



GLOBAL **Women's**  
**LEADERSHIP** Initiative



# The Women in Public Service Project Institute at Wellesley College

## Final Draft Report

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*“By making full use of half the world’s intelligence — the intelligence of women — we improve our chances of finding real and lasting solutions to the challenges that confront us.”*

**Michelle Bachelet, Under Secretary General and Executive Director of UN Women**

*“If there is one message that echoes forth from this conference, let it be that human rights are women’s rights and women’s rights are human rights once and for all.”*

**Then First Lady Hillary Clinton, Fourth World Conference on Women in Beijing, 1995**

*“I think as this project [WPSP] succeeds and as this project trains more and more women, there will be more models for younger women to emulate.”*

**The Honorable Jane Harman, Director, President, and CEO of the Woodrow Wilson International Center for Scholars**

Launched by U.S. Secretary of State Hillary Clinton in partnership with the U.S. Department of State and five leading women’s colleges – Barnard, Bryn Mawr, Mount Holyoke, Smith, and Wellesley, the Women in Public Service Project (WPSP) is housed at the Woodrow Wilson International Center for Scholars as of June 2012. Founded in 2011, and now grown to include Scripps, Mills, and Mount St. Mary’s Colleges and other partner institutions around the world, WPSP is an initiative to advance women to positions of influence in governments and civic organizations worldwide. Recognized as an unparalleled platform, WPSP amplifies the voices of women who are already in and those who aspire to public service around the world.

In June of 2012, fifty emerging women leaders from countries in political transition and post-conflict across the globe attended the Institute at Wellesley College in Wellesley, Massachusetts. Since the institute was launched a year after the defining events of the Arab Spring, it acknowledged the uniqueness of this historical moment by including a particularly strong cohort from the Middle East and North Africa regions (MENA).

The model curriculum was designed by Dr. Rangita de Silva de Alwis, the current Director of the Global Women’s Leadership Initiative at the Wilson Center. The pedagogical approach was based on shared and interactive learning, cross-fertilizing strategies, and transnational idea sharing to create an enriching experience for the students.

The WPSP Institutes and workshops are distinctive programs aimed at inspiring a new generation of women leaders in public service. At the heart of the WPSP is a lifelong mentoring network for WPSP participants facilitated by the Wilson Center.



## Introduction

The Women in Public Service Project Institute (WPSP) at Wellesley College was the inaugural WPSP Institute and was held at a transformative moment in the history of our time. The Institute, convened in the aftermath of the Arab Spring and other political transitions sweeping the world, provided an opportunity to advance women's leadership in public service during a period of critical political transformation.

Fifty emerging women leaders between the ages of 25- 45 who were already in or aspiring to public service were brought together from the Middle East and North African Region and countries in recent or continuing political transition to engage in shared learning and strategize on common goals. For a period of two weeks from (June 11-22, 2012), these emerging leaders selected from over 500 applications engaged in an intensive immersion program and followed a rigorous curriculum taught by over 60 leading thought leaders from the United States and around the world.

Participants deliberated on some of the most urgent and pressing challenges facing their communities and countries. Through shared experiences and leadership learning sessions, these emerging leaders learned critical leadership skills, such as constitutional and legislative drafting, negotiation techniques, conflict resolution, peacebuilding, networking, mentoring, and social media technology, providing them with a tool box to transcend challenges to leadership and expand boundaries and opportunities to serve their communities and countries.

Now more than ever, there is a call to action for women to be at the forefront of law, policy, and political change as full and equal decision-makers at levels of government service. At a time of transformation, the WPSP Institute at Wellesley College provided delegates with the space and the platform for reflection, critical analysis, and building enduring partnerships. It also served as a powerful catalyst for networking and an opportunity for the participants to share in the collective vision and promise of their sisters across borders, communities, countries, and cultures. Coming out of the Institute, the WPSP participants were galvanized and prepared to take the lead to be decision-makers and inspire change in their communities and countries.

At the heart of the Institute were the change agents themselves. Each participant brought to the table their passion for reform, the spirit of public service, and their own unique story. Participants worked together on concrete case studies to resolve real world problems and create strategic plans of action that could be used as models in their own communities.



During group work and role-playing sessions, participants practiced running for office, conducting press interviews, and overcoming gender bias in the media. Participants reflected on ways to seize moments of transition to strengthen the rule of law. They reimagined constitutions, legal systems, and institutions



that would better reflect women's needs and expand space for the policy-making process. The participants drafted language for parity laws, strategized on women's security in post-conflict situations, and critiqued current laws, institutions, and practices. Participants also learned how to use storytelling and the power of their voice to make a compelling case on behalf of their communities and the women around the world.

The WPSP at Wellesley realized its goal of creating a safe space for critical debate and cross-cultural dialogue and became an incubator for leadership. As Rachel from Israel states, "you [the WPSP] taught me that more unites than divides us. You have given me hope for a better future, a future where women play a greater role in decision-making."

Challenging one another, WPSP delegates debated, deliberated, and came up with alternative narratives and strategies to address the marginalization of women from transitional justice processes in the MENA region and other parts of the world. Each participant took back with them not only the concrete tools of action plans and recommendations to actualize the promise of WPSP, but also reaffirmed their commitments to reach the goal of 50 percent women in decision-making in public service by 2050.

The defining role of the Woodrow Wilson International Center for Scholar's Global Women's leadership Initiative is to sustain and strengthen the spirit of the WPSP through lifelong mentoring and continuing conversations. The first cohort of the WPSP graduates at Wellesley has now joined an ever expanding global network of emerging women leaders from around the world that is now convened by the Wilson Center. It is their work at the forefront of decision-making that elevates the WPSP as the premier platform for women in public service globally.

## **Institute**

The goals of the Institute were to provide a forum for shared learning and dialogue, an exchange of experiences and expertise, and peer-to-peer mentoring and networking. The Institute also aimed to build an important platform for cross-fertilization of knowledge and innovative leadership skills.

## **Vision**

The Women in Public Service Project (WPSP) is animated by the vision of providing vital momentum to the next generation of women leaders who will invest in their countries and communities, provide leadership for their governments and societies, and change the way global solutions are developed. Working in alignment with other leading organizations and institutions in the United States and around the world, the WPSP creates training and mentoring opportunities for emerging and aspiring women leaders; establishes and sustains a vibrant international network of such leaders; generates new, cross-culturally valid insights on women's political leadership; and will gain momentum over time. WPSP envisions a world in which political and civic leadership is at least 50 percent female by 2050. The Wilson Center is committed to building the infrastructure and convening the conversations necessary to achieve this vision.

## **The Women in Public Service Project Institutes and Institute Methodology**

Leadership institutes are held periodically at partner institutions. The seminal Institute was held at Wellesley College in June 2012 and the inaugural international Institute was held at the Asian University for Women in Bangladesh in August 2012. Several more Institutes are scheduled for 2013.



To better prepare emerging women leaders for a career in public service, the WPSP Institutes use a unique combination of approaches that incorporate discussions, working groups, role playing, debate, and story-telling as a way to engage in shared learning and create model strategies to inform public policy.

Working group discussions were organized based on concrete case studies drawn from the political, social, and economic realities of the region, and participants were asked to discuss strategies and policy initiatives to address these challenges. Participants were given a range of options for role-playing, including simulating a panel discussion, a radio interview, a campaign speech, and the policy formulation process. These opportunities to devise solutions to real life problems and to learn from each other were some of the most defining elements of these sessions.

## **Public-Private Partnerships**

Public-private partnerships are at the heart of the Women in Public Service Project. Women's advancement in public service, policies on work-family balance, and equal pay for equal work affect all women both in the public and private sector.

Dell Corporation's gift of laptops to the WPSP Institute at Wellesley enriched the learning and networking experience. Delegates were able to participate in daily activities using laptop computers provided by Dell. Dell also supplied software and training in social media for delegates. These computers were pre-loaded with all of the Institute's materials, allowing students to access information at any time and engage with the activities. Furthermore, the laptops serve as a powerful resource for delegates to use in their projects after they return to their home countries. These laptops are now the catalysts for the delegates, serving as their connection to each other, to mentors, and to the Wilson Center.

## **Inauguration**

*"The world cannot miss out on the talents and contributions of half the population."  
–Secretary Hillary Clinton, U.S. Secretary of State*

The inaugural WPSP institute at Wellesley College was a historic occasion. Delegates had the opportunity to hear from two U.S. Secretaries of State who were both distinguished graduates of Wellesley College. The President of Wellesley College, H. Kim Bottomly, presided over the morning's ceremonies and had the distinct honor of hosting the two Secretaries of State, one former and one current, who epitomize transformative leadership and serve their country and the world.

Other speakers included Farah Pandith, the U.S. Special Representative to Muslim Communities; Kavita Ramdas, who chaired the advisory committee of the WPSP Institute; Judge Nancy Gertner, former federal judge and Harvard Law School Professor; and Mu Sochua, leader of the opposition in Cambodia and first Minister for Women's Affairs. A highlight of the opening ceremony was a panel discussion with select WPSP delegates moderated by Rangita de Silva de Alwis, the Director of the WPSP Institute.

Following the panel discussion, former U.S. Secretary of State Madeleine Albright (Wellesley '59) spoke to the students about the unique perspective that women bring to public service. She cited as an example the desire to seek justice in Kosovo, outlining that "women would view the problem of security



in broad terms.” Women’s broad perspective leads to the inclusion of poverty and moral development into traditional security concerns like arms trafficking.

For this reason, she further explained that having women involved in every part of government, “in every part of the world,” is necessary to discover new solutions to current problems in the world. The collaboration of these women, which would later be actualized at the Wellesley Institute, ties into the heart of the WPSP: peer-to-peer mentoring and collaboration across borders allows the world’s greatest problems to be solved.

She urged the delegates to take the plunge and to serve as role models to women around the world aspiring to public service. As future change-makers, Albright called the delegates to action reminding them that “[Your] work is important not only in [your] own country, but to all of us. Whenever women succeed, they blaze a path that others may follow.”

U.S. Secretary of State Hillary Clinton, the founder of WPSP, inspired the emerging women leaders“ to make what seems to be impossible, possible.” She highlighted the obstacles that women face in public service due to the lack of mentors and the increasing “constraint on all aspects of [their] lives.” Clinton attributed women’s concerns that they are not well-equipped or prepared for a career in politics to the fact that there are few mentors for women. She noted that this can keep women from being equally represented in politics, which is something the WPSP seeks to address by giving young women, like the participants in attendance, the leadership skills and the support necessary to succeed in public policy.

Clinton then stressed the importance of WPSP’s role to correct gender imbalances, emphasizing the importance of change not only from the top but also from the grassroots level. This effort is evident in the project’s mission to train women, “women like those who are here, who have the talent, who have the will, but sometimes not the opportunity to become effective leaders in their nations.”

Clinton recognized that every woman in the room came to the Institute with their own personal story, a story of women who have “tasted the gas and felt the beatings” and “who are now working to shape and secure [their] transitions to democracy.” Expressing her deep appreciation for those



women, she reflected on her own travels and the lesson that she learned: “I’m reminded that our yearnings for human rights and human dignity, for justice and opportunity, are truly universal.” As a woman, Clinton reminded them that they have a special stake in the yearnings for human rights because “we have seen that women’s rights and opportunities can hang in the balance” in working towards that goal.

Through the WPSP, Secretary Clinton envisions that the delegates will not only have the tools and the connections to succeed, but also have new networks, new mentors, and confidence and determination. She called every woman in the audience to action by saying, “Now we are looking to you for your



leadership to turn the promise of change into real and lasting progress that moves each of your countries toward democracy, human rights, and opportunity.”

Clinton made the promise to the women in the audience that in their endeavors to seek justice, “the United States will stand with you as your partner and as your supporter as you do what is necessary to secure democracy and the universal human rights that every human being is entitled to.”

The most exciting element of the WPSP institute was when Secretary Clinton opened the floor for a question and answer session. Participants took advantage of this rare opportunity with the Secretary to ask about specific U.S. programs and to determine ways that the United States and their respective countries can work together on specific issues facing their countries.

A WPSP delegate asked about the role of the WPSP in the United States. Secretary Clinton pointed out that women in the United States have a “particularly difficult set of obstacles to run through,” including challenges like raising campaign funds and family obligations. She said that in order to get more women in politics – including in the White House – women need to “keep pushing at that glass ceiling.”

A Yemeni delegate asked about the influence Secretary Clinton wields as the third female Secretary of State. The Secretary explained that “women’s issues have to be central to U.S. foreign policy, rather than a sideshow. We know that where women aren’t educated, where their health isn’t cared for, those places are less stable.” The only way to make sure these issues are addressed is to involve women in decision-making. She concluded the session by encouraging the delegates to be open to all opportunities and to be ready to contribute in any way that they can.



Another question came from an Afghani WPSP delegate who is the youngest member of the Afghanistan parliament. She asked if Secretary Clinton believed that a withdrawal of the United States and international troops from Afghanistan would lead to a disaster of democracy in the region. Clinton began by clarifying that America will continue to support the Afghanistan government and work to ensure that Afghanistan continues to progress forward, particularly in the women’s rights arena. She pointed out the Afghani delegate as “a perfect example of that progress,” able to legally go

to school and to receive an education. Clinton finished by stating her personal commitment to stand with the delegate and to support her on her journey.

The question and answer session closed on an inspiring personal note when a delegate from Israel asked Secretary Clinton what made her get into politics and how she knew it was the right path for her. Secretary Clinton responded that “you have to believe in what you’re doing and who you are and the contributions you can make.” She reminded the WPSP delegates that she is here to support each of them because “each of you is here based on our assessment that you can make a real contribution to your country at challenging times like the ones we live in today.”





## Day 1 – “The Power of Storytelling”

The power of narrative and women's voice was introduced by Judge Nancy Gertner, Federal Judge and Professor of Law at Harvard Law School. The Judge spoke about using her voice in the defense of women as a pioneer women's rights advocate and litigator and later as a judge. She further shared her story of protests against the Vietnam War, which initially inspired her to advocacy. The protests motivated her to take up a career in which she could use her Yale Law degree to help people and to stand up for others rather than “fear the world.”

Anne Timmons, a Wellesley Alumna and professional voice artist, spoke to the delegates about how storytelling could be used in a professional setting. She argued that women are great storytellers, and can oftentimes be more persuasive by using emotion in their stories. She proposed that this may be the best way for women to convey their message.

Utilizing tools suggested by Anne Timmons, the delegates spoke about their own deeply personal experiences, and how those experiences can impact policy at the local and national levels. They told stories of the struggles they rose above to enter political office, stories about promoting education or freedom of the press, and stories of how forming networks with other women inspired them to work for women's causes. Not only did the women have an opportunity to practice honing their story-telling skills, but they also had the opportunity to get to know one another better; celebrating in their successes and gaining a deeper understanding of each other's unique struggles.



## Day 2 – “Identifying Challenges to Women's Leadership in Public Service and Transcending those Challenges”

*“For a country in transition, you don't get go back to the battlefields because you say ‘that's going to be my career.’ It's because you are part of it, because you have something that you must give back.” –Mu Sochua, former Minister of Women's Affairs in Cambodia*

The second day of the Institute examined challenges that confront women in public service and strategies to overcome those obstacles as women pursue leadership positions. The second day kicked off with an opening discussion with Mu Sochua, former Minister of Women's Affairs in Cambodia, and Shazia Rafi, Secretary-General for Parliamentarians for Global Action. The two women leaders, in conversation with the director of the WPSP Summer Institute Rangita de Silva de Alwis, discussed the tools needed to move past the challenges faced by many delegates.

Dr. Rangita de Silva stressed that including women in policymaking has tangible benefits because women offer a diverse and inclusive perspective. She shared examples of cases where women have pushed for equal pay for equal work, work/family balance policies, childcare policies, access to education, anti-violence against women laws, sexual harassment policies, and clean water policies.



Masculinization of power; gender bias in media; disproportionate share of work/ family obligations; duality in policy and politics that perceive women differently; and patriarchy in politics inhibit women's access to and advancement in public service. Despite these obstacles, Shazia Rafi explained that there are ways to move past those obstacles: "Quotas, if they're accompanied by training and finance reform, those are the things that will make a difference." She pointed out training as an area we could improve.

Rafi discussed the predominance of women becoming presidents and prime ministers due to the passing or assassination of their husbands. However, she stated that "We [women] have to be in the business of training women, [and] we have to have our radar out there, seeking out those who have the potential." Rafi believed that more women will have the capacity to be public servants if given the opportunity and the appropriate training to explore that option.

The panelists continued to discuss other ways to overcome the barriers that women face in public service, including transnational networks, mentoring, and a holistic vision of the legal system that outlaws all legal impediments.

Encouraging the delegates to not see "women's leadership in a vacuum," Dr. de Silva outlined another impediment that can prevent women from ascending to and flourishing in public service: their home life. Unequal inheritance, property rights, unequal marriage and divorce laws, unequal guardianship, and heads of household policies are all contributing factors that prevent women from taking on political positions. In a dialogue with Dr. de Silva, Shazia Rafi weighed in on the cost of politics, stating that women, due to their lack of financial assets, need to "become financially literate, have assets in their own name, [and] need to know how to manage them." She encouraged the women in the audience to reach out and network with men who are more literate in financial and budgetary fields and perhaps willing to help women gain that same literacy.

