



WorldYWCA

# ANNUAL REPORT

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# 2019

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With a presence in over a hundred countries and with over a century of experience, the World YWCA **connects and mobilizes the power of women, young women, and girls** from across regions, cultures, and beliefs to transform their lives and the world, for the better. As a movement that is grounded in local communities and rooted in the transformational power of women, we work to provide support and opportunities for women, young women, and girls to become **leaders and change-makers** who not only affect change in their own lives and communities, but galvanize others to do the same.

With our extensive global network and unique position as a powerful, ecumenical, progressive, feminist global movement, we fight for women's rights and gender equality at the local, national, regional, and international level. We advocate and work to affect change on a range of issues directly impacting women, young women, and girls, with a particular focus on building young women's leadership. **We know that the leadership of young women and women is vital to creating a better world.**

# OUR PURPOSE



“ The purpose of World YWCA is to develop the leadership and collective power of women and girls around the world to achieve justice, peace, health, human dignity, freedom and a sustainable environment for all people. ”



# OUR GLOBAL IMPACT



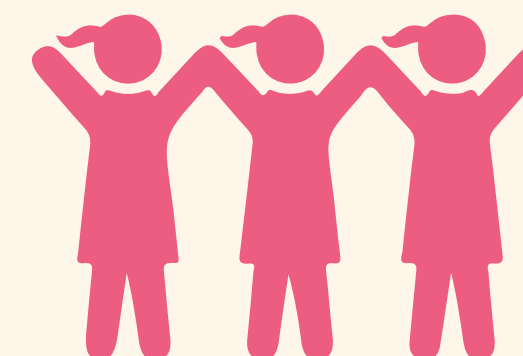
As the oldest and largest women's movement in the world, the World YWCA changes the lives of women, young women, and girls in over a hundred countries across eight regions: Africa, Asia, Caribbean, Europe, Pacific, Latin America, Middle East, and North America.



More than  
**6 Million\***  
women and young women  
directly engaged



More than  
**180,000**  
volunteers



More than  
**30,000**  
women and young women  
staff globally

\*data from membership survey of 2018



# GOAL 2035

“ *By 2035, 100 million young women and girls transform power structures to create justice, gender equality and a world without violence and war; leading a sustainable YWCA movement, inclusive of all women.* ”

Adopted in 2015, our bold **Goal 2035** affirms our foundational belief in centering young women and girls and directly reflects our commitment to the future and sustainability of our movement. In 2018-2019, the World YWCA actively worked towards three primary objectives that were adopted by YWCA leaders as the Strategic Framework 2016-2019:



## YOUNG WOMEN & GIRLS' TRANSFORMATIVE LEADERSHIP:

Ensuring the full implementation of a human rights-based approach to young women and girls' leadership in the context of shared, transformative, and intergenerational leadership.



## REALIZING HUMAN RIGHTS:

YWCA women, young women, and girls become the driving force in claiming and influencing women's rights' policies, leading change, and setting global priorities for young women's leadership and realizing human rights.

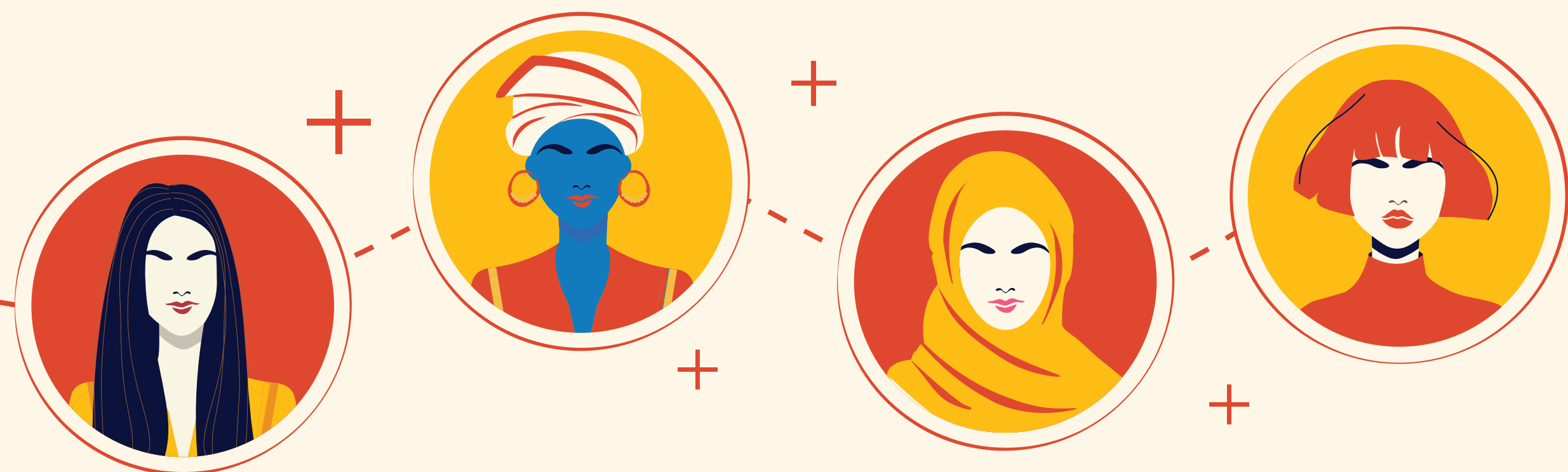


## SUSTAINABILITY OF THE YWCA MOVEMENT:

Building an effective, well-governed, accountable, and sustainable movement that has robust assets to sustain the work of the YWCA movement.

