

Protecting Rights at the End of the Line: Stakeholder Engagement in Light Manufacturing



CONFERENCE
October 5 & 6, 2017
University of Connecticut





Protecting Rights at the End of the Line: Stakeholder Engagement in Light Manufacturing

C O N F E R E N C E

October 5 & 6, 2017
University of Connecticut

Hosted by:



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Thursday,
October 5,
2017

Conference Program
Taking Stock of Tools & Strategies
for Stakeholder Engagement

8:30–9:00am

Opening Remarks

Thomas J. Dodd Research Center, Konover Auditorium

Welcome

Stephen Park

Director of Business and Human Rights Initiative

Assistant Professor of Business Law, University of Connecticut

Conference Overview and Panel Introductions

Shareen Hertel

Lead Conference Organizer

Associate Professor of Political Science & Human Rights, University of Connecticut

9:00–10:30am

Panel on Monitoring, Certification and Beyond

Thomas J. Dodd Research Center, Konover Auditorium

- Dorothee Baumann-Pauly, *Director of Research, Stern Center for Business and Human Rights, New York University*
- Liz Kennedy, *Vice President, Corporate Responsibility, Collegiate Licensing Company*
- Komala Ramachandra, *Senior Researcher, Business & Human Rights, Human Rights Watch*
- Discussion leader: Auret van Heerden, *Senior Advisor, Stern Center for Business and Human Rights, New York University; former President & CEO, Fair Labor Association*

10:30–11:00am

Coffee break

Thomas J. Dodd Research Center, Lounge

11:00am–12:00pm

Seeing Human Rights: An Interactive Presentation

Thomas J. Dodd Research Center, Konover Auditorium

- Len Morris, *Founder, Producer, & Director, Media Voices for Children*
- Graham Stinnett, *Curator of Human Rights Collections and Alternative Press Collections, Archives & Special Collections, Thomas J. Dodd Research Center*

12:00–1:00pm

Buffet lunch and informal networking

Student Union, Room 304

Conference Program
Taking Stock of Tools & Strategies
for Stakeholder Engagement

1:00–2:30pm

Panel on the Potential & Limits of Multistakeholder Initiatives

Student Union, Ballroom 331

- Ben Collins, *Acting Executive Director, MSI Integrity*
- Scott Jerbi, *Senior Advisor, Institute for Human Rights and Business (IHRB); Senior Program Fellow, Corporate Responsibility Initiative, Harvard University Kennedy School*
- Meg Roggensack, *Senior Advisor, Business and Human Rights, International Corporate Accountability Roundtable; Adjunct Professor of Law, Institute for Business and Human Rights, Georgetown University*
- Discussion leader: *Joanne Bauer, Adjunct Professor of International and Public Affairs & Senior Researcher, Institute for the Study of Human Rights, Columbia University*

2:30–3:00pm

Coffee break

Student Union, Ballroom 331

3:00–4:00pm

Interactive Resource Sessions for Business and Human Rights

Student Union, Ballroom 330

Table 1:

Datasets and Indicators

- Susan Randolph, *Co-Director, Economic and Social Rights Empowerment Initiative; Co-Director, Research Program on Economic and Social Rights, University of Connecticut*
- David Richards, *Associate Professor of Human Rights and Political Science, University of Connecticut*

Table 2:

Best Practices in Capacity Building

- Doug Cahn, *Principal, The Cahn Group*
- Jane Hwang, *President and Chief Executive Officer, Social Accountability International*

Table 3:

Implications of Legal & Institutional Reform

- Eric Biel, *Adjunct Professor of Law, Georgetown University*
- Laura Chapman Rubbo, *Director, International Labor Standards, The Walt Disney Company*

Friday,
October 6,
2017

Conference Program

Experiences of Empowered Community Engagement

Thomas J. Dodd Research Center, Konover Auditorium

8:30–10:00am

Panel on Transformative Organizing

Thomas J. Dodd Research Center, Konover Auditorium

- Janice Fine, *Associate Professor, School of Management and Labor Relations, Rutgers University*
- Liana Foxvog, *Director of Organizing and Communications, International Labor Rights Forum*
- Cirila Quintero Ramírez, *Professor and Researcher, El Colegio de la Frontera Norte, Mexico*
- Elizabeth Umlas, *Senior Fellow, Croatan Institute*
- Discussion leader: Jeffrey Vogt, *Director, Rule of Law Program, Solidarity Center*

10:00–10:30am

Coffee break

Thomas J. Dodd Research Center, Lounge

10:30–12:00pm

Panel on Transformative Institutions

Thomas J. Dodd Research Center, Konover Auditorium

- Catherine Albisa, *Executive Director, National Economic & Social Rights Initiative*
- Matthew Amengual, *Maurice F. Strong Career Development Professor & Associate Professor in Work and Organization Studies, Sloan School of Management, Massachusetts Institute of Technology*
- Debora Leipziger, *Senior Fellow, Lewis Institute, Babson College*
- Discussion leader: Mark Nordstrom, *Senior Labor and Employment Counsel (retired), GE*

