

KARLA PALOS CASTELLANOS

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SKILLS

Programming languages:	Python, SQL, R, Stata, HTML, CSS, JavaScript
Selected tools:	Jupyter Notebooks, Git, Angular2, Tableau, AWS (S3, RDS, Lambda, Glue, and Redshift)
Licenses and Certificates:	J-PAL U.S. Research Staff Training, Anaplan Level 1 Model Builder
Spoken languages:	Spanish (Native), Italian (Elementary)

EXPERIENCE

Latino Coalition for a Healthy California (LCHC)

California Consortium for Public Health Informatics and Technology Fellow

Berkeley, CA

May 2025 – Present

- Conduct research on SB 1016 and data disaggregation practices at the state and federal level.
- Create visual summaries and process flows to support stakeholder engagement.
- Develop materials and briefings for meetings with CDPH, legislative cosponsors, and partner.
- Support LCHC's broader data equity and policy advocacy portfolio through ad hoc research.

Possibility Lab, UC Berkeley

Graduate Student Researcher

Berkeley, CA

May 2025 – August 2025

- Conduct mixed-methods research on housing production and workforce barriers across California.
- Lead interviews and code qualitative responses from jurisdictions reporting to HCD's Annual Progress Report.
- Review literature on labor shortages, trade unions, and construction workforce policy.
- Draft memos and present findings to internal and external partners, including HCD.

Policy Advocate Clinic (Berkeley, School of Law)

Policy Advocate

Berkeley, CA

January 2025 – August 2025

- Selected for Berkeley Law's Policy Advocacy Clinic to represent the Vera Institute of Justice.
- Analyzed public safety bills introduced in the California Legislature, focusing on bills that would roll back bail reform.
- Conducting literature review and compiling an annotated bibliography on evidence-based alternatives to incarceration.
- Draft position letters on behalf of the Vera Institute for legislators and policy committee hearings.

D-Lab, UC Berkeley

Graduate Student Consultant

Berkeley, CA

August 2024 – Present

- Provide technical consulting support to students and researchers by troubleshooting issues in R, Python, and Stata, while offering methodological guidance for quantitative analysis.
- Serve as a thought partner, helping students and researchers refine analytical approaches, navigate data workflows, interpret results, and enhance research reproducibility.

California Policy Lab (CPL), Berkeley

Graduate Student Researcher

Berkeley, CA

August 2024 – May 2015

- Conduct causal study on California's automatic record relief to assess its impact on other criminal justice outcomes.
- Develop and maintained a dashboard to visualize and analyze criminal justice data.

Research Associate

October 2022 – August 2024

- Estimated the number of Californians likely to benefit from automatic record relief laws, including those eligible for a complete "clean slate" with no remaining criminal record. Projected the proportion expected to maintain a clean slate over the following five years.
- Conducted intent-to-treat (ITT) analysis on 500 randomly selected individuals from a waitlist of approximately 12,600 for the Sonoma County Housing Choice Voucher (HCV) Program. The analysis evaluates the program's impact on income, social services, criminal justice interactions, and health, including substance use treatment.
- Developed and implement strategic initiatives promoting an inclusive and equitable workplace culture as a Diversity, Equity, Inclusion, and Belonging (DEIB) Steering Committee Member.
- Executed privacy-preserving linkages on administrative datasets, allowing researchers to answer cross-domain research questions, and developed documentation on the use of the toolkit for internal and external researchers.
- Delivered presentations on hash-linkages for administrative datasets at two events, a [seminar](#), and a [training](#) session, engaging audiences of over 40 researchers, faculty, and policy analysts from different institutions and disciplines.

Research Assistant

May 2021 – October 2022

- Conducted descriptive statistical analysis on a sample of 2.3 million Californian children enrolled in Supplemental Nutrition Assistance Program (SNAP) or Temporary Assistance for Needy Families (TANF) to measure the impact of the Extended Child Tax Credit (CTC) under the American Rescue Plan Act (ARPA) and explored the characteristics of the likely recipients and likely nonrecipients of the credit.