# THEORY OF CHANGE

In 2019, the World YWCA developed and approved a theory of change, based on our past decade of experience in young women's leadership and engagement, as well as extensive internal consultations and analysis. The theory of change—created to guide and support our global impact and success towards our Goal 2035—identifies our foundational beliefs, focus of the goal, and methods to achieve the goal.





## GOAL 2035: THEORY OF CHANGE

The World YWCA is a movement that connects and mobilises girls, young women and women globally to change their lives, and the world, for the better. Goal 2035 is the collective goal of the movement and is a commitment to the future, and states the impact the YWCA will work to realise by 2035.

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### PURPOSE OF WORLD YWCA

The purpose of World YWCA is to develop the leadership and collective power of women and girls around the world to achieve justice, peace, health, human dignity, freedom and a sustainable environment for all people (World YWCA Constitution).

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### VISION OF WORLD YWCA

The vision of the World YWCA is a fully inclusive world where justice, peace, health, human dignity, freedom and care for the environment are promoted and sustained by women's leadership. The World YWCA recognizes the equal value of all human beings. ...Towards this end, the World YWCA advocates and supports volunteerism, membership, diversity, tolerance, mutual respect, integrity and responsible accountability. The strength and solidarity of the World YWCA is inspired by the faithfulness of its leaders, past and present, whose service to humanity advances the purpose of the World YWCA (World YWCA Constitution).

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### GOAL 2035



By 2035, 100 million young women and girls transform power structures to create justice, gender equality and a world without violence and war, leading a sustainable YWCA movement, inclusive of all.

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### FOUNDATIONAL BELIEFS FOR GOAL 2035



Power structures prevent young women and girls from knowing and claiming their human rights and achieving their full potential.



The engagement and mobilisation of young women and girls is a catalyst of change for good.



When young women and girls, in all their diversity, act as leaders in their home, their communities and their nations, they transform formal and informal power structures.



Leadership of young women and girls is required to build a world of peace, justice, health, freedom and care for the environment.



A commitment to faith, social justice, and human rights drives the diverse and inclusive YWCA movement.

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### FOCUS FOR GOAL 2035



Engaged young women and girls and their allies



YWCA organisations, leaders and movement



Strategic partner organisations and leaders that contribute to Goal 2035

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### METHODS TO ACHIEVE GOAL 2035



Engagement that drives change by connecting, mobilising and consulting with on-the-ground leaders within and external to the YWCA.



Human rights-based, feminist, and faith and social justice driven leadership rooted in communities all over the world, informed by local, community, national and regional realities.



Purpose driven, authentic investment in young women's leadership.



Strategic collaboration between YWCAs around the world and individual and organisational allies to effectively impact the global human rights agenda.



Inspiring, action-oriented, evidence-based advocacy to transform power structures.

[Click here to download the document](#)



# Young Women and Girls' Transformative Leadership

We want women to take part fully and equally in society, and to become leaders and change makers—and we develop and support millions of women, young women, and girls in communities across the globe to do just that, changing their lives, and the world, for the better.

## Highlights

### WORLD YWCA STRENGTHENED YOUNG WOMEN'S LEADERSHIP FOR THE FUTURE

Developing, evaluating, and strengthening our essential leadership programming is vital to ensuring that such work is impactful and relevant. This year the World YWCA completed a three-year report of our signature **Rise Up! leadership programme and model**, which includes a unique combination of trainings, tools, and participatory approaches, with key contributions from nine YWCAs in Asia and the Pacific. Our academic partner, [Monash University](#), also published a full report and executive summary of this study, which included evaluations led by young women.



