The second WPSP Institute at China Women's University took place in Beijing from July 5 through July 11, 2014. CWU is the first and most prestigious public institution of higher learning in China uniquely for female students with a goal of cultivating high quality talents in its students. As recommended by the WPSP and the Ford Foundation, CWU partnered with three academic institutions in Beijing to implement the WPSP Institute in China bringing together 50 students to focus on transnational strategies to advance women's leadership in critical areas of public service.

The three partnering universities included:

- **China University of Geosciences (Beijing)** which traces its roots to Beijing College of Geology, was founded in 1952 as a result of the merger of the geological departments from Peking University, Tsinghua University, Tianjin University, and Tangshan Railway College. Early success led to its being named one of the nation’s 64 “key colleges and universities.”

- **China Youth University for Political Sciences (CYUPS)** is an institute of higher education affiliated with the Central Committee of China Communist Youth League.

- **China Institute of Industrial Relations (CIIR)** was transformed into a regular university in May 2003, with its name changed to China Institute of Industrial Relations, as part of its efforts to meet the needs of labor education and studies and union professionals in a market economy.

The institute provided students with strategies to advance their careers in public service, and served as an incubator for transformative and inclusive global leadership for women in public service in China.
Methodology

A unique feature of the Institute was the methodology of participatory and interactive work, where the student is at the forefront of learning; a relatively new concept in Chinese pedagogy.

Mentoring

The mentoring forum, which will take place in September 2014, will be held at Tsinghua University where students from the four universities involved in the WPSP Institute at CWU will convene to listen to the narratives and challenges as discussed by the Goldman Sachs 10,000 Women. Following this event, we hope the mentoring relationships will continue to develop and provide guidance to the students from the WPSP Institute.

Opening Ceremony

On July 5, 2014, the Women in Public Service Project celebrated the inauguration of the 2nd annual WPSP Institute at China Women’s University. Ye Shuiping, Dean of International Affairs at China Women’s University gave the opening remarks welcomed international guests to Beijing and welcomed everyone to the opening ceremony of the 2014 WPSP China Women’s University Institute.

Rangita de Silva de Alwis, Director of the Women in Public Service Project, thanked the Ford Foundation for its support in making the WPSP CWU Institute possible and welcomed the distinguished guests and delegates. She recalled the words of Hillary Clinton that, “women’s rights are human rights.” She also noted that this Institute marked the beginning of Beijing Plus 20, a year-long anniversary to bend the narrative arc of progress for women of the Beijing Platform for Action, an agenda for women’s empowerment. Globally, women are vastly under-represented in leadership positions across all sectors and regions. She told the students they must bear the torch of leadership for future women leaders in China.
Dr. de Silva de Alwis noted that globally, women are vastly under-represented in leadership positions across all sectors and regions. At the 4th World Conference in Beijing, governments undertook to work to raise women’s representation to a critical mass of 30 percent. To date, only 37 countries have reached the 30 percent mark recognized as the critical mass of change. Nine countries still have no women members at all. However, progress has been made: in 2013, the world average of women in parliament stands at 20.8 percent. In 1995, it was only 11.3. At this sluggish rate of change, women will not realize the promise of equality until the beginning of the 22nd Century. She urged the students to take action. Dr. de Silva de Alwis closed with another statement from Hillary Clinton that, “Women are not victims; we are agents of change; we are drivers of progress; we are makers of peace—all we need is a fighting chance,” and proclaimed, “The WPSP is that chance for women. This is the cause of our time.”

Vice President of China Women’s University, Liu Meng, followed Dr. de Alwis and discussed the impact of the WPSP Institute at CWU on young women’s intellectual growth and the important objective of gender awareness and public service. She emphasized the importance of research to increase quality and the capacity of students and noted that CWU has established long-term partnerships with many other universities to ensure that gender awareness is a priority.

