

# ANGELA N. HANKS

## PROFESSIONAL EXPERIENCE

### **Deputy Executive Director | GROUNDWORK COLLABORATIVE**

*January 2019 – Present*

- Serve as a member of Groundwork’s executive leadership team.
- Manage Groundwork’s Program and Strategy, Campaigns and Partnerships, and Communications teams.
- Directly managed 3 director-level staff and an executive assistant, with a total of 11 staff members under my direction.
- Collaborate with progressive partners representing more than 100 national, state, and local organizations to develop and disseminate a progressive economic worldview.
- Oversee day-to-day workstreams across all five Groundwork teams, which included:
  - Issue campaigns on the recession, Unemployment Insurance and anti-austerity, which included developing messaging guidance, convening partner organizations, engaging congressional staff, conducting and disseminating polling, and paid and earned media components;
  - Numerous in-person and virtual events including EconCon, a 700-person conference cosponsored by 9 progressive think tanks and planned for March 2020 (canceled due to COVID) and a bimonthly speaker series;
  - Production of explainer videos featuring former Labor Secretary Robert Reich, Stacey Abrams, and others;
  - Development and execution of grassroots engagement plan that included a series of economic roundtables in 10 states;
  - Development and dissemination of a biweekly newsletter geared toward grassroots partners;
  - Development of a popular education training for organizers;
  - A fellows program involving 30 senior policy experts representing multiple progressive policy organizations.
- Oversee Groundwork’s monthly budget process, which has an annual budget of approximately \$5.8 million.
- Responsible for writing grant applications and reporting to Groundwork’s two primary philanthropic partners to help secure more than \$5 million of Groundwork’s overall budget.
- Work with programmatic teams to build organizational infrastructure and manage processes for project development and management, hiring, and team development.
- Advise Groundwork Collaborative Executive Director on major organizational decisions regarding personnel, administration, and programmatic priorities.
- Manage special projects such as Project Mosaic, a \$250,000 public opinion research project examining Black and Latinx attitudes on the economy that included both qualitative and quantitative components, polling done jointly with the Roosevelt Institute assessing the public’s priorities on Covid relief and managed a joint effort of 7 progressive think tanks to work collaboratively to advance a progressive economic narrative in 2021.
- Represent Groundwork externally through in-person speaking engagements, media interviews with publications such as Vox and the Washington Post, op-eds in Business Insider, the Grio, Ms. Magazine and others, and other written products.

### **Director, Center for Postsecondary & Economic Success | CENTER FOR LAW AND SOCIAL POLICY (CLASP)**

*July 2018-January 2019*

- Managed a team of 5 postsecondary and workforce development policy experts engaged in federal and state-level advocacy, policy development, and technical assistance.
- Oversaw day-to-day operations including the development and release of multiple reports, issue briefs, and blog posts, development of legislation amending the Higher Education Act, offering input and edits to legislation introduced by members of Congress, in-person presentations to state and federal advocates and officials, and guidance on implementation of federal policies at the state and local level.
- Built relationships with foundation partners, secured \$400,000 in philanthropic support from the Lumina Foundation for the CPES’s policy work, fulfilled grant obligations, including reporting requirements.
- Managed the approximately \$750,000 CPES budget.
- Managed the entire CPES team through a strategic planning process that culminated in an annual plan to be implemented beginning in January 2019.
- Drafted written products, including op-eds and blog posts, and conducted on-the-record interviews with journalists from the New York Times, the Atlantic, and others.

## **Director of Workforce Development Policy | CENTER FOR AMERICAN PROGRESS (CAP)**

*July 2015–July 2018*

- Managed CAP's workforce development policy portfolio on the Economic Policy team.
- Project managed three research assistants' work on written products.
- Secured \$100,000 in philanthropic funding from the Joyce Foundation to support CAP's apprenticeship work.
- Developed and advanced policies to raise workers' skills, wages, and access to quality employment, with a focus on policies that benefit marginalized communities.
- Provided public comments in response to Department of Labor rulemaking on apprenticeship programs and equal opportunity employment.
- Produced more than a dozen written reports, briefs, and other external products.
- Provided policy expertise to policymakers and other stakeholders through public and private staff and Member-level briefings, and other in-person presentations.
- Disseminated CAP's policy analysis through media interviews, including print media and radio with the Washington Post, and through op-eds in Newsweek, MarketWatch, and other publications.

