

Heather J Huhtanen

Gender Equality and Security and Justice Development

CONTACT



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Geneva Area



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EDUCATION

MA with Distinction – Development Studies with a specialization in Women, Gender and Development
Erasmus University, Institute of Social Studies
The Hague, The Netherlands
Sept. 2008 – Dec. 2009

BA – Liberal Arts
Political Science & Women's Studies
University of Oregon
Oregon, USA
1991 - 1995

SUBJECT MATTER EXPERTISE

Gender Equality & Women's Rights

Domestic and Sexual Violence Response and Prevention

Sexual & Gender-based Harassment

Diversity and Inclusion

Implicit/Unconscious Bias

LANGUAGES

English: Mother-tongue
French: B1

PROFESSIONAL PROFILE

Twenty years of progressively responsible experience advancing gender equality and inclusion in the context of security and justice development, the women, peace & security (WPS) agenda, SDG 5 and 16, and combatting sexual & gender-based violence (SGBV)-including:

- Managing programs and staff;
- Designing, implementing, monitoring, and evaluating projects;
- Analysing, developing and supporting the implementation of policies;
- Conducting institutional and sectoral assessments;
- Designing and implementing qualitative and quantitative research; and
- Developing and delivering training and education using adult learning methodologies.

PROFESSIONAL HISTORY

Consulting

Gender Equality, Diversity and Inclusion Trainer (Switzerland)
Centre for Humanitarian Dialogue June 2020-Present
Develop and deliver a four-part workshop series on institutional implicit bias, multicultural communications and inclusive practices for all staff and management (HQ, Asia, Africa, Eastern Europe and the Middle East).

Gender Equality & Inclusion Consultant (Switzerland) March–Sept. 2020
Geneva International Center for Humanitarian Demining (GICHD)
Design and implement a gender equality and inclusion institutional assessment including an employee climate survey, representative sample of semi-structured interviews, and a review of policy, pay equality and HR practice

VAW and Training (USA) March–Present
End Violence Against Women International
Lead the review and redesign of training modules on gender bias and sexual assault, and prosecuting victims for false reporting; deliver content to multidisciplinary audiences; and design guidance on anonymous reporting, evidence collection and evidence testing policy design.

Gender Equality & SSG/R Advisor (Ghana & Zambia) May 2019-Present
DCAF, Gender and Security Division
Provide dedicated advisory support on gender equality and security sector governance/reform (SSG/R) to the Ghanaian Armed Forces and the Zambian Police Services under the auspices of the Elsie Initiative (Global Affairs Canada).

SSG/R Expert Roster (International) Nov. 2017-Present
DCAF, International Security Sector Advisory Team (DCAF-ISSAT)
Lead the review, comprehensive re-design of the 5-day advanced course on security and justice governance, deliver the SSG/R basic and advanced courses and develop and deliver specialized courses on gender and security.

Gender Equality Consultant (Baku, Azerbaijan) June 2019
Women's Association for Rational Development (WARD)
Develop and deliver a 3-day Train the Trainer course for gender focal points and gender advisors from Government Ministries addressing women's rights, human rights, civil society engagement and inclusion.

TRAINER- FACILITATOR

[Conflict, Peace-Building and Peace Mediation - 1325 Fellowship](#)

Beyond Borders
Scotland

[REACT for Conflict Prevention, Crisis Management & Post-Conflict Rehabilitation Course](#)

Helsinki España
Madrid

ISSAT-ESDC Advanced & Basic Course on Security Sector Governance/Reform

DCAF-ISSAT
Austria, Finland, The Netherlands,
UK 77 Bde, Canada, Uganda
(IGAD) and on demand

Gender Focal Point Course

NATO Center of Excellence
Crisis Management & Disaster
Relief
Bulgaria

A Comprehensive Approach to Gender in Operations

Dutch-Spanish sponsored
European Security and Defense
College (ESDC)
Spain-Netherlands-Kenya

TECHNICAL EXPERTISE

Institutional Audit/Assessment

Training/Education Development
and Delivery

Security Sector Governance

Security Sector Reform

Justice Reform

Operational Development

Institutional Reform

Capacity Building

Policy Development

SSR Training Consultant (Madrid Spain) March-May 2019
Centro Superior de Estudios de la Defensa Nacional
Develop & deliver a 3-day course on SSG/R to an international audience of government and civil society representatives co-hosted by CESEDEN & the ESDC.

