



Graduate Women International

*From Growth to
Sustainability*

34th Triennial
General Assembly and Conference
(to be held virtually)

11 November - 13 November 2022

Candidates for the Graduate Women International (GWI) Committees

TABLE OF CONTENTS

<i>GWI EDUCATION COMMITTEE CANDIDATES</i>	2
Convener Candidate:	2
Member Candidates:	3
<i>GWI FINANCE COMMITTEE CANDIDATES</i>	25
Assistant Treasurer Candidates:	25
Member Candidates:	28
<i>GWI GOVERNANCE COMMITTEE CANDIDATES</i>	32
Convener Candidate:	33
Member Candidates:	33
<i>GWI HEGG HOFFET COMMITTEE CANDIDATES</i>	39
Convener Candidate:	39
Member Candidates:	39
<i>GWI INTERNATIONAL FELLOWSHIPS COMMITTEE CANDIDATES</i>	47
Convener Candidate:	47
Convener & Member Candidate:.....	49
Member Candidates:	51
<i>GWI PROJECTS DEVELOPMENT COMMITTEE CANDIDATES</i>	56
Convener Candidate:	56
Member Candidates:	62
<i>GWI MEMBERSHIP COMMITTEE CANDIDATES</i>	72
Convener Candidate:	72
Convener & Member Candidates:	77
Member Candidates:	82
<i>GWI RESOLUTIONS COMMITTEE CANDIDATES</i>	88
Convener Candidate:	88
Member Candidates:	90

GWI EDUCATION COMMITTEE CANDIDATES

Education Committee Convener Candidate:



Name: **Lucía GUZMAN**

Name of the NFA: **Mexican Federation of University Women (FEMU)**

Qualifications: **Bachelor of Modern Arts and Literature, Masters in Humanities**

Professional field and/or present occupation: **Professor of Modern Arts and Literature at the Autonomous University of Mexico (UNAM)**

Skills and experience in the following areas:

- a. **research and preparation of resource material for individuals or groups**
 - b. **organization of seminars & workshops**
 - c. **design and moderation of member email discussions and blogs**
 - d. **If standing as Convener: Skills and experience in chairing meetings and managing Committee tasks.**
- Head of the Languages Department (6 years), National Autonomous University of Mexico (UNAM)
 - Lecturer (10 years) and Full-time Professor (last 22 years), Modern Arts and Literature, National Autonomous University of Mexico (UNAM).
 - Coordinator of the Publishing Programmes (nine years), Fondo de Cultura Economica (FCE, Mexico)
 - Assistant Director of the International Relations Programme (three years), National Autonomous University of Mexico (UNAM)
 - In 2012, my book on Gender and Shakespeare was published: *Ilusion y Realidad en Twelfth Night de Shakespeare*, (Madrid: Editorial Academica Española, 2012, ISBN 978-3-659-00269-4).
 - Book chapters on Authors and Gender, for example “Florence Nightingale” (2009) National Autonomous University of Mexico (UNAM); “Guzman in New York, Paris and Madrid” (2014), American Comparative Literature Association (ACLA), NYU, New York City, USA; “Female Voices in 20th Century Dream Poetry (Mexico, Canada and the USA)”, American Comparative Literature Association (ACLA) 2007, Puebla University, Mexico.
 - Assistant Director of the International Relations Programme (three years), National Autonomous University of Mexico (UNAM).
 - Secretary General of the Mexican Federation of University Women (FEMU)

- Member of the Committee for Gender Equality, National Autonomous University of Mexico (UNAM)

Experience or knowledge of the United Nations, its specialized agencies and their national commissions and skills in advocacy for human rights of girls and women.

I participated in the 2019 and 2020 CSW in New York and 2022 CSW virtual.

Please describe your specific, measurable, achievable, realistic and time-bound (SMART) objectives for this position and the contribution you believe you can make if elected or appointed.

There are no better skills and experience for a MEMBER OF THE EDUCATION COMMITTEE than having been a Teacher, especially a University Teacher. Since I received both a public and a private education in the three countries where I have lived, it helped me to appreciate different worlds and expectations from fellow students and colleagues, mostly girls and women. As MEMBER OF THE EDUCATION COMMITTEE, I can contribute in bringing into sharper focus GWI's vision that ALL GIRLS AND WOMEN, regardless of their religion, ethnicity, social status, or in which country or region of the world they live, should have access to a life-long EDUCATION of the highest quality.

Other relevant skills and experience (volunteer and professional) from the last 10 years relevant to this position

Besides being a member of GWI RESOLUTIONS COMMITTEE for the past three years, I have occupied the position of SECRETARY GENERAL in my NFA, the Mexican Federation of University Women (FEMU).

As PRESIDENT of the first Women's ROTARY CLUB in Mexico (Club Jardines del Pedregal, District 4170) I founded a "Midway Home" for 175 pregnant girls (11 to 17 years old). These girls not only received health care until their babies were 6 months old, but I took care of enrolling all of them in either primary or secondary school. Two of them even went to, and finished, university.

Education Committee Member Candidates:



Name: Genevieve Etornam ADUKPO
Name of the NFA: Ghana Association of University Women (GAUW)
Qualifications: BSc Chemistry; Dip Ed Science Education; MPhil Chemistry; PhD Synthetic Organic Chemistry
Professional field and/or present occupation: Natural Product Chemist and Lecturer
<p>Skills and experience in the following areas:</p> <p>(a) research and preparation of resource material for individuals or groups</p> <p>(b) organization of seminars & workshops</p> <p>(c) design and moderation of member email discussions and blogs</p> <p>(d) If standing as Convener: Skills and experience in chairing meetings and managing Committee tasks.</p> <p>I am a Senior Lecturer at the Department of Chemistry, the University of Cape Coast with a PhD in Synthetic Organic Chemistry from Universität Bremen, Germany. My areas of research include isolation and characterization of bioactive natural products, chemical analysis of foods and preparative organic synthesis.</p> <p>I was the immediate acting Head of the Department of Chemistry, UCC and I have a keen interest in Gender-STEM and ICT. I have been coordinating and facilitating activities for school girls and women in these areas. I have worked closely with the Centre for Gender Research, Advocacy and Documentation (CEGRAD), UCC as the Co-ordinator for Outreach and Advocacy from 2014-2017 and Director from 2017-2019. Through my involvement at CEGRAD, I have organized and promoted lots of gender activities among students and staff. Some of these include:</p> <ul style="list-style-type: none"> • Gender Awareness and Gender Analysis workshops, • harnessing Girls' Potential in Science Education, and S • sexual Harassment training • Career Development and Work-life Balance for female staff of the university of cape coast. • Gender-sensitive ethical practice in health care delivery <p>I also promote and empower women and girls in STEM and lifelong education. As a member of the Ghana Association of University Women Association (GAUW) and a co-PI of the Bina Roy Partners in Development Projects in Ghana, I have engaged more school girls both at the Basic and secondary levels of education. These include:</p> <ul style="list-style-type: none"> • Gender education and leadership workshop (girls choices project) • Science clinic for girls in some basic schools in cape coast, Ghana • Mathematics and science quiz for girls in junior high schools in cape coast, Ghana

- Harnessing girls' potential in technical and vocational education and training (TVET) in some selected high schools in the central region of Ghana
- Empowering and sensitization of young girls on the impact of climate change and environmental pollution.

These activities were aimed at helping the girls to develop an interest in Science and to overcome the fear of studying the subject and its related courses.

I am also a Local Trainer in Ghana for Pan African Chemistry Network (PACN)-Royal Society Chemistry – GC-MS Training since 2016 and have trained more than 150 chemical scientists in the use of Gas Chromatography-Mass Spectrometer (GC-MS).

From 2011-2015, I was the president of the Ghana Science Association, Cape Coast Branch. This enabled me to lead and host national conferences and workshops.

On 1st June 2022, I was part of the working committee that facilitated the National Webinar for GAUW Women empowerment through Transformational leadership. This workshop brought on board lots of women graduates from all over the country and through this, we were able to increase our membership massively.

Experience or knowledge of the United Nations, its specialized agencies and their national commissions and skills in advocacy for the human rights of girls and women.

The UN engages government and non-governmental organizations in enhancing and protecting girls' and women's rights. It use the international system to ensure that every State respects, protects and the rights of all children and young people by:

- Providing evidence-based information on children's rights and gender equality;
- Tracking individual countries' progress against their obligations and commitments in international human rights law and other key international agreements;
- Actively engaging in the monitoring, reporting, and follow-up processes of the 2030 Agenda, the Convention on the Rights of the Child (CRC), the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW), and the Universal Periodic Review (UPR) of the Human Rights Council.

Please describe your specific, measurable, achievable, realistic and time-bound (SMART) objectives for this position and the contribution you believe you can make if elected or appointed.

I believe in teamwork so, with my committee members, we would engage NFAs more in activities in their various counties in the following ways:

- Organizing capacity training workshops for the leadership of the NFAs.
- Promoting their local programme and make sure they fall in line with the SDGs
- Facilitating their networking and collaboration with UN agencies in their various countries

Enhancing their visibility on the GWI website and other social media.

Other relevant skills and experience (volunteer and professional) from the last 10 years relevant to this position

My involvement in associations, leadership roles in the university and voluntary activities have enabled me to facilitate and organize the following workshops, seminars and outreach programmes within and outside the university.

- Pan Africa Chemistry Network (PACN), Royal Society Chemistry (RSC) -GlaxoSmithKline GSK) GC-MS Training Workshop
- Summer School for the PhD candidate on *Engendered Politics of Place and Belonging*
- Gender Sensitive Ethical Practice in Healthcare Delivery Training Workshop, Cape on *Strategies for Gender Sensitive Programme & Ethical Practice in Healthcare Delivery,*
- Inauguration of Mathematics, Science and ICT Club, *“Integrating ICT into other subjects to bridge the Digital Divide”*
- ‘The Life of Female Academic (Advancing Women in Academia and Research)’
- Women Advancement Forum International Exchanges, Research and Academia (WAFIRA), *Advancing Women in Academia And Research*
- Round Table Discussion of Public Universities in Ghana: Assessing Efforts at Institutionalizing Centres of Gender Studies within Public Universities in Ghana,
- International Day of Women and Girls in Science, ***‘Investment in Women and Girls in Science for Inclusive Green Growth,***

- Girls Science Clinic for Junior High School Girls in Cape Coast, Ghana Association of University Women (GAUW)
- International Women’s Day, ‘
- Science and Mathematics Quiz competition for Junior High School girls in Cape Coast, Ghana Association of University Women (GAUW),
- Roundtable discussion on *“Transforming Societies Through Gender Parity In Education*



CONFIDENCE DIKGOLE

Name: **Confidence DIKGOLE**

Name of the NFA: **South African Association of Graduate Women (SAAWG)**

Qualifications: **Dip Ed Education; Adv Cert in Education; BEd Hons Assessment & Quality Assurance; MEd Curriculum Instruction & Design**

Professional field and/or present occupation: **Education field: Director Policy & Government Relations**

Skills and experience in the following areas: (a) research and preparation of resource material for individuals or groups (b) organization of seminars & workshops (c) design and moderation of member email discussions and blogs (d) If standing as Convener: Skills and experience in chairing meetings and managing Committee tasks.

I have conducted research as a requirement for my BEd Honors and MEd degree studies. I am quite au fait with sourcing and identifying relevant resource material. In my former employment at Umalusi: Council for Quality Assurance in the General and Further Education and Training sector (2000 -2014 December), I was responsible for Quality Assurance of Examinations and Assessment as a Manager. After the Matric Examinations were written I would appoint teams of Post-Examination Evaluators to analyse the matric exam question papers. The evaluation of the matric examination question papers would be preceded by evaluation of the curriculum. This required me outlining the purpose of the evaluation (research project), providing clear parameters of how the research would be conducted, providing the teams with all the material they would need to conduct the evaluations, providing them with the reporting template, analysing all their reports, consolidating all the reports into one and presenting a report to the Umalusi Council. Still in my employment at Umalusi, as the Manager responsible for quality assurance of examinations, I used to organize and run/facilitate workshops for the Umalusi External Moderators who were responsible for moderation of the matric examination question papers. These workshops would be held per subject, eg Mathematics etc, and some of them would include examiners and internal moderators from the Department of Basic Education. My role at the workshops would include chairing and facilitating the discussions. I was also responsible for organising workshops for the Umalusi Examination monitors. Again my role would include chairing and facilitating the discussions.

Experience or knowledge of the United Nations, its specialized agencies and their national commissions and skills in advocacy for human rights of girls and women.

I am familiar with, and have knowledge of the work of the United Nations and some of its specialised agencies. I have no direct experience with the UN or its specialized agencies. I am

a regular contributor/donor to UNICEF - I donate on a monthly basis to UNICEF through a bank debit order since March 2017. In my current job as Director: Policy and Government Relations, I do a lot of advocacy on behalf of our member schools, I also run workshops on the rights and responsibilities of independent schools and learners in these schools. The skills that I have acquired can very well be utilised in advocacy for human rights of girls and women. I am a member of the Seventh Day Adventist Church Women's Ministries and have been invited to speak at various fora on the rights of young girls and women. I am a Board member of an organisation called Three2Six which basically looks after refugee children. We provide schooling for them from 3pm to 6pm weekdays. I do advocacy work for the Board.

Please describe your specific, measurable, achievable, realistic and time-bound (SMART) objectives for this position and the contribution you believe you can make if elected or appointed.

Having served one term as a member of the GWI Education Committee I am familiar with the pressures under which the Committee sometimes works, particularly when preparing for Webinars etc. I am available to participate in such webinars and workshops relating to the work of the Educom. I have studied the Terms of Reference of the Education Committee, and the qualities required for serving on it, and I believe that with my 30 years' experience in the education field I can contribute meaningfully to the committee. I am very passionate about issues that affect women and girls (being a mother of 3 grown up girls), and having worked as a teacher for 10 years. I would like to contribute meaningfully to raising awareness on issues that affect girls and women, and how some of these issues prevent young girls from progressing in school and later in the world of work. I believe I am at a stage in my life where I can dedicate time to doing such advocacy work and the necessary research that goes with it. My three girls have all left home, the youngest is in her final year at university, which frees up my time to be involved in giving-back initiatives like this one of serving on committees. I am fully aware of the time constraints that go with such committee membership.

Other relevant skills and experience (volunteer and professional) from the last 10 years relevant to this position

Having served one term on the GWI Education Committee I can confidently say that I have learnt a lot, and I have contributed meaningfully to the work of the Committee. Shirley Gillet; our Committee Convener has actually attested to this and feels I was excellent as a Committee member. As indicated already, I took part in various webinars organised by the Education Committee. In one webinar I was asked to chair one of the breakaway sessions and I received very good feedback. I serve on a number of committees in the education sector: I have been Chair of the ISASA Professional Standards Committee.

I currently serve on the Transformation & Diversity Committee of ISASA and my role is to support the Chair of the Transformation & Diversity Committee (Facilitate meetings/workshops/seminars). I serve on the National Alliance of Independent Schools Association (NAISA) as member of the Executive Committee. The skills acquired and used in a range of committees that I am a member of can be used meaningfully on the GWI Education

Committee. I have written a lot of reports in my career. Some of these reports were submitted on an annual basis to the office of the Minister of Basic Education on the quality assurance of examinations, and these would inform the Minister's speech when she releases the matric examination results. This is to illustrate the level of my writing skills.



Name: **Christine HELLER**

Name of the NFA: **Women Graduates-USA (WG-USA)**

Qualifications: **BA Anthropology and Sociology**

Professional field and/or present occupation: **NGO Administration**

Skills and experience in the following areas:

- a. **research and preparation of resource material for individuals or groups**
- b. **organization of seminars & workshops**
- c. **design and moderation of member email discussions and blogs**
- d. **If standing as Convener: Skills and experience in chairing meetings and managing Committee tasks.**

As Convener of the WG-USA Education Committee, the committee and I developed a Resolution to support national and global equity in education and advanced training, by promoting equal access to digital technology and distance learning for women and girls. Developing this Resolution required extensive community, state, federal, and international research, as well as many hours of organizing and preparation. I spent three years as an assistant research librarian at a local college in my community where I gained the skills for research, and where to find pertinent information. A detailed plan of action to carry out the Resolution was also formulated. I kept the general membership informed of issues regarding education through the regular submission of articles to the WG-USA newsletter. These articles also required research, organization, and preparation.

Research on the Resolution culminated in a presentation at CSW66 which focused on injustice and inequity in education in Coachella Valley, California. COVID-19 highlighted glaring inequities in the USA, including lack of broadband access for millions of American children. In our role as educational advocates, the Education Committee focused on a community facing extreme weather due to climate change, poor working conditions, lack of broadband, and low academic performance. Structural inequities created by public school funding left many

students unable to connect to their classes. Efforts were made to engage community stakeholders on behalf of Coachella students and to determine how future education systems must address intersecting variables of climate change, gender, and socioeconomic inequality. The COVID-19 pandemic turned a spotlight on the digital disparities that already exist in society, namely that digital access is lowest for the least privileged. The Education Committee advocated on behalf of the students who had no access to the internet **and** needed access to further their education. We researched NGOs in the area with the goal of working together to bring equity to the residents of this area.

An additional webinar, featuring a noted attorney and education advocate who spoke on inequities in the public school system was also presented to the WG-USA membership.

Email correspondence, conference calls and education meetings (ZOOM) were held regularly to work on the Resolution and specific action plans. Members of the education committee were divided into separate task forces, given a particular area of responsibility, and reported back to the committee.

Experience or knowledge of the United Nations, its specialized agencies and their national commissions and skills in advocacy for human rights of girls and women.

As a member of an organization (WG-USA) that holds consultive status with ECOSOC, I am knowledgeable of the mission and goals of the United Nations and understand the intersectionality of education across all 17-Issue SDGS and issues handled by the Human Rights Council.

As convener of the Education Committee of WG-USA, I organized and presented *A Case Study of Climate Change and Inequality in One of the Richest Counties in the USA* at CSW66 on March 23, 2022. I attended and participated in the High-Level Political Forum webinars in July 2022. I keep informed of the latest activities of the United Nations through reading and attending webinars sponsored by the publication *PassBlue*. The GWI Triennial Conference, which I attended in July 2019, offered deeper insight into the extensive out-reach and importance of the United Nations, particularly in forming partnerships with like-minded organizations.

Please describe your specific, measurable, achievable, realistic and time-bound (SMART) objectives for this position and the contribution you believe you can make if elected or appointed.

It is very important to set an objective, have a clear direction, develop an action plan, and delegate responsibility for specific areas among the members of a committee. The WG-USA Education Committee implemented this formula when working on the Resolution and it was very effective. A time frame (18 months) to complete action goals and monthly scheduled meetings helped to keep momentum and focus. Having individuals responsible for a particular issue and reporting back to the committee brought, not only valuable information, but cohesiveness and connection. A clear objective and plan of action keeps everyone on target and maximizes the time spent in meetings. Research and personal contact with

knowledgeable professionals are very important in determining if a project is feasible. For a project to be feasible, flexibility and the ability to modify a plan is imperative.

Integrating the work of the NFAs, GWI, United Nations and national/local agencies that are implementing the SDGs is vital. Having a measurable global impact is necessary for NFAs and GWI to receive the global funding necessary to continue their mission.

In addition to enthusiasm, dedication, and a strong work ethic, I have research skills, am organized, and dogged when it comes to a project.

Other relevant skills and experience (volunteer and professional) from the last 10 years relevant to this position

As a member of the board of WG-USA (Secretary) I am knowledgeable and kept current of the goals as well as progress of GWI's Organizational Development Process. This position has offered me the opportunity to become better informed on the issues facing NFAs and GWI.

As the Education Convener of WG-US, I am knowledgeable of the inequities in education and educational opportunities, particularly for women and girls.

As a member of the organization, Women's Empowerment, I travelled to Ghana and Honduras to help women in rural areas start their own business. A knowledge of finances is an important step in gaining independence. I have travelled extensively and believe this has made me more sensitive to global issues. I have also hosted high school and university exchange students from Kyoto, Japan; Copenhagen, Denmark; and Barcelona, Spain

I have served on the board of AAUW for many years and participated in the Science/Math Camp and Tech Trek for middle school and high school girls. Participating in the International Concerns keeps me aware of global issues.

I was the executive assistant of the national chapter of the non-profit organization, PEO, with scholarship (international and national) financial, membership, and convention responsibilities.

Tutored non-English speaking adults through the EFL (English as Foreign Language) program.

Community volunteer and board member of various non-profit organizations.



