



**Graduate Women International**

**Minutes of the 33rd Triennial General Assembly**

**25-26 July 2019**

**Geneva, Switzerland**

**Uni Mail, Room MR080**

**DAY 1 THURSDAY 25 JULY 2019**

**Formal Opening**

**1. Welcome from the GWI President; Geeta Desai of Women Graduates USA**

Geeta was delighted to welcome the participants from **40 different countries around the world** to celebrate together GWI's 100 years. She stated that their presence at the GA demonstrated their common passion for women and girls' rights to education. She said that **she hoped that much would be** accomplished in these 3 days, and beyond. She would like to thank:

- Brigitte Mantilleri, from University of Geneva, who provided us with the venue, the University facilities, for free;
- The Swiss Association, which organised the catering and the Swiss evening, especially Livia and her mother Doris Boscardin, the President of the Local Arrangement Committee and the President of the Swiss Association;
- Lillia Mugler, who organised the GWI 100 years anniversary flags on the Mont-Blanc Bridge, the local tours, hotel accommodation; and transportation;
- Karoline Dorsch who is in charge of the expenses, for keeping us honest;
- Individuals of the Swiss NFA and the Zurich section for donations made and for providing us with on-site volunteer support and the anonymous donor of a large donation of 10,000 CHF; also the local vendors who provided discounts;
- The City of Geneva for welcoming us;
- The President of the Geneva section, who organised the musical accompaniment for the GWI Centenary Song; and
- Last but not least, to Virginia Gildersleeve International Fund (VGIF) for partially underwriting the Young Members Workshop that would be presented during the GA.

Geeta briefly explained the programme for the next few days: to discuss accomplishments; vote on Policy, Internal and Constitutional Resolutions; elect a new Board and committees; vote on new budgets.

That evening, GWI would celebrate its 100 year - anniversary. On the second day, the young members would have the opportunity to express their concerns about social, economic and environmental issues and to envision and work towards a sustainable future. On Saturday, GWI would hold the **Peace through Education** conference. Graduate women are becoming organised and empowered to plan a sustainable future. At the conference they would discuss the **linkages between gender, education and peace**. On the fourth day, members would meet with peers and counterparts to brainstorm, plan and re-energise themselves for the advancement of women's and girls' rights.



Geeta ended with few words dedicated to **young members**; Attending the event are six mothers and their daughters. ***GWI is proud to be a multi-generational organisation. She said that young members' leadership is imperative for the next triennium.*** She hoped that Young Members would see, over the course of the four days, that GWI is an organisation that is worth their time and commitment. Young members own the future; they can lead it into a new era of greater justice in the areas of gender, economics and human rights. GWI's founding mothers would be pleased that the future of the organisation is in the hands of young visionaries like them; they can help shape the future.

## 2. Welcome from Doris Boscardin, President of the Swiss NFA and Chair of the Local Arrangements Committee (LAC)

Mrs Boscardin first thanked Geeta for her work and her speech. She gave a warm welcome to all the participants and delegates attending the General Assembly and conference.

She told the story that in 2017, she received a phone call from the President of GWI who asked her if the Swiss Association would be willing to help with local arrangements since the 33<sup>rd</sup> Triennial General Assembly and conference was going to be held in Geneva. She first thought of all the work it would entail; but soon enough this gave way to ambition. She thought it would offer a unique opportunity to contribute and support GWI's work and commitment to lifelong education of women and girls. It would also allow the Swiss Association to grow stronger in a project inscribed in teamwork and solidarity. Therefore, her answer was: Yes, we can!

When she looked at the room filled with 360 women from around the world, she was certain it was the right choice. She looked forward to a productive meeting, lively discussions and exchanges.

The theme of the conference on Saturday is ***Peace through Education***. The importance of the topic is derived from GWI being founded in 1919, exactly one year after the end of WWI, when GWI's founding mothers hoped that graduate women around the world would work together to advance human rights, particularly the right to education for all women and girls which would lead to economic independence for these women and girls. They also believed that graduate women could play a role in building peace. In 1924, the Swiss Association was founded. Today, it has 650 members: 9 branches in the German and French speaking parts of Switzerland.

The Swiss Association was proud to host the GWI meeting in Switzerland for the third time in the history of IFUW/GWI. She thanked the city and the University of Geneva for their hospitality. She thanked the active members of the **Local Arrangement Committee** and around 20 volunteers, who are contributing to the success of the event. On behalf of the Swiss Association, Mrs Boscardin also thanked everyone who was attending.

She looked forward to welcoming the participants at the Swiss evening on **Saturday** and hoped that they would enjoy the city of Geneva; with its famous Jet d'eau, the cruise on Lac Lemman, the Palais des Nations, the history of Henry Dunant, and Jean Jacques Rousseau, its lakes and mountains. She wished for the participants to re-cultivate old friendships and cultivate new ones, with women from around the world.

## 3. Welcome from Lisa Mazzone, member of the Swiss National Council, Geneva

Geeta Desai, introduced Lizza Mazzone, a member of the Swiss National Council-

A summary of Ms Mazzone's speech is on the GWI website.



**4. Keynote Speeches on *Peace through Education* – “Education: A Tool against Misogyny” by Brigitte Mantilleri, Director of Gender Equality/ Director of the Equal Opportunity Service at the University of Geneva.**

Geeta Desai introduced Brigitte Mantilleri.

A summary of Ms Mantilleri’s speech is on the GWI website.

Madame Corat from UNESCO was unable to present at the event due to travel disruptions. Her video presentation will be posted on the GWI website.

**Business Session 1**

**5. Introduction of delegates and other General Assembly members**

Geeta, (in the chair) introduced the 2016-2019 Board Members and asked them to each stand as their names was called:

- |                                       |                                      |
|---------------------------------------|--------------------------------------|
| • President                           | Geeta DESAI, USA                     |
| • Vice-President Fundraising          | Basak OVACIK, Turkey                 |
| • Vice-President Legal & Governance   | Rae DUFF, New Zealand                |
| • Vice-President Marketing            | Louise MCLEOD, USA                   |
| • Vice-President Membership           | Eileen FOCKE-BAKKER, The Netherlands |
| • Vice-President Advocacy & Education | Hazel Ann BOWEN, South Africa        |
| • Treasurer                           | Katharina STRUB, Switzerland         |
| • Executive Director                  | Stacy DRY LARA, Switzerland          |

Executive Director, Stacy Dry Lara, then added to the President’s welcome and introduced:

Past Presidents who were present: Louise CROOT, New Zealand; Elizabeth POSKITT, Britain, Reiko AOKI, Japan. It is noted that Immediate Past President, Catherine Bell, South Africa, registered late and was present only after the Past Presidents were named.

After that, she introduced Committee Convenors and Assistant Treasurers:

Committee Conveners:

- Cynthia Burek, International Fellowships Committee
- Ronnie Nivala: Membership Committee
- Marianne Singh-Waraich, Resolutions Committee
- Ranjana Bannerjee, Education Committee
- Terry Oudraad, Hegg Hoffet Committee
- Nita Mawar, Project Development Committee

Assistant Treasurer:

- Carol Hare , CFUW



- (Angelika Spanke, SVA (Swiss Association) not present/she had resigned at the end of 2018)

#### UN – New York Representatives

- Dr Sophie Zaretsky Turner (not present)
- Maureen Byrne (not present)
- Maryella Hannum (Present)

#### Representatives to the UN Human Rights Council - Geneva

- Stacy Dry Lara (Present)
- Helen Lom (not present)
- Manjit Dosanjh (not present)

#### Representatives to UNESCO, Paris:

- Dominique Ciavatti ( Present)
- Eliane Didier (Present)

#### Representatives to UN-Vienna:

- Elisabeth Francis (Present)
- Amrei Sophie Klemmer (not present)
- Ingrid Szabolcs (not present)

#### **Independent Members and First-time Attendees**

Stacy confirmed there were three independent members present.

Members attending a GA for the first time were asked to stand. Many stood and were warmly applauded.

Not mentioned during the GA but recorded here: 8 delegates were assisted to attend through the “Bring a delegate to GA” campaign. All members who provided sponsorship are thanked.

#### **6. Introduction of General Assembly functionaries and staff**

Stacy then thanked the staff and volunteers, the Junior Office coordinator, Clemence Mathiaud and the three interns. Two senior volunteers will start their internship in September but joined the GWI General Assembly and conference at their own expense, to be with us and learn about GWI during this Assembly.

Stacy introduced the GA Functionaries:

- Constitutional Advisors: Lorraine ISSACS, GWNZ and Claire STEIN, WG-USA
- Chief Tally Clerk : Clemence MATHIAUD, GWI Office
- Credentials and Voting Tellers: Ronnie NIVALA WG-USA, Marion COURTNEY-MCKILLEN, Meera BONDRE, Deborah MEIJER, Audrey KUHNER-OOSTRA, Susan NJOKU,
- Ballot Tellers: Manuella TAVERES, Dearbhaile HUNT, Jasmine JENDOUBI
- Time Keepers: Young Members - Emma OLUCHI, Pouya SAEEDI and Ogechi ADIUK



- Minute takers: Yasmine KERGOAT and Isaline THORENS

President Geeta put to the vote the motion that all Functionaries be appointed.

In favour: 61

Against: 0

### Motion CARRIED

Geeta asked members to stand for one minute of silence in memory of all members who had passed away during the Triennium.

### 7. Apologies

Mentioned at the same time as attendees.

### 8. Confirmation from the Credentials Committee of a quorum

Stacy introduced NFA's and Independent members:

- 34 NFA's
- 3 independent members

She mentioned that 8 financially sound NFA's were not represented: Bulgaria, Iceland, DRC, Nepal, Pakistan, Rwanda, South Africa and Uganda. Two others, Zambia and Zimbabwe, had chosen to vote online, also not being present. Cyprus has a payment plan but is not fully paid up.

Stacy then stated the Roll of National Federations and Associations (NFA's) in attendance and number of voting delegates for each NFA.

