

SUSAN NAIMARK

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HIGHLIGHTS

- ❖ Served 8 years on the City of Boston's School Board, where I took the lead in organizing community forums to seek broad input on key issues, resulting in more effective policies and supports for struggling students.
- ❖ Led dozens of dialogues and trainings on race and privilege in public agencies and community organizations, resulting in more cohesive staff and communities able to more directly address racial disparities.
- ❖ Developed grassroots leadership training curriculum and accompanying train-the-trainer course being used by community-based nonprofit organizations across the United States, resulting in enhanced grassroots involvement, leadership, and problem-solving in low-income communities.
- ❖ Led the development of the Success Measures Project, a participatory planning and evaluation system now being used by hundreds of community-based organizations across the United States.

EMPLOYMENT HISTORY

Community Development Trainer/Consultant, 2011 – present (www.naimark.org)

- Training, advising, and technical assistance for grassroots groups, nonprofits and public agencies, focused on community building, racial justice and education reform organizing. Clients include Annenberg Institute for School Reform, NeighborWorks America, U.S. Department of Education, Boston Public Schools.
- Part-time faculty at University of Massachusetts Boston Graduate School of Education.

NeighborWorks America, 2003 – 2011 [www.nw.org]

Program Director and Senior Program Associate, National Community Building & Organizing Programs

- Directed membership program, grants and technical assistance that supported resident leadership development, community building and organizing by over 100 community-based development organizations
- Managed Gulf Coast capacity-building program of grants, training and technical support to strengthen resident voice in rebuilding communities in Louisiana and Mississippi following Hurricanes Katrina and Rita

Development Leadership Network, 1999-2002

Executive Director and Success Measures Project Director [www.successmeasures.org]

- Served as first executive director to previously volunteer-run national membership organization of community development practitioners
- Organized forums, research and training that linked community development to broader racial and social justice work
- Directed national participatory evaluation project focused on development of new tools for measuring impact in the field of community development
- Diversified and expanded funding to include national foundations, membership fees, individual donors and fee-for-service contracts

YouthBuild USA, 1994-1999 [www.youthbuild.org]

Affiliated Network Program Director

- Directed national network of 75 local YouthBuild programs, a federally funded alternative education, job training, leadership development and community service program for low-income high school dropouts
- Facilitated national youth and adult committees that guided program development and growth
- Implemented voluntary program quality control system
- Coordinated national training events for directors, staff and youth leaders of local programs

Contract Manager/Program Advisor

- Managed \$5+ million technical assistance contract with the U.S. Dept. of Housing and Urban Development
- Provided start-up and ongoing technical assistance to local YouthBuild programs throughout the U.S. in the areas of program and organizational development

Community Development Consultant, *Self-Employed*, 1992-1994

- Training, strategic planning, and program development for local, national and international non-profit community development organizations, including teaching graduate level community development course.

Urban Edge Housing Corporation, 1988-1991

Director of Ownership Services

- Monitored multi-million dollar property management operation for one of the largest CDC's in Boston
- Coordinated tenant organizing, training and services for 425 units of subsidized family housing

Boston Neighborhood Housing Services, 1987-1988

Neighborhood Director, Uphams Corner NHS

- Performed housing related financial counseling, managed revolving loan fund, originated mortgages
- Coordinated community involvement in various neighborhood planning and improvement initiatives

Graphic Designer, *Self-Employed*, 1983-1986

- Designed publications, promotional and training materials for non-profit organizations and small businesses

Greater Boston Community Development (now The Community Builders), 1982-1983

Site Manager

- Managed 81 units of subsidized family housing
- Assisted in rent-up planning for several community-sponsored subsidized housing developments

Southwest Corridor Community Farm, 1977-1982

Director

- Coordinated all aspects of community-based organization, including fundraising, program planning and implementation, community outreach, advocacy, and supervision of staff and volunteers

Site Supervisor

- Responsible for work crew and community outreach during start-up phase of community garden

EDUCATION

Graduate Certificate in Dispute Resolution, University of Massachusetts/Boston

Leadership for the 21st Century, Harvard University, John F. Kennedy School of Government, Executive Program

M.S. in Community Economic Development, New Hampshire College (now Southern New Hampshire University)

B.A. in Urban and Community Studies, University of Michigan, Residential College

CIVIC/COMMUNITY LEADERSHIP

Community Change, Inc., 2001-Present [www.communitychangeinc.org]