Name: **Momtaj KHALIL**

Name of the NFA: **Graduate Women New Zealand (GWNZ)**

Qualifications: **Bachelor of Architecture (BArch Hons); Master of Urban Design and Architecture; Doctor of Philosophy Women and climate change adaptation**

Professional field and/or present occupation: **Research Assistant (casual position), University of Otago; Adjunct Fellow: University of Technology Sydney**

Skills and experience in the following areas:

- (a) research and preparation of resource material for individuals or groups**
- (b) organization of seminars & workshops**
- (c) design and moderation of member email discussions and blogs**
- (d) If standing as Convener: Skills and experience in chairing meetings and managing Committee tasks.**

a) I completed my PhD in September 2021 from the Institute for Sustainable Futures (ISF) of the University of Technology Sydney (UTS), Australia. I have an excellent track record of articulating innovative research in women and climate change adaptation and climate policy analysis of national or international relevance. My PhD thesis falls under the broad umbrella of gender and climate change adaptation. I have nearly ten years of research experience in the climate change adaptation sector and practical experience working with community women face climate change challenges. I am competent in both quantitative and qualitative research methods. I have endeavoured my PhD findings through high-quality peer-reviewed publications: The International Journal of Disaster Risk Reduction (IJDRR), Climate and Development and Environmental Development. I have published five (5) blind-reviewed research publications from my PhD: three journal articles and two book chapters. After PhD in 2022, two journal articles were published with Otago University colleagues. Details are in my CV.

b) I am competent in organizing seminars and workshops if needed. During my PhD and Master of Urban Design degrees, I have attended multiple conferences, seminars presentations, workshops, and round table discussions. I am competent in oral communication in English- evident through several achievements in the past few years. I have presented my work on multiple platforms in Australia, the UK, New Zealand, the USA, and so many countries in the Asian context (e.g., Bangladesh,

Malaysia, Thailand). Most recently (in March), I presented my work on Graduate Women International (GWI) platform at CSW66 Forum and was praised by a large audience. Moreover, I am proud that I received the best paper award twice and the best student presentation award: at the International Conference on Global Warming and Climate Change, 2018, Bangkok and in the World Symposium on Climate Change Adaptation (WSCCA, 2015), Manchester Metropolitan University, UK. Details are in my CV.

- c) I am competent in oral and written communication in English. Relative to this, I designed a small email group (3-5) during my PhD with my supervisors catching up meetings rather than a big email group. Other than that, I mostly participate in the big email group. During covid, I mostly communicate virtually and through email discussions with my supervisors and other academic staff. Also, I have given some virtual guest lectures to different universities through email discussions. As in-person fieldwork became complicated after the pandemic, I used social media (Facebook) for data collection and explored how social capital works for women on social media platforms like Facebook. These experiences will help me design and moderate member email discussion groups and other relevant roles in future.
- d) I have experience playing a convenor and a leadership role in individual or group responsibilities. For example, I convened my PhD fieldwork through focus group discussions and individual face-to-face interviews. I organized and led all the interviews (n-100), chaired meetings and managed the task properly. I was also involved in convening representatives with multiple sectors, agencies, Govt and NGO people, academics, disaster practitioners and so on. Moreover, I am the first author of all my PhD publications, with more than 80% of my own contributions that include securing funding, conceptualization, quantitative and qualitative data collection and analysis, preparing manuscripts, copy-editing, and managing submissions throughout the review process as the corresponding author. These previous experiences will help me perform in chairing meetings and convenor roles in future.

Experience or knowledge of the United Nations, its specialized agencies and their national commissions and skills in advocacy for human rights of girls and women.

I have extensive knowledge of working with NGOs and UN agencies through data collection procedures during my PhD fieldwork.

I used multi-theoretical approach in my PhD research. A major part was to explore the social capital relationship; the relationships between community insiders and outside actors (especially among women and NGOs) by examining changes in the three forms of social capital (bonding, bridging, and linking relationships). Stories were collected through face-to-face, structured, semi-structured, key-informant interviews with community people, community leaders, UP Chairman, local NGOs, INGOs officials, CBOs (Community Based Organizations), and multiple agencies who are working in the coastal community. The interviews with the NGO officials helped me understand their contribution to improving

networking relationships with the community members, especially the female household members and their rights and empowerment in the absence of their husbands. This experience will help me further work with UN agencies. Details are in my CV.

Please describe your specific, measurable, achievable, realistic and time-bound (SMART) objectives for this position and the contribution you believe you can make if elected or appointed.

I have excellent verbal and written communication skills, including writing and evaluating research proposals, management and implementation. I have strong research experience (nearly ten years) in gender, women and climate change adaptation. My PhD experience has not only sharpened my research skill but has also trained me to be a confident, reliable, and independent researcher. During my PhD, I have published 05 blind-reviewed journal articles in time. Soon after finishing my PhD, I accepted a research assistantship position at the University of Otago, and I have continued researching migrant minority women and their support through social media (Facebook) platforms, a co-authored paper published this year. So, I see myself continuing to research women (especially marginalized women) and their gender-specific needs in climate change.

Moreover, I worked closely with academic staff and students in two different Universities in Bangladesh as a lecturer. I supported students teaching in large undergraduate planning and design courses, small postgraduate workshops, tutorials, one-on-one supervision of undergraduate dissertation, exam paper setting, assessment, moderation and organised research seminars.

All those experiences lead me to become a consulate researcher and a solid academic. I believe I can pursue research-associated opportunities and other relevant educational and scholarly advice.

Other relevant skills and experience (volunteer and professional) from the last 10 years relevant to this position

Before PhD, from 2012-2014, I worked as a Lecturer in the Department of Urban and Regional Planning (URP) at Khulna University of Engineering & Technology (KUET), a reputed public university in Bangladesh. Within this position, I have taught in large undergraduate classes (65-100 students). I convened, co-taught and module-taught a number of theory courses, one-on-one supervision of undergraduate dissertation, exam paper settings and assessment. Before my Master of Urban Degree, from 2008-2010, I worked as a Lecturer in the Department of Architecture at Leading University Sylhet, Bangladesh. Within this position, I have taught number of theory courses and architectural studio courses, one-on-one supervision of undergraduate dissertation. Moreover, after my PhD, I was also involved in guest lectureship (2020-2021) at different universities in New Zealand, Germany, and Bangladesh. I also hold a bachelor's in architecture (with Hons) from Khulna University, Bangladesh and related to this, from 2003–2008, I worked as an architect in renowned

architectural firms in Bangladesh. My key responsibilities involved in building design, interior design, renovation projects, and project supervision on site.



Name: **Nahide Nesrin KOC**

Name of the NFA: **Türk Universiteli Kadınlar Dernegi (TUKD) (Turkey)**

Qualifications: **BA Faculty of Languages- English Language and Literature**

Professional field and/or present occupation: **Retired as Teacher of English**

Skills and experience in the following areas:

- (a) research and preparation of resource material for individuals or groups**
- (b) organization of seminars & workshops**
- (c) design and moderation of member email discussions and blogs**
- (d) If standing as Convener: Skills and experience in chairing meetings and managing Committee tasks.**

After retiring from Ankara Yüce College as the head of the English department in 2005, I started to work as a volunteer at the Turkish Education Foundation Ankara Branch, a well-established and important non-governmental organization in Turkey and I established the volunteering system by forming committees here.

The Turkish Education Foundation was established in 1967 to provide scholarship and support to successful students with limited financial means. This organization, which is called TEV in short has been providing domestic and international scholarships to support young people who will contribute to their country and humanity and their education system in which they will be raised.

- Since there is no volunteering system in its structure, it is my first and important action to create the volunteering system and standards in order to make up for this deficiency in the Ankara Branch.
In the volunteering system, committees were formed by bringing together 15 female educators, who are actually teaching at universities and high schools. We can list the committees formed as follows;
financial support relations committee, (caring closely about their health and bringing them together in social activities)

- Committee on Relations with Scholars (as the chairman of the committee, visiting universities in certain periods, selection of successful and needy students and providing and following up the granting of scholarships to them in the following academic years)

- Social and cultural activities committee, (Promoting TEV in relevant places, ensuring that students participate in cultural activities)

My next place of activity is the 72-year-old Turkish, American and International Women's Culture and Aid Association. (TAIWCCS) I served as a member of the board of directors and the chairman of the scholarship committee.

I have been a board member for 20 years.

The aim of the scholarship committee is to provide monthly scholarship support to 45 female students who are successful but have limited financial means.

In order to provide scholarship support forms are sent to universities by the scholarship committee for students to fill in.

Students' applications are first reviewed by the Dean of the university they are studying.

Students should really need a scholarship and have good grades. These applications are sent by the universities to the head of the scholarship committee. The committee examines each application and decides among themselves who will be accepted by voting. The decision is notified to the universities, and the universities make the necessary announcement to the students, and the students receive their scholarship physically before the scholarship committee every month in return for their signature.

As the head of the scholarship committee;

- To prepare a student file for each student receiving a scholarship,
- requesting certificates of achievement from students for each academic year, and checking their compliance with the criteria required for receiving a scholarship each academic year,
- To lead the social activities organized by the committee to provide scholarship support to students,
- to hold regular scholarship committee meetings every month,
 - Attending monthly board meetings as the chairman of the scholarship committee and conveying the decisions taken in the scholarship committee to the board of directors,
 - To provide information about students and their needs at scholarship committee meetings at the end of the year, preparing the scholarship committee work report and presenting the report to the general assembly of that year,
 - To organize seminars, workshops and presentations for scholarship students,
 - to determine the study and presentation topics for these activities,
 - to make presentations on the determined subjects to experts in their fields,

As a founding member of the Ankara Tunalı Hilmi Rotary Club, (ROTARY) I am the Committee Chairman of the International Relations Commission.

At the meeting held this year, I have also undertaken the task of the Main Management Chairman of Community Services .

As a Member of the Board of the Ankara Branch of the Turkish Association of University Women , (TAUW) we provide scholarships to female students , raise awareness and

support them to prepare for life and enable them to attend seminars by experts on human rights especially women's rights.

Experience or knowledge of the United Nations, its specialized agencies and their national commissions and skills in advocacy for human rights of girls and women.

I participated in the meetings of conferences and seminars of Commission On The Status Of Women organized by UN WOMEN in March for two consecutive years.

Please describe your specific, measurable, achievable, realistic and time-bound (SMART) objectives for this position and the contribution you believe you can make if elected or appointed.

As a 25-year retired English teacher and trainer, I can share my knowledge and experience I have gained in the private sector and in the non-governmental organizations.

I will be happy to work together.

Using the importance and power of education for the development of women's rights with the strength of international cooperation, solidarity and communication of women, making this power accessible to all women and women's communities.

To reach donations and similar financial supports and ensuring the participation of young people for the continuity of the system. I can try to help put into effect the thoughts of developing projects on shaping the future with energy and synergy.

Other relevant skills and experience (volunteer and professional) from the last 10 years relevant to this position

During the 25-year English Language Teaching process, I carried out student-teacher-management relations within the framework of the plan and program.

It is important that the management skill which is based on the real social relationship in education life can be applied in non-governmental organizations as experience.

I believe in the importance of volunteering in the non- governmental organizations I mentioned (TEV, TAUW, TAIWCCS, ROTARY),

I know the contributions of my mother's volunteer work at the elderly care home.

It is a fact that the need for social and financial support is higher among female students. We must ensure that girls are strong in their education life. This is very important in the formation and defense of the role of the future woman.

For years, as a mother and daughter, I carried the responsibility of taking part in non-governmental organizations with this awareness.

As a Member of the Board of Ankara Branch of the Turkish Association of University Women (TAUW)

I believe in the power of working with cooperation and solidarity on human rights, violence against women and women's rights by increasing the importance and awareness in education.



Name: **Comfort Adenike ONIFADE**

Name of the NFA: **Nigerian Association of University Women (NAUW)**

Qualifications: **PGDE Education; M. ED Curriculum and Instruction (Social Studies); PhD Social Studies**

Professional field and/or present occupation: **Lecturer**

Skills and experience in the following areas:

- a. **research and preparation of resource material for individuals or groups**
- b. **organization of seminars & workshops**
- c. **design and moderation of member email discussions and blogs**
- d. **If standing as Convener: Skills and experience in chairing meetings and managing Committee tasks.**

I have over 25 years research experience first as a post graduate student and now as a Researcher and Lecturer. I also have experience in preparation of resource materials for groups and individuals. I have conducted researches on all categories of people, from primary school pupils to secondary, tertiary institutions' students as well as among rural households. My current research funded by Tertiary Education Fund (TETFUND) is on the effect of violence against women on the welfare of women and children in Ogun and Kwara States, Nigeria. I have been serving as a Resource person and Centre Coordinator for the Sustainable Development Goals (SDGs) Capacity Building Workshop Programmes for the Primary School Teachers in Abeokuta, Ogun State, organized by the Federal Ministry of Education (FME) and National Teachers' Institute (NTI) Kaduna since 2016 to date.

As the immediate past Head of Department of Communication and General Studies, Federal University of Agriculture Abeokuta Nigeria, I have organised several academic seminars and convened workshops. Furthermore, as the immediate past President of NAUW, FUNAAB Branch, I have organised seminars for both students and staff of the University at different times including seminars on mental health and academic success. I served as the convener of

Workshop on security for personnel on Campus and for the hybrid Conference on Humanising the Sciences in 2021.

I have also served as the consultant for research carried out by the Women Advocate and Documentation Center (WARDC) on Rapid Gender Response to COVID 19 Pandemic in 2020

I have been involved in online discussions including emails, blogs and other social media. I am the administrator of a few of the social media that I established for NAUW members and Initiative for Peace and Comfort, an NGO involved in mentoring youth and young couples through WhatsApp and other social media.

As the current President of my NFA, NAUW, I have chaired meetings at local and national levels. As a senior academics, I have chaired and managed Committee tasks. I have had opportunity of being a member of the Accreditation Team of courses in a couple of universities. I have also organised workshops on the girl child and women which were presented at the GWI Conferences in Istanbul, Turkey, 2013, Cape Town, South Africa, 2016 and Geneva, Switzerland, 2019.

Experience or knowledge of the United Nations, its specialized agencies and their national commissions and skills in advocacy for human rights of girls and women.

I am very familiar with the United Nations and some of its specialised agencies and commissions including, but not limited to the following: the UNESCO, United Nations Development Programme (UNDP), Commission on Status of Women (CSW) and UN Economic and Social Council (ECOSOC). In particular, the CSW deals with violations of human rights that affect the status of women while the ECOSOC is dedicated to gender equality and the advancement of women globally. I have participated in advocacy visits to influencers within Africa sub region.

I was one of the speakers at a side event organised by the governments of Austria, Spain and France during the VNR/HLPF meeting 2020. Spoke on civil society's role in working toward policy coherence for SDG. I have benefited from participating in workshops either organised or funded by some of the UN Agencies. Among those workshops were:

- the International Workshop on Monitoring and Evaluation of Sustainable Development Goals Projects held in November, 2016 at Abuja organized by Nigerian Association of Evaluators in conjunction with UNICEF.
- Forum on the use of LPG as an Alternative Energy Source for Women organized by Friends of the Environment (FOTE) and the United Nations Development Programme (UNDP) at Abeokuta, 2018.

Please describe your specific, measurable, achievable, realistic and time-bound (SMART) objectives for this position and the contribution you believe you can make if elected or appointed.

If elected or appointed, my objectives are, to:

1. Promote the exchange of knowledge on gender issues, especially on the girl child education across the continents through online seminars and workshops twice a year
2. Establish mentoring programme for the girl-child in selected tertiary institutions in Nigeria.
3. Encourage other NFAs to engage in mentoring programme for the girls in their domains
4. Encourage the use of media in awareness creation for girls' higher education
5. Advocate for adequate supply of basic necessities like sanitary pad and text books to encourage girls' education
6. Sell the vision, goals and objectives of GWI to various government functionaries and influencers through advocacy visits and media engagement
7. Collaborate with other reputable NGOs who have similar visions as GWI on girls and women education

Other relevant skills and experience (volunteer and professional) from the last 10 years relevant to this position

An educationist to the core, my experience of 20 years as a secondary school teacher has been of immense advantage in my social responsibility among teenagers and youth. I have been actively involved in teenage sensitization on social ills including human trafficking and teenage pregnancy through radio programmes and directly in some secondary schools.

As a member of the National Steering Committee of the Civil Society Coalition on Sustainable Development in Nigeria (CSCSD), I have been involved in high level advocacy visits to some policy makers especially while preparing for the International Conference on Sustainable Development (INSTACON) 2018 and 2019. I was the Coordinator of International Relations (CIR) of the Nigerian Association of University Women (NAUW) 2019 to 2022 and currently the National President of the Association.

My over 15 years' experience as the Centre Manager and facilitator for the Postgraduate Teachers-in- Training Programme of the National Teachers Institute, Abeokuta, Ogun State, Nigeria will be an added advantage for me if I am appointed. I have been able to mentor over 40 women some of who have attended GWI Conferences with me and all of who are members of my NFA.



Name: **Suchitra ROY**

Name of the NFA: **Indian Federation of University Women (IFUWA)**

Qualifications: **B.Sc Zoology, Botany, Chemistry, Languages; M. Sc Organic Chemistry (Specialisation in Drugs and Dyes); Ph.D Biochemistry Area of work: Maternal Nutrition**

Professional field and/or present occupation: **Independent Adviser (Nutrition). Content Writer (Freelance)**

Skills and experience in the following areas:

- (a) research and preparation of resource material for individuals or groups**
- (b) organization of seminars & workshops**
- (c) design and moderation of member email discussions and blogs**
- (d) If standing as Convener: Skills and experience in chairing meetings and managing Committee tasks.**

Research and preparation of resource material for individuals or groups.

The topic of my thesis “Role of long chain polyunsaturated fatty acids and oxidative stress in pregnancy and their association with infant growth”. I have addressed the area of Maternal Nutrition during pregnancy and its effects on Child Health. Findings of my studies are socially relevant, towards the benefit of mankind. The findings of my study are published in reputed journals, indexed in SCOPUS.

I have presented research work by means of Oral presentations and Posters presentations in various National as well as International Conferences.

My Research Publications (as first or second author) (2011 onwards):

Sundrani, D. P., Roy, S. S., Jadhav, A. T., & Joshi, S. R. (2017). Sex-specific differences and developmental programming for diseases in later life. *Reproduction, fertility, and development*, 29(11), 2085–2099. <https://doi.org/10.1071/RD16265> (IF:2.66)

Roy, S., Dhobale, M., Dangat, K., Mehendale, S., Lalwani, S., & Joshi, S. (2015). Differential oxidative stress levels in mothers with preeclampsia delivering male and female babies. *The journal of maternal-fetal & neonatal medicine : the official journal of the European Association of Perinatal Medicine, the Federation of Asia and Oceania Perinatal Societies, the International Society of Perinatal Obstetricians*, 28 (16), 1973–1980. <https://doi.org/10.3109/14767058.2014.974537> (IF: 1.73)

Roy, S., Dhobale, M., Dangat, K., Mehendale, S., Wagh, G., Lalwani, S., & Joshi, S. (2014). Differential levels of long chain polyunsaturated fatty acids in women with preeclampsia delivering male and female babies. *Prostaglandins, leukotrienes, and essential fatty acids*, 91(5), 227–232. <https://doi.org/10.1016/j.plefa.2014.07.002> (IF: 4.0)

Roy, S., Sable, P., Khaire, A., Randhir, K., Kale, A., & Joshi, S. (2014). Effect of maternal micronutrients (folic acid and vitamin B12) and omega 3 fatty acids on indices of brain oxidative stress in the offspring. *Brain & development*, 36(3), 219–227. <https://doi.org/10.1016/j.braindev.2013.03.004> (IF: 1.96)

Roy, S., Kale, A., Dangat, K., Sable, P., Kulkarni, A., & Joshi, S. (2012). Maternal micronutrients (folic acid and vitamin B(12)) and omega 3 fatty acids: implications for neurodevelopmental risk in the rat offspring. *Brain & development*, 34(1), 64–71. <https://doi.org/10.1016/j.braindev.2011.01.002> (IF: 1.96)

Organization of seminars & workshops

I was a core committee member of Bharati Vidyapeeth Deemed university's team for NAAC and UGC peer review conducted from time to time (2011-2016).

I was a core committee member of the organising committee constituted by Bharati Vidyapeeth Deemed university for the highly successful All India Vice Chancellor's Conference in 2010 (conducted in association with the Association of Indian Universities (AIU) and the University Grants Commission (UGC)). The Conference was attended by more than 200 Vice Chancellors of various Indian universities and representatives from foreign universities.

I was a core committee member of the organising committee constituted by Bharati Vidyapeeth Deemed university, for conduction of the Annual Conference of the Indian Economic Association in 2011. The event was attended by more than 250 participants from India and abroad and witnessed the presence of stalwarts such as Nobel Laureate Prof. Amartya Sen, Shri Montek Singh Ahluwalia among other dignitaries.

Experience or knowledge of the United Nations, its specialized agencies and their national commissions and skills in advocacy for human rights of girls and women.

The United Nations is an international organization founded in 1945. Currently made up of 193 Member States, the UN and its work are guided by the purposes and principles contained in its founding Charter. The UN has evolved over the years to keep pace with a rapidly changing world.

While I am aware of the UN and its structural framework for the various purposes, I have not been involved in any of the activities directly in that pursuit.

However, the SDGs mentioned in the TOR of the GWI education committee towards sustainable development goals, the SDG 4, i.e. Inclusive, and Quality Education for all, is most important, especially for girls and women.

Please describe your specific, measurable, achievable, realistic and time-bound (SMART) objectives for this position and the contribution you believe you can make if elected or appointed.

