
Colin Allen AM*

Curriculum Vitae

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**(Member of the Order of Australia)*

EDUCATION

- 2022: Master of Science in Professional Studies, Rochester Institute of Technology's Study of Individualized Study (SOIS), Rochester, NY, USA. (GPA: 4.0)
 - 1997: Diploma in Community Organisations, University of Technology, Sydney, Australia.
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NATIONAL TECHNICAL INSTITUTE FOR THE DEAF (NTID)

• COURSES TAUGHT

- Social Perspective: Introduction to Community Development and Leadership, Community Development and Inclusive Leadership Baccalaureate, (LEAD-101), Spring Semester, AY2022-2023
- Introduction to Intersectionality, Community Development and Inclusive Leadership Baccalaureate, (LEAD-103), Fall Semester, AY2022-2023
- International Deaf Leadership and Community Development, Community Development and Inclusive Leadership Baccalaureate, (LEAD-305), Spring Semester, AY2020-2021
- International Deaf Leadership Series, (NTID Center for International Educational Outreach), Summer Semester, AY2020-2021
- Introduction to Group Advocacy (NDLS-200), Fall Semester, AY2020-2021

• COURSE DEVELOPMENT

- Experiential Learning in Community Development and Inclusive Leadership, (LEAD-500), Spring Semester, AY2022-2023
- Dialogue: LGBTQIA, Community Development and Inclusive Leadership Baccalaureate, (LEAD-312), Spring Semester, AY2022-2023
- Social Perspective: Introduction to Community Development and Leadership, Community Development and Inclusive Leadership Baccalaureate, (LEAD-101), Spring Semester, AY2022-2023
- Introduction to Intersectionality, Community Development and Inclusive Leadership Baccalaureate, (LEAD-103), Fall Semester, AY2022-2023
- Special Topic: Introduction to Group Advocacy (NDLS-200), Fall Semester, AY2020-2021
- International Deaf Leadership Series, (NTID Center for International Educational Outreach), Summer Semester, AY2020-2021
- International Deaf Leadership and Community Development (LEAD-305), Spring Semester, AY2020-2021

• SERVICE

- Program Coordinator: Community Development and Inclusive Leadership Baccalaureate, (LEAD), Spring Semester, AY2022-2023
 - Mentor, NTID Faculty Fellowship, Spring AY2022-2023
 - Coordinator, LEAD Development Planning Committee, (AY2021-2022), LEAD Program Committee (AY2022-2023), and LEAD Teaching Team (AY2022-2023), Department of Liberal Studies
 - Consultant, NTID-ASLIE, International Sign Certification Program (Work-in-Process), AY2020-current
 - Member, Social Media Committee, Department of Liberal Studies, AY2020-current
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NTID CENTER FOR INTERNATIONAL EDUCATIONAL OUTREACH

• COURSES TAUGHT

- International Deaf Leadership Series, (NTID Center for International Educational Outreach), Summer Semester, AY2020-2021

• INTERNATIONAL PARTNERSHIP

- [DeafKidz International](#), developed a partnership with [NTID Master of Science in Secondary Education](#) to establish a course on safeguarding protection for deaf and hard-of-hearing students in the Global South
- [Light for the World](#), implemented a partnership to provide advice on their current program for deaf and hard-of-hearing students in the Global South

