

BEYOND 2015

SHAPING THE FUTURE OF EQUALITY HUMAN RIGHTS AND SOCIAL JUSTICE

Biographical notes of speakers and chairs (abridged)

Asif Afridi - brap and Equality and Diversity Forum

Asif Afridi is Co-Chair of the English Regions Equality and Human Rights Network (EREN), a national membership organisation of regional equality organisations, and Deputy CEO at brap, a national equality and human rights advisory organisation based in Birmingham. Asif is a published researcher focusing principally on issues of human rights and equalities. Before joining brap he worked with the European Commission in China and Belgium in the field of human rights. Recent published research work has focused on issues of: deprivation; social networks; social cohesion; inequalities in political representation; and regulating for human rights protection in the UK.

Les Allamby - Northern Ireland Human Rights Commission

Les Allamby is the chief commissioner of the Northern Ireland Human Rights Commission since September 2014. He was formerly the director of Law Centre (NI). He has taken strategic legal cases to the European Court of Justice, European Court of Human Rights, House of Lords (as was) on social security issues. He was a member of the Legal Services Commission from 2003- 2011 and member and vice chair of the Social Security Advisory Committee from 2005- 2014. He was the inaugural chair of the social security standards committee reporting to the Northern Ireland Assembly on the quality of social security and child support decisions (1999 -2004). He has undertaken election monitoring for the OSCE in Bosnia, Georgia and Pakistan. He was appointed as an honorary professor of law at the University of Ulster in 2014.

Robin Allen QC - Cloisters

Robin Allen is Head of Cloisters barristers' chambers and Chairs the Bar's Equality & Diversity, and Social Mobility, Committees. Robin has appeared in many path-finding equality cases. Robin's wide range of clients include both UK Equality Commissions, the NI Children's' Commissioner, the Irish Equality Authority, the European Commission, and Harvard Law School. He is currently working with the Age – Platform Europe on the draft horizontal equality Directive and the proposal for a UN Convention on the Rights of Older

Persons. He advised the European Commission on the 2000 Equality Directives and is a former special legal adviser to the UK's Disability Rights Commission. His books include 'Family Rights at Work', 'OUP Guide to the Equality Act 2010', and 'Employment Law and Human Rights'.

Amanda Ariss - Equality and Diversity Forum

Amanda Ariss is Chief Executive of EDF. Under her leadership, EDF has launched the Equally Ours human rights project, developed a research network, helped secure the 2010 Equality Act, and published a range of tools for voluntary organisation including the new voluntary sector equality and human rights performance framework. Previously Amanda worked for the Equal Opportunities Commission, the Audit Commission and in local government. Amanda represents EDF on the Compact Voice board and is a member of the Independent Academic Research Studies (IARS) Academic and Editorial Board. She chaired the Fawcett Society's recent inquiry into gender equality and job seeker's allowance. Until recently she was a member of the National Institute for Health Research public health advisory board and of NAVCA's Local Infrastructure Commission. She is a Trustee of Guide Dogs and Vice Chair of Vision 2020 UK.

Prof Lizzie Barmes - Queen Mary University of London

Lizzie Barmes has been Professor of Labour Law at Queen Mary University of London since 2007. She previously taught at UCL and was a Government Lawyer in the Common Law Team of the Law Commission of England and Wales. Prior to that Professor Barmes practised as a solicitor, specializing in employment, equality and personal injury litigation. She researches in the fields of equality and employment law, with particular interests in positive action, judicial diversity and the operation in practice of individual labour and equality rights. Professor Barmes is co-chair, with Professor Tania Burchardt, of the Equality and Diversity Forum Research Network, is on the Executive Committees of the Industrial Law Society and the Equal Justices Initiative, is co-editor, with Professor Anne Davies, of the Recent Cases section of the Industrial Law Journal and is in the process, with Professor Kate Malleon, of establishing a new research centre in the QMUL School of Law called 'Law, Equality and Diversity' (LEAD).

