
Gender Equality in Public Institutions: Monitoring Global Progress

A Workshop in Partnership between the United Nations Development Programme and the University of Pittsburgh



November 8-10, 2017
Pittsburgh, PA, USA



*Empowered lives.
Resilient nations.*

GLOBAL
STUDIES

Ford Institute
for Human Security
www.fordinstitute.pitt.edu



UCIS
UNIVERSITY CENTER FOR
INTERNATIONAL
STUDIES

Co-sponsored by the Departments of Political Science and Sociology;
African Studies Program, Center for Latin American Studies, and European Studies Center;
Graduate School of Public and International Affairs; and the
Professor Saul M. Katz International Lectureship on Economic & Social Development

Workshop Objective

The Global Studies Center at the University of Pittsburgh, in collaboration with the United Nations Development Programme (UNDP), co-hosts The *Gender Equality in Public Institutions* workshop at the University of Pittsburgh on November 8-10, 2017. The workshop aims to convene scholars and practitioners to discuss and further global monitoring of women's participation and leadership in public service. Specifically aligned with Sustainable Development Goal (SDG) 16 to "promote peaceful, just, and inclusive societies for sustainable development, provide access to justice for all, and build effective, accountable and inclusive institutions at all levels," the workshop focuses on strategies and efforts to measure progress toward proportional representation of women in public institutions.

The University of Pittsburgh's vision calls for research that increases global understanding and improves people's lives by focusing on critical problems in the world. With that vision in mind, this workshop engages students and faculty to contribute to the advancement of gender equality in public institutions globally, and in partnership with UNDP and an international group of scholars and practitioners. The specific objectives of the workshop include a systemic study and discussion of varying practices in gendered public administration data collection, harmonization, and its effective translation into policy action. The workshop is also expected to provide feedback, and to help shape University of Pittsburgh researchers' efforts as they continue to collect, analyze, and harmonize sex-disaggregated data both at the global level, and with a specific focus in conflict affected countries. Finally, the workshop will launch the Gender Inequality Research Lab at Pitt (GIRL) as a sustainable research forum for scholars and practitioners to collaborate on policy-relevant research questions that impact broader issues of gender equality.

Gender Equality in Public Administration (GEPA) and the UNDP-University of Pittsburgh Collaboration

Public administration is the central arm of policy implementation, and in many countries is the largest employer. Yet, high-quality, publicly-available data on women and men working in public administration is often lacking. When data exist, differences in how governments define, measure, and report information complicate efforts to set standards and monitor progress worldwide. Since 2011, UNDP has been working to improve data availability and global monitoring through the GEPA initiative. These efforts align with the UN's 2030 Agenda for Sustainable Development, most specifically SDG 16 and its target 16.7 for responsive, inclusive, participatory, and representative decision-making at all levels.

University of Pittsburgh researchers, as a Ford Institute for Human Security Graduate Student Working Group led by Drs. Müge Finkel and Melanie Hughes, have been assisting UNDP's efforts to monitor women's participation and leadership in public service since 2015. During the 2015-16 academic year, University of Pittsburgh researchers surveyed publicly available sex-disaggregated data in public administrations globally and identified elements of good tracking systems. The following year (2016-17), researchers analyzed public administration data that is further disaggregated by age, levels of government, and gender expression and sexual orientation. This academic year, 2017-18, the University of Pittsburgh GEPA research group is focusing on the analysis of sex-disaggregated data on public administrations in conflict-affected countries.

Gender Equality in Public Administration in Conflict-Affected Settings

The role of public administration in conflict-affected settings, both as a primary strategic vehicle through which peace agreements are implemented, and as the entity responsible for ensuring delivery of services in the transition

from conflict, is understudied. Recent research by UNDP and the University of Pittsburgh GEPA group indicates that the under-representation of women in public administration leadership positions could be aggravated by armed conflict. As of September 2017, a review of public administrations in 13 conflict-affected countries showed that women held an average of only 21.3 per cent of decision-making positions. Only one of these countries, Colombia, came close reaching parity in leadership positions at 45 per cent.

