

Leslie Hannay

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Experienced land and resource rights, gender, and development professional with over fifteen years of experience in the nonprofit sector. Rights and development practitioner with expertise in wilderness and resource governance advocacy, land and mineral resource rights, human rights, and private sector engagement and accountability. Successful history of leading diverse, multidisciplinary teams, developing organizational and program strategies, and communicating effectively to a range of internal and external audiences.

EXPERTISE

- Legal and policy analysis and reform
- Natural resources and human rights
- Corporate social responsibility
- Contract analysis
- Land tenure
- Gender
- Community rights
- Program design and management

EDUCATION

J.D. Columbia University School of Law (New York, New York) 2011.

Parker School Certificate in Foreign and Comparative Law

B.A., Geography, *cum laude*, University of Texas (Austin, Texas) 2000.

PROFESSIONAL EXPERIENCE

Resource Equity (www.resourceequity.org)

Program Director, Co-Founder

Natural Resources and Private Sector Engagement Specialist

November 2014 – September 2018

Seattle, Washington

Developed strategic priorities and programs, and implemented projects and organizational strategy of a women-led, U.S.-based NGO dedicated to addressing systemic barriers to equality and economic growth through secure rights to land and resource for women. Researched legal frameworks governing women's land rights in developing countries and developed strategies and projects to strengthen women's rights in law and in practice. Through field and desk research, analyzed and developed programmatic solutions to strengthen gender integration in development interventions, legal reforms, and policy implementation. Representative programmatic assignments included:

- (2016 to present) Land Tenure and Private Sector Specialist, Commitment to Practice –

Illovo Sugar Ltd. Challenge Fund Project. Landesa. Contributes to the design and implementation of a DFID-funded project co-implemented with a Illovo Sugar, Ltd. to adapt an international standard for investment due diligence (the New Alliance Analytical Framework for Land-Based Investments in African Agriculture) to company policies, and to guide implementation of those policies. Co-design and implement field research; develop and carry out training for company executives and country-level staff; conduct rights impact assessments and develop recommendations for amended corporate policy and practice.

- (2014 to July 2018) Gender Technical Lead, Ghana Country Lead, Responsible Investments in Property and Land (RIPL) Project. Landesa. As a project technical lead, co-leads in the design and implementation of a 4-year, global project to develop practical guidance for companies, governments, and communities to achieve socially responsible, gender-equitable land-based investments. Co-leads project strategic development and overall technical direction, drafts and oversees the implementation of the project Gender Integration Strategy to ensure that the processes and outcomes of the project and related investments are gender-equitable. Develops in-country engagement strategy, coordinates multi-stakeholder working groups, designs and carries out field research, leads technical workshops with government, CSO, and private sector stakeholders, manages implementing partner and research team, and provides other technical inputs as needed. Lead drafter of Ghana Guidebook on Responsible Investment in Property and Land.
- (2015) Researcher, Best Practices for Community Managed Land and Gender - Peru. Landesa. Lead researcher for one of six case studies assessing good practices and lessons learned from projects that touch on community managed land rights and gender around the world.
- (Spring 2014) Lecturer, University of Washington School of Law. Co-taught graduate thesis seminar on Legal Problems of Economic Development in the Sustainable International Development Program.
 - Professor of the Year, 2015. University of Washington School of Law, Sustainable International Development Program

Landesa Center for Women’s Land Rights

September 2011 – November 2014

Gender and Land Tenure Specialist (2013-2014)

Seattle, Washington

Women’s Land Rights Fellow (2011-2013)

Provided legal analysis and developed and implemented projects to strengthen women’s land rights in law and practice in developing countries. Carried out field and desk research to develop solutions to improve gender outcomes in development interventions, legal reforms, and policy implementation.

Representative programmatic assignments include the following:

TECHNICAL LEAD

July 2014 – March 2015

Uganda

UGANDA LAND POLICY IMPLEMENTATION SUPPORT

Provided in-country and remote technical support to the Government of Uganda’s Policy Implementation Unit. Developed strategic plan, funder/donor outreach materials, and provided institutional capacity building and technical support to ensure gender integration throughout the national land policy implementation process. Supported creation of a Donor Working Group on Land to support donor coordination in the land sector.

