

WILPF National Board Meeting, March 18, 2014 (part 1), via conference call

ATTENDANCE

Board Members Present: Ellen Schwartz, Eva Havlicsek, Laura Roskos, Marie Louise Jackson Miller, Robin Lloyd, Sydney Gliserman

Board Members Excused/Not in Attendance: Catia Confortini, Cheryl Diersch

Staff Present: Ria Kulenovic

Guests Present: Altaira Hatton, Barbara Nielsen, Deb Garretson, Deb Holley, LaShawndra Vernon, Mary Hanson Harrison, Millee Livingston, Nicole Scott, Odile Hugonot Haber, Peggy Luhrs, Sara Tess Newmann, Ann Flieschli, Barbara Reed, Barbara West, Darien De Lu, Edith Bell, Jeanne Sears, Joan Goddard, Kristin Alder, Laura Dewey, Libby Frank, Marge Van Cleef, Marliese Diaz, Melissa Torres, Nancy Graham, Nancy Ramsden, Rachel Nagin, Regina Birchem, Renee Prespare

Facilitator: Laura Roskos

Timekeeper: Robin Lloyd

Dashboard assist: Sydney Gliserman

Vibes watcher: Eva Havlicsek

Recorder: Cheryl Diersch. Preliminary notes provided by Ellen Schwartz and Laura Roskos, meeting was recorded for verification purposes. Recording destroyed upon approval of minutes.

SUMMARY OF DECISIONS TAKEN

- Ria Kulenovic's contract as Director of Operations for WILPF U.S. has been renewed for two years.
- Minutes from the November 2013 meeting of the WILPF national board were approved by consensus.
- Approval of the 2014 operating budget as presented at the January meeting.

Public portion of meeting convened at 8:30 ET/5:30 PT

Report of decisions made in Executive Session: Ria Kulenovic's contract as Director of Operations for WILPF U.S. has been renewed for two years. (unanimous, no stand asides)

WELCOMING STATEMENT

This meeting is convened for the purpose of advancing WILPF's work toward total disarmament and peace, human rights for all, and care for our earth. This is a safe space, free from discrimination of any kind based on gender, race, education, sexuality, age, social or economic status, ability, ethnicity, or any other status. It is the responsibility of all to maintain the safety of this space, and if any participant feels it has been violated, it will be the first priority of the group to re-establish it.

AGENDA REVIEW

Adjustments to agenda: Following the installation of incoming officers and directors, the newly seated board will meet in public session. Therefore, check-out for guests will occur at the close of that meeting. Barbara Nielsen and Nicole Scott were inadvertently left off the list of incoming Board members on the agenda.

MINUTES FROM NOVEMBER MEETING

Decision: Minutes from the November 2013 meeting of the WILPF national board were approved by consensus. (unanimous, no stand asides)

Minutes from the January board meeting were approved by e-mail consensus and posted to the website prior to this meeting.

TREASURER'S REPORT

Treasurer's report (attached): no questions from board members.

Questions and comments from guests: Renee says there are gratuitous things in the treasurer's report and it is misleading to state that "We have informed not only our board but our membership at major steps during this process" when in fact it was the board as a whole that communicated with members. This conversation went on to take up the entire time allotted for this discussion, which meant that several individuals who raised their hands were unable to contribute to the discussion. Sydney asks that we all be as succinct as possible so more people can participate.

Discussion of budget: Ellen is apprehensive that the budget might be unrealistic but she is okay with approval because she understands that it can be amended in the future if WILPF is not meeting its benchmarks.

Decision: To approve the 2014 operating budget as presented at the January meeting. (unanimous, no stand asides)

CURRENT WORK

Delegation to the commission on the Status of Women: Melissa Torres provided highlights of the Practicum and Local 2 Global. Orientation featured a round robin pairing Practicum students with Local2Global participants who shared their histories of activism. Practicum students learned about WILPF's issues, especially the "No Development without Disarmament" campaign, from Ray Acheson of Reaching Critical Will. Many of the Practicum students hailed from cities with WILPF branches, and they were able to learn about that structure from the Local2Global women. On the last night, both groups shared their project ideas and some Practicum and Local2Global women are teaming up for local actions, some are joining issue committees, some are collaborating on proposals for the WILPF National Congress and even making plans to go to The Hague in 2015. In particular, there is a group interested in forming a new WILPF issue committee on immigration.

Questions and comments from board members: Ellen is supportive of forming a new issue committee if there are enough people and if they have an action plan that is "SMART", focused, accountable. Robin was very impressed by Madeleine's work on 1325 at the CSW

and with the contributions of the Syrian women WILPF brought to participate, and interested to hear about the consultation between Bosnian and Syrian women.

Hiring update: Ria explained the following

- *Peace & Freedom* editor. Needed right away. Next issue to be published in May. Posted on WILPF US Website under Work for WILPF.
- Director of Program & Development.
- Centennial Coordinator has been hired: Nancy Murray, who has already attended some meetings of the Development committee and came to New York to help with the fundraiser at Abigail Disney.

Comments from board members: Ellen notes that we'll soon have a finalized job description for the National Congress Coordinator and be able to recruit and fill that position.

UN REPS SEMI-ANNUAL REPORTS

Rachel Nagin was able to join the WILPF delegation at the Commission on the Status of Women. This gave her a lot of perspective on what WILPF needs to do to strengthen gender and security agenda at the United Nations; for example, the Syrian ambassador to the UN spends more time talking to the ambassadors from the U.S. and Russia than to anyone from Syria. She came away with a fierce passion for getting CEDAW ratified in the U.S. and is going to develop some materials to help branches persuade their elected officials to vote for this, perhaps targeting those senators who have supported VAWA in the past.

