Minutes of the GWI Board 2022-25 Meeting held on 24th June 2024, 5 p.m. for New Zealand, which is 6 a.m. CEST. , Zoom

Nineteenth Board Meeting

Attendees: President Patrice Wellesley Cole (PWC);VP Advocay Shaila Rao Mistry (SRM); VP Education, Shirley Gillett(SG);; VP Membership, Meera Bondre (MB); Treasurer, Sudha Srivastava (Sudha),GWI Executive Director, Stacy Dry Lara (SDL) VP Projects, Mildred Asmah(MA);VP Fund Raising Maria Fernanda(MF); VP Legal & Governance, Ujwala Shinde(US).

Meeting called to order at 5 p.m. for New Zealand, 6 a.m. CEST

1. Welcome: PWC welcomed all to the **Nineteenth** Board Meeting and especially to MF, VP Fund Raising who joined from Mexico.

2. Conflict of Interest: NONE

3. Adoption of Agenda: done

4. Adoption of Minutes of May, 2024 GWI Board Meeting . SRM moved and MB seconded it.

Adoption of April 2024 Minutes is not done yet.

5. Action points/ AgPs from May Board meeting:-
a) Sudha to write to Turkish CIR with recommendation Sudha mentioned that she wrote email to Turkey's CIR on 26th May, together with Fincom recommendations, that was accepted by the board. They replied on 29th May saying that they will pay the arrears in June.

b) MB to explore Triennial Bid possibly with Spain: MB told that from Spain, Eloisa had written a mail to all the board members that they cannot hold it. MB wrote to Thailand, Nepal, Hong Kong, and Singapore. Thailand and Nepal have also denied the possibility of holding the triennium conference.

c) MA to send short Memo:

BRIEF OVERVIEW OF PROJECTS- FROM VICE PRESIDENT PROJECTS (MILDRED ASMAH)

As we are all aware Vice -President (Projects) was non -existent until we took over as the new GWI Board. Given the covid -related circumstances, most NFAs had not completed projects even halfway. The office encouraged them to do so, and some submitted the mid-term reports for the second installment of funds. Going forward the Board gave approval for the Bina-Roy cycle 2024-2025 to be opened for applications. The Project Development Committee selected six under listed projects which had met the selection criteria and by extension incorporated the Sustainable Development Goals(SDGs) in their various projects. These are

1.Ugandan (SDGs 5,3,5,8,10).

2.Nepal (SDGs5,4,8,10,17)

3.Turkey (SDGs 4,5,3,10,17

4. Egypt (SDGs 3,4,5,8,10)

5.Senegal(SDGs 4,13,11,15,17)

6.El Salvador(SDs 5,8,9 ,17,10)

The project themes which were all geared at women and girls were on menstrual health, Artificial intelligence, non-formal education in accountancy and marketing, Gender equality in the community and productivity education and health

Dr Mehta seed money is yet to be used to support either Turkey upon payment of their dues, or any other project the PDC deems fit for support. Many thanks to all who made this project cycle a reality especially Stacy, Interns, Aisha and All PDC members.

d) PW-C to send email re VP appointment decision. PWC did send out an email about the VP appointment

e) SDL date for Independent members' meeting- doodle ; Action done

6. Treasurer's report- Sudha : Sudha mentioned that , she wanted to start with reiterating the need of membership development and the fundraising, from the financials, perspective. She is sending another set of reminders, for all other leftover payments, from NFAs. She mentioned that reminders are sent by her writing individually to all of the NFAs who are having outstanding payments,

not the office. Treasurer who sends invoices and also does the follow-up with the payments of NFA Dues. In terms of independent members, this comes to, GWI office. Predominantly, Stacy has all of the list of Independent members as they join via website and payments are handled by office. Treasurer receives from Stacy how much amount is due for this year from Independent members. She further mentioned that the legacy donation, not to be confused with any other legacies. When she says, about the legacy donation, it's about the USA one, which is 52,000 Swiss francs, budgeted in 2024.

She mentioned that we need a membership development and fundraising to be accelerated, as going along with other things.

