

Women In International Security

2023 Annual Report



In Memoriam Founder, Dr. Catherine Kelleher

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We're on a mission to achieve gender equality and promote leadership opportunities for women in the international peace and security sector.

Founded in 1987, WIIS is a non-governmental organization dedicated to cultivating an inclusive and intersectional approach to the Women, Peace & Security agenda. We support professional development opportunities, lead gender equality research projects and policy engagement initiatives, host important events, and nurture a community of powerful mentors, advocates, experts, and leaders.

WIIS has helped women secure representation at the highest levels of private and public service as security leaders, ambassadors, Secretary of State, special representatives, and defense ministers in the United States, the European Union, NATO, and Fortune 500 companies. Our network spans nearly 50 countries across six continents and includes over 15,000 members who are all committed to one ambitious goal: closing the gender equality gap worldwide.

Our Mission

Our mission is to advance gender equality and leadership opportunities for women in the international peace and security field.

Our Vision

We envision a future in which all genders are treated equally and women are empowered as leaders to safeguard international peace and security.

WIIS Words

When WIIS started over 30 years ago, I had no idea that its reach would grow to partners around the world. Now our new international generation can reap the benefits of being part of the family of WIIS women.

- Rose Gottemoeller, former NATO Deputy Secretary General, former Under Secretary of State for Arms Control and International Security, U.S. Department of State

MESSAGE FROM WIIS' PRESIDENT & CEO

Words do not describe our community's loss with the passing of Dr. Catherine McArdle Kelleher (January 19, 1939 – February 15, 2023).

In 1987, Catherine founded and served as the first president of WIIS. As you will read in this report, she was a renowned scholar, writer, professor, mentor, analyst, and practitioner in U.S. national and international security.

Catherine harnessed these skills and more to create WIIS, initially in the U.S., but ultimately connecting women worldwide, providing the tools, resources, and support they needed to succeed in a traditionally male-dominated field.

Sadly, Catherine passed just as WIIS celebrated its 35th year of operations. In honor of Catherine's memory, we must ensure that WIIS continues to inspire generations of women and the men who support them.

Please remember Catherine through your actions. Take a moment to make sure that your membership is active. Give the gift of membership or make a donation in Catherine's honor this holiday season.

Warm Regards,

Ariela Blätter





Catherine was a visionary leader and a champion for women's empowerment in the field of international security. Her legacy lives on through the countless women she inspired and the enduring impact of the organization she founded, WIIS.

Her legacy will continue to inspire generations of women to come.

IN MEMORIAM: DR. CATHERINE MCARDLE KELLEHER



Dr. Catherine McArdle Kelleher passed away on February 15, 2023. Catherine was a renowned scholar, writer, professor, mentor, analyst, and practitioner in national and international security studies, but she was most notably a pioneer and champion for women in the international peace and security field.

Catherine was a builder-of ideas, talent, and institutions, but the generation of talented women working in the gender, peace and security fields are her greatest legacy. Without Catherine's eye for positive change and outstanding talent, WIIS would not be the leading organization in advancing gender equality and women's leadership in international peace and security.

As a bridge between the academic and policy communities, WIIS' research, publications, events, and mentoring and professional development programs exemplify the goals and aspirations of its founder.



"Catherine Kelleher was a wonderful person and a true inspiration, a visionary who knew how to turn dreams into reality, an academic and scholar who knew how to build institutions. She founded WIIS at a time when it was difficult for women to chart a course in the foreign affairs and security fields. She changed this, and through her initiative and drive lit the way for so many and the transformation has been dramatic. We will be forever grateful."

-Pamela Aall, Board Chair, Women In International Security

IN MEMORIAM: DR. CATHERINE MCARDLE KELLEHER

"Catherine was an extraordinary trailblazer at a time when there were so few women in the national security field. In those early years she somehow understood how important it would be to bring us together, to support and learn from one another. Her courageous vision created a legacy that now extends across generations of women. She was a role model whose contributions to elevating women in the field are unsurpassed and to whom so many of us owe much gratitude."

Anne Witkowsky, U.S. Assistant Secretary for the Bureau of Conflict and Stabilization Operations, U.S. Department of State

Besides WIIS, Catherine was the founding Director of the Center for International and Security Studies (CISSM) and a founding faculty member of the School of Public Policy at the University of Maryland-College Park.

