



Draft minutes for the Graduate Women International

34th Triennial General Assembly

From Growth to Sustainability through Renewing and Rebuilding

1. Welcome

Stacy welcomed everyone, announcing that we have a very well-organized event with a tight timeframe and that it is important for us to stay on track and to keep the microphones muted most of the time unless it's time to take the floor and the voting delegates can ask a question. She said "We have a world-class team of technical support here to help. Restrive has worked with GWI for a long time." Stacy then handed the floor to GWI President, Terry Oudraad.

2. Welcome from the GWI President

Terry Oudraad thanked Stacy. On behalf of the Board of GWI, she welcomed everyone to Graduate Women International 34th Triennial General Assembly & Conference and continued with "Very proud to be hosting this 34th Triennial and in collaboration with our co-host the Indian Federation of University Women's Associations. Under the theme **"From Growth to Sustainability"**, we will examine education and prepare the participants to renew and rebuild GWI as a substantial contributor to the global national and local acceleration and implementation of the United Nations Sustainable Development Goals, and especially SDG 4.

The original purpose of the GWI is to promote understanding and friendship between university women of the nations of the world and thereby to further the interest and develop between their country's sympathy and mutual helpfulness.

The purpose or essence of GWI hasn't changed, although now GWI advocates for women's rights, equality, and empowerment through access to quality secondary and tertiary education, with a vision that 100 per cent of girls and women in the world reach education beyond primary school. 65 million girls worldwide remain uneducated.

Covid-19 has wiped out 20 years of educational gains. Before the pandemic, the progress in education was already too slow to achieve SDG 4 by 2030. 100 million more children than before the pandemic have failed to demonstrate basic reading skills. The poorest and most vulnerable children bear the brunt of the crises. Special efforts should be made and are required to recover the learning losses caused by Covid-19. However, an estimated 65% of governments in low and middle-income countries and 35% of upper and higher income countries have reduced funding for education since the onset of the pandemic.

Only a century ago there were just 10% of women in universities and thankfully this has changed. Women still must fight to have a place in the public sphere.

As GWI immediate past-president Geeta Desai stated that the understanding of the intersection between education, trade, peace, and gender equality as well as between



national and global policies is critical. Without this understanding, it will be difficult for GWI, and our members of the National Federation Associations, to influence governments and to perform knowledge-based advocacy.

During the organisational development process, under the guidance of Geeta Desai, a lot of in-depth discussion with our NFAs took place and special thanks goes to the participants of the Steering Committee. The discussion revealed the need for accelerated opportunities for GWI to work with external stakeholders and that the federation requires renewing and rebuilding in many cases. This includes membership recruitments, increasing membership based on the value of teaching members global confidence and leadership and the opportunity to practice confidence and leadership for engagement in GWI SDG 4 projects.

Geeta Desai will join the plenary session tomorrow to talk about the 'renew and rebuild' process; elaborate on how she envisages to do the training of trainers and other projects."

Terry handed over the floor to Ranjana Banerjee, President of the Indian Federation so that she could give her welcome as a co-host.

3. Welcome from the co-hosting NFA, the Indian Federation of University Women's Associations

President Ranjana Banerjee stated on behalf of the Indian Federation of University Women's Associations (IFUWA) that it was her privilege to welcome members participating from the different NFAs to this 34th online GWI Conference with its theme as "**From Growth to Sustainability**". She gave sincere thanks to President Terry for inviting the Indian Federation to co-host this programme.

She continued, "Growth is an integral part of human existence We are just coming out of the severe effects of the devastating pandemic. Amidst the trying times, GWI and the NFAs have diligently participated in meaningful and exemplary events, working along the SDGs, working along the UN representatives, designing policy frameworks for better functioning and for ensuring empowerment of women through education and training. The organizational development team have worked relentlessly to renew and rebuild GWI's NFAs' functioning, ensuring the healthy growth and sustainability of the organisation. To grow and sustain, we need innovative, progressive, and consistent flow of ideas, which is constantly being nurtured with the sustained relationship building cultivation amongst the NFAs through partnership and collaborative events with the support and encouragement from GWI.

The Young Women's Forum is initiating and introducing novel, practical methods, and systems to make human systems meaningful. See them as leaders of tomorrow.

The conference will showcase illuminating and thought-provoking seminars, workshops, discussions, and presentations on various themes providing us with motivation for sustained development in divergent aspects. The three days will bring to us enriched



matter much needed for ensuring multifaceted growth.

IFUWA conveys its best wishes for a successful conference and is happy to present a cultural programme showcasing the rich cultural setup that is India. “

4. Welcome from Keynote Speaker: Dr Helen Bond

“GWl Impact on the Acceleration of the Global Implementation of SDG 4”

Dr Helen Bond, Associate Professor of Curriculum and Instruction in the School of Education at Howard University, a Fulbright-Nehru Scholar to India, is faculty liaison to the Center for African Studies and co-chairs the Sustainable Development Solutions Network (SDSN-USA).

SDSN was set up in 2012 under the auspices of the UN Secretary-General to mobilize advocacy around the Sustainable Development Goals. With a Ph.D. in Human Development, she received the Teaching with Technology award at Howard University for her work with equity and technology integration and the Interdisciplinary Research Award for her international curriculum development efforts.

Thanking the organisers from GWl Triennial General Assembly & Conference. She spoke about the ways that universities can support gender equality work that GWl is doing. Universities, such as Howard University, are great advancers of the SDGs as well as transformative education. The title of her talk was: ***“Drivers of Sustainable Development Goals: Gender Equality, Transformative Education and Peace”***.

SDSN has networks of universities and civil society all over the world. The primary purpose is to advance the 17 SDGs. Launched in 2018, the network has 1’700 member institutions and 50 networks across 6 continents. She invited GWl members to join a local or international network to help advance the work of the SDGs. She co-chairs the SDSN-USA working group around diversity, equity, and justice for sustainable development. They try to communicate what the 17 SDGs are about and their purpose. Have developed this working group to primarily look at inequality, race, ethnicity, injustice across the 17 SDGs. They try to communicate the importance of the SDGs to vulnerable communities; and often use the analogy of the world as a village.

Some of the goals of the working group:

- To build awareness of the SDGs in the local government level;
- Gather disaggregated data at the sub-group level to allow for more in-depth analysis in understanding how inequality intersects and how it often impedes on the implementation and the realization of the SDGs in vulnerable communities;
- Develop strategies on how the SDGs and the “Leave No One Behind” commitment can inform policy making, which is important. Trying to get the USA to really adopt the language and the spirit of the SDGs is one of our main goals;
- To increase awareness of the SDGs in poor communities and communities of colour;
- To localize SDGs within communities furthest behind;



- To utilize SDGs as a prism to better understand and address intersecting forms of oppression.

Five key takeaways in terms of sustainable development and peace, education, and gender equality:

- For the second year in a row, the world is no longer making progress on the SDGs, due primarily to the impact of the pandemic but also inequality.
- A global plan to finance sustainable development is urgently needed.
- At midpoint on the way to 2030 policy efforts and commitments for the SDGs vary greatly, depending on where you are and your level and access to resources.
- Rich countries have been generating negative international spillovers notably though unsustainable consumption.
- SDG 4 Education (specifically transformative education, target 4.7) & SDG 5 Gender Equality, SDG 16 Peace and strong institutions, not only strong institutions but democratic institutions are really the key drivers to achieving all the 17 goals.

Dr. Bond thanked the organisers for having invited her and invited GWJ members to join the work at SDSN, whether it's SDSN USA, SDSN working group or whether it's an SDSN Network in their part of the world.

4:30 PM (16h30) - 6:00 PM (18h00)

Business Session 1

5. Introduction of delegates and other General Assembly members

President Terry Oudraad called on the delegates from the different countries: Australia, Austria, Bangladesh, Canada, Congo, Egypt, the Fiji Islands, France, Ghana, United Kingdom, India, Ireland, Japan, Lithuania, Mexico, Nepal, the Netherlands, New Zealand, Nigeria, Pakistan, Panama, Paraguay, Scotland, Senegal, Sierra Leone, Slovenia, South Africa, Spain, Switzerland, Thailand, Turkey, USA, Zimbabwe and thanked them for their participation.

6. Introduction of General Assembly functionaries and staff

Functionaries who are helping GWJ's Executive Director Stacy Dry Lara are: The minute taker Yasmine Kergoat and at the office i.e. online, Alexa, Christine, George. Grace Hollett (CFUW) and Saskia Voortman (GWJ-NL) have agreed to be the minutes scrutinizers.

7. Apologies and remembrances (moment of silence)

No apologies have been received.

Remembrance of those who have passed away during this triennial:

- Fellowship Committee Member, Aquila Islam from Pakistan.
- From Women Graduate-USA, parliamentarian for WG-USA and GWJ Claire Stein.



- Elsbeth de Navarini-Marti, Member of the Swiss Association, GWI Treasurer from 2013-2016.
- Chitra Ghosh from the Indian Federation and Past-President of IFUW
- From the Netherlands, Ati Chris Blom, Vice-President of IFUW from 1998-2004 and active on the Membership Committee.
- Susanne Leber, Vice President of the Swiss Association actively supporting the organisation of the 2019 Centennial General Assembly and Conference in Geneva.
- Recently Linda Souter, Past-President of CFUW, Past-President and Vice-President of IFUW who was very involved in advocacy for women during the Ottawa IFUW Conference in 2001.

A moment of silence was held.

8. Confirmation from the Credentials Committee of a quorum

Dr Meera Bondre, Convener of the Membership Committee, confirmed that we have a quorum.

9. Adoption of the Agenda

Delegates voting. President Terry announced the adoption of the agenda which was 100% in favour.

10. Adoption of the Rules of Procedure

The adoption of the Rules of Procedures was 100% in favour.

11. Minutes of the 33rd General Assembly

Have already been accepted in March 2020 by the General Assembly.

12. Welcoming of re-affiliation of Thailand

A warm welcome to the Thailand Association of University Women which has re-affiliated as a member of GWI, it's a great pleasure to have you as a re-affiliated member.

13. Introduction of Candidates for the GWI Board of Officers

Malvina Segovia, Convener of the Nomination Committee, was not present, thus President Terry called on the candidates to introduce themselves.

Patrice Wellesley-Cole, *candidate for the position of President*, from the British Federation of Women Graduates (BFWG) was asked to take the floor.



