

**GILLIAN CALDWELL**  
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### **Professional Summary**

- Proven track record as a chief executive and senior leader in the non-profit and government sectors with deep experience in strategic planning, organizational development, executive coaching and facilitation, and in conceiving and executing deliverables-driven strategic plans.
- Dynamic and award-winning three-time executive director, campaigner, serial social entrepreneur, attorney and film maker experienced in advancing human rights, social justice, anti-corruption and environmental campaigns.
- Highly successful in managing all aspects of organizational development, including fundraising, policy advocacy, online strategy and organizing, field operations, communications and multi-media production, outreach, operations, human resources and finance.

### **Professional Experience**

#### **US Agency for International Development (USAID)**

*(August 2021-present) Washington DC*

Chief Climate Officer and Deputy Assistant Administrator

As the Chief Climate Officer, I serve as the Biden administration's political appointee responsible for shaping USAID's climate strategy worldwide and ensuring a fulsome, "whole of agency" response to the crisis. I also act as the most senior USAID climate liaison with other federal agencies, the US Congress, NGOs, foreign governments and international and regional organizations. As a USAID Deputy Assistant Administrator, I am engaged in shaping the allocation of the Agency's climate budget of more than \$700M encompassing US Congressional earmarks in the areas of Renewable Energy, Sustainable Landscapes and Adaptation. As Deputy Assistant Administrator, I also oversee the Center for Energy, Infrastructure and Cities, the Center for Natural Environment, and Center for Climate Positive Development and the Office of Environmental and Social Safeguarding. These teams shape budget recommendations for the allocation of all climate, biodiversity, wildlife trafficking and ocean plastics earmarks and provide technical guidance provided to our missions in 80 countries worldwide in renewable energy, biodiversity, land rights and governance, plastic pollution, wildlife trafficking, and more. I also manage the Office that is Congressionally mandated to assess the environmental and social impacts of development projects proposed for approval by the multi-lateral development banks.

**Gillian Caldwell Consulting LLC** *(September 2010-July 2015; October 2019-August 2021) Takoma Park, MD and Chiang Mai, Thailand*  
President

#### **Select clients in alphabetical order (for complete client list see [www.gilliancaldwell.com](http://www.gilliancaldwell.com)):**

- **Arabella Advisors** (<http://www.arabellaadvisors.com/>) *Advocacy Services Lead*. Retained to build and lead a growing advocacy practice at this large and growing national philanthropic advisory firm.
- **Bertha Foundation** (<http://www.berthafoundation.org/>), *Strategic Planning*. Hired to make recommendations on how to build a \$5M grant-making portfolio to support impact-oriented litigation worldwide.
- **Center for Community Change** (<http://www.communitychange.org/>), *Strategic Planning and Facilitation*. Helped lead a long-term strategic planning and cultural change process to support their work building the capacity of low-income communities of color in the US; co-designed and co-facilitated several all-staff planning retreats.
- **Changemakers and Ashoka** (<http://www.changemakers.com> and [www.ashoka.org](http://www.ashoka.org)), *Strategic Planning and Facilitation*. Designed and facilitated an annual planning retreat for the global Changemakers team as a project of Ashoka. Designed preliminary framework for building a national network of supporters to bring talent, ideas and impact to Ashoka US to proliferate and support social entrepreneurship.
- **EarthRights International** ([www.earthrights.org](http://www.earthrights.org)) *Project Director, Power of Law, Power of People Case Studies. Strategic Planning, Curricular Design*. Produced four short documentary films with accompanying case studies and lesson plans on impact litigation and campaigns in Cambodia, Nigeria, Peru and Myanmar to be used in training advocates to advance human and environmental rights. Developed recommendations for more effective impact evaluation across the organization. Facilitating a 5-year strategic planning process and designing a two-week curriculum for advocates in the Mekong region on integrating human rights and corporate accountability mechanisms into their advocacy.
- **GoodWeave** ([www.goodweave.org](http://www.goodweave.org)), *Coaching, Strategic Planning Advisor and Video Advocacy Design*. Coached and advised the senior staffer and Executive Director on strategic planning to advance business partnerships to end child labor in consumer products, and assisted with planning retreat design and facilitation. Crafted and helped launch a video advocacy strategy for an animated short intended as a centerpiece for a campaign to end child slavery in the rug industry.