Catherine received her Ph.D. in Political Science from the Massachusetts Institute of Technology in 1967, one of only three women at the time to have been granted a Ph.D. with a specialization in security and defense studies at MIT.

model, and mentor for generations of women in international security.

Thanks to her and WIIS, thousands of women have found their place in a field that had few women when she started.

Among her many contributions, that may be her most important legacy. She will be greatly missed!"

Michele Flournoy, Former U.S. Under

"Catherine was a true trailblazer, role

Michele Flournoy, Former U.S. Under Secretary of Defense for Policy

"Carnegie Corporation of NY recognizes the contributions of Catherine Kelleher upon the news of her passing. Her work on nongovernmental nuclear policy was innovative; her efforts to advance women in international security was pathbreaking. Kelleher was a scholar, mentor, and fierce advocate who forever changed the peace and security field. We are proud to be a continuing supporter of her legacy.

Patricia Moore Nicholas Program Officer, Carnegie Corporation of New York In her public service career, Catherine served as Deputy Assistant Secretary of Defense for Russia, Ukraine, and Eurasia under President Carter and as the Secretary of Defense's representative to NATO in the Clinton administration.

Dr. Kelleher received the Medal for Distinguished Public Service of the Department of Defense, the Director's Medal from the Defense Intelligence Agency, and the Cross of Honor in Gold from the Federal Armed Forces of Germany.

CELEBRATING THE LIFE & LEGACY OF DR. CATHERINE KELLEHER

On April 27th, 2023, WIIS held a memorial event for Catherine. Catherine's friends, family, and colleagues gathered to reflect on her lifetime of service and her deep commitment to empowering the next generation of women as leaders.





The Catherine McArdle Kelleher Award

During the event, WIIS announced the establishment of the **Catherine McArdle Kelleher Award**, to be given annually to individuals reflecting WIIS' founding values of advancing women's leadership, gender equality, and inclusion and diversity in the international peace and security field through practice, research, and teaching.

Members of the international nomination committee are:

Dr. Esther Brimmer

James H. Bringer Senior Fellow in Global Governance, Council on Foreign Relations

Michèle Flournoy

Co-Founder and Managing Partner, WestExec Advisors

Dr. Menakshi Gopinath

Founder and Director, WISCOMP (WIIS India)

Rose Gottemoeller

Steven C. Házy Lecturer, the Center for International Security and Cooperation, Stanford University

Dr. Gale Mattox

Professor, U.S. Naval Academy

Tahina Montoya

Strategic Advisor, U.S. Department of Veterans Affairs

Silvia Petig

Chair, WIIS Germany

Ambassador Robin R. Sanders

CEO, FE3DS, LLC & FEEDS

Ambassador Georg Sparber

Ambassador of the Principality of Liechtenstein to the United States

Dr. Jacqui True

Director, Monash University's Center for Gender, Peace and Security

OUR TEAM

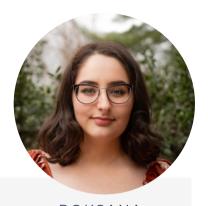


ARIELA BLÄTTER

President & CEO



DR. KARIN JOHNSTON Research Director



ROKSANA VERAHRAMI Senior Manager for Programs & Partnerships



LARISSA ABAUNZA
Deputy Research Program
Manager
Joined 2023



VICTORIA NEVENS Gender and Global Security Program Manager Joined 2023



CAROLINE MOODY Gender and Global Security Program Assistant Joined 2023



ELLEN HARING
Senior Fellow



LOREDANA TEODORESCU Senior Fellow



BRENDA OPPERMANN Senior Fellow and Legal Advisor

OUR TEAM- CONTINUED



JOAN JOHNSON-FREESE Senior Fellow



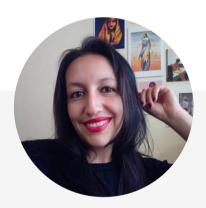
DIORELLA ISLAS LIMIÑANA Senior Fellow



JANA WATTENBERG Resident Senior Fellow



USAF (RET.) Senior Fellow Joined 2023



LT. COL. DUILLA TURNER, ANA LAURA VELASCO UGALDE Fellow



TAHINA MONTOYA Fellow Joined 2023



Photo: WIIS Fellow, Ana Velasco, conducting a training for WIIS on Women's Integration into the Armed Forces in Bogotá, Colombia