- Conducted event study and ITT analyses to evaluate the effectiveness of email outreach to over 285,000 newly eligible CalFresh (California's SNAP program) college students on CalFresh applications and enrollment.
- Responsible for ingesting, processing, and managing CPL data used for research from the California Department of Social Services (CDSS). Developed comprehensive internal and external documentation encompassing data dictionaries, user manuals, and technical specifications.

Correlation One

Data Engineering Fellow

April 2023 - July 2023

- Collaborated on constructing an AWS-based data warehouse using Lambda, S3, Glue, and Redshift to analyze the relationship between payments sent to physicians and patient ratings during the COVID-19 period. Utilized data from Vitals.com and the Center for Medicare and Medicaid Services (CMS) for a proof of concept.
- Crafted a detailed project plan, overseeing weekly meetings for task assignments and timeline management.

Cal New Experiences for Research and Diversity in Science (CalNERDS)

Berkeley, CA

Student Director

May 2018 – May 2021

- Crafted and delivered curriculum for introductory Python workshops, and data science STEMinst boot camp, teaching diverse undergraduate and graduate students at UC Berkeley and institutions across the United States.
- Pioneered comprehensive food security initiatives, conducting Cal Fresh informational workshops for UC students, fostering awareness, and delivering essential resources. Played a pivotal role in establishing CUBE, an all-inclusive student-centric pantry providing food, hygiene products, and school supplies.
- Orchestrated impactful weekly professional development lunches, ensuring students' access to warm meals while fostering networking and professional growth opportunities. Introduced speakers to enhance networking and provide valuable professional development experiences.
- Collaborated with the Algorithmic Fairness and Capacity Group (AFOG) and D-LAB to co-create the Fiat Justice Scholars program for UC Berkeley undergraduates. Contributed to the program's vision, designed application forms, and identified necessary resources as part of the CalNERDS team.
- Managed updates to the NERDS website, overseeing student and alumni profiles. Led the compilation of role model blogs on the new STEM Training, Activities, and Resources (STAR) website.

Berkeley, Division of Data Science

Berkeley, CA

Berkeley Unboxing Data Science (BUDS) Lead Instructor and Coordinator

May 2020 - July 2020

- Collaborated in the development of a five-week introductory data science program aimed at increasing minority participation from underserved communities among high school and early college students.
- Instructed a subgroup of students, oversaw the management of a teacher assistant, and adapted and generated necessary content, such as Jupyter notebooks, lectures, quizzes, and discussion boards for the program.

Curriculum Developer and Curriculum Developer Team Lead

June 2018 – December 2019

- Led student teams in developing data science assignments and projects using Python and Jupyter Notebooks for Sociology, Engineering, and Data Science undergraduate courses.
- Delivered content to over 300 students, ensuring the effective integration of data science materials across diverse disciplines.

ServiceNow, Inc.

Santa Clara, CA

Data Science Contractor

September 2019 – December 2019

- Developed a grid/list web container using the Now Platform to visualize KPI metrics in an intuitive UI design.
- Leveraged Angular 2 to design widgets and server-side APIs such as Glide to fetch data sources.

Data Science Intern

May 2019 – August 2019

- Developed an internal metrics central repository to avoid redundancy and improve search time efficiency by 10X.
- Launched the full-stack application for the 15+ analyst internal analytics team, stakeholders, and executives, enabling non-technical audiences to efficiently analyze and interpret data, resulting in informed decision-making.

Data Science Intern

June 2018 – August 2018

- Utilized K-means clustering to analyze upgrade patterns, enhancing ServiceNow's software upgrade rates.
- Conducted exploratory data analysis to explore profiling attributes.
- Developed over 15 hours of R training curriculum for a 15+ analytics team to leverage their data analysis skills.

PROJECTS

University of California, Berkeley Department of Sociology

Data Science Research Assistant and Data Analytics Developer (Professor David Harding)

January 2021 – May 2021

- Evaluated over 1,300 surveys to investigate the impact of criminal records on employment opportunities
- Prepared data for analysis by utilizing data-cleaning techniques and conducting exploratory data analysis.
- Employed clustering, dimensionality reduction, and classification techniques to derive insights from the data.

