DOUGLAS V. JANOFF

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| **E-mail address****Languages** | contact@douglasvictorjanoff.comEnglish, French, Spanish |
| **EDUCATION*** B.A. in political science, McGill University, Montreal, Quebec
* M.A. in English and creative writing, Concordia University, Montreal, Quebec
* M.A. in criminology, Simon Fraser University, Burnaby, British Columbia
* Ph. D., School of Canadian Studies, Carleton University, Ottawa, Ontario

**PUBLISHED BOOKS*** *Queer Diplomacy: Homophobia, International Relations, and LGBT Human Rights.* New York: Palgrave Macmillan, 2022.
* *Pink Blood: La Violence Homophobe au Canada.* Montréal: Éditions Triptyque, 2007.
* *Pink Blood: Homophobic Violence in Canada.* Toronto: University of Toronto Press, 2005.

**WORK EXPERIENCE** |
| September 2023 to presentMay 2023 to August 2023Oct. 2021 to April 2023Oct. 2020 to Sept. 2021Sept. 2019to Aug. 2020April 2018to Aug. 2019August 2015 to July 2017 | **Deputy Head, PS752 Task Force, Global Affairs Canada, Ottawa, Canada*** Supports the Director of the PS752 Task Force to coordinate Canada’s overall strategic response to the downing of Ukraine International Airline’s flight PS 752, at Canada’s foreign ministry, Global Affairs Canada.
* Develops strategic advice on Flight PS752 for the Minister’s office, other departmental divisions, Canada’s foreign missions, other federal departments, and like-minded governments, from a bilateral and multilateral foreign policy and international law perspective.
* Writes and supervises the drafting of policy briefs, ensuring the production of high-quality briefing material and recommendations for senior management, government partners and like-minded governments.
* Coordinates outreach to advance Canada’s Flight PS752 objectives through an extensive network of contacts at Global Affairs’ legal and Middle East bureaus, Canada’s missions abroad, like-minded foreign ministries, and international organizations.
* Provides substantive policy input from the communications branch on PS752-related media requests, website content, social media products, speeches, and press releases.
* Analyzes social and mainstream media on Flight PS752 and advises other divisions and departments about emerging issues and trends.
* Coordinates events and activities that allow sensitive messaging to be exchanged between family members and senior government officials.
* Oversees Canada’s programmatic support for the families of Flight PS752 victims, including counselling and a five-year, multi-million dollar scholarship program.
* Serves as the key point of contact for corporate reporting on Flight PS752.
* Is responsible for secure and intuitive information transmission and management.
* Manages human resources through the direct supervision of two policy officers, promoting a healthy, diverse and flexible work environment.

**Senior Foreign Policy Advisor, Canadian Foreign Service Institute, Gatineau, Quebec*** Four-month special project to develop core curriculum for the Foreign Service Onboarding Program, a specialized two-week training course for 80 new junior foreign service officers. Content included modules on: federal government organizational structure; departmental procedures; work responsibilities at headquarters and at post; bilateral and multilateral negotiations; career options, diversity and equity in the workplace; and lectures by academics and specialists on geopolitics, human rights and global threats to democracy and security.

**Human Rights Publishing/Book Promotion (Work Sabbatical)*** Leave of absence from Senior Foreign Policy Officer position at Global Affairs Canada.
* Wrote a book, published by Palgrave Macmillan (New York) in 2022, *Queer Diplomacy: Homophobia, International Relations and LGBT Human Rights,* the first of its kind to analyze multilateral LGBT human rights diplomacy from the perspective of working diplomats.
* Worked extensively with the publishers throughout the editing and proofreading process, including discussions with the UN Office of the High Commissioner for Human Rights to develop a Foreword to the book.
* Developed a multi-media communications strategy, including a website and social media tools, to promote the book internationally. Print media: *The World Today* (Chatham House), *Bout de Papier* (excerpt); on-line interviews with the USC Center on Public Diplomacy and PAFSO (YouTube)
* Embarked on a four-country virtual and in-person speaking tour to promote my book. In-person speaking engagements took place at the University of Oxford’s Department of International Development, The University of Gothenberg’s Gender in Diplomacy Program, the University of Ottawa’s Centre for International Policy Studies, and Glad Day Bookstore in Toronto. Virtual talks were presented at the University of Kentucky’s Patterson School and the University of Washington’s Jackson School of International Studies.

