

# REBECCA V. DIXON

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## PROFESSIONAL EXPERIENCE

**National Employment Law Project, Washington, DC, January 2010 – present**

***Executive Director, January 2020 – present***

- Provide strategic vision and leadership that ensures that the budget, staff and priorities are aligned with NELP's mission of ensuring that all who work in our nation or aspire to do so will achieve and sustain economic security, opportunity and prosperity through their labor.
- Ensure the adequate flow of funds to meet present needs and grow the organizations resources so it can provide proactive leadership for the development of a nationwide worker-informed workers' rights agenda.
- Inspire and manage a high performing team and organization; strengthen internal communications throughout the organization; create and promote a positive, anti-racist work environment that supports accountability, power sharing, transparency, consistency and fairness.
- Oversee the financial planning and performance of the organization including developing long and short-range financial plans, monitoring the budget and ensuring sound financial controls are in place; set financial priorities.
- Deepen and refine external communication, including web presence, media relations and stakeholder engagement.

***Chief of Programs, October 2017 – December 2019***

- Oversee program strategy, planning, implementation and evaluation for national workers' rights nonprofit with 45 staff and a budget of \$10 million.
- Develop a new work planning process that incorporates root cause analysis and systems change approach to sharpen accountability, foster internal power sharing, and build a shared understanding of how structural racism manifests.
- Guide the organization's internal effectiveness and diversity, equity and inclusion efforts using appreciative inquiry, change management, tools, training and coaching.
- Serve as executive management's ombudsman to staff union to build capacity within the organization to constructively manage conflict and to surface and resolve problems.

***Deputy Program Director, March 2015 - October 2017***

- Provided coordination and oversight of programmatic activities deliverables and benchmarks.
- Supervised policy analysts, staff attorneys, volunteers and interns.
- Cultivated relationships with federal, state and local agencies and with other advocacy organizations.
- Supported strategic planning, budgeting, fundraising and grant management.
- Founded and led the \$1.2 million Breaking Barriers Program partnering with Black-led, grassroots organizations to improve job access, wages, and working conditions for Black workers in Mississippi and Louisiana.

***Senior Staff Attorney, June 2014 - March 2015***

***Staff Attorney, January 2010 – June 2014***

- Led unemployment insurance (UI) expansion campaign resulting in an estimated 500,000 newly eligible low-wage workers, women, part-time workers and long-term unemployed workers in training.
- Revamped multi-state UI technical assistance project increasing its efficiency by 30%.
- Planned and executed major program events such as webinars, national conferences and expert's roundtable.
- Drafted op-eds, policy reports, fact sheets, newsletters and legal toolkits.

- Advised and supported state partners through legal research, policy advocacy, legislative drafting and data analysis.

**Office of New York State Governor, *Empire State Leadership Fellow*, Albany, NY, Fall 2012**

- Developed and researched labor and civil rights policy, drafted legislation.
- Provided policy support for workforce development innovations, re-employment services and unemployment insurance reforms.

**Mississippi Economic Policy Center, Jackson, MS, August 2006 – December 2009**

***Senior Policy Analyst*, January 2009 – December 2009**

***Policy Analyst*, August 2006 – January 2009**

- Won 12% increase Mississippi unemployment insurance benefits.
- Successfully raised \$35 million in state grants to support Hurricane Katrina housing recovery (with team).
- Developed policy options for adult basic education, workforce training, access to postsecondary education, childcare funding and unemployment insurance.
- Developed a system to track legislation and grant deliverables.
- Built and maintained key relationships with state legislators, agency staff and other stakeholders.
- Wrote policy reports, fact sheets and op-eds.
- Conducted outreach and training.

**EDUCATION**

**Duke University School of Law, Durham, NC**

Juris Doctor, 2007

**Duke University, Durham, NC**

Master of Arts in English, 2007

**Duke University, Durham, NC**

Bachelor of Arts in English, 1998

**PRESENTATIONS, PANELS AND LEGISLATIVE TESTIMONY**

- *Understanding Mississippi's Budget and Tax System – Human Services*, Mississippi Human Services Coalition, Jackson, MS, December 11, 2007.
- *Understanding Mississippi's Budget and Tax System – Youth Justice*, Mississippi Youth Justice Project, Jackson, MS, January 7, 2008.
- *Gulf Coast Regional Asset Building: Leveraging the Expertise of Partners*, Gulfport, MS, February 11, 2008.
- *Understanding Mississippi's Budget and Tax System – Civil Rights Advocacy*, State Conference NAACP, Jackson, MS, March 7, 2008.
- *Understanding Mississippi's Budget and Tax System: A Budget Primer*, William Winter Institute on Racial Reconciliation Economic Development Committee, Jackson, MS, March 12, 2008.
- Panelist – Wider Opportunities for Women Conference entitled *Advocacy for Economic Independence; Building Women's Voices Throughout the Southeast, Temporary Assistance for Needy Families, Child Care and Rethinking Economic Security*, Atlanta, GA, June 30, 2008.
- Testimony – *The State of Mississippi's Working Families*, Mississippi House of Representatives Select Committee on Poverty Committee Hearing on Teenage Pregnancy, Foundation for Early Childhood Education and Children and Family Issues, Jackson, MS, January 21, 2009.

