



# VENIKA MENON

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## SUMMARY

*Venika is a public policy professional with an expansive skill set, which includes research, account management, project implementation, fundraising, etc. Having studied, interned and worked across four countries (India, Ghana, USA & France), she has demonstrated her self-starter attitude and ability to contribute to diverse environments. Armed with a four-year degree from a leading liberal arts institution in the US, stellar academic record, proven leadership skills and extensive work experience, she is poised for taking on challenging projects.*

## WORK EXPERIENCE

### **Communications, Monitoring & Evaluations Officer, Challenging Heights**

Winneba, March 2020 – Present

*Challenging Heights is a Ghanaian NGO which works to stop child trafficking, end child slavery, and promote children's rights.*

- Drove accuracy in reporting and inter-departmental transparency by building the first online database that tracks 30+ parameters related to the livelihood, rescue, recovery, and reintegration process which were determined by interviewing department managers, identifying key factors required for grants and by donors, and benchmarking against other anti-trafficking organisations
- Monitored these programmes through the database and communication with managers to spot inefficiencies, such as inadequate data collection pre-rescue, and timeline delays in the rehabilitation process, and assessed progress on target outcomes, which led to a 18% increase in the number of children rescued in 2020 from the previous year
- Spearheaded more detail-oriented donor and stakeholder communications, through newsletters and donor reports which led to a 11% increase in funding in 2020, despite significant covid-related challenges
- Authored and designed informative Annual Reports for 2019 and 2020 which included a comprehensive breakdown of our livelihood activities and a project-wise expenditure breakdown for the first time
- Conducted policy research projects to develop the narrative and direction of the 10-year strategy plan (2020-2030) on topics like i.) labour, anti-trafficking, child protection laws across the world, cases of their abuse in the global corporate supply chain, and each country's approach to tackling the issue; ii.) impacts of climate change on supply chains across the world as an exacerbating factor leading to labour abuse
- Offered a promotion to the position of "International Partner Liaison" after 7 months

### **Research Consultant, World Bank**

New Delhi, September 2019 – November 2019

- Analysed primary data from 14 public Higher Education Institutions (HEI) in Madhya Pradesh for 5,000 students in remedial classes to study the impact on retention rates of students from lower castes, particularly women.
- Authored a note to the state government of Madhya Pradesh which recommended including more co-educational HEIs in the study to enable a comparative gender analysis, adopting best practices such as mandatory pre and post testing and collecting student feedback, etc.

### **Client Associate, Perry Davis Associates**

New York, August 2018 – June 2019

*PDA is a private international fundraising consulting firm, specializing in developing non-profits through capital campaigns, board development and staff training, back-office administration, and event production.*

- Developed fundraising and communications strategy on several multi-million-dollar campaigns, including a successful \$8M capital campaign, by:
  - Interviewing board members, organisational heads, and other key figures to understand their expectations, their desired involvement, complications in fundraising, and logging information for organisational clarity
  - Driving better donor targeting by creating prospective donors' profiles, including giving history, employment details, familial affiliations, etc., to determine giving capacity and willingness to give
  - Charting the giving history of foundations and identifying whose patterns of donation indicate alignment with the client's campaign and developed compelling customized proposals and letters of inquiry
  - Creating timelines and project roadmaps with key deliverables for each department for internal and client use

- Led logistics and budget management of high-profile events including the announcement of a NY public charter school expansion, gala dinners for international organizations, and board events
- Promoted after four months from “Research Associate” to a client-facing role

**Case Management Task Force Intern, International Rescue Committee**

New York, October 2017 – March 2018

*The International Rescue Committee responds to the world’s worst humanitarian crises and helps people, whose lives and livelihoods are shattered by conflict and disaster to survive, recover, and gain control of their future.*

- Created materials for presentations and edited participant workbooks in English and French, for international case management coaching and supervision trainings in Jordan, Uganda, and Burundi in collaboration with UNICEF, with involvement from 60 Child Protection officers from eight countries
- Analysed the differences in the pre and post training test results, and co-authored the summary review of the 3 workshops to highlight the impact, limitations and key take-aways for each group

**Research & Editorial Intern, OneWorld Foundation India**

New Delhi, May 2017 – July 2017

*OneWorld works with other NGOs and the government in the field of Information and Communication Technologies (ICTs) for sustainable development and human rights.*

- Researched best practices in India and compiled over 150 case studies with regards to the UN’s Sustainable Development Goals for the website, and the radio show, *Ek Duniya, Ek Awaaz*, which airs on All India Radio, the national public radio broadcaster of India

**EDUCATION, AWARDS & LEADERSHIP HIGHLIGHTS**

**Sarah Lawrence College (SLC), New York**

August 2014 – May 2018

Bachelor of Liberal Arts; GPA: 3.68/4.00

- Dean’s Scholarship, 2014 – 2018
- SLC Leadership Series Award, 2015 and 2018
- Natalie A. Gross Legacy Award, 2018
- Study abroad program for French immersion, France, 2016-2017

**Senior Class Co-President and Member, Board of Trustees**

September 2017 – May 2018

- Elected to liaison between students, faculty, administration and Board members
- Raised \$90,000 for the Senior Gift Committee through donor outreach, fundraising events and incentive programs
- Acted as a voting member on Student Senate and Student Activity Subcommittee, hosted town hall meetings and planned large scale fundraising and social events

**Member, Sexual Assault Task Force**

January 2014 – May 2016

- Structured the implementation of the changing sexual assault policy on campus

**PUBLICATION**

**Co-Author of “Access to Housing Rights and Property Rights for Women”, *Indian Journal of Public Administration***

August 22, 2019

- Executed the following alongside Dr. Bijayalaxmi Nanda, acting Principal and Professor of Political Science at Miranda House, from March 2017 to February 2018:
  - Reviewed government policies, programmes, schemes, resolutions and court orders/judgments regarding housing and ownership of property for women and bank loans in consultation with a lawyer
  - Held focus group discussions in the National Capital Region with women (across income categories), women’s groups and other civil society agencies on the topic of property ownership
- Analysed the above and concluded that though there are many progressive laws and judgements that work towards securing women’s right to equal access to property, in practice, there is a lack of awareness of such regulations and in most cases, the men of the family exercise single-handed control in this sphere