**Counsellor (Regional and Public Affairs), High Commission of Canada, Islamabad, Pakistan*** As Counsellor in the Political Section, worked as a regional analyst, which involves reporting on political developments and emerging trends in India, China, Afghanistan and the Middle East from the viewpoint of Pakistan and analyzing how Pakistan’s role in the region impacts Canada.
* Promoted Canada’s bilateral relationship with Pakistan, working with officials in Islamabad and Ottawa to strengthen ties and promote cooperation in areas such as gender equality, human rights, democracy, and climate change.
* In the area of public affairs, supported cultural and academic events and exchanges between Canada and Pakistan; developed traditional and social media campaigns to promote Canadian engagement in Pakistan; and organized activities, such as contests and seminars that engage civil society organizations and marginalized groups.
* Developed and strengthened relationships between the Government of Canada, academics and civil society representatives to discuss and monitor regional issues. This incudes organizing meetings with officials, academics, and civil society to exchange ideas and develop strategic approaches to domestic and foreign policy issues.

**First Secretary (Political Affairs and Human Rights), Embassy of Canada, Kabul, Afghanistan*** As a Senior Foreign Policy officer in the Political Section, strengthened Canada’s bilateral relationship with Afghanistan by working with officials on issues related to governance, human rights and strengthening gender equality at a range of ministries, including the Ministry of Foreign Affairs, the Ministry of Women’s Affairs and the Ministry of Peace, along with agencies such as the Independent Human Rights Commission and the Independent Election Commission.
* Provided regular classified and unclassified reporting and analysis on current trends, internal political developments, and major shifts in regional foreign policy, with a focus on Afghanistan’s relationship with Middle Eastern countries.
* Supported Canada’s human rights foreign policy, drafted the annual human rights report, flagged emerging human rights concerns, liaised with the Human Rights Section of the UN Mission and reported on the general human rights situation in Afghanistan.
* Reported on elections, provided information on electoral processes and met with UN and like-minded diplomatic counterparts to find ways the international community could strengthen democratic processes and institutions in Afghanistan.
* Developed and strengthened relationships between the Government of Canada and local and international civil society representatives who work in areas such as electoral observation, the protection of human rights, women’s political representation, gender-based violence, as well as policy and processes related to women, peace and security.

**Team Lead, Iraq and Jordan, Middle East Relations Division, Global Affairs****Canada (GAC), Ottawa, Canada*** Developed foreign policy in the Middle East with a focus on Canada’s bilateral diplomatic and commercial relations with Iraq and Jordan.
* Provided instructions, policy guidance and logistical support to diplomatic colleagues at Canada’s missions in Iraq and Jordan.
* Monitored the security and human rights situation in Iraq and Jordan and provided policy guidance and communications advice to senior GAC officials.
* Coordinated federal government initiatives to provide programming in areas such as development, humanitarian assistance, counter-terrorism and military cooperation.
* Addressed bilateral irritants through close dialogue with Iraqi and Jordanian diplomats.
* Supervised two policy advisors working on bilateral diplomatic and commercial relations with Iraq and Jordan.

