



# Gender Equality in Public Administration: A Global Workshop



November 16, 2021 | 10:00am - 1:30pm ET, Virtual

Register at: [www.girl.pitt.edu/workshop](http://www.girl.pitt.edu/workshop)

#### Organized by:

Drs. Müge Finkel and Melanie Hughes  
Co-Directors, Gender Inequality Research Lab (GIRL)  
Joanna Hill, United Nations Development Programme

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#### University of Pittsburgh Sponsorship from:

Ford Center for Human Security  
Office of the Chancellor  
Graduate School of Public and International Affairs  
Global Studies Center  
Department of Sociology, Dietrich School of A&S

## Workshop Presenters

(in order of appearance)



**Dr. Ann E. Cudd**  
Provost and Senior Vice Chancellor  
University of Pittsburgh

Ann E. Cudd is the University of Pittsburgh's Provost and Senior Vice Chancellor. Appointed in September 2018, she has primary responsibility for all aspects of the University of Pittsburgh's academic mission. Her duties include supporting scholarly excellence among more than 4,600 full-time faculty members and student success among the University's nearly 35,000 undergraduate, graduate, and professional students on all five Pitt campuses. Dr. Cudd previously served as Boston University's Dean of the College and Graduate School of Arts and Sciences, which is the institution's largest college. Dr. Cudd is an accomplished teacher and scholar whose research explores themes of oppression, economic inequality, capitalism, and gender. Her philosophical interests—the focus of more than 50 books, articles, and chapters published under her name—span social and political philosophy, philosophy of economics, decision theory and feminist theory. She holds a Doctorate in Philosophy and two master's degrees—a Master of Arts in Philosophy and a Master of Arts in Economics—all earned from the University of Pittsburgh.



**Dr. Carissa Slotterback**

Dean, Graduate School of Public and International Affairs  
University of Pittsburgh

Named dean of the Graduate School of Public and International Affairs (GSPIA), University of Pittsburgh, in 2020, Dr. Slotterback formerly served as Associate Dean of the Humphrey School of Public Affairs at the University of Minnesota. She is widely recognized for her research and teaching on public engagement and decision making in environmental, land use, and transportation planning. She has led a number of initiatives focused on interdisciplinary and engaged research and education, and has held a number of leadership roles with the Association of Collegiate Schools of Planning.



**Gülden Türköz-Cosslett**

Deputy Assistant Administrator and Deputy Director  
Bureau of External Relations and Advocacy, UNDP

Ms. Gülden Türköz-Cosslett, a national of Turkey, is the Deputy Assistant Administrator and Deputy Director, Bureau of External Relations and Advocacy, UNDP since February 2015. Prior to this, Gülden was the Director of Programmes with UN Women. She has also served in the Office of the UN Deputy Secretary-General as Senior Advisor on System-Wide Coherence, where she led the Transition Team supporting the establishment of UN Women. Prior to that, Gülden served as the UN Resident Coordinator/UNDP Resident Representative in Albania where she led the delivering as One UN initiative. Before that she was Team Leader for the Central Asia Cluster in UNDP's Regional Bureau for Europe and the Commonwealth of Independent States. Earlier in her career, Gülden worked with the Executive Office of the Administrator as Programme Specialist, Portfolio Manager in UNOPS Regional Office in Kuala Lumpur Malaysia, and UNCDF. Gülden holds a Master's of International Affairs degree from Columbia University's School of International and Public Affairs.



**Dr. Müge Kökten Finkel**

Co-Director, GIRL - Gender Equality Research Lab  
University of Pittsburgh

Dr. Müge Kökten Finkel is the Co-Director of the Gender Inequality Research Lab (GIRL) at the University of Pittsburgh, the Interim Director of the Ford Institute for Human Security, and a faculty member at the Graduate School of Public and International Affairs. Her expertise includes gender and development, poverty and inequality, and Japanese politics. Previously, she worked as a Social Development Specialist for the MENA Region at the World Bank. Since 2015, she has been collaborating with the United Nations Development Programme (UNDP) to analyse global trends in gender equality in public administration (GEPA). She is the co-author of the 2021 global report *Gender Equality in Public Administration*, a collaborative effort between UNDP and the University of Pittsburgh. Dr. Finkel holds a Ph.D. in Political Science from the University of Virginia.



**Dr. Melanie M. Hughes**

Co-Director, GIRL - Gender Equality Research Lab  
University of Pittsburgh

Melanie M. Hughes, Ph.D., is Professor of Sociology and Co-Director of the Gender Inequality Research Lab (GIRL) at the University of Pittsburgh and Sociology Program Director at the National Science Foundation. She is one of the world's foremost experts on the political representation of women worldwide. Much of her work predicts variation in women's legislative outcomes across countries. Data collection, measurement, and methodology are a prominent focus of Dr. Hughes's research. She has published datasets on women's political representation, legislative gender quotas, and women's international organizations. Dr. Hughes also works to connect her research to policymakers, practitioners, and the public. From 2013-14, she consulted with the U.S. Agency for International Development (USAID) to improve measurement of women's political leadership, and since 2015, she has collaborated with the United Nations Development Programme (UNDP). She is the co-author of the 2021 global report *Gender Equality in Public Administration*, a collaborative effort between UNDP and the University of Pittsburgh. Dr. Hughes holds a Ph.D. in Sociology from The Ohio State University.



