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San-Marié Aucamp is Director of Equispectives Research & Consulting Services, a small consultancy based in Pretoria, South Africa, and is a registered research psychologist. She has conducted SIA studies in various sectors, including energy, mining, infrastructure and transport. With a mathematical background to complement her social science training, she is an expert in analysing statistical data to inform social research. In addition to SIA, her areas of expertise include training, research methodology, in-depth interviewing and
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Mary-Anne Barclay is a Research Fellow at the Centre for Social Responsibility in Mining, Sustainable Minerals Institute, the University of Queensland, Australia. She is an experienced researcher and writer, working in both corporate and academic settings. Mary-Anne has a long-term association with the resources sector. Her research interests include corporate–community partnerships (with a particular focus on community funds and foundations), workforce diversity and governance issues, Indigenous employment, risk communication and supply chain management.

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The Social Development Anchor and for World Bank operations in Europe and Central Asia, Africa, and the Middle East and North Africa regions. She has contributed to the conceptualization and operationalization of the PSIA methodology. Currently, Sabine applies a political economy approach through operational work in the water sector in Yemen and West Bank Gaza, urban upgrading in Yemen, subsidy and social protection sectors in the Middle East & North Africa Region, and the sanitation sector at global level.

Sara Bice is completing a PhD in sociology at the University of Melbourne, developing approaches to facilitate more community-targeted CSR programming in the Australian mining industry. She is an associate of the Melbourne Sustainable Society Institute and works as a senior consultant with the Australian Centre for Corporate Social Responsibility, where she undertakes research, strategy and reporting projects to assist and improve clients’ community engagement and sustainability practices. Sara’s work in international and community development has focused on issues including corporate responsibility in the mining industry, public participation and women’s issues, and has taken her to diverse communities throughout Australia, the Asia-Pacific region, North America and West Africa. She is a Global Reporting Initiative certified trainer and holds a Master of Arts in gender and international development studies (University of Melbourne), and a BA in journalism and mass communication (University of North Carolina at Chapel Hill).

Prof. David Brereton is the Foundation Director of the Centre for Social Responsibility in Mining at the Sustainable Minerals Institute, University of Queensland in Brisbane, Australia. He holds a BA (hons) from the University of Melbourne and a PhD in political science from Stanford University. Over the course of his career he has worked in senior research roles in both the university and government sectors, focusing on the use of applied social science to improve organizational practice and policy. His current areas of interest include: social risk analysis; governance arrangements for managing cumulative impacts; Indigenous peoples and mining; and drivers of beyond compliance behaviour in the resources sector. He is frequently invited to peer review impact assessments for resource developments and to present on the topic of SIA and management at industry and practitioner conferences and workshops.

Anita Bron is Hatch Africa’s Social Impact Management Lead and is based in Johannesburg, South Africa. Her main responsibilities are to develop and deliver integrated SIAs throughout the project life cycle process, from the concept phase to the implementation of projects. She has to ensure that the findings and recommendations of the SIAs are considered throughout the life cycle process; for example, when developing the project’s sustainable development
objectives, key performance indicators as well as the design criteria. The development and execution of participatory external stakeholder engagement strategies form part of this integrated process to ensure that projects are positioned to illustrate innovative design solutions to the local social context. Apart from SIAs for projects in the mining, energy and infrastructure sectors, Anita conducts independent due diligence SIAs on behalf of lenders, manages and executes ad hoc research for clients, and develops social monitoring plans. She has a Masters degree in research psychology from the University of Pretoria.

**Dr Sheridan Coakes** is the founder and Director of Coakes Consulting, a specialized social impact consultancy operating in Australia. Sheridan has 20 years’ research and applied experience in the areas of SIA and community involvement within a resource management and development planning context. Building on her work in developing and implementing the SIA program for the Australian Regional Forest Agreement process for the Commonwealth Government in the late 1990s, Sheridan has developed a participatory approach to SIA and stakeholder engagement practice that has been applied in numerous large-scale and controversial public and private sector projects, in the areas of forestry, quarrying and sand mining, on-shore and off-shore oil and gas, open cut and underground mining and waste management. With a PhD in the area of community psychology from Curtin University in Western Australia, Sheridan has developed and implemented a number of innovative SIA methodologies to describe, analyse and address social, economic and community health impacts. Sheridan has a particular interest in social indicator development and has recently developed a community sensitivity index to assess community vulnerability and adaptation to change within resource management and environmental contexts (e.g. climate change).

