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# gill, MSW

## EDUCATION

### **Masters of Social Work**

**Macro/Public Policy**  
The Catholic University of America, 2015

Strong knowledge of social work theories, public policy, and international social development. Specialized education in organizational development, capacity building, program monitoring and research. Published writing on intersectionality, reproductive justice, trauma-informed care, gender based violence and HIV harm reduction models.

### **Bachelors of Music**

Howard University, 2005

Opera, Minor: Piano & German Literature

## SKILLS

Cross movement organizing, skilled facilitator with understanding of anti-oppression models, and motivational interviewing. Native Spanish Fluency, Beginner Korean, Intermediate German. Highly proficient in Microsoft, SPSS, website design, Adobe, Raiser's Edge, CareWARE, Ecura, HMIS, IDIS and various social media platforms. Certified in SBIRT, and holds certifications for DC's Domestic Violence Advocate Core Competency Training, DC HIV Medical Case Management Training and APA Program Monitoring Training.

## EXPERIENCE

Emergent Fund  
Washington, DC  
6/19 – Present

### **DIRECTOR**

Manage a rapid-response fund partnership with Women Donors Network, Solidaire, Threshold Foundation, and the Democracy Alliance. The Emergent Fund was established to help move quick resources to communities that are under attack by federal policies and priorities – immigrants, women, Muslim and Arab-American communities, Black people, Indigenous communities, LGBTQ communities, and all people of color. The Fund focuses on grassroots organizing and power building in communities of color who are facing injustice based on racial, ethnic, religious and other forms of discrimination. EF provides resources to defend against the ongoing crisis, and to develop innovative strategies to transform our country. In my role I work to:

- Deepen our practice of solidarity with our partners and soon-to-be partners, ensuring that our work is intersectional, survivor-centered, coalition-led, and people-powered;
- Ensure that our funding model maintains minimal bureaucracy, leaning into the expertise and networks of our decision-making Advisory Council, and funding leadership from the most impacted communities quickly and responsively;
- Communicate about the work of grantees and applicants and lessons learned from the Emergent model with donors to the fund – including members of partner donors networks – other funding partners, and rapid response funds;
- Lead strategy and long-term vision for the Emergent Fund in collaboration with other Fund leaders, community stakeholders and grantees;
- Lead development of funding partnerships for the Emergent Fund, including existing and potential new partners; and
- Shore up grantmaking processes, evaluation, and infrastructure, so that we can continue to meet the needs of our communities for the long haul

**Collective Action for  
Safe Spaces**

Washington, DC  
11/18 – Present

**INTERIM EXECUTIVE DIRECTOR**

Director of a grassroots non-profit working to make DC safer for everyone by using comprehensive, community-based solutions through an intersectional lens to eliminate public gendered harassment and assault in the DC metropolitan area. As Interim Executive Director and sole full time staff, manage every aspect of day-to-day organizational activity, including board and volunteer management, human resources, financial management, community organizing, organizational policy, training, fundraising and grant writing, communications and partnership development. In 9 months, successfully:

- Raised 194k in foundation funding – 134k above goal (300% increase)
- Raised 76k in Individual Donations – 23k above goal
- Helped decriminalize fare evasion in Washington, DC
- Conducted 132 hours of training (raising 30k in fee-for-service revenue) and expanded training to new partners; taking our bystander intervention training, Safe Bar Collective work and our ReThink Masculinity programs to more people across DC and further, including management of an Safe Bar Collective National spin-off piloting in 5 sites around the country
- Shored up internal infrastructure including trademarks, branding and policies, procedures, data and evaluation
- Oversaw implementation of the landmark Street Harassment Prevention Act
- Deepened CASS's commitment to a practice of transformative justice for survivors of gendered violence with survivor safety and anti-carceral praxis at the center of the work helping to create DC's first queer and trans people of color-led Transformative Justice working group for survivors of gendered violence
- Partnered with Force: Upsetting Rape Culture on the culminating Survivor Quilt's Survivor Policy Convening

