

Nicole Robinson

Summary: Nicole Robinson is Research Associate with the Milwaukee Homicide Review Commission. Before joining the Commission she worked as a Senior Project Specialist, Evaluation and Organizational Development, at Mosaica: The Center for Nonprofit Development and Pluralism, a multicultural and values-based nonprofit consulting organization headquartered in Washington, DC. At Mosaica, Nicole was primarily responsible for conducting local and national evaluations for a variety of nonprofit organizations and federally funded programs. She also provided organizational development assistance to community-based organizations; mostly assisting them with developing ongoing, internal evaluation systems.

Experience: Nicole has been working in the nonprofit sector since 1996 and has a broad range of skills and work experience in halfway houses and shelters, hospitals, and clinics in the United States, South Africa, and the Dominican Republic. Much of Nicole's health-related experience comes from employment as a social worker/health educator with various Milwaukee groups, including runaway and homeless children and youth and youth in foster care (Walkers Point Youth and Family Center), female offenders with substance abuse issues (Horizon House), geriatric psychiatric patients (Columbia St Mary's Hospital), and university students (Norris Health Center).

Evaluation: At Mosaica, Nicole has led several national evaluations and coordinated a number of Washington-based evaluation projects. She is highly skilled in participatory and empowerment evaluation approaches as well as a variety of data collection methods, from interviews, surveys, and Photovoice to focus groups and document review and content analysis. She is skilled in using GIS, SPSS, Access, Excel, and NVIVO for data collection and analysis. Projects include the following:

- *Our Place, DC:* Evaluation of Our Place DC's pilot career planning program for women recently released from prison.
- *Environmental Support Center (ESC):* Evaluation of ESC's organizational development technical assistance grants to small, grassroots environmental justice advocacy organizations across the nation.
- *Center for Community Change (CCC):* A two-year evaluation of CCC's Campaign for Community Values, funded by Atlantic Philanthropies, which includes an assessment of CCC's impact on public policies at the state and federal levels on two core issues (immigration and health care), technical assistance to partner organization's grassroots community organizing activities, and CCC's national and local profile.
- *PROCEED, Inc.:* A retrospective process and outcomes evaluation of PROCEED's HIV/AIDS Prevention Capacity-Building Assistance (CBA) Program, funded by the Centers for Disease Control and Prevention (CDC). The program provides organizational development technical assistance to Latino-serving HIV/AIDS service and prevention organizations across the nation. It also provides technical assistance to nonprofits and health

departments on a variety of CDC-approved HIV/AIDS prevention interventions. The evaluation has assessed the process, quality, and outcomes of PROCEED's work for the past four years, documented its capacity-building model through case studies, and assessed the organization's current evaluation data collection tools and internal processes.

- *Office of HIV/AIDS Policy (OHAP), U.S. Department of Health and Human Services:* A two-year process and outcomes evaluation of the National HIV/AIDS Testing Mobilization Campaign designed to prevent and address HIV/AIDS in communities of color across the U.S. by raising their internal capacity to respond to HIV/AIDS.
- *Voices for America's Children (Voices):* A two-year evaluation of Voices' new federal advocacy efforts, funded by the Atlantic Philanthropies. Assistance also included support to Voices in developing measurable goals and objectives for its public policy and its non-advocacy work and organizational and team work plans.
- *Organizing Neighborhood Equity (ONE) DC:* Outcomes evaluation of The Larry Kressley Institute, a three-year pilot program that trains locally-based community organizers in Washington, DC.
- *National Alliance for Vietnamese Service Organizations (NAVASA):* Intensive one-on-one evaluation of technical assistance and capacity building, focusing on the Dan Than AmeriCorps Program.
- *Washington AIDS Partnership:* Three-year evaluation of its medical morale grantee program, and documentation of its grantmaking model. Provide evaluation assistance to its public policy grantees, including analyzing grantee outcomes to the Partnership's three-year strategic planning goals.
- *Ms. Foundation for Women:* Evaluation of its grantee's work in four impact areas. Capacity building assistance included. Participated in New Mexico panel as an advocacy evaluator.
- *Community Foundation for the National Capital Region (CFNCR):* Three-day evaluation training for MARPAT Foundation job development and youth programming grantees. Provided organizational development to CFNCR's "east of the river" grantees.
- *Alliance for Children & Families:* Two-hour training on civic engagement evaluation practices and PhotoVoice at two annual civic engagement institutes.
- *HRSA:* Evaluator for unmet need project and consumer-based HIV programs.