- Australia 3
- Austria 2
- Bangladesh 1
- Bolivia 1
- Canada 10
- Egypt 1
- El Salvador 1
- Fiji 1
- France 2
- Ghana 1
- Great Britain 2
- Hong Kong 1
- India 4
- Ireland 2
- Israel 1
- Japan 3
- Lithuania 1
- Mexico 1
- Netherlands 1
- New Zealand 2
- Nigeria 2
- Norway 1



- Panama 1
- Paraguay 1
- Russia 1
- Scotland 1
- Senegal 1
- Sierra Leone 1
- Singapore 1
- Spain 1
- Switzerland 4
- Turkey 6
- USA 1

Voting strength of registered members including the Board who have been checked and are present in the room was **69**.

A Quorum requires:

- 1/3 of NFAs, that is 11 NFAs
- 2 members of the Board
- 23 votes representing 1/3 of NFA

Therefore, there was a quorum.

## 9. Adoption of the Agenda

It was moved by the President that the Agenda be adopted:

In favour: 69  
Against: 0  
Abstention: 0

**Motion CARRIED unanimously**

## 10. Adoption of the Rules of Procedure

It was moved by the President that Rules of Procedure be adopted:

### Discussion:

Australia said that it was unconstitutional to allow NFAs that had not paid in full to have voting rights.

The Board explained that an exception had been made for CFUW as it is GWI's largest NFA by far. GWI and CFUW had been in negotiations to create a collaborative relationship that would be mutually beneficial for both organizations. The exception was made while the two organizations were still in negotiations. Negotiations ended on a positive note just the week before the GA and since CFUW has paid the full amount of its negotiated dues, it no longer (at the time of the GA) required any special dispensations.

Elizabeth Poskitt, Britain, supported the Board's position by noting there had been an exception made in 1977.

In favour: 69



Against: 0  
Abstentions: 0

**Motion CARRIED unanimously**

### 11. Minutes of the 32<sup>nd</sup> General Assembly

VP Rae Duff, in the chair, stated that the Minutes from the 32<sup>nd</sup> triennial General Assembly were received three years ago and were put on the GWI website a few weeks after the Cape Town GA to receive any corrections. Headquarters received two amendments only in the previous week. These amendments, from two members, were now being circulated to determine their accuracy. As a result, the motion was postponed until the Other Business section the following day. Any further corrections were to be given to the Board before the vote.

### 12. Welcoming of new affiliates

Vice President Membership, Eileen Focke-Bakker was delighted to welcome six new affiliates and reaffiliating NFAs:

#### **GWI has four new affiliates:**

- Paraguay (Present)
- Argentina (Present)
- Bolivia (Present)
- Panama (Present)

#### **GWI has two re-affiliating NFAs**

Two more are in the process of joining:

- Burkina Faso (Not yet paid up and not present)
- Haiti (Not yet paid up and not present)

Haiti sent a message that they could not come but said: *"We are part of this family and very proud of it"*.

VP Membership moved that these affiliations be ratified.

Seconded.

In favour: 69  
Against: 0  
Abstention: 0

**Motion CARRIED unanimously**

### 13. Introduction of candidates for GWI Board of Officers

VP Legal and Governance, Rae Duff introduced the candidates for President and Board of Officers 2019 - 2022 and specified the length of time they could speak, adding that there would be a Q & A period after the speeches. She announced that a Single Transferable Voting system would be used.

There would be a separate vote for each vice-presidential position. The NFAs need to exercise their right to vote, so that each candidate knows that she has their acceptance/mandate to serve. The candidate for president had 3 minutes to introduce herself to the membership. Each candidate for Vice President had two minutes.

Candidates were introduced as follows:



Candidate President: Terry OUDRAAD from Graduate Women International Netherlands

In her GWI story, Terry explained she has a very international family background and has worked as a legal counsel in retail banking and is now retired. She currently does some legal voluntary work at a local Dutch Council for Refugees and is Treasurer of the local branch of Associated Country Women of the World (ACWW). Her first IFUW conference was in Helsinki in 1989 as a young member. She has attended every (10) GA/Conference since then in various capacities, be it as CIR, Treasurer IFUW or President GWI-NL. She went on to state that during this last decade, we have seen a backlash on women and girls' rights due to political uncertainties and upheavals. In 2017, only five countries of the 178 had women majorities in Parliament, and most societies are patriarchal. Education is still not accessible to all girls beyond primary school.

Her mission for GWI 2019 and the future:

- Build on the implementation of GWI Strategic Plan
- Stay focused on SDG 4 on education and 2030 Agenda
- Evaluate achievements and refocus on what is necessary
- Review the membership model

Candidate Treasurer: Katharina STRUB, Swiss Association of University Women

Katharina mentioned that she has been a Researcher and Professor at the University of Geneva for the past 25 years. In January 2017, the Board nominated her as the Treasurer for GWI. In the last 2.5 years, she was able to ensure the financial security of the organization. If re-elected, she will continue what she has done so far: ensure financial security; review revenue and expenses in collaboration with the accountant and the Executive Director; inform and advise the Board on any financial matter; advise on affiliation of NFAs; provide regular financial reports to the Board. She believes that the continuity would help the organization strengthen the stability of the financial management; and her physical presence in Geneva would be beneficial for the organization so that she can work with the team, and because she has the relevant knowledge of Swiss laws governing NGOs.

Candidate Vice President for Advocacy and Education: Louise MCLEOD, Women Graduates USA

Louise explained that she wished to be a candidate again because she has been working for the last three years with the Board and she believes in continuity. She would like to change portfolios from Marketing to Advocacy and Education. She has worked as the WG-USA United Nations Representative for the last eight months and was the chair of the committee that achieved consultative status with ECOSOC for WG- USA. *GWI has as its core international advocacy* and she feels it is important to take GWI's advocacy into the next century.

Candidate Vice President for Fundraising: Basak OVACIK, Turkish Association of University Women

Basak was pleased to meet everyone. She said that as members of GWI, we are members of a global society. We work hard to empower women through peace, education and gender equality. She inherited the membership through her mother and will pass it on to her daughter. It is her 22<sup>nd</sup> year in GWI. She established a branch of GWI in Turkey and was the President. She wants to bring attention to young members. She believes in lifelong education. She finished her PhD in International Relations this year and will start teaching a Gender Studies course at University of Bahçeşehir in Istanbul in the coming semester.

She has already begun to develop fundraising projects for the next Triennium. This Triennium she created contacts with several companies that are located in Turkey, including some multi-national companies. She





said she had the chance for education whenever she wanted and would want to give others the chance for education.

Candidate Vice President Membership (candidate 1), Eileen FOCKE-BAKKER, The Netherlands

Eileen stated that she has lived all over the world. She is a researcher (PhD), now retired, responsible for research and innovation. She said that she will use her experience in GWI to gain and retain members. Fostering cooperation with the next generation of students and young members is important; it is important to embrace all GWI generations. She will continue the dialogue with all members; contribute by listening and asking questions; build friendships; solidarity; happiness. She will lead by example by being honest and transparent. She will add value to GWI membership through open dialogue, for the continuity and sustainability of GWI.

Candidate Vice President Membership (candidate 2), Glenda HECKSHER RAMSDEN, Mexican Federation

Glenda stated that she is of Mexican, English, and Danish background. She is a classic paint artist. She highlighted the importance of bringing education to women and girls all over the world, especially to the poorest. Women should have the opportunity to study, empower themselves, have political status, and make changes in the world. We need to find a strategy to include all countries, associations and federations and build a bridge between rich and poor countries. For example, the Mexican Federation has worked very hard with Bolivia and El Salvador to provide access to education to all girls. If we give them an opportunity, these women can take on political responsibilities. For instance, we could ask the Global Fund for Education to create a GWI Bank with GWI credit cards, a percentage of which spending could go to the organization. When she first came to a General Assembly 15 years ago, there were eight countries and now there are so many more. She said that she will give her soul to make GWI grow further.

*Currently, there are no candidates for the positions of Vice Presidents for Marketing and Legal and Governance. The new Board will have to appoint members to these positions.*

#### **14. Introduction of candidates for GWI standing committees**

Vice-President Rae Duff invited the candidates to come forward to identify themselves. They were greeted with applause from the delegates.

#### **Finance Committee**

2 Assistant Treasurers and 3 Members - to be elected by the Members

##### *Assistant Treasurer Canada*

Beverley RHODES                      Canadian Federation of University Women

##### *Assistant Treasurer Switzerland*

Karoline DORSCH                      Swiss Association of University Women

##### *Members*

Kathryn B. HORVAT                      Women Graduates-USA

Patricia SIVERTSEN                      Graduate Women New Zealand

Abeda INAMDAR                      Indian Federation of University Women's Associations



### **Education Committee**

1 Convener, 5 Committee Members – to be elected by the Members

#### *Convener*

Shirley GILLET	Graduate Women New Zealand
Shruti SONTHALIA	India Federation of University Women's Association
Alba Evelyn CORTEZ	Asociacion de Mujeres Universitarias de El Salvador

#### *Members*

Shaila MISTRY	Women Graduates-USA
Gloria RAMIREZ	Federacion Mexicana de Universitarais
Confidence DIKGOLE	South African Association of Women Graduates

*Shirley Gillett and Alba Evelyn Cortez are willing to serve as members if they are not elected as Convenor. Shutri Sonthalia also expressed willingness to serve as a member once she understood that this was possible.*

### **Membership Committee**

1 Convener, 4 Members – to be elected by the Members

#### *Convener*

Meera BONDRE	Indian Federation of University Women's Associations
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#### *Members*

Ruth IEU	Uganda Association of University Women
Nneka CHIEDOZIE	Nigeria Association of University Women
Perine WADGY	Egyptian Association of Graduate Women
Pouya SAEEDI	Graduate Women New Zealand

Rae (in the chair) explained that candidates for the Hegg Hoffet, Fellowships, Projects in Development and Resolutions Committee are not elected but will be appointed by the new Board. Names of candidates for these committees can be found in the 2019 GA documentation book distributed to all GA attendees.

15. Emergency resolutions from the floor (if needed)

There were no Emergency Resolutions from the floor.

Business Session 2

**(Not required as already agreed)**

**Voting Strength:**

### **16. Report on Strategic Plan 2016 - 2019**

VP Rae Duff moved that the Strategic Plan 2016 – 2019 containing the President's report and Board member reports be received.

