

# LINDSAY H. KNIGHT

Executive Vice President of Social Impact

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## Experience

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Blue Star Families San Francisco, CA  
Executive Vice President of Social Impact 2022 - Present

National Non-Profit & Advocacy

- Leader of 22 person Programs, Applied Research, and Policy teams—tasked with creating a unified social impact function and budgetary oversight of \$4.1M. Breadth of portfolio includes: Workforce Development, Outdoors, Museums, Inclusion and Racial Equity, Suicide Prevention, Early Childhood Education, Caregiver Support, and zero entry community engagement.
- Responsible for transforming the research agenda and methodological toolkit of the organization to focus on longitudinal impact tracking and increasing measurements and indicators of belonging, trust, and empathy in our 250K+ member community.
- Social Impact area expert and advisor across the senior and executive leadership team of BSF, and partner in strategic, organizational, and digital transformation efforts.

Specialized Bicycle Components Morgan Hill, CA  
Leader of Community Engagement & Strategic Initiatives 2020 - 2022

Consumer Goods - Outdoor Industry

- Member of Global Senior Leadership team and driver of cross-functional strategy to develop and embed equity, inclusion, and social impact practices across Specialized (2,000+ employees, 20 countries). Targeted focus areas were organizational design; community outreach; cross-industry partnerships; pilot program design implementation, evaluation, and scalability; marketing and representation; inclusive design methodologies; and retention-driven culture change.
- Designed and led rollout of a global Equity Strategy—including forming and leading a 19 member senior leadership Equity Council—getting grassroots and grass tops buy-in across the USA, Oceania, LATAM, Europe, and Asia markets.
- Authored comprehensive report on systemic challenges driving organization-wide attrition of women—coupled with an action plan to proactively solve for these challenges. Result was a global reassessment and reconfiguration of brand values and structure.
- Designed and implemented a replicable and scalable pilot on BIPOC recruitment in USA Retail locations using informal social network theory—result was an 80% increase in under-represented hires.
- Resident equity advisor to 14+ global teams (incl. Sustainability, Marketing, Product Development, Tech/Digital, Creative Design, Engineering).
- External representative of Specialized with equity-associated partner organizations (CAMBER, People for Bikes, The Cyclists' Alliance) across the outdoor industry to effect systems-wide change. As part of this work: Started and led a cross-industry initiative, in partnership with four competitor (\$1B+) brands, to diversify talent pipelines for female candidates across the cycling and outdoor industry.
- Strategy partner to the Executive Director of Outride, a Specialized-associated 501(c)3. Overhauled the grant application system to refocus philanthropic efforts on marginalized and under-represented communities; created more equitable channels of funding access for BIPOC, female, and rural partners; and designed a new longitudinal engagement model to cultivate inclusive youth cycling ecosystems across the US—drawing on a 130+ organization and 260 school network.

Chicago Ideas Chicago, IL  
Senior Director of Community Engagement 2018 - 2020

Regional Non-Profit & Advocacy

- Built community engagement initiative from ground up and mobilized 190+ partner organizations: Grew network by 89% in 2019, grew youth partners by 30%+ in 2018 (4,500+ South and West Side youth reached).
- Increased the socioeconomic diversity (MHI of <\$52k/year) of the Chicago Ideas audience from 6% in 2018 to 27% in 2019 (reach was 30,000+ individuals, across 160+ events and convenings annually).
- Designed, conducted, and authored [original research and resources on digital rights, algorithms and bias, and civic empowerment](#). Developed and launched a national, youth-led, tech and ethics campaign in partnership with ATTN: Media based off this work.
- Awarded a grant by the Global Shapers Hub (World Economic Forum) to develop a convening model and predictive toolkit for engagement.

Noble Network of Charter Schools Chicago, IL  
Advisor & Social Science Instructor 2016 - 2018

K-12 Education

- Built and implemented a school-wide social science curriculum with content focus on race, politics, civic engagement and social change.
- Founding member of the Union of Noble Educators (UNE) Organizing Committee. Results of this group's advocacy resulted in the network-wide (14k+ students) rollback of punitive disciplinary practices aimed at students of color. (Policy implications were featured in [NPR in 2021](#).)
- Featured in Cycling Tips (Dec 2016) for youth empowerment and advocacy work.

