



## PHILANTHROPY FORWARD

Neighborhood Funders Group & Aspen Institute  
Forum for Community Solutions

### ABOUT COHORT 4

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#### BETHANY JOHNSON-JAVOIS

she/her

Deaconess Foundation

Bethany Johnson-Javois, MSW is a health and racial justice advocate dedicated to the advancement of child well-being in St. Louis. She is President & CEO of Deaconess Foundation, a board member of Missouri Foundation for Health, a Commissioner, St. Louis Regional

Health Commission, former chair of the board of Alive and Well Communities, LLC and former CEO of the St. Louis Integrated Health Network (IHN).

Born and raised in University City, she returns to Deaconess Foundation as President & CEO after having formerly served on the Foundation's Board of Trustees. Devoted to the Deaconess mission and guided by faith, Bethany leads the Foundation in its continued pursuit of the improved health of the Metropolitan St. Louis and Southern Illinois communities and its people through philanthropy, advocacy, and organizing for racial equity and policy change.

Bethany formerly served as the CEO of the St. Louis Integrated Health Network (IHN), a position she held for 12 years starting in 2009. Ms. Johnson-Javois led the \$3 million nonprofit in serving the region's safety net health care providers and the local community to promote the mission of providing quality, affordable, accessible care to all residents of Metropolitan St. Louis, with an emphasis on the medically underserved. Her leadership in the healthcare sector has garnered notable recognition including being selected by Mental Health America of Eastern Missouri as a 2016 Silver Bell Award recipient for her outstanding community service, leadership, vision, and values, and being selected as St. Louis Children's Hospital 2015 Community Advocate of the Year. She was selected by the St. Louis Business Journal to be in the 2015 class of Diverse Business Leaders and received the Access to Equal Justice Award from the Washington University School of Law's Clinical Education Program. Under her leadership, the IHN was chosen as *The St. Louis American's* Advocacy Organization of the Year in 2012.

She possesses over 15 years of experience rolling-up-her-sleeves style working and volunteering in the non-profit and philanthropic sectors focused on equalizing the quality of life for under-resourced, yet vibrant people. Her expertise lies in creating systems change infrastructure and developing tactical strategies that increase responsiveness and equity for the people for whom our public systems are accountable to serve. As Associate Pastor of Monument of Faith and a licensed Evangelist Missionary in the Church of God in Christ, she is

a noted motivational speaker, trainer, and facilitator around purpose leadership and spiritual development.

Notably, Johnson-Javois was named the Managing Director for the Ferguson Commission in 2015. The Ferguson Commission, an independent, volunteer group appointed by Missouri Governor Jay Nixon, was charged with addressing the underlying root causes that led to community unrest in the wake of Michael Brown's death. After a comprehensive study that included extensive community engagement, the Commission published an unflinching report of its findings and 189 calls to action that charted a new path toward healing and positive change for the residents of the St. Louis region.

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**BRENDA SEARS**

she/her  
Voqal



Brenda Williams-Sears (she/her) is the chief executive at Voqal, a philanthropic organization that promotes social equity in creative and disruptive ways. Over the past 15 years, Brenda has envisioned, developed, and managed several multimillion-dollar funding opportunities to advance social justice. Having worked in nonprofits for many years, her work is grounded in centering the experiences of and solutions from historically excluded communities. She is always looking for ways to introduce a positive disturbance into the system. Brenda has degrees from Dartmouth and Yale and is in a master builder fort and Lego apprentice program taught by her son.



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**CARMEN JAMES RANDOLPH**

she/her  
Women's Foundation of the South

As an experienced leader in philanthropy known for championing sustainable transformation from the intersections of gender, racial and social justice, I specialize in galvanizing funders, donors, policy makers and grassroots activists to forever change communities, organizations, and people for good. I always strived to be of service to others, and I am particularly passionate about building better futures for women and girls of color.

In August 2021, I was thrilled to take on the role of Founding President and CEO of a ground-breaking new foundation, Women's Foundation of the South. It really is the culmination of everything I've wanted to do for many years: founded by and created for women and girls of color in the South, WFS will boldly revolutionize gender and racial justice in the Southern U.S. and beyond. WFS is dedicated to building the health and well-being, wealth and legacy, and power of womxn of color and girls in the South. I am excited to leverage my experience in developing high performing teams and building and leading large networks of grant-makers that advance systemic reform here with WFS!

