

SARAH A. ZOEN

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PROFESSIONAL EXPERIENCE

Oxfam America

2006-Present

Senior Advisor, Private Sector Department

- Expert on gender justice and private sector issues within Oxfam America.
- Creator and manager of the gender thematic indicators for Oxfam's Behind the Brands Scorecard and tracking company progress against their commitments to gender justice (www.behindthebrands.org).
- Gender advisor to companies on their sustainability progress (Nike Foundation, Coca-Cola, SABMiller, Mars, and Mondelēz).
- Grant and project manager for the Community-Based Human Rights Impact Assessment Initiative, funded by a \$325,000 grant.
- Lead on national policy/advocacy strategy design for the Women in Small Enterprise Program in Guatemala.

Regional Advisor, Private Sector Department

- Facilitated in-country stakeholder activities for the Poverty Footprint Impact Study – a collaboration between Oxfam, Coca-Cola and SABMiller that measured supply chain impacts in Zambia and El Salvador. The methodology was adopted by the UN Global Compact.
- Designed and implemented private sector engagement and advocacy trainings for regional office staff in Latin America and Africa.
- Panelist and presenter at the United Nations' Forum on Business and Human Rights, The Kennedy School of Government, World Cocoa Foundation, and the American University of Paris.

Decent Work Project Officer and Senior Program Coordinator, US Regional Office

- Designed and implemented the Decent Work Program Strategy Plan, a program addressing social and economic barriers of low-wage workers in the US.
- Co-designed a multi-stakeholder initiative that would formally become the Equitable Food Initiative – a partnership between farmworker unions, farmworker advocacy organizations, socially responsible investors, and leading food retailers (www.equitablefood.net).
- Managed reporting requirements and progress indicators for the Atlantic Philanthropies' \$2 million grant for Gulf Coast recovery efforts.

Other positions held at Oxfam America:

Interim Latin America Program Associate

Interim Development Officer

Fast Campaign Program Assistant

Kallari Association, Ecuador

2005-2006

Program Coordinator

- Negotiated and established partnerships with Fair Trade NGOs, INGOs, and Rotary International. Established new partnerships in Ecuador, Europe, and US to market fair trade cocoa and crafts.

United States Peace Corps, Côte d'Ivoire

2002

Education for Development Volunteer

- Focused on stakeholder engagement and dialogue to promote girls' primary education.
- Evacuated due to civil unrest after 5 months of service.

EDUCATION

Brandeis University, Heller School of Management and Social Policy • 2006

Master of Arts (M.A.), Sustainable International Development

Boston University, School of Education • 2004

Master of Education (M.Ed.), French Instruction, Grades 5-12

Sorbonne University, France • 2001

Certificate, French Studies level "Supérieur A"

American University of Paris, France • 2000

Bachelor of Arts (B.A.) in Art History, Minor Philosophy

SKILLS AND ACTIVITIES

- Fluent in French and Spanish.
- Served 18-month term as union co-chair and developed the union's institutional knowledge framework.
- Background as French and Spanish secondary educator and tutor.
- Volunteer for Prosperity Candle, an organization providing economic empowerment to women in conflict zones.

IRIT TAMIR

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Arlington, MA 02476
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PROFESSIONAL PROFILE: A seasoned campaigner and international development professional with more than 15 years of experience in non-profit and government settings. Skills include:

- Project Management
- Campaign Strategy and Development
- Private Sector Collaborations
- Strategic Planning
- Grant Making and Program Development
- Media and Communications
- Human Rights Policy Expertise
- Relationship Building and Management

EXPERIENCE

Oxfam America, US Regional Office, Boston, MA

Senior Advocacy and Collaborations Advisor, July 2009–present

- Lead strategy for all campaign work.
- Develop campaign plans and organize lobby days and other events.
- Collaborate on multi-stakeholder initiative to drive better corporate practice.
- Lead all private sector work for US Regional Office.
- Project managed and authored several publications.
- Program development and grant making to partners in labor sector.
- Policy blogger at <http://politicsofpoverty.oxfamamerica.org/author/irit-tamir/>.

Selected Accomplishments:

- Co-author of [State of Fear: Human Rights Abuses in North Carolina's Tobacco Supply Chain](#). The report and campaign lead to engagement with major tobacco companies to resolve issues in their supply chain.
- Increased capacity of FLOC to conduct divestment campaigns on campuses through trainings and support.
- Effectively developed strategic alliances with private sector, faith-based and regional groups for the passage of the RESTORE Act.

