

CONSTANCE NEWMAN, MSW, MPH

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PROFILE SUMMARY

Leadership in prevention and response to gender-based violence, discrimination, and harassment in public health systems.

Experienced in gender analysis and integration in FP/RH/HIV/AIDS/MNCH service delivery and workforce programs; identifying gender gaps and solutions in human resources planning, management and governance; spotting trends and pointing the way the field or program should go.

Policy analysis, development, implementation, and evaluation: Skilled in assessing the adequacy of gender equality and human rights protections in national, sectoral, and organizational policy-legal-program environments; and developing, implementing, and evaluating gender transformative policies as a lever for systems change.

Cutting edge research and knowledge translation: Broad experience in using mixed methods to identify gender barriers in organizational and health systems components; generating new evidence and knowledge to inform policy and program implementation; and employing a broad array of strategies to educate stakeholders to use data to make organizational and health systems more responsive to workers and clients.

Institutional and individual capacity building and mentoring: Strengthening capabilities to address existing or emerging needs and problems by employing evidence-based approaches and technical consultation for learning, growth, and development.

GLOBAL EXPERIENCE

Armenia, Bangladesh, Burkina Faso, Cameroon, Cote d'Ivoire, Democratic Republic of Congo, Dominican Republic, Ethiopia, Fiji, Ghana, Guatemala, Guyana, India, Kenya, Lesotho, Madagascar, Malawi, Mali, Mauritius, Mexico, Mongolia, Morocco, Nicaragua, Peru, Philippines, Rwanda, Senegal, Tanzania, Togo, Uganda, USA, Yemen, and Zambia.

Languages: Native English speaker; Strong French speaking, reading, writing and comprehension.

TEACHING AND ACADEMIC

Adjunct Associate Professor | Department of Maternal and Child Health (MCH) | Gillings School of Global Public Health | University of North Carolina, Chapel Hill, North Carolina (NC) 2012 –Present

- Gender discrimination and occupational segregation research and publications
- Academic journal article review
- Workshops on Reproductive Health Policy, including *Gender and Migration* (Fall 2012) and *Advocacy and Activism to Eliminate Gender-Based Violence* (Fall 2013 and 2014).
- Lectures to global public health students, including *Addressing Gender-Based Violence* (Fall 2013); *Global Sexual and Reproductive Health: What's Gender Got to Do with It?* (Spring 2014, 2015, 2016, 2017); and *Gender-Based Violence and Psychosocial Health* (Fall 2014, 2015). Duke University School of Global Health, *Coming to Terms with Gender Mainstreaming*, Spring 2018.
- Mentor for Gillings School of Global Public Health and other UNC Summer Fellowships; Tulane University doctoral dissertation advisor. 2014-2024

PROFESSIONAL WORK

Global Technical Lead, Gender Equality & Health | IntraHealth International | Chapel Hill, NC | Aug. 2018 – Sept. 2021

Role: Chief organization-wide technical expert responsible for strategic planning and technical leadership in gender equality and health, gender analysis and integration in program management and evaluation, guiding gender and workforce policy research partnerships with country teams, developing new business, assuring external visibility, and overseeing knowledge management.

- Thought leadership in gender in the workforce through primary research and publications including prevention of and response to sexual harassment; constellations of gender discrimination in the health labor market; and substantive equality policy targeting women's leadership and occupational segregation.
- Principal investigator for the global 2018-19 Nursing Now *Gender Assessment of Nursing Leadership*, and an analysis of gender discrimination and harassment in Mali's pre-service medical training and public sector health employment systems, resulting in modifications to the national human resources policy and strategy;
- Technical director on the 2021 Senegal Ministry of Health and Social Action's study on Gender Discrimination, Violence & Sexual Harassment to generate evidence to inform a sectoral code of conduct.

