



# **CTI-CFF WOMEN LEADERS' FORUM 2019 ACTIVITY REPORT**

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## 1. CTI-CFF WOMEN LEADERS' FORUM (CTI WLF) GOALS AND OBJECTIVES

The CTI WLF concept and definition were put forward in 2013 through the efforts of women leaders from CTI NCCs as well as partners. With the backing of the NCCs, the WLF was presented and endorsed at the 9<sup>th</sup> Senior Officials' Meeting (SOM-9) in Manado, Indonesia.

Following the SOM-9, Partners supported 15 women leaders from the CT6 to attend several legs of learning exchanges to the United States and there, the WLF vision and roadmap were first brain-stormed and developed.

Immediately after, the formation of the WLF was adopted at the 5<sup>th</sup> Ministerial Meeting (MM-5) in Manado.

From the exercise, the 2013 roadmap, whilst developed nearly six (6) years ago, still rings true where WLF's intended impact is for CTI activities to be **effectively managed as the result of increased engagement and empowerment of women in decision-making processes at all levels in the Coral Triangle region and in the various CTI-CFF bodies (IMPACT STATEMENT).**

It is envisioned to be established as a **peer learning network with a clear strategic focus, effective leadership, committed membership, coupled with annual activities and adequate resources (VISION STATEMENT).**

### CTI WLF Outputs

1. **Recognize achievements of women leaders at all levels (community-national-international)**
2. **Serve as platform to build capacity of women from the CT region to take leadership roles**
3. Collect, share tools as well as good practices that integrates gender principles in CTI projects and into CTI-CFF structures and activities
4. Integrate gender principles in CTI activities and participate at CTI-CFF decision-making meetings e.g. SOMs.

CTI-CFF partners have been strong supporters of WLF and like previous years, have contributed significantly towards achieving WLF's goals and objectives.

The WLF has been active towards achieving the first two (2) outputs and is now moving towards achieving outputs 3 and 4 while maintaining the momentum of activities for outputs 1 & 2 through the support of our partners.

This movement is reflected in the decisions made during SOM-13:

- a. Agreed to initiate the development of a CTI-CFF Gender Policy with the support from partners and collaborators;
- b. Agreed to undertake a stock-take of existing gender policies within CT6 Member Parties; and
- c. Urged Regional Secretariat to work with partners to ensure gender measures are embedded in all phases of programming, budgeting, and in the CTI M&E Operations Manual.

The CTI-CFF Women Leaders' Forum (WLF) has been one of the more active cross-cutting initiatives and has received strong support from many CTI partners. The Regional Secretariat did not allocate budget to WLF since its inception. This has given the impression that the WLF is not a priority within the CTI-CFF itself and thus may face challenges to maintain the current support it receives thus far.

#### CTI WLF Partners

## Implementation Partners / Entities



U.S. DEPARTMENT  
OF THE INTERIOR  
INTERNATIONAL TECHNICAL  
ASSISTANCE PROGRAM



Australian Government



The Nature  
Conservancy  
Protecting nature. Preserving life.™

## 2. SOM-14 Decisions & Progress

As with the other CTI-CFF components, WLF activities are implemented based on the agreed set of decisions endorsed at the annual Senior Officials' Meetings.

The 14<sup>th</sup> Senior Officials' Meeting (SOM-14) in 2018 agreed for WLF to undertake the following (refer to SOM-14 Chair's Summary):

- a. Continue with the CTI-CFF Gender Policy development with support from partners and collaborators, and ensure the CTI-CFF Gender Policy is integrated into the development of the Regional Plan of Action 2.0 (RPOA 2.0), by July 2019;
- b. Agree for the WLF to call for CT6 nominations for WLF Ambassador and Vice-Chair roles and make appointments of both roles by end of February 2019; and
- c. Accept the financial support from the Regional Secretariat for capacity building programs, subject to budget approval.

*Unfortunately, at the Internal Resource Committee (IRC) meeting the following February 2019, it did not endorse the recommended budget for WLF.*

### 3. CTI-CFF Women Leaders' Forum (WLF) 2019 Activities

The USAID Oceans and Fisheries Partnership (USAID Oceans) have supported the coordination of the WLF activities through the appointment of Ms. Jasmin Saad as the WLF Coordinator; and supported participations of CT6 including from the Pacific Countries to be part of several training workshops.

