Background

During the VIII Summit of the Americas (Peru, April 2018), the leaders of the Americas created the Inter-American Task Force on Women's Leadership, charged with promoting gender equity and equality and the empowerment of women through greater cooperation and synergies between international and inter-American institutions and contributing to accelerated commitment and actions across all sectors and advance women's leadership in power and decision-making.

The Inter-American Task Force on Women's Leadership is composed of key inter-American and international institutions with recognized experience and programming in areas related to women's leadership: the Organization of American States, through the Inter-American Commission of Women (CIM) and the Inter-American Commission on Human Rights (IACHR), the Economic Commission for Latin America and the Caribbean (ECLAC), the Inter-American Development Bank (IDB), the Pan American Health Organization (PAHO), ParlAmericas, the United Nations Development Programme (UNDP), UN Women, the Development Bank of Latin America and the Caribbean (CAF), the Ibero-American General Secretariat (SEGIB), IDEA International, 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).

Pursuant to OAS General Assembly Resolution AG/RES. 2928 (XLVIII-O/18), the Inter-American Commission of Women (CIM) serves as Technical Secretariat of the Task Force.
Five years since the creation of this alliance, we have to recognize that, despite the efforts of multiple parties to achieve the SDGs, target 5.5. “Women’s full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic, and public life” is still far from being achieved.

In fact, the Global Gender Gap Report for 2022 noted that on its current trajectory, it will take 132 years to close the gender gap worldwide, and 67 years to achieve gender parity in Latin America and the Caribbean. Trends that suggest that this gap can only be reduced if efforts are accelerated and commitments are expanded.

The challenges are huge and ensuring that women participate fully and equally in decision-making in all areas challenges all of us.

Over this period of dialogue and consultation, as international organizations committed to gender equality and women’s rights, we have agreed that our added value is the capacity for joint advocacy to mobilize actors, as well as the opportunity to raise the voices of women. In this challenge, we undertook to combine synergies, and along this path, we have achieved some of the initiatives that are presented below.

As the Technical Secretariat of the Inter-American Task Force on Women's Leadership, I am pleased to share the activities carried out and the achievements, all of which would not have been possible without the commitment and active participation of the institutions that are part of this alliance.

ALEJANDRA MORA MORA
Executive Secretary of the Inter-American Commission of Women
Organization of American States

with the support of Canada
Why women's leadership

Although women's participation is increasing in all spheres, under-representation in leadership and decision-making remains a constant.

35.8% women holding seats in national parliaments of the Latin America and the Caribbean (ECLAC, 2023)

28.7% in ministerial cabinets (ECLAC, 2023)

30.4% in the highest court or Supreme Court (ECLAC, 2021)

15.4% in municipal mayorships in Latin America (ECLAC, 2021)

8.5% on boards of directors of Latin American companies (Deloitte, 2022)

In the last 30 years, only 14 women have been Heads of State and Government in Latin America and the Caribbean.

67 years will take to achieve gender parity in Latin America.

Global Gender Gap Report 2022

* - Gender Equality Observatory for Latin America and the Caribbean, ECLAC: https://oig.cepal.org/en
** - Deloitte (2022): Progress at a snail’s pace Women in the boardroom: A global perspective.
The main objective of the Inter-American Task Force on Women’s Leadership is to position the Americas as the leading region in achieving SDG 5.5 “Ensure women’s full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life.” contributing to accelerate commitment and actions across all sectors and advance women's leadership in power and decision-making.

**OUR MISSION:**

Enhance the commitment of key actors and harmonize our efforts to promote and support women’s leadership in decision-making throughout the Americas and the Caribbean.

**HOW:**

**Knowledge**

Generating, disseminating and using knowledge on women’s leadership in different sectors to facilitate the identification of gaps and optimal strategies to address them.

**Articulation**

Implementing joint initiatives and disseminating the results of our work.

**Advocacy**

Advocating for greater prominence of women’s leadership as a policy topic within international and regional meeting agendas, declarations and at the individual leader level.

**Alliances**

Building alliances and partnerships across a wide range of actors to generate awareness and sustained change.

2018/2022 REPORT
## Executive summary

Results as a way to monitor and measure performance

<table>
<thead>
<tr>
<th>Type of activity</th>
<th>Outcome indicators</th>
</tr>
</thead>
<tbody>
<tr>
<td>High-level meetings and events</td>
<td>• 9 high-level events carried out</td>
</tr>
<tr>
<td></td>
<td>• 21 Member States involved.</td>
</tr>
<tr>
<td></td>
<td>• +19,000 participants.</td>
</tr>
<tr>
<td>Contributions to multilateral spaces</td>
<td>• Contributions made in 6 multilateral spaces.</td>
</tr>
<tr>
<td>Statments</td>
<td>• 1 joint statement during the pandemic COVID-19.</td>
</tr>
<tr>
<td>Joint publications</td>
<td>• 25 stories of women who are leading the response during the COVID-19 (2019)</td>
</tr>
<tr>
<td></td>
<td>• A call to action to boost women’s leadership and parity democracy in the Americas (2022)</td>
</tr>
<tr>
<td>Type of activity</td>
<td>Outcome indicators</td>
</tr>
<tr>
<td>-------------------------------</td>
<td>-------------------------------------------------------------------------------------</td>
</tr>
<tr>
<td>Campaigns</td>
<td>• A social media campaign with key messages on women’s leadership during the COVID-19 crisis.</td>
</tr>
<tr>
<td></td>
<td>• A microsite and social media campaign with key data and calls to action to promote parity democracy.</td>
</tr>
<tr>
<td>Interviews with women leaders</td>
<td>• 23 podcast episodes published.</td>
</tr>
<tr>
<td></td>
<td>• +2700 listeners reached.</td>
</tr>
<tr>
<td>Capacity-building</td>
<td>• 1 Webinar on experiences and methodologies for mentoring and women networking.</td>
</tr>
<tr>
<td></td>
<td>• 8 experiences shared.</td>
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<tr>
<td></td>
<td>• 80 participants.</td>
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</tbody>
</table>
## Type of activity vs. Outcome indicators