Helen Barnard - Joseph Rowntree Foundation

Helen Barnard is a Policy and Research Programme Manager at the Joseph Rowntree Foundation. She manages programmes of work focusing on child poverty, education, ethnicity and our anti-poverty strategy. Before joining the Foundation she worked at BMRB Social Research and Opinion Leader Research, carrying out research on topics including benefits, tax credits and tax, education, and housing. Helen studied Social and Political Sciences at Clare College, Cambridge University.

Fran Bennett - University of Oxford

Fran Bennett works half time in the Department of Social Policy and Intervention, University of Oxford, as a senior research and teaching fellow, with a focus on social policy. She has a particular interest in gender issues, social security policy, and poverty, income distribution and participation. She is also an independent consultant, and has written extensively on social policy issues for the UK government, NGOs and others. She is one of the UK independent experts on social policy for the European Commission. She is an active member of the Women's Budget Group. Fran chairs the editorial board of the Journal of Poverty and Social Justice, having previously been a co-editor. She is an Academician of the Academy of Social Sciences. She has also worked for the Child Poverty Action Group from 1983-93, as deputy director and then director, and in the late 1990s was policy advisor on UK and EU poverty issues for Oxfam GB.

Kate Bennett - Equality and Human Rights Commission Wales

Kate Bennett was appointed as the National Director for Wales for the new Equality and Human Rights Commission in September 2007. Kate had previously been the Director of the Equal Opportunities Commission in Wales, a post she had held since 1999. Throughout her career Kate has been actively involved in equalities work. Prior to the EOC, Kate was a full time trade union official, community campaign worker and a research journalist. Kate believes collaboration, partnership working and harnessing everybody's skills and ideas will be the key to achieving change in society.

Dr Tania Burchardt - CASE, LSE

Tania Burchardt is Deputy Director of the Centre for Analysis of Social Exclusion and an Associate Professor in the Department of Social Policy at the London School of Economics. Her research interests lie in theories of justice, including the capability approach, measurement of inequality and applied welfare policy analysis. She is co-editor of Journal of Poverty and Social Justice. Selected publications include 'Public policy and inequalities of choice and autonomy', co-authored with Martin Evans and Holly Holder, Social Policy & Administration, online 2014; 'Deliberative research as a tool to make value judgements'; "Time, income and substantive freedom: a capability approach", Time and Society, 2010; "Agency goals, adaptation and capability sets", Journal of Human Development and Capabilities, 2009.

Dr Paul Chaney - Cardiff University/WISERD

Paul Chaney is Reader in Public Policy at Cardiff University School of Social Sciences and Co-Director of the Wales Institute of Social & Economic Research, Data and Methods, an ESRC National Research Centre. His research interests include: public policy, territorial politics, governance, representation and, equality and human rights. He has written over sixty papers in leading academic journals and his books include 'Women, Politics and Constitutional Change' (2007, Cardiff, University of Wales Press, co-

authored), and 'Equality and Public Policy' (2011, Cardiff, University of Wales Press). He was a member of the UK government Steering Group that established the Equality and Human Rights Commission.

Dr Evelyn Collins CBE - Equality Commission for Northern Ireland

Evelyn Collins has been Chief Executive of the Equality Commission for Northern Ireland since March 2000, an organisation with a wide remit under Northern Ireland's equality laws. Evelyn is a law graduate of Sheffield University, and has Masters' degrees from University of Toronto (Criminology) and Queen's University Belfast (Human Rights and Discrimination Law). Evelyn has worked on equality issues since the 1980s, mostly in Northern Ireland but also as a national expert working on gender equality in the European Commission in Brussels. Evelyn is currently Chair of the Board of Equinet, the European Network of Equality Bodies. Evelyn was awarded the CBE in 2008, for services to the public in Northern Ireland. In July 2014, the University of Ulster awarded Evelyn the honorary degree of Doctor of Law (LLD) for her contribution to the promotion of equality and good relations.