Gender Equality & SSR Consultant (BiH, Montenegro & RNM) April 2019
UNDP-SEESAC
Conduct country specific planning and assessment meetings with representatives from the Ministries of Defense and the Armed Forces to identify strategic and operational interventions to advance gender equality and SSG/R.

Gender, Diversity & Inclusion Trainer/Consultant (Geneva) January 2019
Geneva International Center for Humanitarian Demining (GICHD)
Develop and deliver in-staff training on how to advance gender equality, diversity and inclusion in multicultural contexts.

VAW SME Conference Consultant (Tunis, Tunisia) December 2018
UNDP-Tunisia
International conference presenter, "Police de proximité: partenariat, dialogue et efficacité". Presentation: "Strategies to improve the police response to violence against women and implement the law."

Gender and SALW Author-Consultant (Geneva) August 2018
Small Arms Survey
Develop a background paper on gender and illicit SALW proliferation, possession and misuses in the Western Balkans/Southeast Europe.

Gender Equality Institutional Assessment Consultant (Switzerland) April-July 2018
Centre for Humanitarian Dialogue
Develop and implement a workplace climate survey for 295 staff on gender equality, diversity & inclusion; conduct a policy review; and assess human resource practices related to recruitment, promotion and salary assignment.

VAW & Justice Consultant (Bosnia & Herzegovina) March-April 2018
The Atlantic Initiative
Develop and deliver a workshop on the consequences of gender bias in cases of sexual assault to a panel of judges & law professors; and develop a chapter for the judicial benchbook on gender bias, victim credibility & false reports.

Gender Equality Consultant (Baku, Azerbaijan) Oct. 2017-Jan. 2018
Women's Association for Rational Development (WARD)
Support the implementation of national gender equality machinery within the Executive branch of the Azerbaijani government to advance women's rights and human rights and address inequality.

Trainer, Training Team Member (Nairobi, Africa) October 2017
DCAF, Gender and Security Division
Deliver training sessions on gender and SSG/R and gender and disarmament, demobilization and reintegration (DDR) within a 5-day course entitled, "A Comprehensive Approach to Gender in Operations" for government representatives from across Africa. A joint project of the Dutch MFA and Spanish MoD held in collaboration with US AFRICOM.

Institutional Positions

Program Manager, Gender and Security May 2015 - Sept. 2017
Project Coordinator, Western Balkans Sept. 2012 - April 2015
DCAF, Gender and Security Division

Responsible for leading the design, implementation and management of gender equality and security and justice governance/development programming, and for overseeing project staff in the field and at headquarters; developing and delivering training and education; overseeing and conducting research and preparing evidence-based guidance publications for practitioners; advancing the WPS agenda; and undertaking fundraising efforts including proposal development and donor contacts. Field achievements include:

SELECTED PUBLICATIONS

Huhtanen, H., Lonsway, K., and Archambault, J. (2017-18). [Gender Bias and Sexual Assault Response and Investigation Parts 1-4](#). End Violence Against Women International, USA.

DCAF (2017). [Strengthening Gender Equality in Palestinian Security Sector Reform](#). Working Paper. Ramallah and Geneva: DCAF.

Halilovic, M., C. Watson, H. Huhtanen, & M. Socquet-Juglard (2017). [Gender Bias and the Law: Legal frameworks and practice from BiH and Beyond](#), DCAF/AI, Geneva/Sarajevo.

Inclusive Security and DCAF (2017). [A Women's Guide to Security Sector Reform: Training Curriculum](#). Washington, D.C.: Inclusive Security and DCAF.

