

U.S. Programs Staff Areas of Expertise

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

Jane Sundius	<ul style="list-style-type: none"> • education • urban school reform • out-of-school time programming • schools discipline and school-to-prison policies and reform strategies • statistical analysis and program evaluation • child and youth development • social psychology • policy analysis • grantmaking and initiative development
Jed Weeks	<ul style="list-style-type: none"> • fundraising and field efforts • rural and urban field organizing • major event planning • GOTV/Voter Activation Network/etc.
Jeffrey Burch	<ul style="list-style-type: none"> • fundraising • grant-writing • event planning • direct mail appeals
Jimmy Lam	<ul style="list-style-type: none"> • cultural/arts community organizing • LGBTQ people of color • translations (English to Spanish, French to Spanish and Spanish to English) • writing in English and Spanish
Kiera Edwards	<ul style="list-style-type: none"> • resource management • grants database management • education and youth development • criminal and juvenile justice
Kima Taylor	<ul style="list-style-type: none"> • local, state and federal public health policy • legislative affairs • addiction treatment • health care (esp. disparities and care for the underserved)
Laleh Ispahani	<ul style="list-style-type: none"> • government transparency • voting rights
Leonard Noisette	<ul style="list-style-type: none"> • criminal justice reform
Lori McGlinchey	<ul style="list-style-type: none"> • government transparency • media/journalism
Lorraine Ramirez	<ul style="list-style-type: none"> • farming • meeting facilitation (grantmaking meetings of grant panelists at Astraea Foundation, led fundraising campaigns, facilitated strategic planning meetings for grassroots organizations) • trainings and coaching on fundraising (grassroots fundraising, major donor fundraising, general planning for fundraising) • general organizational development for grassroots organizing groups (knowledge and networks in these two fields—outside of general knowledge from my work at OSF) • anti-police brutality grassroots organizing (including coalition work with racial justice organizations, immigrant rights organizations, and LGBTQ rights organizations) • organizing in LGBT communities of color

Luna Yasui	<ul style="list-style-type: none"> • workplace rights with a focus on low-wage workers, immigrant workers, and policies that address the needs of women and other caretakers • language rights with an emphasis on policies that expand language access to public benefits and services • law and advocacy: how legal strategies can support community organizing efforts • post-affirmative action diversity measures • LGBTQ rights and advocacy issues: marriage equality, state and local anti-discrimination policies, safe schools advocacy, the intersection of racial justice and LGBTQ rights • reproductive rights and justice with a focus on women of color in the U.S. • immigrant rights and civic engagement: limited English proficient communities, ranked choice voting, the intersection of immigrant rights and workplace rights, and Asian American communities
Michael Franklin	<ul style="list-style-type: none"> • student organizing • education on LGBTQ issues
Monique Dixon	<ul style="list-style-type: none"> • criminal justice • juvenile justice • civil rights
Pamela King	<ul style="list-style-type: none"> • program and project development • grantmaking • community organizing • organization development training and meeting facilitation
Raquiya LaBrie	<ul style="list-style-type: none"> • civil rights • criminal justice reform • subprime lending crisis
Ruzana Hedges	<ul style="list-style-type: none"> • project management (esp. international development projects) • project/program evaluation • training program design • project planning/design • action research
Shawn Dove	<ul style="list-style-type: none"> • African American males • education • youth development
Solomon Greene	<ul style="list-style-type: none"> • affordable housing and community development • urban planning (domestic and international contexts) • property law generally and land use law specifically • data privacy law and policy • legal analysis generally
Susan Allen	<ul style="list-style-type: none"> • technology and organizational development • Microsoft office whiz

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