

THE WOMEN'S LEADERSHIP CONFERENCE OF THE AMERICAS

Communiqué

To the Second Summit of the Americas in Santiago, Chile



INTER-AMERICAN
DIALOGUE



INTER-AMERICAN DIALOGUE

The Inter-American Dialogue is the premier center for policy analysis and exchange on Western Hemisphere affairs. The Dialogue's select membership of 100 distinguished private citizens from throughout the Americas includes political, business, academic, media, and other nongovernmental leaders. Seven Dialogue members served as presidents of their countries and more than a dozen have served at the cabinet level.

The Dialogue works to improve the quality of debate and decisionmaking on hemispheric problems, advance opportunities for regional economic and political cooperation, and bring fresh, practical proposals for action to governments, international institutions, and nongovernmental organizations. Since 1982—through successive Republican and Democratic administrations and many changes of leadership in Latin America, the Caribbean, and Canada—the Dialogue has helped shape the agenda of issues and choices on inter-American relations.

INTERNATIONAL CENTER FOR RESEARCH ON WOMEN (ICRW)

The International Center for Research on Women (ICRW) is a private, nonprofit organization dedicated to promoting social and economic development with women's full participation. ICRW generates quality, empirical information, and provides technical assistance on women's productive activity, their reproductive and sexual health and rights, their status in the family, their leadership in society, and their management of environmental resources. ICRW advocates with governments and multilateral agencies, convenes experts in formal and informal forums, and engages in an active policy communications program, through electronic and print media, and through collaborative efforts with other non-governmental institutions to advance women's rights and opportunities. ICRW was founded in 1976 and focuses principally on women in developing and transition countries. It is supported by grants, contracts, and contributions from international and national development agencies, foundations, corporations, and individuals.

Foreword

THE WOMEN'S LEADERSHIP CONFERENCE OF THE AMERICAS (WLCA) IS PLEASED TO PRESENT its recommendations for action to enhance opportunities for women in the hemisphere. These are intended for consideration by the heads of state when they meet for the second Summit of the Americas in Santiago, Chile on April 17 to 19, 1998. Our document points to a decided lack of progress on women's issues since the Miami Summit in December 1994. We urge the heads of state to reaffirm their broad commitment to advancing women's equality—but also to develop a practical plan for proceeding. We propose focusing on a small number of high priority concerns—domestic violence, education and employment, and women in private and political leadership. We also call on governments to establish mechanisms to monitor, measure, record and report on actual improvements in women's status over time, so they are publicly accountable for the international commitments they have made to women.

Our analysis and recommendations reflect the consensus of the members of the Women's Leadership Conference of the Americas. Not every participant agrees fully with every phrase in the text, but each endorses the overall content and tone, and supports its main recommendations. WLCA members subscribe in their individual capacity; institutional affiliations are provided for purposes of identification only.

The Women's Leadership Conference of the Americas is a hemispheric network of 100 outstanding women leaders who have decided to work together to: (1) expand the number and enhance the contribution of women in top leadership positions in Latin America and the Caribbean; (2) promote policy and institutional changes that will improve opportunities for all women in the region; and (3) strengthen other nongovernmental initiatives that advance women's equality, and facilitate their access to policy officials. The members bring experience in politics and government, business, civic organizations, and scholarship.

The WLCA network, coordinated by the Inter-American Dialogue and the International Center for Research on Women (ICRW), got its start in October 1994 when a diverse group of 35 women leaders from thirteen countries of the hemisphere met in Washington to discuss the key issues confronting the Americas, and to explore how they affect women. It was the recommendations of this group that led to the inclusion of a women's initiative in the 1994 Miami Summit of the Americas' Plan of Action.

We would like to thank the Inter-American Dialogue and ICRW who serve jointly as secretariat to the WLCA, under the direction of Joan Caivano. Anne-Marie Smith prepared the Rapporteur's Report of the WLCA's first plenary in July 1997. Sandra Forero and Samuel Robfogel collaborated on the preparation of this publication. We are especially grateful to the WLCA members who contributed to our conclusions. We also wish to express our appreciation to the Ford, Kellogg and MacArthur foundations and the Inter-American Development Bank for their support of the WLCA, and to the Miranda Foundation for a special grant that made this publication possible.

Jan Meyers
Co-Chair
United States

Sonia Picado
Co-Chair
Costa Rica

Communiqué to the second Summit of the Americas in Santiago, Chile

AT THE SUMMIT OF THE AMERICAS IN Miami in December 1994, the heads of state of this hemisphere committed to a series of principles and actions to bolster the role of women in society. Every nation in the hemisphere reaffirmed these commitments at the UN Fourth World Conference on Women in Beijing in September 1995. The proposals set out in the Miami Plan of Action are well conceived and, if implemented, would go a long way toward achieving the Summit goals to "strengthen policies and programs that improve and broaden the participation of women in all spheres of political, social, and economic life and that improve their access to the basic resources needed for the full exercise of their fundamental rights." The pace of progress has been slow, however. Despite their pledge, six countries still have not signed the Inter-American Convention on the Prevention, Punishment and Eradication of Violence Against Women, and many that have signed have not passed national implementing legislation. The Inter-American Commission of Women has not yet become a minimally effective institution. We now challenge our countries' leaders to reaffirm their commitments and to do more to turn those commitments into reality.

We also think that the proposals regarding women in the Miami Summit Plan of Action, while all of them valuable, are somewhat vague. We call on the presidents and prime ministers to focus on enhancing the equal opportunity of all women to contribute to development by investing in anti-poverty policies and programs that enhance women's productivity and income. The issues that particularly demand vital attention are: 1) increasing women's opportunities in the workforce by strengthening education, particularly by ending tracking; 2) advancing women to positions of power and influence in their workplaces, their communities, and their nations; 3) stopping the brutality of violence against women at home, at work, and

in the streets; 4) making the Organization of American States Inter-American Commission of Women a real bastion for protecting women's rights. Furthermore, it is vital that governments monitor, measure, record and report on their successes and failures in these areas. This is the greatest weakness of the last Summit's recommendations. There is nothing to force governments to face up to their failure to produce concrete results.

