



Tammy MAYER

Director of Sustainable Development Programs and Engagement

Nearly 15 years experience in project management, public policy, strategic communications, and training/education with a master's degree in International Affairs from Sciences Po in Paris. Particular expertise in strategic planning and capacity building. Demonstrated ability to develop networks and lead a team. Known for delivering high quality outputs and successful programmatic outcomes.

Personal Information

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Valid Work Permits

France: permanent resident
USA: citizen

Online Profiles

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Languages

English	Native Speaker
French	Fluent (C2)
Spanish	Competent (B1)

PROFESSIONAL EXPERIENCE

Sustainable Development Engagement & Strategic Communications Consultant

9/2015 – Present

Corporate and non-profit entities, worldwide

- Delivering **stakeholder empowerment solutions**: driving buy-in for corporate social responsibility projects and promoting engagement with sustainability programs.
- **SDG Chair and United Nations Rep** for FAWCO (an international women's organization supporting global initiatives for women, the environment and human rights) - Development and deployment of a **Sustainable Development Goals** public awareness campaign and toolkit across 60 clubs worldwide.
- Public speaking coaching and communications strategist. Clients include a director of **sustainable development**, the directors of an **energy transition** think tank, **corporate social responsibility** consultants and staff of multinational corporations.

International Civic Engagement & Philanthropy Professor

1/2020 – Present

Sciences Po (Institut d'Etudes Politiques), Paris, France

- Teaching undergraduate and graduate students how to start and manage a nonprofit.

Citizen Engagement for International Development

10/2017 – 10/2018

CCFD-Terre Solidaire (Nobel prize winning French civil society organization supporting international development and advocacy), Paris, France

- **Strategic planning**, communications and meeting facilitation for 4 advocacy events.
- Researched trends in promoting **societal well-being** within our economic system.
- Facilitated a panel discussion at the International Forum for Well-Being in Grenoble.

Instructional Leadership Team & English Teacher

2/2013 – 6/2015

Patterson High School (disadvantaged urban public school), Baltimore, Maryland, USA

- **Strategic direction** of the school's pedagogical priorities within a 10-member team.
- Tracked metrics to measure performance; reported on KPIs and progress.
- Taught immigrants and refugees from Africa, Asia, and Central and South America.

Director of Public Policy & Civic Engagement Programs

8/2010 – 2/2013

Citizens Planning & Housing Association (nonprofit promoting civic engagement in public policy debates, urban planning and economic development), Baltimore, Maryland, USA

- Lead and supported 12 interns in housing policy and civic engagement work.
- **Developed and implemented strategies** for leadership development and capacity building for over 800 civil society organizations annually. Oversaw 10+ leadership training events per year (600+ participants). Created and implemented a CSO capacity assessment, using data analytics to guide program priorities and calculate programmatic impacts. Led the Community Engagement Steering Committee.
- Strategic direction for housing policy advocacy. Led the Housing Steering Committee.
- **Researched and evaluated leading trends**, concerns, changes and stakeholder interests related to inclusive housing policies and citizen engagement mechanisms.
- Developed CPHA's positions and statements to promote inclusive economic growth.
- Created and managed a professional development network for over 100 organizers.
- Initiated and supported the development of **strategic alliances with stakeholders** and funders. Developed dozens of long-term programmatic **partnerships**.
- Wrote grant proposals and grant reports. Managed the donor and member database.
- **Represented** CPHA publicly with elected officials, lawyers, funders and civil society.
- Coordinated and oversaw **communications** for CPHA's fundraising and programs: social media management, media relations, print and digital content, etc.
- Tracked program budgets and impact metrics in order to measure performance. Reported on KPIs and progress with internal and external stakeholders and partners.

