



### Opening Session



H.E. Mr. Kairat Abdrakhmanov  
OSCE High Commissioner on National Minorities

Ambassador Kairat Abdrakhmanov of Kazakhstan took up the mandate of OSCE High Commissioner on National Minorities on 4 December 2020. Before taking up the position of High Commissioner, Abdrakhmanov was Ambassador of Kazakhstan to Sweden and Denmark.

Ambassador Abdrakhmanov joined the Kazakhstan Ministry of Foreign Affairs in 1993 and held a number of key positions. He was Foreign Minister from 2016 to 2018, and twice held the position of Deputy Foreign Minister. From 2013 to 2016, he was Kazakhstan's Permanent Representative to the UN, when he led Kazakhstan's bid to become the first Central Asian State elected as a non-permanent member of the UN Security Council. He then represented his country as the Foreign Minister on the UN Security Council between 2017 and 2018.

Ambassador Abdrakhmanov served as Kazakhstan's Permanent Representative to the OSCE from 2007 to 2013 and Chaired the OSCE Permanent Council in 2010 when Kazakhstan became the first post-Soviet country to hold the Chairmanship. He was instrumental in organizing the first OSCE Summit in 11 years in December 2010, during which the Astana Commemorative Declaration: Towards a Security Community was adopted.

He also served as the Ambassador of Kazakhstan to Austria from 2007 to 2008 and 2011 to 2013; and to the State of Israel from 2003 to 2006. He was Deputy Chief of Mission at the Embassy of Kazakhstan to the United Kingdom from 2001 to 2003.

Ambassador Abdrakhmanov holds a degree in history from the Kazakh National University.



H.E. Håkan Jevrell  
Ambassador and Special Envoy on Organized Crime, Swedish 2021 OSCE  
Chairpersonship-in-Office

Ambassador Håkan Jevrell is currently serving as the Swedish government's Special envoy on organized crime. Between 2018 and 2020 he served as the Swedish Representative to Taiwan and before that he was the Swedish Ambassador to Singapore and Brunei for five years. From 2007 to 2012 he served as State Secretary at the Ministry of Defence in Stockholm. Prior to the Ministry of Defence, he was as a political advisor at the Prime Ministers office. Håkan holds a law degree, LL.M., and has served as prosecutor in Stockholm. He also holds a lieutenant's commission in the Swedish Navy.



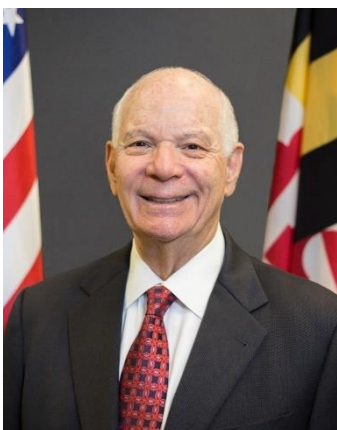
H.E. Ms. Alena Kupchyna

OSCE Co-ordinator of Activities to Address Transnational Threats

Ambassador Alena Kupchyna is the OSCE Co-ordinator of Activities to Address Transnational Threats. In the span of her diplomatic career, Ambassador Kupchyna was Deputy Minister of Foreign Affairs of Belarus and served as Ambassador of Belarus to Austria, Croatia, Hungary and Slovenia and as Permanent Representative to the UN, OSCE and other International Organizations in Vienna.

She also served as Director of the Department for Humanitarian, Ecological, Scientific and Technical Co-operation, Director of Department for Humanitarian Cooperation and Human Rights, Head of the International Treaties Division, Deputy Director, Legal Department (MFA). Ambassador Kupchyna has extensive United Nations experience, representing Belarus in New York, Geneva and Vienna, including serving as President of the 17th Session of UNIDO General Conference (2017-2019), and Chair of the 28th Session of the UN Commission on Crime Prevention and Criminal Justice (2019).