Having a considerable experience and exposure in the field of education at various teaching and learning points, I have been able to gather live experiences from my students in this journey.

In 2019, I was elected as an office bearer at University Women's Association, Pune. (UWA, Pune).

In the last 4 years, I have been serving as the Hon. Secretary of University Women's Association, Pune. I have learnt so many things in my tenure about the working of NGO and other aspects important for the functioning.

I have also been member of Project Committee of Indian Federation of University Women's Association (IFUWA) since 2020. I have been learning and contributing towards it. We have been able to carry out successful project during the pandemic.

- Membership on different bodies

1. As a Member of the Board of Studies of the Faculty of Engineering Sciences, contributed in designing and updating the curriculum of Chemistry at UG level (2015-2017).
2. As a Member of the Internal Complaints Committee, at University level, have shown integrity and empathy for the cause, and always stood for justice. (2017-21).
3. As a Member of the Internal Complaints Committee, , of various organisations , have shown integrity and empathy for the cause, and always stood for justice. (2021 onwards).
4. Life member, Nutrition Society of India.

- Voluntary Work

1. Hon.Secretary, UWA, Pune (2019 -2021) (2021-2023)

In the last 4 years, I have been serving as the Hon. Secretary of University Women's Association, Pune. I have learnt so many things in my tenure about the working of an NGO and other aspects important for the functioning.

2. Member Project Committee IFUWA (2020- 2023)

I have been member of Project Committee of Indian Federation of University Women's Association (IFUWA) since 2020. I have been learning and contributing towards it. We have been able to carry out successful project during the pandemic.



Name: **Marianne SINGH-WARAICH**

Name of the NFA: **Canadian Federation of University Women (CFUW)**

Qualifications: **BA Modern lang French and Spanish; MA French lang and Lit**

Professional field and/or present occupation: **Retired teacher, high school and college**

Skills and experience in the following areas:

- (a) research and preparation of resource material for individuals or groups**
- (b) organization of seminars & workshops**
- (c) design and moderation of member email discussions and blogs**
- (d) If standing as Convener: Skills and experience in chairing meetings and managing Committee tasks.**

I have experience in all the skills listed above

I served as president of my club, on provincial and national CFUW committees.

I served as Director of Resolutions for CFUW and was a Board member 2002-2004 in that capacity

Chair Education Committee Ontario Council 2004-2006

I served as VP Education on the CFUW national board 2006-2010

I served as member of IFUW Resolutions Committee ,appointed in Mexico City

I served as Chair of the GWI Resolutions Committee, appointed in Istanbul and member GWI Resolutions Committee, appointed in Capetown.

Experience or knowledge of the United Nations, its specialized agencies and their national commissions and skills in advocacy for human rights of girls and women.

I have attended the ECOSOC Status of Women meetings in March in New York, NY a number of times and am well acquainted with its work.

I served on the Canadian Commission for UNESCO as a representative of CFUW for 4 years

I have attended some briefings in preparation for the Human Rights Council meetings in Geneva given by the Canadian government

Please describe your specific, measurable, achievable, realistic and time-bound (SMART) objectives for this position and the contribution you believe you can make if elected or appointed.

Education has been my life's work. I believe it to be the only permanent solution for the world's problems. This is especially true for the education of women in developing countries.

Advocacy has been the main means by which I have supported this work as well as by philanthropic efforts.
 I believe my skills in writing to be useful. I work well with others and look forward to help realize the goals set by the committee

GWFI FINANCE COMMITTEE CANDIDATES

Assistant Treasurer Candidates:



Name: **Karoline DORSCH-HASLER**

Name of the NFA: **Swiss Association of Graduate Women**

Qualifications: **Master (Diploma) Microbiology, PhD Microbiology**

Professional field and/or present occupation: **Executive Secretary of the Swiss Expert Committee for Biological Safety, from 1992 until retirement in 2007.**

Financial skills or experience at the local, national or international level that qualify you for handling GWFI's finances and financial policy (ability to build a spreadsheet, read a profit and loss account and a balance sheet, understand investments, donations, legacies, tax and loans).

During the first 5 years as Executive Secretary of the Swiss Expert Committee for Biological Safety, my tasks included, among other things, the full responsibility for the budget of that committee, i.e. preparing the budget and doing all the accounting. I was also responsible to control the ongoing projects run by private companies from the scientific as well as financial point of view.

As treasurer of the Zurich branch of the Swiss Association of University Women (SVA) (2008-2014), I was keeping the finances of a branch with 120 members in good order, taking care of the investments and doing taxes.

Specific skills and experience in the following areas:

- budgeting**
- investment management**
- resource development/fund raising**
- accounting and auditing**

**international tax laws and bilateral tax agreements
not for profit financial management**

For the last three years I have been Assistant Treasurer Switzerland of GWI, therefore I am familiar with GWI's finances, I am able to read spreadsheets and make budgets. I also wrote all the Minutes and Recommendations of the FinCom meetings. I also have a certain amount of experience with international tax laws. In the field of resource development/fundraising, I am less experienced.

Please describe your specific, measurable, achievable, realistic and time-bound (SMART) objectives for this position and the contribution you believe you can make if elected or appointed.

Having been CIR for Switzerland for 6 years and being member and treasurer of the Local Arrangements Committee LAC for the GWI centennial, I became quite familiar with GWI.

I have been Assistant Treasurer Switzerland for the past three years. Since I also wrote the Minutes and Recommendations, I am deeply familiar with FinCom's financing, regulations and mode of actions. Consequently, I should be able to be an active participant in the decision-making of FinCom from the very beginning. With the experience from my first 3 years with FinCom, I would be able to be the convener of FinCom.

Other relevant skills and experience (volunteer and professional) from the last 10 years relevant to this position

Until 2013, I was a member of a Steering Committee of a National Research Program on gene technology of the Swiss Science Foundation. This involved judging grant applications regarding their scientific value, but also checking whether the budgets of these grants were feasible regarding the goals of the grant applications.



Name: **Susan LANE**

Name of the NFA: **Canadian Federation of University Women (CFUW)**

Qualifications: **BA Philosophy, CA Accounting, Tax, Auditing, Finance**

Professional field and/or present occupation: **Retired CPA (Chartered Professional Accountant)**

Financial skills or experience at the local, national or international level that qualify you for handling GWI's finances and financial policy (ability to build a spreadsheet, read a profit and loss account and a balance sheet, understand investments, donations, legacies, tax and loans).

I am a retired Chartered Professional Accountant with over 30 years working experience. I retired as a partner in my own firm. So, I am very skilled in understanding financial statements, using spreadsheets and all aspects of finance.

While working as a CPA, I was also a shareholder in a construction company. I acted as the Chief Financial Officer in that I managed budget, cash flow, account reconciliations, government filings and payroll.

In my volunteer life, I have been treasurer of many non-profits and registered charities. I am very knowledgeable about how donations and legacies function. I have also been a member of an investment club for over 30 years and have gained knowledge in and about investing.

I have been a member of the National Finance Committee for two years. In both years, I co-presented a Zoom presentation on our Financial Statements and Budget for all our members across Canada. The presentations were very well received by our members as it gave them a chance to ask questions on the financial statements and how we came up with our budget.

I do not have International experience. But I did look at the GWI annual report for 2021 and understood the financial statements quite easily. As you are probably aware, there is an international standard for accounting and auditing principles. Therefore, knowledge of Canadian accounting and auditing principles would 'translate' to those same principles in another country.

Specific skills and experience in the following areas:

- (a) budgeting**
- (b) investment management**
- (c) resource development/fund raising**
- (d) accounting and auditing**
- (e) international tax laws and bilateral tax agreements**
- (f) not for profit financial management**

- Budgeting – treasurer of many organizations where budgeting is done annually and member of National Finance Committee where I presented the budget to our members to explain the decisions made to arrive at the budget. I am very skilled in this area.
- Investment management – I have a good knowledge of investments through my participation in an investment club for over 30 years. I would say I am excellent in this area.
- Resource development/fund raising – I have no skills in this area.

- Accounting and auditing – through my 30+ years of work experience I consider myself highly skilled in this area.
- International tax laws and bilateral tax agreements – I am familiar with these through my studies in Canadian tax law. I am not skilled in this area but am aware of tax treaties and the reasons behind them so that a person is only taxed once no matter their citizenship or residency.
- Not for profit financial management – I consider myself skilled in this area through my 25+ years volunteering in this section where I was always the treasurer.

Please describe your specific, measurable, achievable, realistic and time-bound (SMART) objectives for this position and the contribution you believe you can make if elected or appointed.

I think my greatest contribution will be my ability to communicate. I have been told that I explain financial statements very well, that I make them understandable to non-accountants. I also listen well and think before I respond to a query. If I do not know an answer, I will admit that and tell the person I will find out the answer to their question and get back to them which I do.

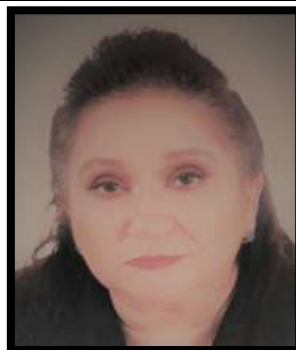
Other relevant skills and experience (volunteer and professional) from the last 10 years relevant to this position

I have been President of CFUW Victoria, a club of over 200 members. I was also treasurer at that club and Chair of the Scholarship and Bursary Society. I am currently treasurer of Saanich Peninsula.

I was treasurer of the BC Council AGM where 22 clubs meet for an AGM and conference.

In 2012, I was Credentials Chair for the CFUW National AGM and Conference when it was held here in Victoria.

Finance Committee Member Candidates:



Name: **Rosa Maria MENDOZA**

Name of the NFA: **Asociación de Mujeres Universitarias de El Salvador**

Qualifications: **Diploma in Programing & Public Policies, BA in Economics, MBA Business Administration, Masters in Economic Development, PhD Economic Sciences**

Professional field and/or present occupation: **Public Finance**

Financial skills or experience at the local, national or international level that qualify you for handling GWI's finances and financial policy (ability to build a spreadsheet, read a profit and loss account and a balance sheet, understand investments, donations, legacies, tax and loans).

I have 34 years of experience in the area of Public Finance in the Ministry of Finance of El Salvador.

One of my tasks is to interpret the cash flow of my country. My specialty in public finance has been in the area of public spending. I have worked in the areas of Fiscal Policy, National Budget, Public investment, Monitoring and Financial Institutional Evaluation and performance. Macroeconomic. Prepared the Public Finance Magazine of the National Treasury for the years 2004-2005 and 2010 to 2013.

I have received training from the International Monetary Fund in Financial and Monetary Programming. Macroeconomics and Public Debt. From USAID I have received training in Public Budget, Transactional Exchange, Public Debt, Curriculum Grid, Training for trainers. From UStREASURY Single Treasury Account and Payment Cards applied to public spending. Excel is my main work tool.

Outside the Ministry of Finance, in AMUS I was President for 4 years, in which finances are a great challenge and sufficient income was generated for the sustainable operation of the association and fortunately today we can cover the membership until the year 2023.

Specific skills and experience in the following areas:

- (a) budgeting**
- (b) investment management**
- (c) resource development/fund raising**
- (d) accounting and auditing**
- (e) international tax laws and bilateral tax agreements**
- (f) not for profit financial management**

I have experience to support in the areas of budget, investment management, not for profit financial management.

I know the tax laws of Central America, however it is convenient for me to investigate the tax laws of the rest of the world, since they are available on the website of the international financial institutions.

I have received training in IFRS and the responsibility of applying the Quality System in my office.

I have been part of the process of using funds from Loans and donations to El Salvador to use them for the development of the country. It is convenient for me to learn the field of fundraising.

Please describe your specific, measurable, achievable, realistic and time-bound (SMART) objectives for this position and the contribution you believe you can make if elected or appointed.

1. Comply with the support tasks that the Finance Committee designates me in the stipulated time.
2. Attend established meetings and share my knowledge from a developed country perspective.
3. Give all my effort to achieve an international financial structure, be it an international bank, a third-tier bank, or a financial program for local development; to support women in all their needs.

Other relevant skills and experience (volunteer and professional) from the last 10 years relevant to this position:

While I was President of AMUS, I supervised the execution of projects worth \$18,000. As coordinator of the Finance commission for the College of Economists of El Salvador, I supervised the execution of the XII Congress of Economists of Latin America and the Caribbean for an amount of \$150,000 in the year 2019. I have worked in the BRDP Projects Committee.



Name: **Neeta PATWARDHAN**

Name of the NFA: **Indian Federation Of University Women (IFUWA)**

Qualifications: **BHSc HOMESCIENCE, TEXTILE DESIGNING**

Professional field and/or present occupation: **WORKED WITH A BPO FOR 13YRS IN QUALITY AND THEN IN MANAGEMENT**

Financial skills or experience at the local, national or international level that qualify you for handling GWI's finances and financial policy (ability to build a spreadsheet, read a profit and loss account and a balance sheet, understand investments, donations, legacies, tax and loans).

I was the Treasurer for the Pune Association of the Indian Federation for the term 2013-15. I was the joint Treasurer from 2015-17.

During my tenure as the Treasurer I learnt basics of the balance sheet, profit & loss. Assets and liabilities, FD investment management, handling of donations etc.

I was closely involved in the creation of a Service Manual – SOPs for the functioning of our association, UWA, Pune. I spear-headed the entire document creation for the finance aspect of it.

I was involved, from a financial standpoint in a project for major repairs and maintenance of our UWAP premises. This included the assessment of tenders, selection of vendors, work schedule, cash flow management etc.

Worked as a scholarship convener for 4 years. This included working with the team for budgeting, donation collections, ascertaining the criteria for selection of scholarship recipients, finalizing candidates and disbursement of scholarship funds. Funds distributed yearly over my 10 years involvement in this programme were roughly between 8,00,000 to 1million Indian Rupees.

Specific skills and experience in the following areas:

- (a) budgeting**
- (b) investment management**
- (c) resource development/fund raising**
- (d) accounting and auditing**
- (e) international tax laws and bilateral tax agreements**
- (f) not for profit financial management**

Worked on:

- Budgeting – Created Annual Budgets during my tenure as Treasurer, and Joint Treasurer.
- Investment management – Managed Investment FDs for the association, during this tenure, we overhauled and structured the investments and updated the financial investment records and information systems.
- Resource Development - Was involved in creation of the Service Manual- SOPs, and raising funds for the Scholarships Programme with UWA, Pune. In addition, with a corporate experience of a over 13 years, have been participating in budget creation, appraisals, performance metrics etc.
- Accounting and Auditing – In addition to my role as a treasurer,
- International tax laws and bilateral tax agreements – Have access to expertise for the same due to my family business.
- Have basic experience in Not for Profit Financial Management.

Please describe your specific, measurable, achievable, realistic and time-bound (SMART) objectives for this position and the contribution you believe you can make if elected or appointed.

My primary goal as an individual and a committee member would be to make GWI financially stable on a sustainable basis. CSR Funding, VC Funding would be aspects that will have to be evaluated for the sustenance and development of GWI.

I am a part of the steering committee for the OD process that GWI has undertaken, and is being headed by Past President Geeta Desai and I would like to contribute as much as possible in making this a success.

Other relevant skills and experience (volunteer and professional) from the last 10 years relevant to this position

All my experience of being associated with UWA, Pune for the last 13 years, my corporate experience of many years, freelance experience in team management and team building through communication, has made me a quick learner, a good communicator which has enabled me to perform well in any role.

I am a sincere and hardworking individual. I stay fully committed to tasks that I undertake. I also have the ability to understand a problem, conceptualize and further analyse a situation to come up with a suitable solution.



Name: Nuran Uzun TURAN

Name of the NFA: **Türk Universiteli Kadınlar Derneği (TUKD)**

Qualifications: Anadolu University, Faculty of Business

Professional field and/or present occupation Certified Public Accountant

Financial skills or experience at the local, national or international level that qualify you for handling GWI's finances and financial policy (ability to build a spreadsheet, read a profit and loss account and a balance sheet, understand investments, donations, legacies, tax and loans).

I have the ability to build spreadsheets and reading the profit and loss accounts and a balance sheet. In addition, I have been working professionally in this field for more than 15 years.

Specific skills and experience in the following areas:

- (a) budgeting**
- (b) investment management**
- (c) resource development/fund raising**
- (d) accounting and auditing**
- (e) international tax laws and bilateral tax agreements**
- (f) not for profit financial management**

Budgeting, accounting and auditing.

Please describe your specific, measurable, achievable, realistic and time-bound (SMART) objectives for this position and the contribution you believe you can make if elected or appointed.

If elected, I can perform all of the assignments and tasks according to my professional areas above.

Other relevant skills and experience (volunteer and professional) from the last 10 years relevant to this position.

I have been a Board member and Treasurer for the last 10 years.

GWJ GOVERNANCE COMMITTEE CANDIDATES

Convener Candidate:

No Candidate

Governance Committee Member Candidates:



Name: **Aylin MORALIUGU**

Name of the NFA: Türk Universiteli Kadınlar Dernegi (TUKD)
Qualifications: LLB, LLM
Professional field and/or present occupation: Lawyer
Knowledge of good governance practices at not-for-profits and experience at Board level at large organization at the local, national or international level that qualify you for handling GWI's governance policy and process.
<p>Aylin Moralioglu graduated from Istanbul University Faculty of Law in 1995. She obtained her L.L.M degree in Women's studies from Istanbul University in 2011 with her thesis entitled "Legislative Aspects of Women's Empowerment: Turkey Bar Association Commission on Women's Law".</p> <p>Moralioglu, member of Istanbul Bar Association, specialized in women's rights, family law. She is currently working through prevention of violence against women, legal rights of children, legal rights of refugees and asylum seekers in the commissions of Istanbul Bar Association, NGO Project Works and vocational lawyer trainings.</p> <p>Moralioglu is currently responsible lawyer of Istanbul Bar Association Legal Aid Office since 2012.</p> <p>She is a member of Turkish Association of University Women, she is a member of the board and CIR. She attended the 2021 UWE meeting held in Antalya and panelist in the IFUW conference panel on the "child brides".</p> <p>Her main research interests include: access to justice, human rights, gender law, women's rights, family law, prevention of violence against women, legal rights of children, refugees and asylum seekers.</p> <p>Skills and experience in the following areas:</p> <ul style="list-style-type: none"> (a) research and preparation of resource material for individuals or groups (b) organization of seminars & workshops (c) design and moderation of member email discussions and blogs (d) If standing as Convener: Skills and experience in chairing meetings and managing Committee tasks. <p>It is highly important to follow government practices and guide governments on this regard to ensure women prioritize and legal quality.</p> <p>Please describe your specific, measurable, achievable, realistic and time-bound (SMART) objectives for this position and the contribution you believe you can make if elected or appointed.</p>

It is very important that the women's movement is committed to the government of the problems that attracted attention with its easy organized, colorful, contemporary and creative campaign.

Other relevant skills and experience (volunteer and professional) from the last 10 years relevant to this position

Member of Istanbul Bar Association, specialized in women's rights, family law. She is currently working through prevention of violence against women, legal rights of children, legal rights of refugees and asylum seekers in the commissions of Istanbul Bar Association, NGO Project Works and vocational lawyer trainings. Lecturer at Mef University of Law Faculty. Moraliogu is currently responsible lawyer of Istanbul bar Association Legal Aid Office since 2012 and provides women's access to justice.



Name: **Pat PATTON**

Name of the NFA: **Canadian Federation of University Women (CFUW)**

Qualifications: **Bachelor of Education-Recreation, Advanced Management in the Hospitality Industry-Executive program in management and leadership in the hospitality industry**

Professional field and/or present occupation: **Retired: 45 years of varied career, Therapist and Executive Director in psychiatric, rehabilitation and long-term care hospitals in British Columbia and Alberta.Coast Hotels and Resorts, Canada and US - National Director Marketing and Sales. Nuclear Waste Management Organization, Canada: Director, Aboriginal Relations. Lester B. Pearson College of the Pacific, United World College, Canada - Human Resources Director**

Knowledge of good governance practices at not-for-profits and experience at Board level at large organisation at the local, national or international level that qualify you for handling GWI's governance policy and process.

As the Executive Director of a large non-profit family services organization providing counselling in all fields, employee and family assistance, counselling training and childcare workers in schools I was responsible for all components of preparation for the Board's decision making.

As a consultant to, and later an employee, to a large international college I was responsible for advising the Board on HR issues and to management and staff on HR policy, training and issues arising and on interpersonal relations between students. Specifically, reporting to and working with a Board committee, and working together with survivors, I was the lead on developing and implementing for this college, a healing and reconciliation program for survivors of historical instances of sexual assault, and including advising and working with the international office to prepare all 17 colleges worldwide in policies on sexual assault and harassment.

As the Director, Aboriginal Relations, Nuclear Waste Management Organization, I was responsible for development of policies and procedures in this national program and preparation of advice to the Board of Directors, made up of appointed representatives of three of Canada's provincial energy corporations, on relationships with Indigenous Peoples in Canada.

Canadian Federation of University Women: GWI Mediation committee (to resolve internal national issues on membership in GWI).

