



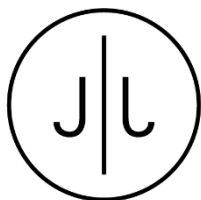
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2019 TIAW-WCEI  
**'Women Making a World of Difference'**  
**Forum & Awards Dinner**

18 October 2019  
Royal Automobile Club of Australia  
Sydney, Australia



## Welcome from our Patron



### Amanda Ellis, Patron

Amanda Ellis currently serves as Executive Director Hawaii & Asia-Pacific, & Global Director for Strategic Partnerships, for the ASU Julie Ann Wrigley Global Institute of Sustainability. She was most recently New Zealand Ambassador to the United Nations in Geneva and Prime Minister's Special Envoy, playing a key role in New Zealand's successful UN Security Council bid.

Prior to that, as Deputy Secretary (International Development) in the NZ Foreign Ministry Ms Ellis was first woman to lead the Aid Programme, managing an annual budget of \$0.6 billion. With a long history working to promote gender equality, Ms Ellis held a number of senior roles at the World Bank Group, where she served as Lead Specialist Gender, managed the President's Global Private Sector CEO Leaders Forum, founded the International Finance Corporation global gender group and led the Doing Business gender research project which created "Women, Business and the Law." Ms Ellis previously started and led Westpac Banking Corporation's Women's Markets and national Women in Business initiatives, with her team scaling up to \$0.5 billion in annual revenues in just three years.

Ms Ellis serves on the advisory boards of Hawaii Green Growth (the first island and Asia-Pacific UN Local2030 hub promoting the UN SDGs), Bishop Museum, the Institute for Climate and Peace, the East-West Center, the Council on Foreign Relations and the UN Women's Empowerment Principles. As co-chair of the WE Empower UN SDG Challenge (to promote women business owners globally who are both running successful businesses and supporting the UN Sustainable Development Goals), Ms Ellis launched the UN Global Compact's new Target Gender Equality campaign at the United Nations in September 2019.

The author of two best selling Random House business books and five titles in the World Bank Directions in Development series on gender and growth, Ms Ellis was most recently a contributing author to the HRD 2018 Book of the Year on Leadership and Power in International Development: Navigating the intersections of gender, culture, context and sustainability.

A founding member of the Global Banking Alliance for Women, Ms Ellis is the proud recipient of The International Alliance for Women Lifetime Achievement Award for supporting women's economic empowerment, a subject she continues to be passionate about!



## The 'Women Making a World of Difference' Forum

Welcome to the TIAW WCEI Forum, where there are many "Women Making a Difference". Over the past 39 years and 35 years respectively, the women of TIAW and WCEI have been working hard to make a difference in women's lives and consequently, that of their businesses and families.

A labour of love, the Awards and Forum have been designed to give back to those women and to formally recognise their outstanding contribution. We, the committee of TIAW and WCEI forum congratulate all our awardees and thank all those who have participated in making this event a success, including all our speakers who have so generously donated their time and knowledge.



**Andrea Plawutsky & Diane Tompson**  
Co-Convenors

## Your Hosts: The Forum and Awards Committees



**The International Alliance for Women (TIAW)** is a global charitable foundation dedicated to the economic empowerment and advancement of women all over the globe. Our commitment is to the "inclusive economy" - uniting, supporting and promoting women and their chosen networks across all continents, which in turn supports and strengthens the global economic fabric.

**Our vision:** To be the world's leading network for women's economic empowerment, leadership and innovation.

### Di Tompson, TIAW President, Forum Co-Convenor

President of The International Alliance for Women (TIAW), former National President of WCEI and Regional Commissioner for FCEM, Diane Tompson has dedicated years to helping women entrepreneurs locally and globally. Full bio in the speakers' pages.

### Margaret (Peg) Weir, TIAW Awards Co-Chair

A lifetime member of TIAW, Peg is a past President (2014-2016), former Chair of the 2015, 2013, 2012 Global Forum Planning Committee and previously the Vice President, Finance & Treasurer. In 2019, Peg assumed the role of TIAW World of Difference Awards Co-Chair and the TIAW Advisory Group. She is a member of the Financial Women's Association (FWA), which is TIAW's charter member. In 2010, Peg received the TIAW World of Difference 100 Award.

With over 30 years of executive leadership experience in the public and private sectors, both domestic and international, she has found great success, using her results- oriented leadership style, in the areas of global business development, strategic planning, operations, finance, risk management and program management.

Peg is passionate about advancing economic empowerment for women, especially through education, mentoring and microcredit activities. She is a past President of Executive Women in Government (EWG) and lifetime member, where she established a Mentor-Protégé Program and Corporate Sponsorship Advisory Board. She is the Scholarship Program Chair for the Professional Women of Winston Salem (PWWS). She has been a long-time active member of several organizations including Women's Foreign Policy Group (WFPG), Women in Logistics and Delivery Services (WILDS), and the National Association of Professional Women (NAPW). She is a member of the US Chamber of Commerce.

### Pamela Caudill, TIAW Awards Co-Chair

Pamela Caudill spent 30 years as a federal criminal investigator for the U.S. government in postings both domestic and abroad. She ended this career as the Special Agent in Charge, Office of Investigations, Office of Inspector General, U. S. Department of State. She directed personnel responsible for conducting investigations involving State Department personnel, contractors, programs and resources across 263 embassies and consulates.

### Donna Meredith, TIAW Board Member

Director of The International Alliance for Women (TIAW). In August 2015 Donna Meredith was named Australia's Awardee for the International Women's Entrepreneurial Challenge (IWEC) and now serves as an IWEC Global Ambassador. Full bio in the speakers' pages.



**Women Chiefs of Enterprises International (WCEI)** Australia is an invitation only, membership-based organisation for women entrepreneurs and leaders in business. We pride ourselves in recognising and supporting the unique attributes women bring to business and seek to both support and be 'Inspiring Women Leaders'.

**Our vision:** By sharing our experiences as leaders in business we support, promote and inspire entrepreneurial women. *Alone we are invisible, together we are invincible.*

#### **Andrea Plawutsky, Forum Co-Convenor, Chair International Committee for WCEI**

Former NSW President and Chair of the International Committee for WCEI, owner and director of tourism consultancy Amplify Me. Full bio in the Entrepreneurship Awardees pages.

#### **Varan Freestone, President Elect, WCEI VIC Branch**

Founder of WISE, which is an acronym based on the way she want to see the world - Women Informed, Supported, Enlightened", Varan Freestone's initiative is based on the principles of encouraging women to look within, realign, connect, communicate, contribute, collaborate, celebrate and work cohesively together to explore their goals and dreams.

