

- Recognized disability inclusion expert, particularly in funding approaches
- Motivational public speaker, trainer and skilled facilitator
- Trusted collaborative leader who builds common ground and transcends hierarchies
- International human rights, social justice and disability expert with intersectional approach

## **INDEPENDENT CONSULTANT**

### **Ford Foundation, Disability Inclusion Advisor**

- ✓ Supported the Office of the President, ten regional offices around the globe and seven thematic areas to more than double disability-inclusive grantmaking in first year of consulting.
- ✓ Advised leadership on organizational change through systematic policy and practice changes in operations and grantmaking, thought-partnership with program and regional office directors and creation of a dynamic learning agenda to make Ford a leader in disability inclusion in a span of 18 months.

### **Wellspring Philanthropic Fund**

- ✓ Developed a request for proposals, consulting with peer donors and field leaders, to advance the inclusion of women with disabilities within international women's rights funds.

### **Kessler Foundation**

- ✓ Analyzed more than five years of employment grantmaking and formal evaluations to develop a "[White Paper on Employing People with Disabilities: Lessons from Kessler Foundation's Signature Employment Grants.](#)"
- ✓ Crafted five "[impact stories](#)" highlighting successful disability employment grants

### **Center for Strategic and International Studies**

- ✓ Wrote "[A CSO Playbook to Reclaim Civic Space: 1.0](#)", a ground breaking paper that shares best practices to combat restrictions on civic space and is based on an analysis of more than 10 reports from CSIS's International Consortium on Closing Civic Space.

## **WELLSPRING ADVISORS, LLC**

**NEW YORK, NY**

### **Senior Program Officer, International Human Rights**

Feb 2006 – June 2017

*Manage two thematic portfolios of approximately 35 project and general support grants that advanced international disability rights and the security and protection of human rights defenders*

- ✓ Conceived and launched one of the first grantmaking programs focused on human rights and disability through close consultation with activists with disabilities during the CRPD drafting
- ✓ Spearheaded the quadrupling of Wellspring donors' investment in disability rights
- ✓ Managed local staff in Uganda and Tanzania to implement country-specific grantmaking
- ✓ Mainstreamed disability inclusion into the agenda of private human rights donors
- ✓ Led a cross-program task force to create firm-wide grantmaking due diligence protocols
- ✓ Participated in internal Racial Justice working group to advise on hiring, consulting and organizational learning
- ✓ Developed and implemented Wellspring's first grantmaking strategy to address the security and protection of human rights defenders globally
- ✓ Created internal protocols to support grantee safety and developed shared tools and resources to guide private donors' efforts to strengthen grantee security

- ✓ Strengthened capacity of civil society organizations, providing technical assistance on program design, evaluation, organizational development, fundraising, and advocacy

## **DISABILITY RIGHTS FUND**

**President and founding Co-chair of the Board of Directors** 2008 – June 2018

*Led Board of only funding institution solely dedicated to supporting the human rights advocacy of DPOs*

- ✓ Coordinated the launch of the first-ever human rights fund dedicated to the rights of people with disabilities developing a participatory structure of donors and activists with disabilities
- ✓ Mentored Executive Director during tremendous programmatic and operational growth resulting in more than \$25 million in funding for DPOs in more than 30 countries
- ✓ Managed inclusive governance structure and catalyzed Board recruitment and giving

## **INTERNATIONAL HUMAN RIGHTS FUNDERS GROUP**

June 2004 – March 2008

*Developed dynamic forums for learning and exchange amongst private human rights grantmakers*

- ✓ Served as first staff person, coordinating donor education and programming on cross-cutting human rights issues such as LGBT and disability rights through three annual donor conferences
- ✓ Tripled membership and managed financial accounting and operations as the sole staff person
- ✓ Conceived and curated a bi-monthly human rights newsletter, still used today

## **MERTZ GILMORE FOUNDATION**

**NEW YORK, NY**

**Program Associate**

June 2004 – Jan 2006

*Supported the launch of a new US human rights grantmaking program*

- ✓ Communicated guidelines to prospective grantees and guided their proposal development
- ✓ Identified grantee and donor partners through research and analysis of funding data

**Coordinator, LuEsther T. Mertz Charitable Trust, Assistant to Executive Director** Jan 2002 – June 2004

*Coordinated innovative open space and dance grantmaking portfolio with annual budget of \$6 million*

- ✓ Improved efficiency and monitoring by developing the Trust's first grants management database
- ✓ Launched Foundation rebranding, including web site and logo still in use today

## **JP MORGAN & CO., INC**

**NEW YORK, GENEVA, SINGAPORE**

**Chief Administrative Officer, Healthcare Investment Banking**

July 1995 - July 1999

*Managed strategic planning and operations of 70-person team with \$120mm budget*

- ✓ Developed performance dashboard on staffing, deals and revenue replicated by entire division
- ✓ Identified operational cost savings and managed ten administrative assistants

**Management Consultant**

*Developed financial and qualitative analyses to inform clients' strategic decisions*

- ✓ Systematized asset valuation for Private Banking dramatically improving efficiency of risk management systems
- ✓ Conducted cost analyses of Asia contingency sites and presentation operations in NY and London

## **YALE UNIVERSITY**

**NEW HAVEN, CT**

**Teaching Assistant, International Affairs and Approaches**

Sept 2000– Dec 2000

**Articles Editor, Yale Human Rights and Development Law Journal**

2000-2001

**FREELANCE EDITOR** *Copiedited book on history of U.S. federal policy on international education* Winter 2001

## OTHER LEADERSHIP POSITIONS

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- Women Enabled, *Member*, Board of Directors (2017-now)
- Disability Rights Working Group, *Co-leader*, International Human Rights Funders Group - IHRFG (2007 – 2017)
- Human Rights Defenders Working Group, *Steering Committee*, IHRFG (2012 – 2015)
- Disability Funders Network, *Member*, Board of Directors (2007 – 2013)
- Embankment Preservation Coalition, Jersey City, NJ *Member*, Board of Directors (2005 – 2008)

## EDUCATION

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- Yale University, New Haven, Connecticut** May 2001  
M.A. in International Relations, Human Rights & Law  
*University Fellow, Academic Excellence Award Winner*
- Ludwig-Maximillan University, Munich, Germany** Sept 1993 – Aug 1994
- Hamilton College, Clinton, New York** May 1995  
B.A. in World Politics and German  
*Summa cum Laude, Phi Beta Kappa, World Politics senior prize, German honors*