

## Contact

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(LinkedIn)

## Top Skills

Policy  
Program Management  
Strategic Planning

## Languages

Spanish  
French  
English

## Honors-Awards

Women's Executive Leadership  
Fellow  
Vice Presidents Award for  
Outstanding Team Achievement  
Meritorious Honor Award and  
Ambassadorial Certificate of  
Appreciation  
UN Secretary General Koffi Annan  
Award for Improving Operational  
Effectiveness  
Performance Awards

# Victoria Salinas

Driving social impact centered in partnership, equity, and community resilience.

Washington, District of Columbia, United States

## Summary

Victoria Salinas partners with communities across the United States and internationally to build resilience and recover after major disasters. She has a steadfast focus on ensuring equitable outcomes for all.

Presently, Victoria leads FEMA Resilience as an appointee of Biden-Harris Administration, where she is focused on accelerating all-hazards resilience for the nation's most underserved communities. Previously, she was Vice President for the national non-profit FUSE Corps, where she oversaw a program focused on strengthening the capacity of local government leaders to advance racial equity and tackle pressing issues ranging from climate change to inclusive economic development. Victoria also served as the Chief Resilience Officer for the City of Oakland, California, spearheading planning, policy, and legislative efforts to address climate, disaster, and socio-economic vulnerability. At the World Bank, she supported governments with post-disaster recovery planning and managed a multi-million-dollar grant program aimed at improving the community impact of investments in risk reduction. At FEMA, as a PMF following Hurricane Katrina and later as Deputy Branch Chief, Victoria contributed to multiple community recovery operations, and helped build the US interagency system for recovery.

Victoria has a master's degree in public policy from the Harvard Kennedy School and a bachelor's degree from the Walsh School of Foreign Service at Georgetown University. She is a Chilean-American who grew up in Austin, Texas and considers Oakland, California her second home. Victoria has two young sons, and is married to an entrepreneur.

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## Experience

## FEMA

Associate Administrator for Resilience

October 2021 - Present (2 years)

FEMA Resilience aims to help communities across the United States equitably adapt, survive, recover and thrive in the face of natural disasters, climate change, and security threats. We do this through a variety of programs that aim to help communities better understand their risk; transfer risk through insurance; and build the capacity to prepare, protect, respond, and recover from disasters. We take a partnerships-based- whole community- approach to building resilience that is anchored in collaboration with individuals and families; state, local, tribal and territorial governments; non-profits; the private sector; academic institutions; and other federal agencies.

## FUSE Corps

Vice President of Programs and Communications

January 2017 - October 2021 (4 years 10 months)

San Francisco

- For the non-profit FUSE Corps, led executive fellows program focused on increasing the capacity of local governments to engage communities, advance racial equity, and work more effectively for everyone.

- Partnered with leaders from 35 cities and counties, ranging from Los Angeles County to the City of Birmingham, Alabama to support successful implementation of 200+ projects on issues like climate change, justice reform, affordable housing, inclusive economic development, and equitable access to transportation, healthcare, education, and other government services.

- Oversaw 4x growth in program and creation of active FUSE community. With experts, designed new programming for fellows to advance racial equity and continued providing training in FUSE's hallmark programming in human centered design, adaptive leadership, change management and innovation in government. Provided project-related coaching to fellows, designed and facilitated workshops, and moderated roundtable sessions for government leaders.

- In response to the COVID-19 pandemic and racial reckoning, assisted FUSE CEO and activist and recording artist John Legend to raise philanthropic funding for 50 equitable recovery projects.

- Led efforts to strengthen FUSE's results management system to measure the individual and collective impact of projects, and integrate systems-change and equity indicators into the evaluation framework.
- Oversaw solutions journalism program that lifts up local government best practices through articles in Bloomberg CityLab, Next City, Governing and others.
- Diversified FUSE's marketing and communications strategies to reach key audiences through social media, newsletters, article, webinars, and direct outreach.
- Partnered with John Legend's social impact team to launch Human-Level, a new initiative focused on igniting systemic change and building racial equity across American cities and communities that is rooted in the work of FUSE Executive Fellows.

City of Oakland & 100 Resilient Cities Initiative  
Chief Resilience Officer & Deputy City Administrator  
2014 - 2016 (2 years)  
Oakland, California

- Led development of Oakland's resilience strategy as part of global effort pioneered by the Rockefeller Foundation to strengthen cities' ability to respond to adverse events and better address needs of poor and vulnerable residents
- Spearheaded inclusive community engagement with hundreds of leaders from local non-profits, businesses, and regional organizations resulting in consensus on resilience-building priorities
- Managed and advised on resilience-related efforts including: seismic safety legislation, disaster recovery preparedness, urban greening and conservation, strengthening community cohesion
- Collaborated with other San Francisco Bay Area municipalities, regional agencies and non-profits to develop shared approaches to regional resilience challenges such as sea level rise
- Served as the City's main point of contact to 100 Resilient Cities

## The World Bank's Global Facility for Disaster Reduction and Recovery

Disaster Risk Management Specialist

2011 - 2014 (3 years)