Niall Crowley - Independent equality expert

Niall Crowley is an independent equality and diversity expert. He has worked on a wide range of research, policy and evaluation projects with the full range of European institutions. Formerly he was chief executive of the Equality Authority in Ireland for ten years from its establishment in 1999. He is author of 'An Ambition for Equality', published in 2006 by Irish Academic Press, and 'Broken Promises: Bringing the Equality Authority to Heel', published in 2010 by A&A Farmar.

Rebecca Fairbairn - Economic and Social Research Council

Rebecca Fairbairn works for the Economic and Social Research Council where, as Head of Knowledge Exchange, she is leading the development of policy for knowledge exchange and impact. Rebecca Fairbairn is a research policy specialist. She has led on UK government initiatives covering a range of academic disciplines and areas of policy. Rebecca's career has focused on the UK Research Councils and the Foreign and Commonwealth Office. In 2008 Rebecca went to New Delhi to develop the strategy, and set up the operations, for the RCUK Office in India, with its first Director. She then moved to Bangalore, South Asia's 'Silicon Glen', with the FCO to head the UK government's Science and Innovation Network (S&IN) in South India. During her three years in Bangalore, Rebecca was Deputy Head of Mission at the British Deputy High Commission. She has also advised government on opportunities for the UK knowledge base in Latin America.

Mark Hammond - Equality and Human Rights Commission

Mark Hammond is CEO at the Equality and Human Rights Commission and the Visiting Professor of Public Administration at Christchurch Canterbury University. He has had an extensive career in local and central government.

He was previously chief executive of West Sussex County Council, a post he held from 2004 to 2010. He first joined West Sussex in 2000 as director of environment and development. From 1985, Mark held a wide range of posts in the Civil Service including private secretary to the permanent secretary at the Department of the Environment; part of the UK team which negotiated the United Nations climate change convention; and the energy, environment and telecoms brief at the British Embassy in Washington.

Joseph Harker - The Guardian

Joseph Harker is an editor and columnist on the Guardian's comment section. He also coordinates the diversity and inclusion strategy for the paper's editorial department. He is a former managing editor of the Guardian's features department. In 2008 he edited the Guardian's Black History Month poster series, and in 1994 edited the hardback Guardian book *The Legacy of Apartheid*, to mark South African's first free elections. Before joining the Guardian, he was editor and publisher of the weekly newspaper *Black Briton*, and previous to that assistant editor at *The Voice*.

Prof Anthony Heath CBE FBA - University of Oxford

Anthony Heath is Director of the Centre for Social Investigation at Nuffield College, Oxford and Professor of Sociology at Manchester University. His research interests cover social stratification and mobility, ethnicity, electoral behavior, social and political attitudes, national identity and social cohesion. He has published many books and scientific papers. His most recent books include 'The Political Integration of Ethnic Minorities in Britain' (OUP, 2013), 'Hard Times: The Divisive Toll of the Economic Slump' (with Tom Clark - Yale University Press, 2014) and 'Migrants and Their Children in Britain: generational change in patterns of ethnic minority integration' (Routledge 2014). He is currently leading a team designing a module of questions on attitudes to immigration for the European Social Survey. Professor Heath has carried out work for many government and international bodies.

Prof John Hills FBA - CASE, LSE

John Hills is Professor of Social Policy and Director of the Centre for Analysis of Social Exclusion (CASE) at the London School of Economics. His research interests include the distribution of income and wealth, the welfare state, social security, pensions, housing and taxation. He led a review of fuel poverty for the Department of Energy and Climate Change (2011-2012), was Chair of the National Equality Panel (2008-2010), carried out a review of the aims of social housing for the Secretary of State for Communities in 2006-07 and was one of the three members of the UK Pensions Commission from 2003 to 2006. He was Co-Director of the LSE's Welfare State Programme (1988-1997), and Senior Adviser to the Commission of Inquiry into Taxation, Zimbabwe (1984-86). Professor Hills' most recent publication is 'Good Times, Bad Times: The welfare myth of them and us' (2014).

