

RANDI BURLEW, PhD

NONPROFIT, DEI, AND SOCIAL IMPACT CONSULTANT/ SENIOR RESEARCHER

PROFESSIONAL PROFILE

A seasoned professional with 20+ years of experience leading rigorous consulting projects and evaluation research with social impact and nonprofit organizations in domestic and international settings. Highly skilled in working collaboratively with high level staff and government officials, providing technical assistance and consultation to organizations to increase effectiveness, and coaching organizations to use research results to improve health, social, and educational outcomes. Demonstrated expertise in recruiting/training project teams, leading large, multi-site projects and initiatives, analyzing and interpreting data for program improvement, writing reports for publication, presenting findings, and budgeting to achieve and exceed organizational goals. Adept at using data to champion innovative ideas/solutions to improve program performance and effectiveness. Significant expertise in working with diverse communities, boards, organizations, and businesses to approach their work through an equity lens.

SKILLS

- DEI Assessment and Consultation
 - Organizational Consulting
 - Social Responsibility
 - Social Impact
 - Nonprofit Advising
 - Community Development
 - Project Management
 - Research and Program Evaluation
 - Social Entrepreneurship
 - Philanthropy and Charitable Giving
 - Social Innovation
 - Data Utilization
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WORK EXPERIENCE

Independent DEI Consultant | 2018 - PRESENT

- Offer consultation to non-profit and corporate clients on Diversity, Equity, and Inclusion in the workplace.
- Racial, Equity, and Inclusion consultant for Ohio's University Consortium for Child and Adolescent Services.
- Subcontractor for diversity, equity, and inclusion audits and assessments with organizations across the country for The Mouse and The Elephant since 2021.
- Interview stakeholders and facilitate workshops to interpret DEI assessments, maximizing employee commitment and collaboration to drive organizational goals.
- Facilitate training sessions at Xavier University since 2020 on implicit bias for the Diversity and Inclusion Teaching Academy.
- Conducted workshops on implicit bias for the President's Diversity Learning Circle at Xavier University and led session on diversity, equity, and inclusion for the Board of Trustees.
- Led workshops for the staff members of Urban Minority Alcoholism and Drug Abuse Outreach Programs of Cincinnati in 2020, emphasizing best methods to approach substance use through a cultural lens.
- Led workshops for Closing the Health Gap in Cincinnati, OH in 2020 to train the staff on approaching racism as a mental health issue.

Director of Research/Director of Equity 2023 – Present

Nonprofit and Social Impact Consultant/Senior Researcher/ Director of Cincinnati Office | **Philliber Research and Evaluation | Washington, DC / Cincinnati, OH | 2014 - 2022**

- Lead consulting engagements with social impact, non-profit, and social service programs to meet the research, evaluation, and consulting needs for notable clients, including the Ohio Department of Health, Healthy Futures of Texas, the United Way of Southeastern Michigan, the Greater Rochester Health Foundation, Lake County Tribal Health Organization, and the Community Action Partnership of San Luis Obispo.
- Lead a trauma informed care and racial equity engagement with 15 non-profit and social service clients in Rochester, New York.
- Develop and implement trainings and workshops with social impact, non-profit, and social services staff.
- Manage reporting requirements for federal grants.
- Led a five-year randomized control trial of a teen pregnancy prevention curriculum implemented with 1,600+ students in three school districts in border communities in South Texas.
- Conducted a comprehensive evaluation of the state of school nursing in Ohio for the State of Ohio Department of Health School Nursing Program.

- Managed research and consultation engagements with 50+ non-profit, local government, state government, foundation, and social service clients over the course of 8 years.
- Led a 3-year randomized control trial research study in historically excluded communities in the Detroit Metropolitan area, looking at effective home visiting services with nearly 1,000 families.

Monitoring, Evaluation & Research Advisor/Evaluation Team Lead | IntraHealth International | Washington, DC | 2012 - 2014

- Assigned to CapacityPlus, a USAID-funded global project uniquely focused on the health workforce needed to achieve the Millennium Development Goals and the mission of “Ensuring that everyone everywhere has the health care they need to thrive” across 100 countries.
- Collaborated with health workforce experts to develop the Human Resources for Health Effort Index; pioneered the testing of the index in two countries (Kenya and Nigeria); co-authored publications on early results after additional testing by co-developers in 4 countries (Burkina Faso, Mali, Dominican Republic, and Ghana).
- Led monitoring and evaluation activities for the Nigeria, Ghana, and Uganda teams to improve the measurement of inputs and outcomes of national human resources for health (health workforce) programs.
- Supported CapacityPlus technical and country leads in monitoring project activities, reporting against the USAID Performance Management Plan, and documenting impact.