- Works-In-Progress Presentation – *Constitutional Omissions: Hegemony and Sexual Property*, 2009 Southeast/Southwest People of Color Legal Scholarship Conference, *At the Intersection: Culture, Race, and Class*, Phoenix, AZ, March 27, 2009.
- *Overview of Unemployment Insurance and the Unemployment Insurance Modernization Act*, Mississippi Legislative Black Caucus, Tunica, MS, August 13, 2009.
- *Economic Development Influences Social Determinants of Health: A Focus on the Workforce*, Mississippi State Partnership Health Disparities Consortium, Jackson, MS, August 25, 2009.
- *Defining Economic Self-Sufficiency for Mississippi Families*, Mississippi Self-Sufficiency Standard Steering Committee, Jackson, MS, August 28, 2009.
- *Defining Economic Self-Sufficiency Sufficiency for Mississippi Families*, William Winter Institute for Racial Reconciliation Economic Development Committee, Jackson, MS, October 8, 2009.
- *The Demographics of Mississippi Families with Inadequate Income*, William Winter Institute for Racial Reconciliation Economic Development Committee, Jackson, MS, October 8, 2009.
- *The Demographics of Mississippi Families with Inadequate Income*, Mississippi Self-Sufficiency Steering Committee, Jackson, MS, October 13, 2009.
- *Defining Economic Self-Sufficiency Sufficiency for Mississippi Families*, Chair of House of Representatives Select Committee Poverty, Jackson, MS, October 15, 2009.
- *The Demographics of Mississippi Families with Inadequate Income*, Chair of House of Representatives Select Committee Poverty, Jackson, MS, October 15, 2009.
- *Why Adult Education is the Gateway to a more Competitive Mississippi Workforce*, Chair of Mississippi House of Representatives Select Committee Poverty, Jackson, MS, October 15, 2009.
- Panelist – *Defining Economic Self-Sufficiency for Mississippi Families*, First Annual Mississippi Economic Policy Center Policy Conference, Jackson, MS, October 23, 2009.
- Works-In-Progress Presentation – *Holding Back to Hold on: Current Dilemmas in Economic Mobility, A Comparison between Low-Income Families and High Poverty States*, Poverty and Economic Mobility Conference, American University Washington College of Law, Washington, DC, October 26, 2009.
- Testimony – *Unemployment Insurance Modernization in Maryland*, Maryland Senate, Finance Committee, Annapolis, Maryland, January 26, 2010.
- Panelist – *The Effects of the Unemployment Insurance Modernization Act on Women’s Access to Benefits*, 5th Annual Stepping Stones Research Briefing sponsored by the Washington Area Women’s Foundation and the Urban Institute, Washington, DC, May 7, 2010.
- Panelist – *Overview of Unemployment Insurance Provisions of the American Recovery and Reinvestment Act*, The DC Employment Justice Center’s Breakfast Briefing on the District’s New Unemployment Compensation Reform Act, Strengthening a Vital Safety Net for Jobless Workers, Washington, DC, July 1, 2010.
- *Overview of Unemployment Insurance Provisions of the American Recovery and Reinvestment Act*, The Fairness Initiative on Low-Wage Work, Washington, DC, September 8, 2010.
- *Unemployment Insurance Modernization Opportunities for Virginia in 2011*, Northern Virginia Unemployment Council, Arlington, VA, September 18, 2010.
- Speaker – Congressional Press Conference with Rep. Rosa DeLauro, Rep. Hank Johnson and Sen. Richard Blumenthal in support of the Fair Employment Opportunity Act, September 21, 2011.
- *Understanding State Unemployment Insurance Solvency*, Center for State Innovation Policy Director’s Annual Meeting, Washington, DC, October 13, 2011.
- Testimony – *Unemployment Anti-Discrimination Amendment Act of 2011*, D.C. Council. Committee on Aging and Community Affairs, Washington, DC December 19, 2011.
- *Strategies to Support Families Confronting the End of their Unemployment Benefits*, 2012 National Anti-Hunger Policy Conference, Washington, DC, February 26, 2012.
- Testimony – *Implementation of the Wage Theft Prevention Act*, New York State Assembly, Standing Committee on Labor, Albany, New York, November 21, 2013.
- Panelist – National UI Issues Conference, Employer/Administrator/Worker Advocate Roundtable, UWC-Strategic Services on Unemployment and Worker’s Compensation, San Diego, CA, June 19, 2015.
- Presentation – *Lessons Learned from NELP’s Internal Racial Equity Process*, Georgetown Center for Public & Nonprofit Leadership Racial Equity Working Group, April 17, 2019.

