



PRE-CONFERENCE INSTITUTE

Progress and Setbacks in LGBTI Rights Globally: What's a Funder to Do?

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BIOGRAPHIES OF PANELISTS

J. Bob Alotta, Executive Director, Astraea Lesbian Foundation for Justice

J. Bob Alotta is Executive Director at the Astraea Lesbian Foundation for Justice, a global foundation based in NYC that provides critical resources to LGBTQI organizations and individuals around the world. Bob is a lifelong activist and an accomplished filmmaker with a track record of leading exponential organizational growth and capacity building through visionary management and fundraising. She builds strong partnerships with diverse communities, grantee partners, donors, institutional funders, and corporate stakeholders. Bob served for four years as Board Chair of FIERCE, a longtime Astraea grantee partner, helping to build the leadership and power of LGBTQ youth of color. On behalf of the FIERCE Board of Directors, Bob was awarded the Stonewall Foundation's 2009 Alan Morrow Prize for Excellence in Board Leadership. Bob also served for six years as grant reviewer for Open Square Foundations' Community Fellowship Program, and has consulted for Swarthmore College, Williams College, WITNESS, and the Prison Moratorium Project. Prior to joining Astraea, Bob served as Director of Digital Media and Content for Zeitbyte Digital Media and as Director of Digital Technology for Film at the Columbia University School of the Arts. Bob's documentary and narrative films have aired on Democracy Now, GRITtv, and PBS, and have screened at festivals in the U.S., Canada, Europe, and the Middle East.

Mariam Armisen, Founder, Queer African Youth Networking Center

Mariam Armisen is a queer, self-identified feminist originally from Burkina Faso, West Africa. Mariam has an eclectic professional background, the majority of which was spent in the retail industry, where she spent over 10 years in various positions. She has a Bachelor of Science degree in Fashion and Merchandising from San Francisco State University. Although for over a decade she made her living in the corporate sector, she remained engaged in the women's movement through her volunteering work with various women-led organizations both in West Africa and the San Francisco Bay Area. Mariam's interest in philanthropy and how it impacts the work of women-led organizations in Africa led her to seek an internship at a foundation that supports women-led groups, at the same time when she was forming the Queer African Youth Networking Center (QAYN). She approached LGBTQ organizing through a feminist lens, interrogating power and resources distribution in social justice movements, how funding guidelines are customizing women's grassroots movements into NGOs. She also questions the role and impact of the HIV/AIDS industry and the development industry in contributing to regulating women's sexuality in Africa. She hopes through QAYN not only that queer, feminist women will politicize the LGBTQ movement in Francophone Sub-Saharan Africa, but also will

bring inquiry into power, how it is organized in the LGBTQ movements and in the women's movements – and, how social critique should be a cornerstone of feminism.

Jean Chong, Chairperson and Co-Founder, Sayoni

Jean Chong has been an activist for the past 15 years, working on issues related to LGBTQ rights. Currently, Jean is the Chairperson/co-founder of Sayoni, an LGBTQ advocacy group, and she is also an executive committee member at People Like Us (PLU), Singapore's national LGBTQ advocacy group. In the past, she was the Vice Chairperson of Safehaven, a LGBTQ Christian support group, and the first Chairperson/co-founder of Free Community Church, a queer-inclusive Christian church. In a regional role, Jean is a core member of the ASEAN (Association of Southeast Asian Nations) SOGIE Caucus, a network of activists that aims for the inclusion of SOGIE (sexual orientation, gender identity and expression) in the ASEAN Human Rights Mechanisms. In addition, she is also a part of the Commonwealth LGBTQ Caucus.

Adrian Coman, International Human Rights Program Director, Arcus Foundation

Adrian Coman is the International Human Rights Program Director at the Arcus Foundation, a role to which he brings 18 years experience in advocacy, NGOs, philanthropy, education, and politics. A native of Romania, Adrian began his career as a teacher of Chemistry and Physics in Romania and Spain. He was the first executive director of ACCEPT, the national LGBT organization in Romania, where he led campaigns contributing to the repeal of an anti-gay criminal law and the adoption of anti-discrimination provisions. Upon his immigration to the United States in 2002, Adrian worked in grant-making with the Baltic-American Partnership Fund at the Open Society Foundations and as Program Director of the International Gay and Lesbian Human Rights Commission. In 2009, he went to the European Parliament in Brussels to advise a legislator working on human rights and anti-corruption. Adrian holds a degree in chemistry and physics from Romania, a Bachelor of Arts in Human Rights from City University of New York, and a Master's degree in human rights from Columbia University, where he also co-taught a class on strategic planning for human rights advocates and participated in the 2000 Human Rights Advocates Program. He is fluent in English, Spanish, and Romanian and has a working knowledge of French.

