



A transformational approach to gender equality

KAREN CRAGGS-MILNE

Executive Director, Gender Equality Incorporated

Originally from Kenya, Karen is a White House recognized Gender Equality Changemaker (June 2016). Karen is a seasoned innovator who uses a transformational approach to gender equality and inclusion in her work with the international development sector and with private sector corporations. She brings over 17 years of diverse working experience working across multiple sectors and countries in Africa, Asia, Latin America, and North America. As a leading Canadian expert Karen is *the* go-to person for organizations seeking to understand and implement Canada's commitments to gender equality – domestically and internationally.

Karen's signature approach successfully positions her partners and clients as leaders and innovators in gender equality and inclusion. Over the course of 5 years Karen worked with one of the largest and most complex NGOs, Plan International Canada (8000 staff across over 71 offices in Latin America, Asia and Africa HQ, Regional, National and Country Offices) to promote gender equality and inclusion across all departments and functions. As an 'A player', she was instrumental in positioning Plan as a leader in gender equality and child rights through a number of special initiatives including designing programs for the Because I am a Girl Campaign. She also planned Annual Technical Roundtables focused on highlighting innovations in Gender Equality for specific sectors in collaboration with the Canadian government, leading sector experts and NGOs.

Karen currently serves as Global Group Director, Gender Equality, Inclusion & Business Development at the African Institute for Mathematical Sciences (AIMS). In this role, she works through the AIMS Secretariat to direct and oversee the institutionalization of gender equality and inclusion across a network of AIMS Centres in South Africa, Senegal, Cameroon, Ghana, Tanzania, Rwanda, Germany, Canada and the UK. This involves working closely with leadership, developing an institutional framework for gender equality, training staff, students and partners, developing department specific tools, securing gender equality partners, leveraging press and media opportunities. She is also the proud founder of the AIMS African Women in STEM Initiative, a game changing initiative to develop Africa's first pan-African Agenda for Women in STEM. This exciting initiative has received strong endorsement from the African Union as well as the African Development Bank, ensuring that AIMS will become 'the organization to go to' for current data, cutting edge reports and policy input on African women in STEM.

Karen's areas of specialty include: gender training, institutional gender audits, organizational and programming monitoring & evaluation, gender based analysis, gender integration and mainstreaming as well as gender policy and strategy development. Karen also develops customized tools and provides on-going technical coaching for individuals and organizations working on mainstreaming gender equality and inclusion effectively in multiple contexts.

Karen has earned a bilingual B.A. in International Studies with Honors from Glendon College, York University and a M.Sc. in International Development Management with Merit, from the London School of Economics, UK.