***APPLICATION DEADLINE EXTENDED: 2 NOVEMBER 2023 AT 12 NOON GENEVA TIME***

* *The application process consists of two compulsory parts:****(1) online survey[[1]](#footnote-1)*** *(*[*https://ohchr-survey.unog.ch/index.php/685559*](https://ohchr-survey.unog.ch/index.php/685559)*) and****(2) mandate-specific application form in Word format[[2]](#footnote-2)*** *(to be downloaded from* [*https://www.ohchr.org/en/hr-bodies/hrc/sp/hrc55*](https://www.ohchr.org/en/hr-bodies/hrc/sp/hrc55)*)*
* *Candidates should indicate in question 10 of Section I (Personal data) below for which indigenous sociocultural region (i.e., Africa or North America) they are applying and then* ***include in the motivation letter in Section III why they are applying for the specific indigenous sociocultural region.***
* *Once fully completed,* ***in English or French only****, the Word application form should be saved in Word format and submitted by email to* [*ohchr-hrcspecialprocedures@un.org*](mailto:ohchr-hrcspecialprocedures@un.org)
* *A* ***maximum of up to three optional letters of support*** *may be attached to the email (in Word or PDF format).* *For EMRIP candidates, preferably one of the three letters should be from an organization or entity representing Indigenous Peoples. No additional documents (e.g., CVs, resumes or additional letters of support) will be accepted.*
* *Applicants will receive an acknowledgment email when both parts of the application process, i.e., the data submitted through the online survey and the Word application form, have been received by the Secretariat.*
* *Applications will only be considered if both parts and* ***all sections*** *of the Word application form have been completed and received by the Secretariat before the expiration of the deadline. Please read the instructions in this form carefully and fill the form fully in accordance with such instructions.* ***No incomplete or late applications will be accepted****.*
* *Candidates eligible for* ***Working Group mandates*** *are only nationals of the States belonging to the* [*regional groups*](https://www.un.org/dgacm/content/regional-groups) *for which specific vacancies have been advertised.*
* *General description of the selection process and answers to frequently asked questions are available at* [*https://www.ohchr.org/en/hr-bodies/hrc/sp/nominations*](https://www.ohchr.org/en/hr-bodies/hrc/sp/nominations) *and* [*https://www.ohchr.org/en/hr-bodies/hrc/sp/basic-information-selection-independent-experts*](https://www.ohchr.org/en/hr-bodies/hrc/sp/basic-information-selection-independent-experts)
* *In case of technical difficulties or problems with accessing or completing the forms, you may contact the Secretariat by email (*[*ohchr-hrcspecialprocedures@un.org*](mailto:ohchr-hrcspecialprocedures@un.org)*) or fax (+41 22 917 9008).*

**I. PERSONAL DATA**

|  |  |  |
| --- | --- | --- |
| **1. Family (last) name:** Clyde | **5. Year of birth:** 1979 | |
| **2. First (given) name:** Melissa | **6. Place of birth:** Shiprock, New Mexico, USA | |
| **3. Other name, if any:** | **7. Nationality (please indicate the one nationality that will appear on the public list of candidates):** American, United States of America | |
| **4. Gender:** Female | **8. Any other nationality:** None | |
| **9. Indigenous origin:** Navajo Nation, Indigenous United States of America | | |
| **10. Please indicate for which indigenous sociocultural region you are applying (please tick a box):** | | **North America** |

**II. MANDATE-SPECIFIC COMPETENCE / QUALIFICATIONS / KNOWLEDGE**

**NOTE: Please describe why the candidate’s competence / qualifications / knowledge is relevant in relation to the specific mandate:**

1. **QUALIFICATIONS** (200-word limit)

**Relevant educational qualifications or equivalent professional experience in the field of human rights, and good communication skills (i.e., orally and in writing) in one of the six official languages of the United Nations (i.e., Arabic, Chinese, English, French, Russian, Spanish).**