**GENDER AND LEGAL
CONSULTANT**
(USAID/WORLD BANK)
May 2014 – September 2014
Ghana

PROJECT LEAD
January 2014 – present
Uganda

GENDER SPECIALIST
MCC
August 2013 – May 2014

PROJECT LEAD
May 2012 – January 2014
Pader, Northern Uganda

**GENDER AND LAND
SPECIALIST**
Norwegian Refugee Council
March - August 2013
Liberia

**GHANA COMMERCIAL AGRICULTURE PROJECT – MODEL LEASE
CONSULTANCY**

Short-term consultancy for the Ministry of Food and Agriculture. Conducted field and desk research in support of the development of a Model Lease Agreement and Community Guidelines to strengthen the enabling environment for commercial agricultural investment and to ensure that resulting contractual arrangements are gender equitable and sustainable.

UGANDA WOMEN FIRST PROJECT

Developed a strategy for scaling and disseminating a model approach for strengthening women's land rights in Uganda. Through targeted engagement with policy makers, civil society, donors, and key stakeholders, validated model and developed roadmap for national dissemination.

CASE STUDIES AND REVIEW OF FOUR MCC PROJECTS

Gender Analysis of Four Millennium Challenge Corporation projects. Through desk review and interviews of MCA and MCC staff, developed a case study analyzing gender integration in the MCA-Namibia Communal Land Support Project, providing recommendations, best practices and lessons learned in a published synthesis report.

**STRENGTHENING WOMEN'S LAND TENURE SECURITY IN
NORTHERN UGANDA**

Designed and oversaw implementation of an 18-month pilot project. Developed implementation strategy and women's land rights training program for women and local and cultural leaders. Coordinated local M&E and implementing partners, conducted field interviews of participants and other stakeholders, developed advocacy and communications materials, and provided remote and direct support to implementing partner. Created a comprehensive toolkit to guide replication of the model in other contexts.
<http://www.landes.org/toolkit/>.

**GENDER BASED VIOLENCE/HOUSING LAND AND PROPERTY
RIGHTS STUDY**

Conducted field and desk research and co-authored a report examining the linkages between gender based violence and housing, land, and property rights among displaced populations in and around Monrovia, Liberia. Provided recommendations and analysis to support integration of women's land rights across NRC programming.

**LAND TENURE AND
GENDER SPECIALIST**
USAID
October 2011 – July 2013
Liberia

LAND POLICY AND INSTITUTIONAL SUPPORT PROJECT
Provided technical and capacity support to the Women’s Land Rights Task Force’s participation in Land Rights Policy advocacy. Developed policy briefing documents and presented key issues and women’s land rights recommendations to the Liberia Land Commission.
Assisted with the design and implementation of an assessment of women’s land rights under customary and formal law. Presented recommendations for needed law, policy, and programmatic responses to strengthen women’s land tenure security.

Human Rights Institute, Columbia Law School
Researcher and Teaching Fellow

September 2009 to May 2011
New York, New York

Conducted field and desk research on domestic and international law and mining sector best practices for social inclusion and government and corporate accountability. Created web-based advocacy tools and education materials for civil society in the Democratic Republic of Congo. Provided training of civil society organizations on natural resource contracts, social inclusion and rights issues. Contributed to a report on the challenges and successes of global contract monitoring in industrial mining.

African Services Committee
2010
Legal Intern
York

September to December
New York, New York

Provided client intake and case management support for walk-in immigration services clinic.

Revenue Watch Institute
2010
Legal Intern
Ghana

June to August
Accra,

Conducted field and desk research on the state of public disclosure of contracts in the oil, gas, and mining sectors in Ghana. Interviewed individuals from companies, government agencies, and civil society to assess the barriers and opportunities for improved transparency, social inclusion, and community benefit sharing, and drafted a concept paper in support of a campaign on contracts transparency.

Sustainable Development Institute
2009
Legal Intern

June to August
Monrovia, Liberia

Participated in monitoring and reporting on industrial mining through legal analysis and field research. Assisted rural forest communities with negotiations, institution building, and legal rights training. Contributed to reports on the forestry and mining sectors in Liberia.

Open Door Community Health Centers
2008
Grants Administrator
California

January 2006 to January
Arcata,

Coordinated the fund development activities for a rural community health center with an annual

grants budget of over \$4 million. Cultivated and maintained relationships with funders. Wrote and submitted federal and private grant proposals and researched potential grant opportunities. Oversaw the implementation of more than 40 grants.

Center for Ecosystem Survival

Conservation Associate and Environmental Educator

January to December 2005
San Francisco, California

Managed conservation outreach programs. Provided elementary environmental education.

