

Tamika La Kae Butler, Esq.

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Education

UNIVERSITY OF CALIFORNIA, LOS ANGELES, PhD (*in progress*), Urban Planning

STANFORD LAW SCHOOL, J.D., June 2009

CREIGHTON UNIVERSITY, B.S., Sociology with Criminal Justice Public Policy Specialization; B.A., Psychology, May 2006

Professional Experience

Tamika L. Butler Consulting (January 2019-Present)

Founder & Principal

- Manage complex transportation projects at the local, state, and regional level
- Advise public health leaders on intersectional built environment issues tied to justice, equity, diversity, and inclusion
- Plan and implement public events, including summits, public meetings, and other pop-up gatherings, to engage the community around planning processes and issues
- Facilitate workshops, meetings, and retreats in the private, public, and nonprofit sectors, working with clients before and after the training to ensure it fits specific organizational needs and includes concrete next steps
- Speak publicly on issues of inequality, inequity, and social justice for nonprofit, government, and private organizations
- Provide strategic advice to private and public decision-makers regarding transportation, built environment, and sustainability planning, especially as related to diversity, inclusion, equity, wellness, and mobility justice
- Advise organizations regarding strategic planning, executive hiring, and equity and inclusion

Toole Design (January 2019-June 2020)

Director of Equity & Inclusion and Director of Planning, California

- Led strategy on pursuit and execution of planning projects throughout the state
- Served as company-wide practice area lead for project work related to community engagement, community education, and equity-related tasks
- Created and facilitated Toole Design's internal efforts to become a more diverse, inclusive workplace
- Utilized legal background to interface with Human Resources on best practices and policies related to diversity, equity, and inclusion
- Collaborated with Human Resources on recruiting and hiring practices
- Crafted curriculum and design trainings for staff and clients
- Acted as strategic advisor to company CEO on all matters related to diversity, equity, and inclusion
- Shaped and helped disseminate Toole Design public messaging around diversity, equity, and inclusion through interviews, published writing, and public speaking engagements

Los Angeles Neighborhood Land Trust (August 2017-October 2018)

Executive Director

- Led prominent Los Angeles non-profit in its work designing, building, and managing urban parks and gardens throughout Los Angeles
- Managed annual budget of approximately \$30 million and led senior management team to exceed organizational goals
- Engaged in policy advocacy work and project implementation at the state, county, and city levels with elected officials, government agencies, and corporate and non-profit partners
- Organized and developed campaigns to address both social and environmental conditions, including park equity and land use policy improvements
- Partnered with community-based organizations, government agencies, and key stakeholders to advance the

- organization's project and policy work, including programs that benefit low-income communities of color
- Supported and developed community leaders, both youth and adults, to be advocates for park equity
- Led the vision and strategic planning for the organization's projects, policy work, and campaigns
- Oversaw daily operations, future growth, administration, and fundraising of the organization
- Served as organizational spokesperson; directed the organization's marketing and communications work

Los Angeles County Bicycle Coalition (December 2014-July 2017)

Executive Director

- Directed all aspects of non-profit organization with 13 local chapters, 1,700 volunteers, and 10,000 members and supporters
- Managed annual budget of approximately \$1.2 million and led senior management team to exceed organizational goals
- Helped achieve policies and projects that enhance transportation infrastructure in the city of Los Angeles, including successful Measure M campaign
- Worked in coalition with elected officials, corporate partners, and government agencies to create and implement transportation policy change and infrastructure projects
- Led strategic planning process, human resources, finance management, fundraising, staff leadership development, and organizational policy
- Garnered local and national attention for organization's equitable intersectional lens on transportation work
- Served as public spokesperson for the organization, presented to businesses and non-profit organizations, and managed media relations
- Doubled the organization's revenue, grew its public presence, and diversified funding sources

Liberty Hill Foundation (May 2014-October 2014)

Director of Social Change Strategies

- Served as program officer for LGBTQ & Education grant making portfolios, and led boys and men of color work, including Brothers, Sons, Selves coalition of 12 leading non-profits and 50 youth
- Created and began implementation of strategic vision for LGBTQ programmatic work
- Directed organization's strategy on incorporating girls and young women and LGBTQ youth into our boys and men of color work
- Designed pilot of leadership training program for youth and coalition organizations' staff
- Supervised, coordinated, and managed diverse team of staff and consultants on policy work
- Tracked local and statewide policy on issues impacting work of the foundation
- Oversaw budgetary process for program
- Provided vision and support for African-American stewardship program