As a Board member of a number of organizations, responsible for good governance of the organization and leadership of the Board:

- University Women's Club of Vancouver – Board Secretary, Chair Policies and Procedures Committee, Member - Member Relations Committee, Chair Federation Committee, Chair 100th Anniversary Scholarship Committee, Member, Nominations Committee.
- Hycroft Heritage Preservation Foundation: Secretary and Director.
- Port Theatre (Nanaimo Harbourfront Centre Society): Founding President and Director, Founding President and leader of successful fundraising, construction and organizational development of \$13 million award-winning performing arts centre.
- BC Council of the Family: President and Director.
- Tourism Nanaimo: Board and Resource Member, Marketing Committee.
- Alberta Recreation & Parks Association: Director.
- Volunteer with local and regional amateur theatre companies.

Specific skills and experience in the following areas:

- a) **Good governance policies**
 - b) **Monitoring of governance throughout the organisation**
 - c) **Board performance evaluation and training**
 - d) **Succession Planning**
 - e) **Risk identification and mitigation**
- University Women's Club of Vancouver: working together with committees and staff I developed policies and procedures; developed constitutional awareness, understanding and strategic thinking. I also was the advisor to the President on the Constitution and Bylaws and Roberts Rules.

- Chair of the Policies and Procedure Committee: led committee in review of all Club rules and procedures, policies and updating of the Board manual involving development of information for all committee heads on responsibilities and duties and policies affecting each committee's work, assisting committee heads as requested in management of committees, and ensuring the club met all regulatory requirements.
- Hycroft Heritage Preservation Foundation: Advisor to President on Constitution and Bylaws and Roberts Rules. Development of manual for the Board on all governance and policy documents.

Monitoring of governance:

As Executive Director, responsible for development and appropriate implementation of all organization policies and procedures.

Human Resources: development of Human Resources policies, training of staff, mediation in interpersonal issues between staff, advisor to President in management and governance of staff. Advisor to Board on human relations governance issues.

National leadership in management of program with Indigenous Peoples: development of policies and processes in relationships with National and Regional Indigenous political organizations, local First Nations and Metis Councils and local communities; management of staff located throughout Canada; leading of public sessions and programs in development of understanding of management of high-level nuclear waste. Negotiation of funding agreements with Indigenous groups.

Risk identification and mitigation: In all of my career and volunteering work with Boards each strategy and decision required asking: "Who will this impact?" "What is the potential impact?" "What can be done to mitigate the impact?" "How can we work together with those who will be impacted to reduce the impact or improve the circumstances?" "Are we prepared to take this risk?"

With hotel franchises decision-making risks involved potential loss of business for the franchisee and chain, loss of contracts, loss of staff, loss of public reputation, etc. In my work in the management of high level nuclear waste, program goals required agreement of those involved at each phase; it involved assessing the risks of moving too quickly in decision making which might result in the program being set back years in its development; it also involved considerable risk in the public sector due to the nature of the subject. As the leader of staff located throughout Canada, risk assessment was required on a daily basis.

In addition to staff located in both urban and remote parts of Canada, I led a council of Indigenous Elders and Youth as they assisted the organization in relationships with Indigenous Peoples. This required consistent contact, support and strategizing to avoid risk to their work and personal reputation.

Strategic Planning: facilitation, development and evaluation and adaptation of strategic plans and implementation in all of the organizations with which I have been involved.

Please describe your specific, measurable, achievable, realistic and time-bound (SMART) objectives for this position and the contribution you believe you can make if elected or appointed.

Having not been directly involved on a GWI committee in the past I can only speak from observation.

Initially it will be necessary for me to review GWI governance documents to ensure a thorough understanding.

GWI has faced many challenges in the past few years however I believe it is now in a positive position to move forward on its Organizational Development process. This will require the ability to review, assess, revise and adapt governance processes due to the requirements of funding agencies as well as understanding the needs of the NFAs.

Governance of GWI at this point will require increased communication with all NFAs, accurate and timely information flow with NFAs and listening and learning from their individual circumstances. This will lead to developing with the NFAs unique projects that meet their in-country needs as applicable to the OD process. This may mean adaptations to the GWI governance structure to ensure that each NFAs needs are met in the development of their projects as well as the needs of the funding agencies.

Other relevant skills and experience (volunteer and professional) from the **last 10 years** relevant to this position

As a result of the difficult years within CFUW on the question of membership in GWI I have met with and learned from many CFUW members across Canada on what is important to them about our relationship with GWI. Predominant among them is a passion for assisting women in other countries to achieve their potential through addressing the issues facing women in their countries and recognizing the value of education to achieve improvements in their countries.

Through my work with Indigenous Peoples, I spent countless hours in remote communities listening to the challenges the people face in achieving success, particularly in securing appropriate educational resources for children and students. In addition, my time was spent being involved in Indigenous cultures in all parts of Canada.


In my work with Lester B. Pearson College of the Pacific I was involved in achieving the direction of the college, and working with other international colleges, to succeed in its goal of training future leaders for peace and justice through education.

GWI HEGG HOFFET COMMITTEE CANDIDATES

Convener Candidate:

No Candidate

Hegg Hoffet Member Candidates:


Name: Cynthia ADINORTEY
Name of the NFA: Ghana Association of University Women (GAUW)
Qualifications: BSc Molecular Biology and Biotechnology, PhD Microbiology
Professional field and/or present occupation: Faculty Member
<p>Knowledge of and/or experience in international relations, particularly in relation to refugees and refugee agencies, that qualify you for this position</p> <p>Displaced people are people who as a result of war, politics, economic hardship, social violence, human right violations, natural disasters, climate issues or other major compelling reason, are forced to migrate from their homes to new places in their quest to experience a peacefully environment. Moving to new locations often comes with challenges including language barriers, financial difficulties as a result of their loss of livelihood, security issues as well as emotional problems as a result of the trauma they had experienced and/or the loss of family and friends' connections. The impact of this negative development is much more felt on women than men because women have a lot of responsibilities including taking care of the family and in some cases community members.</p> <p>As a field of study and practice that centre around understanding the unique relationships that exist between various nations and cultures, international relations play a key role in the support of displaced people including refugees. Such a support will go a long way to alleviate the pain and suffering that were orchestrated by the afore-mentioned causes of the forced migration.</p> <p>As a result of climate change, we recently experienced some floods in my district which affected most of our students. I benevolently got myself involved by offering counselling and helping re-settling them on campus.</p> <p>I am currently the Acting Coordinator for International Relation of the Ghana Association of University Women and as such, I ensure that the interest in international relations and</p>

collaboration with other national federations or associations is continuously aroused through various engagements. I am also an active member of GWI – Young Members Network.

What strategies do you think the Committee could use to increase NFA involvement and support for the Hegg Hoffet Fund?

One way by which the committee could increase NFA involvement and support for the Hegg Hoffet Fund would be to connect with other Women’s organizations in member countries to get informed about issues that they face. Another suggestion would be an enhanced dissemination of information on the Hegg Hoffet Fund through the use of various social platforms as a means to increase awareness about the fund. We can additionally have twin NFAs within the same sub-region collaborate to conduct research on disaster prevention and management.

How can GWI work more closely with international and national agencies to ensure that possible recipients are brought to the attention of GWI or so that possible recipients are encouraged to apply?

Even though I have been a registered member of GAUW and for that matter GWI since 2016, the first time I heard about the Hegg Hoffet fund was barely a year ago through my NFA president. This implies that a lot of publicity ought to be done about this fund. GWI can collaborate with international and national agencies by organising needs assessments to know the exact help to give either through re-training or providing their immediate needs. It would also be good to publicize the Hegg Hoffet fund in every NFA.

Please describe your specific, measurable, achievable, realistic and time-bound (SMART) objectives for this position and the contribution you believe you can make if elected or appointed.

To ensure that the Hegg Hoffet Fund is well publicised

To ensure that by two-years’ time, 70 % of all NFAs will be abreast with the activities of the Hegg Hoffet fund

To ensure that by the end of our tenure disaster prevention and management is significantly alleviated

To ensure that the beneficiaries of the Hegg Hoffet fund get re-trained for the world of work

To ensure that within a maximum of 2 years after displacements, beneficiaries of Hegg Hoffet fund adjust to normalcy

Other relevant skills and experience (volunteer and professional) from the last 10 years relevant to this position

Every year since 2012, there have been flooding situation in my district affecting some of our students for which we mobilize counselling services as well as welfare items for them.

I possess skills such as critical thinking, problem solving and organizational skills which I have been using in my career as well as in carrying out NFA activities. My leadership abilities have enabled me facilitate NFA projects such as Science Clinic for girls
 Successfully complete the SDG Ambassador’s workshop organised by GWI
 I am an enthusiastic supporter of women empowerment and a self-motivated advocate of STEM education especially among girls and women. I am also an active member of GAUW and GWI-YMN.



Name: **Eser ALKIN**

Name of the NFA: **Türk Universiteli Kadınlar Dernegi (TUKD)**

Qualifications: **Business Administration**

Professional field and/or present occupation: **Textile Business**

Knowledge of and/or experience in international relations, particularly in relation to refugees and refugee agencies, that qualify you for this position

As well as Turkey had many difficulties during the Syrian War, also we become home for 3.5 million refugees. Turkey’s strategical place on the world map gives the route to the refugees not only from Syria but also from Afghanistan, Pakistan and lately from Ukraine. The total amount spent for the refugees is more than 50 billion dollars. I’m not a member of any particular refugee agencies but I can support and be a part of your committee.

I’ll be in Paris for 4 years because of my husband’s duty (Ambassador-Permanent Representative of Turkey to OWCD). I could not continue to support my company in Turkey for this period and I believe I can be helpful.

What strategies do you think the Committee could use to increase NFA involvement and support for the Hegg Hoffet Fund?

Hegg Hoffet Committee can connect with the refugee committees in Turkey and be intermediaries for the distribution of some amount of the fund to many refugees in Turkey.

How can GWI work more closely with international and national agencies to ensure that possible recipients are brought to the attention of GWI or so that possible recipients are encouraged to apply?

For each country who would like to participate there should be a contact delegated by the Graduate Women Organizations who can give the details directly to the recipients with their own language.

Our Ministries had direct contact with the refugees to which we can find contact how to reach to the recipients to apply to GWI Hegg Hoffet fund.



Name: **Rekha MONANI**

Name of the NFA: **Indian Federation of University Women (IFUWA)**

Qualifications: **BSc, MSW -Specialisation in family and Child welfare**

Professional field and/or present occupation: **Social Work**

Knowledge of and/or experience in international relations, particularly in relation to refugees and refugee agencies, that qualify you for this position:

Soon after graduating I was involved with a National level NGO, having consultative status with international Social Service the ISS, I have handled a number of cases mostly of Indian Nationals for many different countries, mainly searching their antecedents, understanding and reporting on their present situation, I have participated in a number of seminars conferences at District state National and international level, I have organised training programmes for judiciary state welfare personnel and the department of police. I hope to share with other members the knowledge and insight gained through these years with the fellow members.

What strategies do you think the Committee could use to increase NFA involvement and support for the Hegg Hoffet Fund?

Involvement of the NFAs:

Mainly the role of the conveners is to sensitise the members of NFAs and other GWI members, highlighting the need for funds, involving the local NGOs, directly working with refugees, highlighting the case studies, maybe if possible making short documentaries on the issues, encouraging personal communication among the committee members, who in turn would discuss and involve other members of the NFAs who could tap into the local available resources.

How can GWI work more closely with international and national agencies to ensure that possible recipients are brought to the attention of GWI or so that possible recipients are encouraged to apply?

A research on the beneficiaries of this program by GWI or any other NGO if permitted by rules of confidentiality, and publicity of the same. Most of the agencies working directly have limited resources for publicity but it's important also to have liaisons with other agencies working directly for the refugees including the government department, which helps in the publicity of our work.

Please describe your specific, measurable, achievable, realistic and time-bound (SMART) objectives for this position and the contribution you believe you can make if elected or appointed.

As mentioned earlier I would like to share my experience and insight gained through the years to the benefit of the fellow members, and help the committee achieve its objective and there by the objectives of GWI as well help the convener in achieving her target goal. I would like to encourage participation of the members.

Other relevant skills and experience (volunteer and professional) from the last 10 years relevant to this position:

I have been in the social work profession for last thirty years. I have been involved in the field both as an employee as well as a volunteer. I have skills required for projects planning and implementation to achieve the targeted goal. I am confident to be an asset to the committee as well as the organisation.



Name: **Brenda ROBERTSON**

Name of the NFA: **Canadian Federation of University Women (CFUW)**

Qualifications: **Certificate-Teacher Elementary Certification Grades 1-8, BA History**

Professional field and/or present occupation: **Retired as Teacher Elementary**

Knowledge of and/or experience in international relations, particularly in relation to refugees and refugee agencies, that qualify you for this position:

In September, 2015, I was contacted by Christel Moor, Coordinator of the HH to ask for my assistance with a young Syrian refugee living on London, Ontario. I happily agreed and met with this young woman, Yamna Dalal Bachi. At that time, I was CFUW VP Ontario. After numerous communications and in person meetings with her, I sent in a report with verification. Yamna and her sister Lina were invited to an Ontario Fall Gathering which they gratefully accepted. Their expenses were covered by the host club and Ontario Council. Yamna successfully completed her studies and received her certificate in Human Resources Management.

Since 2018, I have been a member of the CFUW International Relations Committee. Work on the committee involved creating Terms of Reference, a Strategic Framework, international advocacy, reviewing/evaluating International Women's Projects, and IWD Day projects, setting up webinars with focus on international relations activities, working on surveys for clubs. I have attended CSW four times, (two in person, two virtual), attending many GWI webinars, CFUW webinars, the collaboration of CAMEUS (Canada, Mexico, USA NFAs) has focused on refugees. For the past 2 years, Afghanistan and now Ukraine too, have been a focus for attention with information sessions hosted by various groups in Canada.

I have attended 3 GWI Triennials Istanbul, South Africa and Geneva where various sessions included opportunities to learn more about the plight of women and girls and efforts by different NFAs to address the challenges.

My other experience has been in development work in Tanzania where I have been four times since 2003 working with two NGOs and Retired Teachers of Ontario. The most recent trip was in 2020 where the last day before we were called back to Canada was spent in villages talking about the COVID virus and hand washing.

Other efforts included, fundraising to build an HIV/AIDS resource centre, a Montessori school, and providing other essentials to primary and secondary schools. Other areas of focus were on maternal health care, reproductive health for secondary students, meeting with widows, child mothers, and women's co-ops and human rights activists. In 2011, I was invited by CFUW to be on a panel which included a member from CARE Canada at the Women's World Conference in Ottawa. The focus was on education and maternal health care.

For two different years, I had assisted the Canada World Youth program in my city of North Bay to host and engage Canadian, Kenyan, and Tanzanian exchange participants. While they were in the city, I organized various events for them, and partnered with a local school to encourage student involvement.

What strategies do you think the Committee could use to increase NFA involvement and support for the Hegg Hoffet Fund?

Strategies to involve NFAs and support for the Hegg Hoffet Fund starts with ongoing communication to educate and energize NFAs and possible partners.

Communication takes many forms:

- contacting all NFAs asking for a liaison to receive brochures and have contact with
- hosting a special virtual session for all liaisons to learn about HH
- preparing info messages to send to NFAs for their newsletters
- providing webinars on the history of the Hegg Hoffet with the success stories of early efforts
- hosting a speaker series of virtual testimonials from recipients describing their lives before and after receiving support from HH.
- preparing frequent messages about the ongoing work of HH in the GWI update newsletter
- building on social media presence
- having a fundraiser each year inviting donations--such
- as virtual entertainment from various NFA countries
- host a film screening example: Film "Woman"
- inviting NFAs to donate something to a virtual silent auction
- hosting a journalist such as Sally Armstrong to give a virtual talk
- asking NFAs for names of NGOs who work in their countries with refugees, and connect
- posting HH information on the main page of the GWI website with links to history, regulations, applications etc.
- prepare a video for the website
- identifying recipients with photos and stories in a special GWI newsletter

How can GWI work more closely with international and national agencies to ensure that possible recipients are brought to the attention of GWI or so that possible recipients are encouraged to apply?

In the past, letter writing was the only method available to make contact with agencies and possible recipients. At one point 600 letters were sent out. Today, we have emails which are faster and easier to send. Initial messages can be sent to designated agencies inviting them to participate in submitting names for possible recipients along with the background of the Hegg Hoffet fund. Continue this communication by sending brochures, videos, testimonials of previous recipients. Highlight the diversity of recipients and countries of origin in the different regions of the world. Host a special webinar for NGOs, other partners about HH.

Enlist an NFA liaison to make contact with the agency (other possible partners) for a personal encounter to discuss the opportunity provided by the Hegg Hoffet.

Send follow up reports and other updates to international and national agencies about the ongoing work of HH. And especially provide the opportunity for a meet/greet of recipients and the agency involved.

Please describe your specific, measurable, achievable, realistic and time-bound (SMART) objectives for this position and the contribution you believe you can make if elected or appointed.

Goals for this position

- Amplify collective action—engage NFAs, allies and partnerships, other women’s org and NGOs working with refugees
- Influence and inspire--Increase the knowledge about Hegg Hoffet work with women and girl refugees among the NFA clubs, increase participation of NFAs in HH with NFA liaisons to identify and support applicants
- Mobilize and Motivate NFAs –educate, engage energize NFA members in dialogue about global issues affecting women and girls, and raise awareness especially about displaced women graduates

I welcome the opportunity to work as a team member on the committee, learning the processes and operation of HH, engaging and assisting with possible recipients, listening to different perspectives, taking an active role in furthering the mission of HH.

As a member of CFUW for over 25 years, I have held various leadership positions in my home club, also as Regional Director for CFUW Ontario North, CFUW VP Ontario (on the National Board 4 years), President of CFUW Ontario Council, member of the national advocacy committee, member and chair of the CFUW Governance committee, member of the International Relations committee.

I believe, I bring experience working with local, provincial, and national members along with NFA members internationally. I see myself as an organizer and planner. I give forth my best efforts in my responsibilities, try to be a discerning person, and reflect carefully in regards to decision making.

Other relevant skills and experience (volunteer and professional) from the last 10 years relevant to this position

2003.2007, 2011,2020 Development Work team member in Tanzania

2011 Women’s World Confernce CFUW panel member re: education/maternal health care

2013 GWI Triennial Istanbul CFUW Voting Delegate

2015-2016 Assisted Syrian Refugee Yamna Dala Bachi with support from HH

2016 GWI Triennial South Africa CFUW Voting Delegate

2016 CSW CFUW Delegate

2018-2022 International Relations committee member

2018 CSW CFUW Delegate

2019 GWI Triennial Geneva CFUW Voting Delegate and a presenter for CFUW workshop on experiential education
2021 CSW CFUW Delegate
2022 CSW CFUW Delegate

During the participation in the above areas, I had experience meeting with and working with NGOs, participating as a team member, being engaged in various workshops, meeting individuals whose lives had been impacted from war, political conflict, disasters, climate crisis, and learned from them about their struggles to further their education, seek justice, and their quest to seek a better life for themselves and their families. Their determination, resilience and strength of character have inspired me. When we can support one woman/girl, we help a whole family and community.

GW I INTERNATIONAL FELLOWSHIPS COMMITTEE CANDIDATES

International Fellowships Convener Candidate:



Name: **Basak OVACIK**

Name of the NFA: **Türk Universiteli Kadınlar Dernegi (TUKD)**

Qualifications: **BA International Relations, MSc European Studies, PhD Political Science and International Relations**

Professional field and/or present occupation: **Lecturer at BAHCESEHIR UNIVERSITY, Istanbul**

Experience assessing doctoral and postdoctoral academic research proposals:

I am aware that this committee accept members with PhD degree so that they can evaluate professionally. I am a social scientist having the title “Doctor of Philosophy”.

I am currently lecturing at one of the well-known universities of Turkey (Bahçeşehir University) in English and in Turkish. I am an expert on *gender studies* and *sustainable development* and continue making research in the field. I write and publish articles in different fields such as women’s rights law and history, women’s oral history, artificial intelligence. I am giving reference to my students for post graduate study applications. I help

them to write academic research proposals. In addition, I am the mentor for the bursaries in our association. With this experience, I believe I can evaluate the applications properly.

How would you promote sponsorship for and donations to the International Fellowships?

I am experienced in raising funds for specific projects. I convince groups or individuals to donate for fellowship awards. During years, I have seen that people make donations to projects or to students. The mission of GWI is education so our members are enthusiastic about giving scholarships.

I served as VP Fundraising for two terms 2016-2019 and 2019-2022 and I have experience how to collect money from different NFAs for GWI fellowships. I have a good network in GWI and I have the capacity to raise individual funds.

Please describe your specific, measurable, achievable, realistic and time-bound (SMART) objectives for this position and the contribution you believe you can make if elected or appointed.

I was the Board liaison for the Fellowships Committee during 2019-2022 term and attended all the committee meetings. I know when and what to do during the application and evaluation process. I can work in collaboration with the office for info and marketing about the application forms and announcement of the award winners. I am aware about the details of the application process, such as biodata forms, references, and the deadline for applications. I know how to categorize awardees and can lead the committee easily.

