33rd Triennial General Assembly and Peace through Education Conference


Here, below, is a compilation of short articles including a piece from most of the NZERs who attended the Geneva centenary conference in July 2019.

Introduction:
I asked each New Zealand attendee to write a piece on a subject of something that had specially interested or stood out for them. The unique thing (and what would made a point of change from the summaries from GWI) is that it is from each person’s own perspective. It is a recording of our experiences and put together in a kind of GWI NZ conference attendees’ reflections. Dr Shirley Gillett
GWI 2019 Centenary Conference in Geneva-- 28 July

Summary by Louise Croot
**Future Trends Speaker - Aarathi Krishnan**

from International Federation of Red Cross and Red Crescent Societies

**Looking Forward**


Aarathi was an enthusiastic, young, thought provoking speaker who caught my attention with her focus on new forms of power, values and new forms of an experiential future.

Constant change is always with us. It's subtle and it's permanent. She mentioned smart phones users took 12 years to build to 50 million users while Pokemon in 7 days had 50 million players.

Listing water zero in Cape Town and Chennai, the “Me too” movement, structural change in corporate structures, and noted that in a poll by Gallup worldwide 30% of respondents were stressed and anxious on a negative experience index.

Many organisations have 19th Century rules and regulations that are not relevant for the 21st Century.

She suggests we shape the world by the questions we ask.

How do you become future fit? How can we make sure no one is left behind.

**Aarathi had six fundamental questions:**

Who is vulnerable in future?

What will the future be like - hidden assumptions?

What are you afraid of - alternatives we fear?

Trends and transformations- the future is now...

Future of conflict- urban battlefields, space, drones use for good and bad.

New technology- Artificial Intelligence (AI) future and social good -anti social media- anti refugee rhetoric.

Aarathi discussed the role of civil society and how it will challenge power of institutions. There are many new emerging roles and employment opportunities.

Volunteering is changing into mainstream activities, for example citizen led civil defence, “white helmets” in Syria rescuing people. As many international institutions were created after the Second World War they need to adapt and change.

She believes there is a crisis of relevance. She suggested some people are studying for a PhD to fill in time, digital connections are creating social isolation for vulnerable young people and lack of care in the use of social media. We need to continue to pay attention to vulnerable groups locally, nationally and globally.
As we build new models and pilot programmes make them short in time and let them fail fast. If the pilot projects are developed she suggest they be not longer than three months as an innovation experiment. Certainly food for thought.

Susan Stein

I attended the 2019 GWI Meeting in Geneva with my 90 years young mother. This was my 6th meeting and her 7th meeting, including at least three as a constitutional advisor. One of the many interesting presenters was Aarathi Krishnan, Futurist. She presented a perspective on the future issues facing the International Federation of Red Cross and Red Crescent Societies. In a world that is more anxious, tense, and stressed than ever before, the issues the societies face have change. Decisions on who will be vulnerable in the future and what transformations need investment are key. Digital vulnerabilities are of major concern including psycho-social/mental health issues (ie: hate speech and revenge pornography). Training vulnerable populations include such STEM projects as training girls to be drone pilots in the pacific. Aarathi’s presentation definitely highlighted how the changing world has affected long standing service societies

GWI Geneva July 2019- Lorraine Isaacs


Our work begins three years before the triennial Conference. The International President or any of her Executive can contact us about sticky problems of countries or members wanting to circumvent the Constitution in some way or other. Or there may be a question that does not seem able to be answered by our Constitution: we (at one time together with the late Stephanie Hutchison from Waikato) nut out a solution which we think a reasonable person would reach and present it to the international Executive.

Once the Conference gets underway, things heat up. At Geneva, Claire and I sat as close as we could (in the front row) to the Executive members so that we could pass them notes or leap up to quietly give them advice about running the business session. They didn’t always heed our suggestions – but we did our best!

We had to get out of a spot of bother when the chair of a session omitted to put the final motion before going on to the next piece of business: in the end we fixed it by agreeing to put that motion sometime in the future to an electronic vote of the Conference delegates.

I have enjoyed being a Constitutional and Procedural Advisor. Many people would think it was as boring as watching paint dry, but I find it exhilarating to be part of the team which is working to get things done in the agreed and accepted way. It’s a good thing that we all have different predilections!

Lorraine Isaacs
A Short Report from GWI Centennial Conference 2019   Dorothy Meyer

Workshop:

  Theme 1: How Education can advance the Status of Women

  Title: Hope for the Future

  Presenters: Dr Basak Ovacik, Turkey, VP of GWI and
  Rengin Turksoy & Simen Cwelic Yardimici who presented the

  workshop in French as well.

The Turkish Association of University Women (TAUW) has established bursaries that are available for
student members with the objective that by learning social entrepreneurship and recognizing that by
achieving at the highest level they would be fitted for decision-making positions in their careers.

As a step to reaching this objective the students are trained on how to work in a community, and
encouraged to return to their home area in the summer break and make contact with school girls to talk
with them about their aspirations and help them to see and take the steps necessary to continue their
education at a tertiary level.

By becoming role models, to date, the 169 bursars in this project have reached 851 girls between the ages of
9 to 14 in 136 cities and towns across Turkey.

This project appealed to me because I saw it being able to be applied in NZ if an effort was made to engage
with young University women students and provide them with the skills – and some financial assistance - to
encourage school girls in non-university centres to aim for tertiary education that will help them to achieve
their dreams for a future, as a result of advancing their education.

Dorothy Meyer

Graduate Women North Shore
The workshop was mainly based on storytelling and participants shared their real-life/work experiences, and how they have managed/reacted to a situation. It was an informative and very engaging workshop. Every time a question was raised and participants were encouraged to discuss it. Below, I have mentioned a glimpse of the workshop, the questions Brigitte Mantilleri posed and the discussion points.

A. Women can be strong; we should believe this and talk about it.

Topic A was elaborated discussing the following themes:

Do not judge women and give them a chance to proof themselves!
One of the participants shared her experience of having a woman as her manager. Her first experience was negative, as her manager always wanted to hire men rather than women and whenever she received an application from a woman she did not like it and mentioned she wanted men. She was treating her female employee in a way that they do not know anything. We as women have to support each other and should not judge people capabilities without even knowing her.
Her second experience was a positive one, where the manager was always helpful and tried to teach people as much as she could. The famous quote of the manager was; yes we are women, we can do it.
Not all men are bad!
Another participant, who had practiced as a medical doctor for many years mentioned that when she was young she had an equal opportunity compared to boys to go to the medical school. Although she had to give up her career for a short time while she had children, always had her husband’s support and went joined the workforce again and succeeded in her work until she retired. Not all men are the same and there are lots of men who are supportive of their wives and help them to succeed.