- Technical advisor on the 2019 publication *Delivered by women, led by men: A gender and equity analysis of the global health and social workforce* (World Health Organization Human Resources for Health Observer Series No. 24. <file:///C:/Users/ltmes/Downloads/9789241515467-eng.pdf>)
- Certification for the 2021 Prevention Collaborative 27-hour course entitled “*How to Succeed in Violence Against Women Prevention.*”

Key Achievements: Created a strategy and structure for gender, GBV and health programming involving global, institutional, and country mechanisms and processes including guidelines for decentralized gender analysis and integration and a program of original gender-related research, knowledge translation and publications in African health systems. Multi-country research studies were used as resources for the USAID Interagency Gender Working Group’s 2023 Technical Brief: *Breaking Barriers: Recommendations for Program Implementers In Addressing Gender Inequities Facing Global Health Workers.* https://www.igwg.org/wp-content/uploads/2024/01/IGWG-Plenary-Brief-December-2023_508_FINAL.pdf

Senior Team Leader, Gender Equality and Health | IntraHealth International | Chapel Hill, NC | Sept. 2010 – July 2018

Role: Responsible for strategic and technical leadership, gender integration and planning; research and publication; policy and technical guidance, program expansion and growth; promotion and visibility; capacity building; technical assistance and quality assurance.

- Conducted a *Gender Analysis of Women’s Leadership in Supply Chain Management* for USAID’s Global Health Supply Chain -Procurement and Supply Management project in Ethiopia and used results to formulate a women’s leadership strategy for the Pharmaceuticals Fund and Supply Agency (PFSA).
- Principal Investigator on a multi-method sexual harassment formative assessment for the Uganda Ministry of Health, including the multi-sectoral design and implementation of sexual harassment prevention and response policy and systems to strengthen human resources management and health sector governance.
- Gender analysis/integration, technical/training assistance and oversight of gender advisors for various USAID- and PEPFAR-funded global and country projects; and technical assistance to gender-based violence prevention in the TRANSFORM-Ethiopia and Uganda Regional Health Integration to Enhance Services in Eastern Uganda (RHITES-E) projects.
- Gender specialist on USAID’s global human resources for health CapacityPlus and SIFPO family planning projects.
- Representative on the WHO Global Health Workforce Network thematic hub on Gender Equity in the Health and Social Care Workforce, White Ribbon Alliance’s Respectful Maternity Care Advisory Group, and the Coalition for Adolescent Girls. Highlights include:
 - Design of funding a proposal for an anonymous digital whistleblowing system for Uganda’s Ministry of Health
 - Technical assistance to a contraceptive social marketing project in Madagascar to design facility- and community-based GBV prevention programs, including a service referral and counter-referral system and assessment of its pilot program (2015-2017).
 - Designed and implemented a GBV program stock-take and capacity-building exercise for the Tanzania Ministry of Health and Social Welfare’s national, regional, and district-level health managers and service providers, police, and social welfare workers, through the Tanzania Health Project (2016).
 - Capacity-building to improve community and health system response to women, children and adolescents who have experienced sexual and gender-based violence (SGBV) in the HIV/AIDS Prevention Project in Tanzania and the FUNZO Project in Kenya (2014).
 - Development of sexual harassment and “family-friendly” policies and implementation plans for the Zambian Society for Family Health (2013)
 - Research Design Assistance to an Asia Foundation study on *Gender-Based Violence (GBV) in Mongolia to Inform Policy Making and Interventions Combatting GBV* (2012)

Key Achievement: Developed IntraHealth International’s practice in gender equality and health, including its first Gender Equality Policy and an organization-wide occupational safety and health initiative.