Kristin Alder apologizes for tardiness of her written report. Most of her efforts as U.N. rep have focused on advocating for WILPF's position vis-à-vis the post-2015 sustainability goals. Specifically, WILPF is seeking a stand-alone goal on gender as well as a stand-alone goal on peace, demonstrating the adverse effects of militarism on sustainability. This work is detailed in her report.

Kristin also called our attention to some things on the horizon:

- She has a meeting scheduled with staff from the U.S. mission to the UN in mid-May to review progress on the U.S. National Action Plan on Gender, Peace and Security and to press for accountability on some of the key findings of WILPF's civil society consultation.
- 2014-15 is a period during which several important high level reviews will be taking place within the U.N. She is hoping to create a number of new processes and tools to bring WILPF members closer to the civil society opportunities available at the UN. One of these will be to hold open member conference calls after attendance at the various UN events she and Rachel are responsible for attending. Another will be to offer webinars on at least three of these review processes, one being the 9th review of the Nuclear Non-Proliferation Treaty and another the review of the CEDAW committee. She believes that for the Beijing+20 events, WILPF should take stock of progress made—or not—towards WILPF's original goals for the 4th World Conference on Women.
- Kristin calls our attention to the "Cities for CEDAW" campaign launched at the CSW, and hopes that WILPF will get involved.

Questions and comments on reports: Ann Fleischli asks if we have a quorum as specified under section IV.B.3 of the bylaws (A quorum for the National Board shall consist of the round number of Board members closest to 60% of the current Board positions.). Laura responds that over the past 9 years, this bylaw has consistently been interpreted to mean 60% of the currently filled Board positions; under that interpretation we do have a quorum for this meeting. Odile is glad that reps are connecting with branches; it would be good to circulate their written reports to branch members. Would it be possible to get a calendar of UN events the reps will be attending in advance? Kristin responds that she and Rachel are writing an article detailing this for the Spring 2014 issue of *Peace and Freedom*, adding that if they have time they will draft something shorter for an upcoming e-news. Eva expresses deep appreciation for the UN reports and all opportunities for engaging with the wider world; agrees that branches need to know more about this work. Robin is also excited by the reports and the level of energy of our reps. Barbara Nielsen encourages reps to consult with issue committee and branches before the various UN events.

MEMBER INFORMATION PRIVACY POLICY (second reading)

Staff has asked the board to create a policy governing the sharing of member's personal information so that they do not have to make decisions on an ad hoc basis or merely by reference to past precedent. This policy was drafted for our January board meeting by Theresa Stephens and Ria after first conducting an on-line survey of WILPF members to determine their feelings about privacy and confidentiality. After the January meeting, additional comments were solicited from members in an e-alert. These comments were all shared with the entire board.

Ellen is worried that paragraph three doesn't comply with PA state statutes. She understands PA law to require that there be a way for members to contact other members. She believes that the wording of paragraph three is too restrictive. An opt-out option should be available. Perhaps an opt-in would be legal, but she's not sure. Marie-Louise suggests that if a member wants to contact another member it should go through the national office, then staff could ask the member if she/he would welcome the communication. This is what her church does.

Laura notes that in order to have a policy, we need text that everyone can agree to. Despite two months' time passage, no one has drafted any substitute language or specific revisions to the original proposal. The staff has asked for our leadership on this, so how can we move this forward?

Ellen says let the new board deal with it. Eva does not want to receive any WILPF-related information that has not gone through the national office. She feels that our mailing list could be mis-used to promote political positions inconsistent with WILPF's. Laura believes that the wording in the draft policy is completely consistent with PA state law, which grants members the right to a membership list provided they have a bonafide purpose for requesting it. Ellen believes that the law goes deeper, that any member should be enabled to contact all other WILPF members at will. Robin agrees with Ellen's proposal for letting the new board deal with this. Robin notes that we are out of time for this discussion.

ELECTION REPORT AND RECOMMENDATIONS ON FUTURE ELECTIONS

Marie-Louise recalls her appreciation for the 2011 ballots and notes that in terms of engaging members in the elections process we have now gone from brief candidate statements to statements of 300 words, biographies on website, photos, "meet and greet" meetings by teleconference. The new nominating forms were developed by Sabreena Britt of the Sacramento branch. In the future, the nominating process will include interviews of candidates by the nominating committee but in addition all candidates or potential candidates should talk informally with current or former board members about their experience. Ria, Theresa, Joan Bazar and all members of the communications committee did an excellent job of supporting the needs and wishes of the nominating committee. She also wants to thank the Detroit branch for counting the ballots and all who participated in the interim Nominating Committee: Laurie Gates, Kristin Alder, Abigail Ruane, Sabreena Britt, Pat O'Brien, Laura Roskos. In addition, gratitude to all the candidates for ensuring a robust election, for which we are all winners.

Laura notes that the guidelines proposed by the nominating committee for future elections ensure that comparable data is collected from each candidate and ease the burden on the nominating committee by ensuring that files are labeled in a consistent manner. She then opens the floor to discussion.

Board members discussion: Ellen believes that it is important to ensure space for a dissenting vote which could be done by making a slot on the ballot for write in candidates for each office. She also suggests that all candidate materials, including letters of recommendation, be posted on the website to enable a broader view of each candidate. Marie-Louis agrees with Ellen's suggestion about the website postings as long as the candidates are comfortable with this. Eva says that it is important that the endorsers also consent to their names being published on the web, and if not comfortable that they be given options such as "a branch member" or something de-personalized. Laura adds that either in this procedure document or at a higher level of policy, it is important that WILPF adopt a consistent and well known "date of record" for pulling voter lists, as voting privileges are dependent on membership status.