**YWCA, USA**

Washington, DC  
05/16 – 11/2018

**DIRECTOR OF RESEARCH AND PROGRAM EVALUATION**

Provided leadership and oversight to research initiatives and information management. Worked across YWCA USA and World YWCA to design ambitious, new initiatives and build stakeholder support for them. Advised national office teams, and CEO, about information, including trends, unmet needs, partnerships and funding opportunities related to women and girls of color, intimate partner violence, LGBTQ rights, economic and racial justice. Led development of external partnership efforts. Oversaw internal cross-departmental workgroups and external coalition building related to mission impact. Primary liaison to communicate our mission both internally and externally through communications, legislative advocacy and donor cultivation. Created Dr. Dorothy Height Women of Color Leadership Development Cohort.

**National Network to  
End Domestic  
Violence (NNEDV)**

Washington, DC  
8/14 – 5/15

**CAPACITY BUILDING AND TECHNICAL ASSISTANCE FELLOW**

Provided comprehensive, specialized technical assistance and training to domestic violence and sexual assault coalitions in order to best address the needs of victims and local domestic violence programs. Helped create and support a mentorship program to pair long-time domestic violence coalition executive directors with new EDs. Conducted program evaluation to measure the efficacy of the mentorship program through a pre-test and post-test survey measuring a change in skills, knowledge and abilities. Created an evaluation plan to measure the impact of NNEDV's capacity building on the movement to end intimate partner violence and created accompanying report. Created a logic model demonstrating the activities and goals of capacity building to assist in conceptualizing how TA work leads to the outcomes desired and to support strategic planning. Helped to generate a wide breadth of content for a national HIV/AIDS and Domestic Violence toolkits and curriculum to enhance provision of domestic violence resources in HIV/AIDS programs. Co-wrote 2015 national "Domestic Violence Counts" census report.

**U.S. Department of Housing and Urban Development (HUD),**  
Office of HIV Housing,  
Cloudburst Consulting  
Group, Landover, MD  
10/12 – 5/15

### **SENIOR ANALYST, HIV & DOMESTIC VIOLENCE HOUSING**

Managed technical assistance to 220 HUD HOPWA (Housing Opportunities for Persons with AIDS) grantees, leading to increased data reliability through monitoring, reporting and analysis. Facilitated use of best practices to improve housing services to People living with HIV/AIDS with training, technical assistance, and program evaluation. Provided HOPWA guidance on intersections of HIV/Domestic Violence and LGBTQ housing needs.

**U.S. Department of Justice, Office on Violence Against Women,** Washington, DC  
5/12 – Present

### **SUBJECT MATTER EXPERT PEER REVIEWER**

Complete grant reviews to enhance **culturally specific** and **tribal** services for victims of sexual assault, domestic violence, dating violence and stalking across the USA. Review and assess fiscal budgets totaling more than \$250,000 USD. Offer feedback and provide skills building information to potential grantees to enhance grantee ability to receive future funding.

**The Women's Collective,**  
Washington, DC  
10/11 – 10/12

### **LEAD RYAN WHITE BILINGUAL CASE MANAGER**

Provided women-centered, trauma-informed, bilingual, culturally competent services to over 40 women living with HIV and their families. Submitted all monthly, quarterly and annual budget and programmatic reports of case management outcomes to major grant funders including the D.C. Department of Health. Led technical assistance on connection between HIV/AIDS and Domestic Violence to increase service provider capacity. Facilitated LIFT (Living in the Face of Trauma) curriculum based group therapy, for women who were both HIV positive and survivors of child sexual abuse.

**District Alliance for Safe Housing,**  
Washington, DC 08/08  
– 07/09

### **BILINGUAL DOMESTIC VIOLENCE HOUSING ADVOCATE**

Managed housing advocacy and support with survivors of domestic violence. Utilized strong knowledge of local housing laws related to domestic violence. Provided survivor-centered technical assistance with landlords, DC Housing Authority and shelters.