Montana Conservation Corps

2004

AmeriCorps Volunteer

Montana

March to November

Missoula,

Restored habitat, public trails, bridges, and drainage structures in mountain wilderness areas.

Wildlands Center for Preventing Roads

2001

Program Associate

August 2000 to October

Missoula, Montana

Researched environmental issues, wrote articles and reports for publication, and assisted advocates in accessing scientific, cultural, and legal information to support wilderness preservation.

PUBLICATIONS

Hannay, L. (2016) Peru: Supporting Women's Participation in Community Governance to Strengthen Women's Rights to Community Land in the Sierra.

<http://landwise.resourceequity.org/record/2827>

Hannay, L., Bledsoe, D., and M. Manuchehri (2016) Realizing Socially-Responsible Investments in Land from a Gender Perspective: Unpacking "Zero Tolerance" to Identify Barriers and Practical Steps to Achieve Equitable and Sustainable Investments, Paper submitted for presentation at the World Bank Conference on Land and Poverty, Washington, DC, March 15-19, 2016.

Bledsoe, D., Mathias, K., and L. Hannay (2016) Corporate Journey: Challenges of Implementing the Voluntary Guidelines on the Responsible Governance of Tenure of Land, Fisheries, and Forests in the Private Sector, Paper submitted for presentation at the World Bank Conference on Land and Poverty, Washington, DC, March 15-19, 2016.

Bledsoe et al (2015) Bridging the Gap between Intention and Action: Tools to Enable Socially Responsible Land-Related Investment.

Hannay, L., Bledsoe, D., and R. Gaafar (2015) Malawi Case Study – A Case Study for the RIPL Project. Landesa. <http://www.landesa.org/wp-content/uploads/Malawi-Case-Study-FINAL-10.6.15.pdf>

Hannay, L. (2014) LandWise Practice Guides: Women's Land Rights in Uganda. Landesa Center for Women's Land Rights. <http://landwise.landesa.org/guides>.

Giovarelli, R., Hannay, L., Richardson, A. and E. Scalise (2014) Gender and Land: Good Practices and Lessons Learned from Four Millennium Challenge Corporation Compact Funded Land Projects: Synthesis Report and Case Studies: Benin, Lesotho, Mali and Namibia. Landesa: Seattle.

Hannay, L. & E. Scalise (2014). Strengthening Women's Land Rights while Recognizing Customary Tenure in Northern Uganda, in *Gender and Land Governance*, Routledge University Press.

Hannay, L. & E. Scalise (2014). Securing Women's Land Tenure in Northern Uganda: An Empowerment Approach, Paper presented at the World Bank Conference on Land and Poverty, Washington, DC, March 24-27, 2014.

Richardson, A. & L. Hannay (2014). Violence Against Women and Housing, Land and Property in Monrovia, Norwegian Refugee Council. <http://womenshlp.nrc.no/wp-content/uploads/2014/02/Violence-against-women-and-HLP-Liberia.pdf>.

Hannay, L. & E. Scalise (2013). Improving Land Tenure Security for Women: A *Women First* Approach – A Toolkit for Practitioners. Landesa Center for Women's Land Rights: Seattle. <http://www.landesa.org/toolkit/>.

Scalise, E., Hannay, L., & R. Jappah. (2012). "Liberian Land Policy and Institutional Support Project: Women's Land Rights Study," Tetrattech ARD for USAID.

Hannay, L., & P. Rosenblum (2010, January 10). A Message to Uganda About a Bill Against Gays [Letter to the Editor]. *The New York Times*. <http://www.nytimes.com/2010/01/11/opinion/11uganda.html>.

SPEAKING ENGAGEMENTS

Presenter: Land Access, Human Rights, Business Risk, and Responsible Investments. Presentation at a Special Meeting of the UK NGO Forum. Hosted by DFID and Save the Children. London, UK. 15 September 2016.

Master Class Presenter and Facilitator: Addressing Land Access, Tenure Security, and Business Risk, Grow Africa Investment Forum. Kigali, Rwanda, 10-11 May 2016.

Presenter: Realizing Socially-Responsible Investments in Land from a Gender Perspective: Unpacking "Zero Tolerance" to Identify Barriers and Practical Steps to Achieve Positive Long-Term Change. World Bank Conference on Land and Poverty, Washington, D.C. 17 March 2016.

Presenter: Securing Women's Land Tenure in Northern Uganda: An Empowerment Approach. World Bank Conference on Land and Poverty, Washington, D.C. 19 March 2014.

PROFESSIONAL MEMBERSHIPS

California State Bar Association