12:00–1:00pm

Buffet lunch and informal networking

Thomas J. Dodd Research Center, Lounge

1:30–3:00pm

Panel on Mapping Change, South to North

Thomas J. Dodd Research Center, Konover Auditorium

- João Paulo Cândia Veiga, *Professor of Political Science and International Relations & Senior Researcher, Center of International Negotiations, University of São Paulo*
- Rosalinda Pineda Ofreneo, *Professional Lecturer; Former Dean of the College of Social Work and Community Development, University of the Philippines Diliman*
- Gay Seidman, *Professor of Sociology, University of Wisconsin-Madison*
- Discussion leader: Vivek Soundararajan, *Lecturer in Strategy and International Business, Birmingham Business School, University of Birmingham*

3:00pm

Concluding Remarks

Conference Overview

by Prof. Shareen Hertel

Every day, we make millions of consumption decisions. We decide what to eat, what to wear, or what to use. No matter how small or large our purchase, that good or service we consume took human effort and natural resources to grow, to build, to design, to transport, or to market.

Since the 1990s, human rights advocates, business leaders, academics, and consumers alike have become more attuned to the potential abuse of workers who make the products we use, along with issues of environmental sustainability. Businesses have developed more sophisticated systems for preventing “sweatshop” labor in their supply chains, as well as improvements in the environmental sustainability of product design, production and end-use.

Together with these changes in the global marketplace have come changes in human rights theory and practice. These include the emergence of a “business and human rights” set of rules, standards and institutions pioneered through the United Nations system in the early 2000s and taken up by global development banks, leading-edge companies, and advocacy organizations worldwide over the past five years.

The idea that people in communities affected by a company’s production activities (i.e., its stakeholders) have the right to remedy if they are harmed by a company’s activity—even if they don’t personally work on a farm or a factory where goods are produced—is integral to new thinking on business and human rights. Together, businesses, governments and civil society are supposed to be jointly responsible for shaping the remedies available to people harmed in the course of business activity, wherever it takes place.

Yet we still lack effective ways to engage community members concretely in identifying not only risk but also potential ways that companies can add social value in the communities where they operate globally. The consultation that does take place between companies and stakeholders typically happens in extractive industries (such as oil, gas and mining) —not in places where light manufacturing is done around the world. Consultations often happen when and where it’s most convenient for companies, not for community members. Nor are the types of remedies proposed necessarily well integrated with existing government programs. Nor are those remedies offered always helpful to community members.

This two-day conference explores the challenges of stakeholder engagement along with potential areas of innovation. Hosted by UConn’s Business and Human Rights Initiative (a partnership of the Thomas J. Dodd Research Center, the School of Business and the Human Rights Institute), the event brings together academics, policy experts, and business leaders from across the United States, Europe, Asia and Latin America to share information on real world problems and corresponding strategies for improving the lives of people behind the tags on your clothing and beyond the factory floor, who live and work in communities where the things we use every day are made.

Participant Biographies



Catherine Albisa

Executive Director, National Economic & Social Rights Initiative

Cathy is a constitutional and human rights lawyer with a background on the right to health. Cathy also has significant experience working in partnership with community organizers in the use of human rights standards to strengthen advocacy in the United States. She co-founded NESRI along with Sharda Sekaran and Liz Sullivan in order to build legitimacy for human rights in general, and economic and social rights in particular, in the United States. She is committed to a community-centered and participatory human rights approach that is locally anchored, but universal and global in its vision. Cathy clerked for the Honorable Mitchell Cohen in the District of New Jersey. She received a BA from the University of Miami and is a graduate of Columbia Law School.



Matthew Amengual

Maurice F. Strong Career Development Professor & Associate Professor in Work and Organization Studies, Sloan School of Management, Massachusetts Institute of Technology

Matthew Amengual is the Maurice F. Strong Career Development Professor and an Associate Professor in Work and Organization Studies at MIT Sloan. He is affiliated with the Institute for Work and Employment Research (IWER) and the Sustainability Initiative.

Broadly, he investigates the politics of promoting economic development that is both equitable and sustainable. His work focuses on the interactions between government bureaucracies, societal organizations, and firms in countries with weak institutions. Amengual is currently conducting a study on the local developmental impacts of large-scale mining operations in Latin America. This project seeks to inform strategies employed by various actors to make extractives more likely to foster inclusive and sustained development.

In addition, Amengual has an active research agenda on the ways in which labor and environmental regulations are implemented in middle-income and developing countries. One area of study has focused on the interactions between international and state labor regulation in the garment industry. This line of research began in the Dominican Republic and is now continuing with a study of an initiative of the International Labor Organization in Indonesia. Finally, through a detailed study of sub-national differences in Argentina across a variety of industries, Amengual has been conducting research on how politicized states enforce labor and environmental regulations. His first book, *Politicized Enforcement in Argentina: Labor and Environmental Regulation*, will be published by Cambridge University Press. In addition, his research has been published in *Politics & Society*, *World Development*, *Industrial and Labor Relations Review*, and *Desarrollo Económico*.

Amengual co-teaches Strategies for Sustainable Business and the Laboratory for Sustainable Business (S-Lab), an action learning class that gives students the opportunity to work on real-world problems on business, the environment, and society. Amengual received his AB in environmental studies from Brown University, and his Master's in city planning and PhD in political science, both from MIT.