<table>
<thead>
<tr>
<th>Type of activity</th>
<th>Outcome indicators</th>
</tr>
</thead>
<tbody>
<tr>
<td>Mapping of initiatives and knowledge resources</td>
<td>• 1 online repository created.</td>
</tr>
<tr>
<td></td>
<td>• +90 initiatives mapped.</td>
</tr>
<tr>
<td></td>
<td>• +100 specialized documents on women’s leadership systematized.</td>
</tr>
<tr>
<td>Process: Internal articulation</td>
<td>• 34 coordination meetings hosted.</td>
</tr>
</tbody>
</table>

2018/2022 REPORT
WHAT WE HAVE DONE

HIGH-LEVEL EVENTS
Side Event: “Women’s leadership on the national agendas of the Americas and Caribbean

This event was hosted by the Government of Canada and the Government of Panama in partnership with the Inter-American Task Force on Women’s Leadership. It took place within the framework of the 63rd session of the United Nations Commission on the Status of Women (CSW) at the UN Headquarters in New York on March 13th, 2019.

The event, which brought together Ministerial and diplomatic representatives from more than 15 OAS Member States – Argentina, Bahamas, Brazil, Canada, Chile, Costa Rica, Dominican Republic, El Salvador, Jamaica, Mexico, Panama, Paraguay, Peru, St. Lucia, Trinidad and Tobago and Uruguay – as well as senior officials and experts from the member institutions of the Inter-American Task Force on Women’s Leadership, was an opportunity to reflect on the key barriers and challenges to advancing women’s leadership in the hemisphere, exchange national best practices, discuss policy options, and set a strategic direction for future collaboration on these issues.
After the political dialogue at the ministerial level, a technical meeting took place, working with a participatory methodology on five thematic axes from which up to 21 recommendations arose based on which the Inter-American Task Force on Women's Leadership subsequently outlined its road map and the prioritization of its joint initiatives.

"Parity provides an opportunity to change the culture of power. Sometimes we talk about parity as if it were an abstract concept, but when we see it in practice, it generates a different space because power is exercised differently."

Nadine Gasman, Director of the Institute of Women of Mexico, during her remarks.
Side event: “Women’s Leadership in the Americas: Next Steps”

This event took place on May 8, 2019, in Santo Domingo (Dominican Republic), hosted by the Inter-American Task Force on Women’s Leadership in the framework of the thirty-eighth CIM Assembly of Delegates.

This event, attended by more than 40 people, including ministers and delegates from 13 member states (Antigua and Barbuda, Argentina, Bolivia, Brazil, Canada, Dominican Republic, Ecuador, Guatemala, Honduras, Mexico, Panama, Paraguay, and United States of America), made it possible to ensure continuity with the previous event in March in New York. At this event, the Task Force, presented to the member States the three strategic lines of action that it agreed to carry out with a joint leadership approach to achieve a greater impact of efforts: generating and sharing knowledge, advocating at key levels, and implementing actions to strengthen women’s leadership.
Global Women’s Summit
HER POWER: Women’s voices. Global impact.

This event, organized by the OAS Inter-American Commission of Women, the Inter-American Task Force on Women’s Leadership and Foreign Policy, took place in Washington DC on October 15, 2019.

The Summit, entitled "Her Power: Women's Voices, Global Impact", brought together more than 250 representatives from government, the diplomatic community, the private sector, expert groups and NGOs, along with academia and the media. Among other notable authorities and personalities, the event included Ambassadors to the OAS, Senator Kirsten Gillibrand (USA), the winner of the 2018 Nobel Peace Prize Nadia Murad, the former Peruvian Congresswoman Tania Pariona, and young activist leaders who stressed the need to rethink leadership from an intergenerational approach.

The recording of the Summit is available at: https://bit.ly/3BPipYL
This event took place on January 30th, 2020, in Santiago, Chile, on the margins of the XIV Regional Conference on Women in Latin America and the Caribbean, hosted by the Inter-American Task Force on Women’s Leadership with the support of the Government of Canada.

This panel was attended by the Hon. Minister of Social Transformation and Gender Affairs of Antigua and Barbuda, Samantha Marshall; the Executive Secretary of the Inter-American Commission of Women (CIM/OAS), Alejandra Mora Mora; the Gender and Social Affairs Officer of ECLAC, Lucia Scuro; the President of Women CEO Peru, Cecilia Flores Castañon; the Co-Founder of SheLeadsIT, Bridget Lewis; the Communication Manager at Medtronic, Johnny Méndez, and Liriola Leoteau, a civil society representative.

More than 60 people attended the event.

“Women have the opportunity to lead now, but we won’t have this power for long. Our time is limited. That’s why we must commit ourselves to build a legacy for future generations now.”

Samantha Marshal, Minister of Social Transformation and Gender Affairs of Antigua and Barbuda, during her remarks.
Webinar "COVID-19: Why can women’s leadership make a difference in the response? Challenges and opportunities in the Americas and the Caribbean beyond the emergency"

This webinar took place on May 21, 2020, hosted by the Task Force in partnership with Women in Global Health. The event brought women leaders who are confronting the pandemic as well as experts in gender and health, who addressed the challenges and opportunities for women’s leadership during the COVID-19 crisis, making decisions and making a difference for a more inclusive and more effective mitigation.

