

KAI FIERLE-HEDRICK (SHE/HER)

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[Input](#) / [Individualization](#) / [Strategic](#) / [Achiever](#) / [Learner](#)

WORK EXPERIENCE / CONSULTING

FOUNDER & FACILITATOR

08/2016 – present

[Create Knowledge](#) (New York Metro Area, United States)

Create Knowledge works at the intersection of learning and evaluation, organizational and systems change, and anti-oppression practice to help change agents lead with their strengths and make meaningful progress.

- *What We Do:* Learning Facilitation, Collaborative & Participatory Evaluation, Change Strategy, Coaching, Capacity-Building & Thought Partnership
- *Who We Work With:* [A+ Colorado](#), [Buddy Program](#), [Clyfford Still Museum](#), [Colorado Blueprint to End Hunger](#), [Colorado Health Foundation](#), [Culture for One](#), [Denver Scholarship Foundation](#), [Denver Streets Partnership](#), [New York Community Trust – Mosaic Network & Fund](#), [Northwestern School of Education and Social Policy](#), [Public Welfare Foundation](#), [Rise Above Colorado](#), [Settlement Housing Fund](#), [Teaching Artists Guild](#), [Youth INC](#), [Youth On Record](#)

EVALUATOR

03/2019 – 02/2020

[Vantage Evaluation](#) (Denver, Colorado, United States)

Vantage Evaluation envisions a world where all purpose-driven organizations think about and use evaluation as an essential tool to strategically improve their programs and systems.

- Launched and managed the [Principal Project's](#) national research panel with the [Bill and Melinda Gates Foundation](#)
- Co-facilitated change strategy and collaborative evaluation projects with the [Colorado Blueprint to End Hunger](#) (focused on food justice) and the [Colorado Health Foundation](#) (focused on housing justice)
- Led program evaluations for the [Clyfford Still Museum's](#) inStill Program and [Think 360 Arts for Learning's](#) DA-ARTT (District Attorney - Acquiring Restitution through Talent) Program
- Co-facilitated a grantee learning cohort convened by the [Colorado Springs Health Foundation](#), focused on supporting grantees to be effective learning organizations

AFFILIATE CONSULTANT

08/2016 – 03/2019

[Algorhythm](#) (Remote)

Algorhythm builds evaluation platforms for nonprofits that support continuous improvement, community sharing, and multi-level empowerment.

- Co-facilitated youth participatory evaluation of the [Nellie Mae Education Foundation's](#) Amplifying Student Voice and Leadership Fund
- Co-facilitated youth nonprofit learning cohort convened by [Mozilla's Hive NYC Learning Network](#)
- Supported the development of the social emotional learning (SEL) evaluation platform [Hello Insight](#)

PROJECT ASSISTANT

02/2005 – 07/2005

[General Public Agency](#) (London, United Kingdom)

General Public Agency investigated and supported the public realm, providing intelligence and strategy for public and private sector clients in culture, heritage, development, community and regeneration.

- Conducted background research for the book [Design and Landscape for People](#) (Thames & Hudson 2007)
- Co-coordinated a study tour on creative approaches to cultural regeneration for visiting Danish government officials

WORK EXPERIENCE / NONPROFIT LEADERSHIP

CHIEF PROGRAM OFFICER

01/2016 – 08/2016

[Free Arts NYC](#) (New York, New York, United States)

Free Arts NYC empowers youth from underserved communities through art and mentoring programs to develop their creativity, confidence, and skills to succeed.

- With Executive Director and Chief Operating Officer — developed \$2.5 million annual budget and led change work including an organization-wide restructuring
- Led program and communications teams totalling 13 staff, 40 teaching artists, and 2,000+ volunteers
- Conducted prospect research, wrote grants, and cultivated foundation and government relationships to secure \$300k+ in grants annually

DIRECTOR OF PROGRAMS & COMMUNITY PARTNERSHIPS

2013 – 2015

[Free Arts NYC](#) (New York, New York, United States)