The recent Global Study on the Implementation of Resolution 1325 (on women, peace and security) has called on the UN and its agencies to provide technical assistance to public administration reform with a view to helping governments achieve gender parity in the civil service. To promote progress towards this target on equal representation, the production of accurate gender statistics is critical. However, a global baseline for women in public administration does not yet exist, which in turn severely impedes the ability to assess the impact of gender equality in conflict-affected and post-conflict institutions.

University of Pittsburgh GEPA researchers and UNDP are forging a new research partnership to start to systematically track representation in public institutions with a particular focus on supporting gender equality in public administration in conflict-affected countries. First, the research team will collect information on data availability in conflict-affected settings. Second, the team proposes to showcase in-depth examples of if and how women's participation as decision-makers in the public service impact the quality and sustainability of peace. The focus on the second day of the workshop thus aims to generate research questions that in turn can help formulate evidence-based strategies to increase women's participation and leadership in crisis and recovery settings.

Workshop Participants

Organizers

Dr. Müge Finkel, Global Studies Center 2017-18 Faculty Fellow and Assistant Professor, Graduate School of Public and International Affairs (GSPIA), University of Pittsburgh

Dr. Melanie Hughes, Associate Professor, Department of Sociology, University of Pittsburgh

Gender Equality in Public Administration (GEPA) Team, United Nations Development Programme (UNDP)
Global Studies Center, University of Pittsburgh

Katz Lecture in International Development and Keynote Speech

Sarah Poole, Deputy Assistant Administrator and Deputy Director, Bureau for Policy and Programme Support (BPPS), UNDP

Panelists

Dr. Jairo Acuña-Alfaro, Policy Advisor, Responsive and Accountable Institutions, Governance and Peacebuilding Cluster, BPPS, UNDP

Dr. Gabrielle Bardall, Senior Gender Specialist, International Foundation for Electoral Systems (IFES), Washington, D.C.

Dr. Kristine Eck, Director of the Uppsala Conflict Data Program (UCDP), Associate Professor, Department of Peace and Conflict Research, Uppsala University, Sweden

Dr. Caroline Louise Howard Grøn, Associate Professor, Department of Political Science, University of Copenhagen, Denmark

Catherine Lott, Office Director, Democracy, Human Rights, and Governance, USAID, Dar es Salaam, Tanzania

Dr. Marika Morris, Adjunct Research Professor, School of Indigenous and Canadian Studies, Carleton University, Ottawa, Canada

Dr. Jennifer Murtazashvili, Associate Professor, GSPIA, University of Pittsburgh

Dorcas Nabukwasi, Statistician, Social Statistics, Uganda Bureau of Statistics, Kampala, Uganda

Cassandra Pagan-Araujo, Data Technical Expert, Global Women's Leadership Initiative Index, The Woodrow Wilson Center, Washington, D.C.

Andrea Piñeros-López, Coordinator of the Information System in Public Administration, Office of Civil Service, Bogotá, Colombia

Dr. Isabelle Schmidt, Chief Director of Social Statistics, Statistics South Africa, Johannesburg, South Africa

Moderators

Brittany Duncan, International Consultant, Gender Equality in Public Administration (GEPA), UNDP

Dr. Müge Finkel, Global Studies Center 2017-18 Faculty Fellow and Assistant Professor, GSPIA, University of Pittsburgh

Dr. Melanie Hughes, Associate Professor, Department of Sociology, University of Pittsburgh

Pelle Møller Lütken, Policy Specialist, Responsive and Accountable Institutions, Governance and Peacebuilding Cluster, BPPS, UNDP

Nana N'dow, International Consultant, Gender Equality in Public Administration (GEPA), Responsive and Accountable Institutions, Governance and Peacebuilding Cluster, BPPS, UNDP

Dr. Taylor Seybolt, Director of the Ford Institute for Human Security, Associate Professor, GSPIA, University of Pittsburgh

Ford Institute for Human Security Organizing Team

Diane Roth Cohen, Assistant Director, Ford Institute for Human Security, GSPIA, University of Pittsburgh

Tiffany Tse & Rachel Vinciguerra, Graduate Student Research Associates, GSPIA, University of Pittsburgh

