

## DOUGLAS V. JANOFF, PH.D.

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<b>Languages</b>	English, Spanish, French
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### 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. in Canadian Studies, Carleton University, Ottawa, Ontario

### PUBLISHED BOOKS

- *Queer Diplomacy: Homophobia, International Relations, and LGBT Human Rights*. New York: Palgrave Macmillan, 2022.
- (Korean translation: *Queer Diplomacy: Homophobia, International Relations, and LGBT Human Rights*. Seoul: Hantiae Publishing, 2025.)
- *Pink Blood: Homophobic Violence in Canada*. Toronto: University of Toronto Press, 2005.
- (French translation: *Pink Blood: La Violence Homophobe au Canada*. Montréal: Triptyque, 2007.)

### WORK EXPERIENCE

September 2025 to present	<b>International Human Rights Lecturer/Consultant (full-time)</b>
	<ul style="list-style-type: none"> <li>● Developing a business and outreach strategy while transitioning from full-time work in Canada's diplomatic service to full-time global human rights consultant.</li> <li>● Currently preparing a lecture to deliver to Manitoba Department of Justice Prosecutors in December 2025 on anti-LGBTQ hate crimes/human rights violations.</li> </ul>
April 2023 to September 2025	<p><b>International Human Rights Lecturer (part-time)</b></p> <p><b>Universities:</b></p> <ul style="list-style-type: none"> <li>● University of Gothenburg, Gender in Diplomacy Program, April 2023</li> <li>● University of Oxford, Department of International Development, May 2023</li> <li>● University of Ottawa, Centre for International Policy Studies, November 2023</li> <li>● Queen's University Belfast, Centre for Gender in Politics, April 2024</li> <li>● University of Glasgow, School of Social and Political Sciences, May 2024</li> <li>● University of London, School of Advanced Study, May 2024</li> <li>● Universidad Autónoma de Chihuahua, Mexican Association of International Studies, October 2024</li> <li>● Universidad Autónoma Metropolitana, North American Cultural Diplomacy Initiative, May 2025</li> <li>● Universidad de las Américas Puebla, Faculty of International Relations and Political Science, Puebla, Mexico, August 2025</li> </ul>

***Government offices and diplomatic missions:***

- Department of State, Washington, D.C., November 2024
- Embassy of Canada, Washington, D.C., November 2024
- Embassy of Canada, Seoul, Republic of Korea, July 2024
- Embassy of Canada, Tokyo, Japan, July 2024

***Community organizations (Presentations, panel discussions, workshop facilitations):***

- Dignity Network Canada and Glad Day Bookstore, Toronto, May 2023
- GLAS Foundation and Rainbow Hub, Sofia, Bulgaria, May 2024
- Kaleidoscope Trust, May 2025 (virtual)
- Oxford Pride Alumni Network, June 2025 (virtual)
- Rainbow Action/Korean Association for LGBTQ+ and Queer Studies, Seoul, July 2025
- Rainbow Railroad Displacement and Difference Symposium, Mexico City, August 2025

**Senior Foreign Service Officer and Advisor, Consular Affairs, Global Affairs Canada, Ottawa, Canada**

September 2024 to May 2025

- Provided the Director General, Consular Affairs, strategic policy advice on Canada's overall consular policy abroad at Canada's foreign ministry, Global Affairs Canada.
- Identified emerging issues affecting Canadians abroad through consultations with: GAC's consular policy and emergency management divisions; legal and security bureaus; other federal departments and agencies; and Canadian missions abroad.
- Identified best practices on consular issues through research and consultation with like-minded partners.
- Analyzed social and mainstream media on current trends.
- Produced high-quality research, briefing material and policy recommendations for senior management on consular policy.

**Deputy Head and Senior Foreign Service Officer, PS752 Task Force, Global Affairs Canada, Ottawa, Canada**

September 2023 to August 2024

- Supported the Director of the PS752 Task Force to coordinate Canada's overall strategic response to the downing of Ukraine International Airline's flight PS752.
- Developed strategic advice and policy briefs on Flight PS752 for the Minister's office, other departmental divisions, Canada's foreign missions, other federal departments, like-minded governments, and international organizations, from a bilateral and multilateral foreign policy and international law perspective.

**Senior Foreign Service Officer/Learning Advisor, Canadian Foreign Service Institute, Gatineau, Quebec**

May 2023 to August 2023

- Developed core curriculum for a specialized two-week training course for 80 new junior foreign service officers with content on: federal government organizational structure; departmental procedures; bilateral and multilateral negotiations; 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)**

Oct. 2021 to April 2023

- Leave of absence from Senior Foreign Service Officer position at Global Affairs Canada to prepare for four-country speaking tour to promote my book.
- 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).

**Counsellor (Regional and Public Affairs), High Commission of Canada, Islamabad, Pakistan**

Oct. 2020 to Sept. 2021

- As Counsellor and Senior Foreign Service Officer in the Political Section, worked as a regional analyst, which involved 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 includes 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 Service officer in the Political Section, strengthened Canada's

