

2012

 **Women's Campaign
International**



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ALWANE Coalition

**Women's Campaign
International**



[IRAQI FUTURE SEARCH]

A Unified Vision, Strategic Objectives, and Concrete and Achievable Action Steps
towards the Advancement of Women's Leadership in Iraq

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IRAQI FUTURE SEARCH REPORT

INTRODUCTION

Working in emerging democracies and post-conflict regions around the world, Women's Campaign International (WCI) advances opportunities for women to actively participate in public advocacy, market, and political processes. WCI aims to build on past efforts through the creation of ALWANE, a sustainable and active coalition of political, economic, civil society, and academic leaders, as well as youth committed to the advancement of women's leadership in the MENA region.

The ALWANE Coalition is a regional coalition of leaders committed to social change and the advancement of women's leadership. By using innovative technologies and engaging young, new voices, the Coalition creates policy and motivates change across the MENA region.

ALWANE stands for Active Leaders for Women's Advancement in the Near East. In Arabic, "alwane" (pronounced Al-WA-nee) means "my colors," a phrase which evokes both the ability to paint our own future and the power of diversity in leading change.

With hundreds of active members across the region, the ALWANE Coalition includes men and women academics, activists, experts, entrepreneurs and youth committed to social change and gender equality. Working at both a national and regional level, this Coalition aims to generate discourse around pressing challenges to women's full participation in society, share intraregional success stories, and create fundamental change. In this spirit of regional collaboration, this network can be mobilized to address targeted national and regional issues surrounding women's rights and participation in society.

In May 2012, ALWANE members from across the Levant region, North Africa, and the GCC, as well as a delegation of local and national Iraqi officials (refer to Appendix 1 on page 21 for list), convened to specifically address the advancement of women's leadership in Iraq by participating in a Future Search, a participatory, multi-stakeholder engagement process. ALWANE Coalition members and Iraqi delegates worked collaboratively to map out an Agenda for Action consisting of shared visions and concrete objectives, strategies, and action steps.

The Future Search was designed to enable the stakeholders to create a collective vision to advance women's leadership and rights in Iraq. The process allowed participants to examine the past by establishing a common history, understand the present by mapping current world trends, and paint an ideal future by designing and committing to concrete goals and objectives necessary to get there.

The ALWANE Coalition is designed to create the basis for sustained regional collaboration in efforts to address both national and regional issues regarding women's advancement. This spirit empowers Coalition members to continue in their efforts towards achieving the goals and commitments laid out in the collaborative Future Search process and detailed in this report.

BACKGROUND

ALWANE COALITION

This year, a newly established regional Coalition of experienced and emerging leaders from 17 countries across the Middle East and North Africa has come together to work towards the advancement of women's leadership in the region. The Active Leaders for Women's Advancement in the Near East (ALWANE) Coalition includes men and women academics, activists, experts, entrepreneurs and youth committed to social change and gender equality. Working at both a national and regional level, this Coalition aims to generate discourse around pressing challenges to women's full participation in society, as well as share intraregional success stories. By working together, ALWANE aims to raise awareness, create a platform for dialogue, advocate for change, and influence national, regional and international policies affecting women's participation in society.

FUTURE SEARCH METHODOLOGY

Future Search is a unique multi-stakeholder planning process that is used worldwide to 1) help large, diverse groups identify common values, purposes, and projects; and 2) enable the creation of an ideal future that participants can work towards. The task or theme of the Future Search conference consists of a pressing issue or question that concerns the future of all stakeholders. The conference is designed to enable participants to work together without having to defend or sell a particular agenda, opening the door to creative new opportunities.

The Future Search model is purposive and stimulates dialogue and mutual learning as a catalyst for action. This model is especially helpful in uncertain, fast-changing situations and revolves around the idea of bringing the "whole system" into one room to engage in a dialogue about a common issue. Instead of listening to speeches and seminars, active working sessions are held with a broad range of parties that have a shared interest in the outcome. When it comes to complex planning issues, choices made by stakeholders are more important than expertise and data, and all parties are equal. Organizations and communities use Future Search to create a common vision and pragmatic action plan, generate commitment to implement an existing vision or strategy, and initiate swift action with respect to complex issues on which parties have not yet reached a shared vision or coordination.