I speak, read and write English. I have a masters degree in social work, which has the ethics and values to do no harm in the profession and to be solution-focused. My work in social work is to facilitate individual and collective input from stakeholders to work towards an outcome that will have positive and healthy results. I have used the UNDRIP and human rights framework to address injustices for Native American children, specifically children who have been removed from their families and communities. In my current job, I have to write and produce written documentation that demonstrates results and outcomes for tribal nations, communites and children who faced the foster care system. I am required to provide written reports to tribes and internally within my organization. I often provide verbal reports and facilitate group discussions among stakeholders, like tribal councils, boards, and communities. Communciation is one of my strengths as I have to inform my colleauges, partners and team members about the status of projects, decisions and use data to measure outcomes. I also have the responsibility to provide verbal updates to the communites.

1. **RELEVANT EXPERTISE** (200-word limit)

**Knowledge of international human rights instruments, norms and principles (please indicate how this was acquired). Knowledge of institutional mandates related to the work of the United Nations or other international or regional organizations in the area of human rights, and particularly in the area of the mandate (please indicate how this was acquired).**

**Proven work experience in the field of human rights and particularly in the area of the mandate (please indicate years of experience).**

I have about 10 years of knowledge of international human rights instruments, norms and principles were acquired by direct impact of human rights issues that face my tribe and other tribes in the United States. I learned about the international mechanisms by personal research and participation in the 2011 UN Indigenous Fellows Program. I also attended EMRIP in 2011. In 2012, I assisted the UN Special Rapporteur on the Rights of Indigenous Peoples by organizing a visit to a location in the United States. In 2017, I helped the Navajo Nation and the Mandan Hidatsa Arikara Nation elected leaders to participate and provide verbal public statement on human trafficking in their tribal communities at the Fall Human Rights Council Session. Although I did not do the public statement, I helped support and prepare the elected leaders to do this for their own tribal community. In 2018 and 2019, I worked with the University of Colorado Law School to host side events at the Permanent Forum II in New York City. I currently serve on the Advisory Council to the Colorado Women's Fund where our impact is to provide grants to organizations that work for women and girls of color. I believe these events have helped to prepare me for the mandate of EMRIP and elevating human rights for Indigenous Peoples. My work in the field is over 10 years, but my work in the area of the mandate is limited; although ready to fulfill the role.

1. **ESTABLISHED** **COMPETENCE** (200-word limit)

**Nationally, regionally or internationally recognized competence related to human rights (please explain how such competence was acquired).**

I have national recognition (15+ years) as an expert in the area of child welfare, Indian Child Welfare Act, and issues that impact Indigenous children and families. My competence in human rights was acquired from the UN Indigenous Fellows Program in 2011. Since completing the program I have used the human rights framework and UNDRIP to promote justice for my tribe and Indigenous Peoples in the United States. I have 10 years of experience working in philanthropy, where my work is to learn about the issues of Indigenous Peoples and try to educate philanthropy on how to be a partner with Indigenous Peoples and organizations. I facilitate equity and access to resources in philanthropy. The majority of my work is done in the United States and I would like to do more human rights work internationally. I believe there is a lot of work to elevate the needs and solutions for Indigenous Peoples paired with the opportunity to use data to inform best practices.

1. **PUBLICATIONS OR PUBLIC STATEMENTS**

**Please list significant and relevant published books, articles, journals and reports that the candidate has written or public statements, or pronouncements that the candidate has made or events in which the candidate has participated in relation to the mandate.**

* 1. **Enter three publications in relation to the mandate applied for, in the order of relevance:**

**1. Title of publication:** Placement Patterns of American Indian Children involved with child welfare: Findings from the second National Survey of Child and Adolescent Well-Being

**Journal/Publisher:**  Casey Family Programs

**Date of publication:** August 2015

**Web link, if available:** www.casey.org/media/NSCAW-Placement

**2. Title of publication:**

**Journal/Publisher:**

**Date of publication:**

**Web link, if available:**

**3. Title of publication:**

**Journal/Publisher:**

**Date of publication:**

**Web link, if available:**

**If more than three publications, kindly provide a summary of the rest** (200-word limit):

* 1. **Enter three public statements or pronouncements made or events that the candidate may have participated in with respect to the mandate applied for, in the order of relevance:**

**1. Platform/occasion/event of public statement/pronouncement:**

**Event organizer:**

**Date of public statement/pronouncement:**

**Web link, if available:**

**2. Platform/occasion/event of public statement/pronouncement:**

**Event organizer:**

**Date of public statement/pronouncement:**

**Web link, if available:**

**3. Platform/occasion/event of public statement/pronouncement:**

**Event organizer:**

**Date of public statement/pronouncement:**

**Web link, if available:**

**If more than three, kindly provide a summary of the rest** (200-word limit):I have not given public statements or pronouncements yet.