Respect cultural settings
1. Considering cultural backgrounds in what we want to do is crucial. An example is that a lady obtained her a master degree and successfully started her career at a university. She is the 6th child of the 9th and whenever she visits her village she always speaks as number 6. Although she is a very successful woman at work, she knows her place when she is back home and doesn't overstep the mark. She thinks women need to play these roles and she doesn't think this as a disadvantage in her cultural setting.
2. Gender equality starts in families, where children born. Educating children in a way that we are all equal. There should not be any differences between girls and boys in a family. For example why there should be a difference between girls and boys in doing household chores? Everybody in the family should have their own tasks and this should be a normal thing. This always starts with the mother. The way mothers are educating their sons is very important.

Diversity increases the performance
At a university, there was an attempt to integrate one woman with a specific ethnicity in each department. But after a few years of attempts, nothing special happened. The fact is that when you are solo you have to represent all, which is impossible. It will be hard, too much, and everybody is looking at you. One woman cannot represent all women and we have to get other women with us if we want to succeed; women with children, without children and from different ethnicities. Remember, there is a positive relationship between diversity and performance.

B. How to make people accept women as their boss?

Topic B was discussed sharing their real-life experiences:

Work hard
One of the participants mentioned that she works with a team of technicians, where all of them are men and older than her, and she is the only one with higher education. Initially, it was so difficult for her to work, because first of all the employer did not trust her abilities and secondly, the technicians did not listen to her. She needed to work twice harder than any other employees and she wanted to do the work better than any of them. It took her about eight months that finally she experienced positive reactions toward her work and finally she reached a point that technicians accepted her as their boss.

Work hard, say your opinion loudly and clear enough
Performance speaks for itself. You have to work hard and deliver so that people respect you for what you have done. As women, we have so many qualities and abilities within us that men do not. So how we become successful at work and meetings? We pool out that sensibilities we have, to understand, assess and evaluate the situation and solutions we bring them in can think off. So have the courage to listen to yourself, because we born with those abilities, we raise children. We as mothers and women have such strengths and intuition, so listen to that, bring it out and provide an acceptable solution. Say your solutions loudly and clear enough. Because if you do not do it a guy will do it and that was your idea

Work hard and own your step
Everything starts really in your mind. If you go to a jungle and wild animal sense your fear, you are dead meat. Anywhere you go you have to own your step. Because men and women want to see whether you have the ability to lead. So you have to work hard if you have to and you perform 100% so you do not have to justify anything. You need to walk with confidence and you do not have to be aggressive to be assertive. You will be respected if you can talk with authority. You can show others through your action and the way that we spoke show we know what we are talking about.

Make history
We should remember that how many strong women we have had through history. We need to be
like that again and make history. We are capable of leading people, not just small groups but thousands of people.

Do the work in your own way
We need to show men that we are capable but also let them understand that we want to do the work in our own way, not their way and they need to respect us for what we are. You as a woman need to appear as a woman and be yourself, and then men will take you as yourself. Take control of your life, children, etc. etc., so these things cannot be used against you.

Men and women are equal but different
We need to keep this in mind. How to deal with difficult men in workplace? One of the best solutions is communication. Sit and explain your role in a bigger picture and that he is part of a bigger team.

C. A word about how to keep women at the top

The last part was my favourite when Brigitte asked everyone to say a word about how to keep women at the top. I was amazed by the responses and listed the majority of them below:

- Confidence
- Mentorship
- Be yourself
- Believe in yourself
- Lots of humour
- Educate yourself
- Remember to be a queen in the beehive
- Always listen
- Do not give up

- Communication
- Ambition
- See both sides
- Do not think that you are always the problem
- Adaptability
- Engage with people
- Be fair
- Solidarity
- Network
- Be a dreamer
- Women be nice to other women
- Courage
- Empower others
- Women supporting women
- Equality
- Do not blame others
A recurring refrain of the 2019 GWI conference is that there is a desire for young members to become more active participants in the organisation. Thankfully, there were over 40 energetic such members in Geneva attending the young member workshop on the Friday afternoon, where we shared our vision for the future of the organisation and our role within that.

The workshop began with a session from Aarathi Krishnan, Global Futures and Foresight Coordinator at the International Federation of Red Cross and Red Crescent. She had us lining up across the room according to where we felt we landed on the spectrum between total positivity about the future to total negativity. From there, we moved left or right according to how much control we felt we had over our own futures — leaving the room divided into four quadrants, from those who felt they had control over their future and that things were looking bright, to those who felt things were out of their hands and looking gloomy.

The purpose of this exercise was to give us insight into our own instincts, assumptions, and underlying values. By understanding ourselves, we can understand our starting points and then have better insight into how we can work together to find common ground.

Following this exercise, we began the first of our two GWI-focused sessions. The aim of this was to develop the strategic aims of the youth wing of GWI. One of the highlights of this session was to develop a key sentence that describes who GWI young members are and what we do. We split into groups and came up with a handful of key words we thought were indispensable, before coming back together as one big group to put the sentence together. Needless to say, it requires some further refining as it became rather long! We got as far as: “GWI Young Members network stands for passionate proactive female change-makers who empower, inspire and mentor women through education to embrace diversity, inclusiveness, friendship, freedom and peace which leads
to strategic actions and positive solutions.” (We’re aware it’s very long - we’ll continue to work on it!)

After workshopping our strategic direction, the final piece of the afternoon was to figure out how we’re going to turn our words into action. We brainstormed together, again in small groups, how we could use our skills, talents, networks, and energy to drive our strategic vision into real tangible momentum for not only young members and youth in general, but GWI as an organisation.

A further outcome of the workshop, while not formally part of the programme, was the development of a young member committee. Comprised of a President, Vice President, Projects Convener, Advocacy Chair, Communications Director, Social Media Manager, Fundraising Coördinator and a Futures Development Chair, our mission is to embolden our young members to carry forward the momentum of the Geneva workshop, as well as developing our strategic vision for the future. The committee has excellent global representation, as well as two NZ members (myself and Pouya Saeedi). We report to Eileen Focke-Bakker, VP Membership on the GWI Board. We’re in the process of developing an initial strategic plan, including financing, to be presented to the Board before the end of 2019.