Increase women's opportunities in the work force by strengthening education

In Miami, governments pledged to "...enhance [women's] productivity through education..." and "adopt appropriate measures to improve women's ability to earn income beyond traditional occupations..." This time around, governments must commit themselves to increase the quality of schooling to all, especially to girls, and to stop the de facto tracking of girls into courses of study that lead to low-paying, low-prestige occupations. Educational tracking has the single most devastating effect on women's professional opportunities. While in many countries girls have achieved parity with boys in school enrollment and performance, obstacles still impede women from translating these gains into decent jobs, especially in the fields of business management, science and technology.

Advance women to positions of power and influence in their workplaces, their communities, their nations

In Miami, governments pledged to "Promote the participation of women in the decision-making process in all spheres of political, social and economic life." We note that women have occupied leadership roles at lower rates in Latin America than in most other parts of the world. Only 11% of elected legislators in the region are women. With few exceptions, this does not represent a significant improvement from ten years ago. We

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propose as a target that by the year 2002, 25% of parliamentary representatives and cabinet-level leaders be women. In the private sector, the numbers are even more disappointing. We call for a region-wide conference among government and business leaders to develop strategies for promoting women into the highest levels of corporate leadership.

Stop the brutality of violence against women at home, at work, and in the streets

In Miami, governments pledged to “Undertake appropriate measures to address and reduce violence against women.” Meanwhile, as many as forty percent of women in the hemisphere suffer physical domestic violence



Feminist author Betty Friedan addresses the WLCA Steering Committee, as Margaret Catley-Carlson (Canada) listens.

at some point in their lives. Domestic violence perpetuates the general level of violence in a society. The response to the appalling prevalence of domestic violence has been weak and largely in the area of rhetoric. We call on all governments to implement a range of initiatives that will both prevent and treat domestic violence. For example, judicial systems should adopt proven mechanisms—such as specially trained police officers and family courts to litigate cases of domestic violence—to ensure women’s basic human right to be free from violence.

Make the OAS Inter-American Commission of Women (CIM) a real bastion for protecting women’s rights

In Miami, governments pledged to “Further strengthen the Inter-American Commission of Women.” We see no evidence that this has happened. Women’s rights are human rights and they deserve the same quality of attention. We call on governments to put in place a strategy to transform the Inter-American Commission of Women into as relevant and potent a mechanism as the Inter-American Commission on Human Rights. We recom-

mend a blue ribbon group be appointed to propose a reorganization of the CIM.

Monitoring

If governments seriously carried out what they committed to in Miami, there would be considerable change in the numbers of women in public and private decision making positions, new laws in place guaranteeing women full legal and civil protection, a higher percentage of women studying traditionally male fields in universities and vocational schools, and other concrete, measurable changes in the status and condition of women. This has not happened.

A crucial element is missing from the good principles espoused in the 1994 Plan of Action. There is no mechanism by which to measure the status and condition of women in the areas where commitments were made—leadership, legal equality, educational equity, economic opportunities, and protection against violence—nor results by which to judge countries. Governments must improve opportunities for women in every sphere of activity. If there is no evidence of an equality of results, then governments are clearly failing to implement the right policies to provide equal opportunities.

We call on all governments to put in place a transparent, standardized process to collect statistical data on women’s position in society. Governments should commit to establish a hemispheric mechanism to measure actual improvements in women’s status over time. A prominent non-governmental commission should be created to oversee this process and report the results on a regular, comparative basis. This commission should be established under the auspices of an international institution—like the Inter-American Development Bank in coordination with the OAS Inter-American Commission of Women—and receive the necessary resources to function effectively. Findings of the commission should be disclosed and made readily available on the Internet, as the International Monetary Fund does with macroeconomic data.

