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The Association for Women in Development's
Eighth International Forum:

Leading Solutions for Equality and Justice

Interim Report

March 2000

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Executive Summary

From November 11-14, 1999, the Association for Women in Development hosted its 8th International Forum: *Leading Solutions for Equality and Justice* just outside Washington, DC, in Alexandria, Virginia. Since 1983, The Association for Women in Development (AWID) has been hosting international forums that have provided an essential platform for analysis and debate about gender equality and international development. AWID's International Forums bring together policymakers, development practitioners, scholars, researchers and activists from around the world to focus on cutting edge issues in the field of gender and development and women's human rights. In fact, the AWID Forum is now the largest regular international conference on gender equality held in North America.

AWID's 8th International Forum was a huge success. One thousand two hundred fifty women and men from over 100 countries attended this dynamic four-day event. Approximately 46% percent came from countries in the Global South as well as Central and Eastern Europe and the Newly Independent States. Our conference evaluations and word-of-mouth feedback let us know that this AWID Forum was the most strategic and dynamic to date. Through daily Global Plenaries, a program consisting of over 80 interactive sessions, innovative spaces for networking, a highly successful Young Women and Leadership Program and many other Special Events, we met each of our stated goals in numerous ways. Our conference participants:

- Shared, analyzed, and developed solutions achieving for gender equality and justice;
- Learned new valuable skills—from research and training methods and economic literacy to proposal writing and information technology;
- Networked and built strategic alliances (South/North, South/South, intergenerational, development/human rights, policymakers/researchers/activists, etc.);
- Made linkages between issues and sectors towards an integrated approach for gender equality; and
- Strengthened advocacy campaigns—from transforming international financial institutions to lobbying the US Congress to launching a Women's Human Rights Network.

The focus of the 1999 AWID Forum was on the vision, leadership and strategies *within* the Global Women's Movement. The Plenaries and Program itself were designed around the following six sub-themes: Women Transforming Development and Economics, Trading Women's Human Rights, Technological Changes and Choices, Politics of the Global Women's Movement, Women Organizing and Organizational Transformation, and Leadership and the Next Generation. (See Appendix A for reports from "Theme Trackers" who each followed a specific theme throughout the conference.)

In addition, the 1999 AWID Forum had several Special Events designed to meet the above mentioned goals and to enhance participants' experience, including Off-site Advocacy at the World Bank and the US Congress, facilitated discussion groups called "Encuentros," a Funders' Forum, an AWID Membership Meeting, a Young Women and Leadership Program, a daily Forum Newspaper, Caucuses, AWID Awards, Media Education, Cultural Events, and an Exhibit Hall and Marketplace.

Background

The Association for Women in Development (AWID) is an international membership organization committed to gender equality and a just and sustainable development process. AWID facilitates a three-way exchange, or “trialogue,” among scholars, practitioners, and policymakers in order to develop effective and transformative approaches for improving the lives of women and girls worldwide.

AWID is an organization of over 1500 individual and institutional members around the world, of which just under half are situated in the South. A dynamic global network, AWID members are working hard to make development a truly empowering, gender equitable, and transformative process—from the grassroots to major policy institutions.

Prior to the 1999 Forum, seven previous international Forums (held every 2-3 years) brought together practitioners, policymakers, researchers and activists to learn, to network, to strategize and to build new skills. Forums are generally four days long with numerous sessions and activities dedicated to the latest issues in the Gender and Development and Women’s Human Rights fields.

AWID’s 8th International Forum: *Leading Solutions for Equality and Justice* was designed to be a conference for both old and new AWID members to communicate and generate action around our common and diverse goals. A huge event was planned, with activities ranging from thought-provoking debates about the politics of the Global Women's Movement to practical skills-building sessions, from a marketplace and exhibits offering the latest resources and publications to workshops on transforming development, and from regional caucusing to coffeehouses for young women.

The 1999 Forum Theme: *Leading Solutions for Equality and Justice*

Context

The world today is defined by the growing global economy, facilitated by trade and investment liberalization, deregulation, economic integration, and advanced technology. Governments around the world, spurred on by the International Monetary Fund and the World Bank, have taken a very active role in enabling a market-led economic strategy. The private sector is the dominant player. Private capital flows have increased five-fold during the 1990s, accounting now for more than 80 percent of the money flowing from industrial to developing nations. This dwarfs the relevance of foreign aid. Globalization has also enabled corporations to become bigger than most sovereign nations: In 1995, sales of the world's five largest corporations exceeded the gross national product of China.

While globalization provides dramatic new opportunities for some, it means increasing hardship for others. Rapid economic changes reinforce differences between rich and poor and, in many cases, between women and men. Economic security and rights are increasingly vulnerable. And with deepening insecurity comes violence and armed conflict. Women's human rights continue to be violated systematically on a daily basis. Gender discrimination with regard to employment, income, land rights, security, decision-making, health care, or technology is still pervasive despite almost three decades of programs and policies intended to improve women's lives.

The United Nations conferences of the 1990s, particularly the Fourth World Conference on Women (Beijing, 1995), have highlighted the roles and responsibilities of governments toward the achievement of equality, development, and peace. However, achieving gender equality and women's human rights will be dependent on the vision, leadership, and strategies within the Global Women's Movement. While these strategies must translate into government action, that is not enough. They must also translate into action in the private sector, in international financial institutions, in civil society organizations, and in society itself.

