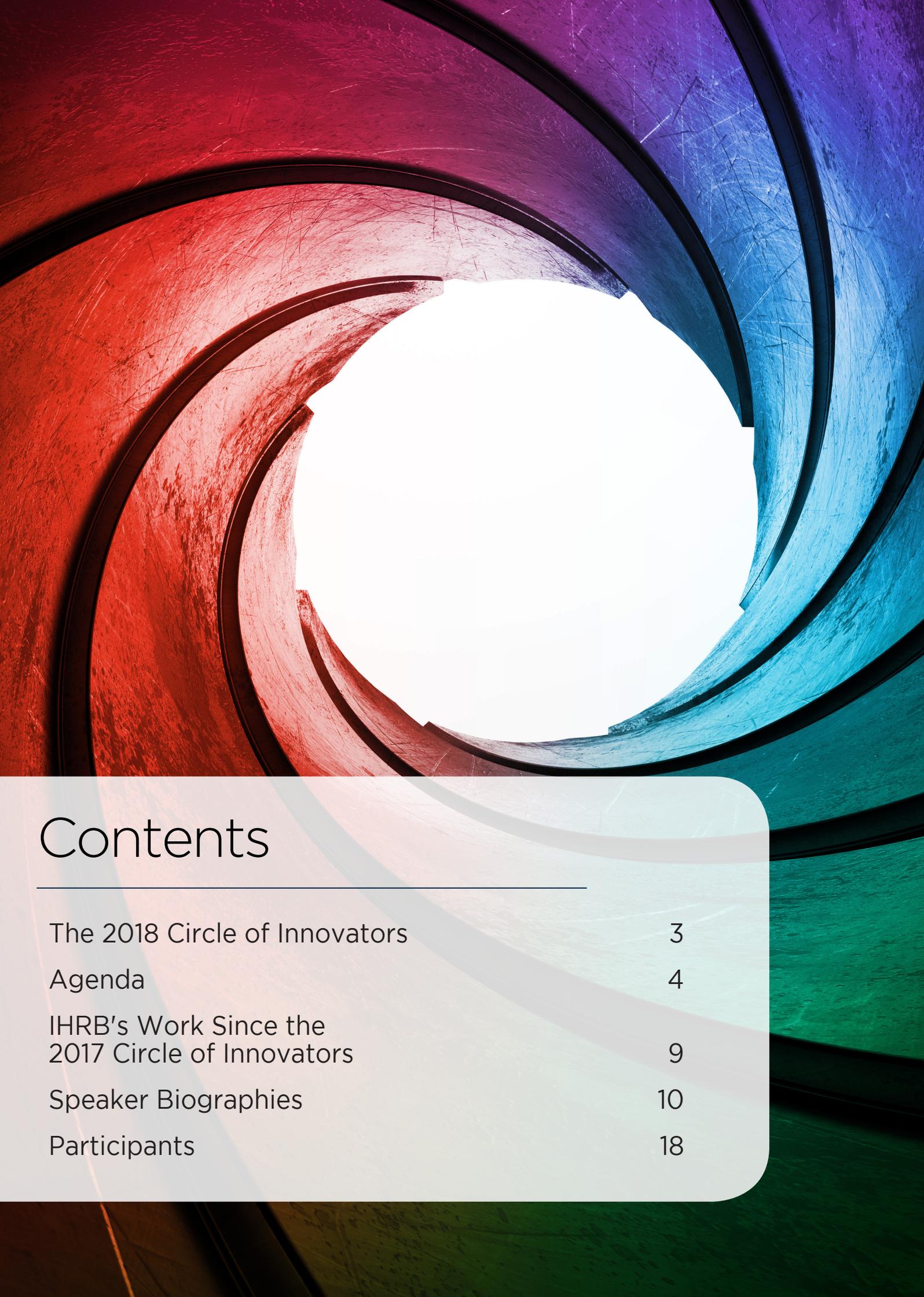




# The 2018 Circle of Innovators

Responsible Business  
in Times of Social, Political  
and Technological Disruption





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# Circle of Innovators

## Human Rights at 70

14<sup>th</sup> - 15<sup>th</sup> November 2018

Clifford Chance LLP, 31 West 52<sup>nd</sup> Street, NYC, 10019



## The 2018 Circle of Innovators

- **What?** The Circle of Innovators is an annual, invitation-only, Chatham House rule conversation amongst individuals from companies supporting IHRB's work, along with leading civil society actors, thinkers/experts, and the IHRB team. The 2018 conversation takes place on the eve of the Universal Declaration of Human Rights 70<sup>th</sup> anniversary, and aims to explore insights about current and emerging dilemmas in the field of business and human rights, enhance companies' capability to address them, and inform IHRB's strategic priorities and future work.
- **Why?** Political events, social movements, technological innovations, rapid economic growth, and international crises can either undermine or support efforts to uphold respect for human rights standards, potentially affecting the dignity, lives, and work of billions of people. The effects of such changes can sometimes be swift and global. Yet, we in the business and human rights community rarely get to reflect on how our work is influenced by, or should influence, such macro developments. The Circle of Innovators is about building new opportunities and capacities to make sense of big picture developments.
- **How?** The Circle of Innovators brings together leaders from multi-national corporations who are at the forefront of the business and human rights field to consider "disruptors", i.e. developments that provoke us to rethink the world views, operating assumptions, and approaches we currently apply. In particular, we will challenge each other to explore:
  - **Individual responsibility and agency:** How may current disruptors influence my company or industry's efforts to operate with respect for human rights – today or in the coming years?
  - **Collective responsibility and agency:** What cross-industry or multi-stakeholder coalitions do we need in order to build the most meaningful, effective and inspiring responses to current political, social, economic and technological disruptors?
  - **Business leadership:** What is required from business and other actors in the next five years to drive discourse, policy responses, and practices that align with international human rights standards?