Christen Dobson, Program Director for Research and Policy, International Human Rights Funders Group

Christen Dobson is the Program Director for Research and Policy with the International Human Rights Funders Group. In this role, she leads the first-ever initiative to map and analyze the state of global human rights grant-making. Prior to joining IHRFG, Christen consulted with the Social Science Research Council's Gender and Security Program, and worked with UN Women's East and Southeast Asia Regional Office, Safe Horizon's Anti-Trafficking Program, and Global Youth Connect. She holds a Bachelor of Arts in International Studies and Japanese from Mount Union College and a Master's of International Affairs with a concentration in human rights from the School of International and Public Affairs at Columbia University.

Justus Eisfeld, Co-director and Co-founder, Global Action for Trans* Equality

Justus Eisfeld is co-director and co-founder of GATE – Global Action for Trans* Equality. The focus of his current work is on funding for trans* communities worldwide, as well as a study of the financial situation and capacity of trans* groups. He was the first co-chairperson of TransGender Europe and initiator of *Transgender Netwerk Nederland*. Previous work includes

stints as Policy Officer for the Dutch national LGBT organization COC, Assistant to Member of the European Parliament Emine Bozkurt, as well as the trans advisor of LGBT studies of the European Union Fundamental Rights Agency and the Commissioner for Human Rights of the Council of Europe. He is a board member of Callen-Lorde Community Health Center in New York, a member of the International Day Against Homophobia and Transphobia Committee (IDAHO) and has been a speaker at many international events, including the first-ever high-level panel discussion on LGBT rights with the UN High Commissioner for Human Rights, Ms. Pillay. In a previous life as a lesbian activist since 1994, he was Chairperson of IGLYO (International Lesbian, Gay, Bisexual, Transgender and Queer Youth and Student Organisation).

Gabriel Foster, Co-Organizer, Trans Justice Funding Project

Gabriel Foster is a queer, black, trans, “momma’s boy” originally from Seattle where he worked with the Northwest Network of bisexual, trans, lesbian & gay survivors of abuse helping to create their youth programming. From age 15 to 26 he went from a program constituent to program staff in the American Friends Service Committee’s GLBTQ Youth Program. Before making his way to New York, he worked for SPARK Reproductive Justice Now to develop a program with and for LGBTQ Youth of color and allies in Atlanta, GA and with the Leeway Foundation, supporting women and trans people creating art and social change in Philadelphia, PA. After several years in New York as the Director of Outreach for the Sylvia Rivera Law Project, Gabriel is now the co-organizer of the Trans Justice Funding Project, which provides crucial support to groups, projects, and organizations run by and for trans communities and that center the leadership of trans people organizing around their experiences with racism, economic injustice, and other intersecting oppressions.

Sarah Gunther, Associate Director of Programs, Astraea Lesbian Foundation for Justice

Sarah Gunther is Associate Director of Programs at the Astraea Foundation. Sarah has extensive experience in philanthropic advocacy, social justice grant-making, and sexual rights work. She joined Astraea after serving as the Director of Africa Programs at American Jewish World Service (AJWS), where she oversaw a \$3.6 million grant-making program to grassroots organizations pursuing sexual health and rights, natural resource rights and economic justice, and civil and political rights in Africa. In addition to directing the Africa program and leading a team spanning six countries, Sarah played a key role in developing AJWS’s global sexual rights strategies with a focus on LGBTQI rights, trans justice, and sex worker rights. Before taking up that role, Sarah built AJWS’s grants portfolio in East Africa as a program officer. Prior to joining AJWS, Sarah managed microenterprise development programs in East and West Africa at international NGO Trickle Up and worked in Uganda with grassroots groups focused on women’s rights and sustainable livelihoods. She holds a Bachelor of Arts in Feminist, Gender, and Sexuality Studies and African-American Studies from Wesleyan University and is currently pursuing a Master’s degree in Human Rights Studies from Columbia University. She is passionate about getting resources into the hands of LGBTQI activists and transforming philanthropy so it advances movements for racial, economic, and gender justice around the world.