Therefore, what are the roles and responsibilities within the Global Women's Movement? What new visions, ideologies, or strategies are needed? What role for development practice? What role for men? Or for policymakers, practitioners, scholars, activists, and donors? Are there alternative strategies to guarantee gender equality and social justice? Where is the leadership? What are the solutions? Forum participants set out to answer these questions and more.

Subthemes

Based on the imperative to find answers, the 1999 AWID Forum was organized around the following six sub-themes and list of questions. Participants were invited to read the questions to stimulate and provoke discussion. They were invited to use these questions as a guide for designing sessions at the Forum. The goal was to build a program that was innovative, challenging, and one that will lead to social, economic, and personal change. (See Appendix A for reports from "Theme Trackers" for selected themes.)

Women Transforming Development and Economics

- Where and how have women been able to challenge and transform development and current economic policies? Is there a feminist model of development?
- Are gender equality and social justice ultimately achievable within capitalism as it is practiced today?
- How can the human rights of women living in transitional economies be guaranteed?

Trading Women's Human Rights

- Does the human rights framework provide an adequate model to achieve gender equality and social justice in this era of free trade?
- What do economists and human rights activists have to learn from each other?
- What are the links between fundamentalism and women's human rights?

Technological Changes and Choices

- What are the impacts of new technologies on women? How can technology be used to promote gender equality and social justice?
- How are new technologies undermining intellectual property rights and indigenous knowledge systems? How can these rights and knowledge systems be protected?
- How do we challenge the increasing North-South technological divide? How can we ensure that technology transfer promotes equality?

Politics of the Global Women's Movement

- Can feminism address today's global problems?
- What have we really achieved and at what cost? Have we sold out? Where do we go from here?
- What does the women's movement need to do to challenge the global trend of economic and political conservatism?

Women Organizing and Organizational Transformation

- What is feminist about women organizing?
- How can we affect the way that power is exercised in organizations to promote gender equality and social justice?
- How can institutions, whether private, government, voluntary, or funding, be held accountable for gender equality and social justice?

Leadership and the Next Generation

- How can we foster and support leadership for equality and justice?
- What would it take for more young women to identify with and become active in the global women's movement?
- How do young women want to transform the women's movement or development practice?

Special Events

Forum Plenaries

AWID's plenary sessions were designed to challenge participants, bring more depth to select Forum sub-themes and highlight key thinkers and rising stars in the Global Women's Movement. AWID worked hard to make the plenary session different from those of past AWID Forums—to avoid standard panels of "talking heads," but to present speakers with divergent points of view and who represented different geographical regions. (Please refer to the attached Forum News for descriptions of the plenary speakers and their discussions.)

Topics included the following:

- Day 1: Leading Solutions for Equality and Justice
- Day 2: "The F-Word:" What would it take for more young people to identify with feminism?
- Day 3: Are gender equality and social justice ultimately achievable within capitalism?
- Day 4: Taking Responsibility for Equality and Justice

Issues raised during the plenaries carried through to the Encuentros sessions. "The F-Word" in particular generated a great deal of discussion. Please see the summary of Encuentros Highlights in Appendix B.

"The 'Capitalism' Plenary was superb! All women need to learn to understand the language and realities of a global economy." --Forum Evaluation

"The Saturday morning plenary was excellent—very substantive and well-organized. The speakers from diverse viewpoints and nations were wonderful. Thank you!"--Forum Evaluation

Young Women and Leadership Program

Since 1996, AWID has taken enormous strides toward becoming the kind of organization that truly values and recognizes the important contributions young women make every day to the fields of international development and human rights, and that encourages a sense of mutual respect and responsibility between people, whatever their age, experience level, background, or history. The Forum provided an excellent opportunity to open many doors to young women committed to this field and to ensure that their ongoing contributions to this work were fully applauded. It provided a strategic opportunity to challenge what each of us recognizes as

“leadership,” and to look at some of the intergenerational issues that impede solidarity between women of different generations.

We worked hard to bring young women from around the world to attend the Forum, and to ensure that their participation, once they arrived, was meaningful and positive. In fact, young women were integrated throughout all the Forum’s activities. An entire sub-theme focused on “Leadership and the Next Generation.” One of the plenary sessions, moderated by Irshad Manji, a young Canadian TV journalist, addressed the question “what would it take to make feminism more accessible to young people?” Other highlights included the Mentorship Program, Coffeehouses, and two AWID-facilitated workshops, as well as concurrent sessions designed and presented by young women from around the world. (See Forum News for more information on all of these exciting programs.)

All this and more made the Forum’s Young Women and Leadership Program one of the most valuable parts of the Forum. In fact, when asked about concrete tools and information participants learned that they planned to use in their work and/or studies, participants consistently noted the approach taken by the Young Women and Leadership Program; this ranked second only to networking/contacts in responses to Forum evaluations. In addition, notes from daily Encuentro discussion groups revealed that the two key issues most groups grappled with were “feminism” and “young women.” The Forum marked the successful end to Phase I of the Young Women and Leadership Program’s development. The stage is now set for a much more ambitious second phase.

Funders’ Forum

The Funders' Forum presented a series of events related to resource mobilization for the Global Women's Movement. The activities included the following sessions:

- **A Funder's Perspective on the Global Women's Movement**

Moderated by Julie Shaw, Urgent Action Fund, USA, donor representatives assessed and discussed critical trends and issues within the Global Women's Movement, such as integrating women's human rights into sectoral work, and the impact of funding flows on program directions and vice-versa.