PROFESSIONAL DEVELOPMENT

• RIT/NTID – Workshops Attended

- Academic Leadership in Deaf Spaces, An Interview with Dr. Padden
- Airborne Infectious Disease Exposure Prevention Plan Training
- Anti-Racist Curriculum Development
- Antiracism and Social Justice Plan
- ASL Lecture Series: Shaping My Identity
- Benefits Orientation
- Conflict of Interest and Commitment
- Confronting Unconscious Bias and Micro-Messaging
- COVID-19 RIT Workplace Safety Training
- Copyright Law Overview
- Cybersecurity Fundamentals and Discrimination and Harassment (including Title IX)
- Diversity and Inclusion Town Hall
- Diversity and Cultural Humility in the Workplace
- Don't Get Quarantined over a Hamburger: Some Policies and Considerations for International Research Collaborations
- Early Intervention
- Exploring Gendered Markings of Masculine Signing Style in ASL
- Facilitating and Learning from Uncomfortable Conversations
- From Separate Modalities to Multimodality: A Changing View of Human Languages
- Franco-American Partnership in Deaf Education
- Gender at Work
- Getting Comfortable with Diversity
- Inclusive Hiring Training
- Introduction to Audism
- Power, Privilege, and Equity
- Racial Equity Discussion Part I, Part II, Part III and Wrap Up
- Safe Zone Training
- Shaping My Identity
- Socioeconomic Diversity
- Starfish Academic Alert for Instructors and Advisors
- Students in Distress: Interventions & Campus Resources
- Summarizing Student Assessment Results
- Update on ASL Assessments
- Unconscious Bias Training
- Understanding Racism
- Weekly Lecture Series of “World of Wonder” RIT – Rochester Bridges to the Doctorates
- What is the SLPI?

• COMMUNITY EVENTS

- Participated in the 21 Days Racial Equity Challenge
- Participated in virtual antiracism lectures by Deaf Aotearoa, Deaf Australia, Gallaudet University, International Disability Alliance, National Association/s of the Deaf (USA, and rest of the world), and the United Nations

PUBLICATIONS

- Russell, D., **Allen, C.**, & Gorman, A. (accepted for preparation). *Global pride: diversity, equity & inclusion in interpreting*. International journal of interpreter education
- Liu, H., Russell, D., & **Allen, C.** *How did we get here, Overview of conflict and crisis translation and interpreting (Working Title)*
- Russell, D., & **Allen, C.** (2013). Book foreword for Napier, J., & McKee, R., & Goswell, D. (*Sign language interpreting: Theory and practice – Serbian version*). Translated and adapted by D. Zizic & V. Jovanovic, Serbia
- Haualand H., & **Allen, C.** (2009). *Deaf People and Human Rights*, World Federation of the Deaf & Swedish National Association of the Deaf

- **Allen, C.** (2008). *Seven Regional Survey Reports of the Deaf Human Rights Survey Report*, World Federation of the Deaf & Swedish National Association of the Deaf
- **Allen, C., Walters, S., & Emerson, S.** (2007). *Balkan Survey Report* (Insight into the situation of deaf people in Macedonia, Serbia and Montenegro, Bosnia and Herzegovina, and Turkey), Finnish Association of the Deaf

CERTIFICATION

- [RIT Cultural Humility Certificate](#) (AY2020-2021)
- [Collaborative Institutional Training Initiative \(CITI\) Program](#) Certification (July, 2020)
- [Certificate IV in Training and Assessment](#) (2014, updated in 2018/2019)

COORDINATION

- **WORLD FEDERATION OF THE DEAF EVENTS**
 - Paris, France World Congress (2019)
 - Budapest, Hungary Conference (2017)
 - Istanbul, Turkey World Congress (2015)
 - Sydney, Australia Conference (2013)
 - Durban, South Africa World Congress (2011)
 - Madrid, Spain World Congress (2007)
 - Sydney, Australia World Congress (1999)
- **GLOBAL EVENTS**
 - International Sign Interpreters for 2021 and 2022 InterPride World Congress and General Meeting
 - International Sign Interpreters for 2020 Global Pride Event
 - International Sign Interpreters for 2020 InterPride World Congress and General Meeting
 - Interpreters for national and international Deaf Conferences (Albania, Australia, Cambodia, Finland, Kosovo, and Serbia)
 - Interpreters for Sydney Gay and Lesbian Mardi Gras events

MENTORING/COMMUNICATION DEVELOPMENT

- **MENTORING**
 - Interpreters
 - International Sign interpreters, Global (2019 – Current)
 - Australian Sign Language interpreters, Australia (2019 – Current)
 - Leadership
 - Leadership Mentorship Program, Dept. of Liberal Studies (AY2019-2020)
 - Individual professional Deaf Leadership development, Australia (2019 – Current)
- **SIGN LANGUAGE ‘THERAPY’ PROGRAMS**
 - Australian Sign Language interpreting students, The Deaf Society, Australia (2017 – 2021)
 - International Sign interpreting students, Heriot-Watt University, Scotland (2021)

