

# 2018 GLOBAL ASSEMBLY MEETING REPORT

6-8 July 2018  
Warsaw, Poland

**AI Index:** ORG 50/8903/2018  
**2018 Global Assembly Meeting Report**  
Amnesty International members only

All background papers, circulars, on-site presentations and photos can be accessed via the **2018 GA Meeting Box site**

# CONTENTS

<b>Actions from the 2018 Global Assembly Meeting</b>	3
<b>Introduction &amp; a snapshot of our discussions</b>	4
Session 1: Welcome to the 2018 Global Assembly Meeting	5
<b>Human Rights Focus sessions</b>	
Session 10: Amnesty's Strategic Goals	7
Session 12: Amnesty's draft strategy on climate change	9
Session 3: Inspiring us to grow	11
Session 16: Changing Amnesty to beat the demonizers	12
Session 17: Diversity and inclusion action	14
<b>Accountability sessions</b>	
Session 5: Our activities: International Board, International Treasurer & SG	15
Session 12b: International Treasurer's workshop	18
Session 6: Mutual Accountability	19
Session 7: International Nominations Committee Report	21
<b>Looking internally: Discussions mandated by 2017 ICM</b>	
Session 3: Diversity and inclusion	22
Session 17: Role of sections	24
<b>Secretary General Transition</b>	
Session 13: Goodbye to Salil	27
Session 15: Welcome to Kumi	28
Session 18: Global Assembly Decisions	30
Session 20: Conclusions & Looking forward to 2019	30
<b>Global Assembly: Elections results</b>	32
<b>Appendix 1: Who's in the room, who's not in the room?</b>	33
<b>Appendix 2: List of participants</b>	35



# ACTIONS FROM THE 2018 GLOBAL ASSEMBLY MEETING





# INTRODUCTION & A SNAPSHOT OF OUR DISCUSSIONS

The 2018 Global Assembly Meeting report has been structured around the thematic issues that were discussed, rather than as a sequential write up of the meeting's sessions. Each session title includes the session number, to help you locate when the session took place. You can also **click [here](#)** for a copy of the meeting agenda.

Here is a snapshot of our key discussions:

- SYSTEMIC CHANGE IS SOMETIMES THE MOST DIFFICULT THING TO ACHIEVE. BUT IT DOES PRODUCE THE GREATEST OUTCOMES.** Session 10
- LIVING IN A SAFE ENVIRONMENT IS NOT A PRIVILEGE IT IS A HUMAN RIGHT.** Session 12a
- WE NEED TO UNDERSTAND WHERE (PEOPLE) ARE CAPABLE OF GOING AND HOW, IF SUPPORTED BY OUR WORDS AND IMAGES... WE CAN BRING THEM TO WHERE WE NEED THEM TO BE.** Session 3
- WE CAN'T AFFORD NOT TO BE RELEVANT FOR SOCIETY AT LARGE.** Session 16
- IT WAS CLEAR THAT AMNESTY'S ACHIEVEMENTS FOR THE FIRST 50 YEARS WERE INCREDIBLE, BUT THE WORLD HAS CHANGED SO MUCH THAT WE COULDN'T AFFORD TO REST ON OUR PAST LAURELS.** Session 5
- WE HAVE INCREDIBLE CAPACITY AS A MOVEMENT... WE HAVE GLOBAL REACH. WE NEED TO STEP UP AND FILL THE SPACES.** Session 6
- WE WILL NEVER BE THE PROUD ORGANISATION WE NEED TO BE IF WE UNDERMINE ONE ANOTHER.** Session 20
- THE STATUS QUO IS BROKEN, AND WE MUST NOT COLLUDE WITH IT BUT HAVE THE BOLDNESS TO ASK FOR FUNDAMENTAL CHANGES.** Session 15
- WHenever there's been confusing conversations in Amnesty, I always think about that person in that village or that favela who needs Amnesty, for whom Amnesty exists, and that gives me immense clarity... It's not every intermediary in-between... This is why Amnesty exists.** Session 13
- LEARNING IS A PRACTICE THAT HELPS US NOT ONLY TO ACQUIRE MORE KNOWLEDGE ABOUT WHAT WORKS, BUT TO IMPROVE OUR WAYS OF 'BEING AND BEHAVING' IN THE PROCESS.** Session 17
- WE ARE BETTER AT CONSIDERING THE RIGHTS OF WOMEN AND OTHERS WHO HAVE EXPERIENCED DISCRIMINATION BUT WE ARE NOT AS DIVERSE A MOVEMENT AS WE NEED TO BE AND WE ARE NOT INTEGRATING A GENDER AND DIVERSITY FOCUS INTO OUR WORK AS MUCH AS WE SHOULD.** Session 2

# SESSION 1: WELCOME TO THE 2018 GLOBAL ASSEMBLY MEETING

**WE WANT OUR GLOBAL GOVERNANCE CULTURE TO BE ENGAGING, DYNAMIC, INCLUSIVE AND COMBINE THE BEST OF OUR PAST WITH THE VISION WE HAVE FOR OUR FUTURE, [TO] SERVE THE BEST INTERESTS OF THE HUMAN RIGHTS MOVEMENT.** Christine Pamp

**Christine Pamp**, 2018 Global Assembly and Preparatory Committee (PrepCom) Chair, welcomed delegates to the first ever Global Assembly Meeting on behalf of the 2018 PrepCom, the International Board, the Secretary General and AI Poland.

Christine acknowledged the meeting's historical significance as the movement put into practice its new global governance model. This included establishing the Global Assembly as the movement's highest decision-making body and holding Regional Forum Meetings earlier in the year.

Against the backdrop of a continually hostile human rights landscape, PrepCom aimed to lay the foundation for a positive and impactful global governance culture that embraces equity, inclusivity and diversity, and enables Amnesty International to remain at the forefront of the human rights agenda. When making decisions, Christine encouraged standing representatives to be mindful of the needs of the external world, not just the mandates from their membership.

Christine and **Awuor Ayiecho**, 2018 Global Assembly Vice Chair, reported on the results of the survey on Gender and diversity<sup>1</sup>. This was the first time that a global governance meeting was being presented with real-time information on “who is in the room and who is not in the room”. This exercise will help us make positive steps to achieve greater diversity and ultimately strengthen the legitimacy of our global human rights movement.

Highlights of the survey results included:

- A 62% response rate amongst GA Meeting participants overall, and 96% amongst standing representatives;
- 58% respondents identified as a woman, 40% as a man, and 2% preferred not to say;
- 5% of respondents say they have a physical, mental cognitive disability or condition in relation to which they experience stigma, structural disadvantage, or discrimination;
- 5% of the meeting's participants came from the MENA region, with almost half the delegates coming from Europe;
- There was an even split of participants across four age bands, with few participants over 60;

---

<sup>1</sup> See Appendix 1: “Who's in the room, who's not in the room” for more information on the graphs shared in this session as part of reporting on 2017 ICM Decision 5

- 5% of respondents identified as gay and 2% as queer. The majority identified as heterosexual;
- 7% of participants identified as belonging to an Indigenous People;
- 60% of participants have a Masters or Doctorate level of education.

Noting the outcomes of the survey, Awuor encouraged participants to think about how they can ensure the voices of those not in the room are brought into our discussions and decision-making. As part of this exercise, she asked participants to note their hopes and expectations for the first ever GA Meeting on postcards which would be displayed and referred to over the next three days. Delegates were also encouraged to use the live evaluation board throughout the meeting to share their thoughts, so that PrepCom could get a real-time understanding of how delegates felt the meeting was going.