The third Circle of Innovators gathering will continue the conversations from May and December 2017. Businesses can look to IHRB to maintain and deepen the dialogue and to reflect insights in future work plans, including developing research, sharing practice, and hosting further engagements.

The event coincides with IHRB's annual International Advisory Council meeting. Advisory Council members will join the Circle of Innovators meetings and are listed [here](#) on the IHRB website.

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## Agenda: 14<sup>th</sup> November 2018

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### Business Briefing: An Introduction to the Gender, Business, and Human Rights Landscape

15.30-17.45

**Froydis Cameron-Johansson**, Group Head, International and Government Relations, Anglo American

**Purna Sen**, Director, Policy Division, on Special Assignment as Executive Co-ordinator and Spokesperson on Sexual Harassment and Discrimination, UN Women

**Srilatha Batliwala**, Director, Knowledge Building and Feminist Leadership, CREA

Moderated by: **Salil Tripathi**, Senior Advisor, IHRB

This session will provide participants with the opportunity to learn about some of the key components of the gender rights landscape for business - a primer for the subsequent day's discussions.

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### Drinks Reception and Welcome from IHRB

18.00-19.00

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### Dinner

19.00-21.30

With guest speakers **Catrin Einhorn** and **Melena Ryzik** of the New York Times and **Purna Sen** of UN Women, in conversation with IHRB's **Salil Tripathi**.

Reflections on gender, business, and #MeToo: The norms we have, the practices that persist, and where we can go from here.

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# Circle of Innovators Human Rights at 70

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## Agenda: 15<sup>th</sup> November 2018

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<b>Breakfast</b>	<b>08.30-09.00</b>
<b>Welcome, Orientation, and Introductions</b>	<b>09.00-09.10</b>
<b>Opening Keynote and Q&amp;A: Where are the Rights Champions?</b>	<b>09.10-10.15</b>

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During his tenure as the UN High Commissioner for Human Rights, Prince Zeid Ra'ad Al Hussein demonstrated a passionate vision for the future of the human rights agenda, spoke truth to power, and advanced the UN's leadership on a number of critical issues. On the eve of his departure as the UN's Human Rights chief, his article in *The Economist* on 30 August 2018 provides a stark warning for the future: "*If we do not change course quickly, we will inevitably encounter an incident where that first domino is tipped—triggering a sequence of unstoppable events that will mark the end of our time on this tiny planet.*"

He places his hope not in the UN, its member states, or other institutions, but in communities themselves – specifically, the grassroots activists who risk their lives daily to defend human rights.

### Discussion Questions

- What are the implications for business efforts to respect human rights if more countries retrench further from their global leadership positions?
- How can the human rights movement coordinate and focus its response to avoid a further 'domino effect'?
- How can business leaders concretely lend their weight to this response to bring the 'shock therapy' that is being called for?
- What new forms of collective action might or must emerge?
- How, if at all, do international relations and the strength of the international human rights agenda affect the business and human rights agenda?

### Speakers

- **Prince Zeid Ra'ad Al Hussein**, Former UN High Commissioner for Human Rights
- Moderator: **John Morrison**, IHRB

### Resources

- [Grassroots leaders provide the best hope to a troubled world](#) (2018)
- [The Job of Human Rights Chief Isn't What You Think](#) (2018)

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### Gender and Business Part I: Sexual Violence in Global Supply Chains

10.15-11.30

In 2020, the world will mark the 25th anniversary of the Beijing Declaration and Platform for Action, reflecting global commitment to achieving equality and development for women. Despite significant strides in reducing inequality of opportunities and outcomes for women and girls, the situation for many around the world remains grim.

Gender-based violence persists not only in zones of conflict and in the domestic sphere, but also in spaces where companies have direct control and impact - within their own operations, in the families of workers, and through supply chains where companies can leverage their influence to bring about change. Women continue to face harassment from managers in the garment sector in South Asia, violence from co-workers and managers persists in estates and plantations in East Africa and Southeast Asia, and verbal and physical abuse in professional sectors lingers globally. Almost no sector is immune. Additionally, pay inequality and representation of women in senior management and corporate boards remains vastly disproportionate to skills and abilities. As the #MeToo movement has shown, sexual harassment in the workplace is not restricted to the factory floor.