Building alliances with male and religious hierarchies was another important theme of this session. This was emphasized by Moushira Khattab, former Egyptian Ambassador to South Africa and Italy and the former Egyptian Minister for Family and Population, who gave a keynote address and spoke about her efforts to ban female genital mutilation and the bridges she built with the male bastions of power. She explained that before persuading people to reject a harmful cultural practice, it is important to first understand the reasons the practice is carried out. In the case of female genital mutilation in Egypt, she found that parents often have the procedure performed on their daughters because it is seen as a desirable trait in a wife, and they want to give their daughters a chance for a good marriage and a good future. Another issue is the abundance of misinformation and the lack of education about the practice. In order to get popular support for the ban, it was essential to address these issues. To do this, the Ambassador had to build an alliance with representative from a wide range of people from different facets of public life including doctors, religious leaders, youth (especially male youth), members of parliament, and members of the media. They agreed to spread one message to address fears and misconceptions and to take away the religious significance of female genital mutilation. They led media campaigns, held local debates, and facilitated question and answer sessions. The law was ultimately passed after an eight year process, and it had a broad base of support because it was led by local communities.

During lunch, delegates heard from Dr. Haleh Esfandiari, the current Director of the Middle East Program at the Woodrow Wilson International Center for Scholars. Dr. Esfandiari told her story of being kept in solitary confinement for 105 days in Iran in 2007. Dr. Esfandiari explained the importance of networking and connections, measures that saved her life.



In the afternoon, delegates were assigned to groups and were given the opportunity to present their own strategies to overcome various barriers to women in public service. Among those presented were discriminatory traditional practices and cultural norms, unequal laws, and unequal family practices. One group, for example, developed a plan for a campaign to increase the number of women representatives in parliament. The plan included a strategy for alliances with the private sector, grassroots organizations, and traditionally male-dominated groups and positions. Another group came up with a network and platform of action to combat the trafficking of women. Following this exercise, delegates reconvened to discuss their topics in a conversation led by Mount Holyoke College Professor Karen Remmler in which they discussed strategies to overcome the challenges they identified and how to build their own “toolboxes.”

The highlight of the day was a dinner presentation by Professor Lani Guinier, the first black woman to be given tenure at Harvard Law School. She advised the delegates to find both a mentor and a “constituency of accountability,” which she defines as a group that knows one’s goals and values and will hold them accountable when making career choices. She also said that it isn’t enough to simply put women or minorities in power, but that the “fundamental shape of the hierarchy must change as well.” Only through this will social change be possible.

### Day 3 – “Women and the Arab Spring”



The third day of the Institute was dedicated to the historic turning point events of the Arab Spring. Although women were at the forefront of the revolution standing alongside with their brothers, women were unfortunately marginalized in the aftermath of revolutions. Few women served on transitional justice commissions, and women were beaten back when they reassembled on international women’s day on March 8<sup>th</sup>.

Speakers in the morning session included Moushira Khattab, former Egyptian Ambassador to South Africa and Egypt and former Minister of Family and Population, and Michele Sison, Assistant Chief of Mission for Law Enforcement and Rule of Law Assistance in Baghdad, Iraq and the former Ambassador to Lebanon and the United Arab Emirates. Dr. Haleh Esfandiari, Head of the Middle East Program at the Wilson Center, moderated the discussion.

The speakers discussed the complicated impact of the Arab Spring on women. Ambassador Moushira Khattab argued that women played an important role in the Arab Spring, and because of this, “Egypt will never be the same, a new culture is emerging.” However, the ambassador also noted that groups who had unified to defeat the regime have since splintered, and women’s issues have been one of the most divisive issues. One of the manifestations of this division was the forced virginity testing of female protesters who were arrested in March 2011. She argued that many groups – including women’s groups – were not as organized as the Islamists and were pushed aside during the rebuilding of the government. In the future, women need to learn from these mistakes. The speakers emphasized that women’s rights need to be incorporated into the agenda from the beginning, and the population needs to be convinced that advancements for women help everyone.



*“Don’t let anyone tell anybody that women’s issues should be secondary. Our involvement is critical in ensuring a movement endures in terms of post-transition, peace and a system that protects all citizens. These are not women’s issues, these are everyone’s issues. Nobody should tell us to wait.” – Michele Sison, Assistant Chief of Mission for Law Enforcement and Rule of Law Assistance in Bagdad, Iraq, and former Ambassador to Lebanon and the United Arab Emirates*

In the group discussion following the panel, one major theme was reiterated over and over again by the participants: the problem is not with Islam, but with people using Islam to marginalize women. Even though religious groups like the Muslim Brotherhood have risen in prominence since the Arab Spring,



there are reasons for women to be positive about their futures in these countries. By taking part in the revolutions, women proved to themselves and to their fellow citizens that they were equal to men and were agents of change. One of the important lessons learned by these women’s groups is that they have to reject the interpretation of Islam that keeps them from participating in the public domain.

#### **Day 4 – “Women, Peace, and Security: Women Negotiating Peace”**

*“Ultimately, leadership requires action: daring to take steps that are necessary but unpopular, challenging the status quo in order to reach a brighter future. And to push for peace is ultimately personal sacrifice, for leadership is not easy. It is born of passion, and it is a commitment. Leadership is a commitment to an idea, to a dream, and to a vision of what can be. And my dream is for my land and my people to cease fighting and allow our children to reach their full potential regardless of sex, status, or belief.” – Benazir Bhutto, Prime Minister of Pakistan*

The fourth day opened with a discussion on women and conflict resolution. The panel included Ambassador Swanee Hunt, former Ambassador to Austria and expert on inclusive security; Ambassador Michele Sison; Hina Jilani, a Pakistani human rights lawyer and former UN Special Representative for Human Rights Defenders and Special Representative for Darfur; and Professor Vicki Jackson, who is the first Thurgood Marshall Professor of Law at Harvard Law School. The first major issue discussed by the panel was the lack of women involved in post-conflict resolution. If women are not included in peace-making decisions, then they will continue to be excluded in the post-conflict government. One of the ways to address this is to operationalize Security Council Resolution 1325, which recognizes the importance of women in the prevention and resolution of conflicts and seeks to have more women involved in the peace-building process. Another issue is the use of sexual violence – against men and women, boys and girls – as a tactic of war. It needs to be recognized by governments as such and appropriate



measures need to be taken to reduce its use and to better respond to the need of survivors.

Ambassador Sison explained that involving women in the conflict resolution process is extremely important because it allows them to make their voices heard, so they can not only protect themselves in the future, but their families and communities as well. She noted that out of about forty conflicts in the past decade, only eight are new. The rest, she said, “have been simmering.” Most of these have occurred in places where women have very little voice or power and were also excluded from the peace process. She also pointed out that women need to be seen as leaders, survivors, and problem-solvers, not just as victims. Further, women’s experiences in these roles need to be valued. Finally, including women in these decisions and processes is essential for the peace and security of all countries because it leads to better policies and decision-making.

Another theme was the idea of transition and the opportunity it provides for change. Professor Jackson argued that moments like the Arab Spring give women a window of opportunity to press for constitutional rights and gender equality. For this reason, it is essential that women are involved in these pivotal moments and that they are organized and prepared to advocate for women’s rights. She pointed out that people do not have to be female to advance a women’s rights agenda, but that women are more likely than men to have experienced exclusion or discrimination, which is why their insights are valuable when writing a new constitution or forming new policies after a conflict. Hina Jilani cautioned participants that after a conflict, women’s rights should never be promoted in isolation but should be linked to human rights, peace, and security. By doing this, the women’s rights agenda will not be easily dismissed.

During role play, participants organized into groups to discuss different elements of the transitional justice process. For example, one group presented the weaknesses of retributive justice as against restorative justice, and reparative justice. They explained that retributive justice is carried out through court proceedings in which there are trials for crimes committed during the conflict. Cambodia is an example of a country that has implemented retributive justice. Restorative justice typically involves truth commissions and a focus on healing after widespread atrocities. Many countries have used truth commissions. Reparative justice, on the other hand, consists of restitution or apologies to victims. An example of this is the money that the United States gave to Japanese-Americans as restitution for their internment during World War II.



## Day 5 – “Women’s Rights as Human Rights”

The topic discussed at the Institute on day five was the importance of conceptualizing and framing women’s rights as human rights. Institute participants listened to a discussion on this issue led by Hina Jilani international jurist and renowned human rights lawyer of Pakistan; Kathryn Kolbert, the Director of the Athena Center for Leadership Studies at Barnard College; Judge Dorothy Harbeck; and Ambassador Meryl Frank. The discussion was moderated by Dr. Susan Roosevelt Weld, Director of the Asia Law Center at the Georgetown School of Law.



In 1995 at the Fourth World Conference on Women in Beijing, then first Lady Hillary Clinton electrified the world with her clarion call that Women's Rights are Human Rights. Since then, the international women's movement has galvanized around this call to inform women's human rights lawmaking, movement building, and international norm creation. One of the hallmarks of the Post- Beijing era was a new social movement that challenged the social structures that tolerated violence against women.

One of the most visible manifestations of human rights violations against women is gender-based violence (GBV). GBV can take many forms and includes actions such as honor killings, acid crimes, infanticide and female foeticide, sati, female genital mutilation, virginity testing, menstruation rituals, and dowry killings. Additionally, women and girls can experience gender-based violence from discriminatory feeding practices, polygamy, child marriage, and forced marriage. These multiple forms of violence put women's personal security at risk and remain one of the most significant impediments to women's agency.

While the Beijing conference was a watershed event in the history of the global women's movement, the post-Beijing era saw the ferment of transnational networks and non-governmental organizations which engaged closely with the United Nations to shape the global agenda. While the global movements expanded to include new voices from the global South, the agenda of local and national movements were informed by the international standard. International jurisprudence founded on CEDAW promoted new theories and practices, which provided an analytic terrain for national lawmaking. While local and national movements were instrumental forces in pressing for national domestic violence laws, seizing political opportunities, and situating their demands and goals based on the local need, the global agenda helped mobilize local movements. By providing a universally accepted benchmark to help frame national laws and policies and by monitoring the implementation of those laws, the global community further supported local efforts and helped them to achieve their goals.



Honor killings sacrifice women at the altar of perceived family honor. Hina Jilani pointed out that in places like Pakistan there is a sense of impunity for these crimes. She explained that Pakistan's legal system has loopholes that allow perpetrators to escape justice if the judge sympathizes with the attacker. Changes to the laws in 1996 attempted to address some of these problems, but they still do not protect women's rights and even allow the accused to be acquitted if the victim's family forgives him.

In other countries, like Morocco, women and girls can be forced to marry their rapists in order to avoid prosecution for having extramarital relations. Essentially, in many cases, punishment and justice as it relates to violence against women remains a private affair and continues to be justified by culture.

However, GBV has gained attention and has become an international public policy issue. This is partly due to its inclusion into the human rights framework, which has forced the world to think about women's rights differently and has undermined those that use culture and traditional values to justify

violence. Still, as Dorothy Harbeck argued, more needs to be done. She explained that GBV crimes need to be made more visible to remove the stigma and the shame from victims and to make the crimes easier to prosecute. One of the biggest problems is that women do not report violence to authorities in the first place. They are discouraged from doing so out of fear that they will be seen as “loose” or as if they are “asking for it,” and they don’t want to damage their reputations. One of the most powerful ways to combat this is to create a network of allies that includes everyone from the police to the media. A wide base of support can encourage victims to report crimes and will urge the public to treat these crimes as unacceptable. As Hina Jilani said to participants, “To take culture and use it as an excuse is insensitive to culture.”

Kathryn Kolbert spoke to the participants about changes in the domestic violence laws in the United States. She noted the fact that as little as ten years ago, women were told they had to have a witness to the crime, which was difficult if the violence occurred privately. Men were also told by the police to “cool off,” and they were not treated as potential criminals. Since then, changes in the laws have made domestic violence a more serious crime, and the criminal justice system takes it more seriously.



During the afternoon session, Stephanie Foster, an international expert on policy advocacy, and Hina Jilani shared with participants examples of an advocacy campaign against GBV. They stressed the need to create a network of allies and to link women’s rights with human rights. They also pointed out that advocacy work is more successful if local groups and activists are involved.

Using the discussion as a guide, participants were divided in groups to role-play various scenarios related to violence against women and human rights. For example, one group presented a CEDAW report addressing violence against women and relating it to Security Council Resolution 1325. Another group created a plan of action to combat state-led violence and violence in politics. They highlighted the problems of threats leveled against female political candidates and state-led virginity testing.

The evening session featured a keynote address by Jeni Klugman, the Director of Gender and Development at the World Bank. Some of the issues that were raised from the session included the multi-dimensionality of gender equality, the need to understand the local context, the problem of “missing girls,” and the need for legislation to complement development. Although the World Bank has been criticized by some for the lack of gender consideration in its programs, Dr. Klugman noted that there is an increased effort to address this. The participants learned that the World Bank is prioritizing four key areas including: closing gaps in endowments for skills, education, and health; improving economic productivity by increasing access to resources and to the market; facilitating women’s voice and agency in the community and at the national level; and in limiting the transmission of inequality across generations.

## Day 6 – “Economic Agency and Women’s Leadership”

*“Nothing is as urgent today in the political economy of development as the recognition of the political, economic, and social participation and leadership of women.” – Amartya Sen*

Day six was dedicated to learning about the issues impeding women’s economic agency and leadership and the ways to overcome them. Panelists for the morning discussion included Henrietta Holsman Fore, the administrator of USAID; Patricia Sulser, International Finance Corporation (IFC) Chief Counsel; and Dr. Inyang Ebong Harstrup, who is the Associate Director of the United Nations Development Group Office and who served as moderator of the panel.



The speakers identified that the evidence has never been clearer that women’s economic agency is both the moral and economic imperative of our times. Women’s agency is important for women’s individual well-being; the well-being of women’s families; and for the well-being of their communities.

They argued that countries that create better opportunities and conditions for women and girls can raise productivity, improve outcomes for children, make institutions more representative, and advance development prospects for all.

A few examples on how gender equality can play a transformative role in South Asia are:

- Ensuring equal access and treatment for women farmers would increase maize yields by 11 to 16 percent in Malawi and by 17 percent in Ghana.
- Improving women’s access to agricultural inputs in Burkina Faso would increase total household agricultural production by about 6 percent, with no additional resources—simply by reallocating resources such as fertilizer and labor from men to women.
- The Food and Agriculture Organization estimates that equal access to resources for female farmers could increase agricultural output in developing countries by as much as 2.5 to 4 percent.
- Eliminating barriers that prevent women from working in certain occupations or sectors would have similar positive effects, reducing the productivity gap between male and female workers by one-third to one-half and increasing output per worker by 3 to 25 percent across a range of countries.
- In India and Nepal, giving women a bigger say in managing forests significantly improves conservation outcomes.

Public-private partnerships that target women are critical. The private sector is an important partner in creating opportunities for women. Henrietta Fore explained that engaging the private sector can help to achieve women’s economic empowerment. She discussed how only nine percent of foreign aid comes from governments, and the rest is primarily supplied by private companies or individuals. For example,





after the earthquake in Haiti, ten percent of Americans donated to the recovery and reconstruction efforts. In Africa, Coca-Cola gives women refrigerators to sell the company's products while also giving women a way to earn an income. Therefore, one way to expand women's participation is to foster public-private partnerships. These partnerships can be helpful when governments may not have the capacity to maintain long-term projects. This is an area where the private sector could step in and fill this role. To encourage the involvement of the private sector, the government should focus on maintaining an investment climate that attracts investors and makes them feel comfortable. The government should also make sure that there is a transparent dispute resolution process to create stability. Furthermore, there should be efforts to collect better gender-disaggregated data. As Patricia Sulser explained, "Data collection is really important to make the case for how women are affected."

During lunch, participants discussed with Professor Craig Murphy what more must be done to achieve Millennium Development Goal #3 (Promote Gender Equality and Empower Women). For example, even though educational parity has been achieved or almost achieved in many areas at the primary level, girls are still underrepresented at the secondary and tertiary levels. In terms of increasing women's employment in non-agricultural sectors, there has been some improvement in South Asia and Africa, but not in West Asia or North Africa. Further, women still do not have a large presence in national parliaments, and issues like access to family planning has seen very little improvement in many places. Finally, women continue to be excluded from agenda-setting and decision-making.

*"There are many men who do not notice that there are only two women at the table." – Prof. Craig Murphy*



In the afternoon session, delegates divided in groups to discuss the challenges that their countries face in achieving the MDGs of eradicating extreme poverty, achieving universal primary education, promoting gender equality, reducing child mortality, improving maternal health, reducing HIV/AIDS and malaria, promoting environmental sustainability, and developing a global partnership for development.

Afterward, representatives from each group roleplayed a panel discussion on the MDGs and discussed what the agenda should include post-

2015. The groups each pointed out gaps in their countries and suggested plans of action for the future.

## **Day 7 – "Combating Gender Stereotypes in Work/Family Reconciliation Policy"**

One of the biggest hurdles faced by women as they seek leadership positions is the double burden of work-family obligations and the disproportionate share of caregiving.

Around the world, women in the public sphere are searching for laws, policies, and initiatives to address work-family reconciliation policies and to define caregiving as a critical public policy issue.