- Inspiring women to lead change in the workplace.
- Embarking on a wholistic, personal, unique, bespoke journey.
- Taking an upward, action-based approach to connection-communication-collaboration-celebrating, contributing and working cohesively to rise together.
- WISE addresses the critical need for more women in the workforce to step up into leadership positions.
- Speak out against gender inequality, diversity, inclusion and income disparity.
- Create respectable workplace culture.
- Take action to improve their career and life

#### **Tracy Morgan, President Elect, WCEI NSW Branch**

Managing Director of Morstone, Tracy Morgan is an Independent Director, Advisory Board Chair, Strategy Facilitator and Executive Mentor. She supports progressive business owners and leaders towards achieving their goals.

Tracy has held a variety of Board roles, including currently a Director of Wesley Mission, a large welfare and community services provider, and recently as Chair of The Housing Connection and Director of Sylvanvale Disability Services. In addition to her work as an Independent Director, she is a Certified Chair of the Advisory Board Centre.

Tracy's diverse professional interests include helping business owners solve strategic and operational challenges, quickly grasping complexity and identifying the real issues impacting progress. By applying agile thinking and breaking down the challenges, Tracy creates a 'roadmap' to provide clarity of direction, and builds confidence to navigate through business challenges, including transition, growth, business improvement, succession and exit planning.

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## **The Forum Themes**

### **❖ Authenticity and Ethics**

In a time of political and business leader grandstanding, how do we stay true to our own values and voice? How do each of us find our own 'Jacinda Arden' moment where our authenticity shines through? Our speakers share their stories.

### **❖ Empowering women in developing communities**

Micro loans, charitable initiatives, non-governmental organisations and government-funded initiatives are all seeking to make a change. We talk with women who are involved in contributing to the collective impact through their efforts.

### **❖ Business Needs a Plan B**

Bottom line profit is no longer enough; business is expected to focus on the triple bottom line and creating a sustainable society across people and the planet broadly. As business owners, what are our responsibilities to the greater good and how can we meet these?

### **❖ Engineering Success in STEAM**

The glass ceiling may have been broken in many traditionally male dominated industries, but we seldom hear the success stories of women in scientific pursuits.

## Women Making a World of Difference Forum

Friday, 18 October, 8:45am – 5:00pm

9:00	Welcome – MC Sam Buckingham
9:05	Welcome to Country – Yvonne Weldon
9:15	<b>Keynote – Ronni Kahn AO “Authenticity &amp; Ethics”</b> – CEO OzHarvest
10:00	Morning Tea and book signing with Ronni Kahn
10:45	<b>Authenticity &amp; Ethics Panel</b> <ul style="list-style-type: none"> <li>❖ Dr Melody Caramins, geneticist &amp; artist</li> <li>❖ Su-Lin Tan, journalist Australian Financial Review</li> <li>❖ Melanie Gleeson, founder endota spa</li> </ul>
11:30	<b>Keynote – Professor Vijaya Nagarajan “Collective Impact”</b> – Macquarie University
12:15	Lunch & networking
13:30	<b>Empowering Women in Developing Communities Panel</b> <ul style="list-style-type: none"> <li>❖ Marcia Ella Duncan OAM, netball champion, consultant &amp; Indigenous affairs leader</li> <li>❖ Susan Coles, Department of Foreign Affairs &amp; Trade, former Australian Ambassador</li> <li>❖ Aline Wong, FCEM Regional Commissioner, Mauritius and business owner</li> </ul>
14:15	<b>Keynote – Lynette Mayne AM “Business Needs a Plan B”</b> – Lynette Mayne, Co-Chair The B Team Australasia ( <i>founded by Sir Richard Branson and Jochen Zeitz</i> )
15:00	Afternoon tea
15:45	<b>Our Women's Networks</b> <ul style="list-style-type: none"> <li>❖ Margot de Groot, National President WCEI Australia</li> <li>❖ Diane Thompson, President TIAW</li> <li>❖ Donna Meredith, IWEC Global Ambassador</li> </ul>
16:10	<b>Keynote – Jamila Gordon – Engineering Success in STEAM – “An Unusual Life Journey”</b>
16:45	Close – National Presidents, TIAW & WCEI

## FORUM SPEAKERS

### Sam Buckingham



SAM BUCKINGHAM is a familiar face across Australian television networks. Having represented hundreds of brands across fast moving consumer goods to National Service providers and everything in between, in Morning Chat shows, Infomercials and branded TVC's and live crosses from events.

Professionally trained in Speech and drama, Sam's skills are anchored in technique that positions her as a capable presenter and host across all mediums.

### Ronni Kahn AO



Driven by a determination to find purpose in her life, the simple act of rescuing good food and delivering it to people in need quickly caught on, and in 2004 OzHarvest was born.

RONNI KAHN is renowned for her boundless energy, infectious enthusiasm and not taking no for an answer! Her ability to inspire and motivate everyone she meets has seen OzHarvest grow from humble beginnings to become Australia's leading food rescue organisation. Her journey in the fight against food waste became the feature of an independent film *Food Fighter* and in 2019 she was appointed Officer of the Order of Australia.

### Dr Melody Caramins



DR MELODY CARAMINS is the National Director of Genomics for Healix, and a senior lecturer in Pathology for the University of NSW. She is a nationally recognised expert in the field of genomics, holding both medical and scientific specialist qualifications. She currently chairs the Royal College of Pathologists of Australasia's Genetics Advisory Committee and sits on a range of committees influencing national testing standards, policy and professional practice.

She comes to her current role from a diverse 25 year professional background as a medical practitioner spanning a variety of roles across public and private healthcare settings. Her perspective includes time spent studying and practicing in non-scientific domains, including a Masters of Design and as an exhibiting artist in both commercial and artist-run galleries.

### Su-Lin Tan



SU-LIN TAN is a property journalist with The Australian Financial Review who also covers Asian business and trade in Australia. She is a chartered accountant and previously worked in investment banking. She has had stints at Babcock and Brown and AMP Capital in Sydney and worked in London previously.

She speaks Mandarin and Malay.

### Melanie Gleeson



MELANIE GLEESON's vision and passion was, and still is, to help women be their best, so they can live their best life.

The ethos of the brand was fuelled by her personal belief in the power of positive sharing and a desire for more meaningful connections. 15 years ago, she and a friend saw a gap in the market and opened their first day spa on the Mornington Peninsula at a time when few people even knew what a spa was and even fewer recognised the importance of investing in wellbeing. endota spa is a place where women feel cared for on a physical, spiritual and emotional level. There are now over 100 day spas across Australia.

