

Kate Karpilow, Ph.D.



June 17, 2014

To the Chair and Board Members of the Commission on the Status of Women and Girls:

With deep commitment to the vision and promise of California's Commission on the Status of Women and Girls, I write to apply for the position of Executive Director.

I offer over two decades of experience leading nonprofit organizations with a focus on public policy. Through a progression of executive positions, I have developed competencies in fundraising, strategic planning, administration (staff, budgets, contracts, volunteers), project design and management, social media, implementation of major conferences and events, and the development and publication of quality policy resources.

I also have eight years of experience working directly with a 16-member Board of Directors, and thoroughly understand the role and responsibilities of an Executive Director and the partnership that is fundamental to build a successful organization.

My commitment to improving the status of women and girls is underscored by the range of issues I have worked on – pay equity, women's health and health equity, mental health, workplace policy, child care, poverty and economic security, reproductive rights and justice, Title IX, aging, domestic violence and sexual assault, appointment of women to public and private boards, the election of women, and more.

At this point in my career, I have demonstrated the leadership skills and creativity essential for transforming ideas into programs, policy proposals and research. And because of my belief in the power of partnerships, I am honored to have worked with hundreds of diverse leaders and organizations throughout the state. For example, in the past two years, I have:

- Hosted the 2013 and 2014 Women's Policy Summits, which produced 45 policy papers and other resources, convening more than 550 policy leaders each year;
- Launched the California Title IX Coalition to design and implement a new, collaborative approach to assessing compliance with this ground-breaking federal law (companion legislation has also been introduced and a legislative informational hearing is planned);
- Produced, with partners, a short film that documents for the first time the advocacy history of reproductive health services in California;
- Convened partners through the Women's Policy Summit to renew attention to the backlog of rape kits in California (a major piece of legislation is now moving forward, designated by the Legislative Women's Caucus as a top priority);
- Partnered with leaders in one of California's poorest counties to pilot a women-centered approach to the implementation of health care reform;
- Convened a coalition of women's health leaders to advocate for a stronger focus on women and girls in California's critical work to reduce health disparities; and
- Launched *Pathways to Policy*, a mentoring initiative for women in their twenties, helping to open doors to careers in government while emphasizing the importance of championing a women's policy agenda.

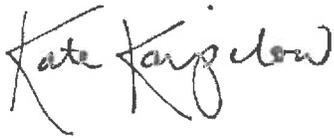
At this important juncture for the Commission, I offer a track record of results-oriented leadership – and believe my skills and passion are an excellent fit for the responsibilities, challenges and opportunities that will face your Executive Director.

- **Strategic Planning and Project Development in the Policy Arena**  
The Commission has a tremendous opportunity to develop a strategic vision anchored in specific projects and outcomes. To ensure that this vision is realized, I would bring proven skills in strategic planning, facilitation, coalition building, and project design and implementation. I also offer an extensive network of established partnerships with elected officials, legislative staff, and leaders in state and local agencies and nonprofit organizations.
- **Fundraising**  
Successful fundraising involves developing a vision, building partnerships, and then “selling” that vision to potential funders. Using this approach, I have raised millions of dollars from major California foundations, public agencies, and corporate and individual donors. I am also an experienced grant-writer and grants manager, have extensive experience in producing successful fundraisers, and have had considerable success securing in-kind resources – including office space, volunteer time, and policy research.
- **Commitment to Diversity**  
Collaborating with diverse groups and conducting research that reflects the diversity of California’s women and girls has been a commitment throughout my career. I launched the California Women’s Health Project, which produced the first set of research reports with comprehensive race/ethnicity data on women’s health. I helped organize one of the first legislative hearings on women and immigration. Over the past two years, I have coordinated a major initiative on health disparities and gender. Our mentoring initiative, which was supported by the Commission, primarily engaged and trained young women of color and low-income women to envision a career in public policy.
- **Administration**  
The Commission’s Executive Director will have complex administrative responsibilities, to which I would bring deep management experience. I have:
  - negotiated and managed short- and long-term contracts with a variety of vendors and consultants;
  - hired, managed, and evaluated staff;
  - developed, managed and reported on project and organizational budgets;
  - organized and facilitated scores of advisory and work groups;
  - secured national, state and local media for projects and events;
  - developed and managed websites and social media;
  - developed a membership base and organizational mailing lists;
  - written and managed grants, including grant reporting;
  - testified before the State Legislature;
  - abided by state and federal laws governing nonprofits and advocacy;
  - partnered with state agencies on multi-year projects;
  - developed scores of partnerships focused on projects and results;
  - been recognized for running effective, efficient and enjoyable (!) meetings;
  - given speeches or presentations in both large and small forums;
  - represented my organization before elected representatives, state officials, corporate and philanthropic leaders, advocates, nonprofit directors and community members; and
  - worked to create a mission-driven, collaborative, and respectful organizational culture.

Based on extensive experience working in the policy arena, I also know your Executive Director will need to guarantee the quality of many new Commission initiatives. I am confident I can build a portfolio of projects that not only have impact – but also enhance the Commission’s visibility and recognition among leaders throughout California and the nation.

Thank you for considering my application for Executive Director. I hope to have the opportunity to talk further with you about your vision for the Commission, and how my track record as a results-oriented leader could help build an effective and powerful organization to improve the status of women and girls in California.

Sincerely,

A handwritten signature in black ink that reads "Kate Karpilow". The signature is written in a cursive, flowing style with a large initial "K".

Kate Karpilow, Ph.D.

