

EDUCATION

The Johns Hopkins University School of Hygiene and Public Health, Baltimore, Maryland
Dr.P.H., Population Dynamics, 1993
University of California at Los Angeles, California
M.P.H., Population, Family and International Health, 1986
Mount Holyoke College, South Hadley, Massachusetts
A.B. Biochemistry/Dance, 1979
Maryland Institute College of Art, Baltimore, MD
Jewelry Design (certificate not complete) and Surface Design courses,
1995-1996
Virtues Project™ Certified Facilitator, 2005

BUSINESSES & SOCIAL INNOVATION

Two Gems Consulting Services, Baltimore, MD
Chief Insight Facilitator & Program Claritist – providing program
evaluation, training, technical assistance and Virtues Project™
facilitation; developing new approaches in evaluation and qualitative
research. October 1997 to present
Chinquapin Park Crafts and Character, Baltimore, MD
Grass roots, spiritual and arts education for children & youth
adults through Baltimore City Healthy Start and East Baltimore
Development, Inc. April 2005 to Present
Awareness to Action, Baltimore, MD
Independent Consulting Team - Fostering multiculturalism,
& the oneness of humankind. January 1992 to Present
Jamila Designs; Baltimore, MD/Jamila Beadworks and Designs, Los Angeles, CA;
Owner/Designer, 1982 to 1988; November 2008 to Present
Peak Associates Planning, Los Angeles, CA
Manager, 1982 to 1987

EMPLOYMENT HISTORY

Center for Applied Research and Technical Assistance, Incorporated, Baltimore,
MD; Managing Director April 2000 to December 2002
Baltimore City Healthy Start, MIS, Baltimore, MD
Research Associate, October 1994 to December 1997
Advocates for Youth, Washington, DC
1988 – 1994; Director of Evaluation and Research 1992-1994
Children's Defense Fund, Washington, DC
Graduate Student Intern, summer 1988
The Johns Hopkins University School of Hygiene and Public Health,
Baltimore, MD; Research Assistant, 1987 to 1988
Feminist Women's Health Center, Los Angeles, CA
Contraceptive Counselor, 1985 to 1986
Los Angeles Bahá'í Center, Los Angeles, CA
Committee Coordinator, 1983 to 1984

CONSULTING EXPERIENCE

The Johns Hopkins Bloomberg School of Public Health, Baltimore, MD
Population and Family Health Sciences Department:
Evaluator, Center for Adolescent Health, 2004 -2009; Maryland
Assembly on School Based Health Care, 2005 – 2007. Technical
Assistance; research team for Dr. Patricia O'Campo, 1998 to 2004;
Teaching, 2001- 2006;

Department of Parks and Recreation, Baltimore, MD
Senior Staff Retreat, 2009

The After School Institute, Baltimore, MD
Diversity Training, 2008

East Baltimore Development, Inc., Baltimore, MD
Resident Arts Program Instructor, 2008 - 2009

WombWork Productions, Inc., Baltimore, MD
Evaluation and Technical Assistance Support and Planning for the Gang
Violence Initiative and other WombWork programs, 2008 - 2009

OSI: Baltimore, Baltimore, MD
Evaluation of the Community Fellowship Program, 2008 - 2009

COSMOS, Corporation, Bethesda, MD
Technical Reviewer, 2008

Village Learning Place, Baltimore, MD
LINK Program Evaluation, 2008 – 2011
Professional Development Training, 2009

The Waldorf School of Baltimore, Baltimore, MD
Sexuality Education Main Lesson, 2003, 2004, 2008
Community Retreat, 2008
Diversity Training (Awareness to Action), 2008

American Evaluation Association, Fairhaven, MA
Building Diversity Initiative Evaluation, 2007-2008

Family League of Baltimore City, Baltimore, MD
Consolidated Youth Strategies Evaluation, 2006-2007;
Baltimore Youth Apprenticeship Program Evaluation, 2007

Baltimore City Healthy Start, Baltimore, MD
Coordination of Local Evaluation Activities, 1998 to 2006;
Knitting Course for Belly Buddies, 2008

National Healthy Start Association, Baltimore, MD
Technical Writer, Evaluation Toolkit, 2003; Evaluator, Regional Training
Conferences, 2004 & 2006

The Friends School, Baltimore Maryland
Cultural Competency Training for Youth Leaders, 1998
Diversity Training/Organizational Consulting, 2001-2002
Strategic Planning for Diversity Committee, 2003