### Professor Vijaya Nagarajan



VIJAYA NAGARAJAN is a Professor in the Law School at Macquarie University where she teaches corporate law, sustainable financing and supervises doctoral students on gender and law. She has a background in Law and Economics and has authored several books and articles, the most recent including *Women and Business in the Pacific* (ADB, 2018), a chapter titled '*The Community Company as a vehicle for corporate governance in Solomon Islands: hopes, challenges and possibilities*' (2019) and another chapter titled '*Gender Equality in International Law and Constitutions: Mediating Universal Norms and Local Differences*' (2016).

Vijaya has consulted widely on business law and competition reform and economic empowerment of women. She has the privilege of working with women in the Pacific on gender justice.



### **Marcia Ella-Duncan OAM**



MARCIA ELLA-DUNCAN is an Aboriginal woman from La Perouse, Sydney, with traditional connection to the Walbunga people on the NSW Far South Coast, and kinship connection to the Bidjagal, the traditional owners of the Botany Bay area. Marcia is now a consultant after over 30 years in Aboriginal affairs in a wide range of sectors.

Marcia has built extensive networks across an impressive array of industries, organisations and communities and has collaborated with professionals in organizational development, sport, social services, research, sport, social justice and facilitation. She was awarded an OAM for services to netball in 1988.

### **Susan Coles**



SUSAN COLES has been Deputy State Director of the Victoria State Office of the Department of Foreign Affairs and Trade since March 2018. As a career diplomat, she spent three and a half years as Australia's High Commissioner and Ambassador in the Indian Ocean region, with responsibility for Mauritius, Seychelles, Madagascar and the Comores. Susan showcased Australia's lead on gender empowerment, supporting a mentoring program for women entrepreneurs in four countries. In almost twenty-five years' experience in law and diplomacy, her earlier achievements include: principal negotiator for the Convention on the Elimination of Discrimination Against Women Optional Protocol; lead negotiator for two UN treaties on Child Trafficking and Sexual Exploitation; and on Children in Armed Conflict; and serving as legal counsel on the Declaration on the Rights of Indigenous Peoples.

### **Aline Wong**



As a textile engineer, ALINE WONG paved her way in one of the largest textile companies in Mauritius before starting her own business, L'IN Mauritius.

In 1998, she restarted the Association of Women Entrepreneurs, and has been the program commissioner since 2004 with women business leaders worldwide. Aline worked with the Indian Ocean Commission (IOC) as a consultant for setting up the network of women entrepreneurs in the Indian Ocean and is the Regional Commissioner for FCEM.

### **Lynette Mayne**



LYNETTE MAYNE is Co-Chair of The B Team Australasia, a company formed by a global group of business leaders led by Richard Branson, to catalyse a better way of doing business, for the wellbeing of people and the planet.

She has over 30 years of international business experience as CEO, Director and Chair. She has worked on most continents, where she established new divisions or enhanced existing businesses for major corporations, including CEO at Lendlease Corporation, taking the fledgling corporate financial services business to number one in three years both in Australia and subsequently in Asia, and Owner and Executive Chair of Work Wear World, a leading provider of uniforms to major corporations.

### **Margot de Groot**



Currently National President of Women Chiefs of Enterprises International (WCEI Australia), MARGOT DE GROOT is the founder and Director of de Groot, wills and estate lawyers, and oversees offices in Brisbane, Sydney and Melbourne. Margot has more than 30 years' experience practicing in the areas of estate planning, deceased estate and trust administration and estate litigation.

She also owns Flowers on Tedders, a florist in the Gold Coast, which was recently awarded in the Best of Business awards.

### **Diane Tompson**



President of The International Alliance for Women (TIAW), former National President of WCEI and Regional Commissioner for FCEM, DIANE TOMPSON has dedicated years to helping women entrepreneurs locally and globally.

Managing Director of the Powercom Group consisting of three companies, Novaris, Powercom Systems and Powercom Consultants in Australia, she is also a Director of Novaris Technologies Malaysia. Di's companies export electrical power protection products and consultancy extensively throughout Asia and internationally from both Australia and Malaysia. She has also retained a life-long love of the Arts, in particular relating to music.



### Donna Meredith



Since co-founding Keystone in 1997 DONNA MEREDITH and her team have designed and managed strategic brand, marketing, leadership, HR and cultural change projects for hundreds of organisations both within Australia and overseas, and also provided specialist consultancy services nationally and internationally on conscious capitalism, aviation, digital and distribution issues. In 2011, she became the Australasian Principal of Interaction Associates (a global leadership and development company headquartered in Boston). Prior to Keystone and Interaction Associates she was with Qantas where her last role was as Group Brands Manager/Manager International Product. She is a Director of the Endota Group, and a Director of The International Alliance for Women (TIAW). In August 2015 she was named Australia's Awardee for the International Women's Entrepreneurial Challenge (IWECE) and now serves as an IWECE Global Ambassador.

### Jamila Gordon



Jamila Gordon is CEO and Founder of Lumachain, a technology platform that disrupts traditional enterprise supply chains, globally.

One of Australia's most respected digital and technology leaders, Jamila was selected by Microsoft to be their global Awardee in the 2018 International Women Entrepreneurship Challenge (IWECE) and has been appointed by the Australian Federal Government to sit on the board of Questacon, the national science and technology centre.

Jamila's professional success is made more remarkable by her personal story. She arrived in Australia at the age of 18 having escaped the Somali civil war alone and being virtually homeless in Kenya. Jamila set about learning English and then studied IT at La Trobe University, before commencing a career that has taken her around the world.

## DINNER SPEAKERS & PERFORMER

### Stacey Copas, Emcee



STACEY COPAS has not let a devastating accident that left her a quadriplegic and dependent on a wheelchair at 12 years old slow her down.

Instead she has used her life experience and personal philosophies to become Australia's leading keynote speaker and facilitator on resilience and finding the opportunity in change and adversity, delivering keynote speeches, training, consulting and coaching to organisations such as Telstra, Holden and CSIRO.

Her first book *"How To Be Resilient"* was published in 2015. Stacey has been featured by Financial Review, ABC radio and The Australian for her insights on resilience in the workplace.

### Natasha Stott Despoja AO, Keynote



NATASHA STOTT DESPOJA AO is the founding chairperson of Our Watch (the national organisation to Prevent Violence Against Women and their Children). She was Australia's Ambassador for Women and Girls 2013-2016, responsible for the Government's gender equality work internationally. As Ambassador, she travelled extensively throughout the Indo-Pacific region to promote women's leadership, economic empowerment and an end to violence against women and girls.

