

JANVIEVE WILLIAMS COMRIE

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Professional Experience

September 2015- Present **Eugene Lang College of Liberal Arts** **New York, New York**
Part Time Faculty **The New School**
Gural Scholars: Critical Theory and Social Justice within a Global Context
Gural Scholars: Capstone Seminar
LANG: From Stories to Action: Violence Against Women

April 2014- Present **Four Americas Consulting** **New York, New York**

Founder and Principal
Responsibilities have included

- Facilitation of Community Engagement Group for the Sexual and Reproductive Health Unit, Bureau of Maternal, Infant and Reproductive Health, NYC Department of Health & Mental Hygiene
- Strategic Planning for CityMatCH, Office of Civic Engagement and Social Justice at the New School, Black Alliance for Just Immigration.
- Design and development of Institutes for nonprofit organizations (Anti-Oppression, Race and Racism, Transforming your organization into an Anti-Oppression organization, Self Care, Mediation, etc.)
- Facilitation of conflict resolution meetings, board and staff retreats.

June 2012- April 2014 **Independent Consultant** **New York, New York**

Human Rights Research, Economic Development, Curriculum Development, Communications, Strategic and Creative Consultant

- Design of Latino Health Equity Project curriculum for The California Endowment that would increase the impact that the funds allocated to organizations working with Latino communities would have.
- Communications consultant for Green Worker Cooperatives: coordinate their online and print presence. Coordination of all their communications needs.
- Facilitation of conflict resolution meetings and strategic planning, board and staff retreats. Clients include Black Immigration Network, Caracol Interpretation Cooperatives, WRFG 89.3, Women on the Rise Telling their Stories and Mothers on the Move.
- Consultant with Sadie Nash Leadership Project on social justice and human rights workshops for young women in juvenile detention centers. (Designed and implemented curriculum for workshops)
- Led the AfroLatina sexual and reproductive caucus for SisterSong building a movement for Reproductive Justice.
- Curriculum development for Women on the Rise Telling Their Stories project on women in prison. Currently designing their Behind Bars Birthing Project (a print and multimedia project to bring awareness of shackling while birthing and lack of health care during all phases of childbirth)
- Manages strategic communications including websites and social media for independent writers and consultants in United States, Panama, Nicaragua and Colombia

June 2011- March 2012 **Office of the High Commissioner of Human** **Panama, Republic of Panama**

Rights, Central America Regional Office

Regional Project Coordinator, Project for the protection and strengthening of the rights of Afrodescendants in Central America

Major Accomplishments

- Development of a regional strategy to ensure that national human rights institutes implement a protocol that ensures the proper measures are taken to secure the rights of afrodescendants in their specific countries
- Developed a human rights campaign in two countries in the region (Nicaragua, El Salvador)
- Through work with the Office of the Ombudsman of Belize, achieved the integration of a race category and the category Black into the intake forms for the institution in order to provide disaggregated by race statistics.
- Through workshops in El Salvador was able to ensure the creation of an afrodescendant working group at the governmental level.
- Developed racial profiling and citizen insecurity workshops as it relates to the disproportionate impact that it has on afrodescendants in the region geared to NGO's working on incarceration and police brutality.

- Developed the first regional NGO directory that includes organizations that are working on issues of race, racism and human rights.
- Was able to complete 75% of the project's expected outcomes within 7 months of joining the project in 2011. (Project began in January 2010), including four publications, two regional conferences, four human rights intensive trainings, two special procedures and communication workshops.
- Created a postcard campaign in El Salvador and Nicaragua to create consciousness about the historical presence of Afrodescendants on the coasts of these two countries.