The morning discussion featured Professor Rosanna Hertz and Dr. Rangita de Silva de Alwis on this issue. Professor Hertz pointed out to participants that the balance of work and family is different for men and women. Because women – even working women – are primarily responsible for the care of the family,

they are sometimes forced to prioritize their family or their career in a way that men are not. There is an expectation that women will become mothers, yet they are not supposed to let motherhood interrupt their careers. Professor Hertz argued that society needs to “place children at the focus of our priorities and make policies that reflect that.” De Silva also pointed out that maternity leave, although essential for mothers, still reinforces stereotypes that place women as the primary caregivers, and it leaves women vulnerable to discrimination because they will have to take more time off from work than men. Instead, men need to be encouraged to take on caretaking and the concept of “maternity leave” should instead be thought of as “mandatory parental leave.”

Rangita de Silva noted that the need to incorporate gender neutral language also extends to other laws and policies to make sure gender stereotypes are not reinforced. Many laws that intend to “protect” women such as maternity leave or forced retirement for women actually deepen sex segregation and subordinate women, barring them from positions of leadership. Using the discussion as a tool and as a starting point, participants broke into groups and created their own national action plans to advance women in public service by taking into consideration important barriers and potential opportunities. In the plenary session, participants debated the strengths and weaknesses of each policy, including their ability to create gender equality, strategies for implementation, and address any biases that might be present.

## **Family Law Reform: A Progressive Interpretation of the Koran**

Women all over the world are calling for an alternative Islamization which legitimizes the rights framework through reform of the *Shariah* based on both Islamic principles and egalitarian values. Patriarchal interpretations of the holy texts often disadvantage and subordinate women. Women are calling for a heightened internal cultural discourse as well as a cross-cultural dialogue aimed at broadening and deepening international consensus on human rights.

Through the tasks of reinterpretation and reconstruction, women are combining human rights with the nobility of spirit that characterizes feminist interpretations of Koranic texts, interpretations that have been submerged in favor of patriarchal interpretations of the law.

This resurgence of a feminist interpretation of the Koran must be seen within the context of a movement to disenfranchise women in the name of religion. Women's public sphere participation in the Muslim World is pivotal to the new currents of reformist thoughts sweeping over the globe. In communities where religion and tradition are deeply entrenched, women have to work both within and outside of their traditions to achieve visibility and create change. In this context, Islamic feminism and secular feminism are not directly oppositional but mutually reinforcing. The WPSF participants worked within the emancipatory and reformist potential of the human rights framework and set out a platform of action, rooted in the richness of Islamic traditions, for women leading change in their communities and in the world.





Participants took part in a discussion on family law reform and interpretation of religious texts led by Dr. Siti Musdah Mulia, former advisor to the Ministry of Religious Affairs (Indonesia), and Dr. Fatima Sbaity Kassem, former director of the UN Economic and Social Commission for Asia. One of the key themes reiterated throughout the afternoon was the need for women to reinterpret Islam because most interpretations have been dominated by men who have placed women in a subordinate role. The panelists pointed out that there is no monolithic or essentialist version of the Koran.

In groups, the delegates had the opportunity to address gender bias and discrimination in laws. One group explored the issue of constitutional reform in countries such as Morocco, where the Constitutional referendum ushered in gender equality provisions in the constitution. The exercise in drafting model constitutional provisions on gender equality was extremely important and instructive given that many of the Arab countries are in the process of drafting constitutions.

## **Day 8 – “Role of the Media in Advancing Gender Equality, Accountability, and Good Governance”**

*“Everyone has the right to freedom of opinion and expression. This right includes freedom to hold opinion without interference and to seek, receive, and impart information and ideas through any media and regardless of frontiers.” – Article 19 of the Universal Declaration of Human Rights*

On day eight, the panel discussion on the role of the media saw delegates interacting with Farahnaz Ispahani, a member of the Pakistani Parliament and advisor to the President of Pakistani; Melissa Ludtke, executive editor at the Schuster Institute for Investigative Journalism at Brandeis University; Pat Drew, owner of Pat Drew & Co.; Carla Robbins, deputy editorial page editor of the New York Times; and moderated by Lynn Sherr, ABC news magazine *20/20* correspondent.

Lynn Sherr sparked the conversation by addressing the changing face of journalism from an industry dominated by men to one that has increasingly embraced women and women's voices. She noted that in the past women had to fight to get the best stories and to report on serious and important events, a fight that improved the quality of the media. “Prior to the involvement of women,” she said, “there were no stories about child care, sexual harassment, violence against women, rape, or battering husbands.” Carla Robbins reiterated Sherr's points, and she added that quoting women and including their views in articles and media reports represents one way the media supports women's rights.

Farahnaz Ispahani described the role of women in governance in Pakistan. She noted that the percentage of women in parliament is relatively high – 22 percent – because of the influence of Benazir Bhutto. Still, Parliament has not been able to pass a domestic violence bill, and women's physical security is still at risk. In terms of media representations of women, Ispahani explained that women are described by their relationship to men (“daughter of \_,” “wife of \_,” “sister of \_”), and that despite her status as a former member of parliament, the media still refers to her as the wife of her husband.

The panelists gave the delegates tips for speaking with the media and for leveraging its potential to empower women. Melissa Ludtke advised them to establish a goal and to seek out different types of media (i.e. local, international, or independent) to accomplish that goal. Lynn Sherr stressed the importance of researching the interviewer to understand who s/he is prior to speaking with the media. During the question and answer session, a participant asked how to turn a local issue into international news. The panelists advised the group to make their stories compelling, to illustrate them using real people, and to seek out various channels to have their cases heard. In working groups and role-playing,

the delegates put the skills they learned to use by making campaign speeches, answering media interviews, and addressing gender bias in the media.

The afternoon session addressed social media and its potential to promote good governance and women's empowerment. The session included a demonstration by Amy Tennison of Dell on how to set up a social media presence, and it was followed by a discussion led by Wellesley Professor of Computer Science Takis Metaxas.

Amy Tennison discussed with the students the aims and uses of social media. First, she defined social media as any tool or service that uses the internet to facilitate conversations. Social media can be used to share ideas, start campaigns, and even to protest. She also discussed the importance of inserting yourself – and your ideas – into an online network. Not only will this help to spread ideas, but it can be powerful when a user is attacked online. However, she pointed out that social media can have a short shelf life. Therefore, the way it is used can determine if it will have a lasting impact or if it will be a fleeting trend. She offered five tips for building a social media plan including: 1. Listen to the pulse of your community (via YouTube, Twitter hashtags, etc.); 2. Identify where to be active; 3. Develop compelling content and make it shareable; 4. Engage your networks; 5. Create your personal brand. She also advised participants to use emotion in their posts because emotion resonates with the social network community. Finally, she encouraged participants to embrace a complete social media strategy including sites like Twitter, Flickr, Facebook, Pinterest, and online blogs.



Professor Metaxas explained that the Internet has given everyone the ability to share and distribute information. This is important because it allows people to circumvent authorities who control access to information. He gave the plenary session an example of a woman who tweeted that she had been beaten and arrested in Egypt during the 2011 revolution. Within minutes, her plight was trending on Twitter, and people were reaching out on her behalf. Thanks to their help, she was released shortly after. While the Internet can lead to good, he also noted it can pose a problem because not all of the information is true or trustworthy.

In groups, delegates role-played various media scenarios. For example, one group role-played a press conference called by a woman to announce her candidacy for parliament. In the press conference, the candidate stressed that she would be a voice for women and that her policies would not hurt men because she would strive for equality for everyone. She also explained that her candidacy was not against Islam, and that she wanted to bring a much needed perspective to decision-making. Another group role-played a training program for women in public service on how to use the media to bolster their message. They designed a plan that utilizes interviews, TV shows, and the internet to advocate for divorce rights and to combat violence against women. They demonstrated how they would establish networks with private companies, especially telecommunications companies, to generate awareness.



*"At the Wellesley Institute, I gained lots of knowledge, many new good friends, and most of all, I gained hope. I gained the hope that there is a good chance for peace in our area, and the understanding that only us, women, can make it happen." – Dorit Basman Kobel, Institute Participant, Israel*

## Massachusetts State House Visit

On Wednesday, June 20, 2012, delegates had the opportunity to visit the Massachusetts State House. The site visit featured a discussion on the role of government in advancing women was led and moderated by Victoria Budson, Chair of the Massachusetts Commission on the Status of Women who arranged for the participants to meet with Therese Murray, President of the Massachusetts Senate. One of the themes discussed was the importance of encouraging women to run for public office. To do this, they argued that people's mindsets have to change, and it has to start with children. Girls need to grow up knowing that public service is available for them as a career if they want to pursue it. Another point discussed was the diverse perspective that women bring to the table. A woman's perspective may lead to more policies on health, education, and the environment.



*"No nation can rise to the heights of glory unless your women are side by side with you." – Muhammad Ali Jinnah, Founding Father of Pakistan*

## Day 9 – "The Transformative Power of Mentoring and a Critical Mass of Women"

The opening session featured a keynote address by Prof. Charles Ogletree, Jesse Climenko Professor of Law at Harvard Law School and mentor to Barack and Michelle Obama. Professor Ogletree spoke to the participants about Michelle Obama's influence as First Lady and as a role model to young women and girls. He challenged the delegates to strive for goals, even if they are scared. He also spoke about the role that men can play in supporting gender equality and mentoring women. He inspired the delegates to "raise others as you climb."

Professor Ogletree's address was followed by a role-playing session in groups. The groups were asked to discuss the development of a mentorship program. One group was tasked with creating a program that could be implemented in a company or organization. In their model, the program would be available to employees as part of a benefits package. The staff would also attend workshops highlighting the benefits of mentorship, and they would learn how to best utilize the relationship to further their careers. Mentors would also receive other incentives such as comp hours to encourage them to participate. Another group proposed a model that would celebrate mentorship and raise awareness about its benefits by holding frequent events. They also stressed the importance of agreements between the mentor and the mentee to ensure that they have common interests and a similar level of commitment.

In the afternoon, delegates participated in several discussions on leadership programs and mentoring. Speakers included Michelle Bekkering, Director of the Women's Democracy Network at the International Republican Institute, and Susan Markham, Director of Women's Political Participation at the National Democratic Institute.

## Quotas for Women:

Petia Topalova, from the International Monetary Fund, and Dr. Sumru Erkut from the Wellesley Centers for Women at Wellesley College spoke on the new study, *Female Leadership and Educational Attainment for Girls*, which was conducted by Rohni Pande, Esther Duflo, Petia Topalova, and Laurie Beaman.

This study shows that when female leaders are present in a country, it presents young adolescent girls' with role models to aspire to careers and attainment of education. They based much of their research on the results of a 1993 law, which reserved leadership positions for women in village councils. The study found that in villages in which women were reserved positions, the gender gap in adolescent educational attainment is erased because women and girls spent less time on household chores. While the study does not trace young women's labor market opportunities, it does suggest that the role model effect is a driving force in educational attainment for young women.

In her presentation, Dr. Topalova explained the study and the role of female political leaders in India in making an impact on adolescents and their families. She specifically pointed out advancing women in decision-making as important for economic development because women tend to invest more in health and education – two key development outcomes. She also spoke about the power of quotas for women and the effect they can have not only in encouraging women to run for office and in achieving a critical mass of women, but also in challenging the gender norms of a society.

One example discussed by the delegates was the Panchayat Raj, or Indian local government. As a result of amendments to India's Constitution, one third of the seats in local councils are reserved for women, which has led to the political participation of almost one million women.

The latest study co-authored by Dr. Topalova examined the intergenerational impact of women's leadership. In Indian communities where women leaders are visible, fathers are more likely to send their daughters to school.

*"The two week training at WPSP provided a vital momentum to me as a women leader in public service that would definitely be a remarkable transformation in my journey with public service." Howaida Nagy, Institute Participant, Egypt*

## Day 10 – "Ethics in Public Service"

The final day of the WPSP Institute at Wellesley focused on corruption, the threat it poses to democracy, and anti-corruption policies. Speakers included Carol Stieker,



Professor of Law at Harvard Law School, and the Honorable Judge Nancy Gertner, Professor of Law at Harvard Law School. Participants discussed ways that corruption weakens political institutions, mass participation, and economic development and the way it erodes public trust in the government. Several measures have been taken both nationally and internationally to combat corruption, including the United Nation's 2005 Convention against Corruption. Professor Stieker noted that the public-private "revolving door" can be particularly detrimental if no actions are taken to prevent abuse. She argued that transparency, accountability, and disclosure are instrumental in preventing and identifying corruption. Judge Gertner advised delegates to always be ethical in their work so that adversaries will not have something to hold against them. She pointed out that people may target women in positions of power because they feel threatened, so women need to be even more careful. "It's critical that your life is beyond reproach," she told them.

As part of the Working Group exercise, participants were asked to create a Code of Ethics for Public Servants to be taken back to their home countries. The participants also drew up national action plans for their countries. Some of the issues mentioned included how to ensure the sustainability of the project, additional places where it can be replicated, how to coalesce similar efforts into a network, and



how to create both a local and global exchange. Other action plans focused on ways to encourage mentorship, training women for public service, addressing unequal laws and barriers, and developing leadership. The participants presented their plans of action, which they will implement in their home countries when they return and will report to WPSP on their progress.

Ambassador Melanne Vermeer, Ambassador-at-Large for Global Women's Issues and the Honorable Jane Harman, Director, President,

and CEO of the Woodrow Wilson Center, gave the keynote addresses at the closing ceremonies. Honorable Jane Harman congratulated the delegates on their accomplishments and on their courage in taking on one of the most critical issues today: women's empowerment. As future leaders, they were told that they have the potential to change the dynamics of their families, communities, and countries. She shared with the participants lessons from her own life. The participants were finally reminded that they have a duty to help the girls and young women that follow in their footsteps to build on their successes. Ambassador Vermeer spoke of the power of women connecting around the world and shared stories of women's leadership around the world.

The WPSP Institute closed with Dr. Rangita de Silva de Alwis congratulating the new generation of women leaders of the world on their vision, commitment, and passion. She reminded them that they share in the collective vision and the promise of a new sisterhood of global leaders who would continue to support and cheer them on through their journeys to leadership.

*"Thank you for believing in us and in our abilities to create change for women around the world." – Anwaar Al Saad Al Munifi, Institute Participant, Kuwait*



## Appendix A – Wellesley Institute Delegates

Amal Yousef Mutleq al Rhoof, Jordan

*MP representing al-Tafileh district*

Abeer Mashine Jirod, Palestine

*Lecturer, Faculty of Law and Public Administration, Birzeit University, Palestine*

Afaf Hashem Al Musawi, Iraq

*Special Assistant of the Migration Ministry and Special Coordinator of Ministers Cabinets*

Alma Lama, Kosovo

*Member, Kosovo Assembly; Member, Levizja Vetevendosje; Member, EU Integration Committee*

Anhar Abdulwareth Ahmed Qasem, Yemen

*Health Educator, Ministry of Health*

Anwaar Sulaiman Al Saad Al Munifi, Kuwait

*Founder, Kuwait Women's Lobby*

Ayesha Ranjha, Pakistan

*Federal Board of Revenue*

Boughattas Ons, Tunisia

*Head of Bilateral Cooperation Service at the Direction of International Cooperation and Foreign Relationships, Ministry of Vocational Training and Employment*

Bothaina Ahmed Attal, Yemen

*Member, Faculty of Medicine and Health Science, Sana'a University, Yemen*

Dorit Basman, Israel

*Spokesperson and Director of Communications, Herzliya Municipality, Israel*

Edit Bar, Israel

*Senior Advisor to the Director General of the Ministry of Interior*

Ekhlas Ali Mohsin, Iraq

*Faculty, Department of English Language, College of Arts, University of Kufa*

Elham Mohsen Mohammed Al-Gohaly, Yemen

*Activist, British Council; University of Science and Technology, Yemen*

Esra Demirci Akyol, Turkey

*Advisor to the Under Secretary concerning the Turkish integration process to the European Union regarding social policy*

Gahar Imane, Algeria

*Gulf Bank Algeria, independent entrepreneur*





Gaukhar Kassymzhanova, Kazakhstan  
*Advisor to the President of Nur Media Holding*

Hayfa Rouas, Morocco  
*Chargée of Protocol, Ministry of Foreign Affairs*

Hala Fahmi Jamal, Bahrain  
*President, Events Starts*

Hanane Ennadir, Morocco  
*Head of Department of Equity and Equality, Ministry of Solidarity, Women, Family, and Social Development*

Howaida Adel Mahmoud Nagy Mohamed, Egypt  
*Development Practitioner*

Ikram Ben Said, Tunisia  
*Civil society activist; founder and president of Voix de Femmes*

Jackcilia Salathiel Ebere Ginana, South Sudan  
*Executive Director, Women's New Horizon*

Jacklyne Kameel Wahba Hanna, Egypt  
*Managing Director, Nahded el Mahrousa*

Khitam Naamneh, Israel  
*Women's coordinator*

Lamaan Sabri Mejlli, Iraq  
*Chief Mechanical Engineer, Ministry of Electricity*

Lana Khoshaba Yaqo, Iraq  
*Owner, By Women for Women Services Vompany*

Lina Walid Abou Farraj, Lebanon  
*Executive Officer and Media Coordinator, Center for Civic Engagement and Community Service at the American University of Beirut*

Lindy Ajiambo Wafula, Kenya  
*Social entrepreneur and community organizer; Founder and Executive Director, Project Africa*