The Nature Conservancy (TNC) has graciously supported the completion of the "*Brief Note: Stocktake on Gender-related policies and legal framework in the Coral Triangle*"; and a baseline matrix to help with the development of a CTI Gender Policy process. This completes the milestone set out in SOM-13 to be used as a baseline to develop the CTI-CFF Gender Policy as mandated by SOM-14. The Stocktake Report is as per [Annex 1](#). An updated baseline matrix of CT6 gender policies is attached as [Annex 1a](#), upon receipt comments / responses from CT6 members.

The WLF also welcomed Ms. Laura Whitford from TNC as the WLF co-chair to support the Chair, Ms. Agnetha Vave-Karamui from the Solomon Islands.

The Coral Triangle Center (CTC), as implementing partner have successfully managed and organized the Intergenerational Leadership Learning program; and supported the development of the CTI-CFF Cross Cutting Initiative Alignment process into the RPOA2.0 and the Competency Model to Elevate Women Leadership in Marine and Coastal Management.

**Table 1** below reflects the activities that have been conducted, both regionally and at the national level by various partners; and the output that was produced.

Table 1. CTI-CFF Women Leaders' Forum 2019 Activities

TIMEFRAME	ACTIVITIES	PARTNERS
March - Dec	Monthly Calls	USAID Oceans and Fisheries Partnership
Jan - Sept	Inter-generational Leadership Learning Program (2018-2019) & CT6 country level	USAID – DOI – CTC
30 April – 2 May	WLF representation/intervention at RPW-3, Manado	USAID Oceans and Fisheries Partnership
28 June	1 <sup>st</sup> WLF Dinner, Dili, Timor-Leste (in conjunction with EAFM TWG Mtg)	USAID Oceans and Fisheries Partnership
July – September	In-country leadership training in the Philippines, Papua New Guinea, Solomon Islands and Indonesia	USAID – DOI – CTC; TNC (for PNG)

TIMEFRAME	ACTIVITIES	PARTNERS
July	Planning Meeting to develop concept notes for CCI Meeting and WLF Leadership Competency Training	USAID – DOI – CTC
July	WLF was presented at the International Conference on Conservation Biology in Kuala Lumpur	Coral Triangle Center (CTC)
August	WLF was presented at the NOAA Learning Networks Conference in Washington DC	Coral Triangle Center (CTC)
Sept	Submission of the Brief Note: Stocktake on Gender-related policies and legal framework in the Coral Triangle; and a baseline matrix to help with the development of a CTI Gender Policy process.	The Nature Conservancy
24 – 26 Sept	Workshop on Aligning Cross-Cutting Initiatives to the CTI-CFF Regional Plan of Action 2.0 & The CTI-CFF Women Leaders' Forum Developing a Competency Model to Elevate Women Leadership in Marine and Coastal Management	USAID – DOI – CTC & USAID Oceans and Fisheries Partnership
19 – 21 Nov	Gender Training Workshop on Gender Concepts, Analysis and Tools in Sustainable Coastal and Marine Resources Management, UMT, Terengganu	USAID Oceans and Fisheries Partnership

#### 4. CTI-CFF Women Leaders' Forum (WLF) 2020 Roadmap

Between 24-26<sup>th</sup> October 2019, a Workshop on Aligning Cross-Cutting Initiatives to the CTI-CFF Regional Plan of Action 2.0 & CTI-CFF Women Leaders' Forum Developing a Competency Model to Elevate Women Leadership in Marine and Coastal Management was organized by the Coral Triangle Center (CTC) through the support from USAID produced a revised WLF Roadmap.

For full disclosure on the WLF Roadmap, please refer to [Annex 2](#).

Extracted from the Roadmap are the activities that are proposed to be conducted in 2020 and are tabulated in the following **Table 2**.

It is envisaged that the proposed budget figures for the activities are shared between the Regional Secretariat and interested partners. Workshops and meetings are to be organized back-to-back with other CTI-related events (where practicable) to minimize cost.