In favour	69
Against	0
Abstentions	0

**CARRIED UNANIMOUSLY**



Geeta stated that members could read the detailed Strategic Goal Accomplishments in the report found in the 2019 GA documentation book distributed at the GA as well as on the GWI website which also has reports from the Vice Presidents. She summarized the **three strategic aspects** of work carried out in this Triennium that have been responsible for the survival of the organisation and that have laid down the foundations for GWI's success in the coming years.

- **Advocacy and Women's Global Leadership Development**
- **Relationships with the National Federations and Associations (NFAs)**
- **Financial Management**

#### **Advocacy and Women's Leadership**

She stated that this Triennium, GWI's practice of Advocacy has become much more relevant to a global economy. Importantly, it targets the emerging root causes of women's and girl's issues in a society that is truly global.

Country governments are no longer exclusively responsible for decisions that impact human rights within their borders. In a global economy, many of these decisions are driven by global policies. Therefore, GWI's advocacy has targeted global policies that violate human rights, reduce the ability of national governments to help their citizens and have been responsible for the unfair distribution of wealth around the world. And, GWI has called upon country governments to expand their respective national policy spaces to make economic and social policy decisions that support their citizens.

Over the last three years, in Geneva, GWI's consistent presence and performance at the UN Human Rights Council has earned it recognition at high-level meetings dealing with Universal Periodic Reviews, the Convention on the Elimination of All Forms of Discrimination against Women, Human Trafficking and other forms of corruption and crimes perpetrated against women and girls. This recognition has laid down the requisite foundation for even more effective GWI advocacy in the future.

At the UN in New York, GWI representatives have gained a reputation for diligence in planning the many aspects of the annual Commission on the Status of Women (CSW) event. Their year-round contributions in anticipation and preparation of this event have strengthened GWI's position within the network of organisations with consultative status with the UN in New York.

GWI's volunteer UN Representatives at all four UN Campuses and its Executive Director in Geneva have become a familiar presence, raising GWI's profile within international human rights networks.

*GWI's practice of Advocacy has also begun to include Global Leadership Development for Graduate Women*

GWI's mission calls upon all graduate women to lead in the advancement of all human rights particularly in women's and girls' rights to education.

Once again, based on an understanding of the global economy and importantly, global governance, GWI believes that there is a defined workspace within which actions by graduate women can be instrumental in the creation of equal and just societies. To do this, it is becoming increasingly imperative for graduate women- GWI members – to participate in critical discussion and decision-making regarding policy development. This means that instead of merely reacting to social and economic policies and their fallout, graduate women must help write policies that are contextual to their countries and safeguard "public goods" like healthcare and safety, education, water and food security, social safety nets.

GWI has begun to roll out a program of Women' Global Leadership Skills Development that has four components to it. The components are 1) Becoming Informed; 2) Organising across country borders; 3)



Working more closely with GWI; and 4) Practicing Knowledge-Based Advocacy. Global Leadership Development will tap into the enormous potential of graduate women to lead in thinking through some of the world's most serious social, economic and environmental justice problems.

### **Relationships with GWI's NFAs**

Building positive relationships with GWI's NFAs has been a top priority of GWI Headquarters.

In September 2016, relationships between GWI headquarters and NFAs were frayed. NFAs were angry about the options that had been presented to them at the last Triennial, in Cape Town, including the option to close down the organisation because of a shortage of funds. They were outraged at the size of the membership dues increase necessitated by a failure to curb expenses in the previous Triennium. They were distrustful of GWI headquarters. Almost half the NFAs said that they would leave GWI if the dues increase remained in place, many NFAs wished to revisit the motion. Only eleven NFAs stepped forward to pay the increase for year 1. However, the majority of these NFAs expressed dire misgivings about their abilities to pay the scheduled increases of Years 2 and 3.

To stop a full-on exodus of NFAs, the current Board had no choice but to postpone the implementation of the dues increase. It convened an Ad Hoc Committee of members from around the world and with the able leadership of Terry Oudraad from the Netherlands and Kathleen Laurila from the United States built consensus around a much lower increase. This increase was implemented in 2018. The President's only regret is that a lower increase in dues was not identified in time to stop Finland from leaving the GWI family taking its 1,000 members with it.

For the Board, this triennium was about learning important lessons. Among the many lessons learnt during the last three years, the Board has also learnt that we ignore our NFAs at our peril. Our NFAs are integral to the accomplishment of our mission. In difficult times it is incumbent upon the GWI Board and staff to be caring rather than cavalier, engaged rather than nonchalant. It takes but a minute to let 1,000 members slip through our fingers - it takes a few years to recruit as many members.

GWI has also learnt that within our relationships with our NFAs opportunities for innovation abound. Recently, after extensive discussions about the strengths of each organisation, GWI and CFUW – GWI's largest NFA by far- have signed a Memorandum of Understanding, that outlines collaboration between the two organisations in the areas of Advocacy, the further development of Bina Roy projects, Member Relations, and research and consultation on the review of the membership dues. This collaboration is of value to both organisations and represents CFUW's payment of its increase in the form of in-kind and financial payments. Importantly, this collaboration builds capacity into GWI.

Unlike management philosophy that may have existed previously, the current Board believes that the recruitment of members is not exclusively the responsibility of the NFAs. GWI believes that it should partner with its NFAs in member recruitment. In keeping with this belief, the current Board has begun to roll out a programme of recruitment of Institutions of Higher Education (IHEs) that will ideally provide access to NFAs to these IHEs to enable them to recruit faculty members, administrators and other graduate women on campus. GWI has made presentations at two University campuses in India and one at St John's, Oxford University which have shown great promise. At Oxford, GWI received a standing ovation.

### **Financial Management.**

During this Triennium, meticulous Financial Management has become a core value for GWI.



In August 2016, the GA was presented with the option of closing down Graduate Women International because members were told that all funds had been expended, with only a small amount to pay staff for a few months.

After the Triennial in Cape Town, starting in September 2016, the Board more specifically the President was inundated with angry questions regarding the expenditures of the previous Triennium.

So, in addition to trying to keep the doors of the organisation open and continuing to provide Advocacy and other Member Benefits, the current Board undertook an examination of the financial management of the previous Triennium.

In fact, there were several financial obligations that had been accrued by the previous Board. With few funds at their disposal, the current Board members had to pay these debts off with money from their own pockets.

Additionally, the current Board was put into the impossible situation of not having the funds to retain staff and at the same time not having the funds to lay off staff in accordance with Swiss employee laws.

Restricted funds (donations designated by donors) had been used for routine office expenses instead of being expended on the donor–designated programmes.

Current Board members had to, once again, pay (out of their own pockets) for an attorney to deal with the conference management company (retained by the previous Board) which was demanding additional payments. With the attorney's help, GWI did not have to pay the conference management company.

The 2016-2019 Board's immediate response was to stem the outflow of cash, adopt an extreme austerity budget, switch to more cost-effective vendors, renegotiate contracts with existing vendors, lay off staff and have Board members take up staff responsibilities not conventionally within the purview of Board members, and raise funds locally.

Later the GWI office was relocated to reduce expenses and the Executive Director initiated and maintained (over the course of three years) a robust internship programme for college students to replace staff that had to be laid off.

New financial practices included the drastic reduction of the monthly budget, timely employee tax-related payments, the requirement of a unanimous Board vote to spend funds, monthly board meetings to monitor the financial statements, separate tracking for Restricted Funds from Unrestricted Funds, elimination of cash transactions and cash withdrawals from GWI accounts so that all transactions went through the financial books, eliminating a petty cash fund at the office and eliminating the use of GWI credit and debit cards.

By dint of austerity, GWI has not only balanced the budget for the first time in four years, it has managed to eke out a small surplus in 2017, 2018, with a surplus projected for 2019. This surplus has been put towards restoring the Restricted Funds.

With healthier year-end financial statements and having successfully extricated GWI from the crushing burden of a \$7.2 million U.S. dollar pledge made on its behalf in the previous triennium, GWI looks forward to raising funds from grants-making entities.

Minutes of 2013-2016 Board and Finance committee meetings show that the previous Board violated the GWI Constitution, neglected its fiduciary oversight responsibility, continued to spend down the funds, ignoring a spending floor established by the Finance Committee and ended each of the three previous years with a six-figure deficit.



At the end of the previous Triennium, the previous Board had spent 2 million CHF, had lost between 5,000 and 6,000 members and GWI was insolvent.

In view of this, it has been this Board's decision to make a claim against the Directors and Officers (D&O) insurance policy that covered the 2013-2016 Board.

## 17. Overview of GWI's financial situation

### a. Report of the Treasurer: Triennial Review 2016 – 2019

Vice President Rae Duff (in the chair) then invited Katharina Strub to give her overview of the Financial Situation – pages 24 – 46 in the documentation

The Treasurer made the motion THAT the report be received:

In favour:	69
Against:	0
Abstentions:	0

CARRIED unanimously

The Treasurer started her presentation by reiterating that GWI inherited a very difficult financial situation at the beginning of the Triennium and that the Board assumed its responsibility, financially stabilised the organisation and restored the Restricted Funds, in collaboration with the Executive Director. Her presentation would concentrate on providing a better understanding of the actual expenditures made during the current Triennium. She explained that there are always two parts to the preparation of a budget: The Projected Budget and the Actual Budget. She will speak about the Actual Revenues and Expenditures (documentation book page 29).

She introduced GWI's accountant, Catherine Herbez, who prepares the monthly and yearly financial reports and with whom she met every month, together with the Executive Director, over the past two and a half years for productive and solution-oriented discussions. Catherine ensures that GWI follows the internationally accepted accounting standards (GAAP). She warmly thanked Catherine as well as Stacy for their work and their professional and positive attitude.

With regards to financial practices: GWI does not have a credit card; no petty cash at the office and cash withdrawals have become the exception. All transactions are made through bank accounts and require two signatures. All Restricted Funds are shown separately in monthly reports and standardised internal procedures were introduced for the programmes Bina Roy Partners in Development and Hegg Hoffet as suggested by the Auditor.