**Dr Alison Cottrell** is with the Centre for Disaster Studies and the Centre for Tropical Urban and Regional Planning in the School of Earth and Environmental Sciences at James Cook University in Townsville, Queensland, Australia. The focus of her research is the social impacts of broader social changes, hazards and climate change on communities. Perceptions of risk, vulnerability and resilience at the individual, household and community levels are of prime concern. Recent research considers relationships between preparedness, recovery and resilience to hazards at the individual, household and community levels. This research is linked to an assessment of appropriate community-based strategies for enhancing community resilience to hazards in general. Current research is concerned with appropriate measures for assessing the impact of interventions that seek to promote community resilience. Her teaching activities include SIA, disaster studies, cultural aspects of environmental issues, community studies and qualitative social research methods.
Dr Anis A. Dani is currently Lead Evaluation Officer in the Independent Evaluation Group at the World Bank. An anthropologist by training, he worked on development research, rural development projects and people-centred development in Himalayan countries and the non-profit sector in Asia prior to joining the World Bank in 1995. At the Bank he has engaged in operational work in South Asia, East Asia and Eastern Europe, conducting social research and managing projects, and evaluating the Bank’s lending portfolio. From 2000 to 2005, he coordinated the Bank’s work on social analysis, developing and applying the Bank’s Social Analysis Sourcebook and adapting social analysis into an instrument for ex-ante poverty and social impact analysis of policy reforms at the macro-level. His book Poverty and Social Impact Analysis of Reforms: Lessons and Examples from Implementation (2006) illustrates some key applications of this body of work. As Advisor on Social Policy in the Sustainable Development Network, he edited a book series on ‘New Frontiers of Social Policy’ and produced Institutional Pathways to Equity: Addressing Inequality Traps (2007); Inclusive States: Social Policy and Structural Inequalities (2008); and Assets, Livelihoods, and Social Policy (2008). His research interests include social policy, social impacts of policy reforms, community-based natural resource management, organizational effectiveness, inequality, political economy and access to services by the poor.

Robin Evans is a senior research fellow at the Centre of Social Responsibility in Mining, University of Queensland, with qualifications in mining engineering and technology management. His research at CSRM has focused on the application of risk management and valuation methodologies to areas of sustainable development and the minerals industry. This has involved research projects on sustainability indicators and frameworks, risk assessment methodologies and decision-making approaches. Robin has more recently been involved in projects addressing community relationships and social impacts, including work on mine closure SIA processes. Robin also coordinates UQ’s postgraduate coursework program in Community Relations for the Resources Sector, and is a member of the AusIMM’s Sustainability Committee.

Dr Daniel M. Franks is a Senior Research Fellow at the Centre for Social Responsibility in Mining, Sustainable Minerals Institute, the University of Queensland, Australia. His background traverses the policy, social and earth sciences, with a particular focus on the socioenvironmental changes that accompany the extraction of natural resources. Daniel has worked directly with resource communities in Latin America, Canada and Australia. He has worked as a social scientist, where he led a social and economic unit within the natural resources and water department of the Queensland State Government, and a geoscientist. He holds a Bachelor of Science (hons) in earth sciences from
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**Prof. Janette Hartz-Karp** is renowned nationally and internationally for her innovative work in community engagement and deliberative democracy. Her current position as Professor of Sustainability at Curtin University’s Sustainability Policy Institute underscores the critical need to engage citizens and communities in more dynamic ways if we are to achieve greater sustainability. Earlier, as community engagement consultant to the Western Australian Minister for Planning and Infrastructure, Janette had the task of finding innovative ways to achieve joint decision making with the community, pioneering deliberative democracy. Janette designed and facilitated techniques such as citizens’ juries, twenty-first century town meetings, deliberative polls, multi-criteria analysis conferences, consensus forums, world cafés and open space, which have had a significant impact on policy and decision making. Janette has continued with this pioneering work, co-designing and co-facilitating Australia’s first Citizens’ Parliament, and co-designing and co-facilitating a pilot global dialogue on climate change in Alberta, Canada.

**Bruce Harvey** has worked for Rio Tinto for 30 years, initially as an exploration geologist and then in community-focused roles. During his career he has worked extensively with land-connected peoples and has developed an understanding of many issues relating to their history and their land. Bruce has several degrees, including an MBA majoring in economics and humanities. As Global Practice Leader – Communities and Social Performance, he travels extensively to Rio Tinto’s mine sites and associated communities around the world, promoting an approach to community engagement based on local perspectives and regional economic development.

