

**SI (Soroptimist International) Limited**  
**Company Report**  
**2018**



Editor:  
Company Secretary  
Deborah Thomas

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## About Soroptimist International

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Soroptimist International (SI), founded in 1921, is a global non-governmental organisation with a membership of 75,000, working to transform the lives of women, girls and communities in 122 countries.

The SI membership around the world support the Vision, Mission and Principles of the organisation, thinking global; acting local, creating opportunities for the education and empowerment of women, critical to achieving sustainable development. Through the creation of sustainable solutions, responding to many of today's most pressing human rights challenges, the global organisation is focused on the implementation of the United Nations Sustainable Development Goals (SDGs) Soroptimist International has held General Consultative Status since 1984 with The Economic and Social Council (ECOSOC), and advocates for human rights and gender equality across seven United Nations Centres. The international organisation's nineteen United Nations Representatives ensure that the civil society voices of women and girls around the world are included in international decision making.

The international operation of SI is conducted by the company SI (Soroptimist International) Limited, registered in England and Wales, company number 08670477. This is a company limited by guarantee, with four members, those being:

- Soroptimist International of the Americas;
- Soroptimist International of Europe;
- Soroptimist International of Great Britain and Ireland;
- Soroptimist International of the South West Pacific.

In January 2018 the recommendations of the Company's Restructuring Working Group were implemented, reducing the number of directors and renaming the previous officer team as executive team. The board now comprises eleven voting directors including the President, Treasurer, Advocacy Director and two nominated directors from each member Federation. All directors are assigned to two SI committees. Board meetings are held quarterly, with one face to face meeting per annum. In between these meetings the directors meet to hold topic specific discussions which provides opportunity for SI areas of work to be thoroughly reviewed and understood.

## *Foreword, by SI President 2017 – 2019, Mariet Verhoef-Cohen*

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After initiating the restructuring process in July 2017, 2018 saw the culmination of year-long efforts to adopt, implement and innovate our Soroptimist International (SI) organisation. The new SI Board of Directors commenced in January 2018 and worked diligently in close cooperation with the Global Executive Director (GED) and her staff at SI Headquarters. We continued to focus and strengthen our five key areas: Advocacy

and Communications; SI Convention; Leadership/Governance; and the SI President's Appeal.

SI's main objective is Advocacy. SI advocates across seven UN centres worldwide. Through SI's Advocacy, Communication and President's Appeal, 'Women, Water & Leadership', our efforts aim specifically at Sustainable Development Goal (SDG) 4 Quality Education, SDG 5 Gender Equality & Women's Empowerment and SDG 6 Clean Water for all. By focusing on these three goals, we can impact all 17 SDGs and continue to transform the lives and status of women and girls through Education, Empowerment and Enabling Opportunities. New partnerships with organisations such as Girls not Brides and Women for Water Partnership provide a wider audience for SI, while close networking with women's Non-Governmental Organisations (NGOs) such as Zonta International and Associated Country Women of the World (ACWW) strengthens our position and impact.

The Communication team contributes immensely to SI's advocacy. They increase the visibility of SI to the outside world by producing folders, brochures, videos, articles and presentations and by spreading our messages on social media e.g. Facebook, Twitter and the SI website. Indeed, Communication impacts all our objectives. One of the projects initiated during my SI Presidency is to develop a Soroptimist LAB. The objective of the Soroptimist LAB is to allow Soroptimists worldwide to connect in a safe, online environment. By finding each other, starting a conversation and sharing knowledge, we can be that Global Voice in pursuing our mission and goals based on individual Soroptimist experience, interest and expertise. In 2019 the Soroptimist LAB development team, in close cooperation with the company IYYU, will run a pilot project with a select group of Soroptimists. SI hopes to fully realise the Soroptimist LAB during the Centennial celebration in 2021 – a step towards the next 100 years of Soroptimist International. The Centennial will be an opportunity to showcase 'women power', and the advances SI and women in general have made since 1921.