**May 2010- June 2011
Consultant**

Gulf Coast Fund

New Orleans, Louisiana

Responsibilities

- Responsible for ensuring that all Gulf Coast Fund messages are developed and delivered consistently across all communications and funding initiatives.
- Ensures that the writing and project management teams meet communications plan objectives.
- Assesses branding opportunities and provides input into the creation of integrated tools and assets.
- Leads the day-to-day management and workflow of the internal and external project teams, both in the gulf coast region and nationally.
- Responsible for working with the Executive Director in creating a three-year strategic plan and completing the tactical plans to allow its implementation.
- Provides leadership to the staff and consultants
- Provides direction and advice in the handling of issues affecting the national organization, breaking news and messaging keeping Executive Director, Staff and fund advisors updated.
- Advises the Executive Director or assigned spokesperson for the foundation, as required.
- Responsible for communications budgeting input and managing.

October 2008- January 2010 Latin American and Caribbean Community Center (LACCC)

Atlanta, Georgia

Executive Director

Major Accomplishments

- Founded organization in 2004 to educate and organize around human rights, race and democracy in the Americas (US/Latin America/Caribbean),
- Has worked specifically on issues of safety, internal displacement and labor abuses in Colombia, Haiti and the United States as it relates to human rights.
- Launched Radio Diaspora in 2006 to be the voice of the Latin American and Caribbean Community in Atlanta, Georgia. Radio Diaspora today is a reputable source of news and information for the Latino and Caribbean Community in Atlanta, Georgia as it relates to immigration, criminal injustice, race and gender,
- Designed and developed southern based trainings on migrant rights as human rights using the International Convention on the Protection of the Rights of All Migrant Workers and Members of Their Families as key instrument,
- Coordinated national Temporary Protective Status (TPS) working group,
- Designed and facilitated anti-oppression training of trainer's workshops, Media and Human Right Institute.
- Directed Atlanta's first Latin American and Caribbean Film Festival dealing with the economic, social, cultural and political rights of Afro descendents and Indigenous peoples of Latin America and the Caribbean.

Other Tasks

- Provides overall strategic direction for the organization and leadership of the 100% volunteer organization,
- Coordinated weekly Radio Diaspora program as part of the Radio Diaspora Collective, conducted and edit interviews, and produced pieces for on and off-air broadcasting.
- Design and oversee all programs, finance, operations and fundraising.

October 2008-May 2009 US Human Rights Network (USHRN)

Atlanta, Georgia

Interim Director of Communications (Consultant)

Major Accomplishments

- Work with Executive Director and Board of Directors to develop and implement an external communications, marketing and public relations strategy for the US Human Rights Network,
- Manage all US Human Rights Network communications staff, consultants, products and budgets, including: Direct external communication activities, oversee the development, production and distribution of US Human Rights Network print materials; design and oversee marketing of US Human Rights Network products and activities. Ensure that evaluation systems are in place related to these goals and objectives and report progress to the Executive Director,
- Work with US Human Rights Network Committees (7) to develop an overall external communications, marketing and public relations plan US Human Rights Network issue area, including: Act as liaison to US Human Rights Network member organizations communications staff; Manage the implementation of the USHRN communications, marketing and public relations plan,
- Designed and implemented national Hurricane Katrina IDP campaign with the purpose of having people displaced by hurricane Katrina qualified as internally displaced people.

- Oversee the development and growth of the online presence of USHRN, including Web sites and eNewsletters, increasing Web site traffic and eNewsletter subscriber base, and using new media/social networking as appropriate,
- Develop and implement media relation's strategy. Coordinate media interest in US Human Rights Network and ensure regular contact with target media and appropriate response to media requests by the member organizations and community partners. Act as the US Human Rights Network representative with the media.