For the organisation of the General Assembly and Conference, GWI opened a separate bank account. The budget was established in collaboration with the Finance Committee members (FINCOM) and subsequently adopted by the Board. Separate monthly reports were prepared, and the final report should be available in a few months after tax returns. Katharina repeated that the University provided all the facilities for free, when it would normally cost about 40'000 CHF. This generous contribution also allowed GWI to apply a lower registration fee than for previous conferences.

She also acknowledged the active collaboration with FINCOM. She regularly provided them with monthly financial reports, and they met seven times over the past two and a half years. FINCOM provided support to the board with six recommendations. She warmly thanked the members for their precious support and for their knowledgeable and helpful attitude.



The NFAs of Turkey and Cyprus requested and received alleviation of dues equivalent to the drop in the exchange rate between the local currency and the Swiss francs. Cyprus received an alleviation in 2018 and 2019, Turkey in 2019.

Under the austerity budget, the Treasurer fully assumed the charge of collecting the dues. The Board has been very understanding with NFAs which have financial problems despite GWI's own financial difficulties. She strongly encouraged the NFAs to become more responsive, for example it would greatly facilitate her work if the NFAs acknowledged the receipt of their invoice. She also encouraged the NFAs to adapt their dues collection procedures to the payment requirements of GWI. Dues are actually paid retrospectively. Hence, the dues, which should be paid early in January, should have been collected from the members in the previous year. Any effort in this direction would be highly appreciated by the Board and the Office.

Katharina drew the members' attention to the Report on the Revenue: (Documentation book, Triennium 2017-2019 Actuals and Budgets, page 29)

GWI's major revenue comes from the subscription fees paid by the NFAs and independent members. The refunds made to the NFAs was the excess of dues paid by certain NFAs in 2017.

GWI received about 10'000 Swiss Franc per year in general donations and about 20'000 Swiss Franc donations for all Restricted Funds together. The Restricted Funds include the Caroline Spurgeon Fund, which received over 15'000 Swiss Franc. The programme run by the office, Teachers for Rural Futures, receives donation via the online platform GlobalGiving and several Fundraising projects run by the office and the VP Fundraising, Basak Ovacik, provided an income of about 22'000 Swiss Franc.

The year-end result was positive in 2017 and 2018 and we expect it to be positive in 2019. However, our NFAs should know that this positive result has come at a high cost. Our Austerity Budget has required Stacy to do the work of three people and the Board Members to work between 10 and 40 hours a week. Clearly, this is an unreasonable expectation of the Executive Director and the Board Members.

What you see below in the year-end results under Extraordinary Item are Unrestricted Funds that were created by previous Boards but were empty when this Board took over. Since these are Unrestricted Funds they can be dissolved, and this is what the Board decided to do in 2017 with the goal to reflect more accurately the financial situation of GWI. In this way, the accumulated loss of over 400'000 Swiss Franc 2016, was reduced by this amount (Financials 2018).

#### Report on the Expenditures

The Board and the office have focused the monetary expenditures in the areas of Advocacy, Public Relations and Communications, the Teachers for Rural Futures programme, the Bina Roy Projects and Fellowships and Membership Development.

**Advocacy:** We have to pay affiliation fees for GWI's voice to be heard at UN Agencies. Advocacy requires about 60% of Stacy's time. GWI advocates at UN, NGO, CSW, CEDAW events.

**Public Relations and Communication:** All these expenses are related to GWI's international communication efforts including the cost for the website, social media, video conferencing and the newsletters.

**Membership Development:** The Board decided to allocate 500 Swiss Franc to each Regional Meeting every Triennium. In 2018, a large part of the budgeted amount was used as a reserve for the General Assembly and Conference. This reserve is expected to be restored after the conference.

The funding of the Bina Roy projects is highly appreciated by our NFAs and the expenses were covered by VGIF until the end of 2018. New funding resources are currently being established.



Fellowships could not be given in the previous years because of GWI's financial situation, but six young women would receive altogether about 20,000 Swiss Franc in fellowships and awards at this conference.

The Treasurer ended her presentation with a summary slide of the Restricted Funds. GWI has currently 4 Restricted Funds (Documentation book, page 40): Fellowships and Grants Fund, Hegg Hoffet Fund, Bina Roy Partners in Development Fund and Caroline Spurgeon Centenary Fellowship Fund. When the Caroline Spurgeon Fellowship, which is a one-time Fellowship to celebrate GWI's 100<sup>th</sup> anniversary, is given out during this event, the Caroline Spurgeon Fund will have served its purpose and will be closed after the General Assembly and Conference 2019.

#### Discussion:

**New Zealand:** Asked if there is a way to hold the previous Board accountable for the financial mismanagement.

**Board response:** It does not anticipate taking action against the board members themselves but it hoped to recover funds from the insurance company.

#### **Voting Strength ( not Quorum): 65**

VP Rae Duff moved that the 2016-2019 report on the Strategic plan 2016 -2019 and the Treasurer's report on the triennial review 2016 – 2019 be adopted.

Secunder: Ghana

In favour: 63

Against: 2

Abstentions: 0

#### **MOTION CARRIED**

**The FinCom and Assistant Treasurer's Report.** Report of the Finance Committee by the Canadian Assistant Treasurer was taken as read. Carol Hare was prepared to take questions. **There were none.**

**Internal Resolution 1: was moved by the Treasurer THAT the members approve the audited accounts for 2016, 2017 and 2018 presented by auditors PKF Fiduciaire SA. (2016 is available online)**

Secundered: India

In favour: 53

Against: 12

Abstentions: 0

#### **MOTION CARRIED**

#### **Internal Resolution 2: Confirmation of Auditor and Audit Type**

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

**The 33<sup>rd</sup> GWI General Assembly resolves to:**

**Confirm PKF Fiduciaire SA as auditors for GWI for the period 2020-2022 and for a voluntary limited statutory audit as the type of audit to be carried out.**

The Treasurer moved THAT Internal Resolution 2 is received.

Secundered: New Zealand





An Amendment was moved by Canada and  
Seconded: Great Britain

The GWI GA resolves :

- a. To confirm PKF Fiduciare SA as auditors for GWI for the period of 2020-2022;
- b. That a voluntary limited statutory examination as the type of audit be carried out and at a minimum, a full audit once per triennium starting with the upcoming triennium.

Canada supporting statement: to separate the motion into two separate parts and introduce a compulsory full audit every triennium.

Discussion followed:

*Board response:* The Swiss civil code states that audit requirements are required by size and not status of the organisation. GWI is an extremely small undertaking. Officially, there is no requirement for GWI to have an audit at all and it would be enough for the General Assembly to accept our accounts. However, the constitution requires GWI to have an audit and the Board is following the requirements of Swiss Law when it recommends a limited Statutory Examination. Indeed, a full-scale audit would cost at least twice as much (2x 4'500 CHF), and is therefore money not well spent, as the tools for that kind of audit are not adapted to such a small organisation. In any case, management reluctance or neglect on the part of GWI's Board of Officers is not the subject matter of an audit and therefore it would still not prevent what happened in the last triennium. As the Board no longer allows cash withdrawals and two signatures are required for all transactions the accounting is very simple.

**Further discussion/questions were raised:**

**Great Britain:** If the audit is not a guarantee against getting into the mess again then what is the point?

**New Zealand:** Supported the Board with the statutory audit and did not understand why there would be the reason for a larger audit.

**USA:** CFUW's suggestion is for having a strong governance body and regulations on how money is spent, as a safeguard and protection for any organisation,

**Canada:** It is essential to have a protective rationale for the good of the organisation, even if not compulsory in Switzerland.

**Comment by the President:** Our audit is now costing 4,500 CHF. Throughout modern history, financial problems have not been uncovered by auditors but by whistle-blowers. It is important for Board members to speak up when they think that the board's fiduciary responsibility is being undermined.

**Margaret Tait, former Vice President:** reminded the General Assembly that members of the previous Board of Directors were present and invited questions to them. The President Geeta Desai invited members to respond. There were no comments or questions. It is noted that an audit will not replace the need for NFAs to read financial statements and Board and Finance Committee Minutes.

The chair moved to the vote:

Canada moves

THAT the resolution is divided into 2

Seconded: New Zealand



In favour: 65  
Against: 0  
Abstentions: 0

Motion CARRIED unanimously

Moves THAT the first part (a) of the amendment is adopted

In favour: 65  
Against: 0  
Abstentions: 0

Motion CARRIED unanimously

Moves THAT second part (b) of the amendment is accepted

In favour: 15  
Against: 48  
Abstentions: 2

Motion DEFEATED

Moves THAT original resolution now split into 2 is accepted

In favour: 53  
Against: 10  
Abstentions: 2

Motion CARRIED

*It was confirmed that PKF Fiduciare SA be approved as auditors to GWI; and that a voluntary limited statutory audit is carried out – the original Motion in 2 parts is now adopted.*

A standing ovation was given to the Board at the end of these discussions.

**Voting for GWI President and Treasurer** took place during the lunch break (13.15-13.45)

### Business Session 3

#### Report of Board of Officers (2 minutes each)

- **Advocacy:** VP Hazel Bowen briefly mentioned her involvement in monthly advocacy issues, the Commission on the Status of Women and in the conference. She emphasised the importance of advocacy for GWI and the NFAs. The NFAs need to work together with GWI towards **Beijing +25** to be celebrated in 2020. NFAs need to monitor what their countries are doing and reporting on, and to become more involved in national reviews and reporting.
- **Membership:** VP Eileen Focke-Bakker reported:
  - Six New NFAs. Israel and Spain are proud of their accomplishments;
  - GWI has done a lot for Membership development such as the Membership Toolkit. She mentioned, however, that she and the membership committee could send out information but NFAs then needed to disseminate this. She confirmed the possibilities for **twinning** and encouraged NFAs to read the twinning information so that GWI could assist an NFA twin with other countries.