Senior Technical Advisor, Gender Equality | IntraHealth International | Chapel Hill, NC | Nov. 2007 – Aug. 2010

- Gender specialist on the USAID global human resources for health Capacity Project
- Researched and developed new approaches to identify and counter gender discrimination in education and employment systems, resulting in peer reviewed publications and knowledge translation activities in country projects.
- Principal investigator on gender-related research studies to improve policies, health services and health outcomes for rural populations, including:

- Workplace violence and gender discrimination in Rwanda's health sector; occupational segregation in community- and home-based HIV/AIDS care and support in Lesotho
- Readiness of health policy, service, and community systems to respond to GBV in Prevention of Mother to Child Transmission (PMTCT) services in Rwanda; and men's constructive participation in HIV/AIDS, ante-natal care, and FP/RH programs in Rwanda.
- Conducted a gender analysis of equal opportunity and nondiscrimination in Kenya's health training schools; and trained pre-service education instructors and integrated gender equality and human rights principles into the FP curriculum of Malawi's basic health professional schools.
- Provided technical/training assistance to improve health system response to sexual and GBV in HIV service delivery in Rwanda's HIV/AIDS Clinical Services Project.
- Supported multi-sectoral stakeholders' strategic planning for a district-level gender integration strategy to increase Maternal and Child Health (MCH) service access, quality and use in Senegal.
- Trained headquarters and field staff in gender-equitable International Labor Organization standards protecting health workers' employment rights.
- Mentored interns, fellows and organizational focal points in gender analysis and assessments, programs to end child marriage, prevent sexual and gender-based violence against children, adolescent girls, and women, and to keep girls in school.

Gender Specialist | IntraHealth International | Chapel Hill, NC | Sept. 2003 – Oct. 2007

Role: Led a 2005 Needs and Resource Assessment mission for the Packard Foundation's reproductive health leadership development program in the Philippines.

- Established the conceptual and practical foundations of a new *Gender Equality in the Health Workforce* practice.
- Collaborated with USAID Interagency Gender Working Group to integrate gender into country projects.
- Prepared technical reports; briefs and guidelines; and skills-building resources, such as gender orientation and integration training modules, intimate partner violence and sexual harassment sensitization and planning modules for human resources leaders, workplace violence and occupational segregation literature reviews, gender-sensitive information systems, and guidelines for gender integration in country HRH assessments.
- Provided technical and training assistance in gender analysis and reproductive health (RH)/HIV integration in Mali, Rwanda, and Ethiopia.

Senior Reproductive Health Program Manager | The IntraH Program | University of North Carolina at Chapel Hill School of Medicine | Chapel Hill, NC | Jan. 2001 – Aug. 2003

- Integrated gender analysis and integration into project proposals, existing global projects, and reproductive health training and service delivery activities in Ethiopia, India, Mali, Rwanda, and Yemen.
- Designed and provided technical oversight to the Armenia Maternal Health Project to introduce GBV screening, counseling and referral and community education in obstetrics and gynecology services.
- Developed technical approaches and products, including a *FP/PMTCT Integration Analysis Toolkit* in Rwanda and Ethiopia and technical and training modules to prevent female genital cutting (FGC) in Ethiopia and Mali and HIV in Ethiopia.

Senior Evaluation Manager | The IntraH Program | University of North Carolina School of Medicine | Chapel Hill, NC Sept. 1998 – December 2000

- Implemented RH/HIV gender sensitivity assessment orientations for senior Bangladeshi trainers and Rwanda Ministry of Health service providers and managers.
- Provided assessment and monitoring and evaluation (M&E) assistance to country projects in Francophone Africa.
- Developed and monitored performance management plan indicators.
- Drafted training standards for the Bangladesh Ministry of Health and Social Welfare. Provided technical assistance to UNFPA in the design of an external evaluation of the Yemen Ministry of Public Health Community Midwives Training Project and to Mali's Ministry of Health in the revision of their female genital mutilation (FGM) training curriculum and evaluation of an in-service FGM training strategy.

Senior Manager of Evaluation and Performance Improvement | The IntraH Program | University of North Carolina School of Medicine | Chapel Hill, NC | July 1997 – August 1998

- Developed and oversaw decentralized implementation of an evaluation and research plan with a multi-disciplinary, cross organizational team.

