

ANDREW S. PARK, ESQ.
366 N. Curson Ave., #8, Los Angeles, CA 90036
andrew@apark.net

**Senior Advisor, Inclusive Development
Outright International**

**September 2022 – present
New York, NY**

Created and implemented activities to ensure the inclusion of sexual and gender minorities in development policies and programs. Supported LGBTIQ groups to advocate at USAID, GIZ, ministries of finance, the G7, and development banks.

- Led campaign for the inclusion of LGBTIQ people in Asian Development Bank environmental and social standards.
- Coordinated CSO Coalition at World Bank.
- Initiated the formation, jointly with the Bank Information Center, of IBAN (the Inclusive Bank Advocacy Network), a network of LGBTIQ advocates in borrowing countries seeking inclusion in World Bank-financed projects.
- Led campaign on behalf of Ugandan LGBTIQ advocates seeking suspension of World Bank loans to Uganda and implementation of non-discrimination provisions in World Bank projects.

Independent Consultant

April 2014 – present

Provided expert support to clients in the fields of development, human rights, strategic planning/evaluation, and LGBTI inclusion. Clients include:

- *UNDP, New York* (interagency statement on LGBTI issues; ethical guidelines for Member States collecting LGBTI data).
- *UNDP, Asia* (report on discrimination in Thailand).
- *Office of the UN High Commissioner for Human Rights* (supported the preparation of a report by an Independent Expert and managed public commentary process on LGBT data collection).
- *GIZ (German international development agency)/Outright Action International* (assist the formulation of German policy as President of the G7).
- *CanWaCH/Canadian Partnership for Women and Children's Health* (LGBTI Inclusion Guidance).
- *RSFL/Swedish LGBTI Federation* (drafted *For All: The Sustainable Development Goals and LGBTI People*, drafted *Guiding Principles for the Inclusion of LGBTI People in Development Policy and Programs*, and conducted training of activists on development framework, advocacy, and data).
- *Human Rights Watch* (created evaluation system for LGBT program).
- *ILGA World*, Geneva (drafted five-year strategic plan).
- *The Disability Rights Fund* (sexuality consultant).
- *All Survivors Project*, London (assisted in advocacy efforts on behalf of male survivors of sexual assault in conflict).

**Director of International Programs
The Williams Institute, UCLA School of Law**

**April 2014 – April 2018
Los Angeles, CA**

Created and directed international program at premier LGBT research institute on projects concerning demographics and development outcomes of LGBT populations, the economic impact of stigma, and analysis of State compliance with human rights norms.

- Co-authored Global Acceptance Index and Legal Inclusion Index.

- Served as principal investigator for human subject research projects.
- Created theoretical framework for applying human development framework/capabilities approach to LGBT issues.
- Participated in preparation and legal analysis, and co-chaired expert meeting for Yogyakarta Plus Ten process.
- Coordinated process to develop global standards for gender identity data collection, including convenings in Katmandu and Amsterdam about survey methodologies.
- Provided expert submissions to UN bodies in UPR reviews, filed amicus briefs and expert statements in Colombia (gay marriage, custody), Russia (anti-propaganda laws).
- Served on the US State Department Sub Working Group on Religion and Social Justice.
- Serve on the Faculty Advisory Committees of the International and Comparative Law Program, the LGBT Studies Program, and LLM programs.
- Coordinated the first global meeting on issues of LGBT development (2015).

Program Director

June 2008 – May 2014

Senior Philanthropic Advisor

June 2003 – June 2008

Philanthropic Advisor

February 2001 – June 2003

Wellspring Advisors, LLC

Philadelphia, PA/New York, NY

Created and directed large strategic grantmaking programs (800 grants/\$300 million) in the fields of LGBTI rights, torture/detention, corporate social responsibility, disability, human rights defenders and global human rights infrastructure. Supervised programs staff and served on senior management team for firm (60 employees in New York, Washington, D.C., Kampala and Dar es Salaam).

- Devised and implemented strategic plan and evaluation systems.
- Helped design and launch LGBT programs at major human rights NGOs, including Human Rights Watch, International Commission of Jurists, Human Rights First, Frontline Defenders. Involved in incubation of Council for Global Equality, Disability Rights Fund, and InterACT.
- Worked closely with advocates in Kampala, served daily global coordination role regarding anti-gay legislation in Uganda.
- Initiated process supporting creation of the Yogyakarta Principles, a seminal international document identifying the international human rights of LGBT people.
- Designed and implemented re-granting programs at the Astraea Foundation, Tides Foundation, Proteus, National Gay and Lesbian Task Force, Freedom-to-Marry, Arabella Advisors, Frontline Defenders.
- Conducted first-ever survey of foundation funding of LGBTI issues.
- Created program to fund the design and implementation of national standards for youth in foster care and the juvenile justice system.
- Worked closely with USAID staff to help create the USAID development partnership.
- Co-founded Civil Marriage Collaborative (pooled funding mechanism for marriage equality), and participated in strategic decisions about marriage equality ballot measures and campaigns in California, Vermont, New Hampshire, Rhode Island, Connecticut, Massachusetts, New York and other states.

