

**EDUCATION**

Yale University, Ph.D./M.A./M.S., Department of Political Science, New Haven, CT	2005
Dissertation: "Bootstraps and Beltways: The State's Role in Immigrant Community Banking"	
Columbia University, B.A., Urban Studies/Cultural Anthropology, New York, NY	1991
Awards: Dean's List (4 years) and King's Crown Leadership Award (1991)	

**PROFESSIONAL POSITIONS (Selected)****Program Director, Open Society Fellowship Program**

**Open Society Foundations** 2018-current  
 Inaugural full-time director. Led team of 12 and Advisory Board to select up to 50 grantees a year with an annual budget of \$6 million through four global initiatives: (1) Open Society Fellowship (Alternatives to Economic Inequality and Human Rights Fellows); (2) New Executives Fund (new executive directors in their first year of service); (3) Open Society Internship in Rights and Governance (for a new generation of human rights activists); and (4) Contested Spaces Initiative (travel abroad for weeklong immersion in country experiencing socio-economic-political tension). Led strategy process to re-focus on grassroots social movements, worker organizing, and healing justice. Expanded opportunities to select fellows from the Global South and "Historic First" leaders from directly impacted communities. OSF Leadership Groups: Member of the Senior Leadership Group, the Network Leaders Group, the Just Future for Workers Network, and the Individual Grants Working Group. Funder Networks: Member of [Funders for Justice](#) (Healing Justice Strategy Group), [Resourcing Radical Justice](#), Robert Wood Johnson Foundation's Movement Leadership Lab, and [Solidaire Network](#).

**Director, Education & Leadership Development Department**

**1199SEIU UHE (United Healthcare Workers East)** 2012-2018  
 Led multi-state team of 12 to provide strategic, organizational, and leadership development programming for the largest union local in the United States (400,000 members in NY, FL, MA, NJ, MD, and DC). Infused creative arts and reflective practices with experiential learning modalities into political and worker education. Member of Executive Committee, the union's highest leadership body. Led union-wide collaborative design processes including executive officers, vice presidents, organizing staff, activist members and the political, communications, research, and new organizing departments. Oversaw Bread and Roses' (our cultural arts program) relationship with Harry Belafonte. Lead content and coordination of major training initiatives for Delegates, Organizers, Officers and led special projects on the Social Determinants of Health; Janus decision preparation and [response](#); 1199 restructuring; and leadership development for administrative staff. Board memberships: 1199SEIU Training and Employment Fund; Joseph S. Murphy Institute Advisory Board (now CUNY School of Labor and Urban Studies); New York State AFL-CIO/Cornell Union Leadership Institute Advisory Board; Youth Engagement Fund (Democracy Alliance/NEO Philanthropy).

**Co-Associate Director, The Murphy Institute**

2000/2001

**City University of New York (now CUNY School of Labor and Urban Studies)**

Launched Union Semester program. Evaluated the Center's research portfolio. Consulting editor, *New Labor Forum*. Coordinated conferences and weekly seminars with labor and community leaders.

**Senior Research Associate, Community Renaissance Fellows Program**

**Yale University** 1996-2000  
 Collaborated with faculty and staff on program design, candidate selection, research, curriculum development, and training for HUD-funded mid-career fellowship. Fellows placed at HOPE VI public housing sites slated for demolition and rebuilding as mixed income housing. Co-created six weeklong intensive trainings in New Haven over two years. Oversaw research assistants, authored case studies, and conducted program evaluation. Guest speaker presenting my analysis, titled "Market Models, Racial Realities: Confronting Race in Community Development."

## **Lead Policy Analyst, Office of Council Member Una Clarke**

### **New York City Council**

1992-1994

Managed the legislative, policy, and budget agendas for committees on General Welfare, Youth Services, Mental Health/Retardation, and Health. Developed policy positions for the district's Caribbean immigrant population. Oversaw pro bono attorneys and negotiations with the Transport Workers Union on law to regulate informal jitney dollar vans.

