

Susanne Salkind is the Vice President of Human Resources and Leadership Development at the Human Rights Campaign, the nation's largest lesbian, gay, bisexual, transgender and queer (LGBTQ) civil rights organization. She takes a comprehensive approach to overseeing all personnel matters seeking to build a vibrant, engaged and diverse workforce while developing the individual strengths of staff toward the long-term strategic goals of the organization. In addition to overseeing human resources matters including legal and regulatory compliance and union relations, she is also heads the organization's Leadership Development and training programs and partners with organizational leadership on, Diversity, Equity and Inclusion, Organizational Development and Security matters.

Before assuming her current role, she was the managing director, where she oversaw the day-to-day administrative operations, including finance, human resources, information technology, general counsel, board and executive operations and HRC's stores and action centers.

Prior to serving as managing director, Salkind was the deputy campaign director for HRC's 2004 campaign to defeat the Federal Marriage Amendment. In this role she developed communications and lobbying strategy for the legislative campaign including television, newspaper and online advertising; coalition management; and organizing grassroots lobby efforts.

Before joining the Human Rights Campaign, Salkind was an associate at the law office of Arnold & Porter LLP where she specialized in legislative and election law. Salkind originally came to HRC in July of 1994 as the deputy political director. She was responsible for designing and implementing electoral programs for the HRC political action committee including analyzing candidates, recommending contributions and advising campaigns for the \$1.1 million campaign fund. Salkind also directed voter registration and campaign involvement programs for more than 250,000 members and managed HRC's Youth College campaign training program.

Salkind has also been a regional field manager for the National Abortion Rights Action League, where she served as the primary liaison between the national pro-choice political organization and its state affiliates. She has worked on or volunteered for numerous federal and state political campaigns and worked in the Maine state Legislature for two years.

In 2002, Salkind received her juris doctorate from the University of Pennsylvania Law School, graduating cum laude. In 1990, she graduated cum laude from Bates College with a bachelor's degree in biology. In her free time she enjoys sailing, cooking and spending time with her daughter Abigail (14) and son Jacob (8).