Vice President Liu Meng explained that the Institute is designed to advance public service involvement of leadership and thanked Rangita de Silva de Alwis for her help in developing this program for CWU students. She gave an overview of the past Institute and the vast improvements she observed of students who had gone through the program. She described the Institute as an inspiration that opens the door to knowledge and paves the way for a future in public service. Vice President Liu Meng closed her remarks noting that students will get a full view of public service and contribute to the improvement of women’s involvement in public service in China.

A representative from the All China Women’s Federation representative spoke on the role of women in society and stated that there should be more favorable policies in place to encourage women’s leadership and involvement in public service. She says that she is glad to see women more involved in economics, technology, and other sectors not historically inclusive of women. She acknowledged that women are still faced with many challenges and that traditional roles still stifle women’s development. She stated that it is critical to advocate for women. In order to do this, women must advocate for themselves and take effort to demonstrate their capacity. China is witnessing rapid social and economic development.

“Every step you take towards women’s involvement is a proud and necessary step”

-President Dianne Lynch, Stephens College
and female students should seize upon these economic opportunities. Her hope of the CWU Institute was that the speakers would give students a new way of thinking to help their professional development and advancement in public service beyond graduation.

President Dianne Lynch of Stephens College discussed the shared mission that all of the schools and organizations at the opening ceremony represented: a mission of education, opportunity, and equality around the world. Her first piece of advice to the students was to spend as much time with Rangita as possible and soak up all of her wisdom.

President Lynch gave an overview of her school, Stephens College, the second oldest women’s college in the United States. It was founded as a religious school and has since evolved into independent, non-religious. The goal of Stephens College is “preparing students for the lives that await them.” Her hope and that of her college is that every student will be self-confident, self-reliant, and self-determined. She emphasized the importance of women’s empowerment and described the long history of Stephens College as a school that supported that goal. She noted a graduate of Stephens College who has exemplified these characteristics through her role in public service, the first woman to serve as U.S. ambassador to the United Nations, Jeane Duane Kirkpatrick. Today, Stephens takes pride that it is one of only 44 women’s universities in the US.

President Lynch mentioned her studies of feminist history, theory, and digital media and her life’s work is to pursue vision where women share equal opportunities everywhere. She stated, “We live in a world desperate for solutions. Every step you take towards women’s involvement is a proud and necessary step. Our shared obligation is greater than it has ever been and yours more important...you are the leaders of tomorrow.”

President Roelofs of Berea College followed with his opening statement that “Men, too, can be champions of women’s change.” Although Berea is not a women’s college, it has a historical commitment to all people, “Berea College does not charge tuition, nor does it accept applications from students who can afford to contribute appreciably to the cost of their college education.” The founder of Berea was an abolitionist and inclusiveness is part of its mission statement. Berea College was the first interracial and coed institution in the American south. President Roelofs described the college as having slightly more than 50% women students enrolled and women employed at all levels of faculty and staff. Berea has always supported women’s issues and was a strong supporter of the 19th Amendment and women’s rights is a matter of great importance at the college.

President Roelofs described Berea College’s involvement with the WPSP and the semester long course which Dr. de Silva de Alwis and Director of Women’s and Gender Studies at Berea College, Peggy Rivage-Seul, developed on “Empowering Women for Global Leadership.” This was the first WPSP course to be
offered at a university and has become a model for other universities globally. He gave the examples of two women graduates from Berea College who devoted their careers to public service: one female graduate who served in the federal government for over 25 years with the Federal Trade Commission, Tennessee state government, and as a legal counsel for the United States Senate. Another female graduate from Berea continued her academic career at Columbia University School of Law and currently serves as the chief clerk of the US District Court in Louisville, KY.

Jane Zhang, managing director of APCO Worldwide’s Beijing office, spoke briefly of her role in public service and one of her first assignments coordinating the tasks and speech for Hillary Clinton when she came to Beijing for the Fourth World Women’s Conference in 1995.

