



2017 Year in Review



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I. WPS+GPS INITIATIVE

In 2017, WIIS was pleased to announce grants from Carnegie Corporation of New York and the John D. and Catherine T. MacArthur Foundation to support a major new Women, Peace, and Security + Gender, Peace, and Security (WPS+GPS) Initiative.

WIIS Founder Professor Catherine Kelleher welcomed the grants and noted that as WIIS gears up to celebrate its 30th anniversary, the renewed support from two of its original funders is both timely and significant for WIIS' continued growth. *“For 30 years WIIS has championed the advancement of women in the international security field, and while much progress has been made, the gains are fragile, and much more remains to be done to have women occupy leadership positions on par with men. It is a strong endorsement of WIIS’ work that some of our early funders continue to support WIIS.”*

The WPS+GPS Initiative is situated at the nexus of research and community building and focuses on some of the most important challenges of our time: the full participation of women in international peace and security and the promotion of gender equality.

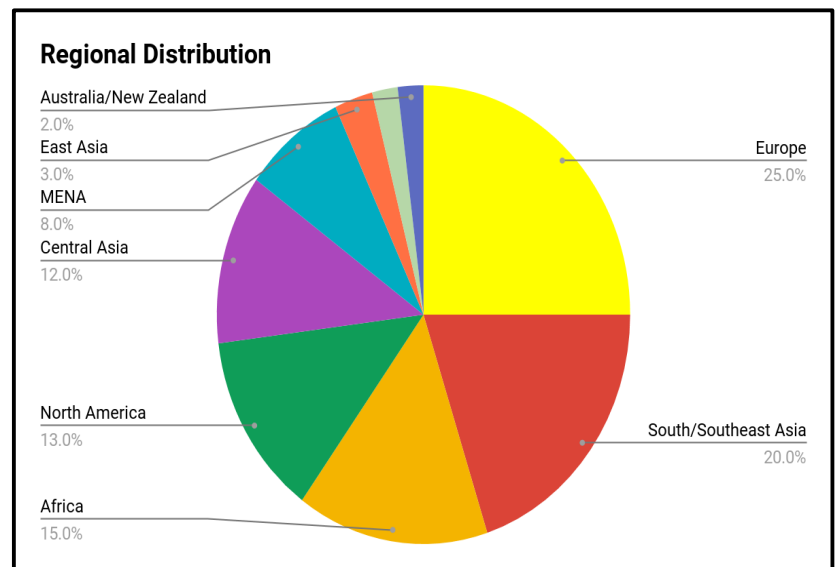
The Initiative seeks to advance knowledge and foster a community of international security experts that is more diverse and knowledgeable about gender analyses of complex international security challenges. A broader and more diverse security community “would be a smarter security community, which in turn would lead to smarter and more effective policies.” For additional information, please visit <http://wiisglobal.org/programs/wps-gps-initiative/>.

a. 2017 Next Generation Symposium - Washington, D.C. - November 13 - 16, 2017

Under the WPS+GPS Initiative, WIIS organized a “Next Generation” WPS +GPS symposium that brought together an international cohort of graduate students (MA and PhD students) for an intensive five-day program that examined international security challenges from a gender perspective. Next Generation Fellows presented their research and participated in professional development and skills workshops. They also met with members of government, international organizations, NGOs and think tanks.

Fellows of the 2017 Next Generation WPS+GPS Symposium were selected through an international competition. Over 400 Masters and PhD students competed for 25 positions. WIIS was encouraged by the great number and high caliber of applicants as well as the percentage of men (22%) applying for the Symposium.

The 25 selected participants (20 women and 5 men) are from many different regions around the world: Africa (24%) and North America (24%), followed by Europe (20%), South/Southeast Asia (20%), the Middle East (8%), and Australia (4%).



b. Gender, Peace and Security Author Workshop – Washington, D.C. - November 17-18, 2017
WIIS also embarked on a major research and book project that brought together authors from across disciplines, genders, generations, and the globe to advance our understanding of the gender dimensions of international security challenges.

