

# WOCO 4: WORLD BOARD ELECTION BOOKLET

MAY 2021



Walking together, walking far

## 37th WORLD CONFERENCE 2021

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## INTRODUCTION FROM THE CHAIR OF THE NOMINATIONS COMMITTEE

One of your most important and influential responsibilities as a Member Organisation is to propose and elect the members of the World Board. Collectively, these individuals lead the WAGGGS Global Team, set strategies, policies and direction for a more dynamic and relevant global organisation and strive to provide increasing support and value to Member Organisations. The World Board is committed to listening and continuous learning, to being innovative, open and inclusive and to sustaining a collaborative and inspiring environment for staff and volunteers.

At the virtual 37th World Conference Member Organisations will elect six new World Board members, thus replacing the six members who stepped down in July 2020 having completed their term of office. On behalf of the Nominations Committee, I am delighted to present the fourteen candidates who were duly nominated by Member Organisations for election to the World Board 2021-2026.

Being able to recognise when and how we have practised leadership is key to being more conscious about who we are as leaders. For each of the ten WAGGGS leadership outcomes, candidates were invited to share an example of when they felt they achieved the outcome. To help Member Organisations get to know the candidates better these examples have been shared on the following pages, alongside each candidate's personal statement, skills and experience. As well as the recommendation from their Member Organisation (MO), all candidates who are standing named referees who provided professional references, and had a conversation with members of the Nominations Committee in order for us to better prepare this booklet.

As you peruse the profiles of our fourteen candidates, we invite you to think about who you feel may have the vision, skills and dedication to serve our Movement at the global governance level for the next five years. We value greatly your active partnership and careful judgment in identifying the most talented, versatile and committed individuals to join the WAGGGS Global Team at the World Board level. As a Movement that is strongly committed to promoting young women's participation in our governance and decision-making at all levels, Member Organisations are reminded that, as far as is practicable, at least one of the elected Board members should be under the age of 30 at the time of her election.

It is very important that Board members do not hold significant posts in their Member Organisation during their term of office, both to ensure that there is no conflict of interest, and that they are able to devote the time required to their Board role. Any candidates currently holding a significant position in their Member Organisation, have therefore been asked to relinquish this role within six months if they are elected to the World Board.

There will be opportunities before and during the virtual World Conference for Member Organisations to hear from and meet candidates. These candidates are talented women, with even more skills which have not been listed here in view of our space constraints. Do take the opportunity to talk with them, so that you have the information you need to make the best choice for WAGGGS.

Yours sincerely,

Grace-Anne Crichlow  
Chair, Nominations Committee  
World Association of Girl Guides and Girl Scouts



## LIST OF CANDIDATES STANDING FOR THE WORLD BOARD 2021-2026

Candidates for the World Board 2021-2026 are listed in alphabetical order by surname.

### HYACINTH BANGERO

Girl Scouts of the Philippines

### AMAL BENISSA

Boy Scouts and Girl Guides of Libya

### JESS BOND

Girlguiding UK

### ANA GABRIELA BONILLA RUBI

Asociación de Guías y Scouts de Costa Rica

### FIONA BRADLEY

GirlGuiding New Zealand

### JOCELYNE SANDRINE DELGADO

Guides du Sénégal

### MAHNAZ HOSSAIN FARIBA

Bangladesh Girl Guides Association

### CHAMATHYA FERNANDO

Sri Lanka Girl Guides Association

### CANDELA GONZALEZ

Asociación Guías Argentinas

### HELGA MUTASINGWA

Tanzania Girl Guides Association

### DEBRA NAKATOMI

Girl Scouts of the USA

### CHRISTIANE ROUHANA

Lebanese Federation of Girl Guides and Girl Scouts

### RUMBIDZAI TAZVIWANA

Girl Guides Association of Zimbabwe

### ANTONIA YIP

The Hong Kong Girl Guides Association

## PART A: CANDIDATES STANDING FOR THE WORLD BOARD 2021-2026

Please note that since the first round of nominations and publication of the original Election Booklet in March 2020, Miranda Cummings from Girl Guides Australia has decided to withdraw her candidacy.

**BIOGRAPHICAL INFORMATION OF CANDIDATES STANDING FOR  
THE WORLD BOARD 2021-2026**

# HYACINTH BANGERO



<b>Member Organisation</b>	Girl Scouts of the Philippines
<b>Nominated by</b>	Girl Scouts of the Philippines
<b>Age Group</b>	20-29
<b>Languages Spoken</b>	Hiligaynon as mother tongue, fluent English and Filipino

To become a member of the World Board never occurred in my wildest dreams, so to speak, but I am overwhelmed by the nomination of my beloved Girl Scouts of the Philippines. It dawned on me that if I get the privilege to be voted in, I will be able to represent my generation in the policy-making body of the World Association of Girl Guides and Girl Scouts and its advocacies. It always feels good to carry on the spirit of volunteerism, but to be one of those setting the direction for the world association is both an opportunity and a responsibility. As for me, the more diverse the group of decision-makers is, the less prone to groupthink the organisation becomes. Diversity does not only mean our ethnicity; language, and culture, diversity could also refer to our ages. The leadership in the organisation must also include us, below thirty, for we serve as the link between the girls who we once were just a few years ago and the adults whose wisdom is essential in steering the direction of the movement. I have observed how the leaders in position have struggled in maintaining to be relevant at this time to the world of girls and young women which might have been far different from their time, thus, given the chance, I can speak for the generation closer to mine of what's important for them, what their needs are, what challenges they encounter, and how they want the movement to help them prepare for their responsibilities in the home, the nation, and the world community.

### **Personal Statement**

Why would you like to become a member of the World Board, and how do you feel you can contribute to the work of WAGGGS?

## Leaders of the Movement...

TREAT HERSELF KINDLY

I may be dedicated to my work but I ensure that I live a balanced life. I make time for my family, loved one, friends, myself, and God. Every year, I take time off with my family as well as take a trip alone also to think about how life has been. When things are tough, I take a nap to gain some strength. I seek help from those willing and capable of helping me. Amidst all the pressure I face, I remain calm for I know that cramming will only worsen the situation. I take things easily, but seriously.

WORK WITH OTHERS TO CREATE SPACES WHERE EVERYONE CAN FULLY PARTICIPATE

Whenever I facilitate a workshop, the first thing that I would look into is the demographics of my participants. Then, I would design my programme of activities based on the ages, sex, and work of the people with whom I will be dealing so that everyone will feel at ease with the activities. I also make sure that everyone feels they are one with the group.

CHALLENGE HERSELF TO UNDERSTAND AND TAKE INTO ACCOUNT DIFFERENT PERSPECTIVES

This always happens during meetings where all of us come from different disciplines and that we wish to come to a decision that we hope could address all issues at hand. We can only achieve this in ensuring open communication among everyone and that whenever someone is speaking he/she is being listened to by the rest. It is by means of this that we can take into account the different perspectives which may be contrary to or in consonance with the decision we're making.

ADAPT HER BEHAVIOUR TO THE CONTEXT

As a teacher, marketer and public relations specialist, I always experience a sudden shift in my communication style for each responsibility requires a different personality. It took me a while to master this, but with experience, I can say that I am now a pro at this. My being a volunteer of the Girl Scouts of the Philippines and WAGGGS helped me a lot in developing this skill. I work with girls as young as 6 years old and women who are as old as 98. Things worked well for us.

CHALLENGE GENDER EXPECTATIONS

As somebody living in the third world, I truly see the disparity of gender expectations. As an empowered woman, I try my very best to earn a good pay more than enough for myself, so that I will be able to support my parents and my brother which is not the trend in the Philippines being the youngest one, and a young woman. Nevertheless, I believe that family support is not a role that a certain gender should play, rather, a responsibility and commitment. I see no issue with taking this role being a woman.

I do not react on matters without weighing all sides of the issue. Recently, Iloilo Girl Scout Council celebrated its 70th anniversary. An activity covered by the media triggered angst among the citizens after some fingerlings were released in the river. Many believed that the fishes were not natives of that area. The council refused to give a statement and opted for the government agency to give on its behalf. To clarify, I gave my personal view beefed up with research and interview with experts. The girls and citizens then shared my post, thus, countering the negative publicity we've faced.

Innovation comes in different faces. From where I live, we are still technologically-challenged. However, with the right motivation and correct use of talents of the people we're working with, we can come up with developments that can certainly improve the lives of the communities we try to help. The pandemic posed a great challenge to GSP. I was among the first people in the organisation to pitch the idea of holding #DigitalTraining to cope with the situation.

From one of the many books I've read I was taught that we should not make big decisions in our lives when we are extremely happy, sad, or angry. Most of the time, the decisions we are making are wrong for we fail to see the negative and positive impacts our decisions can have in our lives. From then on, I always wait for my emotions to be at a normal state before I take risks, commit, and decide.

My leadership principle involves developing girls to be even better than I am. I am always happy whenever I see the girls that I've been mentoring all these years achieve more. I am prouder if I see them become more successful than me for I know that I have taught them well and I have grounded them with the right values and attitude. The same goes now as I became a teacher. Of course, I take pride in my personal achievements, but if it is already my students who are achieving, I become the proudest.

I have been a Girl Scout for about 20 years now. Who and what I have become is greatly influenced by the programmes and training offered by scouting. I am submitting myself for the World Board with the aim of offering this life-changing experience to every girl in the world to be raised the scouting or guiding way. I believe that if girls are rooted in the right values for which WAGGGS is advocating, there will be less conflicts and division. I see WAGGGS not just as a foundation, but a bridge for peace.

SEEK THE INFORMATION SHE NEEDS TO UNDERSTAND THE FULL PICTURE

INNOVATE TO CREATE POSITIVE IMPACT

LEARN FROM HER OWN FEELINGS AND EXPERIENCES

EMPOWER ANY AND EVERY GIRL TO PRACTISE LEADERSHIP

MAKE CHOICES ROOTED IN HER VALUES



## Skills and experience

Young as I may be, I've already been exposed to many responsibilities in both my professional and volunteer life. As one of the Girl Representatives to the Central Board of the Girl Scouts of the Philippines in 2009-2012, it has been clear to me since then why we exist as a movement. I have seen the potential of being an organisation versus being just an individual. The bigger our organisation is, the better the respect we get from other entities. Thus, I understand fully why there is a need for us to campaign for more girls and young women to join us. Only then we can lobby for public policy not only in our countries but in the United Nations, in general. In 2018, my MO, the Girl Scouts of the Philippines made history by electing its youngest Central Board member in my person. I am so proud of the Girl Scouts of the Philippines to have achieved such a milestone. On the other hand, I believe that more than just enjoining a young person in the team, the individual must also possess the skills necessitated by the position. Currently, I am serving as Vice-Chairperson of the National Communications Committee, and a Member of the National Training Committee.

I completed my undergraduate degree in broadcasting at age 20 with high academic distinction. I immediately got hired by a regional mainstream television network and was given the position of Associate Producer. Such work exposed me to a lot of critical thinking, budgeting, planning, creating, hiring, and managing issues and concerns in the media industry. I held several responsibilities for national television for the same company at the same time, which earned me the skill of multi-tasking.

When I shifted to become a university instructor, I learned to be flexible in teaching students whose comprehension levels are varied. This skill was improved even more when I was appointed to be the university's Marketing Officer, and now Assistant Director of our unit – Philanthropic, External, and Alumni Relations. I got to work well and efficiently with people I barely knew. I invested my trust and confidence in them as we became a team. I respect their opinions and as their leader, I make sure that everybody's listened to, and that as we reach for a consensus, we also think about possible compromises to be sensitive about the group's diversity. Recently, I earned my graduate degree in mass communication.

I possess some desirable skills that would be an asset should I be elected. These are marketing and communications, including social media; external relations/government relations; fund development and donor relations; and crisis management.

**Marketing and Communications:** Because of my diligence at work and my team, we were able to hit our target, thus, after nineteen long years, salary increase was implemented by the management last year. My target market just like WAGGGS also involves young people, thus, learning about their demographics, geodemographics, psychographics, and behaviour graphics, is not that difficult anymore. I also deal with a lot of communications as assistant director of our unit, thus, developing Information, Education and Communication materials is my forte including social media management. In the span of three years, I was able to grow our follower count by 555% - from 9000 to 50,000.

**External Relations:** The heart of what I do in my professional work is external relations. I mostly do the coordination with the media entities when we have press releases and media briefing. I am also the one lobbying transactions with some government agencies in my country. I am not saying that while it is easy for me to do things in the Philippines, it would be the same in the international context. The point is, I have already gained the necessary skill and confidence that the next time I will be faced with similar situations with a different set of people, everything will not be a surprise anymore.

**Fund Development and Donor Relations:** Our unit handles the fundraising drive for the University. In our six years of existence, our major accomplishments include the establishment of three high-rise buildings, construction of a fountain of unity and scholar statue, and the establishment of seven trust funds for the advocacies of the University.

**Crisis Management:** I had been literally eating bomb threats for breakfast, lunch, and dinner on my second year working in the external relations. Good thing that I have been exposed to seminars that touched on crisis management. After some sleuthing, we were able to trace the identity of one of the suspects, thus, putting an end to the three-day crisis which made everyone in the organisation tense. I led the team coordinating with the media as well as managed the presence of the authority in the area. As they say, there is no better training than experiencing it first-hand.



## Voluntary and professional appointments

Positions held within WAGGGS, a Member Organisation, and professional, NGO or business appointments within the last ten years.

WORLD  
ASSOCIATION OF  
GIRL GUIDES AND  
GIRL SCOUTS

- Member, World Thinking Day Co-Creation Team 2020
- Member, Young Women Speakers Pool 2016-2018
- Volunteer, TheGoals.Org Pilot

MEMBER ORGANISATION

- Chairperson, Documentation Committee/Member, Workshops, and Publicity and Promotions, GSP's 25th National Council Convention
- Founding Member, GSP Digi Trainers
- Member-at-Large, Girl Scouts of the Philippines Central Board 2018-current
- Vice Chairperson, National Communications Committee 2018-current
- Member, National Training Committee 2015-current
- Overall Chairman on Steering Committee, Regional Senior & Cadet Conference 2014
- Girl Representative to the Central Board of the Visayas Region, Girl Scouts of the Philippines 2009-2012
- Girl Representative of Iloilo Girl Scout Council, Council Board 2009-2012
- Chairman, Senior Planning Board of Iloilo Girl Scout Council 2009-2010

OTHER  
VOLUNTARY  
POSITIONS

- Proponent, A Disaster Survival Kit Campaign 2015
- Volunteer Video Journalist, Typhoon Haiyan Story Hub in the Visayas 2013
- Volunteer Reporter, The Vote 2013: An Election Coverage in the Philippines 2013

PROFESSIONAL/ NGO/BUSINESS APPOINTMENTS

- Vice Chairperson, Information and Communication/Secretariat of the Crisis Management Team of the University of San Agustin
- Vice Chairperson, Media and Publicity Committee, Catholic Educational Association of the Philippines National Convention 2019
- Team Leader, Internal Quality Auditor of the University of San Agustin 2019
- Chairperson, Institutional Marketing and Promotions Committee 2019
- Member, Municipal Tourism, Culture and Arts Council of Barotac Viejo, Iloilo, Philippines 2019
- Member, Institutional Marketing and Promotions Committee 2018
- Adviser, Augustinian Communicators Guild 2016
- Instructor, Journ Academy 2016
- Member, The Outstanding Students of the Philippines Alumni Community 2014
- Chairperson, Communication Student Council of West Visayas State University -2013 2014
- Member, Ayala Young Leaders Alumni Association 2013

## Participation in events

Participation in relevant events within the last six years.

WORLD  
ASSOCIATION OF  
GIRL GUIDES AND  
GIRL SCOUTS

- Member, World Thinking Day Co-Creation Team Meeting 2019
- Young Adult Delegate, 36th World Conference 2017

MEMBER ORGANISATION

- Moderator, BakuNOW: Wastong Kaalaman Tungkol sa CoVid-19 Vaccine
- Moderator, Digital Training on Handling Finances in the Times of CoVid-19 Crisis
- Trainer, Basic Course Digital Training Pilot Delivery (National Level)
- Moderator and Lead, Digitally Yours presents TITalks
- Project Lead, National Teachers' Month: Tribute to Troop Leaders
- Facilitator, National Troop Leaders Forum 2016, 2017, 2018, 2019
- Facilitator, National Technical Assistants Training 2019
- Resource Person, Citizen Journalism and News Literacy Workshop 2019
- Facilitator, 22nd National Trainers Conference 2019
- Guest Speaker, Opening Ceremony of the Visayas Regional Junior, Senior and Cadet Camp 2018
- Speaker, 2nd Girl Scouts of the Philippines National Gathering of Girl Representatives 2017
- Peer Educator, Workshop Seminar on Free Being Me Programme for Senior/Cadet Girl Scouts 2016
- Assistant Coordinator, Regional Senior and Cadet Conference 2016
- Resource Person, Leadership Development 2016
- 75 National Young Achievers Awardee of the Girl Scouts of the Philippines 2015
- Resource Person, Gender and Sexuality – Regional Senior and Cadet Conference 2015

OTHER RELEVANT NATIONAL, REGIONAL OR  
GLOBAL EVENTS

- Participant, PACE Communication and Media Studies Conference 2021
- Participant, Communication Trends in 2021 and Beyond
- Producer and Voice Talent, Radio Module of the National Council for Culture and the Arts - Kruhay Hulagway
- Participant, Internal Quality Audit based on ISO 9001:2015 Standard
- Participant, EduTech Asia 2019
- Participant, PACE Communication and Media Studies Conference 2019
- Resource Person, Workshop on the Effective Communication 2019
- Attendee, Public Relations Asia 2018
- Trainee, Internal Audit Training on ISO 9001:2015 Quality Management System 2018
- Resource Speaker, The Leadership Communities Advocacy talk – Project Ideation and Management Workshop 2017, 2018
- Participant, Internet and Social Media Marketing Workshop 2017
- Reactor, Marshall McLuhan Forum Series on Responsible Mass Media 2016
- Ten Outstanding Students of the Philippines Formation Programme 2014



# AMAL BENISSA

**Member Organisation** Boy Scouts and Girl Guides of Libya  
**Nominated by** Boy Scouts and Girl Guides of Libya  
**Age Group** 50-59  
**Languages Spoken** Arabic as mother tongue, intermediate English



I joined the Girl Guides movement when I was seven years old and I grew up to become a leader first and WAGGGS honorary associate later. One of my most important achievements was that I was one of the leaders who created the ranger guides branch in my organisation and modified the constitution so that girl guides had their own positions. I believe in the success which impacted myself and all girl guides because of WAGGGS programmes, activities and initiatives that push girls forward with a positive impact on their lives through the skills and abilities they learn.

The principles of the Girl Guides movement can lead to good citizenship in a good environment through the following:

- Non-formal education which responds to the needs of girls and young women in society.
- Girl Guides movement experience provides opportunities for girls and young women to join in activities appropriate for each stage of age that can be adapted to individual needs.
- The educational programme addresses all areas of personal development and the well-being of the person (spiritual, social, emotional, physical and intellectual) in a balanced and flexible manner, and gives priority to developing relevant life skills reflected on girls and young women, family and community.
- Girl Guides experience is flexible and can be adapted for girls and young women from different backgrounds and needs, providing a safe environment for girls and young women affiliated with the movement.
- The experience with WAGGGS enables young women to protect their rights and create a safe and respectful space, providing a space to practise leadership principles and a deeper exploration of values that broaden the awareness of personal identities and values.

Through my personal experience I am looking forward to work and contribute with WAGGGS teams with different specializations, and to be an expert in training as trainer in leadership and strategic planning.

I have good knowledge about some aspects such as working in diverse environments and communication with others easily.

WAGGGS has a good impact in all aspects and I want to be part of one of WAGGGS' teams to exchange my experience with others, do my role in a pleasant environment and work with a flexible, open-minded and adaptable team.

## Personal Statement

Why would you like to become a member of the World Board, and how do you feel you can contribute to the work of WAGGGS?



## Leaders of the Movement...

TREAT HERSELF  
KINDLY

I established a merged group many years ago for blind girls (special needs) with normal girl guides aged 18-15 years old.

I found that both normal girl guides and guides with special needs worked together without any barriers and treat themselves kindly.

WORK WITH  
OTHERS TO CREATE  
SPACES WHERE  
EVERYONE CAN FULLY  
PARTICIPATE

When we share our activities (such as awareness campaigns, fun activities for families ... etc. ) with some organisations, schools, or universities, we find that these organisations and young women, who belong to it, want to have a strong relationship with the Girl Guides movement and make future plans to implement such programmes and activities together.

CHALLENGE HERSELF  
TO UNDERSTAND  
AND TAKE INTO  
ACCOUNT DIFFERENT  
PERSPECTIVES

Young leaders, when they begin their leadership roles, find that they are trying to get more information about their roles and challenge themselves to all the difficulties they face by trying to prepare distinct projects with content that meets the requirements in a short time.

ADAPT HER BEHAVIOUR TO  
THE CONTEXT

We must work hard to integrate ourselves and others by using all facilities and tools to adapt their behaviour to the context

- New members of the committee at the national, regional and global levels.
- New girl guides / scouts and brownies.
- When we target any segment of society to work with it.
- Others.

To start with, we must consider these people by preparing and introducing them to the code of conduct, explain to them the basics of the work and deal with them carefully until they are integrated into the context.

CHALLENGE GENDER  
EXPECTATIONS

This happens in any environment consisting of both genders and the girls have a passion to be successful, this happens in firms and organisations.

I encountered this when the “Parents of Guides” want to have all the information about the Girl Guides movement or when someone wants to do research on the Girl Guide movement at the same time, they have no idea about the movement.

I had to try to do the following to help them understand the full picture:

- find all the information he or she needs .
- try to make a plan to visit the headquarters.
- meet some of the leaders from different branches .
- give them books or newsletters about the guiding movement.

Girl guides leaders should have the capabilities to innovate and to create positive impact which will reflect on the persons and communities . This will be particularly in the activities with the community institutions to create a positive impact, which will be reflected in the name of the movement and image and the increase in membership, as well as obtaining more material and moral support, especially in humanitarian initiatives, charitable activities, educational activities and campaigns.

We should learn from the adult feelings and experiences in learning and send WAGGGS messages to the others

- Experts in various fields
- Girl guide leaders, experts in various fields such as Governance, planning, whose membership ends in committees at various levels
- Fellowship leaders

Leaders should enable girl guides and young leaders to exercise leadership by encouraging them to participate in various sessions, training sessions and training activities and trying to give them the opportunity to conduct research as well as gain experience by training themselves during the work assigned to them.

When girl guides leaders and young girls during their participation in world and regional events such as camps and conferences I noticed that their activities and decisions all the time taken related to their values.