#### Discussion Questions

- What can companies do to eliminate harassment, violence, and discrimination?
- How can companies deploy their leverage to bring about change?
- What examples exist that show the most effective strategies to make a difference?
- How do companies address the challenge of intersectionality?
- What role can the UN Working Group for Business and Human Rights, or others, play in identifying and setting standards?

#### Speakers

- **Anita Ramasastry**, Member, UN Working Group on Business and Human Rights
- **Rachel Micah-Jones**, Founder, Centro de los Derechos del Migrante, Inc.
- **Natalie Galea**, Post-doctoral Fellow, Australian Human Rights Institute; Olympian
- Moderator: **Salil Tripathi**, Senior Advisor, IHRB

#### Respondents

- **Froydis Cameron-Johansson**, Group Head, International & Gov't Relations, Anglo American
- **Srilatha Batliwala**, Director, Knowledge Building & Feminist Leadership, CREA

#### Resources

- [Podcast series on gender and business](#) (2018)
- [The Business Benefits of Ending Gender-Based Violence](#) (Briefing 4.1)
- [A Snapshot of Women in the Labour Force](#) (2017)
- [Costing the impacts of Gender-based Violence to Business](#) (2016)

Break

11.30-11.45

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### Gender and Business Part II: Discrimination and Empowerment in the Sports Industry

11.45-13.00

The barriers women and girls face in sports – whether it is unequal pay, equipment, opportunity, or representation – are the same barriers they face in society. Sports are a universal, proven tool to fight discrimination and secure social change. Through the elimination of institutional and cultural barriers in sport, women's rights across the board can be advanced. But women are still a disenfranchised class in many ways.

Only last year did the International Basketball Federation (FIBA) lift its ban on head coverings, which had to date forced Muslim women wearing hijabs to choose between religion and athletics. The Women's World Cup is less than one year away, and the defending champion U.S. women's national soccer team earns a fraction of their male counterparts. Female fans are legally barred from entering stadiums in Iran to support their teams. Gymnastics recently served as a flashpoint illustration of the ubiquitous nature of abuse - mental, physical, and sexual - that can occur in all sports and reach the highest levels of sports governance and administration.

#### Discussion Questions

- What has been the legacy of Title IX in the 45 years since its introduction?
- What will be the impact of the new US Safe Sport Act, and what is the likelihood of it serving as a model for similar legislation worldwide?
- How should businesses respond to the growing awareness of the systemic risks and challenges facing women in sport, and therefore in society more broadly?
- How important is collective responsibility and agency? What cross-sport or industry coalitions are needed to improve meaningful and inspiring responses to lingering challenges?

#### Speakers

- **SSG Elizabeth Marks**, Paralympic champion
- **Donna de Varona**, Sportscaster; Olympic champion
- **Nancy Hogshead Makar**, CEO, Champion Women; Olympic champion
- **Minky Worden**, Director of Global Initiatives, Human Rights Watch
- Moderator: **Haley St. Dennis**, Communications Manager, IHRB

#### Respondents

- **Brent Wilton**, Head of Global Workplace Rights, The Coca-Cola Company
- **Jennifer Stein**, US State Department, Bureau of Democracy, Rights, and Labor

#### Resources

- [The Centre for Sport and Human Rights](#)
- [EY Women Athletes Business Network](#)
- [#MeToo shows need for tighter rules in club and Olympic sports](#) (2017)

Lunch

13.00-14.00

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### Trade and Investment: Safeguards for China's Belt and Road Initiative

14.00-16.00

Growing trade tensions and rising protectionism in many countries are challenging the foundations of the multilateral system that has been so critical to economic and social development over past decades. At the same time, new technologies are shaping the future of trade and supply chain management and raise a number of questions about existing efforts by business to ensure respect for international human rights standards.

#### Speakers

- **Isabel Hilton**, CEO, China Dialogue
- **JingJing Zhang**, University of Maryland Law School, Environmental Law Program
- **Motoko Aizawa**, Independent Researcher on Sustainable Infrastructure
- Moderator: **John Morrison**, Chief Executive, IHRB

#### Respondents

- **Vicky Bowman**, Director, Myanmar Centre for Responsible Business
- **Allan Lerberg Jørgensen**, Lead Sustainability Advisor, A.P. Moller Maersk

#### Resources

- Discussion Paper: Technology and Trade, IHRB
- [Belt and Road Initiative briefing](#) (2018)
- [On China's New Silk Road, Democracy Pays A Toll](#) (2018)
- [Open Letter to EU Commissioner Malmstrom](#), IHRB (2018)

### Close: Taking Stock and Looking Ahead

16.00-16.45

### Drinks reception

16.45-18.00

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## IHRB's Work Since the 2017 Circle of Innovators

Over the past year IHRB has worked to make further progress on a range of important issues including:

