

Julie Dorf  
1332 Oxford Street  
Berkeley, CA 94709

[julie@dorf.org](mailto:julie@dorf.org)  
(415) 948-7494

Career professional in LGBTI human rights with strong interpersonal, analytical, and oral and written communication skills who is deeply committed to community service. Depth and breadth of experience in international human rights, philanthropy, global LGBTI advocacy movements and U.S. foreign policy abroad. Accomplished leader with 30+ years of experience and connections in the field.

## EDUCATION

**Bachelor of Arts in Russian & Soviet Studies and History,**  
Wesleyan University

## BOARDS

**PowerPAC** – Board, 2006 – present  
**Freedom to Marry Action Fund** - Board and Executive Committee Member & Treasurer, 2010 – 2016  
**Human Rights Watch/ LGBT Project Advisory Committee** - Member 2004 – present; Chair (2004-2006)  
**Charles M. Holmes Supporting Organization Foundation** – Trustee, 2005-2011  
**Human Rights Watch/Women's Rights Division** - Advisory Committee, 2001-2011  
**Intersex Society of North America** - Board & Treasurer, 2000 - 2003  
**Vanguard Public Foundation** - Board & Executive Committee, 2000 - 2001  
**Bay Area Council for Jewish Rescue & Renewal (formerly Bay Area Council for Soviet Jewry)** - Board & Executive Committee Member, 1993-1998  
**International Gay & Lesbian Human Rights Commission** – Board, 1990-1997

# JULIE DORF

## **GLOBAL LGBTI HUMAN RIGHTS ADVOCATE AND POLICY EXPERT**

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### PROFESSIONAL EXPERIENCE

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#### **Senior Advisor, Council for Global Equality, Washington DC 2008 – present**

Co-founder of the Council for Global Equality (GlobalEquality.org), a Washington DC-based coalition of thirty national human rights, LGBT and intersex organizations, working to ensure U.S. foreign policy and assistance is inclusive of sexual orientation and gender identity. Worked closely with Obama Administration policy makers to change the course of U.S. policy on the human rights of LGBTI people; advocated for and contributed to the formation of the 2011 Presidential Memorandum on global LGBTI issues, which functioned as the driver of new policy throughout all foreign affairs agencies coordinated by the National Security Council. Collaborated directly with and wrote memos and white papers about important advances for LGBTI people for many senior policy makers at State, USAID, Health and Human Services, Homeland Security, Defense, Treasury, and Justice Departments. Since 2016, continued work with senior officials to maintain prior policy advances and thwart regression by Trump Administration in coalition with a wide variety of NGOs, career foreign service officials, Congress, and foreign embassies.

Throughout the Obama Administrations, developed policy papers recommendations, and advocacy strategies together with coalition partners to create numerous and unprecedented Obama-era policy achievements including: appointment of an LGBTI Special Envoy at State Department; significant increase in foreign aid for LGBTI civil society; hosting of bilateral donor conference on LGBTI human rights resulting in a first-ever Joint Communiqué signed by 29 governments and multilateral agencies pledging support and leading to creation of the Equal Rights Coalition; use of economic, travel, and military sanctions against Egypt, Uganda, Ukraine, Gambia, and Russia for LGBT-related human rights abuses; development of LGBTI “toolkit” for U.S. Embassies; creation of first process for gender marker changes on U.S. passports; passage of bipartisan Senate resolution condemning anti-gay bill in Uganda and anti-gay purge in Chechnya; creation of designated LGBT Rights section in annual human rights report to Congress; and regular high-level input on international LGBT rights issues to National Security Council and the State Department.

Trump-era work has included expanded use of sanctions authorities to target Chechen and Tanzanian officials; conception and introduction of the GLOBE Act (Greater Leadership Overseas for the Benefit of Equality Act) in Senate and House; protection of foreign assistance for

## ADVISORY BOARDS & COMMUNITY INVOLVEMENT

**Biden-Harris Policy Committee** - Volunteer

**Justice Works, a project of the American Bar Association** - Advisor, 2016 - present

**Robert Carr Networks Fund/Aids Fonds** - Reviewer for 2015 grant selection

**German Marshall Fund** - selection committee for LGBT fellows, 2013-2014

**Arcus Foundation's Russia Freedom Fund / ILGA-Europe's Russia Freedom Fund** - Advisory Committee member, 2014-present (conceived of and raised money for this emergency fund, which has distributed nearly \$2M).

**Freedom House's Dignity for All LGBTI Assistance Program** - Advisory Group Member, 2013-present (worked with State Department to conceive of and implement consortium for this multi-million dollar program which aids human rights defenders and funds emergency advocacy campaigns).

**Amsterdam Network** - founder and member, 2011 - present

**Horizons Foundation** - Advisory Board Member, 2011-present

**J-Street Political Action Network** - Member of Northern CA Finance Committee, 2009 - present

**OutRight International (formerly International Gay & Lesbian Human Rights Commission)** - Int'l. Advisory Board, 2005-2012

**Past:** Civil Marriage Collaborative, Strategy Committee, 2006-2009; International Human Rights Funders Group, representative for Horizons Foundation, 2005-2009; Jerusalem WorldPride, U.S. Co-Chair, 2006; Pink Triangle Coalition for Coordinating Affairs Relating to Nazi Persecution of Gay Men and Lesbians, co-founder and coordinator, 1998-2005; The Astraea National Lesbian Foundation, Endowment Committee Member, 2000-2002; Global Fund for Women, International Advisory Council Member, 1994-2008; International Lesbian and Gay Association (ILGA), Secretariats' Committee member, 1993-1996; Harvard School of Public Health, AIDS, Health and Human Rights Advocacy Group Member, 1993-1994; Stonewall 25, Executive Committee Member, 1993-1994

LGBTI populations through appropriations process and career officials; suing Department of State Commission on Unalienable Rights for FACA violations; and repeated attempts to minimize the damage of rollbacks related to refugee and asylum, reproductive rights and transgender rights in domestic and foreign policy.