As a 21-year veteran of philanthropy, I initially launched my philanthropic career at the Meyer Foundation in Washington, DC. Since then, I have leveraged more than \$20M in new investments from national and regional funders to support and transform marginalized communities. Most recently, I served as Vice President for Programs at the Greater New Orleans Foundation, helping a team of 12 professionals, and presiding over \$11 million in GNOF's grantmaking.

I hold a BA in American Studies with a concentration in African American Studies from American University and am a tremendously proud mother of three young adults; I live in New Orleans with my husband and family.

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**CHI-ANTE SINGLETARY**  
she/her  
Kolibri Foundation



Chi-Ante Singletary (she/her) is a proud scholar of color and queer black feminist. She attended Spelman College for her undergraduate degree, where her love and respect for black women blossomed into a career focused on creating Black liberation spaces globally. Chi-Ante has worked as a southern organizer and donor strategist for many organizations including Solidaire Network, Youth Engagement Fund, Girls Inc., and Neighborhood Funders Group. Through her work, Chi-Ante has supported BIPOC communities across the South to have access to resources and develop strategies focused on building political power, making long-term systems change, and building transformative relationships between donors and grassroots organizers. Chi-Ante is the Director of Cypress Fund and the co-director of Kolibri Foundation.



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**GEORGE L. ASKEW, MD**  
he/him  
The Meyer Foundation

Dr. George L. Askew is the President and CEO of the Meyer Foundation in Washington, DC. The Meyer Foundation supports organizations that are building power to achieve racial equity and justice in the Greater Washington region. Prior to this he served as Deputy Chief Administrative Officer for Health, Human Services, and Education for Prince George's County, Maryland. He was responsible for oversight of the Health Department, Department of Social Services, and Department of Family Services for the County's nearly 1 million residents. He is also a Professor of the Practice in the Department of Family Science at the University of Maryland, School of Public Health. Previously he served as Deputy Commissioner of Health in the New York City (NYC) Department of Health and Mental Hygiene. There he was responsible for overseeing and managing the Division of Family and Child Health. Prior to his service in NYC, the Obama Administration appointed him as the first Chief Medical Officer for the Administration for Children and Families (ACF) at the U.S. Department of Health and

Human Services (HHS). In that role he provided expert advice and consultation to the Assistant Secretary for Children and Families on plans, programs, policies, and initiatives that addressed the health needs and strengths of children and families facing the most significant social, health, and economic challenges.

Dr. Askew has a longstanding history of innovative work in child and family advocacy and executive leadership. He is a former Senior Policy Advisor for Early Childhood Health and Development in ACF, where his role was leading and supervising a team of staff working on inter-departmental health-related early childhood initiatives. Prior to joining HHS, he was Deputy CEO and Chief Development Officer for Voices for America's Children, Founder of Docs For Tots, and former CEO and President of Jumpstart for Young Children.

Because of his initiative, vision, and national impact, in 2005 Dr. Askew was named an Ashoka International Fellow. He was recognized as a national and global leader for his efforts to link health professionals with early childhood advocacy, embodying the ideals of civic engagement and creative solution-building nurtured by the international fellowship program. Ashoka identifies and supports social entrepreneurs as they catalyze change in their societies.

Prior to launching Docs For Tots, he was a Fellow in the Soros Open Society Institute, Medicine as a Profession, Advocacy Fellowship for Physicians, working with ZERO TO THREE in Washington, D.C. Between stints as a Soros Advocacy Fellow, Dr. Askew served as Chief of the Health and Disabilities Services Branch of the Head Start Bureau and Medical Advisor for the Administration on Children, Youth, and Families in HHS. Just prior to coming to Washington, he was an Assistant Professor of Pediatrics and Public Health (Maternal and Child Health) at the Boston University School of Medicine and Director of Community Pediatrics at Boston Medical Center.

Dr. Askew was born and raised Cleveland, Ohio. He is a Head Start graduate and earned a BA in Psychology and Social Relations at Harvard University. He played on the Harvard Rugby 1984 National Collegiate Champion team. Upon graduation from Harvard, he received the Kirkland House Community Service and Spirit of Kirkland House Awards.