Each of these evaluations was based on a participatory, rigorous, yet flexible approach, and use of a mixed method design including both qualitative and quantitative data collection and analysis.

Other research experience includes: At the University of Michigan, Ann Arbor, she conducted semi-structured interviews of research partners to evaluate program process and impact for the **Global Program on Youth**. For the **Women Living with HIV Program** in Milwaukee, she conducted a cross-sectional analysis to explore the efficacy of primary prevention methods and analyzed a baseline socio-demographic profile of participants using Access and NVIVO software.

Health and HIV/AIDS: Beyond her evaluation work, Nicole has worked extensively on health issues, particularly HIV/AIDS. As a trained Social Work and Public Health practitioner from the University of Michigan, Ann Arbor, she has expertise in the newest health communications

messaging, social marketing techniques; micro and macro level theories of change and program development; and community empowerment and development methods.

International: Nicole has also done health and related community development work outside the U.S. Working with GTZ in Mpumalanga, South Africa (2004), with funding from the Development Bank of South Africa, Nicole helped facilitate a planning session with nongovernmental organizations (NGOs), service providers, and government officials to create a provincial plan to combat HIV/AIDS and build the capacity of Home Based Cares (HBCs), mostly women-led and family-centered AIDS service organizations. While there, Nicole also analyzed and reported on a needs assessment that was used to create effective and sustainable care and social service programs for individuals and families impacted by HIV/AIDS. In Santiago, Dominican Republic, at Juan XXIII Hospital, Nicole used a participatory approach in working with a local women's group to plan a community-wide dental screening and prevention program.

Advocacy: At Mosaica, Nicole has worked with several advocacy organizations. For example, she co-led the strategic planning process with the Asian/Pacific Islander Domestic Violence Resource Project (DVRP), a Washington area nonprofit providing technical assistance, advocacy, and crisis services. While employed at Planned Parenthood of East Central Michigan (PPECM) in Flint, Nicole served on the team responsible for implementing local and statewide strategies and lobbying elected officials to ensure equal access to quality reproductive health care. She wrote many political awareness e-mails using GetActive (now Convio), analyzed their reach and use, and brought together PPECM constituents to address local, state, and national reproductive health needs.

Education and Honors: Nicole received two Master's Degrees from the University of Michigan, Ann Arbor in 2005, in Social Work and Public Health (MSW/MPH), with an emphasis in community organizing, health behavior/health education, and global health. She received her Bachelor's in Social Work and International Studies from the University of Milwaukee in 2002.

Publications: Through her work at Mosaica, Nicole has written and assisted with several evaluation how-to guides, including a recent guide designed for small community-based organizations, the development of two online database user manuals, and numerous final evaluation reports and related materials. In 2005, Nicole coauthored a paper on children and HIV that appeared in *Children and Youth Services Review*.

Resume

Education

08/2003 - 07/2005

Masters: Social Work (MSW) and Public Health (MPH)
University of Michigan, Ann Arbor, MI

09/1998 - 12/2002

▪ Community Organizing, Health Behavior/Health Education, and Global Health
BS Degree: Social Work and International Studies
University of Wisconsin Milwaukee, Milwaukee, WI
▪ Honors Student; Study Abroad: Mexico (1999) and Dominican Republic (2001)

Skill Set

Project Management ▪ Research, Monitoring, & Evaluation (data collection instrument design, quantitative/qualitative analysis, and reporting) ▪ Program Development & Implementation ▪ Nonprofit Management ▪ Group Facilitation ▪ Plain Language Writing Skills ▪ Experienced Trainer ▪ Advocacy/Community Organizing ▪ Supervision Experience ▪ Social Norms Marketing ▪ Proficient in Spanish ▪ Leadership/Team Player ▪ Strong Organization & Communication Skills ▪ Proficient in Microsoft Office, SPSS, & GIS ▪ Health Disparities ▪ Global Health ▪ Reproductive Health ▪ ATODA ▪ HIV/AIDS ▪ Social Justice ▪ Social Networking Analysis ▪ *FotoVoz*

Professional Experience

02/2010 - Present

Milwaukee Homicide Review Commission, Milwaukee, WI
Associate Researcher responsible for analyzing and reporting out homicide and nonfatal shooting data, forming community partnerships, and supporting the implementation of prevention and intervention-based recommendations from the MHRC homicide review process.

