Sophie Strassmann-Peña

Reference letter(s) and work sample(s) available upon request
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I have been told I am a resourceful, innovative, empathetic, self-motivated individual with initiative, looking for a responsible position to gain meaningful experience with individuals who share my values. I am a McGill graduate with a strength in interdisciplinary quantitative analysis applied to health and equity policy. I believe my intersectional insight between race, gender, class, and inherent biology, combined with my quantitative analysis skills, provides me with the tools I would need to contribute meaningfully to the right organization.

PROVEN SKILLS SUMMARY

- **Languages:**   English (native), French (native), Spanish (full working proficiency), Urdu (intermediate), Persian/Farsi (beginner)
- **Quantitative:**   Non-Spatial Analysis in R Studio, quantitative spatial and non-spatial social science in Python, LaTeX, ArcGIS, database management   SSH, QGIS, SQL, Microsoft Suite (Powerpoint, Excel, Word)
- **Soft Skills:**   Project management, definition and execution, relationship building, website maintenance, (inter)-disciplinary/-cultural/-ability collaboration, communication, active listening, and conflict resolution, and policymaking, resourcefulness, personal effectiveness and financial planning, accessibility, mentorship, critical thinking, writing, recovering research funding, confidentiality

EXPERIENCE

- **Founder**   Remote
  Neurodivergent Upgrade   *Current*
  Neurodivergent Upgrade is a nonprofit dedicated to celebrating and empowering individuals who identify as neurodivergent and organizations who seek to leverage the innovation returns to hiring neurodivergent human capital.

  - **Access:** http://nd-upgrade.netlify.app
  - Built and maintained website
  - Researched and developed strategies to support individuals
  - Areas include developing accessible standards for how one could effectively manage their finances, self care, study strategies, develop coherent value systems, and communications

- **Author: Inclusive Teaching Manual**   Remote
  McGill University   *U3 - Current*
  Developed an intersectional accessibility guide for university staff and faculty for addressing and integrating accessibility into the post-pandemic policymaking process in academic and non-academic spheres using an HR-style delivery format.

  - Sourced key vocabulary and perspectives which are prerequisite to integrating accessibility
  - Stakeholders Addressed: Creating accessibility-minded administrative policies, navigate direct communications with undergraduate, graduate students, and faculty with disabilities
  - Produced creative and easily scalable accommodation frameworks and policies for instructors
  - Introduced concrete solutions for navigating communication gaps and fostering positive interactions

- **Investigative Reporter and Journalism Training Consultant (Part-Time)**   Montreal, CA
  McGill International Review (MIR)   *Summer U2 - Fall U3*
  Wrote articles based on my expertise from prior research projects. MIR is McGill's closest and most reputable body akin to an undergraduate training program in journalism. After honing their skills at MIR, many of our staff go on to work for major news outlets.

  - Documented and maintained a work schedule of major tasks for the unit, accessible to all on shared communication platforms
  - Planned, developed, and implemented recommendations and procedural changes
  - Provided resources so students who wanted to teach themselves more advanced analytical techniques and visualization packages could access them at increasing levels of complexity, free of cost (LaTeX, R Studio, and Python)
  - Collaborated with senior staff to effectively expand MIR's procedures and training to foster inclusivity and ethical coverage of communities

- **Application Juror, and Research Mentor (Full-Time)** — Montreal, CA
  Building 21 - McGill University — *U1 - 2023*
  - Developed and executed an original independent research project
  - As part of the approach of B21, collaborated to support colleagues' projects across fields informally
  - Judged applications for future cohorts
  - Mentored undergraduate and graduate researchers across disciplines; consolidate their ideas; referred them to the relevant literature
  - Initiated event planning to create spaces for thoughtfully structured dialogues
  - Marketed, moderated, and established contacts to nonprofit source funding for catering for these events

- **Assistant Researcher ECON 480 & POLI 618 (Full-Time, Part-Time Respectively)** — Montreal, CA
  Language Diversity Labour Research - McGill University — *U2*
  Using US census cross-sectional data, I replicated and expanded upon prior work on the gaps between immigrant wages across otherwise virtually unidentifiably different workers, resulting in an undergraduate thesis.
  - Weekly presentations and collaboration with supervisor
  - Transformed old data from ASCII code to readable files using remote computing with Linux operating systems
  - Integrated indices from linguistics into economic analyses
  - Work with remote supercomputing resources out of my terminal with SSH