L'Emira Mada Arslan, Lebanon  
*Youth Branch Coordinator, Society of Lebanon the Giver; Assistant General Secretary, Patriotic Allegiance Movement*

Marina Sedkey Habeel Michael, Egypt  
*Dentist, public servant, health educator*



Marwah Al-Janabi, Egypt

*Finance Support Officer, International Foundation of Electoral Systems*

Naheed Ahmadi, Afghanistan

*MP, Afghanistan Parliament*

Hala Hanna, Lebanon

*Writer on development and gender issues*

Nyo Nyo Thinn, Myanmar

*Parliamentarian, community organizer*

Rana Hadi Saeed, Iraq

*Project Manager, Iraqi Al-Amal Association*

Rachel Gur, Israel

*Coalition Legislative Advisor, Israeli Parliament*

Raghada Mohamed Abdel Hamied, Egypt

*Community development, UNHCR and the World Bank*

Rahayu Setyadi Harjosasmito, Indonesia

*Head of Section, Harmonization of Legislation at Ministry of Law and Human Rights*

Rania Ramadan Mohamed Ahmed, Egypt

*Urban planner/team leader*

Rim Hajji, Morocco

*Regional Coordinator of the Migration and Asylum Project, Euro-Mediterranean Human Rights Network*

Samah Salaheldin Hassan Mansur, Egypt

*Women's rights activist, human rights advocate; Coordinator of "Women's Mock Parliament"*

Sawsan Zaher, Israel

*Director of Social, Economic, and Education Rights, Adalah*

Shaima Mohammed Ahmed Alrai, Yemen

*Project Manager, Soul for Development*

Shahla Al Kli, Kurdistan, Iraq

*Senior Advisor, Kurdistan Parliament*

Siwar Aouadi, Tunisia

*Civil society activist*

Sumaira Ishfaq, Pakistan



*Women's Rights Program Manager, PODA-Pakistan*

*Wafa Fateh Elrahman Abdalla Abdalbagi, Saudi Arabia  
Community Organizer*

*Wafa Saeed Bani Mustafa, Jordan  
Youngest female member of Jordanian Parliament*

*Zain Abu Qasem, Palestine  
Project Coordinator, Catholic Relief Services for Gaza Risk Reduction and Mitigation Program*



## Appendix B – Wellesley Institute Speakers and Resource Persons

[Professor Alan Lightman](#), *Professor at MIT and Founder Harpswell Foundation*

[Alyse Nelson](#), *Co-Founder, President and CEO of Vital Voices Global Partnerships*

[Amy Tennison](#), *Dell Representative*

[Ann Timmons](#), *Communications Artist and Speech Coach*

[Professor Charles Ogletree](#), *Jesse Climenko Professor at Harvard Law School*

[Professor Craig Murphy](#), *Margaret Ball Professor of International Relations at Wellesley College*

[Professor Carol Steiker](#), *Henry J. Friendly Professor of Law at Harvard Law School*

[Carla Robbins](#), *Deputy Editorial Page Editor of the New York Times*

[Dr. Catia Confortini](#), *Wellesley College*

[Judge Dorothy Harbeck](#), *U.S. Department of Justice, Executive Office for Immigration Review*

[Farah Pandith](#), *Special Representative to Muslim Communities, Bureau of Near Eastern Affairs, United States Department of State*

[Diane Rosenfeld](#), *Lecturer on Law, Harvard Law School*

[Dr. Fatima Kassem](#), *Former Director, UN Economic and Social Commission for Asia (ESCWA)*

[The Honorable Farahnaz Ispahani](#), *Member, Standing Committee on Human Rights Foreign Affairs; Advisor to the Co-Chairperson of Pakistan People's Party; Advisor to President Zardari of Pakistan; Wellesley College*

[Dr. Haleh Esfandiari](#), *Middle East Program, Woodrow Wilson International Center for Scholars*

[Henrietta Holsman Fore](#), *served as the Administrator of USAID*

[Hina Jilani](#), *pre-eminent human rights lawyer,*

[Dr. Inyang Ebong Hartstrup](#), *Associate Director of the UN Development Group Office in New York*

[Dr. Inela Selimovic](#), *Visiting Professor, Wellesley College*

[The Honorable Jane Harman](#), *Former Congresswoman and first woman to lead the Wilson Center; U.S. Representative to the Beijing Fourth World Conference*

[Jeane Kilbourne](#), *Feature in the "Miss Representation" movie; recognized for her groundbreaking work on the representation of gender in the media*



[Jennifer Eplett Reilly](#), *Founding Executive Director and President of the Echoing Green Foundation; consultant with the Commission on National and Community Service for the Summer of Service*

[Jeni Klugman](#), *Director of Gender and Development at the World Bank*

[Juliette N. Kayyem](#), *the most senior Arab American appointee in the Obama Administration*

[President H. Kim Bottomly](#), *President of Wellesley College*

[Kate Salop](#), *Assistant Vice President and Executive Assistant to the President, Wellesley College*

[Professor Katherine Marshall](#), *Assistant Professor, Georgetown University; Senior Fellow at Georgetown's Berkely Center for Religion, Peace and World Affairs; senior advisor for the World Bank*

[Kavita Ramdas](#), *Head of the Planning Committee*

[Professor Karen Remmler](#), *Professor of German Studies, Critical Thought and Gender Studies, Director of Five Colleges Women's Studies Research Center, Mount Holyoke College*

[Professor Lani Guinier](#), *Bennet Boskey Professor of Law, Harvard Law School*

[Laurie Fenlanson](#), *Vice President for Public Affairs, Smith College*

[Lynn Sherr](#), *Award-winning correspondent for the ABC News Magazine*

[Professor Lidwien Kapteijns](#), *Elizabeth Kimball Kendall and Elisabeth Hodder Professor of History, Wellesley College*

[Ambassador Meryl Frank](#), *U.S. Representative to the Commission on the Status of Women*

[Secretary Madeleine Albright](#), *Former United States Secretary of State and Chair of the Albright Stonebridge Group*

[Ambassador Michele Sison](#), *Assistant Chief of Mission for Law Enforcement and Rule of Law Assistance in Baghdad, Iraq; Former Ambassador to Lebanon and the United Arab Emirates*

[Ambassador Melanne Verveer](#), *United States Ambassador-at-large on Global Women's issues*

[Melissa Ludtke](#), *Executive Director, The Schuster Institute for Investigative Journalism, Brandeis University*

[Ambassador Moushira Khattab](#), *Former Egyptian Ambassador to South Africa and Italy and the Former Minister for Family and Population, Egypt*

[The Honorable Mu Sochua](#), *First Minister for Women's Affairs and current leader of the opposition, Cambodia*

[Mahnaz Afkhami](#), *President and CEO of Women's Learning Partnership (WLP)*



[Michelle Bekkering](#), *Director Women's Democracy Network, International Republican Institute*

[Honorable Judge Nancy Gertner](#), *Professor of Law, Harvard Law School*

[Dr. Najat Zarrouk](#), *Governor/Director of the Moroccan Ministry of the Interior*

[Pat Drew](#), *owner at Pat Drew & Co.; former Director, LifeSkills Program at the New York Times Company*

[Panagiotis Takis Metaxas](#), *Professor of Computer Science and Founder of the Media Arts and Science Program at Wellesley College*

[Patricia Sulser](#), *Chief Counsel, Legal Department, International Finance Corporation*

[Petia Topalova](#), *Adjunct Lecturer in Public Policy at the Harvard Kennedy School*

[Rangita de Silva de Alwis](#), *Director of the Women in Public Service Project*

[Professor Rosanna Hertz](#), *Professor of Sociology and Women's and Gender Studies at Wellesley College*

[Dr. Ruth Lindeborg](#), *Secretary of the College, Bryn Mawr College*

[Stephenie Foster](#), *international expert on policy*

[Dr. Susan Bailey](#), *Former executive director of the Wellesley Centers for Women, Wellesley College*

[Dr. Sumru Erkut](#), *Wellesley Centers for Women*

[Shazia Rafi](#), *Secretary General for Parliamentarians for Global Action*

[Dr. Siti Musdah Mulia](#), *Former Advisor to the Ministry of Religious Affairs, Indonesia*

[Susan Markham](#), *Director of the women's Political Participation at the National Democratic*

[Stacey Lucchino](#), *Red Sox Foundation, Chair of the Board of the Program in Education Afterschool and Resiliency (PEAR) at Harvard University; Chairwoman of the Board of YMCA, Boston*

[Ambassador Swanee Hunt](#), *Eleanor Roosevelt Lecturer in Public Policy and Founder of the Women in Public Policy Program at the Kennedy School of Government, Harvard University*

[Dr. Susan Roosevelt Weld](#), *Director, Asia Law Center, Georgetown School of Law; United States Representative to the Beijing World Conference on Women, 1995*

[Professor Sally Merry](#), *Professor of Anthropology New York University School of Law*

[Victoria Budson](#), *Executive Director Women and Public Policy Program, Kennedy School of Government, Harvard University*

[Professor Vicki Jackson](#), *Harvard Law School's first Thurgood Marshall Professor of Constitutional Law*



## Appendix C – Delegate Testimonials

### Lina Abou Farraj, Lebanon

It was of my great pleasure to attend the Summer Institute at Wellesley College and meet with friends from other countries where we could exchange experiences in the public service arena. The lecture, presentations, discussions and panels that took place during the institute enriched our knowledge.

To quote Shakespeare, who is a better word-smith than I am:

"And whether we shall meet again I know not.

Therefore our everlasting farewell take:

Forever, and forever, farewell, friends!

If we do meet again, why, we shall smile;

If not, why, then this parting was well made."

### Hanane Ennadir, Morocco

I have had the honor and privilege to benefit from this interesting training. I want to thank Ms. Rangita as program director for her efforts to create such an amazing and diversified program on women's leadership and women in public service.

Thank you so much for inviting great speakers and distinguished professors, which allowed us to share best practices in the MENA region.

### L'Emira Mada Arslan, Lebanon

If the theories that we learned were put to practice, women would achieve their real status and public institutions would be commonplace. Thus, society would develop and progress. That is why I plan to teach what I learned at WPSP to University students.

### Howaida Nagy, Egypt

It was certainly an honor when I got into this institute and had the opportunity to share promising visions with my talented colleagues.

The two week training at WPSP provided a vital momentum to me as a women leader in public service that would definitely be a remarkable transformation in my journey with public service. It was a unique experience for shared learning and dialogue. I'm very lucky to be given this great opportunity and to be among those brilliant women leaders from 23 countries. It was really a great experience in my life that will be hard to forget. The time I have spent with you has been one of the most enjoyable periods of my life.

Thank you Rangita and all WPSP's team for the support, guidance, and encouragement you have provided me during my time at WPSP. Thank you for bringing us those prominent public speakers who effectively enriched the program and its contents.

### Marwah Al-Janabi, Iraq

I would like to thank WPSP for this outstanding experience. This Institute made 2012 a very dear and special year in my life, and I will never forget all the details of this event. Thank you for the chance to



learn from your experiences and knowledge, and I will try to build the best image of women in my country. I will always be there to support women in public service and women leadership.

## **Ekhlas Ali Mohsin, Iraq**

I have always been looking forward to participating in a program that really exemplifies a revolution against depriving women and children from getting their human rights. The WPSP Institute represents a link that connects women who want to have their voices heard and their rights maintained. The institute organizers, speakers, guests, and all the people who worked behind the scenes to make this event come to life are to be really respected, appreciated, and honored.

## **Naheed Farid, Afghanistan**

My participation in 2012 Women in Public Service Program as an Afghan woman from an underdeveloped and postwar country gave me the opportunity to exhibit my country's strengths and weaknesses and to learn how to lead the present political evolution and transformation of my country. During these two extraordinary weeks, I became a member of a worldwide sisterhood, and I also learned about the culture and politics of many other countries from the invited distinguished delegates. The Institute gave me the opportunity to make this program a pathway to my future success in my life and to strengthen the steps of my journey to my destiny.

## **Rachel Gur, Israel**

I am deeply grateful to have had the opportunity to participate in the Institute. These few days have been magical. I feel so lucky to meet these incredible women, whose courage and stories inspire me.

Succeeding as women and as mothers in public service is a daily struggle. However, I return to work renewed. Now, when I become lonely or exhausted, I will not despair. Rather, I will think of their beautiful faces and draw strength from their support and their courage.

As many of you already know, I and the other Israelis debated whether to join the institute. We worried that we would not be accepted. Yet, we were proved wrong in so many ways. We were accepted with open arms. They taught me that more unites than divides us. They have given me hope for a better future. A future where women play a greater role in decision making. A future where our children's welfare guides us to create a more peaceful, cooperative reality. After all, we are all women. We are bound by our love for our children and our responsibilities as caretakers. We keep the stories, we clean up the messes, we hold the family together. We can build a better world.

## **Bothaina Attal, Yemen**

It has been a great pleasure, privilege, and honor to know these women. I have seen so much resilience and professionalism, yet loads of fun and energy. I have learned a lot from their experiences and will take this back home.

Thanks to Rangita de Silva de Alwis for gathering these amazing women together and bringing these high caliber speakers and for her assistance all through the institute. It was a life changing experience.

## **Afaf Almusawi, Iraq**

Thanks for letting us participate in this program. For me, it is something new that I never experienced before, yet it was very fruitful and it enriched my mind. I learned about others' experiences and how to think globally, and there are so many powerful women who left their impression in the world. Thank you so much for giving me this chance which empowered me to apply what I learned in the field of my work.





## **Lamaan Sabri Mejlli, Iraq**

It was a great pleasure for me to join this Institute and to share information, stories, experiences, jokes, music, and love among the other women. I wish everyone the best and I hope to see them again one day.

A special thank you to Rangita and all the Wellesley workers for their cooperation and hospitality.

## **Esra Demirci Akyol, Turkey**

It was really wonderful to have the chance to meet everyone. The program and the speakers were absolutely great, but the greater thing was the delegates and their passionate way of advocating for the rights of women. This institute was an experience for me that changed my way of looking at world politics because I now have friends from all those countries that I hear about in the news, and I know that they work for a better world.

## **Gauhar Kassymzhanova, Kazakhstan**

It is sad to acknowledge we came to the last point of our two week journey together. It was an exceptional opportunity to share personal life experiences with this amazing women-leaders' group from 23 countries. I had two unforgettable weeks of learning how to strengthen the voice of women. Classroom and private discussions with the speakers and delegates not only enriched my knowledge but created long-lasting friendships.

## **Elham M.Al-Gohaly, Yemen**

As Flavia Weedn said, "Some people come into our lives and quickly go. Some stay for a while, leave footprints on our hearts, and we are never, ever the same." It was a pleasure for me meeting and sharing this experience with the delegates. I will miss them all.

## **Anwaar Al Saad Al Munifi, Kuwait**

Thank you for this once in a life time opportunity to attend such an exquisite and remarkable program. It has been a great 10 days of women's empowerment and leadership training. We had excellent speakers and amazing mentors that guided us to our journey in women's leadership. The speakers' experiences that they shared with us have guided us into implementing these methods and tools in our communities.

Thank you again for believing in us and in our abilities to create change for women around the world.

## **Dorit Basman Kobel, Israel**

I want to thank the Women in Public Service Project Institute for a great opportunity. It was a once in a life time opportunity to meet people from all over the Middle East. Only those of us who live there know how impossible this mission is.

At the Wellesley Institute, I gained lots of knowledge, many new good friends, and most of all I gained hope. I gained the hope that there is a good chance for peace in our area, and the understanding that only us, women, can make it happen.

## **Shaima Alrai, Yemen**

I learned a lot from everyone. Now I know superior mentors that I surely will contact to ask for their advice. Now I have a wonderful family with dear sisters from more than 22 countries.



## **Alma Lama, Kosovo**

I only can say that the first time I came to the USA I found myself completely invaded by the air of freedom, democracy, ideas, hospitality of the American people. And all those gave me inspiration and courage to go back to my country and fight for such values.

This time, during this Institute which gathered women from around the world and wonderful speakers as well, I can say that I am inspired by their ways of challenging the barriers in countries where they live by their spirit and energy, and by opened minds and friendship.

I am a person who believes in the power of women. I do believe that women are the only capable people to cross the bridges, to build new bridges, to network, and to share. The women can change this world divided by so many conflicts and can unify it.

Thank you very much Rangita, for this wonderful program, and I promise that I will give a speech in Kosovo parliament for this event and the lessons we learned here in order to spread the common objectives and common goals. I hope to see all the delegates again.

## **Sumaira Ishfaq, Pakistan**

I would like to say thanks to all the staff and to Rangita for providing such a wonderful platform of interaction, experience sharing, and learning from each other.

Today I rejoined my Islamabad office. I am missing everyone from the Institute, but I am starting my new day with full confidence. This training and your experience will help me a lot in my future work. I will share my work with all of my new sisters.



## Appendix D – Delegate Updates (as of November 2012)

### Afaf Almusawi (Iraq)

Afaf is working in the Ministry of Migration, as well as for several NGOs. She volunteers to coordinate between the NGOs that work on humanitarian assistance, and she provides them with numbers of the vulnerable displaced women-headed households. She was also invited to attend a workshop held in Jordan on how to get women with disabilities to be involved in decision-making or to get a leadership position. The Iraqi delegates submitted a strategy plan concerning this issue. Finally, one of the parties in her country asked her to run for office because she is politically active, but she is unsure whether she is qualified enough and hopes to receive advice from her mentors regarding this decision.