**Prof. Richard Howitt** is Professor of Human Geography in the Department of Environment and Geography, Macquarie University in Sydney, Australia. Richie teaches SIA, Indigenous studies and natural resource management and has been involved in SIA in Australia since the late 1980s. He has contributed to major impact studies of mining, transport infrastructure, tourism and policy changes, including leading the research team undertaking SIA of the Alice Springs to Darwin railway. His theoretical work on relational approaches to geographical scale and concepts of coexistence, community capacity building and border pedagogy focuses on questions of justice, sustainability and coexistence.

**Prof. Paul Hunt** is a Professor of Law in the Department of Law and the Human Rights Centre at the University of Essex. From 2002 to 2008, he served
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Paul Kapelus works at the interface between companies and socioeconomic development and human rights. He has studied and worked with the corporate sector in Africa over the past 18 years, having started his career working on a mine shaft for Anglo Platinum. He has experience in community development and acts as a facilitator in development projects. He has worked in various sectors in addressing the impacts of business on society and developing measures to promote a positive interaction between core business and social challenges. Much of his current work concerns business in conflict and post-conflict environments. He works across the continent as well as in the Middle East, Europe and Latin America. Paul is a Director of Synergy Global Consulting, and founder and former CEO of the African Institute of Corporate Citizenship. Paul participates in a number of global initiatives concerned with business and society. He studied Social Anthropology at Wits University (South Africa) where he undertook research in a mineworkers’ hostel, and has an MA in Social Anthropology and Business from Sussex University (UK). He was elected as a Young Global Leader by the World Economic Forum and is a recipient of the Desmond Tutu Leadership Award. He is a trustee of the Ikusasa Development Trust (which focuses on support for architects) and the Buyani Trust (an education trust for the community of Finetown, an informal settlement in Johannesburg).

Tapani Kauppinen is a project manager in the National Institute for Health and Welfare (THL), a research and development institute under the Finnish Ministry of Social Affairs and Health. His interests cover SIA as a tool for multisectoral, community-based health promotion, as well as how to increase the political and policy attention in Finland given to social and health impacts. Tapani has been developing and researching social and health impact assessment for more than 15 years, especially at the local level. He was responsible for developing the integrated impact assessment model, human impact
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**Dr Deanna Kemp** is a Principal Research Fellow at the Centre for Social Responsibility in Mining (CSRM), which is part of the Sustainable Minerals Institute at the University of Queensland, Australia. For the past 12 years her work has concentrated on the social and community impacts of large-scale industry (primarily mining). Much of this work has been international, including projects in India, Pakistan, Bangladesh, Indonesia, Laos, Canada, the USA, Australia and New Zealand. At CSRM she focuses on the relationships between mining companies and local communities, including issues such as company–community disputes, community participation in resource development and industry responses to community relations and development challenges. Deanna holds a PhD from the University of Queensland and a Master of Social Science from RMIT University.

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(co-edited with Martha Macintyre, published by Ashgate, 2006); and Gendering the Field: Towards Sustainable Livelihoods in Mining Communities (ANU EPress, 2011).

Gillian MacNaughton is the Executive Director of the Program on Human Rights and the Global Economy at Northeastern University School of Law in Boston, USA. Previously, she was a tutor in international human rights law at several colleges and programs affiliated with the University of Oxford in the UK. She also served as a senior research officer at the Human Rights Centre, University of Essex, where she assisted Prof. Paul Hunt on his mandate as UN Special Rapporteur on the right to health. Under a UNESCO grant, Gillian worked with Prof. Hunt to develop a methodology for human rights impact assessment. Gillian has also worked on the right to education, work rights, women’s rights and disability rights. She holds degrees from McGill University (education), Vermont Law School (juris doctor), Harvard (public administration) and Oxford (international human rights law). She is a member of the Vermont Bar.

Prof. Chris J. Moran is the Director of the Sustainable Minerals Institute at the University of Queensland, Australia. He was the founding Director of the Centre for Water in the Minerals Industry also based at the University of Queensland. Chris started with a degree in agriculture and a PhD in soil science and digital image processing, and worked as a natural resource scientist doing spatial science in the Australian national research organization, CSIRO, for 16 years.

Simon Nish advises Rio Tinto operations and projects on reaching and implementing agreements with local communities, particularly Indigenous communities. Simon’s observation from years of agreement-making work is that formal, binding agreements shift the dynamics between a mine and its host community in a way that facilitates long-term, mutually beneficial relationships. Simon was Rio Tinto’s lead negotiator for the Argyle Diamond Mine Participation Agreement, a four-year process that reconciled the relationship between the mine and its Aboriginal landlords. Prior to joining Rio Tinto, Simon had a long background in native title mediation work, including five years as the Queensland State Manager of the National Native Title Tribunal during which he was involved in mediation between Indigenous groups, industry and governments. Simon’s tertiary qualifications are in law and psychology.

