The Women In Public Service Project
Meeting the 50x50 Challenge

Woodrow Wilson
International Center for Scholars
August 2012 – August 2014
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**Founding Partners**
- Barnard College
- Bryn Mawr College
- Mount Holyoke College
- Smith College
- Wellesley College

**Partners**
- Scripps College
- Mills College
- Mount St. Mary’s College
- City College of New York
- The WPSP Public University Consortium:
  - University of Massachusetts, Lowell
  - Arizona State University
  - San Francisco State University
  - University of Maryland Baltimore County
- Stephens College
- University of Chicago Institute of Politics
- Simmons College
- Berea College
- Carleton University, Canada (2014-2015)

**Collaborating Institutions**
- Al-Balqa'a Applied University, Jordan
- American University in Cairo, Egypt
- American University of Afghanistan
- Asian University for Women, Bangladesh
- Brescia University College, Canada
- China Women's University [formerly All-China Women's College]
- Hunan Women's University
- Shandong Women's University
- College of Sciences for Women, University of Baghdad, Iraq
- Collegio Nuovo, Italy
- Colorado Women's College, United States
- Effat University, Saudi Arabia
- Ewha University, Korea

WPSP Global Network
Ministry of Social Development, Jordan
Vice President's Office of Peru
Ministry of Social Welfare, Gender and Children's Affairs, Sierra Leone
Ambassador for Female Entrepreneurship in Sweden
Uongozi Institute, Government of Tanzania
The Tunisian Ministry of Women’s Affairs
Government of the United Arab Emirates
Equal Opportunities Commission Hong Kong

**Collaborating Embassies in Washington, DC**
Embassy of Afghanistan
Embassy of Albania
Embassy of Belgium
Embassy of Burkina Faso
Embassy of Bulgaria
Embassy of Costa Rica
Embassy of Ecuador
Embassy of Finland
Embassy of France
Embassy of Greece
Embassy of Honduras
Embassy of Kenya
Embassy of Latvia
Embassy of Liechtenstein
Embassy of Lithuania
Embassy of Mexico
Embassy of Nicaragua
Embassy of Peru
Embassy of Romania
Embassy of South Africa
Embassy of Sri Lanka
Embassy of St. Kitts and Nevis
Embassy of Switzerland
Embassy of Tanzania

**Government Ministries, Agencies & Embassies**

**Founding Partner**
U.S. Department of State

**Partner**
Australian Government

**Collaborating Partners**
Andean Parliament
Office of the President, Costa Rica
European Parliament
United States Mission to the European Union
The Government of Kosovo
The Mexico Ministry of Tourism
The Moroccan Ministry of the Interior
Ministry of Gender Equality and Child Welfare in Namibia

**International Agencies**
IDLO
UNESCO
The World Bank

**Private Sector**
APCO Worldwide
Intel Corporation
Censeo Consulting Group
McDermott Will & Emery
Craigslist Inc.

Harpswell Foundation Leadership Centers for Women, Cambodia
Holy Spirit University of Kaslik, Lebanon
Jean Monnet Center for Excellence at the University of Rome Tor Vergata
Karakoram University, Pakistan
Kinnaird College for Women, Pakistan
Kiriri Women's University of Science and Technology, Kenya
Lady Shri Ram College, India
Miriam College, Philippines
National Assembly of Rectors, Peru
Northeastern University School of Law, United States
Ochanomizu University, Japan
Pannasastra University, Cambodia
Saint Joseph University, Lebanon
Shaheed Rajguru College of Applied Sciences For Women, India
Sookmyung Women's University, Korea
St. Scholastica's College, Philippines
Tsuda College, Japan
Universidad Femenina del Sagrado Corazón: UNIFÉ, Peru
University of Dhaka, Bangladesh
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Introduction

Nearly two decades ago, at the Beijing Women’s Conference in 1995, then first lady Hillary Clinton galvanized the global women’s movement when she reminded us that Women’s Rights are Human Rights. The Women in Public Service Project (WPSP) launched by Secretary Clinton in 2011 is the continuum of that clarion call that was echoed around the world.

What distinguishes us is Secretary Clinton’s trajectory of public service.

The WPSP finds its deepest and fullest expression in the public service career of our founder and in Congresswoman Jane Harman, the first woman to head the Wilson Center, which houses the WPSP.

What distinguish us are our unique partnerships with academic institutions that are at the forefront of training the next generation of women.

The WPSP was incubated by the U.S. Department of State in partnership with the leading United States women’s colleges, the Seven Sisters (Barnard, Bryn Mawr, Mt. Holyoke, Smith, and Wellesley Colleges) to inspire a new generation of women leaders to lead their communities and countries so as to forge new solutions to the intractable challenges of our times. The WPSP has now grown to be a premier global platform with women’s colleges and academic institutions around the world rededicating their commitment to the 50x50 movement: fifty percent women in leadership and decision-making positions in public service by 2050. What started as an effort by academic institutions in the United States has now grown to include over 80 academic institutions and government entities, and our delegates come from every region of the world and from over
100 countries. Through the WPSP, academic institutions play a critical role in nation building. In countries that are in transition, academic institutions have the legitimacy to convene disparate groups from the private, public, and non-government sectors.

What distinguish us are our WPSP institutes.

Our institutes are crucibles for transnational networking and bring together an emerging generation of women leaders from over 100 countries to advance constitution building, legislative drafting, peace negotiations, good governance, and institution building.

What distinguishes us is that women’s decision making is the cause of our time.

In Foreign Policy’s Power Issue, David Rothkopf writes that “The systematic, persistent acceptance of women’s second class status is history’s greatest shame.” He argues further that “…the underrepresentation of women in positions of power is proof …of a system of the most egregious, widespread, pernicious, destructive patterns of human rights abuses in the history of civilization.”

Public service has the most profound and personal impact on the community. Globally, women are vastly underrepresented in leadership positions across all sectors and regions. At the historic 4th World Conference in Beijing, governments undertook work to raise women’s representation to a critical mass of 30 percent. To date, only 37 countries have reached the 30 percent mark in national legislative bodies, which is recognized as the critical mass of change. Nine still have no women members at all. However, progress has been made: in 2014, the world average of women in parliament stands at 21.8 percent. In 1995, it was only 11.3. It has been estimated that at this sluggish rate of change women will not reach the promise of equality for another one and a half centuries.

Of the 300 peace accords that have been signed since the end of the cold war, only 10 peace treaties address sexual abuse of women. When women are at the table, it makes a powerful difference. Because women were present at the process of negotiating the new constitution in South Africa, its preamble contains a clause explaining gender oppression and its impact on society, in addition to an equality clause, a provision to protect women from cultural practices that discriminate against them, and a recognition of reproductive rights.

Despite UN Security Council Resolution (SCR) 1325, progress has been slow. Recently, the Convention to Eliminate all Forms of Discrimination Against Women (CEDAW) Committee in General Recommendation 30 reaffirmed that the inclusion of a critical mass of women in international negotiations, peacekeeping activities, all levels of preventive diplomacy, mediation, and humanitarian assistance is a human right. In the last 20 years, less than three percent of peace treaty signatories were women and less than 7.6 percent of negotiating parties were women. No woman has ever been appointed chief or lead mediator in UN-sponsored peace talks. This is because women have been conspicuously absent from the table.