The Futures Group International, Washington, DC
Evaluator, In-country evaluation of WestHELP peer education and
leadership program, in Kingston and Montego Bay, Jamaica, 2003

The Annie E. Casey Foundation, Baltimore, Maryland

Assistance with Adolescent Reproductive Health Initiatives, 1998
 Survey of Reproductive Health Professionals, 1999
 Preliminary work towards building a database of Family-Centered Youth Development Programs, 1999
 Technical Reviewer, 2003
 FOCUS on Young Adults, Washington, DC
 Rapporteur for the Young Adult Reproductive Health Training Course held in Johannesburg, South Africa, 1999-2000
 Communications Sciences Group, San Francisco, CA
 Focus Group Moderator, "Know Your Status" Project, testing messages designed to promote HIV testing for the CDC, 1999-2000
 The National Campaign to Prevent Teen Pregnancy, Washington, DC
 Focus Group Research Review and Support, 1998
 Coppin State College, Baltimore, Maryland
 Evaluation Trainer and Research Support, Coppin HIV/AIDS Technical Assistance Project, 1998
 Johns Hopkins Center for Communication Programs, Baltimore, Maryland
 Trainer, 1997
 Child Trends, Inc., Washington, DC
 Technical Assistant and Expert Researcher, 1996 to 1998
 Governor's Council on Adolescent Pregnancy, Baltimore, MD
 Trainer, Cultural Competency, 1995
 Catholic Youth Ministries, Baltimore, MD
 Trainer, Cultural Competency, 1994 to 1995
 City of Springfield, Massachusetts
 Trainer, Cultural Competency, 1994
 Automated Research Systems, Limited, Alexandria, VA
 Technical Reviewer, 1994
 Tucson Institute for Healing Racism, Tucson, AZ
 Trainer, Eliminating Prejudice, 1994
 Garrison Forest School, Reisterstown, MD
 Trainer/Crisis intervention, Cultural Competency, 1992 to 1994
 Delaware Health and Social Services, Dover, DE
 Evaluator (through Advocates for Youth), School-Based Health Center Site-Monitoring Team Leader, 1993
 Set for Success, Baltimore, MD
 Evaluator (through Advocates for Youth), 1991 to 1993
 The Abell Foundation, Baltimore, MD
 Evaluator, 1987 to 1988

PROFESSIONAL MEMBERSHIPS

American Public Health Association
 Population Family Planning and Reproductive Health Section --
 Section Counselor 1997-1999, Nominations Committee Chairperson 1993-1994; Adolescent Task Force Co-chairperson 1992 to 2003
 American Evaluation Association

**PROFESSIONAL
ACTIVITIES,
COMMUNITY
SERVICE AND
HONORS**

Independent Consulting TIG Web-list Co-Moderator 2007 – Present;
Mid-Career Learning Circle Fellow, 2008-2009

American Craft Council

Spiritual Assembly of the Bahá'ís of Baltimore City, Inc.
Member, 1988 to present; Chairperson 1990-91, 1999-2001, 2005-
2006; Vice-chairperson 1989-1990, 1991-1992, 2006-2007, 2008-2009;
Corresponding Secretary 1993-1994;
Recording Secretary 2001 to 2003

Assistant to the Auxiliary Board of the Continental Counselors of the Bahá'ís of
the United States. 2004-Present.

Fellowship of Lights, Inc., Baltimore, MD
President, Board of Trustees, 1998 to 2000; Secretary 2000 to present

Crimson Ark Regional Training Institute Board
Secretary 2007 to present, Board Member 2005 to present

Feline Rescue Association, Baltimore, Maryland
Member, Board of Directors, 2008

Johns Hopkins University School of Medicine, Baltimore, MD
Genitourinary Teaching Associate, 1998 to 2005
Standardized Patient, 1996 to 2000

American Social Health Association
Expert Advisory Panel on Internet-based Adolescent Sexuality
Education, 2000 to 2001

Center for Applied Research and Technical Assistance, Baltimore, MD
Co-Founder, October 1999; President, Board of Directors, October
1999-Spring 2000

Child Trends, Inc., Washington, DC
Member, Advisory Panels: "Understanding Adolescents' Motivation to
Prevent Pregnancy" and "Strategies for Reducing Developmental and
Cultural Barriers to Reproductive Health Services for Diverse Youth
Populations" 1996 to 1998

American Public Health Association, Population and Family Planning Section
Young Professional's Award, 1994

Alan Guttmacher Institute, New York, NY
Member, Advisory Panel, "Reducing Sociocultural Barriers to Health
Care: An Investigation of the Family Planning Concerns of Low-Income
and Minority Women," 1994 to 1996

