
Achieving Job Quality: Perspectives on Good Jobs and Charting a Path for the Future

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Speaker Biographies

Kimberly Brown is a Senior Program Officer with the Bill & Melinda Gates Foundation. For more than 15 years, she has worked on initiatives promoting economic mobility through education, workforce development, and philanthropy. She began her career teaching English language learners and developing employment-focused curricula and programs for refugees, survivors of domestic violence and human trafficking, and other populations with high barriers to employment. She previously served as chief program officer at DC Central Kitchen, where she focused on food justice, social enterprise, and workforce development for people experiencing poverty, incarceration, addiction, and homelessness. She specializes in developing industry partnerships and leveraging data to inform workforce development programming and investment. Brown holds a BA in linguistics from University of Montana and an MA in curriculum and instruction from the University of Maryland.

Demetra Smith Nightingale is an Institute Fellow at the Urban Institute, where her research focuses on social, economic, and labor policy issues. She also directs the Urban Institute's Federal Evidence Forum. She was the chief evaluation officer at the US Department of Labor from 2011 to 2016. Before joining the Department of Labor, she was at the Urban Institute for three decades, conducting research and evaluations on employment, labor, welfare, and other social and economic policies and programs, and at the Johns Hopkins University for seven years, where she taught graduate courses in social policy and program evaluation. She is also professorial lecturer at the Trachtenberg School of Public Policy and Public Administration at the George Washington University, teaching graduate courses in program evaluation.

Nightingale is the author or coauthor of five books and numerous articles. Among her books are [*Repairing the US Social Safety Net*](#) (with Martha Burt) and [*Reshaping the American Workforce in a Changing Economy*](#) (with Harry Holzer). She is a fellow of the National Academy of Public Administration and serves on many task forces and advisory panels. She received her PhD in public policy from the George Washington University.

Pronita Gupta is Special Assistant to President Joe Biden for Labor and Workers at the Domestic Policy Council at the White House. In this role, she advises the president on policies to improve job quality for workers with low wages, strengthen worker protections, and increase economic security for families with low incomes. She has spent her 25+ year career on improving job quality for workers and advocating for better labor standards, practices, and opportunities for low-wage workers. She previously served as the director of job quality at the Center for Law

and Social Policy, where she advanced policies to improve low-wage work and built state and national momentum for paid family and medical leave and paid sick days through Paid Leave for All and other partnerships, technical assistance, research, testimony, speeches, and commentary. She also served as deputy director for the women's bureau at the US Department of Labor in the Obama administration and senior director of programs for the Women Donors Network. Gupta holds a BA in government from Clark University and an MPA from Columbia University.

Arne L. Kalleberg is the Kenan Distinguished Professor of Sociology at the University of North Carolina, Chapel Hill. He also chairs the Curriculum in Global Studies Program and holds adjunct positions at the UNC Kenan-Flagler Business School and at UNC Public Policy. He is the editor of [*Social Forces*](#), an international journal of social research. He studies the nature and consequences of work and the changing composition of jobs and job quality comparatively across the United States, Europe, and Asia. He has written extensively on the emergence of nonstandard work arrangements, the precarity of work, the growing polarization of jobs, and impacts on individuals, families, and communities. He has written and edited numerous books on these topics, including [*Precarious Lives: Job Insecurity and Well-Being in Rich Democracies*](#), [*Good Jobs, Bad Jobs: The Rise of Polarized and Precarious Employment Systems in the United States, 1970s-2000s*](#), and [*Precarious Work: Causes, Characteristics, and Consequences*](#). Kalleberg holds a PhD in Sociology from University of Wisconsin-Madison.

Sarah Kalloch is Executive Director of the [Good Jobs Institute](#) whose mission is to help companies thrive by creating good jobs. She builds partnerships with companies and investors looking to implement the Good Jobs Strategy and creates tools and resources to guide any organization that wants to change from bad jobs to good jobs. She previously spent more than a decade in international development, improving the health, human rights, and financial independence of communities across Africa. She has held leadership roles at both Oxfam and Physicians for Human Rights. She was a 2018-2019 Job Quality Fellow with the Aspen Institute. Kalloch holds a BA in social studies from Harvard College and an MBA from the MIT Sloan School of Management.

Deborah King is Senior Advisor at the National Domestic Workers Alliance, where she advises on strategies for uplifting the skills and status of care workers. Over a career that spans five decades, she has advocated on behalf of workers and strengthened the labor movement. Among her many accomplishments, she led negotiations to establish the first Taft-Hartley childcare fund in the US and served as cochair of the coalition that won paid family leave legislation in the state of New York. From 1995 to 2016, she was executive director of the 1199 SEIU Training and Employment Funds, the largest labor-management workforce development program in the US that provides education, training, and job placement opportunities to 250,000 members. She also served as executive vice president at 1199 SEIU United Health Care

Workers East, leading collective bargaining negotiations and other quality-of-life improvement programs such as home mortgage assistance and employment security on behalf of workers. She has represented women's labor issues at international conferences and taught through trade unions in Dublin, Ireland. Since 1995, King has served as an adjunct faculty member at Cornell University's Industrial and Labor Relations School, from which she graduated with a BS in industrial and labor relations.