Patrice said: "It is an honour to be nominated as President of GWI. After a long journey as a member of two NFAs." She was a member of SLAUW, the Sierra Leone Association of University Women, then she became Vice President of then IFUW and she is the Immediate Past-President of BFWG. Her sincere gratitude goes to BFWG for nominating her and having the confidence to do so. Putting her name forward included President Jasmit Kaur Phull, CIR Jenny Morley, Vice President Ann Scott, Christel Moore, and Dr Elisabeth Poskitt, former National and International President. "I am grateful to all of them."

Renewing and Rebuilding is part of the next triennial programme and planning. Train the Trainer for which she thanked Geeta Desai for leading on this. "This is a strategy for the future. Along with the hard work of the current Board led by President Terry, we will build on this strong foundation going forward." This is her vision; it will be a team effort, concentrating on projects and recruitments, and the most vulnerable. The focus is on the SDGs, especially SDG 4, quality education.

Stressing the importance of all the SDGs she will dedicate herself to serving the ideals of GWI because she always remembers the words of the former President of the American Association of University Women Sarah Harder: "*We are our sisters' keepers*".

Shaila Rao Mistry, *candidate for Vice-President for Advocacy.*

Honoured to be nominated for VP for Advocacy by Women Graduates-USA. Serving currently at WG-USA as Advocacy Convener and Global Women Health working group chair. In her day job, she is President and Founder of an aerospace and medical device entity and founder of STEM Institute, an organisational development and leadership growth entity working with all sectors to advance equity from the classroom to the boardroom. She is a passionate advocate with the breadth and depth of advocacy experience. She served in numerous legislative capacities including passing resolutions in health and legislation on trafficking and on women on boards. Worked extensively with the UN and various agencies and has participated in all 27 CSWs since Beijing.

Identifies herself as an "effective transformational leader". Excels at finding solutions, implementing actions; functioning effectively with limited resources; and has the capacity to attract new opportunities.

Her goals are to strengthen advocacy and collaborate with our GWI NFA leaders and members to work with external partners to increase GWI's relevance as a prominent influencer in all sectors and to re-establish GWI as a flagship leader, that it is and always will be. Develop partnerships with all sectors to attract support including financial, to facilitate GWI's future growth, to revamp GWI's advocacy and facilitate essential training to equip future leaders and to retain and attract young members.



Shevata Rai Talwar, *second candidate for Vice-President for Advocacy* from IFUWA.

She is the Association Representative and Publicity Convener, and she has been involved

with various projects and programmes for almost 25 years. Started on the journey of her life very young with just basic education and with sheer grit, determination, and hard work. She carved a niche for herself by studying, utilizing every window of opportunity until she reached the United Nations. She wishes for every girl and woman in the world to be empowered by education, to be emancipated, to have a deep insight and knowledge to make informed choices and decisions that ensure and protect her human rights and dignity.

She sees GWI as a very powerful platform to make her dreams a possibility and a reality encompassing youth as change makers into its fold. Working on SDG 4 and SDG 5, equal quality, and higher education a reality with lesser digital divide for young girls and a sustainable planet. 'Renew and rebuild' is the mantra. We have to strengthen GWI and create a beautiful world with peace, nonviolence, or inequality.

Lucía Guzman, *candidate for Vice-President for Education*, from the Mexican Federation, Federacion Mexicana de Universitarias, (FEMU).

She was born in Mexico City and lived in many countries and regions of the world. For the past 30 years, has been teaching and doing research at the National University of Mexico. Holds a Bachelor's degree and a Master's degree in Liberal Arts and Humanities. Her field of study has been gender, equality, and language. She believes that the three pillars of equality in gender are: education, education, and education. We cannot do anything without being educated and without educating our girls, youngsters, and women all along their lives.

Shirley Gillett, *second candidate for Vice-President for Education*, from Graduate Women New Zealand (GWNZ).

She has a strong background in education, with a PhD in education and BSc in Psychology and has been a teacher for many years. Currently working at the University of Otago as a tutor in education and as a schoolteacher in the classroom. She believes that learning is the key to life advancements. Has knowledge in gender issues, which she wants to use as the foundation on which to build links within the Board and more broadly as Vice-President of Education linking with organizations such as universities, the UN and UNICEF. She is on three Boards currently and has been a member of GWNZ for 12 years. For the last three years has been the Convener of the Education Committee. Has a proven track record of innovation, and of producing outcomes. She designed a webinar on education on the influence of Covid on education and another one on climate change and gender issues. Did another project with the Pacific which led to scholarships for two young women studying engineering.

She attended all the meetings for the organizational development committee and got



inspired and excited with GWI's 'renew and rebuild' process. Identifies herself as a hard worker and conscious person with proven visions on different Boards. She would really like to build on her experiences on the Education Committee with a vision to help people develop.

Nneka Chiedozie-Udeh, *candidate for Vice-President for Fundraising* from Nigeria Association of University Women (NAUW).

Currently doing a PhD in the USA. "I just handed in as president of Africa Association of University Women (FUWA)." She is a member of the Membership Committee. "Money offers all things and part of the life of any organisation" She will work hard to raise enough funds to drive all GWI's desired goal.

GWI President Terry would have called on the *candidate for Vice-President for Marketing*, **Shruti Sonthalia** from IFUWA, however she could not attend the General Assembly.

Dr Ujwala Shinde, *Candidate for Vice President for Legal and Governance*, from IFUWA.

She is VP at Graduate Women Pinay as well as Constitution Convener at GW Pinay. She is a mediator and advocate at Bombay institution. With her legal background, she possesses advocacy skills, essential to convene people. And is very much aware of the human rights issues related to women in the developing countries. Previously worked for SDG 4 to create awareness amongst vulnerable groups about education and also equal educational rights to girls. Has organized various legal awareness programmes and legal literacy camps, specifically for women. Confident to be able to coordinate and collaborate with NFAs and with UN agencies. Has the ability to understand all administrative, legal and organizational issues, and documents of GWI and the socioeconomics of the NFA countries. My aim is to work towards SDG 4 and SDG 5 with the help of NFAs, to bridge the gap between NFAs and GWI, and work as a team.

Dr Meera Bondre, *candidate for Vice President for Membership*, from IFUWA.

She is a hydro biologist and ecologist by education. Has served as the convener of the Membership Committee to keep members engaged and connected, in spite of the lockdown, through several interesting online activities. As the VP for Membership, she will continue implementing good practises and other innovative programmes with everyone's input and participation. She is good at teamwork.

She was instrumental in reviving the Asian unit of NFAs composed of eight countries (Bangladesh, Hong Kong, India, Japan, Nepal, Pakistan, Singapore, and Thailand) forming the Eurasia family with its headquarters in India. For over four decades, she been an active member of IFUWA where she served as president, VP, treasurer, convener on various committees and currently is the managing trustee. In 2020, she was honoured by the India Federation as the 'IFUWA Centenary Icon' for her work in sustainable development and women's empowerment.

She is also the founder trustee of the NGO working on the field of education for



sustainable development, culture, and environment protection, founded way back in 1976. She also saved a lake from the onslaught of concrete using her scientific data as a powerful tool. She has worked at different levels of international projects and has long and varied experience in the areas of both governance and operations.

Mildred Asmah, *candidate for Vice-President for Projects*, from the Ghana Association for University Women (GAUW).

She is the current interim president of the association. Her background is in education, and she is a retired Administrator at the university. She is passionate about project life-cycles stages all of them: initiating, planning, executing, monitoring and closure. Her role as VP Projects will enable her to bring a strategic frame to all projects and provide oversight responsibility for policy and implementation. Having served as project grants committee member and Executive Director for VGIF, has led her team to assess grants. Her goals are to expand SDG implementation and evaluation of projects within NFAs through meaningful revitalised information sharing and awareness for all NFAs and to ensure budgets submitted by the NFAs align with GWI guidelines and make administrative sense. She wants to guide the young members network in project conceptualisation and implementation and even fundraising. Brings about experience, inclusion, innovativeness in the North-South dialogue on inclusion economic issues such as food security, and climate change.

Marite Mehr, *second candidate for the position of Vice-President for Projects*, from the Spanish Federation of University Women (SFUW).

Since 2019, she is a member of Association of University Women in Marbella, Spain. She works together with the President of SFUW to create the Spanish speaking cultural bridge, as a NFA-2-NFA project to which at the moment the federations of Argentina, Bolivia, Mexico, Panama, Paraguay and Spain belong. She is also coordinator of the corresponding steering committee.

She is a Columbian theoretical Nuclear Physicist and her professional experience ranges from many years as a researcher in different research facilities in Argentina and in Germany to a broad experience in ESF, a global multinational chemical German company. She was responsible for big projects, and brings a senior experience from academia and private companies and through her work as a member of SFUW.

Sudha Srivastava, *candidate for the position of Treasurer*, from BFWG

She was born in India, permanently settled in London working in education at Board level. Currently serving as GWI Young Members Network (YMN) President, international speaker, and delegate. She has been a member of BFWG for 15 years and has a good understanding of the global, socioeconomic and environmental space in which GWI operates. Serving on the BFWG executive committee for 9 years, she contributed as editor and alternate CIR CER. Her professional board level experience, as well as financial understanding will bring value to the Treasurer opposition. Took on the role as YMN President in January 2021, there was a lot to do to channelize, reinforce enthusiasm in the network. She worked to bring the team together, organised monthly meetings,



consolidated network membership, worked with GWI Executive Director to set up online sign-up system, started WhatsApp group with registered members for informal communication, friendship and sharing; started webinars activities, trainings, workshops, conversation series to engage young members of varied interests as she believes that one size does not fit all. As a result, the YMN has tripled in members since she started leading and initiating new activities. “Young members are at the heart of this renew and rebuild process”, she said She has established good relations with NFAs and will work to furthering it in a Treasurer’s role.

14. Introduction of Candidates for GWI Standing Committees

Lucía Guzman, *candidate for Convener of the Education Committee*

(Already, introduced herself as she is also a candidate for the VP for Education)

Dr Meera Bondre, *candidate for Convener of the Membership Committee* – She withdrew her candidacy for Convener for Memberships and is only running for VP for Membership.

Ogechi Adiuku, *candidate for Convener for the Project Development Committee, NAUW.* She holds a Bachelor’s in Chemical Engineering and Masters in Renewable Energy Engineering and is a certified Project Manager. For the past 10 to 16 years she has been working on various projects, beginning in the oil and gas sector and is now involved in the clean energy sector. She has vast experience in project management, developing project pipeline; assessing sub projects proposals and overseeing administrative functions of projects and is skilled in managing the progress and the impact of projects. Experienced in engaging with all kinds of stakeholders, from governmental and non-governmental agencies, including multi-lateral EFIs (Enhancing Faith Institutions). With her experience in international development, she has been exposed to various donor agencies, understands how grants are structured and how projects are financed, and has lots of transferrable skills that she can bring on board.