Ambassador Moushira Khattab began her remarks by saying that having a program in China will give a big boost to the Women in Public Service Project given the economic impact of China around the world. She acknowledged the economic and social changes in China and described the WPSP as being about sharing, the power of knowledge, the power of youth, and the importance of mentoring. She explained that mentoring is mutual learning and the mentors often learn more from their mentees. She stated that because women are not equal partners in decision-making in politics, there are more problems. One issue she worked on during her time in public service was women’s access to education. She emphasized the importance of addressing this issue at an economic level, to alleviate poverty, and to create a supportive environment in which women could thrive. These women’s lives were changed and their communities also improved as a result of access to education.

Olivia Cox-Fill described her first job as a teacher at the age of 7. She later studied medicine and journalism and worked for the World Health Organization. She worked with poor girls in a minority community in China and established a foundation that paid for transport and nutrition for girls. She told the CWU students to be very careful how they present themselves and told them not to be afraid to “flex their muscles” to prove to employers that they are very capable. As the CEO of Soho China once told her, she has earned her PHD (poor, hungry, and determined). She also recalled a female doctor whom she met at a young age who told her, “When preparation meets opportunity, that is luck.” Olivia elaborated that preparation gives you the confidence to reach for the sky and break the glass ceiling.

Lynn Johnston, 50x50 Leadership Circle Member, presented the Award for Excellence in Women’s Leadership for the WPSP CWU Institute Class of 2013 to Pang Tianyin. She described her humble upbringing in Nevada and then her undergraduate years at Wellesley College. When she started at Wellesley, she felt unprepared for studying at the university level but credits Wellesley for who she is today. She emphasized the power of education at a women’s only college and spoke about Wellesley’s history of public service noting that two female secretaries of State are Wellesley alums. She also described her involvement with the WPSP since the beginning. She spoke about her experience attending the first institute at Bryn Mawr College and the most recent institute she attended hosted by Mt. Holyoke, Smith, and Simmons colleges. Lynn noted that this was her first experience with an international WPSP Institute but that she was reminded of her last visit to China in 1992. She closed with a famous Wellesley quote, “A world that is good for women is a world that is good for everyone”
and told the students that there will be many changes and they will be helping to make those changes happen through what they will learn during the upcoming institute.

Bob Johnston also spoke about the changes that the students would experience and the opportunity that this institute would give them to make a difference in their communities and their country to involve more women in public service and in leadership positions and to make a greater impact on society. He acknowledged that the students bound to face disappointment and failure throughout their professional journey but that they would learn the most from their failures. He pointed to a large mural on the side of the conference room with vast mountains and very small figures at the foot of the mountains and told the students that they were the small figures and that they would face mountains as large as those depicted in the painting but that they would overcome these obstacles.

A student representative from the 2014 class of the CWU WPSP Institute gave the final remarks and spoke about her interest in women’s rights and the opportunities the institute would provide to communicate with other leaders from different universities in China and around the world. She hoped to acquire a more comprehensive knowledge of public service and to make a positive impact on the attitudes toward women in public service.

**Saturday, July 5, 2014: Panel on Global Advocacy and Women’s Leadership**

**Speakers: Dr. Rangita de Silva de Alwis, Amb. Moushira Khattab, President Lyle Roelofs, Professor Yuko Takahashi**

Rangita de Silva de Alwis opened the panel with a statement from the Harvard Business Review that networks are fundamental to women’s leadership. She also noted the importance of powerful male allies. Her first lesson to the students was that as they rise, they must bring others with them and reminded them not to forget those who made it possible for them to move up in the professional ladder. She gave the example of Mary Robinson, former president of Ireland, who once received an invitation to an event hosted by a small women’s organization during her presidency to which her office responded that this event was not worthy of her attendance. Mary Robinson gave the invitation a second look and decided that this event was exactly the kind of event she needed to attend because it was these small women’s organizations who gave her the most support and made her feel connected and less isolated in a male-dominated field.