1. **flexibility/readiness and AVAILABILITY of time** (200-word limit)

**to perform effectively the functions of the mandate and to respond to its requirements, such as participating in Human Rights Council sessions in Geneva and General Assembly sessions in New York; travelling on two country visits per year; drafting reports according to established deadlines; organizing and participating in consultations and meetings; addressing allegations of human rights violations with all concerned; providing advice to States and other stakeholders on issues related to the mandate; and engaging with a variety of stakeholders.**

**Kindly indicate whether the candidate can dedicate an estimated time of four to six months per year to the work of a mandate depending on its workload.**

Yes, I understand the functions of the mandate and requirements needed for this role. I am able to dedicate the time needed for the work entailed of the mandate. I understand that this mandate is unpaid and I will serve in my own capacity. I completely understand the independence of this mandate and role. My current job is able to accommodate me when serving in such capacites for the mandate. In summary, I fully understand the responsibilites and honor for this role.

**Please note that the work of mandate holders is unpaid. Those appointed as mandate holders serve in their personal capacities. They are not United Nations staff members, they are not based in United Nations offices in Geneva or at another United Nations location, and they do not receive a salary or other financial compensation, except for travel expenses and daily subsistence allowance of “experts on mission”.**

1. **NOMINATION FOR THE MANDATE**

**Indicate whether the candidate has been nominated by (check all that apply):**

**Individual nominations (select this option if the candidate is self-nominating)**

**Governments**

**Regional groups operating within the United Nations human rights system**

**International organizations or their offices**

**Non-governmental organizations**

**National human rights institutions**

**Other human rights bodies**

**For third-party nominations, please provide the name of the nominating entity and additional information about the nomination** (200-word limit)**:**

I am self nominating myself for this mandate. Also, I have written support from the Navajo Nation Council (letters attached).

**III. Motivation Letter, INCLUDING YOUR VISION OF THE MANDATE, AND WHY YOU ARE APPLYING FOR THE SPECIFIC INDIGENOUS SOCIOCULTURAL REGION**600-word limit. Must be typed in the space below. Cannot be sent in a separate email or as an attachment. To be written by the candidates themselves, even if nominated by another stakeholder.

I am applying for the independent role as Expert Mechanism on the Rights of Indigenous Peoples – North America. I am motivated to serve in this independent capacity on behalf of Indigenous Peoples in my region, because there is no better time to do so. I am a Navajo woman and have support from my tribal nation.

First, I want to acknowledge the everlasting impact of the coronavirus pandemic had on everyone in the world, especially in Indigenous Peoples’ communities. The privilege gap became evident due to this global pandemic for tribal, Indigenous People, rural and people of color communities in the US and continues to be a gap that has grown wider. The strength, resilience and cultural knowledge of Indigenous Peoples is more visible and necessary for the world. It is my hope that Indigenous Peoples will be at the table to help the world problem solve on the issues that were exposed. Such exposed issues like the need for clean water, access to quality health care, access to adequate housing and access to broadband internet remains ongoing challenges, at least in my tribal community. Many elders who cared for their grandchildren died and left some children without kinship care. This worries me as a crisis in the future.

I would like to be the representative from North America because I am more than ready and prepared to study and to be part of the EMRIP experts to advance the rights of Indigenous Peoples. I understand sovereignty, self-determination, UNDRIP and how to use the strengths of Indigenous Peoples’ to transform lives and communities. Indigenous Peoples have the solutions to many world issues, and need to be given the opportunity to be engaged. I can use and analyze data to promote and develop best practices. In my current job, I must document and clarify to tribes the issues and challenges they face but examine in partnership with them how to use their sovereignty to build communities of hope.