- **Marketing:** despite monetary difficulty Vice President Louise had created easy to assimilate information' by using info graphics produced in-house to reduce costs. She had also produced easy to disseminate information for social media, web, and messaging.
- **Legal and Governance:** VP Rae Duff stated that one major issue for GWI is the lack of a succession policy. The Constitution states that the work of the new Board starts immediately after the GA election. The current board had only a one-hour meeting with the old Board to take on everything. Therefore, a Board Manual is being developed to assist an incoming Board. The Executive Director, Stacy, is currently doing the work of five persons. There has been over recent years a lack of nominations for Board and Committee positions. She encouraged members to not be afraid to apply for these positions which provide wonderful opportunities in the duties and for friendships. She reiterated that GWI needs good, committed and skilled people to run this organisation.
- **Fundraising:** VP Basak Ovacik, due to time concerns, did not talk but referred members to her report on the GWI website.

### Report of Executive Director, Stacy Dry Lara

**Stacy** said that this is a historic moment. She feels so proud to work with GWI peers and pioneers in girls' education, and leaders of change in education in their respective countries. It is the most fulfilling experience of her life. It has been a challenge to coordinate between all the NFAs with the GWI limited resources. She thanked the Board of Officers for their leadership and vision, for putting their trust in her, and thanked the interns for their help and dedication. After the last General Assembly, she quickly realised that GWI could not continue to work in the same way. Due to shortages in monetary resources, she had to lay off all of the staff. Seven staff were lost. Stacy had to find support from the State of Geneva and offered employment opportunities to people who were unemployed to join GWI (at no cost to GWI). In the past year, GWI had placed three amazing women. Thanks to partnerships with different universities, GWI had had the support of 24 interns from many countries. Stacy wished to thank them for their role in GWI and impact on their societies. In August 2017, the GWI office relocated to a less expensive place, which is government subsidised, a building with other renowned NGOs, giving GWI more visibility. The GWI platform has been automated to facilitate communication and for NFAs to pay their dues. Stacy wished to thank all the participants, gave special thanks to her father who always tells her to stay strong, and to her husband for his continued support.

### Report of the Nominations Committee

No oral report, written report could be found on the website.

### Report of the Membership Committee

No oral report, written report could be found on the website.

### Report of the committee for the Education Committee

No oral report, written report could be found on the website.

### Report of the Committee for the Award of International Fellowships

A graph was presented to show the vast array of countries that send their applications to the fellowship committee. 47 countries were assessed. All of the rejected applicants were informed and some of them were interested in joining GWI. The Fellowship Committee granted the Daphne Purvis Award to an Australian researcher for her work in Nepal, and three more women are being awarded at the centenary function that evening. The Convenor, **Cynthia Burek**, thanked everyone who fundraised for the **Caroline Spurgeon Award** (approximately 12'000 CHF) and those who contributed in the difficult decision-making.



### **Report of the Special Committee on Project Development**

The Convenor, **Nita Mawar**, thanked the committee members who had developed an assessment tool, which was very useful at the time of project proposal and reporting. They maintained scientific rigour which they wished to continue doing as it brings strength to the organisation.

### **Report of the Special Committee for the Hegg Hoffet Fund**

An invitation to visit their shop was given.

### **Report of the Resolutions Committee**

The Convenor, **Marianne Singh-Waraich**, mentioned that the committee is challenging, intellectually stimulating and fun, so everyone was encouraged to become involved.

### **Reports of GWI Representatives to the UN and Specialized Agencies**

#### a. Representatives to ECOSOC and ILO in Geneva

The President called on the Representative of ECOSOC and the UN Representative of Geneva to give their reports:

Stacy represented **Geneva**. GWI supports the work of the Human Rights Council three times per year in March, June and September, by delivering oral statements and submitting written statements on behalf of GWI. Issues include barriers to education, child widows, peace building, and corruption. GWI submitted 9 written statement and 10 oral statements to the Council. GWI convened a seminar, inviting 33 NFAs to attend and learn about participating in their countries' reviews. It is important that the NFAs ask their local and national governments to respect HRC conventions. She highlighted the importance of Human rights review by Member States; to connect issues to the attainment of the SDGs. GWI was one of the first NGOs to have an observer status in ECOSOC negotiations (one of ten NGOs).

#### b. Representatives to ECOSOC in **New York**

Maryella Hannum advised that she works alongside Sophie Turner Zaretsky and Maureen Byrne to cover ECOSOC; UN Women; NGOs Committee on Status of Women; CEDAW; UNICEF; UNESCO; Committee of NGOs; Human Trafficking Coalition with the IOM; UN SDGs; and Political Forums. Higher political platforms play a big role in the attainment of the 2030 SDGs. Also concentrated on is SDG 17, working with other stakeholders - groups of women in NGOs. which gives GWI a platform and a voice to achieve the SDGs.

#### c. Representatives to ECOSOC in Vienna

Elisabeth Francis reported that the UN representatives - Ingrid Szabolcs, Olivia and Amrei Sophie Klemmer, and herself – cover the main UN conferences in Vienna and participate on five UN NGO committees – Narcotic Drugs, Sustainable Development, CSW, Peace, and Ageing. A Younger Generation Working Group was recently established. She highlighted that GWI has joined the UN's DNP Education Partnership; participated in a UNODA Peace Training video talking about the importance of women's education for peace; and co-sponsored a successful side event on 'Make Young People Aware of and Protect them from the Dangers of Cyber Space.

#### d. Representatives to UNESCO in Paris

Dominique Ciavatti and Eliane Didier attended events organized in **Paris** at UNESCO conferences, workshops, seminars and forums on gender equality; science; artificial intelligence; mobile learning and inclusive education. They are planning to attend the next September conference on challenging economies; and



creating a better future and better rights for girls. This also provides an opportunity to meet with representatives from other countries.

### Report of National Affiliates

All reports can be found online. Bolivia asked to say a few words.

**Bolivia:** Very proud to have joined GWI and to be at the GA for the first time. They have organised many seminars and workshops and are very eager to continue working with GWI. They also wished to pay tribute to a dear senior colleague who recently passed away.

Geeta thanked all Board members, Committee Conveners and UN Reps and all of the members of their committees for their hard work during the past triennium and moved that all of the reports written and oral be adopted. **Carried.**

**Voting for Board of Officers** took place during the afternoon tea break (15.30-16.00).

### The Virginia Gildersleeve International Fund (VGIF) Presentation

**"IFUW & VGIF: 50 Years of Support"** – presented by **Louise MCLEOD**, GWI VP Marketing, former VGIF Board Member

Louise mentioned she was delighted to be here as a member of GWI. She has been involved with VGIF as a Board or committee member for a very long time. There is a history of 50 years of collaboration and support for IFUW/GWI. In 1964, there was a seminar at Makerere University in Kampala, Uganda, where 18 women from South Saharan Africa joined with seven colleagues from Europe and North and South America to discuss the special needs of women in Africa. They were particularly concerned with the long-range ways and means by which women might achieve a more significant role in the development of Africa. IFUW members and leaders continued to discuss the role university women might play in providing leadership to identify pressing needs and then do something about these needs not only in Africa but also in Asia and in South America. Their premise was that "if comparatively small sums of money might be available to national or local associations of university women or other women's groups, universities or individuals to undertake imaginative and constructive programmes planned by them in their countries or areas much could be accomplished by broad educational means". In 1969 VGIF was set up; 11 women signed on as incorporators. VGIF originally focused on empowering college-educated women from around the world committed to solving problems affecting their own communities. In 1971, the first VGIF funded conference took place in Pennsylvania to support female leadership in Asia, Africa, Europe and the Middle East, and to support grassroots' organisations. By 1975, VGIF was supporting not only individual women, but also grassroots women's groups. VGIF played a crucially important role in the development of GWI over the years.

### Resolutions Caucus

VP Hazel Bowen and Resolutions Committee Convenor, Marianne Singh-Waraich gave instructions on how the resolutions caucus would operate from 16.10 to 17.15 in the Auditorium. Members were asked to look at the policy resolutions which would be voted on the following day. Eight different groups were dotted around the auditorium to cover the 8 resolutions so that members could liaison with proposers. There was also an opportunity for those who wished to discuss the internal policy resolutions. Members were reminded that the following day it would be assumed that everyone had read and understood these policy resolutions, so that the meeting could move to summary discussions and voting.

### Day 2, FRIDAY 26th of JULY 2019



### **Facilitated Keynote Discussion on " Development in a Global Economy"**

*Panellists:* Simonetta Zarrilli, United Nations Chief on Trade, Gender and Development program (UNCTAD); Anoush Der Boghossian, Trade and Gender Focal Point, World Trade Organisation (WTO);

*Facilitator:* Gabrielle Marceau, Principal Attorney, WTO

GWI's President, Geeta Desai, opened the second day of the General Assembly by stating the importance of this keynote discussion. As she **had** mentioned on the first day, it is crucial to understand the intersection between **education, trade, development, peace and gender equality**, as well as between **national and global policies**. Without this understanding, it is impossible for us **as** graduate women to influence governance and to perform **knowledge-based advocacy** in our countries.

**Summary of discussions could be found on the website.**

### **Business Session 4**

Quorum is verified

Voting strength is 65

### **29. Results of elections for President, Vice Presidents and Treasurer**

VP Rae Duff announced the results:

President: Terry OUDRAAD

Treasurer: Katharina STRUB

VP Membership: Eileen FOCKE-BAKKER

VP Advocacy and Education: Louise MCLEOD

VP Fundraising: Basak OVACIK

### **30. Presentation of Proposed Budget for 2020 – 2022**

GWI's Treasurer, Katharina Strub, presented the proposed budget, found on page 51 of the conference booklet. She explained that the "in-kind contributions" are Canada's contribution. She suggested that she would not go through all details but would answer any questions.

### **Q&A with the Assembly**

There was a discussion about the in-kind services that CFUW will provide.

CFUW and GWI will collaborate in the areas of Advocacy, Member relations, Bina Roy projects and research and support in the area of reviewing the membership dues model. This is an appropriate role for GWI's largest NFA to play, as GWI would like to expand its work in all of these areas and collaboration can create synergies.

Some NFAs said that they would like to see the MOU. GWI stated that it had no objections to this but would check with CFUW President, Grace Hollett.

The question was asked if other NFAs could have the same arrangement with GWI. Geeta remarked that should or when other NFAs reach the size of CFUW's membership, GWI would be willing to work in a similar manner. She reminded the meeting that CFUW currently pays dues that amount to approximately half of GWI's dues revenue.