The event was headed by the Executive Secretary of the Inter-American Commission of Women CIM-OAS Alejandra Mora Mora, who gave the opening remarks. The panel was moderated by Anna Coates, Chief of the Office for Equity, Gender, and Cultural Diversity of the Pan-American Health Organization with the participation of the Hon. Minister of National Planning and Economic Policy of Costa Rica, Maria del Pilar Garrido Gonzalo, the Hon. Minister for Social Development, Housing, and Community Empowerment of Grenada, Delma Thomas, the Leader of the National Operations Command COVID-19 and the former Minister of Health of Peru, Pilar Mazzetti, as well the Executive Director and co-founder of Women in Global Health, Roopa Dhatt.
More than 340 participants tuned in during the webinar from 25 countries of the Americas (Argentina, Barbados, Bolivia, Brazil, Canada, Chile, Colombia, Costa Rica, Ecuador, El Salvador, Guatemala, Grenada, Honduras, Mexico, Nicaragua, Panama, Paraguay, Peru, Puerto Rico, The Dominican Republic, St. Lucia, Trinidad and Tobago, Uruguay, USA and, Venezuela), as well as from different countries around the world (Bangladesh, Cameroon, Germany, Ghana, Indonesian, Iran, Jordan, Kenya, Myanmar, Netherlands, Nigeria, Palestine, Pakistan, Philippines, Rwanda, Romania, South Africa, South Korea, Spain, Switzerland, Uganda, United Kingdom and Zimbabwe).

“COVID-19 gave us the opportunity to address our strategies on inequalities. I think we, as women parliamentarians, women cabinet members, and women in decision-making roles are in a good seat to drive and push for decisions, strategies and public policies necessary to help and support women who are facing this crisis in more vulnerable conditions.”

Delma Thomas, Minister for Social Development, Housing, and Community Empowerment of Grenada, during her remarks.

The recording of the webinar is available at: https://youtu.be/cPCY182k1ls
Side Event “Accelerating efforts towards the achievement of SDG 5.5 in the Americas”

This event took place on March 25th, 2021, in the framework of the 65th session of the Commission on the Status of Women (CSW), hosted by the Inter-American Task Force on Women's Leadership with the support of the Government of Canada.

The event, which took place online due to the restrictions as a result of the pandemic COVID-19, brought together important leaders from the Americas, who were unanimous of the need to ensure women’s participation in decision-making as a requirement of democracy, sustainable development and equal and inclusive recovery after the COVID-19 crisis. The event included leaders from the Americas, such Marc Garneau, Canada’s Minister for Foreign Affairs; the Vice President of Costa Rica, Epsy Campbell Barr; and the Executive Secretary of the CIM, Alejandra Mora Mora.

The dialogue featured a panel of key women leaders who spoke from the perspective of rights, political participation and representation, diversity, economic empowerment, and the gender perspective in labour union participation. Speeches were made by Valerie Woods, Speaker of the House of Representatives of Belize; Martha Lucía Mícher Camarena, Senator of Mexico; Sonia Gutiérrez Raguay, Parliamentarian of Guatemala; Izkia Siches Pastén, President of the Chilean Medical Association; Beatriz Fernández, CEO of Crepes & Waffles; and Katarina Fotovat, Acting Senior Official to the Secretary of State’s Office of Global Women's Issues of the USA.

The event had 298 online attendees and has since garnered 216 YouTube views. The recording is available at https://youtu.be/4xArf217cRs
“The pending equation for the achievement, not only of SDG 5, but of the entire 2030 Agenda, is the equal participation of women in all spaces of public and private life in our societies.”

Epsy Campbell Barr

Vice-president of Costa Rica (2018-2022), during her remarks.
This event took place on April 8, 2021, hosted by the Ibero-American General Secretariat (SEGIB) together with the Inter-American Task Force on Women’s Leadership. It was one of the gatherings prior to the XXVII Ibero-American Summit of Heads of State and Government that took place in June of the same year.

The dialogue included the Vice-presidents of the Government of Spain, Carmen Calvo; Colombia, Marta Lucía Ramírez; Uruguay, Beatriz Argimón, and Costa Rica, Epsy Campbell; as well as the SEGIB Secretary General, Rebeca Grynspan; the Regional Director for the Americas and the Caribbean of UN Women, María Noel Vaeza, and the Executive Secretary of the CIM/OAS, Alejandra Mora Mora.

The event was live-streamed via Facebook reaching 13,400 people connected via streaming and has garnered 4,259 views post-event. The recording is available at: https://www.facebook.com/SEGIB/videos/171348364834077.

"Without women's participation in decision-making, the recovery will not be sustainable. The challenge is to become aware that only by adding the views, voices and contributions of women, we will get out of this crisis."

Marta Lucía Ramírez, Vice-president of Colombia (2018-2022), during her remarks.
High-Level Panel “Women’s leadership: advancing gender equality and democracy in the Americas”

This event took place on June 9th, 2022, in Los Angeles, USA, in the framework of the IX Summit of the Americas, hosted by the Government of Canada together with the Summit Secretariat, the CIM/OAS and the Inter-American Task Force on Women's Leadership.

The panel brought together the Minister of Foreign Affairs of Canada, Mélanie Joly; the Minister of Foreign Affairs of Panama, Erika Mouynes; the Administrator of the United States Agency for International Development (USAID), Samantha Power; with Gwen Young, from Women Business Collaborative, as the moderator.

“We need more women at the table to make sure that we attract good talent into politics. (...) When women are part of decision-making it changes culture. And we need to continue changing culture.”