Ambassador Kupchyna was a Research Fellow at the Institute of Philosophy and Law at the Belarusian Academy of Sciences. She graduated from the Faculty of Law of the Belarusian State University with distinction, followed post-graduate studies at the Institute of Philosophy and Law of the Belarusian Academy of Sciences and holds a Doctorate of Law.



Senator Ben Cardin

Chairman of the Commission on Security and Cooperation in Europe  
(US Helsinki Commission)

An outspoken champion for human rights, Sen. Ben Cardin chairs the Commission on Security and Cooperation in Europe, also known as the U.S. Helsinki Commission, as well as the Senate Foreign Relations Subcommittee on State Department and U.S. Agency for International Development (USAID) Management, International Operations, and Bilateral International Development.

Chairman Cardin joined the Helsinki Commission in 1993 and previously served as chairman of the Commission in the 111th and 113th Congresses. In 2015, he was named as the Special Representative on Anti-Semitism, Racism, and Intolerance for the OSCE Parliamentary Assembly, a position he continues to hold today.

Chairman Cardin is the lead author of the Sergei Magnitsky Human Rights Accountability Act, which imposes sanctions on Russian individuals and entities responsible for the death of Russian lawyer, Sergei Magnitsky, as well as individuals who commit gross violations of human rights against rights defenders in Russia. He also authored the Global Magnitsky Human Rights and Accountability Act, which gives the United States the power to deny travel and banking privileges to individuals who



The Recommendations on Policing in Multi-Ethnic Societies  
15th Anniversary

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## Biographies of speakers

OSCE  
HCNM

commit gross violations of human rights against rights defenders and dissidents, and leaders who commit acts of significant corruption.

In addition to his foreign relations leadership roles, he chairs the Senate Small Business and Entrepreneurship Committee and the Senate Environment & Public Works Subcommittee on Transportation and Infrastructure. He is also a senior member of the Senate Finance Committee.



### **Master of Ceremonies**



**Mr. Christophe Kamp**  
Director, OSCE High Commissioner on National Minorities  
(HCNM)

Christophe Kamp is the Director of the office of the OSCE High Commissioner on National Minorities. Christophe has nearly 20 years of experience as a diplomat of the Netherlands Foreign Ministry and the European External Action Service in Europe and Africa.

Prior posts include Deputy Permanent Representative of the EU to the OSCE, Spokesperson for the Netherlands Foreign Minister and for the Minister for Development Cooperation and European Affairs, and Head of the Political Section of the EU Delegation to the African Union.

Before joining the Netherlands Foreign Ministry in 2001, Christophe worked at the UN Department of Political Affairs in New York, as a human rights observer with the UN Human Rights Field Operation in Rwanda and with Conflict Management Group, an NGO dedicated to negotiation and conflict resolution. Christophe has a Master's in Political Science from Leiden University and a Master's in Public Administration from the Harvard Kennedy School.



**Panel 1: The Policing Recommendations 15 years on: Successes and challenges in implementation**



Dr. Elisabeth Sándor-Szalay

Deputy Commissioner for Fundamental Rights responsible for the Rights of National Minorities of Hungary

Prof. Elisabeth SÁNDOR-SZALAY studied law. She teaches at the University of Pécs and has been a visiting professor at the University of Babeş-Bolyai in Cluj-Napoca since 2004. Over the years she has taught at various universities in Europe (Budapest, Bayreuth, Graz, Timișoara). She was the Dean of the Faculty of Law of the University of Pécs, where she held the Chair of International and European Law for many years. In addition, she was director of the CERE (Centre for European Research and Education). She has been a member of the Advisory Committee of

the Framework Convention on National Minorities since 2016. From 2013 to 2019 she fulfilled her first mandate as ombudsperson responsible for the rights of national minorities in Hungary, and in 2019 she was re-elected for a further six years.



H.E. Ms. Elvira Azimova

Commissioner for Human Rights of the Republic of Kazakhstan

Ms. Azimova graduated from the International Kazakh-Turkish University named after H.A. Yassau, majoring in international law in 1996.