- Co-Chair of Board of Directors of Boston-based racial and social justice organization

Boston Parent Organizing Network, 1997-2000, 2009 – present [www.bpon.org]

- Founding member of nationally recognized organization that supports parent leadership in public school reform
- Currently chair of board of directors

Boston School Committee, 1997-2005

- Served two 4-year terms as mayoral appointed member of the City of Boston's school board
- Took lead to develop annual community forum series to ensure community input on key policy issues

National Coalition of Education Activists, 1994-2002

- Served on board of directors and as co-chair of board
- Led workshops at national conferences on various aspects of organizing for public school reform

School Parent Councils and Citywide Parent Council, Boston Public Schools, 1987-1998

- Served on local School Parent Council of five Boston Public Schools
- Served as co-chair of Citywide Parent Council

TRAINING & PRESENTATIONS

Racial Justice

“White Privilege in the Schoolhouse: Breaking Habits of Complicity in Maintaining White Dominance,” White Privilege Conference, scheduled for March 2014

“Diversity and Equity” 3-day all-staff training for Leadership for Educational Equity, February 2014

“Unspoken Alliances That Derail Racial Equity: Challenging White Educators and White Parents to Challenge Each Other” workshop at the Summit for Courageous Conversations, St Louis MO, October 2013

“I’m Racist and So Are You: Increasing our Awareness of White Privilege and Power and How to Use Them for Racial Justice” workshop at the Free Minds, Free People national conference, Chicago IL, July 2013

Featured Speaker at 11th Annual MLK Breakfast Celebration sponsored by Acton MA No Place for Hate Committee February 2013

Radio interview on Radio in Black & White WHRB, 2012

Train-the-Trainer series for Boston Public Health Commission Racial Justice and Health Equity Initiative, with Interaction Institute for Social Change, fall 2012

Radio interview on The Bill Newman Show WHMP, 2012

“Introduction to Structural Racism,” co-led workshop with Interaction Institute for Social Change, client: Action for a Better Rochester (NY), July 2012

“Reconceptualizing Whiteness,” co-led workshop at national Transforming Race Conference, Kirwan Institute on Race & Ethnicity, Columbus, OH, March 2012

“Race: The Power of an Illusion,” facilitated film viewing and discussion in various local and national venues, 2008 – present

“Cultural Competency,” NeighborWorks America all-staff meeting, Washington DC, April 2006

“Race and Privilege,” guest lecturer, Graduate course in Cross-Cultural Conflict, University of Massachusetts Boston, September 2005

“Racism as Moral Exclusion and Strategies for Its Curtailment,” Conflict Studies: The New Generation of Ideas, University of Massachusetts Boston, October 2004

“The Continuing Impact of Racism in Community Development,” co-facilitated dialogues in Manchester NH, Boston MA, New York NY, Providence RI, Beaufort SC, Oakland CA, Phoenix AZ, 2001-2002

Public Education

“Being the Change: Examining Bias, Beliefs and Behavior for Better Teaching,” White Privilege Conference, March 2013

Speaker at Cambridge Center for Adult Education The Writer's Life Series 2013: *From Idea to Bookshelf: Authors Share Their Publishing Stories*

“Everything You Want to Know About How to Move Your School Board,” Annual conference of Teacher Activist Group/Boston Chapter, May 2012; National Coalition of Education Activists, Milwaukee WI, July 2002

Radio interview, Radio Boston WBUR, 2012

“Introduction to Racial Awareness and Cultural Proficiency,” workshop for staff of Conley Elementary School, Boston, January 2012

“A Continuing Conversation on Racial, Ethnic and Cultural Impacts on Achievement,” co-designed and co-led workshop at Parent University, Boston Public Schools, January 2012

"Education of a White Parent" book talks 2012 to present, sponsored or hosted by: Citizen's Housing and Planning Association, Boston; The Alliance - Advancing Community Development by Confronting Racism, Massachusetts Association of Community Development Corporations; Boston Public Library, South End and Connolly branch libraries; Boston Public Schools Office of Family & Student Engagement and Office of the Achievement Gap; Boston YWCA; Community Change, Inc., Boston; The Union Church in Waban; Food for Thought Books, Amherst MA; Jamaica Plain Forum; University of Massachusetts Amherst; Teaching for Change, Washington DC; Many Languages/One Voice Washington DC; Institute for Policy Studies, Washington DC; Humphrey School, University of Minnesota; Phyllis Wheatley Community Center, Minneapolis; Peace Church, Duluth MN.