Lyle Matthew Kan, Director of Communications and Education, Funders for LGBTQ Issues

Lyle Matthew Kan is Director of Communications and Education at Funders for LGBTQ Issues. Lyle develops and implements the organization's communications strategy and leads efforts to educate the wider philanthropic field about how LGBTQ communities are affected by a range of grant-making priorities. Lyle is also a part of the grants review committee for the Queer Youth Fund at Liberty Hill Foundation, which has invested more than \$4.6 million in innovative and effective leadership development and organizing projects that empower LGBTQ youth. From 2011-2013, Lyle served as acting Director of Development and Communications at Stonewall Community Foundation. Prior to that, Lyle worked at the Foreign Policy Association and in the private sector specializing in business development and branding. Lyle holds a Bachelor of Arts from New York University and a Master of Science from the London School of Economics and Political Science. His master's dissertation focused on contemporary issues surrounding the creation and politicization of "gay" identity in the United States.

Happy Mwende Kinyili, Senior Program Officer, Mama Cash

Happy Mwende Kinyili is a writer, activist, researcher and facilitator who is interested in the intersections of feminisms, sexualities, spirituality and change. Happy works at Mama Cash as their Senior Program Officer overseeing the Body portfolio. Prior to joining Mama Cash, Happy was Director of Programs at UHAI, an East African LGBTI and sex worker community fund. Happy has been active and continues to contribute to the feminist, LGBTI and sex worker movements.

Anna Kirey, Researcher, LGBT Rights Program, Human Rights Watch

Anna Kirey is a researcher in the LGBT rights program at Human Rights Watch, where she focuses on Eastern Europe and Central Asia. Prior to joining Human Rights Watch, she was a founding member of Labrys, an LGBT organization based in Bishkek, Kyrgyzstan, and one of the largest LGBT organizations in Central Asia. At Labrys, she initiated and coordinated a documentation project to collect testimonies of human rights abuses based on sexual orientation and gender identity in Kyrgyzstan, Uzbekistan, and Tajikistan. Previously, she worked as a research consultant with the Sexual Rights Initiative and ILGA World to research gender recognition legislation in over 80 countries. Anna, who was born in Russia and raised in Ukraine, is a graduate of American University in Central Asia and attended graduate programs at University of North Carolina, Chapel Hill and University for Peace in Ciudad Colón, Costa Rica. Previously, she held a fellowship from the Kartini Network for Women's/Gender Studies, during which she collected oral histories of lesbian, bisexual, and transgender activists in Central Asia. She speaks English, Russian, and Ukrainian.

Kent Klindera, Director of the MSM Initiative, amfAR

Kent Klindera serves as Director of the MSM (Men Who Have Sex with Men) Initiative at amfAR, The Foundation for AIDS Research. His expertise lies in community participation on HIV/AIDS prevention, behavior change communication, and access to treatment strategies, with an emphasis on organizational development, gender, youth leadership, and lesbian, gay, bisexual, and transgender issues in Sub-Saharan Africa, Southeast Asia, Eastern Europe, and the United States.

Haneen Maikey, Director, Al-Qaws for Sexual and Gender Diversity in Palestinian Society

Haneen Maikey is a Palestinian queer community organizer who has been part of the local LGBT and queer organizing in Palestine since 2001. Haneen is the co-founder and the director of the LGBTQ local grassroots organization, Al-Qaws for Sexual and Gender Diversity in Palestinian Society. She is also the co-founder of Palestinian Queers for Boycott, Divestment and Sanctions (PQBDS), an independent activists group working to promote BDS and anti-pinkwashing actions and campaigns among international queer communities. Haneen is the author of *The History and Contemporary State of Palestinian Sexual Liberation Struggle* (in *The Case for Sanctions Against Israel*, edited by Lim A., 2012).