The Global Assembly Meeting heard from Karin Watson (AI Chile and Global Youth Collective) about the Global Youth Summit that took place in Nairobi. Karin urged participants to engage with the Youth Call Action and encourage young delegates to share their perspectives in discussions, especially around demonizing politics, a topic acutely affecting young people today. The Global Assembly then approved the meeting agenda, voting rights for AI Hong Kong, AI Greece, AI Italy, AI Australia, AI Ireland and the appointment of George Aggrey (AI Ghana) as the Election Officer and Ruth Breddal (AI UK) and Liza Gallardo (AI Puerto Rico) as the Election Tellers.

Before closing the session, Christine reiterated the importance of everyone contributing to ensuring the Global Assembly Meeting was a safe space.



# HUMAN RIGHTS FOCUS SESSIONS

Our Strategic Goals and the human rights landscape were the focus of many of the 2018 Global Assembly Meeting's sessions.

## SESSION 10: AMNESTY'S STRATEGIC GOALS

**SYSTEMIC CHANGE IS SOMETIMES THE MOST DIFFICULT THING TO ACHIEVE. BUT IT DOES PRODUCE THE GREATEST OUTCOMES.** Melissa Mollen Dupuis

**Beatrice Vaugrante**, Interim Programme Director, Global Strategy and Impact Programme, International Secretariat (IS), opened the session and clarified its aim: to talk about our current Strategic Goals and their impact, and look forward to our next strategic period.

**Mwikali Muthiani**, Chair, International Board (Board), presented the Board's emergency motion requesting an extension of the current Strategic Goals to 2020. She recapped the Board's reasons for putting forward the emergency motion, including a desire to hear what is important from a regional perspective, to innovate, to harness new ways of working and to collaborate with new partners. The Board also hoped to integrate some recommendations from the IS' recent accountability report into the process of developing the new Goals. Following this presentation, the Global Assembly passed by consensus the Board's emergency motion to extend the Strategic Goals period.

In the next part of the session, **Ana Piquer**, Director, AI Chile, spoke about the horizon scanning exercises carried out during a Human Rights workshop in London and at the Nairobi Youth Summit. The "deep drivers" of change identified were: socio-economic inequality, ecological planetary risks, hyper-individualisms, the growing power of corporations, shifts in world order and changes in technology. She encouraged regions to carry out similar exercises, while focusing on how we can communicate and collaborate with new partners better so we can achieve real impact on the ground when shaping our next strategic period.

**Melissa Mollen Dupuis**, indigenous leader from the Innu Nation member, spoke about Amnesty's work from an external perspective and the importance of protecting Human Rights Defenders (HRDs) in an ever-shrinking space for civil society. Melissa acknowledged the importance of intersectionality and highlighted difficulties she and other indigenous women face in getting their voices heard. She thanked Amnesty for awarding her the 2017 Ambassador of Conscience Award. The Award helped her and her community feel validated

and she encouraged us to continue to focus on individuals and be specific about the change it wants to see. Running through Amnesty's Goals, Melissa acknowledged the importance of preserving against systemic change, collaborating with new partners and highlighted the level of trust and faith HRDs' have in Amnesty.

**Colm Ó Cuanacháin**, Senior Director, Office of the Secretary General, IS, spoke next about the progress made on the current set of Strategic Goals:



### GOAL 1

Good work influencing individual cases and progress made on Human Rights Education (HRE), but we have struggled to deliver systemic change.



### GOAL 2

Gender work has increased but we struggle to respond to the roll-back on HR from a gender lens.



### GOAL 3

We continue to fail to see any systemic impact of our work in conflict situations.



### GOAL 4

Good work with regional accountability in Africa with a significant swing to work on accountability at the national level.



### GOAL 5

Some progress on income and membership building, particularly on International Membership, however we remain a long way from our targets.

Bearing this in mind, Colm asked the room to reflect on what the approach could look like in terms of developing the new Strategic Goals. He asked participants to use coloured dots to identify the three factors that were most critical to the development of the next Strategic Goals. Delegates chose communication, identifying root causes and growth as they key elements.

Mwikali highlighted the importance of using the 2019 Regional Forum Meetings and Global Assembly Meeting to scan the horizon and develop the next set of Strategic Goals. She concluded by reminding the room that our global governance is still in a transitional period and there is time for continued learning. Before closing the session, she confirmed that the Board will continue to look at the process at its retreat meeting in September 2018.



# SESSION 12: AMNESTY'S DRAFT STRATEGY ON CLIMATE CHANGE

**LIVING IN A SAFE ENVIRONMENT IS NOT A PRIVILEGE IT IS A HUMAN RIGHT.**

Joanna Sustento, Super Typhoon Haiyan survivor

After showing a video on the effects of hurricane Haiyan in the Philippines, **Tom Sparks**, Board member, AI UK, **Marina Navarro**, Director, AI Peru, **Peter Faafiu**, Chair, AI New Zealand, **Emily Nevins**, Programme Director, Campaigns, IS and **Ashfaq Kahlifan**, Programme Director, Law and Policy, IS, presented Amnesty's Draft Strategy on Climate Change, its impact and how Amnesty could work on climate change issues from a Human Rights perspective in the future.

The presenters described the work Amnesty has done so far, such as requesting a legally binding agreement to reduce greenhouse gas emission and carrying out work under the Economic Social Cultural Rights (ESCR) strand of the Strategic Goals. We also joined Greenpeace's call for renewable energy and supported the NGO in its work with local communities in the Philippines to hold the most polluting fossil fuel companies to account. As a result of 2017 International Council Meeting (ICM) Decision 18, a draft strategy to safeguard Human Rights in the face of climate change has been developed. The strategy focuses on the widening social disparities and the adverse effects, especially on women, girls and indigenous people, of climate change. Finally, work was carried out on renewable energy programmes and encouraging governments to help people to adapt to climate change. The presenters emphasised the importance of Amnesty contributing in a strategic way, where value can be added to existing work.

The presenters then read out a wish list of positive outcomes and successes they envisage happening with the help of Amnesty's work and expertise, such as: documenting case studies and the implementation of strategies against climate change; a collaboration with Friends of the Earth which leads to a ban on plastic bottles and CO2 emissions; polluters - current and historical - being held to account; the phasing out of fossil fuels; running a campaign focused on shaming industries and encouraging government to recommend solutions to their citizens.

Ashfaq invited participants to discuss in groups the Draft Climate Change Strategy (ORG 50/8407/2018). Feedback included:

- Focusing on the impact on indigenous people's environments and rights resulting from environmental degradation by extractive industries and large corporations;
- The significant risk of the US pulling out of the Paris Climate Change Agreement;

- The need to collaborate with others working on climate change, specifically Greenpeace;
- The importance for our communications strategy to spell out the link between Human Rights and climate change;
- Looking at climate change from a global perspective, as what happens in one country may affect the whole world;
- The need to advocate for sustainable development, so that the wealthy and powerful decision-makers take climate change seriously.

Ashfaq concluded the session by sharing how entities can contribute to the development of the strategy. He invited participants to contact the IS Law & Policy Programme with questions and ideas and reiterated the deadline for comments (10 September).



# SESSION 3:

## INSPIRING US TO GROW

**WE NEED TO UNDERSTAND WHERE (PEOPLE) ARE CAPABLE OF GOING AND HOW, IF SUPPORTED BY OUR WORDS AND IMAGES... WE CAN BRING THEM TO WHERE WE NEED THEM TO BE.** Anat Shenker-Osorio

**Thomas Schultz-Jagow**, Senior Director, Campaigns and Communications, International Secretariat (IS), introduced the session and its objective to help us achieve growth in income and supporters through better communication. Cognitive linguist, communications consultant, researcher and author **Anat Shenker-Osorio** encouraged us to think about the way that Amnesty sells human rights (HR) to the public and, more specifically, how to communicate better than the demonizers.