Nicky MacIntyre, Global Fund for Women, USA; Will Jensen, Mama Cash, Netherlands; Diana Rivington, Canadian International Development Agency, Canada; Barbara Sullivan, The Ford Foundation, USA; and Margaret Lycette, US Agency for International Development, USA talked candidly about the following questions:

- As funders what is our relationship to the Global Women's Movement?
- What roles do we play? What roles should we play?
- What do we see as the emerging trends in the movement? How will those trends influence our funding strategies?
- In what ways do funders influence the agenda of the movement? (pro and con)

- To whom are we accountable? To whom should we be accountable?
- Do we view ourselves as part of the movement, as supporters of the movement or both?
- How do we determine our strategic focus?
- How much influence do women in philanthropy have on the availability of funding for women and girls? Is that changing?
- What are the challenges for us as women working inside philanthropic organizations?
- How has philanthropy been affected by the Global Women's Movement?
- How well does the funding community reflect "feminist" values and practices?
- Is there such a thing as "feminist" philanthropy?

- **Supporting Sisters: Emerging Women's Funds Around the World**

Co-sponsored by the Global Fund for Women and Mama Cash, Rita Thapa, Tewa, Nepal; Bisi Adeleye-Fayemi, African Women's Fund, Ghana/UK; and Marta Lamas, Semillas, Mexico talked about how to establish sustainable philanthropy focused on indigenous women in the Global South.

- **Raising Money for Social Activism**

Nicky MacIntyre, Global Fund for Women, USA, led a skills building session on how to write a winning grant. This was specifically tailored to the needs of non-profits and activists in the global woman's movement.

- **Bringing Donors and Activists Together**

The Global Fund for Women hosted a lively evening caucus that put donors and activists into a casual setting together to mingle and network.

- **Evaluation: Burden or Blessing?**

Mama Cash, Netherlands, polled and educated participants about grant evaluation techniques and measuring program impact.

Off-Site Visits

US Congress Site Visit

In partnership with Women's EDGE (the Coalition for Women's Economic Development and Global Equality), AWID brought over 150 women to the US Capitol to meet with representatives in 34 Congressional offices on Friday, November 12. The day offered training for participants on effective communication skills, a luncheon with a Congressional speaker and an afternoon of educational meetings, led by experienced team leaders. Women from developing countries presented experiences and stories that humanize US foreign policy. Women from the United States dispelled the myth that the American people do not care about investing globally. Of the 59 women who completed an evaluation form, eighty-five percent rated the advocacy training as excellent or good.

More than two-thirds agreed to bring what they learned home with them and educate others about trade and development issues. (See Appendix C for more details.)

"This was a unique opportunity to influence and educate policy makers and their staff." --Jan Douglas, NGO staff member working on aboriginal issues in Western Australia.

World Bank Site Visit

In partnership with Women's Eyes on the World Bank, AWID brought over 150 women to meet with key policy makers at the World Bank on Friday, November 12. The day offered an introduction to World Bank policies and gender policies and persuasive communication strategies. At the Bank, participants first met with gender and civil society department heads. Later, the group was divided based on interest into nine groups covering the following topics: Regional specific issues, Gender impact of Bank assistance, Transportation, Health, Education, Rural Development, Policy Research, Poverty, and Private Sector issues. The day was followed by a World Bank-sponsored reception that allowed participants to rub elbows with key decision-makers. Word-of-mouth reviews were of extremely high quality – participants were pleased to be able to have an inside view into how decisions are made and what kind of policies are being set to ensure that gender equality is a viable part of present and future Bank work.

AWID Forum News

Forum News, the daily newspaper of the conference, covered substantive issues emerging from plenaries and sessions, provided details about what was happening where and when, and gave background information on aspects of the Forum such as the subthemes and the Young Women and Leadership Program. It was common to see participants scattered throughout the lobby each morning reading the latest edition both to get perspective on the previous day's events as well as to find out what to plan for in the coming day. *Forum News* was clearly one of the tools that helped to create the community feeling that was evident among extremely diverse participants. It gave people valuable information; it provided a space for participants to share their own stories with others; and finally, it made a tangible and immediately available resource for participants to take back home to their own organizations as a record of the Forum. (Copies are attached.)

Cyber Cafe

Sponsored by Hewlett-Packard and Microsoft, the CyberCafe connected 18 networked computers to the Internet. Participants from around the world took classes, received individual assistance, or used the computers for their own purposes.

Classes in the CyberCafe included hands-on training, as well as information about the history and development of the World Wide Web and how to use the Internet for research. Additionally, participants received individual assistance in setting up e-mail accounts, learning how to surf the web, and converting files into Microsoft applications from other applications (e.g. Word Perfect into Word). Many participants

used the CyberCafe as a place to check their e-mail, work on presentations, or do research on the Internet.

The official hours of the CyberCafe were 10:30am-9:00pm. During the first day, the CyberCafe proved to be so much in demand that these times were extended by three hours. Throughout the Forum, there were waiting lines for use of computers. According to the AWID staff member who organized the CyberCafe, "the CyberCafe was so popular that we could have doubled the number of computers and lengthened the hours of operation and there still would have been people using it."