The Future Search process involves five tasks: 1) establishing a common history; 2) drafting a map of world trends; 3) assessing what stakeholders are doing (positive and negative actions or inactions); 4) designing an ideal future scenario without limits or obstacles; and 5) identifying common themes and values. The most important result of a Future Search is that participants use this meaningful and value-creating approach to establish tangible and realistic action steps to achieve change. The Future Search process encourages self-management and responsibility for action by participants before, during, and after the Future Search.

FUTURE SEARCH FOR THE ADVANCMENT OF WOMEN'S LEADERSHIP IN IRAQ

On May 4th and 5th, in Amman, Jordan, the ALWANE Coalition's Future Search brought together a diverse group of individuals from across the Levant, North Africa, and GCC to work together as stakeholders in the future of women's leadership and full participation in society across the MENA region. Through the formalized process of building a common ground agenda constructive actions were articulated, including taking responsibility for what happens next. However, at the onset of the meeting there were no pre-set goals or objectives. The agenda, committed to by all, was determined entirely through the collective process that considered all viewpoints.

On Day 1, the central takeaway included the importance of regional collaboration in addressing country-specific challenges. While the geographic area of focus for this Future Search was Iraq, all participating Levant countries discussed the status of women's participation and leadership in the past 100 years and in the present time. In doing so, they were able to exchange thoughts and ideas and realize that they share common hopes and challenges, but also that they can learn from one another's differing experiences. Furthermore, each committee was encouraged to use what they have learned and continue the future search process in their own countries.

On Day 2, the ALWANE Iraq Committee and a special delegation of Iraqi officials continued the Future Search process, focusing specifically on the situation of women's status, participation, and leadership in Iraq. They outlined current trends, and then looked towards the future, creating a unified vision of what they hope to see in the coming years and decades, and how they hope to get there with strategic objectives and concrete action steps.

VISIONS, OBJECTIVES, AND NEXT STEPS: IRAQI FUTURE SEARCH RESULTS

FOCUS ON THE PAST: WHAT BROUGHT US HERE?

In the session, *Focus on the Past: What has brought us here?*, a diverse range of participants came together to create a regional timeline which highlighted key local, national, regional and international events in the history of women's leadership across the Levant region. In this activity, participants worked together to fill in a time line of significant events which have occurred over the past 100 years, mapping out their past successes, obstacles and challenges in advancing women's participation and leadership in a variety of sectors.

On the first day of the Future Search, a myriad of youth, academics, policy makers, journalists, civil society leaders, and activists from Iraq, Jordan, Lebanon, Syria, Palestine, Egypt and Yemen came together to explore the past from a regional perspective. On the second day, the Iraqi delegation outlined a more in-depth depiction of the trajectory of women's rights in the past 100 years of Iraq's history.

Participants listed noteworthy dates, highlighting a number of regional and national firsts for women, including: the first internationally recognized woman reporter, activist, poet, singer, author, and film star, the graduation of the first women doctors, engineers, architects and lawyers, the appointment of the first woman Minister, officer, and Parliament Committee head, the first women to win internationally acclaimed prizes in journalism, architecture and writing, and the first woman Nobel Peace Prize laureate. Other historical moments captured included the beginning of the first women's movement, the publication of the first women's magazine, the drafting and passing of the personal status law, citizenship law and other constitutional amendments regarding women's rights and freedoms, the signing of CEDAW and other international conventions which advance and protect women's rights, and most recently the drafting of a comprehensive national strategy for eradicating gender based violence.