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**Dr Jan J. Perold** is a social scientist at the Environmental Division of Aurecon, an international consulting group. He has experience ranging over several aspects of social research, including SIA, resettlement planning, social and labour plans, social surveys and statistics, tertiary education and science communication. He has been involved in a variety of projects in many countries in sub-Saharan Africa. A central theme has been the application of systems theory to develop an understanding of the capabilities and constraints characterizing poor communities, and how these interact with one another and with contextual and institutional factors to influence people’s vulnerability to project-related impacts, as well as their ability to capitalize on project-related benefits. Jan is a registered research psychologist, and completed his PhD degree in research psychology at the University of Pretoria.

**Dr Jenny Pope** is Director of a consulting firm, Integral Sustainability, based in Perth, Western Australia. In this capacity she provides consultancy and training services to business and government in the areas of sustainability policy and decision making, with an emphasis on public participation in decision making. Jenny is a chemical engineer by training and early in her career worked internationally in the area of industrial environmental management, specializing in the water and oil industries. This experience fostered an interest in sustainability and the integration of environmental concerns with social and economic considerations, particularly at the public policy level. She subsequently undertook postgraduate studies in policy studies, followed by a PhD at Murdoch University in Western Australia. Her doctoral research explored the emergence of sustainability assessment in Western Australia, both as a tool of public policy and as a framework for project planning and development by proponents. Jenny has a number of publications in the area of sustainability assessment and regularly provides training courses on this topic.

**Emily Richards** has a background in human rights and specializes in regulatory and legislative framework review and analysis. Her experience includes
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Emily is a consultant at Synergy Global Consulting, where she is currently leading work on human rights, particularly on developing methodologies for an integrated approach to social and human rights impact assessments. She has also undertaken the research and development of a training toolkit for revenues transparency and human rights issues. Emily has experience in South Africa, Egypt and Ghana. She also has experience working on the interplay between human rights and business in the Democratic Republic of Congo and the Republic of Congo (Brazzaville). Emily has worked in-house for a National Human Rights Commission, building internal capacity on engagement with the private sector. Emily has an MA (hons) in human rights from the University of London and a BA (hons) in political science from the University of Leeds. She has previous experience of working on social and environmental issues with government agencies, NGOs and companies including Oxfam, the African Institute of Corporate Citizenship (AICC) and the ClimateCare Trust.

Andreas Sadler is a consultant at Coakes Consulting, a specialized social impact consultancy operating in Australia, and holds qualifications in psychology from the University of Western Australia. Andreas has been involved in a number of SIA projects in which he has assessed community sensitivity to change in a variety of contexts, including climate change and natural resource management, in order to inform policy and decision making. Andreas has experience in the development and application of a range of social indicators, including those assessing the likelihood and magnitude of expected community impacts, as well as communities’ capital strengths and weaknesses (i.e. natural, economic, human, physical and social capital) and overall adaptive capacities.

Prof. Rauno Sairinen is Professor of Environmental Policy at the University of Eastern Finland in Joensuu, Finland. He is leader of the Joensuu LYY Institute, a research unit for social-scientific environmental and natural resource studies. From 1999 to 2007, he was Research Director at the Centre for Urban and Regional Studies at the Helsinki University of Technology. His research interests are in environmental governance, natural resource policy, environmental policy instruments, SIA, climate adaptation and urban planning. He has wide experience as a leader in Finnish and EU projects. He is Co-Chair of the SIA section of the International Association for Impact Assessment.

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stakeholder engagement and community development. Recent clients include Shell, OMV, the World Bank, IFC and Rio Tinto. She also provides advice on CSR to the Emirates Environmental Group in Dubai.

Dr C. Nicholas Taylor is a Director of the research and consultancy company, Taylor-Baines and Associates, which is based in New Zealand, having been established in 1989. With a PhD from the University of Canterbury and an MSc in resource management from Lincoln, he specializes in natural resource sociology. He has collaborated internationally to develop approaches and techniques for SIA, co-authoring the text Social Assessment: Theory, Process and Techniques (third edition published in 2004). He has conducted training courses on SIA in New Zealand and internationally. He was the 2009–10 President of the International Association for Impact Assessment.

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