"A Conversation About Difference and Achievement," co-designed and co-led workshop at Parent University, Boston Public Schools, October 2011, repeated November 2012

"Cultural Proficiency," co-led 18-hour training series for Boston Public School teachers, November-December 2011

"Working Together for Equity and Achievement," co-led parent workshop series, Haley Elementary School, Boston MA, March-June 2011

"Partnering with Youth in Schools," NeighborWorks Youth Symposium, Atlanta GA, February 2006

"Tactics Used by Powerful People," co-led workshops for public school parents, Institute for Responsive Education, Leaders for Change, Boston MA, Spring 2004 and July 2004

"Understanding the Boston Public Schools Decision-Making Structure," workshop for parents, Boston MA, May 2003; workshop for Boston Public Schools North Zone Family Resource Center staff, December 2002

"Power Analysis of the Boston Public Schools," workshop for parent organizers and leaders, Boston Parent Organizing Network, December 1999 and October 2000

"Introduction to High School Reform," workshop for teens, City School, Boston MA, June 1999

"Teaching for Equity," co-led working session, National Coalition of Education Activists, Washington DC, July 1997

"Statewide Parent Organizing: The Experience of the Massachusetts Community Coalition for Public Education," National Coalition of Education Activists, Cambridge MA, August 1995

Community Development

"Community Organizing: Values and Conflicts," designed and delivered 2-day workshop, NeighborWorks National Training Institute, Washington DC, December 2012; Portland OR, May 2013

"Celebrating Differences in Our Community: Building Bridges Across the Lines of Race, Age, Gender and Ethnicity" workshop at the Neighborhood Development Training Conference, San Jose CA, September 2013

NeighborWorks Training Institute's "Lessons from Successful Resident Leadership Training Programs" workshop Atlanta GA, February 2013; Philadelphia PA, August 2013; Kansas City MO December 2013

"Recruiting and Sustaining Members and Volunteers" workshop at Cincinnati Neighborhood Summit, Cincinnati OH, February 2013

"Exploring the Crossroads of Community Development and Public Schools: Where Do We Fit In?" at the Mel King Institute for Community Building, Boston MA, October 2012

"Building Capacity as a Board Member," NeighborWorks Community Leadership Institute, annually, 2003-2010

"Deep Green + Community Building," training in collaboration with Design Studio for Social Intervention, held at local community development organizations in Boston MA, Kansas City MO, and Rapid City SD, July 2010

"Volunteerism in Community Development," facilitated daylong symposium, NeighborWorks National Training Institute, Phoenix AZ, May 2010

"Community Development 101," LeadBoston, March 2010

"Community Engagement Forum: Maximizing the Power of Volunteers and Service," co-designed daylong mobile workshop, NeighborWorks Training Institute, Chicago IL, August 2009

"Volunteerism in Community Development," daylong symposium, NeighborWorks National Training Institute, Phoenix AZ, May 2009

Organizational Capacity Building for Gulf Coast grassroots leaders, included fundraising and organizational sustainability, marketing and visibility, organizational leadership, resident engagement practices, youth financial literacy, program documentation and assessment, Biloxi MS and New Orleans LA, September 2007, March 2008, July 2008, March 2009, Sept 2009

"Evolution or Death of the Community-Based Development Organization: Implications for a Continuing Role in Poverty Elimination," facilitated panel discussion at annual conference, Neighborhood Funders Group, Los Angeles CA, October 2008

"Organizing for Social Equity and Community Rebuilding," facilitated plenary panels at daylong symposium, NeighborWorks Training Institute, New Orleans LA, December 2006

"Creating Opportunities for Grassroots Leadership Skills Development," national conference of United Neighborhood Centers of America, Washington DC, September 2006

"Measuring What Matters," Community Development Colloquium, Southern New Hampshire University Graduate School of Community Economic Development, Manchester NH, November 2005

"Resident Involvement in Your Organization," workshop for staff and resident leaders of NeighborWorks affiliates in Rhode Island and Connecticut, Mystic CT, September 2004

"Fundamentals of Community Organizing for Resident Services Staff and Residents," 2-day training, Community Housing Works, Escondido CA, August 2004

"Working Effectively with Local Communities," Emerging Leaders Program, National Congress for Community Economic Development, Washington DC, 2002

Participatory Evaluation, Success Measures Project, 1999 – 2002

"Funding Youth Development Programs," Youth Development Policy Course, Ron Ferguson, John F. Kennedy School of Government, Harvard University, April 1997 and March 1998