## Experience

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The University of Chicago Chicago, IL  
Project & Development Manager – Center for Data Science and Public Policy 2015 - 2016

Higher Education

- Wrote and submitted \$5.3M+ (awarded appx. \$800k) in grant funding.
- Scoped 50% of the 2016 Data Science for Social Good (DSSG) program projects—negotiated data acquisition and research parameters with municipal, regional, and international partners in civic engagement, workforce development, and social service sectors. (Partners included: Presidencia de la Republica and SEDESOL (MEX) and the US Department of Labor)

The University of Chicago Chicago, IL  
Preceptor and Lecturer – Division of Social Sciences 2008 - 2015

Higher Education

- Taught 12 courses to undergraduate and graduate students; independently accountable to 50+ students and 20 faculty members at any given time.
- Advised 40+ mixed-methods social science MA and 20 undergraduate theses (case selection, IV/DV, process tracing, large vs. small *n* restrictions across Historical Narrative, Cultural Ethnographic, Positivist, Comparative, and Experimental perspectives).
- +95% completion and graduation rate for my cohorts.

Experimental Station Chicago, IL  
Assistant Director (Interim); Program & New Initiatives Coordinator 2011 - 2015

Grassroots Non-Profit

*(Roles here were concurrent with research/teaching positions at UChicago)*

- Led programmatic strategy at Blackstone Bicycle Works, a youth program of Experimental Station—a 501(c)3 committed to building independent cultural infrastructure on the South Side of Chicago. Programmatic portfolio included: paid externships, K-12 after school tutoring and college prep, a bike racing team, and food access initiatives with the 61st Farmers Market and DCFS Summer Foods program.
- Designed and implemented learning systems and longitudinal progress tracking among 400+ youth; developed and implemented program-wide impact metrics over the course of 4+ years.
- Worked with the Board, Leadership Team, and Executive Director on individual and corporate donor strategy—including independent and targeted outreach within the cycling and sports industries. Responsible for grant and foundation research, LOI, and grant writing.
- Work and impact was featured in *Bicycling Magazine* (Feb 2015).

## Education

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The University of Chicago 2009 - 2015  
PhD in Political Science

- **Dissertation:** [Hannah Arendt on Rome: The Intersection of Thinking and Acting in the Public Realm](#). My doctoral work was an investigation of theories of action and fellowship: *What it is that we owe one another as fellows in shared public spaces—and what shape should the institutions we create take to support those principles?*
- **Field Exam Areas:** Political Theory, Comparative Politics, Research Methodologies
- **Course Work:** Authoritarianism, social movements, revolutions (historical and contemporary), theories of endogenous and exogenous institutional change, democratic theory (ancient, modern, contemporary), the Liberal Tradition and its critics, republicanism, theories of the modern state and critiques of representative government

The University of Chicago 2007 - 2009  
AM in Political Science

The University of Chicago 2002 - 2006  
AB - Honors in Political Science

## Awards

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💎 Marguerite Casey Foundation  
Fellow (2019)

💎 United Nations Assoc - Chicago  
2019 SDG Awardee for “Innovation,  
Industry, and Infrastructure”

💎 Mellon Fellowship at UChicago  
(2012-13)

## Bike Life

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🚲 10 years racing Elite/UCI-level CX  
(Cat 2), gravel, and mountain bikes  
(Cat 1)

🚲 SRAM Field Test Rider (2015-2021)

🚲 Rapha Women’s Ambassador  
(2014-2017)

## Volunteerism & Board Membership

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The Institute of Politics at The University of Chicago Mentor, Women in Public Service Program	2015 - Present
SXSWedu Advisory Board Member	2016 - Present
Future Founders Community Council Advisory Board Member	2020 - Present
People for Bikes Equity, Diversity, Inclusion Committee Co-Leader and Member	2020 - 2022

## Selected Publications

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People for Bikes 'A Beginners Guide to Understanding and Breaking Down Interpersonal and Institutional Systems of Inequality'	2021
Chicago Ideas White Paper Series on Youth, Tech, and Ethics: 'Digital Accountability: Resources', 'Digital Ethics and Practices', 'Digital Rights and Responsibilities: Report and Resources'	2018 - 2020
Cyclocross Magazine '#TimesUp and Equality in Racing'	2018
Cycling Tips 'Movers and Shakers: Chicago's Dr. Lindsay Knight'	2016
Eephus: A Magazine of the Los Angeles Review of Books 'Why I Ride' Journal Editors' selection as one of their best articles of 2016.	2016
Bicycling Magazine 'The Fixer'	2015

Links to the [selected works above](#) and [additional articles, interviews and white papers](#) are available at [www.dkphd.com](http://www.dkphd.com).