### **Consultancies**

2007-2008 Forum on Race and Democracy (multi-racial democracy project)  
2009-2010 Service Employees International Union, Washington, DC (immigration for non-immigrants)  
1998-2002 Holt, Wexler, Farnam LLP (sub-contractor with national community development consulting firm)  
1995 West Indian American Carnival Day Association

### **Short-Term Placements New York City 1989-1992**

Center for Law and Social Justice, Medgar Evers College, CUNY (voting rights/redistricting)  
Chancellor's Office of the Board of Education (HIV/AIDS education in public schools)  
Committee to Elect Una Clarke (campaign intern on first council race)  
Colgate-Palmolive Company, Office of the Chief Executive (corporate giving to public schools)  
Cornell Medical Center (interviewing homeless, recovering addicts and SRO residents)  
Department of Housing Preservation and Development (Tenant Interim Lease/affordable housing initiatives)  
Local 1180, Communication Workers of America (shadow Ed Ott)  
Mayor's Office of Education Services (evaluate first multicultural education curriculum)  
Mayor's Office of Housing Coordination (various assignments)  
Mayor's Office of Immigrant Affairs (immigrant access to domestic violence services)  
New York City Civil Rights Coalition (Bensonhurst project)

## **ACADEMIC POSITIONS**

### **Traveling Faculty, International Honors Program**

#### **School of International Training, Cities in the 21<sup>st</sup> Century**

2011 (Fall)

Semester-long study abroad program for college juniors and seniors. Focused on planning/built environment, politics, and culture of world cities including grassroots social change and community building efforts. In residence in Sao Paulo (Brazil), Cape Town (South Africa), and Hanoi (Vietnam) with family homestays and multiple field visits. Courses: Culture and Society of World Cities (Anthropology/Sociology); Contemporary Urban Issues (group projects).

### **Assistant Professor, University at Albany, SUNY**

#### **Dept. of Public Administration and Policy/Dept. of Political Science**

2005-2011

Co-Director, Women and Public Policy Certificate Program (2007-2011). Affiliations: Department of Women's Studies; Public Policy Faculty; Center for Women in Government and Civil Society. Courses (selected): Graduate - Politics and Policy; Inequality and Public Policy; Politics of Migration and Membership. Undergraduate - Introduction to Policy Analysis; Introduction to Bureaucratic Politics

### **Martin Luther King, Jr. Visiting Scholar, Massachusetts Institute of Technology**

#### **Department of Urban Studies and Planning/Center for Reflective Community Practice**

2004-2005

MA Seminar: Race, Immigration, and Planning (co-taught with Phil Thompson and field project with Brazilian immigrant community in Framingham, MA)

### **Fellowships & Affiliations**

Research Affiliate, Community Innovators Lab, MIT 2017-2018  
Research Affiliate, Center for Policy Research, University at Albany, SUNY 2011-2012  
Governing America in a Global Age Fellow, University of Virginia 2003-2004  
CSMP Dissertation Fellow, Mount Holyoke College 2002-2003  
Ford Foundation Pre-doctoral Fellowship 1995-1998  
Coro Fellow in Public Affairs, New York City 1992  
Alethia Jones 2