Goodly Labs

Data Science Research Assistant

January 2021 – May 2021

- Analyzed newspaper articles within the Demo Watch project, discerning patterns in the dynamics of interactions among police, protesters, and city governments.
- Utilized Named Entity Recognition (NER) to identify and classify custom entities, contributing to the project's goal of improving understanding and aiding decision-making for the public, governments, civil society, and researchers.

Mercy Corps

Research Intern

January 2019 – December 2019

- As a founding researcher, co-lead the design of a predictive model. Developed a beta version for early warning systems through statistical analysis.
- Established a data pipeline, facilitating the ingestion of datasets and their availability in a data lake for comprehensive analysis and research purposes.

EDUCATION

Degrees:

MPP | University of California, Berkeley, *Public Policy*, 2026

BA | University of California, Berkeley, *Applied Mathematics*, 2020

BA | University of California, Berkeley, *Political Economy*, 2020

Licenses & Certificates:

J-PAL/IPA: Research Staff Training

CorrelationOne: Data Science for All Data Engineering.

Anaplan Level 1 Model Builder

LinkedIn Learning: HTML Essential Training

Coursera: The Data Scientist's ToolBox

Udemy: The Complete SQL Bootcamp 2021: Go from Zero to Hero

The Complete Python Bootcamp 2021: from Zero to Hero

Awards:

- Association for Public Policy Analysis and Management (APPAM) Equity and Inclusion Fellow, 2024
- NSF California Louis Stokes Alliance for Minority Participation (LSAMP/CAMP) Scholar Symposium Winner, 2021
- Hispanic Scholarship Fund (HSF) Scholar, 2019-2020
- HSF Finance Conference Scholar, 2019
- Benjamin A. Gilman International Scholar, 2019
- National Science Foundation LSAMP Scholar, 2017

PUBLICATIONS, PRESENTATIONS, & MEDIA

[Who Benefits from Automatic Record Relief in California?](#)

- Analyzed individual-level data from the California Department of Justice to estimate the impact of automatic record relief laws, identifying the number of Californians eligible for a complete “clean slate” and projecting the likelihood of maintaining a clean record over five years.

[How the Expanded Child Tax Credit Helped California Families, California Policy Lab](#)

- Utilized California's tax and safety-net enrollment data to analyze the impact of the expanded Child Tax Credit (CTC) under American Rescue Plan Act (ARPA) of 2021 on children enrolled in safety-net programs in California.

[Emailing eligible college students resulted in more than 7,000 students applying for CalFresh benefits, California Policy Lab](#)

- Analyzed the influence of COVID-19-related temporary expansions to college student eligibility on Supplemental Nutrition Assistance Program applications and enrollment, using California's safety net and higher education data.

[Hash- Linkages for Administrative Dataset, BITSS Open Research Seminar Fall 2022, October 17, 2022](#)

- Presented on California Policy Lab's privacy preserving linkage toolkit & how it can be used at seminar.

[Hash- Linkages for Administrative Dataset, BITSS Research Transparency & Reproducibility Training \(RT2\) May 19 2023](#)

- Presented on California Policy Lab's privacy preserving linkage toolkit & how it can be used at training.

[Estudio revela que miles de personas no reclaman el credito tributario en California, Telemundo 52, Julio 21, 2022](#)

- Interviewed with Telemundo 52 on who is at risk of missing the CTC

VOLUNTEER

University of California, Berkeley - Division of Data Science Educational Program

Berkeley, CA

Curriculum Developer

June 2018 – January 2019

- Developed curriculum for non-data science courses like Public Health 142 and Engineering 157AC using R, Python, and Jupyter Notebooks.

- Created lesson plans, assignments, and assessments aligned with objectives and standards.
- Collaborated with experts for accurate content, conducting teacher training and supporting program development.

Census Module Developer for Census Opportunity Project

June 2019 – December 2019

- Developed high school curriculum on census importance, aligning lesson plans and assessments with standards.
- Collaborated with experts for accurate content, conducting teacher training and support.
- Assisted in data science program development, focusing on initiatives related to census data.