SEEK THE  
INFORMATION  
SHE NEEDS TO  
UNDERSTAND THE FULL  
PICTURE

INNOVATE TO CREATE  
POSITIVE IMPACT

LEARN FROM HER  
OWN FEELINGS AND  
EXPERIENCES

EMPOWER ANY  
AND EVERY GIRL TO  
PRACTISE LEADERSHIP

MAKE CHOICES  
ROOTED IN HER  
VALUES



## Skills and experience

Based on my experience with the Girl Guides movement and as a civil engineer, I try hard to perform my role based on the mission and goals of the Girl Guiding Movement, and I can do the following:

- Work in a diverse environment
- Plan and prepare plans for various activities
- Preparing and arrange agreements and contracts between the various parties.
- Determine the needs of some tasks.
- Use the Internet and programme applications to conduct research.
- Reflect my experience (as engineer and mentor guide) working with WAGGGS teams to share the success of WAGGGS goals, this will be done during this course.
- Gain more skills and exchange experiences with my colleagues

I have the ability to achieve WAGGGS goals such as:

- Plan and make plans for different activities and programmes
- Analyse and interpret information
- Learn from others without restrictions and be flexible
- Cooperate with anyone who needs help and support.
- Respond to difficult situations
- Seek to learn from various opportunities.
- I have the ability to change my mind to get more benefits for WAGGGS and the Girl Guide movement.

The skills and experience within and/or outside the Girl Guiding/Girl Scouting movement are as follows:

- Governance/Constitutions (experience): I am a member of the committee to study and improve the constitution of Boy Scouts and Girl Guides of Libya 2017.
- Financial management, accounting and/or risk management (knowledge): I prepare many times the financial studies of many of girl guides activities such as camps and training courses and also in my work I made the financial studies of many projects.
- Research and Development (knowledge & experience): Most of my work done based on research in certain issues and preparing request s of proposals of many projects.
- Data Analysis/Monitoring & Evaluation (knowledge & experience)
- Fund development and Donor relations (experience)
- External Relations/Government Relations (experience)
- Influencing skills and advocacy (experience)
- Human Resources Management - staff and/or volunteers (experience)



## Voluntary and professional appointments

Positions held within WAGGGS, a Member Organisation, and professional, NGO or business appointments within the last ten years.

WORLD  
ASSOCIATION OF  
GIRL GUIDES AND  
GIRL SCOUTS

- Honorary Associate Member 2007-current
- Member of the Arab Region Committee for Financial Resources Development 2020-2021.

MEMBER ORGANISATION

- Leader of Ranger Guide group
- International Commissioner of Girl Guides of Libya 2001-2014

OTHER  
VOLUNTARY  
POSITIONS

- Volunteer evaluator of the constitution of Arabic organisation
- Member of capacity assessment and Evaluation for WAGGGS organisations of Arabic region (CAT – Mentor)

PROFESSIONAL/ NGO/BUSINESS APPOINTMENTS

- Vice-Chair of the national Committee to establish the Club of Libyan Engineers 2021.
- Head of contracts and planning department of ECOU (Engineering consultant Office For Utilities) 2020-2012
- AECOM (an American multinational engineering firm ) Libya Employee - Technical Staff 2011-2008

## Participation in events

Participation in relevant events within the last six years.

WORLD  
ASSOCIATION OF  
GIRL GUIDES AND  
GIRL SCOUTS

- CAT Mentors 2019 (capacity assessment and evaluation for WAGGGS organisations)
- 35th World Conference in Hong Kong, 2014

MEMBER ORGANISATION

- Administration leader in a leadership training study in Tripoli 2019
- Participated in the first meeting of leaders of ranger guides branch of Libya - in Benghazi 2019 – educational programme of the Branch
- Assistant leader at a training study for leadership in Tripoli 2015
- Many activities with my ranger group see the page on Facebook: [https://www.facebook.com/pg/girlguidesoftripoli/about/?ref=page\\_internal](https://www.facebook.com/pg/girlguidesoftripoli/about/?ref=page_internal)

OTHER RELEVANT NATIONAL, REGIONAL OR  
GLOBAL EVENTS

- 22nd Arab Regional Conference for Girl Guides, Tunisia -2019
- Member of many national committees
  - Preparing the design criteria of infrastructure projects
  - Standard Specification For drinking water No. 82
- Design of many structure and infrastructure projects in Libya



# JESS BOND

**Member Organisation** Girlguiding UK  
**Nominated by** Girlguiding UK  
**Age Group** 30-39  
**Languages Spoken** English as mother tongue, basic French



So many of my achievements, skills, friendships and proudest moments to date have been 'because I am a Guide'. I've seen first-hand the transformative impact of WAGGGS' educational method - from girls in my local groups taking action in their local community to young women leaders advocating on a global stage. I wish to serve on the World Board to empower even more girls and young women to change their world for the better.

If elected, I would support the needs of all MOs, appreciating the diverse contexts in which Girl Guiding and Girl Scouting operates. Having held national volunteer roles in my MO from aged 17 and with professional experience working with young people, I would bring ideas and energy to embed meaningful youth involvement throughout WAGGGS' decision-making.

As a trustee, I would act with integrity and empathy in the best interests of our membership. I would build positive relationships with stakeholders, based on trust and open dialogue. My strong sense of accountability and flair for creative, strategic thinking would also be beneficial. Together with staff and volunteers, I would work hard to ensure WAGGGS continues to be an inclusive, thriving and girl-led Movement, achieving our shared goals in Compass 2032.

The pandemic will continue to impact WAGGGS, our MOs and girls and young women globally for years to come. I know the World Board will face challenging decisions to maintain organisational resilience and financial health in future. But there will also be unique opportunities - to amplify our advocacy, to rethink ways of working and to positively impact even more girls and young women.

It is the chance to contribute to growing our membership and ensuring the long-term sustainability of WAGGGS which motivates me to stand for election, at a time when I believe our Mission is more important than ever.

## Personal Statement

Why would you like to become a member of the World Board, and how do you feel you can contribute to the work of WAGGGS?

## Leaders of the Movement...

TREAT HERSELF KINDLY

At work, I am designated safeguarding officer and deal with concerns about the wellbeing/safety of young people involved in our outreach programmes. This can involve working with challenging and emotive issues – I always try to stay calm and measured in these situations, especially when I need to quickly and sensitively make difficult decisions. After dealing with a concern, I often call on colleagues and friends for support and practice self-care to help my wellbeing. I take time out to reflect on my decisions, draw out learnings for the future in a constructive way and share my thoughts with others.

WORK WITH OTHERS TO CREATE SPACES WHERE EVERYONE CAN FULLY PARTICIPATE

I worked in the Procedural Team for the 2019 Europe Regional Conference to support and empower MO delegations to actively participate at the event. We ran bilingual pre-event webinars, set-up a dedicated email and provided templates with clear instructions and examples. During conference, we reached out proactively to delegates, offered orientation talks and drop-in sessions. We prioritised spending as much time as needed with MOs. We helped them to understand complex procedures, ensured their views were accurately reflected in proposed motions and amendments and discussed voting implications with them, to ensure they could fully participate in important decisions.

CHALLENGE HERSELF TO UNDERSTAND AND TAKE INTO ACCOUNT DIFFERENT PERSPECTIVES

As Girlguiding UK's National Lead Volunteer for Programme, I collaborated with staff and volunteers to transform our guiding programme for 500,000 young members aged 4-18. We provided different ways for over 50,000 members to participate in consultation and testing activities and received lots of feedback, positive and negative. I took responsibility for ensuring we fully understood girls' responses. Their views, and the views of their leaders, were regularly discussed at the monthly project board meetings, leading to changes in plans as appropriate. Due to this ongoing engagement, within the first six months, 12,000 local groups were using the new programme.

ADAPT HER BEHAVIOUR TO THE CONTEXT

In 2015, I facilitated at The Academy, an event for Guiding and Scouting members in Europe. This was the first time I had facilitated workshops at a joint event, so I undertook research and spoke to others to develop my understanding of the MO and NSO participants. In one session, it became clear that participants had very varied levels of understanding of the topic (mentoring) and different expectations of the session. I quickly adapted plans, by splitting into groups to meet everyone's needs in the best way possible. I demonstrated flexibility and a positive response to an unexpected challenge.

CHALLENGE GENDER EXPECTATIONS

When I was a trustee for Girlguiding Anglia, we approved running the first-ever 24-hour event for Rangers, based on how science, technology, engineering and maths (STEM) is changing the world. The aim was to encourage participants to be inspired and consider future careers in these traditionally male-dominated fields. The event was planned with young women working towards their Queen's Guide Award. It featured hands-on experiences at the University of Cambridge led by women leaders, talks from inspiring women entrepreneurs and a team competition where groups pitched their ideas on how science and technology could make a difference in the world.

At St George's, University of London, I led the development of a new five-year plan for widening access to the university for students from under-represented groups. I undertook extensive stakeholder consultation to review existing work, researched good practice and commissioned an in-depth data analysis, to inform a thorough, transparent and objective self-assessment of current performance and future priorities. Working alongside an academic colleague and students, I proposed a set of ambitious, but measurable, strategic outcomes to the University Council. I successfully led three rounds of negotiations with the regulatory body to secure final approval for the plan.

Working with an intergenerational team of Girlguiding Anglia volunteers, we developed and delivered 'Together We Can', an innovative social action event for young members of guiding and young people from other youth groups and schools in the area, based on the UN Millennium Development Goals (MDGs). Using our non-formal educational method, we delivered a creative and inspiring event. The young people brought their own personal interests and perspectives to the activities, and worked together to develop leadership skills and plan a project based on one of the MDGs to create a positive impact in their local community afterwards.

Last year, I joined a six-month professional group coaching programme for leaders from different sectors, with dedicated time to reflect on my strengths and areas for development. Although it was delivered virtually and I never met the coach nor other participants, we all worked really hard to build trust and rapport. I was as open as possible when sharing my own thoughts and feelings, and actively encouraged honest and constructive feedback. I benefited greatly from sharing experiences with leaders in different work environments. I have shared what I learnt with colleagues to help foster lasting change in my own leadership practice.

To celebrate 100 years of Brownies in the UK, girls in my group (aged 7-10) worked together in small groups to design and run a community challenge to support a local charity. Brownies took on different roles, researched and voted on a charity to support. They worked together to plan a fundraising/social action activity, including collecting items for a foodbank, doing a sponsored sing, collecting newspapers for an animal shelter. They committed to the challenges throughout the term and ran a showcase at the end, inviting representatives from the charities to hear what they'd done and receive the many items/funds raised.

My personal values are closely aligned to our Promise and Law - they motivate me to be a responsible citizen and make a difference to others. When I was recently asked to join a working group of the Haberdashers' Company, I modelled these values to engage in honest, open discussion and question different perspectives respectfully. Discussing sensitive topics with a diverse group of people who I have only met virtually has required me to be brave and step out of my comfort zone, sometimes re-thinking my own views whilst making strategic recommendations to have the greatest future impact on our membership at large.

SEEK THE INFORMATION SHE NEEDS TO UNDERSTAND THE FULL PICTURE

INNOVATE TO CREATE POSITIVE IMPACT

LEARN FROM HER OWN FEELINGS AND EXPERIENCES

EMPOWER ANY AND EVERY GIRL TO PRACTISE LEADERSHIP

MAKE CHOICES ROOTED IN HER VALUES



## Skills and experience

I have outlined below how I feel I meet the essential criteria for a World Board member:

I have an excellent knowledge of WAGGGS' vision, mission and values, from roles as a Europe Region volunteer and WAGGGS trainer. Understanding how WAGGGS' educational method works in different contexts was fundamental in my role as lead volunteer for transforming Girlguiding UK's programme and when supporting IC mentoring within Europe. As a member of the WAGGGS Volunteer Engagement Team, I've delivered webinars to the global volunteer pool and learnt about WAGGGS' leadership model and my own leadership practice.

At events, I've always valued sharing ideas and learning from members of different MOs (e.g. Full/Associate MOs, WAGGGS-only, SAGNOS, Joint Organisations and Federations). Along with WAGGGS Procedural Team roles, this has developed my knowledge of WAGGGS' structure and governance. I would bring experience of working in high-performing staff and volunteer teams, in and out of guiding. My intercultural awareness and communication skills have been enhanced by professional involvement in global university partnerships regarding diversity and inclusion.

I am passionate about enabling and empowering girls and young women to speak out about what is important to them, to influence decision-makers and effect real change. Their voices are even more important now, as the pandemic increases socio-economic and gender inequalities and political tensions worldwide.

I understand the legal, financial and regulatory frameworks of the UK charity sector and am willing to accept the responsibilities of a trustee, having served in this role for Girlguiding Anglia (a regional branch of Girlguiding UK with c.80,000 members). With well-developed strategic planning and monitoring skills, I am responsible for budgets of more than £1m at work, following all financial policies. As lead school governor for finance, I have scrutinised accounts, responded to audits and reviewed financial benchmarking, holding leaders to account to make best use of funding.

If elected, I would adopt a collaborative approach to board decision-making, but wouldn't be afraid to ask questions or constructively challenge, where appropriate. I would contribute to sensitive discussions with empathy and respect, as I did when discussing changes to Girlguiding UK's Promise and reviewing Girlguiding Anglia's property portfolio, to ensure the viability of a campsite/activity centre.

I am confident representing WAGGGS internally (as demonstrated through my role as a Teller at the WAGGGS Virtual General Meeting) and externally, using media relations expertise.

My ability to balance professional responsibilities with volunteer commitments demonstrates my personal resilience, and I would be pleased to give my time and energy to successfully undertake this role.

Regarding the desirable criteria of a World Board member, I have outlined relevant experience below:

**Governance/constitutions/legal and policy:** Experience developing and monitoring strategic plans, approving policies and complying with legal and regulatory frameworks e.g. health and safety, UK Charity Commission. On Girlguiding UK's national Council, scrutinised and approved changes to Royal Charter and Bye-Laws (constitution). As school governor, led a feasibility study regarding changing the school's legal status.

**Organisational development/design:** Led the creation of a new team at work with five staff and c.£750,000 budget. As a school governor, worked with Headteacher to ensure successful opening of new nursery provision.

**Financial/risk management:** Involvement in strategic planning and resource allocation decisions, at work and as a trustee. Accountable for university-wide strategic risks and member of committees, such as risk, audit & efficiency.

**Fund development/donor relations:** At work, prepare compelling proposals for donors and manage partnerships with high-profile bodies. As national lead volunteer, attended events with Girlguiding UK partners e.g. Google, EasyJet.

**Technology strategy/digital transformation:** As national lead volunteer, oversaw two workstreams focused on how digital could support Girlguiding UK's programme transformation, e.g. digital recording tool to track 500,000 young members' progress and deliver management information.

**Identifying/facilitating learning and development of others:** Mentor, facilitator and trainer for over 10 years, delivering a variety of sessions/events e.g. safeguarding, communications, programme. As national lead volunteer, ensured successful development, delivery and evaluation of new programme L&D framework for 100,000 volunteers.

**Marketing/communications/external relations:** Confident public speaker, member of national marketing and communications committee and media spokesperson for MO.

**Research and development/data analysis/monitoring and evaluation:** Significant project management experience - analysing data, implementing operational plans, developing monitoring and evaluation frameworks.

**Influencing skills/advocacy:** Member of first young delegation to UK political party conferences (aged 17), sharing Girlguiding UK's research. On national marketing and communications committee, approved Girlguiding UK's new approach to advocacy e.g. annual Girls' Attitudes Survey, creating UK-wide Advocate! Panel.

**HR management:** Lead a team of 12 permanent and 250 temporary staff at work. Chaired many committees and groups, motivating and inspiring others.

**Crisis management:** Managed internal and external crisis communications, acted as senior staff member at large events and sat on Business Continuity Plan Groups at work, reviewing operational plans and managing risks due to the pandemic.



## Voluntary and professional appointments

Positions held within WAGGGS, a Member Organisation, and professional, NGO or business appointments within the last ten years.

WORLD ASSOCIATION OF GIRL GUIDES AND GIRL SCOUTS

- Member, WAGGGS Global Volunteer Engagement Team (2020-current)
- Teller, WAGGGS Virtual General Meeting (Dec 2020)
- Procedural Team Coordinator, WAGGGS Europe Virtual EGM (Aug-Dec 2020)
- Procedural Team Member, WAGGGS Europe Regional Conference (Jan-Sep 2019)
- Mentoring Core Group Lead, WAGGGS Europe (2013-2016)

MEMBER ORGANISATION

- National Media Spokesperson (2006-current)
- Trainer and Mentor (2009-current)
- Chair, County Awards Committee (2018-current)
- Unit helper at Brownies (2019-current)
- National Lead Volunteer for Youth Programme Renewal (2017-2019)
- Member of National Council (2013-2019)
- Member of National Working Group on 'Welcome to Guiding' (2011-2013)
- Member of National Working Group on membership policy (2011)
- Member of National Marketing & Communications Committee (2007-2014)
- Member of National Centenary Management Group (2007-2011)
- Regional Lead Volunteer for Membership Growth and Retention (2016-17)
- Regional Trustee Board Member (2012-2015)
- Regional Chair of Communications (2011-2015)
- County Chair of Marketing & Communications, member of County Executive Committee and Finance Committee (2007-2011)
- Ranger Leader (2014-2017)
- Brownie Leader (2006-2019)

OTHER VOLUNTARY POSITIONS

- Lead school governor for finance on local primary school governing board (2020-current)
- Member and Charity Link Contact, Worshipful Company of Haberdashers (2010-current)
- Vice Chair of Governors on local primary school governing board (2015-2018)
- Lead school governor for health & safety on local primary school governing board (2012-15)

PROFESSIONAL/ NGO/BUSINESS APPOINTMENTS

- Head of Outreach & Widening Participation, London School of Economics & Political Science (-2020current)
- Head of Outreach & Widening Participation, St George's, University of London (-2018 2020)
- Widening Participation Manager, University of Cambridge (2020-2016)
- Widening Participation/Schools Liaison Officer, University of Cambridge (2016-2010)
- Masters Degree, Geography, University of Cambridge (2010-2006)

## Participation in events

Participation in relevant events within the last six years.

- WAGGGS Global; Volunteer Pool Induction webinars (as a facilitator), throughout 2020
- WAGGGS Virtual General Meeting, Dec 2020
- WAGGGS Europe Virtual EGM, Nov 2020
- WAGGGS Europe Regional Conference, Aug 2019
- WAGGGS Europe Regional Conference, Jun 2016
- WAGGGS Europe Mentoring for Growth Event, Feb 2016
- WAGGGS Global Growth Roundtable, Nov 2015

- Girlguiding UK International Strategy Workshop, 2020
- Girlguiding UK national Council Meetings and AGMs, 2013-2018
- Girlguiding UK national Trainers' Conferences 2015, 2017
- Girlguiding UK Wellies & Wristbands event, 2018
- Girlguiding UK Branches Commissioners Gathering, 2018
- Girlguiding UK County Commissioner Conference, 2016, 2018
- Girlguiding UK national Lead Volunteers Days, 2017-2019
- Girlguiding North West England Commissioner Conference, 2020
- Girlguiding Anglia 'Starburst' for Brownies, 2018
- Girlguiding Ulster Commissioner Conference, 2018
- Girlguiding Anglia Lead Volunteers Forums, 2011-2017
- Girlguiding Anglia Commissioner Conference, 2017
- Girlguiding Midlands Commissioner Conference, 2017
- Girlguiding North East England Trainer Conference, 2017
- Girlguiding UK Branches Training Weekend, Gibraltar, 2016
- Girlguiding Anglia Action & Adventure Weekend, 2015

- WAGGGS and WOSM Europe Joint Conference, 2016, 2019

WORLD ASSOCIATION OF GIRL GUIDES AND GIRL SCOUTS

MEMBER ORGANISATION

OTHER RELEVANT NATIONAL, REGIONAL OR GLOBAL EVENTS



# ANA GABRIELA BONILLA RUBI

**Member Organisation** Asociación de Guías y Scouts de Costa Rica  
**Nominated by** Asociación de Guías y Scouts de Costa Rica  
**Age Group** 30-39  
**Languages Spoken** Spanish as mother tongue, intermediate English



I have been a Guide and a Scout for 21 years, and I was one of those girls with a lot of needs, during 12 years as a beneficiary of the programme, I developed confidence and many skills and knowledge, I had a strong sorority network, and I have internalized the experience of my promise; I am aware that I had this privilege thanks to many volunteers. But also, I share the great need to reach more girls and young people to develop their full potential and have a fairer world, completely inspired by the impact of the movement around the world.

Compass 2032 and Motion 32 have motivated me to build that internal and external world that is required by girls and young people around the world, it is a commitment to be part of the solution. So, I stand for that, I offer my competencies to serve the Movement in this role that makes the decisions needed to ensure that WAGGGS is following that vision.

My experience from the local to the global level and knowledge about the different regions and continents help me to have a greater understanding of the realities . I am aware that it is not a role governing one specific area but for all regions.

In this case, through my nomination I want to put at the service of all Organisation my availability and interest in taking more responsibility to achieve the mission of WAGGGS. I am persistent, with strategic thinking, creative, team worker, adaptable, global citizen, with positive attitude and a constant learner. I want to grow and be a good complement to the team that makes up the World Board and work together to solve any challenge.

## Personal Statement

Why would you like to become a member of the World Board, and how do you feel you can contribute to the work of WAGGGS?



## Leaders of the Movement...

TREAT HERSELF KINDLY

With the pandemic, some of my projects had to change, everything became virtual, and many opportunities appeared. I had to stop, decide priorities and plan how to connect with the outside world and with myself.

I moved to a rural area with more outdoor space and fewer cases of COVID19, I enjoyed each project in which I was involved, I prioritised among many options and maintained closeness with my loved ones. I appreciate each sunset, birds singing, organic food, and laughter therapy as well as dancing to the rhythm of any song; it has been the perfect complement to balance virtual life.

WORK WITH OTHERS TO CREATE SPACES WHERE EVERYONE CAN FULLY PARTICIPATE

As former National Chief I am a permanent member of the National Assembly where 2 representatives are delegated per local Group. Normally discussions do not include all members, some people are excluded and delegates don't have enough information to play their role. So, I proposed my group, who had 2 young delegates, to create a secure space where all the members, regardless of role or age, felt listened to when expressing their opinions. After that, I wrote 4 motions to the National Board about inclusive and secure processes where everyone can fully participate.

CHALLENGE HERSELF TO UNDERSTAND AND TAKE INTO ACCOUNT DIFFERENT PERSPECTIVES

As Volunteer's Coordinator in a team working to research the livelihood conditions of migrants and refugees from Nicaragua, for the NGO Techo Costa Rica, I reached out to the local communities. There I met with different stakeholders from public institutions, local government, national and international NGOs as well as local volunteers. They allowed me to understand the reality of the situation and the diversity across the country in order to develop alliances on the local level as well as identify competencies to improve training for volunteers and better achieve our goals.