## PUBLICATIONS

- 2022 "Prologue: A Message from Open Society's New Executives Fund." With Bipasha Ray. *In Support of Those Who Take the Leap: Lessons on Leadership Transitions from the Open Society Foundations' New Executives Fund*. Martha Farmelo and Victoria Wigodzy (Open Society Foundations).
- 2019 "Agents of Change: How Allied Health Care Workers Transform Inequalities in the Healthcare Industry," in *Structural Competency in Mental Health and Medicine: A Case Based Approach to Treating the Social Determinants of Health* Editors, Helena Hansen and Jonathan M. Metz (Springer).
- 2017 "Introduction," Special Issue: Labor and Racial Justice, *Labor Studies Journal*. Robert Bruno and Alethia Jones, eds. Vol 42(1): 5-9.
- 2014 *Ain't Gonna Let Nobody Turn Me Around: Forty Years of Movement Building with Barbara Smith*. Alethia Jones and Virginia Eubanks with Barbara Smith. Forward by Robin D. G. Kelley.
- Awards
- Lambda Literary Award for Lesbian Memoir/Biography (2015).
  - Judy Grahn Award for Lesbian Nonfiction (2014).
  - ForeWord IndieFab Book of the Year in Women's Studies (Silver Winner 2014).
- Related
- Barbara Smith Caring Circle (a "people's pension"): <https://www.patreon.com/smithcaringcircle>
  - "Identity Politics: Key to New Coalitions for Radical Change," Murphy Institute. Panel: Gerry Hudson (Executive Vice President, SEIU), Joo-Yun Kang (Director, Communities United for Police Reform), Alethia Jones (Moderator/1199SEIU UHE Education Director), Chirlane McCray (First Lady of NYC-opening remarks), and Barbara Smith (author, pioneering Black feminist). March 13, 2015.
- 2012 "Education Matters: Building Capacity at 1199SEIU-UHE" (program assessment)
- 2010 "SEIU & Immigration Reform: Why We Care" (national training curriculum)
- 2010 "Identity Politics: Part of a Reinvigorated Class Politics," *New Labor Forum* (Spring).
- 2009 "Immigration and Institutional Change: The Urban Origins of U.S. Postal Savings Banks." In *The City and American Political Development*. Ed. Richardson Dillworth. Routledge.
- 2008 ["Let's Talk Immigration!" Curriculum](#). Co-author Guillermo Perez.
- 2007 "Social Facts versus Social Realities in the New Millennium." *Historical Methods: A Journal of Quantitative and Interdisciplinary History*. 40:4 (174-178).
- 1997 "Women of Color in the Eighties: A Portrait Based on Census Data." Tamara Jones and Alethia Jones. In *Women Transforming Politics: An Alternative Reader*. Eds. Cathy Cohen, Kathy Jones and Joan Tronto. New York: NYU Press.
- 1997 "Elm Haven: Historical Overview." In *Case Study Materials: Community Renaissance Fellows Program*. Yale University.

## Book Blurbs

2021. Middleton, Allie. *Yoga Radicals: A Curated Set of Inspiring Stories from Pioneers in the Field*. (Singing Dragon).
2020. Pyles, Loretta. *Progressive Community Organizing: Transformative Practice in a Globalizing World*. Third Edition. (Routledge).

## BOARD & COMMUNITY SERVICE

### Current Board Service

- Advancing Black Strategy Initiative, Jobs with Justice (Advisory Board)
- CUNY School of Labor and Urban Studies Foundation (Governing Board)
- Leadership Center for Democracy and Social Justice (Advisory Board/Curriculum Committee)
- Raise Yuh Voice for Women and Girls, Jamaica, West Indies (Advisory Board)

### Past Board Service

- 1199SEIU/League Training and Development Fund Board
- Black Alliance for Just Immigration (BAJI) Advisory Board
- Labor-Religion Coalition of the Capital District (Jobs with Justice/Interfaith Worker Justice affiliate)

New York Latino Research and Resources Network Advisory Board  
 Underground Railroad History Project of the Capital District  
 Women Transforming Communities (formerly Women's Theological Center), Partner/Trainer  
 Youth Engagement Fund (Democracy Alliance/NEO Philanthropy)

**Past Community Service (Selected)**

Civil Rights of Immigrants Task Force, ARISE, Albany, NY (Gamilial affiliate)	2006-2011
Holding Our Own: A Women's Foundation, Grants Award Committee, Albany, NY	2008
"Let's Talk Immigration!" Workshops (90' trainings for non-immigrants with Guillermo Perez)	2008-2009
Jobs with Justice National Conference, 2008	
Labor-Religion Coalition of New York State, 2008	
Labor-Religion Coalition of the Capital District, 2008.	
United Association of Labor Educators conference, 2009	
Underground Railroad History Project of the Capital Region Conference, 2009	
National Network on Immigrant and Refugee Rights (BRIDGE Curriculum Advisory Group)	2008
New Sanctuary Movement, Albany, NY	2007-2011
New York Civil Liberties Union, Capital District chapter (Albany, NY)	2007-2009
New York Immigration Coalition, "Truth About Immigrants" Campaign	2007-2008
New York Statewide Advocacy Initiative Campaign on Immigrants' Rights,	2009-2011