January 2007-October 2008

US Human Rights Network (USHRN)

Atlanta, Georgia

Director of Programs and Network Operations

Major Accomplishments

- Managed financial and administrative health of the organization including grant portfolios and fiscally sponsored organizations.
- Developed, implemented and evaluated all aspects of the USHRN's training and human rights education programs,
- Designed national training and membership skill building training calls that are accessed by over 100 participants on a monthly basis,
- Designed and directed all components of the US Human Rights Network membership programs: **Membership Capacity Building**, which seeks to train, collaborate and build the capacity of human rights activists and advocates in the United States; **Membership Development**, which provides technical assistance to member organizations in order to incorporate the human rights framework into their current programs; **International Advocacy and Development**, which links the domestic human rights struggles with international issues, and works directly with the United Nations and international human rights mechanisms,
- Encouraged member organizations and human rights allies to make use of existing international and regional mechanisms. Coordinated membership, and US based civil society groups to take part in the US Human Rights Network CERD Shadow Report Process. Represented the USHRN as a part of the National CERD Task Force,
- Designed and implemented new media technology program for US Human Rights Network in order for all members to have access to human rights trainings and information,
- Directed all communications for the US Human Rights Network, including the USHRN web portal, new media technology and video development.

Other Tasks:

- Designed strategic outreach and membership development plan to increase human rights based community groups and non-profit organizations membership,
- Developed the Migrant Rights as human rights training module and human rights analysis of federal bills,
- Directed and managed USHRN work and implementation of organizational mission,
- Directed all grant applications and grant report writing, grant monitoring and management, developed funding proposals, assisted in implementation of work-plans, and organizing program events such as workshops and training programs,
- Developed specific working groups on Health, Disability Rights and Gender and human rights,
- Directed all international programs for organization, including programs with the United Nations, Organization of American States and other international human rights bodies,
- Directed outreach and relationships with international grassroots human rights organizations,
- Prepared and monitored annual program plans and organizational budget,
- Supervised network staff and office systems,
- Developed and managed membership, training and servicing structures,
- Conceptualized, planned and implemented pilot programs and national campaign,
- Directed all media and communications for the organization.

January, 2004- December 2006

US Human Rights Network (USHRN)

Atlanta, Georgia

Network Coordinator

Major Accomplishments

- Designed and managed all aspects of first website for the US Human Rights Network,
- Designed and implemented national organizational membership recruitment plan that resulted in increased membership from initial founding members (12) to over 150 community based, grassroots and non-profit organizations within 12 months,
- Secured pro-bono human rights based attorneys to guide the work of our legal fellows.

Other Tasks

- Developed a new information architecture and content list for the website,
- Coordinated the updating of all the website materials based on information and content list,
- Coordinated the design and programming of the updated website,
- Managed any external resources needed to implement project,
- Write, edit, update and manage content for website,
- Key events liaison between third-party fundraisers, volunteers, and staff,
- Organize, facilitate and attend all training planning meetings,
- Develop and maintain manuals and coordinated the production of all related materials,
- Develop logistical plans for all trainings and events.

September 2001- November 2003

**Hammonds House Museum and
Resource Center of African
American Art**

Atlanta, Georgia

Program Coordinator

Responsibilities

- Organized youth programming for museum including the Romare Bearden Collage Project for youths aged 13-18, which culminated in an art exhibit at the museum.
- Facilitated the Romare Bearden Collage Project, teaching art and collage fundamentals, African American and social justice history.
- Proposed, Organized and facilitated Atlanta's first AfroLatino Film Festival with over 2000 viewers in 3 days.
- Organized the creative workshops of the museum for the Atlanta National Black Arts Festivals.
- Wrote programmatic grants for the museum.

October 2000- August 2001

Woodgreen Community Centre

Toronto, Ontario

Rooming House Policy, Protocol and Education Worker

- One of two Rooming House Outreach workers in Toronto, Ontario. Advocated on behalf of Rooming House Tenants on issues regarding mental health, gaps in the housing system, access to basic vital services as individuals, etc,
- Developed Toronto's first Rooming House Emergency Response Protocol in partnership with Canadian Red Cross and The Salvation Army,
- Advocated on behalf of the homeless and rooming house tenants to Municipal Standards and Licensing and at City Council level,
- Chaired City of Toronto rooming house working group,
- Represented rooming house working group to the Ontario Human Rights Commission,
- Program evaluation, monitoring and supervision. Database maintenance, statistical analysis,
- Supervision of volunteers, high school, college and university students,
- Involved in the development, planning and implementation of policies and procedures at city level,
- Developed brochures, manuals and community directory for Rooming House tenants and homeless individuals.