**DC Rape Crisis Center,**  
Washington, DC  
12/05 – 8/08

### **CRISIS SERVICES COORDINATOR**

Maintained 24-hour Crisis Services (24-hour hotline/hospital accompaniment) for the entire DC metro area responding to over 1000 calls per year. Provided direct crisis intervention services to survivors of sexual assault and domestic violence in hospitals, police stations and court houses. Followed up with clients after hospital visits, to answer questions, schedule intakes. Oversaw volunteer recruitment, interviews, training and scheduling for over 100 volunteers. Conducted 4 yearly 6-week crisis intervention trainings that prepared volunteers and new staff to conduct hotline and hospital advocacy. Trained hundreds of volunteers and service providers on best practices for supporting survivors of sexual assault and domestic violence, with specific curriculum on cultural competency including working with specific populations such as youth, LGBTQ communities, people of color, immigrants, and survivors with disabilities. Additionally, provided monthly group supervision and in-services in relevant topic areas for all volunteers. Coordinated and facilitated the cross-system Washington, DC Sexual Assault Response Team.

## **BOARD AFFILIATION**

Peace Corps Sexual  
Assault Advisory  
Council  
3/18 – Present

### **ADVISORY BOARD MEMBER**

Advise the Peace Corps on its Sexual Assault Risk-Reduction and Response (SARRR) Program for Peace Corps Volunteers utilizing technical expertise to enrich the global program in areas of prevention and response, monitoring and evaluation, advocacy, trauma-informed care principles and policy development.

DC Department of  
Health  
11/17 – Present

### **ADVISORY COMMITTEE MEMBER FOR DC HEALTHY PEOPLE 2020**

Utilize local experience with community engagement, and subject matter expertise in topics including racial justice, ipv, sexual & reproductive health, and lgbtq rights to help DC government and stakeholders prioritize collective community health needs and coordinate the plan to improve health outcomes.

Black Alliance for Just Immigration, 10/17 – 3/18

### **BOARD OF DIRECTORS**

Ensured BAJI's institutional integrity while safeguarding and enhancing financial soundness, mission alignment and non profit best practices. As part of a small, working board structure, engaged in public policy and partnership development, maximized BAJI's collective work and credibility with key constituencies and supported BAJI's women's safety and gender equity work.

Collective Action for Safe Spaces (CASS), Washington, DC  
03/17 – 11/18

### **BOARD OF DIRECTORS, TREASURER**

Served as a fiduciary of CASS, responsible for the health and sustainability of the organization. Worked closely with the Executive Director and volunteer staff to guide programming, fundraise on behalf of the organization, and ensure the organization fulfills its mission to build communities free from public gendered harassment and assault. Served as Board Treasurer, and Policy team member helping the pass Washington, DC's Street Harassment Prevention Act.

Diverse City Fund, Washington, DC  
03/13 – 5/15

### **BOARD OF DIRECTORS**

Supported community based/ led social justice organizations with little access to traditional funding through grant making and capacity building. Coordinated peer-selected grassroots, DC-based organizations to receive funding. Engaged in speaking events and conferences regarding grassroots fundraising and foundation work.

Women Empowered Against Violence, Washington, DC  
8/08 – 7/09

### **ADVISORY BOARD MEMBER**

Created public awareness campaign for marginalized communities, prioritizing LGBTQ communities called "Show me love DC!" addressing IPV in LGBTQ communities. Facilitated focus groups of communities affected by intimate partner violence. Conducted community education and outreach about rights and services/resources.

## **VOLUNTEER**

Casa Ruby, Washington, DC  
07/14 – 7/17

### **GRANT WRITER/FUNDRAISER**

Through ongoing grant writing, research and strong knowledge of both federal and social justice grant making, helped secure over 150k for a grassroots DC-based LGBT community center.

