

SUSAN BAZILLI B.A., LL.B.

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PROFESSIONAL SUMMARY

20 years of international professional, strategic and technical experience as a lawyer, independent consultant, author, executive director, social entrepreneur, trainer, researcher, and advocate on issues of violence against women, women's human rights, civil society, democracy and governance, and development. Skilled in managing organizations: budgetary and staff management, board governance, fundraising and sustainable development. Proven ability to think strategically. Visionary. Superb networking skills. Excellent facilitation and communication skills. Recognized for leadership, exercising sound judgment, ability to adapt quickly in multiple and varied cultural situations. Excellent interpersonal relationship and management skills. Able to work effectively within team orientation as well as independently. Innovative, entrepreneurial. Accomplished author of texts, articles, evaluations, popular education materials. Media experience: television, radio, print and film. Resourceful, flexible, sense of humour. Global perspective on issues. Extensive expertise taking international experience to local level and vice versa; Africa, North America, Eastern Europe, Central Asia. Ability to forge strategic alliances across sectors and manage multiple stakeholders. Passionate commitment to strengthening civil society for democracy and human rights.

AREAS OF EXPERTISE

GENDER AND LAW

International human rights law

Women's human rights: violence against women, trafficking, domestic violence, CEDAW, etc.

Adaptation and application of law in diverse jurisdictions

Ability to initiate culturally sensitive dialogue

Policy development from grassroots advocacy to government participation

RESEARCH EXPERIENCE

Research on women's legal rights in Southern Africa, Canada and Eastern Europe

Democracy and Governance Specialist for USAID Project

Writer, editor and contributor to scholarly publications

Research for applied project and program implementation as consultant

Academic research for Sociology thesis and Law Degree

SOCIAL ENTREPRENEURSHIP

Board Member, Social Enterprise Alliance [SEA]. North American organization representing Social Entrepreneurs of the Not-for-Profit Sector, www.se-alliance.org. Chair, SEA International Task Force, Past Chair of Development Committee.

Founder and Coordinator, Canadian Social Entrepreneur Network, CSEN <http://csen.ca>

Participant: Social Venture Institute, Canada; NESsT International Social Enterprise Exchange, Chile; Venture Philanthropy Forum, Budapest; Social Innovation Bazaar and Social Investment Conference, Mandela Foundation and Shuttleworth Foundation, South Africa.

FORMAL EDUCATION

- Solicitor, Law Society of Upper Canada. 1985
- LL.B., Osgoode Hall Law School, Toronto, Canada. 1984
- University of Toronto, Canada. MA Sociology Course work. Thesis incomplete. 1980
- B.A. Hons. Queens University, Kingston, Canada. 1978
- Institute for Mediation South Africa, Mediation Course, 1987
- Stakeholder Engagement, Centre for Innovation in Management, School of Business, Simon Fraser University, Vancouver, Canada. 2003
- Audited MBA in Sustainability, Bainbridge Island Graduate Institute, Washington, USA, 2003.
- Alliance Française, Washington DC, Intermediate French, 2004
- Designing Peacebuilding Interventions, Conflict Transformation, and Reconciliation in Divided Communities. TRANSCEND. June 2006. www.transcend.org

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PROFESSIONAL EXPERIENCE

International Women's Rights Project, South Africa. Co-Director. Centre for Global Studies, University of Victoria, BC, Canada. www.iwrrp.org; www.globalcentres.org. Ongoing. Activities for 2005 – 2006: Planning Committee member with Department of Justice South Africa for launch of South African Women Lawyer's Association; Planning committee for National Plan of Action on Violence Against Women, South Africa; Partnership with Centre for Applied Legal Studies, University of the Witwatersrand, Johannesburg; Coordinator of Conference *Putting Women on the Agenda 2* to be held November 2006, South Africa; Women's Constitutions Project; Concept paper for Commonwealth Secretariat on impact of HIV/AIDS on women's democratic participation in South Africa, Swaziland, Mozambique and Botswana.