She mentioned about the Turkey Scarf Company, in 2019 conference. As she was not involved, she does not have much information. She briefly had a discussion with the FinCom Convenor and they also would like to know what board decides then. But the matter will be also discussed at the FinCom meeting. GWI office received invoice and she as a treasurer was copied. Sudha invited SDL to provide details.

SDL formally welcomed VP Fund Raising Fernanda to the GWI Board.

SDL explained about the Turkey scarves invoice that, the 2019, centenary was extremely busy time. Basak ordered the scarves, as she was supposed to do, from her supplier in Turkey. We ordered several things, from Turkey. We had pins, and we had scarves etc. And in there, as she indicates in her email, in their own internal, paperwork, the invoice to GWI, was inadvertently not sent to us.

Many invoices were coming. We paid shipping separately for the pins, and then some pins came to the office and some pins she brought, and it was just many, many things going on. So, admittingly, almost 5 years later, this company decides that they're going to invoice us for the scarves. This gentleman started to call, the GWI office, and she was quite confused a few months ago when he started to call the office because she didn't know what invoice he was talking about.

She had never seen it, and he's just demanding this payment. And at first, she thought it was just a spam or kind of general harassment. And, then somehow he got a hold of her personal, phone number, and he started to call her personal WhatsApp demanding this payment. So, then, she mentioned it to Basak. In the Board we decided, Basak and SDL, would meet with Katharina, because Katharina was the treasurer at the time, and we all agreed that the invoice was, almost 5 years late and that, the scarf company was at fault. The Swiss law says that if it has been 5 years, we are no longer responsible, for the payment, and the letter can go, to the company to say we are no longer responsible for this payment. The scarf company had taken the pay from the gentleman before they fired him. It's around 450 Swiss francs. PWC mentioned that by the next board meeting, she would sort out some sort of solution.

Sudha mentioned that she would appreciate, if Shirley can provide a little paragraph, which clearly tells that it's self explanatory what is the fundraising wall project and, also, the expenses. So she would need that for FinCom, and also for the financial records. Since GWI has the website provider, this is additional expense that needs clear recording for anyone's future reference.

7. 105th Anniversary celebration update on Videos and Wall- Shirley: SG shared a screen and explained that 150th anniversary on 11th of July. She told that she wrote all the content. She further explained "And then there's the beginning of the wall, and that's where you sort of donate across there. And then there will be a space for your name. And so then you just click. You choose, and then it takes you to where you pay with your Master card. And then it goes to Stripe." PWC mentioned that the idea of wall and bricks, should be roll out to nonmembers. She had some interest already expressed in the wall from the nonmembers, because they're very excited about the fact that GWI is celebrating its 105th year. SDL suggested that "the GWI banner must be larger. because, actually, it's going to be an extension of our website when we put the link there. So we want that page to look similar. And we will be updating, these bricks as we know about the donations, which I get notified when there is a Stripe donation." She further mentioned that one marketing strategy would be if there would be a way to have 105 bricks. If we have a 105 bricks, then it gives people the idea of what we do, that we have a specific target, and we can add more, though. And it gives people the idea that we would need their support.

Sudha asked that how the payments for bricks would be made and as it is done through stripes, where it would go? SG mentioned that apparently, it goes to SDL, and SDL collects up every week or month.

SDL mentioned that all of the donations, the money that we receive through Stripe, it goes into one common account. And SDL has to set it up that monthly Stripe makes a disbursement to the GWI current account at Credit Swiss. That is then further allocated through our accountant. SDL tells her the amount that came in total, and the breakdown of the allocations. She said that they do that in all of the financial reporting over the years. That's exactly how they have been doing it, and this project is no different. And it'll be handled in exactly the same way that is proven successful for us.

Sudha asked that, because it's a heritage account, is it going to be restricted? For the accounting purpose, does this needs to be separate, as saying heritage account?

SDL mentioned that We can't set up a new bank account there are charges and there's a lot of paperwork. We allocate all of the funding in our reporting. Our reporting is actually extremely simple and very transparent.

PWC asked SRM, if she wants to say something about stories, or she wants to come up with that data?

SRM mentioned that she needs to know what email we should put in there for the stories to be sent. We can have that as part of the discussion as a discussion group, but then the stories will already be known.