She began her career in 1996 at the Ministry of Justice of the Republic of Kazakhstan. From 1996 to 1999 worked as a leading, chief consultant of the Department of International Legal Support. From 1999 to 2005 she worked as Deputy Head of the Administration of the Department of Legislation, International Law and Protocol. From 2005 to 2010 served as the Head of the Department of Regulations and International Law, State Property rights protection, Contracts and Claims work. From 2010 to 2013 she worked as Head of the Department of Treaties examination. From 2013 to 2019, she was the Deputy Minister of Justice of the Republic of Kazakhstan.

Ms. Azimova received awards for the following occasions: “the 10th Anniversary of the Constitution of the Republic of Kazakhstan” (2005), “the 20th Anniversary of Independence of the Republic of Kazakhstan” (2012), “For contribution to the creation of the Eurasian Economic Union” I degree (2015), and “For contribution to the development of the Eurasian Economic Union” (2019).

She holds an Honorary Diploma of the Republic of Kazakhstan (2007) and is a recipient of the order “Kurmet” (2013).



## Biographies of speakers



**Mr. Goce Bachanov**

Assistant Minister, Police Training Centre, Ministry of Internal Affairs of the Republic of North Macedonia

Mr. Goce Bachanov, Assistant Minister of Training Center, hails from North Macedonia, where he accrued almost thirty years of policing experience at different levels with varied responsibilities. He is currently responsible for the Training Center for the country's police with twenty years of experience in police reform including through reform of the police education system and recruitment of multi-ethnic force.



### **Moderator**



**Dr. Anastasia Crickley**  
Chairperson of the UN Committee for Elimination of Racial  
Discrimination from 2016 to 2018

Anastasia Crickley has worked for and with marginalised, minority and migrant groups throughout her career and various roles and remits always using a rights framework and community development methods to prioritise collective progress. She has been actively involved in national regional and global work against racism, and for women's rights.

As head of the Dept Applied Social Studies Maynooth University Ireland until 2015 she led university and national initiatives to promote minority inclusion in higher education. As a result of this since 1985 Travellers students have successfully completed degree and post grad studies at MU.

Anastasia was an elected member then chair of the UN Committee for the elimination of Racism (CERD) until 2018. She was the first chairperson of the EU Fundamental Rights Agency, has been Personal Representative of the OSCE Chair in Office on Racism and Discrimination, was a member of the Council of Europe Advisory Ctee for the Framework Convention for the Protection of National Minorities and a founder of the European Network v Racism. She is a member of UN Women's expert group on migration.

Nationally Anastasia remains active in rights based work as a founder and board member of the Migrants Rights Centre Ireland, Community Work Ireland and Pavee Point Traveller and Roma Centre where she is also chairperson. She is a member of the National Anti-Racism Ctee currently tasked with the development of Ireland's second National Action Plan on Racism



**Panel 2: Recruitment and representation of national minorities in police services in order to improve operational practices, trust and accountability when preventing and managing conflict.**

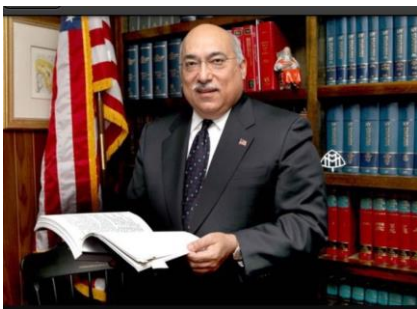


H.E. Mr. Ulan Niiazbekov  
Minister of Internal Affairs of the Kyrgyz Republic

H.E. Ulan Niiazbekov is serving as Minister of Interior of the Kyrgyz Republic since 2020. Prior to this appointment, he worked in the Ministry (Head Quarter) since 2010 first as Assistant to the Minister, then in 2011 he became Chief of the Financial Department and in 2016 he served as a Deputy Chief of the 7th Department of the Ministry of Interior.

Before his work at the Ministry, he has served in the Armed Forces from 1993-1994 and was appointed Chief of Financial Police Unit in 1998. In 2008 he worked in the Public Safety Unit.