Student Presenters

Tahirih Annis-Christy, Francesca Baisden, Elisabeth Benfield, BeLinda Berry, Shelby Clark, Raymond Cunningham, Leah DeHoet, Brooke Gwin, Megan Harris, Miranda Hogsett, Alexis McMaster, Dao Nguyen, Katherine Schaeffer, Julie Shuff, Katelyn Sives, Priyanka Srinivasa, Veronica Trimmimo Marroquin, Tiffany Tse, Rachel Vinciguerra, Brittany Weaver, Moshe Wolf, Mallory Womble, Xuyue (Olivia) Xu, Ziyi Yang, Tongyu Yi, and Weikun (Amadea) Zhang

Schedule

Day 1: Wednesday, November 8, 2017

Launch of Gender Inequality Research Lab (GIRL) at Pitt
Babcock Room, Cathedral of Learning, University of Pittsburgh

4:30pm - 6:00pm	Opening Reception	Launch of Gender Inequality Research Lab (GIRL) at Pitt (by invitation only)
--------------------	--------------------------	---

Day 2: Thursday, November 9, 2017

Gender Equality in Public Institutions:
A Global Focus on Gendered Data Availability and Harmonization
Twentieth Century Club, 3rd Floor

Time	Event	Details
8:15am - 8:45am	Coffee and Registration	
8:45am - 9:00am	Introductions	Dr. Michael Goodhart, Director, Global Studies Center Dr. Taylor Seybolt, Director, Ford Institute for Human Security Dr. Müge Finkel, Global Studies Center Faculty Fellow
9:00am - 9:45am	Katz Lecture and Keynote	Sarah Poole, Deputy Assistant Administrator and Deputy Director, UNDP "Shining a Light on Decision-Making in Public Institutions: Reflections on SDG Data to Fuel Women's Empowerment in the Public Service"
9:45am - 10:00am	Goals for this Workshop and Beyond	Dr. Müge Finkel, University of Pittsburgh Dr. Melanie Hughes, University of Pittsburgh Pelle Lütken, UNDP
10:15am - 12:15pm	Session 1: Engendering Public Administration Data	Panelists: Dr. Caroline Grøn, University of Copenhagen, Denmark Dr. Isabelle Schmidt, Statistics South Africa, South Africa Dr. Marika Morris, Carleton University, Canada Dorcas Nabukwasi, Uganda Bureau of Statistics, Uganda Moderators: Dr. Müge Finkel, University of Pittsburgh Pelle Lütken, UNDP
12:30pm - 2:00pm	Working Lunch: University of Pittsburgh GEPA Working Group Presentation	GEPA Working Group Students (lunch provided for registrants only)
2:15pm - 4:00pm	Session 2: Data Harmonization Globally	Panelists: Cassandra Pagan-Araujo, Wilson Center, D.C. Dr. Jairo Acuña-Alfaro, UNDP Catherine Lott, USAID, Tanzania Moderators: Dr. Melanie Hughes, University of Pittsburgh Brittany Duncan, UNDP
6:00pm	Dinner	Invited Guests

Day 3: Friday, November 10, 2017
Gender Equality in Public Institutions:
Focus on Conflict-Affected Countries
Twentieth Century Club, 3rd Floor

Time	Event	Details
9:00am - 9:30am	Coffee and Registration	
9:30am - 11:30am	Session 3: Gendered Data in Conflict-Affected Countries: Availability and Strategies	Panelists: Andrea Piñeros-López, Office of Civil Service, Colombia Dr. Gabrielle Bardall, IFES, D.C. Dr. Jennifer Murtazashvili, University of Pittsburgh Dr. Kristine Eck, Uppsala University, Sweden Moderators: Dr. Taylor Seybolt, University of Pittsburgh Nana N'dow, UNDP
12:00pm - 1:30pm	Working Lunch: Graduate Student Poster Session: Gender Equality in Public Administration in Conflict-Affected Countries	Capstone & GEPA Working Group Students (lunch provided for registrants only)
1:45pm - 3:30pm	Break-Out Sessions and Conclusions: Developing Research Questions and Identifying Strategies towards an Effective Collaboration	Moderators: Dr. Müge Finkel, University of Pittsburgh Dr. Melanie Hughes, University of Pittsburgh Pelle Lütken, UNDP Nana N'dow, UNDP
3:30pm - 3:45pm	Closing Remarks	Dr. Müge Finkel, University of Pittsburgh Dr. Melanie Hughes, University of Pittsburgh Pelle Lütken, UNDP
6:30pm	Dinner	Invited Guests

