

## INTER-AMERICAN COMMISSION OF WOMEN

EXECUTIVE COMMITTEE 2022-2025  
SECOND REGULAR SESSION  
February 6, 2023  
Virtual

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### SUMMARY MINUTES OF THE SECOND REGULAR SESSION OF THE EXECUTIVE COMMITTEE OF THE CIM 2022-2025

On February 6, 2023, as the President of the Inter-American Commission of Women (CIM), Panama inaugurated the Second Regular Session of the Executive Committee of the CIM 2022-2025, which was held virtually. The Principal Delegate and Minister for Social Development of Panama, María Inés Castillo, chaired the session. The session was attended by all the members of the Executive Committee of the CIM: Panama (Presidency), Chile, El Salvador and Saint Lucia (Vice-presidencies), and Antigua and Barbuda, Brazil, Canada, Honduras and Uruguay (Members), thus constituting the quorum of five Member States necessary for the Committee to begin its deliberations. Before beginning with the formal agenda, the President gave the floor to the newly-appointed Delegates of Brazil and El Salvador so that they could introduce themselves to the Committee. In addition, the Principal Delegate of Chile took the floor to inform that she would not be able to stay for the entirety of the meeting, as the country was currently dealing with a series of forest fires in the central and southern parts of the country that required the attention of the entire cabinet.

As the second item on the order of business, the President moved to the consideration of the draft Agenda (CIM/CD/doc.7/23) and the Organization of Work (CIM/CD/doc.8/23) of the meeting (the meeting schedule), which were approved without any changes.<sup>1</sup>

Next, the President moved to Item 2 of the Agenda “Follow-up of the mandates: political analysis and activity report” for which an activity report and the budget execution from September 2022 to January 2023 (CIM/CD/doc.9/22) were presented by the CIM Executive Secretariat. CIM Executive Secretary Alejandra Mora Mora took the floor for the presentation.

In her presentation, the Executive Secretary noted that CIM aims to be the forum of Ministers of Women, serving both women ministers as well as the women of the region. She underscored that four of the seven mandates entrusted to it by the Executive Committee have been fulfilled since the last regular session (September 2022). She emphasized two fulfilled mandates. The first one is to create two working groups – one for indigenous women and one for rural women. She noted that the rural women’s working group has undertaken a major effort to mainstream a rural focus into all activities of the CIM. Additionally, it set in motion a process to produce a report and a declaration for the OAS to observe the decade of rural women. The second fulfilled mandate is standardizing agreed language. She mentioned that CIM would like to create a working group to review the agreed language prior to publishing it, in order to have a technical and political basis for it prior to sharing it with the Missions to the OAS and other key partners.

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<sup>1</sup>All documents considered or presented at the meeting are available at: <https://www.oas.org/en/cim/committee.asp>

She announced that the CIM could convene a meeting of the individuals named by the ministers to work on it, particularly to sort out the notions of gender, intersectionality, or other concepts causing push back, find out what systematic agreements have been reached between the States, and be able to fall back on such agreements. Additionally, she highlighted the commemoration of the 95<sup>th</sup> Anniversary of the Inter-American Commission of Women and noted that the activities planned for the celebration will be discussed at the end of the meeting.

The Executive Secretary mentioned that, at the 52<sup>nd</sup> OAS General Assembly, which was held in October 2022 in Peru, a historic resolution was achieved on the topic of women's leadership, titled "Women's Leadership: Advancing gender equality and democracy in the Americas" (AG/RES. 2994 (LII-O/22)),<sup>2</sup> spearheaded by Canada in partnership with several other countries. She noted that this resolution is important because it set aside a specific chapter for the Inter-American Commission of Women and specifically on the topic of what women's leadership means. She also underscored that the CIM is delving deeper into the lines of work in the 2022-2026 Strategic Plan of the CIM, particularly, economic rights, political rights, and mainstreaming and sexual and reproductive health and reproductive rights.

She shared that the presence of the CIM on social networks is growing strategically so as to reach out and engage young women, as part of the overall effort to modernize the CIM. She noted that political rights were emphasized at the Courses on Women Candidates for Elected Office, held in 2022 in Colombia, Peru and Ecuador, explaining that these courses gave rise to a CIM Network of Women Politicians,<sup>3</sup> which is made up of more than 400 women candidates for office and is an important and strategic space where the members are able to discuss the political sphere and the obstacles and barriers they are up against. She emphasized the course in Colombia, which included women who were going to run for the first time ever for the "peace seats" (*curules de paz*), as established under the Peace Accords. She noted that negotiations were ongoing for the funding to adapt the course and offer it: i) in English in the subregion of the Caribbean, and ii) at the regional level to indigenous women.

