

# CARMEN CHANG

## PROFESSIONAL EXPERIENCE

GOLDEN STATE OPPORTUNITY, LOS ANGELES, CA

November 2021 - Present

*Organizing Director*

Managing \$2 million budget, staff of 5, and 40 grantee organizations & contractors in CA and Dallas to provide education & outreach to low-income people to claim Earned Income Tax Credit and Child Tax Credits and public benefits, and advocate for systems change at state and federal levels.

CALIFORNIA IMMIGRANT POLICY CENTER, LOS ANGELES, CA

March 2019 – November 2021

*Organizing Director*

Organized 9 California regional coalitions to advocate for statewide immigrant rights legislation on behalf of constituents. Managed three organizers, contractors, and subgrantees to lead campaign field and digital tactics by listening to constituents' concerns and sharing their stories to influence legislators. Wins include full inclusion of the California Earned Income Tax Credit, Health for Young Adults & Adults 50+. Led the transition to CRM database EveryAction to equip organizing, digital, communications, and development teams. In May 2020, adapted to COVID-19 and led state's largest digital Immigrant Day of Action with 1,000 attendees, 100 legislative meetings, morning rally, and 6 panels on CA issues using 30 Zoom lines.

CINDY MONTANEZ FOR SAN FERNANDO CITY COUNCIL

September 2020 – December 2020

*Campaign Manager*

Managed candidate, solicited endorsements from major organizations and labor unions, created and implemented campaign budget and calendar, tracked fundraising, and executed digital, communications, mail, & field strategies. Candidate won the highest number of votes in this election.

CALIFORNIA DEMOCRATIC PARTY, SANTA CLARITA, CA

July 2018 – November 2018

*CA-25 Field Director with Katie Hill for Congress Campaign*

Headed the field team of 30 staff in CA's 25<sup>th</sup> Congressional District to win majority of voters for the candidate. Built support for 70+ rallies, town halls, debates, constituent meetings, and roundtable discussions. Set weekly field goals and coordinated with digital teams to ensure field programs, texting, and digital platforms led to the progression of voter contact and volunteer recruitment. Managed operations, budget, and relationships with state and federal campaign partners. Trained 10,000+ volunteers and canvassed over 500,00 voters in the General Election.

UNITED WAY WORLDWIDE, ALEXANDRIA, VA

November 2017 – June 2018

*Engagement Manager, International Network*

Liaised between headquarters office and global regional teams to ensure smooth communications on projects – major convenings, marketing content, technology platforms, and international disaster relief protocol for 15,000 United Way staff.

HILLARY FOR NEBRASKA CAMPAIGN, OMAHA, NE

July 2016 – November 2016

*Organizing Director*

Led Hillary Clinton's field department of 30 staff in Nebraska's Second Congressional District. Set weekly program goals, coached field managers and their teams to meet targets, and developed & implemented Get Out the Vote strategies and operations. Organized 20 campaign events and rallies with local and national surrogates to promote voter registration, voter engagement, early voting, and voter turnout. Advised the State Director and collaborated with the operations, data, digital, communications, and voter protection departments to allocate budgets and ensure snap decisions in a timely manner across the district.

OVERSEAS PRIVATE INVESTMENT CORPORATION, WASHINGTON, DC

June 2014 – July 2016

*Special Assistant, Projects & Events Manager, Office of the President*

Served as political appointee in the Obama Administration. Coordinated the Executive Vice President-nominee/Chief Operating Officer's and Chief of Staff's priorities, including over 20 international and domestic OPIC delegation trips. Created Agency's first community service program and organized quarterly volunteer events with staff to promote employee engagement. Executed event planning logistics and federal government contracting duties & oversaw the Agency's on-line platform to promote employee engagement. Managed over 30 events with the White House Presidential Personnel's office, 40 brown bag lunches with external speakers, 2 senior staff retreats, and 2 annual awards ceremonies. Managed and trained over 15 new employees and interns to ensure proper work flow within the Front Office.

PEACE CORPS, WASHINGTON, DC

May 2013 – May 2014

*Management Analyst, Office of the General Counsel, Headquarters Office*

First civil servant role in the U.S. federal government. Assisted the General Counsel and 12 attorneys in document preparation regarding Peace Corps policy decisions that affect field staff and Volunteers around the world. Prepared monthly Senior Policy Committee meetings and assembled manual revision documents for members and the Acting Director's policy issuance notebook. Transmitted policies to staff in 139 countries worldwide. As Contracting Officer Representative, liaised with committee staff, prospective employees, CIA, and FBI on confidential materials and information.