### Alma Lama (Kosovo)

Alma is a member of the Kosovo Assembly. She was recently praised by Jane Harman, Director, President, and CEO of the Woodrow Wilson Center, for her work drafting a law that protects freedom of speech and journalistic sources.

### Anwaar Al Munifi (Kuwait)

Anwaar is the founder of the Kuwait Women's Lobby. She was selected as one of eight women to attend the Women Democratic Network program in Jordan, and she will be discussing one of her initiatives at the conference. When asked about the chances of women being elected in the new Parliament, Anwaar stated that they are currently at 50% or less, and that women have to work together to get women elected to Parliament or it won't happen.

### Bothaina Attal (Yemen)

Bothaina recently presented the case of Yemen in the 8th Access Community conference on "The Impact of the Changing Political and Social Situation (Arab Revolutions) on Public Health," held in Dearborn, Michigan. She is now working on a protocol and training manual for the Yemeni health and law enforcement institutions on providing care for the women subjected to violence. They plan to start training health care providers soon. She is part of a regional team working on a paper for the Arab League on Prevention of Maternal Mortality (MDG5) in the Arab region. Their goal is to create a roadmap for the Arab Health Ministers meeting in January 2013. She also finished a study on the stigma of People Living with HIV (PLHIV) in Yemen, part of a global initiative to assess the level of stigma among PLHIV. The results showed that more women lived under the poverty line and fewer were educated or employed compared to men. Also, fewer women were aware of their rights as PLHIV, and few women took action when discriminated against.

### Haife Rouas (Morocco)

Haife was promoted to Chief of Accreditations Services in the Ministry of Foreign Affairs, in which she supervises the accreditation of ambassadors, consuls, and military attaches. She is also still in charge of tasks such as training African diplomats in protocol, etc. Her objective within the unit is to supervise and achieve gender parity. She joined a "Women Voices" association, whose action is based on art, music, culture, and social and local development. The association organizes an annual festival, creates sustainable cultural spaces, and holds conferences dedicated to the promotion of women in all dimensions. The conference of this year was titled "The Gender Approach and the Development of Women in the Mediterranean."



## **Hala Hanna (Lebanon)**

Hala is in Geneva as a Global Leadership Fellow at the World Economic Forum's Middle East and North Africa team. As part of her work, she manages the Global Agenda Council on the Arab World and is working on an initiative for job creation in the region. She notes that putting gender on the agenda for the Middle East region is an uphill battle. One way that she is working on this is by pushing for data collection and for MENA countries to be included in the gender report. Rankings have put pressure on governments to act since none like to come in last. She is mentoring several young women, and she remains in touch with political activists in Lebanon to contribute to their economic and social platform as they formulate it. The chances of a secular movement as the Parliamentary elections of 2013 approach are still a very long shot, so this will be a long battle.

## **Hanane Ennadir (Morocco)**

Hanane is working on combating violence against women and aligning the provisions with the new constitution and gender equality in different spheres. She is also working on the national action plan for women that will increase participation of women in political decision-making and to increase empowerment for women.

## **Howaida Nagy (Egypt)**

Howaida has moved to CARE International, a project that utilizes a new approach to unite 7 countries in the Arab world together, including Egypt and Tunisia. The project aims to share innovative ideas to lead to social accountability and a social audit. Howaida's role is to design a well-structured grant-making system to ensure that NGOs' initiatives will increase participatory civic engagement in public policy and social accountability in the Arab region and North Africa. Some of the tools that will be utilized and applied by NGOs include: advocacy and lobbying, community scorecards, social audit, public hearing sessions, and the usage of new social media. The NGOs will receive extensive technical assistance to come up with ideas and new approaches to be applied and sustained in their communities.

## **Lamaan Sabri (Iraq)**

After attending the WPSP Institute, Lamaan felt that she had to do something for marginalized women. This led her to found her own NGO with two main objectives: the first is the support of women in prisons, and the second is to help support women suffering from mental illnesses. She has finished writing the internal structure of the NGO and is now in the process of official registration.

## **Myriam Aucar (Lebanon)**

Myriam explains that the amendment of the tax laws was a big achievement because the former laws differentiated between men and women and provided tax benefits to women that were formerly not available to women. Now, women can get a discount on their tax returns too, and the law no longer takes advantage of families. She is currently working on a law against domestic violence and is trying to outlaw marital rape or the ability of a husband to force his wife into a relationship.

## **Rania Ramadan (Egypt)**

Rania is currently at Berkeley working on a project which aims to declare an International Day for Global Water Crises and a declaration for safe drinking water as a basic human right. She hopes for the project to not just focus on Egypt but to be a multi-national initiative focusing on the developing world. The project discusses the UN Resolution 64/29 on the human right to water and the need to operationalize the right to water in lawmaking in Egypt.



## **Shaima Alrai (Yemen)**

Shaima was recently recruited by UNICEF as the "National Consultant" for developing a child protection initiative at schools. The development of this initiative is going to go through different stages starting with an assessment study on the violence in schools. Based on the findings, she will produce a manual for teachers training, child protection policy, code of conduct, complaint mechanism, referral system, etc. After developing this initiative, she will conduct a training session for the Ministry of Education and will pilot the initiative in several of schools. This will be followed by an advocacy campaign to promote the implementation of this initiative in all Yemeni schools. Shaima is also conducting a national training session next month on child participation, active citizenship, and civic engagement. She plans to work on a project with an international organization and UNICEF to develop a manual for the police academy to teach child rights and juvenile justice as an obligatory subject.

## **Siwar Aouadi (Tunisia)**

Siwar is working on Tunisia's constitutional reform, specifically on including women's rights in the new constitution. With elections in June, she's been measuring the involvement of women especially in the rural areas in politics; meanwhile, she's been aiming to achieve targets of the capacity of women.



## Appendix E — Wellesley Summer Institute 2012 Curriculum and Daily Agenda

June 9 – 10

Delegates arrive

June 10

Registration

Tour of Wellesley College and the Town of Wellesley

Orientation and Introductions

6:00 p.m. Dinner - College Club

Day One – Monday, June 11

8:30 a.m. Delegates and Invited Guests Arrive at Tishman Commons, Wang Campus Center

9:00 – 9:45 a.m. Welcome Addresses:

**The Transformative Potential of Women's Leadership: Envisioning the Way Forward**

9:45 – 10:15 a.m. Narratives from Around the World: The Transformative Power of Women's Leadership in Public Service Conversation with WPSP Delegates

10:30 a.m.

Delegates and Invited Guests move to Diana Chapman Walsh Alumnae Hall

**ADDRESS by Secretary Madeleine Albright, first woman U.S. Secretary of State**  
[Women and Leadership in the 21st Century](#)

**KEYNOTE ADDRESS by Secretary Hillary Rodham Clinton, U.S. Secretary of State**

12:30 – 2:00 p.m. Gala Lunch Celebration of Women in Public Service  
[Journey to Public Service: Transforming Women's Leadership through Public Service](#)

Afternoon Session: 2:00 - 5:00 p.m.

**Power of Voice: Making a Compelling Case on Behalf of Women**

[Amplifying Your Voice: Skills and Strategies to Communicating Effectively](#)

Participants will divide into groups and work on a selected topic of critical interest. The examples given can be adapted and presenters will examine emerging and critical new developments on gender and public policy in their countries. Representatives from each group will make a presentation to the plenary.



**Refer to Sessions 1-2 of materials saved on laptops.**

**Group One:**

Introduce, support or oppose a bill in your Parliament or National Assembly (for example support a water law; environmental protection; or challenge a development project that will displace communities).

**Group Two:**

At an international conference on the Millennium Development Goals (MDG's) make a presentation about Gender Equality as Smart Economics. Draw examples from your country and region.

**Group Three:**

Address your constituencies on broadening access to education for girls (your constituencies could be a school board, civic organization, religious group, local government officials or national level stake holders).

**Group Four:**

Make a presentation to your Ministry/Agency/Department on the need for leadership opportunities for women in your Ministry/Agency/Department.

**Group Five:**

Hold a press conference on emergency services for all including women and children during a natural disaster.

*Comments from the Voice Coach and all participants*

**Dinner: 6:00 p.m. – 8:00 p.m. College Club**

**The Power of Storytelling: Power of Women's Narratives/Listening to Women's Voices**

Each of the Emerging Global Women Leaders will present a short narrative of her journey to public service

**Profiles of Women in Public Service**

Participants will view the film put together by the Institute on Profiles of Women in Political and Public Service. Listening to these voices from around the world, participants will identify the multiple perspectives these women bring to the table and how these women transcended barriers and transform public life. Listening to women's voices will help to unearth multiple perspectives and multiple identities women bring to the table. These stories will illustrate women's role as political leaders, policy makers, and change agents. Through the lenses of these narratives participants will explore:

- Women's critical role in leading change
- Different voices of leadership and the plural perspectives women bring to public service
- Challenges women in public service face
- Creative strategies for transcending barriers and leading change



## Day Two – Tuesday, June 12

### 8:30 a.m. Delegates Arrive at Clapp Library

### 9:00 - 10:30 a.m. Identifying Challenges to Women's Leadership in Public Service and Transcending those Challenges

#### Introduction

Without women's leadership and presence at the negotiating table, urgent concerns that impact half of the world often remain silenced. The Beijing Platform for Action emphasized that "women's equal participation in decision making is not only a demand for justice or democracy, but ...without the perspective of women at all levels of decision-making, the goals of equality, development and peace cannot be achieved." (Para 181)

Although there is no single model of leadership, this conversation will help identify a toolbox that can be used to transcend challenges to women's public service: This tool box will examine the transcendental power of role models and mentors; the narrative power of women's voices, the redemptive power of women's movements and networks; the universal lexicon of women's rights as human rights and the transformative power of women as agents of change in political, social and economic transitions.

The following measures were recommended by the Beijing Platform for Action:

The implementation of gender-balanced composition in governmental bodies and committees, as well as in public administration and in judiciary, including setting specific targets,, establishing a positive action policy; to integrating women into elective positions in political parties; to promote and protect women's political rights; and to reconciling work and family responsibilities for both men and women.

**Some Issues for Discussion (these talking points are only meant as possible examples. Delegates are free to draw from their own unique experiences).**

- Unequal laws and practices; old boys networks and male only bastions of power such as male family kinship traditions, tribalism in politics, male notions of power, etc.
- Traditional practices that masquerade as religious and cultural norms that inhibit women's political participation and in general subordinate women.
- Gender stereotypes that directly or indirectly reinforce women's devalued status in the private and public spheres and confine women's roles in the public sphere.
- Gender inequality in the legal system and in practice: unequal property and inheritance laws, tax laws, labor laws, unequal retirement practices, work family reconciliation laws, family leave laws, child care laws, family laws etc. all impede women's equal participation and advancement in public and political life, violence against women.
- Reluctance of women to participate in politics: These factors may include perceptions of male dominance, violence, corruption in politics and hostility of family members, lack of family and social support, unavailability of finances and networks, unequal caregiving
- Duties and gender discriminatory family responsibilities, the legacy of discrimination against women, women's inferior status often legitimized in the name of religion and culture; unequal access to resources; unequal mentoring and support structures.





**10:30 – 11:00 a.m. Q/A**

**11:00 – 11:30 a.m. A Journey to Drafting the Anti-Female Genital Mutilation Law in Egypt: A Story of Strategic Advocacy and Building Bridges with Grassroots and Male Leaders**

**11:30 – 12:00 p.m. Q/A**

**Lunch 12:00 – 1:30 p.m. Brackett Reading Room (Library)**

**Lunch Time Keynote Speaker**

***A Journey to Freedom: The Powerful Role of Transnational Networks***

Networks sustain, nurture and empower women. Networks can also support you at times of grave threat and crisis.

**1:30 - 5:00 p.m. Afternoon Session: Mobilizing Advocacy Campaigns, Forging Alliances, Building Partnerships and Effective Networks**

**Strategies to Overcome Obstacles:**

- Women's human rights- Beijing Platform of Action, eight core human rights treaties including the CEDAW; Security Council Resolution 1325, Security Council Resolution 1820, and Millennium Development Goals.
- Sharing of case studies on building women's movements
- Networking and remaining aligned with local and national women's groups and networks,
- Building bridges with male political leaders, community leaders and religious leaders; building alliances with different constituencies
- Local, national, transnational alliances, partnerships and collaborations with grassroots, religious leaders, grassroots men and men in leadership positions
- Building women's political caucuses and networking between and across party lines.
- Campaign finance
- Building constituencies
- Oversight of legislators: checks and balances, accountability
- Placing women's issues on the legislative agenda
- Gender mainstreaming into legislative development
- Gender analysis of Legislation
- Gender Budgeting
- Quotas for women and men in underrepresented areas of political and public life

**Refer to Session 2 (1-8) of materials saved on laptops.**

Participants will break into groups and will work with resource persons from the five colleges to make presentations on ongoing or emerging advocacy campaigns; partnerships, alliance building exercises in their communities and countries.



## **Group One:**

Identify and present some of the challenges in your community and/or country for women's advancement in public service or civic leadership. Present some good practices in your community and/or country to address these challenges.

## **Group Two:**

Develop and present a plan for a campaign for increasing the number of women representatives in Parliament.

Propose a strategy for an inter-agency cooperation and partnerships and linkages and alliances with the private sector, grassroots organizations and religious and other traditionally male dominated organizations on women's leadership or on fighting violence against women including violence against women in politics or any other urgent policy. Present the strategy or policy.

## **Group Three:**

Organize women's caucuses in your national assembly or parliament. Present the challenges and opportunities of working as a caucus across party or other lines. Present a strategy including finances for identifying women to run for office. Role play a conversation with the press where you identify positive images of women in public service in your community and/or country.

## **Group Four:**

Convene a local, national or transnational network to combat trafficking of women or any other trans-border issue in your region. Present how you would go about creating a potential platform of action for the network.

## **Group Five:**

Present recommendations for a training program on women's leadership in public service in your community and/or country. What critical areas should the training program focus on?

**1:30 – 3:00 p.m. Group discussions**

**3:00 – 4:30 p.m. Role Play before Plenary**

**4:30 – 5:00 p.m. Comments and Discussion**

**6:00 – 8:30 p.m. Dinner- College Club**

*Core Elements of Democratic Representation and Rights of Minorities*

**Day Three – Wednesday, June 13**

**8:30 a.m. Delegates Arrive at Clapp Library Lecture Room**

**9:00 - 10:00 a.m. Women and the Arab Spring: New Awakenings and Women's Critical Role in Democratic Transformations**

**New Awakenings and Women's Critical Role in Democratic Transformations: Panel Discussion**



**10:00 a.m. - 12:00 p.m. Participants will share their own experiences**

**Introduction:**

How do we honor the historic role of women in the Arab Spring and locate women in peace building and conflict resolution? This session will examine the paradox of women's extensive engagement in the revolutions and in pro-democracy struggles and their subsequent marginalization from democratic negotiations and newly formed governance structures, institutions and democratic and political processes.

What are the causes and consequences of women's marginalization in high-level political decision-making in the region? While celebrating the transformation to more democratic processes of government, women advocates are deeply concerned about the paucity of women in transitional processes. Another concern is the attacks on Egyptian women on International Women's Day on Tahrir Square, the very square that nourished a historic emancipatory project. Samira Ibrahim, with 16 other women, were detained and subject to virginity testing. As troubling are the efforts to roll back the Anti-Female Genital Mutilation and anti-child marriage laws. Despite the fact that the Arab Spring can be a lightning rod for some important reforms on behalf of women and that political and social transitions offer unique opportunities for recasting and transforming social, economic and political structures, women are being shut out of democratic governance processes. In Libya women are calling for a 30 percent quota for women in the Election Law to be drafted. However, when the draft law came out it was diluted.

**Some Issues for Discussion:**

- How can women be at the forefront of placing equality under law at the heart of democratic transitions?
- What are the transitional justice processes women have been left out of in the MENA region?
- How can we sustain the spirit of the revolutions while preventing the rollback of prior gains for women?
- How do we combat violence against women in transitional justice processes including virginity testing
- How can we prevent conservative and fundamentalist forces from eroding equality for women?

**Lunch 12:00 – 1:30 p.m. Brackett Reading Room (Library)**

**Lunch Panel Discussion**

**The Way Ahead: Lessons from Other Post- Conflict Communities**

***Lessons from the Arab Revolution: Why were women marginalized in the aftermath of the Arab Revolution?  
How can women play a critical role in transitional processes and retain the honor of the revolutions?***

**1:30 – 5:00 p.m. Afternoon Session**

**1:30 – 3:00 p.m. Group discussions**

**3:00 – 4:30 p.m. Role Play before Plenary**

**4:30 – 5:00 p.m. Plenary Discussions**

**Refer to Session 3 (1-2) of materials**

**Group One:**



As a woman in public service present a plan for women's leadership in transitional justice processes. This would involve better organizing, networking, building private/ public partnerships with other women and women's alliances.

## **Group Two:**

Identify all stakeholders in transitional justice processes. This involves political parties, religious leaders, male alliances, members of the transitional government etc. Create a plan to engage with them.

## **Group Three:**

Create a plan for funding for a gender equal transitional justice process by an international development agency. This could include more women representation in commissions, or a quota for women etc. present this plan to an international development agency.

