

Human Rights Due Diligence and Systemic Inequalities

Conference

25 - 26th October 2021

Speakers' Biographies



Michael Addo is Professor of Law at University of Notre Dame Law School, and Director of the Notre Dame London Law program. Before joining Notre Dame Michael held positions at the Universities of Exeter and Staffordshire. Michael's career in international human rights spans over 30 years, including as a member of the United Nations Working Group on Business and Human Rights from 2011-2018, during which he also served as a member and then Chair of the Coordination Committee of the United Nations Special Procedure mandate holders. He is author inter alia of *The Legal Nature of International Human Rights* (Nijhoff) 2010, *International Law of Human Rights* (Ashgate) 2006; *Freedom of Expression and the Criticism of Judges: A Comparative Study of Legal Standards in*

Europe (Ashgate) 2000 and *Human Rights Standards and the Responsibility of Transnational Corporations* (Kluwer) 1999.

Fola Adeleke Dr. Adeleke's work focuses on international economic law and human rights, information rights, open government and accountability within the extractive industry. Fola has worked in several notable institutions including the South African Human Rights Commission as the Head of Research and at Harvard Law School Human Rights Program supervising clinical projects on business and human rights. Fola was also a Fulbright visiting scholar with the Center for Sustainable Investment at Columbia University. Fola also clerked at the Supreme Court of Appeal, South Africa. His human rights work spans across Africa and he has served as the country researcher for the Open Government Partnership Independent Reporting Mechanism and was part of an expert group reviewing the African Union's Declaration of Principles on Freedom of Expression in Africa. Fola has also produced research for the Carter Center, the Open Society Foundation and the World Bank. He holds a PhD from Wits University and a LLM degree from the University of Cape Town.



Daniel Berezowsky is a human rights expert and communications strategist with over 10 years of work experience in the public, private and nonprofit sectors. His work focuses on business and human rights and LGBTI rights.

Early in his career, Daniel gained experience as a consultant on public affairs for ICT multinationals, government agencies and oil and gas companies in Latin America. He then went on to work in the public sector, and eventually co-led the strategic communications task force of the Minister of Home Office (SEGOB) of the Mexican Federal Government. As a Senior Advisor, Daniel also participated in the design and implementation of

human rights policies, with a focus on domestic workers' rights and LGBT rights. In his professional path, Daniel has also gained critical experience as a human rights expert and advocate at the Inter-American Commission of Human Rights and at Human Rights Watch.

Daniel is currently an Advisor and the Communications Lead at Shift, the leading center of expertise on the UN Guiding Principles on Business and Human Rights. At Shift, Daniel drives the communications and advocacy strategy. In parallel, he offers bespoke advisory support to Fortune 500 companies, sports bodies and governments on the implementation of the UN Guiding Principles.

Manel Chibane is a qualified lawyer in France with a background in corporate accountability, international criminal law and international human rights law. She has worked in international law firms in Paris and London and volunteered for non-profits in the Middle East. She advised government institutions, international bodies and conducted various academic research projects. She is a graduate of Columbia Law School (LL.M, Harlan Fiske Stone Scholar), Paris II Panthéon-Assas (LL.M, LL.B), and Nanterre University (BA, Philosophy). In addition to her native French, she speaks English and Spanish fluently as well as conversational Arabic. (Any statements of fact, opinion, or analysis expressed are those of the panellist and are not attributable to the Clooney Foundation for Justice.)



Barnali Choudhury is a Professor of Law and the Director of the Jack & Mae Nathanson Centre on Transnational Human Rights, Crime and Security. Prior to joining Osgoode, she was a Professor at University College London and academic director of UCL's Global Governance Institute. She remains an Honorary Professor at UCL.