**Founding Co-chair
Global Philanthropy Project**

**July 2009 – May 2014
New York, NY**

(While seconded part time from Wellspring Advisors) Co-chaired and supervised staff of foundation affinity group of global LGBT funders. Core members included the Arcus Foundation, Open Society Foundation, the Atlantic Philanthropies, HIVOS, American Jewish World Service, as well as involvement from bilaterals such as SIDA and USAID.

- Fostered coordination of global grantmaking, information sharing, peer-to-peer support.
- Targeted potential new donors to field to increase overall giving.
- Co-chaired, along with staff of BMZ, Berlin, historic first meeting of governments and donors to LGBT issues.

**Coordinator
Human Rights Funders Network**

**July 2005 – October 2008
New York, NY**

(While seconded part time from Wellspring Advisors) Directed all aspects of staffed affinity group with three global meetings each year, including fundraising, financial operations, membership services, communications, facilitation of strategy and program decisions, and supervision of staff.

- Fostered formation of working groups leading to Fund for Global Human Rights and Disability Rights Fund.
- Doubled participation in meetings, tripled membership list, and quintupled the budget.
- Gave multiple presentations on human rights, evaluation and strategic planning at major philanthropic meetings.

**Executive Director
Center for Lesbian and Gay Civil Rights**

**January 1, 1996 – January 2001
Philadelphia, PA**

Founded and directed a legal service agency providing legal representation and policy advocacy to LGBT individuals facing discrimination in Pennsylvania. Supervised all aspects of operations, fundraising, litigation, board and staff development, community and coalition relations, financial and administrative operations.

- Supervised legal representation and assistance to 600 clients each year in areas of employment discrimination, custody/adoption, hate crimes, property transfer, name and gender change, discrimination in schools, police misconduct and domestic violence.
- Successfully lobbied for defeat of anti-gay legislation and passage of nation's broadest municipal domestic partnership legislation. Provided leadership on opposing discriminatory policies of Boy Scouts, government censorship of LGBT issues in public spaces, opposition to anti-gay radio show "Dr. Laura," and other issues.
- The Center served as chair of the Philadelphia Domestic Partnership Coalition, absorbed clients of Custody Action for Lesbian Mothers (CALM) when it ceased operations, and served as the incubator of Pennsylvania's statewide LGBT advocacy group (the Statewide Pennsylvania Advocacy Coalition and subsequently Pennsylvania Equality).
- Opened nation's first law school clinic, jointly with the University of Pennsylvania Law School of Law, serving LGBT people.

**Attorney-at-Law
Law Offices of Andrew S. Park, Esq.**

**July 1994 – Dec. 1996
Philadelphia**

Represented primarily gay and lesbian clientele in employment matters, particularly discrimination, as well as personal injury, small business, estate planning and domestic relations matters.

Administrative Judge, U.S. Equal Employment Opportunity Commission **September 1993 – September 1994**
Philadelphia
Adjudicated claims of employment discrimination brought by federal employees against federal agencies. Served as presiding officer at administrative hearings, applied principles of evidence and procedure, received testimony and documentary evidence, issued rulings concerning discovery and evidentiary objections, and issued findings of fact and conclusions of law.

Trial Attorney, Office of General Counsel **March 1990 - September 1993**
U.S. Equal Employment Opportunity Commission **Washington, DC**
Litigated complex class action employment discrimination cases in federal courts across country. Initiated investigations, drafted pleadings, conducted discovery, handled complex bankruptcy matters,

- Served on trial team for EEOC v. Mississippi State Tax Com'n, resulting in largest-ever settlement under ADEA.
- Served on trial team for cases against airlines, resulting in changes in flight attendant weight standards.
- Served as coordinator of legal research training for paralegal staff.

General Attorney, Office of Review and Appeals **August 1989 - March 1990**
U.S. Equal Employment Opportunity Commission **Washington, DC**
Drafted appellate level administrative decisions on federal sector employment discrimination complaints. Served in division which decided "sensitive" issues where EEOC had not yet determined policy such as religious accommodation, drug addiction as a handicap, and AIDS.