KEY FACTS AND FIGURES

The Gender Gap:
- Only 37 countries have reached the 30 percent mark in national legislative bodies.
- The world average of women in parliament stands at 21.8 percent.
- Women account for around 48 percent of the public sector workforce, but represent less than 20 percent of public leadership.
- Of the 300 peace accords signed post-Cold War, only ten address sexual abuse of women.
- In the last 20 years, women were less than 3 percent of peace treaty signatories and less than 7.6 percent of negotiating parties.
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The Women in Public Service Project

August 2012 – August 2014
What distinguishes us is that the time is now: The “Unfinished Business of the 21st Century”

“I believe it’s time for a full and clear-eyed look at how far we have come, how far we still have to go and what we plan to do together about the unfinished business of the 21st century: the full and equal participation of women.”

Hillary Clinton

Secretary Clinton recently called for a review of the progress made since the landmark Beijing Conference: “I believe it’s time for a full and clear-eyed look at how far we have come, how far we still have to go and what we plan to do together about the unfinished business of the 21st century: the full and equal participation of women.”

At the Fourth World Women’s Conference, 189 states adopted the Beijing Platform of Action which outlines 12 critical areas of concern. One of the areas of concern was the underrepresentation of women in the decision-making process. We propose that WPSP marks the Beijing +20 in the upcoming year by rededicating our efforts to advancing women in public service and aligning our endeavors to Pillar G (number 7) of the Beijing Platform of Action, which states:

The Universal Declaration of Human Rights states that everyone has the right to take part in the Government of his/her country. Without the active participation of women and the incorporation of women’s perspective at all levels of decision-making, the goals of equality, development and peace cannot be achieved.

At the cusp of Beijing + 20, at the crossroads that mark 15 years of the SCR 1325 that called for women’s leadership in conflict resolution and peacekeeping and on the eve of the Post-2015 Development Goals, it is time to take stock of what has been done and what more must be done to achieve the full and equal participation of women in decision making in political and public life.

What distinguishes us is the urgency of our cause.

We come together at an important moment in history when the evidence has never been clearer that women’s decision making is both an equitable goal and an economic imperative. In the words of the economist and Nobel laureate Amartya Sen, “Nothing is as urgent today in the political economy of development as the recognition of political, economic and social participation and leadership of women.”

Women’s agency has a cause and effect impact on the world’s economies. Ensuring equal decision making for women farmers would augment maize yields by 17 percent in Ghana. In India and Nepal, giving women a bigger say in managing forests improves conservation outcomes and increases productivity by 18 percent. Eliminating the employment gender gap could boost GDP in America by a total of 9%, in the Eurozone by 13%, and in Japan by 16%.

Why Women’s Leadership is Smart Policy:

- Equal decision making for women farmers would augment maize yields by 17% in Ghana.
- In India and Nepal, giving women a bigger say in managing forests improves conservation outcomes and increases productivity by 18%.
- Eliminating the employment gender gap could boost GDP in America by a total of 9%, in the Eurozone by 13%, and in Japan by 16%.
“Without a clear statement — such as 50x50 or minimum representation of females at 40 percent — the implementation of gender balance in public administration risks falling short of real progress.”

Gender Equality in Public Administration, UNDP Report 2014

Our 50x50 Call to Action: While much has been done in the arena of gender equality in political leadership and the status of women in political office has been tracked, there is comparably less attention paid to women’s decision making in public administration and public service. “Unlike women’s political participation, no global tracking mechanism exists for women’s participation and leadership in public administration.”

UNDP’s newly released report acknowledges the paucity of data on women in public administration. A comprehensive global baseline does not exist on women’s presence in public administration. What is obvious is that women remain underrepresented overall in the top levels of public administration.

According to the Ernst and Young Worldwide Index, across the G20 countries, women account for around 48 percent of the overall public sector workforce, but they represent less than 20 percent of public sector leadership. In countries where there is gender equality in public administration, there is a gender segregation among sectors: while women are present in culture, education, health, and tourism, women are conspicuously absent from security, finance, and planning.

The report Not Yet 50/50 by the Australia and New Zealand School of Governance (ANZSOG) at the University of Canberra argues that “the underrepresentation of women in APS [Australian Public Service] leadership is anathema to the notions of merit, equality and fairness on which the service is founded and is bound to follow in law. Yet this inequality is widely accepted without question, undermining the integrity and capacity of the service itself.”

At the same time, no longer can it be argued that it is just a matter of time before talented women will rise to leadership positions. The head of the Australian Treasury, Dr. Martin Parkinson, argues that the only way to correct the imbalance is to pursue a “systematic and structured approach to probing that imbalance.” The report cites Steve Sedgwick, who sees diversity as a business imperative. Almost 20 years ago, when he was head of the Department of Finance, Sedgwick wrote, “I have a ‘vested interest’ in pursuing good EEO policies. The reason, boldly stated, is that as an APS agency head I am responsible for achieving value for money in the delivery of government programs – and clearly, that is best done by having the best people.”

An effective public service demands leadership diversity and to ensure that organizational values are aligned to actual composition of leadership in public service. But there is also a business imperative. Not Yet 50/50 argues that moral imperative is linked to the notion of the role of public service as the moral guardians of what is just and right in public life. The instrumental imperative is that diversity and gender equality are fundamental to achieving social and economic value.

Closing the gender gap on leadership is not just the right thing to do but the smart thing to do.

What distinguishes us are our stories of change.

Wafa Bughaighis joined the inauguration of the WPSP at the State Department. When she left, she was determined to play a role in a changing Libya. Back home, she rallied 200 women’s groups to call for more women in government and decision making. In her manifesto bringing women’s groups together in a common national platform, she said, “When Libya called we gave our sons and our hearts. We will not be second class citizens anymore. Not now, not ever.” She is now appointed Deputy Minister of Foreign Affairs. She attributes this success to the WPSP.
Naheed Farid is the youngest Member of Parliament in Afghanistan. After the WPSP, she went back to raise the age of marriage so girls can complete their education and will not be married off against their will. Naheed has said, “Because of WPSP, I am powerful. I take courage from the sisters in my network.”

In Burma, against the backdrop of the upcoming Burmese elections, Soe Win works with Karen and Kachin women on peace and conflict resolution and trains them to run for office. Last year, Soe brought together 200 women to celebrate Aung San Suu Kyi so that WPSP could celebrate a woman who had sacrificed her life to public service.

**What distinguishes the WPSP is it brings new research to the forefront.**

Public service has the most intimate and powerful impact on the life of an individual and a community. From our education to finance to transport to justice to garbage collection to the rule of law, public service is deeply connected to our everyday life and to the future of our countries.

Research shows that women constitute a significant part of the overall public sector workforce in many countries, but women are conspicuously absent from leadership roles. The Worldwide Index of Women as Public Sector Leaders in 2012 shows that in Mexico, women are 14 percent of the leadership, and in Turkey, women are 13.6 percent of the leadership.