## **Group Four:**

How do we create a strong movement (women in public service connecting with academic, NGO and community organizations) to counteract patriarchal cultures and religious extremism in transitional justice processes, such as election laws, constitutional commissions, human rights commissions, in tribunals, etc. See example from Libya. Come up with a strong statement or position.

*Statement of free Libya women's stand on 6/1/2012 against article (1) of the Draft Election Law (Included in materials)*

## **Group Five:**

How can women have greater access to public service? Political and social transitions offer unique opportunities for recasting and transforming social, economic and political structures, especially for the benefit of those denied human rights and access to decision making processes. Importantly, the Arab Spring offers an opportunity to consolidate some of the positive changes that occurred as a result of the recent revolutions. In this context, how do we advance women in foreign service? Create a plan specifically for enhancing women's participation in foreign service.

**6:00 – 8:00 p.m. Dinner**

**Day Four – Thursday, June 14**

**8:30 a.m. Delegates Arrive at Clapp Library Lecture Hall**

**Women Peace and Security: Women Negotiating Peace**

## **Introduction:**

The rule of law processes must be shaped by both women and men and must be responsive to both women and men. However, since 1992 women have represented fewer than three percent of mediators and eight percent of negotiators to major peace processes, numbers that have not markedly improved since the passage over a decade ago of the landmark UN Security Council Resolution 1325. The United Nations is yet to appoint a woman as lead mediator. Women are often excluded in post conflict efforts to rebuild. Women are thus prevented from engaging in post-conflict governance and peace consolidation. One of the most important on-going constraints to women's



capacity to engage effectively in conflict mediation and peace-building is the experience of sexual and gender-based violence during conflict and its inhibiting effect on women's ability to engage in conflict resolution, peace-building, and recovery efforts. This session will analyze concrete strategies to operationalize SCR 1325 which enshrines the critical importance of women's participation in decision making; the recognition of the use of sexual violence as a tactic of war as adopted in SCR 1820 and the realization of SCR 1889 call for women's participation across all stages of the peace process.

**9:00 - 11:00 a.m. Women Negotiating Peace and Conflict Resolution**

**11:00 – 12:00 p.m. Q/A**

**12:00 – 1:30 p.m. Lunch- Brackett Reading room (Library)**

**Luncheon Keynotes:**

**1:30 – 5:00 p.m. Afternoon Session**

**1:30 – 3:00 p.m. Group discussions**

***Group Discussion and Role Play***

**3:00 – 4:30 p.m. Role Play before Plenary**

**4:30 – 5:00 p.m. Plenary Discussions**

**Full and Equal Participation of Women in Decision making in the Prevention and Resolution of Conflict**

**Refer to Materials Session 4 (1-4)**

**Group One:**

**Transitional Justice: Different Approaches and Models**

Discuss the strengths and weaknesses of 1) Retributive Justice; 2) Restorative Justice and 3) Reparative Justice

## **Retributive Justice**

Retributive justice includes court proceedings and trials for crimes committed. Typically, a trial involves a person charged with the commission of a crime being brought before an arbitrator.

Example: Cambodia; Extraordinary Chambers in the Courts of Cambodia established in 2001 by the Cambodian National Assembly to create a court to try serious crimes committed during the Khmer Rouge regime, 1975- 1979.

## **Restorative Justice - Truth Commissions**

Usual mechanisms: truth commissions, healing circles.

One of the most commonly used restorative mechanisms has been truth commissions. Truth commissions are



established to examine widespread human rights violations that took place during a specified period of time.

Truth Commissions have been established in: Uganda, Bolivia, Argentina, Uruguay, Zimbabwe, Nepal, Chile, Chad, South Africa, Germany, El Salvador, South Africa, Sri Lanka, Haiti, Burundi, South Africa, Ecuador, Guatemala, Nigeria, Sierra Leone, Serbia, Peru, Morocco, Ghana, East Timor, Liberia.

## **Reparative Justice**

Goal: to repair the injury suffered by victims. Usual mechanisms; restitution, apology

Example: United States: \$20,000 was awarded by Congress in 1988 to each American of Japanese ancestry who had been forcibly removed and detained in internment camps located throughout the country during the Second World War.

Restitution can be defined as a token paid in compensation for loss or injury.

## **Group Two:**

Draft a critical provision of a post- transition Constitution. This should include the Constitutional drafting process as well.

Draft an equal protection clause in a post-conflict constitution; you could also provide access to economic resources for women and men (see examples in materials); How do you include more women in Constitutional Drafting Commissions?

In Afghanistan, provisions on equality under law are included in both the [Bonn Agreement](#) and the Constitution. The Bonn Agreement

The Constitution of the Democratic Republic of the Congo requires the government to fight all forms of violence against women in public and private life. Notably, the constitution also provides specific protection against sexual violence. See: [Democratic Republic of Congo Constitution. Art. 14 \( 2006\)](#).

The Afghanistan Constitution prohibits violence against women more generally, calling for the adoption of measures to ensure the physical wellbeing of women and the family. Article 34 of the Constitution of Cambodia recognizes gender equality in political participation

The Good Friday Agreement in Ireland recognizes the right of women to full and equal political participation, and additionally promotes social inclusion, emphasizing the advancement of women in public life. See [Good Friday Agreement, Apr. 10, 1998, Strand 3, Rights, Safeguards and Equality of Opportunity, para.1.](#)

## **Group Three:**

### **Draft a Provision of the Peace Agreement**

Role play negotiating a critical part of a peace agreement or conflict resolution. This could include a provision on a parity law; increasing women at the negotiation table; transitional justice arrangement and (including addressing the role of women in conflict and post conflict); and operationalizing Security Council 1325 and other international conventions and agreements.



## Examples of Peace Agreements

- The 2006 Darfur Peace Agreement (DPA) provided for the establishment of the Transitional Darfur Regional Authority (TDRA). The DPA grants the TDRA authority over the implementation of the DPA in Darfur and general control over the region pending the outcome of the Darfur referendum in 2010.
- The Darfur Peace Agreement (DPA) recognizes the lack of representation for women in Sudanese government and society. The DPA's provisions attempt to ensure the effective participation of women in government.
- The 2006 Darfur Peace Agreement (DPA) provides numerous mechanisms for the protection of women's rights, including provisions establishing women's right to participate in government institutions, provisions recognizing the role of women in the economy, and provisions guaranteeing property rights to women. The DPA also requires the Government of Sudan to engage and consult women in the reconstruction, redevelopment, and reintegration efforts in Darfur.
- The DPA requires that women who are displaced persons have access to financial assistance and that the government create special programs to address the special needs of women in the reintegration process
- The Darfur Peace Agreement, art. 3, para. 28(a) (1) the right marry; (2) maternity and healthcare for pregnant women; and (3) access to education, without discrimination as to gender. The agreement also requires parties to combat harmful customs and other activities that demean the status of women, and to protect lactating women from the death penalty.
- The Rwandan Constitution's Preamble enshrines the core human rights treaties and states:  
*"We, the People of Rwanda,*  
*1° In the wake of the genocide that was organized and supervised by unworthy leaders and other perpetrators and that decimated more than a million sons and daughters of Rwanda;*  
*2° Resolved to fight the ideology of genocide and all its manifestations and to eradicate ethnic, regional and any other form of divisions;*  
*3° Determined to fight dictatorship by putting in place democratic institutions and leaders freely elected by ourselves"*

### Group Four:

Role-play negotiations between two embassies on the transnational issue of cross-border trafficking

### Group Five:

Draft the Basic Elements of a Human Rights Institution

- a. Constitutional and legislative frameworks which reflect international human rights norms and standards;
- b. Effective institutions to promote and protect human rights, including central and local levels governments, central and local parliaments, administrations on both the central and local levels, the administration of justice, constitutional courts, and an independent human rights body, such as a national human rights institution and/or ombudsperson.
- c. Procedures and processes ensuring effective implementation of human rights, including avenues of redress for individuals whose rights have been violated, and open, democratic and participatory decision-making processes.
- d. Programs and policies for awareness-raising on human rights including women's rights, through human rights education in schools, universities and professional education institutions, human rights training for public officials and other relevant professionals, as well as awareness-raising campaigns for the public at large.
- e. The existence of a vibrant democratic civil society with the full and equal participation of men and women, including free, active and independent media and human rights defenders communities.



**6:00 – 8: 30 p.m. Dinner- Faculty Club**

**Movie and Discussion: Pray the Devil Back to Hell**

**Women War and Peace**

**Day Five – Friday, June 15**

**8:30 a.m. Delegates arrive in Clapp Library Lecture Room**

**Women's Rights as Human Rights**

**9:00 - 11:00 a.m. Panel Discussion**

**Introduction**

**The Human Rights Framework and Violence against Women**

Women's access to leadership/ political participation/public service cannot not take place in a in an environment that subordinates and disempowers women. Women's leadership cannot be isolated from the general status of women in society. Violence against women both in the home and in public is one of the biggest impediments to women's agency and has enormous social, political and economic ramifications on women and society. In 2005, the World Health Organization (WHO) established that violence against women caused more death and disabilities among women aged fifteen to forty-four than cancer, malaria, traffic accidents and war. In 1992, the U.N. Convention on the Elimination of Discrimination against Women (CEDAW) Committee officially noted that violence against women results in the most widespread form of injuries to women between fifteen to forty-four years of age. Unfortunately, in spite of international commitments, the lives of girl children and women around the world are often marked by gendered, discriminatory practices. However, violence against women is now a critical public policy issue of transnational character and showcases how global forces coalesced with local women's groups and human rights movements to place it on national and transnational policy agendas.

**Some Issues for Discussion**

Transformation and implementation of Core Human Rights Conventions- Convention on Civil and Political Rights (ICCPR), ion on Economic, Social and Cultural Rights ( ICESCR); Convention on the elimination of Discrimination against Women (CEDAW), Convention on the Rights of the Child ( CRC), Convention on the Elimination of all Forms of Racial Discrimination (CERD) Convention against Torture, Convention on the Protection of the Rights of All Migrant Workers ICRMW); and Convention on the Rights of Persons with Disabilities (CRPD); UN Protocol to Prevent, Suppress, and punish Trafficking in Persons, Especially Women and Children, 2000.

**Some Opportunities for Reform: New Developments in the Law**

*The Afghanistan Domestic Violence Law, 2009 attempts to reconcile human rights with Islamic injunctions:*

The law seeks to eliminate "customs, traditions, practices that cause violence against women contrary to the religion of Islam".

The law makes illegal the selling and buying of women for marriage; forced marriage; child marriage; forcing women to commit self- immolation. Acknowledging that women's rights cannot be realized in Afghanistan unless harmful practices are addressed, the law defines the denial of right to education, work, access to health services as





harmful practices. Moreover, the criminalization of the prohibition of an Afghan woman's or girl's education is particularly salient.

*The Council of Europe Convention on preventing and Combating Violence against Women and Domestic Violence, 2011*

This Convention criminalizes Female Genital Mutilation

*Kurdistan- Fatwa Against Female Genital Mutilation*

Shortly after Human Rights Watch report on Female Genital Mutilation (FGM) was published in July 2010, the High Commission for Issuing Fatwas at the Kurdistan Islamic Scholars Union, the highest Muslim religious authority in Iraqi Kurdistan, issued a Fatwa, a religious edict or pronouncement, attesting that FGM is not an Islamic practice. Although the Fatwa did not ban FGM but left the decision to parents, this was an important Fatwa.

*Recent Legal Milestone:*

The Kurdistan Family Violence Bill to curb Female Genital Mutilation, 2011 and affirms that FGM is not an Islamic practice

*Pakistan, The Acid Control and Burn Crime Prevention Bill, 2010*

National Acid Control Councils will be established to implement the Act in every province. Moreover, the provincial Acid Control Committees are to ensure prevention of sale of acids in their relevant areas of jurisdiction. The Acid and Burn Crime Control Tribunal is to monitor the Act.

**12:00 – 1:30 p.m. Lunch Brackett Reading Room (Library)**

**1:30 – 5:00 p.m. Afternoon Session**

**Violence against Women as a Human Rights Violation: Developing Laws, Policies and Practices to Combat Violence against Women**

**Refer to Materials in Session 5 ( 1-7)**

**1:30 – 3:00 p.m. Group discussions**

**3:00 – 4:30 p.m. Role Play before Plenary**

**4:30 – 5:00 p.m. Comments and Discussions**

Participants will break into groups and discuss the following roleplaying scenarios based on emerging challenges and creating opportunities to address those challenges:

**Group One:**

Discuss a plan of action to address state led violence and violence in politics. This can include virginity testing, threats to political candidates and disappearing of political candidates, etc.



## **Group Two:**

Discuss a violence against women law. This can include acid attacks, dowry related crimes etc. Imagine you are a group of stakeholders including NGO, academics, parliamentarians, activists and victims of honor crimes discussing critical provisions to a law. How do you build a consensus; how do you build a team to work on this issue?

## **Group Three:**

Violence against women in Conflict: Transforming UNSC 1325 into practice- this could be a law, policy, plan of action, a speech before congress or a community group

## **Group Four:**

Crimes against women in the name of honor- Discuss changes to criminal laws to revise crimes against women as mitigating or exculpatory offence. Imagine you are a group of stakeholders including NGO, academics, parliamentarians, activists and victims of honor crimes discussing critical provisions to a law. How do you build consensus, how do you build a team to work on this issue?

## **Group Five:**

Discuss a CEDAW State Party or Shadow report to address violence against women; you could also use this opportunity to discuss SC Resolution 1325 and what has or has not been done to implement that.

## **5:00 - 7:30 p.m. Dinner- Faculty Club**

### **Dinner Keynote Speaker**

### **Gender Equality as Critical Development Policy**

The World Development Report 2012: Gender Equality and Development argues that gender equality as a core development objective is not only a moral imperative but also smart economics. Greater gender equality can enhance productivity, improve development outcomes for the next generation, and make institutions more representative. The Report identifies four priority areas where gender gaps are most significant. These areas include: Reducing excess female mortality; closing education gaps where they remain; improving access to economic opportunities for women and increasing women's voice and agency in the household and in society.

## **Day Six – Saturday, June 16**

### **8:30 a.m. Delegates Arrive at Clapp Library**

### **Economic Agency and Women's Leadership**

The evidence has never been clearer in the words of the Economist Nobel Laureate, Amartya Sen that “nothing is as urgent today in the political economy of development as the recognition of political, economic and social participation and leadership of women”. The flagship World Bank Development Report, 2012 defines Women's empowerment as the moral and economic imperative of our times. Women's agency is important for women's individual well-being; the well-being of women's families; and for the well-being of their communities. Countries that create better opportunities and conditions for women and girls can raise productivity, improve outcomes for children, make institutions more representative, and advance development prospects for all. Women's leadership in public service cannot take place in a vacuum. Unless women have equal access to financial resources; property;



land; employment; training; vocational services; credit, equal tax provisions, private/public partnerships, the playing field for women will not be level.

**9:00 – 10:30 a.m. Panel Discussion**

**10:30 – 11: 30 a.m. Q/A**

**Issues to be discussed:**

Unequal access to economic opportunities and incomes, whether in the labor market, public service, agriculture, or entrepreneurship; Equal pay for equal work; wage gaps; and productivity gaps between men and women;

Increasing decision making in the family and in the public sphere; Gender unequal child care policies including social norms around care work that perpetuate wage disparities between men and women; lack of power in households and in society and the perpetuation of gender inequality across generations;

Women's equal access to property and land including joint land titling; access to credit;

Substantive gender equality in the public and private sector; Disparities in girls' schooling across regions; Increasing women's voices at all decision-making levels;

The importance of public/private partnerships: How can governments harness the potential of the private sector to increase access, enhance quality, and improve efficiency in public services

**11:30 - 1:00 p.m. Lunch- Brackett Reading room (Library)**

**Luncheon Keynote Speaker:**

**Realizing the Millennium Goal (MDG) Goal 3 and Advancing Women in Public Service**

**Goal 3: Promote gender equality and empower women:**

- Target 3A: Eliminate gender disparity in primary and secondary education preferably by 2005, and at all levels by 2015
- Ratios of girls to boys in primary, secondary and tertiary education
- Share of women in wage employment in the non-agricultural sector
- Proportion of seats held by women in national parliament

**1:00 - 4:30 p.m. Afternoon Session**

**Refer to Materials in Session 6 (1-4)**

**1:30 – 2:00 p.m. Group discussions**

*Moderated by two Delegates*

**2:00 – 3:30 p.m. Role Play before Plenary**

**3:30 – 4:00 p.m. Plenary Discussions**



Delegates will break into five groups and discuss innovative strategies that their countries need to adopt to reach the 2015 MDG deadline. Groups can focus on one or more of the MDG Goals: 1) Eradicate extreme poverty or hunger; 2) Achieve universal primary education; 3) Promote gender equality and empowerment of women; 4) Reduce child mortality; 5) Improve maternal health; 6) Combat HIV/AIDS, malaria and other disease; 7) Ensure environmental sustainability; 8) Develop a global partnership for development.

Returning from group discussions, representatives from each group will roleplay /simulate an address or panel discussion before the Rio +20 Conference on Sustainable Development in Brazil or at the 2015 MDG Conference in 2015 on the unfinished agenda that a post- 2015 agenda should build on.

