
PROFESSIONAL SUMMARY

Lead Strategist, C-Change Strategies

DonorFuse, Strategic Alliance Director & Consultant

Illinois Public Health Institute, Campaign Manager

Jane Addams Hull House Association, Vice President, Policy & Advocacy

Human Relations Foundation of Chicago, Executive Director

Creative strategist with experience in philanthropy, human services, higher education, non-profit management and public health. Highly effective planning, change management, advocacy and training/facilitation skills.

Experienced in project management, innovative program and curriculum design, diversity management, inclusion strategies, fundraising and cultural competency skill development. Dynamic public speaker, coach and facilitator.

PROFESSIONAL EXPERIENCE

C-Change Strategies, Lead Strategist (September, 2012 – Present)

C-Change works with organizations (for-profit and non-profit) to facilitate change in their organizational culture to improve communication and strengthen connections that engage and transform communities. Clients include Joint Center for Political and Economic Studies/Place Matters project, Illinois African American Coalition for Prevention, Strengthening Chicago's Youth, the Alliance for Children and Families, YWCA of Metropolitan Chicago, Rotary International, Coalition of African American Leaders and the Woods Fund of Chicago.

DonorFuse, Strategic Alliance Director & Consultant (February 2013 – Present)

DonorFuse works with non-profits to leverage technological advances to create effective fundraising strategies and stronger organizational infrastructure. Fundraising, program delivery, impact measurement, marketing and communications and professional development strategies are designed for best organizational impact and outcomes.

Illinois Public Health Institute, Campaign Manager (August, 2011- December, 2012)

Public Education & Engagement

- Worked with Illinois Alliance to Prevent Obesity to develop and implement a statewide community education, engagement and advocacy strategy to (1) raise awareness about the negative health impact of sugar-loaded beverages, (2) share consumption reduction strategies for multiple settings and (3) create an obesity prevention fund.
- Developed subject matter expertise in obesity prevention, sugary drinks and their negative health impacts, effective strategies to transform food and beverage environments in hospitals and other settings and clinical interventions.

Curriculum Design & Training

- Organized statewide 30 member Speakers Bureau to share information about the negative health impacts of sugar loaded beverages.
 - Developed web-based curriculum and facilitator's guide and provided skills-based coaching.
 - Created resource toolkit for the Sugar Loaded Beverages Campaign, including targeted stakeholder webinars, for on-going use by staff and speakers available via the web and in print.
- Managed full scope of an educational symposium - *Rethink Your Drink: Impact of Sugar-Loaded Beverages on the Obesity Epidemic & Clinical and Environmental Strategies to Reduce Consumption* for 180 health care professionals.
 - Partnered with American Heart Association to replicate the event in Philadelphia.
 - Produced and marketed an enduring American Heart Association Professional Education Center webinar for wide audience use and health care professional continuing education.

Consultation

- Provided counsel to four hospitals of Vanguard Health Chicago system and other institutions about beverage environment transformation strategies including assessment, operational and communication strategies for removing all sugary drinks throughout the facilities.
- Produced, with Health Care Without Harm, a healthy beverage toolkit and webinar to share effective food and beverage environmental change strategies.

Jane Addams Hull House Association (JAHHA) (October, 2000 – June, 2011)

Vice President, Policy & Advocacy (2003 – 2011)

Created and managed the Center for Civil Society, through which, JAHHA implemented an advocacy, public education and civic engagement strategy; a parallel and complementary approach to improve service delivery. Member of senior management team involved with all aspects of organizational management. Board Policy Committee staff liaison.

Strategic Planning

- Worked with senior management team and board to develop systematize Mission to Margin, an annual program development and analysis tool. Executed an online system conversion.

Team Leadership & Facilitation

- Coordinated Continuous Quality Improvement Team with representatives from 32 program units. Worked with this team on monthly operational summaries and accreditation requirements.

Public Education

- Hosted forums about critical issues to educate policymakers, community leaders and concerned individuals and JAHHA staff about systemic racism, economic disadvantage and the barriers erected in people's lives including:
 - Consulted with Adler School of Professional Psychology to create a social exclusion exercise;
 - Worked with University of Illinois, Institute for Government & Political Affairs to host two fair housing conferences.
- Educated JAHHA staff, board and volunteers on issues facing the families, individuals and communities served by JAHHA, online, in brown bag lunch sessions and during staff meetings.

Curriculum Design & Training

- Designed and facilitated mandatory staff cultural competence training; trained 180 staff members.
- Developed an Advocacy 101 training module for staff; trained 75 staff members.

Civic Engagement & Advocacy

- Conducted agency-wide survey of staff, volunteers and board members on advocacy to create a system of identifying and developing advocacy priorities and educate the constituents on cause advocacy. Developed a process to prioritize the agency advocacy agenda.
- Organized four town hall meetings, in response to a series of violent incidents in the community.
- Continued to use the Chicago Dinners model to host dialogues on difficult issues within and across diverse communities to generate relevant public discourse about social issues.
- Facilitated JAHHA advocacy groups to develop action strategies for systemic change:
 - **Women's Policy Board:** a group of 28 diverse female professionals examining the quality of life of low income working women. Convened a series of monthly meetings with speakers sharing information about challenges facing working women. Co-wrote and edited *Keeping A Roof Over Their Heads: Low-Income Working Women and Affordable Housing*. Communicated report findings in public meetings.
 - **Young Men of Color Initiative- Chicago:** a local effort engaging a diverse group of 21 men expanding the work of the Dellums Commission of the Joint Center for Political and Economic Studies. Conducted environmental scan assessing both the status of young men of color in Chicago and various policy initiatives in place to address disparities. Partnered with other organizations like MAGIC, the University of Illinois and

The Chicago Community Trust on similar efforts to improve the quality of life for young men of color. Participated in a congressional briefing hosted by the Joint Center to discuss the local initiative.