UNDP and World Bank, Indonesia. Global desk review of capacity building programs for women's leadership in peacebuilding, for presentation at regional workshop, Indonesia, December 2005.

WOMEN'S LEGAL CENTRE, South Africa. Consultant on capacity building, sustainability and fundraising, July 2005. See www.wlce.co.za

BENETECH. Consultant on adaptation of Martus human rights software to women's NGOs and networks with focus on gender-based violence and women's human rights violations in Southern Africa. April – June 2005. See www.martus.org

CIVICUS, World Alliance for Citizen Participation, South Africa. Consultant on sustainability, social enterprise and fundraising for global civil society organization. Johannesburg, March – June 2005. See www.civicus.org

CEDPA. Consultant to design and present regional workshop on sustainability for Southern African women's NGOs on introduction to social enterprise. Johannesburg, South Africa, February 2005.

CEDPA, Senior Advisor, Women's Legal Rights Initiative, Southern Africa and Madagascar. Directing Southern African and Madagascar program activities as Democracy and Governance Legal Specialist for CEDPA. Managed program in South Africa, Botswana, Swaziland, Lesotho, Namibia and Mozambique. Established regional offices in Swaziland and Madagascar. Implementation, design, supervision, management and reporting of program. Manage total staff of 6 in the field. Regional program budget total of \$USD 1 million, overall WLR budget \$10.7million. Funded by USAID EGAT/WID. Sept 2003 – Jan 2005.

American Bar Association Central European and Eurasian Law Initiative [ABACEELI] Rule of Law Program. Legal Issues Specialist, Moscow, Russia. Focus on drafting violence against women, anti-Trafficking legislation, Gender Programs, NIS Regional conference development, CEDAW. Key area of expertise: organizational development, program planning, and policy analysis. Funded by USAID. March – September 2002.

Associates for Change, Uganda. Consultant on project design, development of training of trainers manual for regional East African associations of women entrepreneurs in ICT for regional trade and marketing, November 2002.

ZaMirNET, Croatia. Consultant for Balkan civil society capacity building NGO. Designed inception mission for community economic development for local SMEs and entrepreneurs in 4 war affected regions; developed and taught on-line courses on eBusiness and eGovernance for SMEs. Funded by Mercy Corps, executing agency for USAID. See www.zamirnet.org/ecra. July - November 2002.

Associate, Networked Intelligence for Development, Toronto, Canada. Project management, strategic planning, marketing, development, consultant recruitment and supervision, provision of technical services to diverse set of clients, private sector and NGO, in developing countries and emerging economies - focus on ICTs for women entrepreneurs. Clients included: UNDP; UNIFEM; ITU; ITAC; World Bank; IDRC; FIT;

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CIDA. Details see www.networkedintelligence.com. 1999 – 2002.

Foundation for International Training, Toronto. Developed project in collaboration with Women's Employment Centre, Kaunas, Lithuania. Designed training and delivered to women entrepreneurs in 3 Baltic states. Project funded by CIDA. June 2000.

International Women's Human Rights Project, York University, Toronto, Canada.

Principle researcher CEDAW Impact Study Project, and co-author of text for Canadian advocates on use of international human rights law. Evidence based advocacy and action based research techniques. 2000

Organization for Security and Cooperation in Europe [OSCE] Development NGO/government strategies on human rights, Azerbaijan, May 2000; drafted domestic violence law and workshop on trafficking in region. Election observer, Kyrgyzstan, October 2000; human rights training Uzbekistan, October 2000.

International Telecommunications Union [ITU] Facilitated and moderated the Task Force on Gender Issues from March - September 2000. Prepared report on findings. Keynote speaker at ITU conferences. See www.itu.int/ITU-D/gender/

World Bank Digital Divide Series. Focus on Digital Divide in Africa and its impact on women entrepreneurs. See <http://www.worldbank.org/gender/digitaldivide/susanbazillie.htm>

Women Law and Development International [WLDI] Technical assistance and project review of women's human rights advocacy projects, Ethiopia, Kenya and Tanzania, 2000. Project evaluation and technical assistance on women's human rights projects, Russia, 1997; Bosnia and Lithuania, 1999.

