

# Debra Hare Fitzpatrick

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- Successfully designing, leading, and managing multi-year, multi-sector, mixed-methods research projects that increase social, economic and political equity
- Working effectively with policy-makers across political parties and levels (federal, state, local; executive, legislative and judicial), government agencies, community members and nonprofit organizations to advance systemic, institutional and policy change
- Specializing in leadership and facilitation of diverse, multi-sector, interdisciplinary learning communities that build collective and individual capacity to create change

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## Relevant Experience

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**Director, Center on Women, Gender and Public Policy, Humphrey School of Public Affairs, University of Minnesota (Jan 2011 – Present; Full-time)**

**Associate Director, Center on Women and Public Policy, Humphrey School of Public Affairs, University of Minnesota (May 2007 – Jan 2011; Full-time)**

The Center on Women, Gender and Public Policy illuminates gender-based disparities through research, teaching, and public engagement. In partnership with students, faculty, policy-makers, government and community leaders, the Center advances effective public policies that create a more equitable world. As director I:

- Design and conduct community-engaged qualitative and quantitative research that helps solve the most pressing disparities and challenges at the intersection of sex, gender, and other aspects of identity (e.g. race, place, class, ethnicity, immigration status, etc.)
- Create and sustain multi-sector, multi-disciplinary learning communities that engage students, faculty, public and private sector stakeholders, and decision-makers of all genders in dialogue, policymaking and action for the common good

### ***Selected Major Research and Policy Projects:***

#### **Paid Family and Medical Leave Insurance: Options for Designing and Implementing a Minnesota Program: Research Lead and Chief Author**

- Under a 2015 contract with the Minnesota Department of Employment and Economic Development (DEED), I was the project lead and author of the most comprehensive report of its kind considering “the *most efficient and effective mechanisms* for providing *partial wage replacement* for workers taking parental, family, or medical leave.” IWPR and the National Partnership use the report as a model for other states considering a similar analysis.
- I recruited and assembled the team and developed the project scope, objectives, schedules and milestones, as well as assigned and monitored responsibilities for participating team members and partnering institutions, including the University of Minnesota Humphrey School of Public Affairs (Center on Women, Gender & Public Policy) and Carlson School of Management (Department of Work and Organizations); Institute for Women’s Policy Research, National Partnership for Women & Families, Department of Employment and Economic Development Leadership Team and a Minnesota State Agency Advisory Group (Labor & Industry, Health, Human Services, Human Rights, MMB, Revenue).
- Under a very tight timeline, our team considered and reported on the current legal landscape, public policy solutions adopted and implemented in U.S. states, Minnesota programs and infrastructure; analyzed the social insurance model; estimated costs under the current system and possible Minnesota program models; recommended policy approaches; and simulated changes in leave-taking under possible Minnesota program models.
- Using the study recommendations as a foundation, I worked with legislative counsel to draft legislation, advised chief authors on policy decisions and negotiations, prepared floor and committee remarks for authors and advocates, testified in multiple committees as the key subject matter expert, defended methodology in committee and meetings, and worked with DEED on the fiscal note.

#### **Presence and Influence of Women in US Federal Science Agencies (WiSP): Co-Principal Investigator**

- I led the multi-disciplinary collaborative team (including two areas at the Humphrey School—Women, Gender, and Public Policy and Science, Technology, and Environmental Policy—the University of Massachusetts at Amherst and Georgia Institute of Technology) that designed the mixed method study and wrote a successful three-year, \$420,000 grant proposal to the National Science Foundation. Featured by NSF program directors as a project that they are most excited about in recent NSF agency meetings, this project is unique in that it is funded by NSF’s Science and Technology Studies Program and Science of Science and Innovation Policy Program, with special matching funds from the Social Behavioral and Economic Sciences office.
- I designed, conducted and summarized focus groups with high ranking female S&T policymakers to examine organizational structures, attempting to discern relationships between female participation rates and influence in particular S&T agencies and the organizational structures and processes involved in policymaking at those agencies.

- I worked with OPM to obtain and create a usable eight-year 18 million record database of federal employees. This dataset was used to quantify the changing distribution of male-female participation in leadership roles at S&T policy-making institutions, as well as other measures of equality such as the gender pay gap.
- In our first paper, currently under a revise and resubmit with American Sociological Review, "Gender Pay Gaps in US Federal Science Agencies: An Organizational Context Approach" we focus on the size of, change in, and various forms of organizational level discriminatory factors contributing to the gender pay gaps in U.S. federal science agencies from 1994 to 2008. As a key member of the the study team, I was responsible for the implications for federal personnel and public policy sections of the paper.