Signatories of the Communiqué

Co-Chair
Jan Meyers
United States

Co-Chair
Sonia Picado
Costa Rica

Mariclaire Acosta Urquidi
Mexico

**Beverley
Anderson-Manley**
Jamaica

Peggy Antrobus
Barbados

Carmen Barroso
Brazil/USA

**Maria Antonietta
Berriozabal**
United States

Charlotte Bunch
United States

Kim Campbell
Canada

**Mercedes
Pimentel de Canalda**
Dominican Republic

Patricia Carney
Canada

Elisa Carrio
Argentina

Margaret Catley-Carlson
Canada

Violeta Barrios de Chamorro
Nicaragua

Piedad Cordoba
Colombia

Gisèle Côté-Harper
Canada

Maria Isabel Cruz
Colombia

Susana de la Puente Wiese
Peru

Vivian Lowery Derryck
United States

Cecilia Dockendorff
Chile

Peggy Dulany
United States

Joan Dunlop
United States

Patricia Ellis
United States

Graciela Fernández Mejjide
Argentina

Azucena Ferrey
Nicaragua

Pia Figueroa Edwards
Chile

Lourdes Flores Nano
Peru

Rossana Fuentes-Berain
Mexico

Amalia García Medina
Mexico

Magdalena García Hernández
Mexico

Ana Milena Gaviria
Colombia

Dale A. Godsoe
Canada

Margarita Guzmán
Colombia

Antonia Hernández
United States

Adriana Hoffman Jacoby
Chile

Ana Julia Jatar
Venezuela

Monica Jiménez
Chile

Clara Jusidman
Mexico

Yolanda Kakabadse
Ecuador

Ruth de Krivoy
Venezuela

Audrey Langworthy
United States

Thérèse Lavoie-Roux
Canada

Mirna Liévano
El Salvador

Cecilia Loria Saviñón
Mexico

Beatriz de Majo
Venezuela

Barbara J. McDougall
Canada

**Daisy May
McFarlane-Coke**
Jamaica

Juliette C. McLennan
United States

Patricia Mercado
Mexico

Beatriz Merino
Peru

Lourdes R. Miranda
United States

Sonia Montañó
Bolivia

Michelle Montas
Haiti

Maria Eugenia Morasso
Venezuela

María de los Ángeles Moreno
Mexico

Diana Natalicio
United States

Laura Novoa
Chile

Milagros Ortiz Bosch
Dominican Republic

Sylvia Ostry
Canada

María Otero
United States

María Elena Ovalle
Chile

Marta Oyhanarte
Argentina

Nina Pacari Vega
Ecuador

Dulce María Pereira
Brazil

Jacqueline Pitanguy
Brazil

Pilar Ramírez
Bolivia

Beatrice Rangel
Venezuela

Rozanne L. Ridgway
United States

Reyna Rincón de McPeck
Venezuela

Rosa Roa Peguero
Dominican Republic

Cira Romero Barboza
Venezuela

María Antonieta Saa
Chile

Gloria Salguero Gross
El Salvador

Elizabeth Sanders
United States

Margaret Schuler
United States

Helga Stephenson
Canada

Paula Stern
United States

Marta Suplicy
Brazil

Rosalina Tuyuc
Guatemala

Virginia Vargas Valente
Peru

Ximena Alexandra Verdesoto
Ecuador

Rocío Villanueva Flores
Peru

Elena Viyella de Paliza
Dominican Republic

Carmen Delgado Votaw
United States

María Soledad Weinstein
Chile

Claudette Werleigh
Haiti

Women's Leadership Conference of the Americas Summary of Rapporteur's Report

THE WOMEN'S LEADERSHIP CONFERENCE of the Americas (WLCA) held its first full meeting on July 10 and 11, 1997, in Washington, DC.

Convened by the Inter-American Dialogue and the International Center for Research on Women, the meeting brought together more than 60 women leaders from the United States, Canada, and 19 countries of the Caribbean and Latin America. The participants represented a broad array of fields—government, law, education, business, banking, health, and international development. The group, chaired by Amb. Sonia Picado of Costa Rica and Rep. Jan Meyers of Kansas, discussed the challenges related to expanding women's leadership—getting more women into politics, improving educational opportunities for women, and supporting women in multilateral development bank programs and the private sector. Regional efforts to prevent and punish violence against women were another major concern. A final item on the meeting's agenda was how to monitor countries' compliance with international commitments to women and to incorporate women's concerns into the Santiago Summit upcoming in April 1998.

One important theme that recurred in the two days of meetings was the need to remain aware of larger goals. For example, getting women into elected office is not an end in itself, but a step toward attaining fair and equal representation for all women. A second recurring theme was that strategies to advance women's leadership should not generate permanent special treatment for women or keep them on the sidelines of mainstream activity. Finally, throughout the discussions, the women recognized that their diversity of experience and perspectives could enrich their shared efforts to further women's status both as leaders and in society overall.

The following were the main conclusions of each session:

WOMEN'S ACCESS TO POLITICAL LEADERSHIP The discussion of increasing women's access to political leadership centered on the use of quotas in electoral systems—i.e., reserving places on ballots for women candidates. The consensus was that quotas are never an optimal solution, but many participants agreed that they may be essential to fight discrimination in politics under current circumstances. Participants' concerns about quotas included their lack of effectiveness if political parties themselves remain discriminatory; their potential stigmatizing effect on women office-holders; and their failure to fix fundamentally flawed political systems.

Quotas should be used to work for the day when quotas will not be needed. They must be combined with provisions for campaign financing and legislative training, so that women can not only win but also be effective. Also, quotas should only be advocated in the context of other political reforms that create more representative democracies.

ACCESS TO AND BENEFITS FROM EDUCATION

Women's access to education in the Americas has improved markedly. But several participants expressed concerns that curricular

“Getting

women into elected office is not an end in itself, but a step toward attaining fair and equal representation for all women.”



Carmen Barroso (USA/Brazil), Dulce Maria Pereira (Brazil), and Laura Novoa (Chile).

“**The challenge is to close the gap between language and reality—to demand compliance with the content of international agreements.**”

materials are laden with gender stereotypes, and teaching methods may favor boys' participation in the classroom. The major concern is the channeling of women into traditional female occupations characterized by low pay and little opportunity for advancement. Better occupational counseling and training is needed for women to step into the more challenging occupations. The discussion continually returned to the larger purposes of women's education, including employment in the changing global economy, full participation in existing societies, and transformation of those societies.

Investment in education for women produces results—increasing per capita GNP overall, expanding women's life opportunities, and improving the health and education of their children. Government investment is not always correlated with better quality education, but lack of resources tends to be a widespread problem. The group discussed various proposals including private management of schools, making schooling compulsory through secondary grades, and providing childcare for teen mothers.

OPPORTUNITIES TO EXPAND WOMEN'S LEADERSHIP

The Program for the Support of Women's Leadership and Representation, of the Inter-American Development Bank (IDB), will make \$3.8 million available to organizations

that promote women's civic participation and access to leadership positions. A representative of the IDB requested assistance in identifying possible grant recipients; WLCA participants urged that the allocation of program funds remain agile and free of politicization or government control. The group also encouraged women's participation in all aspects of multilateral development bank lending and grant programs, not only the small portion dedicated to women.

The group discussed the social responsibilities of business and women's leadership in the private sector, noting some gains. Many argued the corporate sector should have codes of conduct regarding women, human rights, and labor standards. One suggestion was to publicly recognize businesses when they provide training for women or promote women to important leadership positions. Another idea was to push corporations to exercise leadership on such issues as domestic violence.

INTERNATIONAL EFFORTS TO STOP DOMESTIC VIOLENCE

According to the Inter-American Development Bank, as many as forty percent of women in the hemisphere suffer physical domestic violence at some time in their lives. Participants were briefed on the activities of the IDB, United Nations Development Fund for Women, Pan American Health Organi-

Judy McLennan (USA), Carmen Barroso (USA/Brazil), Daisy May McFarlane-Coke (Jamaica), and Paula Stern (USA) at the meeting of the WLCA Steering Committee in November 1996.



zation, and the Organization of American States, including public awareness campaigns, community-based projects, databanks, and training programs.

Some participants recommended that the WLCA endorse the "The Inter-American Convention on the Prevention, Punishment, and Eradication of Violence Against Women" and encouraged all countries to sign it (only 27 of 34 have done so). Others felt that a strong judiciary is more important for progress against domestic violence. Formal ratification of the convention may have little relevance without implementing legislation and training for judges, lawyers, health workers, and police. Suggestions included building a databank of laws on domestic violence and models for community-based prevention, and training law students about the problem of domestic violence.