Canadian International Development Agency [CIDA] Facilitated NGO and government collaborative process on development of national plan on violence against women, Croatia, June 2000. Delivered training on law reform issues, *Komnas Perenpuam*, Indonesia, March 2000.

Agisanang Domestic Abuse Prevention and Training [ADAPT], Johannesburg. Trainings of criminal justice personnel; co-founder of national advocacy organization Tshwaranang Legal Advocacy Centre to End Violence Against Women, South Africa; project design, development and implementation.

California Alliance Against Domestic Violence, California. Contracted as Management Consultant to start up organization: located office; recruited, hired and trained staff; developed personnel and fiscal policies; created web site, newsletter and communications; developed Board Committees, volunteer committees; set up fundraising systems; wrote grant applications; developed programs, especially with communities of colour and refugee/ immigrant women; strategic planning; organizational development. Within 12 months, staff of 5 and budget of \$1million. 1998.

Metro Action Committee on Violence Against Women and Children, METRAC, Toronto, Canada.

Legal Director. Responsible for national advocacy campaigns, legislative drafting, public education and staff and volunteer training on all issues pertaining to women's legal rights and violence against women. Supervised staff of 5, member of Management Committee and Personnel Committee of Board of Directors. Extensive policy development experience. See www.metrac.org. 1992-1997.

OWJNet, Toronto, Canada. 1995 – 1997. Founder of first women's internet network in Canada on issues of justice and women's rights. Developed funding proposal, found funding, hired staff, created mission and programs. Staff of 2, 5 year funding committed. Renewed another 5 years. See www.owjn.org.

Lawyers for Human Rights, South Africa. 1989 – 1991 Lawyer and Conference Convenor. Convened first conference on women, law and the constitution in South Africa, Putting Women on the Agenda. Organized conference with participants from Southern Africa. Author/ Editor of text "**Putting Women on the Agenda: Women, Law and the Constitution, South Africa**".

South Africa. 1985 – 1988 Lawyer, attorney and researcher for various treason trials, commissions and

labour cases: Priscilla Jana and Associates, Legal Resources Centre, Cheadle Thomson & Haysom, Chris Albertyn & Ass, Metal and Allied Workers Union.

PUBLICATIONS

PROGNOSIS FOR GENDER EQUALITY IN DEMOCRACY AND RECONSTRUCTION IN SOUTHERN AFRICA. Susan Bazilli, Jennifer Bond, Marilou McPhedran, Laurel Sherret. Commonwealth Secretariat. Forthcoming, August 2006.

COMPARATIVE CONSTITUTIONALISM AND RIGHTS: GLOBAL PERSPECTIVES, Eds. Penelope E. Andrews, City University of New York School of Law and Susan Bazilli, International Women's Rights Project, University of Victoria, British Columbia. Cambridge University Press, forthcoming December 2006.

WOMEN'S RIGHTS – HUMAN RIGHTS: STRATEGIES FOR LEGAL ADVOCACY. Ed. Conference Proceedings 4th Annual NIS Women and Law Conference. Moscow, Russia. ABACEELI/ USAID. Russian/ English. May 2002.

CONFRONTING VIOLENCE AGAINST WOMEN: A GUIDE TO INTERNATIONAL HUMAN RIGHTS LAW FOR CANADIAN ADVOCATES, *Journal of Canadian Women's Studies*, October 2000.
www.iwrp.org

WOMEN'S HUMAN RIGHTS: EFFECTIVE IMPLEMENTATION AND ENFORCEMENT USING INTERNATIONAL INSTRUMENTS, in *Effective Strategies for Protecting Human Rights*, ed. David Barnhizer, Ashgate Press, November 2001.