Aisha Alshawaf, *second candidate for the position of Convener of the Project Development Committee, from BFWG.*

Aisha has been part of projects at a local level and a national level through being VP of BFWG and currently as VP of UWE and a member of the European Women’s Lobby. She understands how projects are important, has remarkably interesting exposure on collaboration, on how multiple NFA on an international scale can work together and can really bring the education and projects to work together. She is a team player. She believes in GWI as an organization. She is a dental surgeon and specialist in oral surgery. A project of particular interest to her is the North and South dialogue which she thinks would be a very good collaboration.

Eloísa Sanchez, *candidate for the position of Convener of the Membership Committee from SFUW, was not present.*



Magda Kaniki, second candidate for the position of Convener of the Membership Committee from WG-USA, could not participate.

6:00 PM (18h00) - 7:00 PM (19h00)

Business Session 2

15. Overview of GWI's finances:

a) Triennial Report of the Treasurer

President Terry opened this part of the meeting with

"Hello and welcome to all the delegates and to all GWI members and friends. Katharina will lead us through GWI finance session. Finances are the foundation for running an organisation like GWI. Given its importance, it has therefore always been her goal to present GWI finances clearly and transparently. She will only show summaries of the financial results and you can find all the detailed information in the finance booklet. "

Treasurer Katharina started with an overview of GWI's funds and distinguished between three funds:

1. The reserve fund of 51'000 CHF was established in 2020 on the recommendation of the Finance Committee (FinCom), it can be used by the Board in consultation with FinCom.
2. Currently, we have a total of 168'000 CHF in four restricted funds. Money in these funds can only be used for specific purposes.
3. The capital constitutes the funds that were not used by the end of a financial year. This fund is available in addition to the income from the dues for the operation of GWI. At the end of 2021, there was a capital of 72'310 CHF. The capital and the reserve funds are roughly 120'000 CHF together and will be important in the coming years to offset potential imbalances between income and expenditure.

Katharina walked us through the triennial financial report summary:

- **GWI's main income** is the dues. GWI's income from dues and independent members was much lower than anticipated in the triennial planning. 235'000, 220'000 and 167'000 CHF. Whereas the planned income was 260'000 CHF. This is due to a strong loss of members in many, but mainly the larger, NFAs.
- **General donations and fundraising:** This money is used to support the goals of GWI and it comes from members' donations and the donations to the global giving funding platform for the project "Girls Education for Brighter Futures".
- **Restricted fund donations:** donations to GWI's programmes, fellowship and grant funds as well as "Teachers for Rural Futures".

The Board, on the recommendation of FinCom decided in 2020, to make the Teachers for Rural Futures fund a restricted fund. GWI received a major grant of 15'000 CHF every year for three years from the city of Geneva.



- **Services and miscellaneous:** represents the project management fee introduced in 2021 on all donations to restricted funds. 15% is low compared to the real time spent by the office and the accountant.
- **Expenditure:** Over these three years expenditure on programmes and management of programmes has remained similar with an increase from 43'000 to 53'000 CHF. Expenditure on governance has been very low, essentially no travel costs. Importantly, due to the lack of income the general administration costs had to be
- decreased. They include salaries, office rent, communication cost, insurances etc. The practical consequence of what you see in numbers, a decrease from 211'000 CHF to 150'000 CHF meant that the office moved to a much smaller space and that GWI had to terminate the contract of our Programme Officer Clémence Mathiaud in summer 2021.
The Executive Director is the only employee left in GWI's office. GWI has to find additional sources of income and GWI's plan to increase the income have already been mentioned and will be discussed later. Professional fees include the audit, the accounting services and other consulting fees.

Due to extreme budget cuts, the net results remained positive throughout the triennium.

Katharina walked us through the average functional expenditures over the past 3 years. The 3 biggest slices receiving financial resources and workforce invested are advocacy, programmes, and communication. GWI spending has been on target in the past 3 years. Other important sectors are memberships services, the latter work in Board and committee meetings and statutory matters. Notably, very limited resources are spent on general office management and administration, labeled as "support management".

The various restricted funds are not managed in the same way. The restricted funds Bina Roy Partners in Development, Hegg Hoffet and Fellowship and Grants fund are overviewed by GWI committees. Teachers for Rural Future is overviewed by the office. GWI has a new restricted fund created ten days ago and you will be introduced to it by the VP for Legal and Governance at the end of this session.

The Bina Roy partners granted over 13'000 CHF to projects. Teachers for Rural Futures received significant funds. However, expenditures remained modest because of the pandemic. The fellowship and grants fund received significant funding and as expected the fellowships are given within the year of the General Assembly. **The highest amount is in the Hegg Hoffet Fund with almost 80'000 CHF.** As part of the 'Renew and Rebuild' process, plans exist on how to use this money in the future.

Between 2020 and 2022, GWI memberships decreased from roughly 14'000 to 8'500 members. Hence, the significant decrease in generated income. Alarmed by the situation, the Board in summer 2021 decided to undergo an organisational development process, under the guidance of Geeta Desai Immediate Past-President.



GWI has 45 fully paid up NFAs, contact was lost with Bulgaria, Haiti, Lebanon, Rwanda, and Norway closed down its national organisation. Turkey and Argentina received 40% dues alleviations because the exchange rate of the local currency against the Swiss Franc decreased accordingly.

GWI's financial management practises are transparent. Quarterly financial are published on GWI's website in the members 'corner. All members have access to them, and the link is available in the treasurer report in the booklet. All financial reports, budgets etc. are first reviewed by FinCom the finance committee and if accepted, they are recommended for the Board for discussion and vote.

Summary and outlook:

- Currently, GWI has insufficient income from membership fees to maintain the operation of GWI in the long term;
- GWI needs more office personnel and space also to be able to host interns;
- GWI has sufficient accumulated funds to fill the gaps for 2-3 years;
- 'Renew and rebuild' is expected to bring more outside funds and more members and consolidates and strengthens the collaboration between GWI and the NFAs.

Katharina thanked the Executive Director, Stacy Dry Lara, and the Accountant, Catherine Herbez. The support and commitment of the FinCom members was a tremendous help. She gave thanks to the NFA leaders who took the time to respond to emails and board members who participated in numerous financial discussions and provided support in difficult situations.

b) Triennial Report of the Finance Committee by the Swiss Assistant Treasurer, Dr Karoline Dorsch-Häsler

Karoline thanked Katharina welcomed everybody to the GWI General Assembly.

She presented briefly the FinCom members:

- Beverly Rhodes, Assistant Treasurer CFUW
- Dr Karoline Dorsch-Häsler, Assistant Treasurer Switzerland, SVA/AGFDU
- Kathryn Horvat, WG-USA
- Abeda Inamdar, IFUWA
- Patricia Sivertsen, GWNZ
- GWI Treasurer (ex-officio)
- Convener: Dr Katharina Strub, SVA/AGFDU (without voting rights)
- Executive Director, Stacy Dry Lara, participated in all FinCom meetings, also without voting rights.

16. Presentation followed by discussion of the audited reports 2019, 2020 and 2021.

FinCom reports to the treasurer, who in turn reports to GWI board of officers. FinCom must review all of GWI financial documents in the past 3 years FinCom and had a total of



13 meetings by zoom. Based on these discussions, FinCom issued a total of 27 recommendations to the Board. FinCom proposed to the Board that all financial matters should first be reviewed and recommended by FinCom before a motion is moved by the Board.

On the dues structure: in November 2019 FinCom proposed to the Board to assemble a working group to discuss the subject of dues since there was an urgent need to arrange the current dues structure. The group eventually came up with the dues formula, which suits the present situation much better, and the currently used one which was eventually recommended to the board by FinCom.

FinCom also recommended to the Board that a 15% management fee for managing projects could be taken from incoming donations. This is a standard practice with many projects financed by donations. FinCom prepared several payment plans for NFAs with short-term payment difficulties and FinCom reviewed the 2022 Conference and the Triennial budget.

FinCom reviewed all financial statements of 2019, 2020, 2021 including the quarterly reports as well as the reports of the independent auditors and made recommendations to the board of officers. The recommendations were positive. FinCom could see that the finances were handled with great care.

Acknowledgement of the work of the Treasurer Katharina Strub who took good care of the finances, preparing the meetings, and give FinCom all the necessary information and explanations and Executive Director, Stacy Dry Lara. Thanked the VP for Legal and Governance, Veena Bathe, who often answered legal questions.

17. Presentation followed by discussion of the Triennial Financial Planning 2023-2025

The planning is entirely based on the 'renew and rebuild' of the organisation to which the NFAs committed with a vote in June 2022. GWI's income from the dues is not sufficient to cover the expenses of GWI's operations. GWI is already on a minimum budget. The dues income is expected to increase over the three years from 151'000 to 181'000 CHF because membership recruitment is our first goal in the renew and rebuild process.

The amount given in the following 4 items: general donations, restricted funds, revenues and the 15% fund management fee is based on numbers from 2019 to 2022. The label of the restricted funds was modified to reflect the refocusing of GWI SDG 4.

The Teachers for Rural Futures is now "restricted fund SDG 4 projects" and GWI restricted funds, fellowship and grants fund are labelled "SDG 4 related programmes". The individual programmes kept their names. The item "projects to localise SDGs in their NFA countries" is also related to the 'renew and rebuild' process.



Each project will be on a separate budget and agreed upon by all active parties. The office is responsible for the overall management and coordination of the project. The amounts indicated were considered reasonable by the Board and FinCom and were also approved by Geeta Desai guiding the rebuilding process. Leading up to the next Board, all NFAs need to engage in such a process and to seek funding to make it a success. For these grants, GWI calculated a 25% management fee and 10% overhead.

On expenditure: Some members might be surprised by the low expense for mission-related communication and instruments, this reflects a change in the accounting practise. The webpage maintenance and support has always been an external service. Recently, the volume had to be increased due to having to increase the work hours provided by Restrive. The item website management and communication is now shown as an external service.

Governance expenses are planned for very little or no travel costs. General administration increases over time, as it has to be the plan to increase GWI personnel in 2024 and 2025. The professional fees for the audit and the accounting remain stable. Due to the strongly deficit in induced income, the planning shows a deficit for 2023, which will be fully covered by the accumulated funds.