PWC suggested that there should be separate meeting before July between SG, PWC, SDL, and SRM separately to sort out details contents of wall. SG said that Hayden should join the meeting.

SRM mentioned that she had a plan A, plan B, and plan C. If it does get too difficult to do it this way, if Hayden cannot do it or we cannot find it up, put, another option is to actually run it through a Discussions Network, discussions program. How we Discussion network. Have discussions. So we start the discussion on this and say sharing the story.

SDL mentioned that she'd like to also say that we do need a separate meeting about this because she has huge amounts of questions about the actual day and what is expected. She is still not clear about the agenda for the day and what time are we starting it. SDL mentioned that she sees the flowing underneath the wall to have the maximum impact of the donation. Because part of the comments there and the stories are to be impactful to get people engaged so that they will want to make the donations.

8. Projects and Legal Governance updates - Mildred and Ujwala.

US mentioned that, they had one meeting of Governance and another meeting they will have in the month of July.

9. Advocacy and Education updates- Shaila and Shirley

SRM updated that Under the resolutions committee, they are meeting regularly. They have 4 webinars planned. One on August 4th. It is at the beginning of the day and the end of the day to accommodate all time zones.

That addresses resolutions, how you write resolutions, and so on, what is expected. And then the other set, on September 7th or the other way around. Soon, they will be sending an eblast on the dates. Again there will be 4 webinars to each to accommodate, all the time zones. The one on advocacy addresses. What is advocacy? How do we do our advocacy? As we know, GWI's primary aim and thrust is advocacy, and that needs to be given full attention and full, investment of time. So that's the first, first thing to report. Second thing is the advocacy without borders. She mentioned that she needs some help for names of those on the Pacific, RIM and also with Africa. She asked about who is the regional leader the regional leader for Africa? She reiterated that the purpose is to get together and each one, prepare. We're preparing a position paper, to present to some of our partners like the World Bank on 2, 3 key issues. Issues selected in the last meeting were Artificial intelligence, Women in leadership etc. She said that she wants to include all the regional leaders.

SRM further mentioned that she is working on a proclamation, written from advocacy, and advocacy without borders. And she would like help from Ujwala and from Stacy. If prior proclamations have been written, then she would like assistance from Stacy. She told that she had been working on the governance aspect of, how GWI can develop advocacy without borders. She further mentioned that the Beijing plus 30, is coming up next year. A lot of work is going on with, both New York and with Geneva. She serves as a part of that big group. She chairs the women in power, in decision making committee.

SDL confirmed that, August 7th at 7am and 5pm CEST, is going to be the resolution committee webinar on how to create an impactful resolution. The aim of the webinar is to get NFA's interested in writing a policy resolution and in working together on, policy resolutions. Certain topics will be identified perhaps that they would like to work together on. And the 2nd date is 4th September 7 am and 5 pm CEST. SDL mentioned that, we need better resolutions than in 2022. We need more targeted resolutions than 2022.And these webinars are aimed at doing that.

Education updates: SG mentioned that they had their last EDUCOM, meeting. They all agreed to do the underage marriage, and each of them has done a summary of their own country's position on that. And she got someone to do New Zealand's, and then they decided to webinar in August after, the big 105. S G. mentioned that, Mira's MEMCOM meeting was good that they asked the question. And it wasn't, just for education. SG is trying to see if they can do something educational with UNESCO or UNICEF, one or the other.

SRM mentioned that she just wanted a response both from Stacy and Ujwala on her, work she is doing for the proclamation, she wanted to know the written process that SDL can send to SRM. , with little comment that, what would the next steps be for that?

US requested SRM to send an email to her. SDL mentioned that she researched in the office for proclamations from the office done in the past by GWI or IFEW. She found that there's no such process office has followed. GWI office has issued manifestos. They have issued policy letters and, policy updates, position papers. SRM mentioned that the proclamation would pertain to the work of advocacy without borders, and it's in theory, it's supposed to be much easier to put through rather than a resolution. A proclamation is a declaration that this is a priority, and this is what our organization is working on. And we're seeking to build with partners and to all of our, NFA.