- **Responsible Recruitment:** IHRB has expanded its coalition of actors working to abolish payment of fees by migrant workers to recruitment agencies globally, with a view to fighting labour exploitation, forced labour, and human trafficking. Collective action sessions were held in Malaysia and Thailand and the progress worldwide was evaluated at the Global Forum on Responsible Recruitment in Singapore held in May 2018.
- **Sport and Human Rights:** After more than three years of dialogue, planning and development, the Centre for Sport and Human Rights was launched this June. Over 40 organizations (including international organisations, companies, sports bodies, and civil society) have joined the Centre's advisory council and interviews to appoint a CEO will take place in late November. IHRB is serving as the incubator for the Centre's development, and is leading efforts to shape international action around affected groups at the 2018 Sporting Chance Forum to be held in Paris on 12-13 December 2018.
- **Trade and Technology:** Debates continue around how evolving global business developments can best be aligned with efforts to ensure corporate respect for human rights. The Government of Switzerland will publish in late November human rights due diligence guidance for commodity traders that IHRB has played a lead role in developing. We are also working to deepen our engagement with the shipping industry while exploring how to contribute to actions around major infrastructure efforts like China's Belt and Road Initiative. Understanding the disruptive effects of technology has also been on our agenda in 2018, including the role of distributed ledger technologies. Our partner the Myanmar Centre for Responsible Business is actively engaged in discussions about appropriate trade-related responses to the human rights crisis in Myanmar, particularly around the UN Report which alleges genocide being perpetrated against the Rohingya minority.vv
- **Gender and Diversity:** During 2018, we continued to promote the UN Standards of Conduct for Business with regard to tackling discrimination against LGBTI+ people, which IHRB developed in partnership with the UN Human Rights Office. We are also planning a similar initiative on gender, in partnership with institutions in Australia, Singapore, India, and elsewhere. Our work on gender – including through the world of sport - represents a significant part of the agenda for this year's Circle of Innovators meeting.

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## Speaker Biographies

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### Prince Zeid bin Ra'ad Al Hussein

Former UN High Commissioner for Human Rights

Zeid was UN High Commissioner for Human Rights from September 2014 to September 2018. A veteran multilateral diplomat, Zeid was previously Jordan's Permanent Representative to the United Nations in New York, and served as Jordan's Deputy Permanent Representative to the UN. Zeid played a central role in the establishment of the International Criminal Court, and in 2002 was elected the first President of the Assembly of States Parties to the Rome Statute. In 2004, he was named Advisor to the Secretary-General on Sexual Exploitation and Abuse.

Zeid chaired the Consultative Committee for the United Nations Development Fund for Women (UNIFEM), and recently pledged to be a Geneva Gender Champion, committing to advance gender equality in OHCHR and in international fora. He has served on numerous committees, advisory boards and councils, including those of the Institute for Historical Justice and Reconciliation, the Auschwitz Institute for Peace and Reconciliation, the Center for Global Affairs at New York University, and the International Center for Ethics, Justice and Public Life at Brandeis University. He also served as a member of the World Bank's Advisory Council for the World Development Report 2011.

Zeid holds a Bachelor of Arts from Johns Hopkins University and a Doctorate in Philosophy from Cambridge University (Christ's College).

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### Motoko Aizawa

Independent Researcher on Sustainable Infrastructure

Motoko is an expert on environmental, social and governance dimensions of sustainability, as well as policy initiatives to help governments and companies improve their sustainability performance, particularly in the financial and extractives sectors.

She is the principal author of the 2006 IFC Performance Standards, and the human rights provisions in the 2012 version of these Standards. Until recently, Motoko led efforts by the World Bank to update its Environmental and Social Safeguard Policies. Motoko is a member of the Human Rights Commission of the District of Columbia, a civic group appointed by the Government of Washington, DC that adjudicates private sector discrimination complaints brought under the D.C. Human Rights Act. Motoko was formerly Managing Director, IHRB USA, and is a Friend of IHRB.

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### Srilatha Batliwala

Director, Knowledge Building and Feminist Leadership, CREA

Srilatha is Director, Knowledge Building and Feminist Leadership with CREA (Creating Resources for Empowerment in Action), an international organisation that works at the intersection of gender, sexuality and human rights. Her current work focuses on capacity building and mentoring of young women activists in the Global South, and on building new knowledge from practice, especially in the areas of women's rights and transformative leadership.

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Through the past four decades, Srilatha's work has bridged practice and theory, spanning grassroots activism, advocacy, teaching, research, training, grant-making and scholarly work. She has published extensively on a range of women's issues, and is best known for her work on women's empowerment. Her most recent publication is a collection of her writings, "Engaging with Empowerment – An Intellectual and Experiential Journey" (Women Unlimited, 2014, and eBook version 2015). She also serves on the boards of a number of international and Indian human rights, women's rights and development organisations. Srilatha is a member of IHRB's International Advisory Council.

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### Froydis Cameron-Johansson

Group Head, International and Government Relations, Anglo American

Froydis is Head of International and Government Relations at Anglo American. Prior to this she was Head of Safety, Sustainability, Corporate Affairs and Compliance for Anglo American's global Exploration Business, and has also held the role of Head of Corporate Affairs for Anglo American's other Mining and Industrial group and Group Projects – looking after integrated planning for major capital projects in Europe, Africa and the Americas.

Previous to joining Anglo American, Froydis has over a decade of experience in the oil and gas sector with Shell, holding a number of technical, project and corporate positions around the world. She has also worked for the European Commission as well as at the US Senate as a speechwriter.