Dr. Askew graduated from Case Western Reserve School of Medicine. As a student he was selected as an American Medical Student Association International Health Fellow and spent his final school year at the Kwame Nkrumah, University of Science & Technology, School of Medical Sciences, in Kumasi, Ghana, West Africa. He was honored at his medical school graduation with the Harry Resnick Memorial Award "given to the student who is deserving by virtue of unusual accomplishment." After medical school he completed residency training in Pediatrics and International Health at Rainbow Babies & Childrens Hospital in Cleveland, Ohio. He is a member of the Centers for Disease Control and Prevention's Class of 1992 Epidemic Intelligence Service, also known as the "Disease Detectives."

In January of 2021 he became President of the Board of HEAL Trafficking, Inc. In May of 2019 he was welcomed into the BMe Vanguard Fellowship program for "remarkable black men and women whose dedication to helping others has earned them the trust of their peers, coworkers and community". In November of 2013 Dr. Askew was inducted into the Benedictine High School "Hall of Distinction" <https://tinyurl.com/y6djglhd>. In 2011 ZERO TO THREE recognized Dr. Askew as the honored guest and discussant for the inaugural Stanley

Greenspan Memorial Leadership Conversation. In 2006 he was honored with the Salute to Excellence Award for significant contributions in Health from the Xi Omega Chapter of Alpha Kappa Alpha Sorority, Inc. In 2005-06 he was a consultant to the Center for American Progress serving as a Senior Fellow in their Health Policy Group. In 1999, he was one of 50 professionals identified as a “Future Leader” and invited to participate in the New Leadership Program of the American Academy of Pediatrics’ Child Health Research Center. In 1999, Dr. Askew was honored with acceptance into the inaugural class of ZERO TO THREE Leaders for the 21st Century Mid-Career Fellows.

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**JANE W KIMONDO**

she/her

Crossroads Fund



Jane Kimondo is the Executive Director of Crossroads Fund, a public foundation that supports movements working for racial, social and economic justice. Jane is committed to strengthening and supporting grassroots movements through grantmaking, capacity building, leadership development, donor organizing and philanthropic collaboratives that advance justice.

Jane was born and raised in Kenya. She has extensive international, national and local nonprofit experience and knowledge that have been informed and influenced by her immigrant background. She joined Crossroads Fund in 2005 as the Program Director. During this time, she was instrumental in: expanding capacity building programs; overseeing the development of an evaluation tool that measures social movements’ development; the inauguration of a youth-led grantmaking program and in the co-creation and implementation of numerous successful programs and funding initiatives.

Prior to joining Crossroads Fund, Jane worked at Chicago Foundation for Women and Loyola University Chicago. She has served on several local and national boards and advisory committees which include: The Funding Exchange, Ravenswood Health Care Foundation and the Giving Project National. She holds two Master's Degrees in Organizational Development and Human Resources and a Certificate in Advanced Study in Philanthropy & Non-Profit Sector from Loyola University Chicago.



**JAWANZA MALONE**

he/him

Wieboldt Foundation

Jawanza Malone is the Executive Director of the Wieboldt Foundation. Jawanza comes from the Kenwood-Oakland Community Organization (KOCO), one of the oldest Black-led grassroots membership-based community-organizing groups in Chicago, where he served as Community Organizer, Coalition Builder, and Executive Director. Jawanza's extensive background in community organizing and program development has led him to work in both the public and private sectors, philanthropy, and with communities on five continents. Jawanza received a Bachelor of the Arts degree in Sociology from the University of Illinois at Urbana-Champaign, and a Master of the Arts degree in Community Counseling from the Illinois School of Professional Psychology at Argosy University. Jawanza seeks to live in accordance with the Kenyan proverb, "Treat the world well for it was not given to you by your parents, it was lent to you by your children."

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**KATIE CARTER**

she/her

Pride Foundation



Katie Carter has been working for social justice as a nonprofit professional for the past 15 years, with a particular focus on LGBTQ+, gender, and racial justice. Originally from the Midwest, she moved to Portland, Oregon in 2008 to contribute her passion for social change with her skills in organizational development, fundraising, communications, and strategy.

In 2019, she relocated to Seattle to become the CEO of Pride Foundation after being on staff for 5 years. In her role as CEO, Katie supports the foundation's efforts by building community and institutional partnerships, developing creative communications strategies, and mobilizing resources to affect change in the Northwest. Prior to her current role, Katie was the Director of Strategic Priorities and before that the Regional Philanthropy Officer in Oregon. Katie believes deeply in community involvement and the importance of volunteering. She currently serves on the Board of Directors for Grantmakers of Oregon and SW Washington. She also was a co-founder of a restorative justice group that facilitates a gender and sexuality seminar for people who are incarcerated.