(If standing for Convener) What do you see as the role of the convener?

I was following the previous FelCom convener step by step during the committee meetings in past 3 years. I have the previous lists, application forms, TOR for the FelCom. So I know about the application, announcement, evaluation, finalization process.

I can work in collaboration with the office as I was the Board liaison of this committee, I know what is needed for the committee. I can easily work for info and marketing about the application forms and announcement of the award winners. I am aware about the details of the application process, such as biodata forms, references, and the deadline for applications. I know how to categorize awardees and can lead the committee easily
I believe I am well organized and I can lead the group.

Other relevant skills and experience (volunteer and professional) from the last 10 years relevant to this position

My NFA experience regarding fellowships;

I am a member of TAUW for 25years. I founded the İstanbul branch and became the first president. We are giving scholarships to university girl students. In 10 years, we increased

the number of students from 25 to 440. I took part in the evaluation process of the students; I interviewed so many students. Now, I am mentoring them. I introduced my friends to the association, increased member number of my branch and raised a lot of funds.

International Fellowships Committee Convener & Member Candidate:



Name: **Nirshila CHAND**

Name of the NFA: **Women Graduates USA (WG-USA)**

Qualifications: **BA Women Studies and Chemistry, MPH Public Health, PhD Community and Global Public Health**

Professional field and/or present occupation: **Health Equity Project Manager- LA Care Health Plan**

Experience assessing doctoral and postdoctoral academic research proposals:

With over a decade of experience leading my own community and global research studies, collaborating with teams across sectors (hospitals, community based, public health county level, global NGOs, and academic institutions), and understanding the implications of research, I am committed to supporting and providing expertise in research proposals. I approach research from an equity and inclusivity lens. I believe in supporting researchers from all multicultural backgrounds as they broaden the diversity of research collected. Given the times we are living in, I advocate for diversity because I believe life experiences should not be determined by the experiences of one group of people.

How would you promote sponsorship for and donations to the International Fellowships?

I am an active networker via LinkedIn, connected to my academic institution, and part of several other women led groups such as WE Global- supporting women entrepreneurs. I can create pipelines and networking opportunities.

Please describe your specific, measurable, achievable, realistic and time-bound (SMART) objectives for this position and the contribution you believe you can make if elected or appointed.

I hope to provide outreach within my network for any fellowship opportunity to increase participants participation by 10% from previous years. I can support the group by answering any questions regarding the fellowship opportunities for future participants. In addition, to collaborating with the fellowship and other committees to broaden the outreach of the fellowship opportunity around the globe.

(If standing for Convener) What do you see as the role of the convener?

I envision the role of the convener to serve a purpose to represent why women's education is valuable for our global health. I have been supported through my educational journey by my parents, and countless mentors who without their guidance I would not be able to pursue my personal ambitions. As a woman, born in the Fiji Islands, raised in California, I empathize for the importance of women's education to represent and support their own communities and encourage other women to continue to pursue their ambitions. My role will be to bring an equitable lens to the group and encouraging the support of women's education.

Other relevant skills and experience (volunteer and professional) from the last 10 years relevant to this position

My Public Health career expands across diverse sectors such as academia, community-based organizations, hospital sectors, global health NGOs, and state led programs. See my CV for further explanation. I completed my master's in public health and led my own research study on bringing identity and raising awareness of the health impacts of my very own Indian Fijian community living in California. This study received notable attention, and I was accepted to receive the California State University Sally Casanova award, which provided an opportunity for me to apply for further doctoral studies in Public Health at Claremont Graduate University, School of Community and Global Health. During my doctorate studies, I have been an active member of WG-USA, by supporting their growth, presenting at AGM's, attending several UN led groups, building membership, and writing articles. I also worked as part of several community led built environment projects in Los Angeles. In addition, to attending several United Nations conferences on the status of women, and sustainable development goals. My commitment to the SDG's influenced my global internship at the International Center of Women in Delhi where I worked on projects to address the safety of women. Furthermore, the SDG's impacted my dissertation study, which focused on the California state Whole Person Care program to increase services for formerly incarcerated being released. Collectively through all these programs, I have garnered knowledge for the importance of voice and community support. Also strengthened my wisdom of the global impact of community health.

Upon graduating from my doctoral program in May 2022, I professionally, work for LA Care, a large health plan in Los Angeles, Ca committed to expanding health insurance Medi-Cal coverage for underserved populations. My role is for a project manager in the Health Equity team.

In addition, my commitment to public health and the global pandemic has ignited another passion for digital health care delivery as the future of health care services is digital. I am collaborating with a colleague to build Deiya Health, a women’s digital health service addressing perimenopause, menopause, and post menopause life stage. This life stage remains underserved, dim, and too often stigmatized preventing many multicultural women from receiving adequate support. There is unreliable information, not enough time to speak to providers, and women are undereducated. Deiya services is addressing all these issues and is building community, education, and direct care service. Our overall intention is for women to “celebrate their light through the midlife.”

Please see my resume/cv and linkedin for my credentials.

Deiya Health-

Website-<https://deeyaco.wixsite.com/deiyahealth>

Instagram- https://www.instagram.com/invites/contact/?i=1gnyp3yuobpr1&utm_content=oqm1tja

Facebook - <https://m.facebook.com/groups/552991259640645/?ref=share>

International Fellowships Member Candidates:



Name: Naa Adjeley ALAKIJA SEKYI

Name of the NFA: Ghana Association of University Women (GAUW)

Qualifications: BA Sociology/Economics, MA Human Resource Development, MPHIL Sociology, Ph.D Sociology

Professional field and/or present occupation: LECTURER

Experience assessing doctoral and postdoctoral academic research proposals:

I must say that I have not yet reviewed any proposals for postdoctoral research, however I have won a couple of awards and they have all been good. though it was competitive, we had a smooth sail because we worked very hard on the proposals. I was the lead for the one we wrote to GWI for the Bina Roy award on climate change and environment. I was also a pi for the second one which was on gender and curriculum. that was also awarded by the Africa pathway program, and the leader was a South African from university of the free state. we spent a lot of time to research in the areas for the proposals and gave them out after writing to be proof read by senior academics for comments, criticisms and suggestions. the comments were worked on and resent for confirmation before we finally submitted to the call for response. fortunately they all came out very successful and good. I am actually looking forward to another level of experience as I become a member of this great committee, and I am certain that I will work very hard to help achieve the goals of the committee.

How would you promote sponsorship for and donations to the International Fellowships?

I believe our major mandate as a committee is to help with sponsorships and donations so far as fellowship is concerned, and so as a member I would recommend scholarship opportunities I am privy to, to members of my team especially the chair for exploration and trial. I would also go out of my way to search for other available opportunities both online and from my networks for recommendation to the committee. Again, as a member of an NFA, I would ensure that our dues are sent on time to help support whatever it could be used for by GWI. I would also seek information from colleagues regarding fellowships they have accessed and how possible it is for GWI to come on board.

Please describe your specific, measurable, achievable, realistic and time-bound (SMART) objectives for this position and the contribution you believe you can make if elected or appointed.

I am very poise for this committee and so I have already started looking out for available scholarships and grants that could be accessible to the team for fellowship grants and also places to go for such opportunities. I have by this sent some emails to a few people for information on some of these opportunities so that by the time the team is set we could have something in addition to what is already in existence to start with. I have actually given myself a couple of weeks to hear from the people and if I do not hear anything within the period, I will follow up with another email and as well get in touch with others for some more opportunities. I am hopeful that something good will come out of this exercise by the time the committee is finally constituted.

As a member, I will work hand in hand with the team to ensure that we attain a lot more grants and donations for members and all applicants. I will avail myself to every assignment and will work tirelessly towards achievement of our objectives. Specifically, will as part of my schedule prepare a special plan for GWI tasks.

Other relevant skills and experience (volunteer and professional) from the last 10 years

relevant to this position

I have served on various committees right from when I was an undergraduate. They include the sponsorship, research proposal writing, and exchange programs committees among others. These committees were all successful not just because of my presence but the hard work, team spirit and achievement driven spirit that we exhibited. It did not end there but continued as i served as the seminar coordinator for my department and currently one of the three coordinators of the sandwich programs in my department. Together with my two other coordinators, we write letters to various institutions for support and travel around the country on what we call the “road show” in our quest to seek for and enroll more students on the sandwich program. I am versatile and ready to travel or do anything that will help achieve our objectives as a committee. I am therefore ready to bring all these skills on board to help the committee and GWI at large.



Name: **Ranjana BANERJEE**

Name of the NFA: **Indian Federation Of University Women (IFUWA)**

Qualifications: **BA Education, B.Ed. Teacher Training course for School Teaching, M.Ed. Teachers Training course for College Students, M.Phil. Gender Bias in the regional Textbooks of Class IX and X**

Professional field and/or present occupation: **Associate Professor Department of Education / B.Ed. / M.Ed. and M.Phil. Courses Loreto College and visiting Faculty of Calcutta University**

Experience assessing doctoral and postdoctoral academic research proposals:

Assessing doctoral and post-doctoral research proposal for granting fellowships, my objective was to estimate the extent to which the research scholars have made considerable and genuine effort in preparing a quality submission on pertinent themes. I was satisfied to identify that the proposals were primarily in the domain of social, cultural, financial and environmental issues that had a high probability of affecting women’s well-being, for which research is needed. My experience witnessed a wide range of diverse issues carrying innovative ideas proceeding to research findings. As an assessor, identification of the related literatures undertaken by the candidate was a focal point. It was a challenge to establish one or two specific proposals for receiving fellowships as each proposal had its uniqueness. Research scholars who had undertaken statistical analysis had used the most recent

statistical packages to determine their interpretations based on perfect calculations. There were some research proposals which had unrealistic goals set whilst some of them were unable to establish the application efficacy of the research findings. For every research scholar's proposal, assessment was required to estimate the degree to which the research will be doable in the given circumstances. I observed the creative yet scientific temper in candidates' styles of writing, the perfect research methodologies used, the relevant reviews placed and the accuracy with which the proposal has been structured. Assessment was inclusive of identifying the presence of plagiarism in the proposal submitted. Whilst assessing the research proposal my communication skills with other experts in their field of expertise, discussing novel findings and innovative solutions, and the ability to transfer my knowledge and understanding to more diverse situations greatly improved.

Each doctoral and post-doctoral proposal was exemplary and varied containing interesting challenges. Some proposals included unjustifiable time and expenses projected for their research completion calling for subsequent revisions. The assessment exercise helped me strengthen my multiple skills and competencies whilst developing information and ideas on new knowledge, acquire concrete experiences, and help form fresh perspectives. Assessment of the proposals introduced me to the inherent capacities of the scholars in their commitment and determination to tread into the completely unknown territories. The multiple research work evaluated, helped me collect valuable insights in the different dimensions of liberal and scientific research, diagnose the quality of innovative ideas, the relevance of the research to the contemporary settings, and the diverse quantum of material incorporated for an enriched production.

How would you promote sponsorship for and donations to the International Fellowships?

The most important requisite needed for the continuation and instituting of new Fellowships is to create a corpus for catering to large number of worthy incumbents. An estimation of the residual funds from the previous year's Fellowship Grants is the basis which will enhance with inputs from the current interest rates with judicious investments made to keep adding to the fund value. With a quality research proposal in hand that substantiates the efficacy of the findings for social improvement in the contemporary times, effort will be made to appeal to the corporate and industrial houses for sponsorships. Companies under their Corporate Social Responsibility schemes donate to support research, especially working on women and environment issues. Identifying and approaching private individuals and academicians with a potential proposal for sponsorships will be considered. Appeal to NFA members will be done for voluntary donations to institute new fellowships fulfilling GWI'S mission of educating women in higher education. The Fellowships committee will appeal and reach out to the different public and private sponsoring bodies to build up a corpus and organize Fund Raising programmes. Making use of the social media to project GWI Fellowships for enhancing women's education will be helpful for the same.

Please describe your specific, measurable, achievable, realistic and time-bound (SMART) objectives for this position and the contribution you believe you can make if elected or appointed.

My specific objectives will be to make visible the significant role of the Fellowship Committee helping women researchers complete their work by organizing for their financial assistance. Appealing to funding bodies and building up a corpus will be the target. Recognizing the diverse, realistic research work, effort of the researcher and providing maximum support to encourage and pursue research to all categories of candidates will be another objective. Every research proposal will be scrutinized to evaluate the extent to which the proposal is pragmatic and to ensure that there will be a measurable impact in enhancing women's well-being once the findings are applied in society. Considering the practical constraints of the research area chosen, objective will be to ensure that the work is focused, dealing with one specific issue which is doable in the given circumstances and whether it can be taken care of with the resources available and within the proposed timeframe whilst deter it from becoming an ongoing work. Achievement will be measured by the probable extents that have changed existing conditions to betterment. The measurable achievement will reflect on the number of incumbents who will have a high probability of standing to benefit from this research (200 words)

Other relevant skills and experience (volunteer and professional) from the last 10 years relevant to this position

Workings with NGO's have enabled me to perceive financial constraints of educating women and girls. Hence, took it upon as a mission to look into providing substantial financial support to help girls pursue their basic and higher education. Being an Inner Wheel member, collected donations from friends and acquaintances to support education of ten underprivileged children ranging from age of six to ten. Participated in community outreach programmes for first generation learners in collaboration with local councilors who lent financial support for their primary education. In my professional sphere, conducted Service Learning Programmes to girl students funded by college for skill development classes training them to become self-reliant by providing employment opportunities. As the past president of University women's Association of Calcutta, looked after the scholarship scheme to schedule funding programmes for girls on need cum merit principle. Presently, as the President of the Indian Federation of University Women's Associations have initiated women and girl's empowerment through education by designing skill based projects and organizing scholarships to pursue higher education, doctoral and post-doctoral studies. Funded by the National Indian Association of women, identified financially challenged candidates from different institutions to help girls complete their graduation and research projects.(200 words)

GWI PROJECT DEVELOPMENT COMMITTEE CANDIDATES

PDC Convener Candidate:


Name: Ogechi Ifeyinwa ADIUKU
Name of the NFA: Nigeria Association of University Women (NAUW)
Qualifications: University of Aberdeen, MSc, Renewable Energy Engineering; Federal University of Technology Owerri, Nigeria, BSc, Chemical Engineering
Professional field and/or present occupation: Certified Project Manager, Director of Administration
Skills and experience in: <ul style="list-style-type: none">(a) developing project proposals(b) and assessing project proposals(c) Implementing projects(d) monitoring and evaluating projects
<p>I am a Certified Project Manager with proven experience in achieving organisational objectives by contributing information and recommendations to strategic plans and reviews. Currently I work with the Sustainable Use of Natural Resources and Energy Finance (SUNREF) Nigeria program with a team of consultants responsible for the full implementation of the project. SUNREF seeks to improve access to energy through improved access to affordable finance for renewable energy technologies that will improve lives, increase economic opportunities and support various sectors such as industry and agriculture. The project is designed to help mitigate climate change, reduce carbon emissions, increase economic opportunities, improve employment and, ultimately, sustain development in Nigeria. I provide technical assistance to the project pipeline in the development and assessment of sub-project proposals to make them eligible for the SUNREF credit facility and investment grant. Whilst overseeing all administrative functions on the program, I also monitor the progress and impact of the program. I engage with all Stakeholders on the project which include multilateral DFIs, government and non-government agencies. My work scope also covers the convening of quarterly Steering committee meetings and organising a yearly investors conference.</p>

Apart from the professional roles that I have held in various organizations, I am very passionate about helping women secure funding for higher education through scholarships.

Since 2018 when I received the Chevening awards from the UK government which enabled me to achieve a dream education in Scotland, I have been able to mentor four people to successfully achieve the same goals. I believe that education and empowerment is key to ending gender-based violence against women.

As a member of NAUW, I recently made a presentation in our monthly webinar series titled Achieving the SDGs through Women Empowerment and as a result of this we have continued on the SDG series with more members becoming interested in the topic. A lot of the knowledge that I shared during my presentation was got from the GWI-YMN where we were recently trained as SDG Ambassadors.

I was privileged to attend the last GWI Triennial Conference in Geneva and there I made some lifelong connections and I also got to understand GWI better.

In the aftermath of the Covid-19 pandemic, my job positions have become hybrid in nature granting me the ability to manage a more diverse and multicultural team and I have become expert at hosting virtual meetings and events.

How would you assist in promoting sponsorship for and donations to GWI projects?

As an international post graduate student ambassador at the University of Aberdeen, I spearheaded the call campaigns to prospective international students and promoted the university brand on social media, blog posts and through virtual open day events. I and my team contributed immensely to the increased influx of international postgraduate students to the University of Aberdeen in 2022.

My role in the international development sector has also exposed me to various donor agencies making me to understand how grants are structured and accessed. I am responsible for all communications on my current project which includes social media handling and dissemination of information to all stakeholders.

I believe that these are skills that I can successfully transfer to promote the GWI brand and source for donations.

Please describe your specific, measurable, achievable, realistic and time-bound (SMART) objectives for this position and the contribution you believe you can make if elected or appointed.

In the first six months, to increase the awareness of SDG 4, I will engage in project mapping of the countries that are mostly implicated and will work with their NFA's to improve their communication strategy on their social media platforms.

Within one year, in conjunction with the VP projects, I will initiate a call for proposals for Bina Roy projects with emphasis on SDG 4 from all NFA's and encourage NFA's to come up with competitive projects that will also be a source of publicity for GWI in their countries.

I will ensure that committee meetings are convened as stipulated with recordings and minutes disseminated as required.

I will support adequate monitoring of ongoing projects and that evaluation reports are promptly submitted.

To ensure transparency, I will support the verification of all projects on completion and the measurements of their impacts.

Throughout my tenure, I will leverage on my vast professional network to source for more funding and sponsorship to enable us take up more projects in 2024.

What do you see as the role of the convener?

The convener stands in the role of a Team lead, working with her team to achieve set goals.

She calls for committee meetings and chairs the meeting ensuring that discussions are orderly and time bound. She also ensures that recordings and minutes are taken and shared appropriately.

She is responsible for bringing the committee together to address an issue or an opportunity.

She needs to be good in administration and skillful in engaging with stakeholders.

She should be able to use her influence to bring people together to collaborate.

Other relevant skills and experience (volunteer and professional) from the last 10 years relevant to this position.

Students Association committee member

Princes Trust E-mentor

Aberdeen Priority Homes – Mentor and Befriender

RCCG Sunday School Teacher

KompleteWoman - Volunteer



Name: Aisha ALSHAWAF

Name of the NFA: British Federation of Women Graduate /University Women of Europe

Qualifications: Royal College of Surgeons of England Oral Surgery; Royal College of Surgeons of England, Implant Dentistry; College of Dentistry Bagdad University, Dental Surgery

Professional field and/or present occupation: Dental Surgeon specialist in Oral Surgery

Skills and experience in:

- (a) developing project proposals**
- (b) and assessing project proposals**
- (c) Implementing projects**
- (d) monitoring and evaluating projects**

During my voluntary work with BFWG, UWE and EWL I have participated in projects that increased members participation during my role as VP (membership) BFWG

As a VP for UWE ,I developed experience in assessing ,implementing Erasmus project with the board members in UWE and our partners

I value working in a team to explore all opportunity in future projects

Working in an NGO in Tanzania gave me a wide exposure and focus on how projects can make significant change to people's life which can be a great motivation

How would you assist in promoting sponsorship for and donations to GWI projects?

I will work with members, partners and likeminded organisation to gain experience and work in collaboration.

European Women Lobby has a well organise funding and sponsors liaison that I will communicate with to get information and advice.

Please describe your specific, measurable, achievable, realistic and time-bound (SMART) objectives for this position and the contribution you believe you can make if elected or appointed.

I have read and followed in the past Bina Roy project and feel that GWI will continue to contribute within its financial ability.

Being part of the mission. vision working group in the past highlighted that NFA value projects as part of our mission.

Collaborate with NGO to have joined projects to widen our experience

What do you see as the role of the convener?

If I am elected, I will do my best to work with the committee members, organise meeting and reach out to all NFA to get them involved in a wide range of roles.

Keep the board well informed and get advice, listen to members

Other relevant skills and experience (volunteer and professional) from the last 10 years relevant to this position.