Washington, DC

- Managed \$20 million grant portfolio for Latin American and Caribbean countries to strengthen disaster resilience and informing \$100 million investment in risk reduction
- Improved ability of organization to measure impact of investments by leading the redesign and implementation of a new portfolio evaluation system
- Assisted governments to improve capacity to manage disaster recovery through post-disaster technical assistance to government leaders in Guatemala and Georgia, and through case study field work on Haitian recovery process for global handbook on recovery management
- Facilitated trainings and workshops for over 400 professionals and organized the Sendai Dialogue in Japan in which global leaders made new financial and policy commitments to build resilience
- Developed global guidance notes, knowledge products, and learning events in collaboration with international partners, government officials, and World Bank project teams
- Responded to disasters to assist governments with conducting post disaster assessments, developing recovery frameworks, facilitating interagency coordination, and identifying opportunities for strengthening institutional capacity for recovery and disaster risk management

## Federal Emergency Management Agency

Deputy Branch Chief for Long-Term Community Recovery

July 2008 - October 2011 (3 years 4 months)

- To address challenges identified through post-Katrina recovery process, contributed to the development of the National Recovery Framework that guides disaster recovery in the US through nation-wide listening sessions and partnering with White House to design and implement reforms

- Led 18 federal agencies through collaborative problem solving process that resulted in a new system for coordinating federal technical expertise, programs, and financing to support community recovery
- Following Hurricane Ike and 2011 Tornado Outbreak, assisted governors, mayors, and state emergency management officials to conduct needs assessments, coordinate recovery, and setup teams to support recovery planning
- Designed and facilitated disaster preparedness and recovery simulations, trainings, and workshops for over 500 federal, state, and local officials that improved capacity to conduct recovery operations

## US Government

### Presidential Management Fellow (PMF)

November 2005 - July 2008 (2 years 9 months)

Competitively selected for federal government's flagship leadership development program in which PMFs undertake challenging assignments across public sector agencies.

## United Nations Development Program

### Management Backstop (PMF)

2008 - 2008 (less than a year)

Democratic Republic of Congo

- In highly-sensitive post-conflict DRC, engaged village chiefs, women leaders, and district, national, and international officials in multi-sector planning that resulted in Ituri's Priority Action Plan for Stabilization, Reconstruction, and Long-term Development
- Facilitated strategic planning that aligned program resources of humanitarian organizations, United Nations peacekeeping mission, and Congolese government with Priority Action Plan
- Obtained \$5 million in new funding from the Government of Japan for a Human Security Program by developing a grant proposal that integrated expertise and programming of five UN agencies to address critical needs of communities across Ituri
- Provided direct support to Ituri UNDP director for strategic planning and program development

- Represented UNDP in UN Interagency stabilization planning activities, including joint field assessments

U.S. Department of State, Office of the Coordinator for Reconstruction and Stabilization  
Strategic Planner (PMF)  
2007 - 2008 (1 year)

- Facilitated interagency planning for stabilization operations in Sudan, Haiti and Kosovo
- Improved the monitoring and evaluation framework for the Haiti Stabilization Initiative to better assess the impacts of the program
- Conducted contingency planning for US involvement in Kosovo's transition to independence

Hurricane Katrina and Rita Gulf Coast Recovery Office, Department of Homeland Security/FEMA  
Special Assistant to Deputy Administrator for Gulf Coast Recovery (PMF)  
2005 - 2007 (2 years)

- In high pressure environment, coordinated and resolved urgent issues from White House, Department Secretaries, Congress, and state and local officials for Deputy Administrator
- Transformed one paragraph of Congressional legislation into competitive grant program that awarded \$400 million to Gulf Coast states to pilot housing alternatives to FEMA's travel trailers and provide improved housing to 1000s of displaced families
- Managed housing grant program, field-based support staff, and interagency agreement with the Department of Housing and Urban Development to evaluate program
- Assisted Louisiana's state and parish governments engage residents in recovery planning and established recovery support teams at FEMA's field offices to assist with plan implementation

The World Bank

Consultant, Social Development Sector/Conflict Prevention and Reconstruction Unit

2004 - 2005 (1 year)

- In support of Sierra Leone's post conflict transition, contributed to World Bank's Country Assistance Strategy by conducting a conflict analysis, assessing the conflict-sensitivity of government's Poverty Reduction Strategy, and providing recommendations for programming
- Supported the government with mainstreaming gender into its Poverty Reduction Strategy by assessing the gender-sensitivity of its interim strategy and recommending improvements
- Co-authored case studies for World Bank publication (Toward a Conflict-Sensitive Poverty Reduction Strategy: Lessons from a Retrospective Analysis, World Bank, June 2005)

United Nations Peacekeeping Mission in Sierra Leone (UNAMSIL)  
Ex-combatant Reintegration Specialist

2002 - 2003 (1 year)

- Managed 11 post-conflict reconstruction projects that brought together civilians and ex-combatants to work on community priorities such as schools, water systems, and police stations
- Selected to design and conduct nation-wide evaluation of UN's reintegration program

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## Education

Harvard Kennedy School

Masters in Public Policy, International Development & Program Evaluation · (2003 - 2005)

Georgetown University

BSFS, International Politics and Peace Studies · (1997 - 2001)

Phillips Academy

· (1993 - 1997)