- **Greenpeace** ([www.greenpeace.org](http://www.greenpeace.org)), *Retreat Design and Facilitation*. Designed and co-facilitated a global digital mobilization “skillshare” for 125 Greenpeace staff from 25 countries worldwide to enhance learning on strategies for growing online communities to leverage change.
- **Mertz Gilmore Foundation** (<http://www.mertzgilmore.org/>), *Landscape Scan Preparation and Distribution*. Researched and prepared a landscape scan for national distribution on advocacy and funding strategies to address the deleterious impact of money on American politics and policy.
- **Rebuild the Dream** (<http://rebuildthedream.com/>), *Executive Coaching, Organizational Development, Strategic Planning, Retreat Design and Facilitation*. Coached the Executive Director and various members of the senior team on strategy to grow opportunities for the American middle class, fundraising, operations and financial management. Designed and co-facilitated several retreats.
- **Robin Hood Foundation** ([www.robinhood.org/](http://www.robinhood.org/)), *Advocacy Strategy Consultant*. Led a process to assist the Board and Senior Staff in integrating advocacy grant-making into their service-oriented portfolio in order to alleviate poverty and promote education reform in New York City. Served as lead point of contact and presenter to executive staff and a high-profile Board of Directors from NYC’s financial sector.
- **streetfootballworld** (<http://www.streetfootballworld.org/>), *Strategic Planning and Facilitation*. Conducted interviews with NGOs, corporate partners and staff and deliver recommendations regarding long-term strategic priorities to grow the integration of football and sport into youth-oriented social justice programming. Advised regarding fundraising, staffing structure, and capacity building. Designed and facilitated strategic planning retreat for the global team.
- **SumOfUs** ([www.sumofus.org](http://www.sumofus.org)), *Executive Director Evaluation and Senior Manager Coaching*. Hired by the Board of Directors to complete a 360 evaluation of the Executive Director including online survey and interviews. Provided weekly coaching their Head of Campaigns in support of their work to ensure corporate accountability worldwide.
- **Verite** ([www.verite.org](http://www.verite.org)) *Strategic Planning*. Designed and project managed a global strategic planning process with affiliates and partner NGOs in Asia and Latin America to support corporations in ensuring that their employees around the world work in safe, fair and legal conditions.
- **The White House Office of Public Engagement** (<http://www.whitehouse.gov/engage/office>) *Evaluation and Recommendations*. Led research and report preparation for an analysis of the viewpoints of key constituent groups towards President Obama’s White House Office of Public Engagement, and made recommendations for improvements in constituent relations.
- **Zimbabwe Alliance** (<http://www.zimbabwealliance.org/>) (a partnership of the Wallace Global Fund, the Schooner Foundation, the International Development Exchange and Trust Africa), *Strategic Guidance and Fundraising*. Provided strategic guidance in completing a 2013 program plan, budget and accompanying materials on their work to strengthen civil society in Zimbabwe; solicited foundation and major donor gifts, advised on donor cultivation events.

**Global Witness**

(July 2015-July 2019) London UK

CEO

Global Witness ([www.globalwitness.org](http://www.globalwitness.org)) conducts investigations and advocacy surrounding natural resource extraction as well as the related corruption and environmental and human rights abuse. As CEO, I grew and oversaw the Management Team that is responsible for all aspects of organizational development including planning and evaluation, fundraising, campaigns, legal, communications, operations, financial management, IT, and human resources. I also served as an external spokesperson and chief liaison to the Board of Directors, Advisory Board, the Global Witness Foundation (US) and Global Witness Trust (UK). During my tenure as CEO, the organization achieved multiple systems-changing results and we grew our team from 87 to 113 with offices in London, Washington DC, and Beijing. We also opened an office in Brussels to deepen our engagement in advocacy in the European Union. I led the charge to grow our income from £8.9M on arrival in 2015 to £10.9M in 2018 and financial reserves grew from £3M to £6.7M.

**1Sky**

(2007-2010) Takoma Park, MD

Campaign Director (CEO/Executive Director Equivalent)

1Sky ([www.1sky.org](http://www.1sky.org)) was a highly collaborative short-term national campaign to deliver bold federal policy in the US to tackle global warming. First staff member hired to conceptualize strategy and launch the campaign; grew it from no staff or office in September 2007 to a powerful campaign with 501c3 and c4 components, including over 640 allied organizations with 50% outside the environmental sector, 50 paid staff with organizers in up to 30 states at the height of operations, a database of over 220,000 committed climate advocates, and 4,200 Climate Precinct Captains. Helped pass a cap and trade bill in the US House of Representatives. Primary responsibility for raising over \$8,000,000 in foundation and individual gifts and for overseeing senior staff in communications, internet, field, policy, fundraising, finance, human resources and operations departments. 1Sky merged with [www.350.org](http://www.350.org) effective 2011.

**WITNESS**

(1998-2007) New York, N.Y.

Executive Director

WITNESS ([www.witness.org](http://www.witness.org)), co-founded by musician Peter Gabriel, promotes the integration of video and multi-media communications into human rights campaigns, and has worked in partnership with NGOs in over 60 countries worldwide.