OBAMA FOR AMERICA CAMPAIGN, HENRICO & HANOVER COUNTIES, VA

July 2012 – November 2012

*Regional Field Director – Virginia*

Managed 14 Field Organizers and 3 field offices to win battleground county for President Obama's re-election campaign. Set weekly program goals and coached team to outreach to voters and build volunteer teams. Won by 19,000 votes; voter turnout increased by 4.8% compared to 2008.

PEACE CORPS, BAMBENDA, CAMEROON

June 2010 – July 2012

*NGO Advisor, Community Enterprise Development Volunteer*

Served as Peace Corps Volunteer in Central West Africa for two years to promote world peace and friendship. Listened to grassroots and grassroots leaders' needs and fundraised \$7,200 to organize a two-day NGO fair through the Peace Corps Partnership Program. Promoted networking between the non-governmental organization, business, local government, and foreign institution (Peace Corps and Voluntary Services Overseas) sectors. 76 NGO and corporate social responsibility stands, 500 participants, and 100+ new volunteers joined. NGO Directory and best practices report published and distributed to participating institutions after the event. Facilitated 15 organizational development & business courses and 5 strategic plan workshops for local NGOs and businesses. Taught organizing courses to emerging Cameroonian leaders seeking public office.

OBAMA FOR AMERICA CAMPAIGN, OMAHA, NE & RICHMOND, VA

July 2008 – November 2008

*Field Organizer & Obama Organizing Fellow*

Organized supporters and volunteers in Nebraska's 2nd Congressional District (NE-02), focusing in North Omaha, a predominantly African-American community. Presidential candidate won by 3,325 votes overall for Nebraska's one electoral vote. In Richmond, VA, registered hundreds of new voters on the ground, leading to Obama's win in Virginia.

UCLA UNDERGRADUATE ADMISSION, LOS ANGELES, CA

July 2006 – January 2008

*Admissions Assistant*

With the most applications in the world, managed high volumes of undergraduate, transfer, and international applications. Recruited, trained, and oversaw 30 student workers to account for 60,000+ student applications, decision letters, and transcripts. Standardized efficient systems for the admissions process. Trained for the Fall 2008 Freshman Holistic Admissions Review.

## **VOLUNTEER & INTERNSHIP EXPERIENCE**

LOS ANGELES CITY COMMISSION ON COMMUNITY AND FAMILY SERVICES

November 2020 – Present

*Commissioner (appointed by Mayor Eric Garcetti)*

AAPI CLEARINGHOUSE

February 2020 – Present

Asian American Action Fund Advisor

JOE BIDEN FOR PRESIDENT, WISCONSIN

September 2020 – November 2020

*Chinese Americans for Biden WI Volunteer State Lead & Asian Americans for Biden WI Special Projects Manager*

U.S. HOUSE OF REPRESENTATIVES – OFFICE OF CONGRESSMAN JOHN BOCCIERI (2009-2011)

March 2009 – May 2009

*Intern*

Drafted and mailed correspondence in Intranet Quorum (IQ) database regarding constituents' concerns. Assisted with legislative research and press projects.

## **EDUCATION, CERTIFICATIONS, AND TECHNICAL PROFICIENCIES**

**Masters in Public Administration (MPA), George Mason University, 2009. B.A. in Political Science, Minor in Global Studies, UCLA, 2006.**

Leadership, Organizing and Action: Leading Change Certificate (2020), Harvard Kennedy School of Government.

Center for Asian Americans United for Self Empowerment (CAUSE) Leadership Institute Certificate (2019). Contracting Officers Representative Certification (2013). Security clearance: Secret (expired). Conversational language in Cantonese Chinese and Pidgin English. Beginner's language in French and Spanish. Political Data Inc. (PDI), Votebuilder (VAN), EveryAction, Google Drive (Docs, Sheets, Slides), Microsoft Office and OneDrive, SurveyMonkey, Raiser's Edge, Salesforce, QuickBooks Online, Adobe Connect, Smartsheet, Workplace by Facebook, Zoom, Slack.