Molly M. Scott is a principal research associate in the Center for Income and Benefits Policy at the Urban Institute. Her work centers around the systems changes needed to ensure that all people are valued for their skills and abilities, can signal them effectively in the labor market, and enjoy a good return on their investments in education and hard work. Recent research has focused on redesigning mainstream high school to be more supportive of young people with adult responsibilities, incentivizing postsecondary institutions to take more competency-based approaches to education, and evaluating initiatives to promote broad-based credential transparency. In addition, Scott has collaborated with employers to document forward-thinking practices in hiring and advancement for frontline workers that promise to be good for people and business. She holds an MPP from University of California, Los Angeles.

Lakythia Ferby is the Executive Director of STRIVE, New York. She joined STRIVE in 2013 as vice president of programs, bringing extensive experience in the workforce development field. In addition, she serves on the board of directors of the New York City Employment & Training Coalition. Prior to joining STRIVE, she served as assistant deputy commissioner of employer partnerships at New York City's Human Resources Administration (HRA), where she oversaw the establishment and growth of employer relationships throughout the city for HRA's welfare-to-work programs. She has held a variety of leadership positions in New York City's workforce development community, including director of the Workforce1 Career Center in Brooklyn for Goodwill Industries of New York and Northern New Jersey. Ferby holds an MPH from the Boston University School of Public Health and a BA from the University of Virginia.

Tanya Parker Ndip has been a STRIVE alumni and ambassador since 2016. She is also a freelance writer who has worked with leaders in public health and clients such as the Ford Foundation, Children's Defense Fund, Civitas Upper Madison Avenue Housing Committee, the New School of Social Research and NYU. After graduating from STRIVE, she was hired to work at Mount Sinai Hospital in human resources and at the Icahn School of Medicine. She has taught creative writing at LaGuardia Community College and is now celebrating ten years as a professional photographer. In between work, she freelances as a professional temp in various fields. Her website for photography is www.photopodimages.com.

Anmol Chaddha is a principal with the Reimagining Capitalism team at Omidyar Network, where he focuses on increasing the power of working people. Previously, he led the Equitable

Futures Lab at the Institute for the Future, where he managed the California Future of Work Commission created by Governor Gavin Newsom to develop a broad agenda to promote economic equity in the state. He has extensive experience in policy and social science research on topics including economic inequality, racial inequality, low-wage work, job quality, debt, and wealth. He previously held positions at the Federal Reserve Bank of Boston, where he established an initiative to improve the quality of jobs in low-wage industries, led quantitative research on racial wealth inequality, and examined the rising debt burdens of low-income families. Chaddha holds a PhD in Sociology and Social Policy from Harvard University, where he was a Fellow in the Multidisciplinary Program in Inequality and Social Policy at the Kennedy School of Government.

Alexander Hertel-Fernandez is Deputy Assistant Secretary for Research and Evaluation at the US Department of Labor. He is currently on leave from his position as associate professor of international and public affairs at Columbia University's School of International and Public Affairs, where he also codirects the Columbia Labor Lab, an academic center for implementing rigorous, data-driven evaluations in partnership with worker organizations. He has published widely in academic journals and his work is frequently cited in popular media, including the New York Times, Washington Post, and Vox. His research has been supported by the Russell Sage Foundation, National Science Foundation, and Washington Center for Equitable Growth, among other funders, and he was previously a fellow with the Roosevelt Institute and Data for Progress. Most recently, he has published research on working conditions during the COVID-19 crisis, workers' access to unemployment benefits, and workers' knowledge of rights and access to workplace information. He is the author or coauthor of three books, including [The American Political Economy](#) (Cambridge, 2021), [State Capture](#) (Oxford 2019), and [Politics at Work](#) (Oxford 2018). Hertel-Fernandez holds a PhD in government and social policy from Harvard University and a BA from Northwestern University.

Elisabeth Jacobs is deputy director of WorkRise and a senior fellow at the Center on Labor, Human Services, and Population at the Urban Institute, focusing on issues related to family economic security and economic mobility. Her previous roles include founding senior director at the Washington Center for Equitable Growth, fellow at the Brookings Institution, and senior policy advisor positions with the US Senate Committee on Health, Education, Labor, and Pensions and the United States Joint Economic Committee. Jacobs is a nationally recognized expert on family income and earnings instability, low-wage employment and job quality, and intergenerational mobility and opportunity, as well as a wide range of related policies including social insurance, labor market regulations, and safety net policies. She is a go-to source for media and policymakers looking for clear, concise, and relevant explanations of how research can inform policy debates and agenda setting. Jacobs is an elected member of the National Academy for Social Insurance and a founding member of the American Enterprise Institute–Brookings Paid Family Leave Working Group. Jacobs holds a BA from Yale University, where she

served on the board of trustees for the Dwight Hall Center for Public Service and Social Justice, and a PhD from Harvard University, where she was a fellow in the Multidisciplinary Program in Inequality and Social Policy.

Michelle Wilson is the Director of Evaluation and Learning at the National Fund for Workforce Solutions. She has worked in a variety of settings focusing on issues of access and equity in health and education. She has spent her nearly two-decades long career conducting and leading community-level research, evaluation, and program development, specializing in complex and challenging settings. Wilson holds an Ed.D. in adult and community college education from North Carolina State University, a master's degree in applied anthropology from the University of Maryland, and a bachelor's degree in sociology and anthropology from North Carolina A&T State University.