SRM asked SDL to send manifestos. SDL mentioned that there were 5 manifestos that were released in, 2015. There's the information included in the manifestos is still very good. It is relevant, for GWI. However, it's not so much a proclamation, that's a declaration, which, of course, is much easier. No general assembly, vote is needed. This is more of a of a policy update of GWI.

This is issued every year. We have a nice, masthead that is used, and, it could very much, you know, be what exactly what you're looking for. SRM mentioned that she also would like to look at the option of having a declaration, something with more elevated status than just, policy.

SDL mentioned that the Advocacy, Without Borders, in a declaration, and she has to defer to Ujwala on this, but she thinks that since Advocacy Without Borders is not a recognized internal committee or group that to issue a declaration, she thinks that some members, might come back and say, this is not a recognized group within the GWI membership structure.

SRM mentioned that, GWI is many ways stuck in, in some of the past we have done. So for the innovation, we should be able to consider new avenues, new methods of attract.

10. Membership and Young Members' updates - Meera and Sudha

MB welcomed VP Fund Raising Fernanda. She thanked the entire board and Stacy for, making it and joining the MemCom meeting. She further mentioned that, "we all have got an idea of what type of questions are being asked by the membership, and they are all satisfied, really answered. And now the Memcom members will be in turn able to tell whenever anything is asked to them. So that was very important. And all of us were present." She informed about the independent members meeting schedule i.e. on Tuesday 7am CST.

MB explained the background of the independent members meeting that "The whole idea is after the first town hall, during that time, a question was asked to me as a membership. At that time, the interest was shown, and one of the members, Sahar, independent members, she sent a mail, and her interest was to have a group, a network of independent members, and they would work to help GWI. And then because of our other engagements, also, CSW was there. We could not hold a meeting. And, which now we have invited all of them, those who would be present there. She had, said that, she would like to help in membership increase. Also, she would help in the projects and all of GWI. Also, the experts in the, in the languages, the 3, you can see official languages of GWI. They have some experts. She's in French, Spanish, and English. So she can they can help in translations. They can also conduct a course, for gender equality. And these are the other ideas.” She further mentioned that, she would start the meeting, give the background why GWI holding the meeting, let the others know, other independent members who are there. Then she would request, SDL to speak to tell about how many independent members are there currently, how they can become, how they can bring more members and how to become an independent member. Sudha asked the current number of independent members. SDL informed that it is 13-14. And last year it was 47. It is renewed every year.

Sudha further asked that, how often MemCom meet. Is it the same like other committees?

MB answered that once in 2 months. Sudha asked about the membership development. What is MemCom doing for the membership development, in particular to, boost the NFA engagement. What are the engagement strategies that has worked or working on, to engage them? She also asked about the new NFA, if the opportunities can be leveraged, when there is a momentum. She said that it would be helpful for the board to understand what the strategies are because this is a significant aspect for the dues income as well.

MB answered that because of the conference in, Pune, “we have been able to contact some, members from Sri Lanka. It was with GWI earlier. Now they are not with GWI. Then the Maldives, Bhutan. So these are the people whom we have been, we've tried to convince them to make, NFA's in their own countries, and, we are trying our best. But as I had said earlier also in that meeting, it's not so easy. So we need time. Everybody is trying in her own way, but it's not sure. This word should not be left to the membership committee alone. It concerns all of us.”

MB asked that, which, VP is responsible for which committee? Or which committees fall under which VP? Or another meeting can be held to discuss the constitution.

MB made a point that the resolutions committee was the earlier attended by the, VP membership. And she also attended the YMN meetings because the current YMN was established by her in 2019. She said that now she does not know how YMN functioning, except what, we get to know here from Sudha.