Mr Niiazbekov has an academic background in law, graduating from the Law Faculty of the Kyrgyz National University.



Mr. Ravi Batra  
Chairman, National Advisory Council South Asian Affairs, United States

Ravi Batra remains involved in geopolitics and public policy since mid-1980's, starting with being on U.S. House of Representatives Speaker Tip O'Neill's "Speaker's Club" in 1984 and also appointed as a member of National Advisory Council South Asian Affairs (NACSAA), during Ronald Reagan's tenure, and served on NACSAA till 1990; rejoined as Vice Chair in 2006, and since 2007, serves as its Chair. In 1988, he was part of U.S. Attorney General Ed Meese's Delegation to Japan to resolve bilateral trade imbalance. He regularly interacts with the multilateral diplomatic community, and during the High Level UNGA Debate, with heads of State/Government. He is sought for his views as a speaker and writer. He is the head of a boutique law firm in Manhattan that handles complex constitutional, sovereignty, torture, civil and criminal cases, representing governments, corporates and individuals, with landmark legal victories, including, libel in fiction, in *Batra v. Dick Wolf*, and defeating claims of Qualified Immunity by Police and local governments in U.S. Second Circuit of Appeals, as in *Pane v. Town of Greenburgh/Gramaglia*, and *Biswas v. City of New York/Kwait*. Survivor of Covid19, he sued Peter Daszak and EcoHealth in *Batra v Daszak* to help disarm the out-of-control lab created SARS-CoV2 in NYS Supreme Court. He is invited by various governments to address High Level Ministerial events, including, on Counter-Terrorism, including, Astana (Nur-Sultan), Dushanbe, Minsk and Delhi. He has testified in





Congress as an invitee of the Chair of HFAC, and interacted with U.S. Department of State, Secretary of State Hillary Clinton, John Kerry, Rex Tillerson, Mike Pompeo and Antony Blinken, and US HFAC Chairmen Ed Royce, Eliot Engel and Greg Meeks.

He is Chairman & CEO, Greenstar Global Energy Corp., King Danylo of Galicia International Ltd., Mars & Pax Advisors, Ltd., and inter alia, a publisher of The America Times Company Ltd. Since September 2021, he is Advisor for Legal and Humanitarian Affairs to the Permanent Mission of Georgia to the United Nations. He has served as Advisor for Legal & Human Rights Affairs to the Permanent Mission of Ukraine post-annexation of Crimea till 2021, and Legal Advisor to numerous nations' permanent missions to the U. N. since 2009, including, India, Pakistan, Honduras and Malta. He has served: as Global Special Counsel to The Antonov Company in Ukraine, a state-owned company, and was registered with the Justice Dept pursuant to FARA; and as Special Global Advisor to Rector/President of both - National Aviation University of Ukraine and National Technical University of Ukraine/KPI.

He has served as Commissioner of New York State (NYS) Joint Commission on Public Ethics (JCOPE), Trustee on NYS IOLA Board, NYS Judicial Screening Committee for the Second Judicial Department, City Bar's Judicial Committee, Vice-Chair of Kings County Democratic County Committee's Independent Judicial Screening Committee for the then-2nd Judicial Department of Brooklyn and Staten Island, Chair of NYSTLA' Judicial Independence Committee, with many more bar leadership roles, including, NYSBA's House of Delegates for four years.