Exhibit Hall/Marketplace

A temporary community full of color, smiles, and the bustle of constant exchanges filled the hallways and room bordering the plenary sessions. Passersby emerging from nearby workshops and gatherings could hardly resist stopping to view the complete libraries of books for sale and brochures to peruse in the Exhibit Area. The exhibit booths, teamed by women and men from the organizations they represented, offered reams of information on topics ranging from microcredit to community development, from women's rights to gender auditing, and from policy issues to Internet communications.

Branching off from the Exhibit Area in a room lined with all sorts of crafts and goods was the Marketplace. Friendly artisans at the Marketplace came from near and far, including from the height of the Himalayas to the coasts of Africa. The Marketplace was designed to highlight small, women-owned businesses. Some vendors partially funded their participation in the event via their brisk sales. (See Forum News for a list of Exhibitors and Marketplace vendors.)

Encuentros

Facilitated networking meetings, called *Encuentros*, made up of randomly selected participants met for just over an hour the first three days of the Forum. The purpose of the Encuentro sessions was to create spaces for broader networking and bridge building than is commonly possible in meeting of this size.

Each Encuentro considered a specific theme designed to collect information about the participants and their assessment of the strategic directions of the Global Women's Movement.

The first day of the Forum, participants considered "Who are we? Why are we here?" On the second day, they asked, "What are the greatest challenges to achieving equality and justice? What have we accomplished to date in the face of these challenges? Where do we need to focus our attention next?" On the last day, the focus shifted to "What is our responsibility (as individuals, as organizations, as a movement) in taking on these challenges to achieve equality? How best do we support each other (across ages, regions, classes, etc.)? How should we foster leadership?"

(See Appendix B for a summary of the highlights of these sessions. This information was used in AWID's Strategic Planning exercise for 2000-2002.)

“The Encuentros provided just enough structure to allow people a “free” space to talk. They gave me an experience of grappling with difference in different ways. I had immensely interesting conversations with participants and co-facilitators.” --Barbara Williams

"The Encuentros provided familiar faces and a home base." –session notes

Media Education

This Forum proved to be the biggest and best yet in terms of media interest, generating significant mainstream and alternative radio, television, and print coverage. Working with Carrie Collins, a professional media consultant with years of experience with the environmental movement, AWID was able to convince key media representatives that the Forum offered a prime opportunity to have access to people with fresh and valuable perspectives on many newsworthy issues around women’s human rights and gender and economic development. Highlights include:

- A series of BBC Radio interviews;
- A live interview on CNN Headline News;
- Voice of America interview for French-language audience;
- C-Span coverage of the opening plenary;
- 15 hours of footage shot for “Women Building the Millennium,” a public television documentary on the Global Women’s Movement;
- ABC Radio interviews;
- Public Interest Radio Program featuring three Forum participants;
- and Hafsat Abiola – “Woman to Watch Out For” Award Winner – interview on Pacifica Radio’s Democracy Now.

Far-reaching coverage meant that the issues addressed at the Forum were able to reach a much broader audience than simply the conference participants.

The AWID Awards Reception and Cultural Events

On November 13, AWID presented awards to two individuals and one organization whose effective and transformative approaches for improving the lives of women and girls worldwide truly deserve public recognition. (See Appendix D for a copy of the awards nomination form as well as bios of all nominees.)

The Inspiration Award honored an individual whose initiative, leadership style, and unrelenting commitment have made a significant impact in advancing gender equality and social justice. The 1999 recipient was Pregs Govender of South Africa for her extraordinary leadership in the education, trade union, community, and political arenas in her country that has served as a model for others around the world.

The Leading Solutions Award honored an organization whose efforts have had significant impact in advancing gender equality and social justice. Turkey's Women for Women's Human Rights (WWHR) was the 1999 recipient. Founded in 1993 in Istanbul, WWHR raises public awareness about violations of women's human rights, effects changes in policies and laws, and improves networking and solidarity around the issue of women's human rights.

The Woman to Watch Out For Award recognized a young woman whose courage, leadership, and vision has had a significant impact in the promotion of gender equality and social justice. Hafsat Abiola, the 1999 recipient, is a human rights and democracy activist from Nigeria. She established the Kudirat Institute for Democracy (KIND), which works with women and youth to promote democracy and strengthen civil society in Nigeria and in the United States.

After the awards portion, Jothi Raghavan, a dancer trained in the Vazhuvoor tradition, performed. She is a dancer, teacher and choreographer who has won plaudits from critics and connoisseurs. Raghavan's latest venture "Kanya" (Woman) is a multimedia production that has won national acclaim. She is the founder and director of Nrityanjali, an educational organization specializing in teaching and promoting Bharatha Natyam in the United States. Her spirit and passion for artistic purity has enabled Raghavan to maintain the best traditions for which her art form is celebrated.

Members Forum

On the first night of the Forum, about 90 AWID members convened for a two-hour Member Forum (see "Member Dialogue Agenda" in Appendix E). The evening began with a synopsis of the history of the women's movement over the last 50 years and invitation to members to consider AWID's future. Thereafter, members broke into nine focus groups, including one Spanish group of 25 members (see "Focus Group Questions" in Appendix E). In focus groups members examined AWID's

place in the movement and offered ideas and suggestions on the programs and services AWID uses to advance gender-balanced just and sustainable development. The evening ended with a presentation that highlighted AWID's unique ability to bring practitioners, researchers and policy makers to communicate and strategize with one another in a non-United Nations setting.