Regarding functional expenditure, the programmes take an even bigger size than in the previous triennial. Advocacy and communication continue to be important expenses, while expenses for governance, support management, fundraising, the 2025 General Assembly and Conference and member services are individually lower. The plan of functional expenditure is in line with the goal of the 'renew and the rebuild' strategy.

Questions and answers session:

1. Are overhead, i.e., staff and consultants taken from the restricted funds to support each one? Answer: GWI takes 15% for its operations from the restricted fund donations. This represents a flat administration fee.
2. What is the reason for having no donations being awarded to the Hegg Hoffet Fund over the past triennial? Answer: This is not correct as GWI received a total of approximately 4'000 CHF in donations for the Hegg Hoffet Fund (need to look at Annex IV).
3. A question regarding the income slide and where to find this information. Answer: This can be found in the finance booklet available to download from the General Assembly Lobby room and available in the General Assembly Booklet.
4. Have grants already been submitted? Answer: Yes, grants have already been submitted. It is an ongoing process for which GWI doesn't have the results yet.
5. Expense entitlement (item 24 in the Financial Planning Notes): the website management and communications services are shown a new expense. Why is this a new expense? Answer: This is not a new item. Before the budget line item was entitled "mission related communication and instruments", the website service was included in it. Since GWI had to increase the working hours of Restrive, it is now showing on a newly created budget line called "website management and

communications services". Besides, GWI now showcases more offers on their website, and it is very important to ensure the security of the website. After passing over 10'000 CHF in total expenses for communication, Katharina decided it was appropriate to take it out from this general line item and declare it as an external service. But it is a purely accounting change; this expense was there all the time.

6. Could we see the detailed grant expenditure plan? Answer: No because GWI doesn't have any accepted grants yet, so a detailed expenditure plan cannot be shown at this point in time. Awaiting the decision on the grant written by Geeta Desai, together with the Nigerian Association, and with the help of the Executive Director. Each grant will have a detailed budget of its own, which will have to be followed exactly.
7. Would you be able to review the pie chart in greater details? What does GWI mean by "mission related communications and instruments"? Answer: This includes zoom, mail chimp, everything related to communication and in the functional expenditure, it is also the workload of the Executive Director, in addition to another staff member as conference support. There is a financial part and a work part which is included, and which makes it a very important part of GWI's functional expenses.

18. Presentation followed by discussion of the Proposed Dues structure model.

This project was elaborated by the committee of dues structure under the leadership of Vice-President for Membership Eileen Focke-Bakker. The committee did a great job and submitted the project to the Board in August 2020. Both the finance committee & the Board found it a fair way of calculating the annual dues by using the gross domestic product based on purchasing power parity to classify NFAs into eight groups of different annual dues ranging from 25 CHF to 4 CHF.

The dues of large NFAs are calculated by scaling; for the first five members, the dues rate stays on the GDP/PPP number and from 1'001 to 2'000 members, on the next lower dues rate etc. Only 2 NFAs have currently more than 1'000 members, the Canadian Federation and the Turkish Association. After re-discussion in summer 2022, FinCom decided to recommend that the rate remains unchanged throughout the triennial, with an important exception to this: NFAs who have had dues alleviations in the past could keep the rates in 2023, but they are expected to increase their annual dues to the calculated rate within the triennial. A transition plan will have to be proposed by the NFAs to FinCom and the Board.

19. Vote on:

a) INTERNAL RESOLUTION 1: APPROVAL OF THE AUDITED FINANCIAL STATEMENTS 2019-2021

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



- Approve the audited accounts for 2019, 2020, 2021 presented by the auditor PKF Fiduciaire SA.

The reports of the independent auditors and the financial statement can be found in the finance GA Booklet.

b) INTERNAL RESOLUTION 2: APPROVAL OF TRIENNIAL PLANNING 2023-2025

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

- Approve the triennial and functional planning 2023-2025.
- Approve the estimates as a triennial budget and not discrete annual budgets, so that money not spent in one year can be carried forward to the next.
- Approve that the 2022-2025 Board can adjust the annual planning according to needs and circumstances.

c) INTERNAL RESOLUTION 3: THE RATE OF ANNUAL DUES PAYABLE TO GWI BY THE NATIONAL FEDERATIONS AND ASSOCIATIONS (NFAS)

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

The 34th GWI General Assembly resolves that:

- The rate of annual dues to GWI payable in 2023, 2024 and 2025 is based on the Gross Domestic Product / Purchasing Power Parity (GDP/PPP) per capita as per the latest available World Bank data (form 2021).
- The annual dues payable by each NFA will be calculated based on the triennial per capita rate.
- The number of dues payable by each NFA will be calculated based on the number of individual members as reported yearly by each NFA.
- The dues of NFAs with more than 1'000 members should be calculated using scaling by member number.
- NFAs receiving concessional rates on dues, or a 40% alleviation of dues will continue to receive the same rates/alleviations in 2023. A payment plan should be negotiated with these NFAs to adapt their dues to the standard rates starting in 2024.

d) INTERNAL RESOLUTION 4: APPROVAL OF AUDITOR AND AUDIT TYPE

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

The 34th GWI General Assembly resolves to:



From Growth to Sustainability

GWI 34th Triennial General Assembly and Conference

11 November - 13 November 2022
(to be held virtually)

- Confirm PKF Fiduciaire SA for a voluntary limited statutory audit of GWI's statements 2022, 2023 and 2024.

GWI would like to continue our excellent relationship with PKF Fiduciaire SA.

e) **INTERNAL RESOLUTION 5: APPOINTMENT OF ASSISTANT TREASURERS**

Proposed by the GWI Board of Officers

The 34th GWI General Assembly resolves to:

- Appoint **Karoline Dorsch-Häsler**, nominated by the Swiss Association of Graduate Women, and **Susan Lane**, nominated by the Canadian Federation of University Women, to the positions of Assistant Treasurers on the Finance Committee for the triennium 2022-2025.

Karoline has been Assistant Treasurer for the past 3 years and therefore knows how things have been handled in the past, which will give the new Treasurer and the Finance Committee a head start.

Questions and answers session:

1. Can you explain the calculation of scaling using the member numbers? Answer: For the first 1'000 members you pay the dues that you get from the GDP/PPP. For NFAs with 1'001 to 2'000 members, they pay lower dues. If an NFA is in the highest group, they will pay for the first 1'000 members, 25 CHF and for the next group, they will pay 23 CHF & so on according to the scaling.
2. Question to clarify what is meant by the fiduciary company audit being on a voluntary basis? Answer: This is a paid external service. It is voluntary for GWI. Due to the low budget GWI has, no audit is necessary in Switzerland. This is why it is called 'voluntary'. The General Assembly in 2019 decided to have an audit.
3. The dues scale implies that there are NFAs with multiple thousand members. Do you have a breakdown for those to understand the impact of the scaling? Answer: There is only one the Canadian Federation who have 2'666 members. The top category pays 25 CHF per member for the first 1'000 members. The rate of due is rounded down across the three different levels.

RESULT OF THE VOTE on the 5 INTERNAL RESOLUTIONS:

All five Internal Resolutions were accepted by the General Assembly.

Introduction of Dr Vinaybala Mehta Sustainable Development Seed Fund

Veena Bathe, VP Legal and Governance introduced Dr Vinaybala Mehta and the Dr Vinaybala Mehta Sustainable Development Seed Fund.

Dr Mehta is a three times Fulbright Scholar, former President of the Indian Federation of



University Women Association and former Vice-President and Managing Trustee of the University Women Association Pune. She was a teacher educator of University College of Education and retired as a Principal of SNDT College of Education for Women. She has also done a lot of work in “training the trainers” in the educational field. She kick-started the **“Dr Mehta Sustainable Development Goals Fund”** by **donating 10’000 CHF as seed funding** to GWI.

- **The seed fund will be used for:** implementing projects that help women and girls to access receive and continue education; for creating awareness of SDGs and the importance of education for women and girls; for engaging as many of the young SDG members in the development and implementation of funded projects; for building working relationships with UN agencies and other global entities that are working on the implementation of SDGs our NFA countries; for multiplying these projects around the world and gathering additional funds from Foundations, Impact investors, and donors; thereby sustaining the benefits of this initial grant over a number of years
- **The criteria for this project’s excellence:** The project must be outcome based, be useful for research and innovation in a number of fields, make a measurable difference, be sustainable beyond the period of seed funding, be scalable, and gage as many young members as possible.
- **Oversight and Evaluation:** GWI VP Projects and Project Development Committee will be responsible for the oversight and evaluation of projects and reporting back to the GWI Board. GWI headquarters will use all its internal and external platforms to promote the seed fund projects.

Dr Mehta hopes that this fund and its activities will grow multifold in the coming years and enable GWI to make a meaningful impact with well-chosen and executed SDG projects and training of women for such projects.

GWI Board thanks Dr Mehta for her generous donation and the thought behind it and wishes her the very best.

7:00 PM (19h00) – 7:45 PM (19h45) Voting for Board of Officers and Standing Committees

The voting for the Board of Officers and Standing Committees passed successfully and will be announced at tomorrow’s GA Meeting.

7:45 PM (19:45h) - 9:15 PM (21h15) Business Session 3

20. Report of Board of Officers

President Terry delivered a summary of highlights of the Board of Officers:



- Initiation of the organisational development process with the help of Geeta Desai with the 'Renew and Rebuild' initiative;
- VP Advocacy and Education, Louise McLeod developed a strategic advocacy planning toolkit accompanied by various advocacy webinars on "The equal access to digital technology and combatting GBV";
- GWI supplied statements to CSW64, 65 and 66 (64 was cancelled; 65 and 66 were held online);
- Louise convened a task force to develop a draft document for CSW 66 on agreed conclusions and submitted recommendations to the chair of the Commission on the Status of Women;
- Louise participated in High Level Political Forum (2020, 2021, 2022) with UN representatives;
- Louise presented a resolution on increased funding for education, particularly for digital education in 2022;
- Dr Basak Ovacik, VP Fundraising, carried out fundraising efforts and wrote a useful approach on how to carry out fundraising and the launching of "social media Friday" together with Stacy;
- With GWI embarking on the renew and rebuild activities through the OD process, VP Legal and Governance, Veena Bath, focused on the expansion of the Board to include 2 new positions that of the VP Education and VP Projects to provide higher level of focus and efforts on these two very crucial areas and constitution of the Governance Committee to provide structural support and guidance going ahead. She was kept busy to bring in necessary constitutional amendments to address changing circumstances and provide better representation to NFAs for voting.
- VP Marketing and Membership, Glenda Hecksher, had to step up, as the previous VP Membership Eileen Focke-Bakker left the Board. She organised the North South Dialogue and the Cultural Bridge initiative as well as Eurasia Logo.
- Previous VP Membership Eileen Focke-Bakker initiated NFA-to-NFA marketplace and the Peer-to-Peer with members of the Turkish University Women Association, Türk Universiteli Kadınlar Dernegi, (TAUW/TUKD); both have been a great success.