Common Health Action, Washington, DC  
06/12 – 12/12

### **COMMUNITY ADVISORY BOARD MEMBER**

Economic Intervention Development Subject Matter Expert Project Reviewer for CDC Intimate Partner Violence curriculum. Provided feedback and technical assistance around cultural/community competency. Assessed feasibility and sustainability of project in a local (DC) context. Evaluated measurable health outcomes of curriculum format. Formulated implementation strategies based on cultural competency and best practices.

HIPS, Washington, DC  
3/07 – 3/11

### **TEAM LEADER/OUTREACH VOLUNTEER**

Provided street-based counseling and crisis intervention to a wide variety of clients in street based economies. Conducted HIV testing and counseling. Utilized harm reduction strategies and HIV prevention. Coordinated and facilitated training of new volunteers.

## **INTERNSHIPS**

Community Connections, Washington, DC  
09/09 – 02/10

### **COMMUNITY SUPPORT SPECIALIST MSW INTERN**

Conducted trauma-informed therapy with a diverse range of clients all living with schizophrenia using a variety of interventions, including CBT/Psychodynamic therapy.

Washington, DC  
Department of Behavioral Health,  
Washington, DC 01/14 – 6/14

### **HOMELESS OUTREACH TEAM MSW INTERN**

Provided crisis assessment, de-escalation, and grounding interventions to people experiencing mental health crises living on the streets and in homeless shelters.

## PUBLICATIONS AND PROJECTS

Journal of Family Violence Sept. 2018	Survivor-Centered Research: Towards an Intersectional Gender-Based Violence Movement", Journal of Family Violence (2018) 33:559–562.
American Academy of Psychotherapists (AAP) Mar 20, 2017	"Diversity From Within" Mar 20, 2017 American Academy of Psychotherapists (AAP). Voices: The Art and Science of Psychotherapy and the American Academy of Psychotherapists, from Vol 52, No 3, 2016
National Resource Center on Domestic Violence (NRCDV), Harrisburg, PA 6/15 – 8/15	Sole author of a peer-reviewed Special Collection on the intersection of intimate partner violence and HIV/AIDS. This 35-page document and web-based publication is a primary educational tool for domestic violence advocates looking to gain a deeper understanding of the intersection of domestic violence and HIV.
National Network to End Domestic Violence 10/16 – 12/16	Expanded upon and completed national HIV/DV curriculum. This guide will allow service providers from the gender based violence sector and the HIV/AIDS care continuum to deepen their understanding of the intersection of domestic violence and HIV/AIDS and develop strategies to collaborate in their work.
Women of Color Network, Inc., Harrisburg, PA 8/16 – 10/16	Author of "Life in the Margins: Expanding Intimate Partner Violence Services for Women of Color by Using Data as Evidence: A National Technical Assistance Guidance."

## AFFILIATIONS

FAAN Mail (Fostering Activism and Alternatives Now!) 1/10 – Present	<b>COFOUNDER</b>  Cofounded a media literacy and activism project by and for young women of color in Philadelphia and Washington, DC. Through the process of "talking back" (bell hooks) to media and creating new alternatives with each other and teen girls, we deconstruct and challenge hegemonic representations and messages within media and our everyday lives.
Grupo Afrodescendiente 1/10 – Present	<b>COFOUNDER</b>  Grupo Afrodescendiente is a grassroots organizing collective that works to acknowledge, represent and advocate for African descendants in Latin America and the United States.
INCITE! Women of Color Against Violence, DC 12/05 – 12/10	<b>COMMUNITY ORGANIZER</b>  INCITE! is a nation-wide network of radical feminists of color working to end violence against women, gender non-conforming, and trans people of color, and our communities.
National Youth Serving Organizations for Child Protection, DC 09/16 – 11/18	<b>CO-CHAIR</b>  Co-chaired multi-organization working group of Youth Serving Organizations with a national scope committed to putting collective impact to use to prevent and end child sexual abuse. Reviewed current evidence-based and promising practices in child sexual abuse prevention, in order to compile a set of prevention strategies and practices to work toward, advocate for and promote. Co-authored "Considerations in Developing Child Sexual Abuse Prevention Policies in Youth-Serving Organizations."