Shailee Chaudhary
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1. Career Summary

A passionate human rights advocate with almost a decade of experience championing the rights of socially excluded groups, with a focus on women, LGBTQI+ rights, caste justice, and social inclusion. Proven expertise in community-driven strategic initiatives, network building, legal and policy reforms, and program management to promote human rights and social justice. Adept at leading multi-stakeholder projects and grassroots programs from a rights-based approach.

2. Key Skills

- Public Speaking, Facilitation, and Event, Program, and Project Management
- Evidence-Based Research for Legal & Policy Reform
- Team Leadership and Capacity Building
- Strategic Partnerships & Stakeholder and Community Engagement
- Digital Literacy (G-Suite & MS Office), Media, Content Development, and Media Campaigns
- Languages: English, Nepali, Hindi, Bhojpuri

3. Professional Experience

Chief Operating Officer
Global Migrant Workers Network April 2026 - present

- Establish operational infrastructure across eight pillars: governance, finance, HR, programs, membership, communications, resource mobilization, and organizational learning for a nascent international network on migrant worker rights.
- Ensure legal compliance by reviewing founding documents, maintaining a compliance calendar, and streamlining Board processes, including AGM preparation and conflict-of-interest policy.
- Set up accounting systems (QuickBooks), Finance & Procurement Manual, budget tracking, cash flow controls, donor reporting templates, and audit trail for external audits and Kenya NGO Board requirements.
- Formalize HR structures: mapped roles, employment contracts compliant with Kenya Labour Law, HR Policy Manual (leave, performance, conduct, grievance, safeguarding), performance management cycle, and onboarding.
- Develop project management systems, including MEL framework, workplan templates, grants management tracker, and annual organizational work planning.
- Build a membership database, onboarding protocol, member engagement tracking, dispute resolution process, and network mapping tool.
- Lead communications infrastructure: Microsoft 365 organization, document management, branding guidelines, website/social media refresh, knowledge base, and data protection policy.
- Map key stakeholders (UN agencies, ILO, IOM, donors, coalitions); developed partnership framework, resource mobilization strategy, donor tracker, and proposal templates; represented GMWN in international forums (ILC, regional platforms).
- Conduct organizational assessment, created SOPs, compiled Operations Manual, trained staff, and established quarterly review cycles to document institutional learning.

Legal Intern
Max Planck Foundation for International Peace and Rule of Law Nov 2025 – Jan 2026

- Conducted advanced comparative legal research on transitional justice, judicial ethics, and constitutional law across South Asia (India, Nepal, Sri Lanka), producing analytical briefs.
- Supported the development of a Trainers-of-Training (ToT) manual for the Bar Association of Sri Lanka by foundational research on ‘crisis’ law and Human Rights-Based Approaches (HRBA).

- Compiled and analyzed over 10 international judicial codes of conduct, creating a comparative matrix to advise the Sri Lanka Judges Institute on potential reforms.
- Drafted critical project documents, including a situational analysis for Nepal and a legal translation of the Gen-Z Accord.
- Provided technical assistance by formatting a research paper according to the Chicago citation style and sourcing academic literature on EU-Vietnam fisheries cooperation.

Queer Officer
Graduate Student Association, University of Melbourne (GSA) May 2025 – March 2026

- Elected to represent and advocate for LGBTQIA+ graduate students at the University of Melbourne.
- Served on the GSA Representative Council, contributing to student governance, equity policy discussions, and strategic decision-making.
- Led initiatives that promote inclusion, mental health, participation, safety, and stronger protections against discrimination for queer students across the university.
- Ideated and facilitated events and workshops on LGBTQI+ rights, intersectionality, and (legal) challenges faced by the LGBTQI+ community in Australia and beyond.
- Collaborated and partnered with university leadership, community groups, and student networks to amplify Queer voices and visibility, promoting thought leadership throughout university initiatives.
- Fostered dedicated spaces for peer-support networks, social events, and mentorship programs for Queer students.