### WORLD YWCA CONTINUED INVESTING IN AND CENTERING YOUNG WOMEN'S LEADERSHIP

We know that in order to make meaningful change towards gender equality and women's rights, we must center the most marginalized and vulnerable communities, including young women of color. That's why the World YWCA actively works to prioritize investing in building the leadership of young women and to ensure that our policy, advocacy, and programmatic priorities center and involve young women, from start to finish. In 2019, with the leadership of young women leaders from around the world and with the expertise of an external partner, the World YWCA developed a **young women co-designed consultation methodology**, to be easy-to-use and replicable for other organizations and groups. This methodology, which will be published in late 2020, helps us capture evidence and analysis around the impact of young women's leadership, as well as important information by and about young women regarding their priorities, barriers, and more. Sharing such knowledge is vital to ensuring that young women, YWCAs, and other organizations, have the tools to affect lasting change



*In 2019, our Rise Up! model also inspired the YWCA workshops and trainings that were delivered at the 63rd UN Commission on the Status of Women.*

### WORLD YWCA PROMOTED OPPORTUNITIES FOR YOUNG WOMEN'S LEADERSHIP

Having opportunities to learn, grow, and serve in leadership roles is integral to young women becoming leaders at home, in their communities, and in the world. This year, in addition to supporting on-the-ground initiatives, the World YWCA established a new position, the **Young Women Regional Coordinator**, to better leverage and mobilize all YWCA member associations and young women leaders. We also redesigned our internship programme into a **"2019 Leadership Cohort,"** and welcomed six young women interns from around the globe to our World YWCA Geneva office and the 29th World YWCA Council in South Africa this year, working on issues of advocacy, governance, leadership, and movement building.





# Realising Human Rights

We want women young women, and girls to become the driving force in leading change, influencing policies that impact women's rights, and setting global priorities for young women's leadership and human rights. We create opportunities for women to connect, mobilize, and inspire each other to take action to protect their rights, address inequalities, and promote justice around important issues that directly impact their lives and the world around them.

## Highlights



## WORLD YWCA WORKED TO SUPPORT SEXUAL AND REPRODUCTIVE HEALTH AND RIGHTS AND MENTAL HEALTH

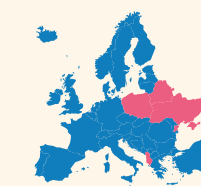
Access to sexual and reproductive health and rights (SRHR) and mental health is essential for young women and girls to fulfil their potential. The World YWCA works to provide spaces and opportunities where women, young women, and girls can get the support and information they need to change their situations, connect with their peers, and impact their communities. In 2019, with the support of the Government of Finland, the World YWCA organized our first group of young women leaders through our programme, “**Young Women Changing Narratives on Sexual Reproductive Health and Rights (SRHR) and Mental Health,**” to co-lead implementation of new pathways for advocacy and communications around these essential issues. This cohort spans 25 countries of the YWCA movement across Asia, Africa, and Eastern Europe, and three young women were selected as **regional coordinators** for the project, which includes the YWCAs of Ethiopia, Kenya, Nepal and Ukraine as focus countries. As part of our work providing safe spaces for young women to address issues around SRHR and mental health, the World YWCA also provided support at the **20th International Conference on AIDS and STIs in Africa (ICASA)** in Rwanda, where young women from YWCAs hosted meetings and safe spaces in partnership with World Council of Churches.

## WORLD YWCA CONTINUED BUILDING CAPACITY TOWARDS REALIZING HUMAN RIGHTS

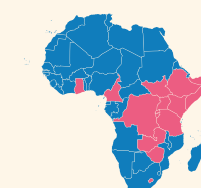
The World YWCA provides opportunities for young women to learn, train, and develop skills and connect around issues that are important to them. This year, the World YWCA held Regional Learning and Training Institutes (RLTIs) in three regions, engaging over 50 young women leaders in discussions around current issues, advocacy, strategies, and SRHR and mental health issues.



The **Asia RLTi** was held in Bangkok, Thailand in September 2019 and hosted by the YWCA of Thailand, with young women leaders from **Bangladesh, Myanmar, Nepal, Papua New Guinea, Sri Lanka, Samoa, and Thailand.**



The **Eastern Europe RLTi** was held in Geneva at the end of October, and brought together 10 young women leaders from **Ukraine, Belarus, Poland, Armenia and Albania.**



The **Africa Regional Learning Training Institutes (RLTI)** was held in Kigali, Rwanda in October 2019 and hosted by the YWCA of Rwanda, bringing together 27 young women leaders from **Cameroon, Burundi, DRC, Ethiopia, Lesotho, Malawi, Uganda, Zimbabwe, Zambia, Kenya, Ghana, Rwanda, South Sudan and Tanzania.**



## WORLD YWCA PROMOTED WOMEN'S RIGHTS ON THE GLOBAL STAGE

As an integral part of advocating for women's rights and supporting women's leadership, the World YWCA is committed to amplifying the voices of women, young women, and girls at all levels, including at the international level. The World YWCA works to influence global policy and discussions around issues impacting gender equality and women's rights, bringing together YWCAs from around the world and providing opportunities for young women leaders to have their voices heard. This year, the World YWCA and YWCAs from around the world advocated for women's rights at various international gatherings, including:



- As a core supporter of the **International Civil Society Centre (ICSC)**, participated in and presented the World YWCA's feminist consultation methodology at **Vision Works**, an annual meeting of CEOs of the world's leading civil society organizations



- Organized and created comprehensive **resources** for **"Week Without Violence,"** an annual global campaign promoting strategies and approaches to end violence and engaging with member associations, partners, and the broader women's movement