Katie earned a Master of Arts in Philosophy of Science from Indiana University and a Bachelor of Science in Psychology and Philosophy from DePaul University. In addition to her professional and volunteer commitments, Katie is an avid reader of feminist and political writing, philosophy, poetry, and memoir, and has had a lifelong interest in science and the natural world, particularly animal cognition and behavior. She also enjoys crafting, watercolor, writing, everything having to do with cats, and all bodies of water, especially the Oregon coast.

Favorite Quote: “What you risk reveals what you value.” – Jeanette Winterson, *Written on the Body*

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**MARISSA TIRONA**

she/her

Grantmakers Concerned with Immigrants and Refugees

Marissa Tirona became the President of Grantmakers Concerned with Immigrants and Refugees in November 2020, bringing more than 16 years of senior leadership experience at social justice and philanthropic institutions. As President, Marissa leads the organization’s efforts to galvanize philanthropy to build a society in which everyone thrives, no matter where they were born. Previously, she was a program officer at the Ford Foundation, where she managed a \$225 million portfolio as part of the Building Institutions and Networks (BUILD) initiative, Ford’s flagship program designed to strengthen organizations and networks core to the global social justice infrastructure. Before joining Ford in 2017, Marissa led the Blue Shield of California Foundation’s programmatic, policy, and grantmaking efforts to address, prevent, and ultimately end domestic violence and promote health equity throughout the state. Prior to that, she was senior project director at CompassPoint Nonprofit Services, where she designed and led comprehensive, multiyear leadership initiatives that developed network capacity, facilitated movement-level work, and centered communities of color. Earlier in her career, Marissa served as program director of the National Employment Lawyers Association and, before that, as an employment attorney at two national law firms.

Marissa has deep experience in organizational and movement capacity building. She frequently speaks on and writes about issues related to transformative philanthropic practice, social justice movement leadership development, and organizational and network strengthening in the United States and around the world. As a certified coach, she has a keen understanding of what is needed to lead and manage thriving, adaptive, and impactful teams, organizations, and networks.

Marissa currently serves on the boards of Change Elemental and Sadie Nash Leadership Project and previously served on the boards of numerous other organizations, including Oakland Kids First, Asian Pacific Islander Legal Outreach, Social Policy Research Associates, and the Asian American Bar Association of the Greater Bay Area. She holds a J.D. from Santa Clara University School of Law, is a member of the California State Bar, and has a B.A. in English literature with a concentration in women’s studies from Swarthmore College. Based in Brooklyn with her family since 2017, Marissa is always from the Town (Oakland).

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**MICHELLE MORALES**  
she/her  
Woods Fund Chicago



Michelle Morales is the President of the Woods Fund Chicago. Prior to Woods Fund, Michelle led the Illinois chapter of the Mikva Challenge, a premier youth development civics organization that creates space for youth civic participation and leadership. Michelle's background has been in the field of alternative education, focusing on and advocating for educational justice, first as a teacher at the Dr. Pedro Albizu Campos Alternative High School in Chicago's Humboldt Park community and then as Associate Director at the Alternative Schools Network. In addition, she was a community organizer for 16 years in Chicago's Puerto Rican community, advocating for community development, education justice, economic justice, the independence of Puerto Rico, and against the rapid gentrification of the neighborhood. She also co-coordinated an international campaign to release 14 Puerto Rican political prisoners held in U.S. prisons.

Michelle received a BA in Latin American/Latino Studies from DePaul University, a Master's in Special Education from the University of Illinois at Chicago and a Master's in Educational Leadership from Northeastern Illinois University.

Michelle has used her varied career opportunities, her experiences as a first-generation U.S. born Puerto Rican woman and her platform to raise awareness and consciousness about: the power of youth voice, the continued marginalization of youth of color, utilizing community input in decision making, colonialism in Puerto Rico and the diasporic experiences of colonized peoples living in the United States. She is also a vocal advocate concerning racially equitable workplaces and strongly encourages organizations to not only apply a racial equity and justice lens externally, but internally as well.