As per [SOM-15 decisions](#) in November 2019, the Regional Secretariat is mandated to support the development of the CTI-CFF Gender Policy as follow:

- a. Tasked the Regional Secretariat to support WLF in the distribution and pilot of the WLF Competency Model as training activity early in 2020 for all CT6 Member Countries (Decision 12.1.5);
- b. Encouraged NCCs to complete all nominations for WLF country Focal Points/Champion by February 2020 (Decision 12.1.6);
- c. Agreed and accepted that WLF will be a crucial component in RPOA 2.0, and shall be included in CTI CFF TWGs activities (Decision 12.1.7);
- d. Endorsed the WLF's roadmap developed at the Cross-Cutting Initiative Workshop in September 2019 to support RPOA2.0 ([Annex 2](#)) (Decision 12.1.8);
- e. Tasked the Regional Secretariat to work with the WLF to ensure the completion of the GESI Policy through provision of funds and other resources (Decision 12.1.9); and
- f. Endorsed the WLF Workplan for 2020 (Decision 12.1.10).

**Table 2. WLF Workplan for 2020**

**Proposed Activities #1** (Goal 1) Develop **GENDER EQUALITY AND SOCIAL INCLUSION (GESI)** Policy as a critical tool for ensuring CTI-CFF as an inclusive regional platform for achieving its marine conservation and resource management goals.

OBJECTIVE	ACTIVITIES, INITIATIVES, EVENTS	ACTION STEPS, TACTICS	PARTNERSHIPS, STAKEHOLDERS	RESOURCES
<b>1a. By Jan 2021, a GESI Policy for CTI-CFF is developed for implementation</b>	Workshops Meetings Conference calls GESI TA	<ul style="list-style-type: none"> <li>Develop TOR for GESI TA</li> <li>Advertise for TA</li> <li>Hire Technical expert</li> <li>Conduct the country consultation and regional workshop/write-shop – development of GESI</li> <li>Finalize the GESI Policy incorporating findings for the TNC desk-top region-wide review of GESI based policies.</li> <li>Submit to WLF, RS and CT6 for endorsement</li> <li>Launch GESI Policy as CTI Knowledge product and socialize</li> </ul>	RS (Program Services) WLF Development Partners NCCs TWGs IRC	<p><b>TA – 50,000 USD</b></p> <p>Meetings – 50,000 USD</p> <p>RS Allocation for approval at SOM15</p>
<b>1b. By mid-2020, GESI principles are incorporated into the CTI-CFF M&amp;E framework and into the CT Atlas</b>	M&E Workshops	<ul style="list-style-type: none"> <li>Develop key GESI principles/indicators aligned with RPOA 2.0</li> <li>Validate and finalize the indicators with M&amp;E WG and TWGs.</li> <li>Submit to RS and incorporate indicators into the CT Atlas and reporting documents</li> </ul>		

As per SOM-15 Chairs' Summary (Decision 12.1.9), the Regional Secretariat have allocated USD50,000 to work with the WLF to ensure the completion of the GESI Policy (WLF Roadmap 1.a). As per Annex 15 on Proposed Budget for 2021-2022; Budget Code F.004.09 for year 2020 shows an allocation of USD50,000.00 for WLF. However, Annex 14 of the SOM-15 Chair's Summary refers to the 2020 CTI-CFF Budget (total budget of USD1,811,251).

**Commented [JS1]:** Annex 14 is missing from the SOM-15 Google Drive folder.



**Proposed Activities #2** (Goal 2) Strengthen and expand strategic partnerships to support initiatives that are championed by women, including community, private-sector and youth leaders, in managing and protecting marine and coastal ecosystems in the CT region.

OBJECTIVE	ACTIVITIES, INITIATIVES, EVENTS	ACTION STEPS, TACTICS	PARTNERSHIPS, STAKEHOLDERS	RESOURCES
<p><b>2a. By 2025, at least three new partnerships are forged</b> to support capacity building, learning exchanges, on-ground marine conservation and resource management programs.</p>	<p>MOAs Projects Trainings Workshops</p>	<p>Identify relevant national, regional and international organizations</p> <p>Promote/ market WLF vision, action plan and key messages to potential partners;</p> <p>Formalize partnership agreements aligned with GESI Policy and CTI-CFF Communications Plan</p> <p>Projects/initiatives implemented</p> <p>Regularly provide accomplishment, success stories to NCCs, TWGs and RS</p>	<p>WLF RS NCCs Development partners TWGs CCIs</p>	<p>Access to information on funding opportunities and activities</p> <p>Communication products</p>

**Proposed Activities #3** (Goal 4) Develop and/or strengthen communication and key messages for increased awareness, understanding and promotion of WLF initiatives in various media and platforms.