"Constructing a Youthbuild Program Budget," workshop for youth, Youthbuild Young Leaders & Directors Seminar, Washington DC, April 1997

"Managing for the New Century," designed 3-day Youthbuild Directors' Seminar, Santa Monica CA, January 1997

"Fundraising for Sustainability," Youthbuild Directors' Seminar, Santa Monica CA, January 1997

"Long-Range Funding Strategies," Youthbuild Management Institute, July 1996

"After Youthbuild: More Than Just a Job," designed 3-day Youthbuild Directors' Seminar, Tampa FL, May 1996

"Managing for Successful Outcomes," designed 3-day Youthbuild Directors' Seminar, Santa Monica CA, January 18-20, 1996.

"Developing and Sustaining an Effective Staff Team," Youthbuild Directors' Seminar, Santa Monica CA, January 1996.

"Funding Beyond HUD," Youthbuild Managers' Training, March 1995; and Youthbuild Management Institute, August 1995

"Getting the Best Out of Your Board or Advisory Committee," Youthbuild Management Institute, August 1995

"Informal Sector Micro-Enterprise Programs," semester-long graduate course, Graduate Program in International Community Economic Development, New Hampshire College (now Southern New Hampshire University), fall semester 1993, 1994, 1995

SELECTIVE PUBLISHED WRITING

- "White on White: We All Have a Role in Working for Racial Justice"* Huffington Post, November 2013
- "How Strong, and for Who?"* Huffington Post, June 2013
- "Boston Lockdown: Still Stunned From Monday"* Huffington Post, April 2013
- "Nobody Asked Us! – School Closings, Public Decision-Making, and Yes, There Is a Better Way"* Huffington Post, April 2013
- "Parents, Teachers, and Unions: Can't we All Just Get Along?"* Huffington Post, March 2013
- "How Do You Measure Expectations?"* Huffington Post, November 2012
- "How Two CDC's Added School Reform to Their Agendas"* Shelterforce, Fall 2012
- "Education Reform: We're Having the Wrong Conversation"* Huffington Post October 2012
- The Education of a White Parent: Wrestling with Race and Opportunity in the Boston Public Schools*, Levellers Press, 2012
- "Volunteerism in Community Development: Going Beyond a Helping Hand,"* Shelterforce, Spring 2010
- "Teachable Moments Not Just For Kids."* Rethinking Schools, Summer 2009
- "My Mom Built That Playground,"* Bright Ideas, NeighborWorks America, Spring 2006
- Demonstrating Our Values, Impact and Effectiveness, Final Report of the Community Organizing Pilot Program.* NeighborWorks America, September 2005
- "Unfinished Business on School Assignments."* Op-Ed in *Boston Sunday Globe*, November 28, 2004
- Success Measures Guidebook* (Editor and Primary Author). Development Leadership Network, 2000
- "Raising the Bar in the Boston Public Schools."* Guest Column in *East Boston Sun Transcript*, December 16, 1998, and *Jamaica Plain Gazette*, January 22, 1999
- "Standardized Tests Aren't Likely to Set Desired Standards."* Op-Ed in *Boston Sunday Herald*, December 27, 1998
- "Lessons From the Other Side."* Rethinking Schools, Fall 1998
- "Becoming an Ally."* Action for Better Schools, Newsletter of National Coalition of Education Activists, Fall 1998
- "Boston Public School Spending: A Good Investment?"* Guest Column in *Jamaica Plain Gazette*, May 29, 1998
- "Public Schools, Race and Racism: The Ever-Present Sub-Text."* Century Conversation. Community Change, Inc., May 1998
- "Neighborhood Schools: It's the Wrong Conversation."* Guest Column in *Jamaica Plain Gazette*, August 29, 1997
- "Schools Should Not Block Reality."* Guest Column in *Jamaica Plain Gazette*, August 1, 1997
- "The Role of White Parents in Overcoming Racism."* Rethinking Schools, Spring 1995
- "A Great Recession-Era Vacation, Camping on the Boston Harbor Islands."* The Boston Parents' Paper, July 1992
- "Close to Home Yet Far Away."* New England Journal of Environmental Education, December 1991
- "Gardening with Kids."* Boston Urban Gardeners' Newsletter, Summer 1988
- A Handbook of Community Gardening.* Editor and Contributing Author. Boston Urban Gardeners. Charles Scribners' Sons, 1982