**EVENTS AT OPEN SOCIETY FOUNDATIONS**

- Creator and moderator: Dilemmas of Democracy: An experimental series on challenges and opportunities of civic life*
- "Redesigning Society (Part 2): How Artists Use "Idea Arrangements Effects to Enact Social Justice," Kenneth Bailey, Judith Leemann, Anthony Romero, Marian Urquilla, Design Studio for Social Intervention. Guest Moderator: Beth Dunlap, The Lab, Strategy Unit (OSF). December 6, 2021.
  - "Redesigning Society (Part 1): Crafting New Futures Using "Idea Arrangements Effects," Kenneth Bailey and Lori Lobenstine, co-directors, Design Studio for Social Intervention. November 2, 2021.
  - "In Support of Those Who Take the Leap: Sharing Reflections and Lessons on Leadership Transitions from the New Executives Fund," Martha Farmelo and Victoria Wigodzyk, consultants and Joey Lee, Senior Program Officer, New Executives Fund. October 27, 2021.
  - "Calling In the Calling Out Culture," Loretta Ross, author, activist, faculty at Smith College. August 18, 2021.
  - "Somatic Workshop: Femme! Experience (Open Invitation)," Bernadette Pleasant, founder The Emotional Institute. August 3, 2021.
  - "Somatic Workshop: Femme! Experience (For DEI community)," Bernadette Pleasant, founder The Emotional Institute. July 29, 2021.
  - "Somatic Healing for Personal and Social Change," Bernadette Pleasant, founder The Emotional Institute. July 26, 2021.
  - "From Artificial to Civic Intelligence: New Approaches to Citizen Engagement," Ceasar McDowell, associate director of MIT's Center for Constructive Communications. July 13, 2021.
  - "Defending Marginalized History: the NYC African Burial Ground 30 Years Later and the Global Effect on Black Cemeteries – A Juneteenth Commemorative Event," Peggy King Jorde, consultant. Preview of forthcoming documentary. June 15, 2021.
  - "Leveraging Think Tanks for Social Change: Opportunities and Limits," Andrew Rich, Dean of the Colin Powell School for Civic and Global Leadership at The City College of New York (CUNY). June 14, 2021.
  - "Protest and Philanthropy: 1964-2021 and the Movements for Black Lives," Clennon L. King, documentary filmmaker and founder of AugustineMonica Films and Crystal Hayling, Executive Director of the Libra Foundation. Access to documentary provided. March 30, 2021.

Invited Moderator

"Global Consequences of the War on Drugs: Perspectives from Former Open Society Fellows," Liz Evans, Vanda Felbab-Brown, Gregg Gonsalves, and Helena Hanson. Sponsor: Global Drug Policy Program. September 22, 2021.

- "Liberatory Research: Centering Equity in Research and Evaluation," Zuri Tau and Nidal Karim, Social Insights Research. Sponsor: The Lab, Strategy Unit. March 18, 2021.
- "Honoring Black Pioneers and Workers Toward Racial Justice in Medicine," featuring medical students Joel Bervell of Washington State University and Jada Ohene-Agyei of University of Missouri-Kansas City. Sponsor: Public Health Program. March 3, 2021.
- "Through the Image: Women and Communities of Color in Corporate America and Beyond," Endia Beal, Artist-Professor, Winston-Salem State University. Sponsor: Culture and Art Program. September 22, 2020.

#### Guest Speaker

- Panel Discussion with Patrick Gaspard. Network Leadership Meeting (Global). Open Society Foundations. New York City. July 16, 2019.
- 2019 Cohort Welcome Dinner, Leadership in Government Fellowship (USA). Open Society Foundations. New York City. January 23, 2019.
- "Working across OSF Silos to Advance Meta-Narratives Supporting Open and Democratic Societies." at "Meeting the Populist Moment Convening." Open Society Foundations and the Narrative Initiative. Berlin, Germany. June 18-20, 2019.

