



**15<sup>TH</sup> WESTERN  
HEMISPHERE  
REGIONAL CONFERENCE  
08 - 12 JULY 2019  
GRENADA**

# **WESTERN HEMISPHERE**

## **Regional Committee Election**

**Booklet 2019**

# REGIONAL COMMITTEE ELECTION

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# 1. INTRODUCTION

On behalf of the Nominations Committee I am delighted to present the candidates for the Western Hemisphere Regional Committee 2019-2022.

As well as the recommendation from their Member Organisation (MO), all candidates who are standing were asked to provide a professional reference, and were interviewed by the Nominations Committee in order to know them better and prepare this summary. For the first time, all candidates were asked to submit a short video of themselves as part of their nomination. These videos will be available to Member Organisations to view on the Regional Conference page of the World Association of Girl Guides and Girl Scouts (WAGGGS) website.

Where candidates currently hold a significant position in their Member Organisation, they have been asked to relinquish this role within six months, if elected. This is partly to ensure no conflict of interest, and partly to ensure that they are able to devote sufficient time to the work of the Committee.

As well as the personal statement the candidates have provided examples of how they believe they have demonstrated some of the key skills needed for a member of the Regional Committee. These candidates are talented women, with other skills not listed here due to limited space. Do take the opportunity to talk with them during the conference, so that you have the information you need to make the best choice for the Region and WAGGGS.

I will be happy to answer any questions you may have on the work of the Nominations Committee at the conference.

Kika Ramsay  
Member, Nominations Committee

## 2. ROLE AND RESPONSIBILITIES OF THE REGIONAL COMMITTEE

As specified in the WAGGGS Constitution and Bye-Laws, a Regional Committee consists of six members, including, so far as practicable, at least one young woman under the age of thirty at the time of election. Members of the Regional Committee are elected by Full Member Organisations attending the Regional Conference. The members of the Regional Committee are elected to serve for three years and are eligible for re-election for a further term of three years. The maximum length of service is six years.

Regional Committees are inspired and guided by the core principles that direct the WAGGGS Global Team as a whole – its Mission, Vision and Value Proposition. They are responsible for developing and implementing Regional Action Plans that support the global themes and strategies defined by the World Board and strengthens Member Organisations according to their needs, as identified through the Capacity Building Assessment process.

Consistent with the WAGGGS Value Proposition and the recommendations of the Vibrant Regions Working Group, a Vibrant Region not only fulfils its strategy and planning responsibilities, it delivers and sustains opportunities for Member Organisations to grow, connect, learn, share and thrive in an inclusive environment that amplifies their own and girls' voices, visibility and impact, both regionally and globally.

In order to fulfil the essential and influential expectations above and to enable Member Organisations to realize more of their potential, the major deliverables for Regional Committees are defined as follows:

1. Lead Strategy and Planning – Develop and implement sound and effective action plans per the WAGGGS planning cycle in partnership with staff and volunteers at the global, regional and national levels
  2. Provide Leadership and Development Opportunities – Use tools and resources to support development of leadership skills among staff and volunteers, use the Leadership Mindset in the work of Regional Committees and promote the Leadership Mindset in the Member Organisations.
  3. Promote Change, Innovation and the Girl Guide/Girl Scout Experience – Actively demonstrate the value and importance of positive change, stimulate and sustain innovation within Member Organisations and develop action plans that promote girl-led, girl-safe space.
  4. Promote Image, Visibility and Impact – Regional Committees and Member Organisations develop resources and implement action plans that increase International Experience (IE) opportunities and create IE connections
  5. Engage and Connect Member Organisations – Enable Member Organisations to maximize opportunities to connect and support one another and to learn and develop through shared endeavours and experiences
1. Advance Diversity and Inclusion – Demonstrate leadership with regard to diversity and inclusion through all aspects of regional operations and of work with Member Organisations; encourage and support actions and practices that support Diversity and Inclusion within Member Organisations.
  2. Promote Influence through Advocacy – Ensure that platforms and resources are in place to promote and support changemakers and to collect and measure the outcomes and promoted impacts of changemakers.

### 3. REGIONAL COMMITTEE MEMBER PERSON SPECIFICATION

It is anticipated that each Committee member will bring a valuable portfolio of knowledge, talent and expertise to maximize the benefit of WAGGGS' tools, resources and connections for Member Organisations. In order to advance the progress, unity and growth within and across Regions, it is highly desirable for Regional Committee members to collectively have skills and knowledge directly relevant to the stated Deliverables. To apply this collective capacity to full advantage, Regional Committee members should make every effort to be accessible, flexible and responsive, particularly during periods of peak demand and production, such as preparation and execution of regional events, launch of new programmes and/or partnerships, or preparation for World Conference.

Regional Committees are also strongly encouraged to recruit, develop and maintain strong teams of skilled volunteers at the regional level to supplement the expertise and bandwidth available to support Member Organisations –as well as to build a diverse and inclusive pipeline of future regional leaders.

Given the significant impact of regional leadership, it is very important that the Regional Committee remains well-rounded, well-informed, highly motivated and actively focused on delivering opportunities for Member Organisations within established timeframes and budgets.

#### Skills and experience

In our candidates we are looking for individuals who have skills and experience in some, but not necessarily all, of the following areas:

- Strategic planning and visioning (developing a plan, goal, or vision for the future)
- Governance and/or legal expertise
- Fund development
- Financial management, accounting and/or risk management
- Leadership and leadership development (experience in supporting and developing leadership in others). An understanding of WAGGGS Leadership Model is desirable.
- Positive influencing and advocacy
- Non-formal education
- Diversity and inclusiveness
- Conflict resolution
- Marketing and Brand promotion
- Communications, public relations and/or social media
- Data collection, data analysis and/or outcomes research and evaluation
- Information technology tools, systems and applications
- Internal and External Partnerships
- Skills/experience in working in international/global/cross-cultural settings.
- An understanding of:
  - the World Association, its Mission, Vision and Goals
    - the complex and diverse Regional context in the WAGGGS setting
    - the varied organisational structure of Member Organisations.

## Personal abilities and attributes

Everyone is unique and has different strengths, personal abilities and attributes. The list below is not an exhaustive list, but gives a sense of some of the abilities and attributes that we are looking for in our Regional Committee members:

- Ability to think both critically and creatively
- Ability to be flexible and open to new opportunities or ways of working
- A collaborative approach
  - able to listen and learn from others
  - able to see things from different perspectives and appreciate diverse points of view
  - able to work effectively as part of a team of volunteers and staff
  - an appreciation of cultural diversity
- Ability to inspire and mobilise others
- Strong communication/public speaking/facilitation/presentation skills

## 4. REGIONAL CHAIR AND REGIONAL VICE CHAIR

### Additional responsibilities for the roles of Regional Chair and Regional Vice-Chair

#### Regional Chair

Each Regional Chair, in close collaboration with the Head of Region, bears primary responsibility for the strategic direction, action planning, financial stability and accountability of the Region to the World Board and to its Member Organisations.

By virtue of her elected position as Regional Chair, the Regional Chair also serves as a World Board Trustee. As a World Board Trustee, she must meet the criteria for World Board Trustees and comply with the Code of Conduct and related governance policies.

The Regional Chair's World Board responsibilities require considerable time and attention over and above those as Regional Chair. Therefore, each Regional Chair is advised to carefully evaluate and balance her extensive duties to WAGGGS with her professional and personal commitments and wisely delegate when appropriate.

#### Regional Vice Chair

When the Regional Chair is unable to attend a World Board meeting by conference call or in person, the Regional Vice Chair will represent the Region and retains the Regional Chair's right to vote. She will also need to be compliant with the Code of Conduct and related governance policies for Board Trustees.

In addition, the Regional Vice Chair plays a lead role in fostering cohesiveness and coordination within the Committee as well as in identifying, recruiting, developing and retaining key Regional volunteers in conjunction with colleagues on the Regional Committee and Membership staff as well as the leaders of Member Organisations.

### Additional skills and experience requirements for those elected as Regional Chair and Regional Vice-Chair

The ability to use English as a working language, to read and understand prepared documents and to fully participate in discussions on complex topics is a requirement for World Board members. Therefore it is required for anyone elected from amongst the Regional Committee who undertakes the role of Regional Chair. This is because an important part of the World Board's role involves governance and ensuring compliance with English Charity Law, and other relevant legislation or regulations.