REFLECTIONS OF A GLOBAL WOMEN'S RIGHTS ACTIVIST. *Human Rights Dialogue*, Carnegie Council on Ethics and International Affairs, Summer 2000, Series 2, Number 3. www.cceia.org

CEDAW IMPACT STUDY INTRODUCTION, and co-author of **CANADA Report**, International Women's Rights Project, June 2000. Released during 23rd Session of CEDAW Committee. ISBN 1-55014-397-2. www.iwrp.org

VIRTUAL ORGANIZING, REAL CHANGE: WOMEN'S GROUPS USING THE INTERNET, contributing author. Women'space, 1998.

SEXUAL ASSAULT: A GUIDE TO THE CRIMINAL SYSTEM, with Kathleen Gallivan. METRAC, 1994. Available in French translation and audio tape.

PUTTING WOMEN ON THE AGENDA, Ravan Press, Johannesburg, 1991. Editor of text on women, law and the constitution in Southern Africa. Second edition due March 2007.

SELECTED PAPERS AND CONFERENCE PRESENTATIONS

"Peacebuilding by Grassroots Women: from the Local to the Global, World Peace Forum, Vancouver, June 2006; International Peace Research Association, Calgary, July 2006.

"Recent developments in social enterprise in South Africa," 7th annual Social Enterprise Alliance conference, Atlanta, March 2006.

ITAC, International Technology Association of Canada, Conference presenter on ICTs for Development for Women Entrepreneurs in Africa, Quebec City, 2001

International Telecommunications Union, keynote speaker, United Kingdom Telecommunications Association, Coventry, August 2001

Expo 2000, July 2000, Hanover, "Responsible Governance in a Global Society", Society for International Development/ Unifem/ Civil Society Forum of the Americas.

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“E-Commerce for African Women”, African Women Entrepreneurs, Miami, May 2000, UNDP.

“Bringing It Home – The Use of International Law in the Domestic Context”, workshop respondent, CUNY, New York, May 1998.

Keynote presenter on cross-cultural communications and law reform: Australian Health Care providers on the issue of FGM [Female Genital Mutilation], African Research Institute, Melbourne, Australia, 1998.

Comparison of Customary Law: Canada/South Africa, International Third World Legal Studies, 1996.

Legislative drafting conference, Juvenile Justice, Cape Town (October 1993)

Workshop presenter: "Women & Gender in Southern Africa", Durban; "Gender Today and Tomorrow", ANC Commission on Gender, Cape Town, 1990/91

SELECTED EXPERIENCE ON VIOLENCE AGAINST WOMEN AND WOMEN'S HUMAN RIGHTS

- Conducted needs assessment and consultation with NGOs and government in Madagascar, designed Madagascar's first national program on violence against women as Legal Specialist for Women's Legal Rights Initiative, USAID. 2003-2004.
- ABACEELI, Moscow. Gender Issues Legal Specialist – Coordinated Russian consultation with NGOs and government on trafficking of women. 2002
- Technical assistance to women's legal rights projects in Ethiopia, Kenya and Tanzania, 2001
- Drafting national plan on violence against women for national government, Croatia, 2001
- Canadian NGO delegate to UN Regional preparatory meetings on the review of the Beijing Platform for Action, Geneva, January 2000; CSW, New York, March 2000; Special Session of the UN, June 2000. Attended all sessions on violence against women, including trafficking.
- Organisation for Security and Cooperation in Europe [OSCE] Office for Democratic Institutions and Human Rights [ODIHR], expert consultant on creating state strategy to end violence against women, Azerbaijan, May 2000
- OSCE – Conducted Human Rights Training for NGOs, Uzbekistan, with focus on violence against women October 2000
- OSCE - drafted violence against women legislation in consultation with women's NGOs, Kyrgyzstan, October 2000.
- UNIFEM nominee and participant at Global Knowledge [GKII] conference, Malaysia, March 2000 [member of gender caucus, women's forum, representing NID and ASAFE, Cameroon.
- IWRAW [International Women's Rights Action Watch] meeting on CEDAW and Beijing PFA, New York, January 2000, ECE Report back.
- Research associate and co-author of comparative impact study for 10 countries' use of CEDAW, York University International Women's Rights Project, 2000.
- Lecturer, George Brown College, Toronto, international human rights, 1999.
- Participant at International Council on Human Rights Policy [Versoix] consultation at Centre for Asian Legal Studies, Canadian Human Rights Commission, Vancouver, October 1999.
- “Bringing It Home – The Use of International Law in the Domestic Context”, workshop respondent, CUNY, New York, May 1998.
- Keynote presenter on cross-cultural communications and law reform: Australian Health Care providers on the issue of FGM [Female Genital Mutilation], African Research Institute, Melbourne, Australia, 1998.
- CEDAW - Committee on the Convention of the Elimination of Discrimination Against Women, January 1997. Coordinator of Canadian “Shadow” alternative report to CEDAW.
- Workshop trainer on violence against women and legal rights, Moscow, Russia, for Women Law and Development International, 1997.
- Advisor to governments of Costa Rica and Cuba, on violence against women, as organized by Status of Women Canada, Department of External Affairs, Canada, 1997
- Coordinator and Founder of the Ontario Women's Justice Network, focus on violence against women and the criminal justice sector, 1995.