Guest discussion: Darien would like to ask the nominating committee to outline a procedure to request a ballot and standard criteria to use in deciding if someone should be given a ballot. Regina doesn't think that recommenders would be honest in their appraisal if it is going to be published on the website. Regina doesn't understand why there would be a monitor overseeing and documenting the counting of ballots. Laura notes that at the International Congress in Sweden, the ballot counting took place in full view of the assembly and was photographed. Nicole would like clarification on whether letters of recommendations are to be given to the candidate or to the nominating committee. She also has concerns about having too much personal information about candidates on the website. Edith Bell agrees that only the candidate statement and brief bio should be on the website. Joan Goddard thinks the name of the voter should be on the outside envelope, likes the idea of providing for write in candidates, believes that members should be informed about the actual number of votes cast for each candidate. Barbara West has a common concern with both the privacy policy and nominating process: our default position should always be openness.

Laura wraps up discussion by inviting anyone who was not called on to send their recommendations to nominations@wilpf.org by the end of March so that the nominating

committee can revise these documents for approval by the 2014-15 board at the soonest possible time, because we'll be implementing the 2015 board elections before long. Issue is referred back to the nominating committee.

Laura explains that most standing committees have non-board members serving on them; while the chairs change with board elections the committee membership doesn't necessarily change. The chair will change as board members change but the committees persist—this is key to ensuring member involvement in WILPF. Currently, there are 5 non-board members serving on the nominating committee.

BOARD TRANSITION

Retiring board members Eva Havlicsek, Cheryl Diersch, Robin Lloyd, Marie-Louise Jackson-Miller, Catia Confortini, Sydney Gliserman, Ellen Schwartz were commended for their service, commitment, persistence, mindfulness and courage.

Robin notes that she hopes to continue on the Development Committee and is excited about our prospects for a Capacity Capital Campaign in the next year or so; she hopes that all branches and some at large members are planning events for WILPF's 99th birthday this April 28. Marie-Louise asks everyone to visit the womenstopwar.org website and give a donation. She has enjoyed representing WILPF and hopes to continue to be involved for the rest of her life. Eva has written a longer statement (appended here) but has one piece of advice to the incoming board: treat your staff person(s) with respect and appreciation. Ria is competent, contentious and dedicated to WILPF as an organization. Eva's hope is that this board will realize that bullying and micromanaging is no way to run a progressive organization dedicated to human rights. Ria may be "just an employee" as one long-time member informed me but she is the main reason WILPF has survived these last few months.

Mary Hanson Harrison, Altaira Hatton, Deb Holley, Sara Tess Neumann, LaShawndra Vernon, Barbara Nielsen, Nicole Scott, Odile Hugonot Haber, Deb Garretson, Millee Livingston, Peggy Luhrs, Laura Roskos, Catia Confortini were welcomed and installed as members of the 2014-15 board.

Under the bylaws adopted in fall 2012, all positions on the WILPF National board will henceforth be staggered, with 1/3 of the board seats coming up for election each year.

This portion of the meeting was adjourned 10:10 p.m. Eastern Standard Time.

Minutes respectfully submitted,
Cheryl Diersch

Minutes approved by unanimous consensus via email on April 22, 2014.

Appended reports: Treasurer's report and retiring statement, UN Representatives (2), Board Election Process Recommendation and Revised forms.

WILPF Treasurer Report
Board Meeting March 18, 2014
Submitted by Eva Havlicsek

The last finance committee meeting of the departing board was held on March 14 and was attended by Altaira Hatton. During the meeting we discussed many of the pending issues that the incoming finance committee will need to address.

This report is limited to current items of interest.

- The 2014 budget was provisionally approved In November so we have been operating with a provisional budget. I would like to make a motion at this meeting to approve the budget.
- Progress of 2013 audit: The DO and bookkeeper have been sending required documents to our auditor and we are on track to complete the audit in May. If required, an extension in filing date is available and incurs no penalty. The audit will be available to members at the Congress in August.
- The Annual Appeal brought in \$32,527.
- We received a bequest of \$18,875 in Feb. There may be an additional payment as this estate is finalized. If the total amount is over \$20,000 then this will be divided between the bequest savings fund, receiving 30%, and the operating budget, receiving 70%. Bequests under \$20,000 are divided at 10% to the bequest fund and 90% for the operating budget.
- The Sanjines Bequest of \$293,281 received by JAPA in 2012 has not been divided yet. We were not informed of the total amount until November of 2013. The treasurers of WILPF US and WILPF Int have agreed upon having equal proportions of this bequest but JAPA has not reopened negotiations since dropping out in October 2013.
- Negotiations with JAPA are moving at glacial speed. It has come to our attention that all members of the JAPA board have not received the information sent in November by our lawyers to the JAPA board outlining our requests nor have they received notification of the NY Attorney General's request for information. We have informed not only our board but our membership at major steps during this process.
- Legal fees incurred during the recall process are around \$6,000. Our board agreed that allowing a recall vote to be held outside of the parameters set by the PA statutes would be bad policy and bad precedent. We did not believe that the recall vote advanced the interests of the WILPF organization as a whole.

Consequently we did not immediately acquiesce to the demands of a minority of members. We were compelled to hire legal counsel to study the PA statutes, to notify the member's recall attorney of our position, to notify the AG of PA of all our communications and to advise the invalid interim board of their responsibilities under the law. As we advised from the onset, this recall was unnecessary, distracting, and harmful for WILPF.