Mélanie Joly, Minister of Foreign Affairs of Canada, during her remarks.
The dialogue focused on sharing and highlighting the experiences and lessons learned around public policies led by governments to promote and ensure women’s participation in decision-making, as well as reflections on pending challenges to increasing the number of women in leadership positions.

Likewise, during the event, the publication “A call to action to boost women’s leadership and parity democracy in the Americas” was launched, which highlights the commitments already approved by the States regarding women’s political participation, including a call to action to accelerate efforts, actions and policies towards substantive equality and commit the necessary resources and financing.

“I want to invite you to take action. Urgent, sustainable, and resilient actions to build an equitable future as were proposed as a goal of this Summit. We must know, we don’t have a moment to lose. We can’t wait 135 more years.”

Carissa Etienne, Director of the Pan-American Health Organization (2013-2022), on behalf of the Inter-American Task Force on Women’s Leadership, during her remarks.

The event also brought together authorities from many of the partner institutions of the Task Force, including the Regional Director of UNDP in Latin America and the Caribbean, Luis Felipe López Calva; the President of the IACHR, Julissa Mantilla; the Director General of ParlAmericas, Alisha Todd; the Project Manager of CIWiL, Dylis McDonald, as well as the Executive Secretary of the CIM/OAS and the Director of PAHO, as mentioned.

A total of 224 people attended the event in person and the video, available at https://youtu.be/2UBmWeaHtjU, has garnered 40 views on YouTube.
Side event "Women's leadership in care agendas: From why to strategies"

This event, hosted by the Task Force together the Government of Canada and the Ministry of Social Development of Uruguay, took place on November 10th, 2022, in Buenos Aires, Argentina, within the framework of the XV Regional Conference on Women in Latin America and the Caribbean.

Among the main reflections and conclusions shared were the pioneering experiences of policies and care systems being implemented in Uruguay and Costa Rica, as well as the lessons learned from State institutions and the women who led the positioning of these agendas. Likewise, it was highlighted why it is necessary to move towards a transformation and social reorganization for co-responsibility in care work from a human rights perspective.

The dialogue included a high-level panel made up the Executive Secretary of the CIM/OAS, Alejandra Mora Mora; the Director of the ECLAC Division of Gender Affairs, Ana Gúezmes; the Director of the National Women's Institute of Uruguay, Mónica Bottero; the Congresswoman of Costa Rica, Monserrat Ruiz; the General Director of Inter-American Affairs of GAC, Jason Tolland; the representative of UN Women for the Multi-Country Office in the Caribbean, Tonni Ann Brodber; the Director of the National Care System of Uruguay, Florencia Krall; and the Principal Specialist of the Social Protection and Health Division of the IDB, Mario Sánchez. The event was moderated by Milena Páramo Bernal, Regional Coordinator of CLADEM.

More than 60 people attended the event.
WHAT WE HAVE DONE

CONTRIBUTIONS TO MULTILATERAL SPACES
Participation in the 11th Gathering of the ParlAmericas Parliamentary Network for Gender Equality

The 11th Gathering of the ParlAmericas Parliamentary Network for Gender Equality took place in Mexico City from 18 to 20 of June 2019. "Achieving balance in the world of work" was the theme of the event that brought together more than 70 parliamentarians, parliamentary officials, civil society, and multilateral organizations from 22 countries who shared concerns and good practices regarding the advancement of gender equality in legislative work and experiences of the private sector.

As part of the Task Force, in addition to ParlAmericas as host of the event, UN Women, UNDP and CLADEM participated, highlighting the articulation of the institutions around joint efforts, and contributing progress and challenges from the experiences of these organizations.

In addition, it was possible to position women's leadership in the Declaration of the Gathering.
The 23rd Annual Conference of the Development Bank of Latin America (CAF) took place in Washington D.C., USA, on September 4th–5th, 2019.

As part of its advocacy, the Task Force aimed to integrate the issue of women's leadership in the discussions, and identified two key moments to address this issue:

The session on "Political changes in Latin America: A focus on Brazil, Mexico, and the recent elections in the region," and the session on "Social media, misinformation and changing politics in Latin America."

For the first session, it sought to contribute through the participation of the Regional Director for Latin America and the Caribbean of International IDEA, Daniel Zovatto, who made relevant statements about the under-representation of women in the region.

For the second session, it sought to contribute through the participation of the Special Rapporteur for Freedom of Expression of the IACHR, Edison Lanza, who made remarks on digital violence towards women in politics, journalists and humanitarian defenders, as a barrier to their leaderships.

In addition, CAF's initiative to have a majority of women speakers, moderators, and panelists, stood out on the agenda and contributed to making visible the contributions of women in the proposed discussions and analyses.
Dialogue with Permanent Missions to the OAS

This space was facilitated by the Permanent Mission of Costa Rica to the OAS and the Inter-American Commission of Women as an opportunity to discuss how Member States can actively participate in the initiatives being promoted by the Task Force and, likewise, to explore good practices of the countries that can serve as references points for the actions that will be promoted.

The meeting took place on October 1st, 2019 at the OAS headquarters in Washington DC and was chaired by the Vice President of the Republic of Costa Rica, Epsy Campbell Barr. The Permanent Missions of Costa Rica, Argentina, Bolivia, Canada, El Salvador, Grenada, Guatemala, Mexico, Peru, the Dominican Republic, and Trinidad and Tobago participated in the meeting.