Ms. Anna Giudice  
Crime Prevention and Criminal Justice Officer, Justice Section,  
Division of Operations, United Nations Office on Drugs and Crime  
(UNODC)

Anna Giudice (she/her) is a Crime Prevention and Criminal Justice Officer at the Justice Section, Division of Operations, UNODC Headquarters in Vienna. As a career UN staff she has worked with UNODC since 2000, in various functions relating to the implementation of the international drug and crime conventions and UN standards and norms on crime prevention and criminal justice. Her background is in Public International Law and International Human Rights Law. She is the

Team Leader of the Access to Justice team within the Justice Section. In this capacity she leads UNODC's work in the area of access to justice, police reform and victim support. Her particular focus is on equal access to justice for all by addressing structural discrimination and intersectionality. In 2017, she led the development of the UNODC-OHCHR Resource book on use of force and firearms by law enforcement professionals and provides strategic advice to countries embarking in police reform processes. She is also the UNODC lead on racial discrimination and protection of minorities and leads the criminal justice pillar of the UN Network on Racial Discrimination and Protection of Minorities. She is also a coordinator for UN-GLOBE, the UN LGBTIQ+ staff organisation.

## Biographies of speakers



Det. Sgt. Alana Morrison  
Nishnawbe-Aski Police Service, Canada

Detective Sergeant Alana Morrison was born and raised in Toronto (ON), and is originally from the Traditional Territory of Robinson Superior where she calls the First Nation of Biinjitawabik Zaaging Anishinabek (“Rocky Bay”) home. Morrison had started her career with the largest indigenous police service in Canada in 2002. In 2004, Morrison was promoted to the rank of Detective and started investigating major crimes such as; homicides and sudden deaths, but spent the majority of her career specializing in Intimate Partner Violence and Sexual abuse investigations. The majority of those cases had her focused-on specializing in offences against children.

In 2018, Detective Morrison was the recipient of the Ontario Women in Law Enforcement “Professional of the Year” award for her work in identifying a gap in services when it came to intimate partner violence, from the identified gap, she created a one year pilot program for a new Victim Service Section for the Nishnawbe Aski Police.

With her specialization, Morrison also testified as a subject matter expert at the Murdered and Missing Indigenous Women / Girls National Inquiry hearings in Regina in 2018.

In 2020, Detective Morrison recreated the 2018 version of Survivor Services. Morrison created the program to include social service workers as opposed to utilizing First Nation female officers. The re-created program came with added services NOT covered by the initial program. Morrison was successful in her quest to secure funding for another three years to ensure that survivors in Northern Communities are privileged with access to a wide range of immediate services.

Today, Morrison continues to mentor female officers by creating the Women in First Nation Policing support group, supplies training to new recruits coming out of the Ontario Police College on victim advocacy, victimology and sexual assault investigations. She is a part of the Broken Trust Investigations in Thunder Bay, ON and she oversees the full operation of the Survivor Assistance Support Program.



### **Moderator**



**Ms. Denise Mazzolani**

Acting Head and Adviser on Cyber Crime, Strategic Police Matters Unit, OSCE Addressing Transnational Threats Department

Ms. Mazzolani is a criminal lawyer, specialized in organized crime and corruption cases. She was appointed as Deputy Head - Adviser on Cybercrime of TNTD/SPMU in May 2018. She has been serving as Acting Head since July this year. Ms. Mazzolani joined the OSCE in 2012 and worked as Head of the Security Co-operation Department of the OSCE Mission to Serbia from 2014. Before joining the OSCE, she practiced criminal law and worked for the UN and the Italian Ministry of Foreign Affairs on criminal justice and police reform initiatives in Ethiopia, Afghanistan, Sri-Lanka, Nigeria and El Salvador.



**Panel 3: Gender responsive approaches to policing: barriers and opportunities in mainstreaming gender (and minorities) in police services.**



Ms. Biljana Dulović,  
Head of Legal Affairs and Gender Coordinator, Police Directorate of Montenegro

Biljana Dulović, a law graduate, has been working in the Police Administration of Montenegro for 27 years. She started as a police officer in the border police, moving on to legal duties for the Police Directorate and is currently the Head of the Service for Human Resources, Personnel and Legal Affairs in the Montenegrin police. In the Police Directorate, she was appointed to perform the duties of the coordinator for gender equality. In 2017, she founded the Association of Female Police Officers of Montenegro.

She is the President of the International Police Association Section Montenegro. In addition to police work, she works as an arbitrator and conciliator in the Montenegrin Agency for the Peaceful Settlement of Labor Disputes.