ADAPT HER BEHAVIOUR TO THE CONTEXT

To be National Chief of my MO demanded from me to work in very different contexts in short lapses, for example, there were weekends in which I was representing my MO in some formal external space as conferences and workshops, using technical language and few hours later I was visiting some groups and doing all kind of Guiding activities and using simple language for understanding of all the ages and backgrounds. Having a systemic understanding and adaptability capacity allowed me to bring the various realities to the Strategic Plan, Statutes, institutional policies, and agreements; as well as vice versa.

CHALLENGE GENDER EXPECTATIONS

I have heard many criticisms because my identity does not seem feminine, because I do not want to have children, for giving my opinion in decision making and influence spaces instead of just accepting what others impose, and for traveling alone to 18 countries/5 continents because it is dangerous for women. Being a Guide and Scout gave me the tools to challenge gender barriers and deal with the consequences of the sexist culture in which I grew up, that is why as a root of the change I trust it was to request that my parents take me to the Movement when I was 8.

In my maternal family we have had challenges in accompanying the active aging of my grandmother and my aunt with special needs, this mainly due to the distribution of tasks and the different opinions regarding what it should be. In my interest to motivate informed decisions in the family, I assumed the responsibility of understanding the point of view of all the parties involved, requesting opinions from institutions, reading legislation, and taking the due processes where they correspond. Likewise, I function in all the roles that I perform, trying to improve processes with the necessary information to have a greater understanding than a personal opinion.

Together with my MO National Board and the Board of Directors of the National Federation of NGOs, I have had the good fortune to develop a Strategic Plan with disruptive characteristics. In this plan we have assumed the challenge of seeking innovative solutions to establish actions and clear regulations that allow us to achieve institutional goals, even when that meant significant changes in how things were normally being done.

In this process, I was active in my MO to design the proposals that opened the definition and structure of groups as well as the roles of volunteers in order to increase a diverse membership.

When assuming decision-making roles I have faced challenges that should not exist since they are given by discriminatory treatment, mostly due to gender or age. These paths have at times been degrading and painful experiences. However, I have used the feelings and learnings from my personal experience to improve processes and eliminate barriers. They motivate me when assuming roles and always proposing improvements. I decided to be open with other people regarding my personal learnings. And honoring them by taking good practices with me and promoting them, so that we have better environments for those who come behind.

I have been honored to be part of the Young Women Research Team in charge of investigating Motion 32 on the participation of young women in governance roles at all levels of WAGGGS.

Young women around the world have taught me so much about the needs we have in this regard. We have different realities but the same desire.

During this process I facilitated sessions where young women gave opinions, analysed situations, proposed solutions, and made significant decisions. After it, we saw how even before the World Conference, the process itself and access to information empowered them to practice leadership.

Been a long-term volunteer in a Children's Home in Nairobi, Kenya, I faced a lot of challenges, the first 3 months were crucial to understanding the culture and challenges of extreme poverty, and learn the language.

In this situation, I have also learned how to express my views also in a situation where clearly I don't share the same experience and values as others, for example, related to the culture of peace, which is part of my values, in a violent environment, so I decided to propose a project that even now after 1 decade has positive consequences in the community.

SEEK THE INFORMATION SHE NEEDS TO UNDERSTAND THE FULL PICTURE

INNOVATE TO CREATE POSITIVE IMPACT

LEARN FROM HER OWN FEELINGS AND EXPERIENCES

EMPOWER ANY AND EVERY GIRL TO PRACTISE LEADERSHIP

MAKE CHOICES ROOTED IN HER VALUES



## Skills and experience

I have been part of Guiding for 21 years, 9 of them being a volunteer, in which I have assumed direct work roles with children and youth, governance, technicians, training, development of programme material, policy creation and in the committee that strategically advises the National Board of Directors.

During the last two years I have worked at the national, regional and global levels through the investigation of Motion 32, which has allowed me to better understand the diversity of member organisations and the realities of the regions. For this role I received induction from WAGGGS and I had the opportunity to be part of the consultative processes of Compass 2032 and the Regional Conference, so I have had knowledge of a global and regional vision of the Association. This systemic understanding of the organisation allows me to differentiate the scope of each role and understand the impact and responsibility that comes with assuming a governance role.

As a Social Worker and passionate about cultures, I have been concerned with empathizing with the way girls and young people grow up in different areas of my country and around the world, being sensitive to the challenges and opportunities they face and training myself to have better tools to serve each time better.

I have worked with multicultural teams and in international organisations like Techo Costa Rica, United World College, International Cultural Youth Exchange, International Federation of Red Cross, WOSM and WAGGGS, both face-to-face and remotely. Using English as main language, we have used various communication tools and different collaborative work methodologies.

Thanks to many governance roles I have developed assertive listening, critical and strategic thinking, as well as collaborative work. And thanks to the Leadership Model I am in constant development of the mindsets, to lead at all levels, this being one of the many tools that Guiding has taught me to develop my maximum potential and build a better world in which each girl and young woman can develop her own.

- **Government/Constitutions:** I have been part of my MO decision-making roles in charge of institutional governance, and external with National Committee of UWC, and the National Federation of NGOs, approval and monitoring of strategic plans, and revision of bylaws.
- **Policy development:** I was part of my MO's Technical Council in charge of drafting/reviewing institutional policies. Also, I was part of the National Assembly of the Young Person, a collegiate body that discusses and approves the Public Policy of Youth, as well as advises on the formulation and application of public policies in Costa Rica from the reality of youth.

- **Identify and facilitate the learning and development of others, including non-formal education:** I have worked as a volunteer inside and outside the Movement and at a professional level as a Social Worker, Trainer and trainer of other trainers. The experience has focused mainly on developing soft skills, technical skills, and specific skills. I have worked on projects within the formal education system and also through non-formal education. Mainly through socio-educational groups with Idren, youth and women. I analysed the global programmes of WOSM and the WAGGGS, to design the national manuals as a group and facilitate their implementation. I was a tutor for the Scouts of the World Award.
- **Organisational Development/Design/Structures and Systems:** I have created Operational Plans for my MO and the teams where I participate; I have designed projects with their structures for implementation. I have been in charge of the main area for organisational development in charge of strategy design and operational implementation.
- **Research and development:** I have carried out as member of a team, investigative processes for institutional development or for political influence with three international organisations (IFRC, TECHO and WAGGGS), one at the national level, one at the regional level, and another global. I have practiced professionally as a private academic research advisor. Extensive experience in creating participatory tools for data collection.
- **Data analysis/Monitoring and evaluation:** I have conducted programme and policy evaluation for a School and an NGO. I have created strategic instruments. And I have analyzed/analysed quantitative and qualitative data for research.
- **External relations/Government relations:** As part of my duties as Social Worker I have worked in the creation of alliances between the public sector, private companies and civil society for community-based or national projects.
- **Human resources management:** I coordinated a diverse team of volunteers when I was in charge of the national selection process to promote the mission of the Movement UWC and select young people to represent the country in their international schools. I also coordinated the volunteer service of a national team to collect data about migrants' livelihoods. In both, I looked forward to promoting significant participation and access to all the tools needed to achieve the collective goals.



## Voluntary and professional appointments

Positions held within WAGGGS, a Member Organisation, and professional, NGO or business appointments within the last ten years.

WORLD ASSOCIATION OF GIRL GUIDES AND GIRL SCOUTS

- Young Women Research Team – Motion 32 – Since 2019

MEMBER ORGANISATION

- Guide leader (girls and boys from 6 to 11 years old or young people from 18 to 21 years old) - Since 2012
- Member of the National Planning Committee - Since 2020
- World Scout Award- Project Tutor 2019-2020 Advisor Special Programmes Team 2019-2020
- National Technical Council (Permanent Committee of the National Board of Directors) 2018-2019
- National Board of Directors 2017-2018
- National Chief (Guide Scouts) 2017-2018
- Messengers of Peace Network Leader 2013-2015
- Interamerican Scout Region - Messengers of Peace Coordinators Team 2012-2015
- National Commission for Global Programmes 2012-2014

OTHER VOLUNTARY POSITIONS

- Member of the Liberal Exercise Commission of the College of Social Workers - Since 2020
- National Process Coordinator of the United World College National Committee – 2015 – 2019
- Board of Directors of the Federation of Social Organisations 2013-2019
- National Assembly of the National Consultative Network of the Young Person, Representative of the NGO sector - 2017-2018
- Regional Team of National Coordinators of Messengers of Peace - Interamerican Scout Region 2012-2015
- Team of National Coordinators Messenger of Peace Programme - Interamerican Scout Region 2012-2015
- International Cultural Youth Exchange (1 year/Kenya) 2011 - 2012

PROFESSIONAL/ NGO/BUSINESS APPOINTMENTS

- Social Worker - Independent - Since 2017
- ACI - CR and Branksome Hall - Intercultural Exchange and Volunteering Guide. 20 days a year. 2014-2019
- TECHO Costa Rica - Volunteer Coordinator for a national research project on migration. 4 months in 2019.
- Omar Dengo Foundation- TICs for formal education in the public system. August to December 2017 and 2018.
- Internship. International Federation of Red Cross and Red Crescent Societies. Regional Office for the Americas. Volunteer and Youth Development Unit. 5 months, 2016.
- Social Worker with academic practice (Attention to individual and family clinical cases, socio-educational group intervention, community diagnosis, evaluation of programmes and policies) 2015 -2016.

## Participation in events

Participation in relevant events within the last six years.

Facilitator of a session and participant of the event:

- WAGGGS Observer Delegate to the Commission on the Status of Women (CSW65) 2021
- Juliette Low Seminar, Hub Australia 2019
- Western Hemisphere Regional Conference 2019
- Western Hemisphere - Cultural Connections 2019

- National Seminar of Educational Programme - 2021 – Participant
- INDABA (Meeting of leaders) - 2020 - facilitator and participant
- Virtual Meeting of Adults in the Movement - 2020 - Facilitator and participant
- National Meeting of Communities (17-20 years old) - Voluntary, July 2018 National Meeting of Waks (14-17 years old) - Voluntary, December 2018
- Workshop on the creation of the 2018 Strategic Plan - Staff and facilitator

Participant of National Events outside Guiding and Scouting:

- Dialogues of knowledge and learning on the Rights of Participation of Girls, Boys and Adolescents. UNICEF, DNI and PANI. May to November 2020.
- Youth Research Seminar. Vice ministry of Youth, Government of Costa Rica. March 2018
- II National Meeting of Young Women. Vice ministry of Youth, Government of Costa Rica. November 2017

Participant in International Scout Events:

- Hand in Hand stronger Together Seminar (Migration and Refugees). European Scout Region - WOSM. Dec 2018.
- 1st Scout Educational Forum of the Interamerican Region – WOSM. January 27 to 29, 2017 in Brasilia, Brazil.
- IX Interamerican Scout Summit, and Central American meeting. WOSM. Cusco, Peru 2017.

WORLD ASSOCIATION OF GIRL GUIDES AND GIRL SCOUTS

MEMBER ORGANISATION

OTHER RELEVANT NATIONAL, REGIONAL OR GLOBAL EVENTS



# FIONA BRADLEY

**Member Organisation** GirlGuiding New Zealand  
**Nominated by** GirlGuiding New Zealand  
**Age Group** 30-39  
**Languages Spoken** English as mother tongue, basic Te Reo Māori



Girl Guide / Girl Scout values are built into the very nature of who I am.

A desire to give back and reflective continuous learning are key values which have been instilled in me throughout my involvement with the movement.

I have been a member of GirlGuiding New Zealand since age 5. I have participated at many different levels within the organisation, including as a member of the National Board for six years.

My professional background, as a Pharmacist, will bring a wealth of scientific skills and approach to the work of the World Board. I can think through and analyse different options to challenges. I actively listen, can contribute ideas and information and lead discussions when needed. I can see the big picture, and the smaller steps needed to reach the best solutions.

I have held roles and responsibilities within the movement at local, national and international levels. Through my involvement with WAGGGS, particularly as vice-chair of the Governance Committee in the last triennium and as current Chair of the Governance Committee, I have gained exposure to and an understanding of WAGGGS' strategies and priorities.

As a member of the World Board, I will draw on my leadership, governance and interpersonal skills. I can work independently and in teams, ensuring others views are heard and considered. I will bring valuable perspective and skills to the strategic management of our organisation and movement. I want to see all girls feel empowered and have access to opportunities to grow and develop their leadership skills and, through this, impact their communities.

My experience demonstrates that I bring excellent communication skills and have the ability to achieve results through working together with other people.

I am a critical thinker, positive contributor and courageous enough to have the difficult conversations as we guide, strengthen and shape our direction as an organisation over the coming years.

## Personal Statement

Why would you like to become a member of the World Board, and how do you feel you can contribute to the work of WAGGGS?

## Leaders of the Movement...

TREAT HERSELF KINDLY

I had a conversation with my employer to reduce my hours so that I had a free morning in my schedule. I wanted to make this change to prioritize myself. This has allowed me to be more flexible with my time during the week, to give sufficient time to my passions, commitments and self care. I manage my time to keep time for the things I enjoy such as: walking my dogs along the river by my house, baking and cooking, a dinner coffee or movie out with friends and weekends away to visit family.

WORK WITH OTHERS TO CREATE SPACES WHERE EVERYONE CAN FULLY PARTICIPATE

In 2019, our local Rangers (teenagers) ran a bi-annual event for Pippins called Big Sister Little Sister. I facilitate planning by supporting the Rangers to share their ideas, listen to each other's ideas, reach mutual agreement and work together as a team. The Rangers brainstorm, negotiate and agree the theme and activities. They each take responsibility for organising an activity, they buy the supplies they need, on the day they run their activity. The Rangers develop their leadership skills and run an amazing event!

CHALLENGE HERSELF TO UNDERSTAND AND TAKE INTO ACCOUNT DIFFERENT PERSPECTIVES

I live in Manawatū, which is one of the most culturally diverse regions in New Zealand. More than 130 different ethnic communities from all over the world choose to live here. I interact with many of these communities through my work as a pharmacist and in my volunteering life.

I supported three refugee girls from Bhutan to come and join with our Ranger unit activities. Through interacting with them, I listened to their stories. I was able to challenge stereotypes and generalisations about refugees with my friends, family and colleagues.

ADAPT HER BEHAVIOUR TO THE CONTEXT

Through my work life as a Pharmacist, every day presents different challenges which I must think objectively about and find solutions for. I communicate with a wide range of patients with different age, health literacy and cultural needs. I have to take all this into account in my communication and problem solving approach. I ask questions to gather information, assess the information they share and check my understanding back with them. I offer solutions which are appropriate and effective for their symptoms. I provide simple information and advice without medical jargon.

CHALLENGE GENDER EXPECTATIONS

Female Pharmacists make up 65% of the workforce in New Zealand. Despite their being a large number of us, everyday working as a Pharmacist I face gender discrimination. Patients will come in, they will look over my shoulder and ask to speak to the pharmacist. If there are male staff they will say can I speak to him, the pharmacist please. I have to be brave and proudly say I am the Pharmacist. I listen and help the patient with their health needs. I am challenging and changing the public perception around the gender of Pharmacists.

As a National Executive member for the Pharmaceutical Society of New Zealand I was asked the question 'what do Young Pharmacists want'. With 45% of the Pharmacy Profession as Young Pharmacists, I led a consultation process to gather information about the challenges they face and their potential solutions. I created and advertised a survey through many avenues to ensure everyone had the chance to have their say. On analyzing the results, I had to keep an open mind and ensure I remained objective of the task. From the results, I created ten action statements as steps towards sustainable change.

Through a local Community Pharmacy Group, I developed a project for Pharmacists to provide funded eye treatment to children who meet clinical criteria. I shared my idea and was encouraged to meet with a local funder who committed funds for a six-month pilot. I worked with a range of people to draw up a project plan, service specifications, contract and payment arrangements and communicate to local schools and health providers. This project has the potential to benefit children in my local area and improve their access to funded healthcare.

As a Pharmacist, through my working environment I am an Intern Pharmacist mentor. I support the Intern in their development, suggest areas of improvement and evaluate their progress. Through the conversations we have, I have had to encourage the Intern to open up further to fully express their challenges and needs. I listened openly and I was open minded to what was shared and what the different solutions and approaches could be. I responded to how they were feeling and what they were experiencing and together we agreed on the course of action to take forward.

I created and coordinated a Young Leader conference stream alongside an already established annual leaders conference. For two years, this provided an opportunity for selected young leaders from throughout New Zealand to come together for a weekend. Through sessions designed just for them they became inspired about leadership, WAGGGS projects, social change and making a difference. They received support to develop and implement their own action back in their local area. After the conference, I followed up with them quarterly to see their progress and provide ongoing support, information and challenge them to keep driving their ideas forward.

With a deep passion for the work we do for girls and the strategic understanding of the need for fund development, I have been involved with the GirlGuiding New Zealand Foundation Fund Development Task Group over the last two years. I bring the perspective of a younger potential donor and knowledge of current activities and experiences of girls. I have provided strategic advice and ideas for fund development projects. When I speak to different groups and individuals I share positively my own experiences from my guiding journey and the experiences I am providing to the girls I work with.

SEEK THE INFORMATION SHE NEEDS TO UNDERSTAND THE FULL PICTURE

INNOVATE TO CREATE POSITIVE IMPACT

LEARN FROM HER OWN FEELINGS AND EXPERIENCES

EMPOWER ANY AND EVERY GIRL TO PRACTISE LEADERSHIP

MAKE CHOICES ROOTED IN HER VALUES



## Skills and experience

My experience detailed below shows I understand the need for collective decision making, I am an independent and critical thinker, supportive of those I am working with, passionate and positive about the work I undertake and I think strategically about the decisions we need to make.

WAGGGS Governance Committee Chair 2020 - current

- Recruiting and inducting new committee members
- Developing efficient processes for handling constitutions

WAGGGS Governance Committee Vice Chair 2018 – 2020

Projects included:

- Reviewing and recommending options for World Board election voting procedures
- Writing terms of reference for procedural teams, Rules of Procedure for Regional and World Conferences, induction training.
- Selection process for World Conference Procedural Coordinator and team members.

WAGGGS Capacity Building Lead: Governance 2019-current

Responsibilities included:

- Recruited and managed a dynamic team of skilled individuals who are assigned tasks to deliver tailored support virtually to MOs.
- Created induction materials and developed resource tools.
- Participated in group calls with other work area leads, MOs and staff support.

*Key skills demonstrated: strategic thinking, proactively shaping the future of WAGGGS, understanding of WAGGGS and regional context, inclusive and embrace diversity, work effectively as volunteer and staff team, work in global and multi-cultural context, use of communication technology platforms*

Pharmaceutical Society of NZ National Executive 2017- 2019 | Inaugural Young Pharmacist co-opted member

Projects included:

- Developed 7-year Strategic Plan with Chief Executive and Chair
- Memorandum of Understanding with external Young Pharmacist Group
- Young Pharmacist National Consultation - Captured Young Pharmacists views and opinions. Chaired Steering Group to coordinate the process. Analysed results and prepared recommendations for action.

GirlGuiding New Zealand National Board 2011 – 2018 | Leader representative

Being under 30 years during my term, gave me experience of young women participation in Boards. Brought advocacy and diversity focus to Board discussions.

*Key skills demonstrated: strategic planning, financial management, legal duties of a board member, stakeholder management, collaboration, analyse and interpreting information, communication skills, working with different age groups, representing and expressing different opinions.*

Through my Governance experiences I have had to:

- Read legal opinions and documents on a wide variety of matters, make decisions and understand the implications. For example: property, voting rights, structure of organisation.
- Develop, read and approve policies

- Approve new organisational structure, processes and reporting lines.
- Active participation in discussions about risks facing the organisation. Review the risk register ratings, strategies to minimise these and take the necessary steps to manage risk.
- Critically assess data and information (from member survey results, results from exit surveys, results from member participation at conferences and events and services or support members need). Use this to inform and influence the future work plan, service offering and to ensure a quality experience for members.
- Understand and interpret financial information reporting and budget development and management Use this to inform the direction the organisation should take for the best use of resources.
- Consider fund development opportunities and build strategic relationships with external stakeholders. For example:
  1. Developed partnership with Sophie Elliott Foundation. An organisation addressing emotional and dating violence through education. We ran a creative challenge for girl members to express what a healthy relationship means to them.
  2. Promoted Pharmacy services within the school environment. Gained permission from the school leaders. Worked with a health promoter to engage using youth friendly messages.

Asia Pacific Regional Conference 2019 – Procedural Team Coordinator

- Led the presentation of motions and bids session and co-chaired voting session
- Supported participants to understand the voting process, how they could provide motions and have their say
- Reviewed motions received, lead discussions with proposers, listened to ideas and suggested changes

*Skills: listening and learning from others, constructively challenge, appreciate diverse points of view, ability to work in a global and multi-cultural context, collaborative approach*

GGNZ Girl Programme Development Steering Group 2010- 2011

- Created an achievement wheel with the aims of programme across all the sections.
- This provided the building blocks for programme review and new programmedesign.

*Skills: understanding leadership model and educational methodology, big picture thinking*

*I have positively and professionally represented WAGGGS and GGNZ on the global stage at the 2015 Commonwealth Youth Forum, 2013 and 2011 United Nations Commission on the Status of Women. Through these experiences I directly engaged with decision makers, shared the challenges and opportunities facing girls and young around the world and contributed to policy making.*

During the Covid-19 pandemic, I led the response planning for my community pharmacy workplace. As requirements changed I:

- managed protective equipment supplies,
- implemented new process and systems and,
- communicated what was happening with the staff team.

In 2021 I have a new work role. As Pharmacy Project Facilitator for the local community pharmacy group, I develop new services that 32 community pharmacies deliver to our population of 180,000 people. I build relationships, advocate for and share the skills of pharmacists with others in the healthcare system.

I am flexible and willing to commit the time required to undertake the role.



## Voluntary and professional appointments

Positions held within WAGGGS, a Member Organisation, and professional, NGO or business appointments within the last ten years.

