

Shauna Aron Caria

Research Specialist | Global Inclusive Development Practitioner | Assessment Expert
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PROFESSIONAL SUMMARY

Global development expert with 13+ years of experience leading gender equality and social inclusion (GESI) initiatives, conducting rigorous research and assessments, and building organizational capacity through innovative adult learning approaches. Proven track record designing evidence-based GESI strategies, implementing comprehensive research and evaluation methodologies, and mentoring 200+ professionals globally. Specialist in participatory research, trauma-informed assessment design, and transformative adult education globally.

CORE EXPERTISE

Research & Assessment Leadership:

- Mixed-methods research design and participatory evaluation
- GESI assessments and inclusion audits across diverse contexts
- Policy analysis and comparative research methodologies
- Risk assessment and conflict-sensitive programming evaluation
- Evidence-based program design and impact measurement

Adult Learning & Capacity Building:

- Training-of-trainers methodologies and curriculum development
- Mentoring and coaching for global development professionals
- Trauma-informed educational approaches and inclusive pedagogy

- Organizational capacity assessment and development planning
- Knowledge management and communities of practice facilitation

Gender Equality & Social Inclusion:

- GESI strategy development and mainstreaming across program cycles
 - Disability inclusion and accessibility programming
 - GBV prevention and response, safeguarding protocols
 - LGBTQI+ inclusion and minority rights advocacy
 - Women and youth empowerment in complex environments
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EDUCATION

M.A., International Relations and Economics

Johns Hopkins University School of Advanced International Studies (SAIS), 2015
Capstone: Gender Inequality and Ethnic Stigma at the Crux of Sexual Violence: Comparative Analysis of the Bosnian and Rwandan Genocides

B.A., International Human Rights and Law

University of Washington, Seattle, 2007

Professional Certification:

UN ILO Participatory Gender Auditor, 2018

PROFESSIONAL EXPERIENCE

Senior Advisor and Global Practice Lead, Gender Equality and Social Inclusion

Chemonics International, Inc. | June 2020-Present

- Lead technical GESI strategy for global development portfolio and serve as principal liaison with USAID and project offices on gender and inclusive development policy
- Conduct annual donor solicitation analysis using mixed-methods research to track GESI integration across regions and technical sectors, presenting findings to USAID
- Design and implement comprehensive GESI assessments, inclusion audits, and risk assessments among marginalized populations including women, elderly, children, youth, linguistic minorities, and people with disabilities
- Train 60+ staff annually and mentor 200+ GESI focal points globally through structured learning interventions, communities of practice, and professional development programs
- Create asynchronous learning programs and multimedia training materials using universal design principles and trauma-informed approaches
- Design monitoring and evaluation frameworks and lead organizational capacity assessments for partner institutions and government counterparts
- Oversee team of four technical staff and represent company at industry-wide GESI conferences and technical working groups
- Provide crisis management guidance on GBV prevention and response, safeguarding, and protection as USG representative in enterprise Safeguarding Program

Senior Practice Manager, Gender Equality and Social Inclusion

Chemonics International, Inc. | February 2018-May 2020

- Conducted independent study analyzing inclusion of underrepresented groups in USAID solicitations and awards using comprehensive data analysis
- Co-authored industry-influencing analysis "The Problem with the Phrase 'and Other Vulnerable Groups'" which sparked sector-wide policy dialogue
- Founded and led Disability Inclusion Technical Working Group, establishing evidence-based training curricula and assessment methodologies
- Designed asynchronous online GESI training course for global staff focused on conflict-sensitive programming and created scenario-based learning activities
- Conducted billable GESI expert assignments requiring comprehensive assessments in Afghanistan, Myanmar, Colombia, and Iraq
- Led SHEA Prevention and Response Program assessments and pilot implementations in Myanmar and Colombia with rigorous evaluation methodology
- Oversaw GESI technical working groups on disability inclusion, inclusive economic growth, and safeguarding
- Built organizational capacity through structured mentoring and served as GESI technical representative on company SHEA Working Group

Project Manager

Libya Transition Initiative II and III | January 2017-January 2018

Chemonics International, Inc., Washington, D.C.

- Provide support to project office staff on grants, finance and general compliance inquiries in complex, remote operating environment
- Manage USAID and Office of Transition Initiatives contractual compliance; communicate directly with client on financial management and deliverables
- Lead forecasting and budget preparations, including pipelines, budget realignments and negotiations with field team and client

- Oversee personnel and operational issues in conflict environments; served as subcontractor liaison and local recruiter
- Grants Implementation Specialist for LTI3 in Tunisia (September - October 2017)

Senior Project Management Associate

Syria Regional Program I and II | June 2015-December 2016

Chemonics International, Inc., Washington, D.C.