Current post – Dental Surgeon, St Dunstan’s Dental Practice & Oral Surgery Specialist, Referral Centre, Canterbury, Kent

Awards

Distinction ranking 20th amongst 160 Dental Graduates in 1986

Employment

September 1986 to May 1987 - House Officer, Al-Masbah Dental Teaching Hospital, Baghdad

June 1987 to December 1987 - Non resident House Officer in Maxillofacial Surgery and Oral Medicine, Al-Tawari General Hospital / Major Trauma Centre, Baghdad

January 1988 to September 1988 - Senior House Officer / Instructor in the Restorative Department, College of Dentistry, University of Mosul

October 1988 to July 1991 - Senior House Officer / Instructor in the Departments of Paedodontics and Preventive Dentistry. The College of Dentistry, University of Baghdad

November 1991 to March 1992 - Clinical attachment in the Orthodontic Department, Mayday University Hospital, Croydon

September 1992 to June 1993 - Honorary Clinical Assistant, Oral and Maxillofacial Surgery, Kent and Canterbury Hospital, Canterbury, Kent

September 1993 to March 1994 - Honorary Senior House Officer, Department of Hospital Dentistry, Mayday University Hospital, Croydon

October 1994 to January 1995 - Locum Senior House Officer, Oral and Maxillofacial Surgery at Torbay Hospital, Torquay

February 1995 to July 1996 - East Midlands Rotation, Oral and Maxillofacial Surgery

August 1996 to August 1997 - Rotational Senior House Officer, Edinburgh Dental Institute - Royal Infirmary of Edinburgh NHS Trust

October 1997 - August 2000 – Associate, Newyearfield Dental Centre, Livingstone, Scotland

September 2000 to Present – Associate in St Dunstan’s Dental Practice, Canterbury, Kent, and Specialist in Oral Surgery

Also served three years as South East regional representative for the British Association of Oral Surgeons (BAOS), including organising regional events and education.

February 2010 to present - Part time Oral Surgery Specialist, Maxillofacial Department, Kent and Canterbury Hospital

Tutor for the Certificate in Oral Surgery, Faculty of General Dental Practitioners

Voluntary work

During 2007 I worked for 2 weeks as a dental volunteer for the Bridge2Aid charity in Tanzania, providing dental treatment in a clinic in Mwanza as well as in a remote village community.

Joined the British Federation Women Graduates (BFWG) in 2001, Canterbury and District branch

Regional representative for three years

President, Canterbury and District BFWG, 2010 - 2013

National Vice President, BFWG, (membership), 2014-2017

Vice President, University Women of Europe (UWE), 2017- present

Member of the Board of Trustees of charitable organisation Funds for Women Graduates (FfWG)

Member of the board of European Women Lobby

Project Development Committee Member Candidates:



Name: **Saira BANO**

Name of the NFA: **Pakistan Federation of University Women (PFUW)**

Qualifications: **D.H.M.S. (Diploma in Homoeopathic Medical Science), Masters in Political Science**

Professional field and/or present occupation: **Consultant Medical Practitioner – Homeopathic & Cupping Therapist**

Skills and experience in:

- (e) developing project proposals**
- (f) and assessing project proposals**
- (g) Implementing projects**
- (h) monitoring and evaluating projects**

I have vast experience in project management. I have done many projects to build computer laboratories all over Pakistan. I have also done seminars, career guidance, and counselling in more than 100 schools all over Pakistan, particularly in rural areas. I have also supervised IT Placement Services with a special emphasis on scholarships mainly for women and special people.

How would you assist in promoting sponsorship for and donations to GWI projects?

I am in full support of promoting sponsorship for and donations to GWI projects. We must launch sponsorship packages and then ask for donations. Before doing it, we must make people aware of what GWI is doing and what GWI will revert to the members. Regular awareness sessions should be organised at least on a monthly basis. All committee members should use their own public relations to bring more sponsorships and donations to GWI.

Please describe your specific, measurable, achievable, realistic and time-bound (SMART) objectives for this position and the contribution you believe you can make if elected or appointed.

As a member of the Project Committee, I would like to contribute a portion of my perspectives, which are as follows:

Step 1: Locate and meet with stakeholders.

A stakeholder is anyone who is affected by the results of your project plan. That includes our customers and end-users. Make sure we identify all stakeholders and keep their interests in mind when creating your project plan.

Step 2: Define and prioritise goals.

Once we have a list of stakeholder needs, we can prioritise them and set specific project goals. These should outline the project objectives or the metrics and benefits we hope to achieve.

Step 3: Determine deliverables

Identify the deliverables and project planning steps required to meet the project's goals.

Step 4: Create the project schedule

Look at each deliverable and define the series of tasks that must be completed to accomplish each one. For each task, determine the amount of time it will take, the resources necessary, and who will be responsible for execution.

Step 5: Identify problems and conduct a risk assessment.

Step 6: Present the project plan to stakeholders

Other relevant skills and experience (volunteer and professional) from the last 10 years relevant to this position

I am a patron member of the Pakistan Association of the Deaf, which spreads education to specially-abled people.

I am a moderator of the live show "Dr 101" on FM 101, where we invite prominent doctors from Pakistan to share their views on health education according to their field. More than 50 episodes were broadcast, also hosted by "Prime Time" on FM 93 from Radio Pakistan.

I have also been a part of an organisation where I established and managed IT centres, labs, and institutes all over Pakistan (approx. 100 labs). I managed IT Labs functions, including staffing and handling routine operations associated with the IT Labs. I have been creating mass awareness about the significance of information technology through seminars, career guidance/counseling, and consultancy in more than 70 schools all over Pakistan, particularly in rural areas.

I have supervised IT Placement Services with special emphasis on scholarships mainly for women and special people. I have successfully launched IT Teachers' Training Programs in Karachi and the coastal city of Gwadar and trained more than 1000 teachers in 7 levels. I have also conducted interviews with around 400 renowned scholars and personalities from all walks of life (including honourable Ministers and the Acting President of Pakistan) for the "Personality of the Week" category of the renowned portal of Pakistan.

For more details, please visit www.dr.sairabano.com.



Name: **Medha RANADE**

Name of the NFA: **Indian Federation Of University Women**

Qualifications: **BSc Chemistry, MSc Anthropology, Diploma in Family Life Education, Diploma in Human Rights and Law: Awareness and Implementation**

Professional field and/or present occupation: **Worked for 28 years as Social scientist in KEM**

Hospital Research Centre, Pune, after voluntary retirement is working as Free Lance Consultant for different NGOs

Skills and experience in: (a) developing project proposals (b) and assessing project proposals (c) Implementing projects (d) monitoring and evaluating projects

Developing project proposals: I am well versed with writing project proposals.

I had conducted a workshop on "preparation of project proposal" for IFUWA members- during CC meeting of IFUWA, held at Nagpur in Feb 2014

I have also conducted webinar on "Project proposal development and report writing" for IFUWA and GWI members on 13th Feb. 2021 **which was hosted by UWA, Pune**. It was well attended (45 participants from India and 6 from 3 countries) by IFUWA members as well as GWI members. All the participants found it very useful.

Assessing project proposals: I can examine the relevance and feasibility of project proposals very well.

Implementing projects: It is very much necessary to brief or train the field staff/ field investigators in activities to be carried out under the any project. Good briefing leads to systematic implementation of project activities and good data collection. I have given such training to several health, nutrition projects and projects of social relevance. Recently implemented projects are as follows: - Economic empowerment of urban women through financial literacy-An impact study funded by United Parcel Service (UPS) (NYSE:UPS)-2013-2014.

- A pilot study on impact of enhanced use of mobile/smart phones on adolescents (13-16 years) with reference to COVID situation in Pune slums in 2022

Monitoring and evaluating projects:

I have carried out evaluation of “District Adult Literacy Programme” in one district each in five states viz. Rajasthan, Karnataka, Kerala, Tamil Nadu and Maharashtra. Recently (March-April 2022) I was involved as a key person (through AMS) in evaluation of the project named “Enabling responsive justice for victims of trafficking in 8 districts of Maharashtra” carried out by Vipla Foundation (formerly known as Save the children).

How would you assist in promoting sponsorship for and donations to GWI projects?

I am working on several projects at present, which are funded through Corporate CSR funds. I will be able to suggest names of funding agencies or Corporates who are giving CSR funds.

Please describe your specific, measurable, achievable, realistic and time-bound (SMART) objectives for this position and the contribution you believe you can make if elected or appointed.

I will be able to suggest the topics/ subjects for writing innovative proposals

- I can impart training on:
Qualitative and quantitative tools and techniques of data collection e.g. Focus Group Discussions, In-depth interviews, departing questionnaires etc.
Sessions on research methodology needed to carry out various projects
- I can do briefing on SDGs and its relevance with community
- I can help in developing project proposals

Other relevant skills and experience (volunteer and professional) from the last 10 years relevant to this position.

Currently I am working as Independent Consultant/ Researcher/ Trainer for NGOs. I have conducted following training programs (and still conducting the same):

- For officers from Public Health Dept ICDS, MAVIM, Nehru Yuva Kendra and NSS under ARSH program of Public Health Dept Maharashtra state
- Maternal and health, reproductive health, HIV/AIDS etc. for grass root level workers of NGOS
- COVID awareness and its prevention for women in urban slums

- Communication skills, interpersonal relations, importance and necessity of team work etc. for hospital staff and for staff of various organizations
- I have trained hundreds of NGO workers and SHG members in formation of SHGs. I have always looked at SHG as a tool for empowerment of women hence I conducted workshops on different aspects of women’s empowerment such as gender sensitivity, gender equality, women’s health and nutrition, financial literacy, digital literacy etc. for SHG group leaders and members.
- Briefing/ Orientation of Field Investigators to carry out different health and social surveys.

I was a member of the advisory Group who had contributed in the design and content of following two events:

1. Development Support Team (DST), Aundh (where I am Trustee and Secretary), and StreeAdhar Kendra, Pune brought together the grass-root NGOs/CBOs on 24th Dec. 2019 at Pune to trace the journey from Beijing Declaration and Platform for Action (BPfA-1995) to MDGs (Millennium Development Goals) and SDGs (Sustainable Development Goals) and document the processes and impact of women’s participation. It was attended by 70+ delegates from 40 NGOs, Academia and CSR Foundations from Maharashtra, Madhya Pradesh, Delhi, Rajasthan and Uttarakhand.
2. As a next step, “Beijing +25 processes- Reflection and Current status” was organised at VidhanBhavan, Mumbai on 29th Jan. 2020. It was organised in collaboration with Dr.NeelumGorhe, Deputy Chairman of Maharashtra Legislative Council, StreeAdhar Kendra Pune , DST, Aundh and Trans Asian Chamber of Commerce and Industries, Mumbai. Civil Society organisations (CSOs), Govt Dignitaries and member of consulate were brought together seeking their commitment to mainstream the agenda in planning and implementation on programmes together with the work of the CSOs at grassroots



Name: **Yesim SARISU**

Name of the NFA: **Türk Universiteli Kadınlar Dernegi (TUKD)**

Qualifications: **BSc in ENVIRONMENTAL ENGINEERING, MBA, Certificate Programme in Corporate Sustainability**

Professional field and/or present occupation: **Banker**

Skills and experience in: (a) developing project proposals (b) and assessing project proposals (c) Implementing projects (d) monitoring and evaluating projects

I am a Banking professional with 22 years extensive experience, skilled in Financial Institutions, Trade Finance, Correspondent Banking, Project Finance, Credit and Risk Management. Strong marketing and sales acumen with in-depth understanding of Sustainability, ESG/CSR and Project Management.

I have 6 years work experience at abroad in Trade Finance & Credit related functions with an educational background in Environmental Engineering and a Masters' degree in Business.

I am a member of Confederation of Italian Entrepreneurs Worldwide, Italian Business Community (IBC) Istanbul, Circolo Roma Istanbul and Turkish Association of University Women.

I speak Turkish (mother tongue), English (fluent), and Italian (upper intermediate). I have a certificate from Bocconi University on Corporate Sustainability.

I worked as Marketing Manager between 2007 to 2016; I was responsible for marketing activities and projects of Corporate Banking. Contributed to strategic plans and presentations, prepared Annual BPs. Acted as representative of the department towards HQ abroad. In addition my existing duties I was nominated as CSR Representative for embedding CSR culture within Corporate Banking.

Between 2011-2012 I represented Corporate Banking in the Program Management Board of the Bank in TEB A.Ş. and Fortis Bank A.Ş integration. Cooperated with the selected consultant company(BCG) employees and led the execution of plans & programmes of Corporate Banking task force of the merged bank.

Between 2016-2019 I worked as Financial Institutions Relationship Manager, established and managed relations with Financial Institutions, with a portfolio of different countries

During my career I had a chance to work in various departments. I have always been open to new challenges where I acquired transferable skills that developed myself and expanding my professional horizon by seeking new challenges including Corporate Sustainability

My major achievements includes but not limited to;

- FI Syndications
- TEB (BNP Paribas JV) & FORTIS BANK Turkiye Integration
- Project finance of a Multinational Client
- FORTIS BANK MALTA expat experience in loans & Trade Finance
- CSR Representative
- Currently working as Relationship Manager at MNC portfolio, responsible of the whole relationship of Multinational Corporate Clients. Developing and maintaining relationships to provide banking services to Foreign Corporate Customers, and developing tailor-made products in accordance with the needs of customers.

How would you assist in promoting sponsorship for and donations to GWI projects?

I am a Banking professional with an educational background in Environmental Engineering. I have strong marketing and sales acumen with in depth understanding of Sustainability, ESG/CSR and Project Management.

I am also a member of Confederation of Italian Entrepreneurs Worldwide, Italian Business Community (IBC) Istanbul, Circolo Roma Istanbul and Turkish Association of University Women. Personally I have a good network to Italian expats living in Istanbul including C level managers in Multinational companies and also including women entrepreneurs where we meet once a month for networking and exchanging ideas for possible collaborations together.

And also my Financial Institutions background could be an asset Liaise with IFIs and with supranational with regards to ESG project management.

Please describe your specific, measurable, achievable, realistic and time-bound (SMART) objectives for this position and the contribution you believe you can make if elected or appointed.

I am a Banking professional with an educational background in Environmental Engineering. I have strong marketing and sales acumen with in-depth understanding of Sustainability, ESG/CSR and Project Management.

I am very much keen on ESG Environmental & Social Governance and climate change topics. I have a certificate from Bocconi University on Corporate Sustainability.

I have a good network of different platforms and sectors which might add positive contribution through possible joint projects such as empowering women entrepreneurs etc.

I am a member of Confederation of Italian Entrepreneurs Worldwide, Italian Business Community (IBC) Istanbul, Circolo Roma Istanbul and Turkish Association of University Women.

My former experience in ;

- in project management and marketing could be an asset in evaluating and assessing projects, defining and executing the business strategy and roadmap (target segment, use cases, commercial policy and action plans, distribution channels)
- Financial Institutions background could be an asset to liaise with IFIs and with supranational with regards to ESG project management .
- And my ESG/ CSR experience could be benefited in understanding of the ESG market & preferences in evaluating projects with positive Environmental and Social impacts, Corporate Social Responsibility and Environmental and Social Management concerns related with Sustainable Development Goal 4 (SDG4) - Inclusive, Equal and Quality Education for All and; To work with UN agencies, National SDG agencies and Global funders in the expansion of SDG 4.

I am confident that my that my personnel skills such as leadership, communication, analytical thinking & decision making approach and business acumen will be an asset for your esteemed association.

Other relevant skills and experience (volunteer and professional) from the last 10 years relevant to this position

As being a Banking professional with an educational background in environmental Engineering. I am very much keen on ESG environmental & Social Governance and climate change topics. My experiences includes but not limited to;

- Good knowledge of Positive Impact Financing, ESG/CSR and Sustainability
- Planning and execution of Annual BPs, Strategies, Budget and Commercial APs.
- Project Management (TEB A.S. and Fortis Bank A.S. Integration)
- Leading multifunction teams to address business concerns
- Ability to work with international network and cross functional teams
- Couple of years ago I was appointed as CSR representative of Corporate Banking in addition to my existing duties and actively took part to embed ESG /CRS culture within Business Line, guided sales teams in adaptation of CSR policies & procedures and co-headed Bank's ESG workgroup in implementation of ESG/ CSR Project of the Bank.
- During that period I had a chance to attend two major events in Paris. (i) BNP Paribas CSR Seminar in Paris and (ii) Global Compact Banking Delegation to Paris-Sustainable Banking in practice,, Experience Exchange, where I gained an in-depth understanding of ESG/CSR concerns, sustainability and positive impact Finance subjects. 2nd event were co-organized by the Global Compact Local Networks of the France & Turkey with the support of AFD. BNP Paribas, Société Generale, Credit Agricole were the main delegation hosts together with other institutions such as AFD, French SMEs and GDF Suez . This unique event gave an opportunity to The Turkish delegation to gather a lot of insight and knowledge exchange on sustainable banking, by learning directly from the experience of French Banks, and experts in CSR topics and environmental management
- During pandemic I decided to deepen my knowledge in CSR & Sustainability topics and enrolled and successfully completed online certificate program of Bocconi University on Corporate Sustainability.
- I worked as Marketing Manager between 2007 to 2016; I was responsible for marketing activities and projects of Corporate Banking. Contributed to strategic plans and presentations, prepared Annual BPs. Acted as representative of the department towards HQ abroad. In addition my existing duties I was nominated as CSR Representative for embedding CSR culture within Corporate Banking.
- Between 2011-2012 I represented Corporate Banking in the Program Management Board of the Bank in TEB A.Ş. and Fortis Bank A.Ş integration. Cooperated with the selected (BCG) consultant company employees and led the execution of plans & programmes of Corporate Banking task force of the merged bank.
- Between 2016-2019 I worked as Financial Institutions Relationship Manager, established and managed relations with Financial Institutions, with a portfolio of different countries.
- I am confident that my background and professional expertise and personal skills such as leadership, communication, analytical skills, decision making approach and business

acumen will be an asset and create value while covering my own desire for my personal life and career.



Name: **Kathryn WILKINSON**

Name of the NFA: **Canadian Federation of University Women (CFUW)**

Qualifications: **BA English, Diploma in Education**

Professional field and/or present occupation: **Retired teacher**

Skills and experience in:

- (a) developing project proposals**
- (b) and assessing project proposals**
- (c) Implementing projects**
- (d) monitoring and evaluating projects**

I have served as a member of the BRPID committee (2019-2022) so am familiar with the application process, evaluation, etc.

In August 2022, I will complete my term as National President for CFUW. My time in this position has coincided with the COVID Pandemic. This forced CFUW to switch to being a virtual organisation and I have chaired the board as we have introduced initiatives and projects to ensure the future of our organisation including: A Young Working Women's Network; Leadership Institute; GWI Network; New Strategic Plan; cross-country webinars and virtual meetings.

I also serve as a trustee of the CFUW Charitable Trust which awards fellowships for graduate study. The Trust has recently evaluated its application system and has contracted to work with an external service. This required negotiation with the service and will include an ongoing monitoring and evaluation of the new system.

As the president of a not-for-profit community arts group, I wrote successful grant applications for funding and prepared final reports evaluating the success of the project.

In my professional career, I headed Student Success in a multicultural high school with 1800 students. It was one of my responsibilities to coordinate whole school literacy, numeracy and

assessment. This involved developing and overseeing the implementation of school wide projects to improve outcomes in provincial tests.

How would you assist in promoting sponsorship for and donations to GWI projects?

I am a confident speaker and presenter and would welcome the opportunity to present on BRPID to possible donors. CFUW has been a long-term supporter of BRPID and there is an interest among our members in international work so there is an opportunity to revitalize interest but my experience of fundraising for projects both local and international is that a specific project rather than a general appeal is more likely to generate support. A few years back, GWI (then IFUW) launched a special anniversary appeal and there were many possible BRPID projects shared with the NFAs – I was part of a group that supported a project request from Sierra Leone. We were encouraged by a CFUW member from that country and continued to support fundraising for a school in Sierra Leone after the project ended. The BRPID reports of the projects are excellent but I would suggest an on-going fundraising campaign – regular updates on projects; using social media; webinars or zoom meetings and an opportunity to meet some of the project leaders.

One of my concerns as a member of BRPID is the sustainability of the projects – they may receive funding but what happens afterwards? A current project is teaching traditional crafts to young women in Egypt. A grant to a graduate from the program to purchase supplies, develop a marketing strategy, possibly undertake further training is likely to have a longer more sustainable impact than a short-term project.

Please describe your specific, measurable, achievable, realistic and time-bound (SMART) objectives for this position and the contribution you believe you can make if elected or appointed.

S – raise the profile of BRPID within the NFAs and with outside donors, including use of social media to raise awareness of the projects and to solicit donations. Use specific examples from projects so tell the stories.

M – increased donations; monitoring social media – site visits, sharing, comments, etc.

A and R – I believe that raising the profile of BRPID can realistically be achieved through a simple but effective communication strategy. Raising the profile should increase funds and allow more extensive funding of projects. Project applicants are asked if their project is sustainable and replicable but extra funding would allow projects to be expanded and developed over an extended period.

T – BRPID project funding has a time limit

Other relevant skills and experience (volunteer and professional) from the last 10 years relevant to this position

Two terms as VP Education - CFUW National Board
CFUW National President – 2020-2022. Served as ex-officio member of all CFUW committees

Volunteer teacher with TEMBO – an NGO working in a Masai community in Tanzania
Organized fundraising events for TEMBO

Worked with an external consultant on the development of the CFUW 2021 Strategic plan

Currently on a team of three working with a consultant to establish the CFUW Leadership Institute

Six-time delegate to UNCSW.