I facilitate meetings, convenings and gatherings on a regular basis. In the United States, the violence against women and people of color have become more noticed. I facilitate meetings between tribes and state governments to establish working relationships to improve the lives of Native American children who are vulnerable to foster care. In many conversations, diversity, equity, and inclusion is necessary and long over due to address the racism and injustices that face Indigenous Peoples. Indigenous Peoples know the answers to the injustices they face and are in the best position to create and document the solutions for their wellbeing. My professional experience has given me the skills to be in difficult conversations, to be a listener and to come up with solutions to address the issues in partnership with the Indigenous Peoples.

I believe I have the skills to be a part of a team that can continue to build on and work towards achieving the goals of the United Nations Declaration on the Rights of Indigenous Peoples. I am professional in my approach to the work and projects. Although I have not had provided public statements at the international level, I believe this could a positive neutral characteristic for this role. I am a quick learner, and I am a good listener. I am a leader, Navajo woman and person who does not have to dominate the work and will assert myself with diplomacy when necessary.

Lastly, I am motivated to be an independent expert in EMRIP for North America because I respect and care about Indigenous Peoples and their communities. I want Indigenous Peoples to have the necessary information, services, and policies to be self-determining, self-motivated, and protected from human rights injustices. I am a mother to a ten-year-old daughter who will follow in my footsteps, and I want to leave a legacy she can be proud of for Indigenous Peoples. I will do my best to do the right thing as an independent expert.

**IV. LANGUAGES (READ / WRITTEN / SPOKEN)**

**Please indicate all language skills below.**

**1. Mother tongue:** **English**

**2. Knowledge of the six official languages of the United Nations:**

**Arabic:** Yes or no: **No** If yes,

**Read:** Easily ornot easily:   
**Write:** Easily or not easily: **Speak:** Easily or not easily:

**Chinese:** Yes or no: **No** If yes,

**Read:** Easily or not easily: **Write:** Easily or not easily: **Speak:** Easily or not easily:

**English:** Yes or no: **Yes** If yes,

**Read:** Easily or not easily: **Easily  
Write:** Easily or not easily: **Easily  
Speak:** Easily or not easily: **Easily**

**French:** Yes or no: **No** If yes,

**Read:** Easily or not easily: **Write:** Easily or not easily: **Speak:** Easily or not easily:

**Russian:** Yes or no: **No** If yes,

**Read:** Easily or not easily: **Write:** Easily or not easily: **Speak:** Easily or not easily:

**Spanish:** Yes or no: **No** If yes,

**Read:** Easily or not easily: **Write:** Easily or not easily: **Speak:** Easily or not easily:

**V. EDUCATION**

**Please list the candidate’s academic qualifications (university level and higher, indicating the type of degree and field of study, academic institution and whether full- or part-time). If space in the table is insufficient, more than one degree may be listed in the additional cell below, separating them by a blank line.**

|  |  |  |  |
| --- | --- | --- | --- |
| **Name of degree, field of study and name of academic institution, full or part-time**: | **Years of attendance**  (provide a range from-to, for example 1999-2003;  for ongoing education, please put e.g. 2018-present): | **Degree obtained** (please indicate YES or NO): | **Place and country:** |
| Name of degree: Master's degree  Field of study: Social Work  Academic institution: Washington University in St. Louis  Full or part-time: Full time | 2005-2007 | Yes | St. Louis, Missouri, USA |
| Name of degree: Bachelor's degree  Field of study: Sociology  Academic institution: University of Arizona  Full or part-time: Full time | 1997-2001 | Yes | Tucson, Arizona, USA |
| Name of degree:  Field of study:  Academic institution:  Full or part-time: |  |  |  |
| Name of degree:  Field of study:  Academic institution:  Full or part-time: |  |  |  |
| Name of degree:  Field of study:  Academic institution:  Full or part-time: |  |  |  |
| Additional: |  |  |  |