Mr. Sava Petrov  
Prosecutor Court of Cassation, Office of the Prosecutor General of Bulgaria

Mr. Sava Petrov is a prosecutor at the Supreme Prosecutor's Office of Cassation (SPOC) in the Republic of Bulgaria.

He joined the International Department of SPOC in 2017. Prior to that Sava was a head of the Analytical Department of SPOC and prosecutor at various levels in the Prosecutor's Office of the Republic of Bulgaria (PORB), starting from 1998 at the Regional prosecutor's office in Plovdiv.

With a professional background of almost 24 years as a prosecutor he holds degree in Law from the Sofia University and acts as a temporary trainer at the National Institute of Justice.

In 2017 -2018 Sava was a contact point and co-organizer of the activities in Bulgaria under OSCE/ODIHR Projects „Building a Comprehensive Criminal Justice Respond to Hate Crime” and „Effective Criminal Justice System Strategies and Practices to Combat Gender-based Violence“. As such he has experience in organizing trainings for law enforcement professionals in hate crime and gender-based violence issues and needsassessment in the Bulgarian context.



Ms. Paula Hilman

Assistant Commissioner, Roads Policing & Community Engagement,  
Office of the Garda Commissioner in Ireland

Assistant Commissioner Paula Hilman has over 36 years policing experience between the RUC GC, Police Service of Northern Ireland (PSNI) and An Garda Síochána (AGS), which she joined in May 2020.

Currently based in Dublin at AGS Assistant Commissioner Hilman has national responsibility for Roads Policing, Youth Diversion and Community Engagement in addition to leading on several organisational transformational change projects.

Paula is a strong advocate for diversity and inclusion in policing. She is the Chief Officer lead for hate crime in AGS. Paula led on a reform of hate crime for PSNI, including the introduction of restorative practices. She was the strategic lead for the integration of Syrian Refugees into Northern Ireland.

As a result of her public profile in promoting equality, diversity and human rights Paula was invited to deliver a Ted Talk at a Women's Tedx event in Belfast in 2015, where she used the opportunity to promote equality, diversity and human rights in policing.

Head of PSNI's Public Protection Branch brought with it extensive experience in governance. Paula was chair of the Strategic Management Board which oversees the Public Protection Arrangements for NI and co-chaired the Governance Board for NI's only SARC. She was also a member of the Safeguarding Board for Northern Ireland.

Employee engagement and wellbeing are central to Paula's leadership style. She led on the reform and restructure of flexible working for PSNI and is a member of AGS's Strategic Wellbeing Forum.

Paula is a Gold Public Order Commander and a Strategic Firearms Commander. This has included command of many events including consequence management of gang feuds and challenging public order operations in Belfast and across Northern Ireland.

In 2019 Paula was elected the first ever female President of the Superintendents Association for Northern Ireland.

Paula has a BA (Hons) Degree in Public Policy & Management and in 2013 was awarded a MBE for her services to policing.



## Biographies of speakers



Ms. Kara Rose

Senior Police Advisor in the Bureau of International Narcotics and Law Enforcement's (INL's) Knowledge Management Office, United States

Kara L. Rose is a Senior Police Advisor with the U.S. Department of State, Bureau of International Narcotics and Law Enforcement Affairs, Technical Assistance Division (INL/TAD) providing technical law enforcement expertise, policy analysis, and program guidance. She has over 30 years of U. S. law enforcement experience, retiring as an executive staff officer from a large municipal police agency. Kara is a member of the International

Association of Chiefs of Police, FBI National Academy Alumni Association, the National Tactical Officers Association, and the International Association of Women Police.

She holds an undergraduate degree in Criminal Justice, a Master of Public Administration, and a certificate of graduate studies in leadership. Kara is a graduate of the 259th Session of the F.B.I National Academy.