GLOBAL AMBASSADORSHIPS

- [DeafKidz International](#) (2018 – current)
- [Light for the World](#) (2018 – current)
- [International Congress on the Education of the Deaf](#) (2016 – 2021)

LANGUAGES

- Native user of Australian Sign Language (Auslan)
- Fluency in American Sign Language (ASL) and International Sign (IS)
- Working language proficiency in
 - Albanian Sign Language (GJSHSH)
 - British Sign Language (BSL)
 - Cambodian Sign Language (KhSL)
 - Finnish Sign Language (FinSL)
 - Kosovar Sign Language (GJSHK)
 - Serbian Sign Language
- Proficiency in Written English
- Working language proficiency in written Albanian

PRESENTATIONS/TEACHING/DELIVERY OF TRAINING

Addressed international and national conferences as a keynote presenter and delivered workshops on issues related to human rights for both the Deaf Community and persons with disability in more than 70 countries. This includes provision of training in Albania, Bhutan, Brazil, Canada, China, Colombia, the Democratic People's Republic of Korea, Denmark, the Dominican Republic, Ethiopia, Fiji, Finland, Germany, Ghana, India, Japan, Lebanon, Macau, Madagascar, Nepal, New Zealand, Nigeria, Papua New Guinea, Philippines, Qatar, Rwanda, Saudi Arabia, Singapore, South Africa, Sweden, Thailand, Tunisia, and Vietnam.

Examples of teaching and training conducted include:

- Agenda 2030 - Sustainable Development Goals (United Nations)
- Deaf Community Capacity Building
- Deaf Culture and Sign Language
- Deaf Leadership
- Human Rights for Deaf People
- International Sign
- Legal Framework on the Sign Language/s
- Monitoring, evaluation and reporting
- Organizational development training
- Sign Language Interpreting
- Strategic planning/Annual planning
- United Nations Convention:
 - Convention on the Rights of Persons with Disabilities (UNCRPD)
 - Convention on the Elimination of all Forms of Discrimination Against Women (UNCEDAW)
 - Convention on the Rights of the Child (UNCRC)

PROJECT EVALUATIONS

Conducted International Development Co-operation Program situational analysis and evaluations of the Deaf Community in Albania, Fiji, Cambodia, Kosovo, Madagascar, Papua New Guinea, Russian Federation, and Vietnam

CORE COMPETENCIES

- Advocacy (Deaf and Persons with Disabilities)
- Community engagement (State, National, and International)
- Cross-Cultural expertise (with governments and local communities globally)
- Deaf Sector and Disability Consultant
- Development of position papers, policies, and guidelines
- Financial management
- Governance
- Human resource management
- Knowledge of national legislation and international instruments relating to both human rights and disability rights
- Leadership and motivational presenter
- Media savvy – both social and mainstream media
- Project and organizational strategic and business planning and reporting
- Quality assurance
- Short and long-term project management (National and International)
- Teaching/training

EMPLOYMENT HISTORY

(Select positions described at the bottom of this CV)

DATE	POSITION	ORGANISATION
January 2023 – Current	Program Coordinator, Community Development and Inclusive Leadership Baccalaureate	National Technical Institute for the Deaf, Rochester, NY, USA
October 2022 – Current	Lecturer	National Technical Institute for the Deaf, Rochester, NY, USA
October 2019 – September 2022	Visiting Lecturer	National Technical Institute for the Deaf, Rochester, NY, USA
February 2016 – Current	Freelance Consultant	Self-employed
July 2018 – Current	Teacher	The Deaf Society, Sydney, Australia
March 2011 – July 2019	President (voluntary)	World Federation of the Deaf
September – November 2017	Actor	Finnish Theatre of the Deaf
July 2016 – June 2018	Chair (voluntary)	International Disability Alliance
July 2013 – February 2016	Access, and Community Engagement Consultant	The Deaf Society, Sydney, Australia
October 2009 – June 2013	Director of Services	The Deaf Society, Sydney, Australia
May 2009 – December 2009	Project Coordinator, Deaf Human Rights, and Capacity Building Training Project in Western, and Central Africa	World Federation of the Deaf, and Swedish National Association of the Deaf