OUR BOARD



PAMELA AALL Chair of the Board



VIRGINIA HAUFLER
Treasurer



CHANTAL DE JONGE OUDRAAT Chair, Nominations Committee



DEEPA OLLAPALLY
Member, Nominations
Committee



HILARY ANDERSON

Board Member



MIN KYRIANNIS

Board Member



NADIA CREVECOEUR

Board Member



ALISTAIR MILLAR

Board Member

Joined 2023



MARGUERITE BENSON

Board Member
Joined 2023



NAUREEN CHOWDHURY FINK Board Member Joined 2023

PROGRAM SNAPSHOT: WOMEN IN DEFENSE & SECURITY

WIIS' Women in Defense & Security Program seeks to promote equality and advance women's leadership in the defense and security sectors through its security cooperation assistance, training programs, and research and analysis.

Security Cooperation. WIIS works with security organizations and U.S. Combatant Commands to evaluate progress in implementing the WPS agenda in state security sector forces via its Gender Assessment Tool, research, trainings, and curriculum development.

Training. Throughout 2023, WIIS conducted training seminars:

- Bogota, Colombia: Women's Integration into the Armed Forces
- Monterey, CA: Civil-Military Responses to Terrorism and Women, Leadership, and National Defense, Institute for Security Governance, Naval Postgraduate School
- Curriculum Development: WIIS developed curriculum for the Institute for Security Governance for a Women, Peace, and Security program of instruction.

RESEARCH SPOTLIGHT. ENHANCING SECURITY: WOMEN'S PARTICIPATION IN THE SECURITY FORCES IN LATIN AMERICA AND THE CARIBBEAN, PART II

The report Enhancing Security: Women's Participation in the Security Forces in Latin America and the Caribbean: Part II" presents findings from a WIIS project examining progress in integrating gender into military and national police forces in 15 countries across Latin America and the Caribbean. The study reveals that momentum in integrating gender equality is growing, but governments must act more decisively to implement gender equality in state security forces.

The 2023 report, along with the findings from 14 countries in the first "<u>Enhancing Security" report released in 2020</u>, present a baseline of data and analysis for Mexico and the 28 countries in the U.S. Southern Command's Area of Responsibility.



PRESENTINGTHE 2023 ENHANCING SECURITY REPORT

This year, WIIS met with officials from the Inter-American Defense Board (IADB), Washington, D.C., to present findings from the *Enhancing Security: Part II* report.

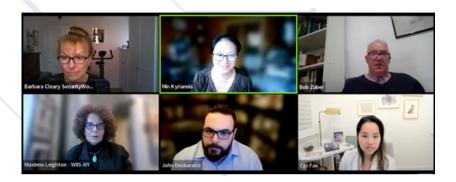
Pictured from left to right:

- CEL Carlos Meier (Vice Director of the Sub-Secretariat for Advisory Services, IADB)
- LT Commander Taryn Senez (Gender Advisor, IADB),
- LT General Flavio Luis de Oliveira Pinto (Director General, IADB)
- Dr. Karin Johnston (Research Director, WIIS)
- LT Commander Cristina Fabry (Gender Advisor, Chilean Air Force)

PROGRAM SNAPSHOT: TECHNOLOGY & GENDER

The relationship between gender and technology is complex. Technology is a tool that advances and inhibits gender equality. The WIIS Technology & Gender program seeks to understand this relationship to address gender and diversity gaps in the technology sector.

CSW67: Bridge to the Future: Women and Girls at the Center of Progress



WIIS and SecurityWomen hosted an official virtual parallel event at the sixty-seventh session of the Commission on the Status of Women, discussing women's influence in cybersecurity, innovation, and emerging technologies. The event featured:

- Min Kyriannis (Board of Directors, WIIS & CEO, Amyna Systems Inc.)
- Dr. Maxinne Rhea Leighton, Assoc. AIA (President, WIIS New York)
- Barbara Cleary (Board Chair, SecurityWomen)
- Cat Fan (Technical Talent & Diversity Leader)
- **John Deskurakis** (Chief Product Security Officer, Carrier Corp.)
- Dr. Robert Zuber (Director, Global Action to Prevent War and Armed Conflict)

Gender and Technology: Designing Pathways for an Equitable Future



WIIS and the U.S. Department of State's Secretary's Office of Global Women's Issues (S/GWI) hosted a virtual discussion examining how policy can provide for creative development while also incorporating a gender perspective in technology and cyber. The event featured:

- Ambassador Katrina Fotovat (Acting Ambassador-At-Large, S/GWI)
- **Dr. Layla Hashemi** (Researcher and Data Analyst, Terrorism, Transnational Crime and Corruption Center)
- Moira Whelan (Director for Democracy and Technology, National Democratic Institute).