Research is critical to making an evidence-based case for women in public service and to show that reducing the gender gap in public service can have a real impact on the way in which our governments are run, policies are made, and our communities are strengthened. Research also showcases the importance of broader partnerships that include academic institutions, the private sector, development agencies, and civil society.

Who leads the public sector and political life is critical now more than ever. Diversity of thought, experience, and perspective are lacking in our highest levels of public service, even though women make up 51 percent of the population. In order to measure the impact of WPSP on the ground, we need to have a better understanding of the data on women in public service. This data showed that in the U.S., women make up approximately 57 percent of public sector employment, and in Russia, women constitute over 70 percent of public service positions but only 13 percent of the decision-making positions in public service. The existing data reveal that although women are disproportionately represented in the lower levels of public service, there is a gender gap in leadership positions in public service.

What distinguishes us is that we strive for impact today that has far reaching impact tomorrow.

Marion Wright Edelman once told President Ronald Reagan, “Women cannot be what women cannot see.”

“The role model effect of women’s leadership has intergenerational impact. Having a woman in a seat of power can be transformative and can help inspire peers and a future generation of women. Studies show the positive effect of exposure to a female leader. In communities in India where women leaders are more visible, fathers tend to send their daughters to school and to keep them in school.

“[The] underrepresentation of women in the Australian Public Service leadership is an anathema to the notions of merit, equality and fairness on which the service is founded and is bound to follow in law. Yet this inequality is widely accepted without question, undermining the integrity and capacity of the service itself.”

Not Yet 50/50

ANZSOG Institute for Governance at the University of Canberra
Role models are those who care for their families and their communities. UN Women’s Michele Bachelet who is now serving her second term as the President of Chile has said, “I am just another Chilean woman who works, cares for her house, and goes to the supermarket, [but] I am also a woman with a calling for public service.”

Kim Campbell makes an impassioned cry to elect women to office. She asks women: “Do you want your daughters and granddaughters to live in a world in which 15 percent of the national legislators in your country are women?”

As Dilma Rousseff, the current President of Brazil, said on the day of her inauguration, “I stand here today to open doors for other women. So others may become President.”

**What distinguish us are our unparalleled networks.**

There may be no other program like the WPSP that brings together women of such talent and uncommon commitment to public service, from such a remarkable diversity of geographic backgrounds and political perspectives, in such an invigorating place to live and learn as the WPSP’s institutes and programs.

To date, we have ministers, parliamentarians, heads of NGOs, heads of caucuses, heads of governments, commissions, mayors, and heads of local government from over 100 countries and from every region of the world who aspire to serve their governments at the highest level.

Hillary Clinton recently stated 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.” The WPSP is that chance for women. The women of WPSP are our future. We urge you all to join this movement. Each of you is a driver of progress, agent of change, and builder of peace. That is why you need to join this cause of our times.
To date the Women in Public Service Project has trained 1,058 emerging women leaders — including members of parliament, government ministers, and senior government advisors, among others — at 18 WPSP institutes, programs, and courses, including:

- **171 mid-career delegates** at WPSP institutes at Wellesley, Bryn Mawr, Scripps and Mount St. Mary’s, and Mount Holyoke, Simmons, and Smith;

- **191 university student delegates** at WPSP institutes at the Asian University for Women, China Women’s University, and Harpwell Foundation/Pannasastra University;

- **569 mid-career participants** at the WPSP inaugural colloquium, at WPSP programs hosted by Smith in Paris and by UMass Lowell, and at programs held in Brussels, Tunisia, Morocco, Burma, and Papua New Guinea;

- **103 university student participants** at WPSP roundtables at Lady Shri Ram College in India; and

- **24 students** enrolled at a WPSP semester course at Berea College.
... from every region of the world:
“The WPSP institute inspired me to continue working with women throughout Guatemala. I share the dream of Hillary Clinton that for 2050, Guatemala’s public position will be 50% of women or more.”

Yara Gonzalez Urrutia, Guatemala, Lawyer and Special Advisor, Pro-Líderes

“I need to prepare myself not only with knowledge but also with a network. If I want my voice to be heard, I need to know how to make people listen to me. And the course provided me with all of those things. After completing the course, I am ready to become a change maker.”

Ngoc-Anh Cao, USA, Student

“The WPSP has inspired me in so many ways. I want to share my narrative with the WPSP as a way to thank you all with gratitude and love for opening my eyes, my mind, and my heart to a life-changing experience.”

Liz Lacerda, Brazil, Belo Horizonte Metropolitan Development Agency

“I was appointed recently as a deputy Minister at the Foreign Ministry—the first time in Libya that a woman is appointed to this post. Please give my gratitude to the great women of the Wilson Center for the great support and inspiring great training.”

Waia Bushraighia, Deputy Minister, Ministry of Foreign Affairs, Libya

“My participation in 2012 Women in Public Service Program gave me the opportunity to learn how to lead the political evolution and transformation of my country. These two extraordinary weeks I became a member of a worldwide sisterhood.”

Naheed Farid, Afghanistan, Member of Parliament

“Because of the WPSP, I was very encouraged. These programs are so good that they fundamentally affected our lives and even my personal life. It has given me great inspiration on what we may want to become, so it will be very useful for the women in my country.”

Soe Win, Burma, Chairperson, Concord Institute

“Shake the history, make the history; was the inspiration that I got from [WPSP]. I have experienced the procedures of real policy and law making and learned how to make action plans from experienced lawyers.”

Anowara Begum, Bangladesh, Student

“The training reinspires my professional mission. Imagine if those of us who have received an education for women are silent, then who will be there to fight for our interests? Therefore, it is our responsibility and our vision.”

Zhang Xiaojingxiu, China, Student

“Full and equal participation in public service by 2050.”

1,058 emerging women leaders trained from 102 countries representing every region of the world

18 Academic Partners • 32 Collaborating Academic Institutions • 39 Government Entities

The Women in Public Service Project

August 2012 – August 2014
Partnerships and Global Network

Academic Institutions

The WPSP’s theory of social change is predicated upon its unique model of partnering with academic institutions, which are at the forefront of educating the next generation of women leaders. Since June 2012, 11 academic institutions have joined the founding members – Barnard, Bryn Mawr, Mount Holyoke, Smith, and Wellesley – and inaugural members Mills, Mount St. Mary’s, and Scripps to partner with the WPSP:

- City College of New York
- University of Massachusetts, Lowell
- Arizona State University
- San Francisco State University
- University of Maryland, Baltimore County
- Stephens College
- Carleton University
- Simmons College
- Institute of Politics at the University of Chicago
- Berea College

Government Partners

On March 12, 2014 the WPSP welcomed its first foreign government full partner and celebrated the launch of its Australian Chapter. The initiative spearheaded by Senator the Hon. Michaelia Cash, Minister Assisting the Prime Minister for Women, and Ms. Natasha Stott-Despoja AM, Australian Ambassador for Women and Girls,
will focus on promoting women’s leadership in Australia as well as the Asia-Pacific region as a whole. The launch highlights Australia’s commitment to spurring the advancement of women in public service in the region, which – excluding Australia and New Zealand – has the lowest rate of women’s political representation in the world.