## TEACHING AND TRAINING

- *Understanding Mississippi's Budget and Tax System: A Budget Primer*, Steps Coalition, Jackson, MS, January 2008.
- *Long Term Housing Disaster Recovery Request for Proposal Round II: How to Craft a Successful Proposal*, Various Corporate Developers, and Internal Staff, Jackson, MS, April 2008.
- *Understanding Mississippi's Budget and Tax System in the Context of State Tax Reform*, Southern Echo, Jackson, MS, August 2008.
- *Mississippi Tax Reform and Three Families*, Southern Echo, Jackson, MS, August 2008.
- *Business Writing*, Enterprise Corporation of the Delta, Jackson, MS, June 2009.
- *Understanding Unemployment Insurance, Unemployment Insurance Modernization and the Mississippi Workforce Enhancement Training Fund*, Mississippi House of Representatives Labor Committee Counsel Legislative Services Office, Jackson, MS, October 2009.
- *Understanding Unemployment Insurance, Unemployment Insurance Modernization and the Mississippi Workforce Enhancement Training Fund*, Mississippi Center for Justice, Jackson, MS, November 2009.
- *Understanding Unemployment Insurance, Unemployment Insurance Modernization and the Mississippi Workforce Enhancement Training Fund*, Chair Mississippi House of Representatives Labor Committee and Mississippi Community Policy Research and Training Institute, Jackson, MS, November 2009.
- *Ten Important Things to Remember for New State Fiscal Policy Analysts*, Center on Budget and Policy Priorities 2010-2012 State Policy Fellows Training, Washington, DC, September 2010.
- *Lobbying for a Just Economy*, 2012 United Auto Workers CAP Conference, March 2012.
- *Public Interest Lawyering*, course at The George Washington University School of Law, Washington DC, Spring 2012.
- *Unemployment Insurance: Emerging Issues*, Continuing Legal Education training provided for 2015 Equal Justice University, Tennessee Alliance for Legal Services, Nashville, TN, September 2015.
- *Recap of Strategic Planning*, NELP Staff Retreat, December 2017.
- *Alignment on NELP's Theory of Change*, NELP Staff Meeting, January 2018.
- *Outcomes-Based Work Planning Review*, NELP Staff Meeting, March 2018.
- *Transparent Decision Making with RAPID*, NELP Staff Meeting, May 2018.
- *How NELP's Mission, Strategic Priorities, and Theory of Change Connect to Planning*, NELP Staff Meeting, July 2018.
- *Outcomes-Based Work Planning Review and Grounding*, NELP Staff Meeting, September 2018
- *Fundraising Possibilities: Work Equity Team*, NELP Work Equity Team, October 2018.
- *Fundraising Possibilities: Social Insurance Team*, NELP Social Insurance Team, November 2018.
- *Program Evaluation*, NELP Staff Retreat, December 2018.
- *Communication in a Matrix Organization*, NELP Staff Meeting, January 2019.
- *Being the Owner*, NELP Staff Meeting, February 2019.
- *Becoming and Anti-Racist Organization*, NELP Staff Meeting, March 2019.
- *Change Management*, NELP Staff Meeting, April 2019.
- *Courageous Conversations and Feedback Across Lines of Difference*, NELP Staff Retreat, May 2019.

## OP-EDS AND MEDIA INTERVIEWS

- Op-Ed – *Good Tax Reform makes Work Pay, Generates Adequate Revenue, and is Accountable*, Clarion Ledger, Jackson, MS, April 20, 2008.
- Op-Ed – *Unemployment: Raising Benefits Will Ultimately Put More People to Work*, Clarion Ledger, Jackson, MS, June 1, 2008.
- Radio Interview – *Understanding the Self-Sufficiency Standard for Mississippi 2009*, Community Affairs Segment for Clear Channel Communications Jackson, MS, September 6, 2009.
- Op-Ed – *No Time to Weaken Social Security*, Spotlight on Poverty and Opportunity, November 3, 2010.
- Video Interview – *Long-term Unemployment in America*, Voices of America, Washington, DC, February 7, 2011.