PROGRAM SNAPSHOT: GENDER, PEACE AND SECURITY SERIES



With the generous support of the Embassy of Liechtenstein, WIIS organized policy roundtables and published research highlighting gendered dimensions of key security challenges.

Gendered Harm: The Disproportionate Impact of Weapons on Women and Girls

In May, WIIS hosted a discussion on how arms control, nonproliferation, and disarmament efforts must identify and address the harmful impact of weapons on women and girls:

- H.E. Ambassador Georg Sparber (Ambassador of Liechtenstein to the U.S.)
- Mary Olson (Founder, Gender and Radiation Impact Project)
- **Dr. Natalie Goldring** (Visiting Professor of the Practice, Duke University / UN Consultant, the Acronym Institute for Disarmament Diplomacy)

<u>Technology-Facilitated Gender-Based Violence:</u> <u>Its Rise and Our Responses</u>

A June WIIS event discussed how technology is used to fight for gender equality and the development of women's agency in conflict-ridden environments:

- H.E. Ambassador Georg Sparber (Ambassador of Liechtenstein to the U.S.)
- Wai Wai Nu (Founder and Executive Director, Women's Peace Network)
- Anna Nemtsova (Moscow Correspondent, The Daily Beast and Newsweek)
- Sara Wahedi (Founder and CEO, Ehtesab)

Harnessing Innovative Tools of Accountability in Pursuit of International Justice

In December, WIIS hosted discussion on how to harness innovative tools for pursuing international justice and accountability while integrating a gendered approach:

- H.E. Ambassador Georg Sparber (Ambassador of Liechtenstein to the U.S.)
- **Jennifer Glaudemans** (Senior Advisor, Office of Global Criminal Justice, U.S. Department of State)
- Wai Wai Nu (Founder and Executive Director, Women's Peace Network)
- Andrea Gittleman (Policy Director, Simon Skjodt Center for the Prevention of Genocide, U.S. Holocaust Memorial Museum)

Featured Publication



Gendered Implementation of the Global Fragility Act: A Case for Haiti

By Marvin Dee Mathelier and Tahina Montoya

PROGRAM SNAPSHOT: PROFESSIONAL DEVELOPMENT

BANISHING BURNOUT: STRATEGIES FOR SELF-CARE & SUCCESS



WIIS hosted a virtual event highlighting the convergence of mindfulness and mental health in the context of international peace and security, and tools and strategies for prioritizing selfcare and preventing burnout.

- Ariela Blätter (President & CEO, WIIS)
- Lt. Col. Dui Turner, USA (ret.) (Women, Peace and Security Advisor and Senior Fellow, WIIS)
- **Dr. Lisa Berkley** (Founder & President, Institute for Inner Economy and President, WIIS West)
- **Gemma Bulos** (Multi-Award Winning Social Impact Leader and Director and Educator at Kravis Lab for Social Impact, Claremont McKenna College)
- Ruth Mikre (Former Membership Engagement Manager, WIIS)



"WIIS opened doors to friendships, mentors, confidence, and skills that continue to buoy and connect me."

– Laura Holgate, U.S. Ambassador to the UN International Organizations in Vienna and to the International Atomic Energy Agency

"I first learned of WIIS when I was a young naval officer and graduate student at the University of Maryland. Being a part of WIIS has been an important and inspirational part of my professional growth throughout my career."

- Dr. Karin E. Warner MS, MA, DNP, RN, CGNC, CLSSBB, Founder & President, WIIS Pitt



GLOBAL SNAPSHOT: A NETWORK FOR PEACE AND SECURITY

WIIS is a network that spans nearly 50 countries across 6 continents, with thousands of members who are committed to closing the gender equality gap worldwide.