II. MISSING PEACE INITIATIVE

The Missing Peace Initiative is a project of The United States Institute of Peace (USIP), the Human Rights Center at the University of California, Berkeley, the Peace Research Institute Oslo (PRIO), and Women In International Security (WIIS). It brings together expert scholars, policymakers, practitioners, and military and civil society actors to examine the issue of sexual violence in conflict and post-conflict settings, identify gaps in knowledge and reporting and explore how to increase the effectiveness of current responses to such violence.

a. The Missing Peace Symposium 2017 took place in Oslo, Norway December 7-8, 2017. This was the third symposium organized under the Missing Peace Initiative.



It had as theme: [*Preventing Sexual Violence in Conflict: Is Fighting Impunity the Only Game in Town?*](#)

b. Missing Peace Young Scholar Network is part of the Missing Peace Initiative and brings together a global community of young scholars examining issues related to sexual violence. Created in 2013 the organizers have convened annual meetings.

On July 10-12, 2017 the Young Scholar Network met in San Francisco.

For more information see: <https://medium.com/humanrightscenter/missing-peace-young-scholars-bridge-divide-between-conflict-related-sexual-violence-and-4e12d7a5d3ad>

See also:



Alica Luedke, Chloe Lewis and Marisella Rodriguez,
[*Sexual Violence, Exploitation and Abuse: Improving Prevention Across Conflicts and Crises*](#)
(USIP Special Report, November 2017)

III. COMBAT INTEGRATION INITIATIVE

To support the successful integration of women into combat positions, WIIS established the Combat Integration Initiative (CII). The CII monitors the implementation process and focuses on five activities deemed necessary for effective implementation. These five areas include: (1) Transparency of the implementation process; (2) Communication of policy changes; (3) Establishing gender neutral occupational standards; (4) Providing training to leaders addressing military culture; and (5) Mentoring/Gender Advising.

- Capitol Hill Briefing on *The Status of Integrating Women in Ground Combat Jobs and Units: Successes and Challenges* (April 5, 2017). In partnership with the Service Women's Action Network, ACLU, and the National Women's Law Center, WIIS briefed Senate staffers and members on the current successes and challenges to integrating women into combat positions. This briefing was sponsored by Senator Kirsten Gillibrand.
- WIIS Policy Brief: *Equipping and Training Modifications for Combat Arms Women* (January 2017) by Ellen Haring
- *Combat Integration Handbook: "A Leader's Guide to Success"* (Published September 2016 and updated in 2017) by Ellen Haring and Antonietta Rico

IV. POLICY ROUNDTABLES

a. Gender, Terrorism and Violent Extremism

WIIS facilitated a series of expert roundtables to increase the understanding of women's role in terrorist and violent extremist organizations, and the gendered dimensions of violent extremism more broadly. These roundtables brought together an international group of experts and policymakers from the counter-terrorism and Women, Peace, and Security (WPS) communities. Key takeaways and recommendations of expert roundtables were captured and disseminated in the form of policy briefs, including:

- *Women in Jihadist Organizations: Victims or Terrorists?* (May 2017) by Hamoon Khelghat Doost
- *Women, Gender, and Terrorism: Understanding Cultural and Organizational Differences* (April 2017) by Jeannette Gaudry Haynie and Chantal de Jonge Oudraat
- *Women Preventing Violent Extremism: Broadening the Binary Lens of "Mothers and Wives"* (February 2017) by Fauziya Abdi Ali
- *Women, Gender, and Terrorism: Policies and Programming* (January 2017) by Jeannette Gaudry Haynie and Chantal de Jonge Oudraat
- *Women, Gender, and Terrorism: Gendered Aspects of Radicalization and Recruitment* (September 2016) by Jeannette Gaudry Haynie
- *Women, Gender, and Terrorism: The Missing Links* (August 2016) by Chantal de Jonge Oudraat and Michael E. Brown

This roundtable series wrapped up in 2017 with the final discussion on "Terrorism, Women, and Violent Extremism: Gaps in Policy and Research" (March 30, 2017).