Emma Hutton - Scottish Human Rights Commission

Emma Hutton is Communications and Outreach Manager with the SHRC. She leads the Commission's work on promoting and raising awareness of human rights through online and written publications, media and social media activity and stakeholder engagement across civil society, the public sector and academia. With nearly fifteen years' experience of campaigning, communications and business development in social justice, human rights and equality, Emma has a strong interest in strategic, values-based communications. Originally from Scotland, Emma spent eight years working in Sri Lanka, Australia and London. Before returning to Scotland in 2014, she spent two years establishing and running Equally Ours, a UK-wide partnership campaign to raise awareness of the benefits of human rights in everyday life. Emma has an MA in Politics and Social Policy from the University of Edinburgh and completed the Graduate Diploma in Law with BPP University in 2012.

Rob Linham OBE - Ministry of Justice

Rob Linham is Head of Council of Europe Human Rights Policy at the Ministry of Justice.

Lord Low of Dalston CBE

Colin Low is former Chair, now Vice President of RNIB, and President of ICEVI (International Council for Education of People with Visual Impairment), Colin Low (CBE) taught Law and Criminology at Leeds University, before becoming Director of the GLC's Disability Resource Team. He then carried out research into theories of disability as Senior Research Fellow at City University, and was appointed to the House of Lords in 2006. He was a member of the Special Educational Needs and Disability Tribunal (1994-2007); the Disability Rights Task Force (1997-1999); and the Disability Rights Commission (2000-2002), and now chairs the Low Commission on the future of advice and legal support on social welfare law.

Prof Morag McDermont - University of Bristol

Morag McDermont is Professor of Socio-Legal Studies at the University of Bristol Law School, and Principal Investigator for two research programmes: New Sites of Legal Consciousness: a case study of UK advice agencies which examines the role played by advice agencies in a rapidly changing legal landscape (funded by the European research Council) and Productive Margins: Regulating for Engagement, a collaborative programme with community organisations to co-produce research about ways in which regulatory systems can be re-designed to promote engaged decision-making in politics, policy and the arts (funded by the ESRC). Her research has been shaped by 15 years' working in local government and voluntary sector housing organisations. She has published 'Regulating Social Housing: Governing Decline' (Glasshouse, 2006) with Dave Cowan; and 'Governing, Independence and Expertise: the Business of Housing Associations' (Hart, 2010).

Danielle Mason- Cabinet Office

Danielle Mason leads the What Works Team in Cabinet Office. Her team manages the network of independent What Works Centres established in 2013 - which includes the National Institute for Health and Care Excellence and the Education Endowment Foundation – and also delivers a programme of work to embed better use of evidence within the Civil Service and wider public sector. Until 2011 Danielle was Head of Research in the Government's Child Poverty Unit, having previously worked as a poverty researcher for Oxford University, the South African Department for Social Development and the Centre for Economic and Social Inclusion in London. She is currently the Head of Profession for Social Research in the Cabinet Office.

Bharat Mehta OBE - Trust for London

Bharat Mehta is Chief Executive at Trust for London and has a background in psychology. Prior to taking up this post, he was Chief Executive of the National Schizophrenia Fellowship (NSF, renamed RETHINK), He has also worked for the Medical Research Council; National Council for Voluntary Organisations; and the London Borough of Waltham Forest. He is a board member of the Home Group, one of the UK's largest registered social landlords; London Funders; the Social Justice and Human Rights Centre Ltd; and the Resource for London. In the recent past, he has served as a board member of the Joseph Rowntree Foundation; as non-executive director of the North Middlesex University Hospital NHS Trust; and as chair of governors of Bowes Primary School. He has also served on numerous government and civil society commissions and advisory groups. He was appointed an OBE in January 2000.