Participants

Organizers

Müge Kökten Finkel

*Global Studies Center 2017-18 Faculty Fellow and Assistant Professor
Graduate School of Public and International Affairs (GSPIA), University of Pittsburgh*



Dr. Müge Kökten Finkel is Assistant Professor of International Development at the Graduate School of Public and International Affairs (GSPIA) at the University of Pittsburgh. Prior to her academic appointment in GSPIA, she worked as a Social Development Specialist at the World Bank for the Middle East and North Africa region, and consulted for the International Food Policy Research Institute. She worked on youth and gender-focused projects in Yemen, Egypt, and Morocco. She has co-authored publications including, "A Gendered Perspective on Social Policies in Turkey: What do women think?" (2015); "What makes a camp safe: protection of children from abduction in internally displaced persons and refugee camps" (2008); "Voices of the Youth: background papers and country case studies from Egypt, United Arab Emirates and Yemen;" and "Securing a Future for all: Middle East-North Africa Regional Social Development Strategy." Dr. Finkel is the faculty co-lead of the Ford Institute for Human Security research group on Gender Equality in Public Administration (GEPA), a collaborative research effort with UNDP. Her current research focuses on politics of public sector employment and opportunities for women. In support of her GEPA research, the Global Studies Center at the University of Pittsburgh has named Dr. Finkel the Global Studies Faculty Fellow for the academic year 2017-2018. Her work during the fellowship will focus on bridging Pitt's existing strengths in gender and governance studies and complementing nascent plans to leverage the UN Sustainable Development Goals as a pedagogical tool for interdisciplinary dialogue across the university. Dr. Finkel has a PhD in Political Science from the University of Virginia; an MA from the International University of Japan; and a BA from Bogazici University in Turkey.

Melanie M. Hughes

*Associate Professor and Director of Graduate Studies
Department of Sociology, Kenneth P. Dietrich School of Arts & Sciences, University of Pittsburgh*



Melanie M. Hughes is Associate Professor of Sociology at the University of Pittsburgh. She is one of the world's foremost experts on the political representation of women worldwide. Dr. Hughes's research has garnered national awards in the US and has been widely published, including 19 refereed journal articles, 7 book chapters, and a co-authored book titled *Women, Politics, and Power: A Global Perspective*, now in its Third Edition (CQ Press, 2016). Much of her work predicts variation in women's legislative outcomes across countries. She has researched effects of civil war, democratization, gender quotas, and the international women's movement, among others. Data collection, measurement, and methodology are a prominent focus of Dr. Hughes's research. She has published datasets on women's political representation (2008, 2012), legislative gender quotas (2017), and women's international organizations (2016). Dr. Hughes also works to connect her research to policymakers, practitioners, and the public. From 2013-14, she consulted with the U.S. Agency for International Development (USAID) to improve measurement

of women's political leadership. Along with Dr. Müge Finkel, she is the faculty co-lead of the Ford Institute for Human Security research group on Gender Equality in Public Administration (GEPA), a collaborative research effort with the United Nations Development Programme (UNDP). Currently, she is working on a research monograph on the political dominance of men from majority racial, ethnic, and religious groups. Dr. Hughes has a PhD and MA from The Ohio State University and a BA from the University of Texas at Austin.

Pelle Møller Lütken

Policy Specialist

Governance and Peacebuilding Cluster, Bureau for Policy and Programme Support, United Nations Development Programme (UNDP)



Pelle Lütken is currently serving as Policy Specialist with UNDP Headquarters in New York. Pelle is specialized in Governance and Peacebuilding with a particular focus on core government functions, including in fragile and conflict-affected settings, and on implementing a rights-based approach to public service, including through promoting diversity in public institutions through initiatives such as the global UNDP GEPA project on strengthening women's access to decision-making. Prior to his current role Pelle served as Portfolio Manager with UNDP Jordan (2011-13) and Governance Analyst with UNDP Syria (2010-11). Previously Pelle worked as a Technical Officer on International Labour Standards with the International Labour Organization (2008-10) and as a consultant with responsibility for corporate-NGO partnerships and social innovation strategies for the Social Business Company in Copenhagen (2007-2008). Pelle started his career with Danida, the Danish Agency International Development Cooperation.