### **Moderator**



Ms. Valeria Vilardo

Programme Specialist, Women, Peace and Security & Humanitarian,  
UN Women Europe and Central Asia Regional Office

Valeria Vilardo has 10 years' work experience on gender equality, Women, Peace, Security (WPS) and humanitarian action (HA). Vilardo worked as a Communication Consultant with UN Women in the Dominican Republic and as a Project Manager with UN Women in New York; Human Rights Journalist for Inter Press Service in Haiti and the Dominican Republic; Emergency Project Coordinator with the Spanish

Cooperation Agency for International Development in Haiti; Gender Humanitarian Advisor with Oxfam in Nigeria, South Sudan, Ethiopia and Iraq; Gender, Advocacy and Public Policy Advisor at Plan International in Spain.

Vilardo conducted/coordinated gender analyses in Iraq, Dominican Republic, Ethiopia and South Sudan. In her last position, Valeria worked as a Gender Advisor with UN Women in Iraq where she coordinated the UN Interagency Gender Task Force, supported the UN System with gender technical advice and contributed to programme implementation, reporting and development of project proposals on WPS/HA.

Valeria is currently working as Programme Specialist – Women, Peace and Security and Humanitarian with UN Women Regional Office for Europe and Central Asia. Vilardo has 78 professional publications on women's rights and gender equality.

LinkedIn Profile: <https://www.linkedin.com/in/valeria-vilardo-37728a44/>



#### Panel 4: Emerging challenges and new perspectives



Ms. Margarette May Macaulay  
Commissioner, the Inter-American Commission on Human Rights and  
Rapporteur on the Rights of Persons of African Descent and against Racial  
Discrimination, The Organization of American States (OAS)

Commissioner Margarette May Macaulay was re-elected by the General Assembly of the OAS during its 49th Regular Period of Sessions, on June 28, 2019, for a further four-year term from January 1, 2020 through December 31, 2023. She had previously been elected by the General Assembly of the OAS for a first term as a commissioner that also ran for four years, January 2016-December 2019. President Macaulay holds a bachelor of laws degree from the University of London and is currently an attorney in private practice.

She serves as Mediator in the Supreme Court of Jamaica and as Associate Arbitrator, as well as serving as Notary Public. She served as a Judge of the Inter-American Court of Human Rights from 2007 to 2012, contributing to the formulation of the Court's Rules of Procedure. She is an honored member of the Gender Justice Legacy Wall of notable women's rights advocates who have brought about important changes, which was launched in December 2017 at the United Nations in New York, during the Assembly of Ministers. She took part in the reform and drafting of laws in Jamaica and is well known as a strong proponent of and authority on women's rights. She is a citizen of Jamaica.



Ms. Kim Anne-Marie Hestevold Hiorth  
Founder of «Diversity by Hiorth», Former Police Superintendent, Oslo Police  
District, Norway

Kim Anne-Marie Hestevold Hiorth has worked in the Norwegian Police Force in the capital; Oslo for 31 years as a Police Superintendent.

She has worked within various of fields; such as patrolling officer, investigator and intelligence officer. Ms. Hestevold Hiorth has worked 15 years at the Organized Crime Division with: Criminal Motorcycle gangs, trafficking/prostitution, surveillance and communication control.

Since 2009 she started a Pioneer work among the female minority population in Oslo at the Prevention unit. Ms. Hestevold Hiorth walked from mosque to mosque/churches/NGO's and literally knocked on all the doors to get in contact with the minority women.

The painstaking and time-consuming effort gave results, and all the doors opened and she started to co-operate/give lectures/help and was trusted even as a police woman representing the authorities! Her topics were: the importance of learning our language, get an education/job, equal rights /gender





## Biographies of speakers

equality for all in our democracy, the importance of good integration, all violence is banned in Norway includes forced marriages, negative social control etc.

Ms. Hestevold Hiorth carried out weekend trips for young girls, CPR-courses and helped women/kids getting out from unhealthy/violent relationships.

She has given my presentations in multiply countries abroad and helped the Police Forces abroad building up similar work in their own countries.