- **Assistant Researcher - Market Consultant (Full-Time)** — Cambridge, US
  Housing Research Project - Harvard University & HSNA — *U1*
  I had the opportunity to collaborate with local nonprofit organizations and learn from interdisciplinary researchers at Harvard and MIT to provide meaningful, updated analyses and solutions on pending housing shortages using spatial and cross-sectional data analysis tools.
  - Weekly presentations and collaboration with supervisor
  - Conduct spatial and non-spatial analyses in Excel and QGIS to answer research questions
  - Produce a report with results to add to the discussion on housing policy

- **Research Fellow (Full-Time)** — Montreal, CA
  Building 21 - McGill University — *U0*
  - Developed and executed an original independent research project
  - As part of the approach of B21, collaborated to support colleagues' projects across fields informally

VOLUNTEER EXPERIENCE

- **Mentor** — Montreal, CA
  Building 21 - McGill University — *U2 - Current*
  Supported students across disciplines with their research projects using a holistic approach to mentorship. I have personal experience with one-on-one support while maintaining confidentiality and healthy boundaries. I have experience with mentoring a wide range of students across backgrounds by finding solutions which are accessible to them through active listening and resourceful problem-solving using data-backed information. I have been told that I am effective at distilling problems and orienting individuals towards flexible solutions which meet their unique needs.

- **Listener** — 7 Cups
  Global active listening platform for mental health. — *U1 & U2*
  Supported hundreds of people worldwide with their mental health during the COVID-19 pandemic while maintaining a five-star rating. Our users span various cultures, ages, and income levels. Offered support in various languages, including soft skill training protocols around active listening and conflict de-escalation. Upholding confidentiality became an important part of this work.

- **Library Page** — Brookline, MA
  Brookline High School Library — *High School*
  Supported librarians with tasks such as shelving books, making displays, working with school user profile management platforms, and checking books out, while providing excellent customer service and resource recommendations. Participated in special projects as well, such as magnetizing books or preparing older copies for donation.

- **Metalsmithing/Welding TA (4 Years)** — Brookline, MA
  Brookline Arts Center (BAC) — *High School*
  Ensured students' safe use of hazardous materials, planning and presenting craft technique tutorials, cleaning up and preparing before and after, and coordinating with TAs from other sessions.

EDUCATION

- **McGill University** — Montreal, CA
  Bachelor of Economics; Urdu Language Minor — *December 2022*
  Courses: ECON 319 - Economic Crises, ECON 460/461 - History of Economic Thought (I&II) Honours, ECON 250 (D1&2) - Microeconomics (Honours), POLI 618 - Quantitative Analysis (Graduate Course), ECON 480 - Economic Research Project (R Studio), ECON 399 - Economic Internship

HONOURS AND AWARDS

- The McGill Arts Internship Award (2x) - U1 & U2
- The Tomlinson Engagement Award for Change (TEA-CH) - U1
- The Building 21 BLUE Scholarship Award - U0
- 99th Percentile on English ACT Exam Section - High School

SAMPLE SPECIAL PROJECTS

- **Researcher-Oriented Methodology for GIS**
  Advanced Geospatial Analysis — *GEOG 414 (2022)*
  Developed a methodology to structure, study, and cultivate innovation effectively. Produced a generalizable solution that could apply to both discrete and continuous spatial data in Python using simulation data. Accumulated knowledge of various advanced analytical approaches and techniques in ArcGIS, including SQL and database management approaches.

- **John Stuart Mill on the Merits of Colonization**
  McGill Journal of Economics: Development, International Trade — *MJE 2022*
  A close study of Mill's economic argument in favour of colonization, contrasting to the rest of the discipline, which diverged from it on a moral and economic basis. Elucidates issues of disinformation and bias in how research is disseminated externally to the discipline.

- **Human Capital of Linguistic Diversity**
  Microeconomics — *Working Paper*
  An applied microeconomic analysis of wage differentials across linguistic groups in R Studio. Seeks to understand the value and costs of language diversity.