## Kate Karpilow, Ph.D.



### PROFESSIONAL COMPETENCIES

- Collaborative, results-oriented leader
- Expertise in public policy issues affecting women, families and children
- Deep experience in nonprofit administration (budget, staff, volunteers, contracts, strategic planning, board relations)
- Proven fundraiser – foundations, events, membership, in-kind resources
- Highly skilled at facilitation and project development and management
- Experienced researcher, writer, editor

### WORK HISTORY

#### **Executive Director, California Center for Research on Women and Families (CCRWF)**

*November 2000 to present*

Direct a policy center based at the nonprofit Public Health Institute. Responsible for project development, fundraising, grant-writing, publications, budgeting, and staff and volunteer management.

Major accomplishments include:

- Founded and direct a multi-issue, coalition-based policy initiative – the Women’s Policy Summit (formerly known as the Working Families Summit). The Summit organizes advocates to prepare and present priority proposals, prepares briefing materials for legislators and staff, and convenes California leaders at a major conference timed for the beginning of the legislative session.
- Launched *Pathways to Policy*, a mentoring initiative designed by and for young women to support exploration of careers in government and provide training on women’s policy issues.
- Co-founded and managed the Summer Meal Program Coalition, in partnership with the Nutrition Services Division of the California Department of Education and statewide organizations. Organized statewide training webinars and retreats and published a monthly newsletter.
- Executive editor of a policy primer series – topics include child welfare, welfare, and nutrition.
- Designed and directed *Linkages*, a nationally recognized multi-year, multi-county initiative to coordinate welfare and child welfare services.

#### **Lead Consultant, Stuart Foundation**

*May 1999 – October 2000*

Evaluated ten years of foundation grant-making in child welfare. Managed the evaluation team, reviewed completed grants, conducted grantee interviews, facilitated focus groups, formulated grants-management recommendations, and presented the final report to the Board of Directors.

#### **Executive Director, Institute for Research on Women and Families**

*October 1996 – August 2000*

As founding director, was responsible for project development, fundraising, staff management, project oversight, and budgeting. Work focused on foster children’s health, working families, integrated services, and welfare reform. Authored *Understanding Child Care: A Primer for Policymakers* and *Code Blue: Health Services for Children in Foster Care*. Founded and directed the first California Working Families Policy Summit.

### **Executive Director**

#### **California Elected Women's Association for Education and Research – CEWAER (renamed California Women Lead)**

*July 1988 – September 1996*

Lead responsibility for all facets of administration, project development, fundraising, policy research, events coordination, membership recruitment, newsletter production, and public relations. Reported to a 16-member Board of Directors. Transformed a fiscally precarious association into a solvent and widely recognized and respected organization. Launched and secured funding for numerous policy-related projects, including the California Women's Health Project, the California Children's Project, the Breast Cancer Outreach Project and the Board and Commission Outreach Project. Regularly researched and reported on the status of elected women in California. Designed and managed over 100 events.

### **Consultant, Institute for the Future (ITF)**

*October 1995 – October 1996*

During and beyond tenure at CEWAER, consulted with this international think tank on their California Forum for Critical Health Issues and the resulting report, *The Evolution of the Health Safety Net and the Rise of Managed Care*.

### **Principal Researcher and Project Director, California Board & Commission Project**

*1987–1988*

Founded the California Board and Commission Project, with political support from the California Legislative Women's Caucus and CEWAER. Under contract with the Senate Rules Committee, served as lead researcher for a ground-breaking study on the appointment of women to local and state boards and commissions in California. Also secured funding for the second phase of the project, a statewide organizing effort to secure more appointments for women.

### **Administrative Assistant to the Mayor, City of Sacramento**

*1985–1986*

Primary professional staff to the Mayor. Developed projects in the areas of child care and downtown revitalization. Responsible for speech and report writing and constituent casework.

## **EDUCATION**

Ph.D. in Social Psychology, Harvard University, 1984  
Doctoral minor in Program Planning, Implementation and Evaluation

A.B. in Psychology, University of California, Davis, 1977  
Magna cum Laude. Phi Beta Kappa.

California State Senate Fellowship, 1982–83

## **REFERENCES**

Available upon request.

## SELECTED PUBLICATIONS

*Sole authorship unless otherwise noted*

### **California Health Report (formerly HealthyCal.org)**

Child Care and Jerry Brown 2.0 (5/18/11)

Counties Need More Support to Boost CalFresh Participation (2/28/11)

Half of Welfare Cases Now Kids (2/9/11)

### **Huffington Post**

Mitch Daniels' SOTU Response: No Mention of American Women of Prime Working Age (2/1/12)

Success in San Francisco with Paid Sick Days (10/28/10)

### **Posted to CCRWF Website**

How to Build Women's Political Power (3/4/14)

Article introduces a series of blog posts by political leaders.

Will California's Office of Health Equity Use a Gender Lens (1/17/13)

Developed with the CCRWF Women's Health Advisory Committee

### **From the Primer Series**

Understanding Nutrition: A Primer on Programs and Policies in California  
(Co-author of two editions – 2011 & 2004)

Nutrition Modules (sole author) (9/12/12)

Local School Wellness Policies

Healthy Procurement in Public Agencies

Nutrition Labeling of Menus and Vending Machines

Understanding CalWORKs:

A Primer for Service Providers and Policymakers  
(Co-author of two editions – 2010 & 2002)

Understanding the Child Welfare System in California:

A Primer for Service Providers and Policymakers  
(Co-author of two editions – 2009 & 2002)

Understanding Child Care: A Primer for Policymakers

Designed, researched and wrote first primer in series (2/99)  
Supported by the Commission on the Status of Women