She is an internationally recognized expert on business and international economic issues, particularly as they relate to issues of human rights. She has published numerous books, including *Corporate Duties to the Public* (Cambridge University Press, 2019); *Understanding the Company: Corporate Governance and Theory* (Cambridge University Press, 2017); and *Public Services and International Trade Liberalization: Human Rights and Gender Implications* (Cambridge University Press, 2012), as well as a forthcoming commentary on the United Nations Guiding Principles on Business and Human Rights.

She is regularly invited to give talks and has presented her work throughout Asia, Europe, the Middle East, North America and at the United Nations. She has visited at New York University, University of Cambridge, University of St. Gallen, University of Otago, and at the Max Planck Institute for Comparative and Private Law. In addition to numerous academic citations, her work has been cited by the United Nations, the UK's House of Commons, the House of Lords EU Select Committee, international arbitral tribunals and relied on by governments and international non-governmental organizations.

Rachel Davis is Co-founder and Vice President of Shift, the leading center of expertise on the UN Guiding Principles on Human Rights. At Shift, Rachel has led work for the last decade on integrating the UNGPs into national and industry standards, human rights and sports, financial institutions, conflict and international law. She was a senior legal advisor to the former Special Representative of the UN Secretary-General on business and human rights, Harvard Professor John Ruggie (2006-2011), and is a Senior Program Fellow with the Corporate Responsibility Initiative at Harvard Kennedy School. Rachel was the Chair of FIFA's independent Human Rights Advisory Board from 2017-2020 and has advised the International Olympic Committee on human rights since 2018. An author of the leading study on the costs of company-community conflict in the extractive sector, Rachel has worked at the High Court of Australia and the UN International Criminal Tribunal for the former Yugoslavia. She is a graduate of Harvard University and the University of New South Wales.





Dominique Day is a racial equity and justice accelerator. She leads DAYLIGHT | Rule of Law • Access to Justice • Advocacy, an access to justice platform that uses training, mapping, and advocacy as tools to help organizations, communities, and individuals build intersectional racial justice globally.

Dominique is the Chair of the UN Working Group of Experts on People of African Descent, a fact-finding body mandated by the UN Human Rights Council to investigate and report on the situation of people of African descent globally. She also is a member of the 2020-22 Global Future Council on Human Rights of the World Economic Forum and the WEF's Advisory Council for the Partnering for Racial Justice in Business initiative.

Internationally, Dominique's policy and capacity-building work focuses heavily on racial justice. She is a civil rights and human rights attorney with extensive criminal and civil litigation experience on behalf of individuals and communities within the Black diaspora, including in post-conflict and transitional States. She holds a bachelor's degree from Harvard University (cum laude) and a juris doctor from Stanford Law School.

Freya Dinshaw is a Senior Lawyer at the Human Rights Law Centre where she specialises in business and human rights. Freya's work focuses on exploring opportunities for deploying advocacy, strategic litigation and international mechanisms to challenge the treatment of vulnerable communities by governments, companies and other actors. Recent examples include supporting Bougainville communities in a human rights complaint against Rio Tinto through the OECD National Contact Point, and litigation against the Australian Government and G4S in relation to the death of an asylum seeker in Australia's offshore detention centre.



Prior to joining the HRLC, Freya was a Senior Associate at Allens Linklaters where she specialised in advising on corporate respect for human rights. She has also worked at the British Institute of International and Comparative Law and a leading international arbitration firm in London. Freya regularly presents and lectures on human rights topics, and has contributed to a number of publications including the Stocktake on Business and Human Rights in Australia. She also holds a fellowship at the Melbourne Social Equity Institute, University of Melbourne.



Jaren Blake Dunning is Senior Legal Director, Global Human Rights & Employment Law. Jaren serves as Senior Counsel, Global Human Rights & Employment Law at PepsiCo. In this role, he advises the business on human rights issues, helps define the company's global human rights strategy, and leads the execution of PepsiCo's human rights program. Prior to this role, he worked in PepsiCo's Sustainability Office, where he played a key role in developing PepsiCo's corporate sustainability strategy and Performance with Purpose 2025 goals. Jaren joined PepsiCo in 2014 as a member of its Global Public Policy and Government Affairs department, where he focused on policy development and stakeholder engagement.

