



GWI Report on Activities

August 2016 through December 2017

From Theory to Action



Graduate Women International (GWI)

Until April 2015, International Federation of University Women (IFUW)



Graduate Women International,

founded in 1919, is the leading international non-governmental organization of women graduates advocating for the advancement of women and girls' rights, equality and empowerment through the safe access to quality education and lifelong training up to the highest levels whose purpose is to:

- promote lifelong education for women and girls
- promote international cooperation, friendship, peace and respect for human rights for all, irrespective of their age, race, nationality, religion, political opinion, gender, sexual orientation or other status
- advocate for the advancement of the status of women and girls
- encourage and enable women and girls to apply their knowledge and skills in leadership and decision-making in all forms of public and private life.





Graduate Women International

A Year at a Glance 2016 - 2017



Advocacy

GWI staff participated in the United Nation charter and treaty body-based sessions including the Commission on the Status of Women (CSW), the Human Rights Council, the Convention on the Elimination of Discrimination against Women (CEDAW), the Universal Periodic Review (UPR) and the Expert Mechanism on the Rights of Indigenous Peoples (EMRIP) as well as UNESCO including recommendations concerning GWI NFAs.

CEDAW
Reports for regular and pre-sessions for GWI NFAs under review.

Human Rights Council
Submitted
4 oral statements
3 written statements

CSW 61
24 delegates
Submitted written statement

Toolkits
SDG4
International Day of the Girl
16 Days of Activism against Gender-based Violence

UPR
EMRIP
DNP
Education Committee

Membership

GWI membership comprises women graduates from around the world. Our members work nationally and internationally to promote the safe access to quality lifelong education for girls and women.

NFAs
There are currently 54 National Federations & Associations

Independent members
GWI has independent members in 15 countries.

Membership Committee
GWI Membership Committee is committed to increasing GWI membership and fostering member relations globally.

Twinning Projects
GWI NFAs collaborate in twinning projects worldwide.

SMART Plan
GWI 2017-2019 strategic SMART plan

Board

Geeta Desai, Louise McLeod, Basak Ovacik, Eileen Focke-Bakker, Rae Duff, Hazel Bowen, Katharina Strub

Budget

Developed, implemented and maintains an austerity budget

Appointed
Member Dues Ad Hoc Task Force

Strategic Plan

Developed 6-goal strategic plan that catapults GWI into an action organization.

Communications

Through a comprehensive communication plan of daily, cross-platform, social media posts, the *Update* and *inFocus* newsletters and regular press releases, GWI advances its mission internationally.

Social Media
More than 1700 social media posts on four different platforms

Press Releases
Released 17 press releases in 2017 and Days of Observance templates to NFAs

Update & inFocus Newsletters
Produced the *Update* newsletter twice-monthly and the *inFocus* newsletter bimonthly.

Discussions Network
Allows member to discuss current and emerging women's and girls' issues.

Tutorials
Subjects include: social media, SDG4 and advocacy toolkits

President: Geeta Desai

2016 was fraught with financial worries and difficult decisions.

However, if there is one thing that we've learnt from this tumultuous year is that the foundations that GWI was built upon are strong and that if we work hard, focus on the mission and our membership, we can see this glorious organization through to its Centenary and beyond.

Belief in the value of GWI and the friendships, encouragements, support and advice of our members have inspired us to work hard and we are proud of what we have been able to accomplish in spite of the odds.

We look forward to working with you to advancing women's and girls' rights to education, to increasing our membership and to establishing GWI as the credible voice of graduate women around the world.

Projects and Programs

GWI supports many projects worldwide to impact the lives of and empower girls & women.

Caroline Spurgeon Centenary Fellowship Fund

Hegg Hoffet Fund for displaced graduate women

Teachers for Rural Futures in Uganda

Friendship Through Education Bracelets

Bina Roy Partners in Development

Egypt, Mexico, Turkey, Kenya, Sierra Leone, South Africa, Rwanda, India, Nepal, Nigeria, Uganda, and Ghana generously funded by VGIF

Girls' Education Champions Network



Escalade Fundraising Run

Internships & Mentoring

GWI mentored 10 young interns from around the world including England, Italy, Mexico, Romania, the United States and Venezuela.

