



## Inter-American Award for Good Practices in Women's Leadership

Within the framework of the call for **the Inter-American Award for Good Practices in Women's Leadership**, convened by the Inter-American Commission of Women (CIM) and the Inter-American Commission on Human Rights (IACHR) of the Organization of American States (OAS), the Pan American Health Organization (PAHO), the Ibero-American General Secretariat (SEGIB), ParlAmericas, International IDEA, together with two civil society organizations: Caribbean Women in Leadership (CIWiL) and the Committee of Latin America and the Caribbean for the Defense of Women's Rights (CLADEM), with the collaboration of the Summits of the Americas Secretariat, the Department for Effective Public Management (DGPE) of the OAS, and the support of the Government of Canada,

The Advisory Committee of the **First Edition of the Regional Call**, meeting on May 6 and 13, 2022 and made up of the delegates of the participating institutions,

### RECOGNIZING:

- The diversity of experiences received, which show the commitment in which States from their different levels of administration, the private sector and civil society, have been promoting actions aimed at achieving the Sustainable Development Goal 5.5. "Ensure the full and effective participation of women and equal opportunities for leadership at all decision-making levels in political, economic and public life."
- The holistic nature of the structural inequalities and barriers that limit women's participation in decision-making spaces, as well as the necessary conditions for effective empowerment and leadership in all areas, of all women in their diversity; and the perspectives incorporated into the heterogeneity of experiences that have participated in the call.
- The impact and the comprehensiveness of the gender approach achieved in terms of women's empowerment and leadership in the finalist experiences.

## AGREE:

In the Category "**Public policies and guarantees for the exercise of women's leadership,**" which is the responsibility of States to guarantee the rights of women, their political rights and equal opportunities for leadership at all decision-making levels, distinguishes the efforts made in this regard through three experiences with different areas of intervention, for which it determines to grant:

- ❖ **AWARD:** To the **Supreme Court of Justice of the Nation and the Federal Judiciary Council of the Judicial Power of the Federation** (Mexico) for the experience "*Strategy for the mainstreaming and institutionalization of the gender perspective,*" highlighting the actions carried out from a comprehensive approach aimed at achieving equal integration in the Federal Justice sector, transforming the institutional culture and judging and defending with an intersectional gender perspective. The leadership of the officials of the Judicial Branch of the Federation, in all stages of the process, is highlighted in this initiative.
- ❖ **HONOURABLE MENTION:** The **Ministry of Social Development** (Panama), for the experience "*Gender Parity Initiative,*" which is a public-private alliance aimed at increasing women's participation in the labour market, reducing the gender wage gap and promoting women's participation in leadership positions. This experience also highlights the constitution of a National Council for Gender Parity.
- ❖ **HONOURABLE MENTION:** To the **District Secretariat for Women/Mayor of Bogotá** (Colombia), for the experience "*Bogotá 50/50: Route for gender parity in the Open Government of Bogotá,*" highlighting the strategies implemented to promote and strengthen parity in citizen participation bodies, the promotion of women's caucuses in local administrative boards, the implementation of political training actions and the creation of a Multiparty District Gender Table.

In the Category "**Private initiatives women's leadership in the business sphere,**" the Advisory Committee assess the commitment to women's leadership from the diversity of experiences postulated from the private sector, through investment in job opportunities for women and their professional and business growth, as well as the creation of inclusive, egalitarian and violence-free work environments. Of all the experiences received, the Advisory Committee agrees to grant:

- ❖ **AWARD:** To the **Banco Fomento a Iniciativas Económicas S.A. (Banco FIE S.A.)** (Bolivia) for the experience "*Marca Magenta - Leadership for Equality*". An initiative that stands out

for its commitment to promoting inclusive leadership and women's participation at all levels of the organization, through training programs both to strengthen the leadership skills of women workers as well as new masculinities for men workers. The initiative also establishes a policy of diversity and gender equality, a policy of prevention, attention and resolution of cases of workplace sexual harassment and an institutional guide on communication from a gender perspective; in addition to actions aimed at promoting the empowerment (economic, technological and social) of women and access to job opportunities.