Investors Against Genocide, Boston, MA

Director of Government Relations and Outreach, December 2008–July 2009

- Core member of leadership team.
- Strategized and led global campaign against firms to stop investing in companies complicit in genocide.
- Led all government relations and outreach to allies for global campaign.

Selected accomplishments:

- Built broad constituency for the organization.
- Developed strategy for draft legislation.
- Led campaign activities that pressured investment firms.

Jewish Community Relations Council, Boston, MA

Director of Government Affairs, May 2006–September 2008

- Directed all aspects of government affairs work and campaigns.
- Member of senior leadership team that worked with board to accomplish organization's mission.
- Lobbied at state and federal level for an extensive legislative agenda, including budgetary matters.
- Core member of steering and leadership committees for several coalitions.
- Managed all communications, budget, and staffing for the department.

Selected Accomplishments:

- Co-lead the successful passage of the Sudan Divestment Bill in the MA State House.
- Met all legislative goals in 2007-2008, including several federal earmarks.

Office of State Senator Jeff Schoenberg, Evanston, IL.

Legislative Consultant, April 2004–October 2004

- Led effort to pass a stem cell research bill.
- Managed all media and communications, including press conferences and news releases.

Legislative Director, December 2002–July 2003

- Managed all legislative work.
- Directed all public relations and media engagement.

Presidential Commission on Holocaust-Era Assets, Washington, DC

Consultant, June 1999–September 2000

- Developed a database of scholars researching Holocaust assets and content for website.
- Served as liaison for Holocaust survivor community.

Jewish Community Relations Council, Chicago, IL

Senior Program Coordinator, October 1997–May 1999

- Led policy work for all domestic issues, including matters involving religious freedom, hate crimes, and Holocaust assets.

Selected Accomplishment:

- Led the successful passage of the Religious Freedom Restoration Act in Illinois.

DePaul Law School, International Human Rights Institute, Chicago, IL

Research Fellow, October 1997–October 1998

- Led research for promoting the U.S. ratification of the American Convention on Human Rights.

Plymouth County District Attorney's Office, Brockton, MA

Supervising Attorney, Civil Rights Prosecutions, January 1995–June 1996

- Supervised all hate crimes cases.
- Led workshops for local community leaders and high school students on identifying hate crimes.

Assistant District Attorney, Appellate Division, June 1995–June 1996

- Handled all appellate matters including drafting briefs and presenting oral arguments before the Appellate Court.
- Co-counseled Superior Court cases, including a murder prosecution. Trained district court staff.

Assistant District Attorney, District Court October 1993–May 1995

- Argued motions, prepared discovery, and tried more than 50 jury and bench trials.

SELECTED PUBLICATIONS

Human rights impact assessment in practice: Oxfam's application of a community-centered approach, under peer review (co-author), Impact Assessment and Project Appraisal special issue on HRIA (to be published 2012).

State of Fear: Human Rights Abuses in North Carolina's Tobacco Supply Chain, (co-author) Oxfam America, September, 2011.

Weeding Out Abuses: Recommendations for a law-abiding farm labor system, (co-author) Oxfam America, June 2010

Nowhere to Turn: Failure to Protect, Support, Assure Justice for Darfuri Women, (editor) Physicians for Human Rights, May, 2009.

"Wrong on Darfur," (co-author) *Boston Herald*, October 5, 2007.

"After 9/11: War on Terror Meets Law on Terror," *Chicago Daily Law Bulletin*, July 19, 2004.

"Voice of the People: No Profiteering from Nazi Reparations," *Chicago Tribune*, December 23, 1998.

SELECTED PRESENTATIONS

University of Vermont Food Summit, 2012 featured speaker and blogger on labor in the food system.

Sustainability Summit (FMI/GMA), 2011, plenary speaker on NGO and private sector partnerships.

Sustainable Food Lab Conference, 2011 & 2012 key speaker on better labor practices supply chains.

Annual Meeting of the American Shore and Beach Preservation Association, 2012 speaker on coastal restoration as means of climate adaptation.

Building Resiliency Workshop II, 2011, panelist on resiliency of socially vulnerable communities.

EDUCATION & CREDENTIALS

Cornell University Industrial Relations School, Labor Law Course, 2010

University of Miami Law School, LL.M., International Law, 1992, *Ford Foundation Fellow*

Boston College Law School, J.D., *cum laude*, 1991

Michigan State University, B.A., Political Science, Dance certification, 1988

State Board: Admitted to practice in Massachusetts since 1993.