- Coordinator and Founder of the Feminist Working Group on the Criminal [Justice System - Ontario coalition advising Ontario Women's Directorate and Ministry of the Attorney General.
- Coordinator of national lobby for Bill C-49 (new rape law); Bill C-126 (anti-stalking/criminal harassment law); Bill C-76 ("drunk defence" law); Bill C-46 (disclosure of records).
- Founder of the December 6 Coalition, Toronto, leading to December 6 Fund.
- Liason and networking with various groups working on issues of violence against women in South Africa through work at METRAC and in South Africa
- Founding meeting of Lawyers Against Apartheid, Ottawa, Canada (attended from South Africa)
- International Third World Legal Studies, customary law comparison: Canada/South Africa
- Legislative drafting conference, Juvenile Justice, Cape Town (October 1993)
- Canadian Coordinator for "Women in Africa and the African Diaspora: Bridges Across Activism and the Academy", Nigeria 1992
- Participant and advocate in many forums on women's human rights and issues of individual advocacy as they pertain to issues of systemic discrimination
- Presenter at Foreign Language Institute Women's Forum, Beijing, China, 1991
- Attended and/or facilitated workshops: "Women & Gender in Southern Africa", Durban; "Gender Today and Tomorrow", ANC Commission on Gender, Cape Town, 1990/91
- Commonwealth Women's Conference and Network Project, Caribbean region, 1991
- Coordinator and founder of "Putting Women on the Agenda", first South African conference on women and the constitution, Lawyers for Human Rights, Johannesburg 1990
- Children Under Apartheid International Conference, Harare, Zimbabwe, 1986
- Participant at UN End of the Decade Conference, Nairobi, Kenya, 1985

SELECTED EXPERIENCE ON WOMEN AND ENTREPRENEURSHIP

- Co-Author of Training of Trainers manual Women Entrepreneurs: The Role of ICTs, for Associates for Change, Uganda, with Networked Intelligence for Development, 2002
- ITAC, International Technology Association of Canada, Conference presenter on ICTs for Development for Women Entrepreneurs in Africa, Quebec City, 2001
- Networked Intelligence for Development – presented workshop on “E-Commerce for African Women”, African Women Entrepreneurs, trade fair, Miami, May 2000, UNDP
- Designed inception mission for community economic development for local SMEs and entrepreneurs in 4 war affected regions in Croatia; developed and taught on-line courses on eBusiness and eGovernance for SMEs. Funded by USAID. See www.zamirnet.org/ecra. July - November 2002
- Developed project for Foundation for International Training in collaboration with Women's Employment Centre, Kaunas, Lithuania. Designed training curricula for women entrepreneurs in 3 Baltic states. Project funded by CIDA. June 2000
- Worked with Association pour le Soutien et l'Appui a la Femme Entrepreneur (ASAFE), Cameroon, to develop proposals, provide training and market opportunities for local West African women entrepreneurs on ICTs, access to markets and social enterprise sustainability strategies for ASAFE. See www.asafe.com
- Social entrepreneurship and social enterprise – see activities related to Social Enterprise Alliance, Canadian Social Entrepreneurs Network, Social Venture Network, above.