## **Senior Federal Policy Analyst | NATIONAL SKILLS COALITION (NSC)**

*July 2012–July 2015*

- Provided in-depth analyses of workforce education and training policies and policy proposals.
- Drafted numerous reports, issue briefs, and blog posts explaining federal policies to a coalition audience.
- Developed legislative and administrative proposals.
- Worked with congressional staff to develop and revise legislative proposals, including the Workforce Innovation and Opportunity Act (WIOA) and the Higher Education Act (HEA).
- Established and sustained strong relationships with a broad range of congressional offices and staff of the Departments of Labor, Education, and Commerce.
- Maintained an expertise of federal programs—including WIOA, HEA, the Carl D. Perkins Act, Temporary Assistance for Needy Families—and on budget and appropriations issues.
- Delivered numerous in-person conference presentations to federal, state, and local advocates on federal higher education and workforce programs.

## **Counsel | HOUSE COMMITTEE ON OVERSIGHT AND GOVERNMENT REFORM, DEMOCRATIC STAFF**

*December 2011–July 2012*

- Led an investigation into executive pay at for-profit colleges and released a congressional report on the topic that garnered earned media from Bloomberg, The Baltimore Sun, the Wall Street Journal, and other outlets.
- Interviewed congressional witnesses and prepared Member materials for Federal Workforce, Postal and Labor Policy subcommittee and Regulatory Affairs, Stimulus Oversight and Government Spending subcommittee hearings.
- Developed postal reform legislation in collaboration with other Oversight Committee staff.
- Drafted Member statements and questions for committee hearings and legislative markups.

## **Legislative Assistant | U.S. REPRESENTATIVE ELIJAH E. CUMMINGS (MD-7)**

*August 2010–July 2012*

- Developed and revised legislation.
- Managed a legislative portfolio that included education, judiciary, federal workforce, and labor issues.
- Researched legislation and policy and developed briefing materials.
- Drafted Member speeches and floor statements, and questions and statements for committee hearings.
- Analyzed policy and made recommendations to the Member.
- Represented the Member in meetings with constituents.

## **Baltimore City Circuit Court**

**September 2009–December 2009**

**Baltimore, MD**

### **The Honorable John N. Prevas, Chief Judge**

#### **Judicial Intern**

Carried out administrative duties for the judge. Researched and drafted a response to a petition for post-conviction relief. Observed jury selection and numerous criminal trials.

## **Community Law in Action (CLIA)**

**Program Coordinator**

**August 2009–Present**

**Baltimore, MD**

Managed all aspects of the Teen Leaders for Change (TLC) program. Recruited civic-minded teens from Baltimore City high schools. Created materials to teach research, analytical and drafting skills. Aided youth in speaking out at the community and state levels. Drafted TLC grant proposal. Completed grant funder required training. Conducted attendance and demographic reporting for grant funder. Assisted TLC youth with college preparation.

**Law Student Intern**

**September 2008-August 2009**

**Baltimore, MD**

Researched grant applications and compiled grant application information for law student interns drafting grant proposals on CLIA's behalf. Taught students with the Teen Leaders for Change (TLC) program to research and write effectively, and be advocates for issues affecting their communities. Oversaw mentor recruitment and assisted with mentor and mentee training as a part of Youth Connection Mentoring Program.

**Maryland Law Katrina Indigenous Defense Project**

**Volunteer Legal Aide**

**January 2009**

**New Orleans, LA**

Assisted attorneys in the New Orleans Public Defenders Office. Conducted legal research for attorneys and wrote motions for supervising attorney. Observed criminal trial proceedings from jury selection through verdict.

**Community Recovery Legal Clinic**

**Student Attorney**

**September 2008-December 2008**

**Baltimore, MD**

Represented and advised public housing tenants as they embarked upon the redevelopment process. Performed legal research and briefed housing legislation for clinic clients. Conducted weekly status meetings with clients. Communicated with Housing Authority of Baltimore City and legal entities on behalf of clinic clients.

