

PRE-CONFERENCE INSTITUTE

HOW CAN HUMAN RIGHTS FUNDERS MEASURE SYSTEMIC CHANGE?

A HANDS-ON EXPLORATION OF INNOVATIVE LEARNING, MONITORING, AND EVALUATION TECHNIQUES

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BIOGRAPHIES OF SPEAKERS

PeiYao Chen is Director of Learning, Evaluation, and Impact at the Global Fund for Women. She has more than ten years of experience in research and evaluation in the nonprofit sector, with a strong focus on the empowerment and grassroots activism of women and girls. Prior to joining the Global Fund for Women, Chen was Associate Director of Evaluation at TCC Group, a management consulting firm providing strategic planning, evaluation and capacity-building services to foundations and nonprofit organizations. Before TCC Group, Chen worked for several feminist organizations, including Girls Incorporated and the Ms. Foundation for Women. Chen received her Bachelor's degree in Psychology from National Taiwan University and her Ph.D. in Psychology from the CUNY Graduate Center.

Ana Criquillion is a French-Nicaraguan longtime feminist and sexual rights activist. She has created and directed several national and international feminist NGOs and women's funds. She is the founder and former executive director of the Central America Women's Fund (CAWF), the first women's fund in the sub-region. Prior to CAWF, she founded and directed *Puntos de Encuentro*, a well-known feminist citizen-sector organization that publishes Nicaragua's most widely circulated magazine (26,000 copies quarterly) and airs its own television soap opera on diversity and human rights, *Sixth Sense*, which tops the ratings in its timeslot nationwide. Strategic and systems thinking, movement-building, fundraising, evaluation and nonprofit management are Ana's main contributions to and skills within the human rights, and philanthropic fields.

Emilienne de León Aulina is Executive Director of the International Network of Women's Funds (INWF). Born in Paris with Spanish and Mexican heritage, Emilienne has over 20 years of experience working as a supporter and consultant of local and international human rights and women's rights organizations. From 2000 to 2009, she served as Executive Director of *Semillas – Sociedad Mexicana Pro Derechos de la Mujer*, the first women's rights fund in Mexico and in the Global South. De León's most outstanding achievement during her tenure at Semillas was to promote a culture of philanthropy in Mexico and to contribute to the founding of a local network of both individual and corporate donors in the country. De León has served on the board of various local and international organizations, including the International Network of Women's Funds (INWF), *Movimiento Ciudadano por la Democracia*, Women's Funding Network, and REMISOC (*La Red Mexicana de Investigadores de Organizaciones de la Sociedad Civil*).

Ana María Enríquez is a Colombian feminist, educated in Colombia, France and in the United States. She is Senior Consultant at the International Network of Women's Funds (INWF), leading the Learning, Monitoring and Evaluation (LM&E) Program. In her 19-year professional career, she has created, managed, monitored, and evaluated a wide array of global grantmaking programs and has supported the development of local and international social justice and women's rights philanthropies. As Chief of the Fund for Gender Equality at UN Women, she developed and implemented a 65 million euro multilateral fund in support of women's economic and political empowerment worldwide. At the Ford Foundation, she led the International Initiative to Strengthen Philanthropy, promoting social justice philanthropy in 13 countries. At the Global Fund for Women, Enríquez served as Senior Officer for the Americas and Interim Programs Co-Leader. Enríquez has also worked for other international NGOs and has been a consultant for several public and private international human rights donor institutions, including Wellspring Advisors, Oak Foundation, and Semillas. She is currently a board member of the *Fondo de Acción Urgente para America Latina*, based in Colombia, and was a board member of the Women's Funding Network in San Francisco, CA. Enríquez holds a Master's degree in International Affairs with a Concentration in Human Rights from Columbia University.

Annie Hillar is Learning and Evaluation Specialist at Mama Cash. Her role is to develop planning, monitoring and assessment tools for organization-wide learning, decision-making and accountability. From 2008 to 2012, Annie was Director of Programmes at Mama Cash, overseeing the grantmaking team and a budget that grew from 2.5 million euros to 5.3 million euros within four years. Hillar has also worked as a consultant to various foundations, local women's NGOs, and women's funds in Central and Eastern Europe in strategic fundraising and evaluation. She held a number of programmatic positions at the Global Fund for Women over a period of six years, including Interim Programme Team Co-Leader, and Senior Programme Officer for Europe and the Commonwealth of Independent States and the Middle East and North Africa. She holds a Master of Arts degree in Social Anthropology from Central European University.

Natalia Karbowska is Board Chair of the Ukrainian Women's Fund and Deputy Director of the Healthy Women of Ukraine project implemented by JSI Inc. Karbowska has 18 years of experience in development. Karbowska has worked in the area of women's rights since 1997, first as the Women's Program Director of the Open Society Institute in Ukraine, then as the specialist on gender issues at the BIZPRO project, and finally as Director of Women's Economic Empowerment Project at Winrock International. Karbowska is one of the founders of the Ukrainian Women's Fund (UWF), and was Executive Director of the Fund from 2004 to 2006. Natalia is a member of the Gender Advisory Council of the Ministry of Social Policy of Ukraine and a board member of International Gender Policy Network. She holds a Master's degree in Economics.