01/2006 – 12/2009

Mosaica: The Center for Nonprofit Development and Pluralism, Washington, DC
Senior Project Specialist responsible for (1) managing and conducting multi-year, multi-level national, regional, and local program evaluations for nonprofits (large and small), grantmakers, and agencies within the federal government. This includes developing evaluation design plans, work plans, timelines and data collection instruments or systems; data analysis; and reporting or dissemination. (2) Training and building the capacity of nonprofits to build organizational evaluation and quality assurance systems. This includes developing and leading intra and inter-group trainings, providing 1:1 training and technical assistance, and developing capacity building materials (e.g., how-to guides). Groups assisted are mostly nonprofits serving communities of color, low-income communities, and/or PLWH. Use GIS, SPSS, Access, and Excel in addition to Plain Language writing techniques. Member of AEA.

09/2004 - 07/2005 Planned Parenthood of East Central Michigan, Flint, MI
 Implemented local and statewide reproductive health strategies. Lobbied elected officials and participated in coalition building efforts. Grant writing. Coordinated techniques for community participation using strategic planning. Media training. Wrote opinion editorials, letters to the editor, and policy awareness emails.

09/2003 - 03/2005 Global Program on Youth, UM, Ann Arbor, MI
 Conducted structured interviews of research partners to evaluate program process and impact outcomes using NVIVO software to analyze data. Updated GPY website content and layout. Literature Reviews.

05/2004 - 08/2004 GTZ - Mpumalanga Rural Development Program, Nelspruit, South Africa
 Assisted with facilitation of district governmental workshop on mainstreaming HIV/AIDS policies. Conducted descriptive analysis and wrote report summary of two Home Based Care needs assessments (stored in an Access database). Received GIS training.

02/2003 - 04/2004 Women Living with HIV Project, Milwaukee, WI
 Conducted cross-sectional analysis of the "Women Living with HIV Project" to explore primary prevention methods. Analyzed a baseline socio-demographic profile of participants using data stored in Access and NVIVO software.

02/2003 - 08/2003 Arthritis Foundation, West Allis, WI
 Grant Writer; Researched prospective donors and grant guidelines. Wrote initial letters of introduction and completed five grant proposals.

06/1999 - 05/2002 Norris Health Center, Milwaukee, WI
 Peer Health Advocate; Aided in the planning, implementation and facilitation of health educational programs targeted toward students. Participated in the Alcohol and Other Drug Abuse Review and Task Force Panels, which used social norms marketing methods. Led cultural diversity and health events using PhotoVoice (FotoVoz).

09/2001 - 12/2001 Juan XXIII Hospital, Santiago, Dominican Republic
 Assisted *Las Mujeres de Accion y Progreso* in a community participatory planning of a dental program. Leadership development.

01/2001 - 08/2001 Horizon House Incorporated, Milwaukee, WI
 Developed and facilitated 'cultural exploration' in group therapy for female offenders on probation or parole with alcohol and other drug abuse issues. Case Management.

06/1998 - 06/1999 Walker's Point Youth & Family Center, Milwaukee, WI
 Teens Talk Line Volunteer Coordinator; Recruited, trained, and supervised 15 teen volunteers at a runaway/homeless youth shelter. Organized community education/outreach. Reaffirmed partnerships.

Publication,
Reports, and Other
Products

- Keigher, Sharon; Zabler, Bev; **Robinson, Nicole**; Fernandez, Angela; & Stevens, Patricia. (2005). Young caregivers of mothers with HIV: Need for Supports. *Children and Youth Services Review, 27, 8*, 881-904.
- Evaluate!: A Guide to Program Evaluation
- **Interim and Final Reports** for Voices for America's Children, HHS, PROCEED, Inc., Nonprofit Roundtable, Ms. Foundation for Women, Washington AIDS Partnership, Environmental Support Center, Our Place, Community Foundation, CYITC, HRSA, Women's Collective, ONE DC, NAVASA, DVRP, and, Center for Community Change. *Full list available upon request.*