Alan Guttmacher Institute, New York, NY
Member, Panel of Experts to Discuss the Role of Men in Reproductive
Health Decisions Regarding Contraceptive Use, 1993

Baltimore Institute for the Healing of Racism, Baltimore, MD
Member, Steering Committee 1991 to 1994

The Johns Hopkins University Bloomberg School of Public Health
Minority Pre-doctoral Fellowship, 1987 to 1989
Adjunct Faculty, 2000-2008

EXPERIENCE AND SKILLS

Research Skills: Evaluation, Customized Measures Development, Survey Research, Focus Group Research, Concept Mapping, Statistical Analysis, Data Management. Technical Assistance Skills: Evaluation, Sexuality Education, Diversity and Cultural Competency, Technical Assistance, Program Planning, Writing, Framework Design, Logic Model Design and Application, Organizational Development, Workshop and Retreat Design; Substantive expertise in the areas of Youth Transition to Adulthood, Youth Leadership, Youth Development, Community Participation and Engagement, Planning and Conducting Evaluation, Cultural Competency and Healing Racism. Certified Virtues Project Facilitator. Courses: Hands-on Evaluation Fundamentals, Health Disparities guest lecturer. Craft arts for community development (Fiber Arts: Knitting, Crochet, Spinning, Beadwork and Jewelry Design in beads, paper maché and polymer clay).

PURPOSE

To bring creative innovation and insight to customized technical program supports in evaluation and organizational development: planning, design, assessment, monitoring, analysis, technical assistance and training. To use group-oriented consultation processes and reflection tools to mine the best answers from data-driven findings and report them in ways that are useful and usable. To integrate arts and sciences in service to program evaluation. To create beauty and promote unity.

INSIGHTS

As a practitioner of evaluation, I strive to implement participatory approaches, emphasizing the importance of utilization-focused approaches to glean practical, action-oriented insights that can be applied within programmatic settings, drive policy and guide further exploration aimed at enhancing the well-being of youth, women, families and communities worldwide. Relying on information from diverse sources helps the framing of critical issues for the purpose of clarifying understanding, guiding evaluation or promoting research. The core principles or virtues I strive to bring to my work as an evaluator, beyond technical skill, training and experience in the conduct of evaluation and research, are humility, service, love, diligence, wisdom and discernment.

INNOVATIONS

Providing groundbreaking program theories/frameworks (theories of change or theories of action) in the following areas: family strengths to promote improved youth outcomes; cultural and ethnic norms regarding service participation; and practitioners' support to transform systems of care (e.g. juvenile justice, foster care). Through the grace and willingness of creative and trusting clients involved in participatory evaluation work, I've developed the following innovations since 2003:

Core Principles/Virtues Evaluation – using the character qualities of positive psychology (e.g., virtues: trust, respect and understanding) and positive social interaction to frame evaluations and develop measurements and results consistent with the best intentions and vision of organizations and communities.

Moving Measures – using gestures and words to articulate stakeholder opinions about program practices and efforts, to communicate among stakeholders in participatory evaluations and research, to examine individual and organizational beliefs, thoughts, behaviors and intentions with regard to the overarching questions and concerns that impact community wellbeing.