Nonprofit and Social Impact Consultant/Senior Researcher/Director of Washington, DC Office | Philliber Research Associates | Springfield, VA | 2005 - 2012

- Served as the senior consultant and researcher for the Washington, DC office and led client engagements with state and local governments and non-profit and social service programs to meet their research, evaluation, and consulting needs.
- Managed multiple teams of 3-5 people and a portfolio of 10-15 domestic and international projects using complex and rigorous research and assessment designs, including quasi-experimental designs.
- Led client engagements which included program evaluation, training, and technical assistance for non-profit and social service organizations on topics including teen pregnancy prevention, academic achievement, early childhood development, and fatherhood.
- Served high profile clients such as the Illinois State Board of Education, the AIDS Funding Collaborative, the New York Department of Health, the Center for Community Solutions, and the Family Life and AIDS/HIV Education Program (in Lagos, Nigeria) to document impact and enact solutions to aid communities.

Staff Psychologist | Department of Veterans Affairs | Durham, NC | 2005 - 2006

- Completed intake assessments, consulted with medical staff, and delivered psychological therapy individually and in groups.
- Led psychotherapy groups in the smoking cessation and women’s health clinics, helping participants overcome addiction, address trauma, and develop communication and social skills.
- Delivered individual therapy to veterans in the primary care clinic and the Raleigh Community Based Outpatient Clinic to improve mental health outcomes.
- Served as a mental Health Intensive Case Management team member and co-facilitated a dual diagnosis group for veterans with serious mental illness and substance abuse problems.

White House Fellow / Special Assistant to the secretary of Veteran Affairs | White House | Washington, DC | 2004 - 2005

- Appointed by the President of the United States to serve a one-year term as a White House Fellow and Special Assistant to the Secretary of Veterans Affairs.
- Participated in 100+ round tables with Cabinet Secretaries, corporate executives, and international leaders.
- Conducted extensive travel to study emerging policy issues, including crisis management, immigration policy, energy policy, military policy, and economic growth and development in India and China.
- Awarded Certificate of Commendation from Secretary of Veterans Affairs, R. James Nicholson, in recognition and appreciation of outstanding contributions to the Department of Veterans Affairs and its mission.
- Worked with the Northeast Program Evaluation Center (NEPEC) staff to assess how the VA healthcare system works with incarcerated veterans.
- Developed and implemented new policy guidelines and updated a handbook for incarcerated veterans for the Deputy Undersecretary of Health.
- Worked with senior staff to manage the Federal Advisory Committee process for the Capital Asset Realignment for Enhanced Services (CARES) campaign.

ADDITIONAL WORK EXPERIENCE

Nonprofit and Social Impact Consultant/Senior Researcher/ Director of Harlem Office | Philliber Research Associates | New York, NY | 2003 - 2004

Researcher | **Formative Evaluation Research Associates** | Ann Arbor, MI | 2001 - 2002

EDUCATION & CERTIFICATION

Diversity and Inclusion Certificate | Cornell University | March 2022

Graduate | School Board School | Cincinnati, OH | 2021

Graduate | Building Cultural Competence: A Program for Leaders, Cincinnati USA Regional Chamber | 2019

Ph. D. in Clinical Psychology | University of Michigan | Ann Arbor, MI | 2002

Master of Arts in Psychology | University of Michigan | Ann Arbor, MI | 2000

Bachelor of Arts in Psychology | Spelman College | Atlanta, GA | 1998

Licensed Psychologist | State of North Carolina

PROFESSIONAL AFFILIATIONS AND COMMUNITY INVOLVEMENT

Member | Hamilton County Elderly Services Program Advisory Council | Cincinnati, OH | 2022 - present

Commissioner | Hamilton County Commission on Women and Girls | Cincinnati, OH | 2022 - present

Board Member | Build Your Own Computer Club | Cincinnati, OH | 2022 - present

Court Appointed Special Advocate | ProKids | Cincinnati, OH | 2017 - 2021

Rising Star | Cincinnati, OH | YWCA | 2015

Board Member Executive Service Corps | Research Triangle, NC | 2008 - 2010

Fellow, Emerging Leaders in Public Health | University of North Carolina at Chapel Hill | 2008 - 2009

SELECT DIVERSITY EQUITY AND INCLUSION CONSULTING ENGAGEMENTS

Ohio's University Consortium for Child and Adult Services | Cincinnati, OH | 2022 - present

The Mouse and The Elephant | St. Louis, MO | 2021 - PRESENT

Xavier University | Cincinnati, OH | 2020 - 2022

Urban Minority Alcoholism and Drug Abuse Outreach Programs of Cincinnati | Cincinnati, OH | 2020

Closing the Health Gap | Cincinnati, OH | 2020

Crane RTD | Columbus, OH | 2018 - 2019

SELECT EARLY CHILDHOOD CLIENTS

Lake County Tribal Health Consortium, Inc. | Lakeport, CA | 2020 - PRESENT

United Way of Southeastern Michigan | Detroit, MI | 2016 - 2021

Harlem Children's Zone/Baby College, New York, NY | 2003 - 2004 / 2006 - 2012 / 2014 - 2017

SELECT MENTAL HEALTH CLIENTS

El Centro de Amistad | Canoga Park, CA | 2022- PRESENT

Trauma Informed Care/Racial Equity Learning Collaborative | Rochester, NY | 2016 - PRESENT.