Dr. de Silva de Alwis also touched on the importance of evidence-based research and building diverse, inclusive, and democratic groups as allies. She gave another example of a female leader, Kim Campbell, former prime minister of Canada, and her approach to gun control. She recognized that it was important to get feedback from all sides and created an advisory council that represented various views on the issue. She also spoke about a case in Botswana and a roundtable to identify discriminatory areas in
statute laws. In their process, they identified what was most doable for a positive result as the first step in order to start the project off on a positive note to influence more change. The first provision to challenge was the citizenship act. The stakeholders demonstrated that this was an issue that impacted both men and women and they decided to use time to their advantage by launching the campaign during a high-profile time.

Another important tool Dr. de Silva de Alwis demonstrated in global advocacy is the use of male “Champions of Change.” In Australia, the Gender Equality Commission brings together male CEOs and identifies one CEO each month to profile for their support of women’s leadership. This builds competition by incentive and encourages male involvement in issues regarding women’s empowerment.

Amb. Moushira Khattab then spoke about discrimination against female diplomats in her early career. Women could not be assigned abroad as they were expected to stay home and take care of their families. Women diplomats formed an alliance and lobbied that it was for the best interest of the foreign service to have strong women in positions of leadership. She explained that sometimes when one does not know much about the field, they are stronger than those who are experts because they have a unique outside perspective and are not clouded by experience.

Amb. Khattab identified two most important keys to global advocacy and making an impact: 1) Strategy and 2) Networks/Alliances through influential leaders. For strategy, it is important to work from the bottom up and to brainstorm at a local level to ensure that the community believes the idea that they are supporting is their own. You also must prepare for the worst and have a strategy in place for the worst-case scenario. With regard to networks/alliances, it is important to build relationships with influential leaders such as religious leaders and community leaders.

She also noted that capacity building is key and training to ensure that the reformed laws would be implemented. If you work from the grassroots level, you will have a supportive base to ensure that government follows through and is held accountable.

President Lyle Roelofs of Berea College followed with his five points of advice for effective global advocacy:

1) The community solves problems better than the individual.
2) Effective advocacy is better than protest.
3) If you succeed, you should be prepared to work very hard.
4) Advocacy is important at all scales.
5) You may have to help authority structures learn how to respond to advocacy.

President Roelofs became involved with women’s issues through women’s involvement in STEM areas. He told the story of five women students who came to him and said they did not feel welcome studying science in their university classes and decided to become advocates for women in STEM. With the guidance of then teacher, President Roelofs, these five female students developed a new course on women in science to encourage more women to remain in the field. With this course, students were
encouraged to find a successful role model and understand what she did and to also look at the question of perspective. Women tend to identify items that men sometimes overlook. Men look at how to manipulate the system whereas women tend to see relationships within the system. Men and women working together can be more successful than having just men or just women working on a particular problem.

President Roelofs also discussed gender stereotypes. Women are often told that they should not work in a certain field because it is not the societal norm. Changing these views is important to women’s advancement. He closed his remarks noting, “Advocacy is just part of being an effective person.”

Professor Yuko Takahashi of Tsuda College spoke on “Womenomics,” the current phenomenon in Japan and the inclusion of women in the workforce and leadership to advance the Japanese economy. She noted that Japanese women’s wages are still only 70% of men’s wages but that Japan is in a state of flux concerning women’s economic involvement. Professor Takahashi cited the Global Gender Gap Index from the World Economic Report which ranked Japan as 101st out of 130 in the four areas of economic involvement, education, health/survival, and political empowerment. She noted that Japanese women are well educated with access to good healthcare but the ratio of female researchers remains at 13.8% while the United States is still around 34%.

Professor Takahashi stated that it is difficult for women to remain working because work demands are too enormous to maintain a life/work balance. Once a woman steps down from her career track in order to start a family, it is very hard to jump back in.