It was mentioned that more than half of CFUW's members have been feeling ambivalently about GWI the GWI Board would like to engage all of CFUW's members in international work that cross -cuts their interests and issues. CFUW VP International explained that many CFUW clubs are directly involved in a variety of international projects and therefore already support international work of GWI, however a high percentage



of CFUW members have doubts about the value add of membership in GWI. The Assembly was advised that this is why they would see resolution amendments come to the floor during this General Assembly from CFUW designed to strengthen GWI's structures for fiscal and operational management. She expressed the need for GWI to be more explicit about member benefits.

There were comments for and against the Board's decision to collaborate with CFUW and negotiate its dues increase. The fact remained that GWI cannot lose any more members. Given a choice between losing CFUW (with its 7,000+ members) as a GWI member NFA and negotiating a common-sense agreement, it was the board members' fiduciary responsibility to make a decision that would be in GWI's best interests as well as the interests of all of GWI's NFAs.

The Board emphasized that in the previous Triennium, GWI lost between 5,000 and 6,000 members but this was overlooked as GWI still had reserves of close to 800,000 CHF and could continue to operate with impunity.

This Triennium, however, the previous Board having spent the entire reserve, GWI is operating on a threadbare budget and the Board saw the loss of any more members as a clear and present danger to GWI.

The President of CFUW also joined the discussion by sharing CFUW's context and rationale (included in the MOU) for entering negotiations with GWI.

CFUW President recounted that starting in 2017, CFUW members moved a motion that wanted to remove article 4 of the CFUW Constitution, which requires CFUW to be part of GWI. The motion received more than 50% of the vote, but it needed a 2/3rd majority to change the Constitution. Last year, CFUW members voted again on the same motion, and the number in favour was higher, even though it did not receive a 2/3 majority. There is currently a new motion that will have to be voted on in August, which would leave it up to individual members to pay dues only to CFUW or both GWI and CFUW. Ms. Hollett admitted that they do not know how this will go.

In response to a question asking if CFUW was going to pay the entire amount of its dues in the form of in-kind contributions, GWI explained that CFUW will continue to pay its base dues, approximately in the amount of 120,000 CHF, but the 6 CHF per capita increase will be broken down into in-kind and cash payments.

This arrangement applies through to the end of the upcoming Triennium 2019-2022.

In response to a question that asked what guarantees were in place so that after 3 years, CFUW would pay its entire amount of membership dues in cash, GWI stated that there were no guarantees – the parties considered this agreement to be legally binding to the extent possible. For that matter there were no guarantees three years ago when this organization which was rendered insolvent that it would still be alive and its members discussing its future.

GWI understands that the world is changing and that NFAs are too. The review of the dues model that will take place during the upcoming Triennium is a process that is open to new ideas and innovative changes that would be in the best interests of the entire organization which includes all its NFAs.

*The president of the association from El Salvador* expressed regret that a translation service was not offered in this conference. She mentioned that her country had been a member of GWI for 56 years. She added that some members pay the GWI dues and that others do not want to pay money to GWI. She wants all her members to be part of GWI, but it has to be a give-give deal. Given the financial difficulties of her country, members want to know what they are getting from GWI.



A Lithuania/US member congratulated El Salvador on her input. She too is asked the same in her chapter of 15 members. She personally pays the dues of three members because they are unable to pay but don't want to leave. She congratulated the board for the tremendous accomplishment over the past 3 years to stabilize the budget and for the deal with Canada, but also called on it to consider small countries, which have small economic capacity, the age of their members etc. She would not be able to continue paying for 4 members. It is a very complex discussion that needs to take place within the board but also with the members of the GA, as they are the ones to pay the dues.

**Geeta Desai** assured the members that the board is very conscious of the difficulties the GWI NFAs have in paying. This is why it showed good faith with NFAs in reducing the 2017 increase in dues. Thanks to the austerity measures the board took, and by retaining Canada, she hoped that it had now created a little stability and space for the new President – a stable space that the 2016-2019 Board was not given - to make good decisions for the organization. She asked the GA to allow the new President to have this stable space as she begins her work on behalf of the organization.

**Nigeria** observed that the budget is a bit static, with stable revenue and expenditures over the last three years. However, she does not see fundraising in the budget and asked whether there could be a professional fundraiser appointed to improve the finances.

**Geeta Desai** answered that now that GWI has had a balanced budget for the last 3 years, it is in a good position to do its own fundraising. Her board could not do that because in the previous three years GWI's year-end financial statement showed six-figure budget deficits that made it impossible for GWI to be taken seriously by the grants-making world. This has now changed.

**Jenny Morley, Britain**, argued that GWI and NFAs should motivate their members about being part of GWI. She mentioned that she could talk to her members about some programmes because she was directly involved but it would be very useful to receive a small paragraph of news every month that would help convince their members that what GWI does is very valuable, what achievements they are making, and make them proud of being part of GWI.

**The Board** agreed that information needs to be collected and shared but spoke about the publications already sent regularly to the NFAs to circulate to their members and the member's corner of the website to which all members can sign up to join. NFA leaders need to inform their members. This is something for the incoming Board and Executive Director to consider.

### **31. Presentation of Proposed Dues Resolution**

VP Rae Duff moved that Internal Resolution 3 be adopted.

#### **Internal Resolution 3**

#### **The Rate of Annual Dues Payable to GWI by the National Federations and Associations**

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

The 33rd GWI General Assembly resolves that:

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





### Proposed Amendment by CFUW

- CFUW proposes that the following words (**in bold**) be inserted in item d:
  - *“the current formula used to calculate the dues payable by each NFA and Individual members is to be re-evaluated and/or updated with the latest available World Bank GNI per capita, Human Development Index **and other NGOs dues models** during the next Triennium and any recommendations for change bought forward to the GA for approval.”*
- CFUW proposes voting a and b together, c separately, d separately.

*Katharina Strub, Treasurer*, presented the current formula (ANNEX 1, p.28 of the GA Booklet). She explained that it should be revised based on what the organisation wants to achieve.

The questions to be asked are:

- Do we want such a complex rule or simpler?
- Do we want such a large difference between 4 and 25 CHF per capita?
- How many groups do we want to have?
- For what span of time should it remain unchanged?

She told the members that she would like them to think about it and that she is happy for them to discuss it further with her. They would decide first what they want and then find the formula for it.

### 32. Discussion and vote on Proposed Dues Resolution

VP Rae Duff, in the chair, brought each amendment to the vote:

#### The Rate of Annual Dues Payable to GWI by the National Federations and Associations

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

- a. **the current capitation fee/dues will not be changed at the General Assembly in 2019 and the need for a dues increase will be evaluated by the Finance Committee each year so that at least two years' notice of a likely increase can be given to NFAs and Individual Members.**

**Carried**

- b. **a recommendation for an increase in dues, however small, should be made at least within each two triennia or 6-year period.**

**Carried**

- c. **the current formula used to calculate the dues payable by each NFA and Individual members is to be re-evaluated and/or updated with the latest available World Bank GNI per capita and other NGOS dues models and Human Development Index during the next Triennium and any recommendations for change bought forward to the GA for approval.**

**Carried**

The revised dues Internal Resolution 3 is adopted.



#### Votes

In favour:	63
Against:	2
Abstentions:	0

#### Internal Resolution 3 CARRIED

### 33. Discussion and vote on Proposed Budget Resolution

#### Presentation

Rae Duff, in the chair, presented the proposed Internal Resolution 4 and the amendment from CFUW.

#### Internal Resolution 4

#### Approval of Triennial Financial Budgets 2020-2022

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

The 33<sup>rd</sup> GWI General Assembly resolves to:

- a. approve the triennial Financial Budgets 2020-2022
- b. approve the estimates as a triennial budget and not discrete annual budgets, so that money not spent in one year can be carried forward to the next
- c. approve that the 2020-2022 Board can adjust the budgets according to need and circumstances.
- d. approve the establishment of a General Reserve Fund, as funds permit, at no less than 33 % (thirty three percent) of the triennial budget or one (1) year of GWI's expenditure whichever is the greater.

#### Proposed Amendment by CFUW

Item a. to be changed to:

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

#### Discussion

*The Treasurer* explained why she disagreed with CFUW's amendment. She said that GWI has only one paid staff member, and that therefore it does not make sense for such a small organisation to have functional budgets. The Treasurer believes that it is the fiduciary responsibility of the board and the Finance Committee to ensure that the expenses and the revenue are well balanced. Quarterly reports are not very useful to the NFAs as some expenses are not regularly distributed over the financial year and such reports might raise more questions than answers.

*Bolivia* took the floor to agree with the previous comment from El Salvador that GWI needs to take into consideration the financial situation of all countries especially the difficulties of South American countries. In the last 40 years of being member of GWI, they felt their country has not seen any benefit to them.

*Lithuania* shared its agreement with Canada, and that they believe quarterly reporting is very important to rebuild trust in view of the problems in the last triennium. They believe that the more factual information NFAs receive about how this organisation functions, the better and stronger it will be.

For *Canada*, it is the lack of financial information from the last triennium, which caused their trouble. They would like to receive a continuous flow of financial updates. They insist on the fact that their members are very anxious about the financial situation of GWI.



Rae Duff (in the chair) proceeded with the votes.

THAT the Canadian amendment to section a be accepted

Votes:

In favour:	45
Against:	13
Abstentions:	7

Amendment CARRIED

THAT the amended Resolution 4 be accepted, as follows:

#### **Approval of Triennial Financial Budgets 2020-2022**

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

**The 33<sup>rd</sup> GWI General Assembly resolves to:**

- approve the triennial Financial Budgets **including annual Functional Budgets 2020-2022 with quarterly reporting of actual to budget prepared within the next quarter and distributed to the NFAs;**
- approve the estimates as a triennial budget and not discrete annual budgets, so that money not spent in one year can be carried forward to the next;
- approve that the 2020-2022 Board can adjust the budgets according to need and circumstances in consultation with the Finance Committee;
- approve the establishment of a General Reserve Fund, as funds permit, at no less than 33 % (thirty three percent) of the triennial budget or one (1) year of GWI's expenditure whichever is the greater.