For information about this roundtable series and more WIIS publications on gender, terrorism, and violent extremism, please visit <http://wiisglobal.org/countering-terrorism-and-violent-extremism/>.

b. Gender, Peace and Security

Given the high interest in the WIIS policy roundtables on Women, Gender, and Terrorism, WIIS launched a new series of policy roundtables in 2017. The Gender, Peace and Security series will continue in 2018 and explore the gender dimensions of key regional security challenges.

Gender Dimensions of Security Challenges in the Horn of Africa - September 18, 2017.

This roundtable discussion focused on gender dimensions of security challenges in Kenya and the Horn of Africa. Panelists examined the role of gender in traditional security challenges such as terrorism and armed conflict, as well as non-traditional, human security issues such as human rights and climate change. Experts also discussed the gender-related violence against the record number of female candidates in Kenya's recent elections and efforts to increase female political participation.

The Policy Roundtables were made possible thanks to the generous support of the Embassy of Liechtenstein

V. INTERNATIONAL PARTNERSHIPS

a. Gender Dimensions of International Peace and Security: Keys to Peace and Prosperity

Abu Dhabi, UAE - December 18, 2017

WIIS co-hosted the *Gender Dimensions of International Peace and Security: Keys to Prosperity and Peace* conference in cooperation with the UN Women's Office, the UAE General Women's Union and TRENDS Research and Advisory. The objectives of this international conference included:

- Raising awareness of the link between gender and peace and security in both policy and in practice;
- Providing a better understanding of the gender dimensions of peace and security to a broad audience;
- Showcasing the UAE's good practice to the Women Peace and Security (WPS) agenda; and
- Serving as a platform to launch a series of future activities aimed at advancing the women, peace and security agenda.

For additional information about this conference, including media coverage and photos, please visit <http://wiisglobal.org/gender-dimensions-of-international-peace-and-security-keys-to-prosperity-and-peace-conference/>, <http://trendsinstitution.org/women/> or <http://trendsinstitution.org/category/press/>.

b. Warsaw Security Forum

Warsaw, Poland - November 8-9, 2017

In partnership with the Casimir Pulaski Foundation, WIIS organized a panel discussion on the gender dimensions of terrorism and violent extremism at the Warsaw Security Forum. The forum addressed critical peace and security issues through an international gathering of experts who specialize in security. Its purpose is to exchange professional experiences as well as to present solutions to complex regional security challenges confronting the Central and Eastern European region. For additional information, please visit <https://warsawsecurityforum.org/agenda/>.



VI. TRAININGS

WIIS offers a variety of training and assessment services for government agencies, including security institutions, on how to successfully integrate a gender perspective into policies, programs, and operations. Recent trainings include:

a. Abu Dhabi, United Arab Emirates - December 19, 2017

Gender, Peace, and Security Leadership Training

In partnership with TRENDS Research and Advisory, WIIS provided a training on the key principles of gender, peace and security to participants of the General Women's Union and other government agencies from the United Arab Emirates (UAE). Trainers Ellen Haring, Chantal de Jonge Oudraat, and Brooke Stedman provided an introduction to the concept of gender and UN Security Resolution 1325 and the Women, Peace, and Security (WPS) agenda. Participants also learned about the tools available for conducting an agency or activity specific gender analysis.



b. Warsaw, Poland - November 6 – 7, 2017

Gender, Peace, and Security Leadership Training

As part of the 2017 Warsaw Security Forum and in partnership with the Casimir Pulaski Foundation, WIIS provided a training on gender, peace and security for the National Security Leaders (NSL) Program. Trainer Brooke Stedman served as a mentor and trainer for fellows of the NSL program. She provided an interactive workshop on how gender strengthens peace and security programs and policies. NSL fellows learned how to apply key concepts of gender, peace, and security to their work.



