

## **Douglas A. Johnson**

Carr Center for Human Rights Policy  
Harvard Kennedy School  
P.O. Box 14, 79 JFK St  
Cambridge, MA 02138  
(617) 495-8299  
Douglas\_Johnson@hks.harvard.edu

---

### **Education**

**Yale School of Organization and Management**, Yale University, New Haven, Connecticut. Master's in Public and Private Management (MPPM), 1988. Teaching Assistant in Data and Statistics.

**University of Minnesota**, Minneapolis, Minnesota. Master's Program in political philosophy and ethics, 1975-1976. Uncompleted.

**Proyecto Lingüístico Francisco Marroquín**, Antigua and Huehuetenango, Guatemala. Intensive Spanish language training, summer 1975.

**Macalester College**, St. Paul, Minnesota. B.A. cum laude, Philosophy, 1975. President, Class of 1971. Member of Community Council. Fellowship, Minnesota Chapter, World Federalist Association.

### **Experience**

**Lecturer in Public Policy, 2013 to present**

**Faculty Director of the Carr Center for Human Rights Policy, Lecturer in Public Policy, Harvard Kennedy School, Cambridge, Massachusetts. 2013 to 2017**

- Responsible for planning the teaching of human rights practice and theory at the Harvard Kennedy School
- Responsible for developing, supporting, and overseeing the research activities of faculty affiliated with the Carr Center for Human Rights Policy
- Responsible for strategic planning and fund raising for the Carr Center for Human Rights Policy
- Mid-Career (MPA) Admissions Committee
- Co-Director of the Project on the Costs and Consequences of the U.S. Decision to Use Torture as a Weapon of War

**Executive Director, Center for Victims of Torture; Minneapolis, Minnesota.  
May 16, 1988 to January 31, 2012**

- First Executive Director of first treatment center for torture victims established in the U.S. UN registered international non-governmental organization that provides care for victims of government-sponsored torture; conducts research on the long-term impact of torture and effective care; organizes training of other professionals in the U.S. and abroad; and undertakes policy efforts to commit the U.S. and other institutions in the work against torture and in aid of survivors of torture. Known as the preeminent treatment center in the US, CVT supports, with funding and technical assistance, all 33 rehabilitation centers in the US and 17 centers abroad. In 1998, CVT began direct interventions among torture survivors in West Africa, training nearly 200 refugees to function as trauma counselors and developing a community based mental health program. Offices and treatment programs now operating in the Democratic Republic of the Congo, Jordan, and Kenya. During tenure, CVT provided care to over 23,000 survivors of torture.
- Developed public policy effort to mobilize U.S. government in support of the care and rehabilitation of victims of torture. Conceived “Torture Victim Relief Act of 1995,” with the most ideologically diverse sponsorship in the Congress. Created effort to increase U.S. support to U.N. Voluntary Fund for Victims of Torture 15-fold in three-year period while all other aid programs fell. Passed the Torture Victims Relief Act of 1998, which created a funding stream of \$25 million per year to support the rehabilitation of torture survivors around the globe. Testified in Congress numerous times representing the Center.
- Conceived and built an international collaboration to plan and implement an international symposium, “New Tactics in Human Rights,” in Turkey in 2004. Conceived idea of pulling together problem-solving approaches to human rights work to provide forum for training on new tactics. A workbook of tactical ideas and six regional cross training workshops prepared the groundwork for the symposium that featured training in 100 tactics and workshops on building more strategies that are effective. Symposium drew more than 550 participants from 89 nations
- Built organization from annual budget of \$100,000 to \$10.5 million, with staff increasing from three to more than 60 in the U.S. and more than 150 abroad.
- Appointed public member of U.S. Delegation to Implementation Meeting of the Human Dimension Issues of the Organization for Security and Cooperation in Europe, Warsaw, November 1997. Delivered U.S. statement on torture and its prevention and successfully lobbied for establishment of a “best practices” experts panel to review effective action against torture.
- Appointed as US member to Advisory Panel for the Prevention of Torture, advising Office of Democratic Institutions and Human Rights of the OSCE on projects to end torture in the region. Delivered keynote address to OSCE Human Dimension meeting in Istanbul in 1999.
- Received for CVT the 2001 National Crime Victims Service Award from the U.S. Department of Justice, presented by Attorney General John Ashcroft.