- Our legal fees in attempting to obtain financial information from JAPA that any 501c3 is responsible for providing have been paid, but again were made necessary by the procrastinating of JAPA in providing information. The information has still not been provided and anyone who has contributed to WILPF through JAPA should be concerned at this refusal to provide information. We do not know whether your donations have reached our office. WILPF is reducing its responsibility for legal intervention now that the NY AG's office is handling the negotiations. This may take several months but hopefully we will have a mutual agreement before the end of another year. At no time has WILPF initiated litigation, even after receiving almost none of the financial reports we have requested over the length of time I have been treasurer. Reports to the contrary are incorrect.
- We believe that WILPF donors, and particularly major donors, have felt intimidated by other WILPF members who are intent on returning to the unsustainable relationship WILPF has had with JAPA in the past. This only serves to damage WILPF and remove funds from worthy projects.
- One item being passed on to the new board is development of an accurate branch responsibilities document to be written by the Membership Development committee with financial and legal requirements suggested by the finance committee. WILPF must account for all tax deductible donations made through a 501c3 organization. If branches receive a tax deductible donation for a specific project they must inform the national office of the amount and use of the donation because WILPF US is responsible for completing a form giving amounts and uses of all funds received through tax deductible donations. We have been lax in upholding this standard in the past and are putting the national organization at risk by not adhering to IRS regulations.
- I am hopeful that members will welcome Altaira Hatton as our new treasurer.

Farewell Statement

I would like to make a farewell statement as a retiring member of the WILPF US board. I have been involved in activism concerning issues of peace, civil and human rights, and economic justice for almost sixty years. As an activist, I have expected self interested and malicious attitudes from folks like Ronald Reagan, Dick Cheney, and the heritage foundation. But what I have been exposed to in meetings, emails, newsletters, and conversations with members while I have been a member of this board has been one of the most disillusioning experiences in my life.

My complaint is not with any member of our board, we have kept our squabbles civil with the help of board members who have acted as vibe watchers. My experience at the three regional meetings that I attended entirely at my own expense was frustrating. There was no opening statement to remind us to act civilly to one another, there was no vibes watcher, and I was not afforded the courtesy of explaining the actions that the board had taken at my suggestion. I heard so much about how Laura Roscos is destroying WILPF that I wondered whether members realize we are governed by a board, not an individual. I do not believe that Laura at any time published incorrect and inflammatory information about WILPF US. No email, no newsletter, no suggestions during board meetings advising members to stop financial support of WILPF or send inaccurate statements to the Attorneys General of Pennsylvania, Massachusetts, or New York. Laura and all members of our board have recognized that our fiduciary responsibility to WILPF is paramount and that friendship is not a sufficient reason to continue in a fiscally unsustainable relationship.

When I was asked by some membership council members to run for the board, I believe that I was being recruited to reign in the 'excesses' of Laura Roskos. At the first meeting of our Board in June, 2011, one of the board members commented that we all knew what the elephant in the room was. Since this person was a friend of Laura I knew she wasn't speaking about Laura. So I was perplexed but began my term by acquainting myself with the financial records that WILPF keeps and publishes twice yearly for members. I kept looking for Laura's misuse of funds, asking Laurie, our DO, to keep me informed of Laura's expenses. Much to

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my surprise, there weren't any. Travel expenses were used by staff and other board members, but not Laura.

As I learned more about the financial arrangement that WILPF had with JAPA, I realized that the elephant in the room was the relationship between WILPF and JAPA. While keeping such a spy eye on Laura, I had let a fiscally unsound relationship continue for several months until I consulted a CPA who pointed out serious problems with reporting and transparency in our fiscal relationship.

My reasonable questions, that any 501c3 should be required to answer, were met with silence or refusal to answer. There was a cloak of mystery shrouding JAPA's budget, balance sheet, donor list, Profit and Loss statements, etc. This alone was reason to question the competency, and even legality, of the operations of our 501c3 sponsor. However, with appreciation for the long relationship these two organizations have had, I continued my attempts to come to an agreement between WILPF and JAPA.

At board meetings in Nov 2011 and April 2012, mediation plans were suggested by WILPF board members and donors willing to pay for meetings, but were denied by JAPA as being unnecessary. We again approached JAPA in Jan 2013 with a draft Memorandum of Understanding to use as a document to begin negotiations for a legally binding agreement. When dealing with financial issues in the running of non-profits in the twenty-first century, we must have standards to insure that government regulations and legal requirements are being fulfilled.

During the seven months of non constructive response from JAPA, I began to realize that WILPF could not salvage our fiscal relationship with JAPA because we simply do not bring in sufficient funds to support both organizations as we had in the past when our pool of major donors was larger and JAPA was also sponsoring International WILPF.

After seven months of waiting for a response to our suggestion of legalizing our relationship the Finance committee at my suggestion, not Laura's, took a proposal to change our fiscal sponsor to the entire board. The day before the board meeting when the board would have a chance to announce and explain our

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decision, one of our board members forwarded to her entire email list an internal board email. This was not the action of a brave whistle-blower, but an unnecessary complication creating an atmosphere in which the board was seen as severing a long term relationship with no apparent reason when in actuality we were protecting ourselves from legal action for neglecting our fiduciary duties in continuing a dysfunctional system.

Although I was not surprised at the knee-jerk reaction of members to this decision, I was surprised at the lack of knowledge regarding the purpose of a 501c3 sponsor. Members made comments about JAPA financing individual projects and branch programs without recognizing that it was donors desiring a tax deduction who were financing programs through JAPA. One member even commented that with so much of our income coming from JAPA we were being fiscally irresponsible, again without understanding that JAPA was not funding WILPF; donors were funding WILPF through JAPA. With so much misinformation floating around we attempted to publish answers to members concerns.