one more point she made, "everywhere we are trying to be intergenerational. May be there are some reasons why, only the young members are invited for the programs which are organized. The young members attend the young members' programs. They all are interested. Even the older members are interested to know what the young members are presenting in these conversation. So I do not know what is the reason. Earlier, the tagline was member for members, and now it is young members for young members as far as at least to us." Sudha mentioned on this that "the growing together series, in particular, is focused for young members. When we launched the conversations series in 2022, it was discussed and decided that to boost confidence keep the Programme specific to – By Young Members, For Young Members. YMN has various programmes to address the engagement strategies for members – majority of them are intergenerational and some young members focused. This particular monthly series was to boost and spotlight one of the member to some other members. So that is how we bring either culture or friendship or professional development or something they are doing in their career. So that is not the whole program of Young Members Network. You were part of CSW. They were intergenerational. There was IWD. The monthly conversation space is also used as YMs meeting between them so we can plan and understand their needs. Because we do not have direct access for young members program anywhere, neither on the website nor it is, I had been fighting for long that, it needs visibility. Young Members Network has a different variety of programs and each program have different need addressed. If young members want to meet monthly between us, then we should provide a platform"

US mentioned that, we must decide the time that each VP should utilize for their topic because this meeting becomes too lengthy, and it becomes too hard to minute all the things.

SDL invited all the VPs to review the, terms and conditions, terms of reference for their positions. Everything is listed there. Just go back and read what you what you read when you applied for your VP position. The description is there. The board liaison to resolutions is Shaila. The board liaison to the membership committee is Meera. If there are any questions, look at those terms of reference. Regarding YMN on website she mentioned that it is a slow process to get something done for free. She was having another website meeting on the day, and adequate space would be given to young members.

SDL mentioned that "she promotes the young member network, meetings. But this becomes an issue because it goes out to all of the world, and this is in one way a great thing because then we can grow the young member. But it also creates, a bit of an issue because sometimes if it's an independent member? There's other ways, that we can promote this, but we do have to think about our target audience is often beyond the young member network, which does infringe on the young member network's terms of reference. But I'd lastly like to say, at Saturday's meeting, Lynn Kent attended. She is not a young member, and she attended, and she made comments, and she was active, and she enjoyed it. And she will go away with a very positive experience from last Saturday".

YMN Updates:

Sudha mentioned that YMN is growing in numbers and diversity. YMN has one new member this month and a new country. In continuation with growing together series, they had June session this Saturday, 22nd June, on using 100% brain, which was, quite, nice, with interactive exercises, so we all enjoyed. Again, the speaker came out with confidence and happiness despite that she was very nervous about the session before, and then presenting first time to international audience on Zoom. Some good business opportunities, growth, and collaborations were identified. And, also, she was asked if she is happy to present her work with wider membership of GWI, which was asked to other speakers as well. Spotlight speaker means, one member from the network which has been spotlighted. So they have the value for their membership, why they should continue membership in the network. They learn from each other sharing and also the aspect of friendship being feeling connected. It's by young members, for young members but other members have also been joining these sessions, so it's not been strictly limited to YMN. There are several programs that young members network does for whole of the membership open to everyone and that is intergenerational.

Sudha mentioned about the mentoring series. That they had the meeting, they are planning the launch on the occasion of International Youth Day, which is falling on 12 August, somewhere around that time. To begin with, they identified 4 sessions running between August to November. Then in December, assessment can be done, and then can continue with new topics from January.

Sudha further mentioned that in this July, YMN also completes 5 years of establishment. She is working on a video to commemorate, this with 105 years of GWI. That will, take into the mentoring series launching on youth day. It is now an urgent need that we can put everything on the website so people can see. We can circulate link, and then it clears out the clouds, or any doubts. Visibility of the work needs to have one direct access. Young members network at present is not a committee like other committees in GWI. Constitutionally or, general assembly has not done that. It was started as Network in 2019.

Sudha was elected as President December 2020 after previous President resigned. She started consolidating everything because there was a lot of stuttering. There was a WhatsApp group for YMs where everybody was there and we did not know which ones are YMs and whether they are actual members. Sudha created a new WhatsApp group in 2021 on request of VP Membership and admitted those came via online sign-up form so we know who our YMs are!

SDL mentioned Sudha to send everything she has because website updating is getting extremely close, she further mentioned that "then just you can update the content. All the website content is important. It means, the international advocacy work that we're doing, the policy papers that we're doing, the membership committee, it's all important. But we will highlight the young member network, on the home page as well as a subpage, because it's a growing part and a very important part."

11. Bids for 35th GA Triennial Conference : for holding the conference SG asked, what about Great Britain?

SRM mentioned that it would be the perfect place as well as it is a central place.

