

PAIDAMOYO (PAIDA) CHIKATE

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Curriculum Vitae

PROFESSIONAL SUMMARY

Professional and academic with practical experience in qualitative and quantitative research in academia, non profit, public and private organizations. Highly adept at program coordination, research and evaluation. Strong cross cultural communication skills.

SKILLS PROFILE

- Communication: Strong verbal and written communication skills including writing and editing of policy briefs, legal memorandum, reports and white papers. Fluent in five languages: Shona, Ndebele, Xhosa, Zulu and English. Beginning language learner: Chinese and French.
- Technical Skills: Proficient in MS Word, Blackbaud, PowerPoint, Excel, Google App Suite.

EDUCATION

University of Minnesota, Minneapolis, MN

Current

PhD, Evaluation Studies and Data Analytics

Mankato State University, Mankato, MN

May 2020

Master of Gender and Sexuality Studies, GPA 3.93

Focus: Transnational Feminism and Race Studies

Humphrey School of Public Affairs, University of Minnesota, Minneapolis, MN

May 2016

Master of Public Policy

Focus: Non Profit Management

Certifications- Non Profit Management

Honors: 2016 Mestenhauser Student Award for Campus Internationalization

College of Saint Benedict/Saint John's University, St. Joseph, MN

May 2013

Bachelor of Arts

Majors: Gender and Sexuality Studies and English Literature

Honors: International Scholarship, Honors Thesis Scholarship for Research in Humanities

PROFESSIONAL EXPERIENCE

Graduate Intern

January 2020- present

University of MN, Internationalizing Campus and Curriculum, GPS Alliance, Minneapolis, MN

- Created summer programming for international and domestic students living on campus. Programming focused on intentionally connecting students from different cultural backgrounds to learn about one another.
- Worked with the ICC team to host the *Intercultural Facilitation Workshop* in June bringing faculty from across the country together via zoom and conducted the evaluation for the workshop.

Americans with Disabilities Intern

May 2019-August 2019

Minneapolis Metropolitan Council, Minneapolis, MN

- Worked with the Americans with Disability administrator as the first ADA intern in evaluating accessibility of Met Council facilities on accessibility to BIPOC populations.
- Conducted qualitative and qualitative research and reviews of Met Council department policies for accessibility and sound universal design for BIPOC living with disabilities.

- Directly contributed to the re-writing of non-inclusive policies at the Metropolitan Council.

Lead Junior Consultant

August 2017-August 2018

United Nations and Economic Matter Private Limited, Zimbabwe

- Lead research and evaluation junior consultant on a UN water program facilitating the building of 10 community designed wells in Chirundu.
- Worked closely with bureaucratic state institutions to overcome the red tape and facilitate community centered conversations and smooth outcomes in this community project.

Presidential Fellow

September 2016- August 2017

Open Society Foundations, New York, NY

- Created and executed an independent research project on refugees in areas of current and former armed conflict affected by GBV and lack of access to mental health services. Focusing on the Syrian female refugees in Turkey and Germany.
- Provided strategic grantmaking thematic analysis for the President of OSF for over 21 portfolios of the organization's grantee partners. Deeply involved in the performance and strategy mechanisms of one of the largest foundations in the world.
- Managed a Fiscal Governance Program project exploring how to practically fund non-traditional (grantee partners whose work is important and often needs quick funding based on events on the ground). This included constituencies in areas of female small scale farming and LGBTQ+ activists in Ghana, Nigeria and other countries in the global south.

Strategic Development Consultant, Relief International

May 2015- May 2016

Humphrey School of Public Affairs, University of Minnesota, Minneapolis-St. Paul, MN

- Used evidence based research to consultant for Relief International and significantly improve program planning and implementation within the organization.
- Worked closely with the development team on attaining government grants from USAID.

Program and Development Associate

September 2014-September 2015

Women's Foundation of Minnesota, Minneapolis, MN

- Solicited more than \$100 000 in funds for the Foundation's biggest fundraiser "The Stir."
- Collaborated with state and civil society actors in the lobbying and passing of the "No wrong door" legislation which protects trafficked women in Minnesota.
- Formulated and conducted longitudinal research and surveys for Foundation programs. Provided an assessment report for the board and Foundation staff recommending specific ways to improve programming and development at WFM.

International Higher Education Program Assistant

May 2012-August 2014

OKC- Youth Center, Banja Luka- Bosnia/Herzegovina

- Planned, implemented and recruited young first generation women and men aged 18-25 to encourage them to explore careers in vocational or academic fields in greater Europe and the United States.
- Created a policy agenda and presented research findings on women and genocide and the effects on education to the Ministry of Education in Bosnia.
- Worked with colleagues on an effective lobbying and strategic platform to advocate for students from low income households in Banja Luka to receive higher education.

Volunteer experience

- College of Saint Benedict Alumni Association Board, Minneapolis/ New York Chapters
- OneVillage Partners Young Professionals Advisory Board, Minneapolis/Sierra Leone

- Mafoga Children's Home, Mozambique
- SOS Children's Home, Zimbabwe