Virginia Lacayo is a social change and leadership strategist with 20 years of experience in whole systems communication strategies for social justice, social movement-building, and organizational change. She specializes in solving complex problems by involving the whole system (organization, company, and community) in finding innovative and sustainable solutions. She has international experience consulting, advising, training, coaching and doing research with/for nonprofit organizations, women's funds, international aid agencies and philanthropic organizations in issues related to communication for social and organizational change; social movement building; complex systems theory applied to international development and organizational management and leadership; health communication; and alternative approaches and innovation in monitoring and evaluation. For the past four years, Lacayo has worked with the Central America Women's Fund, designing a planning, monitoring, evaluation and learning

system tailored to the unique characteristics and needs of the Women's Fund, using complexity theory-based and feminist approaches to planning and evaluation.

Carla López is a Nicaraguan feminist and Executive Director of Fondo Centroamericano de Mujeres (FCAM) and Co-Chair of the International Network of Women's Funds (INWF). Under her leadership, FCAM has undergone a major process of growth and consolidation, increasing its funding average from \$600,000 per year (2009) to \$3.3 million (2012), deepening the financial and technical support provided to women's organizations and networks. FCAM currently supports 145 groups, organizations and networks, and four women's funds in joint partnerships. López was the coordinator of the first joint initiative of Latin American funds, ConMujeres, a women's fund-led initiative to strengthen the LGBT rights movement in the region. López is also part of the Steering Committee of the Mesoamerican Initiative for Women Human Rights Defenders, which has sought to create mechanisms for security and self-care for Mesoamerican advocates suffering violence due to their gender and their work since 2010. Carla is also on the Advisory Board of FRIDA/TheYoung Feminist Fund.

Maitri Morarji is Program Officer for the Women's Rights program at Wellspring Advisors. She coordinates the Land and Property Rights Initiative and oversees grants for international women's movements. Prior to joining Wellspring in 2008, Maitri was Program Officer for East Africa at American Jewish World Service. Morarji has also conducted research in the UN's Department of Peacekeeping Operations on peacekeeping and conflict resolution for the first Annual Review of Global Peace Operations, published by the Center on International Cooperation. She was also the Development Officer for Foundation Relations at the Global Fund for Women, and Policy Associate at Grameen Foundation USA. A native of India and Sweden, Morarji received a Master's degree in International Affairs from the Fletcher School of Law and Diplomacy at Tufts University.

Alexandra Pittman runs an independent consulting business, AVP Global Consulting, which specializes in research and evaluation for human rights, women's rights, and social justice organizations, networks, and movements. She works with these groups to help them learn from past work, plan strategically for the future, and deepen knowledge to better analyze and communicate results. Pittman has worked with a diverse set of donors and international nonprofits since 2005, including Association for Women's Rights in Development (AWID), Foundation Center, FRIDA/The Young Feminist Fund, Kvinna til Kvinna, Mama Cash, Open Society Foundations (NYC Office and Armenia Foundation), Oxfam, Women's Learning Partnership, UNDP, and UN Women. She received her Master's degree in International Education Policy from Harvard University and a Ph.D. in Sociology and Cultural Psychology from Boston College. She also held a postdoctoral fellowship at the Hauser Center for Nonprofits at Harvard University from 2010 to 2011, working on the role of branding in international nonprofits and philanthropies.

Cynthia Schmae Nimmo is a social change strategist who incorporates two decades of executive management experience in the for-profit and nonprofit sectors into her work strengthening mission-driven organizations. Formerly the Chief Operations Officer at the Women's Funding Network (WFN), Schae Nimmo oversaw the development of multiple tools, including a social impact assessment system that has been used by hundreds of organizations around the world. Prior to WFN, Schae Nimmo served as director at iVillage.com, an online network for women, where she developed the membership strategy, cultivated new business relationships, and helped prepare the site for a successful initial public offering (IPO). Cynthia continues to work with networks, foundations, and corporations worldwide to engage new audiences and expand their impact.

Caitlin Stanton advances the human rights of women and girls through her work in evaluation and philanthropy. Currently, she is Director of Learning and Partnerships for the Urgent Action Fund, a rapid response grantmaker supporting women and trans* human rights defenders. At the Global Fund for Women, she launched the organization's Learning, Monitoring, and Evaluation program. She is passionate about developing new strategies for measuring and communicating the impact of social justice philanthropy. She is a graduate of Mills College, an Master of Public Health candidate at San Francisco State University, and has studied in Okinawa, Japan and Cape Town, South Africa.

Florence Tercier Holst-Roness is Director of the Issues Affecting Women Programme at the Oak Foundation. The Issues Affecting Women Programme primarily funds initiatives that address violence against women, intra-familial violence, as well as trafficking and exploitation of women. Florence built her career in the humanitarian field with the International Committee of the Red Cross (ICRC), where she worked in war-torn countries for several years. She also served as Women and War Advisor, developing policy and guidance on ICRC action in favour of women affected by war and setting up an institutional programme addressing rape and sexual violence. She was also a member of the board and Vice President of *Médecins Sans Frontières*-Switzerland.