Nana N'dow

International Consultant

Governance and Peacebuilding Cluster, Bureau for Policy and Programme Support, United Nations Development Programme (UNDP)



Nana N'dow joined UNDP's Gender Equality in Public Administration (GEPA) team in September 2016. Prior to joining GEPA, she worked with UNDP on projects that aim to improve citizen participation in public life and promote a stronger and more inclusive society. In 2014, she worked with UN Women and UNDP on a project that seeks to increase women's political participation and leadership globally. She previously worked with various organizations in Europe, South America and West Africa, focusing on human rights and women empowerment. She has a deep interest in social rights, gender inequities and sustainable development; and is particularly interested in projects that

focus on generating knowledge on the main challenges and good practices in the design and delivery of gender-sensitive policies and programmes.

Katz International Lectureship and Keynote Address

Sarah Poole

Deputy Assistant Administrator and Deputy Director

Bureau for Policy and Programme Support, United Nations Development Programme (UNDP)



Ms. Poole assumed the position as the Deputy Assistant Administrator and Deputy Director to the Bureau for Policy and Programme Support (BPPS) as of 15th November 2015. Ms. Poole was Senior Regional Adviser, Division Chief in the UNDP Regional Bureau for Europe and the Commonwealth of Independent States (RBEC), responsible for 12 UNDP offices in the Western Balkans as well as Turkey, Bulgaria, Cyprus and Romania. Prior to this, Ms. Poole has held the following positions in UNDP: Senior Advisor on Strategic Initiatives and UN Reform, Partnerships Bureau (2007-2010); Deputy Resident Representative for Programme and Operations in Turkey (2004- 2007); Team Leader for the Western Balkans, Regional Bureau for Europe and CIS (2001-2004); and Team Leader and Advisor on Socio-Economic Reintegration, Emergency Response Division (1999-2001), supporting post-crisis recovery and community-based programming in Africa, the former Yugoslavia and Arab States. Before joining UNDP, Ms. Poole worked for the US Department of State's Bureau for Population, Refugees and Migration in Bosnia-Herzegovina as the Deputy Regional Affairs Coordinator (1996- 1998) and as the Regional Refugee Coordinator covering Croatia, Bosnia- Herzegovina, and the former Yugoslavia (1998-1999). She served as an Information Officer for USAID's Office of US Foreign Disaster Assistance in Washington, Rwanda, Burundi and Bosnia-Herzegovina from 1994-1996. Ms. Poole holds a Master's of Science in Government from the London School of Economics and Political Science, and a Bachelor of Arts in Political Science and French from the University of Michigan. Between 2000 and 2003, she served as an adjunct professor at Columbia University's School of International and Public Affairs, teaching a graduate seminar on the linkages between conflict, development and peacebuilding.

Panelists

Jairo Acuña-Alfaro

Policy Advisor

Governance and Peacebuilding Cluster, Bureau for Policy and Programme Support, UNDP



Jairo Acuña-Alfaro is the Policy Advisor on Core Government Functions and Public Service Excellence, at the Bureau for Policy and Programme Support at UNDP New York since December 2014. Prior to coming to UNDP New York, Dr. Acuña-Alfaro worked as Policy Advisor on public administration reform and anti-corruption in UNDP Viet Nam since October 2007. In that capacity, Dr. Acuña-Alfaro has helped develop several policies regarding national public sector and civil service reform. In particular, he has provided policy advice and interventions with governments for the formulation and approval of the civil service laws, the adoption, implementation and monitoring of the anti-corruption strategies, the UN Convention against Corruption, the establishment of monitoring and evaluation frameworks on anti-corruption and public service delivery, pioneering new alternatives to measure corruption, and public administrative performance. Dr. Acuña-Alfaro has experience in governance and public sector reform in such organizations as the World Bank Institute, Washington, D.C.; the Danish International Development Agency in

Ghana; HN Consultants ApS in Denmark; Tecnológico de Monterrey in Mexico; International Center for Sustainable Human Development, the Central American Supreme Audit Institutions Organization Transparency International and UNDP Costa Rica.

Gabrielle Bardall

Senior Gender Specialist

International Foundation for Electoral Systems (IFES), Washington, D.C.