Special effort was made to internationalize AWID's outlook on membership at the Member Trialogue. In addition to the Spanish focus group, AWID focus group facilitators were prepared to lead discussion in French. AWID Board members, 6 of whom are from countries outside the United States, helped Association members feel at home amidst the diverse expressions of cultures and ideas.

Other member services at the Forum designed to collect information on members and their ideas concerning the content and quality of the Association's programs and services included individual and institutional surveys that were conducted on site at the Forum. The surveys also aimed to collect demographic information about membership; identify which membership benefits are most valued; and identify competitive organizations and measure AWID's benefit delivery relative to what competitors deliver.

A New and Improved Program

In the late summer and early Fall of 1998, AWID sent a Call for Presentations to thousands of women, men and organizations around the globe committed to gender equality and sustainable development. In this announcement, we asked interested individuals and groups of individuals to respond to our vision: We envision a Forum that is innovative, provocative and interactive, where a diverse group of people – in age, background, experience, and opinion – come to together to develop leading solutions for equality and justice.

We asked for dynamic, innovative workshops, skills-building sessions, debates, creative sessions and visual presentations to speak to our subthemes. We asked for original content, diverse backgrounds and opinions, and presentations that addressed both problems and solutions.

Needless to say, we were inundated with hundreds of excellent proposals from around the world. Our International Program Committee spent many hours reviewing the proposals – to select a small percentage of those received was a daunting task. The result of our Call and our selection process over 80 concurrent sessions divided over seven time slots and more than 60 poster sessions were presented over the course of 3 days. (Please Appendix F for a full program description.) Below are our stated goals and their outcomes:

Equity, access and inclusion. Over 450 individuals were involved as program participants coming from over 85 countries representing a multitude of political and cultural contexts. (See below for concrete examples.)

Involving young women in leadership. Over one third of all sessions involved women under the age of 30.

Overcoming language barriers. Each day, a select number of sessions were interpreted into Spanish and French. A number of sessions were presented in languages other than English. Interpretation volunteers were available to translate 26 languages. The Forum News included original-language articles in French and Spanish.

Fostering effective networking. Of 169 Forum Evaluations, respondents rated networking just below plenaries and sessions as the most useful part of the Forum.

Building practical skills. Each day, at least two skills building sessions were highlighted ranging from violence prevention to gender-based budgeting.

Actively engaging participants. Most sessions were not just “panel presentations,” but instead facilitated dialogue and small group work.

Giving everyone a voice. Presenters were regularly urged to recognize the diversity of participants – diversity in age, cultural background, language, political context, physical ability and professional expertise.

Ensuring quality over quantity. Participants could choose from 10 high quality concurrent sessions during each time slot – past Forums had as many as 20 sessions to have to choose from.

Take a look a sampling of the Program:

Building an Inclusive Development Agenda: Creative Partnership with Women with Disabilities

Astridah Kanpansa, Zambia National Association of People with Disabilities - Zambia

Susan Sygall, Mobility International USA - USA

Tina Singleton, Mobility International - USA

Lizzie Longshaw, National Council of Disabled Persons in Zimbabwe - Zimbabwe

Venus Ilagan, KAMPI-Phillipines - Phillipines

Eileen Giron, ACOGIPR DE R.I. - El Salvador

Gordana Rajkov, OXFAM - Serbia

Since women with disabilities represent up to twenty percent of the world's female population, the majority living in less economically developed countries, their inclusion and leadership in the international development community will add exponentially to the success of human rights and sustainable global development efforts. A panel featuring women leaders with disabilities from Southern regions and representatives of US-based NGOs will describe innovative strategies and partnerships to bring women with disabilities into the international development community. Using hands-on skills building and creative problem-solving activities, each participant will develop action plans for increasing effective partnership with and inclusion of women with disabilities.

Why is Women's Empowerment so Critical to Development?

Rekha Mehra, WIDTECH - USA

Taheera Yasmin, Oxfam/UK - Bangladesh

Carmen Velasco, Pro Mujer-Bolivia - Bolivia

Quratul Ain Bakhteari, Directorate of Primary Education - Pakistan

Charity Kabutha, African Women Leadership in Agriculture and the Environment - Kenya

This panel will expand the debate on empowerment as it presents experiences in women's empowerment programs from different regions, agencies, and perspectives across the world. The facilitators will demonstrate why empowerment is so critical for women's ability to improve their well-being, and that of their families and communities while they discuss their first-hand experiences with empowerment programs that have been tried and failed as well as those with promising practices. The interactive nature of the workshop is intended to generate many questions from the participants, so facilitators and participants can reflect on common grounds for successful programs, the reasons for failures, and the impact on women, their families, and communities.

International Lessons from Women's Political Organizing and Advocacy

Lisa Veneklasen, Global Women in Politics/The Asia Foundation - USA

Eva Cayanan, Democratic Socialist Women of the Philippines - Philippines

Nader Tadros - Egypt

Malena Montis, Cenzotle - Nicaragua

Valerie Miller - USA

Women's groups have produced crucial lessons about the roles that community organizing, consciousness, and citizen participation play in building new relations of

power and strategies for advocacy. The particular contributions of women's organizations need to be analyzed and recognized so they can be applied more effectively and widely to groups concerned about similar questions of power, equality, and justice. Workshop presenters, brought together by the Global Women in Politics program, will discuss successes, limitations, and challenges to approaches to building women's participation in public decision-making and provide a conceptual framework for participants to critique and build upon their own experience.