Huhtanen, H., and Halilovic, M. (2015). "[Gender stereotypes and attitudes within the judiciary of Bosnia and Herzegovina: a case for increased awareness and education](#)" *International Journal of the Legal Profession*, 21(3), 319-331.

Halilovic, M. and H. Huhtanen (2014). [Gender and the Judiciary: The Implications of Gender within the Judiciary of BiH](#). DCAF, Geneva.

Galic, N., and H. Huhtanen, Eds. (2014). [Judicial Benchbook: Considerations for Domestic Violence Case Evaluation in BiH](#). DCAF, Geneva.

Lonsway, K., Huhtanen, H. and J. Archambault (2013) "The Earthquake in Sexual Assault Response: Implementing VAW Forensic Compliance," End Violence Against Women International Online Training Module.

Huhtanen, H.J. (2008). "False Allegations, Case Unfounding and Victim Recantations," *Sexual Assault Report*, 12 (2), 17-31

Huhtanen, H.J. (2006). *Sexual Assault Response Team Handbook, Version II*. Oregon Attorney General's Sexual Assault Task Force.

- **Ukraine:** assessment of the criminal justice system response to domestic and sexual violence endorsed by judges, prosecutors and police; fundraised 750 thousand euros for implementation of assessment recommendations.
- **Bosnia and Herzegovina:** gender assessment of the BiH judiciary followed by the collaborative development & implementation of the first policy on sexual & gender-based harassment in the BiH judiciary (based on assessment results); raised and managed over 1 million euros for project implementation.
- **Jordan:** assessment of the status of women in the Jordanian Armed Forces (JAF), the recommendations of which served as the basis for the subsequent JAF Action Plan and 1325 NAP to improve gender equal integration.

Gender and Human Rights Advisor

Sept. 2011–July 2012

U.S. Department of State, INL, Iraq Police Development Program

Responsible for advising the Iraqi Ministry of Interior (MOI) to advance gender integration. This included:

- Assessing the gender and human rights mechanisms and infrastructure within the MOI.
- Developing and delivering tailored training and education programmes to build MOI capacity and motivate reforms.
- Facilitating improvements to women's security (GBV) within the refugee camp in Dahuk, Kurdistan, Iraq.

Consulting

International Trainer (Tashkent, Uzbekistan)

OSCE-Uzbekistan

March-April 2011

Develop and deliver a training program on "women's participation in security sector institutions" for Uzbekistan State Police senior staff, line staff and police academy faculty.

Long-term Consultant (Home-based, U.S. & Uganda)

United Nations, Police Division (DPO)

Sept.2010–Mar.2011

Develop a 10-day United Nations police standardized training curriculum on investigating and preventing sexual and gender-based violence (SGBV).

Institutional Positions

Director of Programs

July 2007 – July 2008

Director, Training Institute

Sept. 2002–June 2007

Oregon Attorney General's Sexual Assault Task Force

The Director of Programs (DoP) was responsible for all program management and staff supervision including statewide programs on prevention, training (civil society advocacy, police, prosecution & medical forensic), policy development & medical forensic certification. The DoP was also responsible for communication management and public relations on behalf of the agency and the Oregon Attorney General and represented the Attorney General at the Legislative Assembly of the State of Oregon. Achievements included:

- Statewide legislative development (state version of parliament), adoption and implementation of strangulation, medical forensic exam guidelines, sex offender treatment, victim compensation and other related SGBV legislation.
- Design, drafting and publication of the first Statewide Sexual Assault Response Team (SART) Handbook – recognized at the national level (U.S.)
- Design, development and implementation of a statewide training program for advocates (civil society & government), police, prosecutors & medical forensic experts – Sexual Assault Training Institute (SATI).

Previous experience: Oregon Department of Justice, Crime Victims Services Division, *Outreach and Training Coordinator* (2001); Aventura Police Department, *Victim Services Coordinator* (1999-00); The Peace Project, Inc., *Victim Services Coordinator* (1998-99); Monroe County Correctional Services, *Batterer Intervention Program Coordinator* (1997-98); and Womenspace (battered women's shelter), *Shelter Supervisor* (1996-97).