**Senior Policy Advisor, Human Rights and Indigenous Policy Division, Global Affairs Canada (GAC)** * As lead foreign service officer on LGBTI human rights policy, produced briefs, strategic analyses and recommendations for senior officials and maintained close ties with key foreign government counterparts and civil society partners.
* Provided human rights policy advice and instructions to Canada’s bilateral and permanent missions to the UN and the OAS.
* Organized human rights advocacy events, including speakers and conferences, staff training, and represented Canada at global human rights meetings and conferences.
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| August 2014 to August 2015 | **Diplomat in Residence, Patterson School of Diplomacy and International Commerce, University of Kentucky, Lexington, Kentucky** * Co-organized a diplomatic conference on Latin America.
* Coordinated participation of human rights activities on campus.
* Gave university and community lectures on multilateralism, international human rights systems and the functioning of foreign sevices around the world.
* Appeared on panels at international conferences and provided guidance/mentorship to diplomacy and international commerce graduate students.
* Conducted doctoral human rights research
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| August 2010 to August 2014 | **First Secretary/Alternate Representative, Permanent Mission of Canada to the Organization of American States, Embassy of Canada, Washington, D.C.** * Implemented Canadian foreign policy objectives in the Americas in the areas of human rights, legal cooperation and democratic governance.
* Represented Canada at the OAS Committee on Juridical and Political Affairs and at at international fora and Ministerial meetings across the Americas.
* Delivered in-depth reporting and analysis on political trends in the Americas.
* Monitored and managed cases and hearings against Canada at the Inter-American Commission on Human Rights in Washington, D.C. and negotiated conventions, resolutions and other multilateral documents and instruments.
* Engaged with civil society organizations, academics and parliamentarians on Canadian engagement in the area of human rights and democratic governance.
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| October 2008to August 2010 | **Senior Policy Advisor, Mexico and North America Relations Division, Department of Foreign Affairs and International Trade, Ottawa, Ontario*** Developed strategic policy and briefing notes on Canada’s trilateral relationship with the United States and Mexico: organized trilateral meetings and coordinated briefing material for senior officials in preparation for the North American Leaders’ Summit.
* Responded to correspondence related to trilateral issues directed toward the Prime Minister, Cabinet ministers, and senators on trilateralism.
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| February 2007 to Sept. 2008 | **Western Hemisphere Policy Analyst, International Crime and Terrorism Division, Department of Foreign Affairs and International Trade, Ottawa, Ontario*** Prepared briefing notes and analyses of crime/trafficking patterns in the Americas.
* Participated on Canadian delegations, attending international security meetings coordinated by the United Nations Office on Drugs and Crime, the OAS and the Conference of Defence Ministers of the Americas.
* Organized and participated in bilateral security consultations in Mexico and Colombia, focusing on transnational organized crime, and conducted field visits to NGOs to assess the effectiveness of Canadian programming.
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| March 2006 to February 2007 | **Public Safety Research/Policy Analyst, Department of Public Safety Canada, Ottawa, Ontario** * Visited prisoners and analyzed their human rights complaints on behalf of the Office of the Correctional Investigator of Canada, a federal ombudsman.
* Coordinated international meetings at the Ministerial level between senior government and law enforcement officials (Canada-US Cross-Border Crime Forum), as well as domestic meetings between federal and provincial officials, responded to requests for information on border policy issues, producing briefing notes, scenario notes and memoranda to Ministers on transnational organized crime.
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| July 2005 toMarch 2006June 2004 to June 2005 | **Policy and Program Development Manager, Health Canada, First Nations and Inuit Health Branch, Ottawa, Ontario** * Managed a program and policy development unit with seven employees. Duties included supervision, managing workloads and caseloads, and staffing the unit.
* Developed policies in consultation with Aboriginal and Inuit stakeholders with a view to improving health services for marginalized populations.

**Policy Advisor, National Homelessness Initiative, Department of Human Resources and Skills Development Canada, Gatineau, Quebec*** Wrote position papers and briefing notes on housing and homelessness policy for senior officials, analyzing federal policies, regulations and legislation.
* Participated in interdepartmental working groups, assisted in the preparation of Memoranda to Cabinet, and organized cross-Canada consultations with dozens of grassroots NGOs.
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| May 2002 to June 2004 | **Investigator and Intake Officer, Office of the Ombudsman, Department of National Defence Ottawa, Ontario** * Investigated military and civilian complaints related to human rights, administrative law, harassment, gender and racial discrimination, housing and other systemic issues
* Researched and reviewed policies, regulations and legislation, and produced analyses, reports and briefing notes for senior managers.
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**UNIVERSITY TEACHING EXPERIENCE**

* Sessional instructor, Patterson School of Diplomacy and International Commerce, University of Kentucky, Lexington, Kentucky. “Graduate seminar on International Human Rights.” (Master’s level) Winter 2015.
* Adjunct professor, Department of Criminology, University of Ottawa, Ottawa, Ontario. “Criminal and Social Policy: Introduction to Criminal Justice Policy Analysis.” (Sophomore/2nd year level.) Spring 2006.
* Adjunct professor, School of Criminology, Simon Fraser University, Burnaby, British Columbia. “Special Topics Research Seminar.” (Junior/3rd year level.) Spring 1996.