Poverty is an important component to any discussion of domestic violence. Many participants believed ombudsmen can play an important role to ensure that police, judges, and doctors carry out their obligations within the law, regardless of the economic resources of the perpetrators and victims. Others argued that victims of violence also need viable economic alternatives: not just a safe-house for the night, but a job and access to credit that will enable them to be independent. Finally, participants discussed the need to encourage broader cultural change, to assure that domestic violence is not considered acceptable behavior.

MONITORING INTERNATIONAL COMMITMENTS In a series of international conferences—notably Vienna, Copenhagen, Cairo, and Beijing—countries have signed numerous commitments to improve the status of women. The challenge is to close the gap between language and reality—to demand compliance with the content of international agreements.

The current agenda for the Santiago Summit includes four topics: education, trade and economics, poverty and discrimination, and human rights. There was a lively discussion

about whether it would be best to have a separate agenda item addressing the status of women, or whether women should be cited throughout the agenda, in each category, as appropriate.

To monitor implementation of agreements, participants suggested working with research groups, identifying indicators of progress, and then developing a report which would assess the performance of each country in the region. Such a report could be a valuable means to demand accountability, permit recognition of accomplishments, and condemn failures to advance the status of women.

CONCLUSIONS AND ACTION ITEMS The conference concluded with a review of the actions that the WLCA should undertake. Some of the discussion, as on quotas, did not necessarily yield consensus on further collective actions by the WLCA, but might inform participants' decisions and actions as leaders within their own countries. Other discussions served to make the leaders aware of opportunities and shortcomings presented by programs of international organizations and development banks. Influencing the Santiago Summit was one immediate, time-sensitive objective, but not the sole focus for action.

Specific action items included:

- ▶ Monitor Government Compliance of International Agreements: Using available data and working with other women's organizations, analyze the status of women in the region today. Identify indicators of progress and set up mechanisms to measure and report on the successes and failures of governments in meeting their commitments to women.
- ▶ Issue a Statement for Santiago Summit: Based upon commitments from the Miami Summit, write a communiqué that urges



Clotilde Charlot (Haiti) of the Inter-American Development Bank explains their proposed Women's Leadership and Representation Fund to the members of the WLCA in July 1997.

governments to produce concrete results in priority areas for women.

- ▶ **Form Working Groups:** Create subgroups to discuss and design further initiatives for the WLCA. Some suggested areas are education and labor markets, women's leadership, corporate and multilateral bank responsibility, and domestic violence and judicial reform.

- ▶ **Develop Communications and Outreach Strategy:** Promote the work of the WLCA throughout the hemisphere. Strategy will target decision-makers at all levels, popular media, private sector, and the general public. It will also build ties to other women's organizations.

- ▶ **Endorse Continued Secretariat Role of ICRW and Inter-American Dialogue.**

U.S. Senator Bob Graham addresses a luncheon discussion of the WLCA with U.S. Congressman Ben Gilman, WLCA Co-Chairs Jan Meyers (USA) and Sonia Picado (Costa Rica), and U.S. Congresswoman Constance Morella at the head table.



Biographical Sketches of the Signatories of the Santiago Communiqué

Co-Chair
Jan Meyers
United States

Meyers was a Republican congresswoman representing the state of Kansas. A member from 1985 to 1997, she chaired the Committee on Small Business, and served on the International Relations Committee, the Subcommittee on International Economic Policy and Trade, and the Economic and Educational Opportunities Committee.

Co-Chair
Sonia Picado
Costa Rica

Sonia Picado is congresswoman from San José for the National Liberation party. She was Costa Rican ambassador to the United States, executive director of the International Institute of Human Rights, a justice on the Inter-American Court of Human Rights, co-chair of the International Commission for Central American Recovery and Development, and dean of the University of Costa Rica Law School.

Mariclaire Acosta Urquidí
Mexico

Acosta is president of the Mexican Commission for the Defense and Promotion of Human Rights, and founder of the Mexican Academy for Human Rights. She was president of Amnesty International in Mexico.

Beverley Anderson-Manley
Jamaica

Anderson-Manley was first lady and representative to the UN Commission on the Status of Women and the Inter-American Commission of Women of the OAS. Ms. Anderson-Manley is currently co-producer and co-host of the weekday radio program, *The Breakfast Club*. She is a motivational speaker and has been a consultant on gender, communications, and Third World development issues for the UN, the IDB, the World Bank, and CIDA.

Peggy Antrobus
Barbados

Antrobus was head of the Women and Development Unit at the University of the West Indies, and Development Alternatives with Women for a New Era. She is a member of the Inter-American Dialogue.

Carmen Barroso
Brazil/United States

Barroso is the Director of the Population Area of the Program on Global Security and Sustainability at the John D. and Catherine T. MacArthur Foundation. She has a wide range of experience related to population and women's health: from university teaching and research, to the development of educational materials, to writing a guest column for a major newspaper. She has served as chairperson of the Committee of Reproductive

Rights of the Brazilian Ministry of Health, was a member of the National Council on Women's Rights (appointed by the President of Brazil), and has been a consultant to several international organizations.

Maria Antonietta Berriozabal
United States

Berriozabal is a founder and former chair of the National Hispana Leadership Institute and served as U.S. Representative to the Inter-American Commission of Women of the OAS. Berriozabal was councilwoman for the City of San Antonio, Texas from 1981 to 1991. She is currently a candidate for the U.S. Congress from Texas.

Charlotte Bunch
United States

Bunch is Executive Director of the Center for Women's Global Leadership at Douglas College and is a professor in the Bloustein School of Planning and Public Policy at Rutgers University. Bunch has edited seven anthologies and two books on feminist issues, and is a founder of the movement for women's human rights. In 1996 she was inducted into the National Women's Hall of Fame.

Kim Campbell
Canada

Campbell was prime minister of Canada and is now Consul

General of Canada to the United States.

Mercedes Pimentel de Canalda
Dominican Republic

Canalda is the founder and member of the board of directors of the Dominican Association for Women's Development (ADOPEM). She is a member of the executive committee of Women's World Banking (WWB) in New York, and she was elected chairperson of the board of directors of WWB. She is the president of the Council of American Foundations for Development (Solidarios).