Michelle is honored to lead Woods Fund Chicago, a foundation dedicated to supporting the social justice sector in Chicago.



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**QIANA THOMASON**  
she/her  
Health Forward Foundation

Qiana Thomason, a life-long Kansas Citian, has dedicated her career to the improvement of health and wellness across the region, with a special focus on powerful and resilient communities experiencing health injustices and people living in marginalized conditions.

Thomason serves as the president and CEO of Health Forward Foundation, an independent purpose led foundation serving urban, suburban, and rural communities in the Kansas City region. Thomason, a visionary leader, and pathfinder, is leading the foundation through a myriad of transformational pursuits, including the recent establishment of the Foundation's new purpose which centers racial equity and economically just systems as pathways to health equity. In this journey, Thomason has also led the staff in cultivating a high-trust



culture and authorizing the Foundation's work by centering voices with lived experience in solutions.

Thomason serves as a board member of Grantmakers in Health, a national philanthropic serving organization, and the National Rural Health Resource Center. She also serves on the City of Kansas City, Missouri's Health Commission, and on the boards of the KC Chamber, Urban Neighborhood Initiative, and is a board trustee for William Jewel College. She received her undergraduate degree in Social Work from Florida A&M University and has a Master of Social Work degree from the University of Kansas.

Thomason came to Health Forward from Blue Cross and Blue Shield of Kansas City (Blue KC), where she formerly served as vice president of population health and community health. During her tenure at Blue KC, she led development and implementation of new care delivery and payment models in partnership with the Center for Medicare and Medicaid Innovation (CMMI) and primary care providers throughout Kansas City. She was also a successful champion for the inclusion of health equity and the social influencers of health in Blue KC's corporate strategy.

Prior to Blue KC, Thomason spent eight years at Swope Health, a Federally Qualified Health Center, as program manager of a regional Mental Health Court and as the director of clinical operations, behavioral health. Qiana also served as deputy director and health and human services liaison for United States Senator Jean Carnahan.

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## **REPA MEKHA**

he/him

Nexus Community Partners



I serve as President and CEO of Nexus Community Partners, a Community Building Intermediary that works at the intersection of community building and community development, engaging communities of color to achieve equitable, sustainable neighborhood revitalization in the Twin Cities region. I have 30+ years of experience in community-based leadership, community capacity building, asset and wealth building strategies, organizational leadership and development, and systems change work. As a result, I have been recognized locally and nationally as an innovative and visionary leader. I also head up Nexus' work with national partners.

I sit on several boards, including the Center for Economic Inclusion, Shared Capital Cooperatives, Build from Within Alliance (BfWA), and serves as a member of the Nonprofit Quarterly's Economic Justice Advisory Committee. I am also co-founder of the MN Philanthropic Collective (soon to be the MN Black Collective Foundation); and co-founder of Twin Cities African American Leadership Forum.

I hold a master's degree in Public Administration from Harvard University's Kennedy School of Government with a focus on community economic development and; a Bachelor's Degree in Sociology and Urban Studies from the University of Wisconsin. I am a 2005 Archibald Bush Leadership Fellow and a 2004 James P. Shannon Leadership Institute Alumni



**ROBERTO TIJERINA**  
he/him/el  
Kolibri Foundation

Roberto Tijerina (he/him/el) is a queer Latinx popular educator from an immigrant working-class family and a keeper of the heartspace. His political education started at the age of eight when he would interpret for family and community. That sparked a lifelong fascination with language and its relationship to power. After many years working as both a Spanish and ASL interpreter, he joined the staff of the Highlander Center for five years as the Multilingual Capacity Building Coordinator. While learning at the feet of many Southern elders and organizers, he became skilled at popular education and along with other language workers, in 2008 developed an Interpreting for Social Justice curriculum that has been used as the basis for language justice work around the world.

As a young queer coming of age in the height of the AIDS epidemic, his entree into queer community came in doing support work with people living with HIV and AIDS. From there he shifted into mainstream LGBTQ nonprofit work, working at Lambda Legal Defense and Education Fund while also organizing safer meetings spaces for queer youth coming out in high school and facilitating support groups for Latino queer men in Chicago. He would find more political generosity and formation in the South when he was found by Southerners on New Ground (SONG), a Southern queer liberation organization working at the intersections of racial, economic and gender justice. SONG would become his forever political home where he has served as a member, CoDirector for five years, and board member.