Participant Biographies



Joanne Bauer

Adjunct Professor of International and Public Affairs & Senior Researcher, Institute for the Study of Human Rights, Columbia University

Joanne Bauer is Adjunct Professor of International and Public Affairs at Columbia University, where she teaches business and human rights, including a full year multi-disciplinary business and human rights clinic. She is also Senior Researcher at Columbia's Institute for the Study of Human Rights, and co-founded the Teaching Business and Human Rights Forum, based at Columbia, which involves over 280 faculty from over 150 institutions in 40 countries. From 2006-2012, Bauer was Senior Researcher with Business & Human Rights Resource Centre where she led the Asia program. Prior to that, from 1994 to 2005, she was Director of Studies at the Carnegie Council on Ethics and International Affairs (New York), where she directed the Carnegie Council's research programs on human rights and on environmental values. An Asia specialist for more than 25 years, she has traveled extensively in the region and has published books and articles on human rights in Asia. Bauer is a Senior Fellow, Melbourne University Law School, a member of the International advisory boards of Business & Human Rights Resource Centre, Inclusive Development International, Accountability Counsel, and Columbia University's Human Rights Institute, and a Research Affiliate of the Human Rights Institute of the University of Connecticut.



Dorothee Baumann-Pauly

Director of Research, Stern Center for Business and Human Rights, New York University

Dorothee Baumann-Pauly is a business ethics scholar with extensive practical experience working on the implementation of human rights in multi-stakeholder settings. Since 2013, she is the Director of Research at the NYU Stern Center for Business and Human Rights, managing its strategic, industry-specific research agenda. She has published widely on topics at the intersection of business ethics, corporate responsibility, private governance mechanisms and human rights and serves on the editorial board of the *Business and Human Rights Journal*. She is the author of *Managing Corporate Legitimacy* (Greenleaf, 2013) and the co-editor of *Business and Human Rights - From Principles to Practice* (Routledge 2016), the first textbook on business and human rights.

Dorothee received a PhD in economics from the University of Zurich (Switzerland), an MA in Political Science from Rutgers University (USA) and an MA in Public Policy and Management from the University of Constance (Germany). She teaches business and human rights related subjects at HEC Lausanne, NYU Stern and other academic institutions in the US and Europe.

Participant Biographies



Eric R. Biel

Adjunct Professor of Law, Georgetown University

Eric Biel completed five years of service in January 2017 at the U.S. Department of Labor's Bureau of International Labor Affairs (ILAB), where he was part of ILAB's leadership team, working on a diverse set of projects, including on supply chain issues and engagement with foreign governments and other stakeholders on a range of labor law and policy matters. From 2000-11, Biel held a variety of senior positions outside of government, including Managing Director for Corporate Responsibility at Burson-Marsteller; Deputy Washington Director and Senior Counsel at Human Rights First; and Senior Vice President and General Counsel at Fontheim International consulting firm. Prior government service from 1990-2000 included several high-level positions at the U.S. Department of Commerce; Executive Director of the bipartisan Commission on Protecting and Reducing Government Secrecy; and Trade Counsel at the Senate Finance Committee. Before that, Biel was an attorney in private practice for five years. Since 2008, he has taught a course at the Georgetown University Law Center on "Human Rights at the Intersection of Trade and Corporate Responsibility" that examines a range of business and human rights issues. He has a BA degree from Johns Hopkins and received a joint JD-MPA degree from Yale Law School and the Woodrow Wilson School at Princeton.



Doug Cahn

Principal, The Cahn Group

Doug Cahn is the principal of The Cahn Group, a consultancy dedicated to promoting long-term business success by providing corporate responsibility solutions to companies and communities.

He is co-founder of Better Buying, a new initiative that allows suppliers to rate the purchasing practices of buyers in order to help eliminate poor purchasing practices as a barrier for suppliers to provide decent workplace conditions. Better Buying incentivizes improved buyer practices by widely disseminating detailed data on the purchasing practices of brands and retailers using ratings completed by suppliers on key purchasing practices issues, and working with stakeholders to accelerate industry-wide improvements. He also leads Clear Voice, an initiative that promotes the use of effective grievance mechanisms through independent and confidential communication channels for workers.

Before creating The Cahn Group, Mr. Cahn spearheaded Reebok's human rights programs for 15 years where he was a pioneer in the development of factory inspection and capacity building systems. He routinely works with brands and retailers around the globe on workplace issues in the supply chain.

Participant Biographies



Ben Collins

Acting Executive Director, MSI Integrity

Ben Collins is the Acting Executive Director at MSI Integrity, where he currently leads the organization's work on mapping and evaluating multi-stakeholder human rights initiatives involving the private sector. He has a background in environmental and human rights research and advocacy, with a focus on the extractive industries. Before joining MSI Integrity, Ben was a Senior Research and Policy Campaigner with Rainforest Action Network, where he led research and financial sector engagement on climate and energy issues. Previously, he worked as a sustainable investment research analyst at EIRIS and KLD Research & Analytics. He has also researched business and human rights issues involving the oil, gas, and mining industries for Human Rights Watch and Oxfam. He is a former board member and treasurer with the Responsible Endowments Coalition. He graduated from Harvard College and received a Master in Public Policy degree from the Harvard Kennedy School, where he was a Belfer International and Global Affairs fellow



Janice Fine

Associate Professor, School of Management and Labor Relations, Rutgers University

Janice Fine holds a PhD from MIT in Political Science and is Associate Professor of Labor Studies and Employment Relations at the School of Management and Labor Relations, Rutgers University, where she teaches and writes about low wage immigrant labor in the U.S., historical and contemporary debates regarding federal immigration policy, dilemmas of labor standards enforcement and innovative union and community organizing strategies. Fine is also a member of the graduate faculty in Political Science as well as the Department of Latino and Hispanic Caribbean Studies at Rutgers.