Responsible for defining the overarching vision and strategy, overseeing online strategy, press relations, advocacy campaigns, fundraising, finances, documentary productions and giving public presentations. Led WITNESS' rapid growth from 1998 when it had a staff of 3 and a budget of \$100,000 to a staff of 30 and a \$4.7 million budget with substantial cash reserves.

### **Global Survival Network**

(1995-1998) Washington, D.C.

Co-Director

Led all organizational development and fundraising for the human trafficking program to complement the program on organized crime and the trade in endangered species. Project Director for undercover investigative report and video documentary video titled *Bought & Sold*, an expose' into Russian mafia involvement in trafficking women for forced prostitution. Responsible for film production, advocacy campaign, writing reports for publication, contract negotiation and the supervision of all volunteers, interns and staff. Helped initiate Trafficking Victims Protection Act in US Congress (2000). Served as sole NGO partner with the Open Society Institute on designing an anti-trafficking initiative and small grants program throughout Central and Eastern Europe.

### **Council for Child Abuse and Neglect**

(1995-1997) Washington, D.C.

Attorney

Court-appointed attorney representing parties involved in abuse and neglect cases in Family Court.

### **Kohn & Einstein**

(1994-1995) Washington, D.C.

Attorney

Handled cases involving the Americans with Disabilities Act, Title VII sexual discrimination, and the Individuals with Disabilities in Education Act (IDEA).

### **The Honorable Geoffrey M. Alprin**

(1992-1994) Washington, D.C.

Law Clerk

Presiding Judge, Family Division, Superior Court of the District of Columbia (8/92-9/93); Felony I (rape and homicide) 10/93-7/94. Staff work on the Judicial Committee to Study the Mental Health Commission.

### **Fellowships Completed During Undergraduate and Legal Studies**

#### **Legal Resources Centre**

(1991-1992) Durban, South Africa

*Equal Justice Fellow* Investigated and prepared cases involving hit squads and other misconduct by police and security forces, political violence, sexual harassment, forced relocation of squatters, and one of the first cases in South Africa on HIV discrimination.

#### **South Brooklyn Legal Services Corp.**

(1990) Brooklyn, N.Y.

*Fellow* Presented cases on behalf of Social Security-Disability applicants in administrative hearings.

#### **NYC Dept. of General Services/Human Resources Administration**

(1988-1989) New York, N.Y.

*Employability Skills Educator* in a creative and experimental program for welfare recipients mandated to attend welfare to work initiatives.

#### **NYC Board of Correction**

(1988) New York, N.Y.

*Special Assistant to the Executive Director.*

Researched and prepared a report evaluating the Riker's Island prison work release program.

#### **Andrew Glover Youth Program**

(1985) New York, N.Y.

*Intern* Employment counselor for ex-offenders.

### **Additional Professional Fellowships & Awards**

- **MIT Media Lab Director's Fellow**, 2014-present. Awarded an honorary affiliation as a Director's Fellow for MIT's Media Lab that provides funding for travel and collaboration between Fellows and MIT Media Lab students and staff.
- During my decade of leadership, WITNESS was honored with numerous awards, including the **NY Times Award for Excellence in Communications**, the **American Express Building Leadership Award from the Independent Sector** and the **National Academy of Television Arts & Sciences' Humanitarian Award at the Public & Community Service Emmy® Awards**.
- **Skoll Award for Social Entrepreneurship**, 2005-2007. Recipient of an international award to support innovative social entrepreneurs and their organizations: \$615,000 over 3 years for WITNESS.
- **Fast Company Social Capitalist Award**, 2003-2008. Five-time recipient of national award for "outstanding social entrepreneurship" at WITNESS.

- **Tech Award**, 2003. Honored as a Tech Laureate in Human Rights by the Tech Museum and received a grant of \$50,000 “in recognition of WITNESS’ outstanding work”.
- **Ashoka Special Partner**, 2002. Selected as a special partner for Ashoka USA and received a grant of \$30,000 “in recognition of a lifetime of leadership in social entrepreneurship”.
- **Remarque Forum**, 2002. One of thirty promising leaders from Europe and North America invited to participate in an informal discussion retreat.
- **Schwab Foundation for Social Entrepreneurship**, 2001. Recipient of this international award to recognize 100 outstanding leaders in social entrepreneurship worldwide. Fellows received all expenses paid participation at the World Economic Forum in Davos annually.
- **New York Lawyer**, 2001. Profiled as one of “Fifteen Lawyers Under 40 Shaping Law for the 21<sup>st</sup> Century.”
- **Rockefeller Foundation Next Generation Leaders Award**, 2000. One of 24 Fellows identified through a national selection committee for demonstrated leadership skills. NGL Fellows receive a stipend and 25 days of intensive leadership training in the United States and abroad.
- **The Secretary’s Open Forum Public Service Award**, 1998. On behalf of the U.S. Department of State and the Agency for International Development in recognition of a contribution to international affairs and participation in the Open Forum’s Distinguished Lecture Series.
- **Echoing Green Graduate Public Service Fellowship**, July 1996-July 1998. Fellowship to direct investigation into mafia involvement in trafficking women out of Russia for prostitution, and coordinate outreach program disseminating results.
- **Equal Justice Foundation Fellowship**, 1991. Fellowship for summer employment at the Legal Resources Centre, Durban, South Africa. (See above)
- **New York City Urban Fellow**, Sept. 1988-May 1989; **New York City Government Scholar**, June-Aug. 1988. Participated in a work program and seminar series sponsored by the NYC Government. (See above)

