



## Convening Facilitators



**Tina Gridiron**  
Senior Advisor, The Giving Practice  
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As a member of TGP, Tina Gridiron possesses over 25 years of experience in education and philanthropy. As a former director at Lumina Foundation she brings a passion and commitment to public service, strategic leadership and collaboration. Over the years she has managed several DEI philanthropic efforts to improve outcomes for African American males, Latino students and to support the effectiveness of minority-serving institutions. She believes in the value of data informed action and is committed to increasing the impact and influence of foundations, colleges and universities, as well as other national and community organizations.

Described as a results-oriented strategic thought leader, Tina is a respected philanthropic partner with demonstrated success addressing issues of diversity and inclusion, broad community engagement, and closing gaps in student preparation, access, progression, and completion in postsecondary education. She also has many years of work as a strong advocate for effective philanthropic practice as the current board chair for the Indiana Philanthropy Alliance and a former board vice chair of the Grantmakers for Education.

As a devoted global learner Tina has traveled to more than 13 countries over the years and spent time learning about the life experiences, challenges and opportunities of disconnected people all over the world. She is a proud mother of three and currently resides in Indianapolis, Indiana. She holds a Bachelor of Arts in Political Science from the University of California, Berkeley. Her Master of Arts in Higher Education Administration and Master of Arts in Sociology are from Stanford University.



**Sindhu Knotz**  
Managing Partner, The Giving Practice  
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Sindhu brings over 16 years of experience leading facilitation, strategy, planning and assessment projects for public and philanthropic leaders and organizations. Sindhu also co-leads strategy and business planning for The Giving Practice. She has launched special initiatives including the first

class of Momentum Fellows and peer cohorts of CEOs and trustees advancing diversity, equity and inclusion. Sindhu is passionate about promoting more effective, collaborative and community-centered philanthropy through her consulting. Prior to joining The Giving Practice, Sindhu held roles at the Center for Effective Philanthropy, and in the strategy and operations division of Deloitte Consulting LLC. Sindhu began her career in fund development and advocacy, through work with the Community Housing Partnership in San Francisco. Sindhu holds an MPA from Columbia University and a B.A. from UC Berkeley. She is a graduate of Leadership Tomorrow and a former board member of 501 Commons. Sindhu loves spending time with her two preschool-age children and enjoying the beauty of the Pacific Northwest, where she lives with her family.



**Audrey Haberman**  
**Managing Director, The Giving Practice**  
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Audrey has been the managing director of The Giving Practice team since 2011. She has worked with dozens of foundations, helping them develop strategies, improve their governance and lead productive collaborations. She is passionate about people, places and communities. Some of Audrey's recent or current clients are the Yakima Valley Community Foundation, Southern California Grantmakers, The Norman Raab Family Foundation and the newly launched Group Health Community Foundation. She also designs and supports learning cohorts in partnership with the Bill & Melinda Gates Foundation.

Audrey began her career in the field of sexual assault prevention before joining the staff of the Women's Funding Alliance in 1995, then Pride Foundation in 1998. As a former foundation executive, Audrey considers the six years she served on Philanthropy Northwest's board invaluable. She is a graduate of the University of Michigan, loves to hike, ski and sing loudly while alone in the car.