### **Status of Women and Girls in Minnesota: Research Lead, Lead Author, Policy Advisor**

- In collaboration with 100 cross-sector working group members, I conducted and summarized (in user-friendly formats) original qualitative focus group research and secondary quantitative analysis of existing state and federal datasets using a race/place/gender lens to examine disparities and advance policy change.
- Based on the data, I designed the policy approach, drafted legislation and made the research case through targeted analysis, testimony and statewide presentations for passage of the Women's Economic Security Act, a broad-based nationally recognized legislative package addressing the gender pay gap. This 15 bill package addressed earned sick and safe time, family leave, familial status discrimination, childcare assistance, workforce segregation and pregnancy accommodations.
- I teamed up with Social Explore to create the Gender Equality Explorer tool (a user friendly interface for American Community Survey data) and conducted quarterly webinar training sessions for community-based organizations interested in using the tool and the data it generates to improve their gender equity efforts.

### ***Selected Major Learning Community Projects:***

#### **Next Steps in the Quest for Equal Pay**

Building on Minnesota's leadership in the arena of equal pay/pay equity policy, I lead a cross-sector group (including three state agencies) considering, making recommendations and building support for policy improvements. Using a "carrot and stick" approach, research and possible approaches are being considered in two focus areas: (1) Use of forthcoming EEOC pay data to better enforce state equal pay laws, understand inequities and encourage action at the organizational level; and (2) Use of incentives to encourage and recognize employers that are working towards and achieving workplace gender equality.

#### **Women in High-wage, High-demand Nontraditional Occupations**

I formed and lead this cross-sector group exploring and acting on multi-level approaches designed to address the segregation of women in low-wage, gendered work. Current efforts include: development of and support for a "workforce segregation sub-caucus" on the Governor's Workforce Development Council; increasing hiring goals for women on state funded projects; training for TANF and workforce center staff on implicit bias; research on the gendered effects of

workforce development system and additional DEED funding for employers, educators and others addressing barriers.

### **Using a Gender Lens to Advance Gender Equity**

I assembled a team to successfully apply for, design and carry out an Institute for International Education Hubert H. Humphrey Fellowship Program Enhancement Workshop *Using a Gender Lens to advance Gender Equity across Fields*. The workshop brings together mid-career professionals from across sectors and across the globe to better understand, express and implement a gender lens in their ongoing work.

### **Women's Economic Security Summits**

I am a core member of a group that meets annually to plan and carry out a summit focused on policy approaches that increase economic security for women and families. The summits convene advocates, policymakers and agency staff to discuss, learn and organize.

### **Research & Policy in Marginalized Communities**

I co-designed and teach an interdisciplinary "Research & Policy in Marginalized Communities" course that improves the ability of students to conduct ethically-sound, community-engaged research projects, challenge assumptions and apply a critical lens to public policy and related processes.

### **"You be the Judge" Workshop and Curriculum**

I partnered with the National Council for Jewish Women and Gender Justice to develop and deliver a highly successful interactive workshop curriculum that requires participants to sit as judges in major gender-based court cases (pregnancy discrimination, reproductive health access and trans rights) in multiple states. Participants are presented case facts, render a decision and are then exposed to what actually happened in the real world case. The workshop is designed to help people who are active on public policy issues to better understand the importance of courts in their areas of interest and how to become engaged. NCJW has produced and distributed the workshop curriculum nationally.

## **Program Director/Associate Director, Center for School Change, Humphrey School of Public Affairs, University of Minnesota (March 1998 – May 2007; Full-time)**

As a Program Director and Associate Director, I:

- Partnered on a multi-year collaborative project with the National Governors Association funded by the US Department of Education to support five governor-led state teams working to improve school choice policy. I conducted the research for and co-authored *Providing Quality Choice Options in Education: An NGA Policy Primer*, designed and carried out policy institutes and provided individualized technical assistance.
- Helped create new, innovative, more effective and community-engaged small schools through coordination of multi-million dollar grant programs funded by the Gates, Blandin, Annenberg and Cargill Foundations.
- Drove policy and organizational improvements in the areas of parent involvement, post-secondary enrollment options and teacher education by

conducting research, authoring reports, and implementing follow-up strategies including bill drafting and testimony.