- Joined **tens of thousands of women** at the **Women's March** in Switzerland, taking to the streets to demand equal treatment and conditions at work as their male counterparts

- Convened a delegation of 100 women and young women from YWCAs around the world, at the **63rd UN Commission on the Status of Women**



- Engaged in the **Women 7 Summit**, coming together with over **400 global feminist activists** to submit recommendations and push the G7 to adopt concrete measures towards gender equality



- Directly involved in the preparation for the **Beijing +25 commemoration** and supporting UN Women in the fight towards gender equality, including attending regional consultations for Asia, serving on the **Youth Task Force**, and participating in the **Tunis Gender Forum**



## WORLD YWCA AMPLIFIED YOUNG WOMEN LEADER TO ADVANCE THE HUMAN RIGHTS AGENDA

The World YWCA has been active in engaging young women leaders in advancing the full realisation of human rights, including by amplifying the voices and experiences of young women at the Human Rights Council sessions at the UN Office. This year, the World YWCA shared insights from the Rise Up! initiative as a panellist at the **UN Women's Families of Today Report** launch, and provided young women interns with access to sessions and events, encouraging them to **reflect on the voice and access of young women in global governance spaces**. In 2019, the World YWCA was also part of the Youth Engagement Reference Group for the 25th anniversary of the **International Conference on Population and Development (ICPD)**. Furthermore, two YWCA young women leaders from Asia were invited to participate as advocates during the ICPD25 youth consultation held in Bangkok in September, and a number of YWCA leaders joined the Nairobi Summit in November.



# Sustainability of the Movement

We know that the future of the women’s rights movement hinges not only on the transformative leadership of women and girls, but also on ensuring that our work is strategic, collaborative, and impactful. As we navigate the numerous challenges of the 21st century, we aim to build a movement that is effective, accountable, and sustainable, with the resources needed to sustain the work of our global YWCA movement.

## Highlights

### WORLD YWCA STRENGTHENED OUR COLLECTIVE VOICE AND SPIRIT AS A MOVEMENT

Our relationships with and between member associations and allied organizations is foundational to our strength as a movement, and our contextual realities directly impact our ability to create relevant, effective change. In 2019, the World YWCA made an intentional effort to bolster mutual relationships, relevancy, and communication within the YWCA and with partners, encouraging our forward momentum as a dynamic movement. This year, the World YWCA financially supported and joined a number of gatherings, including a regional meeting on “Transformative and Inter-generational Leadership for a Strong and Sustainable Movement in the African Region,” featuring 60 women and young women leaders from 22 YWCAs in Africa. Additionally, the YWCA movement came together to reflect on our legacy and impact during the annual World YWCA Day on April 24. This year, the World YWCA shared an [interactive toolkit developed by young women](#) leaders to commemorate the day and provide inspiration for all YWCA leaders.



### WORLD YWCA CONTINUED BUILDING NEW, SHARED TOOLS AND RESOURCES

In 2019, the World YWCA not only developed a strategic vision for achieving our ambitious Goal 2035, but created new, relevant tools to support and encourage vibrancy in our movement, amplify the voices of young women, and promote accountability and communication. To that end, the World YWCA unveiled a revamped online engagement platform, [She Speaks](#), featuring contributions directly from women, young women and girls driving social change and transforming power structures for gender equality through everyday activism. The World YWCA also produced our inaugural [YWCA glossary](#), which was developed in direct consultation with leaders across the YWCA movement. This glossary provides the entire movement with a common, unifying vocabulary and understanding of our ethos.

This year, the World YWCA also launched brand new [World YWCA merchandise](#), in partnership with vendors with demonstrated ethical business practices and alignment with YWCA values.





## WORLD YWCA DEVELOPED FRAMEWORK, POLICIES AND PRACTICES IN PURSUIT OF A UNITED, STRATEGIC VISION

As part of our aim to strengthen our governance, management and accountability policies and practices, the World YWCA Board adopted revised and new policies for World YWCA to reflect best practices around sexual harassment, exploitation, and abuse at work, whistleblowing, and transgender inclusion, as well as [data privacy and General Data Protection Regulation](#) and new grants management policies and procedures. In 2019, the World YWCA also crafted a theory of change for Goal 2035, and developed and finalized our [2020-2023 Strategic Plan](#) and Budget.



### YOUNG WOMEN TRANSFORMING POWER STRUCTURES FOR GENDER EQUALITY – WORLD YWCA COUNCIL 2019

Our targeted effort this year to strengthen our collective YWCA movement and adopt a shared, strategic plan for the future was capped by the [29th World YWCA Council](#), held in Johannesburg, South Africa on November 17-22. This convening—which is the highest policy-making YWCA body, taking place every four years—brought together over 250 delegates and hundreds more guests, sponsors, and partners from around 80 countries. Throughout the World Council, YWCA leaders from across the world engaged in critical discussions, decision-making, workshops, plenaries, and more, with a majority of sessions led and facilitated by young women leaders. The 29th World Council provided YWCA leaders with a crucial opportunity for mutual learning, community-building, and leadership development, as well as for evaluating and strategizing to confront current, global realities. Furthermore, we elected a new board of women leaders, with nearly 60% under the age 30.