**Multilateral Agencies**

The WPSP at the Wilson Center signed a memorandum of understanding with UN Women in January 2014 to collaborate on the joint convening of roundtables and seminars. Other multilateral agency partners include: UNESCO, the World Bank, and UNDP.

**Collaborating Academic Institutions and Government Entities**

Since moving to the Wilson Center, the WPSP has grown to include 39 collaborating government entities, including ministries, agencies, and embassies, and 32 academic institutions. WPSP’s collaborating partners pledge support for the 50 by 50 goal and agree to host an institute, program, or other initiative and/or provide in-kind support.
WPSP Initiatives

The WPSP’s strategic plan rests on three key pillars:

1. **Learning institutes and programs**: WPSP institutes and programs convene women transnationally for a contextualized and needs-based leadership program focused on critical leadership skills, such as constitutional and legislative drafting, negotiation techniques, conflict resolution, peacebuilding, networking, mentoring, and social media technology, providing a tool box to transcend challenges and expand boundaries.

2. **Mentoring**: Two-way and peer-to-peer mentoring is the bedrock of the WPSP and an important cornerstone for the sustainability of our program. Our transnational mentoring program ensures that our institutes and initiatives are sustained once participants return to their communities and countries.

3. **Catalyzing research, data, and leadership narratives**: The WPSP will partner with stakeholders on the following studies: a) a study on the impact of women’s leadership on public policy, governance, development, and in inspiring new generations of women; b) a baseline study to determine current levels of women’s decision making in public service globally, identify gaps and prioritize areas of intervention; and 3) an impact assessment of WPSP programming.

The WPSP’s archive of narratives of women in public service and database of concrete resources offer a compilation of tools for women’s decision making globally.
Pillar One: Learning Institutes and Programs

WPSP institutes and programs convene women transnationally for a contextualized and needs-based leadership program focused on critical leadership skills, such as constitutional and legislative drafting, negotiation skills, conflict resolution, peacebuilding, networking, mentoring, and social media technology, providing a tool box to transcend challenges and expand boundaries.

To date, WPSP institutes and programs have convened 1058 women, including 355 delegates (attendees at a one to two week immersive WPSP institute) and 703 participants (attendees at WPSP conferences and programs and students enrolled in a WPSP semester course).

Completed and Ongoing Programs

WPSP Inaugural Institute at Wellesley College, June 11 – 22, 2012: The WPSP Institute at Wellesley College was held at a transformative moment in the history of our time. Convened in the aftermath of the Arab Spring and other political transitions sweeping the world, the institute provided an opportunity to advance women’s leadership in public service during a period of critical political transformation.

Fifty emerging women leaders between the ages of 25 and 45 who were already in or aspiring to public service were brought together from the Middle East and North African region and countries in recent or continuing political transition to engage in shared learning and strategize on common goals. Over two weeks these emerging women leaders selected from over 500 applicants engaged in an intensive immersion program and followed a rigorous curriculum taught by over 60 thought leaders from the United States and around the world.

“The two week training at WPSP provided a vital momentum to me as a woman leader in public service that would definitely be a remarkable transformation in my journey with public service.”

Howaida Nagy, Egyptian Delegate at the WPSP Inaugural Institute at Wellesley College
‘Shake the history, make the history’ was the inspiration that I got from [WPSP]... I have experienced the procedures of real policy and law making and learned how to make action plans from experienced lawyers.”

Anowara Begum, Bangladeshi student at the WPSP Institute at AUW

WPSP Institute at the Asian University for Women, August 1 – 15, 2012: The WPSP at Wilson held its first institute for university students at the Asian University for Women in Chittagong, Bangladesh. An exercise in shared learning, the institute created a consultative process that mimicked real life law and policymaking, allowing students to reimagine new structures, new institutes, new laws, and new ways of thinking and doing. Forty-three students from six countries attended the two-week institute and developed 14 action plans to address various public policy challenges facing women in South Asia.

A Global Conversation: Women Leaders Respond to the United Nations General Assembly, September 24, 2012: Against the backdrop of the United Nations’ 67th session of the General Assembly, the WPSP and Barnard College hosted an event to discuss the ways in which women are critical to ensuring the rule of law. The event featured many high-level women leaders and current and former heads of state including, Prime Minister Shinawatra of Thailand; President Jahjaga, President of Kosovo; and President Halonen, former President of Finland.

Workshop on Women’s Leadership in Public Service and Global Health, October 17 – 21, 2012: Hosted by Smith College in Paris, France, in partnership with the European Parliament, this intensive, interactive workshop brought together 32 emerging women leaders from Francophone Africa, France, and greater Europe. The program focused on issues relevant to Francophone diaspora communities and discussions centered on the topic of public service leadership in public health.

“Something has changed in me from being [at the WPSP Institute at Smith College in Paris]. I want to go back to my country and develop mentoring programs for young girls so they too can have the opportunity to grow into leaders.”

Dr. Joannie Bewa, Benin

Roundtable on Women Leading Political Participation, Public Service, and Transitional Justice in the Arab Region, November 25 – 28, 2012: The WPSP at Wilson and the Wellesley Centers for Women partnered with UN Women, UNDP, and the Moroccan Ministry of the Interior to hold a WPSP roundtable in Rabat convening parliamentarians, civil servants, local government officials, and representatives of the media, civil society, and academia to promote women’s leadership and political representation in the public sector and to share best practices and strategies with partners from around the world.

Conference on Women Leading Democracy Building in Burma and Ion Ratiu Democracy Award with Aung San Suu Kyi, January 15 – 16, 2013: In partnership with the Ion Ratiu Family Foundation and the Concord Institute, the WPSP program in Burma brought together 200 women grassroots leaders in the peace process to develop strategies on conflict resolution and peacebuilding. This symposium culminated in WPSP presenting the Ion...
Ratiu Democracy Award to Aung San Suu Kyi in her home in Nay Pyi Daw. The event marked the first time that a Ratiu Award nominee was honored in her home country at a program that advances her cause among the people whose rights she defended.

**Institute for Women’s Leadership in Latin America**, March 12 – 21, 2013: Hosted by Scripps and Mount St. Mary’s Colleges and in collaboration with Mills College, the WPSP Institute for Women’s Leadership in Latin America brought together early- and mid-career women from Mexico, Central America, South America, and the Caribbean.

**Women’s Participation: The Making of the Tunisian Constitution**, April 25, 2013: The day after the release of the third draft of the Tunisian Constitution, the WPSP, UN Women, and the Ministry of Women’s Affairs in Tunisia convened a regional strategic roundtable with gender and constitutional law experts from Tunisia and the MENA region as well as Tunisian alumnae of WPSP institutes to discuss key provisions of the draft of the Tunisian Constitution and its impact on gender equality. The recommendations and comments that were made by the national and regional experts at the strategic roundtable were compiled by the Ministry of Women’s Affairs and submitted to the Constituent Assembly for urgent consideration and deliberation.