She continued remarking that dissemination of the *Inter-American Model Law on Care*<sup>4</sup> and its *Implementation Guide*<sup>5</sup> has been successful. Additionally, she announced that the CIM is drafting a new model law on women entering the workforce, which will provide affirmative measures for work placement and will address both structural and administrative barriers. She shared that the *Mainstreaming+ Strategy for Equality and Transformation*<sup>6</sup> has been used as a basis for workshops in Chile, Colombia, Costa Rica, Ecuador, El Salvador, Honduras, Paraguay, Dominican Republic, Uruguay (2022), and, in 2023, Argentina, Bolivia, Guatemala, Mexico, Panama and Peru. She highlighted a listening process of the National Mechanisms of the Caribbean on the topic of mainstreaming, to bring this block of states into the process as well.

At the OAS in 2020, the Permanent Council<sup>7</sup> tasked the OAS General Secretariat, under the CIM's coordination, to draft a Parity Plan for the Organization. This Plan was drafted, a consensus was reached

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<sup>2</sup> AG/RES. 2994 (LII-O/22) "Women's Leadership: Advancing gender equality and democracy in the Americas," available at: [https://scm.oas.org/doc\\_public/ENGLISH/HIST\\_23/AG08750E09.docx](https://scm.oas.org/doc_public/ENGLISH/HIST_23/AG08750E09.docx)

<sup>3</sup> CIM Network of Women Politicians (Red CIM de Mujeres Políticas): <https://www.facebook.com/groups/289537115436433/> (closed group, by invitation)

<sup>4</sup> (CIM, 2022). *Inter-American Model Law on Care*, available at: <https://www.oas.org/en/cim/docs/LeyModeloCuidados-EN.pdf>

<sup>5</sup> (CIM, 2022). *Implementation Guide for the Inter-American Model Law on Care*, available at:

[https://www.oas.org/en/cim/docs/Gu%C3%ADa%20de%20implementaci%C3%B3n\\_LMIC\\_ENG\\_fn.pdf](https://www.oas.org/en/cim/docs/Gu%C3%ADa%20de%20implementaci%C3%B3n_LMIC_ENG_fn.pdf)

<sup>6</sup> (CIM, 2022). *Mainstreaming + Strategy for Equality and Transformation*, available at: [https://www.oas.org/en/cim/docs/transversalidad\\_ENG-24.pdf](https://www.oas.org/en/cim/docs/transversalidad_ENG-24.pdf)

<sup>7</sup> CP/RES. 1149/20 "Representation and Participation of Women in the OAS," available at: [https://scm.oas.org/doc\\_public/spanish/hist\\_20/cp42142s03.docx](https://scm.oas.org/doc_public/spanish/hist_20/cp42142s03.docx)

on it within the Organization, and it was rolled out at the 52<sup>nd</sup> OAS General Assembly as the Executive Order “Plan for Gender Parity in Decision-Making Positions of the General Secretariat of the Organization of American States” (EXOR No. 22-5).<sup>8</sup> The Executive Secretary explained that all areas of the Organization are being asked for their specific instructions on how this plan will be implemented to make parity between women and men a reality at all levels of the OAS. She noted that in several areas of the OAS parity has already been achieved and, in these instances, the request is to provide specific instructions on sustaining this achievement.

With respect to the Women, Peace and Security agenda, the CIM views it through the lens of feminism and reconceptualizing security as a new way to address what is happening on our continents. In the absence of formal armed conflicts, but in the face of high rates of insecurity and violence, the CIM is thinking about how to introduce the value added of women into negotiating capacities and into other substantive elements relating to our security. In this regard, the Executive Secretary made reference to the November 2022 release of the document *Pathways to peace and security forged by women: An agenda for the Americas*,<sup>9</sup> which specifically aims to lay out a working roadmap for the CIM, the OAS and for the region in this process of reconceptualization.

The President invited the delegations to ask questions or comment on the report presented:

The Alternate Delegate of **Chile**:

- Stated that because of the wildfire situation that was engulfing the country at this time, the Principal Delegate was unable to remain for the entire Committee meeting.
- Commended the CIM for addressing the issue of rural women, who experience a much higher degree of precariousness and violence in all spheres. She reported that the Government of Chile is fostering policies to mainstream gender into all portfolios of the State’s cabinet, and has a fund that prioritizes programs of the different portfolios to earmark funding for women through gender mainstreaming.