January 1998- June 2000

Women's Institute, University of Panama

Panama, Panama

Researcher

- As part of a Multidisciplinary team developed Latin America's first Gender Indicators, which measured the quantitative and qualitative political, socio-economic, educational and cultural participation of rural and urban Panamanian women, and proposed new programs and projects based on the results,
- Co-directed two year project "National Forum on Rural Women" (USAID Funded)
- Designed and facilitated workshops on the Convention on the Elimination of all forms of Discrimination against Women (CEDAW),
- University liaison and agency liaison to regional CEDAW office and to governmental and non-governmental women's offices, including domestic and regional universities, and other UN offices,

January 1999- June 2000

Faculty of Agricultural Sciences University of Panama

Panama, Panama

Assistant Professor

- Lectured at the baccalaureate levels in sociology and community organizing and conducted research for department curriculum.

April 1998- July 1999

Ministry of Agricultural Development/United Nations Development Fund (UNDP)

Darien, Republica de Panama

Gender Supervisor

- Supervised and ensured that all United Nations programs in Darien, Panama had a strong and verifiable gender component,
- Developed gender and equity awareness training for community organizers on the field,
- Introduced gender concept using popular education methodologies to community members.

International Experience

2011

Office of the High Commissioner of Human Rights, Regional Office for Central America

International Consultant

2010

March 2010

Global Exchange Pre-electoral mission to Colombia. Cordoba, Colombia

Monitored pre-electoral conditions in Cordoba, Valle de Cauca, Santander and Medellin. Participated in the drafting and editing of regional and final mission report. Provided testimony to eleven (Colombian and International) media outlets, including BBC Europe and The Nation about the findings and how they relate to international human rights standards

July 2009

CENSAT-Agua Viva Biofuels: Environmental and Human Rights, Valle de Cauca, Colombia

Documented social, economic and cultural rights (ESCR), as well as labor rights violations in Valle de Cauca. Monitored CERD shadow reporting process for Colombian civil society after mission.

June 2008

Latin American and Caribbean Community Center Durban U.N. World Conference against Racism, Racial Discrimination, Xenophobia and Related Intolerance, Regional Review Conference of Latin America and Caribbean, Brasilia, Brazil

Led the US delegation to Brasilia for the regional consultation process leading up to the Durban Process. Co-chaired national US Durban Process 2009 working group leading up to Durban 2009.

January 2008

US Human Rights Network CERD Shadow Report Process, Geneva, Switzerland

Led an over hundred US activist delegation to Geneva, Switzerland for the CERD shadow report process for the US Human Rights Network. Worked in direct communication with the secretary of the CERD Committee and with the assistants of the Special Rapporteur on Racial Discrimination for the year prior.

May 2007

**Land Sovereignty and Afromexicans, Chacahua, Mexico
Afro Latino Land and Housing Working Group**

Documented and disseminated the racial, economic, social and cultural rights violations that Afro Mexicans in Chacahua are facing due to lack of land tenureship at hands of the Mexican government and transnational investments.

October 2005

Internal Displacement International Solidarity, Caracas, Venezuela

Drafted language that ultimately was incorporated in President Hugo Chavez's speech to the UN General Assembly in support of Internally Displaced People post-Katrina, in cooperation with Presidency of the Venezuelan Government (Ministerio del Poder Popular para el Despacho de la Presidencia), in September 2005.