SELECTED EXPERIENCE ON INFORMATION TECHNOLOGY FOR DEVELOPMENT

- International Telecommunications Union, keynote speaker, United Kingdom Telecommunications Association, Coventry, August 2001; Bureau for Development, Task Force on Gender Issues, Geneva, September 2001; Chair of On-line conference as consultant.
- Moderator on-line conferences: CEDAW for International Women's Rights Project, York University; International Telecommunications Union Task Force on Gender Issues.
- Expo 2000, July 2000, Hanover, “Responsible Governance in a Global Society”, Society for International Development/ Unifem/ Civil Society Forum of the Americas. Represented NID.
- UNIFEM nominee to Global Knowledge [GKII] conference, Malaysia, 2000, World Bank, UNDP, CIDA, IDRC and GK Partnership.

- Founder advisory group gender issues for the World Bank Global Knowledge [GK97] conference, Toronto, June 1997 in partnership with Status of Women Canada, CIDA, OWJNet, RBC Financial Group, Canada [Charles Coffey], TorStar, and METRAC
- Member Advisory Board, ZaMirNET, NGO Peace Movement portal and ISP, Balkans, Zagreb.
- Coordinator and Founder of OWJNet [Ontario Women's Justice Network – Canada's first internet network on legal and policy issues on women - project of METRAC [funded 10 years]
- Advisory Committee member for Women's Internet Conference, Ottawa, October 1997; Speaker and workshop facilitator on the problems of organizing the marginalized sectors of women in civil society organizations on both the technical and policy aspects of ICT
- Facilitator of "women.jus", Federal government's Department of Justice on-line conference for women working on legal policy issues affecting women, in association with Access to Justice Network [ACJ] and Web Networks [APC member].
- Advisor and workshop facilitator VAWNet [National Resource Centre's Violence Against Women electronic network, USA] – national project for web site, list-serve, on-line conferencing, and email/ internet training for all statewide coalitions on violence against women: funded by the US Department of Health and Human Services and the Violence Against Women Act.

SELECTED FILM/MEDIA EXPERIENCE

- Associate Producer, ***The Great Granny Revolution***, Rooney Productions. With support from the Stephen Lewis Foundation. Canada/ South Africa. Premieres August 2006.
- Women's International Constitutional Activism, Documentary DVD, for curricula in schools in Canada and South Africa. IWRP and Rooney Productions. Currently in production 2006.
- National Film Board of Canada: organizing premieres and special events; research and writing of production material.
- Regular interviews for local and national media (Radio, Television, Print).
- Co-Producer Documentary "***Children of Soweto***". Producer of the South African segment. 1990.
- CBC THE JOURNAL Researcher/ Fixer, Southern Africa.
- AVNET KERNER, with HARRY BELAFONTE PRODUCTIONS and ABC TELEVISION, on ***The Mandela Story***.
- Researcher and Assistant Producer for IKON Television and KRO Television (The Netherlands).

COUNTRIES OF WORK EXPERIENCE

Australia, Armenia, Azerbaijan, Bosnia, Botswana, Canada, Croatia, Ethiopia, Indonesia, Kenya, Lesotho, Lithuania, Kyrgyzstan, Namibia, Nigeria, Madagascar, Malaysia, Mozambique, Russia, South Africa, Swaziland, Tanzania, Turkey, Uganda, USA, Uzbekistan, Zimbabwe.

ADDITIONAL COUNTRIES OF TRAVEL EXPERIENCE

Afghanistan, Algeria, Austria, Belgium, Britain, Burkina Faso, Chile, China, Cuba, Egypt, Finland, France, Germany, Greece, Hungary, India, Iran, Italy, Lebanon, Mexico, Morocco, Myanmar, Nepal, Netherlands, Pakistan, Romania, Spain, Thailand, Trinidad/Tobago, Tunisia.