

Mallika Dutt

mallikadutt.com

PROFESSIONAL EXPERIENCE

Program Director, Gender Equity & Governance

[William and Flora Hewlett Foundation](#)

Menlo Park, 2023 – present

Lead \$110 million portfolio and twenty person global team to promote gender equity and responsive governance in East and West Africa, Mexico, and the United States. Program strategies include reproductive equity; women's economic empowerment; inclusive governance; and, evidence-informed policymaking. Grantmaking prioritizes the knowledge and experience of those most proximate to the communities we seek to serve and to strengthen ecosystems of organizations working towards similar goals. We work with a constellation of actors and endeavor to bridge different perspectives and approaches to identify pathways for change.

Founder and Director

[Inter-Connected](#)

New York, 2017 – 2022

Inter-Connected explores new paradigms that move us beyond fragmented “us” vs. “them” separation towards a holistic connected world. Through leadership programs, coaching, healing and transformation, workshops, dialogue, and storytelling, the initiative seeks to co-create a world where people and planet can live and thrive together. Partners and clients include the Ford Foundation, Synergos Institute, Netflix, MenEngage Alliance, Solutions Journalism Network, Omega Institute, Seeds of Peace and more.

Founder, President, and CEO

[Breakthrough](#)

New York, USA & New Delhi, India 1999 – 2017

Founded Breakthrough, an award-winning global human rights organization with a staff of 160, driving culture change through an intersectional gender lens in [India](#), [the US](#) and globally.

Pioneered culture change as a critical strategy for transformation. Built the field of storytelling, narrative shift, and norm change. Used popular culture, music, theater, spoken word, comedy, multi-media and film and community organizing to drive social change by reaching millions.

- Produced groundbreaking album and music video to advance women's dreams with Virgin Records and STAR TV that reached more than 30 million and created a public dialogue about violence against women. 2001: MTV Award Nominee for [Best Indipop Music Video](#)
- Created first social change video games, ICED and [America 2049](#), addressing immigrant rights and racial justice in partnership with more than 100 groups and museums to catalyze public discussion on due process and human rights.
- Produced highly successful [Bell Bajao \(Ring the Bell\)](#) campaign calling on men and boys to get engaged in the movement for women's equality. Reached more than 100 million people in India and around the world and adapted into several languages. Global male leaders like Ban ki-Moon, Patrick Stewart, Peter Gabriel, Amitabh Bachchan and Richard Branson spearheaded the campaign. 2010: Silver Lion at Cannes International Advertising Film Festival.
- Established a holistic and intersectional approach to social change. Combed formative research with participatory and innovative solutions engaging multiple actors from community, government, business, entertainment and educational institutions to shift norms on issues like early marriage, gender based sex-selection, domestic violence, sexual harassment and assault.
- Designed a unique global organizational, governance and fundraising structure challenging traditional hierarchies of Global North and Global South with two equal centers and boards in India and the United States collaborating on overall vision and strategy and leveraging global presence while addressing country specific issues.
- Secured global recognition for Breakthrough with keynotes at global forums like the United Nations, Clinton Global Initiative, World Economic Forum, and the Skoll Forum for Social Entrepreneurship and extensive global media coverage.
- Developed entrepreneurial resource mobilization strategies to amplify scale and impact: pro bono services from advertising agencies, law firms and creative communities for development of initiatives; partnerships with media outlets and government agencies for maximum reach; and, financial resources from UN agencies, corporations, foundations, governments, and individuals to create diverse portfolio.
- Led and executed a robust monitoring and evaluation system to measure impact and encourage learning across program creation, execution and outcomes.

Co-creator and Facilitator, Women's Leadership Intensive

Omega Institute

2013 – present

Co-design and facilitate five-day residential intensive for diverse community of women to do power differently. The intensive incorporates a holistic perspective and brings together loving kindness mindfulness practices, embodiment, intersectional analysis, and more to shift the current paradigm of hierarchical structures to build a more healed and just world for all.

Program Officer - Human Rights and Social Justice

Ford Foundation

New Delhi, India 1996 – 2000

Led a South Asia wide human rights portfolio of more than one hundred public policy, public interest law and community groups working on wide range of social justice issues with an annual portfolio of \$2 million for the Ford Foundation, one of the world's largest progressive philanthropies.