**5:00 - 8:00 p.m. Dinner: Tishman Commons**

### **Civic Leadership, Community Service and Social Entrepreneurship**

Women in particular have used the vehicle of social entrepreneurship as an avenue for economic and social empowerment and as a way of galvanizing communities to harness the resources and power of disenfranchised communities.

**Refer Materials Session 6 (4)**

### **Dinner Keynote Speakers: Introduced by delegates**

Delegates will share experiences of community service and women's social entrepreneurship initiatives in their communities.

**Sunday, June 17**

6:00 p.m. Dinner reception in honor of delegates hosted by Rangita de Silva de Alwis in her home followed by the movie "Aku Siapa"- a documentary on the politics of veiling (hijab) in Malaysia which has received international acclaim.

**Day Seven – Monday, June 18**

**8:30 a.m. Delegates arrive at Clapp Library**

### **Combating Gender Stereotypes in Work/ Family Reconciliation Policy**

#### **Introduction**

One of the most globally pervasive harmful cultural practices is the stereotyping of women exclusively as caregivers in a way that limits their opportunity to participate in public life. The assumption that women are the primary or sole caregivers of children is often used to exclude women from the public sphere, especially with regard to political life, promotions and high profile employment opportunities.

Women leaders across the world have identified their dual responsibilities in the public sphere and the family life as being one of the major impediments to their advancement in public life. It is thus important to create new policies that ensure that both men and women choose caregiving responsibilities and both receive similar treatment.

**9:00 -10:30 a.m.**



## Questions for Discussions:

How can workplace policies be drafted to recognize the role that both parents play in child rearing and care giving? How do we honor the value of care-giving, cooperation, and responsibility? How can we celebrate the responsibility of both sexes to fill caretaking and nurturing roles? Discuss mandatory and non transferable parental leave as a way to transform gender roles; quality child care services are also incentives for women to reach their full potential in public service.

The patriarchal construct of the male head of household is often carried over and replicated in politics and public service. How do we address women's disenfranchisement as heads of household? When women are denied agency and full citizenship and decision making powers in the home how can they achieve leadership in the public sphere?

## 10:30 – 12: Noon: Group Discussions

### Refer Materials Session 8

#### **Amplifying Women's Voice in Public Service: Developing a National Action Plan for Advancing Women in Public Service**

Participants will break into groups and develop a national action plan to advance women in public service including in areas where women are disproportionately underrepresented. Each group must take into consideration ways in which to transcend barriers and broaden opportunities for women in public service.

These opportunities can include advancing educational opportunities on public policy, economic empowerment, **public and private partnerships**; training for women and men in public service, gender sensitivity training for public servants, temporary special measure for women in public service, incentives to join the public service; incentives to public agencies to hire women, creating gender neutral work/family reconciliation policies; public policies that value caregiving for both sexes; policies that break down stereotypes in employment; Child Care Policies; Equal Retirement Benefits and pensions; gender segregation and employment policies that provide incentives for women to return to and advance in public service after childbirth and policies that encourage fathers to give care after child birth; raising awareness about the social, economic, and political impact of women leading public service.

The Action Plan should be geared toward results so that countries that create better opportunities and conditions for women in public service can make institutions more representative and advance social, cultural, political and economic development outcomes for all.

## 12:00 – 1:30 p.m. Lunch- Brackett Reading Room (Library)

### Delegates Panel

#### See Materials for Session 8

**Panel of five representatives:** Present a National Action Plan to Advance Women in Public Service including amplifying women's voices in non- traditional areas of public service such as Constitutional Reform; Security, Defense, Energy and Finance.

#### *Moderated by two Delegates*

## 1:30 - 5:00 p.m. Afternoon Session



## **Transformative Strategies for Women Leading Change**

**1:30 - 2:30 p.m.**

### **Family Law Reform and Progressive Interpretation of Religious Texts**

The panel will discuss how activists are working within the tenets of Islam to create economic, political, and educational opportunities for women and how these efforts are critical to bridging the conflict between those championing reform and those seeking to oppress women in the name of religious tradition

#### **Introduction: Women's Activism in the MENA Region**

Women leaders are at the forefront of reform across the Muslim world and are mining the egalitarian core of Islamic jurisprudence. These leaders are working within the tenets of Islam to make changes for women and to broaden the frontiers of economic, political, and educational participation for women.

Internal discourse and cross-cultural dialogue are critical to addressing conflicts within Islam as well as to building on the congruence of Islam and human rights. This session aims to explore the reasons why women are underrepresented in leadership positions and identify strategies for change in some of the most urgent areas of challenge: family law reform through a progressive interpretation of the Koran

#### **A Dynamic and Contextual Interpretation of Islam**

Despite some ideological differences between Islamic feminists and secular feminists in Islamic countries, both groups agree on the need to reclaim Islam from chauvinist interpretations.

Although secular feminists urge a reinterpretation of women's rights in their countries in line with international human rights norms and Islamic feminists want to bring their laws in harmony with a progressive interpretation of the *Shariah*, most often both schools agree on the need for a gender friendly interpretation of the *Shariah* law that embodies the spirit of the international human rights framework.

Women activists seek to strike a balance between religious culture and international law norms. In essence, their work is a call for a heightened internal cultural discourse as well as a cross-cultural dialogue aimed at broadening and deepening international consensus. They all recognize the need for a more dynamic interpretation of the Koran in order to advance women's rights. *Ijtihad* opens the door for the reinterpretation of traditional rules of Islamic jurisprudence in light of modern conditions. These women are at the forefront of a clarion call for gender sensitive political action and institutional change.

### **3:00 – 5:30 p.m. Panel of Women Delegates will Discuss Opportunities and Challenges for Emerging Reform in their Communities and Countries**

**Refer to materials in session 9**

#### **New and Emerging Urgent Legislative Action**

Delegates will decide which area they would like to focus on. Discussions would have taken place the previous day and panelists will make presentations before the plenary

#### **Introduction:**



Women decision makers must address gender bias and discrimination in all laws not just election laws so as to dismantle legal and institutional barriers to economic resources such as property ownership, workplace and political participation. Who gets to draft the laws? Do laws and policies capture the experiences of women? Experience has shown that if women are not at the drafting table rarely will laws reflect women's concerns.

Each group will discuss some new and emerging development in law, policy or institutional reform in their communities and countries. Each group we will reflect on ways these new developments can enhance women's equality, empowerment and leadership. We will look at strengths and weaknesses of laws, policies and practices and make suggestions for reform.

We will address strategies to strengthen the implementation of existing laws. We will also look at how more women at the negotiating table can lead to more effective laws, policies and practices for men, women and children.

## Group One:

Group one will focus on Constitutional Reform in the different countries and provisions relating to equality under law and other provisions that impact women's leadership. You will also discuss the challenges to the implementation of laws and other barriers that impede the actualization of these reforms

### Some examples:

**Morocco:** The Arab Spring has been a lightning rod for some important reforms on behalf of women. In March 2011, the Moroccan King promised to "promote the participation of women in the management of regional affairs in particular, and the exercise of political rights in general and to ensure equal access by women and men to elected office."

On July 1<sup>st</sup>, Morocco voted to approve a referendum on Constitutional reform. The Preamble to the Constitution calls for national laws to be aligned with international conventions ratified by Morocco. Article 19 of the Constitution calls for the Creation of an Authority for equality and the Fight Against All Forms of Discrimination that will work towards achieving parity between men and women. Article 30 requires equal access of women and men to elected office.

**Tunisia:** Tunisia's High Commission for the Realisation of Revolutionary Goals, Political Reforms and Democratic Transition has placed the principle of gender parity at the heart of all on going political reforms and thus become a beacon of innovation for the region and beyond. Tunisia's parity principle calls for an equal number of men and women as candidates in upcoming elections in October.

**Egypt:** In Egypt, the likely outcome of talks may result in the State being defined as civil rather than a theocratic state. However, Article 75 of the draft Egyptian Constitution presumes the Egyptian president is male. The language should be changed so as to be gender-neutral, specifically the phrase "[Egypt's president] cannot be married to a non-Egyptian woman." Women were excluded from Constitution making in Egypt. Safeguards should be set in place to ensure that women are integral to all forms of decision making.

## Group Two:

### Women and Citizenship

This group will focus on new, emerging or needed reforms on citizenship. Citizenship goes to the very heart of gender equality and unequal citizenship laws undermine equality at the foundational level. Your discussion and



role play could focus on a presentation to parliament; a discussion on challenging unequal citizenship laws; an argument before a transitional justice commission ( such as a constitutional Commission).

### Some examples:

**Egypt:** In Egypt, there is some support for granting the children of Egyptian mothers and Palestinian fathers citizenship.

**Lebanon:** In Lebanon, the right of Lebanese women to give citizenship rights to their children is on the parliamentary agenda and is still waiting to be approved.

**Jordan:** Efforts are underway to revise citizenship law in Jordan that denies the right of women to pass on citizenship to their children. Many countries in the MENA region are demanding equal rights of women to pass on citizenship to their children.

### Group Three:

#### Violence against Women

**Violence against women** is one of the most heinous threats against women's security. In 2005, the World Health Organization (WHO) established that violence against women caused more death and disabilities among women aged fifteen to forty-four than cancer, malaria, traffic accidents and war. Women who participate in politics often face real or threatened harm from family members as well as by hostile members of the public. Sexual abuse and sexual harassment of women in politics and public service is also common in many countries.

Discuss ways to address violence against women through laws, policies and practice. Your discussion could focus on lawmaking on the implementation and enforcement of an existing law; it could be a presentation to raise awareness, a discussion with interagency collaborators, it could be a discussion of a woman in public service has with law enforcement officials; a discussion with community service providers.





**Some Examples:**

**Lebanon:** On the 4<sup>th</sup> of August, 2011, the Lebanese parliament voted to revoke Article 562 from the Penal Code. This Article allowed for the mitigation of a crime of honor. While this is a critical step forward in the region in acknowledging honor crimes as femicide, while patriarchal norms that place women under the guardianship of male members of the family are still in place, this revision is not sufficient.

**Egypt:** In Egypt the revisions to the Child Rights Law in 2007 criminalized Female Genital Mutilation and abolished child marriage. These advances are in danger of being eroded. There is a fear that the anti- Female Genital Mutilation and anti- child marriage laws in Egypt will be rolled back. There is a need to preserve prior gains on behalf of women and to ensure that women are at the forefront of transitional justice in this period of historic transformation in the region.

**Jordan:** The “Defense of Honor” statute in the Jordanian Penal Code, Article 340, exempts men from penalty for murder if they killed or wounded their wives after having caught them committing adultery. A man can also benefit from a reduced sentence if he caught his wife in “an unlawful bed,” but no such provisions exist for women.

**Lebanon:** In Lebanon, recently, the Justice and Administrative Committee voted to repeal Lebanon’s honor killing law which provides exculpatory sanctions is a defendant is proved to be acting “in a state of anger.”

**Group Four:**

**Women and Family Law Reform:**

The Working Group will focus on a particular provision of family reform (Marriage, Divorce, Guardianship or inheritance, property ownership) and will focus on the need for further reform or the weak implementation of an existing reform. You will analyze different strategies to address this barrier *defacto* and *dejure* equality.

**Family Law Reform**

Family law is a litmus test for gender equality and has the most intimate and powerful impact on women’s lives. In almost all countries women face gender-based discrimination in the family codes. Family laws in these countries declare that the husband is the head of the family, require the wife to obey her husband, and give the husband power over his wife's right to work and travel, among other rights.

Gender differences are historically and culturally constructed and reproduced through the family. Family relationships are powerful political tools. In Arab – Islamic countries, politics are often linked to the centrality of the patriarchal family. For women, these continuities among family, civil society, and State mean that they confront patriarchy in every sphere. Patriarchy is thus reproduced in multiple sites in many MENA region countries. This is certainly not unique to Arab Islamic countries. The control of these communities over women’s lives has been reinforced in many MENA states. Women’s rights are experienced as emerging more from being part of the familial and kinship communities than from being citizens of a state.

**Some Examples:**

**Tunisia**

Among the countries with the most liberal family codes are Tunisia, which has had a relatively liberal family code for many years, and Morocco, which enacted a family code that substantially expanded women's rights in 2004. Egypt and Turkey have also made recent changes in the civil code to give women expanded divorce rights. However, while progressive steps have been taken, women are still treated unequally even under the more liberal



family codes.

## **Morocco**

Reform of the family code has been a high-priority objective of women's rights advocates, as well as liberal-minded lawyers, judges, and Islamic scholars. The 2004, Morocco reform has had an important regional impact, as it has strengthened the argument of those who say that equal status within marriage is compatible with Shari'a law. The reforms adopted in Morocco are important victories for civil society movements in their ongoing struggle against patriarchal and extremist forces.

## **Turkey**

The Turkish Civil Code of 2001 takes a new approach to the family. Rather than assigning women a legislatively subordinate position, Article 41 of the Constitution reads, "The family is the foundation of Turkish society and is based on equality between spouses." This is reflected in other civil code changes including equal rights for spouses over the family home and property acquired during marriage, equal representative powers, and the abolition of the concept of "illegitimate children." However, the legal code is still deficient in many ways, including in distinguishing between married, unmarried and divorced women when it comes to protection from violence.

## **Lebanon**

In Lebanon, Law n° 179, dated August 29<sup>th</sup>, 2011, amended article 9 of the Decree Law n°146/1959 (relating to the inheritance duties on all rights and movable or immovable properties). Law n° 179/2011 aims to establish equality between women and men heirs to benefit from additional reductions when calculating the inheritance duties owed by them.

## **Iran**

In 2006, women's groups in Iran worked to collect 1,000,000 signatures to end discriminatory laws. The success of the campaign in Morocco was an impetus for Iranian women's activists who are campaigning for a million signatures to revise the family code including the right of a woman to pass citizenship to her child.

In 1979 the once progressive laws of the Iranian Family Protection Act were overturned in favor of a family law governed by shari'a. Though parts of the act have since been reintroduced, largely due to the efforts of women, there are still many legislative changes necessary to ensure women's equality under the law.

## **Group Five:**

### **Women and Equality under Law**

This group will discuss laws, policies or projects to advance gender equality under law. These discussions could take place in parliament, at a community forum, as a press briefing. It could be a negotiation, a discussion or a presentation. Please make the role play interactive so that many voices are heard.

#### **Some examples:**

**Lebanon:** Lebanese Parliamentary committees have recently passed a number of legal amendments ensuring greater gender equality under the law. If passed in the next legislative session, these changes would increase



maternity pay to 100 percent of a women's income from only two thirds, and standardize tax laws which currently accord men an allowance for their wives and children while requiring women to pay taxes on all of their income.

**6:00 p.m. Dinner – College Club**

**Dinner Movie: Saving Face, winner of the 2012 Academy Award for Best Documentary**

**Day Eight – Tuesday, June 19**

**8:30 a.m. Delegates Arrive at Clapp Library**

**Role of the Media in Advancing Gender Equality, Accountability and Good Governance**

The media plays a profoundly important role in defining the role of engaged citizenship, changing stereotypes about women and men and the way in which national and global security issues are defined. This session will focus on the transformative potential of the media to change stereotypical paradigms, transform conversations about men and women in public service and create gender sensitivity in reporting on issues of democratic governance, human rights and humanitarian crisis that concern both men and women.

**9:00 - 11:00 a.m. Panel Discussion with Media Experts**

**Some Questions for the Moderator:**

- How can the media transform public deliberations and critical debate on informed citizenship?
- How can the media impact the quality of government? What is the ideal role of the media in strengthening democratic governance?
- How can the media report about urgent humanitarian crisis and development challenges in a gender sensitive manner?
- How can the media respect and advance international standards of universal human rights around the world?
- How can the media play a standard setting role in mainstreaming gender sensitivity into the public sphere?
- How can the media be watchdogs and gatekeepers of human rights?
- Can we create a media watch or a watchdog organization for women in public service?
- How can the media portray women and men in public service that avoid gender stereotypes?
- How can the media transform issues (for example: trafficking, sexual abuse, access to water) that are considered traditionally gender issues into critical security issues?
- How can women leaders in public service use the media to strengthen their platform and advance equal protection under law and other good elements of good governance?
- What kind of gender sensitivity training does the media need?
- How can women in public service use the media to advance women's leadership; press conferences, Op-eds, letters to editor, taking advantage of international women's day etc.

**11:00 - 12:00 p.m. Participants will break into small groups and discuss following roleplaying scenarios.**

**Refer to Materials in session 7 (1)**



## **Group One:**

**Potential Candidate:** Press conference to announce that you have decided to run for office. Define the issues you stand for.

**Press:** What are the questions you will ask the candidate?

## **Group Two:**

**Head of Civic Organization:** Call a press conference to speak out against a horrific incidence of violence against women post revolution or before elections. This could include virginity testing or sexual abuse.

**Press:** How will you report this incident?

## **Group Three:**

The Libyan Women's Movement has called for a press conference calling for 30 percent seats for women in parliament. They argue that women form 51 percent in the country and protested alongside of their men in bringing about the recent change in Libya. What are the arguments you will make for more women in decision making roles.

**Press:** What information do you need?

## **Group Four:**

You are speaking at a press conference for more women in Constitutional Drafting and Transitional Justice Processes. What arguments will you make?

**Press:** What questions will you ask? What is your response? The press can ask hard questions in order to challenge speakers' arguments and elicit the most effective response.

