****

**A Path for Workplace Rights and Freedom From Violence**

*Presented by Futures Without Violence and the U.S. Department of Justice, Office on Violence Against Women*

**November 5-6, 2015**

**Speaker Biographies**

**Esta Soler** is the Founder and President of Futures Without Violence. An expert on violence against women and children, she founded Futures Without Violence (FUTURES) over 30 years ago and transformed it into one of the world’s leading violence prevention agencies. FUTURES has set the pace for innovative educational programs, public education campaigns, policy development, and leadership training designed to prevent and end violence against women and children worldwide.

Under Soler’s direction, FUTURES, then Family Violence Prevention Fund, was a driving force behind passage of the Violence Against Women Act of 1994—the nation’s first comprehensive federal response to the violence that affects families and communities. Congress reauthorized and expanded the law in 2000, 2005, and 2013. Now, she is committed to passage of the International Violence Against Women Act to prevent gender-based violence on a global scale.

Soler’s work to prevent violence against women has been featured on MAKERS, an innovative video and documentary project launched by AOL and PBS to showcase stories from trailblazing women. Recently, Soler delivered a TEDTalk charting 30 years of tactics and technologies—from the Polaroid camera to social media—that have shaped the movement to end domestic violence.

During the Clinton Administration, Soler served on the National Advisory Committee on Violence Against Women chaired by Janet Reno and Donna Shalala. She currently serves on the National Advisory Board for the National Child Traumatic Stress Network, and previously served as the Vice Chair of the Blue Shield of California Foundation Board of Trustees.

Soler’s many awards include a Kellogg Foundation National Leadership Fellowship, a Koret Israel Prize, and a University of California Public Health Heroes Award She is also the recipient of the Leadership Award from the Coro Center for Civic Leadership and the Mathew O. Tobriner Public Service Award from the Employment Law Center in San Francisco for pioneering work on behalf of women and children. Soler holds an honorary doctorate from Simmons College in Boston.

**Rosie Hidalgo** is the Deputy Director for Public Policy at the Office on Violence Against Women at the U.S. Department of Justice. She has worked in the movement to end domestic violence for over 20 years. Previously, Rosie served as the Director of Public Policy at Casa de Esperanza and was the Co-Director of the National Latin@ Network for Healthy Families and Communities, a national domestic violence resource center with a focus on providing training, research, and policy advocacy. She served on the Steering Committee of the National Task Force to End Sexual and Domestic Violence during the reauthorization of the Violence Against Women Act (VAWA) for 2013 and served on the American Bar Association Commission on Domestic and Sexual Violence from 2010-2013. Rosie previously worked at the National Latino Alliance for the Elimination of Domestic Violence and as an attorney at legal services programs for low-income families in New York City and in Northern Virginia. Rosie also lived in the Dominican Republic for four years where she helped establish and coordinate a community-based domestic violence prevention and intervention network and worked as a consultant for the World Bank on social services reforms. Rosie received her undergraduate degree from Georgetown University and her law degree from New York University School of Law, where she was a Root Tilden Scholar in public interest law and subsequently received a public interest fellowship from the law firm of Skadden Arps.

**Saru Jayaraman** is the Co-Founder and Co-Director of the Restaurant Opportunities Centers United (ROC United) and Director of the Food Labor Research Center at University of California, Berkeley. After 9/11, together with displaced World Trade Center workers, she co-founded ROC, which now has more than 18,000 worker members, 150 employer partners, and several thousand consumer members in over 30 cities nationwide. The story of Saru and her co-founder’s work founding ROC has been chronicled in the book The Accidental American. Saru is a graduate of Yale Law School and the Harvard Kennedy School of Government. She was profiled in the New York Times “Public Lives” section in 2005, named one of Crain’s “40 Under 40” in 2008, was 1010 Wins’ “Newsmaker of the Year” and New York Magazine’s “Influentials” of New York City. She was listed in CNN’s “Top10 Visionary Women” and recognized as a Champion of Change by the White House in 2014, and a James Beard Foundation Leadership Award in 2015. Saru authored Behind the Kitchen Door (Cornell University Press, 2013), a national bestseller, and has appeared on CNN with Soledad O’Brien, Bill Moyers Journal on PBS, Melissa Harris Perry and UP with Chris Hayes on MSNBC, Real Time with Bill Maher on HBO, the Today Show, and NBC Nightly News with Brian Williams.  Her forthcoming book Forked: A New Standard for American Dining (Oxford University Press) is due out in February 2016.