**WPSP Conference on Conflict Resolution through Economic Development and Innovation**, June 2 – 5, 2013: The WPSP Public University Consortium hosted its inaugural three day conference for emerging women leaders from four post-conflict countries: Northern Ireland, Afghanistan, Liberia, and Turkey. The conference was convened by the University of Massachusetts, Lowell and co-sponsored by their public university consortium partners: Arizona State University, San Francisco State University, and University of Maryland Baltimore County.

**WPSP Institute on Peacebuilding and Development at Bryn Mawr College**, July 7 – 19, 2013: The WPSP Institute at Bryn Mawr emphasized leadership challenges and opportunities for women in post-conflict countries and countries in transition and provided a forum for shared learning and dialogue among emerging women leaders. 43 delegates, including mayors, parliamentarians, activists, and NGO leaders from 29 countries attended the institute; 53% of the delegates were in public service at the time of the institute and 62% had participated in public service within the previous five years. 38% of delegates had at least five years of professional experience in public service, reflecting the goal of attracting ‘emerging’ leaders, while not ruling out those with potential and those that switched careers later in life. Wilson Center Director, President, and CEO, Jane Harman introduced former Secretary of State Hillary Clinton. Other speakers included Angela Kane, High Representative for Disarmament Affairs for the UN; Farah Pandith, Special Representative to Muslim Communities for the U.S. State Department; and U.S. Congresswoman Niki Tsongas.

**Women Leaders in International Relations**, July 8 – 12, 2013: The WPSP at the Wilson Center, the Italian Cultural Institute in Brussels, and the Jean Monnet Center of Excellence at the University of Rome Tor Vergata co-hosted a

“The WPSP has inspired me in so many ways... I want to share my narrative with the WPSP as a way to thank you all with gratitude and love for opening my eyes, my mind, and my heart to a life-changing experience.”

Liz Lacerda, Brazilian Delegate at the WPSP Institute for Women’s Leadership in Latin America
week-long program that served as an incubator for transformative and inclusive global leadership for women in foreign policy.

“What I liked about this training is we were actors. We weren’t passive. We had the chance to be a part of this change that Hillary Clinton [envisioned].”

Elena Bernini, Collegio Nuovo Pavia, Italy

A Global Conversation: Why the UN Must Focus on Women’s Leadership, September 26, 2013: The WPSP invited H.E. Helen Clark, former Prime Minister of New Zealand and Administrator of the United Nations Development Program (UNDP), as the keynote speaker to the second annual WPSP event at Barnard College to coincide with the UN General Assembly. The WPSP also invited high level panelists from the United Nations: Lakshmi Puri, Deputy Director of UN Women; Daniela Bas, Director of the Division for Social Policy and Development (DSPD) at the United Nations Department of Economics and Social Affairs (UNDESA); and Wafa Bughaighis, Libyan Deputy Minister of Foreign Affairs. Mexico’s Secretary of Tourism, Claudia Ruiz Massieu Salinas, spoke to the WPSP community via video conference. Craig Newmark, a member of the 50x50 Leadership Circle, spoke about his efforts to advance the frontiers of technology at an event before the evening panel. The event provided a unique opportunity for approximately 200 student leaders from WPSP partner colleges to engage with global women leaders.

“Four things that I personally learned from the conference [were] the value of connections, the strength and resilience of the female spirit, the need to seek out women of interest to my vision and regard them as mentors, [and] the need to come together as women under one voice and with one mandate.”

Andrea Andzenge, UMass Lowell Student Ambassador

WPSP Semester Course at Berea College, January – April 2014: The first WPSP semester course to be integrated into a college curriculum debuted at Berea College in January 2014. “Empowering Women for Global Leadership” has been integrated into the core curriculum of the Women’s and Gender Studies, Peace and Social Justice and Political Science programs at Berea. Twenty-four emerging women leaders from eight countries enrolled in the inaugural WPSP semester course, which included coursework as well as a Speakers Series. Similar to the model adopted at the Asian University for Women in Bangladesh, students authored policy briefs on pressing public policy issues. Following the success of the inaugural WPSP semester course at Berea College, a second will follow in the fall of 2015.

WPSP Workshop at the Papua New Guinea Women’s Forum, March 8 – 9, 2014: In honor of International Women’s Day, the Women in Public Service Project at the Wilson Center launched a two-day series of workshops as part of the Papua New Guinea Women’s Forum, co-hosted by the U.S. Embassy in Port Moresby and the Government of Papua New Guinea’s Department of Community

“...The course expands my view of life and social issues and connects me with people who care about these issues, not only classmates but also the very important people I am honored to meet in class. WPSP offers me a precious opportunity to have [a] mentor for a future career. I will have an international network to support when I return to do my work – as a policymaker for education – in Vietnam.”

Na Cao, Vietnamese student enrolled in the WPSP semester course at Berea College
The Women in Public Service Project

Development. The Asia-Pacific region is home to one of the lowest levels of women’s representation in parliament in the world. Participants included NGO leaders, university students, PNG government representatives, members of the diplomatic corps, and international NGO representatives who developed a National Action Plan on Gender that addressed the reserved seats bill (Women’s Participation Bill), gender-based violence, peace and security, and strengthening the national machinery for women. The workshop represented the first time participants were able to develop concrete action plans with timelines and accountability measures.

Educating for Public Leadership at Lady Shri Ram College in India, March 31 – April 2, 2014: Against the backdrop of elections in India, the WPSP’s nationally publicized program, “Educating for Public Leadership: Strategic Roundtable on Women in Public Service in South Asia,” at Lady Shri Ram College for Women (LSR) brought together senior women in public service from the South Asian region and leading public figures in India to help advance a new generation of women leaders at LSR and beyond. 103 emerging women leaders participated in the three-day program and engaged with 40 senior experts from around the region. The event constituted the first convening of South Asian experts to discuss the recently passed Sexual Harassment Law of 2013 and revisions to the Criminal Code post-Nirbhaya. It could not have come together at a more urgent time and resulted in a powerful platform of action and regional declaration on women’s political and public service participation to be submitted to the South Asian regional body, the South Asian Association for Regional Cooperation (SAARC). This is the first student-led Delhi platform of action to combat violence against women on campuses and the first time a South Asian platform of action will be sent to SAARC. The WPSP has also published a compilation of white papers authored by experts on the status of women in public service in South Asia and a blueprint for action. A follow-up institute is anticipated for 2015 and will bring together a consortium of women’s colleges and other universities in the South Asian region.

Under the auspices of Intel, the WPSP screened Girl Rising’s segment on child marriage in Afghanistan. The panel that followed, led by an Intel representative, focused on new and innovative technology to address violence against women and to enhance access to education as a tool to combat early marriage and advance public-private partnerships as an imperative in women’s leadership in public service and public policy.

WPSP Pilot Institute at the Institute of Politics, University of Chicago, April 25 – 26, 2014: A pilot WPSP institute at the University of Chicago’s Institute of Politics was held on April 25th and 26th, 2014 and comprised three main sessions for the 23 students who participated: goal-setting and self-reflection, transcending barriers through alliance building, and claiming one’s voice at the table. The aim of pilot program was to strengthen future WPSP programming on the University of Chicago’s campus.