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### Donna de Varona

Sportscaster; Olympic champion

Two time Olympic gold medalist in swimming, Donna is a long-standing member of the International Olympic Committee (IOC) Women and Sport Commission. In 1964 after setting some 20 World records and fastest times she was voted the most outstanding woman athlete in the world by AP and UPI.

Donna is an Emmy award-winning pioneer journalist having covered 18 Olympics. She has been awarded five honorary doctorates for her continuing advocacy in education and Olympic sports-related US federal legislation. The first President and Chairman of the Women's Sports Foundation, Donna is President of DAMAR Productions, a sports events marketing and production company. Recently she served as an advisor to the successful LA28 Olympic Games bid. She is the founder and lead advisor for the EY Women Athletes Business Network which helps elite women athletes transition from active sports competition to productive careers after retiring.

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### Catrin Einhorn

Senior Staff Editor, New York Times

Catrin is a journalist at The New York Times who reports and produces narrative-driven work in a variety of media, including print, audio, video and interactive pieces. Along with a team of reporters who exposed sexual harassment and misconduct across industries, she was awarded a Pulitzer Prize for public service in 2018.

She has covered sexual harassment in blue-collar workplaces, urban violence, Americans' complicated relationship with firearms, veterans' issues and some very special tennis courts. Previously, she was part of a team that examined President Obama's troop surge in Afghanistan by telling the personal stories of one battalion's yearlong deployment in a multimedia series called "Year at War."

Her work has been recognised with awards from the National Academy of Television Arts and Sciences (Emmys), Alfred I. duPont-Columbia University, World Press Photo and Picture of the Year International.

Before joining The New York Times, Catrin was a public radio reporter and a Fulbright scholar in anthropology.

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### Natalie Galea

Post-doctoral Fellow, Australian Human Rights Institute; Olympian

Natalie is a Postdoctoral Fellow in the Australian Human Rights Institute at the University of New South Wales, Sydney, Australia. Her research is focused on gender justice and social policy. Her two primary research interests are: gender equality in male dominated sectors and gender violence in sport. Natalie recently completed a major industry and government funded research project focused on gender equity in the Australian construction sector. She works closely with the construction sector and is a prominent voice for change.

Prior to commencing her career in academia, worked for 15 years as construction project manager delivering construction projects in Australia, the Middle East and North Africa. Natalie also competed at the 1996 Olympic Games for Australia. She was the section manager for the Australian Olympic Judo Team at the 2008 Olympics. She is currently the deputy chair of the International Judo Federation Athletes Commission and is a member on the Judo Australia Governance Commission.

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### Isabel Hilton OBE

CEO, China Dialogue

Isabel is an international journalist and broadcaster. She worked for the Daily Express and the Sunday Times before joining the launch team for The Independent in 1986. In 1992 she became a presenter of the BBC's flagship news programme, The World Tonight and a columnist for The Guardian. In 1999 she joined the New Yorker as a staff writer.

Her work has appeared in the Financial Times, the New York Times, the Los Angeles Times, Granta, the New Statesman, El Pais, Index on Censorship and many other publications. Isabel is CEO of independent online media platform Chinadialogue.net. She is also a member of IHRB's International Advisory Council.

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### **Nancy Hogshead-Makar**

CEO, Champion Women; Olympic champion

Nancy is an Olympic champion, a civil rights lawyer, and CEO of Champion Women, a non-profit providing legal advocacy for girls and women in sports. Nancy led an eight-year effort to protect athletes from sexual abuse in club and Olympic sports, that is, sports not associated with schools. Most recently, she galvanised the sport, child protection, religious, and civil rights communities in support of a new federal law, the SafeSport Act, signed into law in February 2018.

Champion Women's work also includes equal play, such as traditional Title IX compliance in athletic departments, as well as employment, pregnancy and LGBT discrimination within sport. Representing the interests of girls and women in sports has required Nancy to testify in Congress numerous times, and write numerous books, scholarly and lay articles. She serves as an expert witness in Title IX cases and writes amicus briefs representing athletic organisations in precedent-setting litigation. In addition, she is frequently quoted in national news, both in print and on-air.

Nancy capped eight years as a world class swimmer at the 1984 Olympics, where she won three gold medals and one silver.

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### **Frances House**

Deputy Chief Executive, Institute for Human Rights and Business

Frances is responsible for the overall operational management of IHRB as well as having a particular focus on delivery of our Migrant Worker programme and its leadership activities with global brands. She works closely with IHRB's trustees on strategy, governance and financial oversight.

Before IHRB, Frances was Policy Director at the International Business Leaders Forum, Vietnam Researcher with Human Rights Watch, and worked with the European Commission in Brussels and Vietnam on humanitarian programmes with asylum-seekers. A former trustee of Amnesty International UK, Care International UK and Streetkids International UK, she also sits on IKEA's Stakeholder Advisory Board.