Japan has been working to encourage women’s involvement in the workforce and the government recently appointed three women to top-ranking positions. Difficulties related to career and child-rearing are still apparent although more high quality daycare centers are being created because it is still a challenge to combine career and family life. The Japanese government has set an ambitious goal of increasing the percentage of women leaders in every field to 30% by 2020.

Professor Takahashi mentioned that women’s talents are not being used effectively. She described a large grant that her school, Tsuda College has received to encourage the inclusion of women in science by demonstrating that women scientists are chic and fashionable and also pairing younger students with college student role models. She mentioned that Japan needs to change its work style in order to increase women’s inclusion in the workforce.

Dr. de Silva de Alwis then asked the students to each describe what they thought was the best way to advocate for women’s leadership and the most effective way to include women in public service. Many responded that role models are very important and others stated that the media plays a large role in influencing how women are perceived in society.
Sunday, July 6, 2014
Team Building & Lecture: Gender Analysis Framework
Speakers: Song Hongbo, the director of Marketing Teaching & Research Section of School of Management of CWU, Professor Liu Meng, professor and vice president of CWU

Song Hongbo provided his guidance in the activity of Team Building and Professor Liu Meng, professor and vice president of CWU gave a lecture on “Gender Analysis Framework.”

Monday, July 7, 2014
Women's Decision Making: CEDAW and MDG's International Review
Speakers: Dr. Rangita de Silva de Alwis, Director of the WPSP and Professor Liu Bohong, Honorable Professor of CWU, Former Director of Women's Studies Institute

Student leaders presented the aims goals, aspirations and the ways in which the team hoped to contribute to their communities and China and discussed the following topics:

- How to build a network through clubs and employment center in colleges to be an incubator for job seeking of female students
- How to improve women’s gender awareness
- Short-term and long-term objectives for women’s empowerment
- Turning discussion into action

Rangita de Silva de Alwis gave a brief analysis of the Convention on the Elimination of Discrimination against Women (CEDAW), established by the United Nations in 1979 as the universal global bill of rights for women. Unlike other international laws, CEDAW covers the responsibility of both states and individuals and covers both direct and indirect discrimination and includes both equal and substantive forms of equality. 188 out of 195 countries have ratified CEDAW. China has ratified CEDAW and has the responsibility to comply with it. CEDAW does not operate directly, but translates into national laws and practices, for example, in China, the Law on the Protection of Women's Rights and Interests, revision of Marriage Law and Labor Contract Law.
The promulgation of CEDAW was the culmination of the efforts of the global women’s human rights movement to bring together in a single document a charter of women’s rights. Despite many of its shortcomings, it gives voice to the notion that women’s rights are human rights.

The CEDAW covers the public as well as the private sphere. CEDAW argues for the universality of rights including civil and political rights, as well as socio-economic rights like the right to health. For example, the treaty seeks to enforce women’s legal rights to nondiscrimination in areas ranging from political participation to employment, to the family, but also focuses on women’s reproductive rights and speaks to the importance of insuring women’s social and cultural equality by achieving modifications to social and cultural patterns of conduct that lead to stereotyped roles and hierarchies between the genders. To ensure women’s rights, CEDAW makes state parties responsible, once they have signed on, for adopting legislation refraining from discrimination against women, and taking “all appropriate” measures to eliminate discrimination.

Since states are bound to eliminate discrimination as defined by Article 1, they are obliged to eliminate discrimination against women in all spheres of life, including the private sphere—especially in the family. This includes not only eliminating practices that are intended to constrain women’s human rights but also those that result in impairing women’s rights. In pursuing these goals, states may under Article 4 of the CEDAW even introduce temporary affirmative action measures until equality between men and women is achieved.

Article 2 obliges states to take concrete steps to eliminate discrimination against women. This provision also requires states to eliminate discrimination against women by any person, organization, or enterprise. This provision makes the CEDAW unique since international human rights treaties are usually limited to the conduct of the State or its agencies.

The main objective of Article 2 is to achieve the establishment of an appropriate legal structure that will guarantee de jure and de facto equality, the necessary resources for its implementation, and a definition of the necessary punishment for “public and private discrimination acts”.