**Project Administrator, Community Programs for Clinical Research on AIDS, School of Public Health, University of Minnesota (January, 1992 – March 1998; Full-time)**

The CPCRA is an NIH-funded clinical trials program that conducts scientifically sound research relevant to the day-to-day management of HIV disease in primary care clinics; integrates research into the primary care of persons with HIV disease; and includes people previously under-represented (women, people of color, and injecting drug users) in the design and conduct of trials. As a Project Administrator I:

- Managed a 30 FTE/\$30 million statistical center that designed clinical trials with under-represented populations, collected data and reported results.
- Designed trainings to teach HIV-positive people the basic statistics necessary to fully participate.

**Committee Administrator, Minnesota Senate (January 1987 – January 1992; Full-time)**

As a Legislative Assistant and Committee Administrator, I:

- Supported broad participation in the legislative process by communicating orally and in writing with the public, state agencies, interest groups and the media in a variety of ways: explaining committee actions, issues under legislative consideration, status of bills, long range policy considerations and other information
- Addressed critical state challenges by analyzing and recommending public policy approaches, drafting legislation and making a research-based case for proposed solutions
- Helped set public priorities through the development of major budget bills and committee agendas
- Ensured effective implementation of laws and development of rules by maintaining strong relationships with state agencies

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## **Selected Recent Publications**

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“Gender Pay Gaps in US Federal Science Agencies: An Organizational Context Approach”  
Revise and resubmit, *American Sociological Review*

Paid Family & Medical Leave: Options for Designing and Implementing a Minnesota Program: [http://mn.gov/deed/assets/paid-family-medical\\_tcm1045-186560.pdf](http://mn.gov/deed/assets/paid-family-medical_tcm1045-186560.pdf)

Status of Women and Girls in Minnesota: Research Overview and Full Reports. Most recent: [http://www.wfmn.org/wp-content/uploads/2014/05/2014SWGM\\_Final.pdf](http://www.wfmn.org/wp-content/uploads/2014/05/2014SWGM_Final.pdf)

“Are We Progressing Toward Equal Representation for Women in the Minnesota Legislature? New Evidence Offers Mixed Results,” Kenney, Sally, Pearson, Kathryn, Fitzpatrick, Debra and Sharrow, Elizabeth. *CURA Reporter*. Vol. 39, 3-4.  
<http://www.hhh.umn.edu/research-policy/womens-path-political-office>

"Providing Quality Choice Options in Education" A Policy Primer funded by the USDE and prepared in collaboration with the National Governors Association. Fitzpatrick, Debra and Berman, Ilene.

<http://www.nga.org/files/live/sites/NGA/files/pdf/EDUCATIONCHOICE.PDF>

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## **Selected Recent Invited Presentations**

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"Older Women in Minnesota: Intergenerational Approaches to Social and Economic Security." Webinar for the Minnesota Gerontological Society, July 2016

"Paid Family & Medical Leave: Addressing Health Disparities" for School of Public Health Alumni Society Annual Meeting, June 3, 2016

"What to Expect in 2017," Legislative Office on the Economic Status of Women, 2016 Session Wrap-up, July 13, 2016

Committee Testimony, SF 2558, Paid Family & Medical Leave Insurance Program: State Local Government (3/17/16); Judiciary (3/21/16); Jobs, Agriculture and Rural Development (4/1/16); Finance (4/18/16) and Taxes (4/26/16)

"Emerging Strategies and Progress Toward Pay Equity." Webinar for the Women's Bureau, US Department of Labor, October 27, 2015

"Women's Economic Security Act and the proposed Working Parents Act" for the Women Leadership Initiative (a group of private sector employers led by Littler Mendelson), April 22, 2015

"Unpacking WESA...A Guide to the Women's Economic Security Act for Employers." Minnesota Council on Nonprofits, Nonprofit Leadership Conference, June 24, 2015

Road to Equality Tour: Status of Women and Girls Community Presentations and Focus Groups in Seven Cities, June 2014

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## **Education**

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Master of Arts: Public Affairs  
Bachelor of Arts: Political Science

University of Minnesota, Humphrey Institute 1996  
University of Minnesota 1988