- Directed strategic and operational aspects of the Place Matters Initiative of the Joint Center for Political and Economic Studies in Cook County; a multi sector collaboration to address food justice in low income communities of color and promote health equity.

Research

- Gathered information on systems, institutions and conditions that create and maintain racial and socio-economic disparity.

Executive Director, Human Relations Foundation of Chicago (2000 – 2003)

Operations

- Day-to-day & financial management of Human Relations Foundation of Chicago; an affiliate of Jane Addams Hull House. (\$700,000 annual budget, 2 full time staff members, 1 part-time staff member, 4 interns & various consultants). Created as a supporting organization of The Chicago Community Trust, the Human Relations Foundation of Chicago worked to ameliorate racial, ethnic and religious tensions in metropolitan Chicago.

Research

- Coordinated research projects: *Minding the Gap: An Assessment of Racial Disparity in Metropolitan Chicago* and *Human Relations in Chicago 2000*:
 - *Minding the Gap: An Assessment of Racial Disparity in Metropolitan Chicago*: in partnership with Center for Urban Research and Learning, designed research process, and initiated a process for community leadership comparing research findings with realities of community life. Presented findings in a series of 27 public presentations throughout the region.
 - *Human Relations in Chicago 2000*: this report updated the *Task Force Report on Race, Ethnic and Religious Tensions* completed in 1989. Commissioned a series of studies on several systems and designed a survey/focus group process. Planned daylong conference to share findings.

Public Education

- Planned and moderated forums about the seven systems of *Minding the Gap* report: housing, education, employment, transportation, health, criminal justice and a special section on the lives of children. Ade
- Produced *Racism Explained* –a day-long conference for 152 people and a pre-conference planning session for 36 young people.

Curriculum Design & Training

- Developed and implemented cultural competence training. Revamped diversity management module.
- Expanded *Chicago Dinners* dialogue model for workplace diversity professional development training.

Before the Human Relations Foundation of Chicago was an affiliate of Hull House, it was a supporting organization of The Chicago Community Trust. Highlights from work done from 1989 – 2000 include:

Public Education

- Developed subject matter expertise in the areas of race, racism, gender, sexism, heterosexism and other forms of discrimination and bias; shared information in a variety of forums, workshops and panels.
- Extensive experience planning forums and workshops on topics related to race, ethnic and religious tensions and systemic inequality. Highlights include:
 - *The UnConvention*; a conversation about race with authors, Toni Morrison, Cornel West, Burati Mukherjee, David Henry Hwang, Richard Ford, moderated by Senator Bill Bradley during the Democratic National Convention in 1996.
 - A series of workshops designed for girls (aged 12- 18) about sexism in media images.

Civic Engagement & Dialogue

- Oversaw *The Chicago Dinners: A Night of Unity*, a metropolitan area wide dialogue project model convening groups of diverse people to discuss the difficult issue of race. Over 10,000 people participated in this project. Established model and the implementation process.
 - Created a curriculum to train over 150 Dinners facilitators.
 - Consulted with other organizations to adapt model for their organizations and communities, including the Office of the Public Defender, Community Economic Development Organization of the School of Social Service Administration of the University of Chicago, YWCA of Metropolitan Chicago, Mott Foundation, City Colleges of Chicago, Urban League of Flint, City of Ottawa Hills, Ohio.
- Conceptualized and managed *Project 2000: A Dialogue between African-Americans & Jewish Americans*. Facilitated four classes in this yearlong process engaging nearly 85 professionals.

Research

- Provided bi-annual updates on the *Human Relations Task Force Report on Race, Ethnic & Religious Tensions in Metropolitan Chicago*.

Consultation

- Educated different organizations on racial equity, diversity management/inclusion strategies and programming including Chicago Children's Museum, Chicago Symphony Orchestra, Field Museum of Natural History, Northwestern University, Village of Ottawa Hills, Ohio, Mott Foundation, City of Columbus, Ohio, and YWCA of Metropolitan Chicago.

Grantmaking

- Managed grant portfolio of small neighborhood organizations working to transform communities through various anti-racism strategies.

EDUCATION

Northwestern University, Evanston, Illinois
Bachelor of Arts, Political Science
Certificate in Non-Profit Management

Loyola University, Chicago, Illinois
Certificate in Project Management

VOLUNTEER LEADERSHIP

- Member, Planning Committee for 40th Anniversary Celebration for the Chicago Reporter (2013)
- Member, Civic Engagement Steering Committee, Alliance for Children & Families (2006 –2014)
- Member, Advisory Committee for Applied Research Center, Chicago (2007 –2010)
- Chair, South Side Wabash YMCA (2005- 2012)
- Member, Public Policy Committee, Alliance for Children & Families and United Neighborhood Centers of America (2005 – 2012)
- Member, Steering Committee of the Center for Working Class Studies (2004 – 2011)

PUBLICATIONS

Johnson, T, Hawkins, D. & Alvarez, J. (2004) *The Chicago Dinners: A Model for Community Engagement and Social Change*. In J. L. Chin, (Ed). *The Psychology of Prejudice & Discrimination*. Volume Four (pp.233-252) Westport, Conn: Praeger Publishing.