Fine's ground-breaking book, *Worker Centers: Organizing Communities at the Edge of the Dream*, was released in January of 2006 by Cornell University Press and the Economic Policy Institute. Recent articles include "Immigration and the Transformation of American Unionism" (with Brian Burgoon, Wade Jacoby and Daniel J. Tichenor) in *International Migration Review*, "When the Rubber Hit the High Road: Labor and Community Complexities in the Greening of the Garden State" in *Labor Studies Journal*, "Strengthening Labor Standards Enforcement through Partnerships with Workers Organizations" (with Jennifer Gordon) in *Politics & Society*, "A Movement Wrestling: American Labor's Enduring Struggle with Immigration 1866-2007" in *Studies in American Political Development* (with Daniel J. Tichenor) and "Why Labor Needs a Plan B" in *New Labor Forum*. Fine has also written for *The Boston Globe*, the *New Jersey Star Ledger*, *The Nation*, and the *Boston Review*. She has been a guest commentator on All Things Considered, and appeared on the Lou Dobbs Show.

In 2008, Fine was appointed by former New Jersey Governor Jon Corzine to the state Blue Ribbon Advisory Panel on Immigrant Policy, where she helped formulate recommendations on a range of issues, including strategies to strengthen labor standards enforcement as well as establishing a Commission on New Americans. Prior to coming to Rutgers in 2005, Fine worked as a community, labor, and electoral organizer for more than 25 years.

Participant Biographies



Liana Foxvog

Director of Organizing and Communications, International Labor Rights Forum

Liana Foxvog is ILRF's Director of Organizing and Communications. In 2004, Liana joined SweatFree Communities as National Organizer, and has coordinated ILRF's campaigns in the apparel industry since the merger with ILRF in 2010. By leading workshops and coordinating national conferences, she has played a critical role in helping launch new grassroots campaigns to promote transparency and respect for workers' rights in apparel supply chains. She has been interviewed extensively on ILRF's work advocating for workplace safety and corporate accountability in the Bangladesh garment industry, including by ABC, BBC, CBC, CBS, *In These Times*, *International Business Times*, *The New York Times*, NPR, Salon, *The Nation*, and *The Wall Street Journal*. Previously, Liana worked for the American Friends Service Committee, educating and mobilizing youth to take action against corporate globalization and for fairness in trade agreements. She has also taught courses on Labor and the Global Economy at the University of Massachusetts and served as a Spanish interpreter for immigrant rights and social justice organizations. Liana holds a Union Leadership and Administration Master's Degree in Labor Studies from the University of Massachusetts and a BA in Political Science from Reed College.



Shareen Hertel

Associate Professor of Political Science & Human Rights, University of Connecticut

Shareen Hertel is an Associate Professor of Political Science and Human Rights at the University of Connecticut, where she co-directs the Research Program on Economic and Social Rights of the Human Rights Institute. She is also a member of the Steering Committee of the Business & Human Rights Initiative. Hertel holds a doctorate in Political Science (2003) and dual master's degrees (1992; 1999) all from Columbia University, and a BA in International Relations from The College of Wooster (1988). She has served as a consultant to United Nations agencies, foundations, and nongovernmental organizations (NGOs) and in the United States, Latin America and South Asia for over two decades. Her published work includes *Activists Beyond Borders: Conflict & Change Among Transnational Activists* (Cornell, 2006); two co-edited Cambridge University Press volumes, *Economic Rights: Conceptual, Measurement & Policy Issues* (2007) and *Human Rights in the United States: Beyond Exceptionalism* (2011); and dozens of book chapters and scholarly articles including work published in *Development and Change*; *Social Movement Studies*; *Polity*; *Political Science Quarterly*; *Human Rights Quarterly*; and *Global Governance*, among others. Hertel is editor of *The Journal of Human Rights*, co-editor of the Routledge *International Studies Intensive* book series, and serves on the editorial boards of *Human Rights Review* and *Human Rights and Human Welfare*.

Participant Biographies



Jane Hwang

President and Chief Executive Officer, Social Accountability International

Jane Hwang serves as President and Chief Executive Officer of SAI. Working with the Board of Directors, Advisory Board, and staff, she oversees the organization's strategy, management, and stakeholder engagement.

Since joining SAI in 2005, Hwang has led the significant growth and innovation of SAI's programs, especially in corporate advisory services, training and capacity building, and public-private partnerships. Hwang co-created Social Fingerprint® and TenSquared—highly effective ways to measure and improve management systems, worker engagement, and social performance. She has co-authored implementation guides and served on working groups for international agencies, such as the United Nations, The World Bank's International Finance Corporation, and the Global Reporting Initiative (GRI).

Prior to SAI, Hwang worked in corporate marketing and legal research, and previously in behavioral sciences and medical research. She earned her BA and MBA from Columbia University.



