

# ALEX MARTINS

Citizenship: South Africa & Portugal

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Alex is an independent researcher, facilitator, advocate and Co-Founder of [The Equity Index](#). She is passionate about creating a more equitable and decolonised international development sector. Alex:

- **Researches** the changing dynamics of the development system, with a focus on how Northern donors and INGOs transition from aid relationships to development partnerships.
- **Facilitates** discussions between diverse groups of stakeholders from both the global South and North, and is trained in participatory facilitation techniques including Group Facilitation Methods & Open Space Technology.
- **Advocates** for greater equity in the international development sector, with a focus on the intersection between racial and gender equity and equitable partnerships, taking into account power imbalances resulting from historical and neo-colonial dynamics.
- **Co-founded** The Equity Index, a UK-based social enterprise that focuses on fostering equitable policies, practices and partnerships across all types of UK development organisations.

Born in Johannesburg, she was raised in South Africa and Brazil and is currently based in London, UK.

## WORK EXPERIENCE

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**THE EQUITY INDEX, Co-Founder & Research Lead**, London, UK 04/2019 to Present

- Co-founded a UK Community Interest Company dedicated to improving equity (including racial and gender equity) across the development sector with an Advisory Group of 13 development experts.
- Extensive research into existing equity-relevant (or diversity and inclusion) indices, metrics and approaches.
- Delivered an equity lens training for the **International Development Innovation Alliance (IDIA)**.
- Partnered with **PopWorks Africa** to provide tailored input on anti-racism in the philanthropic sector.

**ALEX MARTINS DEVELOPMENT, Director**, London, UK 01/2018 to Present

I have delivered projects for the following organisations in my capacity as an independent researcher:

### Independent Commission for Aid Impact

- Co-Team Lead: Information note on the use of UK aid to enhance mutual prosperity, ICAI, 2019
- Deputy Team Lead: Performance review of the Newton Fund (£735 million partnership fund), 2018 to 2019
- Reviews entail interviews with high-level government stakeholders and preparing briefing materials for the UK Parliament's International Development Committee (IDC)

### Peace Direct, Search for Common Ground, CDA Collaborative Learning

- Senior researcher on *Stopping As Success*, a USAID-funded research projects on INGO transitions
- Wrote two case studies of INGO transitions in DRC and Timor-Leste; reviewed 18 other case studies and produced a synthesis report of the key findings; Co-facilitated a review workshop in Nairobi, Kenya

### Healing Solidarity

- Conducted an evaluation of the Healing Solidarity Collective, which provides a space for practitioners and activists to challenge injustice and racism in the development sector

### Rights CoLab - Reimagining INGOs

- Project Coordinator and Research Lead for the design of a Systems Change Lab process

### Ethical Trading Initiative

- Co-designed and delivered training on the use of a new online software (Podio) rolled out across the ETI team

### Faith in Leadership

- Serve as a Strategic Advisor on Theory of Change and broader monitoring & evaluation

**INSTITUTE OF DEVELOPMENT STUDIES (IDS), Visiting Fellow** UK 11/2018 to 04/2019

- Research project on South Africa's perception of and response to the transition policies of Northern donors.

**INTEGRITY RESEARCH AND CONSULTANCY, Services Manager**, London, UK 08/2013 to 12/2017

- Successfully facilitated the development of internal strategy processes and procedures
- Delivered key projects, including:

**DFID DRC Evidence Analysis and Coordination Programme**, Analyst & Programme Manager, 2013 to 2017

- Managed the delivery of 25 Political Economy Analysis (PEA) studies to inform DFID programming in a range of sectors, including: electoral support, health, conflict prevention, and private sector development

**DFID DRC M&E Cell, International Security and Stabilisation Support Strategy**, Analyst, 2015 to 2017

- Designed and implemented a Monitoring & Evaluation risk matrix; conducted background research on the ISSS; drafted sections of biannual monitoring reports

**INITIATIVES OF CHANGE (IOFC)**, Oxford and London, UK 11/2011 to 07/2013

**Assistant to the Executive Vice President**

- Supported the International Council with strategic planning, including during trips to Switzerland and India
- Facilitated the growth of an Operations team to coordinate cross-IOFC chapter international projects
- Delivered key projects, including:

**South Sudan Reconciliation Initiative**, Deputy Project Manager, Juba, 2013

- Provided project management support to the Initiative in organising reconciliation-related events in Juba
- Engaged international stakeholders, primarily the Swiss Federal Department of Foreign Affairs

**Caux Forum for Human Security**, Communications Director, Oxford and Switzerland, 2011 to 2012

- Designed the communications and social media strategy for an event of over 300 peacebuilding practitioners
- Recruited/ supervised a team of five volunteer Communications Assistants & co-authored Caux Forum Report.

## RECENT PRESENTATIONS

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RightsCon 2021 [session](#), International civil society organizations' future: is there one?, June 2021

The Advocacy Team [webinar](#), What next for UK aid?, March 2021

Healing Solidarity Embodying Change [Conference](#), Panel on Racism, Equity and Care: What role can white people play?, November 2019

Gender & Development [journal launch](#): Reimagining international development, Talk on how to create greater equity in the international development sector, March 2018

## SELECTED PUBLICATIONS

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The Equity Index, Comparator Mapping, January 2021, [link](#)

Alex Martins, Reimagining equity: redressing power imbalances between the global North and the global South, Gender & Development, 28:1, 135-153, 2020, [link](#)

Peace Direct, Stopping As Success, 'Case study synthesis report,' January 2020, [link](#)

Peace Direct, Stopping As Success, 'Thought piece: Legitimacy and power in INGO transitions,' January 2020, [link](#)

Peace Direct, Stopping As Success, 'Issue Paper: Communicating INGO transitions,' January 2020, [link](#)

Knowledge Platform: Security & Rule of Law, 'Bridging the Gap: Research collaboration in fragile and conflict-affected states', July 2015, [link](#)

## EDUCATION & LANGUAGE

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**UNIVERSITY OF OXFORD, ST ANTONY'S COLLEGE** 09/2009 to 06/2011

- Master of Philosophy (MPhil) Politics: Comparative Government

**UNIVERSITY OF PENNSYLVANIA** 08/2004 to 05/2008

- B.A. in International Relations and Theatre Arts, *Summa Cum Laude*

**Language skills:** English (native), Portuguese (fluent), French (full professional proficiency), Spanish (basic)