Young Invincibles (September 2012-April 2014)

California/Western Regional Director

- Served as Executive Director of first organizational office outside of Washington, D.C. headquarters of policy advocacy organization focused on public health, jobs, and education for millennials
- Fundraised from foundations, individual donors, government, and corporations
- Established state policy and organizing agendas and created advocacy strategies for legislation and regulations
- Created office policies and infrastructure; expanded state office to become organization's first regional office covering several states
- Served on national executive team, providing strategic direction to campaigns, mission, and expansion
- Recruited, trained, and managed state team of employees, volunteers, and interns
- Served as face of organization with donors and media, including regular segment on cable news program
- Expanded base of support, doubled the budget, and grew staff to multiple offices in California

Legal Aid at Work (September 2009-August 2012)
(formerly Legal Aid Society-Employment Law Center)

Skadden Fellow for Racial Equality Program

- Established Bayview-Hunters Point and Western Addition Workers' Rights Clinics
- Rebranded and increased visibility of organization in San Francisco's African-American community
- Worked with community partners to provide legal advice, counseling, and direct representation regarding employment law issues and opposing discrimination

Gender Equity & LGBT Rights Program Attorney

- Strategically developed and launched new project within the Gender Equity & LGBT Rights Program
- Filed litigation and undertook policy work on behalf of low-income youth of color who faced discrimination under Title IX or workplace employment discrimination laws
- Collaborated with community-based organizations, legal organizations, government institutions, and private foundations on employment discrimination and Title IX policy
- Fundraised for project to continue beyond initial year of new Title IX Fair Play for Girls in Sports Project (project is still in existence)

Published Work

- Ascala Sisk, Odetta MacLeish-White, Vedette Gavin, Tamika L. Butler, Liz Ogbu, Veronica O. Davis, Nupur Chaudhury, Sharon Roerty, Hanaa Hamdi, Kelly Worden, Noxolo Kabane, Shelly Poticha, & Hedzer Pathuis. (2020). Confronting power and privilege for inclusive, equitable, and healthy communities. *The British Medical Journal Opinion Blog*. <https://blogs.bmj.com/bmj/2020/04/16/confronting-power-and-privilege-for-inclusive-equitable-and-healthy-communities/>
- Butler, T. (2020, June 9). *Why We Must Talk About Race When We Talk About Bikes*. Bicycling. <https://www.bicycling.com/culture/a32783551/cycling-talk-fight-racism/>
- Butler, T. (2020, November 13). *I Love to Ride My Bike. But I Won't Call Myself a 'Cyclist.'* Bicycling. <https://www.bicycling.com/culture/a34463062/cyclist-exclusionary/>
- Jennifer Toole, Tamika L. Butler, & Jeremy Chrzan. (2020). How to Place Equity at the Center of Our Work. *ITE Journal*, 37–41.
- Tamika Butler. (2017). Can Vision Zero Work in a Racist Society? *Vision Zero Cities Journal*, 2. <https://medium.com/vision-zero-cities-journal/can-vision-zero-work-in-a-racist-society-43daad4a8561>
- Tamika Butler. (2019, April 3). Technology can help us, but it won't save us. *Toole Design Insights Blog*. <https://tooledesign.com/insights/2019/04/technology-can-help-us-but-it-wont-save-us/>
- Tamika Butler. (2020, May 27). Stop Killing Us: A Real Life Nightmare. *Noteworthy - The Journal Blog*. <https://blog.usejournal.com/stop-killing-us-a-real-life-nightmare-dd47c576ec1b>
- Tamika Butler, Andy Clarke, & Jonathan Neeley. (2019). *Equity Resource Guide*. Toole Design. https://tooledesign.com/wp-content/uploads/2019/10/Resource_Guide_Equity.pdf
- Tamika L. Butler. (2020, September 14). To tackle pandemic racism, we need to take action, not just take to social media. *The Kinder Institute for Urban Research Urban Edge Blog*. <https://kinder.rice.edu/urbanedge/2020/09/14/transportation-transit-tackle-pandemic-racism-we-need-take-action-not-just-take-social-media>
- Tamika L. Butler, Veronica O. Davis, Anita Cozart, & L. Dara Baldwin. (2021). My Back is Still the Bridge: The White Problem in Planning. *Carolina Planning Journal*, 46.