LANGUAGE SKILLS

Fluent in Hebrew; Intermediate level in French

WORLD TRAVEL

1996–1997 Hiked, biked, and explored the American west, S. America, and Southeast Asia.

GABRIELLE WATSON
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**Professional
Experience**

Manager, Campaigns Evaluation (March 2009 - present) Boston, MA
Oxfam America, Campaigns Department. Development of campaign monitoring, evaluation and learning (MEL) systems and plans for US and global campaign teams. Leadership on Oxfam International Campaign MEL development. Development of quarterly progress review process for campaign teams. Commissioning manager for external evaluations, and design and management of internal evaluative reviews. Strategic coaching and capacity building for Oxfam staff. Management of Human Rights Impact Assessment pilot project.

Visiting Professor (Spring 2009) Boston, MA
MIT, Department of Urban Studies and Planning. Developed and taught semester course: "Communities, Companies and Accountability."

Planning and Learning Advisor (April 2006 – March 2009) Boston, MA
Oxfam America, Learning, Evaluation and Accountability Department. Development of strategic planning framework and operational guidance for long-term programs, campaigns, and humanitarian work. Strategic coaching and facilitation for regional- US-based staff. Publication of reports on rights-based programming. Management and documentation of internal and external campaign evaluations.

International Conference Coordinator (2003 – September 2005) Boston, MA
In conjunction with *ESCR-Net & ECA-Watch*, Coordinator for September 2005 international strategy session in Brussels on the human rights obligations of Export Credit Agencies.

Consultancies (2002 – 2005) Boston, MA
Care International Indonesia, Rights Based Approach Curriculum Development. Design of collaborative curriculum development and training of trainers to increase rights-based programming among field staff in CARE's post-tsunami recovery efforts. 2005 – 2006
Oxfam Great Britain, Colombia Program. Design and facilitation of strategic planning workshop to develop new program for protecting human rights in conflict zones. 2005.
Oxfam America. Interim coordinator for Human Rights initiatives at Oxfam. Project manager for joint CARE-Oxfam Rights-Based Approach to Development initiative involving comparative case studies and interactive workshop analysis. Workshop design, facilitation and final report authorship. 2004 – 2005
Ceres. Logistical support for "Institutional Investors Summit on Climate Risk" in New York. 2005
Rainforest Foundation. Workshop design and facilitation for indigenous peoples in Ecuador. 2004
ECA-Watch. Editor for comparative case study report on environmental and human rights impacts of government-backed foreign investments, presented at OECD civil society consultation. 2003
Oxfam America. Workshop facilitation for Hemispheric Convening on Trade Policy for family farmers from the Americas, in Guatemala. 2003
Solutions at Work. Fundraising for Boston homeless empowerment group. 2002

Research Fellow (May 2003 – August 2004) Boston, MA
MIT Program on Human Rights and Justice
One-year independent project to research models for human rights impact assessment, compliance mechanisms and their application to Export Credit Agencies and other International Financial Institutions. Coursework at MIT on Economic, Social and Cultural Rights Law and Harvard on International Law. Edited a policy analysis and case study report on OECD for environmental and human rights investment guidelines, "Race to the Bottom, Take II" in collaboration with international ECA reform campaign.

Managing Director (2001 – 2002) Quito, Ecuador
Centro de Derechos Económicos y Sociales (CDES)
Interim Managing Director for 13 person human rights, research and advocacy organization. Direction of financial management, fundraising, internal organizational development, and board relations. Conceptualization and implementation of initiatives in economic, social and cultural rights promotion, advocacy training, transnational campaigning and sustainable Amazonian development.

Advocacy Learning Initiative Manager (1998 – 2001) Boston, MA
Oxfam America

Project manager for three-year, \$900 thousand dollar research and capacity-building project serving Oxfam programs in Asia, Africa, Latin America, and the United States. Co-authored ***Advocacy for Social Justice: A Global Action and Reflection Guide*** (Kumarian Press, 2001). Directed research for six case studies, designed and conducted five workshops, created advocacy directory and interactive web page.

Project Manager, Planning

(1996 – 1998) Boston, MA

Massachusetts Water Resources Authority

Project Manager for work process improvement projects. Coordination of cross-departmental initiatives to improve wastewater flow management. Management of \$600 thousand dollar automation Master Planning project involving technology, work process improvement, training, union, and staffing issues.