She is a former Senator for South Australia (1995-2008) and former Leader of the Australian Democrats. She is the youngest woman ever to enter the Australian Federal Parliament.

Natasha is the author of *'On Violence'* (MUP, 2018).

### Anthony Pasquill, pianist



ANTHONY PASQUILL spends most of his working days behind a piano as an accompanist and works at both Wenona and Monte Sant' Angelo schools. As well as working with young musicians, Anthony is also heavily involved in the Sydney choral scene as a conductor and has worked with some of Australia's finest professional choirs and orchestras including the Sydney Symphony Orchestra and the Melbourne Symphony Orchestra. He is currently the Artistic and Musical Director of Bel a cappella, a choir that performs music ranging from Gregorian chant to twentieth-century music in Glebe. At present, he is planning for their 2020 season and their third overseas tour to Europe in 2021.





## Previous TIAW World of Difference Awards Celebrations





## **TIAW World of Difference Awards Dinner**

**Friday, 18 October, 6:00pm – 10:00pm**

The **TIAW World of Difference Awards** recognises women, and men, whose efforts have advanced the economic empowerment of women locally, regionally or worldwide. Whether working on a small scale in the developing world or making an impact at the top of the world's biggest businesses, whether well-known or an unsung heroine or hero, these are the stories of the people whose extraordinary achievements are furthering the economic empowerment of women.

ECONOMIC EMPOWERMENT as defined by TIAW means contributing to the ability of women to earn a living or in some way directly contributing to the economic betterment of other women.

In 2008, the World of Difference 100 Awards were created to honour those who were making a significant difference to the economic empowerment of women in several different categories.

### **Achievement Highlights**

- Pool of close to 700 influential recipients 2008 - 2019
- 2019: 193 candidates nominated from countries collectively representing each continent in the world.

TIAW now has connections to virtually all regions of the globe with influential participants, enabling the organization to exponentially expand its reach and most importantly individually and collectively change the world for women.

Congratulations to the winners of the World of Difference Awards.

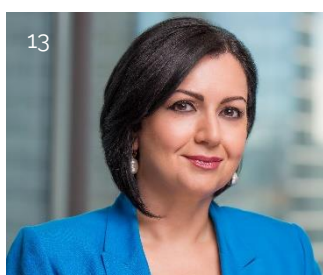
Margaret (Peg) Weir & Pamela Caudill  
Awards Co-Convenors

## **AWARDS PROGRAM**

- Emcee:** **Stacey Copas**, Resilience keynote speaker & facilitator
- Awards:** Presenting of the **World of Difference Awards**, one **Lifetime Achievement Award** and one **TIAW Mandy Goetze Award**
- Keynote:** **Natasha Stott Despoja AM**, Founding Chair of Our Watch, former Ambassador for Women and Girls, former World Bank Gender Advisory Council Member
- Pianist:** **Anthony Pasquill**, musical director Bel a cappella



## COMMUNITY AWARDS



### Awardees:

1: Beatrice Roli Aienobe, 2: Bonnie Fatio, 3: Kamal Basra, 4: Anuradha Naik, 5: Tamnjong Eny Nye Bunyui, 6: Cynthia C. Moses, 7: Jane Opolot, 8: Eila Petty, 9: LaTasha Jackson-McDougle, 10: Professor Diana Nambatya Nsubuga, 11: Katherine Milling, 12: Sandra Malagon, 13: Tina Tehranchian, 14: Zefora B. Bosongan

**Beatrice Roli Aienobe (Nigeria)**, CEO of Jimmy Beth Enterprises, a poultry and egg distribution company. She created her own micro credit circle for the women she engages for sales and distribution. Each month a member of the group is supported with the group contributions until every member is reached then the contribution cycle begins again. Their businesses are financially sustained mostly without outside sourcing for loans.

**Kamal Basra (Canada)** In her role as business owner and financial advisor she has consistently mentored, educated and supported the efforts of women in Vancouver to become financially empowered. She is a fierce advocate for women to step up and take on their financial power and believes that it will be us who can save the planet. She exemplifies the kind of financial leadership this world needs to become a better, safer and kinder place.

**Zefora B. Bosongan (Philippines)** has contributed to the creation of jobs for women in the rural Philippines. She founded and served as the President of the Inabe Livelihood Group, Inc. This organization's vision is to upgrade the economic status and rights of women in the countryside. Through her leadership, unemployed women and young mothers have been able to secure jobs with proper insurance, benefits, and on-site childcare. She established the Women Marketing Cooperative that serves as a store for women local producers. At present she is working on professionalizing weaving in the Philippines thru the provision of national certificates to weavers.

**Tamnjong Eny Nye Bunyui (Cameroon)** working with Help One Another (HOA) Common Initiative Group has in 12 years been able to impact the womenfolk within the Ndu Municipality in Cameroon. Cognisant of a dysfunctional education system in Cameroon that emphasizes knowledge rather than skill development, Ms. Bunyui articulated a curriculum with an emphasis on catering, market gardening and arts and design trades. Women in ten village communities have been empowered and by extension there has been a considerable reduction in poverty. A savings scheme has been introduced; the women elect their leaders and workshops on family planning, environmental protection and advocacy have been established.

**Cynthia C. Moses (Kenya)** Through her organisation Footsteps, she is promoting and encouraging entrepreneurial awareness among girls and young women with the aim to increase access to and completion of education of girls and young women in the marginalized communities of Kenya. More than 300 girls and young women are involved in mini-business projects. The micro-business learning platform allows them to collectively work together in selling different items; 50% is equally divided amongst the girls in the group and 50% is put back into their business. Currently 80% of girls in the program are regularly attending school and the rate of absenteeism amongst girls and young women has been reduced.

**Bonnie Fatio (Switzerland)** founded in 2016, Inspired Women Lead, a movement to mentor women across borders and cultures to lead globally as their authentic feminine selves. Each woman who is personally mentored then mentors another woman. Today, Inspired Women has impacted over 1,000,000 lives across all continents. In total, she has founded three businesses, as well as held management positions in education, business and healthcare, and community leadership positions including local government.

**LaTasha Jackson-McDougle (United States)** was awarded the Mitch Poe Humanitarian Public Service Award. She works directly in the community to help victimized women as the founder of Cheryl's Voice providing intervention and advocacy on behalf of children left behind due to domestic violence homicide and suicide.