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### **SSG Elizabeth Marks**

Paralympic champion

SSG Elizabeth Marks joined the Army in 2008, shortly after her 17th birthday, continuing a family legacy of military service. While on assignment in Iraq as a combat medic, she sustained bilateral hip injuries. It wasn't until 2012, almost 2 years after injury, while recovering and trying to be found "fit for duty" when she discovered an unrealized gift for competitive swimming. Six months later she was accepted into the US ARMY World Class Athlete Program (WCAP) and found fit for duty as a 68w Combat Medic. Since then she has continued to participate and push herself to excel in a sport she has grown to love.

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In 2014 Marks became rapidly ill while in London for the inaugural Invictus Games and was placed onto ECMO life support for respiratory failure, a life salvage operation. On July 11th 2017 after years of battling chronic regional pain syndrome, caused by her original injuries and her stent on ECMO, Marks underwent left below the knee amputation. SSG Marks competes in International Military sports against disabled men and women in track, field, swimming and chair racing. However; Marks primarily competes in Paralympic swimming with a classification of S8SB7SM8 for the US Army World Class Athlete Program.

Marks continuously recognizes how grateful she is for the opportunities she's been given, the skills she has developed, and the people in her life. Her father, a disabled Marine Corps Vietnam Veteran, has been instrumental in her success by encouraging her to identify her life goals and never give up. The Fisher House foundation for being a constant supporter of her and her family on multiple roads to recovery. As well as her many Active Duty and Retired Military mentors for the guidance and friendship they have afforded her.

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### Rachel Micah-Jones

Founder, [Centro de los Derechos del Migrante, Inc.](#)

Rachel is an attorney and the Founder and Executive Director of Centro de los Derechos del Migrante, Inc., the first transnational migrant rights organisation based in Mexico and the United States. An award-winning leader in the migrant and workers' rights movement, Rachel has focused on reforming international labor recruitment and the H-2A and H-2B guestworker programmes to protect low-wage workers. Rachel has built an international coalition on recruitment reform, advocated for workers' rights in strategic litigation against US government agencies and employers, and testified before international organisations, in US Congressional briefings, and before the Mexican Congress.

Rachel's writing on transnational migrant justice and clinical legal education has been published by the University of Maryland Francis King Carey School of Law, where she co-led a groundbreaking international clinic for law students. Rachel is a graduate of Georgetown University and American University Washington College of Law.

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### John Morrison

Chief Executive, [Institute for Human Rights and Business](#)

John has been Chief Executive Officer of the Institute for Human Rights and Business (IHRB) since its formation in 2009 under the leadership of Mary Robinson (the former President of Ireland and former UN High Commissioner for Human Rights). John leads IHRB's global strategy, fundraising, and outreach.

John has advised a number of governments, intergovernmental organisations, and businesses on human rights and wider issues of sustainability, development, and international affairs. His most recent book is "The Social License", published by Palgrave MacMillan in 2014, and he has published widely on issues relating to corporate responsibility, human rights, refugee protection, and human trafficking.

John also sits on the UK Foreign Secretary's Human Rights Advisory Group and has been a Harkness Fellow to the USA. In 2017, he was named one of the 100 most influential people worldwide on the issue of eliminating modern slavery.

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### Anita Ramasastry

Member, UN Working Group on Business and Human Rights; Professor, University of Washington; IHRB Advisory Council Research Member

Anita is a Member of the United Nations Working Group on Business and Human Rights. She is also the the UW Law Foundation Professor of Law at the University of Washington School of Law in Seattle. Her research interests include business and human rights, anti-corruption and law and development. Her current research focuses on the role of business in armed conflict.

She has authored numerous scholarly articles and reports focused on emerging issues in business and human rights including Commerce, Crime and Conflict (with Mark Taylor and Bob Thompson) and a recent study for the International Corporate Accountability Roundtable on Human Rights Due Diligence: The Role of States (with Olivier de Schutter, M. Taylor and R. Thompson). She was part of the project team that developed the “Red Flags” Liability Risks for Companies Operating in High Risk Zones. From 2009 – 2011, Ramasastry served as a senior advisor in the Obama Administration, working in the International Trade Administration of the US Department of Commerce. She is a graduate of Harvard College, Harvard Law School and the University of Sydney.

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### Melena Ryzik

Culture Reporter, New York Times

Melena Ryzik is a roving culture reporter who was part of a team that won a Pulitzer Prize in 2018 for public service for reporting on workplace sexual harassment issues.

Recent projects have included a broadly shared report on diversity and representation in Hollywood, an oral history of the activist group the Guerrilla Girls, and a series on socially conscious, genre-defying artists. She has profiled everyone from Amy Schumer to Ghostface Killah to Pussy Riot.

As the awards season columnist known as the Carpetbagger, she attended the Oscars five times and sent dispatches from film festivals around the world. A native Russian speaker, she has also served as a national correspondent in San Francisco and the mid-Atlantic states.

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### Purna Sen

Executive Coordinator and Spokesperson on Sexual Harassment and Other Forms of Discrimination, UN Women

Purna was appointed UN Women Executive Coordinator and Spokesperson on Sexual Harassment and Other Forms of Discrimination in April 2018. At the time, she was serving as UN Women’s Director of Policy. She has over 30 years’ experience as an activist, academic and practitioner promoting human rights, feminism and social justice and combatting violence against women and discrimination in all forms.