- Initiated new South Asia program initiatives with emphasis on police reform, the rights of disadvantaged communities, and human rights law and advocacy
- Forged unique partnerships among police, government agencies, NGOs, and civil society groups. Facilitated collaborations and sensitive discussions between government agencies and NGOs on challenging human rights concerns in the region
- Secured new cross program and cross office partnerships within the Foundation with offices in New York, South Africa, the Philippines and Brazil in the fields of reproductive health, governance, media, and regional and global human rights issues

Associate Director

Rutgers University Center for Women's Global Leadership

New Brunswick, NJ 1994 – 1996

Directed Center's work on women's human rights in the areas of violence against women, reproductive health and economic justice in the US and global public policy arenas for one of the leading global human rights organizations advancing gender equality.

- Played leadership role in the conceptualization, development, and articulation of women' rights as human rights in the global public policy arena

- Developed and managed Center’s activities at UN World Conferences including Hearings and Tribunals at World Summit on Social Development, International Conference on Population and Development, and World Conference on Women
- Pioneered application of human rights principles to US domestic context.
- Monitored government positions on UN documents and lobbied on behalf of language and decisions conducive to women’s rights
- Managed Center’s financial and administrative affairs, including budgets, fundraising, allocations, personnel policies and interface with university systems and policies

Director

The Norman Foundation

New York, NY 1992 – 1994

- Managed \$2 million portfolio of more than 100 organizations for family foundation
- Established and led national program initiatives for small family foundation in the areas of economic justice, civil rights and environmental justice
- Responsibilities included grant making, program monitoring and evaluation, staff supervision, Board relations and representation in the field of philanthropy

Adjunct Assistant Professor

Hunter College, Women’s Studies & Political Science

New York, NY Fall 1991 and Spring 1993

- Taught “Women and the Law,” through an intersectional lens that brought together race, class, sexual orientation, culture and religion, and the law
- Worked closely with classroom community – which consisted primarily of low-income women of color – on reading, writing, and presentation skills, along with substance of the law

Associate

Debevoise & Plimpton

New York, New York 1989 – 1991

- Developed corporate and litigation strategies for complex corporate structures, and in the areas of intellectual property, and trusts and estates
- Provided extensive pro bono assistance in the areas of not-for-profit law, matrimonial law, immigration and asylum, and reproductive rights

- Assisted in research and writing of several amicus briefs for Supreme Court cases
- Created network of pro bono attorneys to provide legal representation to battered immigrant women

Founding Member and Board of Directors

Sakhi for South Asian Women

New York, New York 1989 – 2001

- Co-founded first organization in NYC addressing needs of South Asian women facing violence in their communities.
- Developed and implemented overall program and vision including service provision, volunteer training, legal representation, community organizing and national advocacy.
- Engaged in organizational development, fundraising, and staff management

Coordinator

International Women's Tribune Centre

New York, New York 1982 – 1987

- Created and coordinated the International Network Against Trafficking in Women, which included organizing the first global conference on the issue in Rotterdam, the Netherlands
- Facilitated relations with UN agencies, media groups, and community organizations globally
- Researched and edited several handbooks and resources on women and development, including Rights of Women, The Tech & Tools Catalog, and Women Write About Nairobi

BOARDS/COMMITTEES/FELLOWSHIPS

Boards

Breakthrough, India and US, 1999-present

NEO Philanthropy, 2013-2016

Peace is Loud, 2014-present

Planned Parenthood Federation of America, 2014-2015

U.S. Programs, Open Society Foundations, 2010-2012

WITNESS: video and technology for human rights 2001-2011

Asian American and Pacific Islanders in Philanthropy, 1996-1998

Sister Fund, 1995-1998

SAKHI for South Asian Women, 1989-1996

Advisory Boards

Unitarian Universalist Holdeen India Fund, 2013-2015

Games for Change, 2011-2016

Committees/Councils

International Advisory Committee, Association for Women's Rights in Development Conference, Co-creating Feminist Futures, Brazil, 2016

Global Agenda Council on Social Media, World Economic Forum, 2013-2014

Global Agenda Council on India, World Economic Forum, 2011, 2014

Member, Council on Foreign Relations 2011-present

Advisory Committee, Human Rights Watch Asia, 2011-present

International Advisory Committee, Association for Women's Rights in Development Conference, Reinventing Globalization, Mexico 2002

Social Action Committee, MediaRights.org, 2002

Advisory Committee, Human Rights Watch – Women's Rights Project, 1991-1996

Committee on Sex and Law, Association of the Bar of the City of New York, 1990-1992

Academic Fellowships

Visiting Social Activist, Twink Frey, Center for the Education of Women, University of Michigan, Spring 2009

Scholar in Residence, Human Rights Program, The College of New Rochelle, School of Arts and Sciences, Spring 2002

Visiting Scholar, Center for the Study of Human Rights, Columbia University, 2001

