

**DR. BELE GRAU (she/her)**

Trainer, Facilitator, Consultant and Coach (ProC)

**CONTACT**

feminist consulting collective

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**PROFILE**

Bele Grau is a social worker, anthropologist and systemic coach. For more than 20 years she has been working in German and transnational civil society and political-activist contexts at the intersections of gender-based violence, other lines of discrimination and decolonial perspectives. With her consulting skills, she accompanies individuals and teams locally and abroad who work for human rights and social justice. She combines her training, facilitation, and consulting skills with mindfulness and embodiment approaches.

**MAIN FOCUS**

- Feminist organizational and team development
- Decolonisation of transnational collaboration
- Discrimination-sensitive consulting
- Self- and staff care, stress and resilience
- Political action and civil society negotiation processes

**EDUCATION AND TRAINING**

- PhD in Anthropology (Goethe University Frankfurt, Dr. phil., 2020): "Women's rights are a matter of negotiation. Ethnographic Study of Interventions by Afghan Women's Rights NGOs."
- Postgraduate course "African Studies" (University of Cologne, 2005)
- Social Work (Dipl. FH, Würzburg, 1998)
- Embodied Social Justice (Transformative Change, USA | online, 2022)
- Mindfulness-Based Systemic Coaching (Awaris Cologne | Pro C Association, 2017)
- Systemic Organizational Development (neues lernen, Cologne, 2008)
- Since 2004 various training courses in (project) management, conflict management, mindful organizational culture, dealing with consequences of violence and traumatization, trauma counseling, etc.

**PROFESSIONAL EXPERIENCE**

- Since 2022 co-founder and co-director of feminist consulting collective: organizational consulting, coaching, training and facilitation
- 2020 – 2023: Consultant at the nationwide helpline "Violence against Women", BAFzA
- Since 2015: Self-employed as trainer, facilitator, coach and organizational consultant
- Since 2015: Lecturer at various universities in Germany
- 2006 – 2014 Management of the Afghanistan program at medica mondiale e.V., Cologne: support in the establishment of a women's rights organization in Afghanistan. Organizational development, strategic planning, quality assurance, human resource management, project management, conception and implementation of workshops
- 1998 – 2003: Lecturer at a non-profit employment agency, Neumarkt e.V., Bochum

**LANGUAGES**

- German, English

**POLITICAL ACTION AND NETWORKING**

- AfghanistanNotSafe KölnBonn (founding member, since 2016)
- Medica Afghanistan, Kabul, Afghanistan (Board member, since 2010)