21. Report of Executive Director

Stacy Dry Lara's highlights:

- The 2019-2022 triennium left a notable mark. The pandemic was the most significant shock to education ever seen in history.
- What clearly surfaced: the extreme need for GWI as advocates for education. The time and opportunity are now for GWI to renew and rebuild under one organisation to ensure that education for all is placed at the top of agendas. Opportunity to examine GWI through a new lens.
- Through the organisational development process, GWI is unifying its partnerships with its members to make a greater impact on women and girls' education. OD process is the means for GWI to emerge unified and prepared for the next steps,



- with a renewed focus on SDG 4. New partnerships with international agencies are envisioned within the plan. Already began work with UNESCO and global funders.
- GWI will partner up with NFAs in a new win-win membership strategy for new recruitments, thereby increasing revenues for NFAs and GWI.
- Stacy continued to mentor with the young members network, comprising of young and passionate change makers around the world.
- The Bina Roy programme saw courageous NFA members from DRC, Ghana, Egypt, El Salvador, India, Mexico, Nepal, Turkey, and Uganda run grassroots projects despite the pandemic challenges.
- GWI continued to operate and gain funding and increase the Teachers for Rural Futures programme in collaboration with the Ugandan NFA. In 2020, the City of Geneva granted GWI 40'000 CHF and other donation amounting to 20'000 CHF were received. Global Giving,
- GWI's crowd funding source rated GWI a top ranked and an effective global organisation.
- Further budget cuts led to the termination of Clemence Mathieu's contract with GWI and the relocation of the office to a smaller space. The Global Giving for Brighter Futures project was created to offset the austerity budget, raising 13'000 CHF despite the pandemic.
- GWI hosted 14 interns during this time.

Stacy thanked GWI President, the Board, committees, members, donors, staff and interns, and her husband.

22. Report of the Resolutions Committee

Cat Sutherland's highlights:

- The Resolutions Committee immediately integrated the resolutions of the last GA and created policy documents that are key to GWI advocacy around the world.
- The link to the SDGs is key to making sure GWI is acceptable in the modern world, ensure communication with other agencies such as UN bodies & on a parity, using the same language.
- In 2020, in preparation for the CSW 64 in New York, continued to prep to attend in person but it was cancelled. Organised virtual meetings and webinars, part of GWI webinars' series.
- Took to the floor a resolution, which was passed in 2019 on the human rights of refugees and migrants and non-discriminative management of refugees and asylum seekers, SRH (sexual and reproductive health education), and sexual harassment in the workplace.

23. Report of the Nominations Committee (was not present)



24. Report of the Membership Committee

Dr. Meera Bondre's highlights:

- The Membership Committee has been very active despite the pandemic, a lot of online activities took place to keep members engaged with 9 webinars, and 4 webinars on advocacy.
- The idea of regional leadership platform proved very successful as the meetings increased interconnectedness and awareness among members about the conditions of all 6 regions of GWI.
- Started membership letter to reach out to all members.
- Conducted 3 North South regional dialogues for interactive conversation for topics of concern within GWI global space.
- Creation of GWI marketplace, new format with 2 streams Peer-to-Peer and NFA-to-NFA. The first NFA-to-NFA project between India and Egypt on sexual harassment in the workplace was based on resolution 7 of the triennium and was conducted successfully.
- The Spanish speaking cultural project initiated by Spain, Argentina, Bolivia, Mexico, Panama, Paraguay going full spring.
- Mock trial presented at the panel in CSW65 for and against 2 statements on education. Members of as many as 13 NFAs were brought together on the same platform.
- UWAsia was revived with NFAs in 7 countries Bangladesh, Hong Kong, India, Japan, Nepal, Pakistan, and Singapore.
- Thailand recently got re-affiliated as the eight NFA in UWAsia, with India as the headquarters from 1 January 2020.

25. Report of the Education Committee

Shirley Gillett's highlights:

- Hosted 2 major virtual events.
- Contact was sometimes a problem and finding a common zoom time between countries.
- Conducted 3 webinars. One on exploring education in a post-Covid world, attended by 65 members. Another event on the impact of covid on learning at home and at school, with lots of dynamic discussions
- Took part in a debate parallel event at CSW 65.
- As Convener for Education, Shirley headed up a 3rd webinar for CSW 65 on "Climate justice and education, a woman voice included".
- Shirley prepared workshops and seminar papers for this conference.
- Education is an important topic intertwined with covid, climate and justice.

Shirley gave thanks to the valuable support of Louise McLeod and Stacy Dry Lara.

26. Report of the Committee for the Award of International Fellowships

Cynthia Burek's highlights:

- It's incredible that GWI managed to raise 32'000 CHF that was given to 13 PhD students doing research. Session 3 on Sunday will showcase videos by 6 of the recipients.
- Starting off 2 years ago received 60 applications, selected 13 participants out of these (by zoom).
- 2 new awards were created in 2022, the Fay Weber Grant and the Cynthia Burek Environmental Recognition Award.

Gives thanks to everyone who gave money and to the rest of the committee that allows women to achieve their potential, from growth to sustainability. Feels that GWI has fulfilled that function with the fellowships.

27. Report of the Special Committee on Project Development

Louise McLeod's highlights,

- Thanked the committee members and Stacy.
- Covid-19 pandemic significantly impacted the Bina Roy Projects during the triennium causing significant delays and necessitating changes to action plans. Adaptation, flexibility, and commitment were demonstrated by the project's teams around the world.
- The current budget for the Bina Roy Projects will cover 7 projects from 2023 to 2024 funding cycle.
- In 2021, the awarded projects were located in Uganda, Nepal, Ghana, and Egypt. 2 continuing projects from 2017 to 2019 were located in Turkey and India. The 2019 awarded 6 grants to projects proposed by the NFAs in the DRC, El Salvador, Ghana, India, Mexico, and Turkey.
- Changes to the project reporting were initiated in 2022 by GWI headquarters with new online reporting capabilities on the website, which will soon be followed by a mobile application.
- A SWOT analysis of projects concludes that the Bina Roy Projects is a useful mechanism for the empowerment of women through skill development, education, outreach programmes in different parts of the world.
- Funding activities can be effective advocacy tools for attracting more funding. For greater visibility, the project needs to be widely disseminated. Writing reports needs to be prioritised.
- The global to local, local to global aspects go a long way to make sustainable development to women's empowerment.



28. Report of the Special Committee for the Hegg Hoffet Fund

Jazmiera Cabrera's highlights:

- During the pandemic, an important number of applications were received, but the majority did not qualify as they didn't meet the minimum requirement of being "a displaced person". In 2020, there was a total of 31 applications, in 2021 41 applications and in 2022, 54 applications.
- Foreseen challenges to maintain the legacy of Hegg Hoffet Fund: The use of technological tools for continuing tertiary studies or refresh courses. GWI needs to evaluate if they can get a credit card, so when the candidates to go to a language course, they can pay using a credit card. It is recommended for the electronic application information to be downloaded in an excel format, to be evaluated promptly.
- Have updated the TOR, completed in March 2022 that clarified and determined the refugee status since it varies.
- Gave thanks to Stacy, Basak Ovacik, Gomathy Venkateswar for their support and long-lasting friendship.

29. Report of the Young Members Network

Sudha Srivastava's highlights:

- The Young Members Network was officially established in 2019 during the Geneva conference, composed of passionate proactive female change makers, developing youth leadership with GWI and in collaboration with other NGOs.
- Composed of members from more than 25 GWI NFA countries, has been growing in number and diversity.
- Significant achievements: consolidated the network memberships by setting up online sign-up system with Stacy; setting up the monthly team meetings; updating the work setup; setting up Whatsapp group with registered members for informal communication and sharing; started monthly president letters in 2022, contributed to GWI newsletter regularly.
- Growing continuously: 20 new members in 2021 and 40 new members in 2022.
- Webinar series in 2021 and launched a monthly conversation series in 2022.
- Young Members Network Organisational Development group resulted in a four-week training series in May 2022 with 26 certificates awarded. Have ambassadors working in 12 countries using their knowledge to localise SDGs in their NFA countries and local communities.
- Contributed to CSW 65 and 66 and hosted parallel event.

Gave thanks to Stacy, Basak Ovacik, and the young members.

30. Report of the Regional Networks

Glenda Hecksher's highlights on the different regional groups present:



- **North America Network** with Canada, Mexico, and the United States, which is
- ECOSOC accredited. Presented in 3 CSW parallel events, signatories for 2 others. Have had the “North South dialogues of the Americas” to which all the federations of GWI from America participated around the topic of migration.
- **University Women of Africa** did formal meetings to voice solidarity with FUWA members.
- **“Cultural bridge for Spanish Speakers”** encompassing: Argentina, Bolivia, Spain, Mexico, Panama, and Paraguay established in April 2021 aims to give a broader dimension to the fact of sharing cultural heritage with a gender approach, fosters friendships, shared knowledge, skills, and best practises.
- **University Women of Europe**, a network of 19 women graduate associations and federations from Austria, Great Britain, Finland, France, Germany, Ireland, Italy, Netherlands, Romania, Scotland, Slovenia, Spain, Switzerland, Sweden, Turkey, Turkish Cypriot, Lithuania, Russia and Israel. Working to achieve the programmes of University Women of Europe and the European Women’s Lobby.
- **University Women of Asia** encompassing Bangladesh, Hong Kong, Japan, Nepal, Pakistan, Singapore, India and most recently Thailand focusing on the issues affecting this region.