Patricia Carney
Canada

Carney was appointed to the Canadian Senate in 1990. From 1984-1988, she held a number of federal cabinet posts, including minister of energy, mines, and resources, minister for international trade, and president of the Treasury Board. She served as a member of parliament in the House of Commons from 1980-1988.

Elisa Carrió
Argentina

Carrió is a member of the Argentine Congress (term from 1995-99). In 1994, she was a member of the constitutional congress. She is a tenured professor of constitutional law at the Universidad Nacional del Nordeste (UNNE) and is the author of several legal works.

Margaret Catley-Carlson
Canada

Catley-Carlson is President of the Population Council. She was Deputy Minister for Health and Welfare in Canada, and President of the Canadian International Development Agency. Catley-Carlson also served as Assistant Under Secretary in the Department of External Affairs and as Deputy Executive Director of UNICEF with the rank of Assistant Secretary General of the United Nations. She is a member of the Inter-American Dialogue.

Violeta Barrios de Chamorro
Nicaragua

Chamorro was president of Nicaragua from 1990-1996. Under her leadership, Nicaragua passed from war to peace, from a centralized to a free market economy, and from a dictatorial and totalitarian government to a democratic one. She reduced the size of the military and was the first Nicaraguan president to transfer power to a freely elected successor.

Piedad Cordoba
Colombia

Cordoba is a senator and is president of the Senate's legal commission on human rights. She has authored several laws to promote women's political participation and to protect the rights of black minorities. In addition, she authored Colombia's law protecting women and children from domestic violence. She is a member of the commission for peace and the commission to reform political parties. She was the chamber

representative from Antioquia and the alternate director of the Colombian Liberal Party.

Gisèle Côté-Harper
Canada

Côté-Harper is a barrister and teaches law at Laval University in Quebec City. She is a member of the board of directors of the Inter-American Institute of Human Rights in Costa Rica and founding chair of the board of directors of the International Centre for Human Rights and Democratic Development. She is a member of the Inter-American Dialogue.

Maria Isabel Cruz Velasco
Colombia

Cruz Velasco has been a member of the Senate since 1991, and has served as its vice president. From 1986-1991, she was a congresswoman for the Conservative Party and from 1980-1986, she was a member of the city council of Cali.

Susana de la Puente Wiese
Peru

De la Puente is the country manager for Peru and a managing director of the Latin American Investment Banking Group of J.P. Morgan in New York. She has been responsible for the bank's most important clients in Mexican and Peruvian privatization deals.

Vivian Lowery Derryck
United States

Derryck is currently a senior vice president at the Academy for Educational Development.

From 1989-1996, she served as president of the African-American Institute. From 1984-1988, she was vice president of programs for the National Democratic Institute (NDI). She served as a deputy assistant secretary of state in the Carter and Reagan Administrations.

Cecilia Dockendorff

Chile

Dockendorff is the founder of SOLES (Solidarity and Spirituality), a professional society dedicated to promoting social development through cultural change.

Peggy Dulany

United States

Dulany is president and founder of the Synergos Institute. Dulany was senior vice president of the New York City Partnership, where she headed the youth employment and education programs; directed a Boston public high school program for drop-outs; and has consulted for the United Nations and Ford Foundation on health care and family planning in Brazil and elsewhere. She is a member of the Inter-American Dialogue.

Joan Dunlop

United States

Dunlop is president of the International Women's Health Coalition. She was an associate to John D. Rockefeller 3rd. She has worked for the City of New York under Mayor John Lindsay, at the New York Public Library under Dr. Vartan Gregorian, at the Ford Foundation

and the Metropolitan Applied Research Center under Dr. Kenneth B. Clark.

Patricia Ellis

United States

Ellis is executive director of the Women's Foreign Policy Group, which promotes the leadership, visibility and participation of women in international affairs professions. Previously she taught at American University, specializing in news coverage of foreign affairs, and covered foreign affairs for the *MacNeil-Lehrer Newshour* and the Canadian Broadcasting Corporation. She was a fellow at Harvard's Center on the Press, Politics and Public Policy and a founding member of the International Women's Media Foundation, and is a member of the Council on Foreign Relations.

Graciela Fernández Mejjide

Argentina

Fernández Mejjide became national deputy representing the province of Buenos Aires for the Alianza in 1997, where she previously served from 1993 to 1995. She was elected to the Argentine Senate, representing the Federal Capital, for the Bloque FREPASO in 1995. She has been a member of the president's council of the Permanent Assembly for Human Rights since 1977. Fernández Mejjide is a member of the Inter-American Dialogue.

Azucena Ferrey

Nicaragua

Ferrey was a national deputy and former leader of the Con-

tras. She played a role in promoting an alliance between Contra and Sandinista women, to push through progressive legislation in favor of women. She is currently the director of Fundación Mujer Nicaraguense.

Pia Figueroa Edwards

Chile

Figueroa is an international consultant on the environment and is a member of several corporate boards. Figueroa was under-secretary of national assets during the Aylwin government and has been active in the Humanist Party in Chile, which she helped to create. She has also served as President of the Laura Rodriguez Foundation.

Lourdes Flores Nano

Peru

Flores Nano is a member of congress and served as a national deputy of the lower house of Congress from 1990 to 1992. She was also secretary general of the Popular Christian Party (PPC) of Peru. Flores Nano is a member of the board of directors of the Inter-American Dialogue.

Rossana Fuentes-Berain

Mexico

Fuentes-Berain has been the special assignment managing editor for *Reforma/El Norte* since August 1997. Prior to that she served as a reporter for the paper. From 1991 to 1994, she wrote and edited for *El Financiero*, and from 1988 to 1991, she wrote for the Mexican wire service Notimex. From

1983 to 1985, she was an analyst in the international press section of the Foreign Ministry.

Amalia García Medina

Mexico

García was elected to the Mexican Senate in 1997. She is a founding member of the Democratic Revolutionary Party (PRD) and as part of its national executive committee, she has served as the Party's secretary of communication, of international relations, and of political alliances.

Magdalena García Hernández

Mexico

García Hernández is an economist and has been a professor and researcher at UNAM, ITAM and the Universidad Autónoma de Puebla. She has served as executive director of economic studies at Banco Mexicano Somex, as a founding member and coordinator of the Women's Association for the Defense of Civil Rights (AMDEC), as a founder of the Agrupación Política Nacional Causa Ciudadana and of the National Assembly of Women. She is candidate for the legislature of the Federal District and currently serves as the Federal District's Director General for Social Policy.