- Radio Interview – *Extended Benefits Opportunities for Arkansas in this 2011 Legislative Session*, KABF, 88.3 FM, Arkansas Community Organizations Segment, February 15, 2011.
- Radio Interview – *Drug Testing in Unemployment Insurance*, Inside Detroit, AM 1200 WCHB/99.9 FM, June 5, 2012.
- Op-ed – *Bigger Hurdles, than Dismal Job Growth for the Unemployed*, PBS.org, July 25, 2012.
- Radio Interview – *Extending Long-Term Unemployment Insurance*, Up Front, KPFA, 94.1 FM, Berkeley, CA, December 6, 2013.
- Radio Interview – *Expiring Unemployment Benefits*, WNYC News, 93.9 FM, New York, NY, December 13, 2013.
- Radio Interview – *The Expiration of the Federal Emergency Unemployment Program*, U Need to Know with Frank Knapp, 1230 AM, WOIC, Columbia, SC, December 18, 2013.
- Radio Interview – *Expiring Extended Unemployment Benefits*, KPFA, 94.1 FM, Berkeley, CA, December 23, 2013.
- TV Interview – *Cuts to Unemployment Insurance Aid*, Al Jazeera America, Albany, NY, December 28, 2013.
- Radio Interview – *North Carolina Job Search Unemployment Law*, NewsRadio 680 WPTF, Raleigh, NC, August 28, 2015.

## PUBLICATIONS

- *Putting the Pieces Together: A Taxpayers Guide to the Mississippi Budget*, September 2007.
- *Tracking the Earnings of Temporary Assistance for Needy Families Program Leavers: A Measure of their Impact on the Workforce*, January 2008.
- *Investing for Growth, Enhancing Our Prospects: Tax Reform in Mississippi*, April 2008.
- *Increasing the Weekly Maximum for Unemployment Insurance Benefits: Helping Unemployed Workers Quickly Return to the Workforce*, June 2008.
- *The Unemployment Insurance Modernization Act: Opportunities for Mississippi*, March 2009.
- *Extended Unemployment Benefits: A Mississippi Fact Sheet*, May 2009.
- *Public Comments to Mississippi Workforce Investment Act and Wagner-Peyser Act Plan Modification for the 2009 Program Year*, June 2009.
- *Economic Snapshot – The Mid-South Region*, October 2009.
- *Adult Education: Gateway to a More Competitive Workforce*, October 2009.
- *National Employment Law Project Federal Economic Security Bulletin*, August 2010.
- *3.3 Million People Kept Out of Poverty with Unemployment Benefits in 2009: Recovery Act's expansion of benefits dramatically increased unemployment insurance's role in poverty alleviation from 2008*, September 2010.
- *Recovery Act's Unemployment Insurance Modernization Incentives Produce Bipartisan State Reforms in Eight States in 2010: Only 18 States Left to Go Before the August 2011 Program Deadline*, September 2010.
- *Out in the Cold for the Holidays: Federal Jobless Benefits Will Be Cut for Two Million Workers in December – 800,000 Immediately – if Congress Fails to Renew the Emergency Program*, October 2010.
- *National Employment Law Project Federal Economic Security Bulletin*, October 2010.
- *Building a Modern Unemployment Program for North Dakota's New Workforce*, December 2010.
- *National Employment Law Project Federal Economic Security Bulletin*, February 2011.
- *The President's FY 2012 Budget: Federal Priorities in Unemployment Insurance, Workforce Development, and Worker Rights*, March 2011.
- *Protecting Our Unemployment Insurance Lifeline: A Toolkit for Advocates*, January 2012.
- *The President's FY 2013 Labor Department Budget: Keeping the Focus on America's Workers*, March 2012.
- *Federal Neglect Leaves State Unemployment Systems in a State of Disrepair*, November 2013.
- *Drug Testing and Unemployment Insurance*, April 2015.
- *Unemployment Insurance Policy Advocate's Toolkit*, October 2015.

## PROFESSIONAL MEMBERSHIPS, WORKING GROUPS AND BOARD SERVICE

- Member, Mississippi Bar Association
- Past Board Member, Women's Institute for Science, Equity and Race

- Board Member, Americans for Financial Reform
- Board Member, The Coalition on Human Needs
- Board Member, The American Prospect
- Board Member, Hope Enterprise Corporation
- Board Member, Jessie Smith Noyes Foundation
- Member, Georgetown Center for Public & Nonprofit Leadership Racial Equity Working Group
- Member, Economic Analysis and Research Network in the South
- Member, Insight Center for Community Economic Development's Closing the Racial Wealth Gap Initiative and Expert of Color Network.
- Past Member, USDA Food and Nutrition Service (FNS) and Supplemental Nutrition Assistance Program (SNAP) "New Faces" of SNAP workgroup
- 2012 Closing the Racial Wealth Gap Thought Leader Fellow
- 2016 Race Forward Working Group on Racial Equity in Workforce Development
- 2018 -2019 The Kellogg Foundation Racial Equity Community of Practice
- 2019 Politico Working Group, The Geography of Opportunity
- 2020 Aspen Institute SOAR Leadership Fellowship
- 2021 National Academy of Social Insurance Unemployment Insurance Reform Working Group
- 2021 National Academy of Sciences Equal Employment Opportunity Commission Compensation Data Study Panel
- 2021 National Academy of Social Insurance COVID-19 Task Force