**Daffodil Altan** is an Emmy-nominated producer at the Investigative Reporting Program. She produced the FRONTLINE/Univision film “Rape on the Night Shift” in Spanish and English. Her work has appeared on NBC, Telemundo, Univision and the PBS NewsHour, and in the Los Angeles Times and Mother Jones, among others. Daffodil has received awards for her work from the Society of Professional Journalists, the Los Angeles Press Club and the Imagen Foundation. She has a master's degree in journalism from UC Berkeley.

**Maya Raghu** is a senior attorney with Futures Without Violence in Washington, D.C. Her work primarily focuses on the intersection of gender, the workplace and trafficking, and she is an national expert on legal issues concerning the workplace and gender-based violence. She manages a national project and provides technical assistance and outreach for a wide variety of audiences including attorneys, employers, unions, and direct service providers; and engages in legislative and policy advocacy. She was previously a senior staff attorney for six years at Legal Momentum in New York City, a litigator at Simpson Thacher & Bartlett LLP, and a law clerk to a federal judge. She is the author of several published articles, was profiled in *Feministing*, and her work has appeared various media. Maya has served on the ABA Commission on Domestic and Sexual Violence since 2012.

**Ana Isabel Vallejo** is co-director of VIDA Legal Assistance, Inc., a non-profit organization dedicated to advancing the rights of immigrant survivors of domestic violence, sexual violence, trafficking in persons and other violent crimes. Ms. Vallejo has been representing immigrant survivors of violence for over 15 years. She has represented trafficked persons and has worked in collaboration with the US Department of Justice; the FBI, the US Department of State and the Department of Homeland Security. In addition to direct legal representation, Ms. Vallejo has been part of the faculty and a panelist in numerous national and international trainings and conferences. Ms. Vallejo has a law degree and a Master of Laws degree from St. Thomas University School of Law, Miami, Florida.

**Sonia Parras Konrad** is Co‐Executive Director of ASISTA Immigrant Assistance for immigrant survivors, a nationwide program that provides immigration technical assistance to front line advocates and attorneys, and she is also in private practice at the Law Offices of Sonia Parras PLLC. Sonia is an activist, attorney, and educator on domestic violence issues and legal remedies for immigrant survivors of domestic violence, sexual assault, and human trafficking. Through her work Sonia strives to promote the organization and leadership of immigrant survivors of domestic violence and sexual assault. Sonia is the author of *Rompiendo el Silencio* (Breaking the Silence), a manual for Latino community activists organizing against domestic violence and sexual assault, published by the Family Violence Prevention Fund, and *Defensa y Promoción de la Mujer Latina* (Defense and Promotion of the Latina Woman) published by National Latino Alliance. In 2002, Sonia worked with the EEOC to represent a number of immigrant women survivors of sexual assault in a class action lawsuit against their employer. The case resulted in a substantial financial settlement on behalf of the survivors (1.5 million dollars). In 2008, Sonia represented more than 70 immigrants detained during one of the largest raids in US history, in Postville, Iowa, filing *pro bono* close to 50 U visa applications for immigrant victims of crimes, for which the American Immigration Lawyers Association (AILA) awarded her its 2009 Michael Maggio Memorial Pro Bono Award. Sonia is a member of AILA, the Iowa Bar Association, the Board of Directors of the National Immigration Project of the National Lawyers Guild, and a Board Member of the National Network to End Violence against Immigrant Women. She is the chair of the detention subcommittee of the Iowa‐Nebraska AILA chapter and an advisory board member of the National Judicial Institute on Domestic Violence of the National Council of Juvenile and Family Court Judges.