Anat suggested that the current crisis in human rights results in part from poor framing and choice of language on the part of advocates, who have failed to provide a clear values-based pitch to animate and sustain support for rights on matters such as gender, sexual orientation, ESCR and refugees. She analysed materials from advocacy, opposition, traditional media, social media, and popular culture, to reveal promising and problematic frames and word choices. She also identified metaphors that avoid the traps of current discourse, encourage audiences to prioritize HR, and persuade sceptics to come on board.

Anat offered the following communications guidance:

- Say what you are for not what you are against, to avoid repeating the opposition's story;
- Avoid using too many negative words in a sentence, since this is what human beings tend to pick up on;
- Be specific about goals for example by clarifying the "who, when, how";
- Remember that there is no such thing as the "general public";
- Identify the root causes of disparity, for example clarify that racial inequality leads to disproportionate numbers of African American males in jail;
- Avoid blind "economic populism" and highlight issues like religion and ethnicity so that people fully understand the problem;
- Use social media, such as Facebook, to test proposed messages;
- Focusing on misery and anger is unsustainable and does not create a movement or long-term support. If fundraisers do use reactive or negative, emotions then they should couple them with shared values, actions and solutions.
- Avoid using too many facts, since this causes people to disengage from the discussion.

Closing the session, Anat acknowledged the paradox of a presentation promoting positivism which was based on negative facts. She clarified that her research was carried across various HR organisations and agreed that Amnesty may have increased its positive messaging over the years.

# SESSION 16:

## CHANGING AMNESTY TO BEAT THE DEMONIZERS

■ WE CAN'T AFFORD NOT TO BE RELEVANT FOR SOCIETY AT LARGE. Marcos Gomez

**Gauri van Gulik**, Europe Regional Director, IS, introduced the purpose of this session: to hear from some entities about how they have overcome the challenges in the current human rights context to achieve new ways of working.

Building on the first strategy in “Us vs Them” (ORG 20/7692/2018), **Marcos Gomez**, Director, AI Venezuela, spoke about how his section has worked on various issues that resonate with the wider public such as the healthcare crisis, the right to protest, and the increasing influence of the military. The section has always tried to work on the issues that Venezuelans have as their HR priorities, however this was becoming increasingly dangerous in the country's current political climate. Additionally, most people are simply too busy trying to survive. To overcome this, the section's staff and board are putting all their efforts behind working with other local groups and mobilising international public opinion on the situation in Venezuela.

**Brita Wilfling**, Director, AI Austria, talked about the importance of tackling communication in a country where the populist right has gained ground. In this battle for the soul of a country, one of the keys to successful communication is a positive counter-narrative that is value-based when addressing the wider public and technocratic when addressing politicians. As a medium-sized section, Austria struggles to keep on top of changing situations and recently had to cut short one of its campaigns because the messaging had already become out-dated. Brita encouraged sections not to be afraid of trying new things and learning from their failures.

**Irūngū Houghton**, Director, AI Kenya, shared his office's experiences of diversifying their supporter base so that it was reflective of the general population, rather than a replication of the NGO sector. Over the last eight years, AI Kenya had invested in campaigns focused on lower income communities and HRE work in public secondary schools. These taught both groups that human rights are a living narrative for them, not just the country's lawyers. As well as investment, he encouraged participants to think about how they position themselves, so that they speak as powerfully as others who dominate our public spaces, such as politicians, pop stars and preachers. Amnesty's aim should be to create a HR-ecosystem that crosses a variety platforms and comes from a range of allies, so that we can win the war against the demagogues.





**Claire Mallinson**, Director, AI Australia, also spoke about her section's aim to create a human rights ecosystem which involved setting ambitious targets and goals and developing new ways of working for staff and activists. As with all change processes, people were nervous to begin with however the key learning was the need to move away from a "command and control" approach to truly empower others and to use locally relevant contexts to tackle demonizing narratives.

**Osama Bhutta**, Programme Director, Communications, IS, commended all the sections that have been trying new ways of working and concluded the session with information on upcoming support that the IS will provide to sections, including:

- The creation of a sharing platform where sections will be able to showcase their work and learn from one another;
- An invitation to hold the Heartwired communications course in their section;
- The creation of a role at the IS specifically dedicated to this area of work;
- The creation of an "innovation pot" where small amounts of money will be available for entities wanting to try out new approaches.

# SESSION 17:

## DIVERSITY AND INCLUSION ACTION

**IN POLISH SOCIETY, ABORTION IS STILL ASSOCIATED WITH... OSTRACISM AND STIGMATISATION AND THIS IS SOMETHING THAT WE REALLY HAVE TO FIGHT AGAINST. Iza Moźdrzeń**

**Iza Moźdrzeń**, an activist from the Warsaw Women's Strike - part of the Polish Women's Strike, a coalition of women's rights groups - spoke about the increasingly hostile landscape for HR in Poland under the ruling conservative Law and Justice Party.

She listed the Warsaw Women's Strike group's key demands:

- Fair reproductive rights, including legal, safe and state-funded access to abortion and safe and free contraception;
- The clear separation of Church and State, and the need for investigations of all cases of paedophilia in the Church;
- A better approach to the fight against domestic violence, including proper training of police.
- A fair and independent judiciary;
- Respect of law and rights by the Polish government and people, including freedom of expression, equal economic rights and LGBT rights;
- The need to combat the rise of fascism, nationalism, xenophobia and homophobia in Poland.

She then went on to identify the key challenges faced by the grassroots organisation:

- Funding is a constant problem;
- Lack of media coverage for small events means activists were having to spend lots of time on social media promoting their demonstrations;
- A sense of "demonstration fatigue" is forcing the organisation to consider reserving large protests only for bigger issues and approaching smaller issues in a different way;
- Promoting the importance of women's rights in an extremely patriarchal and male-dominated society;
- The close ties between the Church and the government make accountability more difficult;
- The lack of an independent judiciary means the Women's Strike is being unfairly targeted.

Iza ended her presentation on a message of hope, talking about the Women's Strike's work with other networks and civil society organisations in Poland to promote women's issues and other civil freedoms. She asked the Global Assembly Meeting participants to support her movement's cause by holding actions outside Polish embassies in their countries. She then led an action supporting women rights in Poland and Argentina.

# ACCOUNTABILITY SESSIONS

A key part of our global governance is accountability: reporting on what we have achieved as a movement and looking at how we can work better together to achieve our Strategic Goals. Below is a summary of the meeting's accountability sessions.

## SESSION 5: OUR ACTIVITIES: INTERNATIONAL BOARD, INTERNATIONAL TREASURER & SG

**IT WAS CLEAR THAT AMNESTY'S ACHIEVEMENTS FOR THE FIRST 50 YEARS WERE INCREDIBLE, BUT THE WORLD HAS CHANGED SO MUCH THAT WE COULDN'T AFFORD TO REST ON OUR PAST LAURELS.** Salil Shetty

Mwikali began the Board's accountability report by thanking the movement for its patience during the implementation of the new governance model, particularly around the Regional Forum Meetings. The Board will use this year's learnings to refine processes leading up to the 2019 GA Meeting.

She then discussed the Board's priorities for the past year:

- Human Rights impact: monitoring the human rights landscape to ensure the themes of the next Strategic Goals are relevant. The importance of this task meant the Board had asked the Global Assembly to extend the timeframe of the current Goals;
- Growing the movement: the Board will not be revising its stretch goals of 25 million supporters and members or its income target of 400 million euro, but instead focusing on ways to achieve these;
- Enhancing a unifying culture (Fuerza and Role of sections): ensuring a positive, collaborative, relationship between all entities and thereby creating a more agile movement;
- Gender and diversity mainstreaming;
- Managing the Secretary General transition.

