

# Grace Tang

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## QUALIFICATIONS SUMMARY

Grace Tang (they/them/theirs) has 15 years of experience in extensively leveraging data for policy development, strategic planning, and learning and evaluation in various areas such as public policy, public health, and international development. Their expertise includes qualitative research and analysis methods, systematic literature reviews, monitoring and evaluation, and writing for different audiences. Grace is committed to advancing equity for all and fostering effective working relationships across different teams, organizations and communities.

## EDUCATION

**Master of Public Health** – Global Health  
Rollins School of Public Health, Emory University

May 2016  
Atlanta, GA

**Bachelor of Arts** – International Development Studies  
University of California, Los Angeles

December 2010  
Los Angeles, CA

## WORK EXPERIENCE

RAND

Santa Monica, CA

**Co-Chair**, Enrichment for Asian Americans, Native Hawaiians, and Pacific Islanders Culture and Heritage –

EACH Employee Resource Group

October 2024 – July 2025

- Developed and implemented annual programming and strategic plans to support AANHPI employees and RAND in general to foster an inclusive workplace culture
- Strategized on EACH priorities, mission, and charter, making sure to be inclusive of intersectional identities
- Organized and facilitated panel discussions on anti-Asian hate, internalized heterosexist racism, and other pertinent topics with internal and external speakers
- Coordinated monthly Member Dialogue meetings, engaging staff in discussions on policy topics, community perspectives, and organizational priorities

**Policy Analyst III**

February 2023 – July 2025

- Analyzed literature findings for an HIV pre-exposure prophylaxis (PrEP) interventions systematic review and developed methods section for a manuscript publication
- Created a checklist for assessment, interpretation, and coding of AmeriCorps Volunteer social media posts for building health messaging and communications capacity among early career public health professionals
- Collaborated on developing an activities menu review to prevent harmful behaviors, including suicide, domestic violence, and child abuse, in the US Army
- Researched individual and community-level coping methods to anti-Asian hate incidents, developed a toolkit for local community-based organizations to refer to, and published actionable findings

Aviva Family & Children's Services

Los Angeles, CA

**Director of Data & Impact**

January 2022 – February 2023

- Developed relationships with program leaders for ensuring open culture of data sharing used in decision making, improvements to programming, and training on data compliance for mental health programming
- Conducted review meetings on annual reporting, provided organization and implementation trainings, and orient new staff on data collection and usage
- Led, supervised and mentored junior staff member on data collection, input and analysis of PHQ-9 and GAD-7 questionnaires

USAID Water Communications & Knowledge Management Project/ECODIT

Arlington, VA

**Research & Operations Associate**

January 2018 – March 2021

- Evaluated sustainability and impact of USAID global water, sanitation and hygiene (WASH) projects, synthesizing qualitative and quantitative data to inform future programming improvements
- Managed more than twenty webinars with various implementing partners to disseminate information and learnings from successes and failures of global WASH programming to a 1,700+ audience member
- Collected, evaluated, and synthesized more than 100,000+ qualitative and quantitative data points in Google Sheets by utilizing reputable global WASH information sources such as the World Health Organization

Medical Care Development International

Silver Spring, MD

**Assistant Project Officer**

April 2017 – September 2017

- Provided day-to-day support to field teams on the Global Sanitation Fund, cervical cancer, and performance-based financing projects in multiple countries
- Assisted with grant research, background readings, and country policy assessments for fund application
- Monitored the analysis of latrine construction and usage data for abstract submission to the American Society of Tropical Medicine and Hygiene Annual Conference

Plan International USA

Washington, DC

**Health and WASH Program Intern**

July 2016 – January 2017

- Created and analyzed quantitative survey on menstrual hygiene management (MHM) using SurveyMonkey
- Conducted literature review on MHM including identifying knowledge gaps and providing actionable and sound recommendations
- Researched political, social, and environmental situation of Cambodia and conducted partner and donor mapping for potential partnerships for anticipated USAID WASH earmark
- Analyzed qualitative data and wrote analysis in summaries on the *Because I Am A Girl* global campaign