After the meeting, the Government of Costa Rica published an official statement entitled "Costa Rica calls to build fair, inclusive and prosperous societies" highlighting the statements of the Vice President (CP-636-2019). The statement is available at: https://presidencia.go.cr/comunicados/2019/10/costa-rica-llama-a-construir-sociedades-justas-inclusivas-y-prosperas/
The Task Force partners have advocated jointly for a greater women’s representation in decision-making highlighting the importance of their leadership both in the agendas of international and regional meetings, in declarations, as well as at the level of key leaders.

During this period, it has been possible to provide inputs aimed at emphasizing the importance of women's leadership in different instances of dialogue at the multilateral level. Subsequently, it is recognized that the results of the dialogues and discussions include references to women's leadership.

<table>
<thead>
<tr>
<th>Event</th>
<th>Declaration /Statement</th>
<th>Commitments/ calls to action</th>
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| Thirty-eighth CIM Assembly of Delegates. Santo Domingo, Dominican Republic. May 8, 2019. | Declaration of Santo Domingo on equality and autonomy in the exercise of women's political rights for the strengthening of democracy. | • “Redouble their efforts to achieve equality and autonomy in the exercise of women’s political rights and access to leadership and decision-making positions in all areas of public and political life in conditions of equality and free of violence.”  
• “Promote public policies and other concrete measures that increase the access of Afro-descendant and indigenous women, and women belonging to other groups in situations of vulnerability, to leadership and decision-making positions across all levels of government.”  
• “Promote and support the work of the Inter-American Task Force on Women’s Leadership, facilitating dialogue and commitment processes for collaborative work among States, intergovernmental organizations, international agencies, and other key actors.” |
<table>
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<th>Declaration/Statement</th>
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</thead>
</table>
| 11th Gathering of the ParlAmericas Parliamentary Network for Gender Equality. Mexico, June 18-20, 2019. | Declaration of Mexico: Achieving Balance in the World of Work | • “Parity in women’s representation in leadership positions promotes better policy, better economic performance, and more equitable workplaces.”  
• “The partnerships and coordination with, and among, regional and international organizations dedicated to gender equality facilitates the construction of more impactful agendas for gender equality; and that the member organizations of the Inter-American Task Force on Women’s Leadership will continue to pursue the agenda to increase women’s leadership in economic, political, and social life.” |
<p>| Dialogue with Permanent Missions to the OAS. Washington D.C., October 1, 2019. | Costa Rica calls to build fair, inclusive and prosperous societies | • “Inequality is bad business. We already realized that if women are not incorporated into our economies on equal terms, we are not taking advantage of a number of resources. If we really want to move forward, we have to put women in the front row, alongside men.” |
| 5th Ibero-American Summit of Gender Local Agenda. Colima, Mexico. From September 28 to October 2, 2020. | Declaration of Colima: Municipalism and gender agendas in a pandemic time: Rethinking the world from an equality perspective. | • “Ensure the equal participation of women in local governments, in decision-making on the climate crisis and climate justice with a gender perspective, defenders of Human Rights, ensuring peace and security for women and diversity, being plurality and parity representative a key challenge to achieving democratic and equal governance that promotes women’s right to more inclusive, resilient and equitable cities and territories, so that no one is left behind.” |</p>
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<tr>
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<th>Declaration/Statement</th>
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- “They supported multilateral efforts, the effectiveness of cooperation and the impact of inter-institutional actions, to promote the leadership and equal participation of women at all levels of decision-making, particularly at the local level, to provide more inclusive, plural and representative responses in mitigating the crisis and achieving the SDGs.”  

| 6th Ibero-American Summit of Local Gender Agendas. Santa Coloma de Gramanet, Spain. October 18-21, 2022. | Declaration of Santa Coloma de Gramanet: New global challenges, new responses from local gender agendas. | “The full and effective participation of women in their diversity in decision-making is key to achieving the objectives proposed in this Declaration. Their differentiated experiences and needs, perspectives, leadership, and contributions foster an inclusive, equal, and sustainable approach that improves the quality of public policy. Therefore, accelerating the efforts and measures necessary to guarantee the equal representation of women in all powers, spheres, and levels of government, as well as to support the leadership of women in social and political organizations present in the territories is an urgent issue, in accordance with the international commitments assumed by States towards the strengthening of parity democracy and the achievement of gender equality.”  

WHAT WE HAVE DONE

STATEMENTS
In June 2019, through an inter-institutional statement, 12 international and Inter-American institutions, members of the Task Force, call on the States of the Americas to ensure equal women’s participation in decision-making during the COVID-19 crisis.

Through the Statement, the institutions demand that women’s voices should be present and heard in decision-making to effectively respond to the global pandemic caused by COVID-19.

The signed institutions consider that this crisis can also be a moment of transformation and an opportunity to challenge traditional political, economic, and social dynamics, recognizing the experience of women in protecting the health of families and communities, and adding their perspectives and contributions at an unprecedented juncture that calls for inclusive and equal leadership at all levels.

The Statement is available at:
In December 2020, the Inter-American Task Force on Women's Leadership published the document "25 stories of women who are leading the response during the COVID-19".

This publication was aimed to elevate and highlight the contributions of women who implemented innovative and often anonymous initiatives in the health and social sectors in their communities in response to the pandemic, showing how women lead in different ways and in different spheres.

This initiative also aimed to contribute to changing the paradigm of women's leadership, currently focused mainly on top levels of decision-making. From this perspective, this initiative also contributed to making visible leadership of women from historically marginalized groups.

This publication is available at: https://www.oas.org/en/taskforcewomenleadership/docs/25-women-leaders-ENG.pdf

Furthermore, the 25 stories were disseminated through social media cards highlighting messages from the women leaders included in the publication.
2018/2022 REPORT

who are leading the response during the COVID-19 pandemic are women.