### **ACADEMIC PRESENTATIONS & CONFERENCES (Selected 1998-2009)**

#### Competitive

- "Religion: Friend or Foe in the Politics of Immigration?" (with Jocelyn Boryczka). American Political Science Association, Toronto, Canada. September 5, 2009.
- "Jose Crow? Anti-Immigrant Laws in the 50 States." Justice Studies Association, Albany, NY May 28, 2009.
- "Immigration Reform and 'Jose Crow': Organizing and Public Policy." Fifth Annual Public Anthropology Conference, American University, Washington, DC, November 1, 2008.
- "Bootstraps and Beltways: The State's Role in Immigrant Community Banking." Social Science History Association, Chicago, IL. November 2007.
- "Power, Money, Respect: The Immigrant Origins of the US Postal Savings Bank." American Political Science Association, Philadelphia, PA, August 2006.
- "Bootstraps and Beltways: The State's Role in Immigrant Community Banking." Policy History Conference, Charlottesville, VA. June 2006.
- "Constructing Immigrant Community Banking, 1900-1929." Social Science History Association, Portland, OR. November 2005.
- "Exclusion as Expertise: The Consolidation of Community Banking Advocacy in the 1970s." Policy History Conference, St. Louis, MO. May 2004.
- "From Port-Au-Prince to Little Haiti: Incorporating Haitian Workers." American Political Science Association, Philadelphia, PA. September 2003.
- "The Politics of Immigrant Entrepreneurship." Eastern Sociological Society Conference, Philadelphia, PA. March 1998.

#### By Invitation

- "Inclusive Religious Values in the Immigration Debate: Locating and Assessing its Past Role and Future Impact." Language and Political Transformation Workshop, Fairfield University, Fairfield, CT. April 24, 2009.
- "Civil Rights, Legal Fights and Language." East China Normal University Faculty Training, University at Albany, Albany,

NY. August 8, 2008. (Lecture on issues facing Chinese immigrants and African Americans)

"Immigration and the City." Calhoun College Seminar, Yale University, New Haven, CT. April 18, 2006.

"Creating Synergy: Top-Down Policymaking and Immigrant Community Banking." Woodrow Wilson International Center for Scholars, Washington, DC. October 2005.

"The Limits of Economic Cooperation: Black Exclusion and the Credit Union Experience." Re-Visiting W.E.B Dubois: Alternative Visions for Diverse Black Communities, Harvard Law School, March 22, 2005.

"Transnationalism and Economic Incorporation: The Case of Haitian Essos." Transnationalism, Gender and the Changing Black World conference, Syracuse University. April 2002.

"The Case of Haitian Essos: Transnational Lending Systems as the Path to Economic Citizenship." Defying Borders, Reshaping the Boundaries of Race Conference, Princeton University. Oct 2001.

"Race, Culture and State in the Study of Immigrants." New Immigrants and Cities series, Massachusetts Institute of Technology, Department of Urban Studies and Planning, Cambridge, MA. October 2002.

"Market Models, Racial Realities: Confronting Race in Community Development." Community Renaissance Fellows Program, Yale University, New Haven, CT. July 1998.

#### **ACADEMIC TEACHING (2003-2011)**

International Honors Program/World Learning, Brattleboro, VT 2011 Fall

Cities in the 21st Century (comparative urban studies program taught in Brazil, South Africa, Vietnam)

Culture and Society of World Cities

Contemporary Urban Issues

University at Albany, State University of New York (SUNY), Albany, NY 2005-2011

Department of Public Administration and Policy

Introduction to Bureaucratic Politics (undergraduate, lecture, writing intensive)

Introduction to Policy Analysis (undergraduate, lecture)

Social Capital and Public Policy (graduate)

Inequality and Public Policy (graduate)

Politics and Policy (graduate)

Department of Political Science

Immigrant Integration: Politics and Policy (undergraduate seminar, writing intensive)

Politics of Migration and Membership (graduate)

Research and Writing I & II (graduate)

Massachusetts Institute of Technology, Cambridge, MA 2004-2005

Dept. of Urban Studies and Planning

Race, Immigration, and Planning (graduate seminar)

Mount Holyoke College, South Hadley, MA Spring 2003

Dept. of Political Science

Immigrant Niches, Networks and Public Policy

#### **ACADEMIC & UNIVERSITY SERVICE (2004-2011)**

##### Memberships

American Political Science Association

- Co-chair, New Political Science section, 2005-2007 (over 450 members; planned 40th Anniversary Celebrations including panel discussion, business meeting, plenary sessions, manage 4 award committees, keynote speech and receptions)
- Nominations Committee, Urban Politics section, 2008-2009
- Immigration and Politics Working Group, 2004-2011

