

Jeannette Galanis

PROFESSIONAL SUMMARY

25 years of experience managing teams through layers and operationalizing strategic plans for non-profits, federal and local government agencies and electoral, issue and labor campaigns. Adept at empowering and leading mission-driven teams and senior leaders to achieve success in complex, fast-paced, and high-stakes environments. Specialized in crafting strategic plans, communication campaigns and advising on nuanced policy and legislative issues in occupational health and safety, labor issues, voting rights and campaign finance reform.

CORE COMPETENCIES

Mine worker Health & Safety
Occupational Health & Safety
People Management
Program Development
Stakeholder Engagement
Public Policy
Policy Analysis

Public Affairs
Change Management
Project Management
Labor and Employment Issues
Local & State Governments
Communications
Budget Development

Relationship Management
Research & Analysis
Field Strategy Development
Crisis Communications
Digital Media Strategy
Development
Policy communications

PROFESSIONAL EXPERIENCE

Self-Employed, Denver, CO
Consultant

July 2019 - Present

- **Office of Mayor Michael Hancock, City of Denver**
 - Crafted a social media, crisis/policy communications strategy to build coalitions for pollution tax and raising the minimum wage.
 - Crisis communications
 - Utilized and implemented various social media strategies
 - Conducted coalition building for specific initiatives including raising the minimum wage and pollution tax
- **Bloomberg 2020**
 - Lead state-wide efforts as the Colorado State Director for Bloomberg's 2020 Presidential Campaign.
 - Developed overall campaign plan for the state.
 - Hired and supervised 55 staff in the areas of communications, field, research, digital and political.

Denver Public Schools, Denver, CO
Director of Public Affairs

May 2018 – July 2019

- Collaborated cross-functionally to manage the implementation of district-wide changes including: opening and closing of schools and changes to union contracts
- Served as the main liaison to city elected officials for all DPS matters
- Hired and managed 3 full-time staff members and several consultants
- Strategically aligned resources for high-impact, external-facing work to serve all public-school stakeholders in Denver; worked with the broader community (residents, community leaders, and political leaders) to proactively build trust
- Developed and implemented messaging and engagement strategies to communicate district-wide priorities; created change-management campaigns to ensure proper buy-in
- Saved the district over \$1M/year by gaining necessary community approval for their first-ever onsite greenhouse which provided a supply of vegetables to schools, and created a new revenue stream
- Designed a strategic, 2-month community plan in partnership with the City Council member and local neighborhood organizations, yielding critical mass at each meeting and approval of the project by the third community meeting

- **NextGen America**
 - Ballot Committee Management in AZ
- **Democracy Initiative**
 - Provided statewide ballot initiative and issue campaign plan development for five states
- **Denver Public Schools.**
 - Managed critical relationship development work for the Superintendent

US Mine Safety and Health Administration, U.S. Department of Labor, Arlington, VA January 2016 - January 2017
Chief of Staff

- Managed the agency which promoted safe and healthful workplaces for 250,000 miners working across the nation's 13,000 metal/non-metal mines, and 83,000 miners across 900 coal mines
- Provided strategic leadership direction and accountability of the agency as a member of the senior management team; functioned as the project manager for the Deputy Assistant Secretary of Labor around day-to-day operations, human resources, performance management, technical support, training, program and team management.
- Managed the development of 2016 budget planning process with responsibility for \$2M operating expense budget
- Managed the Office of the Secretary which had oversight of \$388M and 2,500 employees across 210 sites and 8 departments dedicated to ensuring all the nation's miners work in a safe environment, free of accidents and health-threatening issues.
- Reduced mine-safety related deaths by 50% after implementing two new critical enforcement programs
- Monitored and analyzed enforcement data and upon discovered alarming results, created new enforcement initiatives, aligned key industry stakeholders and communicated appropriate penalties to change behavior
- Acted as the Department liaison to Members of Congress and the White House.

AFL-CIO, Washington, D.C.
National Deputy Field Director

January 2014 – January 2016

- Directed 6 US Senate races, 21 Congressional races, 6 Gubernatorial races, 8 State Legislature slate, 3 state Supreme Court Justice races, and 5 Mayoral races, in 2 years on behalf of organized labor.
- Provided strategic and technical advising to state and local AFL-CIO elected leaders around: capacity building, community outreach, coalition building, issue-agenda expansion, and non-traditional union issues
- Wrote high-level executive plans for federal and state electoral and legislative campaigns across 21 states with oversight of state-level policy development, advocacy, legislative strategy, communications, targeting, data and strategy
- Hired, coached and lead a remote team of 13 across the eastern US to launch local organizations on behalf of the AFL-CIO
- Increased strategic capacity of leaders by designing and rolling out strategy trainings, learning initiatives and professional development programs
- Reduced a critical knowledge deficit by coordinating with the Legal team to create a 2-day intensive workshop which trained staff on the legalities of campaign finance; this workshop is still in use by the national organization
- Built out databases, reports, dashboards and performance tracking systems to monitor progress to goal and allocated appropriate resources as aligned to the strategic plan
- Developed and oversaw individual budgets for 10 SuperPAC and 10 Member to Member States, ranging from \$100K-\$20M in total.
- Developed staffing need totals per state and oversaw the hiring of staff in 10 states. Staff totals ranged from 20-500 depending on state.
- Provided project management to all in-state communications and digital strategy
- Oversaw and implemented all statewide data and analytics modeling and execution for ground game as well as digital media and mail plans.