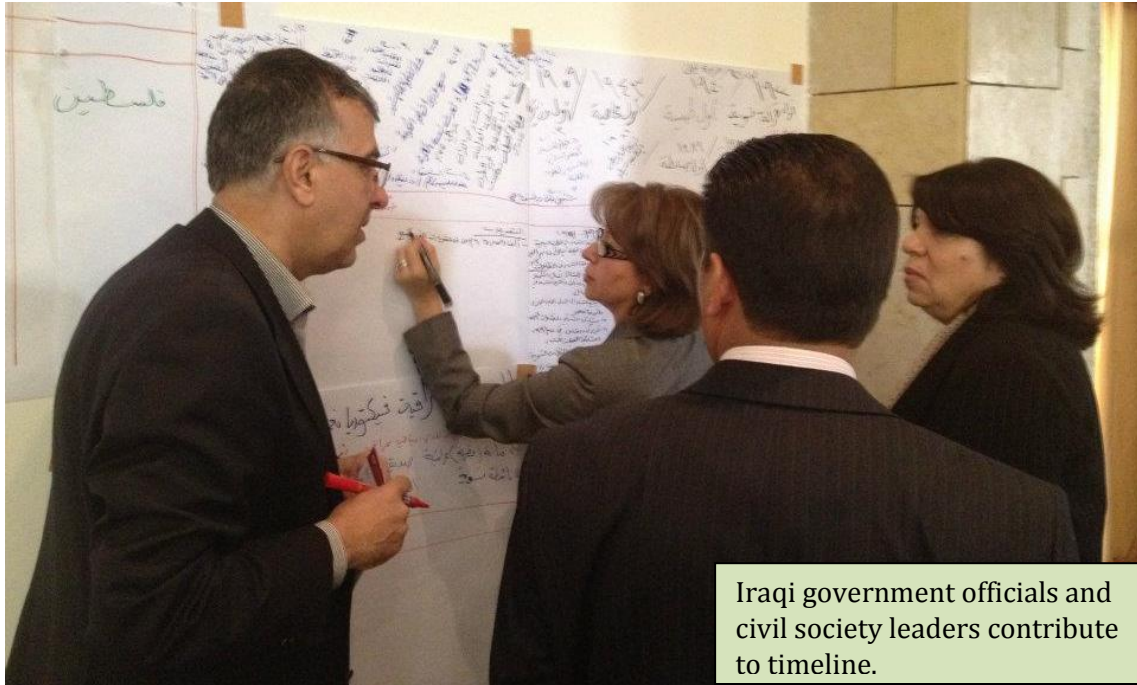
In this process, Iraq stood out as having some of the most laudable achievements in the advancement of women's rights in the region, but also having undergone some of the sharpest declines due to a turbulent past troubled with conflict, sectarianism, invasion and instability. In revisiting the past, participants were better equipped to understand the present reality of women's rights in Iraq and more fully prepared to make informed decisions about the future.



ALWANE Coalition members, representing 6 countries, fill in regional timeline of women's rights in the last 100 years.



Iraq timeline of women's advancement and challenges over the last 100 years.



Iraqi government officials and civil society leaders contribute to timeline.



Iraqi delegates collaborate with youth, sharing their knowledge and experiences.

FOCUS ON THE PRESENT: WHERE ARE WE NOW?

In the *Focus on the Present: Where are we now?* session, participants worked together to draft a mind-map of world trends affecting the advancement of women's leadership in Iraq. A mind map is a brainstorming tool, allowing for a visual representation of ideas, concepts, and trends. This participatory process allows participants to structure information in a format that is easier to analyze and synthesize, and which generates new ideas. This interactive mapping activity brought together a variety of stakeholders from across Iraq (youth, experts, leaders, activists, academics, entrepreneurs, and civil society leaders) to explore the present from a diverse national perspective. During the mind-mapping, key positive and negative trends which emerged included the following:

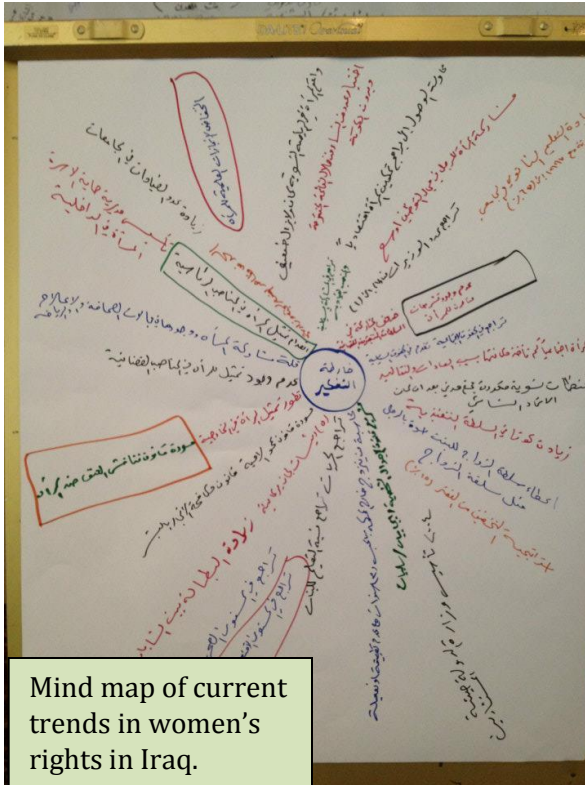
Negative Trends

- Decrease in women's presence and participation in media, journalism, and sports
- Decline in levels of health
- Decline in economic level of widows and orphans
- Decline in social rights
- Decline in scientific successes for women
- Decline in women's political participation
- Decline in leadership positions for women
- Increase in unemployment among young women
- Continued practice of customs and traditions harmful to women
- Lack of legislation advocating for women
- Low participation of women in executive and judicial branches
- Decline in women's freedom
- Decline in number of educated girls
- Decrease in the number of women Ministers from 27 to 1

Positive Trends

- Increase of women's representation in foreign affairs
- Increase in women heads of parliamentary committees
- Increase in implementation of quotas
- Drafting of laws addressing violence against women
- Legislation of personal status law (positive and negative effects)
- Increase of girls' middle school and high school enrollment
- Founding of the Family Protection Directorate
- Increase of women's representation in Internal Affairs
- Drafting of laws eradicating illiteracy and combating human trafficking
- Women's organizations arose after the development of the women's union
- Attempts to launch programs for women's economic empowerment
- More women university heads

Through this process, participants created a comprehensive visual of the current challenges and success stories of women's rights in Iraq, and prepared for the most challenging phase of the Future Search process: painting a unified vision for a better future for women in Iraq.



Mind map of current trends in women's rights in Iraq.



Mr. Kawa Mahmood Shakir, Minister of Culture and Youth in Kurdistan, presents vision and objectives for the cultural sector.



Kawther Amer Abdullah presents vision and objectives for the social sector.



FOCUS ON THE FUTURE: WHERE ARE WE GOING?

In the *Focus on the Future: Where are we going?* session, participants drew from the rich diversity of expertise and skill in the room, and lessons learned from the past and present, to develop unified, comprehensive visions for advancing women's leadership and participation in five major areas: political, economic, cultural, legal, and social. In mixed groups of youth and established leaders representing a variety of sectors and expertise, participants outlined essential objectives, necessary to realize these visions. Each group was given the freedom to tackle the issue as broadly or specifically as they saw fit. Highlighted below are the key visions and objectives drafted by each group.

POLITICAL SECTOR

Vision: Ensure Iraq's transition to a civil, federal, and democratic nation through the advancement of women's effective civic and political participation in policy and decision making.

Objectives:

- Demonstrate that the rights and freedoms of women are not separate from the rights and freedoms of men, but rather that they are connected and integral to one another.
- Demonstrate that political reforms are key to the development of all other sectors, including economic, legal, social and cultural sectors.
- Continue the implementation of the quota system in all legislative activities (Provincial Councils, Council of Representatives, Council of Ministers, etc.) and extend the quota to all judicial and executive levels.
- Integrate the quota system into party laws, leadership and other organizational party structures to a minimum of 25%, ensuring that each party commits to integrating women in their internal structures.
- Decrease the minimum age required to run in representative elections (Provincial Councils, Council of Representatives, Presidential elections, Ministerial Council, etc.) to 25 years in order to include young men and women in the process.
- Ensure that a woman leads in at least one of the following positions: President, Prime Minister, and Speaker of the Parliament.
- Increase the number of women in both local and national leadership roles (as the head of her community, province, region, country, etc.)
- Distinguish between the role of political and religious institutions.

ECONOMIC SECTOR

Vision: Ensure women obtain all their human rights by ensuring their full economic independence, and the removal of all institutional, cultural and legal barriers preventing them from exercising their roles in all aspects of Iraq's economic activity.