**Jacco Smit**, International Treasurer, covered the key points of the Treasurer's Report:

- Decision 6 of 2017 ICM on budget alignment is expected to be fully implemented this year;
- 2017 saw an increase of 7% in global income. However, income would now need to grow by 10.7% annually in the period 2018-2020 to reach the 2020 Goal 5 target;
- Looking at the 2017 actuals, global spend was 3% less than budgeted;
- In 2017, we spent 2% more on human rights work but remained underspent by €4.4m vs budget;
- The movement is currently projecting to raise €359m in 2020, below the strategic target

of €400m. Various income boosters were identified to bridge this gap, including legacies income and individual giving;

- Resource Allocation Mechanism (RAM): total funding to entities grew by 18% to £10.4m and is budgeted to grow 10% to £11.4m in 2018;
- £4.4m of Fundraising Investment Fund (FIF) grants were made across 12 entities;
- Global free reserves were €17m above the maximum reserves target, meaning the movement has continued to build reserves despite the push for investment;
- Seven internal section audits had been completed, identifying poor financial reporting to boards and management as a recurrent issue;
- The Finance & Audit Committee (FAC) internal audit of the IS found performance to be 'satisfactory'.

Salil began his final SG report acknowledging the tireless work of AI Turkey and IS staff to release Taner Kılıç, the honorary Chair of AI Turkey, from prison.

Highlighting the massive political shifts that had taken place during his tenure, Salil noted his encounters with various HRDs, the success of the Amnesty's long-term campaign on the Arms Trade Treaty and the release of prisoners such as Albert Woodcox as the high points in his career. The new focus on corporate accountability and ramping up of work on ESCR and women's rights are also something to be celebrated.

Next, Salil focused on how he had worked to prepare the movement internally to deal with the rapidly changing external world. Amongst his achievement, he noted:



Prioritising HRE and making it a central theme of Goal 1.



Significant investment in RAM funding across all regions, independent of spend on national offices.



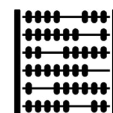
An increase of non-London based IS staff.



The Global Transition Programme (GTP) cementing Amnesty's identity as a truly global movement. The GTP brought together traditionally northern international solidarity with the possibility of individual agency from the global south and helped legitimize Amnesty.



Increasing youth work, Amnesty's visibility overall and membership growth, particularly in the global south.



Building a fundraising programme from scratch and strengthening the Human Resources, Finance and IT departments.



Salil concluded noting areas requiring improvement, such as campaigning, measuring our impact and ensuring all our systems and processes are fit for purpose. He thanked the movement for their support and wished Kumi luck in his new role as SG.

In response to questions from the floor on the Board and Treasurer reports:

- Mwikali confirmed the Board will consider AI Spain's suggestion about reflecting the status of all ICM / GA Decisions to date, including reflecting the various stages of completion (completed / on track for completion);
- Responding to another question from AI Spain on the 25 million members and supporters target, Mwikali said the Board is committed to achieving this. The "Accelerator growth working group" made up of Board members, IS staff and 12 sections are looking at how to achieve the target through communications and fundraising;
- Jacco answered a question from AI France on legacies by explaining that since legacies are difficult to predict, most sections are very conservative about the money these will generate and end up making more than expected;
- In response to AI France's second question on Regional Forum Meetings, Jacco confirmed that extra budget will be available;
- On a final question from AI Thailand about the definition of growth and decisions on RAM, Jacco encouraged the section to look at the definition of growth under Goal 5 and to participate in the discussion on RAM that will happen as part of the Role of Sections discussion.

Following this exchange, the Global Assembly unanimously approved by consensus the Board, Treasurer, and ICM Decisions Report.



# SESSION 12b:

## INTERNATIONAL TREASURER'S WORKSHOP

Delegates learned more about the movement's finances in this workshop.

Jacco gave more details on the information in the Treasurer's Report:

- Free reserves: The IS free reserves position is £10m, exceeding the target by £4.2m. Sections' free reserves also increased. In the 2018 budget, the Board planned to reinvest the free reserves in a deficit, largely driven by the increase in staff costs.
- All sections were transitioning to the Distribution Model;
- Key opportunities for development were identified as: reserves compliance and data quality and sharing of expertise (linked to discussion on the Role of sections / Fuerza);
- Foreign currency exposure: a consultancy has been undertaken to improve this;
- Global and IS Risk Registers: key risks currently focused on sexual harassment scandals; IT security; fundraising targets; inability to prioritise HR issues and lack of cohesiveness between IS London, regional offices and national entities;
- The FAC looks at Amnesty Ltd and Amnesty International Charity Ltd. It reports to the International Board and the Global Assembly, however it is technically a Board sub-committee. For this reason, the Board will agree any amendments to FAC's Terms of Reference.

Taking questions from the floor, Jacco shared the following information:

- The IS underspend is being assessed by regional directors and members of the IS Senior Leadership Team (SLT) to review vacancies and ensure all planned activities are completed;
- The high investment in fundraising will continue, since the Board is committed to achieving strategic targets. Fundraising will enable us to do this;
- The Board intends to reach the supporter growth targets by ramping up activity to bridge the current gap of 10 million supporters. Jacco stated that our free reserves should easily cover planned expenditure for 2018-19 and Julie Verhaar, Senior Director, Global Fundraising & Engagement, IS, confirmed that our return on IS fundraising investment was good;
- On the issue of reserve guidelines, these are varied and can include legal requirements for a certain level of reserves to be held, or risks existing in certain sections;
- The main component of "Other Income" in the IS is foreign exchange gains on income. This is included in the accounts because of an external review of our foreign exchange management in 2017.

# SESSION 6:

## MUTUAL ACCOUNTABILITY

**WE HAVE INCREDIBLE CAPACITY AS A MOVEMENT... WE HAVE GLOBAL REACH. WE NEED TO STEP UP AND FILL THE SPACES.** Nicole Bieske

**Nicole Bieske**, member, International Board, talked about the vision for the Global Assembly within the 2017 governance reform: a standing body of representatives who are well-informed and well-engaged on substantive issues. This body, together with the Board, IS, national offices, and regional offices, will take responsibility for the movement and Amnesty's work. Consequently, all elements are collectively responsible for our achievements. The focus of this session was to think about how we collaborate and work together to achieve change.

In this session, participants were assigned an imaginary role on their tables and answered a set of questions on how they could work with their peers (chairs, Board, youth members, directors, the IS) to achieve goals on ESCR and growth.

Nicole explained the Board felt it is imperative the movement steps up its work on ESCR to achieve Strategic Goal 2. Therefore, the first question the groups discussed was: "In your imaginary role, what can you do to have more impact in activism, mobilisation, and communication around work on gender and ESCR?"

Feedback from the tables included:

- A suggestion that the Board could encourage more external experts on both topics to participate in their meetings;
- The Board could also consider setting indicators and share these with entities and have direct online discussions with activists on these issues;
- The role of chairs is to ensure that national and international strategies on this area are synchronised. It was also suggested that chairs are responsible for relaying the relevant information to entity management;
- One proposal was for youth members to reach out to their peers from other movements and mobilise them about Amnesty's work.

Next, Nicole reiterated the Treasurer's earlier comment on the movement's difficulty in achieving Goal 5. She noted the importance of the movement thinking collectively about how we can achieve Goal 5 targets. The second question the groups discussed was: "In your imaginary role, what can you do to ensure that we reach the global growth targets in the Strategic Goals?"