What transpired next was that the elephant in the room became a herd of elephants in a stampede toward destruction of the US section of the Women's International League for Peace and Justice, an organization founded by several women including Jane Addams. Members demanded that we immediately reestablish the unsustainable fiscal relationship with JAPA. Our board came under attack for actions taken by previous boards. We were maligned in emails and newsletters that went to many members as well as non-members, damaging the reputation of WILPF. A recall petition went on-line. Board members, staff, major donors, and WILPF members were bullied and harassed. Members were told to renew at the low income level of membership of \$15 that doesn't even cover our payment of approximately \$19 per member in Section dues to International WILPF, let alone any of our operational expenses. Members were told not to support WILPF US but to donate to JAPA. And I ask you, for what? We had to a divided board, some of whom have spent the past seven months in a campaign to destroy the credibility of WILPF, a deeply wounded organization that has

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struggled for decades to eliminate the causes of war, support human rights, and protect our environment for our children and grand-children.

During this period of turmoil, the immaturity of intelligent, educated, and socially progressive women has amazed me. I have felt as if I were back in Jr High with the queen bee and her minions bullying the less popular girls. As I leave this board, I am sad but I believe that I have fulfilled my fiduciary duty to WILPF and have considered board decisions objectively, always with the commitment to do what is best for WILPF.

My one piece of advice to the incoming board is to treat your staff person with respect and appreciation. Ria is competent, conscientious, and dedicated to WILPF as an organization. My hope is that this board will realize that bullying and micromanaging staff is not the way to govern a progressive organization dedicated to peace and human rights. Ria may be 'just an employee', as one long term WILPF member informed me, but she is the main reason that WILPF has survived the last few months and losing her would be devastating to the future of our WILPF section.

Respectfully submitted by Eva Havlicsek,
WILPF Treasurer June 2011 to March 2014

UN Representative Update to the WILPF-US National Board
March 8, 2014
Rachel Nagin

Greetings WILPF-US National Board! Thank you for your service during your terms. I have greatly appreciated your leadership and guidance. To the new board, I am excited to build friendships with you and collaboratively guide WILPF over the next two years. I write to you on International Women's Day and in the first few months of my tenure as one of our UN Representatives. I am so pleased and grateful to share this opportunity with Kristin Alder and to follow in Abigail Ruane's and Maryann Deleo's footsteps.

As my first orientation to the position and WILPF's UN presence, I was able to attend the January event, "Women's Participation and Women, Peace, & Security Accountability in Syria: Geneva II Peace Negotiations and Beyond" with two speakers from the Syrian Women's League, Syrian Women's Network, and Syrian Women for Democracy. It was an incredible introduction to the role WILPF plays at the UN and an overall huge success.

The Syrian representatives shared their powerful stories and informed the full room of their demands of the UN Security Council in the upcoming Geneva II talks. Their demands and priorities included reserving 30% of the available seats during the negotiations; adoption of the Geneva I document; lifting the siege and providing monetary relief to Syrians; calling for an immediate cease-fire that will lead to the end of all military operations; and adopting/implementation of UNSCRs 1820, 1888, and 1960 to end gender violence. They detailed the need for better services for refugee camps from "health baskets" that include feminine hygiene products to smarter infrastructure including more bathrooms that are more accessible. (One representative detailed that "Sometimes there is only one bathroom for 500 people in these camps and women have to travel up to 1 km to reach it, where they are often harassed or worse. People are unable to live like human beings in these camps because there is so little funding reaching the camps.") The representatives shared some of the lessons they've learned from both the Bosnian and Irish peacekeeping efforts and, as a result, were adamant, though realistic, about the need for women to be part of the negotiation process.

It was thrilling to see how WILPF International was helping to facilitate their ability to address the UN community. Maria Butler noted that in bringing these two representatives to the UN, it was the first time the Security Council heard from Civil Society and independent women representatives. She asked for the present member states to include in their opening statements support for women's involvement in the negotiation process. This is the kind of work I have always believed WILPF was capable of - leveraging our relationship with the UN to internationally elevate the voices of marginalized women around the world, particularly those from war-torn areas. That this event so clearly linked disarmament to women's full and equal political participation and rights, as well as their livelihoods and survival, highlighted the important role WILPF plays within the international community.

I am so happy to be attending the Commission on the Status of Women (live tweeting from @WILPFUNRep) with the WILPF-US and international delegations. Already, it has been an incredible experience. I have had the great pleasure of spending time with the Local 2 Global and Practicum students as well as representatives from international WILPF - PeaceWomen, Reaching Critical Will, the Geneva office, Colombia, Nigeria, and Pakistan. Later today, we will all be together to hear from our Bosnian representatives and WILPF International's reflections on the Syria Peace Process. The CSW has really shown off the best of WILPF - our diversity of experiences, our intergenerational membership, our grassroots/human rights based framework, the strength and dedication of our women, our substantive gender perspective arguments, our critique of the neoliberal, militarized world order, and our friendships

and love between members. Amidst reports of terrible situations around the world, there has still been time for laughter and enormous respect for our delegations jet-lagged needs. I so look forward to the next two years and my part in strengthening WILPF-US' connections domestically, internationally, and with the UN. We really do wield power and influence here, especially in the NGO world. With the Women's Power to Stop War campaign and our 100th anniversary approaching, we have arrived at an exciting moment to shift the dialogue and build pressure for mainstreaming a holistic gender perspective and for structural economic change.

Thank you again for this opportunity. I look forward to sharing more with you about the CSW, et al, on the next board call. Viva WILPF!

TO: Members of the Board, WILPF-US

FROM: Kristin Alder, United Nations Representative for WILPF-US

DATE: Board Meeting, 18th of March 2014

In the two months since being appointed United Nations Representative for WILPF's US section, I have attended the 8th session of the General Assembly Open Working Group on Sustainable Development Goals (February 3-7, 2014,) and the United Nations' 58th session of the Commission on the Status of Women (March 8-15, 2014,) whose priority theme was the "Challenges and achievements in the implementation of the Millennium Development Goals for women and girls."