Sept. 2019 to Aug. 2020	<p>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.</p>
	<ul style="list-style-type: none"> <li>● 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.</li> <li>● 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.</li> <li>● 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.</li> <li>● 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.</li> </ul>
	<p><b>Team Lead and Senior Foreign Service Officer, Iraq and Jordan, Middle East Relations Division, Global Affairs Canada, Ottawa, Canada</b></p>
April 2018 to Aug. 2019	<ul style="list-style-type: none"> <li>● Developed foreign policy in the Middle East with a focus on Canada's bilateral diplomatic and commercial relations with Iraq and Jordan, including instructions, policy guidance and logistical support to Canada's diplomatic missions abroad.</li> <li>● Monitored the security and human rights situation in Iraq and Jordan and provided policy guidance and communications advice to senior GAC officials.</li> <li>● Coordinated federal government initiatives to provide programming in areas such as development, humanitarian assistance, counter-terrorism and military cooperation.</li> <li>● Supervised two policy advisors while working on bilateral diplomatic and commercial relations with Iraq and Jordan.</li> </ul>
	<p><b>Foreign Policy Advisor and Senior Foreign Service Officer, Human Rights and Indigenous Policy Division, Global Affairs Canada (GAC)</b></p>
August 2015 to July 2017	<ul style="list-style-type: none"> <li>● 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.</li> <li>● Provided human rights policy advice and instructions to Canada's bilateral and permanent missions to the UN and the OAS.</li> <li>● Organized human rights advocacy events, including speakers and conferences, staff training, and represented Canada at global human rights meetings and conferences.</li> </ul>

August 2014 to August 2015	<b>Diplomat in Residence, Patterson School of Diplomacy and International Commerce, University of Kentucky, Lexington, Kentucky</b>
	<ul style="list-style-type: none"> <li>Contributed to the coordination of a diplomatic conference on Latin America; delivered university and community lectures on multilateralism and international human rights; presented at international conferences; mentored diplomacy and international commerce graduate students; and conducted doctoral research.</li> </ul>
August 2010 to August 2014	<b>First Secretary/Alternate Representative, Permanent Mission of Canada to the Organization of American States, Embassy of Canada, Washington, D.C.</b>
	<ul style="list-style-type: none"> <li>As Senior Foreign Service Officer, Implemented Canadian foreign policy objectives in the Americas in the areas of human rights, legal cooperation and democratic governance.</li> <li>Represented Canada at the OAS Committee on Juridical and Political Affairs and at international fora and Ministerial meetings across the Americas.</li> <li>Delivered in-depth reporting and analysis on political trends in the Americas.</li> <li>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.</li> <li>Engaged with civil society organizations, academics and parliamentarians on Canadian engagement in the area of human rights and democratic governance.</li> </ul>
October 2008 to August 2010	<b>Foreign Policy Advisor and Senior Foreign Service Officer, Mexico and North America Relations Division, Department of Foreign Affairs and International Trade, Ottawa, Ontario</b>
	<ul style="list-style-type: none"> <li>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.</li> <li>Responded to correspondence related to trilateral issues directed toward the Prime Minister, Cabinet ministers, and senators on trilateralism.</li> </ul>
February 2007 to Sept. 2008	<b>Western Hemisphere Foreign Policy Analyst, International Crime and Terrorism Division, Department of Foreign Affairs and International Trade, Ottawa, Ontario</b>
	<ul style="list-style-type: none"> <li>Prepared briefing notes and analyses of crime/trafficking patterns in the Americas.</li> <li>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.</li> <li>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.</li> </ul>

March 2006 to February 2007	<b>Public Safety Research/Policy Analyst, Department of Public Safety Canada, Ottawa, Ontario</b>
	<ul style="list-style-type: none"> <li>Visited prisoners and analyzed their human rights complaints on behalf of the Office of the Correctional Investigator of Canada, a federal ombudsman.</li> <li>Coordinated international and domestic Ministerial meetings on organized crime senior government and law enforcement officials, responded to information requests on border policy issues, produced briefs, scenario notes and memoranda to Ministers.</li> </ul>
July 2005 to March 2006	<b>Policy and Program Development Manager, Health Canada, First Nations and Inuit Health Branch, Ottawa, Ontario</b>
	<ul style="list-style-type: none"> <li>Managed a program and policy development unit with seven employees. Duties included supervision, managing workloads and caseloads, and staffing the unit.</li> <li>Developed policies in consultation with Aboriginal and Inuit stakeholders with a view to improving health services for marginalized populations.</li> </ul>
June 2004 to June 2005	<b>Policy Advisor, National Homelessness Initiative, Department of Human Resources and Skills Development Canada, Gatineau, Quebec</b>
	<ul style="list-style-type: none"> <li>Wrote position papers and briefing notes on housing and homelessness policy for senior officials, analyzing federal policies, regulations and legislation.</li> <li>Participated in interdepartmental working groups, assisted in the preparation of Memoranda to Cabinet, and organized cross-Canada consultations with dozens of grassroots NGOs.</li> </ul>
May 2002 to June 2004	<b>Investigator and Intake Officer, Office of the Ombudsman, Department of National Defence Ottawa, Ontario</b>
	<ul style="list-style-type: none"> <li>Investigated military and civilian complaints related to human rights, administrative law, harassment, gender and racial discrimination, housing and other systemic issues</li> <li>Researched and reviewed policies, regulations and legislation, and produced analyses, reports and briefing notes for senior managers.</li> </ul>

#### UNIVERSITY TEACHING EXPERIENCE

- Adjunct Professor, Patterson School of Diplomacy and International Commerce, University of Kentucky, Lexington, Kentucky. "Graduate seminar on International Human Rights." Master's level, Spring 2015.
- Adjunct Professor, Department of Criminology, University of Ottawa, Ottawa, Ontario. "Criminal and Social Policy: Introduction to Criminal Justice Policy Analysis." Sophomore/2<sup>nd</sup> year undergraduate level, Spring 2006.

- Adjunct Professor, School of Criminology, Simon Fraser University, Burnaby, British Columbia. "Special Topics Research Seminar." Junior/3<sup>rd</sup> year undergraduate level, Spring 1996.
- Adjunct Professor, Department of Writing, University of Victoria, Victoria, British Columbia. "Magazine feature writing." Master's level, Summer 1993.
- Adjunct Professor, Department of English, Concordia University, Montreal, Quebec. "English Composition." Freshman/1<sup>st</sup> year, undergraduate level, September 1984-April 1985.