31. Reports of the National Affiliates

- a) **Shirley Gillett, Graduate Women New Zealand:** Key event in the past 3 years was their centenary. Celebration weekend was postponed twice due to Covid. They set up a Pacific Centenary Scholarship, 2’500 USD awards and worked with the Fiji Graduate Women to co-construct it. They give fellowships, travel grants, community grants and other grants for women. Have attracted 18 new members.
- b) **Eloise Sánchez-Amillategui, Spanish Federation of University Women:** Organised activities to raise funds for scholarship programmes. Managed to deliver 36 grants during this period for girls in the first year of college. Members have decreased by 12%. It’s been difficult to attract new members due to the lack of face-to-face activities. Online activity, the Spanish cultural bridge, was constituted in April 2021 should be framed in the GWI marketplace programme. Have 9 young members in the Young Members Network. In September 2020 was recognized as “the institution most committed to women” and received a Solidarity Award.
- c) **Basak Ovacik, Turkish Association of University Women:** They are the 2nd biggest NFA of GWI & proud to be expanding. Founded in 1949 and has 28 branches, have a strong association with more than 1’000 members and more than 1’000 scholarship students. The biggest project realised in 2022 was the “Dissemination of CEDAW in the Istanbul Convention” project aimed to develop the capacity of 9 NGOs to monitor and advocate for gender equality and raise awareness about safeguarding to combat discrimination. Mainly working on SDG 4 education of female university students, supporting nearly 1’000 students. Ankara branch took



part in the 16 days of activism to protest against violence against women and take action, promote respect for human rights. Antalya branch carried out a Bina Roy Project, "I am strong with my family" a family-based rehabilitation programme for families selected from rural district where the rate of girls school attendance is very low, to create family units that will serve as role models in the society. Egalitarian media language project conducted 5 online seminars to adopt gender equality principles in journalism followed up by a monitoring study.

- d) **Glenda Hecksher, Mexican Federation of University Women:** Close friendship between members of Canada, the United States and Mexico with the aim of advocacy for the rights and protection of refugee and migrant women in our nations and raising attention about the educational needs. Been in contact with the Young Members Network on various topics. Participated in the cultural bridge of Spanish speaking countries. Topics addressed were "Education as a Means of Autonomy"; "The Motivation of Girls for Science and Technology Education"; "The War in Ukraine"; "Women and Gender in Journalism". Participated in the organisational development programme, preparing translation so all sessions are shared with Latin America.
- e) **Jenny Morley, British Federation of Women Graduates** made out a mistake in the numerical report. The total awards given by their charitable foundation and the internal BFWG scholarship fund, over the last triennial has reached 1 Million GBP given to women studying for their higher degrees and research at British universities.
- f) **South African Association of Women Graduates** will celebrate next year their 100 anniversary. Looking into doing a hybrid conference or an in-person conference in South Africa (or both). The South African Association has had its ups and downs. Covid affected them but has inspired the 'renew and rebuild' focus of GWJ. The new members are very excited in participating. Have a new social media person setting up a programme for them. They continued their bursary awards, building up their structure, did a lot of networking virtually at the second presidential summit on "GBV and Femicide". Looking forward to being a part of the renew and rebuild.

32. Reports of GWJ Representatives to the United Nations

a) **United Nations Representatives, Geneva**

Stacy Dry Lara, gave the update on behalf of her team:

Team is composed of 2 members who started off around the time Covid hit in Geneva. GWJ advocacy efforts remained steady. Submitted 18 statements to the Human Rights Council, the Committee on Social Developments, The UN General Assembly; the Commission on the Status of Women where they also held parallel events. In Geneva, the focus is on the Committee for the Elimination of Discrimination against Women (CEDAW). The Human Rights Council is located in Geneva. They are also very active on the Committee on the Status of Women in Geneva, of which they are the immediate past president.

Very active with the Expert Mechanism on the Rights of Indigenous People (EMRIP)

in which they participate annually. GWI is also the interim president for the NGO

Committee on the Human Rights in Geneva, should be confirmed as president of the NGO in the next couple of years, opportunity to showcase the renew and rebuild. International messages in the last 3 years called to action covering: digital learning challenges, climate crisis, GBV, menstrual hygiene management, the shrinking civil society space, the rights of indigenous people.

Have issued statements to the high-level political forum to remind the Member States about the interconnectedness of poverty, corruption, and education.

Stacy gave thanks to the United Nations team in Geneva and in New York. Have a new representative in Vienna. Stacy announced that Sophie Turner-Zaretsky will be stepping down from the New York team this year, she will be missed.

b) United Nations Representatives, New York

Sophie Turner-Zaretsky:

Over the triennium, the pandemic presented challenges to their work at the UN but also presented positive opportunities. In-person meetings were replaced by virtual meetings due to the shut down, allowing a much more global participation in most meetings which was very evident at the CSW.

Followed by Maryella Hannum:

Attended and participated at UN events including the Commission on the Status of Women, the NGO Committee on the Status of Women, the High Level Political Forum, UNICEF, the Commission on Social Development, the NGO Commission on Social Development, the UN department of economic and social affairs and UNESCO. In addition, Maureen Byrne represented GWI on the NGO Committee for UNICEF.

Recent activities as active members of WG-USA: Authored a learning module on education for women and girls "The women's teaching, learning and advocacy resource" promoting equality through education, advocacy and action - a user friendly teaching guide to help educators, community mobilisers, activists and learners to gain insights into the challenges and solutions for women. Presented it at the CSW parallel event on "Education for Women and Girls".

Dr Maureen Byrne: worked with GWI on the CSW 66, zero draft document. GWI and WG-USA collaborated on a CSW 66 parallel event on "Climate change and inequalities in the US".

Have some recommendations: for an increase in the number of passes by the UN to organisations and a greater voice by civil society in the decision-making process (1); increase the number of New York UN reps to include a GWI UN Youth rep (2); meet with UN missions representatives to address in advance issue of relevance to GWI (3); much work remains to address the lack in education funding, gender inequities and exclusions, weak student's performance in literacy and numeracy and inadequate data collection (4). GWI should advocate for improved quality of working conditions for educators and steer the digital transformation for lifelong learning.

c) United Nations Representatives, Vienna

Stacy mentioned again that a new team member will join soon.

Elisabeth Francis:

She represents GWI at the main UN conferences in Vienna, such as the Commission for Crime Prevention and Criminal Justice and many other UN events held throughout the year. She participates in 4 UN and NGO committees: the Committee on Sustainable Development, on Peace, on Aging and on CSW, which stayed active during the pandemic, holding monthly online meetings. All cover gender themes and the importance of education for women and girls.

With the UN Office on Drugs and Crimes based in Vienna, much of the advocacy work looks at crime prevention and criminal justice, which has a big impact on women.

If any NFAs has experience in these topics and would like to contribute or speak at the UN events, get in touch with Elisabeth Francis.

Over the last 3 years achieved a lot on advocacy work at the UN on issues important to GWI: delivered an oral statement on corruption and education, submitted a written statement urging Member States to accelerate a gender perspective in all crime prevention and criminal justice and anti smuggling policies and programmes. Recently co-sponsored a side event on civil society's contribution to combatting transnational crimes in October 2022. Co-sponsored and endorsed many written statements on subjects such as environmental crime, climate change and human trafficking. Gave thanks to Stacy for her great support and encouragement.

d) United Nations Representatives to UNESCO

Stacy: Currently involved in a text-group with UNESCO, to write guidelines for NGOs who have special consultative status with UNESCO to work more with national commissions.

Eliane Didier: UNESCO faced Covid, which jeopardized the progression in December 2021, the 31st UNESCO General Conference published a mid-term strategic document presenting the UNESCO global priorities, which are Africa and Gender Equality with its strategic objectives: education, environment, social cohesion, and technologies. An invitation re-enforced the UNESCO-NGO partnership through improved collaborations between NGOs and Foundations and the UNESCO National Commissions. A large number of actions were proposed to NGOs whose field experience is considered invaluable by UNESCO. During the triennium most events were held online, such as the 12th International Forum on Global Citizenship, the Declaration de Paris Global Call for Investing in the Future of Education.

In 2022, 2 webinars were organised on the theme of science, technology, innovation and entrepreneurship. Delegates from liaison committee joined the Transforming Education Summit at the UN in New York. Next December, the International Forum on Artificial Intelligence and Education and the traditional Internal Conference on NGOs, will be held in Paris (hybrid, online and in-person sessions). She hopes to attend and invite GWI members to attend online.



Conclusion: Stacy concluded by saying that she is very proud of our UN reps. President Terry's final words, thanking everyone, reminding to read the reports and hope to see you all tomorrow.

9:15 PM (21h15) - 9:45 PM (21h45)

CONVERSATION CAFE

DAY 2 SATURDAY, 12 NOVEMBER 2022

4:00 PM (16h00) - 4:30 PM (16h30) Plenary Session –

GWl RENEW AND REBUILD, with Geeta Desai, GWl Immediate Past-President and Initiator of GWl's Organisational Development Process. She spoke about the 'Renew and Rebuild' initiative.

- GWl is 103 years old, and we have already begun the task of renewing and rebuilding the organisation. In the aftermath of WWI, graduate women had to lead on the education of girls. 'Renew and Rebuild' initiative is restoration of education rights lost during the Covid pandemic. Sharpening the focus on SDG 4: inclusive, equal, and fair quality education for all also expand opportunities for members to expand SDG 4 in their respective countries.
- Have 2 goals: 1. To work with UN agencies, nationally designated SDGs agencies and global funders to expand the implementation of SDG4 in our NFA countries.
2. To work with global funders to receive funding (both for GWl headquarters and NFAs).
- In order to do so, need to understand the scope of work and the financial accountability that is needed, last year, GWl undertook an organisational development process, 51 members participated in an organisational members Steering Committee to research the status of the SDG 4 in their respective countries to figure out the gaps in implementation of SDG 4. Need to work on these gap areas to expand the work of these agencies and make a measurable difference in the NFA countries.
- Looked at the collective organisational readiness of GWl to deliver financial accountability. While there is a vast array of needs, two needs that stood out the most:
 1. GWl has to help NFAs recruit members. NFAs had dramatic membership losses during the pandemic. There is a critical mass of members that would be available to work on SDG4 projects.
 2. Help for NFAs to understand what it needs to share project responsibilities and financial accountability with GWl working jointly on projects with global partners. GWl will deliver training of trainer's programmes in two areas:
 - a) Membership recruitment



- b) Shared project responsibility and accountability. The trainers would in turn train their own NFAs.
- GWI is offering a new value proposition for all members current and prospective members; “Global Competence and Leadership Development” will play a central role in all of our recruitment efforts henceforth. This global competence and leadership development is rooted in the fact that all graduate women need to build knowledge in order to build and succeed in the global economy.
 - On the area of strengthening project management and financial accountability, GWI wants to look within their organisations to see what changes need to be made. Look forward to creating a new organisational ethos and a new inclusive culture, a culture of work and accomplishment that can be relied on by local partners to deliver the result expected within budget.
 - We need to create a common standard of excellence for GWI’s work and a functional working relationship between GWI headquarters and its NFAs, to move forward as one organisation and have a shared definition of what success is to all of us.
 - GWI’s NFAs will remain autonomous. Working together we can accomplish much more than working separately and apart, as done historically. Collective power of graduate women far outweighs what each NFAs can do on their own, if we can truly collaborate in this process, we believe that GWI’s best days lie ahead.