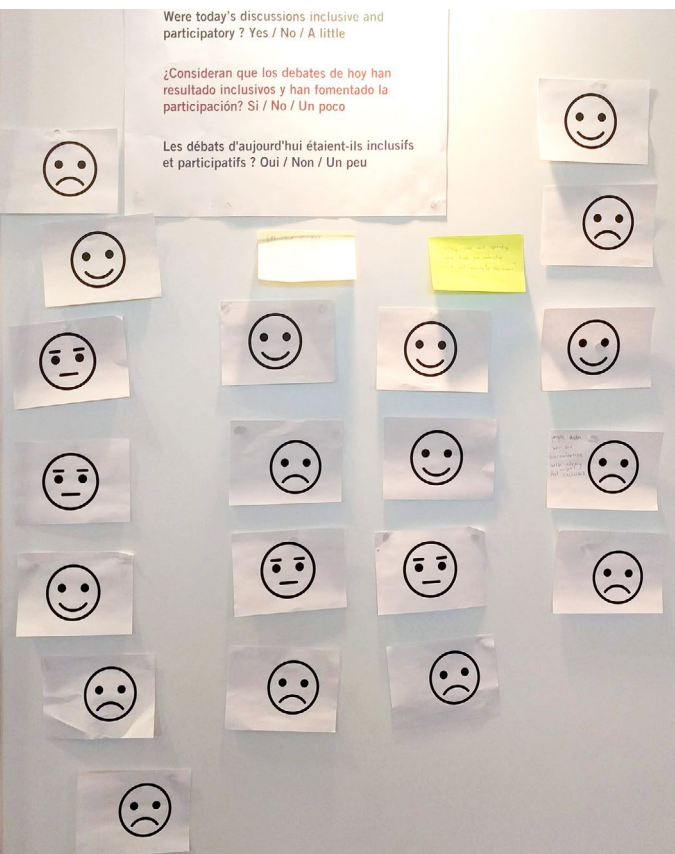


Feedback from the tables included:

- A suggestion for the IS to support sections on every level of capacity building and sharing skills, using our research to attract new supporters and encouraging individual agency within marginalised communities;
- Directors could think about investing more resources into growth (for example, training fundraisers) so that this would in turn achieve financial and supporter number targets;
- Chairs were encouraged to have a “Goal 5 target” and making this a standing item on their board agendas, and diverting resources into continually trying new ways of working.
- It was suggested that increasing and showcasing youth visibility in decision-making would encourage other young people to become part of Amnesty. It was also important to ensure that messages were appropriate for target audiences.

Nicole thanked everyone for participating in the session and said she was excited to hear so many comments about doing things differently and exploring new ways of working. She hoped the exercise had helped people to understand that none of us can achieve the Strategic Goals alone, and that we needed to work collectively as a movement.

Nicole concluded the session by reminding entities that they would be asked to talk about what their entity will commit to achieving impact on ESCR and the growth targets in the final session of the GA Meeting.





# SESSION 7:

## INTERNATIONAL NOMINATIONS COMMITTEE REPORT

In this session, **Gina Hill**, member, International Nominations Committee (INC), highlighted the joint roles between the committee and the Global Assembly in finding and putting forward candidates for election to internationally elected positions. This year, as **Kristin Høgdahl**, Chair, INC, noted, there were not enough candidates for elections. She urged the GA to take its role seriously for the 2019 Board elections and ensure it nominated people with the right competencies.

A preliminary analysis of the 2019 Board vacancies flagged the following competencies required: i) international finance expertise; ii) expertise on the Amnesty movement; iii) international governance experience outside of Amnesty; iv) Representation from the Asia Pacific region; v) a member under 30 years of age.

Gina talked about the INC's work to date, which included developing a new nominations form and candidate assessment tools, exploring new avenues for recruiting people and connecting with other governance bodies. Some of the lessons learned from the nominations process this year included ensuring candidates are aware of the requirements of taking on a global governance role, ensuring candidates are presented in an equal and fair way at international meetings and making video statements a mandatory part of the nomination process.

Kristin talked about the competency matrix that the INC used to assess candidates for 2018 elections and encouraged standing representatives to use this tool when they reviewed candidate videos, nominations forms and when interviewing candidates. She concluded by encouraging the Global Assembly to start its search for Board candidates.

# LOOKING INTERNALLY: DISCUSSIONS MANDATED BY 2017 ICM

Some of the 2018 Global Assembly's discussions were mandated by decisions of the 2017 International Council Meeting (ICM). See ORG 50/6931/2017: 2017 ICM Decisions Report for more information.

In addition to Session 12: Amnesty's draft strategy of climate change, the Global Assembly's discussions on internal issues like diversity and the Role of Sections were mandated by the 2017 ICM.

## SESSION 3: DIVERSITY AND INCLUSION

**WE ARE BETTER AT CONSIDERING THE RIGHTS OF WOMEN AND OTHERS WHO HAVE EXPERIENCED DISCRIMINATION BUT WE ARE NOT AS DIVERSE A MOVEMENT AS WE NEED TO BE AND WE ARE NOT INTEGRATING A GENDER AND DIVERSITY FOCUS INTO OUR WORK AS MUCH AS WE SHOULD.** Sarah Beamish

In this session, **Sarah Beamish**, Vice Chair, Board, and **Fabiola Arce**, member, Board, presented the findings of 2017 ICM Decision 5. This decision asked entities to report on their successes, lessons learned, and outstanding challenges regarding Gender and Diversity (G&D), and to set out key G&D milestones until 2024.

The vision for Gender and Diversity (G&D), Sarah explained, is to change ourselves to change the world: making internal changes to our strategies, practice and internal processes that will benefit our work and HR impact. Within this, gender was identified as a key cross-cutting issue.

At the IS, staffing and the focus of our HR work have diversified however more needs to be done. For example, recent work around the "Me Too" movement highlighted the need to consider organisational culture and sexism within our movement.

At entity level, the 2017 survey on G&D showed that there were differing understandings of G&D and therefore no "one-size-fits-all" means of integrating this into entities' work. Capacity issues were a significant challenge, although having good resources did not always result in good G&D integration. Overall, there was no internally coordinated G&D work. Coordination with other groups (for example LGBTI groups) was also seen as beneficial.

Quantitative data from entities showed:



50% organised at least one kind of G&D training on governance or management.



55% found that language needed to be more inclusive.



39% had implemented a G&D plan that they were following, while others had a more institutionalised G&D plan



Gender mainstreaming in entities varied from 8% working in environments with significant challenges, to 10% with Gender Champions and 14% with advanced mainstreaming - where G&D was fully integrated into strategic plans and with a G&D specialist.

The plenary then heard from two entities about their experiences of integrating G&D into their work.

**Emmanuel Kokouvi**, Chair, AI Togo, talked about his entity's work in this area, including setting up a working group on gender in 2014 and creating a space for young people to be more involved in decision-making and advocacy work. Challenges included how to target traditional leaders and decision-makers, taboos around discussions of sexuality and working on LGBTI rights in a country where same-sex relationships are punishable by imprisonment.

**Jurema Wernek**, Director, AI Brazil, highlighted her entity's need to reflect national diversity of gender, race, sexuality, and social class in a country where 53% of the population were of African descent and most Amnesty supporters were under 25. She particularly noted their direct dialogue and capacity building with community organisations.

Sarah thanked the presenters for sharing their experiences and concluded that the key factor for success was ensuring a clear G&D remit for staff that is integrated into accountability mechanisms, job descriptions, inductions and appraisals. She noted that partnerships with rights-holders was important, to give a local sense of ownership. She also acknowledged that Monitoring and Evaluation frameworks needed to be strengthened with tailored tools, establishing good baseline indicators, clear terminology and a global framework. Better regional collaboration and sharing of best practices would also help.

She closed by promising the Board's commitment to provide a G&D action plan later this year to take this priority area of work forward. The Board will look at the IS and regional offices and then create short-term, to be replaced by long-term, action plans to complement the Strategic Goals.

# SESSION 17:

## ROLE OF SECTIONS

**LEARNING IS A PRACTICE THAT HELPS US NOT ONLY TO ACQUIRE MORE KNOWLEDGE ABOUT WHAT WORKS, BUT TO IMPROVE OUR WAYS OF 'BEING AND BEHAVING' IN THE PROCESS.**

Fabiola Arce, reading out the definition of “learning”

Nicole opened this session by talking through the work done on 2017 ICM Decision 7 to date, including a workshop that took place in Amsterdam earlier in the year. The purpose of this session was to give more information on the Board’s proposal and take feedback from the meeting to develop it further.