**Sandra Malagon (Mexico)** Founded and directs The Transdisciplinary Network for Sustainable Development ([www.retdes.org](http://www.retdes.org)) a NGO that works with the Purepecha women potters. She has worked with over 100 indigenous women improving their capabilities, using their traditional knowledge for creating new and innovative products and processes. In three years they have scaled their businesses from selling their products in local markets to international markets in Europe. This project began in 2016 with 25 women and will impact almost 4,000 people with health problems for lead and smoke stemming from the pottery process.

**Katherine Milling (Zambia)** Co-founder of Nature's Nectar in Zambia, a socially conscious honey and wax project. Nature's Nectar works with local farmers in the northwestern province to create a sustainable income and protect local forests through beekeeping. With females in rural communities in Zambia having very little access to income sources, these women are able to take financial independence into their own hands and truly be empowered to change their lives. Nature's Nectar's community programs have increased annual income by 10% or more, creating a lasting change for these women.

**Anuradha Naik (India)** In 2013, Ms. Naik began helping the women in Khola Village in the state of Goa India who are actively involved in the cultivation and conservation of a local chili variety known as Khola Chilies. Skill set development has enabled these women to become independent, with a secure livelihood, and the ability to contribute additional income to their households.

**Professor Diana Nambatya Nsubuga (Uganda)** has contributed to improving nutrition and health outcomes for over 2000 families. She has taken what she has learned and shared it with women, men, young people and several stakeholders who are looking to improve nutrition outcomes, scaling key elements of the model across Uganda. She believes that through her combination of deep community-based work, a rigorous commitment to constant evaluation of and iteration in her work, and a thoughtful approach to sharing key components of the model the nutrition outcomes throughout Uganda and ultimately across the globe can be improved.

**Jane Opolot (Uganda)** started the Woman of Purpose organization with the mission to empower the rural communities and especially women with a focus on widows. She initiated a live asset project in which vulnerable women were given heifers and help to tend them. Through this project over 200 women have been able to climb out of acute poverty with some being able to construct decent housing as opposed to the mud huts they lived in. Six years ago, she initiated a vocational skills project targeted at assisting girls who, due to various circumstances could not continue with their education. Over 100 girls have gained skills in tailoring/sewing with a number of them gainfully employed and about 30 of them have been able to open small kiosks.

**Eila Petty (UK)** In 2004, Ms. Petty founded a non-profit organization; Make a Difference UK, aimed at supporting disadvantaged high achieving girls in Kenya to acquire secondary school education by paying the required school fees. Girls benefitted by her organization have completed their education and become teachers, social workers, and journalists.

**Tina Tehranchian (Canada)** She was the founding chair of the Iranian Canadian Network for Employment and Entrepreneurship Mentoring that pioneered the first ethno-centric and job specific group mentoring program in Canada and helped hundreds of foreign-trained professionals find work in their chosen profession. She has always been a champion for promoting the economic status of women through increasing their financial literacy.

## CORPORATE AWARDS



### Awardees:

1: Fahima Al Bastaki, 2: Suaad Al Shamsi, 3: Manal Al Ansari, 4: Manon DeFelice, 5: Veronique Goy Veenhuys, 6: Sharron Gunn.

**Fahima Al Bastaki (UAE)** is a pioneer in the financial sector and capital markets in both private and government sectors and is now considered one of the few Emirati women leaders in the Gulf Cooperation Council (GCC) Capital Markets. As Chairperson of the Middle East Investor Relations Association (MEIRA) Dubai Chapter, 70% of program participants selected were career-oriented women and many of them now have specialized roles within the Financial and Corporate World. Appointed to the Board of the Dubai Women's Establishment, she played an active role in empowering women in the Capital Markets as well as promoting the United Nations Sustainable Development Goals on Gender Equality (Goal Five) through multiple initiatives.

**Suaad Al Shamsi (UAE)** Since becoming the UAE's first female aircraft engineer in 2006, Ms. Al Shamsi has made it her mission to encourage more women to enter the aviation industry and has spoken to young women across the world about the aviation sector and its possibilities for women. Ms. Suaad Al Shamsi was the champion and founder of the UAE's chapter of Women in Aviation which has held multiple events and conferences with schools and universities encouraging young women to enter the field as well as offering existing women in the industry support by which to progress their careers. As a result of her unwavering efforts, the UAE's aircraft maintenance field now boasts a large percentage of women in an industry which is critical to the UAE's economy.

**Manal Al Ansari (UAE)** currently serves as the Innovation Manager in Emirates NBD, one of the largest banks in the UAE. She is a computer engineering graduate who has devoted her life to encouraging and growing women in the Science, Technology, Engineering and Mathematics (STEM) fields. As Board Member for the Emirates Digital Association for Women and as co-chair of ArabWIC (Arab Women in Computing), Ms. Al Ansari has also provided work experience and internships for young graduates who require a step up into the corporate world. Ms. Al Ansari recently represented the Women in STEM UAE Chapter of ArabWIC in Morocco to discuss their strategic plan in supporting women in STEM across the world.

**Manon DeFelice (USA)** is the founder and CEO of Inkwell, which focuses on filling business-critical roles with top-notch talent on a flexible basis. Inspired to establish Inkwell when she left the full-time professional workforce to raise her family, she found herself to be part of a large, untapped community of high-level and successful talent; predominantly female. Inkwell provides companies a growing, untapped pool of established top-performing talent that prefers flexibility as part of their compensation package. Ms. DeFelice is also a frequent commentator and contributing columnist on flexible work and its economic value to both employee and employer.

**Veronique Goy Veenhuys (Switzerland)** is the Founder & CEO of the Equal-Salary Foundation, a certifier of equal compensation for women and men that allows companies to check and communicate they pay women and men equally. Established in 2010 as a non-profit foundation, Equal-Salary was developed in collaboration with the University of Geneva and audits are entrusted to recognized partners such as PwC and SGS. The certification offered by the organization has been recognized by the European Commission since 2010. Providing a way for companies to report on and certify that they pay women and men equally is of vital importance to the motivation and success of women in the workplace and the ability of women to make a living and achieve financial security.

**Sharron Gunn (UK)** Is the Executive Director of Members, Commercial and Shared Services for the ICAEW (Institute of Chartered Accountants in England and Wales), the leading global accountancy professional body with over 152,000 members. Ms. Gunn is responsible for a wide range of programs for women in the accountancy profession e.g. the ICAEW Women in Leadership program which supports women across all industries who are aiming for senior management, partner or board roles. This program is run in the UK, Malaysia and she is now the ICAEW representative for China. Additionally, she connects ICAEW female Chartered Accountants through networking, mentoring and personal development.