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Prior to joining UN Women, she was Deputy Director of the Institute of Public Affairs at the London School of Economics where she also taught gender and development, Head of Human Rights for the Commonwealth Secretariat and Director of the Asia-Pacific Programme at Amnesty International. During the 2015 UK, general election, Purna was a parliamentary candidate for the Brighton Pavilion constituency.

Purna has a PhD from Bristol University on the subject of Violence Against Women. Her work has included research, publications and activism on violence against women, culture and human rights, trafficking, sexuality and sexual control, human rights, development, civil society organising against violence, and social development issues and race equality in the UK. She has consulted with organisations including Article 19 and the British Council and held committee or advisory roles with NGOs including the Refugee Women's Resource Project and Southall Black Sisters. She was Chair of the board of the LGBT charity Kaleidoscope Trust and a member of the board of the Commonwealth Human Rights initiative.

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### Haley St. Dennis

Communications Manager, Institute for Human Rights and Business

Haley has extensive experience in the application of international human rights and responsible business standards within a wide range of industry sectors, including extractives, employment and recruitment agencies, ICT, apparel, agriculture, as well as sport. Haley's legal research background is complemented by her expertise in integrated external and internal communications across a variety of mediums.

Haley joined IHRB in 2011, producing or supporting a range of research outputs before transitioning to Communications Manager in October 2015. As Communications Manager, Haley is responsible for strategic and day-to-day management of IHRB's communications and engagement across all media. Haley is also a senior advisor to the Centre for Sport and Human Rights, for which IHRB serves as the host organisation.

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### Salil Tripathi

Senior Advisor, Institute for Human Rights and Business

Salil works on human rights themes such as discrimination, protection of human rights defenders, and emerging issues for business and human rights. He is also engaged in researching potential impacts of investments in countries opening up for investment after a long period of political or economic isolation. He also conducts podcasts with human rights experts and practitioners, and writes commentaries. He has also worked on issues related to land, conflict, and the information and communication technologies.

Salil was at Amnesty International (1999-2005) where he conducted research missions to Nigeria and Bosnia, and developed policies and thinking on complicity, privatisation, and corruption. He represented AI in the forming of the Global Compact, the Kimberley Process, and the Voluntary Principles for Security and Human Rights. At International Alert (2006-2008) he worked on projects in Colombia and was part of the team that developed the Red Flags Initiative. He is also an award-winning journalist and author of three works of non-fiction, and chairs PEN International's Writers-in-Prison Committee. Salil graduated with Masters in Business Administration from the Tuck School of Business at Dartmouth College and holds Bachelor of Commerce degree from Sydenham College of Commerce and Economics in India.

# Circle of Innovators

## Human Rights at 70

14<sup>th</sup> - 15<sup>th</sup> November 2018

Clifford Chance LLP, 31 West 52<sup>nd</sup> Street, NYC, 10019



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### Minky Worden

Director of Global Initiatives, Human Rights Watch

As Human Rights Watch's Director of Global Initiatives, Minky develops and implements international outreach and advocacy campaigns. She previously served as Human Rights Watch's Media Director, working with the world's journalists to help them cover crises, wars, human rights abuses and political developments in some 90 countries worldwide.

Minky has taught as an Adjunct Associate Professor at Columbia University's School of International and Social Affairs since 2013. Before joining Human Rights Watch in 1998, Minky lived and worked in Hong Kong as an adviser to Democratic Party chairman Martin Lee and worked at the Department of Justice in Washington, D.C. as a speechwriter for the U.S. Attorney General and in the Executive Office for US Attorneys. A member of the Council on Foreign Relations, Minky speaks Cantonese and German, and is an elected member of the Overseas Press Club's Board of Governors. She is the editor of *The Unfinished Revolution* (Seven Stories Press, 2012) and *China's Great Leap* (Seven Stories Press, 2008), and the co-editor of *Torture* (New Press, 2005).

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### Jingjing Zhang

University of Maryland Law School Environmental Law Program

Jingjing is a prominent Chinese environmental lawyer, and now a lecturer in law at Transnational Environmental Accountability Project at the University of Maryland School of Law. Through her work as the first litigation director with the Beijing-based Center for Legal Assistance to Pollution Victims between 1999 and 2008, Jingjing won several milestone environmental litigation cases in the Chinese courts, and was called China's Erin Brockovich.

Jingjing joined a regional environmental lawyers' network, Mekong Legal Network, in 2009, and started researching the environmental and social impact of Chinese investment in lower Mekong River region. Under her Open Society Fellowship, she travelled intensively between 2015 to 2018 to investigate Chinese companies' environmental and human rights performances in Africa and Latin America. She now is working on cutting-edge transnational environmental lawsuits, and testing various legal avenues to ensure Chinese overseas companies' compliance with international human rights norms and laws in China and Chinese investment recipient countries.

Jingjing earned her Master's of Public Administration from Harvard Kennedy School of Government, and her law degrees from China.