July 2007 – May 2009	Project Coordinator, Global Education Pre-planning Project on Human Rights of Deaf People	World Federation of the Deaf, and Swedish National Association of the Deaf
July 2004 – July 2007	Analysis Situation Survey Officer, Deaf Balkan Survey Project (Macedonia, Serbia and Montenegro, Bosnia and Herzegovina, and Turkey)	Finnish Association of the Deaf
September 2000 – April 2008	Organizational/Program Advisor, and Capacity Building Trainer (Albania, Kosovo, and Cambodia)	Finnish Association of the Deaf
February – September 2000	Senior Employment Consultant	Options Employment Services for Deaf and Hard of Hearing, Sydney, Australia
November – December 1999	Project Consultant, Certificate in Auslan Marketing	Deaf Education Network, Sydney, Australia
March – June 1999	Project Consultant, Identification of Appropriate Strategies for Outreach to Students with a Disability Research	Australian Communication Exchange
May 1995 – October 1998	Manager, Telecommunications Equipment Programs for the Deaf Community	Australian Communication Exchange
March 1994 – January 1995	National, and Worldwide Deaf Theatre Conference Director	National Theatre of the Deaf, CT, USA
August 1993 – January 1994	Freelance Educator and Events Coordinator	Various organizations, (Australia)
November 1989 – January 1993	AIDS Educator for the Deaf Community (National, and State)	AIDS Council of NSW
1986 – 1987	Actor, and Drama Teacher	Sunshine Too, NTID, NY, USA
1983 and 1985 – 1986	Actor, and Drama Teacher	Fairmount Theatre of the Deaf, OH, USA
1981	News Television Presenter (Auslan)	Special Broadcasting Service, Australia
1979 - 1982 and 1984 – 1985	Actor, and Drama Teacher	Australian Theatre of the Deaf

COMMUNITY INVOLVEMENT / BOARD SERVICE

DATE	POSITION	ORGANISATION
2011 - 2019	President	World Federation of the Deaf
2017 - 2019	Board Member	Deaf Australia (NSW)
2016 - 2018	Chair	International Disability Alliance
2014 - 2016	First Vice-Chair	International Disability Alliance
2013 - 2014	Second Vice-Chair	International Disability Alliance
2011 - 2013	Board Member	International Disability Alliance
2003 - 2011	Board Member	World Federation of the Deaf
2003 - 2019	WFD Representative	United Nations (New York and Geneva)
1996 -1999	Board Member	The Deaf Society of NSW (now The Deaf Society/Deaf Services)
1996 -1999	President	Australian Association of the Deaf (now Deaf Australia)
1987 -1994	Board Member	The Deaf Society of NSW (now The Deaf Society/Deaf Services)
1987 -1994	Board Member	Australian Theatre of the Deaf
1987 -1994	President, and Board Member	Australian Association of the Deaf (now Deaf Australia)
1986 -1992	President, Treasurer, and Board Member	NSW Association of the Deaf (now Deaf Australia (NSW))
1986 -1990	President	Australian Gay and Lesbian Association of the Deaf
1986 -1989	President	NSW Gay and Lesbian Association of the Deaf (now Deaf Rainbow NSW)
1986 -1995	Treasurer and Board Member	Stanmore Deaf Recreation Club
1975 -1979	Treasurer and Board Member	NSW Theatre of the Deaf

MAJOR ACHIEVEMENTS

- Appointed Chair of the [International Disability Alliance](#) (IDA), the peak network of 1,100 organizations of persons with disabilities and their families from across eight global and six regions; IDA promotes the rights of persons with disabilities in line with the United Nations' mission to advance human rights and sustainable development.