- Wrote high-level executive plans for federal and state electoral and legislative campaigns across 21 states with oversight of state-level policy development, advocacy, legislative strategy, communications, targeting, data and strategy.
- Provided detailed and daily metric-driven field performance reports to Department Director and the National AFLCIO President
- Managed and operationalized supply chain to over 50 AFLCIO field offices.
- Developed small training module collateral materials for locals, such as how write a walk script, how to quickly build out an emergency phone bank, how to compile your completed data for reports.
- Directed 6 US Senate races (won 3) , 21 Congressional races (won 12), 6 Gubernatorial races (won 4), 8 state legislature slate races (won 4), 3 state Supreme Court Justice races (won 3), and 5 Mayoral races (won 5) in 2 years on behalf of organized labor.

Public Campaign (Now EveryVoice), Washington, D.C.
National Field Director

December 2006 – November 2013

- Served on the executive team overseeing management, programmatic strategy, fundraising and finance
- Coordinated research, drafting, and approval of strategic communications and messaging
- Wrote comprehensive and actionable strategic plans to mobilize individuals and organizations to action, influence legislative priorities and gain media support and exposure for campaign finance reform
- Served as a senior advisor for local organizations, partners and lawmakers providing guidance around coalition-building, campaign strategy, and independent expenditure electoral strategies
- Lead in-depth research for key state legislative and electoral campaigns
- Developed strategic communication campaigns for state legislative races that resulted in the recall of a sitting state senate president (AZ), the narrowing of the anti-campaign finance reform margin of state legislatures in Arizona, Washington, New York and Maine.
- Managed a team of 4 consultant contracts

Coloradans for Fair Minimum Wage, Yes on Amendment 42, Denver, CO
Campaign Manager

May 2006 – November 2006

- Designed and implemented a campaign plan to convince Colorado voters to adopt a higher minimum wage and change the statewide constitutional amendment that provided a wage based on the state Consumer Price Index
- Managed the day-to-day operations of the campaign and the development and implementation of a campaign plan with a \$1M budget
- Developed and implemented messaging and communication plans that resulted in over 200 stories of actual workers across the state who make minimum wage
- Hired and managed, through layers, 5 full-time staff and oversaw 100+ temporary staff
- Coordinated a coalition of 50+ non-profits to execute a paid and volunteer field operation, which won in every county in the state.
- Provided field operations which covered more than 50% of all Colorado precincts

9to5: National Association for Working Women, Denver, CO
Executive Director

March 2004 – May 2006

- Hired and developed 5 full-time staff members
- Developed key relationships with national and local funders and positioned the organization to raise an annual budget of \$500K reaching 100% of annual fundraising goals
- Strategically aligned the organization with reputable leaders to maximize our impact. Chaired several successful legislative coalitions including: Save Colorado’s Jobless Workers Coalition, Colorado Unity Table, and All Families Deserve a Chance Coalition
- Successfully expanded the Child Health Plan Plus program (Medicaid for children) by increasing the Federal Poverty Level (FPL) threshold for qualification and WIC (Women with Infants or Children) program by eliminating the “asset test” for women.

- Successfully passed expanded unemployment insurance compensation by creating an Alternate Base Period—a policy still used today by the Colorado Department of Labor and Employment.
- Changed Colorado’s foster care policy to allow relatives increased chances to care for children about to enter the system.
- Increased turnout of women of color by 4% by effectively managing staff operations and targeted outreach to low-income women in Denver, Pueblo, Ft. Collins and Grand Junction.

Vote Yes on Referenda C & D (TABOR Reform Ballot Initiative), Denver, CO May 2005 – November 2005

Field Desk Director

- Implemented the field component of the overall a strategic plan which lead to a victory and ultimately loosened many of TABOR's restriction allowing Colorado to retain and spend money from existing revenue sources above the TABOR limit
- Managed a field team of seven and a volunteer base of over 1000 in 22 counties
- Passed Referenda C by 30K votes and lost Referenda D by 10K votes

Citizens for Denver Public Schools (Yes on 3A) 2003

Campaign Manager

- Managed *Yes on 3A* senior leadership team to make strategic campaign decisions and to drive the day-to-day work; facilitated campaign team calls, budget management and prioritization, coordination between departments – organizing, communications, digital, and human resources, and development of data tracking systems
- This was the first time a DPS bond and mill levy ever won. And by a 10 point margin.

Career Note: Earlier experiences consisted of a Co-Director role for the Colorado Progressive Coalition, a Field Director role for the Colorado AFL-CIO, and a Senior Organizer role for the Public Citizens Congress Watch.

TECHNICAL SKILLS

Microsoft Word | Microsoft Excel | Google Suite | PowerPoint | VAN | Salesforce

EDUCATION & TRAINING

University of Colorado, Boulder, Boulder, CO 1994
B.A., English