The SI President's Appeal is the only project in which Soroptimists all over the world are united to work together for women and girls. The 2017-2019 Women, Water & Leadership Appeal is active on four major projects:



Kenya - *Mwihoko Women Group* - Training Centre and a Demonstration Plot including vocational training for 97 smallholder women farmers together with Soroptimist Kenya;

Bulgaria – *WeWash (Women empowerment through water, sanitation and health)* - Earth Forever together with SI Club Plovdiv;

Malaysia – *Clean Water for Rural Communities* – a Soroptimist International Region of Malaysia (SIROM) project educating five Penan girls as welder instructors and project managers to realise water management in their home villages;

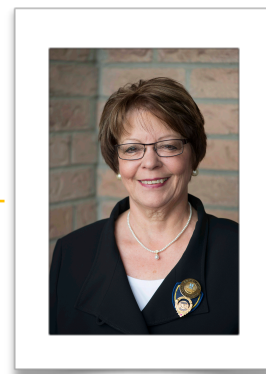
Indonesia - Indonesia Earthquake Recovery through Water, Shelter and Capacity Building – in Sulawesi and Lombok, led by SI Jakarta together with Soroptimist International of the South West Pacific (SISWP).

The SI Future African Federation (SIFAF) Task Force 4 is and has been working hard to achieve all of the official prerequisites required to form the new SI African Federation: the SIFAF website, newsletter, administrative systems; and the Constitution and By-laws - all now actioned and approved. Membership still needs a little boost, but the SI Board of Directors hopes to be able to vote on the inauguration of an African Federation at its next Board Meeting in July. This Annual Report shows SI action in a myriad of areas to demonstrate that it is truly a Global Voice for women and that we intend to remain so for the next 100 years!

*Mariet Verhoef-Cohen - SI President, 2017-2019 'Officer in the Order of Orange-Nassau'*

## RoseMary Reid, SI Chair of Governance

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The mandate for the SI Governance Committee is to:

- provide interpretation of the SI governing documents to the Board and Executive Team;
- ensure all governing documents and operational manuals guide the Board to meet its legal and fiscal responsibilities as it relates to governance, fiscal management, risk assessment and accomplishing its objects under the UK Corporate Governance Code;
- monitor its performance regularly to ensure the Board's mandate is being fulfilled; and
- review board documents, resolutions and materials prior to being distributed to the Board for decision to ensure effective organisational governance practices are being followed and to identify any potential risks associated with a decision being made by the Board.

At the December 2017 SI Board Meeting, the new structured SI Governance Committee was directed by the SI Board to review all governing documents and update, as required, to ensure the documents reflected the new structure.

The Byelaws were reviewed and a number of revisions and amendments were adopted throughout 2018. Legal advice was obtained as to whether there was a potential conflict of interest if a Federation President served as an SI Director. The opinion was that it was a conflict and the Byelaws were amended to reflect that Federation Presidents are not eligible to be appointed to serve as an SI Director.

The Articles of Association were also updated to reflect this amendment and was approved by the Authorised Representatives via mail ballot AR03 December 2018.

The Roles & Responsibilities Manual along with the Committee Terms of References were updated in 2018. A procedure for the formation of a New Federation was updated and approved in September 2018.

Conflict of Interest, Code of Conduct and Confidentiality policies were updated, approved and implemented in September 2018.

Prior to the September 2018 face to face Meeting in Budapest, all directors were invited to participate in the first board evaluation survey. The results were compiled and presented at the September 2018 Board Meeting. As a result of the survey and discussion, the Board Assessment Tool was revised, and an annual board evaluation policy was approved at the November 2018 eBoard Meeting. Every director, the President Elect and/or Immediate Past President,

Procedural Consultant and all SIHQ staff who attend Board Meetings will complete the annual survey.

The Board also agreed to develop a survey to evaluate the effectiveness of board meetings and to determine if the Board is acting in the best interest of the company and promoting the highest standards of corporate governance.