Gender Perspectives on the Economic Crisis in Asia: Comparisons Across Borders

Gulnara Shahinian, Center for Gender Studies - Armenia
Betty Abregana, Silliman University - Philippines
Oyunbileg Baasanjav, The Asia Foundation - Mongolia
Anuradha Chenoy, Jawaharlal Nehru University - India
Linda Yarr, George Washington University - USA

Even while countries in Asia were riding the crest of economic dynamism, there were indications that women and children (especially girls) may have experienced widespread industrialization differently than men. In the current time of severe crisis, this disparity may mean even greater problems for women and children, especially with respect to nutrition, reproductive health, access to education and employment. Practitioners and academics from throughout Asia present their research on these issues and generate a dialogue on ways to use their results and conclusions to influence policy.

Women in Exile: Transforming and Empowering Across Borders

Spanish translation

Mahnaz Afkhami, Sisterhood is Global Institute – USA/Iran
Loune Viaud, Partners in Health - Haiti
Isha Dyfan, WILPF – Sierra Leone
Hafsat Abiola, Kudirat Institute - Nigeria
Julie Shaw, Urgent Action - USA
Loung Ung - USA/Cambodia

Five women activists, forced to leave their homelands by political events beyond their control, will discuss the plight of women in exile and the important role exiled activists play in advancing the human rights of women in their countries of origin and in the Global Women's Movement. Participants will be engaged in a discussion on what can/should be done to encourage and support women activists in exile.

Sexual Orientation, the Community Church, and Development

Mab Segrest, The World Council of Churches - USA
Karin Koen, National Coalition for Gay and Lesbian Equality - South Africa
Carol Johnson, Council for a Parliament of the World's Religions - USA

In the wake of intense backlash by right-wing political forces and conservative church groups, gays and lesbians throughout the world suffer repression and violence that is sometimes tolerated, sometimes even condoned by local religious leaders. Gay rights activists and church representatives explore the roots of community and church intolerance, its effect on gay men and lesbians, and efforts by activists in both

communities to build tolerance and understanding. Participants will be encouraged to relate their own experiences and respond to suggestions by panelists.

Men Against Violence Talk About Feminism

Dean Peacock, Center for Effective Public Policy - USA

Jonathan Stillerman, Men's Rape Prevention Project - USA

Kumi Naidoo, CIVICUS - South Africa

Oswaldo Montoya, Puntos – Nicaragua

Sharron Mendel, AWID - USA

A growing number of men around the world are beginning to organize in order to stop violence against women. Many of these groups identify themselves "profeminist" and work consciously to build bridges with their colleagues in the women's movement. A diverse group of men will come together to talk about what it means for men to work as "feminists" or "feminist allies

Fostering and Developing Leadership Among Young Women: Experiences from the Globe

French translation

Shamillah Wilson, Commission on Gender Equity - South Africa

Anasuya Sengupta, Queen Elizabeth House - UK

Fatima Seedat, Commission on Gender Equality - South Africa

Christine Kanyengo, University of Zambia - Zambia

Elena Gvozdeva, Novosibirsk State University – Russia

Without the existing skills and expertise of current activists and practitioners, the Global Women's Movement of the future could weaken and stray from the ideals of equality and justice. Therefore, training and empowering younger women to be the leaders of tomorrow becomes absolutely vital. This workshop, organized by young women involved in the 1998 AWID-AGI seminar, will focus on fostering leadership amongst young women from different cultural, political, and social contexts. Presenters from South Africa, Zambia, India, and Siberia will share context-specific experiences on the constraints they have faced in developing leadership amongst women in their field, and the strategies they have employed to overcome some of those obstacles.

The Forum Access Fund

With donors' generous support and an inclusive selection process, AWID helped to bring over 194 individuals coming from over 52 countries to the Forum. AWID wished to bring the following people to the Forum and succeeded:

Young Women. Over one third of Access Fund participants were under the age of 30.

Regional, national and ethnic diversity with emphasis on the Global South, Central and Eastern Europe and Eurasia. As mentioned above, Access Fund participants came from over 52 countries. Breakdown by region is as follows:

Africa – 51

Asia – 36

Central and Eastern Europe and the Newly Independent States– 32

Latin America – 32

North America – 29 (includes many foreign nationals working/living in the US/Canada)

Western Europe – 13 (includes Australia, New Zealand and Fiji)

Representatives from indigenous, refugee, aboriginal and disabled women's organizations. Approximately ten percent of Access Fund recipients represented such organizations.

Organizations and individuals who have demonstrated a commitment to and/or has an in-depth knowledge of gender justice, gender equality and women's human rights. All funded participants demonstrated such commitment.

Organizations and individuals who have a plan of action to share information, lessons learned and/or skills gained at the Forum with a larger network or community. All funded participants articulated such plans.