Ana Milena Gaviria

Colombia

Gaviria is an economist and was first lady of Colombia. During her tenure as first lady she initiated various educational, health, recreational and cultural programs—including *Banco Social*,

"Es Rico Leer", FAMI, and others—designed to incorporate young people, women and vulnerable groups into a range of development activities. She is a member of the board of ICRW.

Dale A. Godsoe

Canada

Godsoe is vice president external of Dalhousie University, and director of numerous organizations including: Maritime Telegraph and Telephone Company, Viacom Canada, Women's Television Network Foundation, and Hambros Bank of Canada. From 1987-96, she was the director, and later national president, of YWCA Canada.

Margarita Guzmán

Colombia

Guzmán is an economist and independent consultant in the financial sector. She was vice president of the *Corporación de Ahorro y Vivienda*, a private bank and worked in the Coffee Federation for nearly ten years. She was the general manager of ten Women's Rural Factories and worked for the Inter-American Development Bank as a consultant on micro credit and women's issues. She founded the first affiliate of Women's World Banking in Cali, and served as a member of its board of directors and executive committee for several years.

Antonia Hernández

United States

Hernández is President and General Counsel of the Mexican-American Legal Defense and Educational Fund in Los

Angeles. She is a member of many boards including the Innovations in State and Local Government, National Endowment for Democracy and Council on Foreign Relations. She is a member of the Inter-American Dialogue.

Adriana Hoffman Jacoby

Chile

Hoffman is a biologist and botanist. She helped create the non-profit organization, Defenders of the Chilean Forest (*Defensores del Bosque Chileno*). Since 1979 she has worked with the Claudio Gay Foundation of the El Mercurio company in botanical and ecological research. She has written more than ten books on the flora and environment of Chile. In 1995 she won the Chilean Peace Prize from the World Peace Project Foundation and in 1997 the UNEP Prize Eyes on the Environment.

Ana Julia Jatar

Venezuela

Jatar is a senior fellow at the Inter-American Dialogue. She served as superintendent for the promotion and protection of free competition (the Venezuelan anti-trust agency); professor at the Institute for Advanced Administrative Studies; general director for the Venezuelan Institute of Planning; and financial analyst at VALIVENCIA investment bank.

Monica Jiménez

Chile

Jiménez is the executive director of PARTICIPA, an organiza-

tion which promotes democratic civic participation. She is also an international consultant on citizenship and women's political leadership, for the UN, the Ford Foundation, the Inter-American Institute for Human Rights, the International Foundation for Electoral Systems, the National Democratic Institute and the Inter-American Foundation, in addition to being a member of the Board of Directors of the International Institute for Democracy and Electoral Assistance. Jiménez was executive director of the civic education campaign leading up to the 1988 plebiscite in Chile and was a member of the Truth and Reconciliation Commission.

Clara Jusidman
Mexico

Jusidman, an economist, is the Secretary of Education, Health and Social Development of the Federal District. She headed the Federal Electoral Register for the 1997 elections. Her other positions have included: coordinator of the Interdisciplinary Group for Women, Work and Poverty (GIMTRAP), Undersecretary of Fishery Planning and Development and Director General of the National Consumer's Institute. She is a member of the Advisory Councils of the National Program of Women in Mexico and of the Women in Development (WID) program of the Inter-American Development Bank.

Yolanda Kakabadse
Ecuador

Kakabadse is executive president of Fundación Futuro Latinoamericano and president of the World Conservation Union (IUCN). She is counselor to the vice president for environment and sustainable development at the World Bank and senior advisor to UNDP's Global Environmental Facility. Kakabadse is a member of the boards of directors of the World Resources Institute and The Ford Foundation.

Ruth de Krivoy
Venezuela

Krivoy was president of the Central Bank of Venezuela and is currently president of Síntesis Financiera, a financial consulting firm. She was also director of the presidential commission for industrial competitiveness; member of the advisory commission for public sector debt refinancing; and member of the board of the Institute for Advanced Studies.

Audrey Langworthy
United States

Langworthy has been a Kansas state senator since 1984. She serves on the Executive Committee of the National Conference of State Legislatures and has been on the National Board of Governors of the American Red Cross. She is active in numerous community development organizations.

Therese Lavoie-Roux
Canada

Lavoie-Roux has been a senator since 1990, and was chairman of the Senate Committee on Internal Economy, Budgets and Administration. She is a member of the Committee on Social Affairs, Science and Technology and the Committee on National Finance. Lavoie-Roux was first elected to the Quebec National Assembly in 1976 and re-elected twice. She was minister of health and social services and the minister responsible for family policies and the office of the handicapped.

Mirna Liévano
El Salvador

Liévano is president of the School for Higher Education on Economics and Business. She was minister of planning and coordination of economic and social development; president of the Social Investment Fund; and governor to the World Bank and Inter-American Development Bank.

Cecilia Loria Saviñón
Mexico

Loria is a psychoanalyst, currently serving as president of the Popular Education Group for Women (GEM) and of Causa Ciudadana. She was president of the coordinating committee of the national coordination of NGO's "Toward Beijing in 1995/Hacia Beijing '95"; a member of the coordinating committee for the "Ganando Espacios" (1993-1994) and "Espacio Civil por la Paz" (ESPAZ, 1994-1995) campaigns; a member of the

organizational group for the National Assembly for Women, the National Feminist coordinating committee and of the consultative council of the National Program for Women.

Beatriz de Majo
Venezuela

Majo is the president of Petroquímica Trasadina. She is also a member of the editorial board and columnist for the newspaper "El Nacional" and director of the Venezuelan Free Drug Foundation. She was president of the consulting firm CIEN and vice president of the Grupo Beracasa. Majo founded the Latin American Economical System, SELA, in 1976.

Barbara J. McDougall
Canada

McDougall is Chairperson of AT&T Canada Long Distance Services and a director of several other major Canadian corporations. She is an international business strategist. McDougall was Secretary of State for External Affairs, Minister of State (Finance), Minister of Privatization, and Minister of Employment and Immigration. She is a member of the Inter-American Dialogue.