Selected Speaking Engagements

- Art of City Building. (2020, October 7). *Art of City Building 2020 - Session 1: Justice, Sustainability & Climate Resilient Cities*. <https://www.youtube.com/watch?v=QIOLr5CL3il>
- BuroHappold Engineering. (2020, June 5). *Virtual Forum: Mobility in the Post-Covid Era*. https://www.youtube.com/watch?v=KpFSgAnB_cQ

- Caltrans Director. (2020, November 12). *Director's Live Equity Forum—11/12/2020*. <https://www.youtube.com/watch?v=9FZ4AtpZEGw&feature=youtu.be>
- Canadian Urban Institute. (2020, June 10). *How do we respond to anti-Black racism in urbanist practices and conversations?* <https://www.youtube.com/watch?v=RVzSWayEMPE>
- Designing Cities. (2016, October 25). *#NACTO2016: Tamika Butler*. <https://www.youtube.com/watch?v=T4R7MuNBMvk&feature=youtu.be>
- Live Move. (2020, October 29). *LiveMove Speaker Series—Tamika Butler*. https://www.youtube.com/watch?v=cqf_gl6TS7g&feature=emb_logo
- Park People. (2020, November 3). *Past, Present, Future: Who gets to write urbanism's next chapter?* <https://www.youtube.com/watch?v=g2ROloe6ZnU>
- Rice Kinder Institute. (2020, November 11). *Kinder Institute Forum: Tamika L. Butler*. <https://www.youtube.com/watch?v=W1hpWeJMqJ0&feature=youtu.be>
- Stanford Law School. (2020, October 14). *The History and Future of Affirmative Action*. <https://www.youtube.com/watch?v=mYzSSb1X2UI>
- *Talk: Transportation Inequities*. (n.d.). Mobility Initiative. Retrieved November 27, 2020, from <https://www.mobilityinitiative.mit.edu/event-butler>
- Tamika Butler. (2017, May 11). *TransAlt Vision Zero Cities Conference 2017 Tamika L. Butler Keynote Address*. <https://www.youtube.com/watch?v=KSmKQfh1zFk&feature=youtu.be>
- TREC at PSU. (2017, November 14). *2017 Ann Niles Active Transportation Lecture featuring Tamika Butler*. https://www.youtube.com/watch?v=1HHKx5OVJ7w&feature=emb_logo
- UCLA Institute of Transportation Studies. (2020, October 19). *How Can We Do Better? Limits on Black Mobility in Transportation*. <https://www.youtube.com/watch?v=4RhufqOnD8M&feature=youtu.be>
- University of Nebraska–Lincoln. (2020, October 6). *Hyde Lecture—Tamika L. Butler*. <https://www.youtube.com/watch?v=kZyADmGFxtY>
- VHB. (2020, September 25). *Panel Discussion: Post Pandemic Bike/Ped Accommodations and Systemic Racism*. <https://vimeo.com/461916061>

Honors and Awards

- 2020 Professional of the Year – Private Sector award from the Association of Pedestrian and Bicycle Professionals
- 2020 APA California Advancing Diversity and Social Change in Honor of Paul Davidoff Award
- 2020 APA Los Angeles Advancing Diversity and Social Change in Honor of Paul Davidoff Award
- American Society for Public Administration Section on Transportation Policy and Administration 2020 Truitt-Felbinger Award
- 2018 Super Streetsie LA Advocate of the Decade
- 2017 Stanford Law School Public Interest Alumni of the Year Miles L. Rubin Award
- 2016 Professional of the Year – Nonprofit Sector award from the Association of Pedestrian and Bicycle Professionals
- 2015 Streetsblog LA Advocate of the Year

Community Involvement

- TransitCenter, *Board Member*, 2019-Present
- Association of Pedestrian and Bicycle Professionals, *Member*, 2019-Present
- California Transportation Commission, *Commissioner*, 2019
- Los Angeles County Department of Public Health Community Prevention and Population Health Task Force, (*appointed by Supervisor Hilda Solis*), 2016-Present
- Alliance for Biking and Walking, *Board Member*, 2015-2016
- Legal Aid Society-Employment Law Center's Fair Play for Girls in Sports Advisory Council, *Board Member*, 2012-Present
- TRUST South Los Angeles, *Board Member*, 2016-2018
- Bureau for Private Postsecondary Education Advisory Committee, *Public Member (appointed by Speaker of Assembly)*, 2014-2019
- National Center for Lesbian Rights, *Co-Chair of the Board of Directors*, 2010-2016