**KC Wagner** is the Director of Workplace Issues at Cornell University's ILR Metro District Office in New York City and the co-chair of Cornell’s Worker Institute, Equity at Work Initiative. She has specialized in the prevention of sexual harassment, gender bias, bullying and promoting inclusiveness in the workplace for over 30 years. Ms. Wagner has provided training to corporations, unions, non-profit, educational and government organizations in diverse industries, professions and workplace settings. Ms. Wagner is a specialist in curriculum development and educational programs related to labor, workplace and employment related issues, leadership development and train-the-facilitator programs. She has testified as an expert witness in landmark sexual harassment cases on a range of topics. These topics have included the scope and range of what behaviors constitutes sexual harassment, common coping strategies utilized by victims of harassment and what responsible employers should do to prevent sexual harassment. Ms. Wagner also provides educational coaching to employees as part of an employer’s corrective action intervention. In 1996, KC co-founded the New York Union Coalition Against Domestic Violence.

**Ana M. Polanco** is a transformational coach and consultant working with organizations and individuals to build authentic partnerships across different social sectors. In her capacity with Futures Without Violence, Ana supports the strategic development of the Low Wage, High Risk Project, an initiative to address the vulnerability of low-wage workers to gender-based violence and exploitation.

Ana has over seventeen years of experience delivering collaborative programs and campaigns with labor unions, civil and human rights organizations, and many other key constituencies that are turning the tide on critical social problems. Before her private practice, Ana had the privilege of leading several multi-stakeholder initiatives as the Organizing Director for Amnesty International USA, a New York Political Director for UNITE HERE International Union and as Deputy Director at the AFL-CIO's Labor Council for Latin American Advancement (LCLAA). Ana has a Bachelor's degree from American University and a Juris Doctor from the University of Wisconsin Law School in Madison. Ana is the recipient of several prestigious fellowships including the Peggy Browning Fund, Congressional Hispanic Caucus Institute’s Public Policy fellowship and is trained by the Social Transformation Project Master Coaching Program. To learn more about Ana Polanco’s consulting practice and her work to strengthen leaders, visit [www.polancoconsulting.com](http://www.polancoconsulting.com) or [www.situquieres.co](http://www.situquieres.co).

**Judge Laura Safer Espinoza** directs the Fair Food Standards Council (FFSC), which monitors and enforces groundbreaking agreements between agricultural workers, growers, and corporate buyers of produce to ensure fundamental human rights and economic justice in the fields. The Fair Food Program has been recognized by the White House, the UN Working Group on Business and Human Rights, numerous international human rights organizations - including Anti-Slavery International of London - and PBS Frontline, as one of the “most successful and innovative programs” in the world today to uncover and prevent modern-day slavery. FFSC enforces a Fair Food Code of Conduct who’s zero tolerance provisions for human trafficking and sexual violence are backed by strong market consequences.

Judge Safer Espinoza is a retired New York State Supreme Court Justice who served in New York and Bronx Counties for twenty years. She also held the position of Deputy Supervising Judge for five years. Justice Safer Espinoza helped to design and became the first presiding judge of an innovative alternative to incarceration court for non-violent offenders.

Justice Safer Espinoza has an extensive history of work with government, human rights and legal organizations in the United States and Latin America. She has taught and lectured extensively in Latin America, working with numerous organizations – including the U.S. Department of State, the Conference of Western Attorney Generals, law schools, universities, governments and NGOs – to support law reform efforts by training advocates in more transparent legal systems. From 2009 through 2011, she designed and directed trainings for thousands of judges and attorneys in Mexico. Judge Safer Espinoza has also helped to launch and advise treatment courts in Chile and Brazil. She authored the keystone chapter of Chile’s first book on alternative courts in 2006.

Justice Safer Espinoza received her B.A. from Barnard College and her J.D. cum laude from New York Law School. She is a recipient of the City University of New York’s Women in the Law Award.

**Angel Garcia**, is a graduate of the Universidad Interamericana in Fajardo, Puerto Rico. He has a BBA in Human Resources with a minor in Labor Laws as well as a BBA in Business Administration with a minor in Marketing. Angel has over 15 years of HR experience under his belt. He is currently working as a Human Resource Manager for a tomato farm in Immokalee, FL. Recently Angel has worked in collaboration with the IFAS Center to help develop a crew leader training program. This program is designed to educated crew leaders on Management Development, Proper Safety, Transportation & Labor Laws. This training is the first of its kind for the Florida agricultural industry. Angel firmly believes working together with a common goal anything is possible. He works diligently to educate and motivate people to work safely.

