladys is also currently serving as Program Assistant for Erlin Ibreck of the Strategic Opportunity Fund (SOF) until new program staff are on board. 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.

Michael McCutcheon

Michael McCutcheon joined OSI's U.S. Programs in November 2007 and is currently a Program Associate with its Transparency and Integrity Fund. Previously, he worked at the *The Nation* magazine, the Center for Law in the Public Interest, in Los Angeles, and as a field organizer during the 2004 presidential campaign. Michael received his BA in Psychology from Pomona College.

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 Moffrett

Joe Moffrett 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 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.

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.

Thao Nguyen

Thao Nguyen is a recent graduate from the Maryland Institute College of Art, where she focused her art studies on exploring issues of cultural and community identity. As an undergrad, she took time off to travel to Vietnam where she became engaged in Ho Chi Minh City's emerging yet clandestine artist community, aiding in the start-up of the country's only non-profit arts space, San Art Space. She previously and still currently works as a Program Assistant for Baltimore Mural Program at Baltimore Office of Promotion and the Arts, collaborating with artists and community members to bring

murals into challenged neighborhoods. Now, as part-time Program Assistant to OSI Baltimore's Community Fellowship Program, Initiatives, she hopes to employ her experience and creative energy to strengthening the work of the program and the fellows' impact within the community.

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 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.

Lorraine Ramirez

Lorraine Ramirez serves as a Program Associate for the Equality and Opportunity Fund. She focuses on supporting EOF's grantmaking in gender justice, LGBTQ rights, and the Neighborhood Stabilization Initiative. Prior to OSI, Lorraine was the Program Associate at Astraea Lesbian Foundation for Justice, a global LGBTI foundation, working primarily in the US grantmaking programs. Lorraine has served as a Board Member and the Capital Campaign Committee Chair of the Audre Lorde Project, and as a Board Member of Queers for Economic Justice. Lorraine is currently a member of the Justice Committee, a Latina/o-led organization building a movement against police violence and systemic racism in New York City. Lorraine earned a B.A. from Pomona College in Women's Studies, with a focus in Politics. Before moving to New York City, she lived and worked several summers at Hidden Villa Ranch, an organic farm in the San Francisco Bay Area, committed to multi-generational outdoor education and environmental stewardship.

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.

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.

Jeronimo Saldaña

Jeronimo Saldaña is a Program Associate with the Special Initiatives Fund in US Programs. Prior to joining OSI, he completed a 2 year fellowship working under the supervision of Dr. Colin Greer, President of the New World Foundation. Jeronimo comes to social justice philanthropy from a strong background in student organizing and community empowerment campaigns. He served as Associated Student President of Santa Monica College, Chair of the Community College Caucus for the United States Student Association, and completed a variety of organizing trainings and internships, including the prestigious Ruth Floyd Internship at the Nuclear Age Peace Foundation. Jeronimo is also trained as an electoral organizer, has vast experience in student government and student organizing and is deeply dedicated to increasing access to education to People of Color. He received the Vice-Chancellor's award for Citizenship for his role in organizing Raza College Day at UCSB and for creating a program that established the opportunity for students to travel to post-Katrina New Orleans to directly engage in solidarity work. Jeronimo is a Los Angeles born Chicano most proud of the summer he spent interning as an organizer at the South West Organizing Project. He holds a degree in Chicana/o Studies from the University of California Santa Barbara. He currently resides on the Upper West Side with two birds, a hamster, a pound of compost worms and the Columbia University graduate student who wooed him away from his beloved Aztlan.

Justin Schaberg

Justin Schaberg has been working for the Open Society Institute–Baltimore for four years as the Program Associate for the Criminal & Juvenile Justice and the Education & Youth Development programs. Justin works closely with Monique Dixon and Jane Sundius to help manage their grant portfolios. In 2008, he finished the certificate program in nonprofit management at the Institute for Policy Studies at Johns Hopkins University. Prior to working at OSI, Justin was a volunteer English teacher in Hungary and worked in the IT department at a cancer research center in Seattle, Washington. He holds a degree in Central and East European studies from the University of Colorado.

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 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.

Jill Sowards

Jill Sowards is a Program Associate in the Criminal Justice Fund. Before joining OSI in January 2008 she worked at the media consulting firm GMMB in Washington, D.C. on progressive policy campaigns and in support of democratic candidates during the '06 elections. In preparation for the '08 cycle she participated in the primary campaign work of President Barack Obama. During college her interest in criminal justice issues, and death penalty abolition in particular, led to her internships with the Innocence Project, Leadership Conference on Civil Rights and the Center for Capital Assistance, among others. She received a BA with honors in Political Science and History from the University of Pennsylvania. She is currently a volunteer tutor at the Hudson Guild Community Center.

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, 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 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.

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.