Emory University

Atlanta, GA

**Graduate Researcher**

August 2014 – April 2016

- Investigated which Norovirus and Hepatitis A virus indicators were most prevalent in each environmental sample of the agriculture setting, including water, feces, food, soil, hands, and surfaces
- Conducted literature review on Norovirus and Hepatitis A virus transmission across 6 agricultural settings
- Created systematic review of existing viral, bacterial, or other indicators for both viruses
- Synthesized findings and articulated insights into tables, charts, and graphs

**Graduate Teaching Assistant**

August 2013 – December 2013

- Provided consultation to Dr. Juan Leon on his Global Perspectives in Parasitic Diseases course
- Developed weekly assignments, projects, games, curriculum, and other teaching tools
- Surveyed students regularly during semester to gather feedback on topic, presentation, and lecturer quality

Catholic Relief Services

Addis Ababa, Ethiopia

**WASH Research Fellow**

May 2013 – August 2013

- Designed key informant interviewing guides for multiple stakeholders including water providers and users
- Managed 110+ interviews, data collection, data analysis, and logistics on a daily basis
- Synthesized qualitative content research into field report and recommended strategies to CRS to prolong sustainable services and prevent service failure
- Presented research protocol, field experience, and results of project at Emory University

CARE USA

Atlanta, GA

**Health Equity Team Intern**

March 2013 – May 2013

- Contributed to the development of monitoring and evaluation tools for the Window of Opportunity program
- Developed survey design, including survey instrument, on integrated topics
- Conducted literature review on indicators of maternal child health, infant and young child feeding practices, food security, and WASH

## PUBLICATIONS

Bouey, J., Dong, L., **Tang, G.**, Yi, S., Hu, L., Yeung, D., Lim, J., Zhang, S., & Li, Y. (2024). *Community learning and outreach toolkit for countering anti-Asian hate*. RAND.  
<https://www.rand.org/pubs/tools/TLA3252-1.html>

Clark-Ginsberg, A., Faherty, L. J., Acosta, J. D., & **Tang, G.** (2024, October 11). *A different kind of disaster response: Using social media best practices to stem the tide of misinformation*. RAND.  
<https://www.rand.org/pubs/commentary/2024/10/a-different-kind-of-disaster-response-using-social.html>

Dong, L., Bouey, J., **Tang, G.**, Yi, S., Yeung, D., Dossani, R., Lim, J., Li, Y., & Zhang, S. (2024). *Enhancing support for Asian American communities facing hate incidents: Community survey results from Los Angeles and New York City* (Report No. RR-A3347-1). RAND.  
[https://www.rand.org/pubs/research\\_reports/RRA3347-1.html](https://www.rand.org/pubs/research_reports/RRA3347-1.html)

Keller, K. M., Hall, K. C., Hyde, K., Smucker, S., Cottrell, L., **Tang, G.**, & Stoll, H. (2024). *Inventorying data to support Army harmful behavior prevention metrics and measures* (Report No. RR-A2368-1). RAND.  
[https://www.rand.org/pubs/research\\_reports/RRA2368-1.html](https://www.rand.org/pubs/research_reports/RRA2368-1.html)

## APPS & SKILLS

- MaxQDA, Dedoose & Qualtrics
- Rayyan.ai, Mendeley & EndNote
- Microsoft Office Suite & Google Suite
- Native English & Conversational Cantonese

## VOLUNTEER EXPERIENCE

### REACH LA

#### Pro-Bono Consultant

Remote

June 2021 – July 2021

- Acted as a pro-bono consultant for REACH LA, a Los Angeles non-profit that engages and empowers young LGBTQ people of color and their communities
- Assessed existing board procedure, policies, set of recommendations, and system for developing a new set of board guidelines
- Contributed to outline on board guidelines, including bylaws, board meeting procedure, succession planning guidelines, committee policies, and board member orientation handbook
- Provided guidance and feedback to the Volunteer Manager, making sure to document and note changes and action items during phone calls and virtual meetings

### UCLA Alumni Mentor Program and the Asian Pacific Islander American Scholars Program

#### Mentor

Remote

January 2019 – Present

- Provided undergraduate students guidance and advice on academics, career, personal goals and challenges
- Assisted students with interview preparation and acted as a sounding board to help develop career and academic plans
- Edited, revised, and provided feedback on writing cover letters, resumes, and personal statements
- Curated and shared relevant resources to students such as career, networking and recruitment events, blogs and advice columns, and guides on student health and well-being