OBJECTIVE	ACTIVITIES, INITIATIVES	ACTION STEPS, TACTICS	PARTNERSHIPS, STAKEHOLDERS	RESOURCES
Objectives: 4a. By end of 2020, GESI principles are integrated into the CTI-CFF Communication Strategic Plan and operationalized	Review meetings /calls  Socializing the updated Communication plan	<ul style="list-style-type: none"> <li>Socialize the importance and rationale for GESI principles for communication and outreach</li> <li>Call on CT6, TWGs and WLF to provide comments for the review of the CTI-CFF Communication Strategic Plan</li> <li>Update the Communication Plan</li> <li>Disseminate to CT6, TWGs, WLF and Dev Partners.</li> </ul>	WLF, RS, DVPs	10,000 USD
4b. By 2021, WLF network and RS are equipped with tools and strategies to enable effectively conduct and delivery the awareness and promotional programs guided by the CTI-CFF Communication Strategic Plan	Promotions and publications  Trainings Champions, Advocates in CT6, DVPs	<ul style="list-style-type: none"> <li>Design a Communication training activity plan for WLF network and RS.</li> <li>Secure funding for the training activity (from RS or development partners)</li> <li>Identify and engage Communication expert/consultant or mentor to conduct the training</li> <li>Conduct the communication training.</li> </ul>		Training – 25,000 USD  TA – 2,500 USD
4c. By end of 2020, develop and/or tailor	Dissemination of communications tools			

OBJECTIVE	ACTIVITIES, INITIATIVES	ACTION STEPS, TACTICS	PARTNERSHIPS, STAKEHOLDERS	RESOURCES
<p>communication tools and knowledge products to further promote WLF networks vision, goals and initiatives.</p>	<p>and knowledge products</p>	<ul style="list-style-type: none"> <li>• Conduct inventory of and assess communication tools including digital platforms (Communications Plan)</li> <li>• Develop contents for the existing communication tools and digital platforms and new knowledge products i.e. brochure, AVP, radio announcements, Fact Sheets, merchandise, video-clips for social media, exhibits etc.</li> <li>• Conduct pre-test of the tools and products developed.</li> <li>• Disseminate the tools and knowledge products to CT6, WLF, TWGs, development partners and stakeholders</li> <li>• Promote GESI policy and WLF vision, projects and activities in various communication mediums/platforms (i.e. social media, tv and radio, broadcast, print)</li> <li>• Conduct M&amp;E on the tools and products developed.</li> </ul>		<p>25,000 USD</p>

## 5. CTI-CFF Women Leaders' Forum (WLF) Milestones Summary

As the USAID Oceans are coming to a close by mid-2020, the support for the WLF Coordinator shall end by 29 February 2020. Therefore, it is envisaged that the Regional Secretariat are able, at this point to continue this role noting on the following pending activities as mandated by the Council of Senior Officers (CSO) as per **Table 3** below.

**Table 3. WLF Milestones Summary (SOM13 to SOM15)**

NO	SOM-13	SOM-14	SOM-15	PROGRESS TO DATE
1	Agreed to initiate the development of a CTI-CFF Gender Policy with the support from partners and collaborators;	Continue with the CTI-CFF Gender Policy development with support from partners and collaborators and ensure the CTI-CFF Gender Policy is integrated into the development of the Regional Plan of Action 2.0 (RPOA 2.0), by July 2019.	Tasked the Regional Secretariat to work with the WLF to ensure the completion of the GESI Policy through provision of funds and other resources (Decision 12.1.9);	WLF shall confer with the Regional Secretariat on funding allocated to this activity. The allocation presented to SOM-15 was USD50,000.00 and meetings/workshops to be organized back-to-back with other CTI events (where practicable)
2	Agreed to undertake a stock-take of existing gender policies within CT6 Member Parties;		Acknowledged the contribution by The Nature Conservancy towards the completion of the Stock-take Assessment for CT6 Gender Policy towards the development process of a CTI-CFF Gender Equality and Social Inclusion (GESI) Policy (Decision 12.1.3)	Tasked completed. The Report shall be used as benchmark during the development of the GESI Policy.