**Jessica Abrigo** studied Business Administration at Hodges University in Fort Myers, FL. Currently she is the HR Compliance Coordinator for Pacific Tomato Growers, and has been with the company for the past 10 years. Jessica is a native of Immokalee, FL. She was born to migrant parents and was raised in Immokalee. Living and working in Immokalee has played a pivotal role in her passion and commitment to the agriculture industry and farm workers. She currently serves as the liaison between management and the company’s Health and Safety Committee. Jessica has worked with the University of Florida IFAS center to design and promote crew leader education. Jessica believes that communication, education, and hard work are key to making positive changes in the industry’s culture.

**Julia de la Cruz**, originally from Guatemala, is a farmworker, organizer and member of the Coalition of Immokalee Workers (CIW), which has led a twenty year struggle to transform human rights in the US agricultural industry.  When not educating fellow workers on their new rights under the CIW’s award-winning Fair Food Program, Julia co-leads the CIW Women’s Group, runs a program on the CIW’s low-power FM radio station, Radio Conciencia (Consciousness Radio), and travels across the United States educating and organizing with consumers to support farmworkers’ movement for human rights in the fields.

**Marley Moynahan** is a staff member with the Coalition of Immokalee Workers.  In addition to assisting with worker-to-worker rights and abuse prevention trainings within the CIW's Fair Food Program, Marley supports the CIW's community outreach and organizing, communications and development work.  Marley has also served as liaison between workers, employers and law enforcement, assisting with interviewing, investigation, and interpretation in egregious labor abuse and sexual violence cases taking place outside of the Fair Food Program.

**Sylvia Lopez** is originally from Oaxaca, Mexico. She has been a Domestic Worker for over 10 years in the United States and has been organizing for Domestic Worker Rights in California since 2006. She has been an active leader in the Immigrant Rights movement and has supported organizing efforts in Washington, New York, California, and Michigan. She joined Mujeres Unidas y Activas in 2006 due to domestic violence. As a MUA member, she participated in marches, and various events such as trainings that have been a positive influence in her life and that of her daughters’. She was the president of MUA’s Board of Directors. She now coordinates “BIG” (Basebuilding Innovation Group) a new program in collaboration with the NDWA that supports workers so that they will have the courage to speak out against the injustices that occur in their line of work. She is grateful of the support she has received from her fellow co-workers, and MUA members.

**Krista Del Gallo** is a Policy Manager at the Texas Council on Family Violence. Her work focuses on researching, analyzing and promoting laws, policies and options that expand the critical social safety nets for survivors of family violence, with a particular focus on health, immigration remedies, child welfare, and economic stability. Krista has been working within the domestic violence and sexual assault movements since 1994. She has done case management, children’s advocacy, legal advocacy and training at crisis programs in rural Indiana, the Rosebud Lakota Reservation in South Dakota and Austin, Texas. Krista received the 2012 Woman of the Year Award for Economic Empowerment from the YWCA of Greater Austin.

**Marilyn Sneiderman** directs the Rutgers University Center for Innovation in Worker Organization, bringing with her 30 years of experience in labor, community, faith based, immigrant and racial justice organizing. For ten years, Sneiderman directed the National AFL-CIO’s Department of Field Mobilization, where she helped launch a national initiative designed to unite community, union, religious, and civil/immigrant rights groups to campaign for good jobs, better schools and economic justice in states and cities around the United States. Sneiderman has served as Executive Director of AVODAH, a Jewish social justice organization, Education Director at the Teamsters, on the faculty of the George Meany Center for Labor Studies and Georgetown Law School, and was the community organizer at AFSCME. Sneiderman earned a Master's degree from the University of Wisconsin. She serves on the boards of the Leadership Conference on Civil Rights Education Fund and Interfaith Worker Justice.

**Ellen Bravo** directs Family Values @ Work, a network of state coalitions working for paid sick days and paid family leave. The former director of 9to5, she served on the bi-partisan Commission on Leave appointed by Congress to study the impact of the FMLA. Ellen is a leading spokeswoman on working women’s issues, described as “moving, witty and sometimes bawdy.” Among her commendations is a Ford Foundation Visionary award. Ellen lives in Milwaukee with her husband; they have two adult sons. Her novel on date rape and politics, *Again and Again,* was published in August by She Writes Press.