**Convener, Equality Without Borders Donor Initiative 2017 - present**

Serve as primary advisor to a private group of individual high-net worth donors. This donor table has to date contributed nearly \$10M to LGBTI organizations and projects in over 50 countries, ensuring the success of numerous milestones in the LGBTI movement, including marriage equality, decriminalization, and various other legal and legislative victories. Movement building grants have focused on innovative capital investment approaches such as building purchases and livelihoods projects. Convene donors for annual presentation of a philanthropic strategy for investing in movement-building, development, and policy work, resulting in significant investments. Vet proposals, write docket, and support 50+ organizations with funding and expertise. Travel with donors to create learning opportunities about the LGBTI rights movement around the world.

**Philanthropic Consultant, Arcus Foundation 2015 - 2017**

Supported Foundation staff in the initial first-year phase of an individual donor initiative aimed at encouraging new funding for international LGBT rights efforts. Wrote landscape report suggesting funding strategy options for small group of major donors, organized informational briefings with activists, worked with donors to develop their funding priorities, and prepared initial docket of funding resulting in initial commitments totaling over \$1.5M to 16 LGBT groups in 14 countries throughout Asia, Eastern and Central Europe, and Latin America.

**Non-Profit and Philanthropic Consultant 2006 - 2008**

Provided consulting services focused on human rights strategy and program development, docket preparation, planned giving, and organizational development. Clients included: Arcus Foundation, Astraea Lesbian Foundation for Justice, Equal Justice Society, Global Fund for Women, Horizons Foundation, J-Street/Fenton Communications, Open Society Institute, and the LGBT Foreign Policy Project (the precursor to the Council for Global Equality).

**Director of Philanthropic Services and Development, Horizons Foundation, San Francisco 2002 - 2008**

Philanthropic advisor for over 50 donor-advised funds and three field-of-interest funds at the largest U.S. LGBT community foundation. Re-built and enhanced donor-advised fund program, tripling the amount of annual grantmaking from these funds, resulting in millions of dollars in grants. Worked actively and frequently with individual donors and organizations on strategic and wide-ranging docket preparation for LGBT and other social justice issues, and creatively connected individual values to giving plans, including both political and charitable grantmaking. Worked with attorneys, financial advisors, and donors on planned gifts, and served as trustee. Convened and facilitated donor circles on civil marriage and LGBT independent film. The marriage donor circle funded participation in the National Civil Marriage Collaborative (CMC), a group of funders that invested millions of dollars in marriage equality around the United States. Represented Horizons Foundation at the CMC, conducted site visits to state-wide LGBT organizations, and served on the CMC Strategy Committee. Created and produced high-quality donor education programs. Managed fund development team responsible for all fundraising and communications activities including foundation, corporate, major donor, event, online,

website, newsletter, annual report, electronic news, and media relations.

### **Non-Profit and Philanthropic Consultant**

**2001 – 2002**

Provided consulting services to non-profit organizations and foundations including program development, docket preparation, research, organizational development, executive search, and other services. Clients included the Vanguard Foundation, the Open Society Institute, and Global Exchange.

### **Vice President-at-large, The Vanguard Public Foundation, San Francisco**

**2000 - 2001**

As member of the staff and board, actively participated in the leadership team of this politically progressive, community-based foundation, with annual grant-making budget of \$3 million. Managed donor-advised funds including research and docket preparation. Established new donor-advised funds and created educational programs for donor-activists to keep them informed and active in the work of the foundation and related social justice issues primarily focused on issues of race and economic injustice. Led board committee on political initiatives. Oversaw operations, including information systems, grants management, and staff communication. Participated in grantee evaluation and program development.

### **Founder and Executive Director, OutRight Action International (formerly the International Gay & Lesbian Human Rights Commission)**

**1990 – 2000**

Founded and led pioneering international human rights organization combating human rights abuses globally on the basis of sexual orientation, gender identity and HIV status. Responsibilities included: public policy, advocacy, fundraising, organizational development, personnel, fiscal management, board relations, and public relations for non-profit organization.

Achievements include:

- Envisioned, created, and built a sustainable and thriving international institution
- Developed budget to \$1 million annually, grew staff size to 16 full-time positions, and established offices in New York and San Francisco
- Significantly raised profile of and attention to LGBT human rights issues among international human rights organizations, including Human Rights Watch and Amnesty International
- Spearheaded efforts to increase awareness of and attention to LGBT human rights issues at the United Nations including at World Conference on Women
- Strategically planned and implemented successful social change campaigns in multiple countries, including elimination of sodomy laws, release of unjustly held prisoners, and reduction of homophobic violence
- Established and implemented organizational philosophy for work with local activists and leaders rooted in respect, collaboration, and responsible solidarity
- Established funding program for LGBT groups in developing countries (the Astraea International Fund for Sexual Minorities)
- Created a coalition to work on restitution issues for gays persecuted by the Nazis
- Served as the elected Action Secretariat for International Lesbian and Gay Association (ILGA) for six years
- Developed and mentored scores of young community leaders