Importantly, a [four-year, 2020-2023 strategic framework](#) and budget were approved at the World Council, outlining priorities and issues success and accountability within the YWCA movement.

The strategic framework 2020-2023 includes three strategic priorities

1

Management & Governance  
Excellence Towards Goal 2035

2

Strategic Partnerships &  
Communication Towards Goal 2035

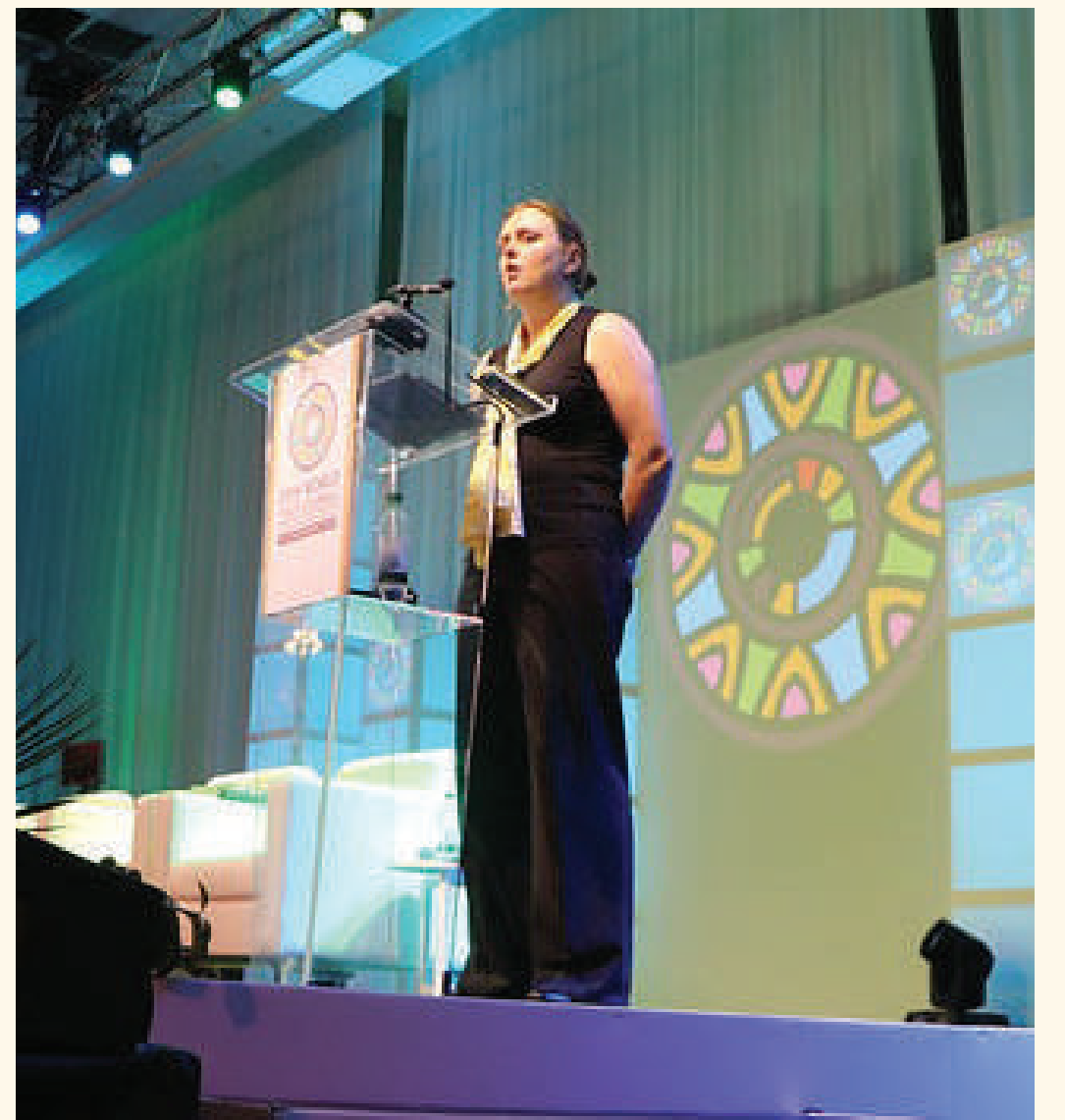
3

Engagement & Mobilisation  
of Girls, Young Women and  
Women Towards Goal 2035

12 key initiatives were established for each of these strategic priorities and eight conditions of success were identified, as well as a number of approaches critical to this overall strategy. This strategic framework reflects our continued approach of mutual communication, opportunity, and accountability within the YWCA and with our partners, and signifies our commitment moving the YWCA forward into the future.