- Managed M&E activities, developed evaluation plans, monitored progress indicators, implemented evaluator training, and designed new methods of distance learning evaluation in Morocco and Ghana.

**Evaluation and Research Director | The Intrah Program | University of North Carolina School of Medicine | Chapel Hill, NC
February 1995 – July 1997**

- Designed and conducted utilization-focused evaluations, including project reviews and performance assessments.
- Trained regional evaluators and managed a research program in East and West Africa, Latin America, and Asia regions.
- Developed and applied training, performance measurement, and M&E approaches in projects. Evaluated distance- and self-directed learning programs for family planning service providers in Morocco and Ghana.

EDUCATION

Master of Public Health (MPH), Health Behavior and Health Education

- **Concentration | Cross-Cultural and Rural Health**
- University of North Carolina School of Public Health

Master of Social Work (MSW)

- **Specialization: Clinical**
- University of Maryland School of Social Work and Community Planning

Bachelor of Arts (BA)

- **Major: Psychology**
- George Washington University

CHAPTER PUBLICATIONS

Newman C, De Vries D, Kanakuze J, and Ngendahimana G. **Workplace Violence and Gender Discrimination in Rwanda's Health Workforce: Increasing Safety and Gender Equality.** *Human Resources for Health.* 2011. Vol. 9. In *A Health Policy and Systems Research Reader on Human Resources for Health.* Eds. Asha George, Kerry Scott, Veloshnee Govender. Alliance for Health Policy and Systems Research and World Health Organization. P. 395-407. World Health Organization, 2017.

Newman C & Stilwell B. **Gender, nursing and global health: Why does gender matter?** In process for *Nursing and Global Health*, Ed. Stilwell B. Elsevier Publishing, 2024

PEER REVIEWED JOURNAL PUBLICATIONS

Newman C, Nayebare A, Gacko NMNN, Okello P, Gueye A, Bijou S, Ba S, Gaye S, Thiam NC, B, Dial Y and Ndoye M. **Systemic structural gender discrimination and inequality in the health workforce: Theoretical lenses for gender analysis, multi-country evidence and implications for implementation and HRH policy.** May 4, 2023. <https://human-resources-health.biomedcentral.com/articles/10.1186/s12960-023-00813-9>

Stilwell B & Newman C. **Nurses learning to be powerful leaders: What will it take?** February 2022. *Creative Nursing.* Vol. 28 #1. Thematic series: Thinking Like a Nurse: Intent and Impact of Caring.

Newman C, Nayebare A, Neema S, Agaba A, Perry Akello L. **Dying Silently: Uganda's Response to Sexual Harassment in the Health Sector.** May 1, 2021. <https://human-resources-health.biomedcentral.com/articles/10.1186/s12960-021-00569-0>

Newman C, Chama PK, Mugisha M, Matsiko CW, and Oketcho V. **Reasons behind the current gender imbalance in senior global health roles and the practice and policy changes that can catalyze organizational change in gendered organizations.** *Global Health, Epidemiology and Genomics.* December 2017. Volume 2, e19. <https://www.ncbi.nlm.nih.gov/pmc/articles/PMC5870424/>

Newman C, Ng C, Pacqué-Margolis S, and Frymus D. **Integration of gender-transformative interventions in health professional education reform for the 21st century.** *Human Resources for Health.* 2016. 14:14.

Newman C, *Time to Address Gender Discrimination and Inequality in the Health Workforce*. [Human Resources for Health](#). 2014, 12:25. (Highly Accessed)

Newman C, Kimeu, A, Penders C, Shamblin, L, Bwonya, J, and McQuide, P. *Making Nondiscrimination and Equal Opportunity for Education a Reality in Kenya's Pre-Service Health Training Institutions: Results of a Gender Analysis*. [World Health and Population](#). 2011. 13(2)11.