In order to deputise for the Regional Chair as needed at World Board meetings, the ability to use English as a working language is also highly desirable for the Vice Chair.

## 5. GUIDELINES ON CAMPAIGNING

The following guidelines aim to provide candidates and Member Organisations with clear parameters within which they can work to support a candidate's nomination. It is an expectation that all parties will follow the guidelines to ensure a fair and ethical process in the lead up to the election.

Be aware that different cultures view campaigning in different ways. Candidates may provide opportunities for Member Organisations to get to know them, face to face at conferences and events, with a web page, digital flyer, short videos, blog, or using social media. Taglines to email messages are also an option. Promotion of a candidature shall at all times be conducted with dignity and moderation. Following the values and principles of Girl Guiding and Girl Scouting, we discourage aggressive and/or negative campaigning including activity or behaviour that seeks to criticise or undermine a fellow candidate.

Candidates may provide additional information to Member Organisations at the Regional Conference in the form of a flyer (one page), bookmark or item of similar nature. However, they should be mindful of protecting the environment and if producing a flyer, the recommendation is that one per Member Organisation rather than one per participant be produced.

If candidates have the opportunity to attend another event prior to the Regional Conference, they should be aware that while this is a great opportunity for Member Organisations to get to know them and see them in action, the event purpose should be the focus, rather than their candidacy. Candidates are encouraged to practise their Leadership Mindsets, letting their personality, participation, commitment and effectiveness at the event speak for them, rather than campaigning actively.

A current member of the Regional Committee, standing for re-election, may continue to carry out her role before and during the Regional Conference unhindered. For example, she may be required to run a workshop or give a presentation as part of her Regional Committee duties. In this situation she should not be prevented from carrying out her duties even though it may be perceived as giving her greater visibility or an advantage over other candidates.

Candidates may not provide gifts, either at conference or at other events. This ensures that no one is either advantaged or disadvantaged by a financial position and minimises the risk or perception of gifts being seen as an inducement to act in a certain way or creating a sense of obligation. This definition of gifts includes gifts in kind such as the exchange/promise of services or favours.

These guidelines will be circulated to all candidates and all Member Organisations and will be available on the WAGGGS website.



## 6. LIST OF CANDIDATES STANDING FOR THE REGIONAL COMMITTEE 2019-2022

Candidates for the Regional Committee 2019-2022 are listed in alphabetical order by surname/family name.

Full Name	Member Organisation
Cindy-Ann Alexander	Girl Guides Association of Grenada
Stefanie Argus	Girl Scouts USA
María Emilia Cadario	Asociación Guías Argentinas
Paola Andrea Nieto Carvajal	Asociación de Guías Scouts de Colombia
Saudia Edghill	Guyana Girl Guides Association
Kara O'Brien	Girl Guides of Canada
María José Gallardo Pérez	Asociación de Guías y Scouts de Chile
Patricia Marroquín Treviño	Guías de México A.C.

## 7. BIOGRAPHICAL INFORMATION OF CANDIDATES STANDING FOR THE REGIONAL COMMITTEE 2019-2022

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### CINDY-ANN ALEXANDER

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Member Organisation	Girl Guides Association of Grenada
Nominated by	Girl Guides Association of Grenada
Age Group	30-40
Languages Spoken	Fluent English (mother tongue), basic/intermediate Spanish and basic French

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### PERSONAL STATEMENT

I believe Girl Guiding and Girl Scouting provides a space for every girl to learn and grow and become her true self. In every village, community and country there are girls who look forward to and can benefit from experiences in Girl Guiding and Girl Scouting. I believe this is at the heart of why we do what we do, and this is what drives me to offer myself as a candidate to the Western Hemisphere Regional Committee for a second term.

As a member of the Western Hemisphere Regional Committee, I will devote my efforts to supporting our Member Organisations' work to bring empowering experiences to every and any girl. As a member of the Western Hemisphere committee this past triennium, I have worked with talented volunteers throughout our Region to support the growth of Guiding/Scouting. This included leading the volunteer team that supported the Arubaanse Padvinders Gilde in achieving their full WAGGGS membership. Additionally, I am currently leading the work with Surinaamse Padvinders Raad in their full membership journey. I have seen throughout our Regional membership, volunteers are challenged to meet the diverse needs of our modern girl; our volunteers are faced with the need to present attractive, inclusive programs and develop strong organisations that can respond to the social changes that girls impact lives.

Throughout the last three-years, I have been encouraged by the dedication and innovation of our organisations but throughout the Region there are still common challenges experienced by all Member Organisations. I believe one of these challenges is our recognition as a modern, relevant and attractive organisation. I believe that supporting the WAGGGS global strategy throughout our Region and creating ways for sharing best practices, will help our Member Organisations to address this challenge and will support growth in our Region. In the next triennium, I look forward to working towards supporting a strategy that creates more vibrant volunteerism that leads to stronger and more capable organisations. I believe that stronger MOs will develop more opportunities for more girls and opportunities to amplify advocacy on the issues affecting girls and young women today. I am resolved that Girl Guiding and Girl Scouting is the best place for every and any girl. I would appreciate the opportunity to continue building a strong growing Movement in collaboration with volunteers in our Region.

## SKILLS AND EXPERIENCE

Strategic planning and visioning: Work on the Western Hemisphere Regional Committee to develop and implement the Western Hemisphere Regional action plan in support of global strategies and needs of the Member Organisations in the Region.

Governance and/or legal expertise: Work on the national council of the Girl Guides Association of Grenada. Work with Arubaanse Padvindster Gilde and Surinaamse Padvindster Gilde in support of their development of their national strategic plan and work plan.

Financial management, accounting and/or risk management: Review and approve the decisions of the Western Hemisphere Regional Committee on matters of budgeting and financial management.

Leadership and leadership development: Engaged with leaders of Member Organisation of Aruba, Suriname, Mexico, Chile and Grenada using the WAGGGS leadership model.

Non-formal education: Work with leaders of the Region through facilitation of events such as the Helen Storrow Pop-Up, Grenada, Regional Volunteer Activation, Mexico.

Diversity and inclusiveness: Work with leaders from various parts of the Region on projects and activities – such as the Associate to Full Membership Toolkit, the Regional Forum event to be delivered at the Regional Conference, Capacity Building Assessment by Surinaamse Padvindster Gilde in preparation for Full Membership. Collaborate with members of the St. George's University community – on the implementation and monitoring of technology solutions, research and investigative committees.

Conflict resolution: Certified in conflict resolution and mediation

Communications, public relations and/or social media: Managed communication to the general membership and promoted district activities among membership in my capacity as the Communication Commissioner of the Girl Guides Association of Grenada. Managed the online and Social Media presence of the Girl Guides Association of Grenada for 5 years. Managed other Social Media solutions including the Roman Catholic Diocese of St. George's, Grenada.

Information technology tools, systems and applications: Proficient in the field of information technology particularly over 11 years as an Educational Technology, software training development and administration and Part time Professor of Information Technology. MSc Computer Science, BSc Meteorology and Computer Science.

Skills/experience in working in international/global/cross-cultural settings: Leading cross-cultural team in the development and execution of The Forum taking place at the Western Hemisphere Regional Conference.

An understanding of the World Association, its Mission, Vision and Goals: Contribute to forwarding the work of the Global movement in our region as a member of the Regional Committee. Promote our mission, and vision through the work of the committee and the region.

## PERSONAL ABILITIES AND ATTRIBUTES

I am thrilled to offer my candidacy for a second term as a member of the Western Hemisphere Regional Committee. Over the past 3 years, I readily demonstrated my ability to think critically and creatively while participating in the process of developing the action plan of region, in support of global strategy. This experience has offered me invaluable opportunities while honing my-skill set in leadership and strategic planning.

I have the following qualities to offer this inspiring role:

- Critical and creative thinking
- Strategic planning
- Proactive leadership skills
- Inclusive team leadership in diverse environments
- Strong communication, facilitation skills
- Strong interpersonal and problem-solving skills
- Diversity Sensitivity and Conflict management skills
- Transformational Change management
- Educational and Productivity Software management

I am competent in leading collaborative teams, such as the team which successfully supported the Arubaanse Padvindster Gilde to Full Membership. This collaborative effort with volunteers and staff also allowed me to present to the Region and the World Board, an Associate to Full Membership toolkit. With over 15 years of professional experience working with teams which respond to continuous technology industry changes and with over 27 years as a Girl Guide, I readily respond to the change. I am flexible to the diverse needs of our Region as I have demonstrated throughout the last triennium in working closely volunteer teams to accomplish projects of the Regional action plan. I am excited about the work of our Region. I believe that I have the ability and attributes required to support our Member Organisations in their growth and to further the work of the Movement in our Region.