The Board agreed at the face to face Board Meeting in Budapest that commencing in January 2019, Leadership Development would fall under the purview of the Governance Committee. The Ad Hoc Leadership Development Committee was disbanded as of December 31, 2018 and the Board further agreed that four (4) directors would be appointed to serve on the Governance Committee with one overseeing leadership development. New director training was conducted in December 2018 which provided an overview of the responsibilities of a director. Thanks to the Governance Committee members, Carolyn Hudson, Susan Biggs, and Gerda Huisman for all their work in 2018.

*RoseMary Reid, SI Chair of Governance*

### *Ann Hodgson, Chair of the SI Finance Committee*

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The mandate for the Finance Committee is to provide financial oversight of the Company Limited by Guarantee (CLG), make recommendations to the Board regarding the financial affairs of the CLG including changes to the per capita dues as well as appropriate spending of the companies reserves, monitor and review our investments and ensure that the finances of the CLG are managed in accordance with the laws of England & Wales.



Our focus in the initial months of 2018 was driven by the work required to adapt our processes to the new Soroptimist International structure and the office re-location. This gave us the opportunity to review all financial procedures, where possible, and enhance the efficiency of every process.

At the beginning of the year following a review of our bookkeeping service we contracted an outsourced book-keeping and payroll service. This service provides us with significantly improved reliability, accuracy and an expert source of up to date UK fiscal policy & compliance related information.

During 2018, we also sought new tenders for our auditors and re-appointed Streets Accountants for a further two years.

The financial statements of SI (Sorooptimist International) Ltd. were produced in line with the relevant UK accounting principle. The year, ending 31.12.17 has been economically and financially characterised by three main elements - the sale of the building in Glisson Road, Cambridge, the decision to invest the cash raised in financial investments and the results from ordinary activities which generated a loss lower than had been estimated in the budget for 2018.

At the Rotterdam face to face Board Meeting in 2017, the Board agreed a dues increase of £2 (GBP) per member effective from 2019. The 2019 budget (prepared in 2018) is the first to reflect the dues increase and consequently shows our improved financial sustainability.

Our investments have been in place for a year. Our capital has grown, but charges for managing the portfolio have eaten into the income received, which has resulted in lower than budgeted income. This will continue to be monitored.

Interviews for the new SI Treasurer were completed and Kathy King (SIA) was appointed as SI Treasurer Elect, which allows her to shadow the current SI Treasurer throughout 2019 and observe board meetings before she comes into post in January 2020.

The Committee meets regularly throughout the year to review the Company's financial and investment performance and discuss any other financial matters. The Board reviews quarterly management accounts and receives regular reports on investments, which allows us to manage costs effectively.

Thanks to the Finance Committee members Susanna Raccis (SI Treasurer), Gigie Penalosa, and Deborah Thomas for all their work in 2018.

*Ann Hodgson, Chair of the SI Finance Committee*

## Yvonne Simpson, SI Immediate Past President, Leadership Development Committee

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The work of the SI Leadership Development Committee (LDC) supported four of SI's five priority areas:

### **1. Advocacy: Two webinars were provided in the lead up to CSW:**

- An introduction to CSW – presented by Past SI Directors of Advocacy Pat Black and Hilary Ratcliffe;
- SI UN Representatives based in New York provided a webinar for preparation for CSW, specific to 2018 theme, how to choose sessions etc.

### **2. SI President's Appeal Webinars:**

- Presented by SI President Mariet Verhoef-Cohen and PA Chair Hafdís Karlsdóttir, reached out to Soroptimists globally to support the SI President's Appeal 2017-2019 (Women, Water & Leadership), to give updates and encourage participation. Two were offered, at different times to reach across the international time zones.

### **3. Global Communications:**

- A training webinar of how to use GoToWebinar was provided for the LDC committee members to ensure the provision of webinars was not reliant on one person with the experience;
- The SI President's Appeal webinars enabled SI President Mariet and Chair of the PA Committee to interact with Soroptimists globally;
- Webinar sessions were recorded, and available to the audiences they were designed for.