Objectives:

- Advance women's economic self reliance through increasing women's access to permanent and sustainable sources of income.
- Ensure women's equal and fair access to economic opportunities and resources.
- Enforce fair distribution of income between men and women.
- Increase the number of women in leadership positions in the economic sector at local and national levels.
- Advance women's participation in the drafting and implementation of national economic policy.
- Promote fundamental changes to the education system in order to ensure increased access for women and girls.
- Guarantee access to new technology and its applications for girls and women.
- Decrease reliance on the State by revitalizing the private sector in order to benefit society as a whole through job creation, investment and increased economic opportunity.

CULTURAL SECTOR

Vision: Create a socio-cultural environment that fosters women's rights and freedoms as detailed by international conventions and treaties.

Objectives:

- Promote culture of gender equality, supportive of women's leadership in decision making bodies (political, economic, social, religious, cultural, legal, etc.).
- Establish and expand cultural centers promoting gender equality in popular areas across Iraq.
- Increase women's presence in public entertainment including media, art, and sports.
- Promote culture of equal opportunities for men and women to support women's advancement in all sectors of society.
- Establish a satellite channel specifically for and about women to support the work of civil society organizations, institutions, and other establishments to raise awareness of women's rights.
- Educate population on the integrity of and respect for women and girls.

LEGAL SECTOR

Vision: Develop an integrated legal system which enforces the promotion and protection of women in all sectors of society including (political, cultural, social, economic, etc.).

Objectives:

- Integrate a legal system which enforces women's rights across all institutions and sectors, so that these institutions set standards and precedence for Iraqi society.
- Ensure that all legal institutions be established based on competence and professionalism, rather than sectarianism and partisanship.
- Support civil society organizations focused on the promotion and protection of women's rights.



- Promote the study and understanding of current constitutional articles addressing gender equality and the protection of women and girls.
- Enforce the universal practice and implementation of current constitutional articles addressing gender equality and the protection of women and girls.
- Promote society's support and defense of women's rights in all sectors through the generation of informed media content which informs and raises awareness of women's issues and rights in Iraq.
- Draft legislation that criminalizes sectarianism.

SOCIAL SECTOR

Vision: Foster a society that promotes and protects the advancement of women's leadership and full participation in society, by eliminating and prohibiting harmful cultural customs, traditions, and gender stereotypes.

Objectives:

- Draft and promote legislation that eliminates and prohibits harmful customs and traditions.
- Promote society's understanding of the distinctions between religion and certain harmful customs and practices, such as *nahwa*¹.
- Draft and promote legislation that prohibits child marriage.
- Draft and promote legislation that prohibits the compulsory wearing of the hijab.
- Promote societal support of women in political leadership roles, so they can attain equal representation without the need of a quota.
- Address the challenges facing women in marginalized and rural communities.
- Eliminate gender stereotypes that prevent women from fully attaining personal and professional goals.
- Establish a society that respects individuals for their qualifications and value rather than their gender.

¹ *Nahwa* is the term for a practice which exists in tribal code in Iraq: it allows a male to prevent the marriage of his female agnate. This can be done by his decision to marry her instead of her suitor. Since the late 1920s, the Iraqi government has worked with local religious leaders to annul the practice, but in some areas, it still continues and is a major threat to women's personal liberty.

REALIZING THE FUTURE: FIRST STEPS

The vision of the future is, of course, not a fixed concept and will inevitably be adjusted along the way. The value of the shared vision is that it now gives energy and direction to the system and provides a common basis for action planning. Within each group, smaller yet equally diverse groups signed up to map and implement partial action plans consisting of objectives, strategies, and concrete and achievable action steps in each of the following sectors:

POLITICAL SECTOR

Objective: The advancement of women's effective political participation so that they may practice their rights, freedoms, and political duties, with special emphasis on engaging the participation of young women in political decision-making.

Strategy: Support the transition to an Iraqi society that embraces diversity and grants equal rights and opportunities to all regardless of gender, age, ethnicity, religion, and background.