**Raquel Lagunas**

Director, Gender Team  
UNDP

Raquel Lagunas is the Director of the Gender Team, UNDP, based in New York. Raquel has more than 25 years of experience working on gender equality in different development settings. She led the publication of the [UNDP and University of Pittsburgh global report on Gender Equality in Public Administration](#) with Dr. Müge Finkel and Dr. Melanie M. Hughes (University of Pittsburgh), and the [COVID-19 Global Gender Response Tracker](#) initiative with UN Women and University of Pittsburgh. Previously she served as Senior Policy Advisor on Gender Mainstreaming for UNDP in New York, creating and leading the [UNDP Gender Equality Seal](#). She has worked as a Gender Regional Advisor for UNDP in Latin-American, and Programme Officer in UNDP El Salvador, and advised governments and development Organizations, such as the World Food Programme, Office of the UN High Commissioner for Human Rights and IUCN. She spent 10 years in Latin America, and co-founded [America Latina Genera](#). She led a Master's Degree in the Gender Studies Programme at the Instituto Complutense de Estudios Internacionales (ICEI) and she has also served as a senior researcher for think tanks in Madrid, as teacher of a range of M.A. programmes, and she has lectured at SIPA/Columbia and Duke University. Raquel holds an M.A. in International Studies: Gender and Development, an M.A. in Sexual Sciences from Universidad de Alcalá, and B.A. in Philosophy from Universidad de Salamanca.



**Dr. Maria J. D'Agostino**

John Jay College of Criminal Justice  
City University of New York

Maria J. D'Agostino is a professor of public administration in the Department of Public Management at John Jay College of Criminal Justice, CUNY and co-director of Women in the Public Sector at John Jay College. Dr. D'Agostino's research has focused on women in public administration including two co-edited books and several journal articles. She received the 2019 American Society of Public Administration LGBT Advocacy Action Section Award for her co-authored publication, *Inclusive Work Practices: Turnover Intentions Among LGBT Employees of the U.S Federal Government*. She has collaborated as a

guest editor for the Women and Public Administration symposium published in *Administration and Society* and was the co-editor of the 2019 symposium, *#MeToo in Academia: Understanding and Addressing Pervasive Problems*, *Public Administration Review*. Recently she initiated a partnership with the New York City Gender Equity Commission.



**José Cruz Osorio**

LAC Regional Hub Manager  
UNDP

José Cruz-Osorio is Manager of UNDP's Panama Regional Hub in the Regional Bureau for Latin America and the Caribbean (LAC). Prior to Panama, José served as Team Leader of Core Government Functions in the Crisis Bureau and Team Leader of Responsive and Accountable Institutions within the Governance Division of the Bureau for Policy and Programme Support (BPPS), focusing on the restoration of state functionality in post-conflict countries, on the localization of the SDGs, and promoting rights-based approaches and gender equality in public administration. José brings over 20 years of

experience in leading and managing development operations across all regions and across multiple organizations. Prior to UNDP, he worked as a Senior Economics Officer with the UN Department of Economics and Social Affairs (UNDESA); and served as a Democracy Advisor with USAID in Mexico. José has completed post-graduate studies at Sciences-Po (Paris), graduate degrees from the University of Chicago and the Fletcher School of Law and Diplomacy, and an undergraduate degree from the University of California at Berkeley.





**Dr. Caroline Howard Grøn**

Aarhus University  
Denmark

Caroline Howard Grøn is Associate Professor at the Crown Prince Frederik Center for Public Leadership, Department of Political Science, Aarhus University, Denmark. Her expertise is on public management and leadership as well as leadership training and development. Currently, she is heading the development of a national leadership evaluation tool in Denmark with the Danish government, regions, and municipalities. She has previously published her research in journals such as Public Management Review, Review of Public Personnel Administration, and Journal of European Public Policy.

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**Andrea Quesada-Aguilar**

Gender, Sustainable Development, & Environment Specialist  
UNDP

Based in Costa Rica, Andrea Quesada-Aguilar is one of the leading gender and environment experts in Latin America. In the past 12 years, Andrea has been involved in numerous pioneer initiatives to ensure that climate change and biodiversity agreements, policies, programs and projects promote gender equality and women’s rights. As part of these initiatives, Andrea has lead international and national advocacy and capacity building efforts; supported various platforms to strengthen women’s networks; and worked in several research initiatives to promote gender sensitive environmental policies and implement gender responsive programs and projects in 14 developing countries in Latin America, Asia and Africa. Andrea holds a Master

of Science from the University of Pittsburgh.