### **4. Strategic Leadership:**

- The LDC provided essential training for Directors through webinars, meeting the goal of having an informed and accountable board;
- The 'Director's role and responsibilities' webinar was held in January 2018 when the new Board took up its post under the new structure;
- 'The Role of Authorised Representatives' was a webinar to clarify the role and responsibilities of the post;



- 'Financial Responsibilities of a Director' presented by the Chair of Finance provided in-depth training for Directors;
- A webinar for incoming Directors was held in December calling on the expertise of SI Board Directors, and staff, led by the Chair of SI Governance.

31 December 2018 - the LDC was disbanded. Leadership development functions were allocated to the Committees of the key priority areas.

*Yvonne Simpson, Immediate Past President and LDC Chair.*

## *Beverly Bucur, SI Director of Advocacy*

### **SI's Global Voice at the UN:**



In September of 2018 the SI Board of Directors approved the addition of a UN Representative to the Economic and Social Commission for Asia and the Pacific (ESCAP) in Bangkok. ESCAP's work focuses on social development and is driven by the 2030 Agenda for Sustainable Development. Our work in Bangkok focuses on the Gender Equality and Women's Empowerment, Social Inclusion, Poverty, and Social Protections. Theresa Devashayam, a member of Soroptimist International of Singapore, was chosen as the

first SI UN Representative to Bangkok Regional Centre. Theresa's first assignment was to attend the Commission on Social Development, Fifth Session, 28-30 November 2018, which was held in Bangkok, Thailand. Theresa joined the Women's Major Group and was able to make an immediate impact by making a statement on behalf of Soroptimist International.



With the addition of Bangkok, Soroptimist International maintains a presence in 3 United Nations Centres (Geneva, New York and Vienna) 3 specialised agencies (United Nations Environmental Program (UNEP) Nairobi, UNESCO Paris, and the Food and Agricultural Organisation (FAO) in Rome. Our team of 20 volunteer United Nations Representatives work on topics such as human rights, gender equality, education, water and sanitation, climate change, food security, migration, trafficking, violence against women and women's empowerment.

### **SI UN Representatives take on Leadership Roles:**

Our UN Representatives work with other NGOs to advance the 2030 Agenda, assuming leadership roles within these organisations. During 2018, Dr. Martina Gredler served as President of NGO-CSW Vienna until her election as third vice-president of the Conference of NGOs in Consultative Relationship with the UN (CoNGO). CoNGO's mission is to facilitate the participation of NGOs in the UN system, working to ensure that NGOs have adequate access to

UN meetings, conferences, special events, and documentation is a central CoNGO activity. Also in Vienna, UN Representative, Christine Peer, served as the Vice-President of the Sustainable Development Committee Vienna. In Paris, UNESCO Representative, Marie Christine Gries, was elected to a second term as treasurer of the Comité de Liaison ONG-UNESCO. In Geneva, Angela Walters Savage was elected as Vice-President of NGO-CSW Geneva.

In New York, Soroptimist International has joined a new committee, UN 2020 Summit Coalition. The UN2020 Coalition works to support a successful 75th anniversary Summit by convening meetings with United Nations delegations, civil society and secretariat officials; and serving as an informal clearinghouse for international organisations, civil society networks and supportive governments around the world. The committee works to support meaningful participation of all stakeholders as the UN prepares to celebrate its 75th Anniversary. Bette Levy is our representative on this Committee. Bette also serves on the High Level Political Forum (Coordinating Mechanism). SI UN Representative, Francis Zainoeddin is a member of the Stakeholders Group on Older Persons and the High Level Political Forum Coordinating Mechanism - Steering Committee and the Stakeholders Group on Aging. Marie D'Amato Rizzi was elected to a second term as treasurer of the Committee on Social Development.

#### **Our Impact:**

- Participation in 15 major UN Meetings and Conferences;
- 7 Side Events/Parallel Events;
- 10 Written Statements, Oral Statements and Interventions at UN Meetings;
- Contributed to the writing of the Women's Major Group and NGO Major Groups papers for the High-Level Political Forum 2018;
- CSW62 Delegation of over 80 members attending more than 300 events attended.