Prof Alan Miller - Scottish Human Rights Commission

Alan Miller was unanimously elected in 2007 by the Scottish Parliament to become the first Chair of the Scottish Human Rights Commission. He was unanimously re-nominated to the role in 2013 for a further three-year term. Alan has a combination of experience and expertise in the field of human rights grounded in 25 years involvement with the legal, academic and voluntary communities within Scotland. He previously ran a law practice in Castlemilk, Glasgow and is a past President of the Glasgow Bar Association and former Director of the Scottish Human Rights Centre. He also teaches human rights on the LLM programme at the University of Strathclyde where he is a member of the Centre for the Study of Human Rights Law. Professor Miller also brings an international perspective and insight gained from engagement with the United Nations and other bodies in capacity-building initiatives in around 20 countries around the world.

Colm O'Conneide - UCL

Colm O'Conneide is a Reader in Law at University College London. He has published extensively in the field of human rights and anti-discrimination law, and is currently the General Rapporteur of the European Committee on Social Rights of the Council of Europe. He has also acted as specialist legal adviser

to the Joint Committee on Human Rights of the UK Parliament in respect of the Equality Act 2010, and is a member of the academic advisory panel of Blackstone Chambers. His publications include 'Bridging the Divide? Integrating the Functions of National Equality Bodies and National Human Rights Institutions in the European Union' (co-written with Neil Crowther), a study funded by the Nuffield Foundation.

Alison Pritchard - Government Equalities Office

As Director of the Government Equalities Office, Alison Pritchard leads on the cross government equalities policy. Alison began her Civil Service career in 1987 working on overseas Defence Policy and has enjoyed a varied and interesting range of roles, including leading the independent review of royal family and ministerial air travel and spending five years in Saudi Arabia with a UK defence programme. She has worked across a broad range of Departments including the Ministry of Defence, Treasury, Cabinet Office, Home Office and more recently the Department for Culture, Media and Sport, where she had responsibility for Gambling and the National Lottery. Alison also has experience outside Government as Head of Operations for an IT engineering business and on secondment to the third sector as Director of Programmes for a multi-faith research body supporting counter-radicalisation. Other recent roles include Head of Strategy and then Head of Delivery at the Government Equalities Office, where she recently returned as the Director.

Prof Ziauddin Sardar - the Muslim Institute

Ziauddin Sardar is a writer, critic and futurist. He edited Futures, the monthly journal of planning, policy and futures studies, for two decades and is now Consulting Editor of Futures. He is author of over 50 books, including, in the futures field, 'Rescuing All Our Futures' (1999), 'Islam, Postmodernism and Other Futures: A Ziauddin Sardar Reader' (2003) and 'Future: All That Matters' (2014). A former Commissioner on the Equality and Human Rights Commission, he currently the Director of Centre for Postnormal Policy and Futures Studies, East West University, Chicago and Editor of quarterly Critical Muslim. Professor Sardar is widely known as a public intellectual.

Liz Sayce OBE - Disability Rights UK

Liz Sayce is Chief Executive of Disability Rights UK, the UK's leading pan-disability organisation. She is a Commissioner at the UK Commission for Employment and Skills and a member of the Committee of Healthwatch England. She led an Independent Review into disability employment programmes in 2011. From 2000-2007 she was Director, Policy and Communications, for the Disability Rights Commission. She also directed a Formal Investigation into physical health inequalities experienced by people with mental health problems and/or learning disabilities. Previously she was Director of Lambeth, Southwark and Lewisham Health Action Zone. She spent 8 years as Policy Director of Mind. She was a member of the UK Government's

Disability Rights Task Force (1997-99). She has published widely on mental health, disability and social inclusion and was awarded an OBE in 2008.

Ryan Shorthouse - Bright Blue

Ryan Shorthouse is the Founder and Director of Bright Blue. He founded the organisation in 2010 at the age of 24 and finally became the full-time Director at the start of 2014. Ryan is an expert on education and social policy and a political commentator. He regularly appears on national TV and radio, Ryan was previously a Research Fellow for the think tank the Social Market Foundation and was part of the team that won Prospect Magazine's Think Tank of the Year in 2012. Prior to 2010, he was a researcher for Rt Hon David Willetts MP when he was Shadow Education Secretary, where he authored the Conservative Party's Childhood Review, and an adviser to the Conservative Party on families and education. He was the Political Secretary of the Bow Group. He is a trustee of two national charities: the Family and Childcare Trust and the Young Women's Trust. He is a volunteer tennis coach, a mentor for the Social Mobility Foundation and a governor of a local primary school.