US Agency for International Development

The Association for Women in Development (AWID)

AWID's 8th International Forum: Leading Solutions for Equality and Justice - November 11-14

Award No: LAG-G-00-99-00032-00

Appendix 1: Other Direct Costs

Item	Original Budgeted Amount	Modified Budgeted Amount	Actuals
Postage/Courier			
ASAP			\$8,180.37
FedEx			1,249.42
Hotel (computer shipping)			170.00
Washington Courier			162.18
Pass through: Kathy Morrel & Associates			984.75
Subtotal Postage/Courier	\$10,000.00	\$13,000.00	10,746.72
Equipment Rental/Purchase			
Credit Card Machine Lease			230.00
Cathy Ohler (reimbursement for Cyber Café)			1,196.05
Copleco (photocopier lease)			735.67
Computer Rental			2,460.00
Deer Park (water service)			574.12
Dell Computer			1,400.80
Minolta (photocopier lease)			2,307.31
Pitney Bowes (postage machine and fax)			1,541.50
PC Zone (software)			463.23
Proxima Rental			750.00
Subtotal Equipment Rental/Purchase	3,720.00	3,720.00	11,658.68
Bank/Credit Card Fees]			
Bank Charges			285.00
Wire Transfer Charges			600.00
Interest on Line of Credit		4,942	60.00
Subtotal Bank/Credit Card Charges	-	4,942.00	945.00
Publications/Printing			
Reports	8,000.00	7,000.00	-
Total Other Direct Costs	\$21,720.00	\$28,662.00	\$23,350.40

US Agency for International Development
The Association for Women in Development
Award No: LAG-G-00-99-00032-00

As of 1/31/00

Item	Budget	Actual	Notes
Other Direct Costs	\$30,000.00	<u>\$23,350.40</u>	See Appendix 1
Registration, Travel, Per Diem, Transportation	<u>10,000.00</u>	<u>10,115.88</u>	See Appendix 2
Total	<u>\$40,000.00</u>	<u>\$33,466.28</u>	
<i>Unspent funds:</i>		<u>\$6,533.72</u>	
To be spend in producing final Forum News			

US Agency for International Development
 The Association for Women in Development (AWID)
 8th International Forum: Leading Solutions for Equality and Justice - November 11-14, 1999
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Appendix 2

Last Name	First Name	Country	Registration	Hotel	Per Diem	Per D Admin	Airfare	Taxes	Postage/ Courier	Fax/ Phone	Visa	Transfers	Total
Morrell	Kathy	USA	\$200.00	\$107.22	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$307.22
Bethea	Laura	USA	200.00	277.02	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	477.02
Fulton	Diane	USA	345.00	415.53	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	760.53
Murphy	Sarah	USA	200.00	532.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	732.00
Butler	Carmen	USA	200.00	418.50	275.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	893.50
Ohler	Cathy	USA	200.00	418.50	275.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	893.50
Tveitt	Tone	Canada	345.00	554.04	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	899.04
Bo Fall	Sokhna Diarra	Senegal	345.00	554.04	200.00	25.00	966.88	87.51	100.00	25.00	55.00	0.00	2,358.43
Kanyengo	Christine	Zambia	345.00	185.52	200.00	25.00	1,724.16	59.96	100.00	25.00	55.00	75.00	2,794.64
Total			\$2,380.00	\$3,462.37	\$950.00	\$50.00	\$2,691.04	\$147.47	\$200.00	\$50.00	\$110.00	\$75.00	\$10,115.88

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How AWID Evaluates its Efforts

Early in the planning process, AWID made a commitment to conduct a thorough evaluation of this Forum – both to gauge its relevance and meaning to the field and the Global Women's Movement, the effectiveness of the approaches piloted (such as Encuentros or the mentorship program), as well as the efficiency of planning processes and procedures.

Program selection processes included criteria that met our goals of diversity in terms of geographic representation, age, perspective, discipline, experience, politics, and more. These criteria were mirrored in the Access Fund as well.

AWID, an organization made up of 5 staff members, worked hard to ensure its internal controls provided adequate oversight and stewardship of donor monies. External review of these financial controls insured that processes met or exceeded generally accepted accounting procedures.

AWID designed several opportunities to strategically use the Forum to collect information from its membership about trends and themes in the Global Women's Movement. The Encuentros sessions, the Member Trialogue and new member survey, and the conference evaluation were designed to provide direct member to board input on the direction AWID will take in 2000 and beyond.

Since the Forum fell near the end of AWID's 3-year strategic plan, it provided an unparalleled opportunity to enrich the strategic planning process through targeted information-gathering.

Information was gathered through four key methods:

- 1) **Forum Evaluations:** evaluation forms were available at the last two days' plenaries for participants to complete; approximately 150 were completed. (See Appendix F for Forum Evaluations Summary.) Key findings included the following:
 - Over 2/3 of respondents rated the Forum as extremely valuable as a professional development opportunity, with many others ranking it somewhat valuable;
 - When asked if AWID should hold another Forum in 2002, all but two respondents answered with a resounding yes, citing reasons of continuity, empowerment and inspiration, global connection and unity, and specific follow-up with the young women and leadership program;
 - For the first time, participants were asked directly if future Forums should be held in Washington, DC; responses were almost evenly divided; the highest-ranking suggestions for an alternate location included "a developing country," Africa, then Asia;
 - Plenaries and sessions were clearly considered the most useful parts of the Forum, with networking and skills-building coming in second; and