Reconstructing Societies in the Wake of Conflict: Transitional Justice and Economic Development, May 25 – June 6, 2014: WPSP partners Mount Holyoke, Simmons, and Smith Colleges hosted a two-week WPSP institute for 48 women selected from 20 countries, primarily in Asia and Africa. The delegates are at the forefront of

“[The WPSP program at Lady Shri Ram College] had one of the best lineups of speakers that I have come across in a long time. Moreover, given that the format and execution of the institute were very student-oriented, it was very productive.”

Professor Maithree Wickramasinghe, University of Kelaniya, Sri Lanka
The Women in Public Service Project created a powerful platform for transnational networking and shared learning of innovative leadership strategies for peacebuilding, conflict resolution, and policymaking in the areas of human rights, transitional justice, and economic development. Key speakers included Wilson Center Director, President, and CEO, Jane Harman; Ambassador Melanne Verveer; former UN Special Rapporteur on Violence Against Women and Under-Secretary-General and Special Representative of the Secretary-General for Children and Armed Conflict, Radhika Coomaraswamy; Congresswomen Niki Tsongas and Nita Lowey; former U.S. Special Representative to Muslim Communities, Farah Pandith; Cambodian MP Mu Sochua; and WPSP Director Rangita de Silva de Alwis.

The institute had a significant impact on the delegates, who unanimously reported they would like to see a WPSP program take place in their own countries and voiced near unanimous consensus that the institute met or exceeded their goals and objectives and that the curriculum was relevant to the political, social, and cultural landscape of their countries.

Multipler Impact and Transnational Networks

Delegates at the WPSP Institutes at CWU benefit from a one-day mentoring forum at Tsinghua University where they engage with the leadership journeys of Goldman Sachs’ 10,000 Women in China.

In September 2014, under the auspices of the WPSP, 10 emerging women leaders from the Institute of Politics at the University of Chicago will participate in an exchange to engage with CWU students who visited Chicago and Washington in the summer of 2013.

WPSP Institutes at China Women’s University, July 5 – 11, 2014 and July 23 – 29, 2013: The WPSP Institutes in China are supported by a three year grant by the Ford Foundation and address the challenges and barriers to women in public service in China. The annual institutes provide a toolbox to address those challenges. The first of the three summer programs was held from July 23rd to 29th, 2013, for which the WPSP at the Wilson Center developed a contextualized curriculum on policymaking and leadership grounded in the opportunities and challenges in China for women’s leadership in public service. Forty-four female university students from 20 provinces in China developed skills as emerging policymakers in the areas of employment discrimination, political participation and networking and were able to engage with Chinese and Asian regional experts as resource persons. Policy recommendations drafted by the students were submitted to expert groups engaged in drafting legislation and policies in China.

In July 2014 the WPSP and China Women’s University held the second annual WPSP Institute at CWU in collaboration with China University of Geosciences (Beijing), China Youth University for Political Sciences (CYUPS), and China Institute of Industrial Relations (CIIR). The WPSP Director worked closely with CWU faculty to create an interactive, participato-

“...They have gathered remarkable women from all over the world [with] stories of courage... We will take their stories and we will give that message to the women who are suffering. Now the next generation will... be known as the peace builders and the peace makers in the world.”

Sadia Farid, Pakistani Delegate at the WPSP Institute on Reconstructing Societies in the Wake of Conflict
The Women in Public Service Project

WPSP Summer Institute at the Harpswell Foundation and Pannasastra University, August 17 – 30, 2014: The WPSP hosted a leadership institute in Phnom Penh, Cambodia in partnership with the Harpswell Foundation Leadership Center for Women and with Pannasastra University of Cambodia. The Harpswell Foundation is an American-based foundation whose mission is to “empower a new generation of women leaders in Cambodia.”

The inauguration for the institute included remarks from H.E. Dr. Ing Kantha Phavi, Cambodian Minister of Women’s Affairs, who noted that women’s representation in local and national government has increased dramatically since 2004 but also recognized that Cambodia still has a long way to go to achieve parity.

The institute brought together 63 emerging women leaders from throughout Cambodia who were selected to attend the training based on their potential for public service leadership, with sessions taught by regional experts and thought leaders. The institute was convened at an important time of educational, economic, political, and social development in Cambodia. Read the inspiring story of one Harpswell student, as told to a WPSP delegate, at: http://womeninpublicservice.wilsoncenter.org/2014/08/27/houngs-story/.

Sixty-three is not a lot of women but when you apply a multiplier over time...we expect that over the years you will give back to Cambodian women, to all of Cambodia, what you have received.”

Wenny Kusuma
Head of U.N. Women, Cambodia

“The training re-inspires my professional mission. Imagine if those of us who have received an education for women are silent, then who will be there to fight for our interests? Therefore, it is our responsibility and our mission.”

Zhang Xiaojingxiu, Student, China

“The CWU leadership and I are planning their visit to Stephens in September and I am certain we will continue to develop that relationship — a huge benefit to Stephens that is the direct result of our WPSP partnership.”

Dianne Lynch, President of Stephens College

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uyện learning-by-doing methodology for student-teacher and peer-to-peer interaction. 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.

Speakers at the 2014 WPSP Institute at CWU included Ambassador Moushira Khattab, former politician and diplomat from Egypt; Dianne Lynch, President of Stephens College and an expert on new media; Lyle Roelofs, President of Berea College; Hong Kong Legislator Anna Wu; 50 by 50 Leadership Circle members Lynn and Bob Johnston; Tina Tchen of the White House Council on Women and Girls; Leocadia Zak of the U.S. Trade and Development Agency; and WPSP Director Rangita de Silva de Alwis.

The third and final institute in 2015 will also bring together students from outside of Beijing. Through these institutes, emerging women leaders have and will continue to engage in some of the most pressing emerging law and policy reform initiatives in China.
“We need women to shape the policies for the nation...in order to be more gender responsive and more inclusive in our society. We cannot succeed when half of us are held back.”
H.E. Dr. Ing Kantha Phavi, Minister of Women's Affairs, Cambodia

“Opportunity, equality, and access... are what I see as the necessary tools to build a capable and confident generation of women leaders in business, science, education, and policymaking, in effect a more productive and responsible society. The [WPSP] leadership institute is one small but important step towards achieving these objectives, and I am encouraged by the possibilities and creativity the institute fosters... It is truly gratifying to be able to lend my support to partners like the Women in Public Service Project, the Harpswell Foundation, and Pannasastra University who share our interest in helping Cambodian women to become leaders.”
William E. Todd, U.S. Ambassador to Cambodia

Upcoming Programs

WPSP Semester Course at Berea College, Fall 2014: Following the success of the inaugural WPSP semester course at Berea College, a second course will begin in the fall of 2014 for approximately 25 students selected via an application process.