As the International Foundation for Electoral Systems (IFES) senior gender specialist, Dr. Gabrielle Bardall is responsible for providing strategic leadership and technical assistance to IFES' work in empowering women's political participation and promoting inclusive governance. A thought-leader and advocate for political gender equality, Dr. Bardall has experience working on electoral assistance and gender issues in over 35 countries worldwide. Bilingual in French, accomplishments include pioneering the field of violence against women in elections with IFES and serving in multiple senior-level advisory positions for U.S. and European NGOs and international organizations. Prior to her current position with IFES, Dr. Bardall advanced democracy and women's rights issues in a personal office in the U.S. House of Representatives and worked with the Africa team at the Foreign Affairs, Defense and Trade Division of the Congressional Research Service at the Library of Congress, as a 2016-17 American Political Science Association (APSA) congressional fellow. Her recent scholarly writing appears in the Oxford Research Encyclopedia, and scientific journals including *Democratization* and *Politics, Groups and Identities*. She has spent extensive time working overseas with IFES and other international and non-profit organizations, and is an expert-level Building Resources in Democracy Governance and Elections (BRIDGE) facilitator. Dr. Bardall holds degrees from McGill University (B.A), the Institut d'Etudes Politiques de Paris (MA) and the Université de Montréal (PhD). A 2012 Trudeau Scholar and alumni of the Women's Campaign School at Yale University, Dr. Bardall has held visiting appointments with the Centennial Center for Political Science and Public Affairs (APSA) and Uppsala University's Department of Peace and Conflict Research. She is currently a senior fellow with the University of Ottawa's Centre for International Policy Studies.

Kristine Eck

Director of the Uppsala Conflict Data Program (UCDP) and Associate Professor

Department of Peace and Conflict Research, Uppsala University, Sweden



Kristine Eck is an Associate Professor and Director of the Uppsala Conflict Data Program (UCDP). She has been a visiting researcher at Oxford University, University of Notre Dame, and Copenhagen University. She received her PhD from Uppsala University in 2010. Her research interests concern the organization and behavior of actors engaged in organized violence. Her current work covers rebel recruitment, human rights and policing, state coercion, and the generation process of conflict data. She is writing a book on the colonial roots of repression. Dr. Eck's work has been funded by the Swedish Research Council, the Swedish Foundation for Humanities and Social Sciences, and the Norwegian Foreign Ministry. Her research has been published in *International Studies Quarterly*, *Journal of Conflict Resolution*, *Journal of Peace Research*, and *Security Studies*, among others. She has done fieldwork in Nepal and Burma/Thailand, as well as archival work in Malaysia, Singapore and the UK.

Caroline Louise Howard Grøn

Associate Professor

Department of Political Science, University of Copenhagen, Denmark



Caroline Howard Grøn, PhD, is an associate professor at the Department of Political Science, University of Copenhagen. Her research focuses on public administration and public management and she has most recently worked with the Danish national Management and Leadership Commission, initiated by the Danish government, to study the characteristics of Danish public managers and their challenges. In this work, she has conducted a survey among all managers in the Danish public sector.

Catherine (Catie) Carol Lott

Office Director

Democracy, Human Rights, and Governance, USAID/Tanzania, Dar es Salaam, Tanzania



Catie Lott is currently the Director for the Democracy, Human Rights, and Governance Office at USAID/Tanzania. Prior to this posting she served as the Staff Director for the House Democracy Partnership, a bipartisan commission of the U.S. House of Representatives that works directly with 21 partner countries around the world to support the development of effective and independent legislative institutions. She also previously held the position of Deputy Director for the USAID Democracy, Human Rights, and Governance Center comprised of more than 100 leading experts in the field of democracy promotion. As a Foreign Service Officer with USAID for more than 15 years, Ms. Lott has held postings in Africa, Asia, and Latin America. In her work overseas she has designed and managed a wide variety of multi-million-dollar programs that cross all democracy areas of expertise. Prior to joining USAID, Ms. Lott worked as a journalist for a variety of publications in the United States and Africa covering human interest stories, travel, and politics. Ms. Lott has a BA from the University of California Santa Barbara, an MA from Syracuse University, and is currently working on a PhD focused on women's political leadership.