## VOLUNTARY AND PROFESSIONAL APPOINTMENTS

Member Organisation	Communications Commissioner, 2011-2016
Regional level	Western Hemisphere Regional Committee Member, 2016-2019
World Association of Girl Guides and Girl Scouts	
Other voluntary positions	
Professional/business appointments	Educational Technology Specialist, 2006 - Present Part-time Professor - Computers & Technology

## PARTICIPATION IN EVENTS

Member Organisation events	Helen Storrow Pop Up, Grenada 2018
Regional level	Western Hemisphere Regional Conference 2013, 2016; WAGGGS Facilitator training, 2018, Regional Facilitator Activation Training, Chile, 2018
World Association of Girl Guides and Girl Scouts events	World Conference 2014, 2017
Other events	

## STEFANIE ARGUS

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Member Organisation	Girl Scouts USA
Nominated by	Girl Scouts USA
Age Group	30-40
Languages Spoken	Fluent English (mother tongue), intermediate Spanish and basic French

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### PERSONAL STATEMENT

At age five, I proudly put on a bright blue Daisy uniform and became a Girl Scout.

Being part of our worldwide Movement has been the most important and sustained gift in my life. Since I attended my first global event, the 2006 Helen Storrow Seminar, I have been humbled to connect with and learn from Girl Guides and Girl Scouts from across the world. I hope that my diverse experiences working and volunteering with Girl Scouts USA will help me to authentically serve all of our Member Organisations throughout the Region. I am ready to provide solid skills related to strategic planning, leadership development, non-formal education, communications, diversity and advocacy work, research and evaluation, and partnership collaborations.

My six-point vision for our Region's next triennium includes:

1. Valued brand identity: Girl Guiding and Girl Scouting is recognized throughout the Region as the premier leadership experience for girls and young women. I will support this work by championing a process to publicly share narratives and stories (from throughout our Region) that showcase Girl Guides and Girl Scouts changing their communities for the better.
2. Communicative sisterhood: Member Organisations' recent successes are celebrated, promoted, and shared in accessible manners with other MOs. I will support this goal by helping identify novel ways for information sharing and low-cost, intra-Regional relationship-building to take place.
3. Tailored assistance: Member Organisations receive customized, responsive support in tending to their needs, whether linked to governance, girl experience, volunteerism, or other impact areas. I will work to ensure that there is a clear plan to support MOs in addressing specific gaps or areas of improvement identified in completed Capacity Assessment Tools.
4. Mobilization of more volunteers: Regional volunteers' skill sets are maximized (through the establishment of working groups or project teams) to further advance the Region's goals. After conducting a data dig and determining trends, I can provide recommendations for the formation of specific working groups with both long-term and short-term objectives.
5. Financial health: The Western Hemisphere Friends Fund is growing and other fund development prospects are explored. My experience with planned giving, philanthropy, and grant writing will support this aim.
6. Centered youth: Girls and young women's voices, needs, and perspectives are at the forefront of our work. I am enthusiastic about the idea of organizing a young women's advisory group for the Region to ensure that our Movement remains relevant and member-driven.

I am eager to share my passion, background, and expertise as a member of the Regional Committee. Most of all, I cannot wait to work with our members and Member Organisations to continue to empower girls and young women to take the lead and change the world. I am dedicated to supporting a collaborative, thriving, and vibrant Western Hemisphere with you.

## SKILLS AND EXPERIENCE

**Fund development / strategic planning:** As a National Volunteer Partner with GSUSA, I serve as a planned giving coach and a strategic planning coach. I provide advisement on organisational philanthropy, fund development, and stewardship plans, maintaining a portfolio of fourteen distributed offices across the United States. Additionally, I collaborate with council leadership to ensure that localized strategic plans match GSUSA's national strategic aims.

**Governance:** As the Senior Director of Girl Experience with Girl Scouts Southeastern New England (GSSNE), I worked closely with the Board of Directors. I served on the Strategic Planning and Long-Range Property Planning board committees and presented detailed quarterly dashboard reports. I previously served on the Board of Directors of Big Brothers Big Sisters of Windham County and Girl Scouts of Eastern Pennsylvania

**Financial management / risk management:** In my staff position at GSSNE, I built and managed an annual operating budget of \$1.1 million. I also created the council's crisis communication plan and delivered risk management trainings to summer day and resident camp directors.

**Leadership and leadership development:** I am very comfortable with coaching and mentoring for empowerment, having supervised and managed multiple teams of volunteers and staff. I have worked with the WAGGGS Educational Model, Leadership Mindsets, and Essential Elements of Organisational Capacity.

**Non-formal education:** I have worked in the field of experiential education for more than a decade (with organisations such as Girl Scouts, WAGGGS, YWCA, YMCA, and Big Brothers Big Sisters), promoting lifelong learning outside of the classroom. While on staff at Marlboro College, I created a community-based, service-learning program for undergraduate students that was informed by non-formal educational methodology.

**Diversity and inclusiveness / advocacy:** As the Lead Volunteer for the World Thinking Day 2020 Co-Creation Team, I support the development of outcomes-driven activities on the selected 2020 curriculum topics of diversity, inclusion, and equity. In my current role, I oversee YWCA Rhode Island's statewide racial justice program. I served on the WAGGGS Advocacy Network from 2014 – 2018 and spearheaded several advocacy initiatives, including local campaigns for the 16 Days of Activism Against Gender-based Violence and the International Day of the Girl.

**Marketing and communications:** I am a strong writer with experience generating content for a broad range of platforms. I have managed posts on organisational social media accounts (Facebook and Twitter), created content for Annual Reports and program guides, and written website articles.

**Research and evaluation:** I completed a research-based Master of Arts in Education and regularly utilize data-driven decision-making as a professional. At GSSNE, following my in-depth evaluation of a portfolio of over 100 annual programs, I led program offerings to yield a 41% increase in girl participation within only one year.

**Technology:** I am adept with Microsoft Office Suite, web-based collaborative platforms, customer relationship management, and database navigation.

**Partnerships:** A major achievement during my time at GSSNE was the creation of the council's formalized program partnership model, ultimately offering dozens more curriculum-based activities for girls ages 5 – 18 each year.

## PERSONAL ABILITIES AND ATTRIBUTES

My first key strength is that I am a skilled writer, public speaker, and facilitator. As a writer, I have managed posts on organisational social media accounts for WAGGGS, GSUSA, and Girl Scouts Southeastern New England; created content for hardcopy Annual Reports and year-long Girl Scout program guides; and written multiple Girl Scout website features. In 2018, I also published two academic research pieces on the topics of gender and non- formal education. As a facilitator and presenter, I have spoken to audiences of 50 – 5000 people at events such as the 2018 American Camp Association National Conference, the 2014 World Conference on Youth, and past Girl Scouts USA National Conventions in 2002, 2005, and 2014.

A second strength is my ability to inspire and mobilize others while working on collaborative, cross-cultural, intergenerational teams. As Lead Volunteer for the World Thinking Day 2020 Curriculum, I supported the development of two dozen appropriate and relevant activities for our global pack. This work involved successfully managing and motivating a remote team of international volunteers. One peer stated, “I was only able to do this with your help. Thank you for all your constant coaching and follow up.”

Thirdly, I have an aptitude for thinking both critically and creatively. I am an effective systems-thinker who relishes innovation. For example, in 2017, I designed and launched Girl Scouts Southeastern New England's formalized program partnership model as both a new business strategy and a revenue generator. In 2019, I designed YWCA Rhode Island's organisation-wide logic model to track successes and identify data indicators across all programs.

Throughout my career, I have maintained a consistent dedication to leadership and capacity-building for girls and women. Participating actively in Regional strategy and governance is exciting to me, for good governance is at the heart of our Region's future successes. I am equipped to make contributions across each of WAGGGS' Key Impact Areas and to support measurable growth in our Region.