Before joining PepsiCo, Jaren served two short stints with the United Nations as a legal intern, managing projects at the United Nations Office of Drugs and Crime (UNODC) and the United Nations Interregional Crime and Justice Research Institute (UNICRI). He also completed a graduate fellowship at the J.W. Fanning Institute for Leadership, where he focused on public policy and community development efforts. Jaren graduated from Emory University with B.A. in English and Italian Studies. He also holds a J.D. and M.P.A. from the University of Georgia.

Mary Beth Gallagher is the Director of Engagement at Domini Impact Investments as of August 2021. Mary Beth's diverse experience with law, financial analysis, corporate engagements and issue-based organizing enables her to lead Domini's efforts as a voice for change. She is responsible for leading Domini's engagement efforts with portfolio companies and broader stakeholder groups, as well as developing initiatives and campaigns.



In her previous position, she was the Executive Director of a non-profit organization representing institutional investors in stewardship and shareholder advocacy with corporations to encourage more disclosure and responsible business practices to advance systemic change. She graduated from American University, Washington College of Law in 2008 and is a Member of the New York Bar, admitted November 2009



Erika George is the Samuel D. Thurman Professor of Law in the S.J. Quinney College of Law and Director of the Tanner Humanities Center. She teaches constitutional law, international human rights law and seminar courses on equality, sustainability, and corporate responsibility. She earned her B.A. from the University of Chicago and her J.D. from Harvard Law School. She also holds an M.A. in International Relations from the University of Chicago. Before entering the legal academy, she worked with Human Rights Watch and practiced corporate litigation in Chicago and New York City. Her scholarship has appeared in the *California Law Review*, the *Michigan Journal of International Law*, the *New York University Journal of International Law and Policy*, the *Berkeley Journal of International Law*, and the annual proceedings of the American Society of International Law. She serves on the editorial board of the *Business and Human Rights Journal*. She is a member of the American Law Institute and is a Fellow of the American Bar Foundation. Her current research explores efforts to hold corporations accountable for alleged rights violations and her new book *Incorporating Rights* is forthcoming from Oxford University Press.

Harpreet Kaur is Harpreet Kaur is a Business and Human Rights Specialist at the UNDP's Regional Bureau of Asia and the Pacific, where she oversees a regional project aiming at promoting responsible business practices through partnerships in Asia. She provides technical and advisory support to governments and businesses on how to mitigate and address human rights risks and impacts in operations and supply chains in Asia. Previously, Harpreet led Genpact Centre for Women's Leadership at Ashoka University where she steered the Women, Workplace & Rights agenda and designed cutting-edge programs that enabled women to lead with equality and dignity. At Business and Human Rights Resource Centre, Harpreet highlighted corporates' human rights impacts through her research and writing. In her early years, Harpreet lead governance projects in the conflict-ridden Jammu and Kashmir in India using media and communication and supported the track-II diplomacy processes. Harpreet serves as a Council Member of the World Economic Forum Global Future Council on Human Rights. Harpreet has presented at various national, regional and international forums and published both in national & international media. Harpreet has a PhD in Anthropology from the University of Delhi, India and a Post Graduate Diploma in Human Rights Law, National Law School, India. She is a certified SA



8000 Auditor.



Sorcha MacLeod is a Marie Skłodowska Curie Fellow and Associate Professor at the University of Copenhagen and an Adjunct Lecturer at the Hertie School of Governance, Berlin. She has a particular research interest in the private military and security industry and she has published widely on this topic. In July 2018 she was appointed as an independent human rights expert to the United Nations Working Group on Mercenaries and is also an invited expert to the UN Intergovernmental Working Group on private military and security companies. She participated in the development of the Montreux Document regulatory process on private military and security companies, as well as the International Code of Conduct for Private Security Providers and its International Code of Conduct Association at which she has Observer Status. She also helped draft international management standards for private security operations and advises civil society organisations, governments and industry on business, human rights and security issues.

