

MORNA MACLEOD (PhD.)

Based in Mexico City

July 2001- July 2012

INDEPENDENT CONSULTANT PROFILE

Evaluations – Research – Systematising – Capacity Building

A seasoned professional with:

- ✓ 11 years of experience as an independent development consultant,
- ✓ 8 years working in aid agencies (mainly Oxfam)
- ✓ Ample experience working in and with Latin American NGOs
- ✓ Masters & Doctorate degrees in Latin American Studies
- ✓ More than 35 articles, chapters, booklets, book-reviews, and 2 books, published in 7 countries (Bibliographic references available upon request)

Evaluations and Consultancy Work:

- ✓ Wide range and proven expertise and in **Evaluation:** project, programme (mid-term & ex post), institutional, movement, impact assessment, and multi-country
- ✓ Knowledge of Rights Based Approaches
- ✓ Interest in feminist, network and other alternative evaluation approaches
- ✓ Training and experience in participatory approaches and 'popular education'
- ✓ Experience in capacity building and accompanying NGOs and peoples organisations

Areas of Expertise

- ✓ Proven experience in the field of gender
- ✓ Specific expertise in gender and cultural diversity
- ✓ 13 years of experience working with indigenous peoples
- ✓ Institutional and organisational strengthening
- ✓ Participation and empowerment (right to be heard, right to an identity)
- ✓ Substantive political expertise in the area of strengthening democratic governance

Language and other Skills

- ✓ **Bilingual:** English and Spanish;
- ✓ French: good reading skills (Diplôme de Langue Française, Mention: Bien 1978)
- ✓ Insightful analytical skills
- ✓ Interest in developing creative methods for research and evaluation.
- ✓ Ability to write clear, concise, analytical reports
- ✓ Strong interpersonal and communication skills
- ✓ Cultural sensitivity and interest in different cultures

PROFESSIONAL EXPERIENCE

Free-lance consultant (2001 to date)

Evaluations and consultancy work (alone and in teams) for:

- **OXFAM:** Novib, Oxfam Canada, Oxfam GB, Oxfam Australia, Oxfam America (2 consultancies for Oxfam GB and Hong Kong in Vietnam)
- Various evaluations for **CAFOD** and **HIVOS**
- Direct contracting agencies also include: **UNDP** Honduras/**Dutch Embassy** in Costa Rica; **Austrian Development Cooperation**; **FOKUS** (Norway); **Open Society Institute (OSI)** US
- Reports for other donors (consultancies contracted by local NGOs or INGOs): DFID, EU, Swiss Foreign Ministry, and various other European INGOs

Evaluations:

- Mexico: 8, Guatemala: 11, Honduras:2, El Salvador:2, Bolivia:1, Cuba:1, Nicaragua 2 (& UK), and multi-country
- Mainly: NGOs, women's, indigenous, human rights, development, community and people's organisations.
- Evaluations of agency programmes: Oxfam America (Bolivia), Fundación Soros (Guatemala), Oxfam International (Central America)
- Consultancies on gender (institutional, program & impact evaluation, systematisation)

Training, Capacity Building, Presentations & Facilitation

- Mainly on gender, gender and cultural diversity, working with indigenous peoples.
- Institutional and organisational strengthening

Relevant work experience

- Regional Representative for Community Aid Abroad (Oxfam Australia) for Meso America, based in Guatemala City 1997-2001
- Project Officer for Oxfam UK&I, based in Mexico City & Guatemala City, 1990-92, 1994-95
- Researcher on social movements
Ciencia y Tecnología para Guatemala (CITGUA), Mexico DF 1986-1990
- General Secretary for the Chile Committee for Human Rights, London 1980-1982

Education

- **Post doctorate Fellowship Grant** at CIESAS (Centro de Investigaciones y Estudios Superiores en Antropología Social), Mexico DF 2009 to date
- **Masters and Doctorate** in Latin American Studies, Faculty of Political and Social Science, National University (UNAM), Mexico City, Graduated 1988, 2008 respectively, Cum Laude
- **B.A.** in English and Education, University of York, UK 1974-1977
- Member of the **Mexican National System of Researchers (SNI)** as from January 2011

Examples of Evaluations and Consultancies

Oxfam Canada: systematisation of mainstreaming gender in 5 mixed *campesino* organisations (one indigenous) in Nicaragua, Guatemala and Cuba, emphasising strategies and lessons learned. The report was followed up with workshops in Ottawa with OC HQ and regional staff, and in Managua to share findings with counterparts, gender consultants and OC staff (2008/9). Subsequently, a co-authored article was published in *Gender and Development* (Nov. 2010), and a co-authored publication of findings for the wider public in English and Spanish (2011).

Catholic Agency for Overseas Development (CAFOD) Sistematization of work on gender (CAFOD and partners) in Central America and Mexico (2011)

Movimiento para la Salud de los Pueblos-Latinoamérica- two evaluations of MSPLA projects (2010 in Guatemala, 2011 in Ecuador) with skype interviews in North, Central and South America.

Oxfam International (OI) evaluation - OI Women and Rights Program in Central America (2010) with fieldwork in Guatemala, Salvador and Nicaragua.

Central American Women's Group (CAWN) in UK and **Movimiento de Mujeres Trabajadoras y Desempleadas Maria Elena Cuadra (MEC)** in Nicaragua. An ex post project evaluation on women's empowerment and economic literacy, networking and inputs for CAWN's strategic planning process. (Funded and evaluation commissioned by DFID 2008)

Austrian NGO Instituto Norte-Sur and three Mayan organisations in Guatemala, funded by the Austrian Development Agency (bilateral aid) As well as a standard programme evaluation, the TOR asked for an assessment of the project's contribution to protecting non-material indigenous cultural legacy in Guatemala. This included an assessment of work related to bilingual and intercultural education, Mayan 'institutionality' (traditional community leaders and indigenous law), and indigenous women's rights. One of the Mayan organisations, ASDECO, then asked the consultant to do a three year programme evaluation (Novib funds). Both 2005.

Examples of Publications

Chapters: 2010. "Drawing the Connections: Mayan Women's Quest for a Gendered Spirituality", in *Indigenous Women and Religion*, Sylvia Marcos (editor) Praeger Publishers/ABC-Clio, Santa Barbara

2008. "Voces diversas, opresiones y resistencias múltiples: las luchas de mujeres mayas en Guatemala", in *Etnografías e historias de resistencia. Mujeres indígenas, procesos organizativos y nuevas identidades políticas*, Aída Hernández (coord), CIESAS & UNAM, Mexico

Books: 2011. "*Nietas del Fuego, creadoras del alba: Luchas político-culturales de mujeres mayas*" FLACSO-Guatemala

1997. *Poder Local: Reflexiones sobre Guatemala*. Oxfam Gran Bretaña, Editorial Magna Terra, Ciudad de Guatemala (second edition 1998). (Book on Local Power used as study/ discussion material in 3 universities in Guatemala and 2 in Mexico)

Book Reviews in Development in Practice: 2004. *Here to Help: NOGs Combating Poverty in Latin America*, edited by **Robyn Eversole**, in *Development in Practice*, Oxford, Vol.14 Number 6, November 2004 (and 2007. *Dissident Women: Gender and Cultural Politics in Chiapas*)