PWC asked MB , that if she thinks to get a response from Hong Kong soon. MB informed that others have said no already. Only Hong Kong and Singapore, they have to answer.

12. Any other business: SDL reported the she facilitated a Hegg Hoffet Committee meeting on 24 May – revised application to indicate application maximum is 3,000 Swiss francs; aim is to get qualified applications so the HH committee can approve more rapidly than going through the board for above 3,000 approval; the HH committee has authority to approve HH grants up to 3,000 Swiss francs without board approval; applications now open from 20 June to 15 August; HH committee will interview candidates and report back to the board.

Human Rights Council – SDL represented GWI as a panelist at an HRC56 side event on widows' education in refugee camps on 19 June.

SDL submitted responses to the UNESCO thematic mapping call - The UNESCO Thematic mapping is a framework of thematic indicators whose purpose is to measure and monitor the progress of UNESCO's contribution to the implementation of the Goals and Targets of the 2030 Agenda for Sustainable Development; GWI is now a contributor to this effort as an official UNESCO partner.

SDL submitted responses to the United Nations of Vienna call for inputs for the Commission on Narcotic Drugs and how illicit drug use reduces opportunities for education.

Observed several days of observance with infographics, press releases and social media plans: Menstrual Hygiene Day, Work Refugee Day, International Day for the Elimination of Sexual Violence in Conflict, and World Day against Child Labour. All have been very well-received with excellent data analytics for open rates; fair enough shares on social media. Also observed Hate Speech Day with video and social media. SDL shared all publications with NFA Permanent Missions to the United Nations in Geneva, as added exposure and partnership building; child labor day infographic especially shared to ILO.

SDL reports that all submittals are maintaining and increasing GWI international exposure in relationship to partnership building. Update newsletter and other publications hover at 35% open rate which is substantial for a newsletter of our size. She continues regular meetings with Restrive regarding the website facelift. The new homepage had already been created and at the meeting today, 24 June, is to finalize secondary pages design and functionality. SDL reminded that there will be ample exposure for YMN as well as all international advocacy work; she asked Sudha to send YMN content today.

SDL was asked by Japan to work with them on an international conference on July. The conference has four streams, and she is currently working with them to determined which stream will give GWI and JAUW the most exposure.

SDL facilitated Zoom for the YMN Conversation Series on 22 June; went well and had multigenerational attendance.

SDL is working with a small committee of CFUW GWI supporters on a new funding source help financially struggling NFAs to meet GWI dues; this is intended to support GWI operations and maintain projected NFA dues revenue targets; the grant process will be well-define, have strict application criteria and be overseen by an Ad Hoc committee formed each January in effort to meet dues requirement for 31 March; recommendations will be made to FinCom who can further recommend to GWI board once questions, if any, are addressed about the applicants.

The office had a good pool of internes for several months; however, most have ended their internships now; two interns remain at part time; SDL working to add a new intern in September for four months. She reminded the board of the office workload that includes supporting all board, committees, and membership as well as maintaining all operations and implementing the strategic plan; the workload for one staff is intense and often very stressful she reminded and asked for patience.

SDL is preparing for the BFWG meeting on 26 June about GWI BRPID projects. Encouraged all to attend at 8:30pm CEST.
She reported that she has been finished with the 2023 annual report layout and design for some time and awaits the Treasurer letter which has been promised for 24 June. Trying to compete 2023 Annual Report, only need Treasurer letter

She has scheduled the requested independent member meeting tomorrow morning, 25 June at 7am CEST as per Doodle results; she is working with Meera on agenda.

Regarding the question of what committee each board member is responsible for, SDL urged the board members to review the position Terms of Reference they agreed to when taking office; the ToR specifies the GWI committees each board liaises with.
VP Fundraising introduced herself in her first board meeting.

Wrap Up: PWC thanked to all the Board member for long but productive meeting.

<u>Next 20th Board Meeting is fixed on Monday, the 29th of July 2024. 6 p.m. CEST.</u>

Retreat is scheduled on Monday, the 22nd of July at 4 p.m. CEST.

Meeting adjourned: 8:28:45 a.m CEST. New Zealand time 7.28.45p.m.

Minutes drafted by US