**VI. EMPLOYMENT**

**Please list ALL RELEVANT professional positions held in the area of human rights, beginning with the candidate’s current (or most recent) occupation.** **Also, indicate whether positions held were full-time or part-time. If space in the table is insufficient, more than one position may be listed in the additional cell below, separating them by a blank line. Please be as precise as possible since this section is important for assessing the eligibility of candidates in terms of professional experience.**

|  |  |  |
| --- | --- | --- |
| **Name of employer,**  **functional title,**  **main functions of position (brief description), full- or part-time:** | **Years of work** (provide a range from-to, e.g., 05/1999-10/2005;  for ongoing activities, please put, e.g., 08/2018-present): | **Place  and country:** |
| Name of employer: Casey Family Programs  Functional title: Senior Director  Main functions of position: Supervisor and manager to director and administrative staff. Overight of the operations and budget of work unit. Works directly with national, tribal and state systems to improve the outcome of American Indian and Alaska Native children (AI/AN) in foster care. Provides technical assistance and consultation to tribes. Oversees the design, development, implementation and evaluation of tribal transformation, and identification and support of best Indian child welfare practices. Responsibilities also include ensuring compliance with legal, financial and Casey’s strategic objectives and state plans; and ensuring that the Indian Child Welfare Consulting staff works positively and effectively with all staff internal to Casey as well as external contacts. Identifies, promotes and disseminates practice models, methodologies and tools that may improve public child welfare and AI/AN child outcomes.  Full- or part-time: Full time | 02/2013-Present | Denver, Colorado, USA |
| Name of employer: National Indian Child Welfare Association  Functional title: Senior Program Director  Main functions of position: Served as a member of the executive management team and leadership team in the development and enforcement of organizational policies and procedures to maintain positive health of the organization. Supervised work unit heads and other personnel. Tracked and managed the progress and delivery of work and sought and ensured correction of deficiencies. Ensured that project managers and personnel expended contract funds in a timely manner. Worked directly with tribe, states, and federal agencies to improve the outcome of American Indian and Alaska Native children in foster care  Full- or part-time: Full time | 02/2007-02/2013 | Portland, Oregon, USA |
| Name of employer: Portland State University  Functional title: Field Instructor  Main functions of position: Supervised and taught Advanced-Standing MSW interns for one academic year the principles, values and field of social work. The placement of each student included the management and implementation of a learning agreement, evaluation process and assignment of an individualized project on topics such as administration, leadership and management in social work  Full- or part-time: Unpaid part time | 2010-2012 | Portland, Oregon, USA |
| Name of employer: National Indian Child Welfare Association  Functional title: Community Development Specialist  Main functions of position: Ensured that accurate and timely consultation and/or training was provided to requests for technical assistance on issues of Indian child welfare, children’s mental health, and child abuse and substance prevention. Ensured that the needs of communities were met through effective community development efforts. Prepared professional written documents/articles for NICWA News, Pathways, and other required media for publication of services. Provided technical assistance to Systems of Care and Circles of Care grantees to ensure that their supports were met for the requirements of the grant. Coordinated, educated, and partnered with federal agencies, and other entities so that tribal needs related to child welfare and children’s mental health were heard and addressed. Coordinated and organized large conferences, meetings, and trainings, prepared agendas, work plans. Monitored the effectiveness of technical assistance and training through project evaluations. Responsible to maintain extensive written records  Full- or part-time: Full time | 2007-2008 | Portland, Oregon, USA |
| Name of employer: Namaste Inc.  Functional title: Treatment Coordinator  Main functions of position: Coordinated treatment services for children in treatment foster care. Licensed foster parents. Conducted and lead monthly team meetings for every child in my caseload. Worked among licsenced clinicials to ensure appropriate emotional, medical, mental, social and physical health of the children was relevant. Developed regular reports and documentation for children.  Full- or part-time: Full time | 2/2003-08/2005 | Farmington, New Mexico, USA |
| Name of employer: Navajo Nation Division of Social Services  Functional title: Child Protective Services/Case Manager  Main functions of position: Investigated child abuse and neglect sitautions on children. Developed appropriate reporting to courts and case files. Worked in partnership with courts, law enforcement and caregivers to safely reunite or find alternative safe settings for children. Provided case management services for families to safely reunite with children.  Full- or part-time: Full time | 8/2001-2/2003 | Gallup, New Mexico, USA |
| Name of employer:  Functional title:  Main functions of position:  Full- or part-time: |  |  |
| Name of employer:  Functional title:  Main functions of position:  Full- or part-time: |  |  |
| Additional: |  |  |