## EDUCATION AWARDS



### Awardees:

- 1: Salima Begum, 2: Melanie White, 3: Mariana Costa,  
4: Tessy De Nassau, 5: Marie Lou Papazian,  
6: Tiffany Brar

**Salima Begum (Pakistan)** a teacher- educator has undertaken several initiatives to empower women in her community both economically and educationally. Ms. Begum introduced the concept of entrepreneurship and partners with the Karakorum Area Development Organization to connect community women to resources to facilitate their economic development. Women who have become educated are facilitated in job placement with different organizations by Ms. Begum.

**Mariana Costa (Peru)** Co-founder and CEO of Laboratoria, addresses one of Latin America's major problems: the lack quality education and job opportunities for lower-income youth, and in particular, women. Laboratoria identifies talented women and takes them through a six-month immersive boot camp, where they learn the technical and team skills most demanded in technology work. Laboratoria has scaled to open four more training centers. Ms. Costa has built a mission-driven team of over 80 people, raised millions of dollars to support her cause and gained the recognition of world leaders for the impact she is helping create. Since its founding there have been over 1800 graduates with an 80% placement rate across 400 companies.

**Tessy De Nassau (Luxembourg)** As Director and Co-Founder of Professors without Borders she brings top-level educators and global experts to the doorsteps of students worldwide. Ms. De Nassau is a founder and partner of the global bespoke consultancy Finding Butterflies which works with government, institutions, and individuals on a variety of projects. Ms. De Nassau is an ambassador for UNAIDS (Global Advocate for Young Women and Adolescent Girls) and is the patron to UNA-UK and actively promotes a number of issues, including global health and women's rights. She is actively committed to strengthening basic human rights for all and empowering young women and adolescent girls around the world.

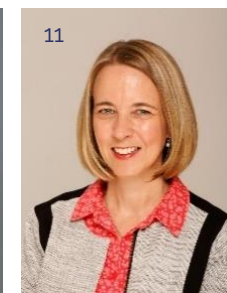
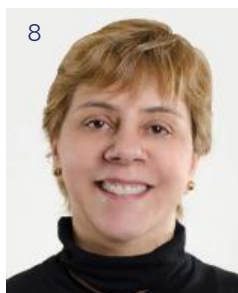
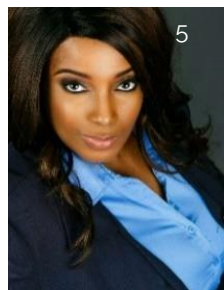
**Marie Lou Papazian (Armenia)** As TUMO's founding CEO, Marie Lou Papazian developed the center's educational program and led the design and construction of its flagship facility. Prior to TUMO, Ms. Papazian led the Education for Development foundation linking Armenian students to their global peers through online educational activities.

TUMO provides unparalleled education and professional learning opportunities for young women in Armenia creating radical positive change in the social and economic dynamics of Armenia's next generation. TUMO has recently expanded into new locations in France and Lebanon.

**Melanie White (USA)** Has worked with over 600 clients, serving mostly start-ups, women- owned businesses, non-profit organizations & childcare centers. While working with many of these childcare centers, it became apparent there was a need for childcare workers to be educated in Early Child Development. She began offering training and funded the Child Development Associate credentialing program. Additionally, she founded Smart Women Independent & Growing (SWIG), an organization with 300 members, developed to motivate women to achieve personal & professional goals. In 2006, Ms. White founded MDW Kids, a non-profit organization, providing affordable educational and recreational activities for children. In 2015, she began an annual scholarship awarding \$500 to a teen working as a volunteer in the program, creating provisions for older youth to develop work skills while volunteering, and mentors youth seeking scholarships for college.

**Tiffany Brar (India)** lost her vision due to the sheer negligence of a doctor during early childhood and the discrimination she experienced as a result, especially in education, paved the way for her to raise her voice for her community and also start her own organization. Jyothirgamaya Foundation is a mobile blind school to provide needs based individualized training. The mobile school reaches and supports visually challenged women in remote areas. This training paves the way for suitable employment and economic sustainability.

## ENTREPRENEURSHIP AWARDS



### Awardees:

1: Olutosin Adebowalei, 2: H.E. Sara Al Madani, 3: Tamiko Cuellar, 4: Jane Horan, 5: Michelle Ivy, 6: Judith Karia, 7: Lynette Mayne, 8: Maria Elena Ospina Torres, 9: Gill Thorpe, 10: Gisela Vartalitis, 11: Andrea Plawutsky

**Olutosin Adebowale (Nigeria)** Ms. Adebowale is a Nigerian activist and artist who started the Star of Hope Transformation Center to provide economic empowerment training to women and girls in rural Ibadan, Nigeria. Olutosin uses fabric scraps and recycled materials to create art that she sells globally via the Internet through a venture called Tosin's Trash to Treasure. Proceeds from this venture, and from the global network of supporters she has cultivated, fund her outreach. To date, over 2000 women and girls have been trained.

**H.E. Sara Al Madani (UAE)** Board Member at Sharjah Chamber of Commerce and Industry, Director at Rouge Couture fashion and many other businesses. She was selected by His Highness Sheikh Sultan Al Qassimi as a board member at Sharjah Chamber of Commerce and Industry. Working through this board seat, she has been instructive in keeping the women's economic agenda at the forefront. H.E. actively invests in women-owned businesses and provides on-going mentoring and guidance. A role-model and change-agent supporting women's economic empowerment in the UAE and beyond.

**Tamiko Cuellar (USA)** is the CEO and Founder of Pursue Your Purpose LLC, a U.S.-based coaching firm for aspiring and emerging women entrepreneurs globally. Ms. Cuellar strategically targets women in African countries where opportunities for women in leadership and entrepreneurship are low and where unemployment and poverty among women are high. In her speeches, workshops, trainings, and master classes, she inspires women to make a paradigm shift to see themselves as leaders and business owners who have much to contribute to their local and national economies. Her impact to date has reached hundreds if not thousands of women in over 13 countries.

**Jane Horan (Singapore)** is a role model and champion for women through her research, work knowledge, advisory work, coaching and workshops. An expert in cross cultural leadership, and career transitions, Ms. Horan is an internationally recognized executive speaker and author. She has authored 3 books: *I Wish I'd Known That Earlier in My Career: The Power of Positive Workplace Politics*, *How Asian Women Lead: Lessons for Global Corporations*- to show new perspectives on leadership and careers; and *The Career You Own*- an accumulation of over 25 years of work and research working with individuals to find purpose at work. She is an excellent role model for aspiring entrepreneurs.