c. Guatemala City, Guatemala - July 11 - 13, 2017

Gender, Peace, and Security Leadership Training

Dr. Ellen Haring, Director of WIIS's Combat Integration Initiative and Antonieta Rico discussed gender integration in military and security forces with military representatives from the Dominican Republic, Colombia, and Guatemala during a table group discussion at the Women in the Military and Security Conference, hosted by SOUTHCOM and the Guatemalan armed forces, July 11-13, in Guatemala City, Guatemala. The small table discussions allowed military representatives from Latin American militaries to engage in in-depth conversations and share lessons learned about gender integration in their armed forces.

VIII. MENTOR AND PROFESSIONAL DEVELOPMENT PROGRAM (MPD)

The Mentor and Professional Development (MPD) program helps women navigate real and presumed obstacles in their careers through the provision of a skill-building series, resource center, jobs hotline, mentorship program, and promotion of a transparent network of leaders. A key objective of WIIS' MPD program is to increase the professional opportunities of women, focusing specifically on women at the mid and senior-levels.

a. Workshops

- *Cracking the Confidence Code - October 4, 2017*

In partnership with the Center for Strategic and International Studies, this interactive workshop taught participants how to effectively harness self-confidence for professional and personal development. Participants learned the strategies for cracking the confidence code, how to overcome critical “confidence killers,” and methods to prepare for tough talks on pay raises, conflicts, and other uncomfortable topics.

- *Network your Way to Success - July 12, 2017*

WIIS, in partnership with the Brookings Institution's Women's Impact Network (WIN) and the Stimson Center, organized a skill-building workshop for women professionals who would like to learn tips and techniques to effectively network and manage relationships. A large networking event followed this workshop.

- *UN Department of Peacekeeping Operations Informational Discussion - June 12, 2017*

WIIS co-hosted an informative brown-bag lunch and discussion with Kristina Koch, Chief of Recruitment Section for the UN Department of Field Support/Field Personnel Division. This brown bag discussion described the types of career profiles sought for the Senior Women's Talent Pipeline, what to expect from a career in UN Peace Operations, and offered advice on how to prepare applications for the Senior Women Talent Pipeline or positions in UN peace operations advertised on careers.un.org.

- *Financial planning - June 7, 2017*

FJY Financial provided a financial planning workshop for WIIS members on how to increase financial intelligence, master best practices for managing money, and gain practical retirement investment tips.

- *Self-defence classes - June 4 and May 7, 2017*

N-FLUX taught Krav Maga, an empowering class where participants learned the hand-to-hand combat system of the Israeli Defense Force.

- *Career transition workshop - May 17, 2017*

WIIS hosted an interactive workshop on how to successfully navigate career transitions. The objective of this workshop was to provide guidance on the best practices for switching career paths or moving into new roles within the same sector. Participants gained expert advice and resources to pursue their career transition in a more strategic and effective manner. The Career Transition Workshop was led by Andrea Grant Wright, Senior Vice President of Business Development at Lee Hech Harrison and Stephenie Foster of Smash Strategies.

- *Navigating a career in academia - April 26, 2017*

WIIS-DC, WIIS-GWU, and WIIS Global hosted a panel discussion on how to navigate both real and perceived career obstacles in the academic field. During this panel discussion, participants gained first-hand career advice from experienced and successful women academics.

- *Learn to Lead Through Public Speaking - April 6, 2017*

Laurie Hoes, CEO of the LcHoesGroup, facilitated an interactive public speaking workshop on useful techniques to enhance approachability, adaptability, and confidence-building in the workplace. The

objective of this workshop was to provide effective presentation tools that could help women to become influential leaders.

b. WIIS Mentor Program

As part of its mission to promote the professional development of women in the international peace and security field, WIIS connects women professionals and provide members with opportunities to develop their professional skills, grow their network, seek advice, and discuss the challenges and opportunities that they encounter in their line of work. If you are interested in participating in the WIIS Global Mentorship Program, we invite you to complete the short application provided below. For more information on our Mentor and Professional Development Program, please visit <http://wiisglobal.org/members/mentor-and-professional-development-program>.

c. WIIS Jobs Hotline

The WIIS Jobs Hotline continues to grow and lists many job and fellowship opportunities in the national and international peace and security field from employers in the public and private sector in the United States and abroad. The Jobs Hotline is published every other week.

