

Facilitator's Short Biography

Dr Anne Stephens, (PhD, MBA) is a sociologist and evaluator and the Co-Founder and Managing Director of Ethos of Engagement Consulting. Anne is the Vice President of the Australian Evaluation Society and has served on their board since 2021. Anne is a qualified teacher, lecturer and researcher. She is author of one book and has over 60+ journal articles, reports and conference papers, has presented at dozens of conferences and lectured at two Australian Universities in a career spanning nearly 30 years.

Anne has worked for the Queensland and Victorian governments, UN Women and Australian and International NGOs as an evaluation consultant. She is presently an M&E manager with the Australian Pacific Labour Facility which oversees the Pacific Australia Labour Mobility Program. She was also the co-lead of a year-long project to produce a Guidebook for the ASEAN on gender-sensitive and victim-led responses to Trafficking in Persons. This work, in which this proposal is based, involved the development of an M&E System using the techniques of applied Inclusive Systemic Thinking, an approach to systems thinking developed by Anne and co-presenter Ellen Lewis (see below).

Dr Ellen Lewis (MA, PhD) is a global consultant based in Portugal, specializing in systems thinking, organizational development and evaluation for over 30 years. She collaborates with academia, public and private sectors, NGOs, and community organizations, focusing on gender equality, biodiversity, and inclusion. She teaches and consults in English and Spanish emphasizing curriculum design and capacity building. She currently consults and teaches systems thinking at the University of Exeter and the University of Birmingham and is a visiting scholar at the University of Hull's Center for System Studies and is active in the global development sector designing curriculum, evaluation, training, working with communities and building capacity for public and private sector staff and rural populations.

Central to Ellen's global consulting work is her use of 'inclusive systemic evaluation/thinking' (IST), which is a flexible collection of analytical systems and tools which explore the interrelationships between Gender (non-binary), Environments (ecological and contextual) and Marginalised voices (human and non-human), referred to as the GEMs. A key aspect of this approach is the use of boundary critique to foster inclusion, dialogues and to better understand the interrelationships and perspectives between what are considered 'facts' and those based on 'values'. Boundary critique, based in systems thinking, provides individuals, groups, communities, and organizations ways to reframe conversations about what is currently occurring, what might be a new direction and the choices to be made for systemic change.

Jill Thomas is a senior consultant evaluator and analyst with experience spanning international development (counter people trafficking), mainstream and indigenous health care, gender equity, research and higher education. She is curious, observant and has excellent critical thinking, analytical, problem solving and evaluative skills.

As both an evaluator and systems analyst, Jill has significant experience in designing and implementing monitoring and evaluation frameworks, projects and organisational systems to enable timely, credible and evidence-based solutions and decision making. Jill has experience in organisations that set policies, determine priorities and allocate funding, as well as those delivering services who seek to understand community needs and program impacts. Jill is also involved in evaluation capacity building projects and is Chair of the Australian Evaluation Society Pathways Committee.

Jill has a Masters of Evaluation, a Masters of Business Information Systems and Bachelor of Education and is Chairperson of the Pathways Committee for the Australasian Evaluation Society and an honorary fellow with the Centre for Program Evaluation at the University of

Melbourne. Jill is based in Victoria, Australia and is a committed environmental conservationist working with local volunteer groups protection and restoration of native landscapes.