Action Steps:

1. Amend and reform local and national legislation to address women's needs, rights, and freedoms.
2. Enforce the women's quota in all political structures.
3. Lower the minimum age of candidacy to 25 years.
4. Implement organizational restructuring to meet needs for women's advancement within local and national political bodies.
5. Support civil society organizations working to empower girls and women through trainings and workshops that build women's skills and capacities in advocacy and leadership, and educate and raise awareness in society for advancing women's rights and participation in the political and civil arenas.
6. Encourage political parties to make a commitment to women's empowerment through abiding by the quota in elections and party leadership structures, and ensuring the participation of women in decision making at all party levels.

ECONOMIC SECTOR

Objective: Ensure all economic rights for women, and eliminate any legal, cultural, or institutional barriers to advancing women's participation in all areas of economic activity in Iraq.

Strategy: Leverage private and public sector employment opportunities for youth, providing equal access to men and women in the current process of economic reform.

Action Steps:



1. Build an education system accessible to both men and women that is responsive to the current needs and demands of the national and international labor markets.
2. Develop a gender-sensitive national budget.
3. Support the current economic reforms and transition to a strong market economy through the establishment of necessary legal and institutional frameworks, keeping in mind the protection of marginalized communities.
4. Support civil society organizations working towards Iraq's economic development as they build the scientific and technical skills of young men and women in sectors that are responsive to national and international labor demands.
5. Support the role of civil society as a mediator between young men and women and the private sector, so that civil society organizations can support young people in their search for jobs, grants, loans, investments, and provide the advice and expertise needed to succeed in the current market.

CULTURAL SECTOR

Objective: Creation of a cultural environment accepting of women's rights and freedoms as stated within the international treaties and conventions.

Strategy: Create and spread a culture of equality through coordinated and collaborative efforts between the public, civil society, and the governments to: 1) educate and raise awareness about women's issues and rights; and 2) actively resist and confront all obstacles and barriers to women's advancement in society.

Action Steps:

1. Create and disseminate advertisements, publications, television interviews, and short films that promote the message of gender equality.
2. Hold conferences and workshops to engage all stakeholders in the efforts of women's advancement, and building their knowledge and skills in promoting women's rights and freedoms.
3. Reform school curricula to promote gender equality and understanding of women's issues, rights and freedoms as outlined in national law and international conventions and treaties.
4. Establish and strengthen civil society organizations addressing women's empowerment and build their capacities to promote and protect women's rights and freedoms.
5. Implement workshops and trainings to build the capacity of women members of parliament so that they may serve as examples of effective women's leadership, and earn the trust and support of their parties.
6. Support legislative reform within parties to increase women's participation and leadership at all party levels.
7. Build the capacity of women candidates to run effective campaigns.
8. Air live debates between men and women political candidates so that each candidate receives an equal opportunity for conveying their messages.
9. Increase the number of women in the workforce through direct collaboration with the Ministry of Finance, NGOs, and the private sector.



10. Establish a quota for women's access to investment projects and emphasize the importance of qualifications over gender.
11. Create a satellite channel for and by women to raise awareness and educate on women's issues and rights, by developing a budget, raising funds, and employing media experts.²

LEGAL SECTOR

Objective: Develop a legal framework that ensures the protection, promotion, and implementation of women's rights and freedoms.

Strategy: Clearly identify the language and principles that need to be integrated into legislation in order to protect the rights and freedoms of women, and ensure their full participation in all sectors, especially political and economic.

Action Steps:

1. Request that all stakeholders (civil society organizations, political bodies, businesses, individual leaders) submit their ideas, proposals, and projects with regards to women's advancement directly to the legislative authority for consideration.
2. Pressure legislative authority to consider feasibility of all suggestions and subsequently amend current laws as well as create new legislation to more effectively address women's issues and rights.
3. Organize a massive informational campaign that mobilizes all levels of society to advocate for legislation that would better protect and promote women's rights and freedoms.
4. Implement institutional reforms that respond to the current reality of women in Iraq.
5. Establish an effective monitoring system by supporting civil society organizations responsible for monitoring the drafting, enactment, and implementation of legislation regarding gender equality and women's rights.
6. Establish an effective reporting system where civil society organizations and executive and judicial branches are responsible for submitting periodical reports to the legislative authority highlighting both progress and failures in protecting and promoting women's rights through legal channels.