Scott Jerbi

Senior Advisor, Institute for Human Rights and Business (IHRB); Senior Program Fellow, Corporate Responsibility Initiative, Harvard University Kennedy School

Scott Jerbi has worked for over two decades on issues of corporate responsibility and international governance with the United Nations and in academic and civil society roles.

From 1997 to 2002, Scott worked in the Office of the United Nations High Commissioner for Human Rights where his duties included leading the development of the Office's policies and interactions with the private sector. From 2002 to 2010 Scott served as Senior Advisor to former UN High Commissioner for Human Rights and former President of Ireland, Mary Robinson. Scott is currently a Senior Advisor at the Institute for Human Rights and Business (IHRB) and a Senior Program Fellow at the Harvard University Kennedy School's Corporate Responsibility Initiative.

Scott holds a PhD in International Relations/Political Science from the Graduate Institute of International and Development Studies and an MBA from the University of Miami. His published work focuses on public-private standard setting and multi-stakeholder governance initiatives addressing human rights challenges. In 2016, Scott was a Research Fellow in the International Relations Department at the London School of Economics and Political Science.

Participant Biographies



Liz Kennedy

Vice President, Corporate Responsibility, Collegiate Licensing Company

Liz Kennedy is Vice President of Corporate Responsibility for the Collegiate Licensing Company, which represents nearly 200 of the nation's top colleges, universities, bowl games, athletic conferences, the Heisman Trophy, and the NCAA. These collegiate institutions entrust CLC to provide services and resources to foster the protection, promotion, and financial performance of their licensing programs.

Ms. Kennedy has more than 25 years of experience building collegiate licensing programs from the perspective of a licensor organization. Building on that perspective, she leads the Collegiate Licensing Company's ("CLC") efforts to assist colleges and universities and their licensees to build socially responsible supply chains for their licensed products.

Prior to her role at CLC, Ms. Kennedy helped to build licensing programs at USC and at Ohio State. Her responsibilities in licensing have included maintaining, licensing, and marketing copyright, trademark, and service mark assets that encompass both sports and academic applications. Currently, stakeholder expectations regarding the conditions under which licensed products are manufactured have brought a new dynamic to licensing relationships. Close alignment among the many participants in a licensed product offering is critical, and Ms. Kennedy's work is focused on this goal.

Ms. Kennedy is a past president of the International Collegiate Licensing Association. Other professional affiliations for which she has held leadership positions are the Western Anti-Counterfeiting Coalition and the university caucus of the Fair Labor Association.

Ms. Kennedy holds a BA in Journalism/Public Relations from Ohio State University and an MBA from the Marshall School of Business at the University of Southern California. She completed a certificate in higher education administration at the Bryn Mawr Institute for Women in Higher Education Administration.

Participant Biographies



Deborah Leipziger

Senior Fellow, Lewis Institute, Babson College

Deborah Leipziger is an author, professor, and advisor in the fields of corporate responsibility (CR) and sustainability. She advises companies, governments, and UN agencies on human rights and sustainability issues. She has advised leading multinational companies on strategic and supply chain issues, as well as a wide range of CR initiatives, including the UN Global Compact, the Global Reporting Initiative, the UN Environment Programme, and Social Accountability International.

She is the author of *The Corporate Responsibility Code Book*, now in its third edition (Greenleaf, 2015). She is a co-author of *Creating Social Value: A Guide for Leaders and Change Makers* (Greenleaf, 2014), *Living Corporate Citizenship* (FT, 2002), and *Corporate Citizenship: Successful Strategies of Responsible Companies*, (FT, 1998). She is the author of *Social Accountability 8000: The Definitive Guide to the New Social Standard* (FT Prentice Hall, 2001). Her books have been translated into Portuguese, French, Korean, and Chinese.

Ms. Leipziger is a Senior Fellow at the Lewis Institute at Babson College. Deborah currently teaches a class on People, Planet, and Profits at the Simmons School of Management. She has served as a Lecturer in the Bard MBA in Sustainability Program. Deborah serves on the Editorial Advisory Board of the *Journal of Corporate Citizenship*.

She has served on several boards including the Global Responsible Investment Advisory and Oversight Committee of Aviva plc; the Sustainable Futures Advisory Committee of Alliance Trust Investments in the UK; the International Board of Advisors of Instituto Ethos in Brazil; and the Advisory Board for the Center for Ethics at Manhattanville College, USA. Ms. Leipziger played a key role in the development of the social standard, Social Accountability 8000, and its first Guidance Document. Born in Brazil, Ms. Leipziger has a Master's in Public Administration from Columbia University and a Bachelor of Arts from Manhattanville College in Economics and International Studies.

Len Morris

Founder, Producer, & Director, Media Voices for Children



Len Morris is the Editorial Director of Media Voices for Children, a documentary filmmaker, lecturer and advocate for children's human rights. In 2012, he was the recipient of The Iqbal Masih Award from the U.S. Department of Labor for his "extraordinary efforts to end the worst forms of child labor."

Len's background is in producing and directing human rights documentaries. *Stolen Childhoods* (2004), narrated by Meryl Streep, examined child labor in eight countries and was described by *The New York Times* as "harrowing but hopeful." *Rescuing Emmanuel* (2009) dealt with 100 million street children and *The Same Heart* (2015) examines global funding shortfalls for poverty programs and their impacts on children.