Director of Programs
Dalit Lives Matter Global Alliance, Nepal May 2022 – Dec 2024

- Ideated "*Youth Action for Human Rights, Justice, and Dignity*" campaign to empower over 50 youths as Dignity Defenders in Lumbini and Madhesh Provinces of Nepal.
- Conceptualized and produced "*Caste Conversation*", a 12-episode Television Show, directly engaging over 84 youths.
- Organized Conference "*3rd Koshi Province Conference on Promoting the Role of Elected Representatives in Advancing Dalit Rights"* to facilitate a platform to exchange knowledge and share the lived experiences, challenges, and opportunities of Dalit Representatives from the Koshi Province.
- Launched strategic programs on caste, implementing demand-driven initiatives like *Inclusive Learning Spaces*, School Enrolment, Free Tuition Classes, benefiting over 1000 Dalit children.
- Organized "*Paint the Revolution*" campaign, coordinating with 30 artists to create 20 murals in Nepal's capital city.
- Reviewed the *Caste-Based Discrimination and Untouchability (Offence and Punishment) Act, 2011,* to evaluate the Act's ongoing efficacy, relevance, and alignment with the current socio-legal landscape.
- Facilitated the research "*Inclusive Policies, Exclusionary Outcomes*" to analyze the political representation (electoral victory and candidacy) of Dalits, women, LGBTQI+ individuals, and people with disabilities during the 2017 and 2022 election cycles in Nepal.
- Conducted a desk study to understand the intricacies and nuances of *Underprivileged Labor Migration to India.*
- Surveyed over 150 Dalit families across Nepal under the *#PeoplesVaccine* campaign to examine the accessibility of COVID-19 vaccines, healthcare services, and quarantine services for marginalized communities.
- Engaged with (Dalit) elected representatives from Koshi, Lumbini, Bagmati, and Gandaki Provinces to draft and enact a comprehensive *Dalit Rights Bill* in respective provinces.
- Collaborated with stakeholders, community members, and elected representatives at the federal level to ensure the proposed *Federal Civil Service Bill* of 2022 embodies inclusivity and responsiveness to the needs and aspirations of the Dalits.

- Collaborated with local CSOs, government officials, and international partners to implement strategic initiatives aligned with Nepal's national priorities on SDG 5: Gender Equality and SDG 10: Reduced Inequalities and other intersecting SDGs.
- Led a team of program officers to implement the community initiatives and projects on Caste issues across Nepal.
- Advised the organization's board on drafting organizational policies, strategies, and plans.

Program Officer
Samata Foundation, Nepal Nov 2021 - April 2022

- Mainstreamed Gender Equality and Social Inclusion (GESI) in 5 program components.
- Led 10 grant writing and 5 content development projects for publications to advance Dalit Rights.
- Implemented over 20 rights-based community programs and policy discussions.

Project Officer
Samata Foundation, Nepal July - Oct 2021

- Facilitated three research studies: "Implementation and challenges of the fundamental rights guaranteed in the Constitution", "Implementation and Challenges of Nepal's Fifth National Action Plan on Human Rights", and "Implementation Mechanism of International Treaties and Human Rights Obligations".
- Managed the "Quest for Dignity" project (USAID and fhi360), engaging over 1 million beneficiaries.
- Organized youth engagement activities to support conversation in civic spaces, reaching 16,000+ attendees through Samata Dialogue Series and 1,500+ participants through video and essay competitions.
- Facilitated provincial-level dialogues in Bagmati, Karnali, and Sudurpaschim Provinces and national dialogues and national conference in the capital city of Nepal, convening over 400 elected (Dalit) representatives on caste dignity and caste-based violations.

Chairperson
Sanskriti, Nepal Dec 2017 to Dec 2021

- Designed and implemented over 50 social justice programs, empowering 1000+ youth through skills training.
- Led donor engagement, fundraising, and local government collaborations with over 1000 stakeholders.