WIIS Represented at NATO Summit in Vilnius

At the NATO Vilnius Summit on July 12th 2023, WIIS members participated in a meeting with high-ranking foreign and defense ministers and civil society representatives to discuss how women in leadership can inspire change and garner support for women in all phases of the Ukraine conflict.

This event was co-hosted by the NATO Secretary-General's Special Representative for Women, Peace and Security, Irene Fellin (Former President WIIS Italy) and the Speaker of the Lithuanian Seimas, Viktorija Čmilytė-Nielsen. Dr. Aliki Mitsakos (President, WIIS Greece) and Marian Caracuel (President, WIIS Spain) were in attendance. Loredana Teodorescu (President, WIIS Italy) participated as a guest facilitator of this premier dialogue featuring Ukranian Vicepremier, Olha Stefanisyna.



WIIS Is Part of Prominent Leaders' Journey To the Top

"The beginning of my mandate truly brings me full circle. Almost ten years ago, I joined NATO as an advisor on Women, Peace & Security, then transitioned to civil society to advocate for women's participation in mediation and peacebuilding. In 2016, I founded Women in International Security (WIIS) Italy, a global network dedicated to promoting women's leadership and professional development in the field of international peace and security...I am determined to combine my knowledge and passion for gender equality with my commitment to the security of the Alliance."

-Irene Fellin, Secretary General's Special Representative for Women, Peace & Security, NATO



WIIS Germany Celebrates Its Twentieth Anniversary:

This year, WIIS Germany commemorated its 20-year anniversary in a celebratory event: **Security Strategies and Cooperation for the Next Two Decades**. Panels examined shifts in the current global security architecture, including strategies for Germany, ongoing armed conflicts and wars, and the challenges and opportunities posed by Al.

Pictured from left to right: **Dr. Karin Johnston** (Research Director, WIIS), **Silvia Petig** (Chairwoman, WIIS Germany) and **Boris Pistorius** Minister of Defense, Federal Republic of Germany).

WIIS Italy at United Nations WPS Week

During UN WPS Week 2023, WIIS Italy hosted two side events at the United Nations headquarters:

- 'From "Meaningful Participation" to "Intentional Women-Led Mediation": Insights from Intersecting Crises' (held in partnership with the Mediterranean Women Mediators Network, the Pacific Women Mediators Network, the Italian Permanent Mission to the UN and the Government of Tonga)
- Afghan Women's Absence in the Talibancontrolled Political Arena and its Consequences" (supported by the Italian Ministry of Foreign Affairs and held within the framework of the Task Force of Afghan Women Leaders, an initiative of WIIS Italy)





WIIS meets with the German Ambassador to the U.S.

In March 2023, **Ariela Blätter** (President & CEO, WIIS) met with **Ambassador Emily Haber** (German Ambassador to the U.S.) to discuss the launch of German Feminist Foreign Policy Principles and U.S. policy.



WIIS Poland at the Warsaw Security Forum

WIIS Poland collaborated with Northrop Grumman, the European Academy of Diplomacy, and the Casimir Pulaski Foundation, to organize a networking breakfast during the 10th Annual Warsaw Security Forum held December 3-4, 2023. They were joined by **Sviatlana Tsikhanouskaya** (Belarusian political activist), **Pórdís Kolbrún R. Gylfadóttir** (Minister of Finance & Economic Affairs, Iceland) and **Kajsa Ollongren** (Minister of Defense, The Netherlands) for an insightful discussion.

In the afternoon, WIIS Poland celebrated the closing of the transformative Young Female Leaders in STEM Mentoring Program. The program provides female participants with the tools and network required to successfully navigate the world of international security and defense. The second edition of WIIS Poland's mentoring program began in December 2023 with a broader focus on security.



WIIS Attends the International Women of Courage Awards Ceremony

In March, WIIS was invited to the White House, where First Lady Jill Biden and Secretary of State Anthony J. Blinken hosted the International Women of Courage award ceremony. Pictured above is **Ariela Blätter** (President and CEO, WIIS) with **H.E. Esme Jynet Chombo** (Malawian Ambassador to the U.S.) and **H.E. Hilda Suka-Mafudze** (African Union Ambassador to the U.S.).