**Lorena Lopez Masoumi** is an organizing Director with UNITE HERE, a labor union that represents over 20,000 workers throughout Southern California, and over 270,000 workers across North America. For the past fifteen years, Lorena Lopez Masoumi has dedicated herself to empowering working women in the hotel industry. Lorena has been profiled in California Forward, a nonprofit and nonpartisan catalyst for change, and featured in LA Magazine as a game changer and one of LA’s ten most inspiring women. She also participated in *The Women's Conference*, the nation's premier forum for women hosted by Maria Shriver. Lorena is committed to continue empowering working women and lifting working families out of poverty.

**Lilia Garcia-Brower** is the Executive Director of the Maintenance Cooperation Trust Fund (MCTF). The MCTF is a statewide janitorial compliance organization that investigates cleaning companies for employment law violations. Through its efforts, the MCTF has won more than 65 million in back wages and has brought in more than 6000 jobs from the predatory underground economy into the formal economy.

**Leslie Hott** has over 20 years of Human Resources experience in areas such as recruiting, training, performance management, career development, employee relations, benefits, compensation and compliance issues. Leslie’s most recent position is with the University of Maryland St. Joseph Medical Center as the Manager of Human Resources where she is responsible for counseling management on employee relations issues, compliance investigations, policy development, implementation and organization training. Leslie holds a Bachelor’s degree in English Literature from York College and is working to complete her Master’s Degree in Human Resources Administration. She is also a member of the Society for Human Resource Management.

**Sally Hess** is currently the Training Institute Coordinator at House of Ruth, Maryland. After earning a BA in Economics from Lehigh University and a BS in Nursing from The Johns Hopkins University School of Nursing, Sally worked for nearly 20 years as a psychiatric nurse and then the program manager for the Adolescent Depression Awareness Program at The Johns Hopkins Hospital. In 2009 she earned a Masters in Public Health from The Johns Hopkins Bloomberg School of Public Health and transitioned into the field of Intimate Partner Violence (IPV) and sexual assault. In 2009, Sally became a licensed Adult Forensic Nurse Examiner; and subsequently has provided forensic evidence collection to over 50 victims of sexual assault. From 2010 to 2012, hired under an NIH grant, Sally worked at House of Ruth Maryland. She was charged with bringing together IPV researchers and direct care providers to consider how to be “better” partners in designing, implementing, and translating IPV research into practice. In 2011, after the NIH grant ended, Sally developed and became the full time Coordinator of Greater Baltimore Medical Center’s Domestic Violence Program, a hospital-based IPV program focused on providing direct advocacy to IPV victims and education about IPV to staff. In the summer of 2013, Sally left GBMC and returned to House of Ruth Maryland as Coordinator of the Training Institute. Sally is committed to helping communities better understand the complexities of IPV and take action to end the scourge of IPV in our society. To maintain her balanced and upbeat attitude, Sally unwinds with yoga, knitting, watching movies, eating tasty food and spending time with her family.

**Jill Johnston** is Director of Human Resources at St. Ambrose Housing Aid Center, a Non Profit Housing Agency in Baltimore Maryland. Jill possess over 15 years of Human Resource experience**.** During her time in Human Resources, she has had experience and management responsibility for all aspects of HR including Selection, Management Development, Assessment, Compensation, Internal Communications, Employee Relations and Strategic HR Planning. In addition to her experience in HR, Jill acts as the Assistant Controller and serves as Secretary of the Corporation.

**Gail Nutter Reid**, MSW, LCSW-C, is a licensed clinical social worker with over 30 years of experience in the social work field. She is currently the Director of Advocacy Services at TurnAround, Inc, the assault crisis center of Baltimore city and county which provides services to victims/survivors of sexual assault and domestic violence. She is a member of the Baltimore City Sexual Assault Response Team (SART), the Domestic Violence Coordinating Council, and the Baltimore County Domestic Violence Fatality Review Committee. Ms. Reid is an adjunct faculty at the University of Maryland, School of Social Work. She also has a private practice in forensic social work, with a specialty in sentence mitigation in federal cases. Ms. Reid received her MSW from the University of Michigan and worked in Denver for many years in a variety of treatment settings, including inpatient, partial hospital, outpatient, and emergency crisis services in both the public and private sectors. At the University of South Carolina, College of Social Work, she developed and coordinated the Collaborative Public Health Social Work Project, a graduate training program leading to the MSW/MPH dual degree.