Before the participants split into parallel sessions, the plenary heard section directors who spoke openly about the challenges of their roles, including resourcing issues, pressure to perform and security issues, amongst other things. The presenters thanked the participants for their candid input and confirmed these comments will be taken forward when looking at the proposal.

Participants then split into three parallel groups to discuss: i) clarifying our roles; ii) mapping learning; iii) Resource Allocation Mechanism (RAM).

### CLARIFYING OUR ROLES

The objective of this discussion was to explore realities and capture feedback to clarify the roles of entities, regional offices, national offices and the IS around various strands of work.

Discussion outcomes:

- Research: concerns were raised about lack of consultation by the IS when conducting research in a country with a national presence. Funded entities expressed frustration about the inability to conduct research on their own country.
- Campaigns: the concept of a “global campaign” was questioned, since these are adapted to fit regional and then national contexts, resulting in various micro-campaigns.
- Communication: resources and a clearer definition of roles is needed to increase the speed of the response. There is also a need for greater flexibility and better procedures.
- Advocacy: There is a need to think about the role of sections in this area for the longer-term, rather than linked to the Strategic Goals’ term.

**Sarah Wong**, Deputy Director, Organisational Development, IS, confirmed that a working group will be established to review the Principles and Assumptions document (ORG 30/005/2013). The document, which proposes the division of work between sections and regional offices, will be updated with feedback from the Global Assembly Meeting and the



Amsterdam April workshop. Outputs are expected to be shared before the 2019 Global Assembly Meeting.

## **MAPPING LEARNING**

The objective of this discussion was to gather a better understanding of sections' needs, the skills they can offer and needs around peer-to-peer support.

Discussion outcomes:

- Sections' needs: how to engage international members with policies; working with rightsholders; conflict resolution; board / staff relations; security protocols; capacity building for chairs / board / directors, capacity building on strategy, working with marginalised communities, growth, fundraising and activism recruitment, influencing decision makers and HRE.
- Skills sections can offer: linking regional and national work; HRE and activism in east Europe; increasing participation; working with right holders; face to face fundraising; supporting youth activism and youth camps; social advocacy and communication; crisis management and crisis communication; setting up effective nominations committees; preparing motions.
- Needs around peer-to-peer support: growth; evaluations of committees.

Fabiola wrapped up the session confirming that three working groups based on the above themes would be set-up to develop systematic tools on resources and expertise in the movement. She encouraged participants to put themselves forward for a working group.

## **RAM**

This session's objective was to discuss the RAM funding model, explore alternatives, and think about how regionalisation can be integrated into decision-making. The purpose of the RAM is to maximize Amnesty's human rights impact by supporting funded sections' operations.

Jacco reported that £16m of the global budget goes into RAM grants to sections and national offices. The RAM Committee makes recommendations on RAM grants to the SG. The RAM Support Team analyses and refines recommendations, considering cross-functional inputs.

Recent improvements to the current system include shorter applications, bringing forward distribution of grants, integrated fundraising grants, increase of available funding, and the input of regional directors on decision-making.

As a part of Decision 7, the IS has set up a project to research new funding models. The proposed deadline for the implementation of the new RAM model is April to November 2019. The agreed key principles for future global resourcing include transparent decision-making criteria that is aligned to HR strategy, a flexible and developed dialogue with sections and regional offices, and clear lines of accountability (governance and management) for all entities.

Although appreciative of the presentation, participants felt it failed to capture the human cost of working in sections under pressure to perform whilst being dependent on grants. There was a unanimous view that RAM is insufficient to meet the needs of sections in the global south, especially those not located in priority countries.

Participants suggested that RAM funding should not be a fixed amount, instead of a specific ratio for HR activities and operating costs. Since regional offices are more aware of sections' realities, this could be delegated to them rather than the London IS. The resource implications of this shift were noted.

The session concluded with a remark that there may be too many expectations imposed on sections, without the funding to achieve them. As a result, it would be advisable to lower expectations on sections to make the directors' role more sustainable. It was agreed that this discussion should be continued in the Directors Forum session on Monday 9 July.



# SECRETARY GENERAL TRANSITION

The 2018 Global Assembly Meeting saw the transition of Secretary Generals from Salil Shetty to Kumi Naidoo. Looking back at Salil's eight years and hearing about Kumi's visions for Amnesty International were a key part of the meeting.

## SESSION 13: GOODBYE TO SALIL

**WHENEVER THERE'S BEEN CONFUSING CONVERSATIONS IN AMNESTY, I ALWAYS THINK ABOUT THAT PERSON IN THAT VILLAGE OR THAT FAVELA WHO NEEDS AMNESTY, FOR WHOM AMNESTY EXISTS, AND THAT GIVES ME IMMENSE CLARITY... IT'S NOT EVERY INTERMEDIARY IN-BETWEEN... THIS IS WHY AMNESTY EXISTS.** Salil Shetty

Christine opened the session by thanking Salil Shetty, outgoing SG, IS, for his work as Amnesty International's operational leader. His tenure from 2010 to 2018 had been a positive force for change.

The plenary saw a farewell video and heard from meeting participants who thanked Salil for his passion, energy, drive and versatility in engaging with everyone from grassroots organisations and people experiencing human rights violations to world leaders. **Kate Allen**, Director, AI UK, noted Salil's greatest success was transforming Amnesty from a movement of the northern hemisphere to a truly global movement. **Idil Eser**, former Director, AI Turkey, recalled Salil's visit to him in prison and **Alex Neve**, Director, AI Canada EN, commented that Salil's tenure had made our HR work stronger and more effective. Others noted Salil's willingness to take challenges head on while at the same time being an empathetic humanist who is open to all ideas.

Mwikali praised Salil's visionary qualities and his ability to drive people towards the right goal. She noted that during his time as SG, Salil had visited 117 countries. As a result, Amnesty's international profile and brand recognition improved considerably, as evidenced by our media hits increasing from 3, 000 in 2011 to 10,000 per annum in 2017. Mwikali praised Salil's drive of change processes at the operational level in the form of the GTP and his support of the Governance Reform process. On a personal level, she thanked him for his humility, his leadership, and his advocacy skills. As a token of appreciation, Mwikali presented Salil with a book entitled 'Moving Closer to the Ground', which listed all the announcement and speeches Salil made during his time as SG and included a foreword by Kofi Annan.

Salil began his farewell speech by highlighting the importance of ensuring good succession planning both at operational and governance levels and lamented that he has reported

to four different Board chairs during his eight years as SG. He thanked the Board, the entire Amnesty movement, external players, the Global Management Team (GMT), the IS, particularly the SLT and Office of the Secretary General, for helping him lead Amnesty. Salil expressed his feelings of honour and privilege at serving Amnesty over the past eight years and handed over to Kumi Naidoo, wishing him the best of luck in his new role as the SG of Amnesty International.

## SESSION 15: WELCOME TO KUMI

**THE STATUS QUO IS BROKEN, AND WE MUST NOT COLLUDE WITH IT BUT HAVE THE BOLDNESS TO ASK FOR FUNDAMENTAL CHANGES.** Kumi Naidoo

Mwikali began the session noting the excitement she and the Board are feeling at welcoming Kumi Naidoo to his new role as the SG.

Outlining his initial vision for the role, **Kumi** acknowledged the dire state of the world as we see the bubbling up and convergence of climate, environmental and human rights issues.