**Michelle Ivy (USA)** was born and raised in Chicago and began her career in acting after college. But she had a passion to do something more than just play a role, something that would be more rewarding, so she founded Michelle D Ivy Entertainment, LLC. Ms. Ivy recently screened a film Not Myself, that she wrote, directed, produced, and also had one of the leading roles. With her next event, she is planning to feature local (Chicago, USA) women small business owners who are trying to establish their business and build their companies. Her goal is to be able to hire an all-women production crew and have screenings where all of the vendors are women who are aspiring entrepreneurs with products, but just need the motivation and opportunity for visibility to the masses to showcase their wares.

**Judith Karia (Tanzania)** Ms. Karia is a problem solver in the community. Local farmers faced the problem of the lack of a sustaining market for pineapples and hibiscus flowers. This problem was accelerated by the unavailability of industries that use these fruits as their raw materials for manufacturing their end products. Ms. Karia established a winery making wine from pineapple and hibiscus flowers. More than half of the local farmers that supply her with the raw materials for wine production are women and she managed to employ other female youths for different positions in the winery. Her entrepreneurial efforts have made a big impact in the community by providing markets to local farmers and employment opportunities for youths in a community that was facing uncertainty.

**Lynette Mayne (Australia)** is the CEO of Lendlease, uniquely hiring female CEOs. Ms. Mayne created four major international joint ventures in technology and chaired the ACTU Lendlease Foundation, touching thousands of young and indigenous Australians by enhancing their skills to secure long term employment. She recently established and is Co-Chair of Richard Branson's B Team Australasia to inspire leaders to also focus on doing the right things by the people and the planet, including a focus on gender diversity. Her personal philosophy is to "dare to be different" and has "a great belief in my fellow human beings and Australian egalitarianism."

**Maria Elena Ospina Torres (Colombia)** Ms. Torres has been an entrepreneur since 1994; her vision was to be a woman business owner. She began with her small business, Publiestampa, and believes that the SMEs (Small Medium Enterprises) have a positive impact in the development of regions as well as in building social fabric. Currently, she is the Executive Director of ACOPI Antioquia, and via this Association has accomplished benefits for female entrepreneurs in some areas of the region. With the execution of these projects she looks to empower women, create economic independence and solidify their economic capacity, and at the same time strengthen the economic capacity of the region and the country.

**Gill Thorpe (UK)** Is the CEO of The Sourcing Team, a successful and ethical promotional merchandise business founded in 1996. Ms. Thorpe's business is a WE-Connect International certified women's business enterprise and she is chair of their WBE Council in Europe. She has a passion for women's economic empowerment and is a change-maker in increasing the visibility of women-owned businesses in the supply chain of corporations globally. EPPSA (Ethical Promotional Product Strategic Alliance) was set up to work with factories to support capacity building and worker wellbeing. Her strategy is to bring on other women-owned businesses in the promotional sector as partners, so that they will have a network of women-owned partners around the world.

**Gisela Vartalitis (Argentina)** Through the NGO she created in 2017, she helps the economic development and empowerment of more than thirty five thousand women who live in San Luis, Argentina. She directly assisted five thousand vulnerable women, from different cities, to encourage them to produce their own products for commercialization in the local market. Ms. Vartalitis helps to commercialize these products, through the creation of itinerant markets throughout the state where women sell their products. Also, she created a web page, where; women can offer their products or services to their city, state, country and all around the world. Via her NGO, more than forty thousand women have participated in different conferences, promoting the total development of women, to solve their economic and legal problems.

**Andrea Plawutsky (Australia)** has been a wonderful supporter of women in business through her efforts with WCEI, including 2012-present New South Wales (NSW) Council Member, NSW President, 2015-2017, Member National Council as NSW Representative (2015-2017), Member International Committee since February 2018, and Chair of the International Committee since January 2019. In 2020, she will organise a trip to Mauritius and accompany eight other Australian businesswomen to offer workshops designed to improve business acumen. The mini forum will be the main focus for the Australian and Mauritian government's celebration of 50 years of collaboration. Ms. Plawutsky has also had a key role in Women Chiefs of Enterprises International (WCEI) in Australia, particularly as a role model to others and in supporting her successors in such a way that they succeed as the new president.



## NON-PROFIT/NGO AWARDS



### Awardees:

1: Yuliya Malkova, 2: Kubiya Sylvester Akpan, 3: Comfort Attah, 4: Sally Hetherington, 5: Nancy Hughes, 6: Catherine Bolvie, 7: Syeda Amna Nasir Jamal, 8: Rosa Ilena La Rosa Orama, 9: Gretchen Louise Kuhner, 10: Nandini Tanya Lallmon, 11: Joy Lange, 12: Ching-Mei Maddock, 13: Mercedes Marsal, 14: Barbara Monachesi, 15: Alphonsine Nzuva, 16: Meera Shenoy, 17: Christella Nduwimana, 18: Leonor Stjepic, 19: Marvella Odili, 20: Aline Wong

**Yuliya Malkova (Belarus)** In June 2015, Ms. Malkova launched a project empowering women to start their own businesses. Now an NGO, ProWomenBy operates to educate, inspire, and empower women to reach their full potential to create economic and social value for themselves, their families and communities. The organization is not supported by any donors or sponsors; it is fully funded from Ms. Malkova's personal funds.

In two years, 40 events were held with more than 3200 women. The organization also offers networking events, peer-to-peer support, consulting from experts, and workshops. The unique feature of the project is that it is open to everyone. Since 2016, Ms. Malkova has been the Ambassador of Women's Entrepreneurship Day in Belarus.

**Kubiya Sylvester Akpan (Nigeria)** Ms. Akpan is a graduate with a BSc in human physiology, a certificate in auxiliary nursing and midwifery, and has been volunteering with Family Health International (FHI360) in the Monitoring and Evaluation unit (M&E). She is backstopping 10 health facilities in Akwaibom voluntarily without any stipends. She supports each of health facilities with capacity building with the knowledge she acquired during her youth service. She performs data validation and is also responsible for the tools inventory for all the health facilities in Akwaibom state. She makes sure that the facilities are staffed, and management and the CHEW staffs are all professionally supported.

**Comfort Attah (Nigeria)** Founded an organization to empower women to gain sustainability in their livelihoods and to support the economic base of the family, through advocacy, sensitization, capacity building, skill acquisition training and economic empowerment. She has empowered over 3,400 women in Bauchi and Benue states in the past three years, with skills acquisition training. She has successfully distributed more than 2,000 free mosquito nets to pregnant women for malaria prevention in, the Bauchi states.