Marika Morris

Adjunct Research Professor

School of Indigenous and Canadian Studies, Carleton University, Ottawa, Canada



Dr. Marika Morris authored the Carleton University study *Women's Leadership Matters: The Impact of Women's Leadership in the Canadian Federal Public Service* released in June 2016. This study was Canada's contribution to the Washington, D.C.-based Wilson Center's Global Women's Leadership Initiative Women in Public Service Project. Dr. Morris created the first gender-based analysis (gender mainstreaming) guide and backgrounder for a major Canadian federal government department in the 1990s; applied gender-based analysis as a Canadian federal public servant and continues to develop equity-based analysis materials for federal and provincial government departments as a research,

evaluation and training consultant. Earlier in her career, Dr. Morris also worked as Research Coordinator for the Canadian Research Institute for the Advancement of Women (CRIAOW). Currently, Dr. Morris is a member of Statistics Canada's Advisory Committee on Social Conditions and an Adjunct Research Professor in the School of Indigenous and Canadian Studies at Carleton University in Ottawa, Canada.

Jennifer B. Murtazashvili

Associate Professor

Graduate School of Public and International Affairs (GSPIA), University of Pittsburgh



Jennifer B. Murtazashvili is an Associate Professor at the Graduate School of Public and International Affairs at the University of Pittsburgh. She is writing a book on the role of customary and village governance in the state-building process in Afghanistan for which she conducted interviews and focus groups in more than 30 Afghan villages across six provinces over the span of two years. In the policy world, she has managed U.S. Government democracy assistance for the United States Agency of International Development in Uzbekistan and drafted legislative materials for the new Afghan Parliament as a consultant for the United Nations Development Program in Kabul. She has lived for more than seven years in various parts of Central Eurasia, primarily in Uzbekistan and Afghanistan. Jennifer was a research fellow at the Institute for Legal Studies at the University of Wisconsin - Madison Law School and served as a US Peace Corps Volunteer in Uzbekistan. She has a PhD in Political Science and a MA in Agricultural and Applied Economics from the University of Wisconsin-Madison as well as a B.S.F.S. from Georgetown University.

Dorcas Nabukwasi

Senior Statistician

Directorate of Population and Social Statistics, Uganda Bureau of Statistics, Kampala, Uganda



Dorcas Nabukwasi is a Senior Statistician at the Uganda Bureau of Statistics in the Directorate of Population and Social Statistics. Ms Nabukwasi assumed this role in February 2014 having served as a Statistician since 2009 in the same Institution. Dorcas is mainly charged with coordinating large surveys that generate Social Statistics where data on Labour, Education, Crime and Culture are managed. In the recent past, she has coordinated a project on localising Governance Indicators at the country level which saw the piloting of the Governance, Peace and Security (GPS) module under the Strategy for the Harmonisation of Statistics in Africa (SHaSA). Ms. Nabukwasi also has wide experience in managing administrative data on Labour, Education and Crime Statistics where gender issues have been mainstreamed into data compilation. In the year 2015, she supported the International Labour Organisation (ILO) during the Assessment of country specific data in Eastern and Southern Africa on Labour Migration Statistics. Ms Nabukwasi holds a Master's Degree in Economic Policy and Planning in addition to a post graduate diploma in Project Planning and Management.

Cassandra (Cassie) Pagan-Araujo

*Data Technical Expert, Global Women's Leadership Initiative Index
The Woodrow Wilson Center, Washington, D.C.*



Cassandra Pagan-Araujo is the Data Technical Expert consulting for the Global Women's Leadership Initiative Index at the Woodrow Wilson Center in Washington DC. She also serves as Research Lead for Digital Inclusion at the Institute for Business in the Global Context developing indices including the Digital Evolution Index in collaboration with MasterCard's Global Risks Division. In addition to her data experience, she has worked in women's leadership and education as the Assistant Academic Dean at School of Leadership-Afghanistan in Kabul, served as Program Director for the Boston Teacher Residency program dedicated to education reform in the United States, and development economics as a researcher at the Federal University of Juiz de Fora in Brazil. She holds a Master of Arts in Law and Diplomacy in International Business Relations from the Fletcher School at Tufts and a degree in Economics and Political Science from the Colorado College.