Bonita Meyersfeld is a human rights lawyer, academic and advocate. She is an associate professor at Wits Law School and from 2012 to 2017, she was the director of the Centre for Applied Legal Studies. She has worked in various international NGOs and was a parliamentary legal advisor in the House of Lords in the United Kingdom. She was an editor of the South African Journal on Human Rights and is the founding member and chair of the board of Lawyers against Abuse.



Bonita obtained her LLB (cum laude) from Wits and her masters and doctorate in law from Yale Law School. Bonita teaches and publishes in the areas of gender-based violence, business and human rights, international law and animal law. She is the author of the book, Domestic Violence and International Law. Bonita has consulted for, and presented expert statements to, various United Nations fora. Bonita has been appointed Chevalier de l'Ordre national du Mérite (Knight of the National Order of Merit) by the President of France in honour of her work in human rights and gender-based violence.



Sindiso Mnisi Weeks is Associate Professor of Law and Society in the School for Global Inclusion and Social Development at the University of Massachusetts Boston, and Adjunct Associate Professor in Public Law at the University of Cape Town. She previously served as a senior researcher in the Centre for Law and Society at UCT, where she worked in the Rural Women's Action Research Programme (now the Land and Accountability Research Centre), combining research, advocacy and policy work on women, property, governance, dispute management, and participation under customary law and the South African Constitution. Dr. Mnisi Weeks received her DPhil from the University of Oxford's Centre for Socio-Legal Studies, as a Rhodes Scholar, and previously clerked for then Deputy Chief Justice of the Constitutional Court of South Africa, Dikgang Moseneke. She has taught African Customary Law at UCT, Law and Society at the University of Massachusetts Amherst, and for the Consortium for Graduate Studies in Gender, Culture, Women, and Sexuality (GCWS) based at the Massachusetts Institute of Technology. Dr. Mnisi Weeks has authored Access to Justice and Human Security: Cultural Contradictions in Rural South Africa (Routledge, 2018) and co-authored African Customary Law in South Africa: Post-Apartheid and Living Law Perspectives (OUPSA, 2015). She is also a contributing author of leading South African law textbooks on Constitutional Law and Family Law, as well as the Oxford Handbook on Law and Anthropology (OUP, 2021). Dr. Mnisi Weeks's current projects include authoring a book on Rule of Law in Context: South Africa (Hart Publishing) with Heinz Klug and Sanele Sibanda, and a new monograph whose working title is Behind the Veil of Isidwaba: Rural South African Women Lay

Down the Law. She is an in-coming editor of one of the American Anthropological Association's official journals, Political and Legal Anthropology Review (PoLAR).

Krishnendu Mukherjee is a barrister and Indian advocate based at Doughty Street Chambers in London. Since 2007 he has been working on serious violations arising in India, including toxic pollution, forced labour and the effects of global warming. In particular, his team has diagnosed and distributed £12m of compensation to rights-holders affected by asbestos-related diseases, he has filed numerous cases in Indian courts and is working on a project on global warming in the Indian Sundarbans. This has led to an understanding that it is the inequalities in the state enforcement mechanisms, the legal protection systems and the impoverishment of labour and communities that allows these violations to continue. Whilst legal cases are part of challenging violations, these inequalities mean that a much wider and holistic approach needs to be taken when considering how serious violations should be tackled.



Grace Mutung'u researches ICT policy in Kenya and Africa generally. Her current work is around digital rights, data protection, digital ID and financial inclusion. She is a research fellow at the Centre for IP and IT Law (CIPIT) at Strathmore University.