# ◆ 29<sup>th</sup> World YWCA Council at a Glance ◆





# PARTNERSHIPS

As a global movement, we know that collaboration, mutual support, and partnerships are increasingly important to effectively make a difference towards gender equality and women's rights. The World YWCA is proud to continue working alongside a strong network of allies, activists, and volunteers across a wide range of sectors, regions, and backgrounds. In 2019, one of our primary aims was to continue building relationships and effective partnerships both within and outside of the YWCA movement, to strengthen the impact of our work and reinforce a foundation for a sustainable future.





# A Few Snapshots From 2019



The World YWCA was selected to hold a seat on the newly-formed United Nations Multi-faith Advisory Council (MFAC) for the UN Interagency Task Force on Religion and Development (2019-2021) to provide strategic advice to the UN Interagency Task Force. Our General Secretary Casey Harden represents the World YWCA at the Advisory Council and co-chairs the Gender Working Group of the MFAC.



The World YWCA and other member organizations of the “[Big 6 Alliance of Youth Organizations](#)”—World Organization of the Scout Movement (WOSM), World Association of Girl Guides and Girl Scouts (WAGGGS), Young Men’s Christian Association (YMCA), International Federation of Red Cross and Red Crescent Societies (IFRC), and The Duke of Edinburgh’s International Award—published a [joint position paper highlighting our commitment to advancing youth development through quality, non-formal education](#). This paper was released at the closing of the first [World Non-Formal Education Forum](#).



The World YWCA finalized a two-year partnership with [IKEA Vernier](#), redesigning the World YWCA office into an [empowering physical safe space](#), with direct input from young women leaders and reflecting our Safe Spaces model.



Alongside other ecumenical women’s rights groups, such as ACT Alliance, Geneva Scottish Church, Lutheran World Federation, and World Council of Churches, the World YWCA celebrated the annual [World Day of Prayer](#).



The World YWCA continued our consultative status with the [UN Economic and Social Council](#), allowing the global YWCA movement to continue having a voice at international UN activities.