Questions and answers session:

1. How to join the training of trainer’s programme? Answer: Need to send an email to Geeta Desai as soon as possible as there are only 30 spots available at a time. Several rounds of the training can be offered if other people want to take the training. The training will be experiential and interactive, with case studies, peer support and interactions. It is a great opportunity for professional development.
2. What global funders are you proposing to work with? Answer: GWI will work with multilateral funders: donations from multiple countries, traditional USA Foundations, funds focusing on the accomplishment of the SDGs. GWI needs to submit a winning proposal based on research and on a coalition of partners. Funding is competitive. GWI cannot underestimate their membership dues, but we need to increase additional sources of funding.
3. Will the early committee be the leader, and can you give an example of a hidden force in the global arena? Answer: The trainers will work with the current leadership of NFAs on membership recruitment strategy to transfer the knowledge. Hidden and invisible forces shaping our global economies are trade agreements having a consequence on national policy space, in turn affecting safety nets available for citizens. Feminist economies and the UN arguing against the idea that market forces are determining the destinies of citizens. National governments need to retake their national policy space to support their citizens.
4. Will this training be for a specific timeframe? Answer: No specific timeframe, the training can be offered again if GWI sees benefits from it.
5. It is great that you want to attract young people but how will you translate the GWI values? Answer: It is a combined effort on the part of the NFAs and GWI. There are



untapped sources (potential members in college campus, faculty, administrators, recent graduates, professional societies). We will go with our NFAs to all of the places where graduate women congregate to offer them our value proposition.

6. How do you propose NFAs to established relationships with UN agencies in the countries? Answer: Stacy has already established good relationships with the UN in Geneva. We will actively get in touch with and maintain relationships with UN agencies, nationally designated SDGs NGOs and global funders. Some achievements: expanding the work with UNESCO; developing relationships with American university, organisations in Canada. Already submitted a proposal for 'Up Skilling Women and Girls' Skills' project to the Office of the Foreign Commonwealth Office. Proposal writing is heavy lifting, but it creates partnerships.
7. It is hard to imagine the course in itself, how will it look like? Answer: A series of short courses at graduate level of 5 weeks at a time, and a standard of excellence will be endorsed.
8. When will the training commence and is there a limit of number of participants per NFA? Answer: Will consider batches of 30 people, on a first come, first served basis. Training is offered to all GWI members, and all new recruits composed of college level courses without an exam. Making these interactive and interesting. Training is for free.
9. Will this be online and how much time commitment? Answer: 1 session per week over 5 weeks. Still developing the programme for the course.

Geeta ended with giving thanks and congratulating the GWI Board for the recognition that an organisational development is needed. Thanked Stacy & Terry.

4:30 PM (16h30) - 5:00 PM (17h00)

Business Session 4

33. Confirmation from the Credentials Committee of a quorum

Dr Meera Bondre confirmed that we have a quorum.

34. Results of elections for President, Vice-Presidents, and Treasurer

Results for:

- President: Patrice WELLESLEY-COLE, British Federation of Women Graduates (BFWG)
- Vice President Advocacy: Shaila Rao MISTRY, Women Graduates-USA (WG-USA)
- Vice President Education: Shirley GILLET, Graduate Women New Zealand (GWNZ)
- Vice President Fundraising: Nneka CHIEDOZIE-UDEH, Nigerian Association of University Women (NAUW)
- Vice President Legal and Governance: Ujwala SHINDE, Indian Federation of University Women (IFUWA)
- Vice President Marketing: Shruti SONTALIA, Indian Federation of University Women (IFUWA)
- Vice President Membership: Dr Meera BONDRE, Indian Federation of University Women (IFUWA)



- Vice President Projects: Mildred ASMAH, Ghana Association of University Women (GAUW)
- Treasurer: Sudha SRIVASTAVA, British Federation of Women Graduates (BFWG)

5:00 PM (17h00) – 5:30 PM (17h30)

35. Emergency resolutions from the floor

Louise McLeod - No emergency resolutions have been proposed for consideration at this General Assembly.

36. Introduction of Policy Resolutions

GWI identified its advocacy position and makes recommendations for policy makers and other stakeholders on issues related to education, gender and human rights through policy resolutions proposed by the GWI Board and committee and the GWI national affiliates and federations. These are then approved by the GWI voting delegates at the GWI triennial meetings. Louise extended her sincere gratitude to the Resolution Committee and Catriona Sutherland, Convener of the Resolution Committee.

37. Presentation of Policy Resolutions 1 – 5

Catriona Sutherland presented the 10 policy resolutions:

RESOLUTION 1:

Securing increased Domestic Funding for Education to include equal and safe access to Digital Learning

Proposed by: Louise McLeod, GWI VP Advocacy and Education

Seconded by: GWI Educations Committee, Graduate Women Scotland, Graduate Women New Zealand, Turkish Association of University Women, Women Graduates-USA

The 34th GWI General Assembly resolves that:

Graduate Women International and its NFAs call for the increase in domestic funding for education, particularly digital education in all its forms, as a means to confront the catastrophic results of the COVID-19 pandemic on education.

RESOLUTION 2:

Promoting and defending human rights of women in universities and other post-secondary forms of education

Proposed by: Federacion Mexicana de Universitarias (FEMU)

Seconded by: Canadian Federation of University Women (CFUW)

The 34th GWI General Assembly resolves that:



1. National Federations and Associations (NFAs) urge their respective universities and other post- secondary education institutions to measure violence against women and devise suitable plans and activities to combat it.
2. NFAs urge their respective governments to link funding of post-secondary institutions to effective efforts to eliminate violence against women students on and off campus.

RESOLUTION 3:

Workplace Harassment

Proposed by: Indian Federation of University Women's Associations (IFUWA)

Seconded by: Egyptian Association of Graduate Women (EAGW)

The 34th GWI General Assembly wishes to reaffirm their former resolutions on Workplace Harassment 2019/07 and further resolves that:

1. National Federations and Associations (NFAs) urge their respective governments to consider workplace harassment in their COVID-19 recovery plans.
2. NFAs urge their respective governments to ensure that policy around workplace harassment includes hybrid and working from home as they become alternate workplaces.

RESOLUTION 4:

To end underrepresentation of women in media as a positive contribution to improve the status of all women in the world.

Proposed by: Turkish Association of University Women-(TAUW)

Seconded by: Paraguayan Federation of Graduate Women (PFGW)

The 34th GWI General Assembly resolves that:

Graduate Women International and its NFAs call to end underrepresentation of women in media as a positive contribution to improve the status of women in the world.

RESOLUTION 5:

Violence Against Women in Politics

Proposed by: Canadian Federation of University Women (CFUW)

Seconded by: Federacion Mexicana de Universitarias (FEMU), Japanese Association of University Women (JAUW)

The 34th GWI General Assembly resolves that:

National Federations and Associations (NFAs) urge their respective governments at all levels to develop and implement action plans to end Violence Against Women in Politics (VAW-P) as promoted in SDG 5/10/16 targets.



5:30 PM (17h30) – 6:00 PM (18h00)

38. Presentation of Policy Resolutions 6-10

RESOLUTION 6:

Post Pandemic Recovery for Women and Girls

Proposed by: Canadian Federation of University Women (CFUW)

Seconded by: British Federation of Women Graduates (BFWG), Japanese Association of University Women (JAUW)

The 34th GWI General Assembly resolves that:

National Federations and Associations (NFAs) urge their respective Governments to develop and fund comprehensive post-Pandemic(s) Socioeconomic Recovery Plan(s) including specific interventions to address the disparate effect of COVID-19 and other pandemics on the lives of women and girls. This should include but not be limited to the targets listed within SDG 5/8/10.

RESOLUTION 7:

Climate Change and Gender

Proposed by: Graduate Women International Netherlands (GWI-NL)

Seconded by: Australian Graduate Women Inc (AGW), Canadian Federation of University Women (CFUW), Mexican Federation of University Women (FEMU)

The 34th GWI General Assembly wishes to reaffirm the former resolutions on Women & Environment 1995/16, 1998/14, 1998/15, 2007/10, 2010/7 and 2016/9 and further resolves that:

1. National Federations and Associations (NFAs) urge their respective governments to include the perspective of gender in their policies for climate change.
2. NFAs urge their respective governments to research and analyze the impact of climate change on gender equality, in particular in the field of education.
3. NFAs urge their respective governments to address the effects of climate change on gender equality, with regard to the access of education for girls and women.
4. NFAs urge their respective governments to ensure the effective participation of women in all stages of development of climate change policymaking.

RESOLUTION 8:

A Clean, Healthy and Sustainable Environment is a Human Right

Proposed by: Canadian Federation of University Women (CFUW)

Seconded by: Australian Graduate Women (AGW), Japanese Association of University Women (JAUW), South African Association of Women Graduates (SAAWG)



The 34th GWI General Assembly resolves that:

National Federations and Associations (NFAs) urge their respective governments at all levels to commit to the tenets of the United Nations Human Rights Council (UNHRC) Resolution 48/13 and the United Nations General Assembly Resolution L.75 that “A Clean, Healthy, and Sustainable Environment is a Human Right” in legislation, regulatory frameworks, and programs including, but not limited to:

- Pollution Prevention;
- Climate Change Mitigation; and
- Nature Conservation.

RESOLUTION 9:

Climate Emergency – Declarations and Action Plans

Proposed by: Canadian Federation of University Women (CFUW)

Seconded by: Graduate Women International Netherlands (GWI-NL), Japanese Association of University Women (JAUW)

The 34th GWI General Assembly resolves that:

1. National Federations and Associations (NFAs) urge their respective governments to declare a climate emergency if they have not already done so;
2. NFAs urge their respective governments and the corporate private sector to follow the climate emergency declaration by drafting and implementing measurable action plans, based on science and social justice, that work urgently to address the impact of climate crisis and to also prepare for the unavoidable consequences such as floods, fires, storms, climate refugees, food and water insecurity, and social conflict. Action should include but not be limited to the SDG 13 targets.
3. NFAs foster relationships with Indigenous peoples for climate advocacy and the development and implementation of climate action plans with Indigenous peoples, leadership and traditional knowledge as long-time stewards of the environment.
4. NFAs urge all respective levels of governments to put the safety of women and children first in all actions to address climate emergencies and include women in the decision making, recognizing that women and children are disproportionately affected in climate emergencies

RESOLUTION 10

Single Use Plastics and Plastic Packaging

Proposed by: Canadian Federation of University Women (CFUW)

Seconded by: Indian Federation of University Women (IFUWA)

The 34th GWI General Assembly resolves that:

National Federations and Associations (NFAs), in alignment with SDG 12, urge their respective governments to expedite the reduction of single-use plastics including all problematic and unnecessary non-recyclable plastics in order to prevent these items from entering the environment.