**John McDermott, PLLC**

**Law Clerk**

**June 2008-August 2008**

**Arlington, VA**

Performed research and drafted motions, memoranda, and correspondence on behalf of clients. Maintained contact with clients related to issues within their proceedings. Assisted attorney in his capacity as General Counsel for the National Apartment Association.

**Georgetown Center for Intercultural Education and Development (CIED)**

**Programs Assistant**

**May 2007-August 2007**

**Washington, DC**

Served as a liaison between Public Policy Program participants and CIED. Prepared for presentations given to program participants during site visits and sessions. Assembled program materials for incoming participants.

**The Council for Excellence in Government**

**Intern**

**June 2006-August 2006**

**Washington, DC**

Managed administrative duties associated with running the Excellence in Government Fellows program. Coordinated logistical details for several of the Fellows events. Researched the internal structure of governmental organizations.

**Office of U. S. Senator Debbie Stabenow**

**Legislative Intern**

**January 2006-May 2006**

**Washington, DC**

Researched facts on current and upcoming legislation. Drafted papers on topical issues and briefed staff with the results. Collaborated with staff members to brainstorm legislative issues. Prepared speech topics for public appearances by the Senator.

**EDUCATION**

**University of Maryland Francis King Carey School of Law | Baltimore, MD**

Juris Doctor, 2010

Leadership Scholar

President, University of Maryland Association of Legislative Law

Secretary, Black Law Students Association

Member of Alumni Board, 2014-2015

**George Washington University | Washington, DC**

Bachelor of Arts in Political Science, 2007

**AFFILIATIONS**

Contributor, *Forbes.com*

Member, Time's Up Measure Up Advisory Board

### **RECENT ARTICLES**

"Ivanka Trump's new program wants to fight unemployment by closing the 'skills gap.' But that's a fundamental misunderstanding of how the economy works." *Business Insider*, August 15, 2020

"If America Only Fixes Policing, It Will Have Missed the Point," *Barron's*, June 19, 2020

"Racial Inequality Helped Fuel This Crisis. Fixing It Will Help Us Get Out," *Talking Points Memo*, April 17, 2020

"Structural Racism Is Exacerbating the Coronavirus Pandemic for Black People—Especially Black Women," *Ms. Magazine*, April 9, 2020

"Coronavirus is Exposing Trump's Strong Economy for the Hoax It Is," *Newsweek*, March 13, 2020

"Don't Forget That Jobs Day is Also About Wages," *Forbes.com*, August 1, 2019

"How racist housing contracts stole \$4 billion dollars in wealth from Black families," *The Grio*, June 11, 2019

"Amazon's HQ2 Decision Shows Local Leaders Must Fight for an Equitable Economy," *Next City*, December 5, 2018

"How to End Prison Labor and Invest in Incarcerated People," *Forbes.com*, August 23, 2018

"The Skills Gap Myth Does Not Explain What's Happening to Work," *Forbes.com*, June 26, 2018

"Young Workers Deserve Better Training," *MarketWatch*, April 4, 2018

"Paul Ryan's Push for Workforce Development is a Wolf in Sheep's Clothing," *TalkPoverty Blog*, February 1, 2018

"It's Time to Stop Using Inmates for Free Labor," *TalkPoverty Blog*, October 20, 2017

"Success Not Guaranteed," *U.S. News and World Report*, April 26, 2017

"Donald Trump's Carrier Deal Is a Scam," *Newsweek*, December 8, 2016

### **ACADEMIC PUBLICATIONS**

Christian E. Weller & Angela Hanks (2018) *The Widening Racial Wealth Gap in the United States after the Great Recession*, *Forum for Social Economics*, 47:2, 237-252, DOI: [10.1080/07360932.2018.1451769](https://doi.org/10.1080/07360932.2018.1451769)

### **OTHER SELECTED PUBLICATIONS**

Angela Hanks and David Madland, *Better Training and Better Jobs*, Washington: Center for American Progress (2018)

