GRAMEEN FOUNDATION
Breakthroughs to end poverty and hunger

BOBBI L. GRAY

bgray@grameenfoundation.org

Bobbi Gray, Research Director, has over fifteen years of experience collaborating and coordinating research, evaluation and monitoring activities with in-country research teams, academic researchers, and partner organizations, which includes over 100 microfinance institutions and non-governmental organizations across Latin America, Southeast Asia, and Africa, to determine solutions for measuring and assessing the social performance and impacts of integrated financial and non-financial services for adults and youth across a variety of client outcome dimensions.

Much of Ms. Gray's recent research has focused on researching and evaluating integrated programs combining health and nutrition with microfinance and agriculture programs as well as cross-sectoral programs that bring together the health and microfinance sectors for achieving improvements in maternal and child health. Additionally, she represents Grameen Foundation on the Smart Campaign technical committee on standards development and as a member of the Outcomes Working Group of the Social Performance Task Force.

EDUCATION

HUMAN-CENTERED DESIGN: ACUMEN+ MAR 2019

Led a team of Grameen staff in an online course on human-centered design. Experiences gained through training were leveraged for a Grameen program regarding intersection between women's economic empowerment and child labor.

TRAINING ON GENDER AND POWER DYNAMICS: THE COLLECTIVE, LLC. OCT 2018

Participated in two, one-day intensive trainings on gender, power dynamics, unpacking privilege, gender norms, and dialogue across differences.

OPEN DATA MANAGEMENT IN AGRICULTURE, NUTRITION, AND LAND: GODAN ACTION OCT 2018

Participated in online course in open data management for organizations interested in leveraging their data assets for the common good.

TRAINING ON SOCIAL PERFORMANCE INDICATORS 4 (SPI4) TOOL, SMART ASSESSMENTS, AND MICROFINANCE TRANSPARENCY MAY 2014

Participated with other Microfinance CEO's Working Group members in a collaborative training which included orientations on the SPI4 Tool by Cerise, client protection by the SMART Campaign and pricing transparency by Microfinance Transparency; goal of trainings was to encourage and support Freedom from Hunger's partners' pursuit of various social performance ratings and certifications.

EVALUATING SOCIAL PROGRAMS: EXECUTIVE TRAINING AT POVERTY ACTION LAB

Trained on design and implementation of randomized control trial evaluations MAY 2006

MICROSAVE-AFRICA, NAIROBI, KENYA JULY 2004

Trained in MicroSave's Market Research for Microfinance Toolkit.

MONTEREY INSTITUTE OF INTERNATIONAL STUDIES 2004

MPA in International Management. Concentration in International Development.

DEVELOPMENT PROJECT MANAGEMENT INSTITUTE 2004

Certificate in Development Project Management.
Concentrated on facilitations, partnerships, program monitoring and evaluation.

TEXAS TECH UNIVERSITY 1998

B.A. in Spanish/French. Magna Cum Laude
Université de Caen, France (1995-1995)
Centro Bilingue, Cuernavaca, México (1998)

PROFESSIONAL EXPERIENCE

RESEARCH DIRECTOR, GRAMEEN FOUNDATION 2016- PRESENT

Oversee global research and evaluation efforts for Grameen Foundation's programs, which includes supporting local evaluation team members, consultants, and other researchers. Support program teams in developing human-centered design research and applying the results to product development. Led the development of "health diaries" research assessing how low-income households seek medical treatment and financially covered their costs and related publications.Has spear-headed the development of a Do No Harm framework and social performance management standards that have a stronger emphasis on social norms and gender-based violence for use by financial service providers. Actively communicate research findings through social media channels, journal publications, and speaking events.

RESEARCH DIRECTOR, FREEDOM FROM HUNGER 2015- NOV 2016

INTEGRATION WITH GRAMEEN FOUNDATION

Led research and evaluation efforts for Freedom from Hunger, which included developing research methods, indicators and processes for collecting client outcome data for impact monitoring and leading impact evaluation efforts for Freedom from Hunger and its partners. Actively developed a knowledge-base for understanding the impacts of financial and non-financial services and disseminated this information among Freedom from Hunger's network as well as among peer organizations.

Research and Evaluation Specialist 2004 - 2015

Led research and evaluation efforts for assessing and measuring the social performance and impacts of integrated financial and non-financial services, including feedback of this information to stakeholders for decision-making. Implemented both quantitative and qualitative methodologies, including sampling and analysis methodologies such as Lot Quality Assurance Sampling (LQAS), human-centered design methodologies, financial diaries, qualitative "impact stories," and Randomized Control Trial evaluations. Managed relationships with local and international research-oriented institutions.

MEMBER, FINEQUITY SOCIAL NORMS WORKING GROUP 2018-PRESENT

Actively represents Grameen Foundation to support the World Bank/Consultative Group to Assist the Poor working group on women's economic empowerment within the financial inclusion sector.

COMMITTEE MEMBER, STANDARDS COMMITTEE, SMART CAMPAIGN 2017-PRESENT

Represent Grameen Foundation to support the Smart Campaign's development of new and revision of existing client protection standards for financial service providers.

