Debra Joy Pérez, Chief of Evaluation and Learning at the Gordon and Betty Moore Foundation

Brief Summary

Debra Joy Perez, PhD has extensive experience in developing and leading high-quality research, evaluation and monitoring practices in philanthropy. She has been a leader in advancing evidence-based practices in evaluation and building new fields of research in health, healthcare and evaluation. Debra is an expert in designing integrated practices and processes to support evaluation, research and learning across discrete program areas in philanthropy.

Debra Joy Pérez, Ph.D., is chief evaluation and learning officer at the Gordon and Betty Moore Foundation. As Chief, she works closely with the grantmaking teams to advance the organization's work in science, environmental conservation, patient care, and in the Bay Area. As chief evaluation, learning and monitoring officer, Pérez oversees a team of evaluation and monitoring officers including those embedded within the foundation's four grantmaking programs. Debra has extensive experience in leading research, evaluation and monitoring practices in philanthropy. She has been a leader in advancing evidence-based practices in evaluation and building new fields of research. Debra is an expert in designing integrated processes to support evaluation, research and learning across discrete program areas. At Moore, Dr. Perez develops and operationalizes a strengthened approach to measurement, evaluation and learning for the foundation, and design the structures and processes to support this work throughout the organization, including the integration of measurement and evaluation processes with program design, adaptive management and continuous learning. She is responsible for overseeing the management of independent external evaluations of the foundation's programmatic work, from scoping and design of the evaluation through dissemination of evaluation results. She is an advocate for transparency in philanthropy by sharing evaluation results with the public and key stakeholders, and facilitating dialogue on the foundation's evaluation philosophy and efforts, both internally and externally. She is also responsible for developing and operationalizing a strong organization-wide approach to learning, including improving and streamlining internal learning practices, introducing tools to foster cross-team learning, facilitating and sharing of current, better, best practices across our programs, and managing the dissemination of key learnings to the public and the fields in which Moore works.

Prior to joining Moore, Dr. Pérez was Vice President of Research, Evaluation and Learning at the Annie E. Casey Foundation (AECF). At AECF, Dr. Pérez was a member of the senior leadership team where she implemented new approaches for program performance measurement and management that align with program strategy and funding priorities. As the Vice President, Debra provided leadership and direction for the Unit's signature efforts in promoting diversity in the evaluation field. The "*Expanding the Bench*" initiative supports evaluators and

researchers of color to acquire skills in equitable evaluation practices. The Leaders in Equitable Evaluation and Diversity program was launched in the fall of 2015 and includes partnerships with major national evaluation firms, multiple funders and Universities. Prior to joining AECF, Dr. Perez was the assistant vice president for research and evaluation at the Robert Wood Johnson Foundation, where she focused improving the quality of healthcare, reducing disparities and building the field of Public Health Services and Systems Research. She has connect multiple diverse networks to both AECF's and RWJF's work. She earned a bachelor's in communication from Douglass College; a master's in social science and women's studies from the University of Kent in Canterbury, England; a master of public administration from Baruch College, City University of New York; and a PhD in health policy from Harvard University. Dr. Pérez is a mentor of emerging and mid-career professionals interested in becoming public leaders. She has received multiple awards including the 2010 Latino Trendsetter Award, the 2011 YWCA Women of Industry Award and the 2015 Hispanics Inspiring Student Achievement (HISPA) Leadership in Mentoring award. In 2015, she has also received an Honorary Doctorate from Thomas Jefferson University in Philadelphia, PA. She is a 2016 Hispanics in Philanthropy HIPGiver and was featured in Latina Style Magazine as one of the Latina leaders in philanthropy.