

Fabrice Houdart

Governance, human rights and LGBTQ+ economic inclusion

New York, NY · info@fhconsultinginc.com
fabricehoudart.com

— PROFILE

Founder of PRISM, the Association of LGBTQ+ Corporate Directors, and three-time NACD Directorship 100 honoree. Fourteen years at the World Bank and four at the UN Human Rights Office, where he co-authored the UN Standards of Conduct for Business on LGBTI inclusion. Chairs the board of the Institute of Current World Affairs and sits on L'Oréal's Global Diversity, Equity & Inclusion Advisory Board. Brings boards a rare combination: emerging-markets and development-finance experience, human-rights and stakeholder-risk expertise, and a decade of work on board composition.

Board leadership & governance

Human capital & culture

Stakeholder & reputational risk

Emerging markets

Development finance

Public policy

— EXPERIENCE

PRISM – The Association of LGBTQ+ Corporate Directors 2022 – present Founder and Executive Director

- Founded the first association of LGBTQ+ corporate directors in the United States, with sister organizations in Canada, the UK and Australia.
- Built the largest database of serving and aspiring LGBTQ+ directors; publishes the *LGBTQ+ Board Monitor* on board disclosure.
- Led bell-ringing ceremonies for board diversity at Nasdaq (2023), NYSE and the London Stock Exchange (2026).

Koppa – The LGBTI+ Economic Power Lab 2023 – present Co-founder

- Co-founded a nonprofit lab mobilizing knowledge, finance and networks for LGBTI+ economic inclusion, with a focus on the Global South.
- Convened the first Global LGBTIQ+ Inclusive Finance Forum (2025) and a global series of stock-exchange bell ringings for LGBTIQ+ equality.

Fabrice Houdart Consulting 2022 – present Principal

- Advises global companies, including L'Oréal, on LGBTQ+ inclusion and human-rights strategy.
- Advises development institutions; co-authored the Asian Development Bank's *Roadmap for Inclusive Development Based on SOGIESC (2024–2028)*.
- Writes a weekly Substack on LGBTQ+ rights and business read by more than 21,000 subscribers.

Out Leadership 2020 – 2022 Managing Director, Global Equality Initiatives

- Co-led Quorum, a global initiative on LGBTQ+ board representation, supporting California AB 979, H.R. 1187 in Congress and the UK FCA's board-diversity consultation (CP21/24).
- Helped member companies turn international standards into LGBTQ+ inclusion practice across their markets.

3×

NACD DIRECTORSHIP 100
HONOREE

2021 · 2024 · 2025

— BOARD LEADERSHIP

Institute of Current World Affairs
Chair of the Board, 2024 – present
Trustee since 2016; founded the David Mixner Fellowship

CUNY TV Foundation
Treasurer, 2024 – present

IDAHOBIT Committee, Paris
Treasurer

Housing Works Thrift Shops & Bookstore Cafe
Director, 2019 – present

LGBTQ+ Directors Canada
Director

— ADVISORY

L'Oréal
Global DE&I Advisory Board, 2021 – present

NACD Center for Inclusive Governance
Advisory Council, 2021 – present

Open for Business
Senior Advisor to the Board

California Department of Justice
Expert witness on board diversity (Crest v. Padilla; Alliance for Fair Board Recruitment v. Weber)

— EXPERIENCE, CONTINUED

United Nations, Office of the High Commissioner for Human Rights 2016 – 2020

Human Rights Officer, New York

- Co-authored and led the UN Standards of Conduct for Business on tackling discrimination against LGBTI people, the largest corporate initiative of its kind; secured public support from more than 270 of the world's largest companies.
- Launched the Standards in 15+ markets, including Mumbai, Nairobi, São Paulo, Tokyo, Hong Kong, at Davos and at Nasdaq.
- Co-managed an inter-agency UN project on sexual orientation and gender identity rights in Africa; supported the UN Free & Equal campaign.

The World Bank Group, Washington, DC 2002 – 2016

Fourteen years in country operations across four regions

Senior Country Officer, Maghreb	2013 – 2016
Country Officer, Central Asia	2009 – 2013
Operations Analyst, Egypt and Yemen	2008 – 2009
Operations Analyst, Africa Regional Integration	2005 – 2008
Consultant, Human Development, Democratic Republic of Congo	2002 – 2005

- Contributed to country partnership strategies for Uzbekistan and Tajikistan and to the 2011 and 2012 World Development Reports.
- As elected president of GLOBE, the Bank Group's LGBT staff association (2010 – 2015), ran the institution's first LGBT workplace survey and brought LGBTI activists to meet President Jim Yong Kim.
- Led the Bank's first work on the economic cost of LGBTI exclusion, using India as a case study (2014), laying the groundwork for its later SOGI strategy.

— TEACHING

Georgetown University 2023 – 2024

Adjunct Professor · Queering International Development

Columbia University 2024

Adjunct Professor · Advancing SOGIE in Development

— SELECTED WRITING

- "Development banks had finally got behind LGBTQ+ programs. Now what?" *Devex*, 2026
- "The Learned Helplessness of Corporate Pride," *Inc.*, 2026
- "Uganda's anti-LGBTQ+ law is an affront to human dignity," *The Washington Post*, 2023
- "What Nasdaq disclosures reveal about LGBTQ+ representation in the boardroom," *CLS Blue Sky Blog*, Columbia Law School, 2023
- *LGBTQ+ Board Monitor*, PRISM, 2023
- "LGBTQ+ inclusion in the boardroom is simply good governance," *NACD BoardTalk*, 2021
- "None of their business? How the United Nations is calling on global companies to lead the way on the human rights of LGBTI people," *Business and Human Rights Journal*, Cambridge University Press, 2018
- "How to help companies become global defenders of LGBTI rights," *World Economic Forum Agenda*, 2018

— SELECTED SPEAKING

- Milken Institute Global Conference, "The Path to Board Diversity," 2023
- WWD Culture Conference, 2019 · SXSW, 2019 · Tribeca Film Festival, 2019
- Women's Forum Global Meeting, Paris, 2018 and 2022
- Keynotes: World OutGames Human Rights Conference, 2017; IGLTA Global Convention, 2018; UNC Kenan-Flagler Diversity Week, 2021

— RECOGNITION

NACD Directorship 100

2021, 2024, 2025

Diligent Modern Governance 100 2022

Crain's New York Business

Notable LGBTQ Leaders & Executives, 2020

Stonewall Rebel

2023

OUTstanding / Yahoo Finance

Top 30 LGBT+ Public Sector Executives, 2019

Golden Gate Business

Association Award

2019

IGLTA Pioneer Award

2019

— EDUCATION

American University, Washington, DC

MBA, International Business, 2001

Université Paris-Dauphine

BBA, Business and Economics, 1999

— EARLIER BOARD SERVICE

Outright International · Witness to Mass Incarceration (President) · TransNewYork (Secretary) · NYC Gay Men's Chorus · Alturi (founding board) · Fondation Émergence (Governor)

— LANGUAGES

French (native) · English