Work Study

6-month work study program to upskill a woman from Brazil

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Message from the President and the Executive Director

Dear GWI Family:

We remember the last four months of 2016 and all of 2017 as a period of purposeful administrative actions, advocacy successes, new member admissions, renewed relationships with our NFAs and thoughtful fiscal conservation.

On assuming office, the current GWI Board had grave concerns about the nature and scope of expenditures, the loss of the accumulated reserves and the level of financial planning, management and oversight of the last Triennium. As a result, the Board took common sense measures by deferring the dues increase, having a productive dialogue with our NFAs, implementing an austerity budget and initiating an organisation wide vote on an amendment for a much smaller dues increase than that voted for at the Triennial conference in Cape Town.

In 2016, with the generous support of the VGIF, GWI, with the support of the Projects Committee, held locally run projects in Ghana, India, Kenya, Mexico, Nepal, Nigeria, Sierra Leone and Uganda each aiming to advance the status of women and girls through education and leadership development. The grass roots Bina Roy Partners in Development (BRPID) projects begun in November 2016 and continuing through the end of 2017 centered on increasing the socio-economic development for girls in India; combating poverty levels of rural women in Kenya; oral health education in Mexico; non-formal girls' education in Nepal; promotion of retention of girls in secondary and tertiary education in Sierra Leone; and the equal participation of girls and boys in laboratory activities in Uganda each geared towards enabling girls and women to gain life skills and sustainable livelihoods. VGIF will also fund a BRPID round of projects for the 2017-2018 project cycle.

The GWI Teachers for Rural Futures project in Uganda continues to grow with the addition of three new students who are working towards their teaching degree.

The number of subscribers to our bi-weekly *Update* newsletter continued to grow and now we welcome more than 3'500 subscribers; and our website and social media showed regular progress in retaining visitors, as well as boosting the number of new visitors. Our Twitter followers near 1500 and GWI has more than 3'000 Facebook followers.



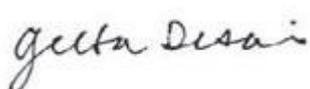
Since 1947 and one of the first 10 nongovernmental organisations (NGO) to achieve special consultative status with the United Nations Economic and Social Council (ECOSOC), we continue to fully leverage our proximity to the United Nations in Geneva by actively participating in the Human Rights Council, the Universal Periodic review and Convention on the Elimination of Discrimination against Women sessions. GWI maintains official relations with the United Nations Educational, Scientific and Cultural Organization (UNESCO); we value our relationship with the United Nations and its agencies as means to further promote lifelong education for girls and women.

Here are some of the highlights of 2016:

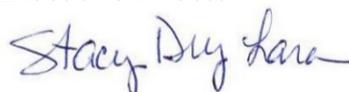
- Thoughtful reductions in expenditures reflecting nonprofit practices including moving the organization’s office to a smaller more cost-effective space
- Development of a mission-based Strategic Plan that focuses on GWI two imperatives: Education Advocacy and Membership Development
- Attendance by GWI delegates to the Commission on the Status of Women (CSW) and substantive contributions to the Agreed Conclusions on the Economic Empowerment of Women in the Changing World of Work
- Creation of a stronger relationship with the Human Rights Council in Geneva as a result of which, for the first time in the organization’s history, a GWI member addressed the council and, in this instance, on the subject of refugee education.
- Submission of oral and written statements to the Human Rights Council to promote the advancement of all women and girls
- GWI representatives remain active at the UN in Geneva, New York and Vienna covering a wide variety of topics and participating actively annually in the Commission on the Status of Women
- Expansion of member benefits to include Women’s Global Leadership skills and sixteen new workshops in a variety of areas

GWI is only as strong as our NFAs and we are grateful for each federation and association. The field work of our NFAs is vital to our continued success and in changing the lives of girls and women. Our NFAs are our future and together we will greet the 2019 centenary and celebrate both the legacy and next 100 years of GWI.

Geeta Desai
President



Stacy Dry Lara
Executive Director




GWI Board of Officers 2016-2019

The Board of Officers is elected by the national federations and associations (NFAs) of Graduate Women International (GWI) for a period of three years.

