

NASHLA RIVAS SALAS

Nashla has two decades of experience working in government and non-profits as a researcher, policy analyst and advocate with the ability to build meaningful relationships and lead diverse staff across all levels. She has worked across non-profits, local, state, and federal government agencies to develop policy-relevant research agendas. She has a demonstrated ability to build plans, partnerships, and relationships leading to strategic change. Nashla is committed to racial, gender, and social justice.

She currently works with the New York City Board of Correction as a Senior Research Director where she leads a team of six correctional oversight monitors to conduct comprehensive assessments and audits of the Department of Correction's Grievance System and heat mitigation efforts and develop recommendations to support a process that is coordinated, responsive, and used to improve correctional policy. Prior to that she was the Director of Research and Implementation where she played a critical role in shaping the strategies and direction of the research team's development, including managing, hiring, orientation, and professional development of staff. Nashla also has 13 years' experience as an Equal Employment Officer where she provided policy and practice guidance to ensure that city agencies created and maintained a diverse and inclusive environment including advising on recruitment, hiring, and retentions practices. She led EEO trainings and investigations. Nashla has worked with nonprofits providing seed grant money and technical assistance to pre-start up and start-up small businesses.

Nashla has volunteered with NACOLE since 2019 on the Annual Conference Committee and various subcommittees and most recently she is co-vice chair of the Jail and Prison Working Group. In this capacity, she works with colleagues across the U.S to develop strategies and recommendations for the NACOLE Board's agenda to train and expand civilian oversight. She has served on the Board of New Immigrant Community Empowerment, a local non-profit that dedicated to improving the lives of vulnerable immigrant workers. She also served as the Board Secretary for the NYC Neighborhood Advisory Board, which is comprised of local residents who help identify community needs and priorities for funding.

Nashla received her Master's in Public Administration from New York University's Robert F. Wagner School of Public Service and her B.A. in Urban Studies from Queens College.