Selected Lectures, Symposia, Panels and Trainings

Transnational Production and Labor Rights, *Social Forum of the Americas, Quito, Ecuador, 2004*

Building a People Centered Human Rights Movement, *World Social Forum, Porto Alegre, Brazil, 2005*

The new face of Global Racism and Migration post 9/11, *Conference on Black Women and Their Families, Caracas, Venezuela, 2006*

Alternative Media and Human Rights, *Latin American and Caribbean Community Center, Atlanta, Georgia, 2006*

Introduction to International Human Rights Treaties, *Southern Human Rights Organizers' Conference, Houston, TX, 2006*

US Foreign Policy, Migration and Human Rights, *Transnational Migration Summit, National Alliance of Latin American and Caribbean Communities, Morelia Mexico, 2007*

Race and Migration: Local Communities Organizing, *United States Social Forum, Atlanta, GA, 2007*

Shadow Reporting and the International Convention on the Elimination of All Forms of Racial

Discrimination, *Northwestern University School of Law, Chicago, IL, 2007*

U.S. Human Rights Violations at Home and Abroad, *U.N. World Conference against Racism, Racial Discrimination, Xenophobia and Related Intolerance, Regional Review Conference of Latin America and Caribbean, Brasilia, Brazil, 2008.*

Holding the US Accountable to International Human Rights Standards, *World Forum on Human Rights, Nantes, France, 2008*

International Convention on the Elimination of All Forms of Racial Discrimination: Lessons from Italy and United States, *2008 CERD Periodic Review, Geneva, Switzerland, 2008*

The Feminization of Migration: Mexico and United States, *Global League of Community Sustainers, Mexico City, Mexico, 2008*

Connecting local advocacy to global struggles: US CERD Shadow Report Process, *ACLU Regional Membership Meeting, Atlanta, GA, 2009*

Immigration Policy and Human Rights, *Georgia State University Center For Human Rights and Democracy, Atlanta, Georgia, 2009*

Our Voices, Our Stories, Our Diaspora, Our Rights, *Latin American and Caribbean Community Center, El Paso, Texas, 2009*

Latina Encuentro: Sexual and Reproductive Rights, *SisterSong South East Forum, Atlanta, Georgia, 2009*

Race and Immigration, 2010 *United Methodist Women's Assembly, St. Louis, Missouri, 2010*

HAITI DAY at KSU: Pan-African Perspectives and Practical Solutions, *Kennesaw State University, Atlanta, GA, 2010*

Criminalizing Immigration: Perspectives on Regulation, Citizenship, & Advocacy, *New York University, New York, 2011*

Race, Ethnicity and Social Justice: The Invisibility of Afro-descendant children in the International Child Rights system,”
School of Oriental and African Studies, University of London 2011

Identidad y Nación: Afrodescendientes en América Latina,” *Language Centre, London School of Economics and Political Science, University of London - Forth-coming (March 2012)*

Academic Degrees and Diplomas

Georgia State University, Atlanta, GA, *Master of Arts and Science, Political Science 2007*

Human Rights Center of the Law Faculty, University of Chile, Santiago, Chile, *Diploma Human Rights and Women: Theory and Practice, 2002*

York University, Ontario, Canada, *Bachelor of Arts and Science, Women's Studies, Sociology, 1997*

Certificates and Diplomas

Latin American Faculty on Social Sciences (FLACSO), Buenos Aires, Argentina, *Gender and Public Policies.*

International Institute of Histadrut, Khar Sava, Israel, *Rehabilitation Programs for Women in the Urban Informal Sector*

Inter American Development Bank, Washington, DC, *Social Management and Public Policies*

Witness, Montreal, Canada, *Video Advocacy for Human Rights.*

United Nations Development Fund, Panama, Panama, *Managing Multiple Projects, Objectives and Deadlines,*

United Nations Development Fund, Panama City, Panama, *Facilitation Skills for Social Development Projects*

European Union, San José, Costa Rica, *Interpersonal Communication and Conflict Resolution for Human Rights Defenders*

References

Available upon request