Good Morning JUDGES

We, on the IAWJ Professional Staff in Washington, are so extremely proud to be working for you and to represent the IAWJ.

The videos you saw these past two days of Justices from the highest courts recognizing our important role in the world is testimony of our visibility and our value to our justice systems and to ensuring human rights.

As most of you know, I have only been Executive Director for 2 and a half years, but I want to tell you I have been so impressed with the time, commitment, intellect and passion that our IAWJ Leadership has given to raising IAWJ’s visibility and to joint initiatives – First and foremost, President Susana Medina. Susana, you’ve traveled the world to be with our membership and to represent us in international forums and, you, with the Argentine Chapter have hosted an amazing Biennial Conference.

I also want to recognize our Member Associations and Chapters, for the organization of 5 substantive and entertaining regional meetings for our membership.

{Applause as I read each one}

- Hungary - on gender and migration (unaccompanied youth)
- Australia – on impacts of judging (environment, vulnerable pops)
- Kenya - on sustainable development goals – opportunities, strategies, challenges.
- Nigeria (for our 1st West Africa Subregional Conference!) – on forging ahead against the odds in West Africa
- Mexico – on equality from the perspective of the judiciary

Thank you all for hosting me at your meetings so that I could be a part of the IAWJ “magic”. You showed me why IAWJ is important to you and what makes it work and have value for all of us.

YOU ARE SPECTACULAR WOMEN JURISTS—the substance of our discussions and the pride in which you share the ways you ensure justice for women and girls is real. AND YOU KNOW HOW TO SING AND DANCE. You always add fun and friendship to our serious work matters. It has been a pleasure to be a part of it.
Moving On.....We were very visible at the international level over the past 2 years:

Our IAWJ members represented us at over **two dozen international meetings** and joined in on **three justice sector assessment missions** to post-conflict and transition countries:

1. Two years at the annual meeting of the UN Commission on the Status of Women – 25 of our members self-funded their way to join our delegation. Join us next year if you can.
2. IAWJ become a founding Member of the Global Judicial Integrity Network, created under the auspices of the UNODC (United Nations Office on Drugs and Crime)
3. Leveraging Susana Medina’s strong relations at The Vatican, over 60 members testified at the Summit on Human Trafficking and Organized Crime, hosted by Pope Francis and the Pontifical Academy of Sciences in Rome.
4. Our members answered our call to serve as speakers at a host of conferences.
5. IAWJ members represented us on 3 justice sector assessments within the International Legal Assistance Consortium (ILAC) to the Central African Republic, Syria, and Guatemala.
6. IAWJ formed a committee and worked with members to know better the process for the ICC judicial nominations, and one of our own members, Solomy Bossa, was elected.
7. We notified you of openings on the World Bank Administrative Tribunal and forwarded names of applicants to the World Bank.
8. We took the issue of Sextortion as an overlooked gendered form of corruption into the international anti-corruption community at the global meetings of the International Anti-Corruption Conferences, the UNODC, and into legal professional meetings of the International Bar Association and American Bar Association.

I hope you are receiving our notification and invitations on these opportunities when we send our messages to the Membership. These are opportunities for more engagement.

As the Executive Director, I am honored to present the **work and accomplishments of the IAWJ Office and the efforts of our Professional Staff**, since our last Biennial Members Meeting.

Let me recognize the Professional Staff and have them stand:

- Anne Goldstein, Human Rights Education Director
- Nancy Hendry, Senior Advisor
- Jane Charles-Voltaire, Senior Program Officer
- Priyanka Vakil, Program Associate
- Mr. Johan Marulanda, Communications (back in DC but working this conference 24/7)
And, sadly, we said farewell this past year to Jeff Groton, Finance Director, who took a new job close to home in Colorado, and Winta Menghis, Senior Program Officer.

We now work with a company to handle our financial accounting and back office membership services, NeoSystems, Inc.

**The IAWJ has had 10 Projects over the last two years (All in Close partnership with our Chapters and Members):**

- ILAC Middle East and North Africa 4 year Program to address barriers to women’s advancement in judiciary and women’s access to justice.
- UNDP-funded program for Malawi: judicial training and community awareness on access to justice
- UN Trust Fund to End Violence Against Women for Malawi: community and justice response to SGBV
- Combatting Trafficking in Haiti
- Penal Code reform in Haiti
- Gender-Based Violence in the Dominican Republic
- Human Trafficking in the Dominican Republic and Regional Conferences (a new project)
- Anti-corruption and Gender (Sextortion) in Morocco
- Association Building in Morocco (a new project to support professional opportunities and capacity of our new chapter)
- Gender and Justice and support for a women judges association in Pakistan