- Developed \$1.7 million program services budget
- Led team of 9 staff, 30+ teaching artists, 2,000+ volunteers to deliver 5 youth and community development programs engaging 2,000+ participants per year
- Oversaw curriculum development, program trainings, and evaluation for all programs
- Built long-term partnerships with 23 schools, social service agencies, community centers, government agencies — including NYC's Department of Homeless Services — in the Bronx, Brooklyn, Manhattan, and Queens.
- Executed 3-year strategic plan aligning programs with a new theory of change, including scaling programs to serve 750 more youth and families annually (a 49% increase)
- Co-founded and co-facilitated internal monthly Equity Working Group

FELLOW, ARTS LEADERSHIP INSTITUTE

2012

[Arts & Business Council of New York](#) (New York, New York, United States)

ARTS MENTORING PROGRAM MANAGER

2007 – 2012

[Free Arts NYC](#) (New York, New York, United States)

- Coordinated programs serving 250–300 youth, ages 6–13, across 9 community-based organizations in the Bronx, Brooklyn, Manhattan, and Queens.
- Trained staff of 100+ teaching artists and volunteers twice yearly
- Increased volunteer retention rate from 57% to historic high of 81%
- Co-developed four, 12-week curricula each year
- Led program evaluation, including pre/post data collection, analysis, and reporting
- 2011–12: Collaborated with teen program graduates to develop and launch the [Teen Arts Program](#)
- 2010–12: Launched and co-facilitated biannual diversity and inclusion training for teaching staff and volunteers
- 2009–12: Produced & directed 5 videos for fundraising events including [The Big Picture](#) and [Free Arts Means...](#)
- 2008–11: Executed 3-year strategic plan that expanded AMP by 300%
- 2008: Co-developed and launched protective factors-based evaluation strategy
- 2008: Designed new, culturally responsive curriculum model that was eventually adopted org-wide

WORK EXPERIENCE / FACILITATION, TEACHING & TRAINING

TRAINER & CAPACITY-BUILDER

2006 – 2015

Multiple (London, United Kingdom + New York, New York, United States + Nassau, The Bahamas)

- *United States (2007-15)*: [Community-Word Project](#) Teaching Artist Training Internship Program; [Grand Street Settlement](#) J.U.M.P.! Volunteer Program; [Mentoring Partnership of New York](#); [Ramapo for Children](#) Youth Worker Leadership Conference; [University of Notre Dame](#) Youth, Risk & Resiliency Seminar; [University Settlement](#) Staff Development
- *The Bahamas (2010)*: [The Hub](#) art center
- *United Kingdom (2006-07)*: Led professional development for 7 schools in London, UK via the [East Side Educational Trust](#) & Creative Partnerships' Associate Schools Program

TEACHING ARTIST (CREATIVE WRITING, VISUAL ART & VIDEO)

2005 – 2011

[www.orium.org](#) (London, United Kingdom + New York, New York, United States)

- 2010–11: [S:US](#) (formerly Palladia, Inc.) – Dreitzer House (New York, NY)
- 2008–10: [Free Arts NYC](#) at DREAM Charter School (New York, NY)
- 2005–07: [East Side Educational Trust](#) (London, UK)
** Five projects sponsored by Arts Council England, Creative Partnerships, Penguin, National Magazine Company, London College of Communication, Amnesty International.*
- 2006: Earl's Court Festival (London, UK)
- 2006: Creative Partnerships (Slough, UK)
- 2005: [198 Gallery](#) (London, UK)

ADJUNCT LECTURER, CREATIVE WRITING

2006 – 2007

[Royal Holloway, University of London](#) (Egham, United Kingdom)

WORK EXPERIENCE / OTHER

MANAGING EDITOR

2006 – 2009

[How2](#) (London, United Kingdom + New York, New York, United States)

CONFERENCE COORDINATOR

2007

[Power & Space: Transforming the Contemporary City](#) (Cambridge, United Kingdom)

Conference sponsored by the University of Cambridge Department of Architecture, CRASSH, Arts & Humanities Research Council, and Darwin College.

INSTALLATION MANAGER

2005

["It's a Parasite!"](#) (Prague, The Czech Republic)

Managed installation team for Giorgos Artopoulos and Stanislav Roudavski's large-scale interactive installation at the Biennale of Contemporary Art.