GWI MEMBERSHIP COMMITTEE CANDIDATES

Membership Committee Convener Candidate:



Name: **Meera BONDRE**

Name of the NFA: **Indian Federation Of University Women (IFUWA)**

Qualifications: **B.Sc Botany (Major) Zoology & Geology (General), M.Sc Botany (Algae & Hydrobiology), Ph.D Botany (Ecology & Hydrobiology)**

Professional field and/or present occupation: **Founder Trustee and Director of Arbutus Children’s Culture Centre, Pune, NGO working in the field of Education, Awareness, Research, Training and Networking for Sustainable Development. Director of ARBO’s Engineering Pvt. Ltd.**

Skills and experience in membership recruitment and development that qualify you for this position? Explain some specific membership benefits, retention and growth interventions you have implemented and describe their success. If standing as Convener: Skills and experience in chairing meetings and managing Committee tasks.

Currently, I am working as Convener, GWI Membership Committee, and also Convener NFA-to-NFA stream of GWI Membership Marketplace. I am participating in the OD Process to contribute towards GWI’s bright future. For over four decades, I have been an active member of UWA Pune. Here I started two completely new activities (Environment- Cell and Hobby -Hues) and was their

first Convener. They both have played a big role in increasing UWAP's visibility, and attracting new members and retaining them.

I am active in the field of Education, Culture, and Environment Protection through my NGO Arbutus, founded in 1976. In the mid 1980s as I was active devising and conducting workshops on environment-development issues. I was invited (the only member from IFUW from the Asia-Pacific) to present my work as a Success Story Presenter, at the UN global Assembly, 'Women and Environment: Partners in Life' in Miami in 1991, a Conference preparatory to the Rio Earth Summit (UNCED 1992) .

In 1995, when I started 'Hobby-Hues' where income generating skills through arts and crafts are taught, I involved many talented and artistic members of our Association and from outside, whom I could convince to become members. I organised exhibitions-cum-sale of useful articles made by the participants, the trainers, and our own members. I have made it an on-going activity of UWA Pune. Skills like sewing, knitting, embroidery, ethnic painting etc. by women and girls from modest financial backgrounds have a great demand and employment potential.

As a Managing Trustee (Current post), Vice-President and President I have always worked towards retention of members and the growth of the Association. As a Treasurer, I helped in removing the procedural obstacles regarding funds for projects undertaken by our Youth Wing, thereby encouraging the young members to continue their membership and work with enthusiasm. I have revived the Youth Wing by involving UWAP's Scholarship holders and have helped to get members by keeping some of our programmes open to the public and also by organising joint programmes with other women's organisations in the city.

Thus, I have the necessary leadership and communication skills as I have already successfully held so many posts.

Skills and experience (volunteer and professional) that will enable you to contribute to the work of the Membership Committee in one or more of the following ways:

(a) examining constitutions for suitability;(b) devise ways to motivate and retain NFAs within or joiningGWI;(c) help identify potential candidates for the creation of sustainable new NFAs (d) working on ad hoc Working Groups;

(a) I have always kept myself up-to-date about the Constitutions of UWAP and IFUWA, and their various amendments. I am on the Constitution Committee of UWAP, and we have made some suitable changes. I was also Convener, Constitution Committee of IFUWA (2017-20). I believe that reviewing the Constitution from time to time, and amending it as per the changing needs of the growing organisations, is important. I have used my experience in this field for examining constitutions of some new NFAs for suitability as a part of my MemCom work . I have worked effectively to revive UWAsia and have redrafted its Constitution in the current tenure.

(b)and (c) I represented my NFA at the Asia Regional Membership Development Workshop organised by IFUW in June 2014 in Singapore. I chaired an informal meeting there, to discuss how we could revive the Asian unit of NFAs. GWI Board officially announced that from 1st January 2021, UWAsia headquarters would be in India. IFUWA held the first meeting of the Executive Committee of UWAsia on July 5, 2021. This was attended by the VP Membership and

a representative from each NFA from the 7 member countries, viz. Bangladesh, Hong Kong, Japan, Nepal, Pakistan, and Singapore. Lately we could motivate Thai members and now Thailand is a part of the UWAsia family, as the 8th NFA. As the Vice President, UWAsia, and GWI Convener, NFA-to-NFA platform of the Membership Marketplace, I will be able to strengthen bonds between Asian NFAs.

IFUW requested me to represent it at the Women's Worlds Congress, 2014 in Hyderabad, India, by making a presentation on education. I presented a Panel-Workshop Combo involving members from New Zealand and Sierra Leone. For image-building I distributed the brochures and informed the audience about IFUW and IFUWA .

In UWA Pune I started two new projects: Environment Cell and Hobby Hues. I introduced my co-workers from various fields to UWA's Environment-Cell involving them in the projects to be able to lead the Cell as Conveners in the following years. Hobby Hues has been a motivation for our artistically oriented members to continue the membership, as their talents are being recognised and valued.

(d) I have already worked on several ad-hoc working groups as I am the serving Convener of MemCom. In addition, I have 46 years experience of running my own NGO Arbutus, which is useful in working on ad hoc Groups. At UWA Pune, I have held various positions like Convener of different Committees, e.g. Foreign Scholarships, Environment Cell, Hobby Hues, BRPID, and have been an Office Bearer in the capacity of Treasurer, Vice President, and President for two consecutive terms. Currently I am the Managing Trustee.

As Vice President (2007-09), I invited the students whom UWA had given scholarships in the preceding few years, for an informal get-together with our members. This brought them closer to the Association, and they understood that in case of any difficulty they can seek our assistance. I have always believed that these students are our potential members, who are young, educated, and qualified. Due to this initiative, these scholars get automatically oriented about the aims and objectives of UWA-PUNE, IFUWA, and GWI and offer to contribute to our work. From among these young women we get volunteers for working on our ad hoc projects of short durations.

As Vice-President (2007-09), I invited the students whom UWA had given scholarships in the This enriches their experiences and personalities, and we have our potential members in this group too.

I have also conducted Membership Development Workshops at our Central Committee Meetings, using a game prepared by me to make the programme interesting. Using my creative ideas I conducted a workshop at the Centenary Conference in Geneva, under the title 'Increasing the base for Influencing the Global Society'. I will be replicating such innovative ideas for the growth of GWI.

What do you see as the main obstacles to membership recruitment and retention and what can the Membership Committee do to help overcome these?

The biggest obstacle is that working women have limited time. They lose interest as they feel that in spite of giving their time, they do not understand where to contribute and how. Also, sometimes they do not get their due recognition. In order to avoid this, we should try to organize

attractive programmes, try to involve as many members as possible in the actual work, and appreciate their contribution.

In my tenure as President of UWA I inducted and trained many new members. I gave a new member an opportunity to be on the Managing Committee by co-opting her. I guided her in her work and in the next tenure, she got elected as a Convener, and later, an Office Bearer. In my second term as President, I co-opted as many as 7 members who had proved their capability in their own professions, but had no experience of working in UWA. I mentored and encouraged them to take up new responsibilities. This idea was very successful in retaining their interest in the Association. As the Leader of the BRPID National Project at UWAP-'*Economic empowerment through Art and Craft*'- I took one completely new member in the team, and then she became the Convener of the Hobby Hues Activity.

These examples show how thoughtfully involving members in projects is the tried-and-true way of removing the main obstacles to membership recruitment and retention.

What would you suggest as recruitment drives for GWI at the national and local level and how can GWI best diversify, increase and retain its membership?

- GWI can think of conducting more interactive regional workshops.
- Highlight the work of different NFAs and their members' achievements, so that they feel motivated to continue with the good work.
- Arrange more interactive discussion sessions in different regions, on topics of current relevance, like the North South Dialogues, Regional Leadership Platform Meetings, Marketplace platform etc. done during the current tenure. In line with this, as the Convener MemCom and NFA-to-NFA Stream of Marketplace, I keep encouraging members to take up joint projects, like for example the one between India and Egypt, and the other between Canada and the Netherlands, which have been already completed. Such programmes build contacts and help retention & recruitment of members.
- Conducting more international projects on Education and other related areas which would be conducted in every interested NFA on the local level. (eg: Colloquium on Higher Education by IFUW, conducted during my tenure as President, UWA Pune and CIR, IFUWA.
- For increasing recruitment, taking up twinning programmes will help in creating interest in the organisation.
- Conducting joint programmes with institutions having similar objectives. Just as one example, we at UWA Pune often involve 3 to 4 women's organisations to celebrate the International Women's day.

(If standing for Convener) What do you see as the role of the convener?

I am currently the Convener of the GWI Membership Committee myself, and so am quite conversant with the skills and leadership required for the role. It is my strong conviction that the soul of any social organisation is its sensitive, dedicated, active, and responsible membership. The role of the Convener is to create such a participatory membership and also allow it to prosper for serving the cause and mission of the organisation. Even more importantly the Convener must

lead her team from the front and take everyone along in every situation. For example, during the current tenure, due to the pandemic, there were even bigger problems of dwindling membership in the NFAs across the world .Keeping our members engaged and connected was a real challenge. Happily, VP Membership came out with thoughtful ideas, like for example, the Webinar Cycle: Connecting Across Borders, the Forum for the Regional North- South Dialogue, Membership Marketplace with its two streams, Peer-to-Peer and NFA-to-NFA and Supporting the Young Members, Creation of the Membership letter which reaches every member directly etc. As the Convener I took my share of responsibility and worked with her at all levels to make these online activities successful.

In short, figuratively speaking, the Convener is the prime mover behind her committee's contribution to the society through GWI.

Please describe your specific, measurable, achievable, realistic and time-bound (SMART) objectives for this position and the contribution you believe you can make if elected or appointed.

1. To recruit more and more interested, enthusiastic, talented, and capable members from different fields.
2. To combine the enthusiasm of the younger members with the experience of the senior members, and utilise their talents, help them grow and explore their fullest potential while simultaneously working towards the growth of the Association.
3. To involve them in productive activities of specific short durations (time-bound) in fields of their interest and expertise.
4. To create an atmosphere of mutual respect, trust, and co-operation, so that new members can contribute to their fullest abilities. Such an atmosphere can be created by recognising their talents, creating more interaction between them and the existing members.
5. To create a platform for the old and new members to come together, discuss and plan programmes of short duration. This platform may also, at times, be an informal get-together where members get to know each other better. It also creates an atmosphere of warmth and stimulates action and facilitates retention.
6. To design many programmes open to the public so as to increase the visibility of the organisation, and attract new members while making the fullest use of local and online media for this purpose

Other relevant skills and experience (volunteer and professional) from the last 10 years relevant to this position:

Along with my academic and professional expertise, I have a keen interest in art, craft, and music. Such activities can help break the ice between the new and existing members. It is also a good way to connect with potential members through such events.

I am proficient in teaching tribal art, knitting, crochet, and sewing. I have designed games and creative activities to explain scientific concepts to the common man. These skills are extremely useful in conducting workshops for students, teachers, teacher trainers, and social workers. I am

also interested in sports. I swim and played badminton. Contacts with people from these areas, helps me in membership development. I am also a life-member of other social organisations like Poona Women’s Council and Marathi Vidnyan Parishad, an NGO devoted to popularizing Science for the common citizens. I have modified the material received at the IFUW’s Asia Regional Workshop on Membership in Singapore (June 2014), by adding my own creative ideas to it according to the local needs. Some IFUWA’s affiliates are using this modified version to conduct similar workshops in their UWAs. Currently, I am the Managing Trustee and also a member of the Membership Committee, and the Constitution Committee of UWAP. I was the Convener Constitution Committee of IFUWA (2017-20)

Convener & Member Candidates:



Name: **Magda KANIKI**

Name of the NFA: **Women Graduates-USA (WG-USA)**

Qualifications: **Masters in Psychology, PhD-Mediation and Conflict Resolution**

Professional field and/or present occupation: **CEO OF LITTLE TWINS LLC (DAYCARE)**

Skills and experience in membership recruitment and development that qualify you for this position? Explain some specific membership benefits, retention and growth interventions you have implemented and describe their success.

I was excited to see the membership Convener's opening position from GWI. As the WG-USA's initiator and Convener of our Professional Networking Group, I see myself as a candidate that is extremely familiar with the responsibilities associated with the role and can perform them confidently. I have real compassion for bringing and working together with women using skills and new strategies such as working electronically by staying active and making my voice heard globally. The focus of my roles will be growing the membership across the world, recruiting, and helping new members stay active and involved in the organization's activities. NFA's countries need more attention because right now the African affiliated are quite a bit enthusiastic and I think this is the opportunity to work with them to expand the organization as I am originally from the Democratic Republic of the Congo and have many connections there while also speaking several African languages/dialects.

Skills and experience (volunteer and professional) that will enable you to contribute to the work of the Membership Committee in one or more of the following ways:

- (a) examining constitutions for suitability;**
- (b) devise ways to motivate and retain NFAs within or joining GWI;**
- (c) help identify potential candidates for the creation of sustainable new NFAs**
- (d) working on ad hoc Working Groups;**

Skills: Leadership, communication, advocacy, etc... I demonstrate a great level of tenacity in tackling challenging issues of women and girls related to the organization's mission and vision. I want to use my voice in action to help and create a global impact around the world with conferences all over the world.

First, membership benefits will be staying in the loop of everything that is going on in the organization. Second, help members and new recruiters of the organization stay active and involved. Also, networking across the globe.

I demonstrate a great level of tenacity in tackling challenging issues of women and girls, charities, and non-profit organizations.

The motivation for the current role will be electronically greater use of social media to make our voices heard.

What do you see as the main obstacles to membership recruitment and retention and what can the Membership Committee do to help overcome these?

The main obstacles to membership are the inactivity within the organization and not giving members opportunity to speak

To overcome the obstacles:

1. It is easy to recruit members, but the huge obstacle is how to keep members stay active
2. Create, elaborate, and implement in person or electronic conferences with topics according to the country selected.
3. Always tackle topics according to what is going on in the country of interest of course staying within the organization vision and mission.
4. Always have a meeting or debriefing with the new members, listen to them and ask them what they want to bring to the organization
5. Create material form to welcome new members including the mission and the vision of the organization.

What would you suggest as recruitment drives for GWI at the national and local level and how can GWI best diversify, increase and retain its membership?

1. Each voice counts within the organization

2. To increase the recruitment drives for GWI, this must start locally by making our voices heard tackling different topics.
3. Each member must be active and involved, not only the conveners.
4. Diversity must begin locally for a better expansion. Assign more women in different top positions for diversity and inclusivity purposes.

Please describe your specific, measurable, achievable, realistic and time-bound (SMART) objectives for this position and the contribution you believe you can make if elected or appointed.

As the role of Convener, I see myself as a woman who will bring much contribution as much as for new members across the world.

I see myself helping new members stay active and get involved with new strategies.

Other relevant skills and experience (volunteer and professional) from the last 10 years relevant to this position

I have been an active member of WG-USA; a Board Member for two three-year terms; and Convenor of Professional Networking Group which became an entry point for many of the new members of WG-USA.



Name: **Eloísa SANCHEZ-AMILLATEGUI**

Name of the NFA: **Spanish Federation of University Women**

Qualifications: **JD Law, PhD Law**

Professional field and/or present occupation: **Public Prosecutor and Judge**

Skills and experience in membership recruitment and development that qualify you for this position? Explain some specific membership benefits, retention and growth interventions you have implemented and describe their success.

If standing as Convener: Skills and experience in chairing meetings and managing Committee tasks.

My experience in membership recruitment and development has been mainly on the local level. Over the years, I have worked extensively with different groups, from parish groups for

both parents and children to cultural associations (Museo del Traje de Madrid, Museo del Grabado de Marbella). In all of them, I have observed the number of members grow and their involvement increase by studying in depth what the target audience needs and developing strategies to match their interests.

I have been a member of the Marbella University Women's Association for 10 years. During most of that time I have been Secretary of the organization and currently share the position of Treasurer with another member (it is vacant). I have also chaired the National Federation Association for the last three years.

In those positions I've had the chance to coordinate the consolidation of current members, the expansion of the organization's activities to broaden the range of people who might be interested in joining, the modernization of the meetings system to full digitalization for easier access to members who might not be able to join in person, and the growth of our members numbers. Within that, I've been particularly focused on the segment of young professional women, creating awareness of the Association's goals, activities and benefits, reaching out extensively and nurturing new relationships with key players in the area.

In addition, I have helped create the Puente Cultural, a forum which today holds the federations of Spain, Bolivia, Paraguay, Argentina and Mexico and fosters dialogue and a fascinating exchange of ideas and experiences between our countries.

Skills and experience (volunteer and professional) that will enable you to contribute to the work of the Membership Committee in one or more of the following ways:

- a. **examining constitutions for suitability;**
- b. **devise ways to motivate and retain NFAs within or joining GWI;**
- c. **help identify potential candidates for the creation of sustainable new NFAs**
- d. **working on ad hoc Working Groups;**

A. It is important to examine the constitution to see if it is suitable, but my experience says that one must have flexible criteria for application. When in practice the new criteria works, it should be included in the constitution.

A. In my local experience, it is quite easy to recruit retired women because after an active life there are two positions: those who do not want to do anything, those who want to remain active because they feel useful.

B. Women who intend to create a new NFA can be helped by their own experience and by studying what the city where they live is like so that added value can be offered to future members.

C. Our NFA created in 2021, the Spanish-speaking Cultural Bridge. Since that time we have monthly preparatory work meetings and round tables every two months. We work together with Argentina, Bolivia, Mexico, Panama and Paraguay in a climate of sisterhood, enthusiasm and understanding that is giving very good results.

What do you see as the main obstacles to membership recruitment and retention and what can the Membership Committee do to help overcome these?

Indeed, on our local and national level, we have observed membership recruitment and retention to be one of the bigger challenges of our organization. In consequence, it is also one of our bigger points for reflection, strategy and action.

In particular, I think it is key to address the issue by considering that different age groups have quite different needs and interests. While we often talk about inter-generationality, I think we need to consider it further than in the context of how enriching it is to work with various age bands, and expand into incorporating it in membership recruitment. I would suggest segmenting members and future members by age groups and address in particular, what those groups might need from and bring to the organization, and tailor our strategies accordingly.

What would you suggest as recruitment drives for GWI at the national and local level and how can GWI best diversify, increase and retain its membership?

There are many possibilities and much work to be done in that area.

At our local level, we have implemented a mentoring system where grant awardees are matched with a member. This has the double benefit of supporting our youngest members of our association in what is the big step of transitioning from high school to university, and having them involved in the association's activities from the start.

We also encourage they join YMN, so they start establishing links and become involved with GWI.

Please describe your specific, measurable, achievable, realistic and time-bound (SMART) objectives for this position and the contribution you believe you can make if elected or appointed.

My goal is to increase the number of members by 5% by the end of this 3-years-period. The Committee will accomplish this goal by studying what needs to be offered and implementing it. Accomplishing this goal will give more visibility to GWI and more power in the pro-women's work scene.

Other relevant skills and experience (volunteer and professional) from the last 10 years relevant to this position:

Aside from my work with the Marbella Association, I am also the President of the Spanish Federation, and belong to very diverse cultural groups in Spain, Argentina and Uruguay, since I divide my time between these countries.

This has allowed me to develop excellent organizational skills, a capacity to work across borders and with very different mindsets, and a knack for joining will and reaching a point of agreement in which the best of each proposal is optimized

Membership Committee Member Candidates:



Name: **Jolie MASSAY**

Name of the NFA: **Association Congolaise des Femmes Diplômées des Universités**

Qualifications: **Master's in International Relations**

Professional field and/or present occupation: **International Development – Programme Officer**

Skills and experience in membership recruitment and development that qualify you for this position? Explain some specific membership benefits, retention and growth interventions you have implemented and describe their success.

I was an international member until I created the ASSOCIATION CONGOLAISE DES FEMMES DIPLOMEES DES UNIVERSITES in 2016. The main objective when the ACOFDU started was to recruit members and to retain them. As we are French speakers and all GWI (IFUW at that time) were in English, I have translated all the documents in French and provided info sessions around me and in some of universities in Kinshasa, until I recruited more than 78 members.

The challenge after recruiting members was to retain them. I have put in place an interesting mentoring programme; the programme was not requiring any funds but was very interesting as members were very happy to share their stories with girls and then, influence them. This approach enable the association to retain 25 members who are involved in the association activities.

Skills and experience (volunteer and professional) that will enable you to contribute to the work of the Membership Committee in one or more of the following ways:

- a. **examining constitutions for suitability.**
- b. **devise ways to motivate and retain NFAs within or joining GWI;**
- c. **help identify potential candidates for the creation of sustainable new NFAs**
- d. **working on ad hoc Working Groups.**

I have been an active member of the steering committee and I have provided my contribution on members retention. I have capacity to identify potential candidates for the creation of new NFA. The creation of a new NFA in the eastern of DRC was ongoing until the Covid-19 pandemic interrupts the process.

I have experience working in ad hoc working groups as well.

What do you see as the main obstacles to membership recruitment and retention and what can the Membership Committee do to help overcome these?

Talking about my NFA, the language is the first challenge for Congolese members. When I share GWI links written in English, the first reaction is: I don't know English. This makes recruitment and retention more difficult. But, in general, I think the diversity of attractive activities within NFA should help NFA to recruit and retain members.

The membership committee must work with the communication committee to see how they can make some main documents accessible in French, Spanish, etc.

The membership committee can also work with NFA and the board to see how to diversify activities which can attract new members.

What would you suggest as recruitment drives for GWI at the national and local level and how can GWI best diversify, increase and retain its membership?