In addition to the feature documentaries, Len has produced dozens of short films for Media Voices on topics like human trafficking, domestic labor, and child labor in agriculture, access to education and gender equality. In 2002, he established an educational program for child laborers in Kenya. The Kenyan Schoolhouse has supported hundreds of children, removing them from work on the coffee and tea plantations and sending them to school.

Participant Biographies

(Len Morris)

Len's work has been shown at The US Department of Labor, The World Bank, The US State Department, USAID and on dozens of college campuses. In addition to the Iqbal Masih Award in 2012, he is a recipient of the Walter Cronkite Award and The Images and Voices of Hope Award for his work on behalf of children's rights. Len is also a recipient of an Independent Filmmaker Award from the American Film Institute.

Mark Nordstrom

Senior Labor and Employment Counsel (retired), GE



Mark Nordstrom graduated from Colgate University in 1973, obtained a Master's Degree in Public Administration from SUNY and graduated from Albany Law School, where he was a member of the Albany Law Review. After law school, he served as Labor Counsel for GE's Lighting Business in Cleveland, Ohio, in 1985 and 1986. After that, he left GE to work at McCarter & English in Newark, NJ. In 1989, Mark joined GE's Corporate Legal Staff. Until April 1, 2016, when he retired, Mark served as Sr. Counsel – Labor and Employment Law with global responsibility for the legal aspects of GE's human resource policies and practices. Mark also led GE's global practices pertaining to Human Rights. Mark is Chairman of the Pro Bono Partnership, on the Board of the American Employment Law Council, and is a member of the UN Global Compact Human Rights Working Group.

Rosalinda Pineda Ofreneo

Professional Lecturer; Former Dean of the College of Social Work and Community Development, University of the Philippines Diliman



Rosalinda Pineda Ofreneo, PhD, is a professorial lecturer and former Dean of the College of Social Work and Community Development, University of the Philippines Diliman, where she served as faculty of the Department of Women and Development Studies for 38 years. She has spearheaded numerous research and community-based development initiatives involving organized women in the informal economy. Aside from her academic work, she has also been very active in the women's and informal workers' movements, focusing on human rights advocacy specifically for a Magna Carta of Workers in the Informal Economy (MACWIE) and social protection for all. She served as volunteer regional coordinator of Homenet Southeast Asia (a network of home-based workers' groups in five countries), and currently, as Executive Committee member of Homenet Philippines. She is also on the board of the Asian Solidarity Economy Council (ASEC-Philippines) which has embarked on multi-stakeholder engagements with its affiliates and allies, including Live-Green International which is into organic agriculture and food processing, the Foundation for Sustainable Societies Inc. and the Federation of People's Sustainable Development Cooperatives, which have partnerships with grassroots producers.

Participant Biographies



Cirila Quintero Ramírez

Professor and Researcher, El Colegio de la Frontera Norte, Mexico

Cirila Quintero Ramírez has a PhD in Sociology from El Colegio de Mexico. She is a full-time Professor and Researcher at El Colegio de la Frontera Norte (Border Studies Institute), Matamoros campus. She holds one of the highest research rankings in Mexico's National System of Researchers (Sistema Nacional de Investigadores de Mexico). Her areas of research are unions, gender, and migration in Mexico. She is the author and co-editor of several books, including: *Gender Studies in Northern Mexico (Los estudios de género en el norte de México, 2011)* co-authored with Silvia López and the edited book *Going and coming. Migration movements in Mexico's northern border (Ires y venires. Movimientos migratorios en la frontera norte de México, 2011)* with Rodolfo Cruz. Quintero's articles have been published in the following peer-reviewed journals: *Estudios Sociológicos, Frontera Norte, Región y Sociedad, Nueva Antropología, Comercio Exterior, Labor Studies Journal, World Migration, International Feminist Journal of Politics, Asian Journal Latin American Studies, Feminist Economist Journal* and *Latin American Policy*. She has been a Visiting Professor at the Centre for Research on Latin America and the Caribbean at York University in Canada, the Iberoamerican Institute at Gothenburg University in Sweden, the Department of Contemporary History at the Universidad Autónoma de Madrid, and the Department of Political Science University of New Brunswick in Canada.



Komala Ramachandra

Senior Researcher, Business & Human Rights, Human Rights Watch

Komala Ramachandra is a Senior Researcher in the Business and Human Rights Division of Human Rights Watch. Her current research focuses on inequality and predatory corporate practices that affect the poor. Before joining Human Rights Watch, Komala was a staff attorney and later the South Asia Director at Accountability Counsel, where she supported communities to defend their human rights and natural resources. She worked on cases in Peru, Mexico, India, and Nepal, holding international companies and banks accountable for harm they had caused. She has been engaged in policy advocacy around the world, seeking to ensure that national laws and institutional policies support transparency, accountability, and access to remedy. Prior to this, Komala lived and worked with mining affected communities in Oaxaca, Mexico, and with agricultural workers in Telangana, India. She has a BA in economics and political science from Northwestern University and a JD from Harvard Law School.