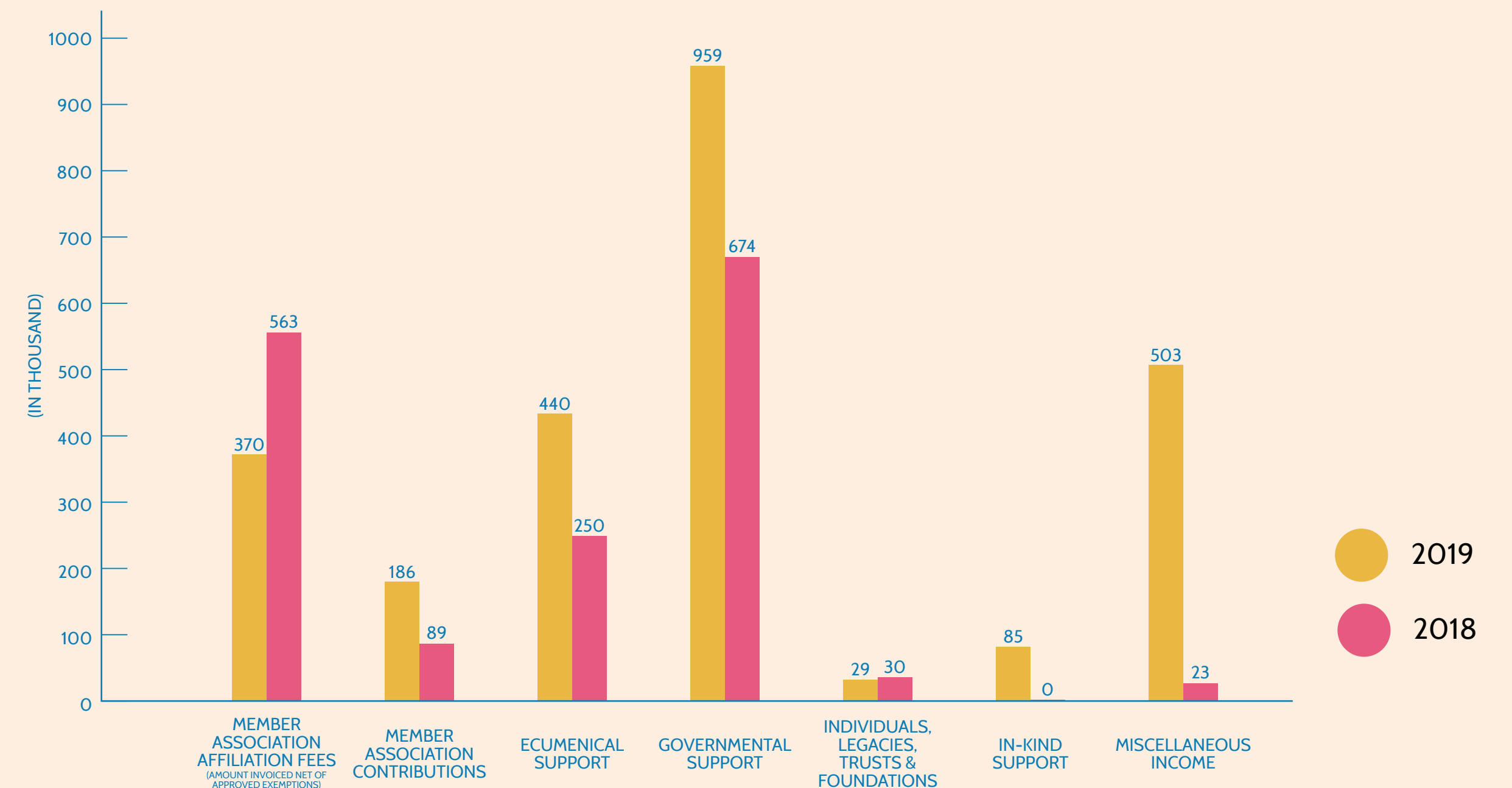


The World YWCA led the creation and publication of the [Prayer Booklet for this year’s World Week of Prayer and Fellowship](#), which has been organized annually in collaboration with the [World YMCA since 1904](#). This year’s [Prayer Booklet](#) focused on the theme “[young people transforming power structures for gender equality](#).”



# FINANCES

This year, the World YWCA devoted significant energy on the business and financial management of the World YWCA. Our 2019 financials represents a considerable improvement over the previous financial year, albeit a deficit. The net result, after changes in net fair value, was a loss of CHF565 421 (2018 loss CHF2 049 901). This was the first reported result since the World YWCA embarked on a vitality plan, and indicates a positive trend in several income areas and improvements over expenditure.



# OUR TEAM

## World YWCA Staff:

**Aida Rehouma** (Switzerland and Tunisia)  
Lead, Global Programming and Impact

**Caroline Bardet\*** (Switzerland)  
Executive and Administrative Assistant from July 2019

**Casey Harden** (USA)  
Deputy General Secretary until January 2019  
General Secretary from February 2019

**Caterina Lemp Bitsacopoulos** (Chile)  
Specialist, Governance and Member Services

**Ceylan Tokgöz** (Switzerland and Turkey)  
Associate, Global Programming and Impact

**Clarissa Balan** (The Philippines)  
World Council Coordinator from March 2019

**Daniela Zelaya Raudales** (Honduras)  
Specialist, Young Women Engagement and Mobilisation

**Felix Anyouzo'o** (Cameroon)  
Maintenance

**Helen Deslarzes** (The Philippines)  
Senior Specialist, Finance and Operations

**Malayah Harper** (UK and Canada)  
General Secretary until January 2019

**Pauline Westerbarkey** (Switzerland and Germany)  
Specialist, Leadership and Advocacy from April 2019

**Suchi Gaur, Ph.D.** (India)  
Lead, Global Engagement and Strategic Communications

**Talisa Avanthay** (Switzerland and Ecuador)  
Communication Assistant from March 2019

**Thabani Sibanda** (Zimbabwe)  
Lead, Strategic Partnerships and Resource Mobilisation

**Victoria Genecand** (Brazil)  
Associate, Finance and Operations Associate

On August 12th, 2019, the YWCA movement lost one of its brightest shining stars, [Juli Dugdale](#) (World YWCA Staff from June 2008). YWCA leader and bright light to many, [Juli](#) understood the transformative effect that supporting young women to recognize their human rights would have both on individual lives and for the future of the YWCA movement.

## Regional Coordinators:

**Naomi Woyengu** (Papua New Guinea)  
Regional Coordinator for Rise Up! Asia and Pacific

**Nirmala Gurung** (Nepal)  
Regional Coordinator SRHR and Mental Health Asia

**Jill Anami** (Kenya)  
Regional Coordinator SRHR and Mental Health Africa

**Vera Syrakvash** (Belarus)  
Regional Coordinator SRHR and Mental Health Europe

## Volunteers:

**Christie Dailey** (USA)

**Claudia Mattos Ayaipoma** (Peru)

**Rev. Elaine Neuenfeldt** (Brazil)

**Jacqueline Urfer** (Switzerland)

**Katrina Lee-Koo** (Australia)

**Rev. Laddia Young** (Jamaica)

**Mandy Nogarede** (Switzerland)

**Marie-Claude Julsaint** (Haiti and Switzerland)

**Muriel Joye-Patry** (Switzerland)

**Natascha Nogarede** (Switzerland)

**Diane Goodwillie** (Australia)

**Elsbeth Herzog** (Switzerland)

**Fulata L. Moyo** (Malawi)

**Jane Bennett** (Switzerland)

**Rev. Nicole Ashwood** (Jamaica)

**Pauline Merminod** (Switzerland)

**Rebecca Sangeetha** (India)

**Silvanna Ayaipoma Nicolini** (Peru)

**Rev. Solomuzi Mabuza** (South Africa)

**Susan Brennan** (Australia).

Special thanks to Elisha Rhodes (Vice President, Operations, YWCA USA) for sharing all her expertise and time to support the World YWCA Office before and during World Council in so many ways, making the event a success.