President

Geeta Desai, United States

VP Advocacy & Education

Hazel Bowen, South Africa

VP Legal & Governance

Rae Duff, New Zealand

VP Membership

Eileen Focke-Bakker,
Netherlands

VP Fundraising

Başak Ovacik, Turkey

VP Marketing

Louise McLeod, United States

Treasurer

Katharina Strub, Switzerland

Goal 1

Renew focus on Education Advocacy; Become a leader in global and national advocacy for women's and girls' education

Build knowledge throughout the GWI system about past, present & future UN & other multi-lateral commitments to education
Empower members to practice advocacy with all stakeholders who will enhance GWI's mission based work
Develop an advocacy blueprint for GWI's UN representatives that have the potential to impact education within their countries

Offer training to members in global & national advocacy & Leadership
Work with global partners who will enhance GWI's mission based work
Develop position on all GWI projects

Ensure that GWI continues to be a diverse organization with many different voices. Diversity in our collective voice is powerful.

Promote Twinning among NFAs to encourage collaboration & friendship & the advancement of GWI's mission

Connect, engage and retain members through GWI resolutions

Help NFAs recruit members

Goal 2

Increase membership world - wide

Goal 3

Market to increase recognition of GWI as a credible 21st Century graduate women's advocacy organization

Promote GWI's renewed focus on Education Advocacy and Global and National Engagement to attract and retain members

Optimize ICT platforms to support interaction within the membership

Marketing support for GWI's fund development & fundraising efforts

Evaluate existing marketing components

Pursue Private Foundation, Corporate Foundation grants & donations from high net worth individuals

Initiate GWI's First Annual Global Walk "My Two Cents Towards Girls' Education" October 11, 2017, The International Day of the Girl

Plan to implement GWI's Centenary celebration in 2019

Continue to encourage individual donations & bequests

Continue online fundraising

Goal 4

Develop funding sources and activities to financially stabilize the organization

Goal 5

Develop financial management practices that are user – friendly, transparent and support the range of needs of the organization

Ensure strong internal controls for fulfillment of the Board's fiduciary responsibilities

Comply with Swiss Law

The current GWI Constitution is a Principles – Based Constitution and does not have bylaws. Create policy and Terms of Reference support