SOCIAL SECTOR

Objective: Increasing women's presence, representation, participation and leadership in all sectors of society, particularly in decision making arenas.

Strategy: Promote and spread social values and practices that protect women's rights and promote their advancement in society, and eradicate practices that are harmful and challenge women's rights and freedoms.

Action steps:

² This action step will be modeled after the case study of a woman's satellite channel recently launched in Kurdistan.



1. Establish quota laws for women across various sectors of society.
2. Promote a culture that values an individual for his/her qualifications and experience rather than his/her gender, ethnicity, age, and background.
3. Eradicate child marriage.
 - a. Prohibit tribal divisions and the use of women as a tool for tribal relations.
 - b. Establish and enforce the legal age of marriage to a minimum of 18 years.
 - c. Limit punishments and fines imposed upon those who break current marriage laws.
 - d. Educate women through civil society organizations and women's associations about the harmful effects of child marriage.
 - e. Ensure that private schools will enroll married women and allow them to continue and complete their studies.
4. Eradicate and outlaw harmful traditions and practices through the development and implementation of a comprehensive program for civil society, the public, the government, and religious institutions.
 - a. Work with religious leaders to make the distinction between religion and certain harmful cultural practices.
 - b. Support civil society organizations working to raise awareness about the harmful effects of certain customs and practices.
 - c. Build the capacity of male and women religious leaders to convey the message in their mosques that violence against women is prohibited and condemned in Islam.
 - d. Encourage schools to become co-ed starting as early as kindergarten to spread a culture of gender tolerance and mixing from an early age.
5. Effectively divide the role of religious and state institutions to ensure the establishment of a true secular and democratic state.
 - a. Draft and implement democratic laws and principles for the protection of women's rights and freedoms.
 - b. Work with law enforcement and the judicial branch to properly enforce these laws.
 - c. Work with religious leaders to convey the message of this important division between religion and the state.
6. Address the challenges facing women in marginalized and rural communities by providing equal access to educational opportunities for rural women in all sectors.
 - a. Support civil society organizations that are developing and implementing educational workshops for women in rural communities.
 - b. Build schools for basic literacy in rural communities.
 - c. Support small projects and initiatives launched and led by women in rural communities.
 - d. Eradicate tribal customs and traditions in rural areas that are oppressive and harmful to women through legislative avenues as well as awareness-raising efforts.
7. Prohibit the compulsory wearing of the veil.
 - a. Launch awareness campaigns that spread the message that Islam does not force the wearing of the hijab.
 - b. Promote a culture of tolerance and acceptance of differing opinions, particularly in situations where they may differ from one's own religious beliefs.

- c. Work with religious leaders to spread the message that the hijab is optional in Islam and a personal choice.

COMMITMENTS TO AGENDA FOR ACTION

Though participants reflected diversity in backgrounds, positions and expertise, the Future Search concluded with a unified sense of commitment towards promoting and advancing women's rights and leadership in Iraqi society. All participants have returned to their respective responsibilities with concrete objectives and action steps towards achieving the commitments made here. Iraq's future is not fixed or predictable, but this Future Search, engaging Iraq's current and future generation of leaders, sparked a renewed spirit of collaboration and steadfastness to a cause that cuts across all levels and sectors of society.

To conclude the Future Search process, each participant in attendance signed an Agenda for Action, and included a personal message of inspiration and commitment reflecting their personal connection to the advancement of women's rights and leadership in Iraq.

Some of the standout contributions include:

"Create a cultural environment for a life that is accepting of women's rights and freedoms."

-*Leyla Mahdi Abdul Hussein (Director of the Office of Women in the Ministry of Youth and Sport)*

"No other way than working together."

-*Mohammed Jaber Ali (President of Nahrain University)*

"Working towards empowerment and education of women on their rights so that they may defend their rights and take on leadership positions in all sectors"

-*Dr. Mohaned Ali (ALWANE mentee)*

"Who thinks and does not act is like one who acts and does not think."