6:00 PM (18h00) - 6:15 PM (18h15)

Delegate voting on Policy Resolutions 1-10

6:15 PM (18h15)

Results of Voting on Policy Resolutions

All Policy Resolutions were passed successfully.

6:30 PM (18h30) – 7:30 PM (19h30)

Business Session 5

39. Introduction of Constitutional Amendments (*refer to GA booklet for details of the rationale)

Veena Bathe, VP Legal & Governance, gave an introduction. These constitutional amendments address several areas where changes were required due to the changing nature of the meetings and giving better representation to NFAs.

The 34th General Assembly being a virtual one and with voting on constitutional amendments through electronic means, the amended text needed to be firmed up prior to the GA. A process of formal discussions allowing time and opportunity for NFAs to suggest improvements in the wording of the amendments was initiated and a meeting was held on the 2nd of November 2022. The proposed constitutional amendments were discussed, and the wording was finalised. Veena gave thanks to the NFA members for having participated in this meeting.

Constitutional Amendment 1

Proposed by the GWI Board of Officers

The 34th Triennial General Assembly of GWI adopts the following proposed amended text to the **Article II MEMBERSHIP Clause 9 Sub-clauses 1 and 2** (*in bold the amended text*)

9. Voting rights:

(1) A national federation or association shall attain voting rights to the triennial General Assembly **or any mid-term electronic voting** after three years of consecutive membership of GWI.

(2) **Notwithstanding paragraph 9 (1) above, an NFA which has joined GWI for the first time during the triennium may participate in a triennial General Assembly or any mid-term electronic voting without the need for three years of consecutive membership**

Constitutional Amendment 2

Proposed by the GWI Board of Officers



The 34th Triennial General Assembly of GWI adopts the following proposed amended text to the **Article V GENERAL ASSEMBLY Clause 6 Sub-clause 2** (*in bold the amended text*)

6 (2) Subject to paragraph 6 (1) above, national federations and associations may accredit voting delegates to the General Assembly. Voting entitlements of each national federation or association shall be determined relative to the number of its individual members, according to the table set out at the end of the Constitution.

Number of Members	Number of Voting Delegates
20 - 50	1
51-100	2
101-200	3
201-500	4
501-1 000	5
1 001 – 1 500	6
1 501 – 2 000	7
2 001 – 3 000	8
3 001 - 5 000	9
5 000 +	10

Constitutional Amendment 3

Proposed by the GWI Board of Officers

The 34th Triennial General Assembly of GWI adopts the following proposed amended text to the: **Article VII COMMITTEES Clause 5-** (*in bold the amended text*)

5. The Finance Committee shall consist of



- (1) two Assistant Treasurers appointed by the General Assembly, and one shall be from the country where the GWI headquarters are located, and one shall be from the largest NFA.
- (2) three or five elected members; and
- (3) the Treasurer as the non-voting member.

Constitutional Amendment 4

Proposed by the GWI Board of Officers

The 34th Triennial General Assembly of GWI adopts the following addition of the new **Clause 10** to the **Article VII COMMITTEES**--(in bold the amended text)

1. Six months before the triennial General Assembly, Executive Director shall invite nominations from each national federation or association for membership of the standing committees.

Constitutional Amendment 5

Proposed by the GWI Board of Officers

The 34th Triennial General Assembly of GWI adopts the proposed renumbering of the subsequent clauses after the proposed addition of new Clause 10 to the **Article VII COMMITTEES** from

11. Special purpose committees -----

15. Meetings:

Constitutional Amendment 6

Proposed by the Canadian Federation of University Women (CFUW)

The 34th Triennial General Assembly of GWI adopts the following proposed amended text to the **Article V GENERAL ASSEMBLY Clause 3 Sub-clause 1-** (in bold the amended text)

- (1) The General Assembly shall meet in person every third year (the triennial General Assembly). **If an in-person meeting is not possible, the meeting shall be virtual.** The time and place **and/or platform** shall be determined by the Board of Officers.

Constitutional Amendment 7

Proposed by the Canadian Federation of University Women (CFUW)

The 34th Triennial General Assembly of GWI adopts the following proposed amended text to the **Article V GENERAL ASSEMBLY Clause 4 Sub-clause 1-** (in bold the amended text)

- (1) If the purpose is to take an electronic vote of the General Assembly, the call shall specify the date by which it is to be taken, **including a scheduled virtual forum to present**



the rationale for the vote and provide sufficient information and time, **not less than 60 days**, for the national federations and associations to make an informed decision.

Constitutional Amendment 8

Proposed by the Canadian Federation of University Women (CFUW)

The 34th Triennial General Assembly of GWJ adopts the following proposed amended text to the **Article VI THE BOARD OF OFFICERS Clause 13-** *(in bold the amended text)*

13. Meetings of the Board may be called by the President or by any 4 members of the Board. **Meetings may be held in person or electronically.** A quorum shall be a majority of all the Board members. Minutes of meetings shall be kept in accordance with Article IV.2.

Constitutional Amendment 9

Proposed by the Canadian Federation of University Women (CFUW)

The 34th Triennial General Assembly of GWJ adopts the following proposed amended text to the **Article VII COMMITTEES Clause 8 Sub-clause 2-** *(in bold the amended text)*

8 (2) The Nominations Committee shall be **appointed by the Board of Officers during the triennium with due regard for regional representation.**

Constitutional Amendment 10

Proposed by the Canadian Federation of University Women (CFUW)

The 34th Triennial General Assembly of GWJ adopts the following proposed amended text to the **Article VII COMMITTEES Clause 14-** *(in bold the amended text)*

14. Meetings: **The Board of Officers shall call meetings of committees, as it considers necessary.** The time, place and manner of such meetings shall be determined by the Board in consultation with the Convener and members of the relevant committee. The Convener of a committee shall call for the Committee to meet by Skype or other electronic means regularly to discuss the work of the committee.

40. a. Vote on Constitutional Amendments

b. Result of the vote on Constitutional Amendments

All constitutional amendments have been passed successfully.

41. Results of elections for GWJ Standing Committees

- **Education Committee Convener:** Lucia GUZMÁN, Mexican Federation of University Women (FEMU)
- **Education Committee Members Candidates (5):**
 - Christine HELLER, Women Graduates-USA (WG-USA)
 - Nahide Nesrin KOC, Turkish Association of University Women (TAUW)



- Marianne SINGH-WARAICH, Canadian Federation of University Women (CFUW)
- Confidence DIKGOLE, South African Association of Graduate Women (SAAWG)
- Alternate: Genevieve Etornam ADUKPO, Ghana Association of University Women (GAUW)
- **Finance Committee Member Candidates**
 - Rosa Maria MENDOZA Asociación de Mujeres Universitarias de El Salvador (AMUS)
 - Neeta PATWARDHAN Indian Federation of University Women (IFUWA)
 - Nuran Uzun TURAN Turkish Association of University Women (TAUW)
- **Governance Committee Members Candidates:**
 - Aylin MORALIOGU, Turkish Association of University Women (TAUW)
 - Pat PATTON, Canadian Federation of University Women (CFUW)
- **Membership Committee Convener**, Eloisa SANCHEZ-AMILLATEGUI, Spanish Federation of University Women (SFUW)
- **Membership Committee Members:**
 - Magda KANIKI, Women Graduates-USA (WG-USA)
 - Jolie MASSAY, Association Congolaise des Femmes Diplomees des Universites (ACOFDU)
 - Pat REAVY, Canadian Federation of University Women (CFUW)
 - Emine Tuba SAHIN, Turkish Association of University Women (TAUW)
- **Projects Development Committee Convener**, Aisha ALSHAWAF, British Federation of Women Graduates (BFWG)
- **Projects Development Committee Members:**
 - Yesim SARISU, Turkish Association of University Women (TAUW)
 - Kathryn WILKINSON, Canadian Federation of University Women (CFUW)
 - Medha RANADE Indian Federation of University Women (IFUW)
 - Saira BANO, Pakistan Federation of University Women (PFUW)

7:30 PM (19h30) – 8:15 PM (20h15)

Business Session 6

42. Unfinished business – None

43. Opening of the 35th Triennium

Patrice Wellesley-Cole, as new elected President, thanked the outgoing Board, President Terry, the VPs, The Executive Director Stacy, the Indian Federation, the voting delegates, participants, the whole global family that have made the GA triennial a success. We now have a new value proposition, 'renew and rebuild' and train the trainers –also have our projects and scholarships. The work GWI is doing in its 34 NFAs is extraordinary.

Grateful to Immediate Past-President Geeta Desai. Congratulated new Board, VP and Treasurers, all conveners, and new committee members. Thanked tech support. Welcome to the new triennial we will do it all together. Thank you and God Bless.



Terry Oudraad thanked all her Board members, we all had to adapt these past 3 years, thanks to the technology it went well. Special thanks to Stacy, interns, and the tech team.

44. Closing of the 34th Triennium

Louise McCleod: Invited everyone to attend the Conference Day with 13 workshops scheduled and 11 seminar papers, “come and learn something new”. Wishes everyone great success tomorrow. Thanked Shirley, her co-worker on the effort tomorrow.

Stacy: Thanked Terry for being GWI’s President and the Board, looking forward to the amazing time that is ahead. Grateful for all the support.

Stacy shared some symbolism from the first song winner from the 2019 centenary.

The song honours the great work of GWI for the last 103 years. Central message: Peace through Education underpins this song. Highlights the interconnectedness of women and girls globally; every woman working to obtain a better future.

Written in the first person to acknowledge the work of all the hard working women of GWI, as a united front to secure a better future for all. Perceives girls as strong and powerful leaders in all aspects of life who advocate for themselves and other. The song is a tribute to GWI, as a direct impact to the songwriter’s own life (past scholarship recipient).

45. GWI Every Women and Every Girl Song

Minute scrutineers:

Saskia Voortman
GWI Netherlands

Grace Hollett
Canadian Federation of University Women