- Testified in Congress on numerous occasions. Invited to testify in the confirmation hearings of Alberto Gonzales as Attorney General of the U.S. before the Senate Judiciary Committee, January, 2005.
- Conceived and led Campaign to Ban Torture, a push for the new President to issue and Executive Order against torture. Established six principles on which an order should be based, which was endorsed by about 250 leading national security, military, and religious leaders, including three former US Secretaries of Defense and three of State, and 55 retired admirals and generals. Coordinated bi-partisan group of lawyers to draft an executive order to implement the principles, then worked to insert within the transition team of the new Obama Administration. President Obama issued such an Executive Order modeled on the campaign's draft on his second day in office.

**Fellow, Albert Einstein Institutions, Cambridge, MA  
1987-89**

**Associate Fellow, Institute for Policy Studies; Washington, D.C.  
1985-1993**

- Wrote strategic analysis of the Nestle Boycott and international baby food campaign, with special funding from the C.S. Fund, California.
- Trained social change and human rights groups in Latin America and the United States in strategic planning, organizational development, and legislative campaigns.
- Consulted with UNICEF regarding negotiations to clarify and amend the International Code of Marketing of Breast-milk Substitutes, 1985-1986.

**Infant Formula Action Coalition (INFACT); Minneapolis, Minnesota.  
1977-1985**

**Co-founder.**

- **National Chairperson**, 1977-1985. (Elected by membership)
- Represented INFACT before national and international organizations, industry, Congress and the Executive branch, and the press.
- Initiated and coordinated first international grass-roots consumer boycott in ten nations against Nestle.
- Delegate to WHO/UNICEF Joint Meeting on Infant and Young Child Feeding (1979) and consultant to WHO and UNICEF on the creation of the International Code of Marketing of Breast-milk Substitutes. This was both the first United Nations meeting where NGO representatives were given full delegate rights and the first international marketing code created by the U.N. system. Testified in Congress on numerous occasions on the issue and the code.
- Member, Board of Directors, 1976-1985.

**Executive Director**, 1978-1984. (Appointed by board of directors)

- Built organization from one half-time staff to 32 full-time staff in six national offices, with 300 locally affiliated action committees.
- Raised annual budget of \$800,000 to \$1,000,000, including coordination of direct mail program of 55,000 supporters, foundation grants, large donors, and grass-roots events.
- Coordinated process of strategic planning, budgeting, and implementation.
- Hired and supervised department directors.

**Campaign Center Director;** Boston, Massachusetts, August-November, 1983.

- Founded new grass-roots organizing center, and coordinated 42-day house-meeting drive, recruiting 435 new organizational volunteers in 130 house meetings over 6 week period.
- Organized petition drive that gained 60,000 signatures in 90 days. This effort led to Nestlé's decision to begin negotiations after seven years of pressure.

**International Nestle Boycott Committee (INBC).** Committee of 120 national U.S. and Canadian religious, women's, labor, and health organizations endorsing the Nestle Boycott, founded to provide political support to INFAC and coordinate negotiations with Nestle and the baby milk industry. The INBC had a collective membership of over 40 million citizens. **1979-1985**

**Co-founder with President of the National Council of Churches. Executive Committee Member.**

- Coordinated INBC agenda and implementation of committee's recommendations.
- Supervised pro-bono legal counsel and special projects staff.
- Led negotiation team that resulted in the Joint Agreement between the INBC and Nestle to implement the International Code of Marketing of Breast-milk Substitutes. The final agreement between Nestle and the INBC, signed on January 24, 1984, was hailed by Esther Petersen, consumer advocate, as "the most important victory in the history of the consumer movement." James Grant, Executive Director of UNICEF, credited the agreement with saving at least 300,000 lives a year.