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## Participants

Prince Zeid Ra'ad Al Hussein	Former UN High Commissioner for Human Rights
Motoko Aizawa	Independent Researcher on Sustainable Infrastructure
Srilatha Batliwala	Director, Knowledge Building & Feminist Leadership; IHRB International Advisory Council member
Vanessa Bissessur	Operations Manager, IHRB
Nicky Black	Director, Environmental Stewardship and Social Progress, International Council on Mining and Metals (ICMM)
Eunice Borges	Special Assistant to the Executive Coordinator and Spokesperson on Sexual Harassment and other forms of discrimination, UN Women
Vicky Bowman	Director, Myanmar Centre for Responsible Business
Dan Bross	Senior Strategic Advisor, Article One; Former Senior Director Corporate Responsibility, Microsoft
Froydis Cameron-Johansson	Group Head of International and Government Relations, Anglo American
Laura Chapman Rubbo	Director, Responsible Governance and Supply Chain, The Walt Disney Co
Kevin Coon	Managing Partner & Chair Policy Committee, Baker McKenzie
Rachel Davis	Managing Director, Shift
Donna de Varona	Sportscaster; Olympic champion
Bjorn Edlund	Chair of Trustees, IHRB; Former Executive Vice President Communications, Royal Dutch Shell plc
Catrin Einhorn	Senior Staff Editor, The New York Times
Anna Faith	WE EMPOWER Senior Programme Manager, UN Women
Alexander Feldman	Associate, Clifford Chance USA
Luis Fernando de Angulo	Director, Centro Regional de Empresas y Emprendimientos Responsables, Colombia (CREER)
Natalie Galea	Post-doctoral Fellow, Australian Human Rights Institute; Olympian
Anna Gollub	Policy Analyst, Economic Institutions, UN Women
Mara Gubuan	Founder, Equality League
Mary Harvey	
Rebecca Hekman	Associate, Clifford Chance USA
Gabriella Herzog	Vice President, Labor Affairs and Corporate Responsibility, United States Council for International Business (USCIB)
Isabel Hilton OBE	CEO, China Dialogue Trust; IHRB International Advisory Council member
Nancy Hogshead-Makar	CEO, Champion Women; Olympic champion
Frances House	Deputy Chief Executive, IHRB

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Jon Jacoby	Program Officer, Business and Human Rights, Human Rights Initiative, Open Society Foundations
Scott Jerbi	Senior Advisor for Policy and Outreach, IHRB
Michael Karimian	Human Rights Program Manager, Microsoft
Anna Kirkpatrick	Senior Associate, Clifford Chance LLP
Heidi Koester Oliveira	Senior Manager, Global Human Rights, Mars
Claire Larner	Director, External Relations, Newmont Mining
Allan Lerberg Jørgensen	Lead Sustainability Advisor, Social Impact, A.P. Moller Maersk
SSG Elizabeth Marks	Paralympic champion
Amol Mehra	Managing Director, North America, Freedom Fund
Rachel Micah-Jones	Executive Director, Centro de los Derechos del Migrante,
John Morrison	Chief Executive, IHRB
Dan Neale	CEO, Corporate Human Rights Benchmark (CHRB)
Steve Nickelsburg	Partner, Clifford Chance USA
Amanda Nusz	Vice-President, Product Quality & Responsible Sourcing, Target Corporation
Doug Nystrom	Director, Human Rights – Supply Chain Responsible Sourcing, Walmart
Jason Pielemeier	Policy Director, Global Network Initiative
Ron Popper	Former Head of Corporate Responsibility, ABB; IHRB Trustee
Greg Priest	Head of Sustainability Policy, Ikea
Anita Ramasastry	Professor of Law; University of Washington; Member, UN Working Group on Business & Human Rights
Caroline Rees	President and Co-Founder, Shift
William Rook	Deputy Chief Executive, Centre for Sport and Human Rights; Regional Manager, IHRB
David Schilling	Senior Program Director, Interfaith Center on Corporate Responsibility
David Segall	Adjunct Professor, NYU Stern Centre for Business and Human Rights
Haley St. Dennis	Communications Manager, IHRB
Jennifer Stein	Section Lead, Internet Freedom and Business and Human Rights, US Department of State
Mark Taylor	Faculty of Law, University of Oslo and Fafo Research Foundation
Salil Tripathi	Senior Advisor for Global Issues, IHRB
Yetsa Tuakli-Wosornu	Assistant Clinical Professor, Yale School of Public Health
Neill Wilkins	Programme Manager, Migrant Workers, IHRB
Wesley Wilson	Managing Partner, +Valorum; Former Senior Director, Responsible Sourcing, Walmart
Brent Wilton	Director of Global Workplace Rights, The Coca-Cola Company
Minky Worden	Director of Global Initiatives, Human Rights Watch
JingJing Zhang	University of Maryland Law School Environmental Law Program



Political events, social movements, technological innovations, and rapid economic growth and crises can undermine or uphold human rights, affecting the dignity and the lives and work of billions of people. The effects can sometimes be swift and global. Yet, we in the business and human rights community rarely get to reflect on how our work is influenced by, or should influence, such macro developments. The Circle of Innovators is about building new opportunities and capacities to make sense of big picture developments. It will also inform the strategy and priorities of the Institute for Human Rights and Business.