WORLD ASSOCIATION OF GIRL GUIDES AND GIRL SCOUTS

- Governance Committee Chair 2020-current
- Capacity Building Expert Lead: Governance 2019-current
- Governance Committee Vice Chair 2018-2020
- Advocacy Task Group (Working group of the World Board Global Engagement Group) 2015
- WAGGGS Facilitator ACTIVATE training event (Sangam) 2013

MEMBER ORGANISATION

- WAGGGS National Trainer 2020 – current
- National Awards Portfolio Holder 2018-current
- Mentor 2016-current
- Outdoor assessor 2016-current
- Ranger Unit Team Leader 2010-current
- Trainer 2010-2020
- Foundation Fund Development Task Group 2018-2019
- Standing Committee Member 2012-2018
- National Forum Member 2012-2018
- National Board Member 2011-2018
- National Awards committee member 2016-2017
- Voices against Violence curriculum coordinator 2015-2017
- National Advocacy Portfolio Holder 2014-2015
- Regional Learning and Development Coordinator 2013-2015
- Regional Management Team member 2013-2015
- National Conference Young Leader stream coordinator 2012-2013

OTHER VOLUNTARY POSITIONS

- Manawatu Zonta club member 2016-current
- Manawatu Jaycee Travelling Trust, selection panel member 2017- 2019
- Asia Pacific Regional Conference, Procedural Team Coordinator, Taiwan August 2019

PROFESSIONAL/ NGO/BUSINESS APPOINTMENTS

- Pharmacy Project Facilitator (local Community Pharmacy Group) 2021 –current
- THINK Haoura Executive Board Trustee 2021- current
- Clinical and Digital Governance Committee member 2021 –current
- National Community Pharmacy Leaders Forum member 2021-current
- Pharmacy Council of NZ Assessor 2017-current
- MidCentral District Health Board Clinical Council 2017-current
- Pharmacist -Team Leader / Specialist Clinical Services 2016-2021
- National Executive member Pharmaceutical Society of New Zealand 2017-2019
- MidCentral Community Pharmacy Group Board 2014-2018

## Participation in events

Participation in relevant events within the last six years.

- Virtual participation in Facilitators for Stop the Violence campaign and Voices against Violence curriculum training redesign, 2019
- WAGGGS World Board, Committees and Working Groups Triennium Induction, 2018
- GGNZ Young Leader Delegate 35th World Conference Hong Kong 2014

- Virtual National Trainers Conference, 2021
- Regional Big Sister Little Sister event, 2017 & 2019
- Free Being Me –National Facilitators training and planning workshop, 2017
- Colour Your World - National Trainers Workshop, 2016
- National Young Leader events, trainer and coordinator, 2012-2016
- Queens Guide Retreat weekend event, trainer and coordinator, 2012-2014
- National Ranger Events: Adventure Team Leader – 2012 & 2014

- Asia Pacific Regional Conference, Procedural Team Coordinator 2019
- Olave Baden-Powel Society (OB-PS) Supporters Event – Western Australia 2018
- Pharmaceutical Society of Australia Conference 2017, 2018, 2019
- Commonwealth Youth Forum – Youth Delegate, Malta 2015

WORLD ASSOCIATION OF GIRL GUIDES AND GIRL SCOUTS

MEMBER ORGANISATION

OTHER RELEVANT NATIONAL, REGIONAL OR GLOBAL EVENTS



# JOCELYNE SANDRINE DELGADO

<b>Member Organisation</b>	Guides du Sénégal
<b>Nominated by</b>	Guides du Sénégal
<b>Age Group</b>	40-49
<b>Languages Spoken</b>	Portuguese Creole as mother tongue, fluent English, French and Wolof, and intermediate Spanish



In keeping with the Girl Guides system of progression and the “Be Prepared” motto, I would like to make available to WAGGGS, my skills, leadership and personal experience as a Guide and as a professional, at both national and international levels, which I have acquired from a young age, with the purpose of conveying the voice of all young girls and women of the world. As an International Commissioner and a former Africa committee member, I have a vast knowledge of WAGGGS ways of work, priorities and challenges.

My dream for WAGGGS is an organisation where each MO is strong, self-reliant with competent leaders and where each girl through Girl Guiding/Girl Scouting discovers and develops the leader in her. To achieve this, I will put my knowledge and skills in leadership development, fundraising, developing quality programmes, self-esteem, and decision making.... I will use my experience to support MOs learn from each other through the sharing of good practices.

Based on the education I received as a guide, and convinced of its benefit at both personal and community levels, and in view of the work done in some new countries of Africa (when I was committee member in charge of potential new countries who want to join WAGGGS) and the impact it has had on young girls/women, I wish to do all I can to bring Guiding benefits to more people around the world with the support of volunteers and the world board.

I am committed to support the team to Develop new partnerships with international organisations and to strengthening existing ones. Continuing to strengthen leadership at all levels (under the new WAGGGS model of leadership) and advocacy by focusing and addressing issues affecting young girls and women.

My leitmotif shall always be to act according to this quote by our founder Baden Powell: “Try and leave the world a little better than you found it”.

## Personal Statement

Why would you like to become a member of the World Board, and how do you feel you can contribute to the work of WAGGGS?



## Leaders of the Movement...

TREAT HERSELF KINDLY

I take care of my well-being by playing sports (capoeira, basketball or walking..)

WORK WITH OTHERS  
TO CREATE SPACES  
WHERE EVERYONE CAN  
FULLY PARTICIPATE

When I am member of a planning team or work with people I do my best to give her place to give and share her opinion.

CHALLENGE HERSELF  
TO UNDERSTAND  
AND TAKE INTO  
ACCOUNT DIFFERENT  
PERSPECTIVES

In the development of a session or programme for young people, taking into account the opinion of more people leads to a better result.

ADAPT HER BEHAVIOUR  
TO THE CONTEXT

In order to better blend into the mass you sometimes need to dance on the same footing, until you find a better solution.

CHALLENGE GENDER  
EXPECTATIONS

In my work as a construction engineer, I demonstrate to men every day that women are also capable of succeeding in this profession and doing a good job

SEEK THE  
INFORMATION  
SHE NEEDS TO  
UNDERSTAND THE FULL  
PICTURE

In conflict management I listen to both parties and help them to find the right ground for the good of all.

INNOVATE TO CREATE  
POSITIVE IMPACT

In the presentation or development of seminars I always try to see the best way to do it and keep my audience attentive. During the Covid pandemic we adapt the leader training by make it virtual.

LEARN FROM HER  
OWN FEELINGS AND  
EXPERIENCES

In general when I prepare a session after I deliver it, I evaluate to improve for the next time I have to repeat it. I always get up after a failure because it allows you to see what went wrong so you can do better next time.

EMPOWER ANY  
AND EVERY GIRL TO  
PRACTISE LEADERSHIP

National session on the subject of 'Helping young leaders to develop their potential leadership'.

MAKE CHOICES  
ROOTED IN HER VALUES

I never do actions that do not reflect the values I gain through guiding.



## Skills and experience

My skills include the ability to take everyone's point of view into account, elaborate and facilitate leadership session in French and English for all audiences.

For cross-cultural work, volunteering in WAGGGS centers gave me the opportunity to practice Spanish and English, my leadership skills. I prepared, elaborated and delivered session for participant from various country in English and Spanish, work with community.

My Supervisors (professional and guiding level) emphasized that my strengths include the ability to persevere, to listen to others, with an open mind and critical sense, creativity, and a taste for work well done.

As a professional/ a Guide, I had the opportunity to work in diverse cultural environments, travel in various countries and also to learn from others.

As a civil engineer, I work in a man's environment where every moment is a challenge, every construction project a way to show that women are capable. An environment where as a woman who has to lead men, you have to command respect by excelling in your work and overcoming cultural barriers.

One day an architect asked me if I was a scout because my sense of planning, organisation, adapting to whatever work is required and the time needed to do it; having the mindset to do it well and the values I embody only come from the scout movement.

As Commissioner I had to develop year-round plans, programme, training plan and national strategic plans. As a member of the Africa Committee, was involved in the elaboration and development of the Africa Region's Strategic Plan. Professionally I developed working procedures and framework, strategic planning with a vision developed together with the management.

I have received testimony from young sisters and people around me at country and international levels that I am a role model for them. They say my dynamism, my lack of fear of challenges, my desire to always surpass myself, to get out of my comfort zone, to break the barriers for a noble cause, inspire them to do the same.

My responsibilities as a member of the Africa Committee have allowed me to strengthen, better understand and acquire more knowledge and skills concerning WAGGGS.

As part of Core Mission Team I participated in WAGGGS projects, translated the documents into French, Spanish or English (email, communication for MO's or JLS alumni, pack activity ....)

Professionally, I was in charge of financial and risk management in the construction industry (budgets, financial tasks (contact with banks, suppliers and customers, payroll of employees) for building projects.



## Voluntary and professional appointments

Positions held within WAGGGS, a Member Organisation, and professional, NGO or business appointments within the last ten years.

WORLD ASSOCIATION OF GIRL GUIDES AND GIRL SCOUTS

- Core mission team member since January 2020
- Member of the Africa Regional Committee 2016-2019
- Rapid Response Team Member in charge of new countries (Niger, Gabon and Comoros) 2016-2019

MEMBER ORGANISATION

- Member of the Trainers Team since 2009 - current
- National Team Advisors since November 2019
- International Commissioner 2013 - 2016
- National Commissioner Senior Guide 2010 -2013
- Centennial Ambassador 2010 -2011-2012
- Increasing communication and visibility for the National Association 2010 – 2016 and now helping and advise the communication team when is needed

OTHER VOLUNTARY POSITIONS

- Programme Officer for Senegal's Leading Women's Girls Network 2010-2013
- Volunteering in Sangam, November 2016 to January 2017
- Member of planning team celebrating 50 years of Sangam from 2013 to 2016 as Programme Assistant.

PROFESSIONAL/ NGO/ BUSINESS APPOINTMENTS

- Civil Engineer since 2004
- Manage team on all aspect for the construction, elaborate budget for building construction, prepare the salary slip, and administrative work; evaluate and monitoring project

## Participation in events

Participation in relevant events within the last six years.

WORLD ASSOCIATION OF GIRL GUIDES AND GIRL SCOUTS

- Africa leadership training in Kenya, 2019 (planning team member)
- World Conference in New Delhi, India, 2017; in Edinburgh July 2011 (participant)

MEMBER ORGANISATION

- Planning team member for the training camps of Girl Leaders every month of August or September in Senegal since 2009 - current.
- National Camp and World Thinking Day Celebration

OTHER RELEVANT NATIONAL, REGIONAL OR GLOBAL EVENTS

- Africa Region Committee Annual Meeting in Uganda, Zambia and Guinea 2016 to 2019
- Regional Africa conference in Rwanda 2019 (as Africa committee member planning team member in charge of programme), in Kenya 2016 and in Nigeria 2013 (as participant)
- Country visit Gambia and Niger 2018 (as committee member in charge of the country)
- Induction of General Commissioners of the Africa Region in Rwanda 22 - 28 July 2017 (Planning team member).
- BUFACILI Training Camp, Ouagadougou-Burkina Faso, August 2015, (as NLDP Facilitator member planning team delivering the leadership session)



# MAHNAZ HOSSAIN FARIBA

**Member Organisation** Bangladesh Girl Guides Association  
**Nominated by** Bangladesh Girl Guides Association  
**Age Group** 20 - 29  
**Languages Spoken** Bengali as mother tongue; fluent English; intermediate Hindi; basic Arabic



I would say, the best change Guiding has brought to my life, is the sense of fellowship and kindness towards people, which drives me to filter every action I take, considering the situation and demands of all the people involved. This has eventually led me to work on Health systems in policy level of the Government at this point of my life. My profession helped me to learn and respond to localized needs and systematically tailor and adapt policy regionally. I attended "International Brownie Festival, 2000" in Malaysia representing Bangladesh as a Yellow Bird, when I was 8 years old. That international exposure taught me to think beyond fellowship and to take responsible action while leading the rest. I have held leadership positions in my School and University while winning several scholarships and awards for my endeavours.

Girl guiding has taught me to be a responsible leader while thinking out of the box and collaborating with all the stakeholders involved. This knowledge has helped me to secure a place at the MSc programme in International Health and Tropical Medicine at Oxford University, where my leadership and advocacy skills were honed through their curriculum which focused on SDGs. I have learnt to critically appraise and innovatively solve major global health problems in resource-limited settings, developed knowledge and skills in research techniques applied in the analysis of global health problems, including quantitative and qualitative research methods and implementation of the targets of SDGs in local context. I have used these skills in the recent pandemic situation in my country and worked as an advocate for health education among mass people. Working with CoMo (COVID Modelling) Consortium led by Oxford University in 2020, has enabled me to grow expertise on projecting and forecasting techniques and communicating the findings to policy level. During the pandemic, I have worked out day and night to ensure the lockdown mechanism on behalf of Government. I believe my prior volunteerism with Girl Guides has enabled me to work and provide service relentlessly at this crisis period. I hope to put my acquired skills to better use from an international perspective and learn new skills from existing members, if I get an opportunity to join the World Board. Girl Guiding has given me a lot, and I believe I should give back to this movement and celebrate the diversity and equality presented by this movement to the world.

## Personal Statement

Why would you like to become a member of the World Board, and how do you feel you can contribute to the work of WAGGGS?

## Leaders of the Movement...

TREAT HERSELF KINDLY

I am a trained mental health first aider and I am concerned about my own potential and limitations since I started working on mental health issues. While working in Geneva, I clarified my supervisor about the burden of work I am able to undertake and applied for a deadline extension due to an ongoing family issue which had severe impact on my mental and physical health. Eventually, I submitted an almost perfect work, which led me to a 'merit' score. During relief distribution activities in COVID19 pandemic, we encouraged people to talk about their mental health and share their problems with us so that they can find peace.

WORK WITH OTHERS TO CREATE SPACES WHERE EVERYONE CAN FULLY PARTICIPATE

I encourage everyone to participate in group work so that nobody feels discriminated. During our group works in Oxford, we asked and ensured everyone to participate and share their thoughts. Another important thing is maintaining confidentiality and creating a safe space for everyone which I learnt while working on mental health and I implemented it during organizing trainings for Girl Guides. Now I am an office head, and I have ensured safe space for all my staffs so that they can reach out for help, speak their hearts out and share their ideas.

CHALLENGE HERSELF TO UNDERSTAND AND TAKE INTO ACCOUNT DIFFERENT PERSPECTIVES

Although I have faced different point of views while working in groups in different stages of life, most of them were similar (as the participants had almost similar background) until I reached Oxford. It was a totally different international experience for me in classroom. I understood that different nations have different belief systems. Everybody has separate religion, cultural beliefs, ethos, and ideologies. Accommodating different ideas became a difficult task to achieve at that point, but we successfully did our group activities. Even, my own views were challenged but I learnt to respect others' opinion, gradually.

ADAPT HER BEHAVIOUR TO THE CONTEXT

I have been born and brought up in capital of Bangladesh. When I was first posted to a district town, I understood lifestyle there was totally different from people living in metro city and I had to change my attitude and gesture according to that area. The main challenge was to adapt to the London-Oxford culture after coming directly from Faridpur, Bangladesh for pursuing higher studies in Oxford. I had to develop my communication skills and capability for surviving in Oxford. After coming back, I am again working for the government according to the changed needs of Bangladesh during COVID19.

CHALLENGE GENDER EXPECTATIONS

I have come from a society where; women are typically expected to get married by 24 and look after their families. A career-oriented woman is not widely accepted here. Challenging the norms of society by joining Bangladesh Administrative Service and going to Europe alone for pursuing my higher studies was a difficult task. I have to work 24/7, throughout the day for implementing Government decisions be it legal or a policy matter. Now I inspire women through public speeches and seminars, to live their dreams and to develop their potential to the fullest, because there is nothing a woman cannot do.

As a component of my profession, I prepared investigation reports on different businesses, NGOs, expatriates and mass people based on their complaints and demands from ministries. This work has taught me, there is always a different perspective. As an executive magistrate, when I write my judgement, I always take into account the different views of the plaintiff and the defendant and investigate the matter. Throughout this whole process, I maintain a non-judgemental and non-biased attitude. Recently, I have successfully exposed a land grabber gang after checking all their documents and arranged for their appropriate punishment.

When I was a student of University of Dhaka, I realised that the process of receiving transcripts and certificates was a time-consuming and a difficult one. We started campaigning for the cause of establishing online application system for receiving transcripts and this system has recently been inaugurated by the university. Recently, in our office, we have worked together to establish a totally online application system which can reduce the length of the service of receiving records of properties to 3 days and one visit. Although the efforts are small, I believe these have huge impact on time and money.

I try to remember what I have learnt from my past and plan accordingly. We once published a magazine and we tried to raise funds through publishing advertisements in the souvenir. Unfortunately, for some advertisements, we did not receive the promised money beforehand and failed to get money afterwards. Some of the team members failed to consistently push the sponsor. This experience has taught us a lot and we ensure to get the funding now before publishing magazines. Also, we ask our team members to be honest about personal commitments.

While taking strategic decisions professionally or academically, whenever I meet with people, I encourage women to speak about their concerns. I believe if they are given a chance to speak up, new ideas can be incorporated. During my foundation training, I was the convenor of Food and Housing Committee and I asked female trainees about their choice of food. That's when everybody learnt that women had different needs to be addressed. In this process participation of females was ensured. I often visit elementary schools as part of my profession and encourage girls to move forward and take the lead.

Girl Guiding has helped me to develop leadership skills within me since childhood. This is why whenever I take any decision, be it an office renovation or establishing a new scholarship, I always think about women first, whether they are really being aided and empowered by the policy. Now I inspire girls to learn, lead and speak up for the causes that affect us. Specially, whenever I get an opportunity, within or outside guiding, I aware people about the "Free Being Me" movement so that women get confident about themselves regardless of how their appearance is.

SEEK THE INFORMATION SHE NEEDS TO UNDERSTAND THE FULL PICTURE

INNOVATE TO CREATE POSITIVE IMPACT

LEARN FROM HER OWN FEELINGS AND EXPERIENCES

EMPOWER ANY AND EVERY GIRL TO PRACTISE LEADERSHIP

MAKE CHOICES ROOTED IN HER VALUES



## Skills and experience

I joined Girl Guiding when I was 7 years old. Since then, I have helped poor and disadvantaged people around my community, responded with quick service in crisis period. These experiences are helping me now to respond to national crisis at policy level. 21 years in guiding have given me a sound knowledge of the movement and the components of WAGGGS and how this system works. Even in recent pandemic situation, I have been working on the roads on behalf of government to ensure proper lockdown, distribute relief, masks and hand sanitizers. During the pandemic, I have actively participated in COVID modelling Consortium led by Oxford University, and together we advocated and projected our results to governments of different countries.

I have joined Bangladesh Civil Service in 2017 and currently working in Administration, which deals with different land administration, law enforcement and judiciary activities along with coordinating different ministerial activities, extending secretarial support to the ministries. We prepare, amend, execute and contribute to National Budget. We also prepare mega project plans for our country.

I have learnt research skills while studying for my Bachelors from University of Dhaka, in Genetic Engineering and Biotechnology. The skills I have learnt in different stages of my life, be it in my voluntary activities or professional involvements, helped me to secure a full Government Scholarship to Oxford University for pursuing my Higher Studies in International Health and Tropical Medicine. For my dissertation work, I was fully funded by Oxford to work with Foundation for Innovative New Diagnostics in Geneva, where I have learnt the health economic aspects of diagnostics affecting the LMICs along with quantitative and qualitative research methods and Mathematical Modelling. As this was my first visit to UK and Europe, I have learnt and embraced a totally different culture than that of my country. Oxford taught me the importance of locally tailored policies, through health policy systems research, ethics and evaluation modules, where we learnt from key personnel from different organisations like World Bank, DFID, Global Fund etc. Our course had 26 students from 23 different countries. Although we faced problems initially because of our diversified backgrounds, we accomplished our group projects reaching to an innovative conclusion. Eventually, we successfully presented policy briefs to MPs of British Parliament and debated at Oxford Union.

During my time in Geneva, I visited the World Centre Our Chalet at Adelboden. I had a good time learning and sharing with the volunteers there from UK and a team visiting from Germany. I have worked in the Training committee of BGGGA and facilitated Free Being Me, Surfsmart and Stop The Violence trainings. Currently I am advocating for these causes to be addressed by Bangladesh Govt. so that these can be included in National Curriculum.

I started my career in 2016 as a university teacher, research demonstrator and student counsellor. I worked to develop the overall well-being of students along with formal education along with coordinating group research projects. This experience is currently helping me to advocate the inclusion of non-formal education in the National Curriculum of Bangladesh. In civil service, I have completed trainings on administration, law and management in organisations like Public Administration Training Centre, Bangladesh Institute of Administration and Management (BIAM), Bangladesh Civil Service Administration Academy etc. There we were taught leadership and governance, legal issues, financial management, policy systems, organisational development, business process re-engineering and procurement. I stood first in the Basic Foundation training for Civil servants and undertook the next stage of the training at CQ University, Melbourne, in Australia. Knowledge acquired from these trainings helped me during my MSc in Oxford to undertake research on different policy and organisation-based issues, Data Analysis/Monitoring & Evaluation. We had our interaction with different international organisations like World Bank, DFID, Global Fund, OxFam, MSF and learnt about their evaluation procedures and external donor fund management. We also had mock sessions with WHO on an International Disease Outbreak Management where we had to collaborate Government and private organisations' response, and International Procurement Bidding with World Bank on different Projects. Oxford also arranged Media Training for us with Media First and BBC, where we developed skills to face media and advocate our causes.

As a probationer of Bangladesh Civil Service, in Faridpur district, we focused on IT development and electronic-filing. We branded that district on different types of social media, which led Faridpur to the recognition of best district in ICT. I worked investigating different issues (assigned by Govt.) regarding external donor funding for business and not-for-profit organisations. As we have to work closely with all these organisations and monitor them, I have learnt a great deal from my work experience and opt to learn more through working in international arena. I believe, volunteering with WAGGGS executive board will help me a lot to develop and hone all these skills more to further my career.



## Voluntary and professional appointments

Positions held within WAGGGS, a Member Organisation, and professional, NGO or business appointments within the last ten years.

WORLD  
ASSOCIATION OF  
GIRL GUIDES AND  
GIRL SCOUTS

MEMBER ORGANISATION

- Member, National Project Committee, Bangladesh Girl Guides Association, 2020-current.
- Executive Member, Dhaka Region, Bangladesh Girl Guides Association 2015-2018, 2020-current
- Member, National Training Committee, Bangladesh Girl Guides Association, 2015-2018
- Chairperson, Uttara Zilla Ranger Council, 2008-2010

OTHER VOLUNTARY POSITIONS

- Life Member, Oxford Union, 2019
- Teacher, Splash at Oxford, 2018-2019
- Member, Oxford University Bangladesh Society, 2018
- Fellow, Teach for Bangladesh, 2016
- Joint General Secretary, Genetic Engineering & Biotechnology Club, 2012-2015
- Member, Ramna Green Club of Innerwheel, 2014
- Member, American Chemical Society, 2013-2014
- Member, American Society for Microbiology, 2013
- Member, Young Biotechnologists Bangladesh, 2012
- Vice President, Viqarunnisa Noon Science Club, 2009-2010

PROFESSIONAL/ NGO/  
BUSINESS APPOINTMENTS

- Assistant Commissioner (Land), Motijheel Revenue Circle, District Administration Dhaka.
- Assistant Commissioner and Executive Magistrate (Assistant Secretary), Government and People's Republic of Bangladesh, 2017; (currently posted at Office of the Deputy Commissioner, Dhaka)
- Lecturer (Faculty Member) Department of Biotechnology and Genetic Engineering, University of Development Alternative, Dhaka, Bangladesh 2016-2017

## Participation in events

Participation in relevant events within the last six years.