Participant Biographies



Susan Randolph

Co-Director, Economic and Social Rights Empowerment Initiative; Co-Director, Research Program on Economic and Social Rights, University of Connecticut

Susan Randolph is the Co-Director of the Economic and Social Rights Empowerment Initiative, which created and publishes the SERF Index (serfindex.uconn.edu), Co-Director of the Human Rights Measurement Initiative (HRMI) and Co-Director of the Research Program on Economic and Social Rights at the University of Connecticut's Human Rights Institute. Dr. Randolph is an Emeritus Associate Professor in the Department of Economics at the University of Connecticut where she also served as a faculty affiliate of the Human Rights Institute, El Instituto (the Institute of Latina/o, Caribbean and Latin American Studies), and the India Studies Program. Dr. Randolph has served as a short-term consultant to the Office of the High Commission on Human Rights, The World Bank, and the United States Agency for International Development. Dr. Randolph's most recent book, *Fulfilling Social and Economic Rights* with Sakiko Fukuda-Parr and Terra Lawson-Remer (Oxford University Press), was the winner of the 2016 best book of the year award from the American Political Science Association's Human Rights Section. Dr. Randolph received her BA in Political Science from the University of Oregon and her MA and PhD in economics from Cornell University.



David Richards

Associate Professor of Human Rights and Political Science, University of Connecticut

David Richards is Associate Professor of Human Rights and Political Science at the University of Connecticut. His work focuses on human rights and has appeared in a variety of journals and books. His current research projects include a book on the econo-legal landscape of torture and ill-treatment, an investigation of the normative gap in international and domestic law addressing violence against women and girls, and CEDAW-based work on a methodology for assessing the level of state commitment to treaties. David also works with the global NGO Everywoman Everywhere in their effort to produce a standalone international treaty on violence against women and girls, along with guidance on necessary implementation measures for such an instrument.

David's book, *Violence Against Women and the Law* (Routledge, August 2015), co-authored with Jillienne Haglund (University of Kentucky) uses original data about 196 countries to examine what gender-violence laws exist in these countries, how these laws come to be enacted, and with what outcomes they are associated.

David is the co-founder of the Cingranelli-Richards (CIRI) Human Rights Data Project. This project, funded multiple times by the National Science Foundation and World Bank, among others, provided information on the level of government respect for 16 human rights in 202 countries from 1981 to 2011. Winner of the American Political Science Association's 2006 Award for Best New Dataset in Comparative Politics, the CIRI Project's data were used by international organizations such as the United Nations and World Bank, and in 170 countries by governments, media, activists, businesses, scholars, and students.

Participant Biographies



Meg Roggensack

Senior Advisor, Business and Human Rights, International Corporate Accountability Roundtable; Adjunct Professor of Law, Institute for Business and Human Rights, Georgetown University

Meg Roggensack is a recognized expert on business and human rights with extensive experience in designing and leading multistakeholder engagement strategy and initiatives. She teaches a graduate seminar on these issues at Georgetown University Law Center, and speaks regularly about the intersection of human rights and trade and implications for corporate accountability. As the former Senior Advisor for Business and Human Rights at Human Rights First, Meg Roggensack led work on internet freedom, labor rights, natural resources and security and multistakeholder engagement and accountability mechanisms to address the human rights impacts of global business operations.



Laura Chapman Rubbo

Director, International Labor Standards, The Walt Disney Company

Laura Chapman Rubbo is Director, International Labor Standards in the Global Public Policy department of The Walt Disney Company. In this role, Laura leads policy analysis, risk assessment, industry collaboration and external stakeholder engagement for human and labor rights issues in the consumer products supply chain. She also led a number of audit and training functions in Disney's International Labor Standards department and helped develop Disney's human rights policy.

With more than 20 years of experience in the field of business and human rights, Laura is also Chair of the Corporate Responsibility and Labor Policy Committee of the United States Council for International Business, a member of the Advisory Board of Social Accountability International, a member of the Stakeholder Board of the Association of Professional Social Compliance Auditors, and a two-time member of the United States delegation to the International Labor Organization's International Labor Conference. She has a Master's Degree in International Affairs from the George Washington University and a Bachelor's Degree in Economics and German from the University of Connecticut.



Gay Seidman

Professor of Sociology, University of Wisconsin-Madison

Gay W. Seidman is a professor of Sociology at the University of Wisconsin-Madison. Her research has focused on labor, gender, and social movements in the developing world. Her 2007 book, *Beyond the Boycott* (Russell Sage Foundation) compared corporate codes of conduct and independent monitoring programs in South Africa, India, and Guatemala.

Participant Biographies



Vivek Soundararajan

Lecturer in Strategy and International Business, Birmingham Business School, University of Birmingham

Dr. Vivek Soundararajan is a Lecturer in Strategy and International Business at Birmingham Business School, University of Birmingham. His core research interest lies around understanding the ways in which businesses can contribute to social, environmental, and economic sustainability, and create value for stakeholders. Under this broad theme, he conducts research on corporate responsibility, political role of business, multi-stakeholder initiatives, labor and environmental standards, and labor rights in global production networks, modern slavery and forced labor, sustainable entrepreneurship and stakeholder value creation. Most of his research focuses on developing countries, and especially on marginalized stakeholders. Vivek's research has been published in leading management journals such as *Journal of World Business*, *Human Relations*, *Journal of Business Ethics* and *Business & Society*; and in edited books. He engages with a wide range of stakeholders for consulting and research. Additionally, he has obtained numerous honors, awards, and grants including one from European Social Science Research Council and British Academy of Management. He is an Associate Editor of the journal *Business Ethics: A European Review* and a Section Editor of *Annual Review of Social Partnerships*.