#### **Advocacy Committee:**

The Advocacy Committee was actively involved in the planning of CSW62 and reviewing the SI Where We Stand Statements. During 2018 seven Where We Stand Statements were written or updated and approved by the SI Board of Directors. The Advocacy Committee consisted of Sue Riney, SIA; Margaret Clark, with Kay Richmond taking over in October; SIGBI; Elizabeth Nyadwe, SIE; Diane Lockwood with Catherine Evans joining in May 2018 (SISWP). Theresa Lyford, SISWP represented the SI Board. In addition, SI President's Appointees Pat Black, Linda Witong and the UN representatives served on the Advocacy Committee.

*Beverly Bucur SI Director of Advocacy*





## *SI President Appeal 2017-2019 'Women, Water & Leadership'*



Women, Water & Leadership  
SI President's Appeal 2017-2019

The SI President's Appeal is one of the instruments we have to make our Global Voice heard to the outside world as well as to Soroptimist members. With the SI Appeal we Educate, Empower and Enable Women and Girls. At the same time this unites Soroptimists across the globe as a global voice for women, increasing awareness of the vital role women and girls have to play as equal partners at all levels from the ground level, to the designing table to the decision making level.

One of the objectives of Women, Water & Leadership is to combine the implementation of SDGs 4 Quality Education, 5 Gender Equality, and 6 Clean Water & Sanitation, with a focus on increasing access to water for all uses plus sanitation for women and girls by implementing projects that will give women and girls the capacity, experience and (vocational) education they need to manage water resources, improve their lives economically, and gain careers in the water sector.



In 2018 three projects commenced; in Kenya, Malaysia and Bulgaria, and a fourth project is starting in the earthquake disaster area in Indonesia. These projects all aim to teach women how to collect, store, clean, and use water in the best possible way. This knowledge will help them to secure a future for themselves and their children and give them social status in their communities. All of these projects are either managed or monitored by local Soroptimists. The projects educate local women and girls on how to build dams, rainwater harvesting systems, toilets, and irrigation systems, how to lay pipelines, and how to educate the importance of hygiene. The women and girls participating in the projects also receive vocational training in agricultural best practices and the use of seeds and vegetation for their specific soils, so that their yields can double. The results of this are already being seen. This improves their standard of living as they earn money for their family and improve the standard of living in their communities. The women earn respect, their knowledge is valued, and the sustainable life style is now important for the whole community.

Without donations there would be no projects and we would not be able to educate, empower and enable the women and girls who are in a dire need of our support. Thanks to Soroptimist members from around the world a direct impact has been made on the lives of the women and girls participating in the projects and many more indirectly. All Women, Water & Leadership projects actively implement the SDG's, we want better results for all the SDG's, and to mention few impacts:

**Access to food, energy, water and sanitation (SDG's 2, 5, 6, 7):**

- Training on smart food production, minimum use of water, crop management, marketing and post-harvest crop management;
- Workshops on sanitation and good hygiene in all the projects;
- Basic vocational training of 150 rural women and girls from 3 communities in Bulgaria on sustainable, accessible and affordable water and sanitation products and services for their communities and households;
- Village promotional event "International hand-washing day" was prepared and implemented with Roma kids and young mother from one of the project villages in Bulgaria.

**Sustainable production and consumption and health and well-being (11, 12, 13):**

- 126 Water tanks, Multi-storey Gardens & fireless cookers in Kenya;
- Beehives and farm inputs brought;
- Treatment of plant or organic waste – incl. human physiological waste will take place locally - by composting and reuse of the received safe product and made into subsistent agriculture for improved soil fertility and increased yield (so better crops).