- WAGGGS General Meeting (online), December 19, 2020 (As an observer)

- Different National Day and Thinking day celebrations Bangladesh 2015, 2016, 2017, 2018.
- National Council Assembly and Elections of Bangladesh Girl Guides Association 2015.

- Plastic Tide Turners Africa Summit, Oct 16, 2020
- Tokyo, Japan World Health Assembly Geneva 2019.
- Breaking Barriers, International Conference Oxford 2019.
- REACH Water Security Seminar Keble College Oxford 2019.

WORLD ASSOCIATION OF  
GIRL GUIDES AND GIRL  
SCOUTS

MEMBER ORGANISATION

OTHER RELEVANT NATIONAL, REGIONAL OR  
GLOBAL EVENTS



# CHAMATHYA FERNANDO

<b>Member Organisation</b>	Sri Lanka Girl Guides Association
<b>Nominated by</b>	Sri Lanka Girl Guides Association
<b>Age Group</b>	20 - 29
<b>Languages Spoken</b>	Sinhalese as mother tongue, fluent English, basic Hindi.



“Once a Girl Guide, Always a Girl Guide” is what I believe in and has helped me to be the person I am today - confident, courageous and compassionate. Girl Guiding has given me so much in life and I feel this opportunity, will give me a chance to serve the Movement. I became a Little Friend at age 8 and since then have been involved in Girl Guiding for the past 20 years. I achieved the highest award of Sri Lanka Girl Guides Association (SLGGA) – the President’s Guide Award in 2010.

The past 9 years have been the high point of my Girl Guiding journey; from being a WAGGGS Delegate to leading the Stop The Violence (STV) campaign of SLGGA to winning US State Department’s Emerging Young Leader Award to becoming the youngest member of the World Board in September 2018 (a vacancy created by a resignation), I have had the most enriching experiences at national, regional and global level both within the movement and outside. I believe these experiences will help me contribute to the movement.

The previous short-term experience I had as a World Board member at the age of 25 gave me the opportunity to expose myself into strategic decision making, WAGGGS structures, policies, and ways of work at a global level, especially in mitigating risks, facing challenges and strategizing to deliver the results we strive to achieve. Along with that experience, the knowledge and skills I gained from being an operational volunteer driving initiatives, programmes and projects at national, regional and global level will also support me in fulfilling my duties and responsibilities to the World Board. Especially my current experience as Volunteer Project Lead driving the work of the Motion 32: Young Women in Governance Project globally will further support my contributions to the World Board.

With the Covid-19 pandemic, I feel now more than ever, there is a need to strengthen organizations and movements dedicated for girls and women, therefore I wish to work for the Girl Guide and Girl Scout movement in achieving our mission, vision and goals. While wishing to be a part of a World Board that is diverse, inclusive and representative, I will commit to serve the movement in ensuring that we go beyond the 10 million girls and serve girls and young women around the world to help them reach their fullest potential!

## Personal Statement

Why would you like to become a member of the World Board, and how do you feel you can contribute to the work of WAGGGS?



## Leaders of the Movement...

TREAT HERSELF KINDLY

Since completing school, I continued to volunteer with SLGGA while reading for double degrees at different universities. I also actively participated in other youth clubs and societies like Rotaract. While managing both academics and volunteer work, I made sure that I spent quality time with my family and friends. I always maintain a balanced personal-work-social life and have time for self-care. When I started a full-time job, I continued my volunteering with SLGGA as it was a fulfilling experience which helped me learn and grow as a person. Whenever I needed a break, I would take time off and my requests have been well received from my team.

WORK WITH OTHERS TO CREATE SPACES WHERE EVERYONE CAN FULLY PARTICIPATE

I led the STV teams from SLGGA and Bangladesh Girl Guides to implement the first ever Reach Out project of the Asia Pacific Region. A grant was received to support another MO by sharing knowledge/skills and initiating a WAGGGS programme. It was challenging initially due to the limited funds, cultural differences and language barriers. We worked with BGGGA to organize the training and created an opportunity for 66 leaders to undergo the STV National Training of Trainers. We collectively created a diverse and inclusive space where both young and adult leaders from all 10 regions can meaningfully participate with the training being conducted in English, Hindi and Bangla.

CHALLENGE HERSELF TO UNDERSTAND AND TAKE INTO ACCOUNT DIFFERENT PERSPECTIVES

I joined the World Board mid-term in September 2018. Since then during my short-term in the WB, the most challenging experience was to go through the WAGGGS re-design which was urgently required in order to prevent a crisis and mitigate financial risks. I had to challenge my own thinking, understand different perspectives and look at the process with an unbiased eye to support the decisions we would collectively take as a board. Especially this was a huge learning phase for me as a young member in the board to understand the rationale behind certain decisions we would make and the impact it would have in the organisation/movement.

ADAPT HER BEHAVIOUR TO THE CONTEXT

When I have facilitated trainings in rural areas, there have been many situations I had to adapt myself. In some places no electricity, no devices, no internet, so conducting workshops which require multi-media facilities was a challenge. In such cases, used multiple laptops and somehow reached those less-privileged communities. With Covid-19, during the lockdown in Sri Lanka, we were not prepared and had to urgently address some issues like domestic violence, child abuse and mental health concerns. I was part of the SLGGA team that immediately adapted to this situation and implemented the campaign engaging adolescents and youth to raise awareness and help guide them through the pandemic situation.

CHALLENGE GENDER EXPECTATIONS

As a youth activist, I started advocating for gender equality as a WAGGGS Delegate at UN CSW and continued to work towards breaking stereotypes, busting harmful myths and challenging gender expectations. As a trainer of STV Campaign's Voices Against Violence educational curriculum, I assisted SLGGA and BGGGA to reach adolescents and youth with knowledge and skills to prevent gender-based violence. Even at work I speak out when I see gender biased decisions and challenge gender stereotypes to help people understand the harmful nature of such attitudes and behaviours. Some of the areas I advocate for are; fair recruitment free from gender bias and a workplace free from sexual harassment.

As part of my role in the Generation Equality Youth Task Force which plays an advisory role to the United Nations to shape the new agenda to accelerate the achievement of Gender Equality, I was required to engage with different stakeholders from Government Authorities, INGOs, CSOs, adolescents and youth to understand gender issues at a national, regional and global level and across different constituencies. I conducted consultations to feed into the Generation Equality process. I strongly believe in evidence-based problem solving, which help to better understand issues and derive action-oriented solutions and recommendations.

As a member of Plan International's Global Young Influencer's Group, I was involved in researching and co-developed the global campaign – "Girls Get Equal" to address inequality faced by girls. It was a new campaign to address a social issue of discrimination faced by girls while also looking at resourcing girl-led initiatives at the local level. It was a campaign to empower girls to call out all stakeholders and decision makers! Practising a creative and innovative mindset, helped me to contribute to the designing of the campaign. This campaign is still running successfully and wishes to achieve positive social impact that would change lives of girls, their families and communities.

As a social worker working towards a safe and peaceful society, I have often shared my personal experience of facing harassment in public spaces. I share how I felt with other girls, for them to understand the importance of saying no and standing up for their rights which I have learn from those experiences. It wasn't easy to build courage to share personal experiences, but eventually I realized that this would help other girls to break their silence and be confident to stand up.

During the Covid-19 pandemic situation, I understood the importance to be empathetic towards others who had similar or even worst experiences.

As a Volunteer Project Lead, I drive the work of Motion 32: Young Women in Governance research project facilitating the work of the young women research team to disseminate the research findings and recommendations with the movement. This research project took an evidence-based path where girls and young women themselves said what challenges and barriers they faced in accessing these leadership roles. In our dissemination efforts, we consciously include adolescent girls, YW and all stakeholders within the MO in the conversations to ensure meaningful engagement. As a result of the momentum around this research, there was a visible increase in YW coming forward to take up decision making roles.

I live by the principles and laws of Girl Guiding. The values that were inculcated in me as a little girl, I continue to practise them to my best understanding. This has helped me stay connected to my roots. Girl Guide promise has always helped me be a responsible citizen of the world and to serve my country, therefore I volunteer with many organisations and initiatives which deals with social issues, community development and humanitarian issues, fulfilling my duty to serve other people at all times. I strive to be a better person today, than the person I was yesterday, continuing the movement's tradition of – a good turn a day.

SEEK THE INFORMATION SHE NEEDS TO UNDERSTAND THE FULL PICTURE

INNOVATE TO CREATE POSITIVE IMPACT

LEARN FROM HER OWN FEELINGS AND EXPERIENCES

EMPOWER ANY AND EVERY GIRL TO PRACTISE LEADERSHIP

MAKE CHOICES ROOTED IN HER VALUES



## Skills and experience

### Educational Qualifications/Academic Background:

In 2015, I graduated with a Bachelor of Science (Honours) Degree in International Management and Business from National School of Business Management in affiliation with Plymouth University, UK.

In 2018, I graduated with a Bachelor of Arts Degree in Economics and Sociology from University of Sri Jayewardenepura, Sri Lanka.

### Skills and Experience gained within the movement:

As a member of SLGGA's Youth Committee for a period of 6 years, I was able to contribute towards reviewing MO constitution, reforming and implementing policies and implementing fund raising and youth development projects.

As a Youth Delegate, I represented SLGGA and WAGGGS at different global and regional platforms including but not limited to the United Nation's Commission on the Status of Women (CSW), Beijing Review processes, Generation Equality Forum, UN Multi-Stakeholder Forum. I had a hands-on experience working on reviewing global policy frameworks, experience inter-governmental negotiation processes and review national policy implementation processes.

I led the "Stop The Violence" Campaign of SLGGA and implemented the Voices Against Violence Non-Formal Education Curriculum in Sri Lanka. As a National Trainer, I was able to train 5 core team members and 65 adult leaders. While managing the team, I developed project proposals, managed accounts, designed the strategic plan and executed it to achieve set targets. This experience helped me improve my skills while also building capacity of other young people to take the lead in addressing social issues to bring social change. I managed to generate funds for the campaign by designing new projects, filling applications for grants and managing the partnerships with donor organisations.

In 2018, I led the SLGGA and Bangladesh Girl Guides teams to implement the first ever Reach Out Project of the Asia Pacific Region, where SLGGA was tasked to initiate the STV campaign in Bangladesh; we planned, implemented and monitored the work of 66 participants, trained at the National Training of Trainers held in Dhaka, Bangladesh.

I was appointed to the World Board mid-term in September 2018 and during that short-term while serving the WB till July 2020, I gained hands-on experience in governance, strategy, organisational structure, policy framework, financial management and risk analysis. One of the highlights of my WB experience was to be a part of the project team for the Motion 32: Young Women in Governance Research. This experience improved my knowledge and skills in governance, research and analytics, and the project also required to work with members from all

regions, exposing me to understand the challenges that were specific to the regions. The experience helped me to be aware of WAGGGS Regional setting and varied structures and governance models of MOs.

My experience in the World Board also helped me learn about legal and ethical standards that affect WAGGGS as a charity based in the UK. It widened my understanding on the challenges we face as a global movement in adhering to regulations and protocols we need to follow in specific regions and in the countries where World Centres are based in. It helped me understand different perspectives, decision making at crisis situations, adapting to changes and the need for innovative, creative and solutions driven approaches to face challenging situations.

Currently, I serve as the Volunteer Project Lead for Motion 32: Young Women in Governance project and the WAGGGS Youth Representative for the UN Women's Generation Equality process.

### Skills and Experience gained outside the Movement:

In a volunteer capacity, I serve as a member of the Core Group, highest decision-making body of the Generation Equality Forum convened by UN Women, Governments of Mexico and France, Civil Society and Youth. I was appointed to the Generation Equality Youth Task Force which plays an advisory role to the United Nations to shape the agenda to advance gender equality.

In a professional capacity, I am employed at a leading corporate organization as an Assistant Manager in the Strategy Development and Management Team. I work on corporate Marketing projects related to Strategy, Functional Risk Analysis, Digitization and Standardization of Structure and Processes. These projects help me to learn about development and execution of structural changes in Businesses, and Standardization and Digitization of Organisational Processes/Systems.

Prior to this, my experience as a Client Service Coordinator at an Online Marketing Company and as a Social Media Fellow of UNFPA Sri Lanka which helped me learning on the job about marketing, brand promotion, communication strategy and managing mainstream, digital, electronic and social media. I have also completed two internships one as a Trainee in the Human Resources Department of the Board of Investment of Sri Lanka and the second as an Account Assistant in an Accounting Firm.

Working as Rotaract Club's Director of Community Service, I had the opportunity to work with Government authorities and Private Sector Organizations to implement advocacy campaigns and community projects which improved my public relations, advocacy, influencing and negotiation skills.

## Voluntary and professional appointments

Positions held within WAGGGS, a Member Organisation, and professional, NGO or business appointments within the last ten years.

### WORLD ASSOCIATION OF GIRL GUIDES AND GIRL SCOUTS

- Former World Board Member, September 2018 - July 2020
- Volunteer Project Lead - Motion 32: Young Women in Governance Research Project, September 2020 - current
- WAGGGS Youth Representative/Focal Point in the Generation Equality Forum & Campaign Process, August 2019 - current
- Project Team Member - Motion 32 Young Women in Governance Research Project January 2019 - September 2020
- Global Facilitator/Trainer for Voices Against Violence Curriculum 2014-current
- WAGGGS Delegation Coordinator to UN 58th CSW 2014
- WAGGGS Youth Delegate to UN 57th CSW 2013

### MEMBER ORGANISATION

- MO National Trainer for Stop The Violence Campaign 2013-current
- MO Coordinator for Stop The Violence Campaign 2013-2018
- Member of Youth Committee 2012-2017
- Member of Communications Committee 2014-2017

### OTHER VOLUNTARY POSITIONS

- Member of Core Group (Decision Making Body) for UN's Generation Equality Forum & Global Campaign Jan 2021 - current
- Member of UN Women's Beijing +25 Youth Task Force, August 2019 - September 2020
- Member of Generation Equality Youth Task Force October 2020 - current
- Member Global Young Influencers of Plan International 2018-2019
- Rotaract Club National School of Business Management 2013-2015
- Assistant Director - Community Service 2014-2015
- Director - International Understanding 2013-2014

### PROFESSIONAL/ NGO/ BUSINESS APPOINTMENTS

- Assistant Manager - Corporate Marketing, Brandix Lanka Pvt Ltd, April 2020 - current
- Senior Executive - Corporate Marketing, Brandix Lanka Pvt Ltd, November 2019 - March 2020
- Management Trainee (Executive Level) - Marketing, Brandix Lanka Pvt Ltd May 2018 - October 2019
- Trainee - HR (Intern), Board of Investment of Sri Lanka 2017-2018
- Client Relations Coordinator, EKWA Marketing Ltd 2015-2017
- Account Assistant - WIZ Accounting Pvt Ltd 2015

## Participation in events

Participation in relevant events within the last six years.

- WAGGGS Asia Pacific Regional Conference - Taipei, Taiwan 2019
- STV Facilitators Pool Workshop, Accra, Ghana 2019
- Motion 32: Young Women in Governance Research Design Workshop - Pax Lodge, UK 2019
- Activate Training, Sangam, Pune, India 2014

- Facilitator - National Young Women Leaders Training 2019
- Facilitator - Launch of Girl Up Clubs in collaboration with UN Foundation 2016
- National Trainer/ Lead Facilitator - Stop the Violence National Training of Trainers 2015
- Participant/Facilitator at SLGGA's National and Provincial Level Events - Jamboree On The Air, Jamboree On The Internet, Iris Blacker Leadership Development Programme, AGM of the General Council, Thinking Day, Centenary Celebrations.

- Generation Equality Forum, Mexico City 2021
- UN ECOSOC Youth Forum, UN HQ, 2021
- Global Young Influencer - Global Girls Summit, Belgium 2018
- Plan International Campaign Designing Workshop, UK 2018
- Youth Speaker Community of Democracies Ministerial, USA 2017
- US State Department's 10 Global Emerging Young Leaders Award and Exchange Programme, USA 2017
- Youth Speaker - South Asia Women's Fund Forum, Nepal 2016
- Youth Delegate for UN 59th CSW, USA 2015
- Asia Pacific and South Asia Consultation on BPFA, Thailand 2014
- World Conference on Youth, Colombo, Sri Lanka 2014

### WORLD ASSOCIATION OF GIRL GUIDES AND GIRL SCOUTS

### MEMBER ORGANISATION

### OTHER RELEVANT NATIONAL, REGIONAL OR GLOBAL EVENTS



# CANDELA GONZALEZ

<b>Member Organisation</b>	Asociación Guías Argentinas (AGA)
<b>Nominated by</b>	Asociación Guías Argentinas (AGA)
<b>Age Group</b>	30-39
<b>Languages Spoken</b>	Spanish as mother tongue, fluent English, basic French, basic Italian



I would like to become a member of the World Board because I believe in our mission and vision. Our organisation has the ability to change lives by supporting girls and young people in reaching their full potential as citizens of the world.

I have been a Girl Guide since 1998 and Guiding has changed my entire life. As time went by, I realized that my place within Guiding was on a more strategic level and linked to decision-making. In 2017, I was elected by the National Assembly to be part of the National Board of Asociación Guías Argentinas. I am currently the Vice President of Asociación Guías Argentinas and would like to share my skills as a member of the World Board for the upcoming years.

I understand WAGGGS' priorities and challenges thanks to the expertise that I have gained throughout my career as an International Relations Professional, specialized in International Cooperation, in addition to my roles and responsibilities within the Guide Movement at national, regional and international levels.

I commit to being part of the World Board in this challenging and changing context. We need more young women with experience and skills to think, plan and develop new strategies to continue reaching more girls and young women worldwide. COVID-19 has configured a new reality, but the pre-existing inequalities remain, creating ever-wider gaps. The Guide Movement is more relevant than ever to provide girls and young women with the skills and hope they need to overcome their fears and fulfil their potential.

## Personal Statement

Why would you like to become a member of the World Board, and how do you feel you can contribute to the work of WAGGGS?

## Leaders of the Movement...

TREAT HERSELF  
KINDLY

I think it is essential to recognize and celebrate our achievements, but we often “jump into the next challenge” without taking the time to do so. In 2019, Asociación Guías Argentinas hosted a National Guides Camp attended by 800 Guides between 13 to 16 years where I led the Infrastructure and Logistics team during the event. When the camp finished, our project leader encouraged us all to celebrate the enormous achievement we had accomplished as an association... and so, we did!

WORK WITH OTHERS TO  
CREATE SPACES WHERE  
EVERYONE CAN FULLY  
PARTICIPATE

I led a department at the Ministry of Labour in Argentina that had 500 members, distributed across 6 groups. I had regular conversations with each of the six group leaders, and supported individual issues related to career development, expectations, desires, and motivations. I determined that that it is essential for all employees to feel comfortable and heard in our workplace. I worked to constantly create that type of inclusive, positive environment and found that doing so helped to generate team member contributions. Additionally, in my leadership role with Argentina’s National Guides Camp, clear communication, empathy, and teamwork were necessary.

CHALLENGE HERSELF TO  
UNDERSTAND AND TAKE  
INTO ACCOUNT DIFFERENT  
PERSPECTIVES

In my current work with UNICEF, I must be aware of others’ expectations and aims, and work in partnership with others to achieve goals together. I must be extremely responsive in high-level conversations with government authorities and civil society organisations. I try to see the situation and understand all point of view and perspectives; but to do this it is necessary to look out for assumptions and challenge them all the time. Additionally, it is UNICEF’s responsibility to ensure that the organisation’s funding is spent on the objectives of the Country Programme Document and the global priorities programme. I work to ensure ongoing dialogue and perspective-taking throughout the collaborative process.

ADAPT HER BEHAVIOUR TO  
THE CONTEXT

Within UNICEF, there are many rules that apply interchangeably to both government entities and to NGOs. For this reason, it is always essential to be empathic with reality and help them strengthen their capacities. I try to adapt the way of working to make it easy for the rest to adapt, for example by doing bilateral meetings instead of multilateral ones; giving permanent feedback; sharing time and experiences on the field; among others. As Vice President, it is essential to be able to adapt every decision to the context and to think critically about every decision, resolution or choice. This is especially true in this complex reality due to COVID-19.

CHALLENGE GENDER  
EXPECTATIONS

I have always had to deal with gender stereotypes. At age 19, I started working at the Ministry of Defence, where I was the only woman. It was common for me to be asked if I was the daughter of a military service member (a man, of course). Later, as Director of Infrastructure, most members of the department were men and my knowledge was questioned several times due to “being a woman.” Being in these situations from a young age helped me to position myself to stand for my place and space...as a female, as a young woman, and as a professional.

In my job I interact with implementing partners that execute the budget in the field. I must understand the whole picture to make accurate decisions because I oversee an important part of finance, so my decision has an important impact on the field. As Vice President of the AGA, it is essential to always have the full picture in mind because our decisions have immediate national impact. During 2020, we held a virtual National Assembly for the first time. We held working sessions before with all leaders and groups to build an understanding to assure effective meeting development.

With Asociación Guías Argentinas, I led the creation of procedural rules that served as a tool to grow the organisation. and the impact it had was highly positive; the document was approved unanimously. COVID-19 reconfigured all national programmes and governance. I led the organisation and planning of AGA’s First Virtual National Assembly. This involved 4 months of planning and working sessions, in addition to coordinating the Procedural Team, voting sessions logistics, and programme development.

I hold myself to a high personal standard. I try to learn from my mistakes and also celebrate my accomplishments. It is necessary to recognize achievements, learn from experiences, and maximize personal skills. I think the most important thing is to be grateful. Each opportunity is a unique moment to enjoy, do my best and share with others. I believe COVID-19 taught us a lot about being aware of our feelings and the way we plan and live every moment in our lives.

Empowering others is key to a better world. I always say, “We don’t change the world, we educate the people who are going to change it.” I always remember a Guide that came to my Unit with her mum because it was very hard to her to communicate and interact with others; I told her that something very similar had happened to me when I was her age. Two years after that, she became the leader of her troop and I felt very proud for her, learning once again that Guiding is a movement for every girl.

I believe that without a value system, it is impossible to do a good job. When you believe in what you are working on, the results are better. Personally, I make choices rooted in my values in my daily work with UNICEF. I prioritize the importance of defending the rights of every child to help youth fulfil its potential, from early childhood through adolescence.

SEEK THE INFORMATION  
SHE NEEDS TO  
UNDERSTAND THE FULL  
PICTURE

INNOVATE TO CREATE  
POSITIVE IMPACT

LEARN FROM HER  
OWN FEELINGS AND  
EXPERIENCES

EMPOWER ANY AND  
EVERY GIRL TO PRACTISE  
LEADERSHIP

MAKE CHOICES  
ROOTED IN HER  
VALUES



## Skills and experience

Within Guiding and in my professional life, I have developed a variety of skills and competencies, many of which are in the list of essential skills.