He shared his thoughts on how Amnesty could be stronger and move forward:

**IF OUR WORK DOES NOT INVITE REPRESSION, WE ARE NOT DOING OUR WORK WELL ENOUGH.**  
On civil disobedience

**IF AMNESTY IS TO BE STRONG AND MOVE FORWARD, WE HAVE TO COMMIT OURSELVES TO ENSURING THAT OUR MOVEMENT WORKS WITH THE BROADER WOMEN'S RIGHTS MOVEMENT AND THAT YOUNG PEOPLE, WOMEN AND OTHER SOCIALLY EXCLUDED CONSTITUENCIES HAVE VOICE, PRESENCE AND POWER IN ALL THAT WE DO AS AMNESTY.** On engaging with a wider audience

**WE NEED TO ENCOURAGE YOUNG PEOPLE TO BE A CENTRAL PART OF THE MOVEMENT... WE HAVE TO BE INCLUSIVE IN THE WAY WE EMBRACE THE MULTIPLE ENERGIES THAT ARE OUT THERE AND CREATE THE POSSIBILITIES FOR AMNESTY TO BE A FULLY PEOPLE CENTRIC MOVEMENT.** On youth participation

**WE HAVE TO DEVELOP THE ABILITY TO COMMUNICATE IN WAYS THAT REACH ORDINARY PEOPLE, BECAUSE ORDINARY PEOPLE CAN OFTEN DO EXTRAORDINARY THINGS.** On how to communicate and engage

**WE MUST INTERSECT WITH OTHER MOVEMENTS WORKING WITH PEOPLE WITH DISABILITIES, INDIGENOUS RIGHTS, OR LGBTI RIGHTS TO BE A RELIABLE, TRUSTED AND FAITHFUL PARTNER.**  
On intersectionality



**CLIMATE CHANGE IS ABOUT PROTECTING OUR CHILDREN AND THEIR CHILDREN'S FUTURE AND EVERY RIGHT THAT AMNESTY CARES ABOUT IS INVOLVED IN IT. WE NEED TO BE VERY STRATEGIC ABOUT HOW WE ENGAGE IN THIS SPACE AND ASK OURSELVES WHAT ADDITIONALITY WE CAN BRING.** On climate change

**OUR GROWTH GOAL IS IMPORTANT NOT JUST BECAUSE WE WANT TO BUILD OUR BASE, BUT BECAUSE IF WE DON'T HAVE CRITICAL MASS, IF WE DO NOT SHOW WE HAVE THE PUBLIC BEHIND US, GOVERNMENTS WILL SAY, "WHO ARE YOU?" BUILDING GENUINE POPULAR SUPPORT, INCLUDING THE CAPABILITY OF THOSE WHO CAN FUND OUR MOVEMENT THROUGH BEING FINANCIAL SUPPORTERS, MUST BE A CRITICAL PART OF WHAT WE DO.** On Goal 5 growth targets



Kumi concluded his speech with a message of hope, recounting the story of when his younger brother, at the time incarcerated, told him, “the struggles for justice are not determined by the immense sacrifices of the few, but by the modest sacrifices of the many.”

Kumi said that he once he joins the movement on 15 August, he will spend his first ten days in Africa before travelling to his London base. He intends to undertake a deep listening exercise with all parts of the movement during his first six months as the new SG of Amnesty.

# SESSION 18: GLOBAL ASSEMBLY DECISIONS

The outcomes of Session 18 have been incorporated into the Governance Reform and Law & Policy discussion group reports. Please **click here** to access the discussion group reports.

Full texts of 2018 Global Assembly Decisions, and the PrepCom's summary of the meeting, can be found in the **paper** “2018 Global Assembly Decisions” (ORG 50/8766/2018).



# SESSION 20: CONCLUSIONS & LOOKING FORWARD TO 2019

**WE WILL NEVER BE THE PROUD ORGANISATION WE NEED TO BE IF WE UNDERMINE ONE ANOTHER.**

Christine Pamp

Following on from Day 1's Mutual Accountability session, Christine asked entities to report on what they will commit to achieving the Strategic Goals on ESCR and Goal 5 growth targets.

On behalf of the Board and the SLT, Mwikali and Colm confirmed they would do all they could to ensure the well-being of the people in our movement. This could include training and supporting one another and ensuring that well-being initiatives are available for everyone.

Sections made the following commitments:



### **AI UK**

Committed to engaging 2% of the UK's population in its work by 2020. This meant sometimes significantly changing ways of working but the section is on track to meeting this target.



### **AI THAILAND**

Committed to increasing its work with young people, acknowledging the difficulties of doing this in a country with a military government.



### **AI BELGIUM FL**

Committed to ensuring their growth is sustainable and contributes to building our movement and its members.



### **AI ITALY**

Committed to exploring new forms of activism and different ways of getting new people involved in the movement.

Christine thanked the sections for their contributions and encouraged participants to continue to share their learnings and experiences. Part of this also meant treating one another with respect, and she reflected on feedback from some youth delegates who contacted PrepCom to say they did not feel the GA Meeting was a safe space for them to contribute to discussions. Christine reminded the room of Amnesty's vision to be an inclusive and diverse movement, and this meant conducting all our interactions in a way that is supportive to one another.

Mwikali thanked the Global Assembly for approving the Board's motions on extending the Strategic Goals, the abortion policy and drug control policy. The Board will now start work on ensuring all the relevant documents and information are available for the movement to engage with.

Final thank yous included:

- Thank you to Christine from the Board for conducting the 2017 ICM, 2016 & 2017 Chairs Assembly and Directors Forum and first ever Global Assembly Meeting.
- The PrepCom also thanked Christine for being an inclusive and respectful yet firm Global Assembly Chair.
- Thank you to Toni Lorenz and Nathalie Kouakou for their work on the 2018 PrepCom.
- Thank you to the AI Poland volunteers and the interpreters.
- Thank you to all the GA Meeting participants.

Christine concluded the GA Meeting by urging the Global Assembly to unite and prepare themselves for the task ahead guiding our movement.



# GLOBAL ASSEMBLY: ELECTIONS RESULTS

## CHAIRPERSON OF THE GLOBAL ASSEMBLY

- **Ann Burroughs (elected)** ● 42 VOTES
- Christine Pamp ● 20 VOTES

## UNCONTESTED ELECTIONS: MEMBERSHIP REVIEW COMMITTEE

- **Marian Pink** ● 58 VOTES
- **Vanushi Walters** ● 57 VOTES
- **Gro H Davidsen** ● 56 VOTES

## UNCONTESTED ELECTIONS: MEMBERS OF PREP COM

- **Sharmila Setaram** ● 54 VOTES
- **Nina Monrad Boel** ● 51 VOTES
- **Awuor Ayiecho** ● 47 VOTES

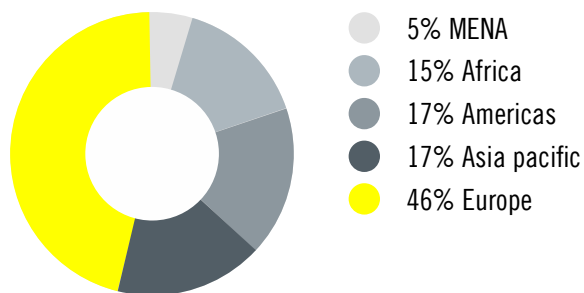




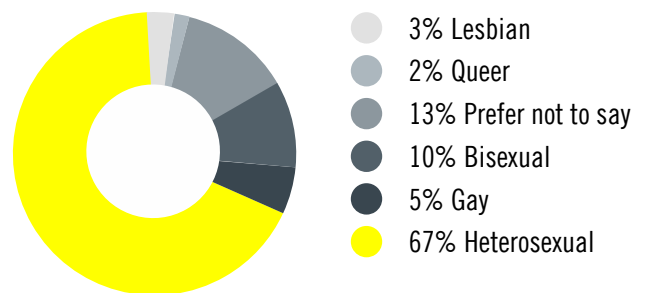
# APPENDIX 1: WHO'S IN THE ROOM, WHO'S NOT IN THE ROOM?