Newman C, Fogarty L, Makoae NL, and Reavely E. *Occupational Segregation, Gender Essentialism and Male Primacy as Major Barriers to Equity in HIV/AIDS Caregiving: Findings from Lesotho*. 2011. [International Journal for Equity in Health](#). Volume 10.

Fort AL and Newman C. *Defining the Components of Performance in Family Planning and Reproductive Health for Conceptual Clarity and Sounder Measurement*. [Journal of Health and Population in Developing Countries](#). June 2003.

Newman C, *Following Up Performance: Lessons from the Field*, Performance Improvement, Volume 41, No.1, [International Society for Performance Improvement](#). 2002.

REPORTS, BRIEFS AND ARTICLES

Nadel S and Newman C. *Misogyny in a Digital Age: A Global Investigation of the Online Targeting of Women*. September 2021. IntraHealth International. Unpublished manuscript.

Tessoug  J, Newman C, Tour  CO, Maiga FD, Keita M, Coulibaly E & Camara MF. *Analysis of inequalities and discrimination in the recruitment, retention, and promotion of women in preservice education and health care facilities in Mali*. [Intrahealth International](#). December 2020.

Newman C, Stilwell B, Rick, S and Peterson, K. *Investing in the power of nurse leadership: What will it take?* [IntraHealth International, Nursing Now and Johnson and Johnson](#). May 2019.

Newman, C. *Senegal's Roadmap for a Gender-Transformative Human Resources Management Policy*. September 2018 . <https://www.intrahealth.org/vital/senegal%E2%80%99s-new-roadmap-gender-transformative-human-resource-management-policy>

Newman C, Neema S, Agaba A, and Maloney K. *Executive Summary of the Report on the Ministry of Health Sexual Harassment Formative Assessment in Uganda's Public Health Sector*. [IntraHealth International](#). June 2017.

Newman C. *A Scan and Analysis of the Literature of Intersectional Analysis*. IntraHealth International. Unpublished brief. July 2017

Newman C. *Diversity Management vs. Affirmative Action: An Analysis of Likely Effectiveness to Achieve Gender Equality* IntraHealth International. Unpublished brief. October 2017

Newman, C, *We're Finally Coming to Grips with Gender Discrimination and Inequality in the Health Workforce*. [Vital News & commentary about the global health workforce](#). December 2017.

Newman C. *Where is Child Labor in the US Global Strategy to Empower Adolescent Girls?* September 2016. <https://www.intrahealth.org/vital/where-child-labor-us-global-strategyempower-adolescent-girls>

Newman C. *5 Challenges to Women's Human, Economic, and Labor Rights in the Global Health Workforce*. [Vital News & commentary about the global health workforce](#). May 2016.

Leitner C, [Newman C](#) and Settle D. **Implementation and Use of Health Worker Information Systems in Low Resource Settings**. 12th International Conference on Social Implications of Computers in Developing Countries: Proceedings. Eds. Niall Hayes and Renata Lèbre La Rovere. Faculty of Social Sciences, University of West Indies, Kingston 7, Jamaica. November 2013.

[Newman C](#), Mwanamwenge M, and Peterson K. **Report on the Society for Family Health Gender Assessment** [Zambia]. IntraHealth International, Chapel Hill. January 2013.

[Newman C](#), Mugisha M and Matsiko C. **Gender Discrimination and Inequality Analysis Report**. Uganda Ministry of Health. August 2012.

[Newman C](#), Ng, C and Pacqué-Margolis, S. **Strengthening the Health Worker Pipeline through Gender-Transformative Strategies**. CapacityPlus Technical Brief. [IntraHealth International](#). December 2012.

Ng C, [Newman C](#), and Pacqué-Margolis, S. **Transforming the Health Worker Pipeline: Interventions to Eliminate Gender Discrimination in Pre-Service Education** (Technical Report). CapacityPlus Project, [IntraHealth International](#). November 2012

[Newman, C](#). **Gender Equality in Human Resources for Health: What Does This Mean and What Can We Do?** [IntraHealth International](#), Chapel Hill. May 2010.