IX. US CIVIL SOCIETY WORKING GROUP ON WOMEN, PEACE AND SECURITY

Women In International Security is a founding member and fiscal agent for the U.S. Civil Society Working Group on Women, Peace, and Security (CSWG). The CSWG is a network of experts, NGOs, and academics with years of experience working on issues involving women, war, and peace. Inspired by and building upon the international Women, Peace, and Security agenda, the CSWG informs, promotes, facilitates, and monitors the meaningful implementation of the U.S. National Action Plan on Women, Peace, and Security, as well as the 2017 Women, Peace and Security Act.

IX. WIIS PUBLICATIONS IN 2017

a. *WIIS Policybriefs*

- [*WPS+GPS: Adding Gender to the Peace and Security Equation*](#) (November 2017) by Chantal de Jonge Oudraat and Michael E. Brown
- [*Women in Jihadist Organizations: Victims or Terrorists?*](#) (May 2017) by Hamoon Khelghat Doost
- [*Women, Gender, and Terrorism: Understanding Cultural and Organizational Differences*](#) (April 2017) by Jeannette Gaudry Haynie and Chantal de Jonge Oudraat
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- [*Equipping and Training Modifications for Combat Arms Women*](#) (January 2017) by Ellen Haring

b. Other Publications

- [*Combat Integration Handbook: “A Leader’s Guide to Success”*](#) (Published September 2016 and updated in 2017) by Ellen Haring and Antonieta Rico
- WIIS Blog @ <http://wiisglobal.org/blog/>

X. WIIS GLOBAL NETWORK – NEW AFFILIATES AND CHAPTERS

a. WIIS TRENDS (United Arab Emirates)

WIIS and TRENDS Advisory and Research signed a memorandum of understanding in December 2017 to formalize a partnership in which the two organizations will work together on key issues related to gender, peace, and security.



b. WIIS Poland

WIIS Poland was officially launched at the Warsaw Security Forum on November 9, 2017. WIIS Poland will work to advance the professional development and leadership of women working in the international peace and security sector in Poland through a series of initiatives that will provide opportunities for networking, leadership development, and mentoring. For additional information please visit <https://pulaski.pl/wiis-poland/>.



c. WIIS-NY UN Working Group

The UN Working Group of WIIS-NY aims to engage and amplify the voices of women working in peace and security at the United Nations, Permanent Missions and affiliated international non-governmental organizations. WIIS-NY's UN Working Group seeks to create a dedicated platform for women* in this arena to share and promote their expertise, create networks, and contribute to critical debates on peace and security, women's leadership and the future of the United Nations. For more information about the activities of WIIS-NY and its UN Working Group, please visit <http://wiisglobal.org/wiis-new-york/>.

d. WIIS Global Network

The WIIS Network continues to grow. We now have seven chapters across the United States and 23 international affiliates on five continents. Our network spans the globe from Asia, the Horn of Africa to the Middle East, Europe, and the Americas.

In 2018 WIIS will be publishing a report detailing the activities of our network across the world as part of the continuing celebration of our 30th anniversary.

WIIS would like to thank all of its wonderful colleagues heading up the WIIS chapters and international affiliates and the terrific colleagues and volunteers at WIIS HQ, including: Spencer Beall, Renee Coulouris, Mallory Dudra, Ruth Forsyth, Ellen Haring, Jeanette Haynie, Miyuki Kauffroath, Caitlin McMahon, Taylor Mott, Lila O'Brien-Milne, Antonieta Rico, Kathy Crandall Robinson, Madeline Sobral, Brooke Stedman, and Haley Trantel.



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