Stories of women making a difference you should know.

WOMEN WHO ARE MAKING A

DIFFERENCE.

COVID-19 has shown that
care with the support of
delivery can be adapted
to serve the people we
work with.

A WOMAN'S ROLE

IN CRISIS

Real-time data continuous the
medical and health needs we
identify, the real-time data we
provide to the public and
decision-makers.

It is the people who are
informed and have the
capacity to lead.

Debra L. M. White, MSc

"It's not about doing the
tasks, but about doing them in a
way that is empowering and
deeply meaningful to the
people we serve. We need to
deepen our relationships with
the people we serve and
understand their needs.

We must listen, learn,
and adapt.

The pandemic has shown us
the importance of
collaboration and
inclusion.

This is essential to
delivering care that is
tailored to the
dependents. It is
everything.
In June 2022, the Inter-American Task Force on Women’s Leadership published this policy paper which highlights the commitments already approved by the States regarding women’s political participation, including a call to action to accelerate efforts to close representation gaps and advance parity in decision-making.

The paper, in addition to providing key data on political representation of women and point out the barriers to their leadership, highlights the following calls to action:

- Move towards parity democracy
- Guarantee the participation of women, in all their diversity, in all decision-making spaces.
- Eradicate gender roles, stereotypes and biases that influence and deepen structural gender inequalities and limit the possibilities for women to exercise their leadership fully.
- Guarantee a public and political life free of violence for women.

- Highlight the role of political parties and organizations in the advancement of gender equality and the empowerment of women.
- Guarantee the conditions for the participation of civil society, in particular women’s and feminist organizations, as key actors in strengthening democracy.
- Move towards a caring society that enables the full exercise of the human rights of women and girls and their leadership in all areas.
- Monitor progress in terms of women’s political participation and their full leadership in all areas.
- Strengthen cooperation for the participation of women in public life.
- Guarantee the full and effective participation of women in multilateral decision-making processes.

WHAT WE HAVE DONE
CAMPAIGNS
Campaign on women’s leadership during the COVID-19 crisis

#WomenLeadAgainstCOVID19
#LiderazgodeMujerescontraCOVID19

As a consequence of the pandemic COVID-19, the Task Force partners agreed to launch a campaign jointly, aimed to promote women's leadership in the response to the crisis. The campaign contributed to raising women's voices, their experiences, and leadership in decision-making to achieve a greater plurality in the approach of problems and solutions to the COVID-19 crisis.

Women's leadership is key to inclusive and equitable responses to COVID-19.

Women are fighting the pandemic on the front lines: They are the majority of doctors, nurses, and care workers. We have to raise their voices, experience, and leadership in decision making.

Women must have a seat at the table to respond to the pandemic in a more inclusive and effective way.

The under-representation of women in leadership positions means their specific needs are not met. We need their voices to highlight women's agenda in the response to COVID-19.
The Campaign included the following initiatives:

- An inter-institutional statement calling on Member States to ensure women’s equal participation in decision-making during the COVID-19 crisis.

- A webinar on women's leadership in the health sector.

- A podcast series to learn more about the different experiences and perspectives on women's leadership in the COVID-19 context.

- A communication strategy on social media.

- A collection of 25 stories of women leading social initiatives and the response in the front line during the pandemic.
Social media campaign to boost women’s leadership and parity democracy

Within the strategies aimed to disseminate the publication “A call to action to boost women’s leadership and parity democracy in the Americas”, the Task Force launched a campaign on social media in the framework of International Human Rights Day (December 10th). The main message aimed to highlight that women’s political rights are human rights.

The campaign elements included the creation of a microsite and a social media strategy with e-cards that highlight key data and messages with calls to action.

The microsite of the campaign is available at: https://www.oas.org/en/taskforcewomenleadership/initiatives/calltoaction/
WHAT WE HAVE DONE

INTERVIEWS WITH WOMEN LEADERS
In June 2020, the Inter-American Task Force I on Women’s Leadership launched a podcast series that included interviews with experts and women leaders. The dialogues aimed to bring gender analysis on the challenges for women's leadership in the mitigation and management of the crisis as a result of the pandemic COVID-19.

16 podcast episodes have been published and are available at: [https://www.oas.org/en/taskforcewomenleadership/podcasts/](https://www.oas.org/en/taskforcewomenleadership/podcasts/) as well as on Spotify, Google Podcasts, Breaker, Overcasts, Apple Podcasts and Radio Public.
The episodes included interviews with the following women leaders:

- Beatriz Argimón, Vice President of Uruguay.
- Ana Irma Rivera Lassén, Senator from Puerto Rico.
- Leslie MacLean, Canada’s Deputy Minister of International Development.
- Mercedes D’Alessandro, Argentina’s National Director for Economy, Equality and Gender.
- Rebeca Grynspan, Secretary General of SEGIB.
- Alejandra Mora Mora, Executive Secretary of the CIM/OAS.
- María Noel Vaeza, Regional Director for the Americas and the Caribbean of UN Women.
- Rocío Sáenz, Professor of Health Promotion, University of Costa Rica and former Minister of Health.
- Rhoda Reddock, Professor of Gender, Social Change and Development at the University of the West Indies.
- Line Bareiro, Researcher and activist at the Center for Documentation and Studies (CED, Paraguay).
- Virginia García Beaudoux, Specialist in political communication and leadership with a gender perspective.
- Yanire Braña, President at MET Community.
- Mónica Banegas, Executive Director of the National Observatory on Women’s Political Participation.
- Lucina Di Meco, Co-founder of #ShePersisted Global Initiative.
- Ana Falú, Argentinean activist for women’s and human rights.
- Beatriz Llanos, Coordinator of the program ATENEA is Parity.
There is an improvement in democracy when equal access is achieved. I am very hopeful about the new generation of political women because I believe that there is a substantive change when there is a weight that is felt in the political system and that is transferred to improvements to democracy.”

