

2020 Cohort Bios



Norma Alvarez (she/her/hers)

Women's Foundation California Board Member

Norma Alvarez has been a member (since 2013) and co-chair (2017-2019) of WomenGO! Giving Circle in Silicon Valley. She currently serves on the Board of The Women's Foundation of California and on the Board of Trustees of Woodside Priory School. She previously served on the Board of Somos Mayfair in San Jose. A native of Mexico City, Norma studied and taught Political Economy. She is a Californian since 1994 and is passionate about women and migrant issues, and she is particularly interested in the power of education to achieve economic security and in expansion and

protection of reproductive rights. She believes community organizations are an effective model to offer radical solutions and the best place to incubate leadership, advocacy and participation. Norma has two high school children and enjoys movies, books, music and food.



Elizabeth Escamilla (she/her/hers)

Women's Foundation California Board Member

Elizabeth Escamilla is currently Director of Education at the Lucas Museum of Narrative Art. Before joining the Lucas Museum, she held various positions in the Education Department at the J. Paul Getty Museum for 22 years. In addition to designing the largest guided school visit program in an American art museum, she championed access to the museum by Title I school communities through an annual, one-million-dollar bus funding program. She spearheaded the development of online, collection-based resources, and brokered partnerships with Teaching Channel and Khan Academy to expand

reach. Elizabeth is a leader in the area of arts integration, and she has presented locally and nationally on issues in the field of museum education. In 2014, she was named Museum Educator of the Year by the National Art Educators Association. Elizabeth is a California native, born in Ventura County and is proud of her California university undergraduate and graduate degrees from UC Santa Barbara and San Francisco State University, respectively.



Julia Friedman (she/her/hers)

Conrad N. Hilton Foundation

Julia Friedman oversees the development and implementation of strategic communications initiatives that advance the organization's mission, objectives and program areas. Friedman is responsible for guiding the strategy for all internal and external printed and digital communications materials, including newsletters, brochures, website and public relations messages and collateral. Friedman partners with all departments to improve strategic thinking and leverage the organization's resources to best effect, regularly engaging with media across the globe to enhance the Foundation's storytelling capabilities

and share widely the work of the organization. Julia received a Bachelor of Fine Arts from New York University and a Master of Science in Social Work from Columbia University.



Tracy Gary (she/her/hers)

Individual Philanthropist and Philanthropic Advisor

Tracy Gary is one of the founders of the Women's Foundation of CA. She began doing policy and advocacy work on the battered women's issue and thru being on the grants committees of progressive foundations in the mid and late 1970's. She is a nonprofit entrepreneur, having started with many others, 23 nonprofits, and has advised over 100,000 donors and advisors during her career as a philanthropic & legacy advisor. She has worked in all 50 states and 23 countries, has spent years doing public speaking, and is an author of a very successful book for all levels of donors, published by Wiley,

"Inspired Philanthropy." Tracy currently advises 20 donors and their families, who last year gave away \$25 million collectively. Tracy is widely known as a leader in the women's funding movement and the donor and legacy education movements. She is joining the Women's Policy institute to gain more skills to be a better advocate with her favorite nonprofits and also with donors and funders with whom she networks. As the founder of the Womens' Donors Network and a founding donor to Women Moving Millions, she has lobbied, and done advocacy and levered leadership work, many times. She is still building her networks and tool kits and loves to learn intergenerationally. She's

been on 32 nonprofit boards and is fully energized by this time of redesign for greater equity, and The Women's Foundation of CA's remarkable capacities now.



Linda Gebroe (she/her/hers)

Women's Foundation California Board Member

Linda Gebroe has worked as a professional communicator for nearly four decades. From 1987 until her retirement in 2014, she owned and operated Gebroe Communications Services, a business that helped scores of organizations communicate their messages to myriad audiences and markets. In 1975, after graduating with honors from Ithaca College with a degree in communications, she began her career in public relations. She worked with an amazing variety of clients including retail, corporate, travel and nonprofit organizations. She developed and implemented successful communications programs that generated national publicity and awareness. In 1985 she became accredited by the Public Relations Society of America. Linda opened her own business in 1987. By doing so, she was able to do what she loves most—writing. Her essays have appeared in local and regional publications, and she continues to write and record commentaries for KQED Radio, San Francisco's National Public Radio station. She has been able to help organizations and causes she truly cares about. She has served on the boards of Horizons Foundation and the Women's Alcoholism Center. She has volunteered her time and services to numerous organizations, including the Women's Foundation of California, the Women's Cancer Resource Center and 826 Valencia, an organization dedicated to helping local school children with their creative writing skills.