**Graduate Women International**

**and the Big Bang**

Where did we come from and where are we heading?

**CERN, Geneva Switzerland 2019 Gretta Mills**
The CERN visitor centre, Geneva

All is not what it seems. This building looks as if it is made of metal but it is a wooden structure.

I hadn’t really thought about what the ‘largest physics particle lab in the world’ was up to…before I visited CERN.

I had thought that the Hadron Collider was a tunnel that scientists used to fire particles at each other, crashing them into each other. I presumed that the research involved scientists measuring and observing reactions.

CERN is much, much more intriguing than that…

CERN

CERN- The European Organisation for Nuclear Research, also referred to as the European Laboratory for Particle Physics, was established in 1954 and it involves 23 member states. It is based in a north west suburb of Geneva on the Franco-Swiss border.
An aerial view of the CERN complex with Lake Geneva in the distance.

Science for Peace

After the disastrous WWI, Graduate Women International’s founders envisioned an organisation that would promote women’s Education for Peace.

The CERN Laboratory is also a post-war collaboration that began after WWII to explore and support, Science for Peace.

Each organisation has strong links with the United Nations: CERN through UNESCO (United Nations Educational, Scientific & Cultural Organisation) and GWI with ECOSOC (United Nations Economic & Social Council)

CERN’s convention states: “The Organization shall have no concern with work for military requirements and the results of its experimental and theoretical work shall be published or otherwise made generally available.”

What is CERN’s mission?

CERN’s work helps to uncover what the universe is made of and how it works. They do this by providing a unique range of particle accelerator facilities to researchers, to advance the boundaries of human knowledge

Why was CERN built?
At the end of the Second World War, European science was no longer world-class but a handful of visionary scientists imagined creating a European atomic physics laboratory. Founded in 1954, the CERN laboratory sits astride the Franco-Swiss border near Geneva.

**Who are the people that make CERN?**

CERN employs about 2500 people from nationalities all around the world, working in every area of the Organization, from physicists to computer scientists to chefs.

**How is CERN is governed and organised?**

CERN is run by 23 Member States*, each of which has two official delegates to the CERN Council. The CERN Council is the highest authority of the Organization and has responsibility for all-important decisions. It controls CERN’s activities in scientific, technical and administrative matters.

*CERN’s 23 Member States: Austria, Belgium, Bulgaria, Czech Republic, Denmark, Finland, France, Germany, Greece, Hungary, Israel, Italy, Netherlands, Norway, Poland, Portugal, Romania, Serbia, Slovakia, Spain, Sweden, Switzerland and United Kingdom

**Who funds CERN’s research?**

CERN’s 23 Member States each pay a contribution to the CERN budget (which totalled 1 240 million Swiss francs in 2013). In addition, special contributions are made to specific projects by the Host States and by non-Member States wishing to be involved in particular areas of research. This is the case for the LHC. The majority of CERN’s budget is spent on the construction of its enormous scientific installations, which are available for use by all the participating countries. The costs of these machines are far more than one single country could afford. In addition, more than 600 institutes around the world work together to conduct experiments using CERN’s facilities, and these experiments are funded by the participating institutes.

**Why do we sometimes see clouds of white smoke above the CERN sites?**

The white clouds that you can sometimes see above the CERN sites come from one of two sources. They can come from the traditional cooling towers that are used to cool electrical power installations, for example, in which case the cloud is just water vapour. In other cases, they come from the LHC accelerator’s cooling system. In order to operate in a superconducting state, the LHC has to be cooled to -271°C. The first step in the cooling process involves introducing liquid nitrogen to cool the helium that will eventually circulate in the underground accelerator. During this process, the helium transfers its heat to the nitrogen, which thereby transforms from a liquid state to a gaseous state before being released into the atmosphere. The resultant cooling of the ambient air can momentarily create mist. This phenomenon is not at all dangerous since nitrogen is the main constituent of the air that we breathe, which is 78% nitrogen and 21% oxygen.

**A visit to CERN- hidden but obvious.**

The multiple CERN complexes are largely invisible from the roads as all CERN buildings must be less than the height of the local trees. However, everywhere there is evidence of their huge need for electricity…
A visit to SM18: the Large Hadron Collider (LHC) ‘Shed’
SM18- An engineer shows us the superconductor cables inside the LHC

The model LHC tunnel* Inside the shed- new blue magnet at rear
The actual LHC is not in operation at present as it is being upgraded. LHC scientists and engineers were very excited that their new ‘much more powerful’ magnet had arrived the previous week (blue cylinder right rear).

**The Large Hadron Collider (LHC)**

The LHC is the largest accelerator at CERN. It travels in an underground tunnel on a path 27 kilometres in circumference and 100 metres below Switzerland and France.
The amazing accelerator process starts with a bottle of hydrogen gas (video)

![The Accelerator Complex](https://videos.cern.ch/record/1125472)

*CERN is very complex!*

*Illustrated in the previous video: [https://videos.cern.ch/record/1125472](https://videos.cern.ch/record/1125472)*

The accelerator complex at CERN is a succession of machines that accelerate particles to increasingly higher energies. Each machine boosts the energy of a beam of particles, before injecting the beam into the next machine in the sequence. In the **Large Hadron Collider** (LHC) – the last element in this chain – particle beams are accelerated up to the record energy of 6.5 TeV per beam. Most of the other accelerators in the chain have their own experimental halls where beams are used for experiments at lower energies.

The proton source is a simple bottle of hydrogen gas. An electric field is used to strip hydrogen atoms of their electrons to yield protons. **Linac 2**, the first accelerator in the chain, accelerates the protons to the energy of 50 MeV. The beam is then injected into the **Proton Synchrotron Booster** (PSB), which accelerates the protons to 1.4 GeV, followed by the **Proton Synchrotron** (PS), which pushes the beam to 25 GeV. Protons are then sent to the **Super Proton Synchrotron** (SPS) where they are accelerated to 450 GeV.