Daisy May McFarlane-Coke
Jamaica

McFarlane-Coke is senior partner of Coke & Associates (Consulting Actuaries); Chairman of First Equity Corporation of Florida, and Director of Trafalgar Development Bank. She also serves as a member of the Council of the University of

the West Indies and is Chairman of the Public Service Commission.

Juliette C. McLennan
United States

McLennan was U.S. ambassador to the UN Commission on the Status of Women and has represented the United States at various UN meetings. McLennan is a member of the board of ICRW, U.S. Friends of the UN World Food Program, and the Chesapeake Bay Maritime Museum.

Patricia Mercado
Mexico

Mercado is the Executive Director of Equidad de Genero: Ciudadania, Trabajo y Familia (Gender Equity: Citizenship, Labor and Family). She is a member of the directive council of DIVERSA, a feminist political association, and a member of the Executive Committee of the National Forum of Women and Population Policy.

Beatriz Merino
Peru

Merino is a congresswoman, elected in 1995. She was president of the Congressional Women's Committee in 1997, and is currently a member of the Environmental Committee and the Permanent Committee. A Harvard Law graduate, she is senior partner of Merino, van Hasselt & Morales, a corporate law firm. In 1990, Merino was elected to the Senate and in 1991 she chaired the Senate's Environmental Committee. She is a member of the Inter-American Dialogue.

Lourdes R. Miranda
United States

Miranda is president of the Miranda Foundation. For over twenty years she was chief executive of her own company, Miranda Associates, Inc., which provided international training and technical assistance. She has served as president of the National Association for Women Business Owners and the National Conference of Puerto Rican Women, and as director of numerous organizations, including Amnesty International USA, the Puerto Rico Community Foundation and the Center for Women's Policy Studies.

Sonia Montaña
Bolivia

Montaña is a consultant on social policy, community development, governance and women's participation, and teaches for the graduate program in gender at the Universidad Mayor de San Simón de Cochabamba. From 1993-1995, she was the country's first under-secretary for gender in the Human Development Ministry. Montaña founded one of Bolivia's first feminist centers, Center for Information and Development of Women (CIDEM), in 1982.

Michelle Montas
Haiti

Montas is news director of Radio Haiti. Her work at the station has symbolized the struggle for press freedom and democratic gains in Haiti. She has worked as a journalist for 25 years, including nine years as a

radio producer and writer for the United Nations Radio and eight years as chief editor of *Conjunction*, a magazine on social and economic issues.

María Eugenia Morasso Nikken
Venezuela

Morasso is Vice President of Empresas 1BC, a media communications conglomerate. She is a member of the executive committee of Gems Television in Miami and Coral International TV, a cable channel dedicated to Hispanic women.

María de los Ángeles Moreno
Mexico

Moreno is a national senator elected in the Federal District. She serves on the Foreign Affairs and Finance commissions and presides over the commission for the Federal District. She was head of the Under Secretariat of Planning and Budget for Social and Regional Development; Secretary of Fisheries; Deputy and President of the government body in the Lower Chamber; and President of Mexico's Institutional Revolutionary Party (PRI).

Diana Natalicio
United States

Natalicio is president of the University of Texas at El Paso. She has served on numerous boards and commissions, including the National Science Board, NASA Advisory Council, U.S.-Mexico Commission for Education and Cultural Exchange, the Advisory Commission on Educational Excel-

lence for Hispanic Americans, and she chaired the American Association for Higher Education board.

Laura Novoa
Chile

Novoa is president of the board of Participa, and a member of the law firm Philippi, Yrarrázaval, Pulido & Brunner, involved in mining, corporate and financial business. She was appointed to the National Commission on Truth and Reconciliation of Chile, and served on the high level advisory board for sustainable development of the United Nations.

Milagros Ortiz Bosch
Dominican Republic

Ortiz Bosch is a member of the National Council of the Magistrate. In 1994, she was Senator for the federal district. In 1992, she was the president of the eastern national district and the president of the southern national district in 1991.

Sylvia Ostry
Canada

Ostry is Distinguished Research Fellow, Centre for International Studies, University of Toronto. She has held several federal government posts including Chief Statistician, Deputy Minister of Consumer and Corporate Affairs, Chairman of the Economic Council, Deputy Minister of International Trade, Ambassador for Multilateral Trade Negotiations and the Prime Minister's Personal Representative for the Economic Summit. From 1990 to 1997

she was Chairman, Centre for International Studies. She is a member of the Inter-American Dialogue.

María Otero
United States

Otero is executive vice president of Acción International, and chair of the Inter-American Foundation. She chaired the board of Bread for the World for six years, was a program officer for Acción International in Honduras, and worked in the women in development office of the U.S. Agency for International Development. She has published several monographs and edited a book on microenterprise. She was born and raised in La Paz, Bolivia.

María Elena Ovalle
Chile

Ovalle became a member of the board of the Central Bank of Chile in December 1995, having worked there from 1960-1978. From 1988-1995, she was president of the Chilean affiliate of Women's World Banking. She was the general manager of the Banking and Financial Institutions Association, alternate governor of the Latin American Federation of Banking ("FELABAN"), and general director of the Institution of Banking Studies.

Marta Oyhanarte
Argentina

Oyhanarte was elected as a representative to the Buenos Aires legislature in 1997. Prior to that, she was director of the Center for Citizen Participation

and Control. She was co-founder and president of Poder Ciudadano Foundation, a non-profit citizens' group for democratic change. Currently, she is a member of the Academic Council of the Institute for the Promotion of Human Rights, the Advisory Council of the Inter-American Association of Mediation, the Center for Alternative Conflict Resolution, and the Society of Professionals in Dispute Resolution.

Nina Pacari Vega
Ecuador

Pacari is a representative to the National Constituent Assembly charged with drafting a new constitution for Ecuador and is a legal advisor for the Confederation of Indigenous Nationalities of Ecuador (CONAI). She is a member of the Inter-American Dialogue.