First, I am a person who enjoys planning and carrying out action plans. I always maintain the organisation's objectives as a guiding compass. In my role on the National Board of Asociación Guías Argentinas, I am actively involved in planning processes and monitoring the achievement of goals over time.

My work at UNICEF allows me to understand the challenges that girls around the world face. I am convinced that Guiding is a tool to change the world through non-formal education. I believe that the Compass 32 initiative is an essential tool for determining what girls need and how to create the necessary change.

I have a bachelor's degree in International Relations and I am completing my thesis on the topic of international cooperation. In my professional roles, I have been responsible for financial matters where a full understanding of legal documents was key. I have skills and abilities in planning and programme development in emergencies. I think critically and make quick, informed decisions when needed.

From 2017-2018, I served as the Chief of Finance for my Member Organisation as part of the National Board. I was responsible for making decisions related to budget, cooperation projects, and the Guiding shop. I believe that it is essential to understand the financial structure of an organisation; having a clear knowledge on this topic is the cornerstone to developing plans. During my appointment in the Ministry of Labour, I managed an annual budget of 10 million dollars to invest in infrastructure. This role required me to have a clear understanding of financial matters and strategic planning.

Being part of the National Board of my organisation from the age of 26 gave me the chance to understand strategic priorities at national level. My global experiences also prepared me to work in advocacy and governance. In terms of Organisational Development/Design/Structures and Systems, in my role on the National Board, I am actively involved in alliances with implementation partners. I have experience with internal restructuring and policy and regulation development. I had a main role in the design and implementation of the Rules of Procedure that we implemented at our recent National Assemblies in 2019 and 2020.

I have learned to comply with established rules yet also to be open and flexible in unexpected situations. Additionally, having led many groups (up to 500 people as Director in the Ministry of Labour) has allowed me to learn how to make important short-term and long-term decisions. I constantly evaluate situations and variables.

I have critical thinking skills and an ability to analyse information that applies to my other passion: aviation. As an airplane pilot, it is important to pay attention to multiple factors simultaneously, and to follow a checklist throughout the flight.

In my current appointment, I have also faced critical issues related to protecting children from violence, exploitation, and abuse. These experiences enable me to have the ability to assess information quickly. Through my field work in Haiti and Egypt with the Ministry of Defence, I developed crisis management skills.

A key skill is my familiarity with governance issues. I have been a member of the WAGGGS Governance Committee since 2018, and I was part of the Procedural Team at the last World Conference in 2017. In 2019, I served as the Vice Chair of the Western Hemisphere Regional Conference. Recently, I was part of the team that reviewed the draft of the Rules of Procedure for the upcoming World Conference.

Financial management is a critical part of my appointment with UNICEF and another skill I would bring to the World Board. I am responsible for the budgetary management of approximately 8 million USD for the implementation of field projects. Additionally, I am responsible for carrying out evaluation and monitoring of field projects to redefine objectives and scope if necessary. This task involves maintaining consistent dialogue with governments, companies, and NGO partners.

I am a strategic and critical thinker. In my work with Argentinian Guides, I was part of a restructuring of the entire association and led an internal regulation reform that was voted and approved by the National Assembly in 2018. This involved planning and designing an effective structure that took into consideration topics such as the entire structure of the organisation.

I am very experienced with advocacy. I first learned about advocacy through Girl Guiding, and then started working at the United Nations on behalf of policies that guarantee the fulfilment of rights for all children. In January 2020, I facilitated a workshop on advocacy at the National Jamboree in Chile for more than 14,000 total youth participants.

An essential skill I am ready to contribute as a World Board member is leadership. I have coordinated groups of many people and demonstrated an attentiveness to participants' multiple needs, empathy, and interpersonal communication abilities.

## Voluntary and professional appointments

Positions held within WAGGGS, a Member Organisation, and professional, NGO or business appointments within the last ten years.

### WORLD ASSOCIATION OF GIRL GUIDES AND GIRL SCOUTS

- Steering Committee DOVE 2019- current
- Governance Committee Member 2018 - current
- Advocacy Champion 2019
- World Conference Procedural Team Member 2017
- Advocacy Champion 2017
- Young Women Speaker 2016
- Our Chalet Winter Assistant 2015/2016
- WAGGGS Stop the Violence training, Our Chalet, 2015

### MEMBER ORGANISATION

- Vice-President 2018 - current
- Aspiring National Trainer, 2020-2021
- Adults leader 2014- current
- Events and Camps leader/organizer 2014- current
- National Board Member, Chief of Finance 2017 - 2018
- Guides leader 2010-2018

### OTHER VOLUNTARY POSITIONS

- Olave Baden-Powell Society (OB-PS) Coordination Team in Latin America Region, 2021
- Young UNICEF Country Office Representative, 2021
- COVID Emergency Operation, White Helmets, Ministry of Foreign Affairs, 2020
- Advocacy Volunteer in Western Hemisphere Region 2020
- Consejo Argentino para las Relaciones Internacionales (CARI) 2015- current
- Vice Chair- Western Hemisphere Regional Conference 2019
- UNICEF Personnel Association of Employees 2019

### PROFESSIONAL/ NGO/ BUSINESS APPOINTMENTS

- UNICEF Argentina: Child Protection Section (Programme Area) 2018- current
- Ministry of Labour: Director of Infrastructure 2017 - 2018
- Ministry of Defence: Department of Peacekeeping Operations (DPKO), Field Missions, 2010 - 2017

## Participation in events

Participation in relevant events within the last six years.

- 63rd Commission on the Status of Women, Events Coordinator, UN Headquarters, New York 2019
- WAGGGS World Board, Committees and Working Groups Triennium Induction, Pax Lodge, 2018
- World Conference, Procedural Team Member, India 2017
- 61st Commission on the Status of Women, Events Team Member, UN Headquarters, New York 2017
- Advocacy Training, Buenos Aires 2017

- Training events for National Facilitators, 2020/2021
- Encuentro Nacional de Guías del Sol, Infrastructure Team Coordinator, 2019
- Encuentro de Jefas de Zonas y Comisionadas 2018
- Encuentro Nacional de Programa 2017
- Free Being Me training and planning workshop, 2014
- Asambleas Nacionales AGA annually since 2012

- International Seminar on Humanitarian Aid, Ministry of Foreign Affairs, Argentina, 2021
- Webinar "Guiding with social distancing protocols", Moderator, Western Hemisphere Region, 2020
- Webinar "The WH Region in COVID times", Panellist, Western Hemisphere Region, 2020
- 10th Jamboree Nacional de Guías y Guías Scouts de Chile, Facilitator on Advocacy Training, Chile 2020
- Western Hemisphere Regional Conference, Grenada 2019
- Cultural Connections, Grenada 2019
- G-20- 2nd Meeting of the Employment Working Group, Switzerland 2018
- G-20- 1st Meeting of the Employment Working Group, Argentina 2018
- Youth 20- Summit Event, WAGGGS Delegate, Argentina 2018
- Women 20- Summit Event, Delegate, Argentina 2018
- G-20 Working meetings & XXI World Congress on Safety and Health at Work, Singapore 2017

### WORLD ASSOCIATION OF GIRL GUIDES AND GIRL SCOUTS

### MEMBER ORGANISATION

### OTHER RELEVANT NATIONAL, REGIONAL OR GLOBAL EVENTS



# HELGA MUTASINGWA

<b>Member Organisation</b>	Tanzania Girl Guides Association
<b>Nominated by</b>	Tanzania Girl Guides Association
<b>Age Group</b>	30-39
<b>Languages Spoken</b>	Haya as mother tongue, fluent English and Swahili with basic French



I am very fortunate to have benefited from WAGGGS Programmes in different areas while continuing to volunteer with Tanzania Girl Guides Association.

Becoming a member of the world board is an opportunity to be in a part of a team supporting the dreams of girls and young women together with enabling them living to their fullest potential all around the world. This is the time to continue implementing my passion in advocacy for girls and young women.

My background, opportunities and professional background gives me a chance to contribute ideas, and support the projects under WAGGGS. From a Juliette Low Seminar in 2015 to being a WAGGGS Delegate and an advocacy Champion to the 62nd and 63rd Commission on the Status for Women and leading the delegation to the African Region Conference.

These experiences have inspired me, built me to wanting to support WAGGGS girls and young women to reaching their fullest potential.

## Personal Statement

Why would you like to become a member of the World Board, and how do you feel you can contribute to the work of WAGGGS?



## Leaders of the Movement...

TREAT HERSELF  
KINDLY

I have made a routine of making sure I have one day in a week which is Saturday I have time to myself by doing something fun with friends and getting more than eight hours sleep on that one day in a week, as well as not doing any work related activity.

WORK WITH OTHERS  
TO CREATE SPACES  
WHERE EVERYONE CAN  
FULLY PARTICIPATE

I was assigned with two interns whom I had to guide and them help me in field supervision activities. I assigned them each teams to supervise and gave them a chance to present during our weekly meetings and share what they were able to contribute in my overall report achievement. Both of them are now employed and working in the same programme but in different regions.

CHALLENGE HERSELF TO  
UNDERSTAND AND TAKE  
INTO ACCOUNT DIFFERENT  
PERSPECTIVES

My work requires me to liaise with government officials when supporting Community Health Workers. There are different bureaucracies that change frequently and have to be followed although they do delay the services to targeted population. I have learnt to be patient, learn the procedures, follow all that is required for the best collaboration and support in serving the community. I have collaborated with my team in making sure we are providing data analysis reports that has motivated government officials in increasing transparency and support to our activities.

ADAPT HER BEHAVIOUR  
TO THE CONTEXT

I once stayed with my friends family in which after a meal everyone had to thank the father, mother, elder brother and elder sisters in order. This was different from my family culture. So I later on had to adapt and thank everyone after a meal just as the family tradition. In my family you would thank only who prepared the meal.

CHALLENGE GENDER  
EXPECTATIONS

I majored in science subjects in my high school and studied medicine becoming a medical doctor. Science subjects were always seen to be taken by the boys and they are the ones who can master them. I took science subjects and I was able to perform well to reach my dream.

SEEK THE  
INFORMATION  
SHE NEEDS TO  
UNDERSTAND THE  
FULL PICTURE

I have been reading a lot on policies and guidelines given to register a company in Tanzania. I have consulted a lawyer who has been guiding me teaching me things I am supposed to do to be able to register the company that will help me and my colleagues in fundraising support the Public Health Managers in improving the quality of health care services in Tanzania.

INNOVATE TO CREATE  
POSITIVE IMPACT

I have started a project in collaboration with my friends in tech and Policy and startups in developing a system that will help patients provide feedback on quality of care given at Primary Health care facilities. This project is called “Afya Pamoja” Swahili Phrase meaning “Health Together” This is with the aim in helping the Regional Health Management team and the Ministry of Health in improving the quality of healthcare services in Public healthcare facilities.

LEARN FROM HER  
OWN FEELINGS AND  
EXPERIENCES

I was once found to be Anaemic when I was still a medical student. The reason was found to poor eating habits and i have heavy flows during menstruation. I had different symptoms like dizziness and headaches which I had ignored. I later on was able to share my experience and create awareness among young girls on importance of good nutrition and show how at a large risk as girls and young women we are to Iron Deficiency anaemia.

EMPOWER ANY AND  
EVERY GIRL TO PRACTISE  
LEADERSHIP

I am blessed to have been given a chance to mentor girls in my association. At different times and regions they have been amazing through different programmes like Girl Powered Nutrition the girls have been able to implement amazing projects and reached the community in creative and bold ways. An example is Valentine a GPN advocacy champion who just recently coordinated an event in her region with my support from a distance on creating awareness on Girls nutrition and invited the Minister and Member of Parliament who promised to support and work with Girl Guides.

MAKE CHOICES  
ROOTED IN HER  
VALUES

I believe in making sure everyone has to receive the best healthcare service irrespective of their background. We have to make sure all people are prevented from contracting the diseases and those who are infected should not be discriminated against. I work in HIV/ AIDS Prevention programme among Key and Vulnerable Population. I also make sure those infected receive the best care through mentoring Health care workers in providing the best service through counselling and treatment.



## Skills and experience

I am an active member of Tanzania Girl Guide Association, currently volunteering as a Training Commissioner, supporting several WAGGGS Programmes implementation and WAGGGS Leadership Model training. I am part of WAGGGS Core mission and Volunteering Pool and Stop the Violence Global Facilitator.

I am part of the National Executive Board of my Association and this has involved reviewing the budget and financial reports, providing advice on strategic planning. I work together with other volunteers, guide the staff by providing ideas as well as incorporate new ways shared by experts in the association.

Through WAGGGS I have had an opportunity to volunteer and collaborate with people of different cultures and nationalities in different countries. I was a programme volunteer at Our Cabana in 2017 for five months, Facilitated Juliette Low Seminar in 2019 at Sangam World Centre. I represented my Chief Commissioner at the African Region Conference in Rwanda and led the delegation in pitching to host the next African Conference (2022) which we won.

I am currently a part of the Global Youth Movement Project Board Member with current WAGGGS CEO and other youth and leaders of the big 6 youth organisations.

As an Advocacy champion and WAGGGS Delegate to the 62nd and 63rd Commission on the Status for Women I was able to participate in the launching of Girl Powered Nutrition programme with Nutrition International CEO and met The Honourable Canadian Minister Marie-Claude Bibeau, I spoke at different events about girls and young women's experiences and lobbied for change of policies for girls' well being.

As a member of National Executive Board of Tanzania Girl Guide Association and now as a board member of Global Youth Mobilisation Generation Disrupted(GYMGD) Project I have had an experience in Governance, Constitution review of my Association. I have a chance to participate in discussions when legal consultation has been involved, contracts reviewed and financial reviews. I have contributed on the development of the structure of the GYMGD Project the possible collaboration and Risk management discussions with the Programme leads.

As a youth volunteer I led a team of young leaders in creating and running the Association's social media. Advised the Board on budgeting for the budgeting of Website running and expert's consultation.

I am able to communicate and run the meetings online. I have facilitated the trainings online and my last online Zoom session was on Female Genital Mutilation was coordinated with YESS Team Tanzania.

I am a medical doctor working in HIV/AIDS Prevention programme among Key and Vulnerable Population. I supervise a team of Doctors, nurses and Peers in providing services in the communities. The team has different activities which are, data collection, analysis and I collaborate with Strategic information Teams in Monitoring and evaluation of the programme which is donor funded. I work with government officials since the project I work with facilitates the government Health workers in providing services to the community and reaching the Key and Vulnerable population. I do provide mentorship and work closely with Regional Health Management Teams in supportive supervision.

I am a Rotarian and led the implementation of the Medical camps in various communities in Dar es Salaam Region and Pwani. This includes Fundraising coordinating with local government leaders and school leaders in serving the school children and their families. This has included lobbying for Menstrual Hygiene Management education and reusable sanitary pads distribution to adolescent girls.



## Voluntary and professional appointments

Positions held within WAGGGS, a Member Organisation, and professional, NGO or business appointments within the last ten years.

### WORLD ASSOCIATION OF GIRL GUIDES AND GIRL SCOUTS

- Stop the Violence Global Facilitator-2019-Present
- Global Youth Mobilisation Youth Disrupted (GYMYD) Project Board Member
- WAGGGS Core Mission Volunteer- Girl Led Advocacy
- Programme Volunteer at Our Cabaña-Jan 2017-May 2017
- WAGGGS Delegate to 62nd Commission on the Status for Women
- WAGGGS Advocacy Champion to 63rd Commission on the Status for Women

### MEMBER ORGANISATION

- Training Commissioner and National Executive Board Member (2017-Present)
- Stop the Violence Coordinator - 2019-Present
- Girl Powered Nutrition Facilitator and Volunteer as Advocacy Champion Mentor 2018-Present
- Youth Volunteer Chairperson at Headquarter - 2014-2017

### OTHER VOLUNTARY POSITIONS

- Service Project Director of Rotary Club of Dar es Salaam - 2019-2020

### PROFESSIONAL/ NGO/BUSINESS APPOINTMENTS

- Linkage and Retention Officer- Mailman School of Public Health(MSPH)- ICAP Tanzania (2018-2021) ICAP is a public health iNGO operating HIV/AIDs and Health Systems programmes globally
- Co-founder and Head of Partnerships of Afya Pamoja Group Limited (2020-Present) "Afya Pamoja" is a digital patient feedback system which uses mobile surveys to collect feedback directly from patients after they visit a facility

## Participation in events

Participation in relevant events within the last six years.

- Juliette Low Seminar (JLS 2015)- Sangam India in 2015
- World Thinking Day 2017- Our Cabana World Centre Mexico
- JLS Facilitators training in December 2018- Entebbe Uganda
- Stop the Violence Facilitators Training May 2019- Ghana
- Africa Region Conference 2019- Rwanda
- Juliette Low Seminar 2019- Facilitator Sangam World Centre
- Africa Region Advocacy Webinar-August 2020 as facilitator through Zoom

- Girl Powered Nutrition Advocacy Champions Training in 2018,2019,2020
- Stop the Violence Training of Trainers November 2019 in Dar es Salaam, August 2020 in Mara Region
- National Adult Leaders Training January 2020
- World Thinking Day 2016, 2018, 2019,2020,2021
- YESS Girls Recruitment in Interviewing in 2021,2020,2019

- 62nd Commission on the Status for Women in March 2018 - New York USA
- 63rd Commission on the Status for Women March 2019 - New York USA
- Global Youth Mobilization for Youth Disrupted - Consultations in 2020
- Tanzania Girl Guide Association National Assembly - 2015, 2018, 2019
- World Thinking Day-2018, 2019, 2020, 2021 with Tanzania Girl Guide Association

### WORLD ASSOCIATION OF GIRL GUIDES AND GIRL SCOUTS

### MEMBER ORGANISATION

### OTHER RELEVANT NATIONAL, REGIONAL OR GLOBAL EVENTS



# DEBRA NAKATOMI

**Member Organisation** Girl Scouts of the USA (GSUSA)  
**Nominated by** Girl Scouts of the USA (GSUSA)  
**Age Group** 60-69  
**Languages Spoken** English as mother tongue, basic Japanese



I am thrilled to submit my application to serve on the WAGGGS World Board. I've served on the board of directors of Girl Scouts of the USA (GSUSA), two terms as International Commissioner and chair of GSUSA's Global Committee. It was during my service as International Commissioner that I experienced the power and promise of the global experience my resolve deepened to promote this unique and profound asset for our members. There is no more effective movement globally to prepare girls and young women to unleash their full potential than Girl Scouts and Girl Guides.

My memories as a delegate at World Conferences and global convenings with women and girls from throughout the world informed my life and worldview. I recall working side-by-side with women from Pakistan, Mexico, Mongolia, the Philippines, and more, sharing stories of challenge, triumph and celebration of girls and young women changing the world. I travelled to Peru, South Africa, Edinburgh, Germany and Canada, participating in workgroups problem-solving toward our common goals of gender equality, diversity, expanded education and leadership opportunities, climate change and more.

I have spent my career dedicated to promoting social change, access and equity and serve non-governmental organisations in various roles, promoting leadership and advocacy for women and girls.

As a lifelong advocate for gender equality, I am committed to promoting women and girls' leadership in diverse and multicultural settings. I have been preparing for the opportunity to support the work and mission of an international NGO that promotes girls and young women's leadership and it would be a privilege to serve on the World Board. This is an especially important time for WAGGGS to activate our voices and enable girls and young women to speak out, lead change and improve the lives of others.

## Personal Statement

Why would you like to become a member of the World Board, and how do you feel you can contribute to the work of WAGGGS?

## Leaders of the Movement...

TREAT HERSELF  
KINDLY

In 2000, I participated in the Asia Pacific Women's Leadership Institute, a 3-week programme where I was part of an 11-member cohort. We were immersed in leadership coaching and training, meditation, yoga, self-care often in silence. I was reminded of the value of self-care, taking time to reset and the value of precious support of women in my life. It is a practice I continue today.

WORK WITH OTHERS  
TO CREATE SPACES  
WHERE EVERYONE CAN  
FULLY PARTICIPATE

I co-hosted a 2-day programme in January 2020 to commemorate the Martin Luther King, Jr. holiday entitled, "America's Racial Karma." We invited Dr. Larry Ward to speak on racial equity, promoting the shared values of equality and respect shared by Thich Nhat Hanh, a Buddhist priest and Dr. King. We created an inclusive environment for participation from over 150 diverse attendees who travelled from throughout the country.

CHALLENGE HERSELF TO  
UNDERSTAND AND TAKE  
INTO ACCOUNT DIFFERENT  
PERSPECTIVES

Living in Los Angeles, one of the most diverse cities in the world, I have many opportunities to experience diverse culture, faith, social and political perspectives different from my own. For me, interacting with and meeting new people is a daily experience that I seek to inform and inspire me. On a recent day, I met with a Zen priest over breakfast at Homegirl Café staffed by former male and female gang members, met with a filmmaker producing a documentary on immigrant rights and learned about the needs of LA's unhoused people in need of shelter and support services.

ADAPT HER BEHAVIOUR  
TO THE CONTEXT

My diverse family background and experiences have informed my views and how I interact in the world. I am Japanese and American; my values and culture, traditions and upbringing are a hybrid of Japanese and Buddhist, while embracing all that is American. My family is Japanese, Jewish, African American, White, Latino with family members that include a Zen priest, Muslim Imam, Buddhist, Jewish and Baptist faiths. My values of inclusion, equity and respect set the frame and context for how I experience my life and work.

CHALLENGE GENDER  
EXPECTATIONS

I have worked to expand gender equity in employment, elected representation and on governance bodies. I've served on many boards on the governance committees, nominations committees and on 8 national CEO search committees. I have often been the only female voice at leadership tables and the lone voice advocating for gender neutral policies, outreach to women and in hiring, candidates who reflect a diversity and that the final pool of candidates are diverse, as well.

As board chair of the California Wellness Foundation, I was committed to diversity, equity and inclusion initiatives throughout the organisation including grant making, board composition and the companies we do business with. We developed a "board learning" programme – identifying sector experts including Investment managers, academics, NGO leaders, legal experts who would help us expand our knowledge and challenge unconscious bias within our organisation.

For years, my communications firm has delivered capacity building programmes to strengthen the operations, communications and leadership of non-governmental organisations. Los Angeles now has a homeless count close to 60,000. We are a city in crisis. I am working on a project to identify homeless serving organisations that can support in the most impacted areas of our city. We will soon launch a programme working with the neediest organisations to strengthen their service delivery, communications and messaging to improve fundraising and advocacy.