Legal Internships **1987 - 1989**
District of Columbia Coalition Against Domestic Violence
Coalition of Large Public Housing Authorities
National Housing Law Project
US Congressman Louise Stokes
D.C. Coalition Against Domestic Violence
Women's Legal Defense Fund

Director, Summer Programs **January - August 1986**
Burgundy Farm Country Day School **Alexandria, VA**
Directed all operations of a 300 child day camp with budget of \$300K and staff of 83. Administered personnel, public relations, transportation services, schedules, curriculum, and registration.

TEACHING EXPERIENCE

University of California Los Angeles (UCLA) **Los Angeles, CA**
Lecturer, International Development Studies Program, "Senior Research Seminar" **Fall 2015**
Lecturer, School of Law, "Human Rights and Sexual Politics" **Fall 2014, 2016**

University of Pennsylvania Law School **Philadelphia, PA**
Lecturer, "Sexual Orientation and the Law," **Spring 2002, 2003**

National Law Center, The George Washington University
Associate Professorial Lecturer in Law, “Legal Advocacy”
Coach, national champion negotiation team.
Faculty representative, Campus Security Committee.

Washington, DC
September 1990 - May 1991

Burgundy Farm Country Day School
French Teacher

Alexandria, VA
August 1984 - June 1985

EDUCATION

George Washington University, Washington, DC

J.D., May 1989

Fourth in Nation, ABA Negotiation Team Competition Finals

Honors, Moot Court

Trustee Scholarship

George Mason University, Fairfax, VA

B.A., International Studies, May 1986

Phi Sigma Alpha, Public Affairs Honor Society

Delta Sigma Rho - Tau Kappa Alpha, Communications Honor Society

Debate Hall of Fame, 1985

National Champion, National Junior Varsity Debate Tournament, 1983

University Outstanding Achievement Award for Debate, 1983, 1982

Debate Rookie of the Year, 1982

SIGNIFICANT COMMUNITY/PRO BONO EXPERIENCE

- Board, International Service for Human Rights, Geneva (2017-present)
- Advisory Board, All Survivors Project (2017-present)
- Human Rights Watch, LGBT Rights Advisory Committee (2006 – 2014)
- Joyce Mertz-Gilmore Foundation, Board of Trustees, (2009 – 2011), Chair, Personnel Committee, Member, Audit and Finance/Investment Committees (2010 – 2011)
- Philadelphia Foundation, Board of Trustees (2003)
- Philadelphia Mayor John Street’s Transition Committee (1999)
- Delaware Valley Legacy Fund, Grant Distribution Committee (1997)
- Philadelphia Domestic Partnership Coalition, Chair (1997)
- Philadelphia Bar Association, Young Lawyers Division Executive Committee (1995 – 1996), Legal Services Committee (1996 – 2000)
- National Coalition of Working Families, Member, National Board of Advisors (1995 – 1998)
- Liberty City Lesbian and Gay Democratic Club, Co-founder (1994), Co-chair (1995), Board of Directors (1994 – 1997)
- Vote With Pride, Coordinator/Co-founder (1995 – 1996)
- Custody Action for Lesbian Mothers, Member, Board of Directors (1994 – 1997)
- Philadelphia Fight-the-Right Network, Steering Committee (1995 – 1996)

- Gay and Lesbian Lawyers of Philadelphia, Board of Directors (1993 – 1996)
- Philadelphia Gay News, Legal Columnist (1994 – 2000)
- Stonewall Democrats National Conference, Philadelphia, Co-chair (1994)
- Gay and Lesbian Attorneys of Washington, DC, Co-chair (1990 – 1991), Board of Directors (1991-1992)
- American Federation of Government Employees, AFL-CIO, Local 2667, Member and Delegate to National Council of EEOC Locals (1992 – 1993), Chief Arbitration Counsel (1992 – 1993), Chair, Constitutional Redrafting Committee (1991), Chair, Elections Committee (1990, 1992)
- Gay and Lesbian Alumni/ae of George Washington University, Co-founder and Member, Board of Directors (1989 – 1990)
- Washington, DC Area Clinic Defense Task Force, Police Liaison, Legal Observer, (1990 – 1992)

SELECTED PUBLICATIONS

Park, A. (May 1, 2022). *From Idea to Action: A Four-Step Guide to Supporting Global LGBTIQ Causes Through Corporate Philanthropy*. New York: Outright International

Park, A. (2022). *LGBTIQ-Inclusive Development at the G7, 2022*. New York: Outright International

UNDP (2022). *Principles for the safe and ethical collection of data about SOGIESC in State efforts to monitor progress toward the Sustainable Development Goals* (draft). New York: UNDP.

Park, A. (2021). Defining Sexual Orientation: A proposal for a new definition (publication offer from *Michigan Journal of Gender and Law* pending)

Park, A. (2021). Respecting LGBTQ Dignity Through Vital Capabilities. *Journal of Gender, Race and Justice*, 24(2), 271 (publication forthcoming)

Park, A. (2021). *Beyond the Binary: A Guidance for Inclusion of LGBTI People in Development Activities*. Toronto: Canadian Partnership for Women and Children’s Health.