[Newman, C](#). **Addressing Gender Inequality in Human Resources for Health** (Technical Brief). The Capacity Project, [IntraHealth International](#), Chapel Hill. September 2009

[Newman, C](#). **Conceptual and Practical Foundations of Gender and Human Resources for Health** (Technical Brief). The Capacity Project, [IntraHealth International](#). Chapel Hill. October 2009.

Kanakuze, J, Sebikali B, [Newman C](#), Muramutsa F, Reavely E. **Enhancing the Constructive Engagement of Men in Family Planning, Ante-Natal and PMTCT Services through Gender– Equitable Couples Counseling in Rwanda** (Technical Report). Capacity Project. IntraHealth International, Chapel Hill. January 2009.

[Newman C](#), Fogarty L., Makoe N, Reavely E. **Alleviating the Burden of Responsibility: A Report on a Study of Men as Providers of Community-based HIV/AIDS Care and Support in Lesotho** (Technical Report). IntraHealth International, Chapel Hill. November 2008.

[Newman C](#), Kanakuze J, Fine A, Ngendahimana G, De Vries DH. **Etude sur la violence en milieu du travail dans le secteur de Santé au Rwanda/Study of workplace violence in the health sector of Rwanda** (Technical Report). IntraHealth International, Chapel Hill. July 2008.

[Newman, C](#), Kabagwira A, Scislowicz J, Salentine S and Muramutsa F. **Etude sur la disposition des systèmes politico-légal, sanitaire et communautaire à répondre à la violence basée sur le genre dans trois districts de la ville de Kigali/Study on the readiness of policy, legal, health and community systems to respond to gender-based violence in five districts of Kigali** (Technical Report). [IntraHealth International](#), Chapel Hill. May 2008. From the French.

[Newman C](#), Kohler R and Sargsyan I. **Improving Primary Providers' Response to Violence Against Women in Reproductive Health Services in Armenia**, PRIME II/Armenia Final Report, IntraH, Chapel Hill. September 2004

Crigler Voltero, L, [Newman C](#), Tambashe B, Vekemans M and Salentine, S. **Family Planning and Prevention of Mother-to-Child Transmission of HIV/AIDS Services: An Integration Analysis Toolkit**. Chapel Hill, NC: IntraHealth International, PRIME II Project, 2004.

[Newman C](#), **Gender Sensitivity Assessment Tools for RH/FP Curricula, Service Providers and Service Managers**. PRIME II Better Practices in Gender Sensitivity. [IntraHealth](#), September 2003.

Nelson, D and Newman, C. **Provider Training and Community Outreach to Eliminate Harmful Practices (FGC)**. Results Review. 10/2002 (PRIME Pages: RR-23)

Combarry P, Newman C. and Royer AC. **Follow-up and Evaluation of a Distance Learning Program for Family Planning Service Providers in Morocco** (PRIME Technical Report No. 24). November 2001.

Newman C, Ambegagokar M, Abbey M, Muhawenimana A and Combarry P. **Evaluation of the GRMA/PRIME Self-Directed Learning Initiative, Client-Provider Interaction and Adolescent Reproductive Health Initiative in Three Regions of Ghana**, (PRIME Technical Report No. 26). May 2001.

Combarry P, Newman, C. Glover K, Muhawenimana A, Janssens M, Babalola S, Fort A and Henry R. **Study of the Effects of Technical Supervision Training on Community-based Distributor Supervisors' Performance in Seven Regions of Ghana**, (PRIME Technical Report #7). January 1999.

Newman C. **PRIME's Performance Improvement Approach in Burkina Faso**. [PRIME Perspectives](#). June 1998.

Rosensweig F and Newman C. **The Performance Technology Approach to Performance Improvement**. [PRIME Perspectives](#). May 1997.