The General Assembly Open Working Group on Sustainable Development Goals sessions are of particular interest to WILPF. As the UN General Assembly reviews the successes and failures of the Millennium Development Goals (MDGs) and looks forward to the establishment of the post-2015 Sustainable Development Goals (SDGs), civil society voices are expressing the need for gender equality to be addressed throughout all development architectures. A thorough integration of gender analysis is of the utmost importance in the achievement of any development agenda. A gender perspective must be mainstreamed throughout the process. Further, approaches to the achievement of economic, social, and environmental sustainability must be founded on principles of economic, social, and human rights and inclusivity. NGO representatives (including WILPF) and some member states called for the establishment of a specific, stand-alone goal on gender equality and women's human rights, a goal focused on ending all forms of violence against women, a guarantee of access to justice for all women, the guarantee of economic justice for all women, a guarantee of political as well as sexual and reproductive autonomy for women, progressive health goals, the inclusion of environmental justice and the right to food, clean water, and sanitation, educational goals, and a consideration of girls' rights. Lastly, many called for a robust accountability framework.

Equally important to WILPF is the inclusion of a goal which addresses peace itself, and women's contribution to the peace process and moreover, asserts peace as a basis for sustainable development. In this vein, demands for the post-2015 SDGs include: a framework that promotes peace, addresses the root causes of conflict, ensures goals of conflict prevention and peace building and the involvement of women at every peel of the peace process, builds upon existing commitments: UNSCR 1325, 1820, 1888, 1889, 1960, 2106, and 2122, the Convention of the Elimination of all Forms of Discrimination Against Women (CEDAW,) Beijing Platform for Action Area E on women and conflict, and the UN's 7 point Action Plan for Gender Responsive Peacebuilding, and mainstreams women throughout the UN system, particularly the Security Council. Lastly, discussions focused additionally upon the insurance, through the SDGs, of the gender-equitable rule of law. In relation to this last point, member states and NGO representatives called for: the mainstreaming of gender throughout situations of conflict, transition, and post-conflict reconstruction, a minimum 30% target for women in governance, the enforcement of human rights law and the strengthening of accountability in relation to gender-based violence, an integration of human rights, gender equality, and conflict prevention and resolution into education, and the amendment of all gender-discriminatory and punitive laws against women and people of different sexual orientation.

The discussions of the Sustainable Development Goals are ongoing throughout the Commission on the Status of Women and though I cannot comment on any impact WILPF has

had on the Commission's Agreed Conclusions as they are yet to be decided upon, I can state that WILPF as a organization put forth a strong message regarding the interconnectivity of disarmament and development. Within the discussion of the achievements and challenges of the Millennium Development Goals (MDG,) we continually added our vision to the discussion. Militarization fundamentally undermines sustainable development and peace. In 2012, global military spending was more than \$ 1.7 trillion US. This is equivalent to over 24 years of foreign aid required to reach the MDGs by 2015. Military spending and militarism steal from the financing opportunities needed to support sustainable development, peace, and the advancement of human rights. Total disarmament and a redirection of resources from military spending to gender equitable socioeconomic development is necessary to accomplish not only the UN's goals, but WILPF's as well. I intend to comment upon the final draft of the Agreed Conclusions when they come out later this week in a forthcoming *Peace and Freedom* article.

Forthcoming:

1. I will be attending the Nonproliferation Treaty 3rd Prepcom for 2015 review, April 28-May 9 and the 5th meeting of states addressing a program of Action on illicit Small Arms and Light Weapons, 16-20 June 2014.

2. I have set up a tentative lunch meeting in early May with a member of the US Mission to the United Nations to both advocate for WILPF US's positions in relation to the UN schedule and to ask questions concerning the status of the National Action Plan on the Implementation of United Nations Security Resolution 1325 on Women, Peace, and Security. In the process, I hope to reiterate important points on human security raised throughout WILPF US's consultation process on 1325.

3. This upcoming year of 2014-2015 is a monumental year for both WILPF and the UN gender architecture. As we turn 100, the UN will be undergoing a 20 year review of the Beijing Platform for Action, the 9th Review Conference of the Non-Proliferation Treaty (NPT), reviews of the UN Security Council Resolution 1325 and the Committee on the Elimination of all Forms of Discrimination against Women (CEDAW,) the establishment of the Post-2015 Sustainable Development Goals, as well as ongoing discussions on both climate change and population and development.

In my role as UN Representative for WILPF US, I intend to create, with your support, a number of new processes/structures which will bring WILPF US membership closer to the tools available to civil society at the UN and vice versa. Some of my ideas include:

a. Open conference calls occurring after our attendance at UN conferences. These conferences would allow us to share what occurred at the conferences, answer questions, make suggestions for how members can get involved with UN processes at a local level, and create an open form for discussion.

b. Webinars to address at least three of the ways branches can get involved with upcoming UN events: the Beijing +20 review, the 9th Review Conference of the NPT, and the CEDAW review process.

1) Beijing +20 Review: It would be nice to create a vehicle that would celebrate WILPF US's role in the 1995 Beijing Conference, educate members on the status of the document, and create a discussion of the direction it needs to go in its ongoing implementation.

2) 9th Review Conference of the NPT: In preparation for the 2015 review, I see this webinar as an opportunity to allow UN Reps and experts from the DISARM Committee the opportunity to educate members on how to engage their own governments in the preparations/talks.

major 3) As CEDAW faces another high level review, the US is yet again facing the reality that our government is one of a handful who have not ratified CEDAW (Iran, Somalia, Sudan, South Sudan, and two small Pacific Island nations (Palau and Tonga) are the others.) However, the city of San Francisco ratified the Convention in 1998 and Portland, Oregon, Berkeley, California, and the state of Hawaii have all adopted provisions of the document since then. The Cities for CEDAW Campaign, led by the San Francisco Status of Women, the Women's Intercultural Network, and the NGO CSW NY, is attempting to get 100 US cities to ratify CEDAW in the next year. The campaign will initially focus on a few cities. (Mayors from New York City, Chicago, Atlanta, Houston, Baltimore along with San Francisco, launched the Cities for CEDAW Campaign at a UN CSW58 Forum.) A US grass-roots campaign organizing committee will engage other US mayors.