Kolibri Foundation is his first job in philanthropy.

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**SARAH WALCZYK**  
she/her  
Satterberg Foundation



Sarah Walczyk joined the Satterberg Foundation in 2013, as the first non-family staff member. Since 2016, as the Executive Director, Sarah has collaborated with the Board and Staff to lead the foundation through extreme growth, defining the Foundation's current trust based grantmaking and impact investment strategies.

Sarah has spent more than two decades working in the Seattle non-profit and philanthropic sector as a volunteer, fundraiser and grantmaker. Sarah is passionate about progressive social change and is committed to using her platform to advocate and transform philanthropic sector practices. Prior to joining the Satterberg Foundation, Sarah worked with community based organizations focused on advocacy, youth and arts in her role as Director of Development at Science and Management of Addictions, Director of Development at

Powerful Voices, Development & Communications Manager at YouthCare, and Development Assistant at the Seattle Art Museum.

Sarah regularly volunteers in the Seattle community and currently serves on the Board of Directors of Look, Listen and Learn.



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**SHARON BUSH**

she/her

Grand Victoria Foundation

Sharon Bush has over 20 years of nonprofit and business experience. She is the President of Grand Victoria Foundation. She is only the second person to lead the Foundation in its 25-year history.

Sharon is a recognized leader in the field who strongly values the economic and social contributions of the nonprofit sector. Throughout her career she has worked to ensure that the sector is strong, equitable, sustainable, and highly capable of serving individuals and families throughout the Chicago region. She has launched, led, and participated in innovative collaborations that have resulted in thousands of people securing employment and millions of dollars to support the regional workforce system.

In 2021, Sharon joined the Board of Trustees of Roosevelt University, a community of educators, scholars, and learners committed to academic, creative, and service excellence. She was recently appointed to the Chicago Fed Advisory Council on Small Business, Community and Economic Development, Agriculture and Labor, comprised of diverse leaders who advise the Federal Reserve Bank of Chicago leadership about issues impacting their industries and communities. Sharon is Vice-Chair of the Board of Directors of ABFE, a national philanthropic organization that advocates for responsive and transformative investments in Black communities. She is on the steering committee of We Rise Together, a public-private coalition to support a just and equitable recovery from the COVID-19 pandemic in the Chicago Region and she chairs the Leadership Advisory Committee of Truth, Racial Healing and Transformation Chicago. Sharon is an advisor to Greater Good Studio, a human-centered design firm that builds the capacity of communities to solve old problems in new ways. She was a member of the Illinois COVID-19 Steering Committee and co-chaired the Grantmaking Working Group.

Sharon was an Association of Black Foundation Executives Connecting Leaders Fellow. She also is a former co-chair of Chicago African Americans in Philanthropy and the 2017 recipient of its Champion of Diversity Award. She has been a featured Op-Ed columnist in the Chronicle of Philanthropy on race and equity and Crain's Chicago Business on diversity and leadership. She is a member of the Economic Club of Chicago and The Chicago Network. Sharon was born and raised in Chicago. She has a B.S. in Business Administration from the University of Illinois at Urbana-Champaign and a Master of Public Administration from Roosevelt University.

## PHILANTHROPY FORWARD CORE TEAM

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**VIVEKA CHEN**  
she/they  
Consultant & Facilitator

Viveka Chen is an organizational development consultant, certified coach, facilitator and trainer. For over twenty years she has worked for social justice across a spectrum of cultures, communities, movements and sectors. She specializes in leading through change and conflict, leadership transition, visioning, strategy, theory of change, alliance building, developing learning communities, and designing and implementing leadership development and capacity building initiatives. She is currently experimenting with social innovation methods and racial equity leadership development cohort programs.

Viveka brings a commitment to cultural awareness and a strengths-based approach. She is affiliated with RoadMap, CompassPoint, and Movement Strategy Center and a Plan and Organizational Consultant with the Evelyn and Walter Haas Jr. Flexible Leadership Award Program. She co-founded Coaching for Justice, a multi-racial/generational group of certified coaches committed to increasing access to high-quality coaching for social change leaders and non-profit staff.

Viveka is also an ordained Buddhist teacher who can readily weave spirit into her work. She lives with her Puerto Rican husband in San Francisco, CA.