The Alternate Delegate of **Canada**:

- Voiced her solidarity with Chile and welcomed Brazil and El Salvador. She thanked the Executive Secretary for her presentation and the work of the CIM. She voiced Canada’s support for moving forward in the work on sexual and reproductive rights. She also applauded the effort of the CIM to create a results-based strategic plan and urged the CIM to engage in permanent dialogue with the Missions to the OAS as an essential and dedicated space that can foster exchange of viewpoints and best practices relating to gender equality. She noted that, at the last General Assembly, Canada introduced an independent resolution on women’s leadership in advancing gender equality and democracy in the Americas. She encouraged the CIM to continue its efforts in this area by building partnerships with social groups, institutions, and social actors.

The Principal Delegate of **Uruguay**:

- She echoed her colleagues’ words of welcome to Brazil and El Salvador and expressed solidarity with the Chilean people. She commended the President and her commitment to the CIM. She shared that Uruguay has an election coming up in 2024 and, in 2022, the OAS Program to Strengthen Political Leaders was conducted in the framework of its gender mechanism, training

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<sup>8</sup> EXOR 22-5 “Plan for Gender Parity in Decision-Making Positions of the OAS General Secretariat,” available at: <http://www.oas.org/legal/spanish/gensec/EXOR2205.htm>

<sup>9</sup> (CIM, 2022). Pathways to peace and security forged by women: An agenda for the Americas, available at: [https://www.oas.org/en/cim/docs/MPS\\_eng\\_fn.pdf](https://www.oas.org/en/cim/docs/MPS_eng_fn.pdf)

63 leaders from all political parties represented in the Parliament. In 2023, two more courses of this type were held, one in each half of the year and, in 2024, they will incorporate the CIM's program. She underscored the lack of physical and economic autonomy of women, and she regards such autonomy as essential for the prevention of gender-based violence. As for the economic situation of the Commission, she hailed CIM's management and leadership. She shared that, in cooperation with UNDP and the Embassy of the United Kingdom, Inmujeres [National Institute for Women] of Uruguay has kicked off the Digital Violence Monitor of women engaged in public positions. This tool is a tracker that processes the tweets of more than 100 well-known women in different spheres.

The President of the CIM specifically noted that, in the face of increased on-line violence, it would be useful to aim to create a mechanism to deal with the issue that affects all women in the region.

Next, the President introduced Item 3 of the Agenda, International Cooperation: Commitment to Strengthening the CIM. She discussed the current financial situation of the OAS, which has resulted in several cuts to the CIM's budget. She recalled that the CIM has repeatedly asserted that its staff is its most valuable asset, and that the most recent budget cuts did not result in any cuts to the staff. Accordingly, all changes in the budget have only affected non-personnel funding of the CIM, amounting to a 24.45% decrease in available funds in 2021 and a 3% increase of available funds in 2022, according to the budget negotiated by the Committee on Administrative and Budgetary Affairs (CAAP) and approved by the OAS General Assembly. She deemed it vital to mobilize specific funding to improve the financial situation and ensure that the CIM is able to continue to fulfill its mandates and provide technical assistance. She noted that, over the past years, the CIM has stepped up its efforts to draft and negotiate project documents with a view toward successfully mobilizing international cooperation funding. She gave the floor to the Executive Secretary to share the outcome of these efforts over the past year and future prospects.

As for the CIM's budget situation, no personnel funding cuts were made for 2023, so the CIM Secretariat has maintained the same number of employees. However, non-personnel funding was cut by 22.15%, thus impacting the capacity of the CIM to do its everyday work. In this context, the CIM has stepped up its efforts to raise specific funds from international cooperation and from 2022 to 2023 the amount it raised has nearly doubled (from \$295,000 to \$567,300), with contributions from the governments of Canada, Spain, Italy, Liechtenstein, Mexico, Portugal, Trinidad and Tobago, Chile, and France. She emphasized that the CIM submitted a portfolio of projects to the Observer States, which address new topics of feminist foreign policy, strengthening legal frameworks around economic rights, strengthening the states in the areas of trafficking in women, capacity building in violence prevention issues, mainstreaming and institution building, partnering and coordination for equality as a human right, climate change and women's leadership and promotion of sexual and reproductive health and reproductive rights. Additionally, she underscored pursuing avenues of cooperation, accompaniment and support that consider the needs of the Caribbean. She wrapped up her remarks by recognizing the support of Canada, which has consistently promoted the international agenda of women's rights, and by mentioning a process with the United States focusing on particular issues. She felt that, since the OAS observer countries have already been tapped, it would be worthwhile to engage in the same exercise with European agencies that focus on specific lines of cooperation.