The protons are finally transferred to the two beam pipes of the LHC. The beam in one pipe circulates clockwise while the beam in the other pipe circulates anticlockwise. It takes 4 minutes and 20 seconds to fill each LHC ring, and 20 minutes for the protons to reach their maximum energy of 6.5 TeV. Beams circulate for many hours inside the LHC beam pipes under normal operating conditions. The two beams are brought into collision inside four detectors – **ALICE**, **ATLAS**, **CMS** and **LHCb** – where the total energy at the collision point is equal to 13 TeV.

The accelerator complex includes the **Antiproton Decelerator** and the **Online Isotope Mass Separator** (ISOLDE) facility, and the **Compact Linear Collider** test area, as well as the neutron time-of-flight facility (nTOF). It also previously fed the **CERN Neutrinos to Gran Sasso** (CNGS) project.
Protons are not the only particles accelerated in the LHC. Lead ions for the LHC start from a source of vaporised lead and enter Linac 3 before being collected and accelerated in the Low Energy Ion Ring (LEIR). They then follow the same route to maximum energy as the protons.

https://home.cern/science/accelerators/accelerator-complex

What is an accelerator?

An accelerator propels charged particles, such as protons or electrons, at high speeds, close to the speed of light. They are then smashed either onto a target or against other particles circulating in the opposite direction. By studying these collisions, physicists are able to probe the world of the infinitely small.

When the particles are sufficiently energetic, a phenomenon that defies the imagination happens: the energy of the collision is transformed into matter in the form of new particles, the most massive of which existed in the early Universe. This phenomenon is described by Einstein’s famous equation $E=mc^2$, according to which matter is a concentrated form of energy, and the two are interchangeable.

The Large Hadron Collider is the most powerful accelerator in the world. It boosts particles, such as protons, which form all the matter we know. Accelerated to a speed close to that of light, they collide with other protons. These collisions produce massive particles, such as the Higgs boson or the top quark. By measuring their properties, scientists increase our understanding of matter and of the origins of the Universe. These massive particles only last in the blink of an eye, and cannot be observed directly. Almost immediately they transform (or decay) into lighter particles, which in turn also decay. The particles emerging from the successive links in this decay chain are identified in the layers of the detector.

How does an accelerator work?

Accelerators use electromagnetic fields to accelerate and steer particles. Radiofrequency cavities boost the particle beams, while magnets focus the beams and bend their trajectory.

In a circular accelerator, the particles repeat the same circuit for as long as necessary, getting an energy boost at each turn. In theory, the energy could be increased over and over again. However, the more energy the particles have, the more powerful the magnetic fields have to be to keep them in their circular orbit.

A linear accelerator, on the contrary, is exclusively formed of accelerating structures since the particles do not need to be deflected, but they only benefit from a single acceleration pass. In this case, increasing the energy means increasing the length of the accelerator.

Alpha Magnetic Spectrometer (AMS)

The AMS experiment is being conducted on the International Space Station.
The Alpha Magnetic Spectrometer (AMS-02) is a particle-physics detector that looks for dark matter. The experiment is run by a collaboration of 56 institutions.

We were shown into the building ‘to view’ a collection of space models and photos of astronauts on the wall. Visitor eyes strayed to a glass-walled room next to us. It had several men sitting at desks in front of computers.

Next, we noticed a video screen on the wall above us. We watched it in awe. It was a real time video from the International Space Station. Occasionally an astronaut would appear, complete a task and float off.

The ‘real time’ view of the inside of the international space station
An astronaut loses his lunch

What an amazing experience to feel so close to the international space station. This building is the headquarters for the AMS experiment and the people in the glassed room were the day shift monitoring the experiment from earth. They also had the real time video display on the wall above them.

GWI Conference participants were privileged to gain insight to such a complex example of cutting edge particle physics. CERN was a mind-expanding place for a social scientist who used to hate physics!

CERN is taking us on an important journey to understand the beginning of time for our planet and universe. It is also moving to the frontiers of space and the future for us as inhabitants of a very small planet within a multitude of galaxies.

Science, technology, engineering & maths (STEM) has never been so exciting or relevant for us. Educating women and men to be the navigators of our future has never been more urgent.

Perhaps this is where we should start:
Gretta Mills,
Graduate Women Manawatu
GWI Conference Geneva 2019
On the 27th July, 2019, I had the pleasure of attending a workshop on "Otherness and Belonging: Remaking Inclusive spaces for ALL Women (New Zealand, Turkey)" led by Sita Venkateswar, Shirley Gillett, Greta Mills, and Emine Sebilcioglu

I was impressed by the focus on diversity and the space actively created for the voices of many different women throughout the conference, particularly junior career women of color (that, by the way, doesn't have anything to do with age)

So, I sat down in the workshop in 'support' mode. But there was no way not to be included! That was a testament to the aim of inclusion being enacted in the workshop. Most people in the room had an opportunity and were actively invited to share their views. We were asked to reflect on diversity, to define it, to think about inclusive practices, and to brainstorm how we might come up with strategic and pragmatic plans for building diversity and insisting on inclusion in GWI chapters.

We were first split into groups that cut across regional and linguistic barriers and then reformed into groups that maintained those barriers. This in itself was an organisational tactic that forced us to think about how we include people and work with 'others' in a group setting, but then also, in contrast, in our own regional and language groups, we could zoom in on strategies that were more relevant to our locale.

In the 'cross-cultural' groups it was fascinating to me to see how deeply the women in my group from Bangladesh or Pakistan were engaged in the need to fight patriarchy and sexism in their most historically long-evident forms - control of women's property, access to divorce, to reproductive choice, and sexual freedom and freedom from sexual harassment. And how engaged the two representatives from others issues of poverty. Having come from the USA and the Netherlands, where a lot of the conversation has been about how invisible forms of exclusion and gatekeeping work in Universities (from admissions to promotions, faculty and students alike) that was a reminder that all the battles over equality and access are still being fought at every level. It is hard to think about the difficulty of academic promotion for people of color when you can't feed your young female student population whose parents aren't sure they should be at school. So that, in itself, was a form of diversity and inclusion building - to hear each other's stories of where we thought anti-diversity lay and how to address it.