CEDAW’S affirmative obligations are another distinct feature of the convention. Article 2 of the CEDAW specifies that state parties must take affirmative actions to condemn all forms of discrimination against women and to pursue, by all appropriate means, a policy of eliminating such discrimination. For example, Article 2 (f) delineates that states party to CEDAW must take all appropriate measures including legislation that abolish or change all existing laws, practices, and customs that discriminate against women, indicating that state parties have agreed to take steps to eliminate discrimination against women. One of the most important obligations under CEDAW is that under Articles 2 (f) and 5 (a), state parties must correct cultural customs and practices, in addition to cultural patterns of conduct between men and women, which promote any type of discrimination or stereotyped roles for men and women. CEDAW not only directly states that women are entitled to de jure legal treatment, but CEDAW also grants women de facto relief by specifying that states must eradicate discrimination inherent in customs and traditions.
The Convention points out in Articles 7, 8 and 9 the specific provisions that should be adopted to guarantee women the full enjoyment of their civil and political rights on equal terms with men, both at national and international levels. The enforcement of Articles 7 and 8 could require states parties to adopt measures of affirmative action centered on the promotion of wider participation of women in political activities.

Dr. de Silva de Alwis acknowledged that it is not enough to have good laws, implementation is necessary. The CEDAW committees Genderal Recommendations and Concluding Observations are guiding principles that hold states accountable under the treaty. She discussed the importance of treaty body jurisprudence and how advocates can use the concluding observations as powerful advocacy tools.

Professor Liu Bohong challenged many stereotypes associated with the female gender and told the students that domestic and social responsibilities should be evenly distributed between men and women.

Working in teams, students presented their expectations of what they hope to contribute to their communities and developed a personal manifesto on leadership. They also drafted student-led mock CEDAW shadow reports to the upcoming October 2014 CEDAW Committee sessions in Geneva. This gave the students firsthand experience on learning by doing and team work. The teams then presented their reports to Dr. de Silva de Alwis and Professor Liu Bohong.

Below are the topics and speakers for the subsequent days of the Institute.

**Tuesday, July 8, 2014**

**Gender Perspectives and Women’s Leadership, Women’s Leadership Workshop**  
Speaker: Professor Zhang Lili, Dean of the School of Management at CWU

Professor Zhang Lili spoke about the advantages of gender and women’s leadership development and led a class competition to enhance student cooperation.

**Wednesday, July 9, 2014**

**Women in Public Service and Women’s Career Development**  
Speaker: Ms. Cai Qiaoyu, Vice President, Shenzen Women’s Federation

Vice President Cai Qiaoyu gave a lecture on women in public service and professional development. Following the lecture, the students discussed their five year plans and platforms for action.

**Thursday, July 10, 2014**
Zhang Jie, dean of School of Academy of Arts of CWU, gave a lecture about The Art of Speech.

**Career and Personal Development**
**Speaker: Song Yushui, Deputy President, Beijing Intermediate People’s Court**

Judge Song Yushui shared her personal growth experience as a woman judge.
Speaker: **Tina Tchen**, Executive Director of the White House Council on Women and Girls

Tina Tchen and a U.S. women’s delegation from the White House discussed women in public service with the students of WPSP China Women’s University Institute.

**Friday, July 11, 2014**

**Women’s Rights Cases and Aspects of Law-Making**

Speaker: **Anna Wu**, GBS, JP, Hong Kong

Professor Anna Wu shared past law cases with the students and inspired them with the successes that women had experienced in legislation. The students then shared their five year plans. Each group presented their course reviews through various means including dancing, singing, and media presentations.
Closing Ceremony

Speaker: Leocadia Zak, Director, U.S. Trade and Development Agency

Leocadia Zak gave closing remarks and discussed the successes and challenges she has faced in her career in public service.

Report prepared by Elizabeth White