Beatriz Argimón, Vice-president of Uruguay, during the interview.

We must promote the participation of women in public institutions and, from there, guarantee that the State, through its public policies, always keeps in mind that if there is no participation and equity, there is no justice.”

Ana Irma Rivera Lassén, Senator of Puerto Rico, during the interview.

Parity is a human rights question. But, we need more than numbers. We also need the sensitivity, awareness, consciousness, and commitment to really make those interventions and influences that we would like to see.”

Rodha Reddock, member of the Committee CEDAW, during the interview.
Season 2:
Breaking the glass ceiling and forging new paths

In 2022, the Inter-American Task Force on Women's Leadership launched a new podcast season that brought together voices of women from historically excluded groups who have achieved to become the “first” reaching a decision-making position or leadership role. The purpose of these conversations has been to highlight the achievements and contributions as well as the desires of those women leaders.

This podcast season included conversations on the barriers and specific discriminations these women face from an intersectional perspective, regarding their participation in decision-making. The dialogues also seek to highlight their contributions and proposals for more inclusive and equitable societies.

+ 2.700 listeners
The episodes published included interviews with the following women leaders:

- Verónica García Bonet. The first blind woman journalist working for public TV in Argentina.
- Dr. Ellen Ochoa. The first Latina female to go to space.
- Delia Zamudio. The first afro-descendant woman secretary general of a labor union in Peru.
- Rosalina Tuyuc. The first indigenous woman elected as a parliamentarian in Guatemala.
- Prof. Judith Gobin. The first female Professor of Science in the Faculty of Science and Technology, at The University of the West Indies, St. Augustine Campus, Trinidad and Tobago.
- Ana Lía Gonzáles Magueño and Dora Magueño Machaca, members of “Cholitas escaladoras” (Climbing Cholitas, Bolivia). The first Aymara women to reach the Aconcagua.
- Ana Estela Haddad, first women Director of Information and Digital Health of the Ministry of Health of Brazil.
WHAT WE HAVE DONE

CAPACITY-BUILDING
Webinar on Mentoring Initiatives and Networks for Women’s Political Leadership

This webinar took place on December 14th and 15th, 2022, with a view to promoting mentoring initiatives to strengthen women’s leadership in politics providing methodological tools for designing and implementing a context-specific mentoring program for women’s leadership.

Over the two days, the program included keynote speakers and the presentation of good practices on mentoring and women’s networks, such as the experiences of the Network of Women Parliamentarian Mentors (Argentina), the Leadership Center of Comunidad Mujer (Chile), AUNA (Mexico), the Mentoring Program of Emily’s List Australia, the Network Mujeres en Plural, the Association of Women Mayors and Councilors of Bolivia (ACOBOL); the Women Politician’s Network (Uruguay), and Caribbean Women in Leadership (CIWiL).

More than 80 women joined this webinar, including authorities and women officials of electoral mechanisms; members of political parties; international, national and local women’s networks, as well as civil social organizations.

The webinar recording is available at:

- Day 1: [https://youtu.be/ezGlzc04Vy4](https://youtu.be/ezGlzc04Vy4)
- Day 2: [https://youtu.be/ltcVO3CDDJQ](https://youtu.be/ltcVO3CDDJQ)
Mapping of initiatives and publications on women’s leadership

A mapping of the initiatives led by the Task Force partners on women’s leadership was carried out to seek and take advantage of opportunities for collaboration and improve the coordination and coherence of initiatives carried out.

In addition, the mapping includes documents focused on women’s leadership, published by the partners, including studies, reports, guidelines, regulation frameworks, among others.

- 90 initiatives mapped throughout 23 countries.
- 104 studies and reports systematized.
Work meetings

The institutions that are part of the Task Force met on various occasions with the purpose of discussing and reaching agreements on the definition of the conceptual framework of leadership itself, the design of the work plan, the specific areas of intervention, advocacy strategies, agreements on specific objectives, the communication strategy, among other key issues, which allowed to dialogue and reach agreements that have facilitated progress in this stage of mutual recognition and joint planning.

34 work and coordination meetings carried out between 2018-2022
WHAT WE HAVE DONE

ADDITIONAL SYNERGIES
As a result of the articulation processes promoted by the Inter-American Task Force, some additional initiatives were carried out that involved a part of the partner institutions, which are presented in this section.

<table>
<thead>
<tr>
<th>Initiative</th>
<th>Institutions involved</th>
<th>Outcome indicators</th>
</tr>
</thead>
<tbody>
<tr>
<td>A joint statement in the framework of the Ibero-American Summit of Heads of State and Government</td>
<td>CIM/OAS, SEGIB, UN Women</td>
<td>• 1 joint statement endorsed addionality by 4 States.</td>
</tr>
</tbody>
</table>
| Inter-American Award for Good Practices in Women’s Leadership             | CIM/OAS, CIWIL, CLADEM, IACHR, International IDEA, PARLAMERICAS, PAHO, SEGIB | • 110 experiences identified.  
• 18 countries represented over the applications. |
Joint Statement

A call-to-action to Ibero-American States to ensure equal participation in all areas of decision-making

As a result of the High-level Dialogue "Towards the XXVII Ibero-American Summit: Women’s leadership for an inclusive future pact" that took place on April 8, 2021, the governments of Colombia, Costa Rica, Spain and Uruguay, together with SEGIB, CIM/OAS and UN Women, endorsed a joint statement.