## VOLUNTARY AND PROFESSIONAL APPOINTMENTS

Member Organisation	GSUSA National Volunteer Partner (March 2018 - present): Diversity & Inclusion Lead, Strategic Planning Coach, Planned Giving Coach, and consultant. Council Action Team, G.I.R.L. 2017 (April 2016 - October 2017); Full-time Girl Scout council staff (January 2014 - February 2018); GSUSA representative at Helen Storrow Seminar (2009); seasonal Girl Scout council staff (summers 2005 - 2013); By Girls For Girls National Advisory Board (2002 - 2006); Girl Scouts of Eastern Pennsylvania delegate to National Council Session (2002)
Regional level	Caribbean Girl Experience Project Team (November 2018 - present) Lead Facilitator, Western Hemisphere Stop the Violence ACTIVATE event (October 2015)
World Association of Girl Guides and Girl Scouts	Lead Volunteer, World Thinking Day 2020 Curriculum Team (December 2018 - present); Lead Facilitator, Stop the Violence (November 2014 - present) Path Leader & Facilitator, Roverway (July - August 2018); Advocacy Network (November 2014 - October 2018); Our Chalet Assistant (February - May 2012)
Other voluntary positions	Board Member, Big Brothers Big Sisters of Windham County / Marlboro College Board Leadership Program (August 2013 - January 2014)
Professional/business appointments	Chief Mission Officer, YWCA Rhode Island (September 2018 - present); American Red Cross Trainer (May 2018 - present); Brown University staff (August 2016 - present); Girls Circle Facilitator (December 2018 - present) Presenter and Panelist, Camp Outcomes for Girls, American Camp Association National Conference (February 2018); University of Reno-Nevada and Truckee Meadows Community College faculty (August 2014 - April 2016)

## PARTICIPATION IN EVENTS

Member Organisation events	March 2019 National Volunteer Partner Conference (New York), April 2018 National Volunteer Partner Conference (New York), G.I.R.L. 2017 (Ohio), March 2017 GSUSA Delegation to 61st Commission on the Status of Women (New York), March 2016 Program & Property Conference (New York), 2014 Girl Scout National Convention (Utah), 2005 Girl Scout National Convention (Georgia), 2002 Girl Scout National Convention (California)
Regional level	November 2018 Western Hemisphere Regional Volunteer Activation event (Our Cabaña), October 2015 Western Hemisphere Stop the Violence ACTIVATE event (New York)
World Association of Girl Guides and Girl Scouts events	July 2018 Roverway (the Netherlands), November 2014 Stop the Violence Lead Facilitator Training (Pax Lodge), December 2013 Stop the Violence ACTIVATE event (Sangam), February 2006 Helen Storrow Seminar (Our Chalet)
Other events	WAGGGS Facilitator at May 2014 World Conference on Youth (Sri Lanka)



# MARÍA EMILIA CADARIO

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Member Organisation	Asociación Guías Argentinas
Nominated by	Asociación Guías Argentinas
Age Group	40-50
Languages Spoken	Fluent Spanish (mother tongue), and basic/intermediate English

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## PERSONAL STATEMENT

Throughout my life, Guiding has done a lot for me, I have become the woman I am because of this Movement. My experience leading teams of volunteers from different areas in my country has transformed my volunteering, I have gradually taken on more responsibilities and today I feel ready to work collaboratively to serve the Region.

My expectation is that I would take on a commitment through which I can lead change, work to provide a better Guiding experience for the girls and young women in the Region, and contribute to being more diverse and more inclusive, so that all the girls and young women who participate in Guiding activities feel like our organisation is their home, the place where they feel valued, listened to, loved, the place where they will learn to develop their own leadership, an experience that they will take with them throughout their whole lives. I would like to identify new and better tools for volunteers, to support, listen to and work with the Organisations in the Region that need to strengthen their image, and to work with them to modernise their founding documents.

With regard to my vision, I want our Region to be active and visible, and to take part in exchanging best practices with other WAGGGS Regions. I would like to be part of a team where we can build strategic partnerships with new actors, working together, generating with them a space for dialogue and conversations to strengthen our leadership position as the largest Organisation dedicated to the training of girls and young women in the Region and in the world.

I commit to doing the best that I can do: Being an active, creative, and positive volunteer who is passionate about Guiding, simply "For the girls".

## SKILLS AND EXPERIENCE

Strategic planning: Over the last four years, I helped to develop the strategic plan and action plan for the Asociación Guías Argentinas (AGA), particularly developing the Programme.

Governance and legal experience: For three years I worked in management in the Champaquí Zone of AGA as the Zone Commissioner. I was part of the team that wrote the AGA's Child Protection Policy. I participated actively in the reform of the Constitution and By-laws of the AGA.

Communication, PR and/or social media: In my professional life, I am responsible for communications in a law firm which was founded more than 50 years ago. I run events and manage publicity and legal marketing.

Inclusion: I have organised trainings and meetings for volunteers promoting the changes in the Guide programme and the educational offer that relate specifically to inclusion. I organised and coordinated the first livestreamed session on Inclusion from a National Assembly for all the volunteers. The session was livestreamed on the AGA YouTube channel and was watched around 500 times.

Leadership and leadership development: I have been a National Trainer since 2002 and have had international accreditation since 2016. I promote change in how we run trainings, making them more accessible and more in line with volunteers' needs. I have designed virtual training modules for Guiders in Training, which include WAGGS' new leadership model.

Positive influence and advocacy, non-formal education: Alongside a team of specialists in the field, I helped to produce a non-formal educational programme for Guías de Sol (Senior Guides) and Guías Mayores (Rangers) on Gender-based Violence, and the accompanying training for volunteers. I led the national "Activate" training, and I was part of the programme team that developed a workplan to train all the volunteers in the AGA. I coordinated the delivery of the Free Being Me, SurfSmart, and Voices Against Violence programmes in the AGA, always exceeding the number of people proposed in the agreements. I coordinated the preparation of activity packs (with advocacy material and tools) for special events, such as: International Women's Day, 16 Days of Activism against Gender-based Violence, International Day of the Guide, Guiding Week, World Thinking Day, St. Joan of Arc Day, Sustainable Development Goals.

Data collection, analysis and/or research and evaluation of results: I worked to develop surveys, processing and analysing the results, for volunteers and beneficiaries on various important issues.

IT tools, systems and applications: use of word processors, spreadsheets, web design and updating websites, website management.

## PERSONAL ABILITIES AND ATTRIBUTES

I am very adaptable. I always bring a positive and critical Outlook in my work and in my daily life. I am organised, communicative and proactive in my activities. In recent years, leading and working with volunteers from various zones and backgrounds in my Association has changed the way I volunteer, making me more open, collaborative, and flexible, always practising empathy, and aware of the needs of every person. I have inspired other people (beneficiaries and/or volunteers) to take on responsibilities gradually, happily giving of themselves, and making positive changes in their lives both inside and outside Guiding. I value diversity in all its forms, accepting the challenges brought by working with people who think and work differently from me, I always find a way to learn from them. I feel very able to join a team, providing my leadership, creativity, intelligence and adaptability to every situation.

## VOLUNTARY AND PROFESSIONAL APPOINTMENTS

Member Organisation	Member of the National Council (2002-2004) Head of National Programme (October 2014-2017).
Regional level	
World Association of Girl Guides and Girl Scouts	
Other voluntary positions	National Trainer (2002 to present), Community Coordinator (2017 to present). Member of the National Programme Committee (2014 to present). Champaqui Zone Commissioner (August 2013-2016). Head of Programme, Champaqui Zone (August 2001-2005). Head of Training, Champaqui Zone (2006-2008)
Professional/business appointments	Communications Coordinator, Gentile Saravia Firm (2005 to present)

## PARTICIPATION IN EVENTS

Member Organisation events	In the last three years I have participated / organized: <ul style="list-style-type: none"><li>• National 'Oak Leaf' encounters for volunteers</li><li>• National Programme Encounters, Activate, National Assemblies</li><li>• National Trainers Encounter</li></ul>
Regional level	14 Regional Conference of the Western Hemisphere, Curaçao, July 2016. Workshop on applying the educational method, Quito, Ecuador, 2007.
World Association of Girl Guides and Girl Scouts events	
Other events	19th World Jamboree. 1998, Chile. National Camps

## PAOLA ANDREA NIETO CARVAJAL

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Member Organisation	Asociación de Guías Scouts de Colombia
Nominated by	Asociación de Guías Scouts de Colombia
Age Group	20-30
Languages Spoken	Fluent Spanish (mother tongue), fluent English and basic French

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### PERSONAL STATEMENT

It's time to act! ... because our actions impact our own lives and that of others. That statement has been one of the most important and special lessons Guides has given me, and also that as a team you go further, you learn more and everything is more fun. For me it is very important to have the opportunity to be part of the Regional Committee because it involves being part of a team of leaders that focuses on impacting more and more people and communities to discover all the power they have as agents of change. I want to contribute to the creation of strategies so that more people take ownership of all the tools of the leadership programs, but also of their own voice, their ideas, dreams and objectives. That's why my expectation is to do my best to increase the number of girls, young people and adults learning about topics such as self-esteem, environment, etc., but above all empowering and equipping persons with tools that allow them to assume leadership roles in their own life and its environment. In other words, I want to contribute so that in the midst of so many undeniable problems in the world, we are more those who discover that we can do something about it (and we do!), that we are not alone (because we are more than 10 million guides) and that we also have the support of a large organisation (more than 150 countries!).

