

## **Robin Vann Ricca**

**Professional Affiliation:** Chief People & Equity Officer at the Institute for Nonprofit Practice

### **Background and Community Activities:**

Robin Vann Ricca is the Chief People & Equity Officer at the Institute for Nonprofit Practice (INP). Robin designs and implements initiatives to ensure that INP's organizational culture drives impact through the lens of diversity, equity, inclusion, and belonging (DEIB). She leads the comprehensive strategy of all critical work shaping the organization's policies and practices to ensure that INP continues to strengthen both employees' experience and organizational results. Robin has served as a faculty member of INP's Core Certificate Program in Boston since 2017.

Prior to joining INP, Robin was the Vice President of Organizational Development & Human Resources at Road Scholar, where she was responsible for developing people strategies to support business goals and drive results for all organizational effectiveness efforts. Additionally, Robin has held various leadership positions in the fitness, health care, and human services fields.

A seasoned organizational development practitioner who has spent her entire career in the nonprofit sector, Robin has broad and deep experience establishing OD practices, spearheading change, executing DEIB and cultural competence strategies, and advancing performance improvement initiatives.

Robin's board service includes the Northern Virginia Fine Arts Association, VinFen, The Boston Harbor Association (now Boston Harbor Now - Chair Long Range Planning and Strategy Committee), YW Boston (Vice Chair), and the Trustee Board of the historic Myrtle Baptist Church in West Newton.

Robin received her J.D. from Boston University School of Law, an MPH from Tulane University School of Public Health and Tropical Medicine, and a BS from George Washington University.