Adriana Grino (she/her/hers)

Kenneth Rainin Foundation

Adriana is the Program Officer for the Rainin Foundation's Arts Program. She collaborates with the Director of Arts Strategy & Ventures on grantmaking activities, and developing and implementing new initiatives. She currently serves as: the co-chair for the Arts Loan Fund at Northern California Grantmakers, Funding Advisory Committee member at the City of Oakland and member of Grantmakers in the Arts Support for Individual Artist Committee. Adriana came to the Foundation from Galería de la Raza, a non-profit community arts space based in the San Francisco Mission District that is dedicated to advancing intercultural dialogue, where she served as

the Curatorial and Special Program Manager. She is a former fellow of the Harmony Initiative, a program of Justice Funders, which supports professional grantmakers in strengthen and ground their philanthropic practice in principles of equity and social justice. Adriana has a BA in Art History and Archaeology from Tufts University.



Rachel Huguet (she/her/hers)

Conrad N. Hilton Foundation

Rachel Huguet works within the communications team to design, implement, and monitor a partnerships strategy that goes beyond financial grantmaking, building and leveraging the Foundation's influence to help catalyze and accelerate its goals through high-impact relationships. In her previous role as a program associate, Huguet supported the international program team's work in Disaster Relief and Recovery, as well as Avoidable Blindness. Prior to joining the Hilton Foundation, she worked on water, sanitation and hygiene as a program coordinator at the Bill & Melinda Gates Foundation. Huguet has also spent time as a consultant for the National Park Service, an associate program officer focused on social innovation at Mercy Corps, and a rural community development facilitator for the Peace Corps, Costa Rica. She holds a master's degree in public policy from the Sol Price School of Public Policy at USC and a bachelor's degree in international relations from George Washington University.



Susan Kirsch (she/her/hers)

Philanthropic Advisor

Susan Kirsch is a political activist and community organizer, working from the grassroots level of her own community to the reaches of Sacramento. She is President of the Freeman Park Neighborhood Association in Mill Valley. In 2018 she started Livable California, a 9-county Bay Area Network of elected officials and community leaders. Susan's work with Livable CA has been recognized by the LA Times among other media. She has published articles in CalMatters and been a guest on KQED with Michael Krasny. In 2016 she ran for the Marin County Board of Supervisors. Prior to that she was a founding member of Citizen Marin, which championed community values in policy decisions around housing and land use. She holds a Master's degree in Communication from Case Western Reserve in

Cleveland, Ohio, and has been a teacher, professors, Executive Director, fund raiser and consultant to nonprofit organizations.



Elinor Levine (she/her/hers)

Individual Philanthropist

Elinor Levine worked at UC Berkeley for 30 years, and is now retired. During that time she helped organize a union for clerical employees, and was active in leadership of that union. Her philanthropic interests include workers' rights, and social and economic justice.



Autumn McDonald (she/her/hers)

New America Foundation

Autumn McDonald heads New America CA—New America's largest hub—focused on issues of economic equity, income, and work. They lift up community voice and innovation to influence policies and outdated systems. The team leads human-centered research initiatives to elevate the lived experiences and power of workers, particularly those vulnerable to the changing nature of work. McDonald has two decades of multisector experience. Prior to New America, McDonald served as a senior advisor to San Francisco Mayor Ed Lee, where she led the women's economic empowerment agenda, shaping policies and initiatives to serve Bay Area women and their families. Prior to that, McDonald led strategy projects with FSG, a social impact consulting firm. McDonald serves on the boards of Equal Rights Advocates and Lincoln Families. She has a bachelor's from Stanford University, and a master's from both the Harvard Graduate School of Education and Northwestern University School of Education and Social Policy.



Charlotte Milner-Barry (she/her/hers)

Gonring Spahn & Associates

For the past decade, Charlotte has worked as a strategist dedicated to strengthening cause-based issues, nonprofit organizations, and civic leaders working toward transformative social change. At Gonring, Spahn & Associates, Charlotte works with high net-worth individuals and foundations, providing strategic guidance on giving strategies, program development, and social impact investing. Previously, Charlotte worked in London, providing philanthropic advice to high net-worth individuals, and building a community of

next-generation donors at The Funding Network. Most recently, Charlotte worked for a national nonprofit that successfully completed one of the first Social Impact Bonds (SIB) to help at-risk teenagers find sustained employment. She has also written policy papers on foster care and school-to-work transitions that have been published by the British government. Charlotte is on the LA Board of EPIP and is a Multigenerational Family Philanthropy Certified Trainer with 21/64.