## Research Methodology Core Group 2019:

### Phase I

**Heather Redman** (USA)

**Isabella María Díaz Vásquez** (Honduras)

**Naomi Woyengu** (Papua New Guinea)

**Nirmala Gurung** (Nepal)

**Varaidzo Faith Magodo-Matimba** (Zimbabwe)

### Phase II

**Aniqah Nadha Zowni** (Canada)

**Julia Sophie Van Zijl** (The Netherlands)

**Kalisito Vaecece Biaukula** (Fiji)

**Natalia Arenas** (Colombia)

**Nirmala Gurung** (Nepal)

**Suju Poon** (Nepal)

**Varaidzo Faith Magodo-Matimba** (Zimbabwe)



# BOARD MEMBERS

## Board Members 2016-2019

### Officers:

- Andrea M. Grádiz\*** (Honduras)  
Vice President
- Deborah Thomas-Austin** (Trinidad and Tobago)  
President
- Emma McCarthy** (Australia)  
Treasurer
- Haifa Baramki** (Palestine)  
Vice President
- Kathryn Ungard\*** (Canada)  
Vice President
- Marissa Chester\*** (Trinidad and Tobago)  
Vice President
- Mimi Han** (Korea)  
Vice President
- Niveditha Sharat Chandran\*** (Aotearoa/New Zealand)  
Vice President.

### Board Members:

- Angèle K. Biao\*** (Benin)
- Caroline M. Rostrup\*** (Norway)
- Jaime Medicine Crane** (Canada)
- Jenna Foster\*** (USA)
- Jolien Roetman\*** (The Netherlands)
- Kuena Diaho\*** (Lesotho)
- Lucy Masiye** (Zambia)
- Melanie Gentner** (Germany)
- Nagham Nassar\*** (Lebanon)
- Rajini Sureka Wijerupa\*** (Sri Lanka)
- Silvina Gerbaldo** (Argentina)
- Valerie Felicia Ho\*** (Taiwan).

### Nominations Committee 2016-2019:

- Angèle K. Biao\*** (Benin)
- Deborah Thomas - Austin** (Trinidad and Tobago)
- Lynn Kent** (Canada)
- Roslyn Dundas** (Australia)
- Young Hee Won** (Korea)

### Young Women's Global Advisory Council (GAC) 2017-2019:

- Hanya Abdallah** (Palestine)  
until October 2019
- Heather Redman** (USA)
- Isabella Diaz** (Honduras)
- Johanna Svanellind** (Sweden)
- Lisa Gascoigne** (Australia)
- Nirmala Gurung** (Nepal)
- Niveditha Sharat Chandran**  
(Aotearoa/New Zealand)
- Sofia Pierre-Antoine** (Haiti)  
until July 2019
- Varaidzo Magogo Matimba** (Zimbabwe).

The World YWCA movement elected a new board during the 2019 World Council, with global representation. 60% of the new board members selected were young women.

## Newly elected Board Members 2020-2023

### Officers:

- Caroline Midttun Rostrup\*** (Norway)  
Vice President
- Eman Abbasi\*** (Jordan)  
Vice President
- Emma McCarthy** (Australia)  
Treasurer
- Isabella María Díaz Vásquez\*** (Honduras)  
Vice President
- Jamie Medicine Crane** (Canada)  
Vice President
- Lucy Masiye** (Zambia)  
Vice President
- Mimi Han** (Korea)  
Vice President
- Mira Rizeq** (Palestine)  
President.

### Board Members:

- Adrianna Sosa\*** (Haiti)
- Andrea Thaxton** (USA)
- Bakhita Francis\*** (India)
- Brittany Tibbo\*** (Canada)
- Charlotte Muggeridge\*** (Aotearoa/New Zealand)
- Dédé Attiogbe\*** (Togo)
- Erica Lewis** (Great Britain)
- Gabriela Cerda Oyarce\*** (Chile)
- Margaret Jip Kou** (Taiwan)
- Mtisunge Kachingwe\*** (Malawi)
- Rickol Julien\*** (Grenada)
- Yvonne Schüpbach\*** (Switzerland).

### Nominations Committee 2020-2023:

- Dédé Attiogbe\*** (Togo)
- Eman Abbasi\*** (Jordan)
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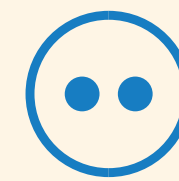
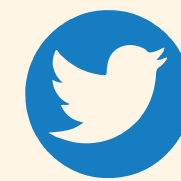
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