American Sociological Association  
 Social Science History Association  
 Urban Affairs Association

Publications

Editorial Board

- New Political Science: A Journal of Culture and Politics, 2005-2007
- Indigenous Planning Times, 1993-1994

Consulting Editor

- New Labor Forum, 2000-2001

Reviewer

- Latin American Research Review 2004-2005
- Public Administration Review 2008-2009
- Contemporary Justice Studies 2009-2010

**University at Albany, SUNY**

Public Administration and Policy

Co-Director, Women and Public Policy Certificate Program	2007 - current
Public Policy Search Committee	2008
Public Management Search Committee	2008
Public Policy Curriculum for MPA Program	2008 Spring
Public Policy Search Committee	2007
Center for Women in Government and Civil Society	2005-2011
Voices for Change: Immigrant Women & State Policy	2005-2007
Compact Planning Committee	2006-2007
Honors College Proposal	2006 Spring
Ph.D. Collaborative on Nonprofits	2006 Spring

Political Science Department

Public Policy Search Committee	2008
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Rockefeller College of Public Affairs and Policy

Director of Internships Search Committee	2006
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University-wide

Faculty Sponsor, Community Organizing Institute Grant application (Loretta Pyles, Ph.D., Community and Public Service Program)	2009 June
Partnership in Public Service, Office of Career Services	2009 Spring
Media Training Workshop, Media Relations Dept.	2008 Dec.
Task Force on Undergraduate Writing Instruction (Focus Group)	2007 Spring
Steering Committee, Difficult Dialogues Faculty Network	2005-2007
Presenter, Difficult Dialogues Final Report, Ford Foundation Conference, Yale University, January	2007
Host/Moderator, Conversation Café for Undergraduates, October, 27	2006
Advisory Board Member, New York Latino Research Network	2005-2011

## **GRADUATE STUDENT ADVISING (2005-2010)**

### **University at Albany, SUNY**

#### Ph.D. Qualifying exams

##### Public Administration

Andrade, Karyn (April 2009)

Schmid, Jody (December 2009)

##### Political Science – Public Policy Minor Exam

Johnston, Wendy (2010)

Armato, Michael (February 2009)

Woodward Jennifer (August 2008)

Ferradino, Cecilia (March 2007)

Scotoce, Shannon (August 2007)

#### Ph.D. Dissertation Committees

##### Political Science

Koczak, Stephen, *Winning Battles and Losing Wars: George Pataki and the Executive Veto in New York State* (writing, December 2012 completion)

Anderson, Stephen, *An Exploratory Study of Inmate Voting Preferences in the Ohio Prison System: Election 2008* (in field, collecting data)

Gonzalez-Murphy, Laura, *Change and Continuity in Migration Policy in Mexico: The Role of Civil Society* (June 2009)

#### MA Thesis, Chair

##### Public Administration

Kennedy, Edward. *Top-Down Music Festivals as Economic Development*. (December 2009)

Imboden, Sarah, *Sharing Water Through Negotiation and Mediation: A Case Study of Alternative Dispute Resolution in the New York City Watershed Negotiations, 1990-1997* (August 2009)

Ohta, Yukisato, *Characteristics of the Treasury Bank Enterprise Award Program Awardees: Cases in New York* (May 2009)

Tiffer, Roxana. *Affirmative Action and Representative Bureaucracy*. (May 2008)

#### MA Thesis, Reader

##### Public Administration

Datillio, Emily, *Increasing the Supply of Affordable Housing in New York City* (August 2009)

Tomotaki, Yoshihisa, *Smart Growth in the US and Japan* (May 2008)

### **Massachusetts Institute of Technology (MIT)**

#### MA Thesis Reader

Campos, Sofia, "Healing Centered Organizing: What Side Are You On?" (May 2015).

Alleyne, Kim, "Developing Resident Leadership: Theory and Practice in Boston's Neighborhoods" (May 2005).

Cheigh, Brian, "The Urban Economic Development Impacts of Ethnic Entrepreneurship: A Case Study of Dominican Entrepreneurs in Lawrence, Massachusetts" (May 2005).

#### Ph.D. Prospectus Reader

Allen, Ryan, "Refugee Job Search Strategies in Portland, Maine" (May 2005).