- Translation of main documents in French, Spanish, Chinese, etc
- Organize information session for member
- Organize NFA joint activities
- GWI to support financially NFA activities

Please describe your specific, measurable, achievable, realistic and time-bound (SMART) objectives for this position and the contribution you believe you can make if elected or appointed.

My main objective is to spread the word within francophones African countries:

- To work hard to create at least 2 new NFA in DRC by the end of July 2023
- To help sisters from NFA in Francophone African countries which are no longer active (Cameroon, Togo, etc.) to reactivate their engagement to GWI by organizing information sessions and other joint activities, by the end of the year
- To engage discussions with 3 other Francophone African countries (Congo Brazza, Centre Afrique, Gabon) and bring them on board by the end of March 2023, to increase the GWI influence in Francophone African countries

Other relevant skills and experience (volunteer and professional) from the last 10 years relevant to this position:

I have been a Human Resource Officer and have capacity to put in place strong mechanism of recruitment.



Name: **Emine Tuba SAHIN**

Name of the NFA: **Türk Universiteli Kadınlar Dernegi (TUKD)**

Qualifications: **Bachelor in Nutrition and Dietetics, Masters in Medical Biochemistry**

Professional field and/or present occupation: **Nutritionist**

Skills and experience in membership recruitment and development that qualify you for this position? Explain some specific membership benefits, retention and growth interventions you have implemented and describe their success.

If standing as Convener: Skills and experience in chairing meetings and managing Committee tasks.

I attended the 33rd GWI conference held in Geneva as a young member and gained a wide network in there in workshops. I took part in the work in the 2019-2022 period by taking part in the board of directors, which includes Young Members.

Skills and experience (volunteer and professional) that will enable you to contribute to the work of the Membership Committee in one or more of the following ways:

- a. **examining constitutions for suitability.**
- b. **devise ways to motivate and retain NFAs within or joining GWI;**
- c. **help identify potential candidates for the creation of sustainable new NFAs**
- d. **working on ad hoc Working Groups.**

As I mentioned in the previous question, I am in one-on-one contact with many members thanks to my work with the young members network, which includes young members from around 20 different countries.

What do you see as the main obstacles to membership recruitment and retention and what can the Membership Committee do to help overcome these?

I think that the members who do not attend the events and workshops will find their memberships unnecessary and terminate them. For this reason, we had very valuable training, workshop, meeting, etc. Events should be promoted well. The greater the participation, the greater the benefit will be received by the members. This will increase participation and continuity.

What would you suggest as recruitment drives for GWI at the national and local level and how can GWI best diversify, increase and retain its membership?

For non-member countries, members of associations pursuing common goals with GWI can be reached and promoted.

Please describe your specific, measurable, achievable, realistic and time-bound (SMART) objectives for this position and the contribution you believe you can make if elected or appointed.

I think that I have improved in communication with members according to the duties I have taken on young members since 2019. I have been on the board member of our NFA's since 2019. In the new term, I was elected both as the board member and the CIR of our branch. In addition, I took part in the workshop of our NFA's at the conference in Geneva 2019 and explained my own process as one of the graduate students of our project.

With this background, I believe that I will be useful for GWI in the members area.

Other relevant skills and experience (volunteer and professional) from the last 10 years relevant to this position:

I was a scholarship student of our NFA's between 2014-2018.

I have been a graduate member and board member since 2018 in TAUW's Istanbul Branch.

I have been a member and also on the board of GWI YM since 2019, Geneva.

As of 2022, I am working as CIR in our NFA's Istanbul Branch. And also delegate of TAUW since 2022.



Name: **Pat REAVY**

Name of the NFA: **Canadian Federation of University Women (CFUW)**

Qualifications: **B. Sc Chemistry, B.A Psychology, M.A Social Psychology, Ph.D Social Psychology**

Professional field and/or present occupation: **Program /Policy Development, Program Evaluation**

Skills and experience in membership recruitment and development that qualify you for this position? Explain some specific membership benefits, retention and growth interventions you have implemented and describe their success.

If standing as Convener: Skills and experience in chairing meetings and managing Committee tasks.

EXPERIENCE

- a) Ministry Lead: development/implementation, 200+ Provincial Indigenous programs
- b) Provincial Lead: development/ implementation, Federal Urban Indigenous children's programs
- c) Manager: French language and Multicultural programming in Metropolitan Toronto
- d) Program Chair: ethno-diverse Community Information Centre, Toronto
- e) Program Chair and President of CFUW Club that increased membership by 20%
- f) Co-chair of Planning/implementation Group for 5 CFUW Club-hosted GWI Webinars
- g) Coordinator, Social Committee, Stratford Festival Theatre Volunteers (200 +)

MEMBERSHIP BENEFITS, RETENTION and GROWTH INTERVENTION

Identification of target group's needs and "dreams" based on input from them and relevant community groups/individuals

- participation of target group in program design/implementation
 - clear communications based on support/value-added that "recruiter" could offer
- Themed programming to engage and stimulate conversation/knowledge
- General Meeting start-time changed, pre-meeting social-time, weekend Interest Groups
 - Use of multiple media platforms to advertise events and report post-event outcomes
 - Fundraising and meet-the-candidate events that included community
 - Presentations to community groups and organizations, realtors and posts on public notice-boards
 - GWI Centenary Song and National/International Advocacy updates at all General Meetings
 - Partnered with other relevant organizations, community campaigns and information sessions
 - Mentored new members and involved them in Club activities early, FU with those exiting
- Delivered GWI webinars so CFUW participants could experience camaraderie, value-added of GWI Day, evening, and weekend programming, Face-to-face events, consistent with PH pandemic guidelines, to engage and retain volunteers

Skills and experience (volunteer and professional) that will enable you to contribute to the work of the Membership Committee in one or more of the following ways:

- a. **examining constitutions for suitability.**
- b. **devise ways to motivate and retain NFAs within or joining GWI;**
- c. **help identify potential candidates for the creation of sustainable new NFAs**
- d. **working on ad hoc Working Groups.**

(a) Organizational development & program evaluation experience in diverse communities

(b) Experience in development of engaging, audience specific educational/ information sessions

-Development of CFUW Club-hosted GWI webinars

(c) Target group identification in diverse populations including necessary intermediary steps to "connect" with the group

(d) All of my professional and volunteer activity has involved ad hoc Working Groups

What do you see as the main obstacles to membership recruitment and retention and what can the Membership Committee do to help overcome these?

- Pandemic impact on social interaction:
 - Address by offering interaction opportunities
- Lack of internet/mobile access for individuals and communities:
 - Seek partnerships with “hardware” and “mobile” donors
- Major negative change in standard of- living:
 - Reduced fee structures, grace periods in payment schedules
- Lack of understanding in “developed” countries that all UN goals are dependent on female employment and equality rights PLUS reduced interest in social advocacy:
 - Communication campaigns using World Bank etc data that links future outcomes for “developed” countries (especially for children, grand-children) to above premise delivered by “non GWI” partners/advocates when possible
 - Regular progress report on GWI Organizational Development activities

What would you suggest as recruitment drives for GWI at the national and local level and how can GWI best diversify, increase and retain its membership?

- Build on activities that resulted in the new Thai NFA and Spanish Affiliate plus input from GWI
 - Young Members Network and Mentorship Marketplace.
- Link with UN activities in target areas
- Identify groups in target communities with goals consistent with/similar to GWI’s focus on SDG4 to share /partner with as appropriate
- Offer no-strings-attached support/ information resources on emerging issues, to relevant groups and organizations in target areas thus fostering an understanding of GWI strengths, uniqueness and value-added

Please describe your specific, measurable, achievable, realistic and time-bound (SMART) objectives for this position and the contribution you believe you can make if elected or appointed.

Objectives:

- Learn about current and planned Membership activities
- Review any existing “exit” information, NFA recruitment/ retention feedback
- Seek guidance/input from GWI YMN
- What “markets” have been identified to date? How?
- Research effective ways to communicate GWI past achievements and future directions including popular media; community opinion leaders (especially for “younger” cohorts); ongoing messaging , including pictorial materials and participants comments from Bena Roy and other GWI supported/planned initiatives
- Participate in Membership Committee Work Plan development for above

Contributions:

- Research skills working with diverse communities that considered desired “attitude/behaviour” changes
- Consideration of group dynamics
- Problem solving skills about approach(s) to support/achieve desired outcomes
- Ability to communicate with individuals, community and professional groups, political hierarchies and academia

Other relevant skills and experience (volunteer and professional) from the last 10 years relevant to this position:

- Supported development of 3 CFUW National Policy Resolutions to facilitate advocacy campaigns and motivate existing, and attract new, members
- Liaised with local schools about their participation in Club fundraising activities that led to recruitment of youth members.

Volunteer, “Change Her World” a Canadian NFP focusing on education of girls in Malawi

GWJ RESOLUTIONS COMMITTEE CANDIDATES

Resolution Committee Convener Candidate:

No photograph
Name: Catriona SUTHERLAND
Name of the NFA: Graduate Women Scotland (GWS)
Qualifications: B.Eng. Aeronautical Engineering
Professional field and/or present occupation: Police Inspector
Experience drafting policy resolutions and amending resolutions: I am the current convener of the Resolutions committee and prior to that was a member of that committee. I have since 2016 been involved in drafting, amending resolutions and creating policy papers for use by the board on these topics.
Experience in assessing and advising on constitutional amendments and new clauses: I am CIR in GWS and have been since 2015. As a member of the board, I have been responsible for amendments to the Scottish Constitution.

I was part of the constitution team for UWE (university women of Europe) during a period of change following some NFA withdrawal from GWI (due issue) and the impact that had on members of these countries being members.

In the lead up to the Brexit vote I ensured that the constitutions of UWE (and GWI) did not require additional amendment due to the possible change in status.

I worked with colleague in Ireland and England to help them understand that membership of the EU was not relevant to membership.

I advise the GWS membership of the impact of suggested amendment to the GWI constitution to allow for their informed voting.

Experience in drafting advocacy materials based on Resolutions and presenting at different United Nations fora?

I have never personally presented at the UN, but I have been part of the team drafting the policy pares from resolutions for use by GWI there.

I am member of NAWO which is also an ECOSOC organisation and am similarly involved in collaborative papers.

Please describe your specific, measurable, achievable, realistic and time-bound (SMART) objectives for this position and the contribution you believe you can make if elected or appointed.

This triennium the use of Zoom and advance meeting scheduling allowed the committee to run well. This however occurred during the first year and this meant that we were around 6 months behind where the papers would normally be.

The zoom format allowed for resolution-based webinars and briefings for members around resolution creation to be extended globally. By presenting the same webinar in different time zones they were fully accessible. The extent of this is measurable through GWI headquarters providing stats on attendees.

Moving to the next triennial I would look to build on the protocols created and actively engage with areas such as Africa from where there are not generally resolutions.

By ensuring that the 3-year cycling is continuous countries can build on the work done and become more familiar with the process and expectation.

What do you see as the role of the convener?

The role of coordinator is to ensure compliance with the timescales.

This is achieved by regular catch up (either individual or as a group) to ensure that each member of the team is sure of their part in the process.

The coordinator must ensure that the team is as complete as possible and that they understand the 3-year process.

Other relevant skills and experience (volunteer and professional) from the last 10 years relevant to this position

I work in a partnership role within the police ensuring that agencies are coordinated both in policy and to ensure sharing of information, finance, and facilities.

My role is as coordinator and chair of the various groups ensuring that the agencies responsible for the action are supported rather than carrying out the work personally.

As a police Inspector I am the Incident officer at live incidents controlling the police response and running the multiagency requirements. Following such incidents, I carry out debrief not only to ensure the welfare of staff but also to ensure reporting to the relevant authority in relation to learning or criminal outcomes.

Resolution Committee Member Candidates:



Name: Neelam JAGDALE

Name of the NFA: Indian Federation of University Women (IFUWA)

Qualifications: Bachelor in Performing Arts, Masters in Arts -Mass Communication specialization Media Research, Post-Graduate Diploma in Personnel Management and Industrial Relations, Diploma in "Sustainable Development and Natural Resource Management, Certificate Course in "Women Entrepreneurship Development"

Professional field and/or present occupation: Natural Resource Management

Experience drafting policy resolutions and amending resolutions:

I have an experience of working with the Resolutions Committee for the past 3 years as a member. I am currently assisting the convener in drafting the resolution for the upcoming GWI triennial conference in consonance with the rules and guidelines established by the GWI board.

We have also amended the resolution documents in respect with the current pandemic situation conducting online and offline trainings for the participating countries regarding the Indian Resolution on Prevention of Sexual Harassment at Workplace for Women.

Experience in assessing and advising on constitutional amendments and new clauses:

I was involved in assessing the current committee as a member in drafting the policy resolution format including the language, presentation following the Sustainable Development Goals. Currently involved in assessing the resolutions for the content, reference material as well as the solutions providing the further actions to be taken by the NFA i.e. How to Develop an Impactful Policy Resolution and conducted an online session for the same. Helping the current committee in redrafting the resolutions being submitted by different countries.

Experience in drafting advocacy materials based on Resolutions and presenting at different United Nations fora?

I will be presenting the Resolution and the action taken by my country at the upcoming GWI conference with our Convener.

Please describe your specific, measurable, achievable, realistic and time-bound (SMART) objectives for this position and the contribution you believe you can make if elected or appointed.

Resolutions should in context of Identifying a New Issue.

It should educate people on that particular issue.

It can also be an Affirmation of a previous issue.

It can update a previous issue.

And should present a solution to handle, tackle or resolve the issue through advocacy and awareness.

(If standing for Convener) What do you see as the role of the convener?

Not relevant since I am applying for the member position

Other relevant skills and experience (volunteer and professional) from the last 10 years relevant to this position:

I have been a member of UWAP since 4th of January 2013 and worked as Association Representative since 2015. As a member I was involved in helping for the environment-based exhibition called 'My city my Home'. Also worked as Honorary Secretary and Association Representative of UWAP with additional charge of Hostel since last year. Since my last term as AR, I have actively worked as coordinator for reviving the *Chandraang* activities bolstered by Bina Roy Partnership in Development (BRPID). It was funded internationally by GWI and was done with help of our UWAP members and in collaboration with UWA Delhi.

In conducting, initiating, revamping and/or resolving any activity that UWA conducts, there is always a great deal of 'behind-the-doors' managerial activity that can be termed as 'unseen', 'unsung' and often 'thankless. I have cordially contributed in these activities cheerfully!

- Organized workshops and seminar during the visit of International President *Geeta Desai* February 2018.

Helped in the activities of *Chandrang* to train and empower women from the lower economic strata for livelihood and income generating activities. Conducted many outreach programs for the neighborhood.

- Organized the *Central Committee meeting* in UWA Pune 11th -12th August 2018. The National Seminar on Prevention of Sexual Harassment at Workplace at UWA Pune. Working currently and over the international platform extensively for the same cause across the globe.
- Won 1st prize at poster competition organized in Dehradun during the Central committee meeting of IFUWA January 2019.
- Helped place 3 candidates for the international committees (GWI) from Pune.
- Member of core committee for redrafting the constitution of UWA.
- Undertaken following additional responsibilities- other than AR's responsibilities. Co-convenor for the national projects namely, "India Lets Ban Female Genital Mutilation".
- Coordinator- Women's Economic Empowerment through Education and Income – Generation Projects called as BRPID project conceived by UWA Delhi under the flagship organization INDIAN FEDERATION OF UNIVERSITY WOMEN'S ASSOCIATIONS (IFUWA)
- Under the BRPID project we have organised trainings for around 80 women in different trades like stitching, knitting and Spoken English besides Warli painting, healthy cooking and financial literacy etc. Participated in all the open house programs and attended 3 CC meetings organised by IFUWA.
- Helped in placing 4 candidates for the international committee (GWI) from Pune.
- Helped in organising Diwali Mela, Summer Handicraft Mela, Job fair, Health camp and many other events at UWA.



Name: Laura Rojo MACLEOD

Name of the NFA: Women Graduates USA (WG-USA)

Qualifications: BA Education, TRANSLATION – INTERPRETATION, LANGUAGE PROFICIENCY

Professional field and/or present occupation: **EDUCATION - TRANSLATION - BUSINESS OWNER**

Experience drafting policy resolutions and amending resolutions:

A draft resolution on protection of the environment for the Beijing Conference, 1995.

Based on the main guidelines of the PNUMA handbooks I translated, we devised a statement to go in conjunction with a video about FAMU Tucuman.

We expressed our position for a concerted combination for the empowerment of women and girls and the protection of Nature in every area of decision making at all levels in our communities.

Experience in drafting advocacy materials based on Resolutions and presenting at different United Nations fora?

Material about education for girls and the protection of the environment for the Beijing Conference, 1995:

Brochure '¡Las niñas van a la escuela!'

Position a propos the Earth summit in 1992 (I was there)

FAMU Tucuman followed on the steps of the lead at FAMU Bs.As. We worked in health for women, education for girls, violence against women, work relations, and world situations affecting women and we developed events, brochures, talks and workshops.

Please describe your specific, measurable, achievable, realistic and time-bound (SMART) objectives for this position and the contribution you believe you can make if elected or appointed.

S. To summarise resolutions, get the gist and streamline them

M. via a theme distribution and conflict solving tool kit

A. by a super members pool, a swat force!

R. grounded on local facts

T. 2025

As per Global Futures & Foresight, Leadership and Collaboration by G.Desai, © 2020, my contribution would aim to activate and prioritise the best of GWI Resolutions in a concerted way with the environmental UN SDGs in one or two GWI resourceful packages for members, NGOs, governments and private and public sectors. The ultimate goal is to achieve global ethics in decision makers for radical change for the empowerment of women and girls and the protection of Nature in the very near future.

Other relevant skills and experience (volunteer and professional) from the last 10 years relevant to this position

Present WG-USA Program Convener, MA Sierra Club Executive Committee member, and other SC committees, BOD member and Editor in NETA (New England Translators Asso.), BOD member in UMass Amherst Fine Arts.

Presenter, coordinator, motivational speaker, program designer, creative in education, translation, environmental education, communication, advocacy, leadership and conflict resolution strategies.

Proven skills base:

- Ability to generate motivation for change and course of action
- Effective oral & written communicator, rich bilingual lexicon for a variety of language fields.
- Ability to create, organize and implement programs, projects and tasks with total dedication, involvement and follow-up.
- Bilingual reviewer, editor, decision maker, group & individual advisor.
- Interpersonal ability to motivate the acquisition of different processes and self-assessments.
- Multicultural & communicative competences.
- Timely group management coordinator, multitasking & committed team worker.
- Highly motivated and proactive attitude contributes to success providing a meaningful contribution to the organization.



Name: **Beryl MATTHEWSON**

Name of the NFA: **Canadian Federation of University Women (CFUW)**

Qualifications: BSc Medical Science, MSc Pathology, Diploma Hematopathology, Diploma Neuroscience

Professional field and/or present occupation: Retired

Experience drafting policy resolutions and amending resolutions:

I have been involved in drafting Resolutions on; Establishing a National Child and Youth Advocate, Recognition of Prostitution as Violence against women, Assistance of BC Youth Transitioning out of Foster Care, Protection of Children from Exposure to Pornography, Enforcement of Protection of Community and Exploited Person's Act, Addressing BC Children living in poverty, Homelessness in Vancouver and Ensuring Healthy Accommodation, Mental Health and Addiction in BC. As a member of CFUW South Delta, University Women's Club of Vancouver, CFUW BC Council, Vancouver Council of Women and the Provincial Council of Women of BC.

I have chaired the Resolution Sub-Committees of the above listed organizations that review proposed Resolutions and suggest possible amendments for presentation at the Annual General Meetings of the Canadian Federation of University Women (CFUW) and the National Council of Women of Canada.

Experience in assessing and advising on constitutional amendments and new clauses:

I have reviewed and suggested amendments to Constitutions for The Delta Hospital Auxiliary Society, CFUW South Delta, The Vancouver Council of Women and the Provincial Council of Women of BC. When I was on the Board of all four organizations.

Experience in drafting advocacy materials based on Resolutions and presenting at different United Nations Fora?

No Experience

Please describe your specific, measurable, achievable, realistic and time-bound (SMART) objectives for this position and the contribution you believe you can make if elected or appointed.

I am interested in applying my experience to an International Organization that I support but do not have any preconceived objectives.

(If standing for Convener) What do you see as the role of the convener?

I would like to experience the committee before accepting a Convener role but see it as a team leadership position.

Other relevant skills and experience (volunteer and professional) from the last 10 Years relevant to this position:

I retired from my profession in 2005 and have volunteered on a number of organizational Boards; President Delta Hospital Auxiliary, President CFUW South Delta, President Vancouver Council of Women, President Provincial Council of Women of BC., Education Committee Chair Board University Women's Club of Vancouver, Federation Committee Chair University Women's Club of Vancouver, CFUW Regional Director BC West, Health Convenor National Council of Women of Canada, VP Community Development National Council of Women of Canada, Advocacy Chair CFUW South Delta, Education Committee Chair CFUW South Delta and Patient Advisory Council Fraser Health Authority BC.