My own experience as a Guide has meant great changes when it comes to taking on a new challenge, working as a team or listening to points of view that I have never considered. For example, it gave me the opportunity to go to a country on the other side of the world to volunteer in a community unknown to me, and also in another language. I share with you the experience of being a *Tare* in Sangam, India. I cannot deny that there were difficult moments, but even today I still discover how valuable it is to have assumed that responsibility and to have faced different circumstances and ways of thinking than mine. Hence my interest in promoting more girls and women to access opportunities that allow them to challenge themselves.

Also, thanks to that and other opportunities that I have had, I think that WAGGGS has programs and opportunities that can contribute to social construction and my vision is that the actions of the committee support and promote the empowerment of the different communities of the hemisphere. In my case, this application is a challenge, but also a motivation. To a large extent, it is a challenge because it is a new way of putting my skills and experience to serve objectives that can impact more lives and generate more agents of change. And one of the things that motivates me the most is to be able to share different regions with people and communities, because I think it is the best way to learn: *to learn by doing*. In my view, my contribution begins by seeing myself as an agent of change in permanent construction, always learning from others and also giving the best of me as part of a project and also to the different circumstances that may appear.

## SKILLS AND EXPERIENCE

I have a great interest in understanding different points of view and I think that my philosophical training has allowed me to recognize multiple tools to achieve it. This is because philosophy is a discipline in which you learn to recognize the arguments that are at the basis of a way of thinking or acting and, from there, find both the strengths and the weaknesses of each one. Now, the experience in Guides has been a very valuable complement because it allows me to put into practice an exercise in reflection and communication that in academia is more theoretical. In my view, the experience as part of a group of Guides, or also as National Commissioner of the country, has allowed me to recognize why it may be important to reflect on what we think, our culture, our environment and others. I do not think that only the university could have caused so much impact on me and for that reason I value to a large extent being part of a leadership environment.

Now, as a leader of a group, I consider that I developed skills related to the creation and execution of programs, taking into account aspects such as charisma or the language used in order to support the personal development of girls and their families. Similarly, the experience of being part of the community program in Sangam allowed me to develop communication skills by being surrounded by people from other countries, cultures and languages and to recognize, from another perspective, social problems faced by women around the world. In addition, I had the opportunity to learn strategies to take action and influence the people of the community to join, thanks to the type of activities of the World Center.

Subsequently, I assumed the role of National Commissioner and this was an opportunity to gain practical knowledge of the internal structure of my Member Organisation. This experience also allowed me to strengthen my skills for teamwork and conflict resolution since I was in charge of communicating with leaders and groups from different areas of the country. I also worked hand in hand with the national instructor with the objective of creating and strengthening solid teams of volunteers, as well as in shaping strategies for increasing membership. I faced circumstances that allowed me to learn to recognize personal weaknesses, such as lack of confidence when making decisions, but this led me to learn to ponder the possible options to balance the reasons or arguments when making decisions and integrate them within a project. This has had a great impact on my personal and professional life because it has allowed me to take on other challenges such as directing the philosophy magazine of my university or even starting to integrate a theater group despite the fear of the beginning scene. I can say that thanks to that previous experience I have more tools when making decisions or solving conflicts of an initiative.

## PERSONAL ABILITIES AND ATTRIBUTES

I feel very fortunate to be able to live between the academic world and the world of adventures that I find in Guiding. I would say that both worlds confront me and have allowed me to build optimal skills to unite reflection and action. I like to listen and I have learned to discover my voice and to share my point of view. To bring them a little closer to me, I love to research and write. I think what most attracts my attention is that philosophy addresses issues or problematic issues that break my own paradigm and then try to make those ideas become an interesting conversation or story for those who are reading. I admire the impact of understanding other contexts and critically investigate them and that is why I like to consider perspectives other than my own and try to see the world with different eyes. That is why I have tried to achieve communication skills that allow me to dialogue with other people or, analogously, with other contexts in an assertive but also critical way. I consider myself a person who likes to reflect and who seeks to stay active, and I would say that this is because I think there is a lot to do and a lot to learn in the world. From my experiences, many of which I mentioned earlier, I would say that I have the ability to recognize when I need support and to ask for mentoring to develop skills that allow me to achieve goals. In that sense, I consider that I am attentive to my own way of thinking and this has to do with the fact that I am interested in recognizing my own fears and facing them.

## VOLUNTARY AND PROFESSIONAL APPOINTMENTS

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Member Organisation	As de Trébol – March 2018 National Commissioner – 2014 to 2018
Regional level	
World Association of Girl Guides and Girl Scouts	
Other voluntary positions	Head of Saga Magazine (produced by the Philosophy students of the National University) – August 2018 Editor of Saga Magazine – February to June 2018
Professional/business appointments	Web editor for the Human Sciences Faculty, National University of Colombia – August 2018; Student teaching assistant for Ciro Roldán, National University of Colombia – February to July 2018; Assistant to the Philosophy Department Management Team, National University of Colombia – July to November 2017

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## PARTICIPATION IN EVENTS

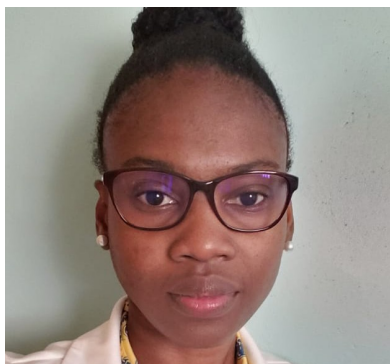
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Member Organisation events	National Leaders Encounter – 2015 National Camp – 2014
Regional level	Central American Leaders Encounter – 2012
World Association of Girl Guides and Girl Scouts events	Helen Storrow Seminar – 2014 Community Programme 12w – 2013
Other events	

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## SAUDIA EDGHILL

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Member Organisation	Guyana Girl Guides Association
Nominated by	Guyana Girl Guides Association
Age Group	20-30
Languages Spoken	Fluent English (mother tongue), basic Spanish and basic French

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### PERSONAL STATEMENT

Within the next triennium I envision a highly vibrant and visible WH Region within our larger society, influencing and leading the conversations around the betterment of girls and women. A region active in the inclusion of boys and men for their empowerment, to be the cheerleaders and backing voice for girls and women within their communities in the joint effort towards achieving gender equality.

My hope is as a region we reach more marginalized girls, developing programmes specific or flexible to accommodate their special needs, in turn intensifying diversity within our movement. A region fostering greater appreciation for differences -be it cultural, personal, etc. – through consistent exchanges between our Spanish, Dutch, French and English-speaking countries.

Girl guiding is an interest I have genuine love for. I bring with me drive and commitment for the enhancement of local member organisations, the WH Region and the larger association.

The opportunity as a member of the Regional Committee, is the opportunity for me to present novel perspectives to the team, advocate for inclusive programmes to be developed and implemented, and essentially, advocate for the furtherance of the movement on a wider scale. Through my current job I'm continuously exposed to brand management, realizing the value associated in understanding our audience/ targets and how they see and interact with our brand, and further taking appropriate action- this knowledge would be an asset when planning and making decisions. Aside from the aforementioned, I possess other skills such as strategic planning, researching, reporting, effective communication, coordinating and data management skills which can all be tapped into for the realization of my hopes and vision for the region.