SELECTED PUBLICATIONS AND REPORTS

- O'Campo P, Burke JG, Peak G, McDonnell K, Gielen A (2005). Uncovering the neighborhood influences on intimate partner violence using concept mapping. *Journal of Epidemiology and Community Health* 59(7): 603-8.
- Burke JG, O'Campo P, Peak G, Gielen A, McDonnell K, Trochim W. (In Press). An introduction to concept mapping as a participatory public health research methodology. *Qualitative Health Research*
- Yonas M, O'Campo P, Burke JG, Peak G, Thomas AL, Gielen A. (In Press). Interpersonal violence among urban youth: Exploring the role of gender. *Journal of Urban Health*
- Peak, G. L. 2003. *The Healthy Start Guide to Evaluating Success and Measuring Program Impact*. Baltimore, MD: National Healthy Start Association (in preparation).
- Peak, G.L., Hill, T.L. and Pelea, B.J. 2002. *Expanding the Reach of Family-Strengthening to promote Youth Development: Supporting Vulnerable Youth Programs*. Prepared for the Annie E. Casey Foundation. Center for Applied Research and Technical Assistance.
- Peak, G.L. and Saito, R.N. 2002. *Exploring Cultural Notions of Service: A Strategy To Inform Youth Service As A Component Of Youth Development*. Final Progress Report to the Ford Foundation. Center for Applied Research and Technical Assistance.
- Peak, G.L., Leon, J. and Harris, V. 2002. *Toward Collective Support of Vulnerable Young People in Transition to Adulthood: Findings from Consultative Sessions*. Prepared for the Annie E. Casey Foundation. Center for Applied Research and Technical Assistance.
- Peak, G.L. 2002. *Building Consistency between Words and Deeds: a report from consultative facilitation to promote employee diversity at Friends School*. A report presented to the Diversity Council of the Friends School, Baltimore, Maryland.
- Peak, G.L. 2001. *Family Strengthening Youth Development: A Position Paper*. Prepared for the Annie E. Casey Foundation. Center for Applied Research and Technical Assistance.
- Peak, G.L., Berglund, L. and Chandra, A. 2000. *Strong Communities, Effective Families, Successful Youth: An Intention-Based Framework for Promoting Family within Youth Development*. Prepared for the Annie E. Casey Foundation. Center for Applied Research and Technical Assistance.
- Caughy, M.O., Peak, G.L., O'Campo, P.J. and Randolph, S. 2000. *Parenting Priorities of African American Parents of Preschool Children*. Submitted to the *Journal of Marriage and the Family*.
- Peak, G.L. 1999. *No Crystal Ball: Expert Insight on the Future of Funding Adolescent Reproductive and Sexual Health Initiatives Worldwide*. Funders Affinity Group for Population, Reproductive Health and Rights.

SELECTED PRESENTATIONS

- Peak, G.L. 2007. *Moving Measures*. A participatory evaluation measurement workshop presented at the American Evaluation Association meeting, Baltimore, Maryland.
- Peak, G.L. and McNeely, C. 2006. *Uncovering and Exploring Robust, Quality Measurements of Partnership*. A talk presented at the American Evaluation Association Annual meeting, Portland, Oregon.
- Peak, G.L. 2005. *New Light for the Dark Tunnel: Engaging Community to Frame Program Vision and Shape ongoing Evaluation*. A talk presented at the 2005 Joint CES/AEA Annual Meeting, Toronto, Ontario, Canada.
- Peak, G.L. 2002. *A Picture of Diversity and Youth Development*. A workshop presented at the Annie E. Casey Foundation

RESPECT Round Table, Baltimore, Maryland.

- Peak, G.L. 2002. *Understanding Family-Strengthening to Promote Youth Development*. A workshop presented at the East Coast Family Strengthening Youth Development Learning Network, Providence, Rhodes Island and Seattle, Washington.
- Peak, G.L. and Rutstein, T.N. 2002. *Promoting Oneness and Nobility in the Bryn Mawr Community*. Professional Development Workshop presented at the Bryn Mawr School, Baltimore ,Maryland.
- Peak, G.L. 2001. *Embracing Diversity: Helping Individuals and Systems Grow in Understanding and in Meeting the Needs of Diverse Clients*. Keynote address and workshop presented at a statewide training for health care providers held in Lincoln, Nebraska.
- Peak. G.L. and Ravoir, L. 2000. *Mission Possible: Setting Goals and Objectives That Work For Evaluation*. Keynote address for the OAPP national grantee meeting.
- Peak, G.L. 1999. *Documentation: A Key To Effective Program Replications.*, presented at the 1999 OAPP Grantee Meeting,
- Peak, G.L. 1999. *Transition to Adulthood: How Societies Create and Distinguish Adults.*, presented at the Young Adult Reproductive Health State of the Art Training Course, Johannesburg, South Africa.
- Caughy, M.O., Randolph, S., Roberts, D. and Peak, G.L.. 1999. *Parenting Priorities of African American Parents of Preschool Children*, poster presented at the 1999 Biennial Meeting of the Society for Research in Child Development.
- Peak, G.L. 1995. *Involving Diverse Religious Communities in Adolescent Reproductive and Sexual Health Initiatives – The Bahá'í Faith as Example*, workshop presented at Advocates for Youth's 15th Anniversary Conference.
- Peak, G.L. and Rutstein, T.N. 1995. *Healing Racial Prejudice*, workshop presented at the Maryland Perinatal Association Annual Meeting.
- Peak, G.L. 1992. *Cutting to the Core: Examining and Healing Racial Prejudice as a Route to Increasing Multi-Cultural Awareness and Appreciation*, workshop presented at the National Peer Helpers Association sixth annual national conference.