

Martine Sadarangani Gordon

(b)(6)

SUMMARY

Dedicated public servant with over a decade of experience leading strategic planning, engineering organizational change and developing programmatic strategy. Eager to serve a government or nonprofit organization to achieve its mission based on demonstrated acumen in program and policy development, systems thinking, and coalition-building.

EMPLOYMENT HISTORY

Vice President of Programs

July 2019-Present

Washington Area Women's Foundation, Washington, DC

- Manage four initiatives and two program team members and consultants and oversee grant portfolio across multiple issue areas totaling more than \$1 million annually.
- Developed organizational theory of change and redesigned programmatic strategy to prioritize gender and racial equity.
- Revitalized programming during a time of austerity for the organization to maintain initiatives with less than half of program staff capacity.
- Spearheaded new program evaluation strategy and led critical policy analysis to realign organizational policies and processes and external policy agenda to center community voices and demonstrate commitment to gender and racial equity.
- Oversaw the DC Family Planning Project, an initiative to improve racial equity and respectful care in reproductive health through community engagement, policy advocacy, provider education and health care quality improvement.
- Oversee the DC Young Women's Initiative to engage young women and gender-expansive youth of color as agents of change in their communities through participatory grantmaking, research and analysis, and supporting youth-driven policy advocacy.
- Designed, launched, and oversee a safety and violence prevention initiative to invest in women of color-led organizations providing culturally specific support to survivors of sexual and domestic violence.
- Lead regional Early Care and Education Funders Collaborative comprised of 10 funders and impacting access to affordable and high quality early education for tens of thousands of families with young children annually.
- Serve as Advocacy Committee Co-Chair on DC's Home Visiting Council; a member of the Under 3 DC Advocacy Campaign; and a member of the Montgomery County, MD Early Childhood Education Workforce Advocacy Coalition.
- Lead programmatic fundraising efforts for the organization.

Program Officer

April 2017 -July 2019

Washington Area Women's Foundation, Washington, DC

- Led Early Care and Education Funders Collaborative comprised of 10 funders; updated strategic vision and oversaw integration of a racial equity lens; planned and led monthly meetings and learning opportunities for members; oversaw a 5% increase in grantmaking over a two-year period.
- Managed a regional cross-sector, cross-jurisdictional workforce coalition of 26 early childhood educators and policy experts; oversaw the publication of research related to early educator compensation and competencies; and facilitated the group's transition from a research and coordinating entity to a policy advocacy focus.
- Launched cross-sector community conversations across more than 40 DC health care providers, funders, organizations and agencies on women's reproductive health and racial disparities in maternal morbidity and mortality that seeded a DC maternal health equity coalition.

Director of Programs

May 2016 – April 2017

Fight For Children, Washington, DC

- Managed two programs and three staff members and consultants and oversaw a program budget of over \$2 million annually.
- Led the organization’s strategic planning process, refined program strategy, and established an organizational evaluation strategy.
- Oversaw an increase in program offerings from one to two projects in just one year, and an increase in program team members from two to three staff.
- Implemented budget efficiencies that contributed to a budget surplus for the organization without minimizing program quality.

Program Manager

June 2011 – May 2016

Fight For Children, Washington, DC

- Managed a \$1.5 million grant portfolio focused on children’s education and health.
- Designed and launched the organization’s flagship early education program, which led to increased classroom quality at participating schools (as measured by CLASS® and compared with the scores of non-participant classrooms in DC).
- Established the organization as a critical local player in the early education space.

Program Coordinator

July 2009 - June 2011

District of Columbia Public Schools, Washington, DC

- Served as inter-departmental liaison and school primary contact for the operations team.
- Organized media appearances for the operations team, including working with WAMU, the production team of Top Chef, and AARP media.
- Led a Customer Service and Training Team for business operations of three members that generated a decrease in operational delays across the school system through increased staff budget and procurement training, troubleshooting specific issues, and streamlining procedures and communication.

Legal Administrative Assistant

September 2005 - November 2007

Young Conaway Stargatt & Taylor, LLP, Wilmington, DE

- Supported two partners in administrative and paralegal work and the Director of Recruitment and Associate Development; carried the highest administrative workload the firm assigned.

EDUCATION

Master of Public Administration, University of Connecticut, Storrs, CT (2009)

Concentration: Public and Non-Profit Management

- Data Analysis and Database Intern for Newington Public Schools in Newington, CT
- Program Evaluation Consultant for the Greater Hartford Arts Council in Hartford, CT
- Resource Development Intern for Gilead Community Services, Inc. in Middletown, CT.

Bachelor of Arts in History, University of Delaware, Newark, DE (2005)

Concentration: Journalism (completed degree in three years)

- University’s Merit Scholarship Award and Dean’s List
- Resident Assistant for the University’s Office of Residential Life
- Staff Writer for the University’s newspaper.