### **Women in environmental decision making at all levels in the water sector (4, 5, 8, 10):**

- A training centre and a demonstration plot was built in Kenya where the Muihoko women were taught water saving practices and trained in how to plough and plant the appropriate seeds for their soil to yield better crops and irrigation techniques;
- Five girls in Long Tanyit in Malaysia received a diploma level in welding to build a water harvesting system in Long Tanyit, and now they have been employed in Kuala Lumpur as welders;
- Dam building and laying pipes from the dam and to the homes in Long Tanyit;
- Basic vocational training of 150 rural women and girls from 3 communities in Bulgaria on EU water and sanitation legislation – challenges and opportunities to be enforced in Bulgaria;

Up to end of 2018 £206,541 has been collected with £12,000 raised from donations in exchange for the beautiful WWL pins and pendants. Our goal is to reach a minimum of £350,000.

*Hafdis Karlsdóttir, SI Assistant Director of Advocacy 2017 -2019*



### *SI President Appeal 2015-2017 'Educate to Lead: Nepal'*



As 'Educate to Lead: Nepal' and the 20 projects that were funded come to a close, we know the £401,858.71 in donations from Sorooptimist clubs & members have given hope and opportunities to thousands of women and girls. The final report will be available for our Convention in July and also posted on the SI website.

We selected projects that were managed by Sorooptimist clubs, either their own projects, work undertaken by groups that were already being supported by Sorooptimist clubs or projects where a Sorooptimist was employed. Thus we were able to ensure funds would be well managed to deliver the impact so desperately needed in rural Nepal.

Our projects included scholarships, room & board, books & supplies, skills training, micro-credit loans, improving teaching skills, healing emotional trauma, menstrual hygiene, women's conferences, business training, computer literacy, agricultural knowledge building, rebuilding a



school and including solar showers and toilets for girls, and support for a transit house for victims of trafficking including education & family reunification.

‘Educate to Lead: Nepal’ has directly impacted at least 7,000 women and girls and many more have been indirectly impacted.



Thank you to those who supported the appeal including our committee members that were passionate about ensuring the outcomes would make us proud. By working together we brought Yvonne's vision a reality.

*Sharon Fisher, SI Assistant Director of Advocacy 2017 – 2019,*

## 2019 International Convention

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In July 2019 the quadrennial convention will be held in Kuala Lumpur, Malaysia, hosted by Sorooptimist International of the South West Pacific. Members from many countries will meet to listen to expert speakers on topics ranging from violence against women, to financial planning for women, to climate change and to participate in workshops; embracing the diverse interests and work undertaken by members for women and girls. Her Majesty, KDYMM Seri Paduka Baginda Raja Permaisuri Agong Tunku Hajah Azizah Aminah Maimunah Iskandariah Binti Al-Marhum Al-Mutawakkil Alallah Sultan Iskandar Al-Haj will grace the Opening Ceremony demonstrating her knowledge and support of the global movement of work to take forward the agenda for women and girls. Keynote speakers will include: Sunday Times journalist, Christina Lamb, Prof Jacqueline Cramer, Datuk Dr Mazlan Othman, former Director United Nations Office for Outer Space, Convention Chair Puan Sri Siew Yong Gnanalingham and the local committee will work closely with Sorooptimist International President Mariet Verhoef Cohen and Global Executive Director Deborah Thomas to ensure that the convention and sparkling gala dinner combined to provide informative sessions and opportunities to socialise, connecting Sorooptimists from around the globe.

## 2023 International Convention

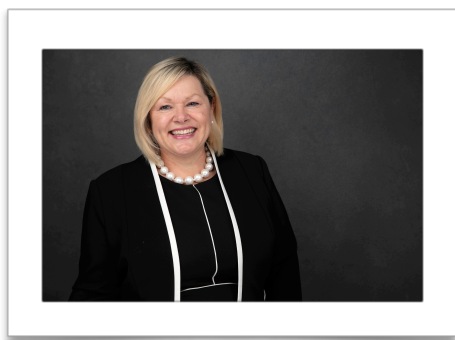
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In 2023 it is the turn of Sorooptimist International of Great Britain and Ireland (SIGBI) to host the Sorooptimist International Convention. SIGBI proposed the venue to be Dublin, Ireland which was agreed by the board and Johanna Raffan was ratified as Convention Chair. The convention will be held in the modern Dublin Convention Centre which has many hotels located very nearby from 27 – 29 July 2023. With notable Irish hospitality and an exciting theme of 'Challenge the Future' this convention promises to be truly inspirational!