DIGITAL TECHNICAL TOOLS AND TRAINING RESOURCES

Ng C, Newman C, Pacqué-Margolis S., Deussom R., Jaskiewicz W. **Gender Discrimination and Health Workforce Development: An Advocacy Tool**. [CapacityPlus](#). 2015.

Newman C, Faramand T, Pendleton J, Rottach E, Settergren, S, Donner A, Fehringer J, Seaver E and Shelton J. **Gender and Health Systems Strengthening**. Global Health e-Learning Center. *CapacityPlus* Project. 2014.
<https://www.globalhealthlearning.org/course/gender-and-health-systems-strengthening>

Newman C and Murphy C. **Foundations of Gender Equality in the Health Workforce**. [HRH Global Resource Center](#). 2012.

CONFERENCE PRESENTATIONS

Investing in Nursing Leadership: What Will It Take? And Prevention and Response to Sexual Harassment in Uganda's Health Sector. Women Deliver Conference. Vancouver British Columbia. June 2019.

Preventing sexual harassment in health systems that deliver for all. Fifth Global Symposium on Health Research. Liverpool, UK. October 2018

Suffering Silently: Sexual Harassment Undermines Health System Performance. Fourth Global Symposium on Health System Research. Vancouver, British Columbia. 2016

Ensuring Health Workers Count: The Socioeconomic Impact for Women. Women Deliver. Frontline Health Workers Coalition Panel. Copenhagen, Denmark. May 2016.

Translating Knowledge, Promoting Action: Insights from Research in Uganda and Zambia to Make Health Systems More Responsive to Health Workers' Needs and Rights. Third Global Forum on Health Systems Research. Cape Town, South Africa. October 2014.

Promoting and Managing Diversity of Health Workers for Universal Health Care: Gender as Difference and Inequality. Third Global Forum on Human Resources for Health. Recife, Brazil. November 2013.

Women Deliver as Those Who Manage, Lead and Govern the Workforce: Understanding the Dynamics, Strategizing Change. Management Sciences for Health panel at the Women Deliver Conference. Kuala Lumpur, Malaysia. May 2013.

Women's Work, Men's Work: Understanding Workforce Discrimination with HRIS Data. USAID Global Health Mini-University. Washington, DC. September 2012.

Using HRIS and Special Studies Data to Look at Workforce Gender Issues and Inform Decisions. First National Human Resources for Health Conference. Nairobi, Kenya. December 2010.

Workplace Violence and Gender Discrimination in the Health Sector of Rwanda. Presentation at the Second International Conference on Violence in the Health Sector. Amsterdam, Netherlands. October 2010.

Alleviating the Burden of Responsibility: Men as Providers of HIV/AIDS Care and Support in Lesotho. American Public Health Association. Philadelphia, PA. November 2009.

Health Services for Survivors of Gender-Based Violence in Rwanda. American Public Health Association. Philadelphia, PA. November 2009. Poster presentation for the International Society for Equity in Health Conference. Hersonissou, Crete, June 2009.

Improving the Gender Sensitivity of RH/FP Training and Service Delivery Systems. Conference on Reaching Men to Improve Sexual and Reproductive Health for All. Dulles, Virginia; September 2003.

Female Genital Cutting in Mali: Health Workers as Part of the Solution. Global Health Council 29th Annual Conference, Washington, D.C., May 2002.

Gender Sensitivity Assessment in Front-End Analysis. International Society for Performance Improvement Annual International Conference and Exposition, Dallas, Texas, April 2002.

Following Up Performance: Lessons from the Field. International Society for Performance Improvement Annual International Conference and Exposition, San Francisco, April 2001.

Human Performance Technology in a Developing Country: The Case of Burkina Faso, West Africa. International Society for Performance Improvement Annual International Conference and Exposition, Long Beach, California, March 1999.

The Performance Technology Approach. USAID/Office of Population, July 1997.

MEMBERSHIPS

- Health Systems Global
- WHO Global Health Workforce Network Thematic Hub on Gender Equity in the Health and Social Care Workforce