This webinar would engage a leader from this campaign to educate members both about CEDAW itself and the ways in which they can engage other organizations in their area as well as their local governments.

c. We will of course still continue to engage members through e-news alerts and *Peace and Freedom*.

Suggestion: I ask the Board to consider at some point changing the terms of the UN Representatives to overlapping terms rather than concurrent. It makes little sense to have two reps start anew every two years. In doing so, we create little opportunity for sustainability and growth.

I would like to thank the departing Board for their service and for the opportunity they have provided me. My genuine welcome to the incoming Board. I look forward to working with and getting to know each of you. I have little voice in my role as UN Rep unless it is galvanized by each of you and the many members you represent. Hopefully together we can put the tools we have at our disposal, the local and the global, to good use and create positive and sustainable peace.

Lastly, I am always available for discussion, feedback, and ideas. -Kristin Alder (alderkristin@gmail.com)



Election Process

Steps

1. Develop timeline for election and get approved by the Board
 - Deadline for application packet online: _____
 - Deadline for receipt of application packets from candidates: _____
 - Deadline for checking/ editing application packet documents: _____
 - Deadline for candidate revisions of any application materials: _____
 - Deadline for candidate interviews: _____
 - Deadline for approvals/ disqualifications: _____
 - Deadline for collecting member questions for candidates at Meet and Greet: _____
 - Date for Meet and Greet of Candidates: _____
 - Deadline for ballot info (photos, candidate names, positions and candidate statements) to Editorial Committee: _____
 - Deadline for ballot info going to print: _____
 - Deadline for Editorial Committee to place candidate photos, activist bios and resumes online: _____
 - Deadline for ballot mailing to members: _____
 - Deadline for ballot postmark: _____
 - Deadline for ballots tallied: _____
 - Deadline for installing new board: _____
2. Select branch to volunteer for ballot counting and neutral WILPF member(s) or non-WILPF member to attend counting for observation and photo taking.
3. Select individuals to perform interviews and assign which candidates they interview.
4. Determine which nominating committee member will set up candidate folders by name, store & organize candidate info. in folders.
5. Determine which nominating committee member will track dates application packets are received, email candidates back stating their packet was received and track what is missing and being revised.
6. All committee members will work on checking candidate application packets for standards being followed (See "election application packet standards" document)
7. Candidates will have so much time (see deadline above) to revise any application packet documents that have not met standards.
8. Interviews will take place to determine if candidates are qualified to run.

Disqualification Standards:

Candidates may be disqualified for the following reasons:

- ✓ Using the branch listserv for any campaigning. This is prohibited.
 - ✓ Being computer illiterate (as this makes board work and communications extremely difficult; computer literacy is a qualification for the board)
 - ✓ Not being available to attend 2 board meetings per year in person. (This is waived if the candidate can demonstrate a health reason that prevents him/her from doing so. In this case, the candidate must be present by phone or other call in means to the meeting. WILPF will not discriminate against any candidates.)
 - ✓ If the candidate's reported experience does not meet qualifications of the position applying for.
9. Candidates will be notified if they are approved to run or disqualified.
 10. Email all members about Candidate Meet and Greet and list of candidates and positions running for. Ask for questions for candidates.
 11. Committee will then email the Editorial Committee the candidate photos and candidate statements for ballot printing. Person who created candidate folders and has all documents should do this.
 12. Ballot should include:
 - ✓ Candidate Names
 - ✓ Candidate Photos
 - ✓ Candidate Statements
 - ✓ Letter to members
 - ✓ Voting Form
 - ✓ Return Envelope which requires voter's signature
 - ✓ Optional donation/ membership renewal form
 13. Editing Committee will send the ballots to print
 14. Committee will then email the Editorial Committee the candidate photos, activist bios, and resumes to the Editorial Committee to place online. Person who created candidate folders and has all documents should do this.
 15. Editorial Committee will mail out ballots to members.
 16. Send an email letter to all members about watching for their ballots. Determine who does this.
 17. Collect questions for Meet and Greet from members and email candidates the sheet of questions so they may prepare. Determine Nominating Comm. member to collect these, organize question form and email candidates.
 18. Hold Meet and Greet by conference call:
 - ✓ Use conference call in line that allows muting of participants, creates a queue or has hand raising of participants to speak, reports how many people were on the call, etc.

- ✓ Determine who facilitates and keeps time during the conference call
 - ✓ 1-1.5 hours max.
 - ✓ 2 minutes/ question to answer
19. Ballots get tallied and results are relayed to the current board and Nominating Committee.
 20. New Board members are announced at the next Board meeting



WILPF Elections: Candidate Application Process & Standards

Deadline for Application Packet: _____

Email to: nominations@wilpf.org AND the WILPF US Director of Operations, _____

Application Packet* Checklist for WILPF Board Candidates:

- Application Form
 - 1 Nomination Form
 - Candidate Statement
 - Activist Biography
 - 2 Letters of Recommendation
 - Self Portrait Photo
 - Resume
- ✓ Candidates are required to participate in a Candidate Meet and Greet with members. Stay tuned for date and questions to prepare answers for.