**Andrea Cristina Mercado** is a Co-Founder and Campaign Director of the National Domestic Workers Alliance, and Co-Chair of the We Belong Together Campaign. Andrea has been organizing immigrant women since 2001. From 2004-2012 she was Community Organizer and Political Director at Mujeres Unidas y Activas (MUA), where she led the California Domestic Worker Coalition that spearheaded the successful passage of Domestic Worker Bill of Rights legislation. She now supports domestic worker campaign initiatives across the country. As Co-Chair of We Belong Together she leads a movement that inspires women from all walks of life to come together for commonsense immigration policies. She has been a Rockwood Leadership Fellow, a Women’s Policy Institute Fellow, and Fulbright Scholar, and her work has been recognized by organizations across the country. She holds a Bachelor’s degree from Brown University, and lives with her husband and two daughters in South Florida.

**Quentin Walcott,** Co-Executive Director of CONNECT NYC, through his bold work is pushing communities to redefine manhood and is building a society that embraces equality, mutuality and rejects violence in communities as the status quo. An anti-violence activist and educator, he has spent the last 18 years addressing a critical part of the equation to stopping violence against women: men. Quentin has developed and launched some of New York City’s only programs aimed at transforming bystanders, men and boys, and even batterers into allies and activists against all forms of violence. Quentin as CONNECT’s Co-Executive Director, along with Sally MacNichol, is an innovative example of shared leadership as men and women as allies in preventing and ending all forms of violence. Quentin has provided his expert trainings all over the world. Quentin’s groundbreaking work, vision, and activism were honored in 2013 with the UN Trust Fund’s first ever awards along with UN Women Goodwill Ambassador Nicole Kidman and Founder of the Joyful Heart Foundation actress Mariska Hargitay, for their exemplary contribution to local, national and international efforts. In 2012, Quentin received NOW – NYC’s Susan B. Anthony Award, the first male to receive the esteemed award. In 2011, Quentin through a special invite Vice President Joe Biden to facilitate one of ten events that occurred across the country during National Domestic Violence Awareness Month. Since 1996, Quentin trained, supervised and mentored by Dr. John Aponte, began facilitating Batterer’s Intervention and various other groups for men and youth throughout New York City. For 6 years, Quentin co-chaired the Committee on Working with Abusive Partners (CoWAP), a committee of programs explores best practices and look to transform polices regarding abuse partner intervention services throughout New York City. Quentin has also worked with Eve Ensler to help facilitate and launch V-Men programming in NYC.

**Robin Runge** is the Director of the Division of Enforcement Policy and Procedures in the Wage and House Division at the U.S. Department of Labor.  In this capacity she oversees the coordination, clearance, dissemination, implementation and enforcement of nationwide policies, directives and procedures for the Fair Labor Standards Act and the Family and Medical Leave Act as well as labor standards provisions of various other statutes including H-1B, H-2A, H-2B, and the Immigration Control and Reform Act. Previously, she was a senior policy advisor in the Civil Rights Center at the U.S. Department of Labor where she served as principal advisor on civil rights issues for the Director. Robin is also an Associate Professorial Lecturer in Law at The George Washington University Law School where she has taught Public Interest Lawyering and Domestic Violence Law since 2004, including in the clinical education program. She is a graduate of The George Washington University Law School and Wellesley College. Robin is a pioneer and nationally-recognized expert on the intersection of violence against women and employment law.  Beginning in 1997, she has represented victims of domestic violence, sexual assault, and stalking in employment law cases, advocated for state and federal laws that provide employment rights to victims of domestic violence, and training hundreds of lawyers, judges, employers, human resource professionals, union members, employees, and advocates on these issues and written numerous articles on this issue.