In 2011, like many people around the world, I witnessed the tragedy of Japan's tsunami, earthquake and nuclear disaster unfold. This disaster hit me personally as a person of Japanese ancestry. My grandparents emigrated from Japan. The victims and survivors looked like my family. We felt helpless. A good friend and I wanted to help and share the story of the resiliency of the survivors and produced a one-hour documentary. We raised funds, produced a one hour documentary that aired on television throughout the U.S. and held screenings in Japan.

It was through my global GSUSA and WAGGGS experience that I realized the power of the global experience. I met empowered girls and young women who had experienced the World Centres, participated in an international travel opportunity, were Gold Award recipients who saw the world as their community and whose futures had been forever changed. Informed by those stories, I became an advocate within GSUSA promoting the value of the global experience. In board meetings, with council leadership and with funders, I promoted the unique offering that global Girl Scouting and Girl Guiding offers as a key differentiator.

My work and life reflect my values: respect, integrity, equity, and trust and guide my choices, as a parent, in my firm's work, and the work we deliver. Over the past year, while we are facing a global pandemic, in the U.S. we are facing a social reckoning of racism and the challenge to create a new vision, find solutions and work together. In the words of Grace Lee Boggs, "Love isn't what you did yesterday; it's about what we do today and tomorrow and the day after that..." We have much work to do.

SEEK THE  
INFORMATION  
SHE NEEDS TO  
UNDERSTAND THE  
FULL PICTURE

INNOVATE TO CREATE  
POSITIVE IMPACT

LEARN FROM HER  
OWN FEELINGS AND  
EXPERIENCES

EMPOWER ANY AND  
EVERY GIRL TO PRACTISE  
LEADERSHIP

MAKE CHOICES  
ROOTED IN HER  
VALUES



## Skills and experience

I was privileged to serve on the board of GSUSA for 9 years. My tenure was during a period of significant organisational change; realignment of councils, re-envisioning the Girl Scout programme experience and a brand refresh. I was an active member of the Executive Committee, Marketing, Fund Development Committees and board and council working groups. I chaired the Global Committee and served 6 years as International Commissioner (IC), a proud champion of our global presence and support to WAGGGS.

As IC, I experienced the regional context of the Western Hemisphere and WAGGGS mission-in-action, through World and Regional Conferences as a delegate, serving on committees with WAGGGS colleagues from throughout the world. We explored the value of the single gender experience, diversity and equity, governance and programme delivery in a global context. I was immersed in our global movement and experienced the essence of WAGGGS– leveraging the power and potential of girls and young women to lead and change the world.

Outside of Girl Guiding/Girl Scouting, I am committed to serving mission-driven organisations and value sound and effective governance practices and productive work with dedicated colleagues. I've served as a board member and chair for organisations committed to gender equality, leadership development and policy advocacy to bring positive change in the community. Additional organisations follow:

- I currently serve on the board of the California Wellness Foundation, a \$1 billion private foundation with a mission to serve the health and wellness needs of Californians. I am immediate past Chair of the Board and serve on the Investment Committee and Executive Committee. I previously served as Chair of the Audit Committee and on the Finance Committee.
- Los Angeles Women's Foundation's (LAWF) was part of a movement to fund and advocate for women and girls. I served as Chair of the Board and Fund Development Chair to raise corporate and major donor funds, Communications Chair and oversaw two CEO transitions and hiring. LAWF merged with The Women's Foundation of California.
- Little Tokyo Service Center (LTSC) is committed to creating affordable housing and community development. I am immediate past Chair of the Board and former board member. LTSC has developed over 1,000 units of affordable housing and serves seniors and families in a caring and compassionate environment. I served as Board Member, Chair of the Fund Development, Nominations, Communications, CEO Search and Executive Board Committees.

I will apply my skills and experience in communications and marketing, fund development, governance and organisational development and am prepared to devote my time and efforts to the World Board.

I am the founder and president of a communications firm. For 30 years we have designed strategic communications and outreach initiatives for clients who are leaders in health, education and the environment. We work with diverse communities including immigrants from Mexico, Central America, Korea, China, India and Southeast Asia. We develop initiatives to promote healthcare, education, reducing sexual and domestic violence, promote safer communities and energy conservation. We design communications strategies, messaging, media training and presentation skills coaching advocates to strengthen their effectiveness to speak out on issues, message and story-telling techniques. I lead the firm's practice advising mission-driven organisations on growth, culture change and succession planning and am an advisor on advocacy, issues management and crisis communications.

My leadership approach as a consensus builder, listener, and creative problem solver has enabled me to advise organisations and leaders as they move through growth, culture change and in some cases, crisis management during difficult times.

I'm a documentary film producer of two films, "Stories From Tohoku" a documentary that aired nationally in the U.S. examining the resiliency of survivors following Japan's 2011 earthquake, tsunami and nuclear disaster, and in 2019, "Norman Mineta and His Legacy: An American Story," a documentary about the life of a U.S. leader and public servant. My responsibilities included raising funds, production and budget oversight, marketing and distribution.

## Voluntary and professional appointments

Positions held within WAGGGS, a Member Organisation, and professional, NGO or business appointments within the last ten years.

WORLD ASSOCIATION OF GIRL GUIDES AND GIRL SCOUTS

MEMBER ORGANISATION

- GSUSA Board member, Board Secretary, Executive Committee,
- International Commissioner, Global Committee Chair,
- Marketing Committee, Fund Development Committee, 2002-2014,
- Lifetime member

OTHER VOLUNTARY POSITIONS

- Kizuna, Advisory Council 2017-current
- Peace Over Violence, National Advisory Council 2016 - current
- California Wellness Foundation, Board member, Governance Committee, past Board chair, Finance, Executive and Investment Committees 2014 - current
- Asian Americans Advancing Justice- Los Angeles, Advisory Council, 2014 - current
- U.S.-Japan Council, Communications Committee, Co-Chair Conference Outreach Committee 2019
- Little Tokyo Service Center, President, board member 1984-2018
- Asian Pacific Islander American Health Forum, Vice chair 2010-2014

PROFESSIONAL/ NGO/ BUSINESS APPOINTMENTS

- "Order of the Rising Sun, Gold and Silver Rays," award conferred by Japan Ministry of Foreign Affairs 2019

## Participation in events

Participation in relevant events within the last six years.

WORLD ASSOCIATION OF GIRL GUIDES AND GIRL SCOUTS

MEMBER ORGANISATION

- Girl Scouts National Council, Salt Lake City 2014

OTHER RELEVANT NATIONAL, REGIONAL OR GLOBAL EVENTS

- Peace Over Violence, "20 over 20," award 2019
- U.S. Japan Council Annual Conference, U.S. and Tokyo, speaker, presenter 2011-2019
- Center for Pacific Asian Families, "Champion of Change," award 2018



# CHRISTIANE ROUHANA

<b>Member Organisation</b>	Lebanese Federation of Girl Guides and Girl Scouts
<b>Nominated by</b>	Lebanese Federation of Girl Guides and Girl Scouts
<b>Age Group</b>	40-49
<b>Languages Spoken</b>	Arabic as mother tongue, fluent English and advanced French, also speaks Greek and Italian and basic Spanish



I firmly believe that WAGGGS is the most empowering space and opportunity given to any girl and every girl and young woman in the world, and I am speaking based on projects I've been part of, opportunities I read about and witnessed and of course, my personal experience. I would like to become a World Board member because I want to dedicate the upcoming years of my life working in this direction.

I have been a member of our outstanding movement since the age of 17 as a volunteer, and have had the chance over those years to participate in the vision, development, strategy and governance of the units I lead (Guides, Walking Youth unit) for 10 years, my group (120 leaders and girls), the Guides branch as a commissioner, and my MO (the training team, expansion team, spiritual team, consulting ...). I am currently a board member as the International Commissioner of the Lebanese Girl Guides Association for the 8th year in a row (4th and last mandate).

Being a Girl Guide has always been my passion, my drive, my way of life. It has simply shaped who I am today. It might have started out as a Saturday morning activity, but it quickly turned into something I believed in, and a space where I could, as a teenager eager to change the world, practice all those strong principles and ideas, which - I learnt that later - was the start of me practicing my leadership. Though I'm not 17 anymore, I'm still eagerly wanting to take my commitment to the next level, and to put my skills and my passion in the service of the 10 million girls around the world, which is why I am applying as a candidate to the elections of the World Board. As a psychologist, a child safety expert, a trainer and facilitator, in addition to my Guiding experience and my years working with women and girls of various backgrounds, I know I can be a good asset to the team.

After spending 25 years gaining Guiding experience locally and internationally, I feel it is time to be part of the team whose agenda is to make sure WAGGGS faces all the challenges of our century, and that has a decision-making role for when it comes to the Movement.

Not to forget that working in an international, multilingual and multicultural environment is where I love to work the most.

## Personal Statement

Why would you like to become a member of the World Board, and how do you feel you can contribute to the work of WAGGGS?



## Leaders of the Movement...

TREAT HERSELF KINDLY

Accepting my weaknesses, my limitations, my mistakes, and still be able to see and acknowledge my strengths. Practicing self-care and always be listening to myself (my body, my emotions) to avoid burn-out.

The year 2020 was extremely challenging for me at all levels, especially health wise: it was also a time where I learnt to balance self-care and caring for others, and most of all, know when to ask for help.

After the trauma of the Beirut port explosion, I sought help on a personal and professional level. I ended up being trained for CBTRT (Contemplative Based Trauma and Resiliency Training) for trauma relief, turning weakness into strength.

WORK WITH OTHERS TO CREATE SPACES WHERE EVERYONE CAN FULLY PARTICIPATE

The best place where I got to practice this outcome would be my MO, and more precisely as a board member. My MO is a space where every member is welcome, needed, valued and can make an impact and practice their leadership. It is where I myself practiced the highlights of my leadership, when older members allowed me and encouraged me to use my skills to serve my MO, especially when I became the International Commissioner 8 years ago.

CHALLENGE HERSELF TO UNDERSTAND AND TAKE INTO ACCOUNT DIFFERENT PERSPECTIVES

I practice this outcome especially at work where I collaborate with a multidisciplinary team, and where I have the possibility to strongly give my opinion since I'm the head of the team.

However, my team players know that whatever the case is, they will have their say in it, and together we have recently designed new forms that include everyone's input, which will be taken into consideration.

ADAPT HER BEHAVIOUR TO THE CONTEXT

Coming from a country that is well known for its diversity, I can say I had to adapt my behaviour, as a Girl Guide, at work, etc... I worked a while ago in a social centre where people came from diverse communities and religions. I currently work in many schools all over the country where you even greet people in a different way according to the background, in addition to the examples you give, the way you speak, etc. This is one of the most interesting aspects of this job.

CHALLENGE GENDER EXPECTATIONS

As a leader of a Walking Youth unit (17 years +), I always had innovative and challenging ideas: teach them how to change a car tire and a kitchen gas cylinder, tasks that are very masculine in our community.

Another example that I'm particularly proud of is our Lebanese female pilot Mrs Rola Hoteit and her team of female co-pilots, and I never fail to bring them up in front of my grade 9 students when we talk about career orientation, encouraging girls to challenge gender barriers, and boys to play a positive role in that topic and be supportive.

By avoiding quick assumptions and always trying to hear both sides of a story. This is something we try to teach our students through the Protect Ed programme (a Canadian safety education programme implemented in schools all over Lebanon) through critical thinking, and through the use of open-ended questions.

My work experience and the long years I spent working with people taught me all about perspectives, that's why I think it is important to give the same importance to all stakeholders in a scenario.

Introducing the "positive discipline" programme and training at the school where I work was among the bold steps that I took that created an impact on the relationship between teachers and students. Also coming up with new educational and out-of-the-box ways to correct bad behaviour among teenagers (community service, assigning mentors...) a few years ago, were first welcomed with rolling eyes and frowning, but are now part of the internal policies.

Throughout the years and the experiences I lived within the movement and life itself, I have learnt to bounce back, and that's what we call resilience. I have chosen to develop my emotional intelligence which is a key for living and working with others. I have learnt to accept failure and celebrate successes, and also learnt to observe all elements in a situation, and write that down in my own way. This is what has become now my learning journal, which took a slightly different shape since JLS.

I wouldn't be exaggerating if I say that this is what I do most in my everyday work with students (girls), in addition to the training sessions I give to Girl Guides in my MO. The most satisfying part is when you know you are positively impacting a girl or a young woman and encouraging her to take that extra step in her leadership practice. It comes from helping them search for answers themselves and not providing recipes or clichés; another way of telling her "yes you can and you will because you have it in you".

Never judging or discriminating a person because of their race, religion or beliefs. Never accepting to cheat... brings me back to when I was in university and we had a corrupted teacher who tried to give us the questions to the test beforehand. We were 2 students to refuse that... both Girl Guides! It was extremely disappointing for us coming from that teacher because we appreciated her but it was definitely unacceptable to put our values aside!

SEEK THE INFORMATION SHE NEEDS TO UNDERSTAND THE FULL PICTURE

INNOVATE TO CREATE POSITIVE IMPACT

LEARN FROM HER OWN FEELINGS AND EXPERIENCES

EMPOWER ANY AND EVERY GIRL TO PRACTISE LEADERSHIP

MAKE CHOICES ROOTED IN HER VALUES



## Skills and experience

Besides being an active member of a WAGGGS MO, being passionate about its mission and vision and the opportunities it is providing girls across the globe, I know that my skills and the experiences I had allow me to present my candidacy to the election of WAGGGS Board. My participation in the Arab regional conference in Tunisia in September of 2019, 8 years as IC in my MO and many international experiences brought me a thorough understanding of the functioning of the world Association. WTD 2019 introduced me to the leadership mindsets (developed more in JLS Maldives hub); add to that all the experience I gained from spending most of my time during the pandemic working on different WAGGGS projects.

When the JLS Lebanese hub was cancelled in November 2019 I had the chance to work closely with more people: the Lebanon hub facilitators and then the Maldives hub ones: that's 7 nationalities and different cultures.

As I may have stated above, in my both jobs I work within a team here and there. In both teams, members come from different backgrounds and diverse communities. This has never been an obstacle, but an enriching way for me to understand the different perspectives of people. It gave me more flexibility, and trained me to listen and learn from others and challenge what I know. As a psychologist, I am trained to analyse and interpret information, but mostly to take the time and look elsewhere for extra information for the best interest of the child.

Regarding languages, as an instructor and facilitator, I am frequently asked to speak to attendees in 3 languages, sometimes simultaneously. Therefore, I am able to communicate fluently in English, French and Arabic. Using various Internet platforms is no problem as we have already used them many times on many occasions (JLS, STV, ICCG camps, etc.) and of course while working remotely!. And devoting time for World Board is already taken into consideration, since I would no longer be the IC or my MO.

Working mainly in educational institutions, I had the chance to work on building anti-bullying policies, child protection policies, internal policies common to the schools of the Daughters of Charity congregation all over Lebanon (in 2019). For the same reason, I find myself skilled in identifying and facilitating the learning and development of others, including non-formal education.

The knowledge and experience that I can add would be:

- **Organisational development/design/structures and systems:** as manager of the Lean Camp, a project that was built from scratch, I was in charge of writing the project's procedure book for every process and every position.
- **Research and development:** as a clinical psychologist I am always up-to-date with any news findings in our field as it is always developing. Moreover, I'm equipped with training methods and techniques gained throughout my professional and guiding experience I can undertake the necessary research to develop and adapt innovative ways to do things we used to do systematically (I am periodically asked to update training presentations and techniques). I voluntarily travelled to France (financed myself) to be trained on new techniques that I am working on implementing in the school, techniques that are called Positive Discipline (a discipline model used by schools and in parenting that focuses on the positive points of behaviour).
- **Influencing skills and advocacy:** I build on my learning and development experience I have with the girls and young women to always equip them and empower them with ways and means to influence and do the changes in the communities around them. I often advocate for the empowerment of the woman as a changing agent. I also advocate for underprivileged children in my workplace.
- **Crisis Management:** Whenever there's a crisis situation, I'm a pillar for dealing with these situations especially that I was involved in coming up with a procedure related to managing all matters related to issues with the children and teens. My country is currently shaken by the October 2019 revolution, the devastating economic crisis, the 2020/21 pandemic and the Beirut Port Explosion on August 4th, 2020. I was one of the first responders in Psychological First Aid and trauma relief to victims' families, and was part of the crisis team, both in my Guiding MO and my school (workplace). I am currently still in charge of a hotline for the families affected by the disaster.
- **On Guiding related matters** (as a board member) and living in a region where unexpected things can happen, I have dealt with many situations for changing location of some events, cancelling others or proposing alternatives. Not to mention the role I play as a consultant when unexpected behaviour is seen from a Girl Guide or a leader, in which I was repeatedly solicited during the pandemic and after the Beirut Port explosion.



## Voluntary and professional appointments

Positions held within WAGGGS, a Member Organisation, and professional, NGO or business appointments within the last ten years.

### WORLD ASSOCIATION OF GIRL GUIDES AND GIRL SCOUTS

- Pool of volunteers for translation
- World Thinking Day Editorial Team (2020)
- Core Mission Team (Girl Experience)

### MEMBER ORGANISATION

- International Commissioner 2013 - current
- Head of Expansion team 2010 - current
- Consulting Commissioner (counsellor) 2007 - current

### OTHER VOLUNTARY POSITIONS

- Volunteer member of ZOUROUNI group – caring for lonely elderly especially after the Beirut Blast of August 4th, 2020
- Volunteering with women as a trainer or speaker on psycho-educational topics. Also conducting (as a volunteer) from time to time a support group for moms, in a social center since 2018.
- Member of the Louise de Marillac Association for the forgotten elderly – 2002 - 2012
- St Vincent De Paul summer camps for underprivileged children – leader and director 1994 – 2010

### PROFESSIONAL/ NGO/BUSINESS APPOINTMENTS

- Kidproof Child safety instructor and consultant (in Lebanon and MENA region) 2014 - current
- School psychologist and counsellor 2003 - current
- Clinical psychologist (freelancer) 2007 - current
- Member of a social activity team in a school (community service and event planning)
- Manager of The Lean Camp : a center for teenagers and adults for weight loss and personal development 2010-2011
- Psychologist/counsellor in a social centre 2008 - 2010
- Designer and facilitator of a Personal Development Course for intermediate and secondary students (ages 13 till 18).
- Teacher of French language with the French Embassy's Institute (Present).
- Consular Agent in The Embassy of Canada to Lebanon (Present)

## Participation in events

Participation in relevant events within the last six years.

- Share the Light song writing and chorus (2020)
- Stop the Violence (Panellist at Girl-led advocacy panel : the shadow pandemic)
- Online training on the STV Campaign and 16 Days of Activism - Arab region workshop 2020
- JLS (Maldives hub) - as a facilitator and translator 2019
- Stop the Violence – Activate event (Our Chalet), attended as a participant but also as a resource person (being a psychologist) 2018

- Market of ideas, held by my MO 2018.
- All major events in my MO (general assemblies, celebrations...) throughout the years.
- Celebration of the 80th Anniversary of the Lebanese Girl Guides Association – part of the organisational team 2017
- ICCG World Council – Rome 2015: appointed head of the Youth Forum that was held in parallel of the conference. (Head of Youth Forum and Youth training) 2015
- ICCG chaplains training team held in Lebanon (organisation team and translator) 2014

- Arab Regional Conference (Tunisia) – as member of the Lebanese delegation 2019. Also gave a workshop on Emotional Intelligence and was chosen to be a panellist in the session conducted by the team of the Young Women's Forum on Motion 32.

### WORLD ASSOCIATION OF GIRL GUIDES AND GIRL SCOUTS

### MEMBER ORGANISATION

### OTHER RELEVANT NATIONAL, REGIONAL OR GLOBAL EVENTS



# RUMBIDZAI TAZVIWANA

**Member Organisation** Girl Guides Association of Zimbabwe  
**Nominated by** Girl Guides Association of Zimbabwe  
**Age Group** 20-29  
**Languages Spoken** Shona as mother tongue, fluent English



The World Board would provide the best opportunity for me to positively influence and motivate other young people – especially girls and young women. Having gone through many phases of self - doubt that led to passing on many possible opportunities, making it as a member of the Board would be the affirmation that I can do anything I put my mind to and anyone else can do the same.

Working as a member of the World board will present to me a platform to express my creativity and spontaneity in a positive way. As a young woman, facing similar challenges as many other girls and young women, I can better reach out and make a difference through hands-on contributions to the projects and programmes of WAGGGS.

Being a member of the board will also present vast learning opportunities for my professional and personal development. With my professional financial background, working on the board will award me a chance to apply myself in financial management for an organisation that I resonate well with – by choice and passion.

## Personal Statement

Why would you like to become a member of the World Board, and how do you feel you can contribute to the work of WAGGGS?

## Leaders of the Movement...

TREAT HERSELF KINDLY

In high school, I was a sports captain and my area of expertise was long distance races. However, I became ill during my term of office and I could no longer perform as well as I had done before. I had pressure to lead from the front, but I also had to consider my own health. At the end, I decided, to assist and encourage people in races going at my own pace whilst still leading – not from the front – but among the people. I put my health first.

WORK WITH OTHERS TO CREATE SPACES WHERE EVERYONE CAN FULLY PARTICIPATE

In my high school unit, I identified members of my team who were consistent and passionate about guiding. We had an annual fundraising bazaar for charity that had various activities. As the leader, I allowed the team members to choose their areas of responsibility that they felt they could manage, and we did very well as a team. The 2012 bazaar was a very successful one.

CHALLENGE HERSELF TO UNDERSTAND AND TAKE INTO ACCOUNT DIFFERENT PERSPECTIVES

I have always thought of myself as independent and too critical of other people and their views and contributions. Recently, when I had to make funeral arrangements at home, I realised that I cannot do all things on my own. Instead, I need to rely on other people and trust their capabilities. When I consciously let other people make contributions I realised that things actually work better from other people's different contributions.

ADAPT HER BEHAVIOUR TO THE CONTEXT

I am Christian, and was once a Sunday school teacher. I had to deal with very young children. I realised that for them to understand me and learn effectively, I had to use nursery rhymes since most are still at nursery age. I also had to incorporate games for them not to be bored. This experience made me start acting and thinking more of what the younger children were interested in more than what I would do with older people.

CHALLENGE GENDER EXPECTATIONS

When my friends out rightly stated that women make it to the top by giving sexual favours, I made sure we cleared that issue out. I even gave myself as an example, that given that I was progressing well at work and at school and at the same level as they are, have I given any sexual favours? They failed to answer the question but I had driven my point home.

SEEK THE INFORMATION SHE NEEDS TO UNDERSTAND THE FULL PICTURE

In our local young adults group, there were quarrels among our group with harsh words being exchanged on our WhatsApp group. I was disappointed by the behaviour but I took my time to speak to the respondents in their inboxes to understand the root cause. When I discovered I could not solve it, I escalated to older members to intervene.