* Please see below for Application Packet Content and Formatting Standards

General Packet Standards:

- ✓ All documents in the application packet must use a font size of 12 and be single spaced.
- ✓ All documents submitted must be one of these accepted document types:
.pdf, .doc, or .docx
- ✓ All application materials must be submitted together but as separate documents before or on the deadline.
- ✓ In order for your application to be considered you must be current in your dues and an *active* member of WILPF for at least 2 years.

If you are unsure of your status, call the National Office (617) 266-0999.

Application Form Standards

Application Forms must...

- ✓ Be filled out completely
- ✓ Be labeled, "Application_Last Name"

Nomination Form Standards

Nomination Forms must...

- ✓ Be filled out completely
- ✓ Be labeled, "Nomination Form_Candidate's Last Name"

Candidate Statement Standards:

Candidate Statements must...

- ✓ Be 300 words maximum
- ✓ Focus on candidate's goals and objectives for the position campaigning for
- ✓ Include candidate's name exactly as it will appear on the ballot, position campaigning for, and length of time in WILPF
- ✓ Be in first person
- ✓ Be in paragraph format without indentation with one space between paragraphs
- ✓ Use appropriate language
- ✓ Be limited to candidates themselves, and may not mention opponents by name or allude to opponents. One may criticize positions and distinguish one's own position from other positions in general.
- ✓ Be labeled, "Candidate Statement_Last Name"

Activist Biography Standards

Activist Biographies must...

- ✓ Be 1 page maximum
- ✓ Focus on candidate's history/ background of volunteer and activist work, especially related to the position applying for.
- ✓ Include candidate's name exactly as it will appear on the ballot, position campaigning for, and length of time in WILPF
- ✓ Be in paragraph format without indentation with one space between paragraphs
- ✓ Be labeled, "Activist Bio_Last Name"

Letters of Recommendation Standards:

Letters of Recommendation must...

- ✓ Be from 2 WILPF members/ contacts
- ✓ NOT be family members of the candidate
- ✓ Be 2 pages maximum
- ✓ Be in paragraph format without indentation with one space between paragraphs
- ✓ Be labeled, "LOR1_Candidate's Last Name" & "LOR2_Candidate's Last Name"

Self Portrait Photo Standards:

Photos must...

- ✓ Be of the candidate
- ✓ Be a head shot (i.e.: an ID photo)
- ✓ Be of good quality: clear and medium to large in size
- ✓ Be labeled, "Photo_Last Name"

Resume Standards:

Resumes must...

- ✓ Be 2 pages maximum
- ✓ Use a professional resume format that candidates are comfortable using
- ✓ Be labeled, "Resume_Last Name"

Disqualification Standards:

Candidates may be disqualified for the following reasons:

- ✓ Using the branch listserv for any campaigning. This is prohibited.
- ✓ Being computer illiterate (as this makes board work and communications extremely difficult; computer literacy is a qualification for the board)
- ✓ Not being available to attend 2 board meetings per year in person. (This is waived if the candidate can demonstrate a health reason that prevents him/her from doing so. In this case, the candidate must be present by phone or other call in means to the meeting. WILPF will not discriminate against any candidates.)
- ✓ If the candidate's reported experience does not meet qualifications of the position applying for.

APPLICATION FOR US WILPF SECTION NATIONAL BOARD

Deadline:

Please refer to the Election Application Packet Standards on the WILPF US website and/or inquire with the Nominating Committee to receive this document.

* Information is subject to change and deadlines may be extended; inquiries are always welcome!)

US WILPF is a membership organization, mission-driven.

* PLEASE NOTE: The information you provide on this form and in connection with your application is subject to sharing with the WILPF US membership, except personal contact information (phone, email, and address).

Position you are applying for: _____

Name: _____

Address: _____

City: _____ State: _____ Zip: _____

Phones (please specify which one(s) you prefer to be contacted through by circling yes or no)

Home: _____ Contact Here: Yes No

Work: _____ Contact Here: Yes No

Cell: _____ Contact Here: Yes No

Email: _____

Line of work/profession: _____

How long have you been in WILPF? (2-year minimum for board members) _____

In addition to the specific job duties of each board member, by submitting this application for board member, the applicant agrees to all the following (please check):

- To serve (or complete) a 3-year term, barring unforeseen circumstances.
- To attend all board meetings — at least two a year — and make an active contribution at the meetings.
- To develop a respectful working relationship with WILPF staff members.
- To make WILPF one's priority activist involvement during the board term.
- To participate in the deliberations on and passage of the annual budget and make subsequent decisions, as needed.
- To participate in discussions and take responsibility for making decisions on US WILPF issues, policies, and other board matters.
- To communicate WILPF policy decisions.
- To promote WILPF locally as opportunities arise through one's professional, personal, and social networks.
- To be collectively responsible, with the full board, for the fiscal health of the organization and to work toward a goal of raising \$500 per year per board member, with the assistance of trainings, staff, and other board members.
- To commit to working as a team, following the democratic arts of conflict resolution, facilitation, collaboration, and delegation.
- To be cognizant of integrating fundraising, membership building, and program in all of WILPF's work.
- To have access to email and be willing to communicate with this and other technologies.
- When needed and with help from committee members or others, provide articles relevant to work area for Peace and Freedom.
- Conduct an annual committee (or work-area) evaluation of effectiveness (optional).
- Serve on ad hoc committees (optional).
- To carry out the specific duties of one's office on the board, according to one's job description.

For each of these application questions, please use 1-2 paragraphs to answer.

1. US WILPF is a mission-driven membership organization. What does that mean to you?

2. Please describe your involvement in WILPF:

3. Why are you interested in filling this position?

4. What skills you can offer in this position?

"Signed" (By submitting this application from the email address above that you present as yours, this application will be considered as "signed" by applicant.)

"Signed" Name: _____

Date: _____