Votes:

In favour:	61
Against:	1
Abstentions:	3

Motion CARRIED

*A member of the Assembly remarked that members should not be asking what GWI is giving them but rather what they can do for other women.*

#### **34. Discussion and vote on Date and Place for the 34th GWI GA and Conference**

**Internal Resolution 5** proposed by the GWI Board of officers

*The 33<sup>rd</sup> GWI General Assembly resolves to:*

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

Rae Duff, in the chair, called for the vote

THAT Resolution 5 be adopted

In favour: 65



Against: 0  
Abstentions: 0

Motion CARRIED Unanimously

### 36. Discussion and vote on the Policy Resolutions 1 - 4

VP Hazel Bowen, in the chair, advised that Marianne Singh-Waraich from the Resolutions committee would introduce the Policy Resolutions 1-4. and confirmed that there is the required voting strength (65).

Marianne expressed her delight in having so many resolutions from South America as it reflects that something important is happening for women's rights in that region.

She suggested that the resolutions (with accepted amendments, where applicable) which would be projected on the screen be voted on rather than reading each one out in its entirety. The proposition was accepted by a large majority.

#### **Policy Resolution 1 - DIVERSITY IN TEACHER EDUCATION AS A POSITIVE CONTRIBUTION TO AN EQUITABLE EDUCATION**

*Proposed by: Graduate Women New Zealand*

*Seconded by: The British Federation of Graduate Women*

*The full and final version of Policy Resolution 1 as approved by the GA is on the GWI website, [www.graduatwomen.org](http://www.graduatwomen.org).*

Marianne presented policy resolution 1 (p.56 of the GA documentation book) and the small changes made by the proposer to incorporate the discussions held during the Resolutions Caucus. The changes are: 1) Delete "rather than replicating the status quo" 2) replace "positively advocates" by "advocates strongly" 4) replace "humans" by "people".

As the voting delegates were happy with the changes, Hazel Bowen proceeded to the vote.

THAT Resolution 1 with the changes 1-4 be accepted

Votes:

In favour: 65  
Against: 0  
Abstentions: 0

Motion **CARRIED** unanimously

#### **Policy Resolution 2 - BUILDING PEACE THROUGH WOMEN'S EDUCATION**

*Proposed by: The Panamanian Association of University Women*

*Seconded by: The El Salvador Federation of University Women (AMUS)*

*The full and final version of Policy Resolution 2 as approved by the GA is on the GWI website, [www.graduatwomen.org](http://www.graduatwomen.org).*

#### Discussion:

*Panama* thanked the delegations that helped them amend and clarify the proposal during the Caucus.



*New Zealand* and *Australia* expressed the opinion that all paragraphs are important issues but that they seem separate, not all linked and not very cohesive. They asked what was the key focus for this resolution. *Australia* suggested a change in title.

*Panama* explained that it is about educating women for peace, so they can transmit these values to their families and societies. The proposers also rejected the suggested change of title as it was too focused; they want to retain *Building Peace* in the title.

*Nigeria* suggested modification to paragraph 5. They proposed the use of “*Importance of building better societies*”, rather than “*consequences if we do not build better societies*”. *Panama* agreed with this suggestion.

*Margaret Tait from Great Britain* proposed deleting clauses 3 and 4 as not being linked to the subject. Her suggestion was seconded by *New Zealand*.

*The seconder* clarified the intention of the resolution by saying that it is bullying that disrupts the foundations of peace, and that we need our children to be educated to the fact that this is not acceptable.

*An independent member from Italy* supported the proposer and the seconder, saying that according to the lengthy discussions of the previous day, she believed the two paragraphs (3 and 4) were vital to the proposal as put forward in the supporting statement, as bullying is a key undermining factor of peace.

Hazel Bowen (in the Chair) moved THAT the 2 clauses (3 and 4) be deleted

Votes:

In favour:	Unspecified
Against:	Unspecified
Abstentions:	2

Amendment **DEFEATED**

Hazel then moved that Resolution 2 with the approved amendments be approved

Votes:

In favour:	65
Against:	0
Abstentions:	0

Motion **CARRIED** unanimously

### **Policy Resolution 3 - PUBLIC SEX EDUCATION AS A HUMAN RIGHT**

*Proposed by: AMUS El Salvador*

*Seconded by: Panamanian Association of University Women*

*The full and final version of Policy Resolution 3 as approved by the GA is on the GWI website, [www.graduatwomen.org](http://www.graduatwomen.org).*

Marianne explained that unfortunately there was a need to revert to the original text proposed by El Salvador because the proposer changed the wording entirely overnight, which made it another resolution and not constitutionally acceptable.

*El Salvador* explained the rationale of the resolution. They want all NFA governments to include sex education in the curriculum for boys and girls and adolescents within a framework of human rights. It was reported that boys who are over 18 years old have sex with underaged girls and that the boys are not aware



that it is a crime to have sex with an underaged girl. Approximately 80'000 underaged girls in their country are victims of this crime.

*New Zealand* was of the opinion that it was important to call for sexual education for all, to start health promotion from a young age, and that girls need to know how to protect their bodies. A representative of the delegation stated that some of the amendments were very important. She suggested to add “health and reproductive educative” to the title and the first paragraph but this was refused.

*India* suggested the title to be “Sex education as a human right for all”.

*Norway* proposed to use sex education rather than sexual education.

*Australia* indicated that the academic wording for the issue is “sexual and reproductive health education as a human right”. It was suggested to have this terminology in the title and in the second paragraph as follows: “NFAs urge states to review the study programmes and include a **sexual and reproductive health as a human right** education curriculum that includes...”

*El Salvador* agreed with the proposed change from Australia.

Hazel Bowen put forward:

THAT Resolution 3 be accepted as amended using the above terminology from Australia.

Votes:

In favour:	63
Against:	0
Abstentions:	2

Motion **CARRIED**

The Assembly adjourned for the lunch break.

## **Business Session 5**

Quorum is verified

Voting strength is **62**

### **37. Introduction of Constitutional Resolutions**

VP Rae Duff (in the chair) introduced the Constitutional Resolutions on screen.

### **38. Discussion and vote on Constitutional Resolutions**

#### **Constitutional Resolution 1**

#### **Restricted Funds**

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

*The 33<sup>rd</sup> GWI General Assembly resolves that:*

*Restricted Funds cannot be used for any other purpose than that specified unless approved by a two-thirds majority of the Board of Officers and the Finance Committee.*

The proposed amendment by Australia (AGW, formerly AFGW) was presented: That the following words be inserted as clause 12 of Article X (Financial Resources and Dues):

*Changes to the purpose or use of restricted funds require the approval of a*



*two-thirds majority **vote of the General Assembly.***

The proposed amendment by Canada (CFUW) was also presented:  
Canada supports Australia's amendment and would like to add the following words:

***... and may be made only where the financial viability is under threat and providing there are no legal restrictions or impediments to the use of the Restricted fund.***

Israel asked for clarification as to whether the vote of the General Assembly could also be done by e-vote and not only every 3 years. It was confirmed by the Board that this system is already available.

VP Rae Duff stated that the Board and Finance Committee accepted the amendments by Australia and Canada so that the resolution now reads:

### **Constitutional Resolution 1 Restricted Funds**

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

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

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

Votes:

In favour:	61
Against:	0
Abstentions:	1

**Motion CARRIED**

### **Constitutional Resolution 2**

#### **Joint Country Membership**

*Proposed by the GWI Board of Officers*

The 33<sup>rd</sup> GWI General Assembly resolves that:

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

Proposed amendment by CFUW:

***Individual Graduate Women...***

The amendment was accepted by the Board. The motion with the amendment was moved by the chair.

Votes:

In favour:	61
Against:	0
Abstentions:	1



Motion **CARRIED**

**Voting Strength: 63**

**Constitutional Resolution 3**

**Loss of Membership if Annual Dues Not Fully Paid Up**

*Proposed by the GWI Board of Officers*

An amendment was proposed by Australia and accepted as replacement for the Board's resolution.

**Constitutional Resolution 3**

**Loss of Membership if Annual Dues Not Fully Paid Up**

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

**The 33<sup>rd</sup> GWI General Assembly resolves:**

- 1. That the following statement of principle be inserted as a new subclause (a) in Article II (Membership) clause 10 (2) of the constitution:**  
**Where circumstances affect the capacity of an NFA to meet all requirements for the payment of dues the Finance Committee shall have the power to negotiate arrangements to enable the NFA to retain membership. The plan must be approved by the Board of Officers because of its fiduciary responsibility.**
- 2. That the clause in Article II (Membership) (12) "loss of membership or non-payments of dues takes effect immediately at the end of the periods stated above" be amended by the addition of "except where the provision of Clause (10) (2) (a) above has been activated".**
- 3. That the development of appropriate and flexible procedures and rules be referred to the Finance Committee to handle the issue of special arrangements for unpaid dues. If these affect the rights of an NFA that is not fully paid up, these should be brought to the General Assembly with any necessary changes to the constitution specified.**

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

Votes:

In favour:	61
Against:	0
Abstentions:	1

Motion **CARRIED**

Item 40 was then discussed before item 39. VP Hazel Bowen in the chair:

**40. Discussion and vote on the Policy Resolutions 4 - 8**

**Policy Resolution 4 - WOMEN AND SCIENCE, TECHNOLOGY, ENGINEERING AND MATHEMATICS (STEM)**

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

*Seconded by: The Lithuanian University Women's Association (LUWA), The Federation of Graduate Women (Russia), The British Federation of Women Graduates (BFWG)*

[p. 61-62 of GA documentation book]

*The full and final version of Policy Resolution 4 as approved by the GA is on the GWI website, [www.graduatwomen.org](http://www.graduatwomen.org).*





The proposer presented 2 changes that were agreed upon in the Caucus: replacing the last sentence of paragraph 5 by “this research includes focus on gender issues”. Regarding paragraph 3, replacing “eliminate the underrepresentation of girls and women in STEM” by “increase the representation of girls and women in STEM”, the Proposer, Seconders and voting delegates agreed with these changes.

New Zealand conveyed the comment from a young member who could not attend the session that the focus should be on retaining women after graduation rather than merely increasing representation. The chair suggested that New Zealand should bring this issue in a new resolution at the next GA.