This organisational structure of first a 'cross-cultural' group discussion, and then a 'same-region-and-language' discussion enforced crossings of barriers. And in between each the workshop conveners collated and summarised and commented on our discussions in useful ways. Even in our language groups, thinking of ideas that might apply to very different class/demographic,regional groups in our national context, exposed the difficulties of inclusion and the reality of diversity in all its forms. Diversity already already exists in the NZ chapters, for example, (age/wealth diversity even where knowledge equality is pretty assured) but this isn't always ethnic or racial. I appreciated both the emphasis on needing younger members (given existing membership demographics, BUT ALSO the point that age can be a source of exclusion and that diversity of age within an organisation also builds strength and community as well as knowledge sharing in really useful ways.

In the NZ group conversation the issue of relevance and outreach rapidly became part of the discussion - We want to appeal to non-white, non-middle-class, groups of graduate women… we need to listen, to figure out how to be relevant to them. That does mean listening, and meeting people in their comfort zones.

I am not currently in NZ so it was a revelation to me to think about some of the NZ dimensions and definitions of inclusion and diversity. I have lived in the States for twelve years and now live in the Netherlands. In the USA, where I taught at several Universities, one of the things our black students and students of color asked for, during the #BlackLivesMatter movement protests in the USA was to listen and take their struggles seriously. Not to impose our ideas of what was needed upon them, or use them as poster children for our easy promotion of diversity. I think the workshop fostered that style of engagement - listening, not projecting. I was glad to be part of it.

Rachel Gillett.

Rachel Anne Gillett, PhD
Assistant Professor of Cultural History,
Department of History and Art History,
Utrecht University
GWI Centennial and Conference Report.
From Rae Duff, Vice President Legal and Governance

The Graduate Women International (GWI) Board were delighted when over 400 members from some 50 countries registered to attend the centenary celebrations and triennial conference. As part of the austerity budget to keep costs to an absolute minimum, the Board Members together with Executive Director, Stacy Dry Lara, one part time office staff member and 3 international interns determined to do all the organising themselves. The Swiss Association formed a ‘Local Arrangements Committee’ to join us to arrange the venue, social events and volunteers.

I quickly discovered that I was the only one on the Board with sufficient knowledge and experience at running a large conference and in particular using the parliamentary meeting procedures for facilitating discussions and group decision-making that have always been used in the formal business sessions at GWI conferences.

It was my responsibility prepare the Board Internal and Constitutional Resolutions and to run the business sessions during first two days of conference. I was very fortunate to find two very experienced Constitutional Advisors to assist me – Lorraine Issacs from GWNZ, Otago Branch, and Claire Stein from Graduate Women- USA. There are small northern and southern hemisphere differences in parliamentary procedures and two reference ‘bibles’ are used by GWI - Roberts Rules of Procedure (USA) and Renwick’s Rules (NZ & Australia).

The Policy resolutions were presented by the Resolutions Convenor, Marianne Singh Waraich and Board VP Education and Advocacy Hazel Bowen. Following their adoption, an Action Plan is developed by the Resolutions Committee for each resolution which provide concrete suggestions for steps NFAs and GWI members can take to implement the resolutions in their own countries.

After much discussion and amendments, mainly from Canada and Australia, a number of Internal, Constitutional and Policy resolutions were passed. (See Appendix).
Appendix

After much discussion and amendments from Canada and Australia the following resolutions were passed:

Constitutional Resolution 1
Restricted Funds

*Proposed by the GWI Board of Officers on the recommendation of the GWI Finance Committee incorporating amendments proposed by AGW and CFUW.*

The 33rd GWI General Assembly resolves that the following words be inserted as clause 12 of Article X (Financial Resources and Dues) in the Constitution:

Restricted Funds cannot be used for any other purpose than that specified unless approved by a two thirds majority of the Board of Officers and the Finance Committee and a two-thirds majority vote of the General Assembly. Changes may be made only where the financial viability is under threat and providing there are no legal restrictions or impediments to the use of said Restricted fund.

Constitutional Resolution 2
Joint Country Membership

*Proposed by the GWI Board of Officers with an amendment from CFUW*

The 33rd GWI General Assembly resolves that the following changes to the wording be made to clause 3 of Article II (Membership) in the Constitution:

Individual Graduate Women in two or more countries unable to meet the numbers requirement for membership may apply to join together for membership as a single federation or association. Such a federation or association shall comprise at least 20 members and shall have the same status, rights and obligations as all national federations and associations.

Constitutional Resolution 3
Loss of Membership if Annual Dues Not Fully Paid Up

*Proposed by the GWI Board of Officers and amended by AGW*

The 33rd GWI General Assembly resolves:

1. That the following statement of principle be inserted as a new subclause (a) in Article II (Membership) clause 10 (2) of the constitution:

   Where circumstances affect the capacity of an NFA to meet all requirements for the payment of dues the Finance Committee shall have the power to negotiate arrangements to enable the NFA to retain membership. The plan must be approved by the Board of Officers because of its fiduciary responsibility.
2. that the clause in Article II (Membership) (12) “loss of membership or non-payments of dues takes effect immediately at the end of the periods stated above” be amended by the addition of “except where the provision of Clause (10) (2) (a) above have been activated”

3. that we refer to the Finance Committee the development of appropriate and flexible procedures & rules to handle the issue of special arrangements for unpaid dues. If these affect the rights of an NFA that is not fully paid up, these should be brought to the General Assembly with any necessary changes to the constitution specified.

Note: Clause 11(1) will require similar adjustment of a subclause (a) to cover independent members.

Internal Resolution 1 - Approval of the Audited Accounts for 2016-2018

Proposed by the GWI Board of Officers on the recommendation of the GWI Finance Committee

The 33rd GWI General Assembly resolves that:
The members approve the audited accounts for 2016, 2017 and 2018 presented by auditors PKF Fiduciaire SA.

Internal Resolution 2 Confirmation of Auditor and Audit Type

Proposed by the GWI Board of Officers on the recommendation of the GWI Finance Committee

The 33rd GWI General Assembly resolves to:
a. Confirm PKF Fiduciaire SA as auditors for GWI for the period 2020-2022 and
b. for a voluntary limited statutory audit as the type of audit to be carried out.

Internal Resolution 3 - The Rate of Annual Dues Payable to GWI by the National Federations and Associations

Proposed by the GWI Board of Officers on the recommendation of the GWI Finance Committee and amended by CFUW

a. the current capitation fee/dues will not be changed at the General Assembly in 2019 and the need for a dues increase will be evaluated by the Finance Committee each year so that at least two years’ notice of a likely increase can be given to NFAs and Individual Members;
b. a recommendation for an increase in dues, however small, should be made at least within each two triennia or 6-year period;
c. the current formula used to calculate the dues payable by each NFA and Individual members is to be re-evaluated and/or updated with the latest available World Bank GNI per capita and other NGOS dues models and Human Development Index during the next Triennium and any recommendations for change bought forward to the GA for approval.