David Mattingly, Vice President for Programs, Fund for Global Human Rights

David Mattingly is Vice President for Programs at the Fund for Global Human Rights, where he is responsible for oversight, coordination, and integration of human rights grant-making in six regions around the world. Since joining the Fund in 2005, David has managed grants programs for frontline groups based in Latin America, North Africa, and West Africa; coordinated an initiative to strengthen the capacity of Mexican activists to promote public policies that expand human rights protections; and developed the Fund's grant-making strategy to challenge human rights abuses related to sexual orientation and gender identity. After earning a Bachelor of Arts in International Development from American University, David monitored the human rights situation in indigenous communities in Chiapas, Mexico. Prior to joining the Fund, David worked at the Moriah Fund, where he helped manage grant-making programs promoting indigenous rights in Guatemala, environmental justice, and women's rights and reproductive health. David serves on the Board of Directors of the Center for International Environmental Law (CIEL).

Marianne Mollmann, Director of Programs, International Gay and Lesbian Human Rights Commission

Marianne Mollmann is Director of Programs at the International Gay and Lesbian Human Rights Commission in New York City. Marianne previously was a senior policy advisor with Amnesty International's International Secretariat in London where she focused on freedom of expression and sexual rights issues, and a women's rights researcher and advocate with Human Rights Watch in New York. Marianne specializes in sexual rights, reproductive rights, women in conflict, economic rights, and anti-discrimination. She is the former co-coordinator of the Women's Working Group of the International Network for Economic Social and Cultural Rights and former Executive Director of the Network in Solidarity with the People of Guatemala (NISGUA). Marianne holds a Master's degree in International Human Rights Law from Essex University and speaks fluent Spanish, French, and Danish.

Wanja Muguongo, Executive Director, UHAI - the East African Sexual Health and Rights Initiative

Wanja Muguongo is a queer African feminist and movement builder. She is the Executive Director of UHAI - the East African Sexual Health and Rights Initiative, the only African activist-led sex worker and LGBTI rights fund. UHAI EASHRI expands the space for sex worker and LGBTI grassroots activism by providing accessible and flexible funding, capacity support programs, and platforms of learning. Wanja's passion is to be part of creating change and societal transformation towards equality, non-discrimination and a respect for human rights. Wanja is a Yale World Fellow (2012) and a Synergos Senior Fellow (2014).

Andrea Ritchie, Police Misconduct Attorney, New York City

Andrea Ritchie is a police misconduct attorney and organizer in New York City. She has engaged in extensive research, writing, speaking, litigation, organizing, and advocacy on profiling, policing, and physical and sexual violence by law enforcement agents against women and LGBT people in the United States and Canada over the past decade. She currently coordinates Streetwise & Safe (SAS), a leadership development initiative aimed at building knowledge, community and power among LGBT youth of color with experience of gender, race, sexuality and poverty-based policing and criminalization in the context of “quality of life” initiatives and the policing of sex work and trafficking. She proudly serves on the Board of Directors of the Young Women's Empowerment Project (YWEP) and as a member of the Safe Outside the System Collective of the Audre Lorde Project. She was also a primary author of *In the Shadows of the War on Terror: Persistent Police Brutality and Abuse in the United States*, a shadow report submitted on behalf of over 100 national and local organizations and individuals to the United Nations Committee Against Torture, the United Nations Human Rights Committee, and the United Nations Committee on the Elimination of Racial Discrimination. Her book, *Everyday Violence: Racial Profiling and Police Brutality Against Women and Transgender People of Color*, will be coming out in August 2014 from South End Press.

Andres Rivera Duarte, Director, Organización de Transexuales por la Dignidad de la Diversidad

Andres Rivera is a Chilean activist based in Rancagua. He was a professor at the Universidad de Rancagua before co-founding *Organización de Transexuales por la Dignidad de la Diversidad* (OTD). He was the first trans man in Chile to be awarded a judicial decree to change his name and legal gender. In 2008, he was awarded the IGLHRC Felipa de Souza Award based on his activism and leadership in Chile and the Latin America region. Andrés has represented OTD actively at the LGBTTTI coalition at the Inter-American Commission on Human Rights and is the Director of OTD.