After her remarks, the President took the floor to voice her support for increasing work with women's organizations, at both the local and national levels as well as the international level. She shared that this coordination with NGOs is important because they are on the ground and have different points of view. She highlighted the contributions of Canada to provide training and transfer of tools to NGOs, with a view

toward introducing them into the international sphere. The President believed that strengthening NGOs breeds more democracy, transparency and local engagement and greater progress towards a sweeping transformation for women in the region.

The President offered the floor to the delegations for their remarks. Being that there were no requests for the floor, she moved on to Item 4 on the Agenda, Renewal of the contract of the Executive Secretary (2023-2027 period) and respectfully requested that the Executive Secretary leave the meeting room while the item was being discussed.

The President explained that, pursuant to the Statute of the CIM, specifically Article 29, the Executive Secretary serves a four-year term, and her appointment can be renewed for only one additional four-year term by the Secretary General, in consultation with the CIM Executive Committee. The first four-year term of Alejandra Mora Mora, who is currently serving as Executive Secretary, began on August 16, 2019, and will expire on August 15, 2023. Therefore, over the course of this year, in its capacity as Executive Committee and with a view towards submitting a concrete recommendation to the OAS Secretary General, the renewal of Alejandra Mora Mora for a second four-year term as Executive Secretary was to be considered. Her second term would run from August 16, 2023, to August 15, 2027.

Prior to opening the floor for debate to hear the delegations' thoughts on this item, the President offered the floor for any question or clarification about the appointment and renewal procedure. Since there were no questions or requests about the appointment and renewal procedure, the President opened the floor to hear the delegations speak on the renewal of the contract.

The Principal Delegate of **Uruguay**:

- Expressed her support to renew the contract of Alejandra Mora Mora. She deemed it important for this process to have continuity and found that the current Executive Secretary has showed great character and leadership ability and diplomatic skills in handling herself during this process.

The President also agreed on this score. She found that Alejandra Mora Mora has been successful at building bridges despite beginning her term during the pandemic and believed that it would be positive to give her the opportunity to do even more without her having to be constrained by the circumstances imposed by the pandemic.

The Principal Delegate of **Honduras**:

- Made a brief aside to call attention to the levels of violence against women, the increase in femicides in the region, and the need to advance along the line of prevention.
- Thought that Alejandra Mora Mora has facilitated many opportunities and has created spaces of smooth communication. She expressed the support of Honduras for renewing the contract of the Executive Secretary.

The Principal Delegate of **El Salvador**:

- Deemed it appropriate to support continuity in the Executive Secretariat, given that work has already been done and it would be timely to strengthen existing processes.

The Alternate Delegate of **Chile**:

- Expressed the support of Chile for renewing the contract of the Executive Secretary, underscoring that, traditionally, it is customary to extend the term. Additionally, she called on the Executive Committee to reach a consensus on this decision.

The Alternate Delegate of **Canada**:

- Joined the support of the colleagues in renewing the contract of the Executive Secretary.

Following the comments, the President asked the CIM Executive Secretariat to draft a letter to the Secretary General, which would be signed by her, conveying the request to renew the contract of Alejandra Mora Mora as Executive Secretary, for an additional four-year term. After this decision, the Executive Secretary rejoined the meeting and the President shared with her the news about the consensus to renew her contract.

The President then moved on to Item 5 on the Agenda, Activities to commemorate the history of the 95 years of the CIM. She explained that the CIM will have its 95<sup>th</sup> year anniversary since its founding in 1928 under the auspices of the Sixth International Conference of the American States in Havana. She shared that the OAS Permanent Council will hold a special session called “95 years of the Inter-American Commission of Women: Blazing trails, building equality.” The meeting aims to shed light on where we are going with respect to the civil, political, economic, social and cultural rights of women, in terms of political participation and political leadership, economic autonomy with a powerful legal framework, and redefining care and the struggle against gender-based violence. She deemed it important for the OAS General Assembly to shed more light on the CIM. She underscored the Secretary General’s support of the work of the CIM and the work to spotlight that women’s rights are human rights. She then gave the floor to the Executive Secretary to share the plans of the Secretariat to commemorate this anniversary over the course of the year.

Alejandra Mora Mora gave a brief history of the CIM and showed graphic images and the commemoration theme “95 Years of the Inter-American Commission of Women: Blazing trails, building equality.” She also shared that the CIM will present a historic document of the Commission and explained that it wants to open a historic photo exhibit. Additionally, she said that, in the past, the CIM never had had its own space at the OAS General Assembly and, for this reason, side events were held. At the 53<sup>rd</sup> Assembly, which will be held June 21 to 23 this year, the CIM will be requesting an official space to discuss equality at the OAS.