Greater Rochester Health Foundation | Rochester, NY | 2010 - 2012

SELECT HEALTH CLIENTS

Community Action Partnership of San Luis Obispo | San Luis Obispo, CA | 2020 - PRESENT

Ohio Department of Health, School Nursing Program | Columbus, OH | 2020 - 2022

eHealth at Home/Rochester Regional Health | Rochester, NY | 2016 - 2020

The Refugee Health Center | Rochester, NY | 2015 - 2018

Kickin' Nutrition | Boston, MA | 2014 - 2016

The New York Department of Health Office of Minority Health | New York, NY | 2007 - 2011

Peer Health Exchange | 2005 - 2009

SELECT TEEN PREGNANCY PREVENTION CLIENTS

Fact Forward | Richland, SC | 2020 - PRESENT

Lutheran Social Services of the National Capitol Area | Washington, DC | 2020 - PRESENT

Healthy Futures SRAE | San Antonio, TX | 2021 - PRESENT

Big Decisions | San Antonio, TX | 2015 - 2020

Community Action Partnership of San Luis Obispo | 2015 - 2020

SELECT LEGAL CLIENTS

Elder Justice/Equal Justice Works | Washington, DC | 2020 – PRESENT
Housing Justice/Equal Justice Works | Washington, DC | 2019 – 2021
Veterans Legal Corps/Equal Justice Works | Washington, DC | 2018 – 2020

SELECT EDUCATION CLIENTS

Goodwin University | East Hartford, CT | 2020 – PRESENT
Obici Healthcare Foundation | Suffolk, VA | 2018 – 2019

SELECT PUBLICATIONS

Burlew, R., Puckett, A., Bailey, R., Caffrey, M., & Brantley, S. | 2014

- Assessing the relevance, efficiency, and sustainability of HIV/AIDS in-service training in Nigeria. Human Resources for Health.

Cox, C. Farrell, C. Ng, R. Burlew, and S. Pacqué-Margolis | 2013

- Creating an Enabling Environment for Human Resources for Health Program Implementation in Three African Countries. The CapacityPlus Project, IntraHealth International.

Burlew, A., Burlew, R., Peteet, B., Johnson, C. & Smith, S. | 2010

- What evidence based interventions are available to reduce drug use among African American adolescents [policy brief]. Black in America: A Scholarly Response to the CNN Documentary [policy brief series]. The Center for African American Research and Policy

Burlew, R., & Philliber, S. | 2007

- What helps in providing contraceptive services for teens. Washington, DC: The National Campaign to Prevent Teen Pregnancy.

Burlew, A., Hucks, T., Burlew, R., & Johnson, C. | 2003

- Prevention of abuse among ethnic minority youth. In Bernal, G., Tribble, J., Burlew, A., & Leong, F. (Eds). Handbook of Racial and Ethnic Minority Psychology. Newbury, Park, CA: Sage.

Burlew, K., Neeley, D., Johnson, C., Hucks, T., Purnell, B., Butler, J., Lovett, M., & Burlew, R. | 2000

- Drug attitudes, racial identity, and alcohol use among African American adolescents. Journal of Black Psychology, 26(4), 402-420.

Burlew, R., Hatcher, S., Schwallier, A., & Majeskie, M. | 1998

- The effects of journal writing on known stress: Effects on expressiveness and self-esteem for visiting SROP participants. Peers and Prevention, 2(1).

Burlew, R., Puckett, A., Bailey, R., Caffrey, M., & Brantley, S. | (2014)

- Assessing the relevance, efficiency, and sustainability of HIV/AIDS in-service training in Nigeria. Human Resources for Health

Burnett, M., Burlew, R., & Hudson, G. | 1998

- Embracing the Black English vernacular: Response to Koch and Gross. The Journal of Black Psychology, 23(3), 233-237.
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SELECT PRESENTATIONS

Fort, A., Deussom, R., Burlew, R., & Gilroy, K. | 2015

- The HRH Effort Index: New Indicators to Help Health Systems Strengthening. Paper presented at The Global Health Mini-University, Washington, DC.

Fort, A., Burlew, R., Deussom, R. | 2015

- Developing a Human Resources for Health Effort Index to Measure Country Level Status in HRH. Paper presented at The Third Global Symposium on Health Systems Research, Cape Town, South Africa.

Pacque-Margolis, S., Muntifering, C., Puckett, A., Schaefer, L., & Burlew, R. | presenter | 2013

- Explored Contraceptive Use Differentials in Sub-Saharan Africa Through a Health Workforce Lens. Paper presented at The International Conference on Family Planning, Addis Ababa, Ethiopia.