Women's Leadership and Constitutional Rights in Tunisia: Lessons for and from the Region, November 2014: The WPSP will convene a roundtable bringing together emerging women leaders from Tunisia with experts from the MENA region to identify strategies for implementing constitutional guarantees of women's participation in decision making in compliance with international norms. The roundtable will result in the development of a road map and platform of action charting the way forward. The WPSP is convened at a time when countries in the MENA region are in the process of constitution making and institution building. The WPSP provides an opportunity for emerging women leaders to inform this important process and enable and strengthen their participation in public service.

Visions for Change: Women as Public Service Leaders, November 3, 2014: The WPSP and Northeastern Law School will co-host a roundtable bringing together judges, current and aspiring public officials, and students to discuss current and challenging topics regarding how to prepare for public service, if gender matters in selecting and working with a mentor, the risks and rewards of public service in a troubled economy, and how and when to most effectively advocate on behalf of constituencies.

WPSP at Institute of Politics, University of Chicago, January – March 2015: Following the WPSP pilot institute held in the spring of 2014, the Institute of Politics at the University of Chicago will offer a WPSP semester course at the beginning of 2015 for approximately 50 emerging women leaders.

Women, Water, and the World: How Women Can Solve the Earth's Water Crisis, April 2015: Mills College will host a WPSP institute which will welcome 40-50 emerging women leaders from around the world on the topic of “Women, Water and the World: How Women Can Solve the Earth's Water Crisis.” Access to water has enormous relevance to women’s lives and is a particularly urgent gender issue, as water collection and water-dependent chores are usually the responsibility of women in the household. Evidence-based research demonstrates that at the local government level in India, policies and programs regarding access to water are privileged and addressed when women are at the table as policymakers and decision makers. The United Nations elevated access to water to a human right and critical policy issue in 2010 under Resolution 64/292. The WPSP Institute at Mills College will also include a breakout session on social entrepreneurship at Stanford Law School's Levin Center for Public Service and Public Interest Law.

WPSP South Asian Consortium and Institute, March 2015: Following the success of the South Asian launch of the WPSP at Lady Shri Ram College in March 2014, the WPSP at Wilson and LSR will convene a follow-up four-day program in New Delhi to bring together emerging women leaders, women public servants, and regional...
and international experts, with a focus on mentoring. The program will provide a unique platform to build a consortium of academic institutions in South Asia dedicated to the mission of 50 by 50. A year after the momentous election in India, the WPSP will provide an opportunity to review gains made and strategize on what more must be done to achieve gender parity in public service.

**WPSP Institute for Women Leading 21st Century Diplomacy, July 12 – 25, 2015:** The WPSP at the Wilson Center and partner institution City College of New York are preparing for a WPSP institute to be held in the summer of 2015. The institute would convene approximately 50 early to mid-career women from the diplomatic corps in Washington, DC for two weeks at City College’s Colin Powell School for Civic and Global Leadership with the goal of advancing women’s active participation in multilateral diplomacy. Historically, the role of women in diplomacy has remained marginal, at best, evidenced by the low – though increasing – rates of women’s participation in senior level positions in foreign service and in the UN system. Among diplomats to the UN, currently, women account for 31 of the 193 permanent representatives and observers to United Nations headquarters in New York.

Although commitments have been made at the international, regional and national levels to improve the status of women in decision making, including Security Council Resolution 1325 (2000) and the Platform for Action adopted at the Fourth World Conference on Women in Beijing (1995), much more must be done to equalize the playing field for women in high-level diplomacy and foreign service.

The institute will engage senior level female diplomats and UN personnel who will provide practical insights and experiences ranging from the role of women as advocates for women’s issues to the specific challenges faced by seasoned female diplomats throughout their careers. The Ambassadors of Finland and Peru have endorsed the initiative.

**Pillar Two: Mentoring**

Two-way and peer-to-peer mentoring is the bedrock of the WPSP and an important cornerstone for the sustainability of the program. The WPSP’s transnational mentoring program ensures that institutes and initiatives are sustained once participants return to their communities and countries.

In the spring of 2014 the WPSP at Wilson initiated a phased roll-out of **WPSPConnect**, an online mentoring platform developed specifically for the WPSP, that brings together leaders and experts in public service and the private sector with alumnae from partner-hosted WPSP institutes and programs. **WPSPConnect** allows WPSP alumnae to interact via chat or video in real time with each other and their mentors. Wilson Center staff develop monthly prompts to be sent to all mentor/mentee pairs, via **WPSPConnect**, to help catalyze and guide conversations and spark dialogue.

**Report launches at the WPSP at Wilson, Fall 2014:**

- Mapping the Substantive Representation of Women in the Ugandan Legislature (Center for Women in Government and Civil Society at SUNY Albany and the WPSP at Wilson)
- Gender Equality in Public Administration (UNDP)

**Pillar Three: Research and Narratives**

**WPSP Impact Assessment**

The WPSP is planning an assessment to measure the impact of the...
WPSP’s institutes, programs, and mentoring program and provide a longitudinal assessment of the short-term, mid-term and long-term impact of the WPSP and our participants on the ground. The assessment will cover the first three and a half years of the program (December 2011 to June 2015), looking at both the learning institutes and programs held during that time as well as the mentoring program.

**Catalyzing Research**

The Public Service Commission of Canada will support the research efforts of WPSP partner Carleton University in its study on the impact of women in public service. The purpose of this study is to address a paucity of research on the impact of women’s leadership in public service and to identify the impact of women’s leadership on public policy and governance. The goal is not only to measure the impact of women in leadership in public service but to highlight the potential loss when women are underrepresented in public policymaking. This research is critical to making a case for women in public service and to show that reducing the gender gap in public service can have a real impact on the way in which our governments are run, policies are made, and our communities strengthened. It will also showcase the importance of broader partnerships that include academic institutions, the private sector, development agencies, and civil society.

**Archives of Information, Resources, and Narratives**

The WPSP’s archive of narratives of women in public service offer insights into challenges and opportunities in public service. The WPSP has curated impact narratives and testimonies in an online series, **50 by 50 Changemakers**, profiling a WPSP alumna and showcasing both her work and the challenges she has faced and continues to face in leading change in her community and country.

The WPSP at Wilson will soon release **The 50 by 50 Challenge**, a film showcasing our founders, partners, delegates, and mission. It will include interviews with WPSP leadership, partners, male champions of change, and WPSP delegates. The film will be a global call to action, shown around the world to galvanize a movement in academia, government, civil society, the public sector, and the private sector in support of 50 by 50.

**Excerpts From WPSP Policy Briefs on Women in Decisionmaking (June – August 2014)**

**Research**

The UNDP released its first report on **Gender Equality in Public Administration**. Unlike women’s political participation, no global tracking mechanism exists for women’s participation and leadership in public administration. The report argues that “In many national contexts where numbers of women equal those of men in public administration as a whole, women tend to be clustered in junior, less prestigious and lower paying positions…”

**Elections / Appointments**

The Lebanon’s Women’s Movement has staged recent protests against the exclusion of female ministers in the new cabinet elected February 15, 2014 after a 10-month political deadlock. Despite Prime Minister Tammam Salam’s declaration that “a government in the national interest was formed in a spirit of inclusivity,” only one woman, Alice Shabtini (Minister of Displaced People), holds a seat in Salam’s cabinet. Women rights activists stalled traffic in downtown Beirut.