INNOVATE TO CREATE POSITIVE IMPACT

When I went for induction training for my first job at KPMG, I was not the leader. However, as a way of refreshing on the day's topics, we had to come up with a presentation about one topic of the day. When the rest of the team members were giving their ideas, I listened but thought it would be ordinary, so I did share my idea of turning our presentation into a television programme which everyone really liked. Through everyone's contributions, we ended up having a weather update as a presentation that got positive feedback from other teams.

LEARN FROM HER OWN FEELINGS AND EXPERIENCES

I have always enjoyed the outdoors ever since I started guiding in 2007. From the first mountain climbing I went for, I enjoyed the experience and went for all subsequent climbs at school. Each climb I would learn something, starting from the importance of the right shoes, carrying minimum baggage and always been on the look-out for loose rocks and memorising my trail. These lessons that I learnt made me become the go out mountain climber for all groups that ever went for the exercise during my time at the school. I had learnt from past experience.

EMPOWER ANY AND EVERY GIRL TO PRACTISE LEADERSHIP

In my home, I am the present eldest with 2 younger sisters. I am responsible for the financial affairs of the home. However, I have taught my sisters the importance of budgeting for home provisions, personal expenditure and having a personal business. Currently, both my sisters can comfortably run the house on their own without my help. One even has a booming small business venture.

MAKE CHOICES ROOTED IN HER VALUES

Integrity is one of my values professionally and personally. Over the Christmas holidays, most of my colleagues were on leave. Therefore, I forgot to compile 2 compliance reports and I was only reminded when my other colleague came back, and it was 2 weeks late. The morning when my supervisor came back, I was scared to report myself, but I ended up just coming out clean that I had not done the reports. He was not pleased, but I had been honest.



## Skills and experience

Sound understanding of financial management and budgets: I have a strong financial background from being an accountant and having worked with financial data throughout school and my subsequent employment. I have volunteered in my association as an assistant bookkeeper as well as on the finance committee. Furthermore, I am still furthering my financial knowledge professionally as an aspiring Chartered Accountant.

Ability to analyse and interpret information: My financial background has exposed me to analysis and interpretation of data. From my employment in an audit firm – KPMG – I have had to deal with financial statements and interpret them well as the information contained in financial statements is highly condensed. My academic study of literature and business law in school has also sharpened my analytical skills to which I credit my attention to detail.

Being a team player: I have become a highly effective team member through various tasks that I have performed through the Girl Guides Association of Zimbabwe. I have successfully worked through the Fund development team in 2017 in which we successfully drafted the first Resource Mobilisation Strategy document. Working in a team has also helped me to learn to listen and appreciate other people's contributions as it bears a better result than just having my own ideas – synergistic benefits.

Knowledge of challenges and opportunities facing girls and young women: From reading the press, following topical issues and observing the way trends in the way girls and young women are living – myself included, I have an appreciation of the challenges that we face as young women. There are also great opportunities for young women and girls.

In 2017, as a young adult's team from my association, we spearheaded a team to reach out to the outskirts mainly addressing issues of menstrual hygiene that is still an issue as most girls have little knowledge about it and no access to menstrual material. We also advocated for free being me – to address the lack of confidence and the low self-esteem among young girls and women.

**Understanding of the WORLD Association:** I am a passionate member of the Association both locally and at WAGGGS level. I have committed myself to learn about Regions, world centres, and leadership. I still have much to learn but I have a strong knowledge base of the Association after being a member for 13 years, 2007.

**Governance/Constitution:** As a member of my MO's national board, I have been involved in the amendment process of our constitution hence I have some knowledge of what a constitution is and its importance. I have also studied at length about Governance and ethical issues – limited to corporate governance.

**Policy Development:** I have assisted the Girl Guides Association of Zimbabwe in drafting the Finance Policy and Procedures manual with the assistance of the Finance Committee. This experience taught me to pay attention to details, the importance of consulting as well as to understand the processes of the organisation to have relevant policies in place.

**Financial Management and Accounting:** I am a holder of a Bachelor of Accountancy degree and an aspiring Chartered Accountant with work experience from KPMG Zimbabwe and a bank – ZB Financial Holdings and African Century Limited – a Deposit taking Micro Finance bank. I have also been a member of my MO's finance committee in my association in charge of the MO's financial audit as well as learning from the more experienced members of the association and committee.

**Marketing and Communications:** I have managed my MO's Facebook page and been in charge of the communication among young adults through a WhatsApp group and emails. I have learnt how to respond to members who have different needs and characters.

**Data Analysis and Monitoring and Evaluation:** I have vast experience in data analysis – mainly financial data through my job and academic qualifications.

**Fund Development:** I was a member of the Fund Development Team as a Monitoring and Evaluation Officer for my MO. I have learnt the importance of donor relationships especially transparency budgets and the allocations of donor funds.

**Human Resources Management:** I have volunteered at my MO's headquarters during my school vacations. From that experience, I have researched about volunteer and staff contracts and have drafted staff and volunteer contracts for my MO. I have also been involved in the recruitment process for staff as well as volunteers in my organisation. I have learnt to have composure and to communicate openly with other volunteers, staff and prospective staff from this experience.

## Voluntary and professional appointments

Positions held within WAGGGS, a Member Organisation, and professional, NGO or business appointments within the last ten years.

WORLD  
ASSOCIATION OF  
GIRL GUIDES AND  
GIRL SCOUTS

MEMBER ORGANISATION

- Young Adults Chairperson 2014 – 2017
- Finance Committee member 2015 – 2017

OTHER VOLUNTARY  
POSITIONS

PROFESSIONAL/ NGO/BUSINESS  
APPOINTMENTS

- Articled clerk – PWC Namibia 2020-current
- Graduate Trainee – Finance African Century Limited 2018 – 2020
- Reconciliations Clerk – ZB Financial Holdings 2017 – 2018
- Vacation Student – KPMG Zimbabwe 2013 – 2016

## Participation in events

Participation in relevant events within the last six years.

- Juliette Low Seminar, Sangam, India 2015
- WAGGGS 35th World Conference – I was representing the Young women of my MO at the conference, 2014

- Initiated the Young Adults' rural outreach covering importance of education and menstrual hygiene 2017
- Was a participant in the National Resource Mobilisation training 2017
- Volunteered and assisted with YESS girl's participants programmes 2017
- Member of the National board involved in the constitution amendment process 2016
- Participant in the NLDP Training 2015
- Member of the Zimbabwe – Germany (VCP) partnership working group 2015
- Member of organising committee for the 39th Africa Region Committee meeting hosted by Zimbabwe 2015

- Resource Mobilisation Boot camp in Uganda - where we learnt more about how to direct our resource mobilisation efforts within our MOs 2017

WORLD ASSOCIATION OF GIRL  
GUIDES AND GIRL SCOUTS

MEMBER ORGANISATION

OTHER RELEVANT  
NATIONAL, REGIONAL OR  
GLOBAL EVENTS



# ANTONIA YIP

**Member Organisation** The Hong Kong Girl Guides Association  
**Nominated by** The Hong Kong Girl Guides Association  
**Age Group** 20-29  
**Languages Spoken** Cantonese as mother tongue, fluent English, intermediate Mandarin



The idea of becoming a member of the World Board first came when a guiding friend asked, “Is this the World Board in ten years’ time?” at the end of the World Conference closing ceremony in Hong Kong.

I was not sure about the idea at that time but I know for sure that I have become more passionate about collaborating with people from different parts of the world, particularly after planning the closing ceremony with 10 young delegates from different MOs, who collectively speak the four official languages of WAGGGS. Then, the idea came back when I attended the World Conference in India. I was incredibly impressed by how the delegates urged to investigate the issues about youth participation in governance positions.

Since then, I have strived for various local and global opportunities to understand more about WAGGGS’s work. In particular, I work closely with the programme and toolkits for girls and young women here and abroad, which equipped me with knowledge and confidence to talk about the challenges that young women are facing worldwide. The more exposure I have, the more I feel the eagerness to contribute to the Movement. I find that serving on the World Board is how I wish to take it further. I believe that I can contribute to the World Board by bringing young women’s voice directly to the decision-making level. The Girl Guiding and Girl Scouting Movement is a movement for the youth. Serving on the World Board, I believe that I can be a role model and inspire more young women to take more leadership roles.

I still vividly remember the moment when Motion 32 was passed at the World Conference in India, which got me to thinking—if not me, who? If not now, when?

## Personal Statement

Why would you like to become a member of the World Board, and how do you feel you can contribute to the work of WAGGGS?



## Leaders of the Movement...

TREAT HERSELF KINDLY

I have developed an interest in translation after joining the Community Awareness and WAGGGS Advocacy Team of HKGGA. One of the roles is to understand the global programmes and projects of WAGGGS, and then make recommendations to HKGGA based on local needs. While adapting and localising the packs and toolkits, I found my interest in translation so I completed a translation programme. I also become more interested in languages so I am currently taking a French course, hoping that in the coming future, I can establish more authentic interactions with more people through the use of a common language.

WORK WITH OTHERS TO CREATE SPACES WHERE EVERYONE CAN FULLY PARTICIPATE

The moments when I had team meetings with my fellow members of the International and China Liaison Team during the preparation for the Centenary International Camp of HKGGA. 2016 was the busiest and the most rewarding year in my guiding journey. Every month, we had a team meeting to report our progress and discuss the issues arisen. As the Deputy Camp Commandant, I collaborated closely with the sub-team leaders, who were in-charge of the host families, Global Village activities and night programmes, so that everyone in the team had the chance to develop their leadership and shine.

CHALLENGE HERSELF TO UNDERSTAND AND TAKE INTO ACCOUNT DIFFERENT PERSPECTIVES

One example of this was when my co-workers and I delivered the orientation session of our project (Catering for Culturally and Linguistically Diverse Learners in Primary Mathematics Classrooms). There are indeed a lot of assumptions about the mathematics learning of non-Chinese speaking (NCS) students in Hong Kong. Some teachers used to think that NCS students are weaker than their Chinese counterparts. Yet, according to our data, the major difference between NCS and Chinese students is their priority rather than their ability. I really enjoy challenging such stereotypes and presenting my findings to the mathematics teachers.

ADAPT HER BEHAVIOUR TO THE CONTEXT

As an assistant trainer, designing the session content of the leaders training course is not the most challenging as I used to be a secondary school teacher and I am confident in my knowledge about global and local girl guiding. However, delivering the sessions is not easy as there are learners of various guiding backgrounds and expectations. That is why I adjusted my communication styles and used diverse facilitation skills in different training courses depending on the audience that I interacted with.

CHALLENGE GENDER EXPECTATIONS

Being a facilitator at the Juliette Low Seminar #JLS2019 is definitely the highlight of my guiding journey. When my co-facilitators and I were planning the sessions, we aimed to empower the participants with the knowledge, skills and confidence to break down gender barriers to leadership. At the end of the last session, we invited the participants to write quotes to encourage themselves and the girls and young women around them. I believe that the quotes have become very powerful messages to support them in their leadership journey to achieve gender equality.

Nominating for the World Board is a huge commitment. When I knew about this opportunity, I tried to seek advice from people who have similar experiences, so I consulted a senior member of HKGGA. I believe that listening to their sharing would develop my understanding about how working in a global environment is like and this will surely help me make an informed decision. I also took part in the session that offered me the opportunity to speak with current members of the World Board, from which I gained a more comprehensive picture of the expectations on the role.

Initially, the HKGGA signed up to host a Helen Storrow Seminar pop-up in May 2020, but the stem event was cancelled due to COVID-19. Having said that, a group of HSS alumni from HKGGA and I held a strong belief that if we adapt and innovate, we could still bring a valuable experience to members of HKGGA to learn about the WAGGGS leadership model, explore environmental issues, and connect with overseas guiding friends. So, we continued to plan and implement the programme through various online platforms and interactive tools. The feedback from both local and international participants was very positive.

When I was a secondary school teacher, there was a daily 10-minute period for students to do reflection on their learning. As a class teacher, I always took this opportunity to reflect on my teaching as well. Did I achieve my targets set earlier in the morning? Did I respond promptly to my students' needs? Did I contribute enough to the panel meeting? How could I do better the next day?

One of the core elements in guiding is to provide space for girls to practise leadership. In my unit, I support patrol leaders to conduct patrol meetings with their fellow members for sharing their views on the unit or programmes. I then invite the patrol leaders to report their discussion to me and other unit leaders periodically. I believe that it is important that their views are shared and valued while deciding the development of the entire unit.

The moment when a newly enrolled leader told me, 'what you shared during the leaders training course was very appealing'. At the end of the enrolment ceremony of a particular leaders training course in 2019, I was overwhelmed that a group of leaders gave me a thank-you card with a few hand-written messages. One of them told me in person that the values and beliefs that I articulated and demonstrated throughout the course have motivated her to further participate in the girl guiding movement.

SEEK THE INFORMATION SHE NEEDS TO UNDERSTAND THE FULL PICTURE

INNOVATE TO CREATE POSITIVE IMPACT

LEARN FROM HER OWN FEELINGS AND EXPERIENCES

EMPOWER ANY AND EVERY GIRL TO PRACTISE LEADERSHIP

MAKE CHOICES ROOTED IN HER VALUES



## Skills and experience

My experience as a facilitator and an assistant trainer sharpens my understanding of and the ability to articulate the WAGGGS mission, leadership model and educational methodology. Throughout the planning and implementing process, I internalise the WAGGGS mission and put the six leadership mindsets and five educational methods into practice. I make sure that all these are included whenever I design and conduct a session. Furthermore, my recent contribution to the Community Awareness and WAGGGS Advocacy Team of HKGGA was translating the “Speak Out For Her World” advocacy toolkit into traditional Chinese. This consolidates my understanding about the values of WAGGGS and allows me to pass them on to the members of HKGGA. Being the Young Representative of the Executive Committee at HKGGA was an eye-opening and rewarding experience to me, too. I had the chance to understand how the association is managed in a more holistic way. I also began to think about how mission and vision could be incorporated in the association’s development from the perspective of a decision-maker. This experience allowed me to reflect on my own leadership and future engagement in governance.

Apart from my experience at HKGGA, I am grateful to participate in the events organised by different regions, such as Roverway in Europe Region, Regional Conference in Asia Pacific Region and Juliette Low Seminar in Western Hemisphere Region, which connected me to the rest of the world. These events allow me to understand more about WAGGGS as a global organisation and the diverse context in different regions. Not only does it increase my sensitivity when collaborating with people from diverse cultures, it also prepares me to be flexible and able to work in a multicultural context. Since 2020, my new role as the CAT Mentors Assistant has further offered me the opportunity to work with guiding members across all five regions. I developed a more thorough understanding about WAGGGS’s membership policy through my work on the CAT-Minimum Membership Requirements. I also gained a better overview of MOs’ strengths and challenges through CAT Mentors’ work, which will serve as important indicators of future strategic planning to respond to girls and young women’s needs.

Professionally, I work as a senior research assistant at the University of Hong Kong on a project which supports the learning and teaching of mathematics for multicultural and multilingual students. My work involves collecting data from the participating schools and analysing the data so that we can make appropriate recommendations to the teachers and evaluate the effectiveness of the project. While devising the strategies, it is essential for me and my co-workers to think critically about the existing situation and be creative in planning the lessons with the teachers. We do not only focus on a particular grade level of students but take the vertical development of the students into account.

I also devise qualitative and quantitative tools to collect data for analysis, monitoring and evaluation. Since the project is funded on a 3-year basis, my co-workers and I strive for doing research, collecting evidence and developing more appropriate approaches for school teachers so as to facilitate the mathematics learning in culturally and linguistically diverse classrooms.

In addition, I developed my crisis management and marketing and communications skills for both on-line and offline events in these years. When I took up the position of Deputy Camp Commandant (International and China Liaison Team) at the HKGG Centenary International Camp, a total of 1,000 girl guides and girl scouts joined the camp, including 245 international participants from 15 MOs such as Canada, Denmark and Zimbabwe. While organising an international outdoor event of this scale, it is always a priority to prevent the participants from being exposed to emotional or physical risk and ensure that they are kept safe from harm. Therefore, we devised corresponding contingency plans for both during the camp and while the participants were staying with their host families. I too dealt with the registration and accommodation arrangement of the international participants and communicated with the head of the delegations throughout the entire year so as to answer their enquiries and ensure their needs were catered to upon their arrival. Our team also made use of digital and social media channels to update the participants with information packs regularly.

Ensuring accessibility for all guiding members is equally, if not more, important during and after the pandemic. In 2020, much have been done online in adherence to the government’s regulations, which might have deprived some guiding members of the opportunities to participate. Having this in mind, while designing programmes, workshops and training courses for HKGGA, my collaborators and I endeavoured to strike a balance between online and offline. We did not solely rely on online tools but integrated sessions that were less technologically demanding to ensure that we provided equal opportunities to all guiding members



## Voluntary and professional appointments

Positions held within WAGGGS, a Member Organisation, and professional, NGO or business appointments within the last ten years.

WORLD ASSOCIATION OF  
GIRL GUIDES AND GIRL  
SCOUTS

- CAT Mentors Assistant 2020-current
- Member of Volunteer Resource Pool 2018-current

MEMBER ORGANISATION

- Vice Chair of Community Awareness and WAGGGS Advocacy Team 2019-current
- Assistant Trainer 2015-current
- Course Instructor/Badge Assessor of Guiding Knowledge and WAGGGS Knowledge 2013-current
- Member of Community Awareness and WAGGGS Advocacy Team 2018-2019
- Drill and Ceremony Instructor 2016-2019
- District Commissioner 2016-2017
- Young Representative of Executive Committee 2014-2016
- Member of International Team 2014-2016

OTHER  
VOLUNTARY  
POSITIONS

PROFESSIONAL/ NGO/  
BUSINESS APPOINTMENTS

- Senior research assistant 2019-current
- High school English teacher 2014-2019

## Participation in events

Participation in relevant events within the last six years.

- Commission on Status of Women 65th Session 2021 – WAGGGS Observer
- Finding Our Path 2020 – Facilitator
- Juliette Low Seminar 2019 – Facilitator
- Leadership Mindsets and Updates of WAGGGS Workshop 2018
- 36th World Conference 2017 – Young Delegate
- WAGGGS Value Proposition Workshop 2015
- 35th World Conference 2014 – Planning Team Member, Young Women's Pre-event

- World Thinking Day 2021 Activity Series – Advisor
- Learn-Lead-Link (an online leadership programme adapted from Helen Storrow Seminar) 2020 – Coordinator
- Annual Parade 2014, 2015, 2017, 2018 – Master of Ceremony
- Centenary International Camp HKGGA 2016 – Deputy Camp Commandant, International and China Liaison Team
- Annual General Meeting 2014, 2016 – Young Representative of Executive Committee and District Commissioner
- Let Us Share 2014, 2015
- World Thinking Day Festival 2015

- 13th Asia Pacific Regional Conference 2019 – International Service Team Member
- Roverway 2018 – Facilitator
- London Landmarks Half Marathon 2018 – fundraised for WAGGGS
- Asia Pacific Regional Partnership Visit Meeting 2015

WORLD ASSOCIATION OF GIRL  
GUIDES AND GIRL SCOUTS

MEMBER ORGANISATION

OTHER RELEVANT  
NATIONAL, REGIONAL OR  
GLOBAL EVENTS



## CURRENT MEMBERS OF THE WORLD BOARD

The following Board members were elected at the 36th World Conference in 2017 and will retire in 2023:

Name	Elected	Term Ends
Katerina Agorogianni	2017	2023
Normala Baharudin	2017	2023
Tashia Batstone	2017	2023
Heidi Jokinen	2017	2023
Ntombizine Madyibi	2017	2023
Jayne Wachira	2017	2023

The following Board members were elected as Regional Chairs at the Regional Conferences in 2019 and will retire in 2022:

Name	Region	Elected	Term Ends
Larissa Byll Cataria	Regional Chair, Africa	2019	2022
Libya Sbia	Regional Chair, Arab	2019	2022
Bronwyn Hughes	Regional Chair, Asia Pacific	*2020	2022
Eline Grøholt	Regional Chair, Europe	2019	2022
Cindy-Ann Alexander	Regional Chair, Western Hemisphere	2019	2022

\* Note: Bronwyn Hughes was elected as Regional Chair of the Asia Pacific Region in April 2020 following the resignation of Winnie She Tsui Sui Lan

Further information on the role and responsibilities of the World Board, the role description and person specification, and skills and experience mapping of current World Board members, is available [here](#).

## PART B: SUPPORTING INFORMATION

## GUIDELINES ON CAMPAIGNING

The following guidelines aim to provide candidates and Member Organisations with clear parameters within which they can work to support a candidate's nomination. It is an expectation that all parties will follow the guidelines to ensure a fair and ethical process in the lead up to the election.

Be aware that different cultures view campaigning in different ways. Candidates may provide opportunities for Member Organisations to get to know them, face to face at conferences and events, with a web page, digital flyer, short videos, blog, or using social media. Taglines to email messages are also an option. Promotion of a candidature shall at all times be conducted with dignity and moderation. Following the values and principles of Girl Guiding and Girl Scouting, we discourage aggressive and/or negative campaigning including activity or behaviour that seeks to criticise or undermine a fellow candidate.

Candidates may provide additional information to Member Organisations at the World Conference in the form of an electronic flyer (one page), bookmark or item of similar nature.

If candidates have the opportunity to attend another event prior to the World Conference, they should be aware that while this is a great opportunity for Member Organisations to get to know them and see them in action, the event purpose should be the focus, rather than their candidacy. Candidates are encouraged to practise their Leadership Mindsets, letting their personality, participation, commitment and effectiveness at the event speak for them, rather than campaigning actively.

Candidates may not provide gifts, either at conference or at other events. This ensures that no one is either advantaged or disadvantaged by a financial position and minimises the risk or perception of gifts being seen as an inducement to act in a certain way or creating a sense of obligation. This definition of gifts includes gifts in kind such as the exchange/promise of services or favours.

These guidelines will be circulated to all candidates and all Member Organisations and will be available on the WAGGGS website.

## ELECTION PROCESS

extract from the Rules of Procedure (WoCo Document 1b)

- Voting is by secret electronic ballot.
- The names of the candidates shall be displayed in alphabetical order on the voting platform.
- There will be a single round of voting. Eligible Member Organisations shall vote by allocating one vote each for up to a maximum of six candidates. Member Organisations do not have to allocate all six votes.
- The six highest-scoring candidates shall be announced in alphabetical order.
- Should there be parity of votes for the final place, a new round shall take place between the candidates who have received the same number of votes.
- The Approved Persons will be filled by the candidates receiving the seventh and eighth highest votes. Should there be parity of votes for the eighth place, a new round shall take place between the candidates who have received the same number of votes.
- There will be a final vote by simple majority to ratify the new members of the World Board and the Approved Persons.





WORLD ASSOCIATION  
OF GIRL GUIDES  
AND GIRL SCOUTS



Walking together, walking far

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