Following the presentation, the President offered the floor to the Delegates to provide comments and ideas about the commemoration:

The Principal Delegate of **Uruguay**:

- Shared that she would like to request a female or male legislator from the Uruguayan Parliament to mention the 95<sup>th</sup> anniversary of the CIM on February 16, or on the day that it is in session that week.

The President of the CIM endorsed the idea and said that she would try to enlist the support of the Latin American Parliament for it to also join in and issue a statement.

The Alternate Delegate of **Canada**:

- Believed it was important to include other social actors in the activities of the CIM and not just the Member States. She shared that Canada invited the OAS Secretary General to give a presentation on gender equality and climate action on International Women’s Day.

The Executive Secretary of the CIM took the floor to speak about the participation of the CIM at the 66<sup>th</sup> Session of the United Nations Commission on the Legal and Social Status of Women (CSW Commission on

the Status of Women). She explained that, along with the Government of Panama, the CIM had been thinking about a space for the defense of women human rights defenders. She believed that it was a very important time for the CIM as an organization and for Ministers of Women's Affairs to raise their voices with regard to the manifestations of violence against women human rights defenders in every sphere, in the areas of climate, health, political demands, women who defend gender and all issues that are raised and questioned in the region. She also highlighted the digital space as an area where more light should be shed on the violence faced by women.

The President gave the floor to the delegations for their comments and observations.

The Alternate Delegate of **Chile**:

- Shared that the Principal Delegate of Chile will be present at the CSW, although the dates are yet to be confirmed. She further shared that Chile is proposing to be the host of the Conference of States of the Convention of Belém do Pará (parties to MESECVI) because of the trying circumstances currently faced by Peru, which prevent it from taking on that leadership role.

The Alternate Delegate of **Canada**:

- Proposed creating an annual calendar of meetings for the CIM Executive Committee in order to take advantage of these important opportunities, such as the CSW, to meet at strategic times.

After discussing item 6 of the Agenda, the President gave the floor to Hilary Anderson to read the draft agreements of the CIM Executive Committee. After the reading, the President opened the floor for comments from the Delegations.

After the Delegates' consideration, the Agreements were adopted as follows:

The Executive Committee of the CIM 2022-2025, meeting virtually in its Second Regular Session, on February 6, 2023, agrees:

#### **Agreement 1**

- a. To express its full solidarity and deepest condolences to the Government and People of Chile for the emergency facing the country, offering the support that the CIM can provide in the protection of the rights and lives of women and girls in the country.

#### **Agreement 2**

Taking note of the Activity Report of the Executive Secretariat (CIM/CD/doc.9/23), request that it:

- a. Circulate to the Delegates the draft document on agreed language
- b. Establish a sub-committee or working group to study the document and make recommendations on its strengthening and utilization; and
- c. Circulate to the Delegates the draft declaration of the inter-American decade for the rights of rural women, as well as the results of the Roundtable of Rural Women that will take place on February 13, 2023 in order to receive inputs.

### **Agreement 3**

Given the progress shared by the Executive Secretary on efforts to mobilize specific funds, request the Executive Secretariat to:

- a. Keep the Executive Committee informed about the results of the negotiations already underway;
- b. Prioritize in the preparation of project proposals the topics included in the Strategic Plan 2022-2025, with emphasis on articulation with the feminist and women's movement, rural women, and the work of the CIM in the Caribbean; and
- c. Let the Executive Committee know when it is developing new project proposals, so they can include your input and discuss fundraising opportunities.

### **Agreement 4**

Having seen the Information Note shared by the Secretariat on the Appointment and Renewal of the Executive Secretary of the CIM (CIM/CD/inf.1/23):

- a. To request that the President of the CIM, on behalf of the Executive Committee of the CIM 2022-2025, address a letter to the Secretary General of the OAS requesting the renewal of the contract of Alejandra Mora Mora as Executive Secretary of the CIM for an additional period of four years (2023-2027); and
- b. Request that the Executive Secretariat keep the Executive Committee informed of the progress in this process.

### **Agreement 5**

In the framework of the commemoration of the ninety-fifth anniversary of the CIM (February 18, 2023):

- a. Request that the General Secretariat of the OAS include a space in the regular agenda of the 53<sup>rd</sup> General Assembly for the commemoration of the 95<sup>th</sup> anniversary;
- b. Save the dates around the 53<sup>rd</sup> OAS General Assembly (June 21-23, 2023) for: i) a high-level event to commemorate the 95<sup>th</sup> anniversary within the framework of the General Assembly; and ii) the Third Regular Session of the Executive Committee of the CIM 2022-2025;
- c. Ensure that commemoration events involve a diversity of actors (civil society, parliaments, etc.) in addition to Member States; and
- d. Evaluate the possibility of carrying out commemorative activities at the national level.