Internal Resolution 4 - Approval of Triennial Financial Budgets 2020-2022

Proposed by the GWI Board of Officers on the recommendation of the GWI Finance Committee and
amended by CFUW.

The 33rd GWI General Assembly resolves to:

a. approve the triennial Financial Budgets including annual Functional Budgets 2020-2022 with quarterly reporting of actual to budget prepared within the next quarter and distributed to the NFAs.;

b. approve the estimates as a triennial budget and not discrete annual budgets, so that money not spent in one year can be carried forward to the next;

c. approve that the 2020-2022 Board can adjust the budgets according to need and circumstances in consultation with the Finance Committee;

d. approve the establishment of a General Reserve Fund, as funds permit, at no less than 33 % (thirty three percent) of the triennial budget or one (1) year of GWI’s expenditure whichever is the greater.

Internal Resolution 5 - Place and Dates of the 34th GWI General Assembly and Conference

Proposed by the GWI Board of Officers

The 33rd GWI General Assembly resolves to:

delegate to the Board of Officers the duty of deciding the time and place of the 34th General Assembly and Conference.

The Policy Resolutions were all adopted with minor amendments.

- Policy Resolution 1: Diversity in Teacher Education as a Positive Contribution to an Equitable Education
- Policy Resolution 2: Building Peace through Women’s Education
- Policy Resolution 3: Sexual and Reproductive Health Education as a Human Right for All
- Policy Resolution 4: Women and Science, Technology, Engineering and Mathematics (STEM)
- Policy Resolution 5: Human Rights for Refugees and Migrant Women and Children
- Policy Resolution 6: Fair and Non-Discriminatory Management of Refugees and Asylum Seekers
- Policy Resolution 7: Sexual Harassment in the Workplace
- Policy Resolution 8: Sustainable Development Goals, also known as Global Goals

in conjunction with GWI Triennial Conference, Geneva. Beverley Turner

NOTE: This report is based on DRAFT AGENDA as circulated in advance to key personnel in lapsed, aspiring and current member countries of Pacific Graduate Women Network /PGWNet for their further internal distribution [See Appendix 1], copies were also available at Geneva mtg. There were severe constraints, both in time and location for two distinctly different GWI ‘Regional meetings’ – both too short and rushed for adequate coverage of their respective agendas... - most unfortunate!

# Day 1: GWI regional representatives and GWI Board Liaison member meeting, attended by Shirley Gillett, GWNZ CIR and Beverley Turner (GWI liaison for Pacific region) ....... ‘Very disappointing’, Answers from regions to GWI Questionnaire had been or were submitted, but were not discussed.

# Day 5: Pacific Regional Caucus, aka PGWNet Meeting, was held under very trying conditions: lunch-time on the final day; in cramped, noisy venue; while members’ competing priorities abounded!

Chair: Beverley Turner, GWNZ, an inaugural member of PGWNet and Interim convenor during 2 year collapse of hosting roster by a member NFA, opened the meeting with welcome to all and a roll call of Conference delegates present from Australia, Fiji, New Zealand [see Appendix ].

Apologies: NFA contacts /correspondents in Samoa, Tonga and Vanuatu. These NFAs were previously full members of Pacific Graduate Women’s Network, active since 2000, but none are currently financial members of GWI. All three nations suffered significant weather disasters, a drain on private and public discretionary funds. Apology also received from Papua New Guinea, a pending member but its national registration process has still to be completed following a second change in Government registration requirements. Dr Shirley Randell had a ‘GWI region clash’

Acknowledgement: PGWNet owes a huge debt of gratitude to Lily Vesikula, FAWG who sadly died this July, 2019. Lily was Inaugural President of PGWNet- energetic, indefatigable, and a driving force in the development and expansion of PGWNet from its establishment meeting in USP Bure, Suva, July 1999. Lily will be sadly missed and long remembered with respect and affection.

Appreciation: B Turner expressed her appreciation to all PGWNet members who have held NFA roles in the last three years and/or stood for GWI positions of responsibility in the coming triennium; also to all members who have kept in contact during the recent triennium.

Matters ongoing from Triennial Conference in South Africa, 2016 - Financial: - Nil, as membership of PGWNet is automatic for all NFAs in the region, also for countries where there is no NFA but their graduate women are clusters of interested/potential members. It should be confirmed annually that there are no membership fees – agreed..

PGWNet Leadership Succession: Graduate Women Fiji formally accepted leadership of PGWNet / Pacific Graduate Women’s Network as from this meeting. Succession has been a challenge and the meeting expressed sincere appreciation of GWF’s offer: Elizabeth (Libby) Fong, GWF Trustee and long-time member from ‘FAWG’ days, will lead/convene PGWNet with support team of Maria Ronna Luna Pastorizo-Sekiguchi (winner of GWI’s contest for their Centenary Celebrations logo), Sonia Khan, Vice-President GWF and GWF’s Immediate Past President, Charlotte Taylor. Based in Suva, with close connections to University of the South Pacific, its graduates and Extension Centres, this 2019 team is ideally placed to refresh and expand PGWNet membership and outreach activities.
Country Reports

Australia: At its AGM in September 2018, Australia proposed a change from a federated structure to a national structure to commence from 1 July 2019. Following a special general meeting/SGM held on 6 April 2019, the proposed amended constitution, that changed the structure from a federated structure to a national structure was put to the SGM and accepted by the various state affiliates. The amended constitution was accepted by the government of New South Wales where AFGW Inc was incorporated and where Australian Graduate Women Inc (AGW) is now incorporated. An interim executive was elected until the AGM later this year. AFGW Inc finished 2018/19 with 406 members and so far AGW has 70 members in the new structure.

AGW is keen to collaborate with its nearest NFA neighbour NZ in reaching out/interacting with Fiji. Within Australia – AGW aspirations include working with indigenous and migrant women, also to work with academics, including University Vice Chancellors. AGW also plans to approach graduate research schools for linkages with/formation of young female graduate groups. AGW plans to seek its own accreditation as an NGO in Special Consultative Status with UN ECOSOC, providing direct access to UN and its various agencies, to attend appropriate UN meetings eg annual UN Commission on the Status of Women, March, New York. AGW was warmly congratulated on their new national organisation and its plans and aspirations.