Graham Stinnett

Curator of Human Rights Collections and Alternative Press Collections, Archives & Special Collections, Thomas J. Dodd Research Center, University of Connecticut

Stinnett holds a Master's degree in Archival Studies from the History Department at the University of Manitoba, where he also earned a Bachelor's degree in Latin American History. Stinnett's graduate work focused on human rights non-governmental organizations and their importance to archives and the role of archivist as activist. He has published in the *Progressive Librarian* on the subject. Stinnett has worked in University Archives with human rights collections at UC Boulder, Manitoba and UConn. His involvement with the Manitoba Gay and Lesbian Archives collection project and the LGBTTTQ Oral History Initiative, the El Salvador Human Rights Archive at Boulder and the extensive AltPress & Human Rights Archives at UConn have resulted in a multitude of engagement and outreach activities. He also briefly served as the Archivist for the Vancouver Whitecaps Football Club in British Columbia.



Elizabeth Umlas

Senior Fellow, Croatan Institute

Dr. Elizabeth Umlas is an independent researcher and consultant with 16 years of experience in the field of business and human rights. Based in Geneva, she is a lecturer at the University of Fribourg and the University of Geneva as well as a faculty member of Oxford University's master's program in international human rights law. She has recently served as senior advisor to two global union federations in Switzerland, with whom she has worked to engage institutional investors on workers' fundamental rights. Her current research focuses on the emerging phenomenon of "benefit corporations" and the implications of these new businesses for human rights accountability. She is a co-founder of Sustainable Finance Geneva and a board member of Media Matters for Women. She has a PhD in political science from Yale University.

Participant Biographies



Aurret van Heerden

Senior Advisor, Stern Center for Business and Human Rights, New York University; former President & CEO, Fair Labor Association

Aurret van Heerden has 40 years of experience in labor and human rights issues worldwide. He began as a student leader and anti-apartheid activist in South Africa before being recruited by the ILO to work on the Programme Action against Apartheid. In 1994 he was appointed Labour Attache at the South African Mission to the UN in Geneva. He returned to the ILO to head the Action Programme on Social and Labour Issues in EPZs. In 2001, he joined the Fair Labor Association and served as its President and CEO for 13 years. He now consults and teaches.



João Paulo Cândia Veiga

Professor of Political Science and International Relations; Senior Researcher, Center of International Negotiations, University of São Paulo

João Paulo Cândia Veiga is a Professor of Political Science and International Relations & Senior researcher at Caeni, the Center of International Negotiations, at the University of São Paulo. From 2000-2006 he was a Researcher and Technical Supervisor at Instituto Observatorio Social, a think tank of trade unions focused on monitoring the human rights and labor standards of Brazilian and foreign companies. While at Instituto Observatorio Social, he was a supervising researcher monitoring Unilever, Philips, C&A, WalMart and Akzo Nobel. In 2007, in partnership with Columbia University's School of International and Public Affairs (SIPA), his work focused specifically on issues of child labor with Unilever; the impacts of mining with Vale, Alcoa, Votorantim; and natural resource extraction with Agropalma, Beraca/Clariant and Atina. He holds a Master's degree and PhD in Political Science from University of São Paulo.



Jeffrey Vogt

Director, Rule of Law Program, Solidarity Center

Since January 2017, Jeff Vogt is the Director of the Rule of Law Program at the Solidarity Center, an international worker rights organization based in Washington DC. There he is responsible for providing legal support to workers and trade unions in over 60 countries in order to build effective trade unions and more equitable societies. From 2011 to 2016, Vogt was the Legal Director of the International Trade Union Confederation (ITUC), a global organization which represents 180 million workers in 162 countries and territories. In that capacity, he coordinated the organization's legal advocacy before the International Labour Organization and other international institutions, advises trade unions on labor law and policy, and assists in litigation before national and international tribunals. He has also published extensively and spoken frequently on the issue of trade and labor standards, including testimony before the legislatures of the US, Canada, and the EU. He is also co-author and editor of the ITUC's treatise on the right to strike in international law. Before joining the ITUC in 2011, he was the Global Economic Policy Specialist for the American Federation of Labor & Congress of Industrial Organizations (AFL-CIO) and later the Deputy Director of its International Department. Previously, he represented domestic and foreign trade unions in litigation in state and federal courts in the US. He is a graduate of Cornell Law School, where he earned his JD and LLM in International and Comparative Law. He also studied international law at the University of Paris I.



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 Business &
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A partnership of the University of Connecticut's Thomas J. Dodd Research Center, School of Business, and Human Rights Institute, the Business and Human Rights Initiative seeks to develop and support multidisciplinary and engaged research, education, and public outreach at the intersection of business and human rights.

This conference is co-sponsored by the HRI Research Program on Economic & Social Rights (ESRG), the Center for International Business Education and Research (CIBER) and the Eversource Energy Chair in Business Ethics.

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