NO	SOM-13	SOM-14	SOM-15	PROGRESS TO DATE
3	Urged Regional Secretariat to work with partners to ensure gender measures are embedded in all phases of programming, budgeting, and in the CTI M&E Operations Manual.		Agreed and accepted that WLF will be a crucial component in RPOA 2.0, and shall be included in CTI CFF TWGs activities (Decision 12.1.7);	Objective 1b. of the WLF Roadmap --- "By mid-2020, GESI principles are incorporated into the CTI-CFF M&E framework and into the CT Atlas".
4	-	Agree for the WLF to call for CT6 nominations for WLF Ambassador and Vice-Chair roles and make appointments of both roles by end of February 2019;	Welcomed and appreciated contribution of Ms. Laura Whitford from The Nature Conservancy (TNC) as WLF Co-Chair.	<ul style="list-style-type: none"> <li>Nominations for WLF Ambassador – pending.</li> <li>RS to maintain the WLF members database at: <a href="http://www.coraltriangleinitiative.org/wlf#wlf-members-database">http://www.coraltriangleinitiative.org/wlf#wlf-members-database</a></li> </ul>
5	-	Accept the financial support from the Regional Secretariat for capacity building programs, subject to budget approval.	Tasked the Regional Secretariat to support WLF in the distribution and pilot of the WLF Competency Model as training activity early in 2020 for all CT6 Member Countries (Decision 12.1.5).	<p>Robert Schout of PowerSkills Training &amp; Development, offered 2-3 days of training in Malaysia to bring some of the women's leadership competencies that were developed in Bali at CTC (September 2019) to life to MESTECC. However, MESTECC's schedule for the proposed dates were full.</p> <p>There is an opportunity to reach out to other women leaders in Malaysia can be explored after discussion with MESTECC.</p>
6	-		Encouraged NCCs to complete all nominations for WLF country Focal Points/Champion by February 2020 (Decision 12.1.6).	SOM15 have identified focal points for all CT6 except Philippines. RS shall have to follow-up on this.

NO	SOM-13	SOM-14	SOM-15	PROGRESS TO DATE
7	-		Endorsed the WLF's roadmap developed at the Cross-Cutting Initiative Workshop in September 2019 to support RPOA2.0 ( <a href="#">Annex 2</a> ) (Decision 12.1.8).	Refer to <a href="#">Annex 2</a>
8	-		Endorsed the WLF Workplan for 2020 (Decision 12.1.10).	RS to ensure all activities in the WLF 2020 Roadmap are implemented. Refer to Table 2.

## 6. CTI-CFF Women Leaders' Forum (WLF) Members

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### Chair WLF



**Agnetha Vave-Karamui**

Email: [AVave-Karamui@mecdm.gov.sb](mailto:AVave-Karamui@mecdm.gov.sb)

Chief Conservation Officer (SI NCC National Coordinator)  
Environment and Conservation Division  
Ministry of Environment, Climate change, Disaster Management &  
Meteorology  
Solomon Islands Government  
SOLOMON ISLANDS

### Co-Chair



**Laura Whitford**

Email: [lwhitford@tnc.org](mailto:lwhitford@tnc.org)

Director of Marine Strategies and Partnerships  
The Nature Conservancy's Asia Pacific Program

## CT6 Focal Points

# WLF National Focal Points



### MALAYSIA

Dr. Aazani Mujahid  
Senior Lecturer  
Universiti Malaysia Sarawak (UNIMAS)  
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### SOLOMON ISLANDS

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# WLF National Focal Points



### INDONESIA

Airin Melisa  
Cooperation Analyst,  
Secretariat Directorate General of Marine Spatial Management,  
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### TIMOR-LESTE

Alda Sousa Lemos da Rosa  
Senior Staff  
National Directorate of Fisheries and Marine  
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## WLF National Focal Points



### PAPUA NEW GUINEA

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### Supported by:

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Program Director  
The Nature Conservancy, PNG  
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### CTI WLF Members

The WLF has over 200 members, those who have participated in WLF activities since its inception. The members' database can be found at: <http://www.coraltriangleinitiative.org/wlf#wlf-members-database>.

There is a need to re-assess the database to seek out active members and include those who have participated in WLF events in the past year.

## 7. CTI-CFF Women Leaders' Forum (WLF) Resources

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### Social Media

Link: <https://www.facebook.com/ctiwomenleaders/>

### WLF Documents:

Link: <https://drive.google.com/open?id=1SHNVSOQcr3KVavRkKtQ1SFkAJFGjNVz0>

The link is hosted under the Regional Secretariat's account.