

# Gabriela Fitz

Knowledge Synthesis, Systems, and Leadership

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Recognized leader in the creation, collection, synthesis, and sharing of research on social issues, and co-founder of the social sector's largest open research repository. Twenty-five years of experience translating complex findings into usable, actionable knowledge for social change organizations.

This work has taken many forms, including learning agendas, evidence scans, shared vocabularies, digital collections, interactive summaries, literature reviews, knowledge syntheses, learning sessions, organizational roadmaps for knowledge and learning, and the design of organizational practices that support the meaningful use of data and knowledge.

## EMPLOYMENT HISTORY

### Founder and Principal

Think Twice LLC, 2018-present

### Director of Knowledge Management Initiatives

Candid (formerly Foundation Center), 2012-2017

### Co-Founder and Co-Director

IssueLab, 2006-2012

### Independent Consultant in Digital Fundraising

StoryCorps, 2007

### Web Designer and Strategist

New Media for Nonprofits, 2004-2006

### Digital Strategist

Feeding America (formerly Second Harvest), 1999-2004

## EDUCATION

M.A. in Organizational Sociology, University of Illinois at Chicago

B.A. in Sociology, University of California at Berkeley

## PROFESSIONAL DEVELOPMENT

- Emergent Learning Intensive, Fourth Quadrant Partners, 2021
- Project Management & Oversight for Evaluators, Basics of Program Evaluation, The Evaluation Institute, 2017
- Methods in Participatory Photography, PhotoVoice, 2016
- Introduction to Systematic Review Methodologies, Campbell Collaborative, 2013
- Introduction to Programming for Interactive/Reactive Systems, Practice of Interaction Design, Summer Intensive in Interaction Design, School of Visual Arts, 2012
- Training in Social Network Analysis, with Valdis Krebs, 2012

 2012 CHICAGO COMMUNITY TRUST LEADERSHIP FELLOW

## SKILLS

### Facilitation

Committed to centering staff experience and concerns, embracing tools and practices for co-creation of solutions, and partnering with staff to build their own capacity and skill sets for ongoing KM.

### Analysis

Talent for helping people get to the most relevant questions, surfacing meaningful patterns within complex data, and separating the noise from what matters.

### Research Design

Skilled at identifying the most appropriate methodology for both the questions being asked and the people asking them.

### Content Design & Development

Expert at translating complex findings into digestible and actionable knowledge for public audiences.

### Project Design & Management

Ability to lead projects from concept to completion, from needs assessment to launch, effectively managing budgets, timelines, and group dynamics along the way.

## ACCOMPLISHMENTS

Co-founded and co-directed the social sector's largest open repository for practice-based evidence.

Successfully secured multi-year funding for IssueLab, including its acquisition by Foundation Center in 2012.

Designed and codified Candid's methodological approach to knowledge synthesis and evidence review.

Led a sector-wide effort to educate and influence private foundations on their handling of social sector research as a public asset.

## REPRESENTATIVE PROJECTS

### **Values-Aligned Knowledge Management**, Bainum Family Foundation (2020-2022)

Think Twice partnered with this DC-based family foundation to develop a KM philosophy and framework that both reflects and actively supports the organization's new strategic vision and its commitment to anti-racism. The project included an in-depth discovery process, the co-creation of a KM philosophy and framework, and the design, codification, and ongoing implementation of new learning and knowledge sharing practices related to regular reflection and knowledge capture in meetings, ongoing document management, and the use of a shared vocabulary for describing and tagging organizational artifacts.

### **Knowledge Management Diagnostic & Roadmap**, JPMorgan Chase Foundation (2020)

In 2020 Think Twice was engaged by the JPMorgan Chase Foundation to develop a clear vision for its emerging Learning and Insights function and a practical roadmap for the ongoing development of knowledge management practices and platforms that would best enable shared learning. This work included a comprehensive diagnostic of the current state of knowledge management, mobilization, and learning at JPMC, a 12–18-month roadmap for KM-related activities and improvements including related change management needs and plans, and first steps towards defining a shared, “cross-pillar” learning agenda that could help guide the teams’ collection and use of data and evidence.

## SELECTED WRITING

[\*Think Twice 1+1+1 Reflections, 2023-24\*](#)

[\*KM & Social Change, No Such Thing as Neutral, 2020\*](#)

[\*Here's Why Knowledge Management Matters to Social Change, 2020\*](#)

[\*Social Change & the Critical Importance of Open Archiving, HistPhil, 2017\*](#)

[\*Grey Matter\(s\): Embracing the Publisher Within, Foundation Review, 2016\*](#)

## SOFTWARE & LANGUAGE PROFICIENCY

- Project management and collaboration software including Asana, Trello, and Airtable
- Document and Resource Management Platforms, including Google, SharePoint, and box
- Remote collaboration and communication tools including Slack, Teams, and Miro
- German: conversational proficiency

## PERSONAL INTERESTS

Things that remind me I'm an earthling: interacting with animals, gardening, hiking, open water swimming, landscape photography, and weaving.