Park, A. (2020). Vital Capabilities: A Development Framework for Sexual and Gender Minorities, *Oxford Development Studies*, 48(1), 18–32.

Ligia Kiss et al., (2020). Male and LGBT Survivors of Sexual Violence in Conflict Situations: A Realist Review of Health Interventions in Low-and Middle-Income Countries. *Confl Health* 14(11), 1–26.

Park, A. (Spring, 2019). Yogyakarta Plus Ten: A Demand for Recognition of SOGIESC. *N.C. J. Int. Law*. 44(2), 223-272.

All Survivors Project (2019), *Checklist on preventing and addressing conflict-related sexual violence against men and boys* (member of drafting team).

UNDP (2019). *Toleration but not Inclusion: A National Survey on Experiences of Discrimination and Social Attitudes Towards LGBT People in Thailand*. Bangkok: UNDP.

Park, A. (2018). From Rights to People: Shifting the Focus of LGBT Advocacy. In Swan, W. (Ed.) *The Routledge Handbook of LGBTQIA Administration and Policy*. New York: Routledge.

Wilson, B., Neubauer, L., Park, A., Abour, P., Harper, G. (2019). The Sexual Health Needs of Sexual Minority Women in Western Kenya: An Exploratory Community Assessment and Public Policy Analysis. *Global Public Health* 14(10), 1495-1508.

Park, A., Mendos, L.R. (2019). *Guiding Principles on the Inclusion of Lesbian, Gay, Bisexual, Transgender, And Intesex (LGBTI) People in Development Policy and Programs*. Stockholm: RFSL.

Park, A., Mendos, L.R. (2019). *FOR ALL: The Sustainable Development Goals and Lesbian, Gay, Bisexual, Transgender, And Intersex (LGBTI) People*. Stockholm: RFSL.

Badgett, M.V. Lee, Park, A., Flores, A. (March 2018). *Links between Economic Development and Thre Measures of LGBT Inclusion*. Los Angeles, CA: Williams Institute.

Flores, A., Park, A. (March 2018). *Polarized Progress: Social acceptance of LGBT People in 141 Countries, 1981 to 2014*. Los Angeles, CA: Williams Institute.

Brown, T., Herman, L., Park, A. (March, 2017). *Exploring International Priorities and Best Practices for the Collection of Data about Gender Minorities*. Los Angeles, CA: Williams Institute.

Comment on Data Collection Submitted to The Drafting Committee, Yogyakarta Principles on the Application of International Human Rights Law to Sexual Orientation and Gender Identity. (February 17, 2017) (submission by Andrew Park).

Comment on the Definition of Sexual Orientation and Gender Identity, Submitted to The Drafting Committee, Yogyakarta Principles on the Application of International Human Rights Law to Sexual Orientation and Gender Identity Submitted. (February 17, 2017) (submission by Andrew Park).

Comment on the Freedom to Engage in Sexual Activity, Submitted to The Drafting Committee, Yogyakarta Principles on the Application of International Human Rights Law to Sexual Orientation and Gender Identity. (February 17, 2017)(submission by Andrew Park).

Flores, A., Brown, T., Park, A. (January 10, 2017). *Public Support for Transgender Rights: A Twenty-Three Country Survey*. Los Angeles, CA: Williams Institute.

Park, A. & Badgett, L. (May 2016). Development and Human Rights: Two Complementary Frameworks. Carroll, A. (Ed.), *State Sponsored Homophobia 2016: A world survey of sexual orientation laws: criminalization, protection and recognition*. (pp 23-29). Geneva: ILGA.

Park, A. (July, 2016). *A Development Agenda for Sexual and Gender Minorities*. Los Angeles, CA: Williams Institute.

Park, A. (March 2016). *Reachable: Data collection methods for sexual orientation and gender identity*. Los Angeles, CA: Williams Institute.

Park, A. (2016). *Equality is Not Enough*. New York: Callowhill Publishing.

Park, A. (2015). *An Inclusive Approach to Surveys of Sexual and Gender Minorities*. Los Angeles, CA: Williams Institute.

Park, A. (September 2015). *Commentary: United States Has an Obligation to Collect Data about LGBT Discrimination*. Los Angeles, CA: Williams Institute.

Summary of Research Relevant to Employment Discrimination: Review of United States of America by the United Nations Human Rights Council, UPR Cycle 2, Sess. 22, Recs. 89 and 112. (April 2015) (submitted to the UN Office of the High Commissioner for Human Rights by Andrew Park)