David Scamell, Associate Director-Sexual Health and Rights, American Jewish World Service

David Scamell is Associate Director, Sexual Health and Rights at American Jewish World Service, focusing on supporting grassroots organizations working to advance the sexual health and rights of sex workers, LGBTI people and women and adolescent girls in Africa, Asian and Latin America. Prior to joining AJWS, Dave was a program officer for the Open Society Public Health Program's Sexual Health and Rights Project. In his four years at Open Society Foundations, he supported civil society to advance the health and rights of transgender and sex workers communities across the world. He lead OSF's grantmaking and operational portfolios on access to justice for sex workers, sex work decriminalization, legal gender recognition, access to healthcare for transgender persons, and fund leveraging to increase resources for the transgender movement. Prior to joining the OSF, Dave worked for a number of years on sexual health and human rights policy and advocacy in Australia, with a particular focus on LGBT health and human rights. He holds a Masters of International Human Rights Law from the University of Essex and Bachelors of Law and Arts (Political Science and International Relations) from the University of New South Wales.

Addison Smith, Program Officer, Wellspring Advisors

Addison Smith is a Program Officer at Wellspring Advisors, where he manages portions of Wellspring's international Sexual Orientation & Gender Identity (SOGI) Program, and previously managed Wellspring's external communications and internal knowledge management efforts. Prior to joining Wellspring, he held positions with the International Human Rights Funders Group (IHRFG), Funders for LGBTQ Issues, Digital Innovations Group (Web Lab, Games for Change), and the bilingual educational tool, Mesolore.org. He is Co-Chair of the Global Philanthropy Project, a network of grantmakers to international LGBTI issues. He holds a Bachelor of Arts in Political Science (International Relations) and Latin American Studies from Yale University.

Carla Sutherland, Research Fellow, Center for Gender and Sexuality Law at Columbia University

Carla Sutherland is a Research Fellow at the Center for Gender and Sexuality Law at Columbia University. Carla was previously at the Arcus Foundation, where she was responsible for leading the Foundation's international program on Sexual Orientation and Gender Identity. Her innovative approach saw the development of an extensive grassroots small grants program to groups in over 20 countries in Africa, the Middle East and South East Asia. She actively supported the leadership of the global LGBT movement from within the global South through strengthening regional level work and facilitating the linkages between global human rights mechanisms and work that was happening on the ground. Before joining Arcus, Carla led the Ford Foundation's Education and Sexuality program in Eastern Africa, where she was responsible for developing and managing an extensive portfolio of more than 40 grantees in Kenya, Uganda, and Tanzania. Carla holds a PhD in Social Policy from the London School of Economics (earned while on a Commonwealth Scholarship); and a Masters in Political Studies and Anthropology, a Bachelor of Arts in English and Political Studies, and an honorary Bachelor of Arts in African Studies, all from the University of Cape Town.

Javid Syed, Director of Sexual Health and Rights, American Jewish World Service

Javid Syed is the Director of Sexual Health and Rights at the American Jewish World Service (AJWS). Javid grew up in a Muslim family in Bombay, India. He came to the United States in 1989 and has a Master's degree in Public Health from Columbia University. Javid's career reflects his commitment to strengthening communities' ability to pursue social justice and enjoy their full human rights. He has funded and fostered community organizing, advocacy, and cultural change strategies that address class, race, gender, and sexuality. Prior to joining AJWS, he served as the TB/HIV Project Director at the Treatment Action Group (TAG). On a volunteer basis, Javid contributes his skills to organizing efforts among LGBT people of color. He helped found the Audre Lorde Project, a center for community organizing for queer people of color in New York City, and he has been involved in the leadership of the South Asian Lesbian and Gay Association of New York and as an international funding panel member of the Astraea Lesbian Foundation for Justice.

Camila Zabala, Co-Coordinator, Aireana-Grupo por los Derechos de las Lesbianas

Camila Zabala is one of the first out lesbian activists in Paraguay and is the founder of the lesbian feminist organization Aireana, Grupo por los Derechos de las Lesbianas based in Asuncion, Paraguay. Aireana advocates for LGBTI rights through cultural activism, policy advocacy and works in coalition with human rights-based, feminist and other LGBTI organizations locally and regionally. She coordinates Aireana's international advocacy strategy. Aireana has civil society status at the Organization of American States (OAS) and has been part of the LGBTTTI Coalition at the OAS since 2008 when the first SOGI resolution was approved. In 2013, Camila represented Aireana at a special hearing on LGBTI families and relations at the Inter American Commission on Human Rights. During the OAS' 44th General Assembly, held in Asuncion this past June, Aireana coordinated the logistics of the LGBTTTI coalition and did a workshop on the inter-American human rights system. Camila is also a video maker and the producer of Aireana's weekly radio program *En Que Andas Metida?* (*What are you up to?*)