Government Commissions

New York City's Commission on Gender Equality, Office of the Mayor of NYC, 2015-2018

Member, New Delhi Lt. Governor Committee on Public Police Relations, 2000

SELECT AWARDS

Entrepreneurship

Skoll Award for Social Entrepreneurship, 2016

Lipman Family Prize for innovation in the social sector, The Wharton School at the University of Pennsylvania, 2014

Leadership

21 Leaders for the 21st Century, Womens eNews, 2016

Yo Dona International Humanitarian Award, Yo Dona-El Mundo Magazine, 2013

North Star Award Honoree, North Star Foundation, 2013

Honorary Doctorate in Humane Letters, Mount Holyoke College, 2012

Trailblazer Award, South Asians in Media Marketing Association, 2008

Asian American Justice Center Courage Award, 2009

Award for Distinguished Service, New York University School of Law BLAPA Alumni Association, 2006

Social Justice and Service

India Abroad Gopal Raju Award for Service to the Community, India Abroad, 2014

Distinguished Service, Diversity & Progress Award, South Asian Law Students Association of New York Law School, 2010

Karmaveer Puraskar: National Award for Social Justice & Citizen Action, Indian Confederation of NGOs, 2009

The Women of Color, Women of Courage Award, IUP Women's Studies Program, 2008

Spirit of Asian America Award, Asian American Federation of New York, 2003

Phoenix Award, New York Asian Women's Center, 2002

National Citizen's Award, India, for contribution to women and development, 2001

South Asian Women's Creative Collective Annual Achievement Award for outstanding contributions to the South Asian community, 2001

Public Interest Law Foundation Alumni Award, NYU Law School, 1991

EDUCATION

New York University School of Law, J.D.

May 1989. New York State Bar 1990

Awards/Honors

- Arthur Garfield Hays Civil Rights Fellowship: Center for Constitutional Rights and ACLU, Reproductive Freedom Project
- Book Review Editor, *Review of Law and Social Change*
- Colloquium Organizer: Women of Color and the Law
- Vanderbilt Medal for Extraordinary Contribution to the NYU Law School community
- Lawyer's Collective, Public Interest Summer Internship

Columbia University, School of International and Public Affairs, M.I.A.

May 1986

- Economic and Political Development
- Southern Asian Institute Certificate
- International Fellow

Mount Holyoke College, A.B.

Magna Cum Laude, International Relations, May 1983

Awards/Honors

- Mary Lyon Scholar
- Student Leadership Award
- Honorary Doctorate in Humane Letters, 2012

TRAINING

The Power of Embodied Transformation, (with focus on trauma and resilience), Coaches Rising, 2020

Zen Buddhism, Boundless Freedom Complete Practice Mindfulness Training, 2016-2020

International Sivananda Yoga Vedanta Center, Teacher Training Certificate, 2017

The Four Winds, Certificate in Shamanic Energy Medicine and Health Coaching, 2015

The International Center for Reiki Training, First and Second Degree Reiki, 2014

SELECT PUBLICATIONS

Michau, L., Horn, J., Bank, A., Dutt, M., & Zimmerman, C. (2015). Prevention of violence against women and girls: lessons from practice. *The Lancet*, 385(9978), 1672-1684.

Dutt, M., & Rasul, N. (2014). Raising digital consciousness: An analysis of the opportunities and risks facing human rights activists in a digital age. *SUR*, V. 11, N. 20.

Local Action Global Change: Learning About the Human Rights of Women and Girls, with Julie Mertus and Nancy Flowers. UNIFEM and Center for Women's Global Leadership, 1999 (Published in multiple languages)

Claiming Human Rights: Feminism of Difference and Alliance. Shohat, Ella. Ed. *Talking Visions: Multicultural Feminism in a Transnational Age*. The MIT Press, 1998.

Some Reflections on U.S. Women of Color and the UN Fourth World Conference on Women and NGO Forum in Beijing, China. *Feminist Studies*, Vol.22, No. 3, Fall 1996. Reprinted in Smith, Bonnie, Ed. *Global Feminisms: A Survey of Issues and Controversies*. (Routledge, 2000) and Kim, Seung-kyung and Carole McCann. Eds. *Feminist Theory: Core Concepts, Lived Differences, Global Perspectives* (Routledge 2003)

Beijing '95: A Global Referendum on Human Rights of Women, with Charlotte Bunch and Susana Fried. *Canadian Women's Studies*, Summer 1996 Vol. 16, No. 3. (Article reprinted in several publications)

With Liberty and Justice for All: Women's Human Rights in the United States. Center for Women's Global Leadership, 1994