Dulce Maria Pereira
Brazil

Pereira is the president of the Palmares Cultural Foundation of the Ministry of Culture. She also directs and anchors the radio show, "The Black World: Brasilamefricaribe" and is the owner of VENUS Cinevideografia. She serves on the Interministerial Working Group for Valorization of Black People. She has worked on city planning in the Ministry of the Interior.

Jacqueline Pitanguy
Brazil

Pitanguy is the founding president and director of CEPIA (Citizenship, Studies, Information, and Action), which con-

ducts research and advocacy on gender issues. She is a member of the board of directors of the Commission on Citizenship and Reproduction, the Institute for Education of UNESCO, and the Inter-American Dialogue, and was president of the National Council for Women's Rights.

Pilar Ramírez
Bolivia

Ramírez founded the Center for the Promotion of Economic Initiatives (FIE), a non-profit microenterprise-lending organization, which is creating a private financial fund of which she will be the first president.

Beatrice Rangel
Venezuela

Rangel is the Senior Vice President for Corporate Strategies for the Cisneros Group of Companies.

Rozanne L. Ridgway
United States

Ridgway was assistant secretary of state for European and Canadian affairs. She holds a variety of corporate and non-profit directorships. In addition, Ridgway is a member of the Inter-American Dialogue.

Reyna Rincón de McPeck
Venezuela

Rincón is developing an executive search practice through her own firm, McPeck & Associates. She was executive director of international operations for Grupo Zoom, a courier and transportation company. She is

a licensed insurance broker, sits on two corporations' boards and consults with Grupo Zoom on new projects and development.

Rosa Roa Peguero
Dominican Republic

Roa Peguero is a member of the women's advisory commission to the Chamber of Deputies. She was her country's delegate to the Inter-American Commission of Women (CIM) of the Organization of American States as well as the general director of the national policy for the promotion of women.

Cira Romero Barboza
Venezuela

Romero formed two of her own consulting firms, Estrategias Empresariales 1A and Consultores ARIC. She has advised and served on the board of directors of both public and private sector institutions including Venezuelan Airmail Line, Industrial Bank of Venezuela, and the Ministry of Development.

Maria Antonieta Saa
Chile

Saa is a deputy in the Chilean Legislative Assembly.

Gloria Salguero Gross
El Salvador

Salguero is a deputy in the Salvadoran Legislative Assembly.

Elizabeth Sanders
United States

Sanders advises executive management on the implementation

of people-centered leadership practices. She is the director of several national and international organizations, both profit and non-profit. From 1978-1990, she was the vice president and general manager of Nordstrom.

Margaret Schuler
United States

Schuler is founding executive director of Women, Law and Development International. From 1979-1992, she worked for OEF International on issues such as women's rights, civic education, and Central America. She was the national coordinator of the Federation for Economic Democracy and director of the Hispanic Women's Center.

Helga Stephenson
Canada

Stephenson is chair of Viacom Canada Ltd. She was executive director of the Festival of Festivals/Toronto International Film Festival, and executive director of Cinematheque Ontario. Stephenson is on several boards of directors, including FOCAL Canadian Foundation for the Americas.

Paula Stern
United States

Stern is president of The Stern Group, an economic analysis and trade advisory firm. She was chairwoman of the U.S. International Trade Commission. Stern is a member of the President's advisory committee for trade policy and negotia-

tions, and chairwoman of the advisory committee of the U.S. Export-Import Bank. She is a senior fellow at the Progressive Policy Institute. She is a member of the Inter-American Dialogue.

Marta Suplicy
Brazil

Suplicy was elected to Congress, representing the Workers' Party, in 1995. She coordinated the Campaign for Women without Fear of Power which promoted a 20% quota system for women candidates to elective posts, and organized a post-Beijing meeting of women parliamentarians and women's social movements in São Paulo.

Rosalina Tuyuc
Guatemala

Tuyuc is a vice president of the Guatemalan congress, representing the Frente Democrática Nuevo Guatemala (FNDC). She is also president of CON-VIGUA, an association of Guatemalan widows.

Virginia Vargas Valente
Peru

Vargas is part of the World Bank's advisory board on gender, and was on the Inter-American Development Bank's advisory board on women in development. She was the NGO Forum coordinator for all Latin American and Caribbean NGOs attending the UN Beijing Conference. From 1993-1996, she was president of the board of the Center for Peruvian Women "Flora Tristán."

Ximena Alexandra Verdesoto
Ecuador

Verdesoto is coordinator of the Corporacion Andina de Fomento's United Technical Cooperation. Prior to that, she worked with the Swiss Embassy on a technical assistance project and at the International Bank of Reconstruction and Development as a consultant on adult education.

Rocío Villanueva Flores
Peru

Villanueva is the Peruvian ombudsman for women's affairs. She is a lawyer and has written and spoken extensively on human rights and domestic violence. She has worked for the women's organization, Movimiento Manuela Ramos, and taught at the University Castilla La Mancha in Toledo, Spain. Villanueva is also consulting for the Academy of Magistrates on the training of judges and public defenders.

Elena Viyella de Paliza
Dominican Republic

Viyella de Paliza is executive vice president of Fertilizantes de Santo Domingo and Sacos Agro-Industriales. She is a board member of several banks and corporations, and is also on the board of the American Chamber of Commerce, the Dominican Development Foundation, and the Economic and Development Foundation. Viyella de Paliza is a member of the Group of Fifty and the Inter-American Dialogue.

Carmen Delgado Votaw
United States

Delgado is Director of Public Policy of United Way of America. She was president of the Inter-American Commission of Women (OAS) and co-chair of the presidentially-appointed U.S. National Advisory Committee on women. She was director of government relations for Girl Scouts of the U.S.A. and an UNA/NCA (United Nations Association/National Capital Area) board member.

Her most recent book is *Puerto Rican Women*.

Soledad Weinstein
Chile

Weinstein is coordinator of the Center for Information and Documentation of Isis International, and co-founder of Isis in Chile. She is a member of the Chilean Committee of Women for Leadership, a member of the Advisory Council of the National Women's Service (SERNAM) in Chile, and director of the Family Foundation.

Claudette Werleigh
Haiti

Werleigh is the president of the Women's Power League (Lig Pouvwa Fanm). She has held many public offices in the Haitian government including prime minister, minister of foreign affairs, chief of staff for the prime minister, and minister of social affairs.