As mandated by Decision 5 of the 2017 ICM, the Global Assembly Chair presented the results of an anonymised survey on gender and diversity amongst Global Assembly Meeting participants. The first seven charts in this report have already been shared with the Global Assembly in the Welcome session. The remaining two charts and table are being shared for the first time in this report.

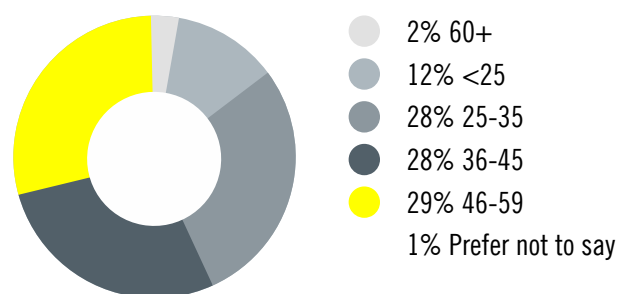
**CHART 1 | GA MEETING PARTICIPANTS:  
REGION OF RESIDENCE**



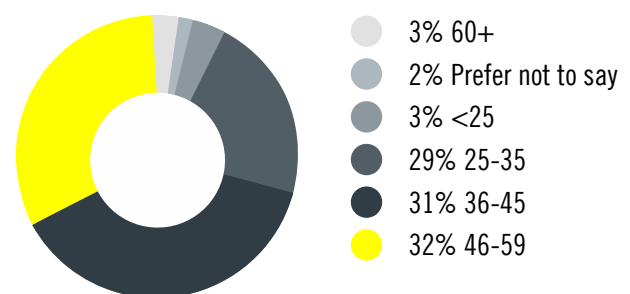
**CHART 2 | GA MEETING PARTICIPANTS:  
SEXUAL ORIENTATION**



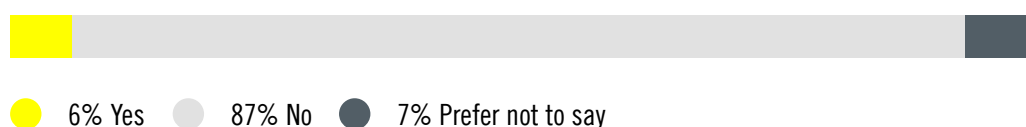
**CHART 3 | GA MEETING PARTICIPANTS: AGE**



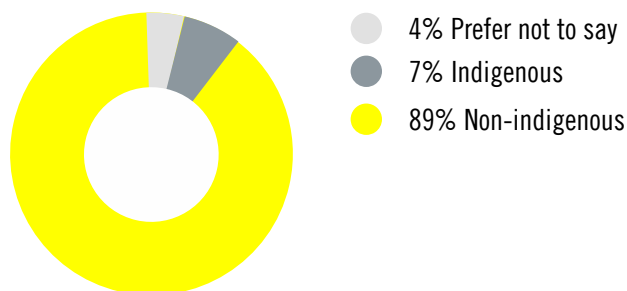
**CHART 4 | STANDING REPRESENTATIVES: AGE**



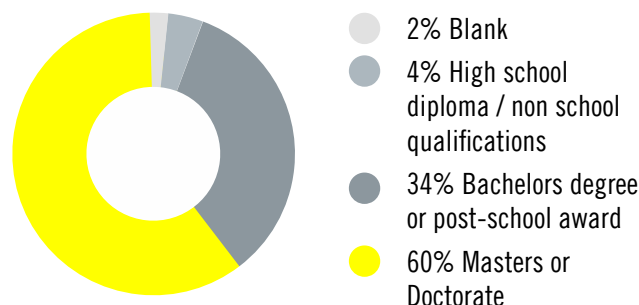
**CHART 5 | GA MEETING PARTICIPANTS BELONGING TO A MINORITY GROUP EXPERIENCING DISCRIMINATION BY A MAJORITY**



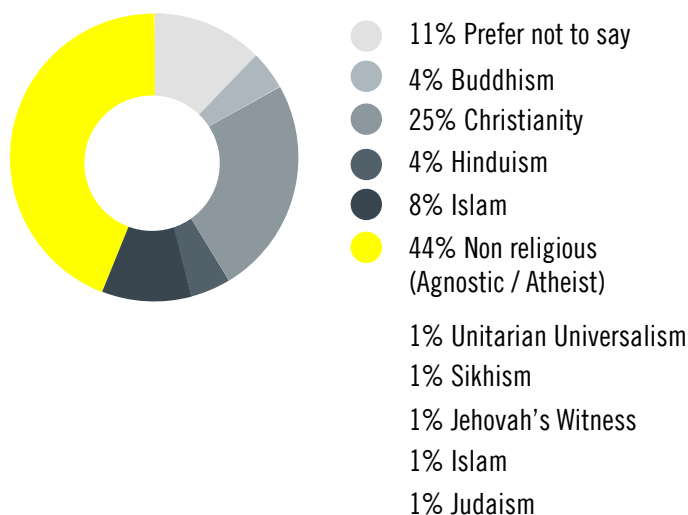
**CHART 6 | GA MEETING PARTICIPANTS BELONGING TO AN INDIGENOUS PEOPLE**



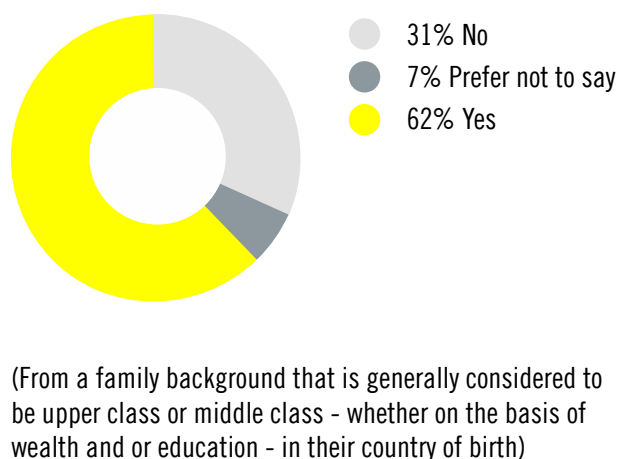
**CHART 7 | GA MEETING PARTICIPANTS: LEVEL OF EDUCATION**



**CHART 8 | GA MEETING PARTICIPANTS: RELIGION**

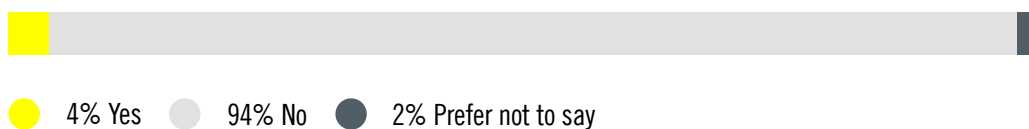


**CHART 9 | GA MEETING PARTICIPANTS FROM A MIDDLE OR UPPER-CLASS BACKGROUND**

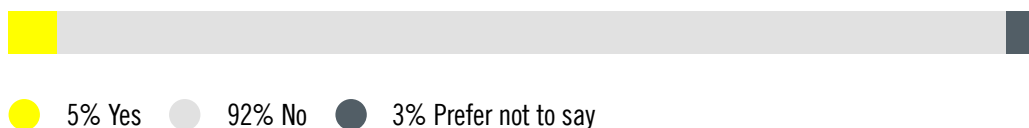


**TABLE 1 | INTERNALLY DISPLACED PERSONS / REFUGEES AND MIGRANTS AMONG THE GA MEETING PARTICIPANTS**

**IDP / REFUGEE**



**MIGRANT\***



\*In the context of your country of residence are you a member of a migrant population that experiences prejudice or discrimination on the basis of your migrant status?

## APPENDIX 2: LIST OF PARTICIPANTS

Please [click here](#) for a list of participants at the 2018 Global Assembly Meeting.