Writing Samples

**Topic titles are live web links*

Sustainable Procurement Policy Proposal - Proposal to use strategic communications and stakeholder engagement in committees and in carefully orchestrated working groups to develop and implement a sustainable procurement policy. (2019)

Reform proposal to integrate sustainable development in international trade policy - Policy brief aiming to convince the French President to push for more ambitious environmental and human rights elements in the European Union's trade policies. (2019)

Change management strategy for organizational success - Building on an organizational assessment of People's Homesteading Group, this plan outlines the action steps needed to achieve operational success and to scale up operations. (2018)

Achieving the SDGs: "The communication on this still needs work" - OECD/AFD conference summary and action agenda for achieving the Sustainable Development Goals through improved communications and citizen engagement. (2017)

Engaging new Americans in the local community - Program proposal to establish civic engagement programs and training for receiving communities and arriving immigrants. (2013)

Rights at risk: inability of the poorest people to access their rights - Analysis of the impact of public funding cuts on the non-profit emergency housing associations serving homeless individuals and families in the city of Paris. Further analysis of the impact of an influx of immigrants on the existing emergency housing services. **Written in French.** (2004)

Finance Operations Manager 4/2007 – 5/2008
Housing Resources Manager 2/2006 – 4/2007

People's Homesteading Group (urban development nonprofit), Baltimore, MD, USA

- **Directed** all financial activities: tracking, forecasting, analyzing and managing a \$600,000 operations budget and \$1.7 million in revolving loans. Supervised three external audits. Interfaced with subcontractors. Oversaw regulatory compliance.
- Tracked and reported progress on budget and programmatic KPIs to funders.
- Served on the Baltimore **Leadership Committee** of the Asset-Based **Community Development (ABCD)** Network of Maryland, a public policy advocacy group.

Program Coordinator for Outreach 2/2005 – 1/2006
Charles Village Community Benefits District, Baltimore, MD, USA

- Implemented engagement campaigns for key business and resident stakeholders.

PUBLIC SPEAKING

Sustainable Development Goals & Advocacy at the United Nations 9/2019
FAWCO Region 1 Conference, London, U.K.

- Invited conference speaker to discuss FAWCO's advocacy at the United Nations and local actions to **operationalize the Sustainable Development Goals.**

Issues Facing Immigrants in the US School System 4/2014
Education Department, Towson University, Baltimore, Maryland, USA

- Presented the **leading trends** related to academic challenges faced by immigrant students living in underserved and financially vulnerable communities.

Organizational Capacity in Civic Associations 3/2012
Political Science Department, Goucher College, Baltimore, Maryland, USA

- Led discussions and supported student projects related to current trends and challenges in civic engagement in disadvantaged poor urban neighborhoods. Special focus on the organizational capacity of civic associations and their leaders.

EDUCATION

Master in Advanced Global Studies: Sustainable Development Practice Sciences Po (IEP), Paris, France Average grades: 16/20 2018 – 2019
 Selected Course Topics: **Leading change**; Risk and expertise in **environment**, health and safety; Project management and **sustainable development**; International **negotiations**

Master of Arts in Teaching
Towson University, Baltimore, USA Summa cum laude (Grades: 4.0/4.0) 2008 – 2009
 Selected Course Topics: Learning processes; Training techniques; Audience engagement

Bachelor of Arts in French
Goucher College, Baltimore, USA Cum laude (Grades: 3.6/4.0) 2000 – 2004
 Relevant Experiences:

- Ciudad Juarez, **Mexico**: participation in local community **engagement** program and study of political and social issues faced by immigrant communities on the US/Mexico border. 6/2004
- **Baltimore, Maryland**: creation and deployment of an **asset assessment** in a poor urban neighborhood in Baltimore City following the Asset-Based Community Development approach to local **urban development projects** through **resident engagement**. The ABCD approach ensures that economic development produces equitable outcomes and opportunities for underserved populations. 2-6/2004
- Paris, **France**: **policy internship** in the homeless shelter department of the Paris Social Services Agency (DDASS de Paris), analyzing budgets of non-profit service providers. 2-5/2003

ADDITIONAL TRAINING

Project Management & Leadership Development

- Training community leaders, NeighborWorks Training Institute, Washington, D.C. 2010
- Financial oversight for nonprofit board members, Business Volunteers Unlimited, USA 2008
- Effective project development, Maryland Association of Non-Profits, Baltimore, USA 2006

Fundraising & Grant Writing

- Discovering philanthropy, discovering America, Sciences Po, Paris, France 2019
- Advanced grant proposal writing, Community College of Baltimore County, USA 2010
- Fundamentals of fundraising, AFP Annual Conference, Baltimore, USA 2010