MEMBER, CLIENT OUTCOMES WORKING GROUP, SOCIAL PERFORMANCE TASK FORCE (SPTF) 2014 - PRESENT

Represent Grameen Foundation and its experiences with evaluation and monitoring efforts in the SPTF Client Outcomes Working Group; goal is to develop theories of change and menus of successful indicators for measuring and monitoring the impact of financial and non-financial services for the microfinance sector. Currently leading a client outcomes pilot in Peru to document processes and experiences collecting client outcomes data.

COMMITTEE MEMBER, SOCIAL PERFORMANCE MANAGEMENT SUB-COMMITTEE OF THE PARTNERSHIP FOR RESPONSIBLE FINANCIAL INCLUSION 2013 - 2019

Represent Grameen Foundation and its partners on a sub-committee in order to further an agenda of client protection, social performance, and transparency in the microfinance sector. Works with other committee members to develop a collaborative learning research agenda.

TECHNICAL COMMITTEE MEMBER, TRUELIFT 2011 – 2019

Provided technical input into design of an assessment tool and process that determines whether a financial institution has evidence of reaching, serving, and improving the lives of the poor. Participates in review of data submitted by financial institutions and social rating agencies to help determine levels of performance for the Pro-Poor Seal of Excellence.

FACILITATOR, HEALTH AND MARKET DEVELOPMENT (HAMED) WORKING GROUP OF SEEP, WASHINGTON, D.C. 2011 - 2014

Led and facilitated a working group of professionals interested in the cross-sections of microfinance, microenterprise and health programming. Developed opportunities for these professionals to highlight their work and engage in peer-to-peer learning with the purpose of building knowledge and experience of working across the sectors of economic strengthening and health.

TEACHING ASSISTANT, MONTEREY INSTITUTE OF INTERNATIONAL STUDIES, MONTEREY, CALIFORNIA 2003 - 2004

CONTENT EDITOR, RESEARCH AND SERVICE DEVELOPMENT, CLICKTIME.COM, INC., SAN FRANCISCO, CALIFORNIA 2000 - 2002

DIRECTOR OF CONTENT, PARTNERSHIPS, IPROTALK.COM, SAN FRANCISCO, CALIFORNIA 1999 - 2000

ASSISTANT TO VICE PRESIDENT OF OPERATIONS, INTERNATIONAL COMMUNICATIONS, SAN FRANCISCO, CALIFORNIA 1998 - 1999

LANGUAGE

SPANISH - Advanced
FRENCH - Intermediate

SELECTED PUBLICATIONS

GRAY, BOBBI, A. BARDSLEY, A. KUKLEWICZ, C. LOUPEDA. (2019). Developing Next Generation Household Health Financing Instruments: Drawing on Lessons Learned. Grameen Foundation: Washington, DC. https://grameenfoundation.org/resource/developing-next-generation-health-financing-instruments-households-drawing-lessons-learned

GRAY, BOBBI, L. BABCOCK, L. TOBIAS, M. MCCORD, A. HERRERA, C. OSEI, R. CADAVID. (2018). Digital Farmer Profiles: Reimagining Smallholder Agriculture. Digital Development for Feed the Future. USAID. https://www.usaid.gov/sites/default/files/documents/15396/Data_Driven_Agriculture_Farmer_Profile.pdf

GRAY, BOBBI, B. BRUSKY, C. LOUPEDA, M. GASH, V. DE BRIEY. (2018). Protecting Savings Groups Reached Through High-Tech Channels: Guidance from the New Client Protection Principles for a Digital Savings Product. UNCDF. https://www.uncdf.org/article/3298/protecting-savings-groups-reached-through-high-tech-channels

GRAY, BOBBI, D. KARLAN, B. THUYSBAERT. (2016) "Credit with Health Education in Benin: A Cluster Randomized Trial Examining Impacts on Knowledge and Behavior." *Am J Trop Med Hyg*. doi:10.4269/ajtmh.16-0126.

GRAY, BOBBI, H. PAYNE, S. DAVIS, C. HINE, A. DAS, M. KABRA, B. CROOKSTON. (2016) "Factors associated with food insecurity among women and children in rural Rajasthan, India." *Journal of Gender, Agriculture, and Food Security*. http://agrigender.net/views/food-insecurity-among-women-and-children-rural-ajasthan-JGAFS-132016-2.php

GRAY, BOBBI, F. SPIELBERG, B. CROOKSTON, S. CHANANI, J. KIM, S. KLINE. (2013) "Leveraging microfinance to impact HIV and financial behaviors among adolescents and their mothers in West Bengal: a cluster randomized trial." *Int J Adolesc Med Health*. Doi: 10.1515/ijamh-2013-0024.

GRAY, BOBBI, S. LEATHERMAN, K. GEISSLER and M. GASH. (2012) "Health Financing: A New Role for Microfinance Institutions?" *J. Int. Dev*. DOI: 10.1002/jid.2829.

GRAY, BOBBI, N. DE LA CRUZ, B. CROOKSTON, S. ALDER and K. DEARDEN. (2009) "Microfinance against malaria: impact of Freedom from Hunger's malaria education when delivered by rural banks in Ghana." *Trans R Soc Trop Med Hyg*, doi:10.1016/j.trstmh.2009.03.018.