## **SKILLS AND EXPERIENCE**

At present through my academic studies I am being exposed to strategic planning and risk management, along with other areas related to successful project management.

In my current role as a member of the quality team within my company and through previous experiences I have been enhancing my communication, public speaking and partnership skills. At my job I am involved in championing the partnership between my company and the Chinese business owners within Guyana. Trainings in the past have exposed me to brand promotion and marketing, and I am involved in the promotion of the brand of the company from a customer service stand point.

I've lived in an ethnically diverse society all my life which allowed for inclusivity through public schooling, regular and other interactions, additionally I functioned as a HIV Advocacy intern within an organisation which catered primarily to minority groups within the sexual orientation spectrum.

I've also had experience in advocacy and leadership throughout my roles within GGGGA and other organisations. In 2016, I was able to rally up girls from my local organisation to give testimonials for the Day of the Girl Child Manifesto via Girl Guides of Curacao, and document them. Through these organisations I have been exposed to non-formal education, and gained recognition for my contributions and influence within my community and the country- I was a 2017 international winner of the Scotia Bank Youth Volunteer Award.

Additionally, I have some experience in the management of social media pages – I co-manage the GGGGA FB Page and managed my company's page for a month.

Secondary and tertiary schooling have equipped me with skills in data gathering and analysis. I also have a legal background.

## **PERSONAL ABILITIES AND ATTRIBUTES**

I consider myself to be both a critical and creative thinker having been exposed to the study of law in my undergrad years and within my current role as a quality customer service lead. In my role, I'm tasked with making the system more appealing and innovative while effectively influencing the management of customer service based on objective analysis. Having studied law and now operating within a business environment demonstrates my ability to be flexible and open to new ways of working and opportunities.

Working collaboratively is second nature to me, I've had much exposure to operating within a team and still do present day. I understand and appreciate the importance of listening to others, hearing and respecting their ideas and perspectives. Given my bold expressive behavioural preference I find ease interacting with, influencing and mobilising others; I function well as a stabiliser within diverse settings.

Continually, I strengthen my communication, presentation, public speaking and facilitation skills, through hosting meetings and conducting trainings in my day to day job.



## VOLUNTARY AND PROFESSIONAL APPOINTMENTS

Member Organisation	<p>WH Region Twinning Initiative - GGGA Country Lead (2015-2016)- active in the planning and execution of shared/joint activities/strategies to enhance the girl guiding experience and increase the connection for girls in both Alberta-Canada and Guyana through partnership with the leads from Alberta-Canada (with much emphasis on maximising the use of technology); Young leader (2010-present) - Assisted in the revitalisation of a school unit which had a legacy of girl guiding and committed to that unit for 5 years. Lead a unit within my village allowing for the young girls to have a safe space to constructively use their time on weekends while being empowered to be their best and be activists for what they are passionate about; Planning Committee Member (2011-present)- contribute to the realisation of forums/activities which bring guides around the country in one setting, for stronger friendships to be built, and learning and empowerment to continue in a larger grouping. Executive Committee Member (2013- present) – influential in bringing the girls voice to the table during discussions; Prospective Trainer</p>
Regional level	
World Association of Girl Guides and Girl Scouts	
Other voluntary positions	<p>Vice President of the Bishops' High Interact Club (2010-2011)  Vice President of the East Demerara Leo Club (2016-2018)- dedicated to the execution of projects to cater to the needs of communities recognised the club's service area.  Executive Youth Representative of the Toucan II Multipurpose Club (2008-present) - representative of the youth members at club forums and community forums with the elders.  Treasurer of the Buxton United Football Club (2018)</p>
Professional/business appointments	<p>HIV Advocacy Intern (2017-2018)- advocated for non-discrimination of transgenders, men who have sex with men and female sex workers in accessing healthcare. Quality Customer Service Lead- Graduate Trainee (9/2018-present)- championing the brand management of my company's brand through the services offered to our customers by ensuring our personnel, policy and processes are in alignment for the customers' expectations to be exceeded all the time.</p>

## PARTICIPATION IN EVENTS

Member Organisation events	<p>World Thinking Day, International Day of the Girl, National Camps (planning and execution of events (2012- present)</p>
Regional level	<p>WH Regional Conference- GGGA representative (2013), Mexico, &amp; (2016), Curacao; WH Region Twinning 2020 Cultural Connections Training (2015), Mexico – gained greater insight on bridging the gaps between generations, and traditions and modernisation for the enhancement of the girl guiding/scouting experience.</p>
World Association of Girl Guides and Girl Scouts events	
Other events	<p>World Conference on Youth (2014), Sri Lanka – contributed in the drafting of the Colombo Youth Declaration; Commonwealth Youth Forum- Guyana (2014) IMPACT Justice Community Mediation Training (2016)- received certification in community mediation for conflict resolution at a community level. Caribbean Link of Girl Guiding Conference- GGGA Team Lead (2018), Barbados – gained exposure to fundraising and fund development through a work-shop hosted by Aspire Barbados</p>

## KARA O'BRIEN

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Member Organisation	Girl Guides of Canada
Nominated by	Girl Guides of Canada
Age Group	30-40
Languages Spoken	Fluent English (mother tongue), and intermediate French

### PERSONAL STATEMENT

When I joined the Guiding and Scouting Movement almost 30 years ago, I had no idea what adventures lay ahead of me. I was a shy girl often overshadowed by her taller, older brothers, and yet eager and ready to learn. I practiced new skills and expanded my horizons as I stepped outside of my comfort zone. Gradually, I learned how to be a leader. I hope that I can play a small part in enabling more girls and young women to discover quality Girl Guiding and Girl Scouting like I did, and that they, their local communities and the wider world can benefit from their voices and influence.

As a member of the Western Hemisphere Committee, I would pay particular attention to the implementation of Vision 2020 and the development of a dynamic, relevant strategic plan that will continue to build on its momentum and take our Movement into the future past 2020. As a youth delegate to the Western Hemisphere Conference in 2004, I had the opportunity to meet delegates from many MOs of the Western Hemisphere Region and began to understand some of the specific challenges they face including growth, programme delivery and funding. I hope to draw on this experience and my strategic planning skills as well as my collaborative approach to work with my fellow committee members, staff, Member Organisations, girls and young women to build an even stronger Movement, capable of empowering girls and young women and allowing them to stand on the shoulders of those who came before them. In concert with this, I would also like to work with the other Regions to bring more cohesiveness to WAGGGS and to the 10 million girls we serve, because together we can all build a stronger Movement.

### SKILLS AND EXPERIENCE

Over the course of the past fifteen years, I have developed extensive experience working in international and cross-cultural settings, and have benefitted significantly from working with colleagues and friends from many countries and diverse backgrounds. For example, from 2005 to 2013, I progressed from being a participant to a group facilitator to a co-chair of the Global Planning Committee for the UNESCO Global Intergenerational Leadership Forum, an annual event bringing together young human rights leaders and mentors from around the world to further develop their leadership and advocacy skills and international connections. I was involved in the planning and implementation of fora in the United States, Italy and Rwanda. I also led a working group to develop a joint resolution signed by participants and delivered to the president of Rwanda and senior officials to advocate for meaningful change concerning global and regional human rights concerns.

I further refined my own leadership development and training capacities as the Alumni and Development Manager at the Loran Scholars Foundation, a private foundation focused on developing young people demonstrating strong character, commitment to service, and exemplary leadership. As an alumna of the foundation, I was also heavily involved in building internal and external partnerships and fund development, with particular focus on private philanthropists, corporate donors, and alumni.

## SKILLS AND EXPERIENCE (CONTINUED)

Currently, as a Senior Policy Advisor in the Government of Canada I manage several complex policy files and provide senior officials with relevant policy advice on a range of international issues involving urgent issues and long-term strategic planning. I have primarily worked in the areas of humanitarian aid, global nutrition, and defence and security, proving my ability to be flexible and adaptable to new issues and teams. In addition, I have been fortunate to further develop my leadership skills by accepting responsibility for interdepartmental working groups.