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**Pelle Lütken**

Consultant, Governance and Peacebuilding  
UNDP

Pelle Lutken is an expert on rights-based governance, peacebuilding, social innovation and cross-sector partnerships. His experience spans across public and private sector, with a shared focus on design and implementation of sustainability programmes in +40 countries across all regions. Over the past 15 years Pelle has worked with a variety of organizations, including UN agencies such as ILO and UNDP, in Copenhagen, Geneva, Santiago de Chile, Damascus, Amman, and New York. Pelle has played a key role in the design, monitoring and *localization* of the global Sustainable Development Goals. His primary role has been to forge and leverage innovative partnerships to address environmental sustainability, gender equality and improve living conditions in

fragile settings. Pelle holds a B.Sc. in International Development Studies and a Postgraduate in Corporate Sustainability from the University of Geneva.

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**Dr. Jennifer Piscopo**  
Occidental College  
United States

Dr. Jennifer M. Piscopo is Associate Professor of Politics and Director of the Center for Research and Scholarship at Occidental College in Los Angeles, California. Her research on gender and women's political representation and participation has appeared in over twenty peer-reviewed journals and numerous edited volumes. She consults regularly for international organizations and national governments on how to boost the numbers of women in elected office. Recently for UN Women, she co-authored two reports on women leaders and COVID-19 response and recovery. Her writing on women and political empowerment has appeared in outlets such as *The New York Times*, *The Washington Post*, *The Los Angeles Times*, *The Boston Review*, *Ms. Magazine*, and *The Smithsonian*.

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**Silke Luise Staab**  
Research Specialist, Research and Data Section  
UN Women

Dr. Silke Luise Staab is a research specialist at UN Women, New York, and co-author of several of the organization's flagship reports, including *Progress of the World's Women: Transforming Economies, Realizing Rights* (2015), *Women's Rights in Review 25 Years after Beijing* (2020) and *Beyond COVID-19: A Feminist Plan for Sustainability and Social Justice* (2021). Over the past year and a half, she has co-lead the development of the *UNDP-UN Women COVID-19 Global Gender Response Tracker* which monitors pandemic response and recovery measures from a gender perspective. Silke holds a Ph.D. in Politics from the University of Manchester. Her research on gender, politics and social policy has been published in *Development & Change*, *Feminist Economics*, *Latin American Politics and Society*, *Social Politics* and *Third World Quarterly*.

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**Ciara Lee**  
Adjudicator, Refugee Protection Division  
Immigration and Refugee Board of Canada

Ciara Lee has been an adjudicator with Canada's Immigration and Refugee Board since 2018, where she presides over hearings and renders decisions on refugee claims, in accordance with the UN Convention on Refugees, and for persons in need of protection. Prior to this, Ciara spent 5 years with the UN Development Programme, most recently with the Responsive and Accountable Institutions Team, focusing on policy, programming, and research around gender equality in public administration, civil service restoration in post-conflict settings, and access to information.

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**Dr. Sarah Lister**  
Head of Governance, UNDP

Sarah Lister is UNDP's Head of Governance and oversees policy and programme support to its governance portfolio globally, which includes electoral cycle support, parliamentary development, anti-corruption, legal identity, youth empowerment and disability inclusion. She has more than 25 years' experience working on democratic governance, including civic engagement, media and communication, social accountability, public administration reform and governance measurement. From 2015-2019 she was the Director of UNDP's Oslo Governance Centre where she led the team bridging research, policy and practice on governance and peacebuilding in transitional contexts, with a particular focus on SDG16.

Among other positions, she has also worked for BBC Media Action, the Afghanistan Research and Evaluation Unit in Kabul and the Institute of Development Studies, UK. She has lived and worked in Asia, Africa, Latin America and Europe. Sarah holds a Ph.D. and M.Sc. in Social Policy from the London School of Economics, and a B.A. in History from Cambridge University, UK.

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**Gender Equality in Public Administration Working Group students**, who as a group volunteer a total of 2,500 hours each academic year as researchers in the Gender Equality in Public Administration working group, co-sponsored by the Gender Equality Research Lab (GIRL@PITT) and the Ford Institute for Human Security. Fall 2021 GEPA Working Group members:

Apurva Balekar	Master of Public Administration 2023
Hannah Bisbing	Master of Public Administration 2023
Julian Burgan	Master of Public Administration 2022
Natalia Duarte-Mayorga	PhD Candidate - Sociology 2022
Leila Fadel	Master of International Development 2022
Carla Gómez	Master of International Development 2023
Francisco Hernandez	Master of International Development 2023
Laura Howe	Master of International Development 2022
Brianna Howell	PhD Candidate - Political Science 2022
Caroline Kimbro	Master of International Development 2022
Kristina Kiritchenko	Master of Public and International Affairs 2023
Katrina Lenhart	Master of International Development 2022
Tatiana Grinberg Limonic	Bachelor of Arts, Sociology and International and Area Studies, 2025
Alexandra Long	Master of Public Administration 2022
Dilek Tas	Master of Public and International Affairs 2023
Gifty Tawiah	Master of International Development 2022
Yu (Vannie) Wang	Master of Public Administration 2022
Xinyuan Zheng	Master of Public Administration and Master of Science in Information Science 2022