Study current Membership model

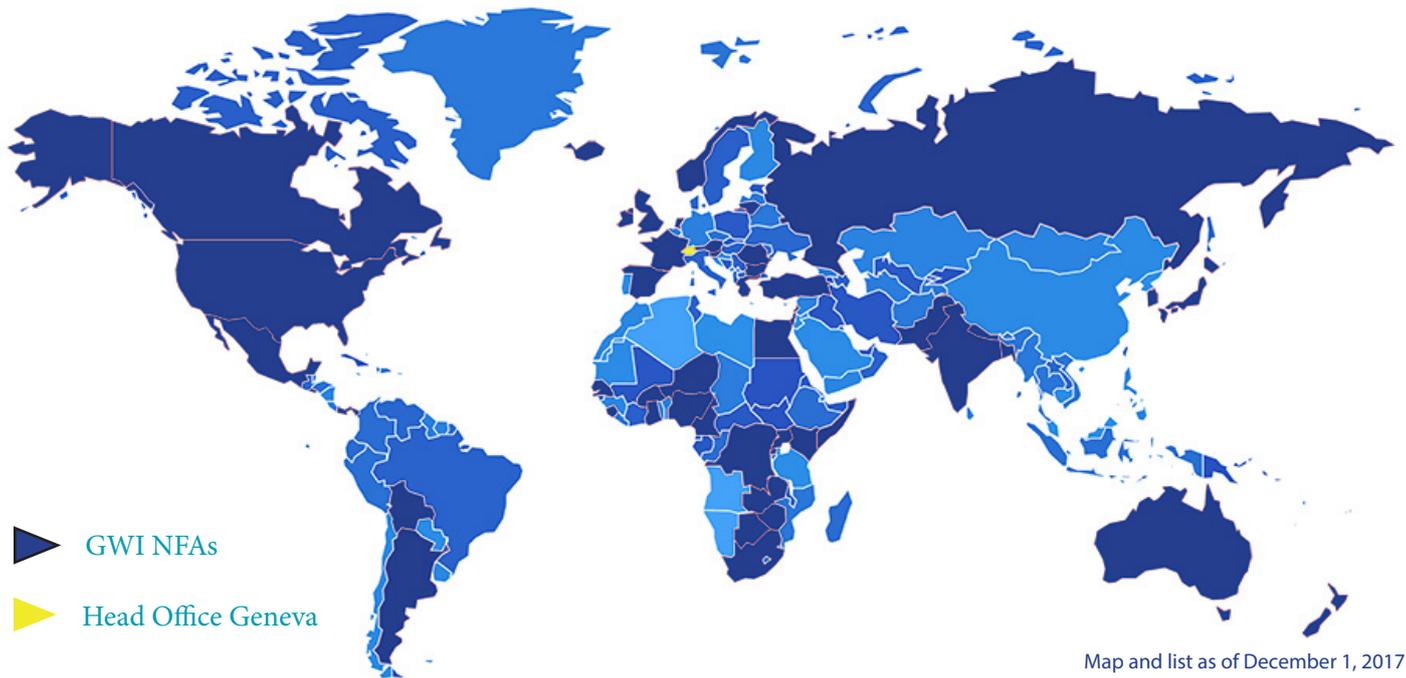
Goal 6

Develop and institutionalize governance that supports the growth, sustenance and success of a 21st century women's membership organization



GWI Strategic Plan 2017-2019

Where we work



- | | | |
|------------------------------|----------------------------|--------------|
| Argentina | Great Britain | Panama |
| Australia | Greece | Romania |
| Austria | Hong Kong | Russia |
| Bangladesh | Iceland | Rwanda |
| Belarus | India | Scotland |
| Bolivia | Ireland & Northern Ireland | Senegal |
| Botswana | Israel | Sierra Leone |
| Bulgaria | Japan | Singapore |
| Burkina Faso | Kenya | Slovenia |
| Cameroon | Korea | Somalia |
| Canada | Lebanon | South Africa |
| Cyprus | Lithuania | Spain |
| Democratic Republic of Congo | Mexico | Switzerland |
| Egypt | Nepal | Turkey |
| El Salvador | Netherlands | Uganda |
| Fiji | New Zealand | USA |
| France | Niger | Zambia |
| Ghana | Nigeria | Zimbabwe |
| | Norway | |

This year has seen several new federations and associations apply for membership. Burkina Faso is now a GWI member and dialogue continues with Brunei, Brazil, and Tunisia.

BENEFITS to NFAs

-  Building capacity and strengthening NFAs
-  Share best practices
-  Collaboration opportunities, build relationships and outreach, initiate new challenges

EXAMPLES of twinning opportunities

- Friendship Bridge Project; foster girls' education through twinning
- Sister school projects; initiating cooperation between schools
- Facilitating new and/or blossoming NFAs through assistance with their projects such as Bina Roy projects.
- Study tours
- Friendship visits
- Conferences
- Projects on building capacity
- Sharing a GWI Resolution
- Initiate internships, scholarship and mentor projects
- Apply together for funds such as EU funds,
- Attending regional meetings and GWI General Assembly

GWI Twinning

The more members involved the more voices

Graduate Women International (GWI) is looking for new ways for more cooperation among NFAs to promote global knowledge, friendship and solidarity. We need more voices across the globe to disseminate and implement our mission, vision and goals and to start projects. Diversity of GWI voices is our organisation's strength. Twinning Projects are the best way to leverage our diversity by promoting cross geographic, cross demographic cooperation and teamwork.

Get your NFA involved



Read the GWI Twinning Guide



Find twinning partner(s)



Request an application form
Sign the GWI Twinning Agreement

www.graduatewomeninternational.org/membership/twinning
Contact the Twinning Convener | www.graduatewomeninternational.org/committees

Twinning is a linking or partnership between two or more GWI national federations or associations (NFA), affiliates to work together on a joint (friendship) project or to promote a common interest. It extends opportunities to meet and work with other graduate women throughout the world.