**International Baby Food Action Network (IBFAN).** International network of 100 activist organizations from 67 nations, founded to encourage the creation of the International Code of Marketing, secure its passage as national legislation, and promote the practice of breast-feeding. This became the first transnational issue network and created a model used by global activists on nearly every issue since that has successfully created an international presence. **1979-1985**

**Co-founder with four other NGO leaders. Coordinating Council Member.**

- Served as strategist of international lobbying campaign which gained the passage of the International Code by a vote of 118-1 at the May 1981 World Health Assembly. □

Established one of three clearinghouse structures to serve IBFAN's organizing efforts and coordinated the global field monitoring of industry practices.

- Trained Latin American women's, health, and human rights organizations in field monitoring and campaign development.

**Newman Center at the University of Minnesota; Minneapolis, Minnesota.  
1973-1979**

**Lay Campus Ministry Staff.**

**Director, Third World Institute.**

- Developed and taught educational programs on global hunger, human rights, transnational corporate ethics, and third world development for the Newman and university communities, local churches, schools, and community organizations. Organized political collective that undertook educational efforts in the Twin Cities area and eventually began the International Nestle Boycott.
- Coordinated and led development study tours into the villages and towns of Guatemala and Honduras. Conceived as a "baptism in underdevelopment," the trip introduced Minnesota students, teachers, religious leaders, and others to hopes and aspirations of peasant leadership in two countries, then recruited involvement in U.S.-based social justice organizations.
- Researched third world development projects in Central America and East Africa, and organized financial and political support for a number of indigenous organizations.

**Co-administrator, Community/School Intercultural Program; St. Paul, Minnesota. 1973-1974**

- Created educational modules on intercultural conflict for junior and senior high schoolteachers and students of the St. Paul Public Schools and taught classes in conflict prevention.
- Administered funds and wrote evaluations for state funding agency.
- Coordinated staff of six.

**Non-Violent Sanctions Program of the Newman Center, University of Minnesota; Minneapolis, Minnesota.  
1972-1973**

- Conscientious objector alternative service.
- Developed programs on non-violent service.
- Assisted various anti-war organizations; organizer with Minnesota People's Blockade, 1972.
- Served without pay until released by Supreme Court action.

### **Honors and Awards**

- 2015 Co-Chair, Najarian Endowed Lecture on Human Rights at Faneuil Hall
- 2012 Named "Leader of the Year" by ShareOn Corporate Leader Resources
- 2003 The David W. Preuss Servant Leadership Award
- 2001 Honorary Doctorate of Humane Letters, Macalester College, commencement speaker.
- 2001 Pax Christi Award, St. John's University; commencement speaker.
- 1999 Twin Cities International Citizen Award
- 1998 Secretary's Open Forum Distinguished Public Service Award, US Department of State
- 1996 McKnight Fellow, Salzburg Seminar on International NGO Collaboration, Salzburg, Austria.
- 1988 Associate Fellow, Program on Strategic Uses of Non-Violent Sanctions, Albert Einstein Institute, Boston, Massachusetts.
- 1986-88 Patricia Roberts Harris Public Service Fellowship, Yale University and U.S. Dept. of Health and Human Services.
- 1982 Received for INFAC the Letelier-Moffitt Human Rights Award, Institute for Policy Studies.
- 1981 Archbishop John Ireland Award for Distinguished Service to Social Justice, Archdiocese of St. Paul and Minneapolis.
- 

### **Publications (selected):**

"Confronting Corporate Power: The Nestle Boycott," in Consumers, Transnational Corporations and Development, edited by Ted Wheelwright. Published by University of Sydney, Sydney, Australia, 1986. Pages 305 to 330.