Michael Olatokun is a lawyer, academic and campaigner committed to helping the most marginalised groups in society to change the world. He leads the Public and Youth Engagement Programme of Bingham Centre for the Rule of Law (BIICL), supervising the volunteers in teaching schoolchildren across the country about law and politics. He is Course Director of 'Citizenship and the Rule of Law', an online human rights course run by BIICL in collaboration with the University of London. Outside of the Bingham Centre, Michael is a Lecturer in Law at London South Bank University.



Prior to joining the Bingham Centre Michael worked as a political organiser encouraging young people and disenfranchised groups to participate in public life. He has led voter registration projects that have successfully registered hundreds of thousands of first-time voters, working with the Cabinet Office in the UK and other partners to promote voter engagement in the run-up to the 2016 European Union Referendum. The University of Nottingham gave Michael an 'Alumni Laureate Award' to recognise his democratic engagement work and he was named a (fee-waiving) Fellow of the Royal Society of the Arts in 2017.

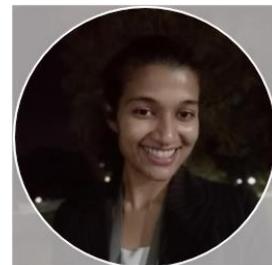
Outside of his citizenship work, Michael has been a non-executive director of four charities. He has also served as an advisor of public education authorities.

Thabisile Phumo is an accredited public relations and communication specialist, with 25 years' experience in communication, stakeholder engagement and social performance. She is currently the Senior Vice President and Head of Stakeholder Relations at Sibanye-Stillwater and has worked in various capacities in the corporate affairs environment at the University of South Africa, United Nations High Commissioner for Refugees, Commission for Gender Equality and Anglo American Platinum Limited. She has also spent at 8 years as a part-time lecturer/course facilitator in corporate communications, corporate social responsibility, and stakeholder engagement. Thabisile is the Chairperson of GTSM, board member and the past President of the Public Relations Institute of Southern Africa.



Mustafa Qadri is the Founder and Chief Executive Officer of Equidem, providing overall strategic direction and managing all of the organisation's projects. He is a human rights research and advocacy expert with 20 years of interdisciplinary experience in government and public international law, journalism and the non-governmental sector.

Charmika Samaradiwakera-Wijesundara is a lecturer at the University of the Witwatersrand, Johannesburg (Wits) School of Law. Prior to which she was a Research and Teaching Associate at the Wits School of Law and associated researcher of the Business and Human Rights Programme of the Centre for Applied Legal Studies. She completed her articles of clerkship in the Corporate and Commercial Law Department of Edward Nathan Sonnebergs Inc (subsequently ENSafrica) and is an admitted attorney of the High Court of South Africa. She graduated her LLB (with distinction) and LLM (by dissertation) at Wits. She is currently a PhD candidate on a joint programme with Wits and the Erasmus University, International Institute of Social Sciences, The Hague. She was the vice-president of the Law Students' Council and awarded the Law School Endowment Appeal Prize by Wits. She is an Abe Bailey Fellow, member of the Golden Key International Honour Society and a graduate of the Robben Island Museum Young Leaders Academy. Her research areas include Jurisprudence (Critical Race Theory, Decolonial Approaches, African Philosophy and Feminist Theory); and Corporate & Commercial/Company Law (Legal Personality, Corporate/Juristic Personality, Legal Ethics and Business & Human Rights).



Elsa Savourey is Director for Sustainability Outcomes and SDGs at Principles for Responsible Investment (PRI). Prior to joining PRI she was an attorney-at-law and firm-wide coordinator of the Global Business and Human Rights Practice of an international law firm.

Elsa has been working with several stakeholders on matters relating to business and human rights for the past decade. She has advised French and international clients from the private and public sector on compliance with international, domestic and sectorial business and human rights standards. She publishes extensively on the French Law on the Corporate Duty of Vigilance and has advised a broad range of clients on its implementation. She teaches in several universities, including Sciences Po Paris where she is a permanent lecturer. Since 2019, she has been ranked as one of only 25 lawyers

worldwide with leading expertise in business and human rights (Chambers & Partners, Business & Human Rights Global Rankings).