Twinning fosters collaboration and partnership, as both organisations work together in a two-way sharing of information which means that both are better off as a result. Strong non-governmental organisations (NGOs) are a driving force for change and progress. Promote twinning between BRPID projects and countries.

Twinning is a formal, "two-way" collaboration or partnership between two or more organisations or groups. GWI's twinning program provides a framework for national federations or associations (NFAs) or NFA branches, or local groups, to work together in a partnership for a specific amount of time on a particular area of work or activity.

GWI can help with



Promoting Twinning



Working with likely candidates



Providing facilitators to secure success

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Board of Officers Reports



Hazel Bowen
VP Advocacy & Education

The current Board was in a position to appoint an additional Vice President. After much discussion and in line with the focus chosen for this triennium, it decided to appoint a VP who would concentrate on advocacy and education. These are key issues for GWI and the NFAs and are also cross-cutting themes. VP Advocacy and Education therefore works closely with mainly the Education and Resolutions Committees as well as the UN Representatives. This work obviously also involves liaising with the GWI President and the Executive Director while the VP. Marketing also interacts with all other VPs in developing relevant material. I was very honoured to be approached by the Board to join them in September 2017. Besides the various operational activities of the Board, this portfolio is currently working on proposed GWI activities at UN CSW62 to be held in New York in March 2018.



Rae Duff
VP Legal & Governance

The approval of the new constitution at the 31st Triennial Conference in Capetown began the process of strengthening the governance function of GWI to create an effective and efficient organisation. Our current Board, by acting as a team, is committed to engaged, quality governance. It celebrates debate, diversity, thoughtful challenge and dissent. We believe strongly that good governance is underpinned by values of responsibility, accountability, fairness and transparency. It adds value by ensuring the efficient use of resources and that

the organisation is, and remains, solvent. Work is continuing in developing the Board Charter with policies being developed as the need arises. Much time and energy has been spent on determining how to amend the motion to increase the dues passed at 2016 General Assembly as many NFAs found they could not meet their obligations and some even withdrew from GWI, threatening its very survival. The electronic voting held at the end of October was very successful with all but one eligible NFA exercising their vote. We are delighted that several NFAs have started reaffiliation processes and look forward to receiving the increased 2018 dues on 1 January which will enable the Board to carry out its strategic plan.



Eileen Focke-Bakker
VP Membership

VP Membership is closely working with the Membership Committee, the Resolution Committee and the Twinning Working Group to design and implement the VP Membership plan 2017-2019. This plan though can only be implemented with the full support of all NFAs. Much effort was put in recruitment of new NFAs resulting in the membership of Burkina Faso. Membership dialog continues with Brunei, Botswana, Belarus, Brazil, Tunisia, Saudi and Malawi, Nepal and Sri Lanka. Re-affiliation processes were started with Pakistan, Argentina and Bolivia. The Resolution Committee and VP membership have started to implement and disseminate the latest resolutions and connect them to twinning projects. Various young member activities continue such as workshops, mentorship activities and internship possibilities as well as the university drives. Twinning initiatives are being developed between USA-Russia for STEM partnership; Hong Kong, UK and Netherlands will have a study tour and twinning Project in China. An informal twinning meeting in Zürich between the Turkish and the Swiss federations was held. New GWI regions have been determined and the decision to subsidize the regional meeting once every three years has been taken so the regions can upgrade their event.



Louise McLeod
VP Marketing

The Marketing VP has been responsible for the creation and production of marketing materials to further

awareness of the mission and vision of GWI. Marketing works closely with all of the GWI committees and the GWI Executive Director. To make information more attractive and readable, documents are now produced in visual rather than textual formats. Such documents include infographics, e-booklets, powerpoint presentations and colorful PDFs on a variety of GWI topics including the tutorials on SDG 4, the GWI Strategic Plan for this triennium, Bina Roy Partners in Development summaries, 2017 Year-at-a-Glance, GWI Twinning, and the Caroline Spurgeon Centenary Fellowship to name a few. The culmination of this effort will be the production of two informational Membership and Advocacy e-booklets that will be made available electronically to all NFAs. In addition, we launched a logo contest for the GWI Centenary and working with the Membership Committee have reviewed and evaluated the various methods of GWI communications.

