

Using the Municipal Bond Racial and Social Equity Scorecard to Advance Equity in the Bond Market

Speaker Biographies

Lauren Burdette (she/her) is Deputy Chief Equity Officer at the City of Chicago where she works for the city's first Chief Equity Officer, Candace Moore. Some of her accomplishments in her 4 years thus far include creation of the Chicago Connected program, designing and leading Chicago's first-ever Budget Equity process for city departments, managing the creation of three public dashboards, codifying the racial equity work into the city's municipal code, and supporting the launch and evaluation of city's first Racial Equity Action Plans for all city departments. Lauren was drawn to racial equity work primarily through seeing the inequities of the American public education system over 10 years in various roles, from teacher to policy advisor in the United States Senate. She currently serves on two nonprofit boards: Chicago United for Equity and Helix Education. She received her Master of Public Policy from The University of Michigan's Ford School of Public Policy and earned her Bachelor of Arts in History and Political Science, summa cum laude, at the University of Pennsylvania. In her spare time, she reads, cooks, travels, and runs along the lakefront trail.

Lourdes Germán, Executive Director at the Public Finance Initiative, began her career after graduating from Boston College and the Boston University School of Law as a public finance attorney at the law firm Palmer & Dodge LLP (now Locke Lord LLP) and then led investment banking efforts in the Northeast and New York Tri-State region as Vice President of Municipal Finance at Fidelity Investments. She then served as Vice President and General Counsel at Breckinridge Capital Advisors, founded a small financial services start-up, and then served as a Director at the Lincoln Institute of Land Policy where she helped launch and lead a global program of work on municipal fiscal health, which included activities in partnership with the United Nations, the Organization for Economic Cooperation & Development, and engagement with members of congress via the first Congressional Briefing focused on the fiscal health of cities. At Lincoln, Lourdes served on the team of expert advisors for the municipal finance policy unit who developed the frameworks in support of the UN Sustainable Development Goals. Lourdes has also worked with several higher education institutions including, Boston College, where she served as co-director of the Managing for Social Impact Program and Assistant Professor of Practice, Boston University, and the Northeastern University School of Law. Outside of her role leading the Public Finance Initiative, Lourdes serves on the faculty of the Harvard University Graduate School of Design where she teaches Public Finance. In addition, Lourdes serves as a senior advisor to several foundations and non-profits, including the Kresge Foundation's Social Investment Practice, Hyphen Partnerships, and others. She also serves as the appointed chair of the Massachusetts State Finance and Governance Board, and serves on the boards of the Rappaport Center for Law & Policy at BC Law, the board of the Lincoln Institute of Land Policy, and on the board of trustees of Claremont Lincoln University.

Amanda Hermans is a research analyst in the Metropolitan Housing and Communities Policy Center. Her research interests include community development, housing affordability, public transit access, and economic equity. She previously worked as a research assistant with The Lab @ DC, a scientific research team in the District of Columbia Mayor's administration, where she used evidence-based research and civic design practices to evaluate and improve the District's housing and transit programs. Hermans has a bachelor's degree in journalism and international studies from Northwestern University and a master of public policy degree from American University, where she focused on urban and environmental policy analysis.

Brett Theodos is a senior fellow and director of the Community Economic Development Hub at the Urban Institute. His work focuses on economic and community development, neighborhood change, affordable homeownership, consumer finance, and program evaluation and learning. His research includes evaluations of the Economic Development Administration, New Markets Tax Credit, Small Business Administration loan and investment programs, Opportunity Zones, and the US Department of Housing and Urban Development's Choice Neighborhoods, Community Development Block Grant, and Section 108 programs. He is studying how capital flows (or fails to flow) into communities, including the role of mission finance actors like community development financial institutions. He leads projects researching how entrepreneurs can access capital. Theodos has conducted studies of neighborhood change and geographic mobility. He is evaluating several place-based initiatives. He's led studies of affordable homeownership supports, including shared equity models like community land trusts. In the financial capability space, he's led studies of financial coaching, financial curriculum, and rules of thumb for decisionmaking. He's explored the geography of debt. Theodos is working to grow nonprofit capacity in performance measurement. He directs Measure4Change, which provides technical assistance and facilitates a community of practice for nonprofits and has led randomized controlled trial evaluations of youth workforce and education preparedness programs. Theodos serves on the Board of the Center for Community Progress, the Douglass Community Land Trust, and the Housing Authority of Prince George's County. Theodos received his BA from Northwestern University, MPP from Georgetown University, and PhD in public policy from George Washington University.