Project Manager

(1995 – 1996) Boston, MA

Vanasse Hangen Brustlin, Inc.

Assistant manager of two million dollar, multi-year project on environmental impact review of airport operations. Supervision of technical analysis by sub-consultants, text review and coordination of document production. Environmental review strategy development.

Project Evaluator, Policy Analyst

(1992 – 1995) Washington, DC & Latin America

World Bank: Water and Sanitation Policy Division, Environment Division

Researcher for three published papers on low-cost water and sanitation technologies and community participation in Brazil, Chile, Honduras, and Venezuela. Findings presented in Washington and Brazil. Reports translated and distributed by civil society groups and sector practitioners in Brazil and worldwide. Prepared two internal policy papers on community participation in World Bank urban services projects.

**Publications
and Papers**

Watson, G. and I. Tamir, "Human rights impact assessment in practice: Oxfam's application of a community-centered approach." In *Impact Assessment and Project Appraisal*. Forthcoming December 2012.

Watson, G. "Community-based Human Rights Impact Assessment Learning Initiative." Panel presentation at American Evaluation Association Conference, Anaheim, CA, 2011.

Watson, G. "Performance Management for Oxfam America's Policy Advocacy Campaigns." Panel presentation at American Evaluation Association Conference, Anaheim, CA, 2011.

Watson, G. "My year inside a campaign: building Campaign M&E systems from the inside-out." Panel presentations at American Evaluation Association Conference, San Antonio TX, and InterAction Conference, Washington, DC, 2010.

Rand, Jude with Gabrielle Watson. 2007. *Rights-based Approaches Learning Project*. USA: Oxfam America and CARE USA.

Watson, G. May, 2005. "A Rights-Based Framework for Foreign Investments – Emerging Trends in Human Rights Impact Assessment." ESR Review, Community Law Center, University of Western Cape, South Africa.

Watson, G. Editor. 2003. *Race to the Bottom, Take II*. France: ECA-Watch.

Cohen, D., R. de la Vega, and G. Watson. 2004. *Incidencia para la Justicia Social: Guía global de acción y reflexión*. Quito, Ecuador: Abya Yala.

Watson, G. "Experiencia Ecuatoriana con el Petróleo: Impactos locales y estructurales del modelo extractivista." Paper presented at Foro Internacional sobre Industrias Extractivas, April 2002, Perú.

Watson, G. 2001. *Guía Metodológica de Incidencia Política*. Strategic advocacy planning guide prepared for CDES and EarthRights International Amazon School for Human Rights and Environment.

Watson, G. 2001. *From Money to Movements: Transforming how Northern Development Agencies Support National and Transnational Advocacy Strategies*. Paper presented at Latin American Studies Association, Washington DC, September 6-8, 2001.

Cohen, D., R. de la Vega, and G. Watson. 2001. *Advocacy for Social Justice: A Global Action and Reflection Guide*. Bloomfield, Connecticut: Kumarian Press.

Watson, G. 1995. *Good Sewers Cheap? Agency-Customer Interaction in Low-Cost Urban Sanitation in Brazil*. Water and Sanitation Policy Division Dissemination Paper. Washington DC: World Bank.

Ribot, J., A. Najam, and G. Watson. 1995. "Climate Variation, Vulnerability, and Sustainable Development in the Semi-Arid Tropics." Ch. 1 in J. Ribot, A. Magalhães, and S. Panagides. *Climate Variability, Climate Change, and Social Vulnerability in the Semi-Arid Tropics*. Cambridge: Cambridge University Press.

Watson, G., R. Gelting & E. Beteta. 1995. "Water and Sanitation Associations: Review and Best Practice." World Bank Water and Sanitation Division Policy Paper. Washington DC: World Bank.

Watson, G. 1995. *From Protest to Engagement: Lessons from São Paulo on Water and Sanitation for the Urban Poor*. Water and Sanitation Policy Division Dissemination Paper. Washington DC: World Bank.

Watson, G. and V. Jagannathan. May 1994. *Participation Sourcebook: Technical Paper*. Water and Sanitation Policy paper prepared for World Bank conference on participation, June 1994.

Watson, G., "Turning Resistant Agencies Around: Water and Sanitation Mobilizations in São Paulo Squatter Settlements." Paper presented at National Council on International Health Conference, June 1993, Washington, D C.