Andrea Piñeros-López

*Coordinator of the Information System in Public Administration
Office of Civil Service, Bogotá, Colombia*



Andrea is economist, political scientist and has a master's degree in economics from the Universidad de Los Andes. She has been a professor at the Universities of Los Andes and La Sabana in the topics of world economic history, Colombian Economic History, International Economics, Microeconomics, Macroeconomics and Colombian Economy. Her areas of interest are forced displacement, gender, labor market, food security, poverty levels and household economy. Her latest book "The empowerment of displaced women in Colombia" carries out a comprehensive analysis of empowerment of displaced women. Currently, she works on issues of indigenous 'resguardos' and their living conditions. Nowadays, she works at Colombian Civil Service Department as coordinator of information system in public administration.

Isabelle Schmidt

*Chief Director of Social Statistics
Statistics South Africa, Johannesburg, South Africa*



Isabelle Schmidt is currently the Chief Director, Social Statistics, at Statistics South Africa. Her primary responsibility is to oversee the production and promote the use of Social Statistics in the country. This includes all statistics produced on gender, vulnerable groups, education, housing & service delivery, tourism, transport, education, governance, public safety and justice. The unit produces statistical releases based on primary data collected by Statistics South Africa as well as thematic reports that are based on a combination of primary and secondary data sources. Prior to joining Statistics South Africa in 2008, she worked for 14 years as an international consultant whilst living with her family in various

countries in Africa, the Middle East and South America. Her specialization at the time was the monitoring and evaluation of development projects. Most of these projects involved qualitative research as well as conducting baseline, mid-term and final evaluation questionnaire surveys. Dr. Schmidt has a PhD in International development from Deakin University (Australia), a MPhil Degree in Urban and Regional Science from the University of Stellenbosch (South Africa) and a MSc in Human Nutrition from Potchefstroom (now North West) University (South Africa). She also obtained a BA degree in Anthropology and development administration from UNISA.

Moderators

Brittany Duncan

International Consultant

Gender Equality in Public Administration, UNDP



Brittany Duncan is a PhD candidate in sociology at the University of Pittsburgh, studying gender and politics. She has published in academic journals such as *Sociological Forum* and *Research in Social Movements, Conflicts and Change*. Her dissertation focuses on women's leadership of legislative committees worldwide. In the policy arena, she has consulted for United States Agency for International Development (USAID) and United Nations Development Programme (UNDP) on gender equality, local governance, and SDG monitoring. She has worked and researched in the United States, Thailand, Tunisia, El Salvador, and Ghana. Her current work with UNDP focuses on indicator development.

Taylor B. Seybolt

Director of the Ford Institute for Human Security and Associate Professor

Graduate School of Public and International Affairs, University of Pittsburgh



Taylor B. Seybolt is an Associate Professor of International Affairs at the Graduate School of Public and International Affairs, University of Pittsburgh. He is the author of *Humanitarian Military Intervention: the Conditions for Success and Failure* (Oxford, 2007) and co-editor of *Counting Civilian Casualties: an Introduction to Recording and Estimating Nonmilitary Deaths in Conflict* (Oxford, forthcoming 2013). His research concerns protection of civilians in conflict zones. In particular, he seeks to understand the process of violence that can lead to mass killing of civilians, in order to identify ways to prevent atrocities. He was the Director of the Ford Institute for Human Security at the University of Pittsburgh, 2009-2011. From 2002 to 2008, he was a Senior Program Officer at the United States Institute of Peace in Washington, DC, where he established grant-making programs in Nigeria and Sudan. While in Washington, he served as an advisor to the Genocide Prevention Task Force, co-chaired by Madeleine Albright and William Cohen. He continues to be involved in efforts to build governmental capacity to prevent and respond to mass atrocities. He has taught courses on conflict resolution at the Johns Hopkins School for Advanced International Studies and civil war at the Security Studies Program at Georgetown University. Seybolt was Leader of the Conflicts and Peace Enforcement Project at the Stockholm International Peace Research Institute (SIPRI) in Sweden, from 1999 to 2002. He was both a Pre-doctoral and Post-doctoral Fellow at the Belfer Center for Science and International Affairs at Harvard's Kennedy School of Government. He received his PhD in political science from MIT.