celebrate 11th of October Girl Child Day with the local events they choose. I visited and took proposals from some factories for the manufacturing of promotional items such as T-shirts, mugs, caps, etc. I prepared a collection of GWI printed logo products and the production started. You will buy nice GWI T-shirts & mugs soon. We are going to sell them for fund raising. You can order them from GWI website or can order bigger amounts via sending me an e-mail. I work with the Fellowships Committee. They would like to start to fund raise for a Centenary fellowship to be awarded in 2019 ; the Caroline Spurgeon Fellowship. We will try to raise 12, 000 CHF.



Katharina Strub
Treasurer

The financial situation of GWI has been strongly affected by the lack of any

reserves, which were used up in the previous triennium. In addition, the NFAs found it difficult to pay the dues increase as voted for at the General Assembly in 2016, and the board therefore decided to defer the increase. As a consequence, the budget of 2017 had to be adjusted and austerity measures had to be taken to match expenses and income. These measures included letting go staff in the office, moving to a cheaper, but nicer place and reducing accounting and traveling expenses. We also invested substantial efforts into making the financial reporting more transparent to our members. The audit of the financial year 2016 was done according to Swiss law and the financial statement 2016 was approved by the auditor. In October 2017, an adapted version of the budgets 2018 and 2019 including the proposed dues increase of 7 CHF was accepted by electronic voting. The 2018 budget will serve as a guide for the expenses throughout the year 2018, as recommended by the auditor. The FINCOM has been provided with financial reports throughout the year and has underpinned the board's tasks with two recommendations; one on a change in auditor and the other one on the ballot in October 2017.



Başak Ovacık
VP Fundraising

The most important issue for GWI in this triennium is to raise funds. I

firstly targeted the firms which support "HE FOR SHE" Project initiated by UN Women in 2014. I visited the following global firms; Coca Cola, PwC – Price Waterhouse Coopers, Schneider and Colgate, presented GWI, talked about our projects, what we are doing and what we need as a support and asked for funds. We are still in contact. My target for next year is to contact the following firms: Tupperware, Unilever, Vodafone and some local firms. I will ask for funding for the centenary as well. We discussed about "my2cents" project which could have been done during the Girl Child Day all over our NFA's. We decided to make a start this year. We did not expect to raise funds this year but will get well prepared for the next year's event. We informed all NFAs to

Bina Roy Partners in Development

The Bina Roy projects are supported by donations from VGIF (www.vgif.org) and different member federations and associations around the world.

Selection Criteria

Projects are selected according to pre-established criteria. These include: relevance of project to GWI's overall mission, adequate stakeholder consultation, development of logical aims and SMART (Specific, Measurable, Actionable, Realistic and Time-bound) objectives, how the proposed project activities address needs and integrate monitoring and evaluation of project quality. In addition, applicants need to respect agreed application formulae.

2017 Bina Roy Partners in Development (BRPID)

Egyptian Association of Graduate Women (EAGW)

Illiteracy Eradication for Women & Girls & Learning
Handicrafts for Income Generation

Kenya Association of University Women (KAUW)

Capacity building through livelihoods skills among
rural Women in Siaya County
(*extension of an existing project*)

Federación Mexicana de Universitarias, A.C. (FEMU)

Talks, presentations and primary attention on Oral
Health and self-care focused to low income groups

Rwanda Association of University Women (RAUW)

Girls' Enhanced Learning Project in Rwanda

Sierra Leone Association of University Women (SLAUW)

Enhancing Girls' Retention for University Entry

South African Association of Women Graduates (SAAWG)

Creative Writing for Gender Equality

Turkish Association of University Women (TAUW)

Parent Empowerment and Student Coaching for
Preventing Early School Leaving of Girls Before
Secondary Education



GWI Centenary

Geneva has been selected as the venue for the GWI Centenary celebration and conference, taking place in August 2019 under the theme *Education through Peace* which will encompass a wide variety of topics and a host of guest subject matter experts.





Graduate Women International (GWI)

Until April 2015, International Federation of University Women (IFUW)

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