

## JUSTINA ACEVEDO-CROSS, MPP

Justina Acevedo-Cross specializes in strategy development, organization capacity growth, policy and systems change, and network design and implementation. Justina has 15+ years of nonprofit, foundation, board, and cross-sector experience. Her work focuses heavily on early learning, education, community development, economic security, and workforce development issues.

*Gallop Strengthfinder Top 5 Strengths: Deliberative, Input, Learner, Belief and Achiever*

### PROFESSIONAL EXPERIENCE

#### Hawaii Community Foundation

*Program Director*

*Honolulu, HI*

Jan 2018-present

- Developed a new strategy around early childhood behavioral health including stakeholder interviews, information analysis and building a new professional development program for early childhood program staff
- Partnered on designing a new program to support social change networks across Hawaii
- Helped to arrange a study tour of mainland early childhood funders from across the nation to learn more about the rich language and cultural early learning programming here. The tour consisted of site visits and other learning opportunities

#### The David and Lucile Packard Foundation

*Program Officer*

*Los Altos, CA*

Jan 2012-Aug 2017

- Managed investments to support grantees and overall goals and internal lead for the team's communications work
- Managed a \$4.3 million after-school and summer enrichment initiative, including the exit of the Foundation's investment in 2016. The effort hinged on building relationship cross-sector with the education department, school districts, advocates and public and private providers
- Supported and actively participated in building a new network with grantees and partners using network design principles. Supported pivoting from the Summer Matters campaign to a more open network
- Designed Foundation's workforce and educator quality strategy in early learning, and implemented efforts to change policy and practice with a cohort of grantees and partners (\$1.5 million in early investment)
- Partnered with federal and state organizations on early learning advocacy
- Served as a spokesperson for the Foundation's Children, Families and Communities program at conferences and other meetings
- Co-led internal trainings on monitoring, evaluation and learning for new staff

#### UC Berkeley with the David and Lucile Packard Foundation

*Program Analyst, UC Berkeley Center for Nonprofit and Public Leadership Fellow*

*Los Altos, CA*

Jun 2010-Aug 2011

- Helped to manage an after-school and summer enrichment initiative and fostered relationships with key grantees and government officials
- Developed grantmaking strategy to pilot increasing access to summer meals and intentionally address physical activity and good nutrition in summer programs
- Managed and streamlined a competitive RFP process for summer learning grantees
- and worked with the review committee to make funding recommendations
- Researched and wrote a summary of evidence-based and promising practices that support third grade reading proficiency in preschool through third grade
- Drafted five-year budget projections for Summer Enrichment grantmaking
- Supported Superintendent of Public Instruction Tom Torlakson's transition process by staffing a policy working team on curriculum and assessment. The scope of work included: research, facilitating meetings, drafting findings and recommendations

**Federal Reserve Bank of San Francisco**

San Francisco, CA  
Jan 2010-May 2010

*Policy Consultant*

- Analyzed various methods California could use to equip youth (K-12) with personal financial skills and knowledge given the current budget crisis
- Conducted interviews with state policymakers, advocates and practitioners to synthesize smart practices in California and other states
- Wrote a final working paper that presented findings about the efficacy of various options for expanding financial literacy among California's youth and made recommendations about steps forward

**Women's Initiative for Self Employment**

Oakland, CA  
Mar 2005-Jan 2010

*Communications Manager, Interim Policy Manager, Consultant*

- Served on the Executive Team that developed the replication strategy for program expansion in the San Francisco Bay Area. Over a four-year period, the agency grew from two training sites to seven, and between 2005 and 2006 it increased the number of women served by 20%
- Managed a team of 2 full-time employees and two interns. Additionally, temporarily managed the three-person Research & Public Policy team while the director was on leave
- Developed messaging for annual impact reports to funders and donors using client outcome data. The report included information on job and wealth creation for low-income women entrepreneurs once they completed the Women's Initiative business training program
- Tripled media coverage through forming media sponsorships, issuing press releases, and relationship-building with reporters
- Trained over 50 staff and board members on talking points about the organization

**Neighborhood Parks Council (NPC)**

San Francisco, CA  
Jun 2003-Feb 2005

*Communications Associate*

- Ensured excellent press coverage of park and recreation equity issues
- Organized community advocacy events including "SF Rally for Parks"

**EDUCATION**

University of California, Berkeley, Goldman School of Public Policy  
Master of Public Policy

Berkeley, CA

Scripps College  
Bachelor of Arts in Anthropology (*honors*) and Media Studies (*honors*)  
Member of Phi Beta Kappa

Claremont, CA

Kalaheo High School  
Graduate

Kailua, HI

**VOLUNTEER LEADERSHIP ACTIVITIES****Californians for Justice**

San Jose, CA  
Jun 2014-Sep 2017

*Board Member and Chair*

- Developed agendas, led quarterly board meetings, and raised funds
- Served as a sounding board to the executive director on key issues
- Participated as a key member of a re-branding and messaging project

**Human Welfare and Community Action Commission**

Berkeley, CA  
Feb 2011-Nov 2015

*Commissioner*

- Investigated local policies to enhance financial security of residents
- Participated in site visits and crafting final funding recommendations for Community Service Block Grant and general funds for City of Berkeley

**SKILLS**

*Topical Skills:* strategy development, strategic planning, data and policy analysis, research, writing, cross-sector collaboration, meeting facilitation, internal training, and intermediate Spanish.