- When asked about concrete information and tools that participants plan to use in their work and studies, the three highest-ranking responses were (i) networking/contacts (ii) ideas around Young Women and Leadership (the Forum's approach, mentoring, internship program information, girls' education, feminism), and (iii) up-to-date information about economics.
- 2) **Membership Trialogue:** About 90 people participated in this meeting, which was held the first night of the Forum. Dr. Kathleen Staudt of the University of Texas at El Paso, and an AWID past-President, provided a synopsis of the history of the women's movement over the last 50 years and AWID's role in the movement over the last 15 years. Next, members broke into nine focus groups to discuss AWID's objectives within the Global Women's Movement, to examine existing programs and services, and to offer new ideas and suggestions on AWID's future development. The evening ended with a speech by Dr. Mariama Williams of the Institute of Law and Economics, Jamaica, in which she heralded AWID as an organization that has created a unique, non-UN space for coalition building, networking, and solution-seeking within the Global Women's Movement. (See Appendix H for Membership Trialogue Summary).
 - 3) **Daily Encuentros Sessions:** facilitators' notes from these daily discussion groups were summarized in order to draw out trends. Key issues which formed the bulk of the discussions included feminism and young women. Key questions ranged from "what is the main objective of the women's movement?" to "does the current economics paradigm limit or ignore women and the environment?" Strategic implications suggested for AWID include 1) fostering leadership and reclaiming feminism; 2) connecting via the "trialogue," and 3) "taking on the world" – i.e. continuing much of the pioneering substantive work of people within the gender and development and women's human rights fields on issues ranging from economic justice to organizational change. (See Appendix B for Encuentros Summaries.)
 - 4) **Theme Tracking:** "theme trackers" were asked to dedicate themselves to attending only concurrent sessions in the theme to be tracked. At the board meeting immediately following the Forum, the bulk of the afternoon was dedicated to theme tracker reports in the following areas: Development and Economics, Human Rights, Organizational Change, Technological Changes, Young Women and Leadership, and Membership. Topics addressed in the discussions included highlights, resource implications, ideas for program/publications, internationalization of membership, and so on. This provided excellent substantive input to the strategic planning process. (See Appendix A for Theme Tracker Reports.)

1999 Forum International Program Committee

Recruited from all over the world, the International Program Committee was made up of activists and strategic thinkers—leaders in the Global Women's Movement. Special care was taken in bringing together committee members who represent international diversity (64% were from the Global South) and new voices—the next generation of young women leaders (30%).

Joanna Kerr, AWID Forum Chair, The North-South Institute – Canada

Mahnaz Afkhami, Sisterhood is Global Institute – Iran/USA

Sally Baden, Institute for Development Studies – UK

Leila Linhares Barsted, CEPIA – Brazil

Caroline Brac de la Perrière, New Ways – Algeria/France

Ariane Brunet, International Centre for Human Rights and Democratic Development – Canada

Nilüfer Çagatay, United Nations Development Program – Turkey/USA

Tina Choi, United Nations – USA

Ginger Daniel, Association for Women in Development – USA

Yassine Fall, Association of African Women for Research and Development – Senegal

Joana Foster, Women in Law and Development Africa – Ghana/Zimbabwe

Caryl García, AWID Executive Director, Association for Women in Development – USA

Amina Mama, African Gender Institute – Nigeria/South Africa

Yayori Matsui, Asia-Japan Women's Center – Japan

Jayshree Mehta, SATWAC Foundation, Gender and Science and Technology Association – India

Sharron Mendel, Association for Women in Development – USA

Alicia Mondesire, GRAMONDE – Trinidad and Tobago

Nancy Natilson, Pro Mujer – USA

Sharmini Peries, York University – Sri Lanka/Canada

Aruna Rao, AWID Board President, Gender and Development Consultant – India/USA

Lucía Rayas, Grupo de Información en Reproducción Elegida – Mexico

Mallika Sarabhai, Darpana Academy of Performing Arts – India

Julie Shaw, Urgent Action Fund – USA

Virginia Vargas, Flora Tristán – Peru

Mariama Williams, Planning Institute of Jamaica – Jamaica

Tatiana Zabelina, Institute for Youth – Russia

1999 Board of Directors

AWID's Board of Directors is made up of practitioners, activists, academics, and strategic thinkers—leaders in the Global Women's Movement. During the nomination and election process, special care is taken to develop selection criteria that emphasizes AWID's commitment to diversity. The 1999 Board represented greater international diversity than previous Boards—22% were from the Global South, and new voices—the next generation of young women leaders (17%). Of US Board members, two, including the Executive Director, represented ethnic minorities. All Board Members, except the Executive Director and Legal Counsel, are elected by the membership

Name Affiliation	Country of Origin/Ethnicity/Young Woman (under 35)
Aruna Rao, President, Gender and Development Consultant	India
Joanna Kerr, President-Elect, DIVA: Women's Rights International	Canada (YW)
Nancy Natilson, Treasurer, Pro Mujer	USA/Caucasian
Janet Duloherly, Interim Secretary, Abt Associates	USA/Caucasian
Caryl García, Executive Director, AWID	USA/Hispanic
Sonia de Avelar, CENPROFEM	Brazil
Marsha Tyson Darling, Georgetown University	USA/African American
Carolyn Hannan-Andersson, UN Office of the Special Adviser for Gender Issues and Women's Advancement	Australia
Ann Hudock, US Department of State	USA/Caucasian (YW)
David Kelleher, Consultant to Amnesty International	Canadian
Paola Gianturco, The Gianturco Company	USA/Caucasian
Alice Mastrangelo Gittler, Consultant	USA/Caucasian (YW)
Kate McKee, USAID	USA/Caucasian
Janet Momsen, University of California at Davis	Canada/UK
Magaly Pineda, CIPAF	Dominican Republic
Lucia Rayas, GIRE	Mexico
Joanne Sandler, UNIFEM	USA/Caucasian
Marcia Wiss, Legal Counsel, Wilmer, Cutler and Pickering	USA/Caucasian