

Professional Summary

- Proven track record as a diplomat, 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 four-time executive director, campaigner, serial social entrepreneur, attorney and filmmaker 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 multimedia production, outreach, operations, human resources and finance.

Professional Experience

Gillian Caldwell Consulting LLC

(2010-2015; 2019-2021; January 2025-present) Takoma Park, MD

President

In my consulting practice I specialize in strategic planning, organizational development and executive coaching for NGOs, foundations, universities and progressive companies. I have had over 100 clients from around the world and you can learn more about them and see client testimonials at www.gilliancaldwell.com

US Agency for International Development (USAID)

(August 2021-December 2024) Washington DC

Chief Climate Officer and Deputy Assistant Administrator

As the Chief Climate Officer of the largest government development agency in the world with an annual budget of more than \$30 billion, I served as the Biden administration's most senior appointee responsible for shaping USAID's (www.usaid.gov) climate strategy worldwide and ensuring a fulsome, "whole of agency" response to the crisis. I also acted as the top USAID climate liaison with other federal agencies, the US Congress, NGOs, foreign governments and international and regional organizations. As a USAID Deputy Assistant Administrator (DAA) in the Bureau for Resilience, Environment and Food Security, I was involved in shaping the allocation of a budget of more than \$1.7M at its height in FY22, encompassing US Congressional earmarks in the areas of Renewable Energy, Sustainable Landscapes, Adaptation, and Biodiversity. As DAA, I also oversaw the Center for Energy, Infrastructure and Cities, the Center for Natural Environment, and Center for Climate Positive Development and the Office of Environmental Compliance 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 staff working in 100 countries worldwide. I also managed the Office that is Congressionally mandated to assess the environmental and social impacts of development projects proposed for approval by the multilateral development banks.

Global Witness

(July 2015-July 2019) London UK

CEO

Global Witness (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) 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. (Conceived as a short term campaign, 1Sky merged with www.350.org effective 2011.)

WITNESS

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

Executive Director

WITNESS (www.witness.org), co-founded by musician Peter Gabriel, promotes the integration of video and multimedia 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 Rikers 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 21st 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; 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

- 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 Leadership Programs intensive programs "The Art of Leadership", "Leading from the Inside Out" (1 Year) and a Master Class taught by Robert Gass on the Art of Transformational Consulting.

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 (22), Finley (20), Louis Spitzer (husband), and pound hounds Pip and Karma.