- Provided support to field office staff on human resources, finance, grants, and general compliance inquiries
- Managed Turkish labor law compliance including social security and tax requirements; led implementation of complex supplemental tax differential policy
- Coordinated grant agreement reviews and contract deliverables grants portfolio
- Provided field-based support during project closeout and startup phases in Turkey

Education Volunteer

United States Peace Corps, Philippines | August 2008-October 2010

- Designed and taught vocational skills curriculum for 20 deaf adults using adult learning principles and created specialized teaching materials in sign language
- Created speech laboratory kit based on pedagogical research and local context analysis
- Co-authored 60-page educational resource used by 20 teachers and 4,000 students
- Designed and delivered teacher trainings on speech and language development
- Collaborated with Stairway Foundation on research-based workshops for at-risk deaf youth and developed culturally appropriate assessment tools for safeguarding

Researcher

United Nations Development Program, Bosnia and Herzegovina | June-December 2014

- Conducted mixed-methods research on civic engagement and youth empowerment in post-conflict societies
- Analyzed volunteerism as a peacebuilding strategy using comparative methodology
- Authored 20-page policy paper with evidence-based recommendations for UN Volunteer Program

Case Study Researcher

Phoenix Zululand Restorative Justice Programme, South Africa | May-June 2006

- Conducted month-long ethnographic case study using participatory research methodologies
- Interviewed female prisoners and facilitated family reunification processes
- Authored comprehensive research report with policy recommendations for justice system reform

PROFESSIONAL MEMBERSHIPS

Advisory Council Member

Women Leading International | March 2025-Present

Provide strategic guidance, mentorship, and advisory services to support Women Leading International's mission of empowering diverse women and youth to lead with global impact.

KEY ASSESSMENTS AND TRAINING RESULTS

- **Holistic Inclusion Approach Development and Evaluation (2021-2024)** - Designed evidence-based assessment framework and implementation methodology; conducted comprehensive baseline assessments and impact evaluations in Iraq, Libya, Ukraine, and El Salvador; created training curriculum and delivered capacity building programs to 100+ practitioners; documented lessons learned and developed replication toolkit for sector-wide adoption
 - **Trauma-Informed Approaches Research and Implementation (2023-2024)** - Co-developed comprehensive research-based toolkit with 28 unique assessment and training tools; conducted pilot program evaluation in El Salvador with at-risk youth populations; designed training-of-trainers curriculum integrating SAMHSA principles with international frameworks; led impact assessment and stakeholder feedback analysis for program effectiveness
 - **SHEA Prevention and Response Assessment and Training Program (2019-2020)** - Developed research-informed assessment methodology for organizational safeguarding capacity; designed comprehensive training curriculum for prevention and response programming; conducted rigorous pilot evaluations in Myanmar and Colombia with multi-stakeholder feedback; created sustainable capacity building model adopted across enterprise operations
 - **Annual Donor Solicitation Research Initiative (2019-2024)** - Designed comprehensive analytical framework tracking GESI integration trends across development programming; conducted quantitative analysis of 200+ solicitations across regions and technical sectors; presented findings to USAID policy teams and industry partners, influencing sector-wide practices; mentored junior researchers in advanced data analysis and presentation techniques
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PUBLICATIONS

- **"Trauma-Informed Approaches: An Actionable Toolkit for International Development Practitioners"** (with N. Raslan), November 2023 - Research-based resource integrating evidence from mental health, development, and conflict contexts
 - **"Implementing a Holistic Inclusion Approach in Stabilization Programs,"** May 2023 Evidence-based framework with comprehensive assessment methods
 - **"Sexual Harassment, Exploitation, and Abuse: A Toolkit for Building a Prevention and Response Program"** (with A. Snell Goldstein), November 2019 - Research-informed prevention framework with assessment tools and training curricula
 - **"From Design to Implementation: How USAID Solicitations and Resulting Awards Include Underrepresented Groups"** (with A. Hayes), May 2019 - Quantitative analysis of inclusion trends with policy recommendations
 - **"The Problem with the Phrase 'and Other Vulnerable Groups'"** (with A. Hayes), Devex, September 2019 - Research analysis that influenced sector-wide practices
 - **"Using Universal Design to Communicate More Inclusively,"** Chemonics blog, June 2018 - Applied research on accessibility in development communications
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Languages Native English and ASL (child of a Deaf adult), Advanced Italian