## Closing Remarks - Deborah Thomas, Global Executive Director

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2018 was transformative year for SI (Sorooptimist International) Limited. Implementing the recommendations of the Company's Restructuring Group to form a new board of directors who were all tasked with chairing or being members of multiple SI committees, has achieved closer and more effective working for us all. Staff and volunteer roles now align well with working relationships routinely reviewed and delineation of responsibilities clear for all. Four board meetings and one forum were held during the year, with one face to face meeting in September, held in Budapest, Hungary.

During the operational year governance was adapted to support the new structure, with the introduction of webinars to aid director training and also offering the opportunity for members to learn more about the international dimension of their membership. Together the board, volunteers and staff have become an effective team, moving from a period of change to a settled phase undertaking a significant volume of work.

In January 2018 company headquarters relocated within Cambridge to new rental premises; my thanks go to all the staff who organised this huge move and positively embraced the new home for SIHQ. In July 2018 we said our formal goodbye to Immediate Past President Yvonne Simpson from New Zealand (SISWP) and welcomed President Elect Sharon Fisher (SIA) who takes up the role of Sorooptimist International President on January 1st, 2020.

As we now look forward to the 2019 Sorooptimist International convention (Kuala Lumpur Malaysia) and the 2023 convention (Dublin 2023) and the 100th anniversary of our very special organisation, we bring with us an incredible history and substantial service. Sorooptimists have made a difference to the lives of many women and girls through our globally repeated process

of Educating, Empowering and Enabling and we will continue to do so. Nonetheless, we face a challenging future as a service organisation, as life patterns change for women, we too must embrace that change and explore how we best continue to connect locally, regionally and globally to achieve a gender equal world.

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## *Educating Empowering & Enabling Women and Girls*

### **Our Vision**

“Women and girls will achieve their individual and collective potential realise aspirations and have an equal voice in creating strong, peaceful communities worldwide”

### **Our Mission**

“Soroptimists transform the lives and status of women and girls through education, empowerment and enabling opportunities”

### **Our Principles**

- The advancement of the status of women
  - High ethical standards
  - Human rights for all
  - Equality, development and peace; and
  - The advancement of international understanding, goodwill and peace
-

## Useful Acronyms and Abbreviations

<b>United Nations (UN) Related:</b>	
ECOSOC	(United Nations) Economic and Social Council
CSocD	(United Nations) Commission for Social Development
NGO	Non-Governmental Organisation
UNESCO	United Nations Education, Scientific and cultural Organisation
SDGs	Sustainable Development Goals
CSW	Commission on the Status of Women
CEDAW	Convention on the Elimination of all Forms of Discrimination Against Women
HLPF	High Level Political Forum
UN DPI	United Nations Department of Public Information
FAO	Food and Agriculture Organisation (Rome and Nairobi)
WFP	World Food Programme (Rome and Nairobi)
UNESCO	United Nations Educational, Scientific and Cultural Organisation
CEDAW	Convention on the Elimination of all Forms of Discrimination Against Women
UPR	Universal Periodic Review
<b>Other Organisations:</b>	
ILO	International Labour Organisation
ACE and FM	Action On Child, Early and Forced Marriage
WfWP	Women for Water Partnership
<b>Soroptimist International (SI):</b>	
SIHQ	Soroptimist International Headquarters
SI P	Soroptimist International President
SI PE	Soroptimist International President Elect
SI DA	Soroptimist International Director of Advocacy
SI ADA	Soroptimist International Assistant Director of Advocacy
SI GED	Soroptimist International Global Executive Director
LDC	Leadership Development Committee
WWL	Women Water and Leadership (2017-19 SI President Appeal)





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