Finally, a skill I have been committed to developing throughout my career is how to meaningfully engage girls and young women in decision-making. I was fortunate to learn firsthand about the WAGGGS' World Conference and the Western Hemisphere Conference as a girl Member and then as a youth delegate, respectively. These experiences made a significant impression on my sense of belonging in the Movement, and led to my work as the first Coordinator of Girl Member Engagement on the national staff of the Girl Guides of Canada where I provided recommendations for meaningfully girls and young women in decision-making. I carried this effort forward to my term as a GGC Board Director from 2013-2016 where I was further involved in strategic planning and stewardship of the organisation and further developed my interest in global Guiding.

Girl Guides and Girl Scouts is where my aperture first widened from my local community, to national, international and global horizons. I would be honoured to bring these and other skills and to develop them further as a member of the Western Hemisphere Regional Committee.

## PERSONAL ABILITIES AND ATTRIBUTES

Through a wide variety of experience working and volunteering in lean, agile non-profits and large, structured bureaucracy I have enhanced my ability to be flexible and open to new opportunities. I believe my natural curiosity, willingness to learn, and persistence has fuelled my personal and professional development.

My work as a Senior Policy Advisor in the Government of Canada has refined my ability to think both critically and creatively and to prioritize information and action. As a quiet leader, I seek to ensure my team members have the necessary information and freedom to develop effective courses of action, and to bring their own unique skills and knowledge to the table. I particularly enjoy taking a collaborative approach, ensuring I am ready to step up and step back, as necessary. For example, my efforts to lead a multi-national human rights working group involved working through diverse perspectives and sometimes conflicting points of view. As the group leader, I took a deliberate, collaborative approach to optimize discussion and to develop a shared sense of ownership amongst group members. I believe this approach inspired greater motivation to contribute to the initiative.

My strong communication, public speaking and facilitation skills have developed over time, beginning in my own Guiding units and expanding to presentations to large crowds at provincial, national and international events. I have also benefitted from opportunities to develop my communication skills through negotiations at the United Nations General Assembly international security committee during a posting in New York, where precision and a solutions-oriented approach was critical.

Finally, having been both a staff member and a volunteer at Girl Guides of Canada and the Loran Scholars Foundation I appreciate the important collaboration that occurs between staff and volunteers and their effectiveness in identifying shared objectives and ways of work.

## VOLUNTARY AND PROFESSIONAL APPOINTMENTS

Member Organisation	Member, 1989 to present Director, Board of Directors, Girl Guides of Canada, 2013 - 2016; Unit Guider 2017 - 2018 Member, Program Stewardship Committee, Coordinator, Girl Member Engagement, Girl Guides of Canada National Staff, 2006-2007
Regional level	
World Association of Girl Guides and Girl Scouts	
Other voluntary positions	Loran Scholars Foundation Administrator and Assessor, 2006 to present; Global Planning Committee co-chair and Facilitator, UNESCO Chair Intergenerational Leadership Forum, USA, Italy, Rwanda, 2005 - 2011; Children's Rights Academic Network, Landon Pearson Resource Centre for the Study of Childhood and Children's Rights, 2009-2013
Professional/business appointments	Senior Policy Advisor, Government of Canada, 2014 to present Development & Alumni Relations Manager, Loran Scholars Foundation, 2011-2013; Program Manager, Office of the UNESCO Chair, University of Connecticut, 2008 - 2010; Coordinator, Member Engagement, Girl Guides of Canada, 2006-2008; Research Associate, Microfinance Program, Global Affairs Canada and Egyptian Association of Community Initiative and Development, 2005 - 2006

## PARTICIPATION IN EVENTS

Member Organisation events	Presenter, January Thaw Member Event, WAGGGS Thinking Day Session, Ottawa, ON, January 2018 GGC National Conference, Toronto, ON, 2015 Girls' Parliament, Edmonton, AB, 2007 GGC National Strategic Planning Session, Toronto, ON, 2005 Canadian Mosaic National Camp, Yukon Territory, 1999
Regional level	GGC Delegate, 10th Western Hemisphere Conference, Costa Rica, 2004 GGC Member, Our Chalet session, 2000
World Association of Girl Guides and Girl Scouts events	WAGGGS Delegate, UN Commission on the Status of Women, 2007 Girl Member guest, 36th WAGGGS World Conference, Canada, 1996
Other events	

# MARÍA JOSÉ GALLARDO PÉREZ

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Member Organisation	Asociación de Guías y Scouts de Chile
Nominated by	Asociación de Guías y Scouts de Chile
Age Group	30-40
Languages Spoken	Fluent Spanish (mother tongue) and basic English

## PERSONAL STATEMENT

Since I discovered the world's international dimension, I have always thought that working for WAGGGS in some way would be giving something back for everything I have experienced in my life as a Guide and as a woman.

Firstly, I see this as an opportunity to do something new, to grow, to be in relationship with other people, to learn about management and to become more like the type of leader seen in the World Association's new model of leadership. Secondly, I feel that, as a woman, I have a lot more to bring to society and it is valuable to be a part of that, as it allows me to help other associations and my own association.

The most important thing is that I love this Movement, and the work of WAGGGS in particular, as I had heard the word "advocacy" for several years and it sparked in my heart a call to service, curiosity, love and work among other things, and in many ways I have shared that call in different situations, inspiring others or showing them the path to follow through training and work.

## SKILLS AND EXPERIENCE

I consider myself to be a person who is able to accept large challenges, able to keep learning, both with other people and on my own. I am a person of good character, and I like to be of benefit in the situations I am in. As an example of this, I can share my experience at Sangam, in which, despite the language barriers, I managed to do a good job, according to the Programme Leader, Minakshi Jadhav. This experience helped me to understand other realities, learn about another culture, develop more empathy and teamwork, and learn to communicate in another language.

Volunteering helped me to value the simplicity of things, to value the importance of relationships and to share everything from a plate of food to a cup of tea or a conversation. As a leader of the Golondrinas (Brownie) Committee I began a great piece of teamwork, teaching the youngest Guiders and sharing all the experience of my predecessors, who have helped us to celebrate 21 years of the branch, organising national events and continuing the service project that we started as a Committee: "Friendship Bracelets for Sangam", a project that mobilised hundreds of children and young people, who together managed to send more than 7 kilometres of bracelets to Sangam, the sale of which generates resources for the communities, or they are given away as symbols of friendship at the World Centre.

Being a trainer is one of the activities that makes me feel the most satisfied and that I enjoy the most, it's the place where I can put all my professional skills in use to serve the association that I belong to, even as a Commissioner it is part of my role to work on training policies and educational materials, and as part of the National Education Commission (COMEDUC) – the primary objective of which is to define the programme and educational offer provided by the Guide and Scout Association of Chile to its members.

## **SKILLS AND EXPERIENCE (CONTINUED)**

The last national event I attended as a module leader (tenth national Paxtú event) showed me something new, management with external institutions of the Guide and Scout Movement. As a result, the Plaza (the module I was responsible for) was a diverse experience for the children, providing a space for different interests, from oral health to astronaut school and various activities and games that met the needs of more than 3,500 girls and boys.

In the professional world, it has fallen to me to carry out historical research for a documentary on food, and I am currently researching a national opera singer who is from the Mapuche people, an investigation that I will submit to a cultural fund this year. In addition, I constantly participate in free training courses on various subjects, from literature to 21st Century migration, and the culture of other countries.

## **PERSONAL ABILITIES AND ATTRIBUTES**

The professional training that I have calls me to be a person who is critical of our national and international reality, to have an opinion about possible subjects, and to act if necessary. As a history teacher every day in every lesson, I am a narrator, a storyteller; therefore I feel that for me, speaking is an amazing tool, the spoken word can be as important as the message, and that message - one way or another - opens minds or touches hearts.

Regarding the capacity to inspire and encourage others cheerfully, during a World Thinking Day activity, I was recognised by my institution as one of the promoters of that activity here in Chile, which is not just to my credit, but also the other women and men who I have been working with for six years to promote this celebration, which in principle is a self-governed activity, today we have managed to get our association on the national calendar, WTD will be celebrated by more girls, boys and young people year after year, as they participate in a celebration which has become more relevant in our country.

I consider myself to be a creative person who always looks for a solution to problems, I generate interesting ideas both at the local level as well as the institutional level. One example of this is that with my colleagues in the school where I work, every year we hold a history week, with different themes, producing all the activities for the children and young people aged 4 to 18 years. This encourages me to have a wider view and to put myself in everyone else's shoes.