In this Statement, the signed representatives called on the States participating in the XXVII Ibero-American Summit of Heads of State and Government (Andorra, June 2021) to ensure as a result of the process, the Declaration includes specific commitments for gender equality and participation and leadership of women in decision-making.

The Statement is available at:
Inter-American Award for Good Practices in Women’s Leadership

As a result of the articulation process promoted in the framework of the Inter-American Task Force on Women’s Leadership, some of its partners agreed to jointly call the Inter-American Award for Good Practices in Women’s Leadership.

The Award was an initiative launched by the Inter-American Commission of Women (CIM/OAS), the Inter-American Commission of Human Rights (IACHR), the Panamerican Health Organization (PAHO), the Ibero-American General Secretariat (SEGIB), ParlAmericas, International IDEA, Caribbean Women in Leadership (CIWiL) and the Committee of Latin America and the Caribbean for the Defense of Women's Rights (CLADEM). In addition, the Award was supported by the Summit of the Americas Secretariat (SAS) and the Department for Effective Public Management (DEPM) of the OAS.

This call sought to recognize, highlight and amplify public policies as well as initiatives from the private sector and civil society that promote an increase in the number of women in leadership positions and/or strengthen their empowerment and advocacy capacity in decision-making in order to close gaps and inequality from a human rights perspective.
The call was open to government institutions, public administration at the national or subnational level, as well as private sector companies and civil society organizations, belonging to any country in the Americas and the Caribbean, through three categories and two special recognitions.

There was a total of 110 applications for the Good Practices Award from 18 countries of the Americas and the Caribbean.

The Call, which was open over thirteen months, closed in April 2022, and an Award Ceremony took place on June 9, 2022, in the framework of the IX Summit of the Americas in Los Angeles, USA.

The recording of this Ceremony is available at: https://youtu.be/wWVoF5kZs1WU

Learn more about this Call at:

"We appreciate this recognition because it allows us to make visible the fight of the indigenous women of Mexico before the world. We would like this moment to echo in the hearts of my indigenous sisters and that institutions and nations present here structurally open the way to facilitate the presence of our voices, respect for our reflections and boost for our strategies."

Marissa López, a Wixárika woman, member of the Network “Building Sisterhood” (Mexico), during her remarks.
**EXPERIENCES RECOGNIZED**

<table>
<thead>
<tr>
<th>Type of recognition</th>
<th>Institution /Country</th>
<th>Name of the initiative</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Category: Public policies and guarantees for the exercise of women's leadership</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Award</strong></td>
<td>Supreme Court of Justice of the Nation and the Federal Judiciary Council of the Judicial Power of the Federation (Mexico)</td>
<td>Strategy for the mainstreaming and institutionalization of the gender perspective</td>
</tr>
<tr>
<td><strong>Honourable Mention</strong></td>
<td>Ministry of Social Development (Panama)</td>
<td>Gender Parity Initiative</td>
</tr>
<tr>
<td><strong>Honourable Mention</strong></td>
<td>District Secretariat for Women/Mayor of Bogotá (Colombia)</td>
<td>Bogotá 50/50: Route for gender parity in the Open Government of Bogota</td>
</tr>
<tr>
<td><strong>Category: Private initiatives for women's leadership in the private sector</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Award</strong></td>
<td>Banco Fomento a Iniciativas Económicas S.A. (Banco FIE S.A.) (Bolivia)</td>
<td>Marca Magenta - Leadership for equality</td>
</tr>
<tr>
<td><strong>Honourable Mention</strong></td>
<td>Deetken Asset Management Inc. (Deetken Impact), in collaboration with ProMujer Internacional (Canada)</td>
<td>Ilu Women’s Empowerment Fund</td>
</tr>
<tr>
<td><strong>Category: Civil society initiatives for the empowerment and leadership of girls and women</strong></td>
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</tr>
<tr>
<td><strong>Award</strong></td>
<td>Building Sisterhood Network (Mexico)</td>
<td>Building Sisterhood</td>
</tr>
<tr>
<td><strong>Honourable Mention</strong></td>
<td>Hay Mujeres Foundation (Chile)</td>
<td>Comprehensive Model for Women’s Leadership</td>
</tr>
<tr>
<td><strong>Honourable Mention</strong></td>
<td>Quinta Ola Feminist Association (Peru)</td>
<td>GirlGov Peru</td>
</tr>
<tr>
<td><strong>Special recognition for women leaders in the response to the COVID-19 crisis</strong></td>
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<tr>
<td><strong>Dr. Tracey Bovell</strong>, President of the COVID-19 Task Force of the Georgetown Public Hospitals Corporation (Guyana).</td>
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<tr>
<td><strong>Teresa Farah Luque</strong>, President of the Provincial Board of Guayas of the Red Cross (Ecuador)</td>
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</table>
The 2030 Agenda has created opportunities for the effective empowerment and autonomy of girls and women, however there are many objectives that still need to be met.

In the lead-up to the Ninth Summit of the Americas, Task Force member organizations reaffirmed their interest and commitment to continuing the partnership and working to streamline and consolidate their collective efforts, particularly to amplify the capacity to advocate for women’s leadership in region.

The Inter-American Commission of Women (CIM/OAS) will continue to promote coordination between Inter-American and international organizations to boost synergies promoting women's leadership in all decision-making spaces in the Americas and the Caribbean. For its part, the Government of Canada has also renewed its support for this articulation, which means an important opportunity to sustain and strengthen the efforts and accomplishments achieved, and thereby contribute to the achievement of SDG 5.5: “Ensure women’s full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life” in a heterogeneous region, with notable advances but with persistent gender gaps in representation.
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