PARTNERSHIP SNAPSHOT: EVENTS

Women's Changing Roles and Leadership During the War in Ukraine



To mark International Women's Day, WIIS, the U.S. Institute of Peace (USIP), and the Romulus T. Weatherman Foundation hosted a discussion with women from Ukraine and Europe to discuss how the war is impacting gender roles in military, civil society and government institutions. Opening remarks:

- Lise Grande (President and CEO, USIP)
- Ariela Blätter (President and CEO, WIIS)
- **Meaghan Mobbs** (President, Romulus T. Weatherman Foundation)

Panelists:

- Tetiana Yehorova-Lutsenko (Chairperson, Kharkiv Regional Council)
- Tamila Afansieva (Head, Odessa Regional Council for Peace)
- **Solomiia Bobrovska** (Member, Parliament of Ukraine; Deputy Head, Ukraine's Delegation to NATO PA)
- Olga Rudnieva (Executive Director, Superhumans Rehabilitation Center)
- **Ioana Vlad** (Midshipman, United States Naval Academy). The event was moderated by **Mary Glantz** (Senior Advisor, Russia and Europe Center, USIP).

Missing Peace Global Symposium on Conflict-Related Sexual Violence



In 2023, WIIS, USIP, the Peace Research Institute Oslo, and Washington University in St. Louis hosted the 10th-anniversary Missing Peace Global Symposium.

The symposium brought together leading researchers from diverse disciplines, survivors of different conflicts, practitioners, and policymakers to advance a multi-pronged approach to ending the atrocity of conflict-related sexual violence. We were joined by:

- The **Honorable Pramila Patten**, (U.N. Special Representative of the Secretary-General on Sexual Violence in Conflict)
- **Ambassador Geeta Rao Gupta** (Ambassador-at Large for Global Women's Issues, U.S. Department of State)
- Ambassador Beth Van Schaack (Ambassador-at-Large for Global Criminal Justice, U.S. Department of Justice)
- Margot Wallström (Former U.N. Special Representative of the Secretary-General on Sexual Violence in Conflict and former Minister of Foreign Affairs of Sweden)

PUBLICATIONS



Gendered Implementation of the Global Fragility Act: A Case for Haiti

By Marvin Dee Mathelier and Tahina Montoya



Will More Women in Congress Mean More Bipartisanship?

By Joan Johnson-Freese and Alexandra Nicole Islas



<u>Multilateral Cyber Negotiations and Gender</u> <u>Mainstreaming: A Complicated Relationship</u>

By Liliya Khasanova



The Importance of Meaningful Participation of Female Peacekeepers

By Eric Rudberg



Enhancing Security Report: Women's Participation in the Security Forces in Latin America and the Caribbean, Part II

By Dr. Karin L. Johnston, Dr. Diorella Islas, and Larissa Abaunza

WIIS NEW VOICES

This year, WIIS launched the WIIS New Voices Student Blog, which aims to elevate the voices and perspectives of the next generation of leaders.

<u>Afghan Women: Running Out of Options</u>

By Claire Pamerleau, University of Pittsburgh WIIS Chapter

<u>Gender and Climate Disaster: A Worsening Situation for Pakistani</u> <u>Women</u>

By Tristen Thakar, University of Pittsburgh WIIS Chapter

<u>Afghan Women's Education Under the Taliban</u>

By Claire Pamerleau, University of Pittsburgh WIIS Chapter

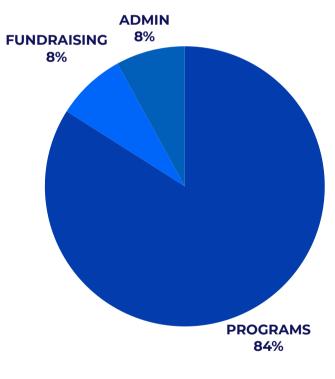
SUPPORT WIIS

Today's peace and security challenges are urgent and widespread. Civilians, particularly women, and girls, are experiencing atrocities during concurrent wars in Israel-Gaza, Ukraine, Burma, Yemen, and elsewhere. Excluded from the "table," women's voices and leadership are needed more desperately than ever. Help elevate those voices now!

By Donating to WIIS You Are:

- Funding programs that address and bridge existing gender divides within complex security challenges.
- Giving to a gold-star top-rated charity, where 84 cents of every dollar goes to funding peace and security programs.





Supporting career development training, programs, and events that advance women as peace and security leaders

Contributors like you are the heart of the WIIS community and your sustained financial support is necessary for WIIS to continue our indispensable work.

Donate Today

Become a Member