

Education

B.A. Geography with concentrations in Geographic Information Systems and Sustainability, University of Texas at Austin

Years in Industry: 8

Areas of Expertise

Housing Policy

Planning

Data Analytics

Sam Tedford, Project Manager

Sam has served as a Principal Planner in Inclusive Planning at the City of Austin's Housing and Planning Department focused on housing policy, planning, and research working to make a positive, equitable impact. They are a versatile communicator and educator who can relate complex planning concepts, historical context, and data-informed trends to a broad audience. Their skills in data analytics serve to weave together demographic and development-related data with lived experiences and historical context to demonstrate disparate impacts and center racial equity. They have a talent as an effective connector between city government and community members, between planning and housing, as well as between data and storytelling.

REPRESENTATIVE PROJECTS

Sam has served as Project Manager on the following projects, unless otherwise noted:

PRE-ECO EXPERIENCE

- **City of Austin Housing and Planning Department Principal Planner, Inclusive Planning Division (2022).** Supported the development and implementation of City of Austin plans and policies related to household affordability and racial equity. Conducted and collaborates on housing development research, data analysis, modeling, and reporting including a Racial Equity Anti Displacement mapping tool. Supported the development and evaluation of housing policy through interpretation and response to Council resolutions, the development of Affordability Impact Statements, and the evaluation of affordable housing incentive programs. Supported the City of Austin's anti-racism, diversity, equity, and inclusion initiatives through training development, research, facilitation, educational events, and planning efforts. Supervised two full-time employees and provides meaningful employee development and growth opportunities.
- **City of Austin Neighborhood Housing and Community Development Department special assignment - Policy and Planning Division (2020).** Assisted with the development of a revised Land Development Code and Affordable Housing Bonus Program for the City of Austin in a high-profile and fast-paced environment. Performed research, data analysis, and modeling to respond to community, boards and commissions, and City Council

questions and concerns communicated complex planning concepts and technical code language to people of various backgrounds and levels of familiarity with land development through written and oral communication. Responded to community feedback and answers questions from members of the public in one-on-one meetings as well as large-scale community meetings. Drafted code language and reviews elements of the draft code for clarity, consistency, accuracy, and legal requirements. Coordinated and managed consultant contracts including regular check-ins and iterative feedback processes.

- **City of Austin Planning and Zoning Department (2019) multiple positions - Long Range Planning Division.** Monitored and evaluated the implementation of the city's long range comprehensive plan including analysis of quantitative performance indicators as well as qualitative assessment of program implementation while aligning with mid-range citywide strategic planning outcomes and performance metrics communicated plan goals and implementation progress with stakeholders by producing educational presentations, annual reports, and data visualizations for a variety of platforms including static maps and web-based applications to inform decision making and improve program efficiencies, alignment, and communication. Performed research, data analysis, and modeling for the City of Austin demographics program to respond to the needs of internal and external stakeholders. Managed the construction and procurement processes and served as the tenant and community touchpoint for the Box Bazaar project working with multiple internal city departments, external contractors, future tenants, and community members. Supervised interns providing adequate background information and clear instructions to sustain a consistent workload while incorporating meaningful on-the-job learning experiences and professional development opportunities
- **Children's Optimal Health, Austin, Texas (2016) Geographic Information Systems Intern.** Designed research project demonstrating the suburbanization of poverty in the Austin area over the past 10 years. Collected, standardized, and analyzed datasets of economically disadvantaged students in 27 local school districts and over 300 individual campuses. Produced maps, graphics, articles, presentations, and a technical report conveying my findings.
- **eHealth Africa, Kano, Nigeria (2015) Geographic Information Systems Intern.** Designed research project demonstrating the role of eHealth Africa's GIS and Vaccination Tracking System in the polio program and the mission of global polio eradication. Collected, standardized, and maintained datasets of wild poliovirus cases in Nigeria over a five year period and coverage, quality, and frequency of immunization campaigns since the inception of the Vaccination Tracking System. Produced maps, graphics, presentations, and a technical report conveying my findings.
- **Multicultural Engagement Center, The University of Texas at Austin (2016) Administrative Assistant.** Coordinated and aided in the planning of over 30 events annually for the larger University of Texas community focusing on social justice issues prevalent in our society today. Supported full-time staff by providing transcription and data collection services. Managed the public study space and private offices with over 300 daily students and visitors.