-*Rusul Akram Mohamed (ALWANE mentee)*

"I commit to the need to distinguish the roles of political institutions and the roles of religious institutions."

-*Dr. Amer Hasan Fayyadh (Dean of Political Science College)*

"That she be effective in all the positions and authorities she takes on."

-*Mays Adel Sadeq (ALWANE mentee)*

"All colors and not just one color."

-*Dr. Kawa Mahmood Shakir (Minister of Culture and Youth: Kurdistan)*

"A woman should be fair, and she does not forget the suffering of her sisters when she is in a decision-making position."

-*Anonymous*

"Strive to create a cultured, conscious, society prudent of sectarianism and violence where women are effective, and equal partners to men working to put Iraq back at the top."

-Ali Haydary (ALWANE mentee)

“Work on uniting the efforts in order to achieve social justice.”

-Suzan Mohammed Arif (Chairwoman of the Women's Empowerment Organization)

“My commitment is to raise awareness and educate society to make them realize the rights of women through my simple and humble experience.”

-Elaf Nawfal Ahmed (ALWANE mentee)

“Commitment to the constitution for pluralism and the application of democracy.”

-Dr. Saeed Rasool Hussein (Chairman of the Committee of Youth and Sports, Member of Parliament)

“Work to use all possible ways to achieve gender consciousness for the Iraqi people.”

- Naeem Abdulmalik Ali (President Advisor)

“I led the revolution

I was at the front lines

I am not a shame

I am a mother, a sister, a wife, a daughter of the generous people

If you are proud that you are males

Then I have pride in my gender a thousand times more ”

-Dr. Sabah Abdul Rasool Abdulreeda (Baghdad Provincial Council)

“Create a society that is empty of violence against women and respecting of her rights.

The need of women's representation in all decision making spheres. Creation of a society conscious of women's capabilities.”

-Liza Nissan Hido (Director Baghdad Women's Association)

“I love Iraq and for this reason I aim to free women and allow for the rights they deserve.”

-Dr Abbas al Hamdani (ALWANE mentor)

“That parties' laws integrate at least 25 percent of women participating at the leadership level.”

-Anonymous

“I commit and strive to spread awareness in the society about the importance of women's role in all aspects of life... a woman is life.”

-Anonymous



Iraqi Delegates sign their personalized commitments to advancing women's leadership in Iraq.



ALWANE coalition member signs her personal commitment to advancing women's leadership in Iraq.

Appendix 1: Future Search Delegation of Iraqi Officials

Official's Name	Job Title
1. Ms. Ibtehal K Yaiser	Minister of Women
2. Mr. Kawa Mahmood Shakir	Minister of Culture and Youth (Kurdistan)
3. Dr. Mahdi Mohsin Ismail	Deputy Minister of Planning
4. Ms. Intisar Ali Khudhur	Chairman of the Women's Committee; Member of Iraqi Parliament
5. Dr. Saeed Rasool Hussein	Chairman of the Committee of Youth and Sports; Member of Iraqi Parliament
6. Mr. Naeem Abdulmalik Ali	President Advisor
7. Ms. Safiya Talib Ali Al-Suhail	Member of Iraqi Parliament
8. Dr. Sabah Abdul Rasool Abdulreeda	Baghdad Provincial Council
9. Ms. Iman Jawad Hadi	Chairman of the Committee of Women; Baghdad Provincial Council
10. Dr. Mohammed Jaber Ali	Nahrain University President
11. Ms. Kurdo Omar Abdulla	Director of the Directorate General of Follow-up on Violence Against Women (Arbil)
12. Ms. Susan Mohammed Arif	Chairman of Women's Empowerment Organization
13. Mr. Yahay Al Abdeli	Chairman TEDx Baghdad
14. Dr. Amer Hasan Fayyadh	Dean of the Political Science College
15. Ms. Leyla Mahdi Abdul Hussein	Ministry of Youth and Sports; Office of Women
16. Liza Nissan Hido	Director Baghdad Women's Association; ALWANE mentor
17. Essam Assad	Founder and Director of Youth Development Initiative; Professor at Nahrain University; ALWANE Iraq Country Officer