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- Appointed President of the [World Federation of the Deaf](#) (WFD), an international federation of deaf organizations from 135 nations; its mission is to promote the human rights of deaf people and full, quality, and equal access to all spheres of life, including self-determination, sign language, education, employment, and community life.
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HONORS AND AWARDS

- Honorary Degree of Doctor of Literature, Heriot-Watt University, Edinburgh, Scotland [conferring of Degree has been *deferred until June, 2022 due to the CV-19 Pandemic*]
 - 2022 Lars-Åke Wikström International Award, Swedish Deaf Association
 - 2019 Dr. Liisa Kauppinen Human Rights Award, World Federation of the Deaf
 - 2019 Clin d'Oeil Cultural Honorary Award, Cinésourds (France)
 - 2019 Abbé de l'Épée Medal, Fédération Nationale des Sourds de France
 - 2019 Honorary President, International Disability Alliance
 - [Member of the Order of Australia](#) (AM), Australian Government
 - [The Colin Allen AM Lecture](#), Deaf Australia
 - 2013 Community Colleges Australia Award, Community Colleges Australia
 - 1999 Dorothy Shaw Deaf Australian of the Year, Australian Association of the Deaf
 - 1993 Deaf Citizen of the Year, NSW Association of the Deaf
 - 1979 Queen Elizabeth Silver Jubilee Award for Young Australians, Australian Theatre of the Deaf
 - Appreciation awards:
 - Australian Deaf Gay and Lesbian Association
 - Rainbow Association of the Deaf (USA)
 - Albanian National Association of the Deaf
 - British Deaf Association
 - Ferizaj Association of the Deaf
 - Kosovar Association of the Deaf
 - Singaporean Association for the Deaf
 - Tasmanian Council of Deaf People
 - Honorary Life Member of Deaf Australia and The Deaf Society
 - NSW (Australia) Government Human Rights Awards, finalist (2013 and 2015)
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EMPLOYMENT HISTORY - DETAILED

Chair/President of two International Organizations

International Disability Alliance (IDA) and World Federation of the Deaf (WFD)

WFD: July 2011 - July 2019 and IDA: July 2016 – June 2018

KEY RESPONSIBILITIES

- Chaired and facilitated meetings (Board meetings and a range of Committee meetings)
- Provided direction in relation to policy-making
- Acted as the spokesperson for both organizations and coordinating external representation
- Monitored income generation efforts
- Facilitated access to services at the grassroots level

MAJOR ACHIEVEMENTS

- Guided and represented WFD and IDA's engagement with the United Nations (UN) system and other international human rights and international development organizations including:
 - Convention on the Rights of Persons with Disabilities (CRPD) Committee Session Meetings in Geneva and at Annual State Parties' Conferences of CRPD
 - 2016 [World Humanitarian Summit](#) in Istanbul, Turkey
 - UN High-Level Meeting on Disability and Development in New York, USA
 - 2016 UN Social Forum in Geneva, Switzerland
 - 22nd APEC High-Level Forum on Disability in Beijing, China
 - [High Level Political Forum](#) on Sustainable Development (2016 and 2017) in New York, USA
 - Co-Chair of the [Global Action on Disability Network](#) meeting in London, UK (2015), in Berlin, Germany (2017), and Helsinki, Finland (2018)

- Engaged with the implementation of the 2030 Agenda for persons with disabilities worldwide
- Involved with the proclamation of the United Nations International Day of Sign Languages (IDSL) which was adopted by the United Nations General Assembly in December 2017
- Spearheaded a closer relationship between WFD and the World Association of Sign Language Interpreters (WASLI) with positive results for interpreters and deaf people worldwide including the establishment of the WFD-WASLI International Sign Interpreter Accreditation process and a number of guidelines, statements and submissions relevant to the interpreting situation across the globe
- Implemented international partnerships:
 - [DeafKidz International](#)
 - [Discovering Deaf Worlds](#)
 - [European Union of the Deaf](#)
 - [Gallaudet University](#)
 - [International Deaf Emergency](#)
 - [International Committee of Sports for the Deaf](#)
 - [International Federation of Hearing of Hard](#)
 - [National Technical Institute for the Deaf](#)
 - [Sign Language Linguistics Society](#)
 - [World Association of Sign Language Interpreters](#)
- Secured additional funding for organizations and projects
 - Human Rights Training Project (from corporations)
 - WFD Secretariat (from Finnish Government)
 - WFD Congress and WFD Conference
 - IDA (from Australia government)
- Facilitated access to services for the Deaf Communities of Cambodia, Albania and Kosovo including the recognition of Sign Languages in Albania and Kosovo