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**MAURA BAIRLEY**  
she/they  
Consultant & Facilitator

Maura Bairley is passionate about developing leadership and management practices to energize and sustain social justice organizations. Maura takes a systems approach to working with leaders and organizations engaged in social change work.



As a facilitator, coach, and consultant, she helps individuals and groups develop self-awareness, build the capacity for strategic thinking, and align organizational practices with values and mission. She leads the Organizational Development Team for Move to End Violence, a project of the NoVo Foundation and serves as a Plan Consultant with Flexible Leadership Awards Program of the Haas Jr. Fund, the 21st Century Fellows Program of the Pipeline Project, and on CoreAlign's consultant design team for the Speaking Race to Power Fellowship.

Maura is the founding Director of the Violence Prevention and Response Program at Columbia University. She has served as a grassroots community organizer, board member,

and senior administrator with such groups as the NYC Gay and Lesbian Anti-Violence Project, the Center for Anti-Violence Education, and Project Reach.



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**MICHELLE GISLASON**  
she/her  
Consultant & Facilitator

Michelle Gislason MA, is a Leadership and Organizational Development Coach and Consultant living in Seattle, Washington. She is a network partner with CompassPoint Nonprofit Services and developed several of CompassPoint’s leadership programs, including the Coaching and Philanthropy Initiative, the Blue Shield of California Foundation Strong Field Project Leadership Development Program, Network Weaver Learning Lab (NWLL), and the Thriving as an Executive Director series.

She is an Organizational Development (OD) coach for the NoVo Foundation’s Move to End Violence Initiative, a practice partner with Luminare Group, and co-author of the award-winning book “Coaching Skills for Nonprofits Managers and Leaders (Jossey-Bass). In addition to being a trainer, consultant, and certified organizational coach, Michelle is a trained facilitator in the Authenticity Circles peer coaching model and an instructor and teaching associate at University of Washington’s Evans School of Public Affairs.

She graduated from UCLA with a Bachelor of Arts degree and completed her Master’s degree in Organizational Psychology in 2007.

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**ADRIANA ROCHA**  
she/her  
Program Director, Philanthropy Forward, Neighborhood Funders Group



Adriana Rocha is the Program Director of Philanthropy Forward. She is a bold, visionary leader and is responsible for external engagement, programs, and membership, organizational & team management.

She joined NFG in May 2017 and served as Vice President of Programs for three years and President for two years. In these roles, she led NFG’s Theory of Change refresh process, biennial National Convenings, program team, and the development and evaluation of all new NFG programs including our Leadership Development offerings; Philanthropy Forward and Peer Coaching Circles.

She was a former NFG member while at the New York Foundation. As a member, Adriana found other foundation staff members committed to social justice and a peer network of new Program Officers, particularly other new Program Officers of Color.

Adriana brings expertise in place-based and movement-led grantmaking, organizational capacity building, and nonprofit management. Adriana served as a Program Officer at the New York Foundation and Director of Grants & Capacity Building at the Just Beginnings Collaborative. Adriana served as Practice Director for CompassPoint, a national leader in providing capacity building support to social justice leaders and organizations. She has served on the boards of the Latino Commission on AIDS, CALNonprofits, and Grassroots Institute for Fundraising Training and currently serves as a board member of Robert Sterling Clark Foundation. She earned a Bachelor's degree in Politics from the University of California at Santa Cruz and a Master's degree from Columbia University, Social Organizational Psychology Program.



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**CINDY SANTOS**

she/her

Senior Associate for Strategic Partnerships at the Aspen Institute Forum for Community Solutions

Cindy Santos is a Senior Associate for Strategic Partnerships at the Aspen Institute Forum for Community Solutions working on community power building, equity, collective impact, and strengthening philanthropic field practices that focus on community-centered grantmaking.

Previously, Cindy served as a Liaison at the Center for States, where she provided technical assistance and support to the child welfare system in NY, NJ PR, and US Virgin Islands to conduct root cause and data analysis and increase organizational capacity to implement federal policy, develop effective strategies and implement scalable solutions. Most recently, Cindy was a National Partnerships Advisor at Casey Family Programs, leading multiple national, state court, and family court focused initiatives to address systemic racism, increase cross-systems and multi-disciplinary collaboration, meaningfully engage those with lived expertise, improve child, family, and community well-being and advance equity in evaluation.