4. Educational Qualification

- **Master of Human Rights Law (In Progress – Expected Apr 2026) |** *Australia Awards Scholar*
  Melbourne Law School, The University of Melbourne, Australia
- **Master of Business Studies (2020)** | Finance
  Tribhuvan University, Nepal
- **Bachelor of Business Studies (2017)** | Finance
  Tribhuvan University, Nepal

5. Awards and Scholarships

- Australia Awards Scholarship Recipient, 2025.
- Full scholarship for the Women Deliver 2023 Conference.
- Honored by Birgunj Chamber of Commerce and Industries, Consulate General of India, Birgunj, and Hari Khetan Multiple Campus, Birgunj, for academic excellence.

6. Conference, Fellowships, and Training

- 'Better Together 2025', Australia's 7th national Rainbow Community Conference, organised by the Equality Project.
- Seminar on 'The ICJ's Climate Advisory Opinion: Initial Reflections and Responses', presented by Dylan Asafo, Rohan Nanthakumar, Professor Jackie Peel, and Professor Margaret Young, organized by the Melbourne Law School.
- Seminar on 'Law and Disorder: Reflections on the United Nations at Eighty', presented by Professor Tony Anghie, organized by the Melbourne Law School.
- Seminars on International Women's Day with Vicky Welgraven AM and International Day of World's Indigenous Peoples with Prof Anne Poelina, and Workshops on Creating Safe and Equitable Workspaces and Understanding Primary Prevention of Violence Against Women, organized by Australia Awards – South Asia & Mongolia.
- 'All Peoples are Equal Speaking Tour' organized by the Indigenous Law and Justice Hub at the Melbourne Law School.
- 'Professional Fellows Program on Governance and Society' 2025: Selected Recipient (Declined due to clash with Australia Awards Scholarship).
- Delegate, Women Deliver 2023 Conference, Rwanda.
- Participant, International Youth Conference 2023 – UN-Habitat Partnered Event.
- OHCHR Youth Human Rights Advocates Training – focused on caste-based discrimination.
- Panellist at Multiple Forums – Including Women Achievers Award 2023, Women's Leadership Conference 23, Born with Pride Conference 2022, Janakpur Literature Festival 2.0, and Tackling Hate Speech Together (UN Nepal).
- Online Courses - Engendering Citizenship, Human Rights in the context of Global Citizenship Education, Global Citizenship Education for Youth, Media and Information Literacy for Empowerment and Advocacy, Critical Media Literacy, Gender and Feminism 2020, Digital Storytelling Workshop 2020, Comics Ahead (a workshop by British Council and UN Nepal).
- Bites Speaker in WOW Virtual Nepal 2020 and WOW Madhesh 2019 (British Council Nepal).

7. Media Publication

- Setopati: *Nepal's thirst and The Hague's Verdict: When climate justice dries up*
- Setopati: *Seen but not heard: The silence of law in recognising disability dignity in Nepal*
- Online Khabar: "*Is Nepal prepared to save the grassroots population from another Covid-like outbreak in the future*?"
- "*Dreams* of *Equality*", a book by FES Nepal: "*Shailee, what do you want to be*?"
- Body & Data blogs: "*Internet Access, Digital Rights and Privacy in Madhesh*".
- WOW Madhesh 2019: "*I am #NotSoSanskari*" (British Council Event Transcript)

8. Volunteer Experience

- Advised UN Women's research "*The National Study on Violence against LGBTQI+ population in Nepal*" as a reference group member to provide strategic oversight and quality assurance of the entire research process, including the participation of LGBTIQ+ persons/organizations in research design, formative processes, and validating the results.
- Acted as Former Deputy Chairperson, *Possible Nepal*, a research-based organization focusing on community health, mental health, reproductive health, and intimate partner violence.
- Founding Member, COVID Action Team.
- Co-Organiser, TEDxBirgunj 2016 and 2018.
- Mentored and Facilitated Youth Workshops - Workshops on menstrual health, digital rights, and youth leadership in Nepal.
- Relief and Rescue Work during Saptari floods (2017) and Bara-Parsa tornado (2019) in Nepal.