End of discussion. The chair moved THAT Resolution 4 be accepted.

Votes:

In favour:	63
Against:	0
Abstentions:	0

Motion **CARRIED** unanimously

## **Policy Resolution 5 - HUMAN RIGHTS FOR REFUGEES AND MIGRANT WOMEN AND CHILDREN**

*Proposed by: Women Graduates-USA, Bangladesh Federation of University, Federacion Mexicana de Mujeres Universitarias*

*Seconded by: Canadian Federation of University Women*

[p. 63-64 of the GA documentation book]

*The full and final version of Policy Resolution 5 as approved by the GA is on the GWI website, [www.graduatwomen.org](http://www.graduatwomen.org).*

The U.S. read their supportive statement. No discussion or amendments. The chair moved THAT Resolution 5 be accepted.

Votes:

In favour:	63
Against	0
Abstentions	0

Motion **CARRIED** unanimously

## **Policy Resolution 6 - FAIR AND NON-DISCRIMINATORY MANAGEMENT OF REFUGEES AND ASYLUM SEEKERS**

*Proposed by: Canadian Federation of University Women*

*Seconder: Women Graduates-USA*

[p.65 of GA documentation book]

*The full and final version of Policy Resolution 6 as approved by the GA is on the GWI website, [www.graduatwomen.org](http://www.graduatwomen.org).*

Canada explained that the first paragraph aimed at increasing capacity to receive refugees, and the second at increasing the number of refugees accepted.

As there was no discussion, the chair moved:

THAT Resolution 6 be accepted:



Votes:

In favour:	63
Against	0
Abstentions	0

Motion **CARRIED** unanimously

### **Policy Resolution 7 - SEXUAL HARASSMENT IN THE WORKPLACE**

*Proposed by Indian Federation of University Women*

*Seconded by Graduate Women International Netherlands (GWI-NL) and the Turkish Association/ Türk Universiteli Kadınlar Dernegi (TUKD)*

[p.67 of GA documentation book]

*The full and final version of Policy Resolution 7 as approved by the GA is on the GWI website, [www.graduatwomen.org](http://www.graduatwomen.org).*

*India* presented their supportive statement. There was some awareness in India about sexual harassment in the workplace and the government had created safe places and national laws for the safety of women in the workplace. However, these laws were far from being fully implemented. Therefore, the proposers wanted to encourage governments to put policies in place, to raise awareness about the rights of women in the workplace and to include men in the discussion.

Proposed amendment from the Caucus: in the first paragraph replace “to end sexual harassment” by “to work to end sexual harassment”. **Agreed by all.**

*Norway* suggested to make point 2 clearer by replacing “educative seminars and workshops”, by “through education”. After discussion, it was agreed that “educative” be retained as it had a different and broader meaning.

*Norway* suggested replacing “grassroot” by “school”. The suggestion was rejected by India.

*Great Britain* suggested changing “sexual harassment” to “harassment” to include all forms of violence against women. *India* rejected the suggestion, as they wanted to make it specific to sexual harassment.

*Turkey* suggested replacing “media” by “social media”. **Accepted.**

*Great Britain* expressed the opinion that clause 2 should be in the plan of action.

End of discussion. The chair moved THAT Resolution 7 with the two agreed-upon changes be adopted.

Votes:

In favour:	63
Against	0
Abstentions	0

Motion **CARRIED** unanimously

### **Policy Resolution 8 - SUSTAINABLE DEVELOPMENT GOALS, ALSO KNOWN AS GLOBAL GOALS**

*Proposed by: The Canadian Federation of University Women*

*Seconded by: Federacion Mexicana de Mujeres Universitarias*

[p. 68-69 of the GA documentation book]



The full and final version of Policy Resolution 8 as approved by the GA is on the GWI website, [www.graduatwomen.org](http://www.graduatwomen.org).

The supporting statement was presented by Canada. There was no discussion. The chair moved that Resolution 8 be adopted:

Votes:

In favour:	61
Against:	0
Abstentions:	2

Motion **CARRIED**

### **39. Results of elections and appointments for GWI Committees**

V P Rae Duff (in the chair) announced the results of the elections and appointments to the GWI Standing Committees.

#### **Finance Committee**

*Assistant Treasurer Canada*

Beverley RHODES Canadian Federation of University Women

*Assistant Treasurer Switzerland*

Karoline DORSCH Swiss Association of University Women

*Members*

Kathryn B. HORVAT Women Graduates-USA  
Pat SIVERTEN Graduate Women New Zealand  
Abeda INAMDAR Indian Federation of University Women's  
Associations

#### **Education Committee**

*Convenor*

Shirley GILLET Graduate Women New Zealand

*Members*

Shaila MISTRY Women Graduates-USA  
Gloria RAMIREZ Federacion Mexiana de Universitarios  
Confidence DIKGOLE South African Association of Women Graduates

Evelyn CORTEZ Asociacion de Mujeres Universitarias de El Salvador

Shruti SONTHALIA, candidate to be the convenor, could join the committee as a member as there was a remaining seat. After discussion, it was discovered that she had not understood that she could apply for both positions and that she would be happy to take up the seat on the committee.

#### **Membership Committee**

*Convenor*

Meera BONDRE Indian Federation of University Women's Association

*Members*

Ruth IEU Uganda Association of University Women  
Nneka CHIEDOZIE Nigeria Association of University Women



Perine WAGDY  
Pouya SAEEDI

Egyptian Association of Graduate Women  
Graduate Women New Zealand

The Chair confirmed that the results would be posted in the registration room.

#### **41. Unfinished Business**

Quorum **54**

##### **11. (cont.) Approval of the Minutes of the 32<sup>nd</sup> General Assembly in Cape Town and their amendments**

Vice-president Rae Duff informed the Assembly that the Minutes from this current GA will be posted on the website in a month's time and reminded the delegates to look at them.

She then presented the corrections brought by Margaret Tait to item 32. There was discussion on whether there had been a vote or not on the issue of the restricted funds to be used as a loan during the triennium. Britain said that there definitely had been a vote, or they would not be here today. The President confirmed that it would not have been possible to put the organisation afloat again without a positive vote on this matter.

Therefore it is decided to replace "There was no vote taken on this motion" by "the Motion was passed".

Corrections brought by Christel Moor to item 24 were presented. She wanted to replace the entire paragraph by:

"Report of the Special Committee for the Hegg Hoffet Fund outgoing Convener Christel Moor (British Federation) thanked the members of her committee, and also Marian Ennis (Canadian Federation of University Women) for her guidance. The committee is looking for recommendations for recipients. Christel also thanked the members of the General Assembly for donating to, and purchasing from, the Hegg Hoffet stall at the conference. As of August 22, 2016, it had raised 12,500 Rand. Items that remain unsold by the end of the conference would be donated to the Rural Child charity. On the afternoon of Tuesday, August 23rd, Catherine Bell thanked the continuing Convener Christel Moor and the team for all that they had done to raise R14,035 for the Hegg Hoffet Fund."

Motion to accept these changes to the minutes – CARRIED

These corrections were brought to the vote.

THAT corrections brought by Christel Moor are approved

Votes:

In favour:	53
Against:	0
Abstentions:	1

Motion to accept the corrections **CARRIED**

The corrections by Margaret Tait were brought to the vote.

THAT corrections brought by Margaret Tait are approved

Votes:

In favour:	45
Against:	3
Abstentions:	6



Motion to accept the corrections **CARRIED**

After further discussion with the Constitutional Advisors and CFUW who provided both the minute taker and the minute scrutineer for the 32<sup>nd</sup> GA in Cape Town, and who were still available for comment, it was decided to postpone the vote to accept the final version of the Cape Town Minutes until they had been consulted. The corrected 32<sup>nd</sup> Minutes together with the corrected Minutes from the 33<sup>rd</sup> GA and Centenary would then be voted on using the electronic voting system within six months of the start of the 2019 – 2022 Triennium.

The Assembly was adjourned for the afternoon tea.

**Miscellaneous and last interventions**

Vice-president Louise McLeod presented a project by Anne Holden Ronning from Norway, “Inspiring a vision: Pioneers and Other Women” published on the occasion of the 100 years of IFUW/GWI.

**Anne Holden Ronning** explained the origin of this project, and that she thought it was important to show young women that much has been done by female pioneers in the past in their field of expertise.

The President of the **Bolivian Association** of professional and university women (FBMPU) shared with the Assembly some of the work they do and its underlying vision. They are conducting workshops and roundtables to gradually empower women to gain access to national and international power positions and promoting laws to fight violence against women and children. They have edited a book based on this work that they are offering to GWI.

Their work is based on the non-violent legacy from Gandhi. Peace is only reached through education. As Gandhi said, “There is no ‘way to peace’, there is only ‘peace.’ In the 1980s, education for peace revolved around community development. In the 1990s, it was about intercultural education. In general, to educate for peace and human rights is absolutely necessary to promote reconciliation and solidarity, to eradicate the culture of war and violence, and to live on Earth in harmony.

As we say, **if you want peace, don’t talk to your friends, but with your enemies.**

The **Nigerian** delegation also came to share their gratefulness to be present, accompanied by the sound of a drum decorated with the emblem of GWI’s 100<sup>th</sup> anniversary logo. They thanked the Swiss Local Arrangement Committee, the Board, and the team, with a special thank you to Stacy who provided documentation which helped them get their visas. They handed a gift to both Geeta and Stacy, as well as the drum for the office.

The **Canadian** delegation also presented a gift to Geeta to thank her for all the work they did together, all the answers she gave to the difficult questions they had. They also thanked the rest of Board for all their work and the excellent GA.

The **Japanese** delegation was again thanked for their donation to the Fellowships and Grants Fund and the gift to Geeta presented the previous evening.

The President, Geeta Desai, closed the 33<sup>rd</sup> General Assembly.

**Minutes taken by Ms. Yasmine Kegoat and Ms. Isaline Thorens. Submitted on 2 August 2019.**

**Approved by GWI Voting Delegates March 2020: Approve: 30; Reject: 1; Abstain: 1**

**Quorum Voting Delegates: 23; Received 32**

**Quorum NFAs: 11; Received 19**

**Quorum Board: 2; Received 7**