Fiji: The Fiji NFA has 50 paid-up members, is now 35 years old and has ‘succession’ well and truly in place. Young women have taken on the leadership and now the older members are sitting back and letting the young women manage GWF. Student members are steadily rising especially following a ‘Mentoring walk’ in March. [GWf’s Mentoring Workshop in Geneva was most successful –BT] Projects are popular, comparatively few formal ‘face-to-face meetings held. Most GWF members live in the vicinity of Suva but a flourishing branch has developed in Nadi.

# ‘Mentoring women walks’ with graduates and potential graduates have taken place in Suva and communities west of Suva, the eastern communities will be next. The concept/practice of ‘mentoring’ has been noted by Hillary Clinton as ‘invaluable’; GWF Trustee Elizabeth Fong cited the recent success of mentee gaining a scholarship and attributing her ‘key to success’ to GWF mentoring .

# STEM project has been developed for years 9-13yr old girls; Train the Trainers training is offered in Suva and then is being taken out to all areas. Young women are actively encouraged to go into the STEM areas, particularly those graduating from high school and tertiary study...

# Funds for scholarships come mainly from an annual Quiz night – a team event that is now an annual ‘EVENT’ in Suva and annually raises F$5,000 –F$7,000 as well as GWF’s visibility and goals.

New Zealand: GWNZ has undergone a major ‘REFRESH’ project over last 3 years, now has a trendy comprehensive website: https://gwnz.org.nz and an eye-catching ‘concertina’ pamphlet and hopes these plus monthly newsletter will attract new members. Individual branches have specific projects eg Otago’s Branch to Branch twinning project provided funding to complete a classroom in Sierra Leone this year. GWNZ’s ‘Gowning’ branches provide an academic regalia hire service in 5 university centres which earns them considerable funds for disbursement to female tertiary students as scholarships, fellowships, study grants – local, national and international; also for allied entities eg New Horizons for Women Trust. http://www.newhorizonsforwomen.org.nz/

GWI Regional Groups’ meetings, July 2019: - Unfortunately there were severe constraints, both in time and location for the two distinctly different GWI ‘Regional meetings’ – both were too short and rushed for adequate coverage of their respective agendas...
GW Board Liaison member met with GWI regional representatives at lunch-time on Day 1: Shirley Gillett, CIR, GWNZ and Beverley Turner (GWI liaison / Pacific region) attended: ‘very disappointing’ Answers from regions to GWI Questionnaire had been or were submitted, but were not discussed. A substantial Pacific regional response as collated by country CIRs, see: GWI Regn Survey_Wishlist to incoming GWI Bd_PGWNet, July 2019.doc was also submitted to GWI Board liaison member.

Pacific Regional Meeting, aka ‘Caucus’ was held during Day 5 lunch-break in very trying conditions: cramped and noisy venue; insufficient time allowed; members faced with competing priorities on final day of Conference ….. Valiant minute taking by Catherine Evans, AGW under difficult conditions plus feedback from several other attendees has culminated in this document: GWI Conf 2019_Pacific Regional Caucus Mtg Report_FINAL_BT.doc

List of attendees:
Members of AGW: Jennifer Strauss, Alba Romano, Tricia Blombery, Jane Baker, Merle Thompson, Felicity Farrelly, Catherine Evans, Marion Myhill, Amie Khosla, Stefania Piantavigna, Emily Lawson, Jaya Dantas, Miranda Mortlock
Members of GWF: Elizabeth Fong, Sonia Khan, Maria Ronna Luna Pastorizo-Sekiguchi (Ronna).

Personal highlights of GWI Conference

A reunion with Elizabeth (Libby) Fong, leader of 2019 Fiji delegation to GWI Conference who is very positive about Graduate Women Fiji/GWF becoming the next leaders of Pacific Graduate Women’s Network. Furthermore, meeting the two enthusiastic and utterly professional young GWF members who accompanied her was a great pleasure. Both Ronna and Sonia travel extensively in the Pacific region on business and are keen to catalyse the re-establishment of lapsed NFAs wherever possible as well as recruiting and supporting new GWI members. Their workshop on the value, role and practice of ‘Mentoring’ was polished, engaging and definitely transformational. Mentoring is a unique relationship – a mentor pulls, does not push; mentor/mentee matching to meet mentee’s needs eg emerging leaders, can be challenging but is essential. Google: ‘global mentoring walk Fiji’

‘Peace through Education’: Day 3’s introductory quotable quote: ‘When women negotiate PEACE it lasts 5yrs longer than when men negotiate it!’ was followed by an inspirational keynote address from human rights activist, Zamaswazi, Dlamini-Mandela, grand-daughter of Nelson Mandela.

An unexpected ‘external’ invitation from the Permanent Representative of the Kingdom of the Netherlands in Geneva who hosted a special evening reception in their Mission during which their specialist in women’s human rights explained Mission’s goals and focus as they related to the rights of women. Conference members greatly appreciated this insight into advocacy and diplomacy at the UN; while at a mundane level, the City of Geneva’s free public transport for visitors was much appreciated.

World Trade Organisation /WTO Conference’s Keynote Discussion on Women’s Empowerment has been well reported by Dorothy Meyer. WTO also hosted an evening reception in their stunning lakeside headquarters (formerly ILO) where we were treated to succinct presentations on trade and gender from leading international exponents and also on the role of trade in fostering education, peace and women’s empowerment. Bonus: an open invitation to explore all reception rooms whose walls were covered with priceless works of art. This memorable evening ended with insights into the local delights of ‘Geneva in Summer’ as well as getting to know other GWI delegates on the very pleasant lakeside walk back to the city. Conference 2019 was definitely multi-faceted.
# GWI’s 33rd Triennial General Assembly Programme and Documentation, Geneva 2019 was massive, almost 90 pages, but in good size print and well laid out so quite easy to follow.

Report on the Strategic Plan 2016 to 2019 was very thorough....

**Goal 1:** Renew focus on Education Advocacy; Become a leader in global and national advocacy for women’s and girls’ education - had 20+ ‘bullet pointed’ notes including advice re advocacy and improving the quality of advocacy documentation.