Angela Hanks, Danyelle Solomon, and Christian Weller, *Systematic Inequality: How America's Structural Racism Helped Create the Black-White Wealth Gap*, Washington: Center for American Progress (2018)

Angela Hanks, *The Administration and Congress Should Not Undermine Registered Apprenticeships*, Washington: Center for American Progress (2017)

Angela Hanks, *Ban the Box and Beyond: Ensuring Individuals with a Criminal Record Have Access to the Labor Market*, Washington: Center for American Progress (2017)

Angela Hanks, *The Trump Administration Misunderstands the Federal Role in Local Workforce Development*, Washington: Center for American Progress (2017)

Angela Hanks, *How Trump's Executive Order Would Undermine Quality Apprenticeship*, Washington: Center for American Progress (2017)

Annie McGrew and Angela Hanks, *The Case for Paid Apprenticeships Behind Bars*, Washington: Center for American Progress (2017)

Angela Hanks, Jaqueline Odum, Katherine Gallagher Robbins, *Trump's Agenda Undermines America's Workforce*, Washington: Center for American Progress (2017)

Angela Hanks, *President Trump's Budget Breaks His Promises to Workers—Again*, Washington: Center for American Progress (2017)

Angela Hanks and Rejane Frederick, *Three Ways to Ensure That an Infrastructure Plan Benefits Workers, Not Wall Street*, Washington: Center for American Progress (2016)

Angela Hanks, *Now Is The Time to Invest in Apprenticeships*, Washington: Center for American Progress (2016)

Angela Hanks, Ethan Gurwitz, Brendan V. Duke, and Andy Green, *Workers or Waste? How Companies Disclose—or Do Not Disclose—Human Capital Investments and What to Do About It*, Washington: Center for American Progress (2016)

Angela Hanks, *Making Pell Work: How America's \$30 Billion Investment in Need-Based College Aid Can Be More Job-Driven*, Washington: National Skills Coalition (2015)

### **SELECTED EARNED MEDIA**

Georgia's election results make bigger stimulus checks more likely, *Vox*, January 6, 2021

Why Trump Voters Used the Economy as an Excuse to Vote for Him, *HuffPost*, November 8, 2020

The stock market is fine with Donald Trump losing and Joe Biden Winning, *Vox*, November 6, 2020

An economic stimulus bill is unlikely during a lame duck session until 2021, *Vox*, November 2, 2020

U.S. budget deficit breached \$3.1 trillion in 2020 as pandemic slammed economy, *Washington Post*, October 16, 2020

How to save the economy for everyone in the Covid-19 pandemic, *Vox*, September 22, 2020

If Congress doesn't act, massive unemployment and a ruined economy may come soon, *Vox*, July 20, 2020

As Inmates, They Fight California's Fires. As Ex-Convicts, Their Firefighting Prospects Wilt., *New York Times* November 15, 2018

The Swiss Secret to Jump-Starting Your Career, *The Atlantic*, September 7, 2018

The 'Modern Day Slavery' Of Prison Labor Really Does Have a Link to Slavery, *HuffPost*, August 28, 2018

Iowa Agency Explores Using Prison Labor to Build Homes, *Associated Press*, July 8, 2018

The U.S. needs to do a better job training its workers. Here's how, *CNNMoney*, March 1, 2018

Report finds racial wealth gap hasn't recovered to pre-Great Recession levels, *Pittsburgh Post-Gazette*, February 22, 2018

Ivanka Trump is hitting the road to boost workers. Her father wants to gut job training programs, *Washington Post*, June 13, 2017

### **RECENT SPEAKING ENGAGEMENTS**

2020 Conference, Center on Budget and Policy Priorities, Impact, November 12, 2020

Nonprofit Management Institute conference, Stanford Social Innovation Review, September 24, 2020

Radically Honest Conversations Webinar, Demos, July 14, 2020

Tax the Rich Conference, Tax March, January 25, 2020

A New Deal Conference, NYU School of Law, October 3, 2019

Research on Tap—Unbound, Washington Center for Equitable Growth, September 18, 2019

The Coming Next Recession Conference, Economic Policy Institute, Groundwork Collaborative, and Washington Center for Equitable Growth, April 18, 2019