**Sharon Perley Masling** is the Chief of Staff to EEOC Commissioner Chai Feldblum. Amongst her responsibilities, Masling staffs the EEOC’s Select Task Force on the Study of Harassment in the Workplace. Prior to joining the EEOC, Masling served as Senior Legislative Counsel for Workplace Flexibility 2010, a policy enterprise focused on finding common ground between employers and employees on workplace flexibility issues. Masling also has served as the Director of Legal Services for the National Disability Rights Network; as counsel for disability policy for Senator Tom Harkin on the Senate Health, Education, Labor and Pensions Committee; as a Teaching Fellow at Georgetown Law's Federal Legislation Clinic, and as a trial attorney in the U.S. Department of Justice's Disability Rights Section in the Civil Rights Division. Masling received her BA from Harvard University and her JD from the New York University School of Law.

**Andrew Nguyen**’s parents were Vietnamese refugees of war and he was raised in a household that deeply revered the values of community service, social justice and advocacy work. He spent 13 years attending an international school in Singapore, where he founded a student organization focused on grassroots fundraising for medical sponsorships and education scholarships for orphans in Vietnam. Andrew then went on to graduate from Tufts University with a B.A. in International Relations, where he was also a Tisch scholar for Citizenship and Public Service.

Andrew’s time in college developed another significant part of his identity – that of a FOH restaurant worker, from hosting and serving, to restaurant managing. After graduation, Andrew lived in Detroit as a full-time restaurant worker.  He became involved with ROC-Michigan as the front-of-house instructor for the CHOW training program; motivated by his observations of how discriminatory the restaurant industry can be due to the lack of formal career ladders.

Andrew wore various hats since his time at ROC and currently serves as the New York RAISE Coordinator. In this role, he supports employers in expanding the high-road restaurant community in NYC, while pushing forth an industry movement centered on building sustainable labor practices.

**Rosanne Martino** is the National Coordinator for ROC United’s Colors Restaurants located in NYC, Detroit, and Washington, DC with plans to open restaurants in Oakland and New Orleans. Rosanne came to ROC after 21 years as the General Manager and Controller at One if by Land, Two if by Sea. Her first job was as a server in a restaurant when she was 16.  She has also worked as a Business Manager in the fashion industry and for non-profit theater companies. She currently has her own consulting company providing business management services to a private foundation and other non-profit organizations.

**Sally N. MacNichol** Ph.D, is Co-Executive Director of CONNECT, a New York City nonprofit organization dedicated to preventing interpersonal violence and promoting gender justice. She has been an antiviolence activist, advocate and educator for over three decades, counseling victims of domestic violence, designing and facilitating empowerment groups for survivors, working with men who batter and abuse, and training hundreds of staff from child welfare programs and community based organizations across New York City’s five boroughs. Instrumental in developing CONNECT’s holistic prevention model, she has helped to cultivate and sustain hundreds of community partnerships in a wide variety of contexts and been an active member of numerous committees and taskforces working to reform NYC’s domestic violence policies and practices.

Sally currently serves on the board of Freedom House, one of the few domestic violence shelters in the country for people with disabilities, on the advisory board of House of Peace, a nonprofit organization working to address intimate violence in NYC’s Muslim Communities and on the steering committee of the New York City Elder Abuse Center of New York. She was recently named a New York New Abolitionist. Sally earned her Masters of Divinity and Ph.D. in Systematic Theology from Union Theological Seminary in New York City.

**Alex Galimberti** is a restaurant professional turned activist. His culinary career spanned almost every position within a restaurant, from prep cook to beverages manager. Sustainability, food sovereignty, and labor and human rights in the food system are Alex's main areas of interest. In 2013 he helped launch the Boston Chapter of the Restaurant Opportunities Centers United (ROC-United). He currently works as the National Coordinator for RAISE (Restaurants Advancing Industry Standards in Employment) a project of ROC-United.

**James Mallios.** In the summer 2010, James Mallios, a longtime attorney, left his law career to pursue a path in the restaurant industry. Teaming up with Nicola Kotsoni and Steve Tzolis—the trio opened Amali on New York’s Upper East Side in November 2011. Presently, James Mallios is the managing partner of Amali and Amali Mou. He also serves as in-house council for the hotels and restaurants of Kotsoni and Tzolis, including Il Cantinori, Periyali, Bar Six, and The Bar Room. Team Amali boasts a remarkable track record of sustainability practices and community building, having worked with New York City schools to teach the health benefits of the Mediterranean diet and culinary traditions. Amali's work in this area has been recognized by institutions such as *The New York Times*, *Time Magazine*, and the White House.