- ❖ **HONOURABLE MENTION:** To **Deetken Asset Management Inc. (Deetken Impact), in collaboration with ProMujer Internacional** (Canada) for the experience "*Ilu Women's Empowerment Fund*" which, with an emphasis on economic empowerment and entrepreneurship for women, invests in a diversified portfolio of high-impact companies that promote women in leadership and governance, products and services that meet the needs of women and girls, value chains with a gender perspective, and labour equity.

In the Category "***Initiatives of civil society for the empowerment and leadership of girls and women,***" the Advisory Committee recognizes the value of the great diversity of the experiences postulated, the collective leadership of those who execute them, the different areas where develop, the innovation, the alliances built, as well as the commitment and personal efforts of those who sustain each of these experiences, many of which are carried out in the absence of resources but with a high sense of innovation and perseverance. And agrees to grant:

- ❖ **AWARD:** To the **Building Sisterhood Network** (Mexico), for the "*Building Sisterhood*" experience. A project that was brought about by the initiative of an alliance of people and groups that join forces to promote the political participation of indigenous women from the Wixárika community located in the northern area of the State of Jalisco. The initiative stands out for its close work with community leaders and the formation of working groups; training in gender perspectives and development of skills for political participation -both face-to-face and digital in the native language-, as well as meeting and dialogue spaces that, among other things, gave rise to the scope of a Political Agenda for Indigenous Women of the State of Guadalajara. The experience has already begun to be replicated in other regions of the State.
- ❖ **HONOURABLE MENTION:** To the **Hay Mujeres Foundation** (Chile), for the "*Comprehensive Model for Women's Leadership*" experience, which highlights its commitment to the promotion, visibility, abilities and leadership of expert women in all

areas of knowledge, through training and the articulation of networks and alliances between experts, public sector actors, media, companies, also involving leading men as ambassadors.

- ❖ **HONOURABLE MENTION:** To the **Quinta Ola** Feminist Association (Peru), for the “*GirlGov Peru*” experience, a program aimed at comprehensively strengthening the political empowerment and leadership capacities of diverse adolescent women in Peru. Through workshops, planning social change initiatives and intergenerational mentoring, they work to strengthen the capacities of adolescents for public advocacy, making their agendas on the rights of children and adolescents visible on key issues such as education and menstrual hygiene, and street sexual harassment, among others.

## **AND RECOGNIZING,**

The relevant contributions and leadership of women in the response to the crisis caused by the COVID-19 pandemic from different fields of action, having received relevant nominations from women at the forefront of the response by the States, humanitarian aid, medical assistance, as well as community leaders, each and every one with a fundamental role in different areas of intervention,

## **AGREE,**

In the Category “*Women leaders in the response to the COVID-19 crisis*”:

- ❖ **SPECIAL RECOGNITION:** To **Dr. Tracey Bovell**, from Guyana, President of the COVID-19 Task Force of the Georgetown Public Hospitals Corporation, for her work on the front lines of the health emergency caused by the COVID-19 pandemic, from where she led the development of protocols and policies as well as training aimed at health workers at all levels in the country. She also assumed the mandate of being the doctor in charge of the National Hospital for Infectious Diseases when the need arose to increase capacity to attend to the then rebound in COVID-19 cases. Through Dr. Bovell, this recognition aims to highlight, distinguish and thank all the women health professionals who were on the front line of care during the health emergency.
- ❖ **SPECIAL RECOGNITION:** To To Mrs. **Teresa Farah Luque**, President of the Provincial Board of Guayas of the Red Cross of Ecuador. During the COVID-19 pandemic, she led the

human team of collaborators for the management of humanitarian aid, which included medical brigades, conducting COVID-19 tests, among other actions, highlighting the importance of such work in one of the areas most affected by the health emergency in their country.

Finally, in the "*Young Women Leaders of the Year*" Mention, the Advisory Committee recommends that the organizing institutions extend the period for these nominations or make a special call for this category in order to achieve a greater number of nominations that highlight the great value of the new leadership of young activists and defenders of the region.