In one way or another we are all fighting for good, we work for what we believe to be right, and throughout my life in the Movement I feel like I have always been in these fights, empowering the women in my association, participating in assemblies and meetings, sharing opinions, and acting in my unit (young girls aged 7 to 11 years), I can say that in 18 years as a Guider I have seen many girls grow into great women, and alongside their families, school and Guide and Scout groups, we take them by the hand and support this process.

## VOLUNTARY AND PROFESSIONAL APPOINTMENTS

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Member Organisation

Guider, March 2001 to date.  
District delegate to the National Assembly from December 2018 to date  
District Coordinator for Golondrinas (Brownies) 2006 to 2009  
National Commissioner for Swallows from 2010 to 2014

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Regional level

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World Association of Girl Guides and Girl Scouts

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Other voluntary positions

Director of Training Courses since 2008  
Coordinator of Friendship Bracelets project from 2012 to 2014

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Professional/business appointments

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## PARTICIPATION IN EVENTS

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Member Organisation events

Programme lead for 9th National Paxtú (camp for girls and boys aged 7 to 11 years)  
Lead for the Plaza module for 10th National Paxtú (as above)  
World Thinking Day activities coordinator Programme team at National Jamborees 2009 and 2013  
Programme team at National Moot 2001, 2007 and 2015  
Participation in programme teams for Guide Centenary, Urban Jamboree and coordination of district and zone events.

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Regional level

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World Association of Girl Guides and Girl Scouts events

Community volunteer, Sangam World Centre, August to December 2014  
"Reach of the star" event, Sangam World Centre

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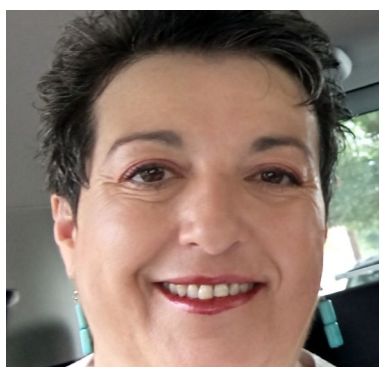
Other events

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# PATRICIA MARROQUIN TREVINO

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Member Organisation	Guías de México A.C.
Nominated by	Guías de México A.C.
Age Group	50-60
Languages Spoken	Fluent Spanish (mother tongue), and fluent English

## PERSONAL STATEMENT

**Expectations:** To grow the region, through dynamic and fun Guiding, where every day we make an effort to make ourselves known and to attract more women so that they can have this marvellous experience that I have been experiencing since I was seven years old.

**Vision:** To be a region in constant change and growth, being inclusive and providing proof that we are the best option for achieving women's leadership and empowerment.

**Contribution:** To share my Guiding and professional knowledge and skills so that the region's MOs can establish clear processes to attract and retain members, through the development of simple procedures that support volunteers in achieving the set goals.

## SKILLS AND EXPERIENCE

- Development of a strategic plan for Guías de México A.C, aligned to WAGGGS.
- Phase 2 and 3 Coordinator of the UPS project:

Phase 2, goal: strengthening Guías de México A.C: We produced plans and activities, including: WLDP training for more than 60 leaders, implementation of ilead, procedures for the succession, nomination and support of leaders, round tables to redefine the roles on district committees, and we launched a pilot in 5 districts to implement the procedures.

Phase 3: In process, goal: increase membership by considering effective practices related to diversity and inclusion. We developed a strategic plan with 5 Key Performance Indicators (KPIs):

- 1) recruit and retain 750 girls and 120 adults in 2019.
- 2) train 100% of people in leadership positions on "inclusion and diversity".
- 3) evaluate the roles of existing volunteers and establish criteria to ensure that these roles are accessible to different volunteer profiles.
- 4) raise awareness of Guías de México A.C in at least one underrepresented community.
- 5) Strengthen relationships with UPSLocal.

For each KPI, detailed operational plans were developed.



## SKILLS AND EXPERIENCE (CONTINUED)

Progress and results: We planned strategies for each KPI: KPI1) 1: invitation for districts to put themselves forward to develop their own membership growth projects, two projects are underway; 2: Launch of “Summer Guiding”, a programme to invite new girls to join Guiding through a summer programme; 3: Development of an induction manual, with basic information for new volunteers, as a tool for those who are starting out and need to choose the type of volunteering they wish to do; 4: Support for districts with home Guides, providing economic assistance to register them, and we invited other districts to join the programme; KPI2) We held induction sessions and a two day workshop, both with experts, to train team educators, which mainly had an impact on young people; which resulted in the “Ten Commandments for Diversity and Inclusion” and plans to implement them; KPI3) Pending; KPI4) Achieved; KPI5) Pending.

- Coordinator of Phase 1 of the GOLD Project, which is a programme from Girlguiding UK, in which they come to the country to provide training in the areas of leadership, membership retention, global programmes, etc. The project was a success, you can repeat it for up to three consecutive years and we have achieved that.
- Coordinator for the Acts of Kindness project from UNESCO and MGIEP (the Mahatma Gandhi Institute of Education for Peace and Sustainable Development). A programme under which you decide to carry out acts of kindness; plans are underway and each act should be registered and submitted to MGIEP through its online platform; the goal is 40 000 stories of kindness.
- General Manager of my company MTCalidad, with more than 15 years of experience in the development and implementation of Quality Management Systems based on ISO 9001, where I have advised more than 20 companies in reimagining their procedures, that we later document (manuals, procedures, instructions, policies) and implement, based on the requirements of the current ISO standard 9001 so that they achieve ISO 9001 certification.
- Professional trainer for adults in the areas of: ISO 9001, Training of internal auditors on the basis of ISO 19011, reimagining of processes, change management, 5S, Instructor training, Management of risks and opportunities, etc.
- Specialist in compliance with legal requirements and Mexican regulations (NOM standards)
- Adviser on strategic company management.

## PERSONAL ABILITIES AND ATTRIBUTES

I am a happy and fun person, who always looks for ways to achieve goals, I always look for how to make something possible.

I am a proactive person, i.e. I always think that everything is possible and that everything can be achieved. I am able to quickly analyse situations and I have a forward-looking mentality, which means I am able to make reliable and effective decisions, which contribute to clearly achieving the goals, for example: I always develop and implement the quality management systems in the companies I assess, irrespective of whether the assessment is being carried out by me or my colleagues, and when I do it, I have to look ahead, at all the situations that could put the success of the project at risk, and I consider them for the whole duration of the project, which can be up to one or two years, and we regularly achieve the project goals.

I am persevering and specific, I don't stop until I have exhausted all the possibilities. Considering that I am proactive, I almost never stop and I try to present valid arguments for the possible options and therefore receive the approval of the person who has to make the decision.

I am a team player and I am a born leader. Since I was little, I have always been the one who led activities, whether that was in Guides or in my personal life, and therefore I have a lot of friends who follow me and always support me.

## PERSONAL ABILITIES AND ATTRIBUTES (CONTINUED)

I am used to working with different people, as I left the city where I was born and I have lived in the North-East (Monterrey Nuevo Leon where I was born) and Mexico City, and I currently live in Guadalajara Jalisco; in cities with different cultures and ways of thinking and living, and even so, I have been able to build my company and make it a success.

I am a born motivator, people trust me: the way I have of expressing myself, always happy and ready to listen, makes people trust me, and I am also transparent and honest. I am transparent, clear and direct.

Being a professional trainer of adults, I like to talk to people and I feel very comfortable running courses, speaking at a conference, or giving presentations of any type.

## VOLUNTARY AND PROFESSIONAL APPOINTMENTS

Member Organisation	International Commissioner (March 2015-March 2019) Bajío Zone Coordinator (March 2013-March 2015) National Trainer (July 2008 to date)
Regional level	
World Association of Girl Guides and Girl Scouts	
Other voluntary positions	Volunteer in Hacienda de la Esperanza, therapeutic community for people with addiction problems.
Professional/business appointments	General Director of my own company (MTCalidad Asesoría y Training)

## PARTICIPATION IN EVENTS

Member Organisation events	National Camps in 1977, 1981, 1983, 1984, 1987, 2008, Friendship session in Our Cabaña 1985, Coordinator General 2013 National Camp, meetings of leaders National assemblies Trainers meetings
Regional level	Latin American Meeting of Leaders in Costa Rica 2016. Regional Conference Curacao 2016
World Association of Girl Guides and Girl Scouts events	World Conference India 2017
Other events	Oxford England Camp 2015