### Select Video Productions

- Citizen Koch (Producer/Engagement Manager 2011-2013, Premiered at Sundance January 2013 in the feature documentary competition and at numerous other festivals nationwide [www.citizenkoch.com](http://www.citizenkoch.com); completed theatrical release in the United States in the Summer of 2014)
- Outlawed: Rendition, Torture and Disappearances in the “War on Terror” (Producer/Director, 2006, Featured Selection, Council on Foundations Film Festival)
- System Failure: Violence, Abuse & Neglect in the California Youth Authority (Executive Producer, 2004, Media That Matters Award 2004 and PASS Award)
- Witness to Truth: A Video Report & Recommendations from the Truth and Reconciliation Commission of Sierra Leone (Producer/Director, 2004) Invited by the Truth and Reconciliation Commission (TRC) of Sierra Leone to produce the official video version of the TRC’s findings.
- Operation Fine Girl: Rape as a Weapon of War (Executive Producer, 2001, broadcast on Oxygen)
- Books Not Bars (Executive Producer, 2001, Media that Matters Award 2002)
- Behind the Labels: Sweatshops on US Saipan (Executive Producer, 2001, broadcast on Oxygen, Sidney Hillman Prize for Broadcast Journalism)
- Video for Change: A Practical Guide for Activists (Executive Producer, 2000)
- Public Service Announcement for the International Criminal Court (Executive Producer, 1999)
- Bought & Sold: An Investigative Documentary on the International Trade in Women (Producer & Director, 1997, featured on ABC, CNN and BBC and multiple other outlets worldwide)

### Select Media Coverage

- Television: Multiple televised appearances worldwide including ABC Primetime Live, ABC 20/20, ABC Good Morning America, CBS Evening News, BBC, Canadian Broadcasting Corporation, CNN, PBS and Al Jazeera.
- Radio: Multiple interviews including National Public Radio’s Fresh Air with Teri Gross, WNYC’s Brian Lehrer Show
- Print: Multiple interviews and profiles including the New York Times, Washington Post, US News & World Report and featured Extraordinary Leader by Marie Claire Magazine.

### Select Publication

Video for Change: A Guide to Advocacy and Activism, co-editor and chapter author, Pluto Press/University of Michigan Press (2005)

### Memberships and Affiliations

- MIT Media Lab, Director’s Fellow

- Bar: Admitted, District of Columbia (1994), U.S. District Court for the District of Columbia (1994), New York State First Dept. (1993).

### **Education & Training**

**GEORGETOWN UNIVERSITY LAW CENTER**, Washington, D.C.

JD, *Cum laude graduate*, 1992. Public Interest Law Scholar, 1989-1992; Dean's List, 1990-1992

**UNIVERSITY OF NATAL, HOWARD COLLEGE OF LAW**, Durban, South Africa

Awarded credits in law for the fall semester, 1991

**HARVARD UNIVERSITY**, Cambridge, MA. BA, Social Studies

*Magna cum laude graduate*, 1988. Elizabeth Cary Agassiz Scholar, 1986-1988. John Harvard Scholarship, 1986-1988. Bureau of Study Council, 1987-1988. Dean's List, 1984-1988

**Leadership Programs** Graduate of Rockwood's intensive programs "The Art of Leadership" (4 days), "Leading from the Inside Out" (1 Year) and a Master Class taught by Robert Gass on the Art of Transformational Consulting (forthcoming)

### **Personal Interests & Family**

- Fluent in English, Proficient in Spanish.
- All-around athlete and nature lover.
- Lived and worked in Thailand, South Africa, the UK and North America. Extensive travel and work throughout the United States, Africa, Europe, the Middle East, Asia, South and Central America, and the Caribbean.
- Family: Tess (21), Finley (19), Louis Spitzer (husband), and pound hounds Pip and Karma.