Watson, G., "Climate Forecasting: Applications for Small Farmer Production in Ceará, Brazil." Paper presented in Portuguese at NOAA/INPE Brazil-US Climate Conference, Sept 1992, Fortaleza, Brazil.

Watson, G., "Squatter Demands for Water and Sewerage in São Paulo: Lessons Learned by Agencies and Squatter Associations." Paper presented in Portuguese at Federal University of Ceará, July 1992, Fortaleza, Brazil.

Education

Massachusetts Institute of Technology, Master in City Planning, 1992.

Thesis: "Water and Sanitation in São Paulo, Brazil: Successful Strategies for Service Provision in Low-Income Communities."

University of California, Santa Cruz, B.A. Latin American Studies, 1987

University of São Paulo, Brazil, Junior Year Abroad, 1986-1987

Universidad de Sonora, Hermosillo, Mexico. Art, 1981-1982

Board Membership & Volunteer Activities

Las Lianas Resource Center for Science, Culture & Environment. Board member of Ecuadorian non-governmental organization promoting sustainable development among indigenous peoples.

www.laslianas.org. 2004 – 2010.

Ceres. Volunteer at 2005 Ceres Conference: "Building Equity, Reducing Risk" March 2005.

Rights and Democracy. International Advisory Committee member, for 3-year initiative to develop of a community-based Human Rights Impact Assessment model, led by Ontario-based Rights and Democracy. Initiated in the Fall of 2004.

Cambridge Friends Meeting. Grants Committee, 2009-2011. Workshop design and facilitation for a series on food and globalization, Fall 2004.

Solutions at Work. Fundraising & media outreach for homeless empowerment organization, Fall 2002 – 2003.

Additional Skills

Spanish and Portuguese. Fluent speaking and proficient writing in both languages.

Computers Skills. Microsoft Office Suite, Internet. PageMaker 7.

References

Kent Glenzer. Former Director of Learning, Evaluation & Accountability Department, Oxfam America

Chris Jochnick. Director of Corporate Engagement, Oxfam America, former Director of CDES, Quito Ecuador.

Laura Roper. Former Director, Oxfam America Program Learning Unit. (617)623-5127

Geneviève Paul

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Mobile : +33 781571939

- Canadian citizenship
- Professional rigor, strong analytical skills, dynamic and collaborative, ability to work under pressure
- Fluent in French, English and Spanish

Education

LLM in International Human Rights Law (with distinction) 2007-2008
University of Essex, Colchester, United Kingdom. Commonwealth Scholarship.

Bachelor in International Relations and International Law (Honourable mention) 2002-2005
Université du Québec à Montréal, Montréal, Canada. Bursary of excellence.

- Exchange bursary program, Universidad de Concepción, Chile (6 months)

Work experience

Head of Globalisation and Human Rights Desk January 2014 - today
International Federation for Human Rights (FIDH), Paris, France

Programme officer, Globalisation and Human Rights Desk April 2009- Dec. 2013
International Federation for Human Rights (FIDH), Paris, France

Researcher /Paid intern – Business and Human Rights Department Sept.2008-Jan. 2009
Danish Institute for Human Rights, Copenhagen, Denmark

Consultant - Assistant to project lawyer June-Sept. 2007
NGO Zimbabwe Exiles Forum, Pretoria, South Africa

Liaison officer 2006-2007
Rights & Democracy, Montreal, Canada

Volunteer experience

Reviewer – Essex Human Rights Review 2007- today
University of Essex, Colchester, United Kingdom

Volunteer work, Nuevos Horizontes, Quetzaltenango, Guatemala May-July 2004

International cooperation internship, ARO International, Cuba July 2001

Publication

Paul Geneviève and Schönsteiner Judith, “Corporate Accountability in the Framework of the Special Representative on Business and Human Rights”, Chapter 4 in Corporate Accountability in the Context of Transitional Justice, Edited by Sabine Michalowski, Routledge, 2013.

FIDH reports: Corporate Accountability for Human Rights Abuses: A Guide for Victims and NGOs on recourse mechanisms, July 2010 (updated in March 2012) / FIDH, Cambodia: Land Cleared for Rubber, Rights Bulldozed, October 2011. / FIDH, Justiça Global, Justiça nos Trilhos: “How much are human rights worth in the Brazilian mining and steel industry?”, May 2011. / FIDH, Rights & Democracy, CEDHU: Large-scale mining in Ecuador and human rights abuses: the case of Corriente Resources Inc., January 2011.