It was pleasing to read that many of GWI’s Advocacy toolkits e.g. Gender Equality, 16 Days of Activism against Gender Based Violence, also Sustainable Development Goals and the Universal Periodic Review process guides are highly enough regarded to be circulated by WUNRN. WUNRN is a most respected global and comprehensive resource for women, girls and gender issues which reaches over 50,000 ‘IN’ boxes worldwide - hence introducing many women to the existence of Graduate Women International as a credible 21st-century advocacy organization. Feedback from NFAs is positive, but these resources merit and deserve much wider attention and use...

**Resolutions** are an important part of Conference business so it was a pity that at this conference there was no time scheduled for direct face-to-face discussion of the resolutions with their proposer/s. This has happened in small groups at previous conferences - reservations have been ironed out with concerns from individual countries answered in frank discussions.

**Money matters:** Professionalism is very evident throughout this 86 page publication as is the extent of updating and future proofing of GWI that has gone on through this triennium. Appreciation is due to the GWI Board for the massive amount of time put in by both the minimalist staff in Geneva and all Board members; high standards of governance are obvious. In particular, the Treasurer’s Report merits study - it is laid out as a detailed diary, likewise the forward planning with respect to dues is carefully explained. The extraordinary success in the Centennial Conference 2019 registration fee being lower for this conference than had been charged for the previous one must be noted with thanks.

I found page 36 in Notes to the Financial Statements very clear and comprehensive under headings 1] ‘Organisation and activity’ followed by 2] ‘The Federation’s Strategy’ which incorporated the theme ‘From Theory to Action’. GWI Executive Director’s report outlined the clear thinking and focused action undertaken to make GWI stable and visible. Stacey Drive Lara deserves high praise for what she has achieved - initiated, completed and, looking ahead: laid out clearly for the forthcoming triennium.

**Futurism** was introduced to us on Day 4. It was our last day together and the Auditorium was full to hear an accomplished futurist from International Fedn of Red Cross and Red Crescent Societies discuss options and opportunities.... Futurist Arashi Krishnan wonders how to identify future jobs? How to prepare students for them? “Transformative SDGs are crosscutting SDG 4 – Quality Education needs to be checked regularly”. Education needs a paradigm shift with respect to mobile devices. Teachers must shift into the 21st and 22nd centuries... meanwhile human rights violations and threats increase. Global peace is essential and is cross-cutting within education. Teachers need/deserve better tools, and greater respect and pay. However attendance at school does not guarantee an education! Essentials: preschool education which is vital, girls can be at a real disadvantage because of a bad gender attitude. The focus must be on Education for all. Transition from primary to secondary schooling needs to be greatly improved in many countries.

Many challenges remain - no country has yet achieved all the **Sustainable Development Goals**. Graduate women were exhorted to get involved and check on what their governments and organisations are doing. Transparent accountable government and administration of the SDGs in all areas is crucial; so too is active participation of women to ensure that the outcome must be real ‘action’ for gender equality by 2030 - and this means all aspects of gender equality.
Q: - Is there a crisis of relevance? A: Yes, we really are stuck in the past! so Q: What can young women do for GWI? A: ‘Stand up! Step up! Lean in! Take it - as gracefully as possible!’.

Following a swift review of notable women in IFUW-GWI’s first 100 years, some very practical and pertinent challenges were delivered by Dr Elizabeth Poskitt, a past IFUW President...: ‘Know Your History’, ‘Keep Peace up-front’, ‘Modify Wikipedia – Keep it up-to-date, fill in gaps’. See: https://en.wikipedia.org/wiki/International_Federation_of_University_Women

[This page was last edited on 22 September 2019, at 18:06 (UTC). Again a way of advertising what GWI is and does.]

Conference concluded with expressions of appreciation to both the GWI Board members and GWI staff in Geneva for the massive amount of time they had put in to ensuring that everyone was regularly updated about GWI matters in particular and that GWI Centennial Conference 2019 will be well-remembered for all the right reasons...

Next pages – a few photos...
Ronna from GWF - Logo competition winner
GWI Conference Reflections - Shirley Gillett

It was wonderful. I personally loved every moment of it.

One special aspect was seeing old friends from all over the world and also being there with fellow kiwis. As national CIR I organized the fourteen NZ participants to meet early for several of the mornings and for a group photo. It was also a delight to see Pouya Saeedi again! There were six of us at the same hotel: Beverley Turner and myself sharing a room; Linda Williams and Davefine Tholley from Sierra Leone; and Gretta Mills, and Pouya Saeedi. We were only a 5 minutes walk away from the University where the conference was held.

President Geeta’s report was an extraordinary story describing the dire financial situation her board found themselves in after taking over; there were more and more bills coming in and it was touch and go as to whether they were able to continue. She was forced to backtrack on the increase of dues or close down-the Board put in austerity measures, reduced the staff from 4 to 1, put in their own money, hired a new brilliant treasurer, and now are in an “okay” financial position. Other politics involved the controversy over letting Canada pay “in kind” which was a precedent- what does this mean? And there were questions around the minutes from the Capetown conference.
The Resolutions day was a bit riotous as it was badly managed, but ours went through unanimously with very few amendments or questions. I talked to it briefly. Marianne Waraich, convenor of resolutions, said she had put it first as she thought it was so good and relevant to GWI aims.

The main speaker, Nelson Mandela’s granddaughter, was excellent and when our branch was acknowledged for the funding, tears filled my eyes. The subsequent panel with the Iraqi refugee’s story was a highlight.

Sita, Gretta, and I presented the diversity workshop which went well. I presented my workshop on the use of the Gender equality resource kit and Amy hers on Peace keeping and Resolutions with Kathleen Laurila. The links made with Trade and gender was interesting and the evening at the World trade Centre fantastic.

Being a voting delegate’s role was full-on, a learning curve, and fun.

The final afternoon was a presentation on the history of the GWI women and how to look after and retain the details from the early days. It was amazing that they used to cross the Atlantic frequently for caucus meetings. A book of the history has been compiled which will be on line.

Personally, I was frantic with being a voting delegate; running two workshops; attending two regional meetings to represent New Zealand; and evening events, and organizing the New Zealand contingent.

All in all it was wonderful to have 14 NZers there and a tremendous credit to Geeta and her board for a superb conference.

. ~ Shirley Gillett (CIR)