**VII. COMPLIANCE WITH ETHICS AND INTEGRITY PROVISIONS   
(of Human Rights Council resolution 5/1)  
*To be completed by the candidate or by the nominating entity on the candidate’s behalf.***

**1. Does the candidate have any official, professional, personal, or financial relationships that might cause the candidate to limit the extent of inquiries, to limit disclosure, or to weaken or slant findings in any way? If yes, please explain.**

No

**2. Are there any factors that could either directly or indirectly influence, pressure, threaten, or otherwise affect the candidate’s ability to act independently in discharging the mandate? If yes, please explain:**

No

**3. Is there any reason, currently or in the past, that could call into question the candidate’s moral authority and credibility, or does the candidate hold any views or opinions that could prejudice the manner in which the candidate discharges the mandate? If yes, please explain:**

No

**4. Does the candidate comply with the provisions in paragraphs 44 and 46 of the annex to Human Rights Council resolution 5/1? (please answer YES if the candidate complies; NO if the candidate does not comply, and provide an explanation).**

***Para. 44: The principle of non-accumulation of human rights functions at a time shall be respected.***

***Para. 46: Individuals holding decision-making positions in Government or in any other organization or entity which may give rise to a conflict of interest with the responsibilities inherent to the mandate shall be excluded. Mandate holders will act in their personal capacity.***

Yes

**5. Should the candidate be appointed as a mandate holder, the candidate will have to take measures to comply with paragraphs 44 and 46 of the annex to Council resolution 5/1. In the event that the current occupation or activity, even if unpaid, of the candidate may give rise to a conflict of interest (e.g., if a candidate holds a decision-making position in a Government) and/or there is an accumulation of human rights functions (e.g., as a member of another human rights mechanism at the international, regional or national level), necessary measures could include relinquishing positions, occupations or activities. If applicable, please indicate the measures that the candidate will take in this regard.**

Yes, I understand the role of the mandate. I am not a decision maker in a government. If any conflicts of interest should come up, I would recuse myself when necessary.

**VIII. CERTIFY AND SUBMIT APPLICATION  
*To be completed by the candidate. The candidate’s name below should match how it is entered on the first page of the form and in the online survey.***

**Kindly note that whilst no changes can be made after this application form has been submitted and the deadline for applications has expired, any relevant change of current occupation, employment, or position, or any other relevant fact or circumstance should be brought to the attention of the Secretariat by   
email (**[**ohchr-hrcspecialprocedures@un.org**](mailto:ohchr-hrcspecialprocedures@un.org)**).**

**I hereby certify that all of the statements made in this application are true, complete and are made in good faith. I understand that falsifying or intentionally withholding information will be grounds for not being selected or appointed or the withdrawal of any proposed appointment or, if an appointment has been made and accepted, for its immediate cancellation or termination.**

**Please review the application before you insert your name and date to indicate your agreement.**

**Name:** Melissa Clyde

**Date:** 29-10-2023

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1. The **online survey** is used to collect information for administrative purposes such as personal data (i.e., name, gender, nationality), contact details, mandate applying for and, if appropriate, nominating entity. The same name, gender and nationality must be used both in the online survey and in the Word application form. [↑](#footnote-ref-1)
2. The **mandate-specific application form in Word format** includes a motivation letter of maximum 600 words (section III of the form). The application form should be completed in English or French only, the two working languages of the United Nations Secretariat. The application form will be used as received to prepare the public list of eligible candidates who applied for the vacancy. The application forms of eligible candidates will also be posted as received on the OHCHR public web page for the selection process. [↑](#footnote-ref-2)