Lora O'Connor (she/her/hers)

Women's Foundation California Board Member

Lora O'Connor is a producer, social entrepreneur and strategic catalyst, specializing in high impact partnership and resource development and cultivation, working across sectors towards the goal of a world that works for all of us. Areas of high Impact include Women & Girls leadership and empowerment, a Regenerative and Clean Energy-based Environment, Social, Racial and Gender Justice and Social Impact Film, Media and Entertainment.



Nadia Segura Narvaez (she/her/hers)

Thomson Reuters Foundation

Nadia joined the TRF in 2018. As a Legal Officer, she handles legal pro bono projects from TRF's network and supports strategic legal research projects on regional and cross-border issues. She also develops TRF's relationships with its members, particularly those based in the West Coast of the US. Nadia has a special focus on human trafficking and women's rights. Prior to joining TRF, Nadia worked as a Supervising Attorney of the Survivors of Violence Unit at the Central American Resource Center (CARECEN), a leading immigrant rights organization in the United States. Nadia

represented survivors of human trafficking and violent crimes before law enforcement agencies and in immigration court. Nadia also worked in private practice as an international lawyer in New York. Nadia is a qualified lawyer in the US and Mexico. She received a Master's Degree from Columbia Law School, where she earned the Parker School Recognition of Achievement in International and Comparative Law.



Tracy Solomon (she/her/hers)

Individual Philanthropist

Tracy has 30 years of experience across the private, nonprofit and government sectors. The common thread across her career has been her role as a creative problem solver, with the ability to find effective and collaborative approaches to strategic and operational challenges. After two years at the National Endowment for the Arts in the Theater program, she obtained her MBA from UC Berkeley. The next two chapters of her career included seven years at a specialty gift retailer, The San Francisco Music Box Company and nine years at a graphic arts wholesaler, Portal Publications. During this time, she held

various senior management positions that included strategic and financial planning, marketing and project management. Tracy then transitioned to the nonprofit sector and began consulting for various local organizations with a focus on strategic planning and project management. In 2008 she became the Director of Strategic Operations and Resources for The Education Trust—West, one of the foremost education advocacy and research organizations in the State. After seven years leading

their strategic planning, budget, grants and operations areas she retired in 2015. She is now an engaged philanthropist working with nonprofit groups with a focus on education and social justice.



Anna Song (she/her/hers)

Southern California Grantmakers

Anna Song supports the SCG Public Policy and Government Relations team with research, advocacy and government relations projects. Prior to joining SCG, Anna was a Congressional Intern with Speaker Nancy Pelosi in Washington, DC. In Speaker Pelosi's office, she took lead in assisting senior staff on policy portfolios that included violence against women and children, immigration rights, environmental justice, and criminal justice reform initiatives. Prior to Washington, she was an undergraduate research assistant, focusing on social and political grassroots organizations in Kentucky that affected state and federal policy. This research focused on creating sustainable engagement by fostering relationships and creating interpersonal and organizational commitments. She earned a B.A. in Political Science from the University of California, Santa Barbara.



Clara Steele (she/her/hers)

Roy and Patricia Disney Family Foundation

Clara Steele serves as an Associate Program Officer at the Roy and Patricia Disney Family Foundation where she focuses on Criminal Justice Reform and Civic Empowerment. Raised in Altadena, CA, Clara was inspired to work in the social sector after her mother, Nancy Steele, founded Arroyos & Foothills Conservancy (AFC), to preserve land. The work of AFC showed her the power of nonprofits to address hyper local community issues. Prior to joining the Foundation, she worked as Lead Program Manager at Best Buddies International - a nonprofit that empowers student leaders to engage their communities to eliminate the social segregation of people with intellectual and developmental disabilities. Currently, Clara is on the Steering Committee of EPIP-LA, enjoys teaching people about honeybees through her family's beekeeping business, Chaparral Mountain Honey

Company, and regularly travels to Tijuana, Mexico with Fundación Esperanza. She received her BA in History from Occidental College.



Lauren Weston (she/her/hers)

Acterra: Action for a Healthy Planet

Lauren has over a decade of leadership experience in several well-regarded nonprofits including the Breakthrough Collaborative and the Hiller Aviation Museum. Most recently, she was Director of Philanthropy for the West Coast Region at World Bicycle Relief. Originally from Northern California, Lauren is an alumna of New York University, where she received her master's degree, and holds a bachelor's from the University of California-Davis.