AFFILIATIONS

BOARD OF DIRECTORS, PRESIDENT Teaching Artists Guild (United States)	2021 – present
COMMUNITY OF PRACTICE, MEMBER Emergent Learning Community Project (International) <i>* Formerly Fourth Quadrant Partners, LLC</i>	2021 – present
MEMBER iMilwaukee Evaluation! (Milwaukee, Wisconsin, United States)	2021 – present
MEMBER Colorado Evaluation Network (Colorado, United States)	2018 – present
MEMBER American Evaluation Association (United States)	2018 – present
NATIONAL ADVISORY COMMITTEE, CO-CHAIR Teaching Artists Guild (United States)	2015 – present
RACE & POWER ADVISORY BOARD, MEMBER Nonprofit Quarterly (United States)	2021 – 2022
BOARD OF DIRECTORS, MEMBER NYC Arts In Education Roundtable (New York, New York, United States)	2015 – 2017
ADVISORY BOARD, RECORDING SECRETARY University Settlement Cornerstone Campos Plaza (New York, New York, United States)	2014 – 2016

EDUCATION

Graduate Certificate, Leading Equity & Inclusion in Organizations Northwestern School of Education & Social Policy (Chicago, Illinois, United States)	2020
Graduate Certificate, Teaching to Inspire Learning Royal Holloway, University of London (Egham, United Kingdom)	2007
Master's of Philosophy in Architecture and the Moving Image Cambridge University (Cambridge, United Kingdom)	2004
Bachelor's of Arts in Art History + English Literature (Joint Honors Degree) McGill University (Montreal, Canada)	2003

CERTIFICATIONS

CERTIFIED ADMINISTRATOR Intercultural Development Inventory® (United States)	2021
QUALIFIED ADMINISTRATOR Intercultural Conflict Style Inventory® (United States)	2020

ONGOING LEARNING / LEARNING, EVALUATION & CHANGE STRATEGY

EMERGENT LEARNING INTENSIVE Fourth Quadrant Partners, LLC (United States)	02/2021 – 06/2021
SYSTEMS PRACTICE Acumen Academy & The Omidyar Group (International)	02/2020 – 05/2020
LGBTQ+ EVALUATION & CULTURAL RESPONSIVENESS INTENSIVE WORKSHOP Center for Culturally Responsive Evaluation and Assessment (United States)	2020
FOUNDATIONS OF DATA EQUITY (2-DAY TRAINING) We All Count (International)	2020
UTILIZING A RACIAL EQUITY LENS IN STRATEGIC ENGAGEMENT & EVALUATION American Evaluation Association (United States)	2019
DATA VISUALIZATION ACADEMY Evergreen Data (United States)	2018
GRANTEE EVALUATION INSTITUTE The Robert Bowne Foundation (United States)	2013

ONGOING LEARNING / SOCIAL JUSTICE & ANTI-OPPRESSION PRAXIS

TRANSFORMATIVE JUSTICE COURSE Spring Up (United States)	10/2021 - 12/2021
RACIAL EQUITY & LIBERATION LEARNING COMMUNITY Move To End Violence (United States)	04/2017 - 05/2017
UNDOING RACISM COMMUNITY ORGANIZING WORKSHOP (3-DAY INTENSIVE) People's Institute for Survival & Beyond (New York, New York, United States)	2014

ONGOING LEARNING / FACILITATION, COACHING & THOUGHT PARTNERSHIP

THE EMPATHIC FACILITATOR Create Forward (Virtual, United States)	03/2023 - 04/2023
FACILITATE FOR FREEDOM: A TRAINING ON ANTI-OPPRESSION FACILITATION FUNDAMENTALS AORTA: Anti-Oppression Resource & Training Alliance (Virtual, United States)	2021
CONNECT THROUGH CONFLICT FACILITATION TRAINING (3-DAY INTENSIVE) Building Bridges (Denver, Colorado, United States)	2018
MENTORING SUPERVISOR CERTIFICATE Big Brothers Big Sisters of NYC (New York, New York, United States)	06/2012 - 08/2012
NATIONAL EDUCATOR WORKSHOP Lincoln Center Education (New York, New York, United States)	06/2008 - 08/2008