**Our fundraising efforts went far beyond the success in raising funds for these projects:**

We’ve designed projects and written funder proposals in collaboration with our members and chapters:

- **Asia and Pacific (3 proposals)**
  - A regional program to combat human trafficking
  - Creation of a ready response team on Judicial Training Capability in Southeast Asia and the Pacific
  - Successful proposal for the Pakistan project mentioned above
Africa (8 proposals)

Botswana – enforcement and protection LGBTI rights
Malawi (two successful proposals mentioned above)
Justice, Peace and Stability in Cameroon
Regional Efforts to Combat Human Trafficking Southern Africa
Regional Efforts to Combat Human Trafficking in East Africa
Democratic Republic of Congo – training for prosecutors and judges in Eastern Congo
Madagascar – addressing corruption

Middle East and North Africa (7 proposals):

2 projects in Morocco, both funded as mentioned previously
Tunisia – support for activities and building the new chapter
2 projects in Jordan – Access to Justice for Syrian refugees, Funding to stop trafficking in persons
Syria – support to exiled women judges
IDLO regional platforms for women judges

Latin America and the Caribbean (6 proposals):

2 proposals for Guyana – training on evidence of ICTs (street cameras); project to address human trafficking
Regional anti-trafficking proposal
Southern Cone (Brazil-Argentina-Peru) cross-border efforts to address human trafficking
Successful proposals for the current projects in the Dominican Republic and Haiti

Most of these projects have not been funded, but we await a positive decision on a few of them.

We discussed the possibility of responding to other calls for proposals with our chapters but did not submit them, for example we explored the possibility of work on transitional justice in Sri Lanka and training police and prosecutors in Mexico.

When you hosted me at regional meetings and while attending our Board meetings, I joined board meetings and chapter presidents to meet Foreign Offices of that country to discuss funding in

Australia, the Netherlands, Kenya, Mexico, Canada
Private Fundraising:

The Board approved a set of “Guidelines for Soliciting and Accepting Funding from Private Individuals and Organizations”

Under a new Private Fundraising plan – the IAWJ office and the local Board of Managerial Trustees (thanks to the leadership of Laura Stein our Resource Development Committee Chair) we have already raised $14,000 from a law firm and a corporation. Our Guidelines allow non-judges (like myself) and retired judges to ask for private funds.

This Board, at this conference, established the “Building Bridges Campaign” – which you have so graciously helped with an initial $4000 donated by you at this conference. This is a campaign, we will roll out to our members around the world for their support.

This leads us to the state of our financial health as an association:

In 2016, the IAWJ’s TOTAL REVENUE was 1 million 353 thousand dollars.

In 2017, the IAWJ’s TOTAL REVENUE; 1 million 302 thousand dollars.

In 2018 - LOOKING FORWARD – we have an operational budget of $652,145 for IAWJ, but our grants including activities and subgrants bring us to an expected REVENUE of a little less than 1.3 million dollars.

So generally speaking, we have been an organization of approximately $1.3 million annual budget.

For 2019, HOWEVER, we are not in a good financial position. We only have $408,000 in project grant money to take into the next year in addition to the revenue from membership dues of about $100,000, and NO Biennial Conference revenue -- as the next conference is 2 years away.

We need your help in coming up with really good project ideas and funding opportunities, and your financial support in fundraising efforts for us.

The Near Future: Opportunities and Challenges in which the IAWJ and Members Can Serve as Leaders

As we look ahead, we know our members want to be visible and impactful at national, regional and international levels.

Our member associations are key to the IAWJ visibility and impact, as well as our joint projects.

We need to educate donors to prioritize gender equality and justice.
We need to place (or maintain) gender and justice as priority within national budgets and judicial reform charters and plans. Within the agenda of regional meetings of Chief Justices.

We need to stand by women judges when they break the glass ceiling into the high ranks of their judiciaries and judicial training academies, and Pull more Women Up whe we break those ceilings. As our Kenyan members told us at the regional conference, we need to replace PhDs (“pull her down”) with PHUs (Pull her Up!)

The IAWJ should “Share” the great models of how we are transforming our courts.

And finally, the current #METoo Movement has turned the tables on decades of silence and impunity. And it is a global movement.

We operate in a new terrain, and there are new opportunities at stake.

We are in a global moment to grow the association’s IDENTITY, MEMBERSHIP, FUNDING and INFLUENCE.

Help us take on these Opportunities. Share your ideas with the IAWJ Office and Leadership. And Let’s Make our Contribution to Gender Equality within our Judiciaries, Improve Equal Access to Justice for all.

MOR MORE WOMEN, MORE JUSTICE!