Access and Community Engagement Consultant

The Deaf Society, Sydney, Australia

July 2013 - February 2016

KEY RESPONSIBILITIES

- Provisions of support and advice to the Departmental Managers and staff members on issues related to the National Disability Insurance Scheme (NDIS)
- Development of the NDIS marketing strategy for promotion to both community and service providers
- Submissions to inquiries being conducted by State and Federal Governments on issues relevant to the Deaf Community
- Representation of the Deaf Society at government reference groups to ensure that issues related to the Deaf Community were incorporated into policy and strategy
- Advocacy to Government Departments and service providers to ensure availability and accessibility of information in Australian Sign Language (Auslan) on their websites

MAJOR ACHIEVEMENTS

- Conducted a series of community engagement events on the NDIS with the Deaf Community in NSW and ACT
- Increased the number of websites of state and national governments and service providers with information translated into Auslan

Director of Services

The Deaf Society, Sydney, Australia

October 2009 - June 2013

Annual Budget: \$2.4 Million USD

Staff managed: Five (5) Service Department Managers and 38 staff members

KEY RESPONSIBILITIES

- Supervised five service departments (Interpreting, Employment, Community/Clients Services, Advocacy, Community Development and Education)
- Monitored the annual plan and developing quarterly dashboard reporting for the Board and Departmental Managers
- Acting Chief Executive Officer, The Deaf Society (January - February 2011)

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- Acting Chief Executive Officer, Tasmanian Deaf Society, Hobart, Tasmania (May - July 2010)

MAJOR ACHIEVEMENTS

- Secured funding for the Smoke Alarm Subsidy Scheme for the Deaf and Hard of Hearing Community in NSW
- Established Advocacy and Community Development Department within the organizational structure of The Deaf Society
- Hosted the 3rd WFD International Conference WFD

International Development and Cooperation Project Officer

Partnered Organizations (Finnish Association of the Deaf, Swedish National Association of the Deaf and World Federation of the Deaf)

- Undertook capacity building projects for the Deaf Community in Albania, Cambodia and Kosovo and conducted a situational analysis project of the Deaf Community in Macedonia, Serbia, Montenegro, Bosnia and Herzegovina, and Turkey (September 2000 and May 2007)
- International Project Coordinator for the Global Education Pre-Planning Project on the Human Rights of Deaf People conducting regional survey work about deaf people worldwide (2007 to 2009)

KEY RESPONSIBILITIES

Global Education Pre-Planning Project on the Human Rights of Deaf People:

- Prepared and maintained a project budget of \$175,000 USD; prepared monthly project financial reports for donors
- Recruited and supervised a team of seven regional coordinators
- Led project training for seven regional team of the coordinator and five members in Bangkok, Johannesburg, Abuja, Moscow, Riyadh, Santiago and San Jose
- Designed a survey questionnaire to collect data on Human Rights for Deaf people in 123 countries including producing International Sign videos
- Analyzed the regional survey results and completed seven regional survey reports outlining major recommendations (93 countries/76% response rate)

Deaf Human Rights and Capacity Building Training Project in Western and Central Africa:

- Administered the project's financial resources and compiled a project budget of \$600,000 USD; prepared monthly project financial reports for donors
- Recruited and supervised a team of four regional coordinators
- Developed training materials on the United Nations Human Rights Treaties and presented workshops
- Designed and organized a seminar on Human Rights of deaf people in Helsinki, Finland

Organizational Development and Capacity Building Project (Cambodia, Kosovo & Albania):

- Assisted with resources and training for projects in the formation of a functioning and democratic organization; provided tools for effective decision-making systems and human resource management
- Assisted and trained local deaf staff members in project organizational management, financial planning and advocacy work
- Developed and presented training modules for members of the Deaf Community on Leadership, Deaf Organizations, Deaf Studies and Advocacy
- Advised local staff in relation to arranging training for deaf members of the country Deaf Community in organizational development, lobbying, interpreter training, and sign language work
- Advised the project staff in preparation of national and international participation, and representation
- Conducted data collection on the situation of the Deaf Community; documented three separate final research reports outlining major recommendations in Albania, Cambodia and Kosovo