"Confronting Corporate Power: Strategies and Phases of the Nestle Boycott," in Research in Corporate Social Performance and Policy, A Research Annual, edited by James E. Post. JAI Press, Inc., Greenwich, CT, 1986.

"Healing torture survivors as a strategic advancement of human rights," TORTURE Volume 8, IRCT, Copenhagen, Denmark, December, 1998. Pages 128 to 130.

"New Paradigm in Human Rights Thinking and Democracy-Building Activities," Torture, Volume 9, IRCT, Copenhagen, Denmark, Spring, 1999. Pages 12 to 14.

"The Need for New Tactics," in New Tactics in Human Rights: A Resource for Practitioners, Center for victims of Torture, Minneapolis, 2004. Pages 12 to 18.

"Tactical Innovations for Human Rights," (with Kate Kelsch) in Effective Strategies for Protecting Human Rights, edited by David R. Barnhizer, Ashgate Publications, 2001.

"Restoring the Dignity of the Human Spirit," *Word & World*, Volume 24, Number 1 Winter 2004. Published by Luther Seminary. Pages 5-17.

"As Full Rehabilitation As Possible: Torture Survivors and the Right to Care," (with Steven H. Miles), in Realizing the Right to Health, edited by Andrew Clapham and Mary Robinson. Published by ruffer & rub, Zurich, Switzerland, 2009. Pages 213 to 223.

"What Torture Does to Human Beings," in Religious Faith, Torture, and Our National Soul, edited by David P. Gushee, Jillian Hickman Zimmer, and J. Drew Zimmer. Published by Mercer University Press (March 2010). Pages 48 to 63.

Pham, Phuong Ngoc, Patrick Vinck, Bridget Marchesi, Douglas A. Johnson, Peter J. Dixon, and Kathryn Sikkink. 2016. "Evaluating Transitional Justice: The Role of Multi-Level Mixed Methods Datasets and the Colombia Reparation Program for War Victims." *Transitional Justice Review* 1 (4): 1–37.

Johnson, Douglas A., Alberto Mora, and Averell Schmidt, "The Strategic Costs of Torture: How 'Enhanced Interrogation' Hurt America," *Foreign Affairs*, September/October 2016, pp. 121-132.

Johnson, Douglas A. and Kathryn Sikkink, "Strategizing for Human Rights: From Ideals to Practice," *The Limits of Human Rights*, Bardo Fassbender and Knut Traisbach editors. Oxford University Press, Oxford, UK. 2019. Pp. 357-374.

Johnson, Douglas A. (2020). In Defense of Democratic Populism. In G. Neuman (Ed.), *Human Rights in a Time of Populism: Challenges and Responses* (pp. 192-217). Cambridge: Cambridge University Press. doi:10.1017/9781108751551.010

## **Community Service**

**International Hrant Dink Award Committee, Istanbul.**

Member, 2018 -

**Center for Justice and International Law (CEJIL), Washington, D.C.**

Secretary, Board of Directors, 2017 -

**Jefferson Center, Minneapolis, Minnesota**

Member, Board of Directors, 2009 to 2014

**Jefferson Action, St. Paul, Minnesota**

Member, Board of Directors, 2009 to 2014

**Human Rights Center, University of Minnesota; Minneapolis, Minnesota.**

Member, Advisory Board, 1993- 2013

**National Consortium of Torture Treatment Programs**, President, 1998 to 2002  
**International Council of Torture Victims (IRCT)**, Council Member, 2001 to 2002  
**Center for Cross-Cultural Health**; Minneapolis, Minnesota.  
Member, Board of Directors, 1995-1998; Secretary, 1997-1998.  
**Action for Corporate Accountability**; Minneapolis, Minnesota.  
Member, Board of Directors, 1988-1996.  
Chair, Board of Directors, 1988-1994.

---