When Covid-19 hit Norway Ms. Hestevold Hiorth was asked by the Government – the Department of Health to use her contacts with our minorities to help to translate/give guidance into multiply languages all the rules/regulations how to deal with the pandemic and not get infected.

In July 2021 she stopped working in the Police Force and started her own Company: “Diversity by Hiorth”.

Ms. Hestevold Hiorth continues helping the minorities in her country, but as a civilian.

A Publisher has asked her to write a book about my Pioneer work.



Ms. Theresa Segovia

Associate Director, Community Relations Service, Department of Justice, United States

Theresa Segovia is the Associate Director of the Community Relations Service at the U.S. Department of Justice, with responsibility for national field operations. Created by the Civil Rights Act of 1964 and expanded by the 2009 Shepard/Byrd Hate Crimes Prevention Act, CRS deploys skilled mediators to mitigate community tensions based on race, color, national origin, gender, sexual orientation, religion, and disability. Through this work, Ms. Segovia leads teams who support local efforts to develop stable, inclusive, viable communities. She has 20 years of police-community relations experience, providing subject matter expertise to address community tensions and resolve civil unrest.

Prior to joining CRS, Ms. Segovia was a member of the USDOJ Civil Rights Division, Criminal Section. As the National Program Manager, Ms. Segovia promoted an initiative to strengthen coordinated, nationwide responses to incidents of human trafficking, resulting in greater information sharing by, and capacity building for federal, state and local law enforcement agencies. Her work supported the 40 federal human trafficking task forces and 10 ACT Teams, comprised of all federal law enforcement agencies involved in investigating and prosecuting trafficking in persons. In addition, she had collateral duty as the victim witness specialist, and served as peer reviewer for grant making offices for several federal agencies.

Ms. Segovia is a graduate of the Federal Executive Institute and the University of Maryland and holds a certificate in Public Sector Leadership from Cornell University.

**Moderator**



Ms. Christie Edwards

Deputy Head, Tolerance and Non-Discrimination, Office for Democratic Institutions and Human Rights (ODIHR)

Christie Edwards is an internationally recognized and published legal expert with over twenty-one years of experience working on international humanitarian and human rights law, gender, international policy and advocacy, and international community development. Christie has led successful non-profit management and implementation programs, strategic planning, and grants management in senior leadership roles at national and international levels with prominent NGOs and international organizations. Since 2017, Christie has served as the Deputy/Acting Head of the Tolerance and Non-Discrimination Department of the OSCE Office for Democratic Institutions and Human Rights (ODIHR), working on hate crimes, social cohesion, conflict prevention, peacebuilding, and civilian protection. Previously, as the Director of International Humanitarian Law at the American Red Cross, Christie led ARC's legal education, public, and youth outreach efforts on IHL, directly reaching over 60,000 people per year with a social reach of over 24 million. Finally, Christie serves as the Co-Chair of the International Organizations Interest Group of the American Society of International Law (ASIL), Co-Chaired the 2021 ASIL Annual Meeting, co-founded ASIL's Women's Mentoring Program for over 700 participants worldwide, and serves on ASIL's Executive Council and Executive Committee (governing board).

She received her JD from Thomas Jefferson School of Law, focused on international human rights law, and her LLM from AU Washington College of Law, with dual specializations in gender and international human rights. Christie has also worked at a torture treatment clinic for political refugees, served as counsel for asylum seekers, managed and implemented human rights, political advocacy, and civil society building programs in the MENA region following the Arab Spring, and taught courses on International Human Rights, Gender and Conflict, and Women, Rights, & Gender Equality as an Adjunct Professor at Thomas Jefferson School of Law and GWU Elliott School of International Affairs.

Christie has published law review articles on forced contraception as a form of torture, the cultural context of sex trafficking in China, the use of gender budget analysis to achieve educational parity for women and girls, legal advocacy strategies for women's rights in Morocco, and ISIL's use of forced contraception as a form of torture. She also speaks regularly for local and international conferences on international human rights and humanitarian law issues.