Dr Iyiola Solanke - University of Leeds

Iyiola Solanke is a Senior Lecturer in the School of Law at the University of Leeds, a Visiting Professor at Wake Forest University Law School and an Academic Fellow of the Inner Temple. Prior to this she was a Jean Monnet Fellow at the University of Michigan and a Research Fellow at the European Institute, London School of Economics. Publications include 'Making Anti-Racial Discrimination Law: a comparative history of social action and anti-racial discrimination law' (Routledge-Cavendish 2009) and 'Stigma' (Hart, forthcoming 2015)

Dr Sarah Spencer CBE - COMPAS, University of Oxford

Sarah Spencer is Director of the Global Exchange on Migration and Diversity, a new initiative at the Centre on Migration, Policy and Society (COMPAS), University of Oxford. The Exchange provides opportunities for dialogue and collaboration between academics, policy makers and civil society actors in the migration and diversity field. Sarah's own research focuses on irregular migrants in Europe, integration and human rights issues. Sarah is a former Chair of the Equality and Diversity Forum, deputy chair of the Commission for Racial Equality and Director of Liberty. She has been a member of a series of government Taskforces including those on the Human Rights Act and the Equality and Human Rights Commission; and has published widely on migration, human rights and equality issues. In 2007 Sarah was awarded a CBE for her contribution to human rights and equality.

Marie Staunton CBE - Equality and Diversity Forum

Marie Staunton took up her role with EDF in October 2012. CEO of Plan until December 2012 and Interact Worldwide since 2009, Ms Staunton is also UK Independent Member of the Management Board of the EU Fundamental Rights

Agency. In the NGO sector she was UK Director at Amnesty and Vice Chair of their International Executive Committee, before becoming Deputy Director at UNICEF UK. She gained commercial experience as Publishing Director of one of Pearson's companies. As a human rights lawyer she worked with community groups and women's organisations and as a solicitor at Geffens, the firm in the West Midlands, who acted for some of the Birmingham 6 in their civil case. She started her career with the Simon Community, setting up shelters and hostels for homeless families in England and Ireland.

Mary-Ann Stephenson - Coventry Women's Voices

Mary-Ann Stephenson is the co-ordinator of Coventry Women's Voices, which brings together women's voluntary organisations, trade unions, organisations working with women and individual activists to ensure women's voices are heard when policy is made in Coventry. She is a fellow of the Centre for Human Rights in Practice in the School of Law at the University of Warwick working on an on-going project on the equality and human rights impact of spending cuts. She is currently researching a PhD on the Public Sector Equality Duty in the School of Law. Mary-Ann Stephenson worked for ten years as a freelance consultant specialising in gender, participation in decision making and human rights. She has written widely on gender equality and women's human rights. She is a former Director of the Fawcett Society and Commissioner on the Women's National Commission.

Dr Sally Witcher OBE - Inclusion Scotland

Sally Witcher is Chief Executive Officer of Inclusion Scotland, a national network of disabled people and their organisations that aims to ensure that policy affecting the everyday lives of disabled people in Scotland is informed by and reflects their views. Previously Sally worked as a freelance Consultant, based in Edinburgh. She has also been a Board Member of the Care Inspectorate since 2011. From 2006-2010 she was a Deputy Director in the Office for Disability Issues. Prior to that she was the Chair of the Disability Employment Advisory Committee and worked in consultancy and academia, again based in Edinburgh. During the 1990s she was the Director of the Child Poverty Action Group (UK) and Campaign Worker for Disability Alliance. Over the years, Sally has been involved in a variety of Government advisory or working groups. She has also been a member of many research advisory bodies, including for the Centre for Analysis of Social Exclusion at the London School of Economics, and has lectured at undergraduate level. Her doctorate is on the subject of diversity and social inclusion. She was awarded an OBE in 2006 for services to disabled people.