



## Steve Demo

Volunteer Consultant  
**Consultant Since:** 2024

### OneSource

936 Dalton Avenue  
Cincinnati, Oh 45203  
Telephone: 513.554.4944

### Professional History

- American Civil Liberties Union
- International Fund for Animal Welfare
- Compass Group USA

### Education

- M.B.A, Northern Kentucky University
- B.A., Communications and Asian Studies, University of Cincinnati

### Certifications

- Noble Desktop
- ITIL Foundation
- Certified Scrum Master

Steve is a mission-focused, dedicated professional committed to helping people solve more through technology. He is fluent in all things digital, accustomed to challenging demands, unique business problems, and herding cats. Steve has 15 years of technical management and leadership experience.

Steve currently is the Digital Campaigner for the American Civil Liberties Union (ACLU). In that role, he supports affiliate and national advocacy and fundraising efforts by creating responsive emails and forms while adhering to User experience (UX) and accessibility best practices, strict Quality Assurance (QA) protocols, and comprehensive data privacy standards. He also helps manage dynamic production schedules to meet the needs of 53 affiliates and national initiatives, and he assists vendors in resolving issues and testing changes.

Prior to the ACLU, Steve was the lead developer for the International Fund for Animal Welfare (IFAW). He managed web technology projects while providing front/back-end development in HTML, CSS, PHP, and Javascript, as well as data compliance and migration management. He conducted research, gathered requirements and acceptance criteria, and advised global program, marketing, and communication colleagues on new opportunities and implementation options for online campaign initiatives, while conducting extensive A/B testing, using Google Analytics and other ad-hoc reporting tools to provide insights.

### OneSource Experience

As a OneSource volunteer, Steve looks forward to working on business solutions and strategic planning projects.