Andrea Shemberg is Chair of the Global Business Initiative on Human Rights and advisor on business and human rights with over 20 years of experience in the field.

Andrea was Legal Advisor at Amnesty International UK and the International Commission of Jurists before becoming Legal Advisor to John Ruggie, the-then UN Special Representative of the Secretary General for Business and Human Rights (SRSG). In that capacity, Andrea led the SRSG's work on investment contracts and treaties, advised him on international human rights, humanitarian and criminal law issues and participated in the drafting of the UN Guiding Principles on Business and Human Rights.

Andrea established and led the Investment & Human Rights Project at the London School of Economics until 2016. She is a US-trained lawyer with management-side law firm experience in labour and employment law. She teaches business and human rights at graduate and law schools.



James Sinclair is an international lawyer based in London. He holds a Bachelor's Degree in Philosophy, Politics and Economics from York University, postgraduate legal qualifications from the University of Law, a Master's Degree in International Relations and a PhD in International Human Rights Law and Political Economy, both from King's College London. James qualified as a Barrister in 2001 and developed an international litigation practice. In 2006, he co-founded FSI Worldwide, a UN award winning fair labour organisation. He lived and worked across the Middle East, South Asia and East Africa between 2007 and 2014. He also established a law firm in the UAE.

Between 2014 and 2020 James undertook his MA and PhD, whilst continuing to advise clients on sustainable business practices. In 2018, James was awarded a grant by DFID to develop and lead the Fair Labour Alliance, a social innovation hub that develops and implements practical improvements in international labour supply chains. James currently leads the FSI consulting team, offering best practice fair labour consulting and ESG advice to global companies.

Lise Smit is Senior Research Fellow in Business and Human Rights at the British Institute of International and Comparative Law. She conducts research on corporate human rights due diligence and other aspects of implementation of the UN Guiding Principles on Business and Human Rights, including regulatory developments. Prior to joining the Institute, Lise was a practicing advocate at the Cape Town Bar in South Africa. She has worked on business and human rights issues for the Business and Human Rights Resource Centre in London and the UN Global Compact Office in New York. She was also law clerk to the Chief Justice of South Africa, Pius Langa, at the South African Constitutional Court in Johannesburg. She has authored various publications in the area of business and human rights, including leading a study for the European Commission on regulatory options for mandatory human rights and environmental due diligence. Lise has an LLM in human rights law from the University of Stellenbosch, South Africa, and a Masters in





Nelleke Van Amstel is a business and human rights professional, with over a decade of experience in working predominantly on the implementation of regulation and human rights standards in the extractive- and private security sector.

Currently, she works as a senior consultant with twentyfifty, a management consultancy that supports leading companies to develop strategic and practical approaches to respect human rights and integrate HRDD procedures. Her professional background includes work for the Unit for relations with arms carriers of the International Committee of the Red Cross (ICRC), Programme Manager Private Security Regulation at the Geneva Centre for Security Sector Governance (DCAF) and human rights manager for the International Olympic Committee. She has an LLM in International and European Law of the University of Groningen and an LLM in international humanitarian law and human rights from the Geneva Academy.

Paolo Vargiu is a lecturer in law at the University of Leicester. He holds degrees from the universities of Cagliari (JD), Nottingham (LLM, PhD) and Leicester (PGCHE). He is a generalist public international lawyer with a variety of research interest, focusing primarily on international investment law and arbitration, jurisprudence, literature, and human rights. His current research projects deal with the semiotics and linguistics of investment arbitration, the analysis of public international law through the lens of comic book series, and the protection of religious minorities under public international law. He is also co-leading, under the direction of Tony Cole, an ESRC-funded project on the social and psychological underpinnings of commercial arbitration in Europe. He has been a member of the IEL Collective since November 2019.