## **Group Five:**

**Ministry of Defense:** Role play a training program for women in public service on how to use the media to bolster their message. **Trainers:** What are the talking points you will need to provide the media? How will you avoid reinforcing gender stereotypes? How will you draw on the impact of women in public service in political, social and economic development in your community?

**Trainees:** Polish your message with the help of the trainers

**12:00 - 1:30 p.m. Lunch Brackett Reading room (Library)**

**Delegates will perform their roleplaying/ simulations at lunch. Moderated by two delegates**

**1:30 – 5:30 p.m. Afternoon Session**

## **The Transformative Potential of Social Media: Strengthening Women's Empowerment and Good Governance**

Has the shift in the balance of power from nation-states to individuals and from media institutions to citizen journalists through social media had a transformative impact on women's empowerment? Has the rise of social media led to a democratization of power and politics? There has been research done on the feminization of social media but very little on the transformative potential of social media on women's empowerment. Social media has helped to blur the distinction between the public and private and thus has potential to make visible in the public sphere hitherto private acts of violence and subordination.

### **Some case studies examined in the materials include:**

**Harassmap Egypt** is a social media project that utilizes open-source mapping technology to allow women to report incidents of sexual harassment and abuse by sending a text message marking immediately the place where the abuse is taking place.



## **Women 2Drive- Saudi Arabia**

Social media can be a powerful space and a platform for women not only to bear witness to events but it can be an alternative space to rewrite women's narratives. The Twitter and Facebook campaign in Saudi Arabia on Women2Drive is another critical example of how social media can literally help drive women's empowerment.

### **1:30 - 2:30 p.m. Social Media Demonstration and Panel Discussion:**

#### **Some Questions for Moderator:**

- How can new media best be leveraged to help build peace and prevent conflict?
- How is social media developing novel approaches to overcome violence and build a sustainable peace?
- How are citizen journalists holding governments accountable, filling in information gaps and protesting violence?
- What are the challenges of the social media revolution?

### **2:30 - 4:30 p.m. Delegates break into groups and design the following based on a cause driven issue:**

#### **Refer to materials session 7 (1)**

- Group One: Create Youtube video for the network
- Group Two: Create Facebook for the network
- Group Three: Create Twitter for the network
- Group Four: Create a blog for the Network
- Group Five: Create a Website (preliminary thoughts)

### **4:30 - 5:30 p.m. Each Group will make a presentation of the project**

### **6:00 p.m. Dinner College Club**

### **Dinner Movie and Discussion - Miss Representation**

## **Wednesday, June 20**

### **8:00 a.m. leave for Massachusetts State House**

### **Visit to MA State House**

#### **Meetings with:**

- Therese Murray- President of the Massachusetts Senate
- Members of the Commission on the Status of Women
- Group Photo

### **Catered Lunch at the State House**

## **Day Nine - Thursday, June 21**

### **8:30 a.m. Delegates Arrive at Clapp Library**

### **The Transformative Power of Mentoring and a Critical Mass of Women**



## Introduction

Homer's epic, The Odyssey introduces the first mentor. Mentor advised the young Telemachus as he went looking for Odysseus, his father. A mentor can be a role model, advisor, coach, teacher, counselor, supervisor or friend. This session will examine the critical importance of a mentor/mentee relationship to women's advancement in public service and civic engagement.

### 9:00 - 10:00 a.m. Keynote Address

### 10:30 – 11:30 a.m. Group Discussions

#### Possible issues for Discussion:

- How do you define a mentoring relationship?
- What are the responsibilities of a mentor?
- The important role of a mentor in passing on the torch and nurturing a new generation of leaders
- What are the qualities of an effective mentor?
- How would the mentor/ mentee relationship grow?
- How can it be mutually reinforcing/ Can mentors learn and benefit from mentees?
- What is the process of mentoring?
- How can the mentee go on to mentor others?
- How have you benefited from mentoring?
- What are the benefits of serving as a mentor?
- How do you guide mentees to public service and nurture their advancement?

### 11:30 – 12:30 p.m. Role Play before the Plenary

#### Moderated by two delegates

#### Refer to materials in session 10

#### Role play:

Participants will break into groups and develop a local, national or transnational mentoring program. Each group will role play or discuss developing an innovative mentoring program.

#### Group One:

You will develop a mentoring program for young college students interested in public service. How would you nurture their interests in public service? What areas would you like to focus on? Would you arrange internship programs, one day of public service? Some examples: A dedicated day of meetings with women in public service; A forum for women in public service; Introductions to women in public policy, visits to national assembly, government offices, political parties, and leading women in public service. What skills would you like to develop? What are the questions that mentees would come with? Create a short curriculum for the program.

#### Group Two:

Develop a mentoring program for women's advancement in public service. This could be a peer to peer mentoring program or a different model. What are the innovative strategies you would introduce? Example: Periodic



roundtables for exchange of information, formal and informal networks (real or virtual) within the agency; guest speaker events etc.

### **Group Three:**

Create a mentoring program for a woman in business who would like to enter public service. What would you do to create such a program? How would you create a public/ private mentoring program? How can you reach out across disciplines? What are the challenges for doing so? How do you address those challenges? How do you create mutually supportive relationships?

### **Group Four:**

Develop a model of mentoring that could be institutionalized in your agency. This could include a timetable for periodic meetings; training programs; access to networks; associations; and professional groups. It could also include creating a women in public service association. Create incentives and guidelines for mentoring.

### **Group Five:**

Your organization is marked by an old boys' network and a male dominated culture. Women are not being promoted, women are not being offered interesting or travel related assignments, women's voices are not heard or solicited at high level meetings. How do you go about changing this culture by becoming a mentor yourself? How do you share experiences and information and wise counsel? How do you break change resistant attitudes? How can you evaluate the benefits of the mentoring program? Role play as an interested mentor or mentee.

### **Second option:**

Make a presentation on a personal story of a successful mentor/mentee relationship.

- How did you find your mentor?
- What led to you finding the mentor?
- What is the affinity you share? What is the shared vocabulary, shared stories, shared experiences, shared passions, shared reading, shared causes?
- Who has influenced you? Who has encouraged you? Who looks out for you? Who writes letters of recommendations for you?
- Is there a quid pro quo? How do you help out the mentor? How do you enrich and enhance the work of the mentor?

**12:30 - 2:30 p.m. Lunch Brackett Reading room (Library)**

### **Insights from Leadership Programs and Mentoring and Networking Initiatives**

#### **Luncheon Discussion:**

**Moderated by two delegates**

#### **Resource Book of Mentors**

Participants will also be given a resource book of international and US organizations prepared by the WPSP Institute at Wellesley College. Participants will be paired off with mentors who have similar interests but



participants will be encouraged to access any of the mentors on the list. This will establish continuity and sustainability of the program.

## **2:30 - 5:30 p.m. Afternoon Session**

### **Temporary Special Measures for Women in Politics: Valuing Role Models and Changing Perceptions**

#### **Introduction: Erasing the Gender Gap**

Women cannot transform leadership opportunities for women across society unless their numbers increase. In many countries, gender quotas are responsible for enhancing the participation of women in politics and serve as a mechanism to overcome imbalances in the political representation of men and women and addressing a legacy of discrimination against women. Quotas for women do compensate for actual barriers that prevent women from their fair share of the political seats. Today, quota systems aim to ensure that women constitute at least a "critical mass" of 30 percent as established by the Beijing Platform of Action that was adopted at the historic Fourth World Conference in 2005 in Beijing.

#### **2:30 – 3:30 p.m. Keynote Presentation: Measuring the Impact of Women's Leadership**

The Beaman, Duflo, Pande and Topalova study shows that female leadership influences adolescent girls' career aspirations and educational attainment. A 1993 law reserved leadership positions for women in randomly selected village councils. Using 8453 surveys of adolescents aged 11 to 15 and their parents in 495 villages, the study finds that, compared to villages that were never reserved the gender gap in aspirations closed by 25% in parents and 32% in adolescents in villages assigned to a female leader for two election cycles. The gender gap in adolescent educational attainment is erased, and girls spent less time on household chores. The study finds no evidence of changes in young women's labor market opportunities, suggesting that the impact of women leaders primarily reflects a role model effect.

This presentation will discuss the way in which elected officials are role models for younger people both boys and girls. The Beaman, Duflo, Pande and Topalova groundbreaking research shows that female politicians play a highly influential and positive role in the lives of young women and men. **Topalova** will discuss the new study that shows that the increased presence of local female political leaders in India has had a marked impact on adolescents and their families, raising the career aspirations and educational performance of young women.

#### **Quotas in Indian local government or the Panchayat Raj**

The 1993-94 elections in India brought about some 800,000 women into active political life as a result of the 73rd and 74th amendments to the Indian Constitution which promulgated that one third of the seats in local councils, both urban and rural—the gram Panchayats (GP)—be allotted to women. The Indian experience with local government as a result of the constitutional amendments reserved one third of the seats in local assemblies, the Panchayati Raj, to women thereby sweeping almost one million women into elective politics throughout the country and transforming the face of local government politics in India.

#### **Discussion topics:**

- Do women have equal opportunities to lead?
- Strengths and weaknesses of the quota: how do you address the question that quotas may seem to view women as symbolic representatives at the early stages of game:
- Quotas also may imply that politicians are elected because of their gender, not because of their qualifications, and that more qualified candidates are pushed aside
- Are quotas enough? What more must be done to prepare women for politics?





- Are bottom- up- quotas that first create a critical mass of women at the local government level effective preparation for women to run for national office?

## New and Emerging Quotas for Discussion

### Tunisia

Article 16 of Decree-law stipulates that "Candidates shall file their candidacy applications on the basis of parity between men and women. Lists shall be established in such a way to alternate between men and women. Lists that do not follow this principle shall only be admitted when the number of seats, in the relevant constituency is odd". This provision however does not establish parity in the Tunisian Constituent Assembly.

### Libya

The Coalition of Libyan National Women is calling for a 30 percent quota. Currently the draft National Congress Election Law in Article 2 calls for a 10 percent quota. The Coalition is challenging this provision.

### Pakistan

Under the Conduct of General Elections Order 2002, seats are reserved for women in both the lower house of the parliament (60 of 342 seats, or 17 percent) and in the provincial assemblies (also 17 percent). Thirty three percent of the seats in lower-level councils (union, tehsil, municipality, and district) are reserved for women. Women are elected to the reserved seats in the national parliament and provincial assemblies by a system of proportional representation. In the general elections of 2002, 12 women won seats in the national parliament from generally contested 8 seats, in addition to the 60 reserved seats, making for a total representation of 72 women out of 342 seats, or 21.1 percent.

## 3:30 – 5:30 p.m. Group Role Play

### Refer To materials in Session 11

Break into groups and develop a plan of action to execute a temporary special measure for women. You can decide whether it should be at the local government or national level. Will it be through Constitutional reform, electoral lists, how do you make sure that women are not at the bottom of the party lists, how do you make sure that women candidates are not mere representatives of their male peers but independent and capable of running for office? What are the challenges you foresee in quotas? How do we overcome those challenges through training, connections to women's groups and making sure that these candidates represent the concerns of women and men? What are the other ways you will strategize on advancing women in politics? What are the incentives that you can provide for political parties to support female candidates? What economic, political and social support do women need to run for office?

## 6:00 – 8:30 p.m. Dinner: College Club

Delegates will role play and make presentations on group work during dinner. Discussion and role play moderated by delegate

## Day Ten - Friday, June 22

### 8:30 a.m. Delegates Arrive at Clapp Library



## Ethics in Public Service

### Introduction

Systematic corruption threatens democracy and governance by weakening political institutions and mass participation, and by eroding economic development. Public ethics are a cornerstone of good governance. Ethics reforms have been enacted by many parliaments around the world. Ethics regimes have been adopted by many countries in order to inculcate more ethical behavior among politicians and to rebuild public trust in political institutions.

The **United Nations Convention against Corruption of 2005** provides measures for prevention of corruption, with measures directed at both the public and private sectors. These include model preventive policies, such as the establishment of anticorruption bodies and enhanced transparency in the financing of election campaigns and political parties. The Convention also provides for prosecution of corruption.

**9:00- 11:00 a.m. Panel Discussion:**

*Moderated by a Delegate*

**11:00 - 12:00 p.m.**

Participants as a group will brainstorm a code of ethics for public service. This code of ethics will have necessary sanctions and a watchdog agency. Discuss ways in which this watchdog agency can operate. Is it a regional or national watchdog? What are the powers and what are the sanctions that it can apply? Are there gender differences in attitudes towards corruption and unethical practices? Do more women in public service correlate to higher ethical standards? Will a code of ethics for public servants be a code you would like to see in your country/ community?

**Refer to Materials in Session 12**

**12:00 - 1:30 p.m. Lunch Brackett Reading Room (Library)**

**1:30 - 4:00 p.m. Afternoon Session**

**THE WAY AHEAD: DEVELOPING A PLATFORM OF ACTION**

***Refer to materials in Session 13***

The delegates will draft an outcomes document that could be taken back to their communities as a way of follow up action to the work of the WSP Institute. This Platform of Action should identify critical strategies, joint action, collaborative and independent initiatives to mainstream women's leadership.

*Discussion to be moderated by two delegates*

***How can the pilot take a life of its own and endure and grow in the region/s?***

- How do we ensure sustainability and multiplier impact
- Can the course be replicated and mainstreamed into university or other institutional curricular?
- Share resource list with programs and networks on women in politics and public service around the world.  
We will first get the commitment of these organizations to share reports, materials, networks and other in-



kind resources.

- How to create a platform of action to amplify voices and share ideas and strategies?
- How to coalesce these efforts into a network?
- How to create local to global exchanges? How can this network link to existing networks in the region and around the world?
- How can these existing transnational networks support the nascent network?
- How to combat the accusation that women's movements are elite or "westernized"? How to mine the common aspirations that link women which are stronger than the divisions of region, class or politics?
- How can we create a clearing house of information?

## **Some Questions for the Platform of Action**

The Platform of Action will help guide participants to identify key areas for advancing women in public service in our communities and countries. The sample categories set out below are not meant to be prescriptive but are a guide to inform our thinking as we map the way forward on a set of shared goals.

### **Mentoring Programs for Women Leaders in Public Service, including Peer-to Peer Mentoring Programs**

These could include strengthening already existing programs or developing innovative initiatives in your department, agency, academic institution, community organization, national, regional and global programs for women in public service. How do we attract younger women to leadership positions? How do we expand opportunities for others; pass on the torch and mentor the next general of leaders.

### **Developing Pipelines for Women in Public Service and in Non Traditional Areas of Public Service such as Finance, Economy, Energy, and National Security**

These could include broadening programs or developing novel programs in your department, agency, academic institution, community organization, national, regional and global programs for women in public service.

### **Developing Crucibles of Leadership in our Communities and Countries**

How can we work together with existing programs to mutually strengthen our vision of women leading public service? If no such programs exist in your community, how can we build incubators to target young women for public service? How can courses on leadership be introduced and mainstreamed into university and/or institutional curricular?

### **Women in Public Service Networks**

- Identify some of the local, national, regional and global networks you belong to and know of and consider ways of expanding the scope and impact of these networks to advance women in public service.
- How would a new network of emerging women leaders forge alliances and strengthen partnerships with existing networks?
- How do we remain connected and link with other existing initiatives?

### **Clearinghouse of Information**

How best would you exchange experiences of women in public service and share best practices and strategies with your peers in other communities, countries and regions?



How can we make sure your story inspires women in your community and countries across the world?

## **Address Unequal Laws and Institutional Barriers:**

Unequal laws on equal opportunities, political and public participation, property, land, inheritance, employment, banking, tax, and other laws impede women's equal access to and leadership in public service and civic participation. Institutional barriers in political party membership can also inhibit leadership opportunities for women. What are the efforts to address these unequal laws and institutional barriers in your community and country?

How can the network share best practices on law and institutional reform and identify areas for reform and strategies to accelerate reform?

## **Address Barriers to Public Service: Patriarchy, Gender Bias and Violence**

What are the efforts to address patriarchal attitudes, gender bias in the family, dual burden of work/family obligations, tribalism, traditional and cultural biases that impede women's access to public service? What measures are being taken to ensure that public service is family friendly so men and women can balance public service and family? What steps are being taken to develop gender aware policies such as anti- sexual harassment policies in public service, political parties etc. and address violence, corruption, cronyism and patriarchy in some areas of political and public service?

How do we strengthen these steps? How do we implement such steps?

## **Special Measures for Women in Public Service**

Can you share strategies to advance women in public service and political leadership? These strategies can include financial support, political party support, quotas, temporary special measures, training etc.

How can these measures be strengthened? What training programs would you like to see developed? What should the areas of focus be?

## **Political, Social, Economic and Cultural Empowerment**

Numerous studies show that women in public service and leadership contribute to women's political, social and economic empowerment and the development outcomes of the community and country. In turn, women's economic and social empowerment is often a determinant of women's political empowerment.

Can you identify some concrete examples of the impact of women in public service and how these impacts can be multiplied between and across borders, locally, nationally, regionally and globally?

## **How can we stay connected and collaborate on shared goals?**

Transnational connections and partnerships help us in our journey as women in public service and civic leadership. How do you suggest that we realize this goal?

## **How do we pass on the torch to other women in public service and how do we inspire a new generation of women in public service?**



**4:00 - 5:00 p.m. Closing Ceremony and Presentation of Diplomas**

*Farewell comments by Delegates*

**6:00 p.m. Reception**