# Sarah BENICHOU

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**CV**

# Skills

* Specialist in anti-discrimination law and equality issues:
* *Expertise and monitoring of disputes, legislation and regulations on anti-discrimination and equality promotion*
* *Knowledge of anti-discrimination and equality promotion public policies and best practices (employment, housing, health, education, etc.)*
* *Knowledge of EU law and foreign anti-discrimination policies*
* Project management:
* *Planning national events and projects: Anti-racism educational week, "10 ans de lutte contre les discriminations" symposium (Paris, Hôtel de Ville, 21 Nov. 2009), Anti-discrimination analysis and programme for Michael Page (recruitment firm), etc.*
* *Planning, directing and organising public lectures, seminars, in-house training sessions and meetings*
* Institutional relations and network structuring:
* *Pleading*
* *Key contact with political, economic and social players and the associative network*
* *Creating and maintaining momentum between various representatives advancing towards the same goal (elected officials, institutions, associations, etc.)*
* Team leading:
* *Coordinating and organising a work team*
* *Ability to promote discussion and arrive at a consensus*
* Working knowledge of English

# Professional experiences

* **Defender of Rights (2012-)**
* **Head of the " Discrimination and Access to Rights" Unit,** Equality Promotion and Access to Rights department (2014-): coordinating a team of specialists in discrimination and access to basic fundamental rights, with a multidisciplinary perspective
* **"Discrimination" task officer,** Equality Promotion and Access to Rights department (2012-2014): monitoring, proposing and organising work teams, leading settlement committees in the institution, examining bills and writing reform propositions, tool development, training sessions, study and research follow-up, etc.
* **Consultant/trainer on non-discrimination law (2004-2012):**

**Topics**: "The notion of discrimination"; "The mechanisms and processes of discrimination"; "Measuring discrimination"; "Intersectional discrimination"; "Testing: an effective weapon in the fight against racial discrimination? "; "Presentation of non-discrimination law at work"; "Religious symbols in the workplace"; "Public policies on the fight against discrimination in France"; "Analysis and fight against in-company discrimination"; "Best practices in fighting discrimination"; "The work of the HALDE (French Equal Opportunities and Anti-Discrimination Commission): the case of discrimination based on sex and ethnic origin"; "Fighting 'racial' discrimination and Affirmative Action in the United States"; "Fighting discrimination: from promoting equality to celebrating diversity", etc.

* **Teaching law**

2005 - 2007 : ATER (Temporary Lecturer and Research Assistant), Université Paris Ouest-Nanterre-La Défense.

2003 - 2005 : Graduate teaching assistant in law, Université Paris Est-Créteil-Val de Marne and Université Paris 8-Saint-Denis

* **Roles within voluntary organisations**

2002 - 2005 : Secretary General of SOS Racisme (*supervising departments; organising the National Committee; managing the employees; planning national events; institutional relations; preparing grant files*)

2000 - 2002 : Head of the "Discrimination" centre at SOS Racisme (*treating discrimination complaints and follow-up of disputes; legal training for local managers and volunteers; in-company training; writing informational guides and pamphlets; managing the Lawyers Centre; representing the association in institutions)*

1998 - 2000 : Member of the UNEF-ID student union National Committee (notably in charge of the Gender Equality Commission)

# University education

2011 : Doctorate in Law (PHD), Université Paris Ouest-Nanterre-La Défense

Dissertation: *Le droit à la non-discrimination "raciale". Instruments juridiques* et *politiques publiques*, (*The Rights to Non-Discrimination on the Ground of Race*) directed by Professor Danièle Lochak.

Defended on 1 December 2001, very honourable mention with proposal for a dissertation prize and publication subsidy.

2000  : D.E.A. (Master of Advanced Studies) "Public law", Université Paris 1-Panthéon-Sorbonne

1998  : Maîtrise (Master’s degree) in Public Law and DEUG (General Academic Studies Degree) in English, Université Paris X-Nanterre

**Publications**

March 2009 : Author of the report, *Egalité de traitement dans l’emploi: les enseignements de l’expérience américaine dans la lutte contre les discriminations fondées sur l’origine*, in collaboration with Daniel Sabbagh and Ioanna Koller, French-American Foundation, 2009, 32 p. (This report was the subject of many oral presentations, notably for the Collège de la HALDE)

Sept. 2008 : "Effectivité du principe de non-discrimination "raciale": la sanction du juge et de la HALDE" *in* D. Lochak and V. Champeil-Desplat (dir.), *A la recherche de l’effectivité des droits de l’homme*, Presses universitaires de Paris 10, pp. 193-223

Nov. 2006 : "L’égalité dans l’accès à l’emploi: vers la privatisation de la lutte contre les discriminations raciales?" *in* D. Lochak (dir.), *Mutations de l’Etat et protection des droits de l’homme*, Presses universitaires de Paris 10, pp. 189-202

Sept-Nov  : Preparation and writing of the study "Intolérance et violences à l’égard de l’islam

2003 dans la société française", *in* Commission nationale consultative des droits de l’homme (CNCDH), *Rapport d’activité 2003*, La Documentation française, 2004