**Campaigns and Advocacy**

The 16-month Global Campaign on Women, Peace and Security, dubbed “Women. Seriously!,” was launched on June 12, 2014 by prominent leaders, distinguished activists and former diplomats “committed to women playing a leading role in peace and security.”
Original Research and Publications

The following articles and publications can be found at http://womeninpublicservice.wilsoncenter.org/about-us/research.

• Mapping the Substantive Representation of Women in the Ugandan Parliament, a Joint Study by the Center for Women in Government & Civil Society, Rockefeller College of Public Affairs & Policy, University at Albany and Nkumba University (September 2014)

• Women Leading Public Service and Political Participation in South Asia, a compilation of white papers published by the WPSP (August 2014)

• Women’s Voice and Agency: Four Central Freedoms, a seminal publication in collaboration with the World Bank authored by Rangita de Silva de Alwis (Spring 2014)

• Women’s Histories; More Equal Futures, Rangita de Silva de Alwis, Huffington Post Women (Spring 2014)

• Women’s equal decision-making is the unfinished business of the 20th Century, Rangita de Silva de Alwis, New Statesman Magazine (Spring 2014)

• Why Women’s Leadership is the Cause of our Time, Rangita de Silva de Alwis, 18 UCLA Journal of International Law & Foreign Affairs (Fall 2013)

• Can International Human Rights Norms Secure Women’s Rights in the MENA Region? by the Wilson Center’s Middle East Program and the Global Women’s Leadership Initiative (Fall 2013)

• Women’s Participation: The Making of the Tunisian Constitution, a collection of papers following an event hosted by the Global Women’s Leadership Initiative (Fall 2013)

• Final Report from The Women in Public Service Project Institute at China Women’s University (July 2013)

• Final Report from The Women in Public Service Project Institute on Peacebuilding and Development at Bryn Mawr College (July 2013) Women in Democratic Transitions in the MENA Region (March 2013)

• Women Leading Lawmaking in China (February 2013)

• Wilson Center’s Policy Brief Series: National Action Plan on Women’s Equal Participation in Public Service (December 2012)

• Article in the Diplomatic Courier: “Why ‘Leading Just Like a Woman’ is Critical to Our Times” by Rangita de Silva de Alwis (December 2012)

• Final Report from The Women in Public Service Project Institute at Wellesley College (November 2012)

• Final Report from The Women in Public Service Project Institute at Asian University for Women (October 2012)

Social media

WPSP continues to expand its social media outreach, with a 750% increase in Twitter followers since 2012. WPSP’s Facebook page reaches, on average, over 2,000 unique users daily and added over 5,000 new followers since 2012.
Our Leadership Circles

50X50 Leadership Circle
Lynn Johnston
Shelly Kapoor Collins
Mattie McFadden-Lawson
Judi Flom
Craig Newmark
Raj Sharma
Marissa Wesely
Margery Kraus
Sue Cimbricz
Jacqueline Benton
Carrie M. Reilly
Ambassador Julia Chang Bloch

50X50 Champions
Ruth Dugan
Erin Walsh
Rob Rader
Jane Alao

“Be the Voice of the Voiceless”

- Jane Alao, South Sudanese delegate at the WPSP Institute on Reconstructing Societies in the Wake of Conflict, co-hosted by Mount Holyoke, Simmons, and Smith colleges

“This two week’s workshop is very inspiring. It has been my pleasure that I am here attending, meeting women from all walks of life, listening to their experiences - their pain of what they’re going through in their countries and the kind of work that they are doing. Through this workshop that I am attending, I have a strong belief that I will go back home a different person. By a different person, I mean someone who can influence other women, not only women because I think it’s really important that it is inclusive of men and women because this is the core of a society.

Because here we are women from all post-conflict countries. When we talk of post conflict countries, we are going through reconstruction. Of course by reconstruction meaning that all the institutions were destroyed and it’s high time that we as women come up and

South Sudanese Delegates at the WPSP Institute on Reconstructing Societies in the Wake of Conflict: Transitional Justice and Economic Development.
help in reconstructing our society. So I can see it around that every woman is really – willing to help reconstruct her society, this is what I have learned from this workshop.

Even the presenters of the different topics were really inspiring, giving us their experiences of what they have gone through, what they have seen, and how they stood firm to ensure that they want to really see their country become something and employ women, meaning that they are the voice of the voiceless and I think that’s why we are here. And as I have said before it is my strong belief that this workshop will make me someone. I will be able to be the voice of the voiceless and help the poor. “

Jane Alao is a program officer for the United Nations Mission in South Sudan in the Northern Bahr el Ghazal state, where she supports the mandate of the mission in the areas of recovery integration and peace building. She advocates for delivery of services, including land and basic needs, to returnees, and supports reconstruction and peacebuilding. Alao seeks to ensure that there is a coexistence and peaceful interaction between the host community and returnees and any other displaced persons in the state, also ensuring that women get access to land.
Partner Testimonies

“I am very happy to have the chance to be a part of the Women in Public Service Project’s effort to increase the numbers of women in government service... We know that the under-representation of women in public life exacts a cost not just to the status of women, but to the strength and stability of governments.”

Catherine Russell, Ambassador-at-large for Global Women’s Issues, U.S. Department of State

“Australia has big aspirations for this project and I am very excited to see Australia partner with such a well-established initiative.”

Michaelia Cash, Minister Assisting the Prime Minister for Women, Government of Australia

“As a founding member of the WPSP, it is especially gratifying to know that the important work of advancing women’s leadership around the globe continues so successfully.”

H. Kim Bottomly, President, Wellesley College

“When Hillary Clinton and the U.S. Department of State joined forces in 2011 with the founding partner schools we set out to increase the number of women in the sphere of public service to 50% by 2050. To get there the WPSP has been a model of collaboration... convening global conversations, forging dialogues, and launching partnerships, all with an eye towards education and training the next generation of women to face today’s challenges head on. Our commitment to this has not wavered and we owe great thanks to the WPSP at Wilson for keeping us inspired and optimistic.”

Debora Spar, President, Barnard College
“It was great to be a part of the Institute [at] China Women’s University... The Women in Public Service Project [is] so very important to us at Berea College, and being a part of [it] gave me the delightful opportunity to see a truly amazing leader in action.”
Lyle D. Roelofs, President, Berea College

“Our membership in WPSP has been transformational for our students in ways I could not have imagined. The opportunity to participate in convenings of women leaders from around the globe, the access to the powerful network that is the WPSP, and the chance to just hang out and debate politics with other highly engaged students from women’s colleges around the country? It’s priceless — and it’s an experience we could not have offered our students without the WPSP.”
Dianne Lynch, President, Stephens College

“LSR is privileged to be the hub [of the WPSP in India] and I will give it all the assistance I can. The WPSP South Asia was phenomenal at bringing together so many strands of thought and ideas.”
Meenakshi Gopinath, President, Lady Shri Ram College for Women