**Catherine Bolvie (Canada)** She is the founder of the CIO Association of Canada where she supports and promotes women who aspire to this executive role. Ms. Bolvie is a co-founder and co-president of Vancouver Women in Technology where she promotes mentorship, networking and educational opportunities for women in that sector. As an Ambassador at the Women Get On Board organization she actively mentors women to join governing boards. She has personally established scholarships to support women in achieving their potential at three Canadian universities. As a successful female role model Ms. Bolvie has mentored many women. She is a frequent blogger and a speaker at conferences promoting the role of women in technology. She received the Queen Elizabeth Diamond Jubilee medal for being a "catalyst for technology transformation".

**Sally Hetherington (Australia)** works tirelessly to empower Cambodian women to achieve economic independence. She worked for four years as Operations Manager of Human and Hope Association (HHA) a small, makeshift, nightly English school, and transformed the school into a registered charity that is ethically and sustainably run by locally-trained staff. Since 2013, she has raised over \$250,000 for HHA.

"It's Not About Me", is Ms. Hetherington's book, published in 2019, and discusses her experiences and viewpoint that "for organizations to be sustainable, they must be run by local staff. And for local staff to run organizations, they needed to be empowered."

**Nancy Hughes (USA)** In 2002, Ms. Hughes travelled to Guatemala to volunteer as a cook on a medical mission. She witnessed the severe health problems associated with open cooking fires. Emboldened to find a sustainable solution, Ms. Hughes helped design the Ecocina, a safe, fuel-efficient cook stove. An Ecocina is a simple piece of technology that supports global empowerment of women and girls. Ms. Hughes helped open the first Ecocina-producing factory in El Salvador, leading to the establishment of the non-profit Stove Team International. She later helped establish similar factories in Guatemala, Honduras and Nicaragua. These independently owned social impact businesses have produced, sold and distributed more than 71,000 fuel-efficient cook stoves, improving the lives of over half-a-million people.

**Syeda Amna Nasir Jamal (Pakistan)** Her company SAN Enterprises in conjunction with the Taavun Welfare Association initiated the Taavun Peace Project via the Peace Education program in Lyari. The program is designed to a) Introduce the philosophy of peace to individuals, teachers, school children and people at large, b) Motivate individuals from different walks and faiths to devote themselves to the promotion of peace and tolerance, and c) Involve the communities to explore non-violent actions for conflict resolution.

More than 1000 girls and women have received a basic education and awareness about civic engagement and their positive role in society.

Ms. Jamal believes the empowerment of local people and the perception and treatment of them as resourceful and capable can also contribute to confidence-building and feelings of worth. In conflict-affected contexts in which many individuals and communities were rendered helpless and unable to exercise any control, empowerment can have a positive psycho-social impact.

**Gretchen Louise Kuhner (Mexico)** is the co-founder and director of the Instituto para las Mujeres en la Migración (IMUMI), a non-profit organization based in Mexico City that promotes the rights of migrant women and their families within the Mexican context. As a lawyer, Ms. Kuhner's work within IMUMI involves helping to regularize the migratory status of many migrant women in Mexico. She aims to provide migrant women with the tools to help them develop their work, emotional and social lives, significantly improving their well-being and security. As a result of her work helping to regularize the migratory status of women fleeing extreme violence in Central America, such women have a better chance of finding regular work in a more stable environment in Mexico. Additionally, Ms. Kuhner also carries out research on the migrant situation; raising awareness of the feminization of migration as well as providing reports that support her work in advocacy and public policy reform.

**Rosa Ilena La Rosa Orama (Venezuela)** Ms. Orama is the Executive Director of Aliadas en Cadena, a pioneering Venezuelan NGO that trains and empowers low-income young women. The NGO looks at the diverse forms of exclusion of women in the professional sphere that as a consequence, promote the growth of feminization of poverty and strategically addresses them through its projects.

The organization executes its projects at six centers or open spaces in the community in sectors with a high population of people (women) at low socioeconomic levels. The Program Aliadas en Tecnología, looks to generate a better and greater access to and use of technology for women in vulnerable sectors so that they acquire the tools that permit them to develop knowledge and competencies to obtain gainful employment and finally to overcome poverty and exclusion.

**Nandini Tanya Lallmon (Mauritius)** President of Girls Club launched the No Taboo Project in 2012 to provide menstruation hygiene management education, counselling and free sanitary products distribution through community outreach programs. For many girls, the beginning of their periods marks the end of their education because their parents now believe they are ready for marriage. Hence, when girls have increased access to menstrual health education, sanitary products and safe, clean facilities, they are more likely to stay in school and out of marriage. As a result, educated women and girls are more likely to have fewer but healthier children, who are then, in turn, more likely to get an education and pull themselves out of poverty.

**Joy Lange (South Africa)** Lange is the Director of St Anne's Homes - a non-governmental organization that provides short-term shelter, care and support for abused, pregnant and homeless women with young children. St. Anne opened in 1904 by a group of women from the Anglican Church. 21 women and their children can be accommodated at any one time. The shelters' holistic empowerment program has a core focus of economic empowerment that assists women with personal development and education to become economically self-sustainable for life after exiting the shelter.

**Ching-Mei Maddock (Australia)** Ching Mei is the founder of the Australian Taiwanese Women Entrepreneurs Network (ATWEN). The network creates new business opportunities, by building connections and understanding and providing mentoring programs and also internships for younger women. In 2014 after winning a grant from the governments' Asian Business Engagement Plan and securing the support of the Ambassadors to Taiwan and Australia, both women the network was established. They became founding patrons of ATWEN. In March 2015, ATWEN launched in Taiwan; with over one hundred women in attendance. The Australian launch occurred in May 2015 as did the branch in Beijing, China. Mentoring and internship programs were initiated. ATWEN is on its way to becoming a self-sustaining, commercially driven enterprise.

**Mercedes Marsal (Argentina)** For more than 30 years she has cared for and supports more than 500 mothers of indigenous people living in extreme poverty. Women are the energy centers in aboriginal communities, and to support them, is to support the entire community. Ms. Marsal developed and founded an NGO called "Art and Hope" that today provides work to hundreds of women artisans throughout the country in a dignified and transparent manner.

**Barbara Monachesi (Nepal)** joined Apeiron as a Country Representative and led the creation of Casa Nepal, a safe house in Kathmandu for women and children escaping Gender Based Violence (GBV). Casa Nepal provides an extensive amount of services to include medical, legal, and psychological counseling support to women and has implemented income-generating activity (IGA) skills training to enable women to develop the skills necessary to support themselves and their families. In 2016, Casa Nepal hosted 85 women and 30 children survivors of GBV for the one year program.

**Christella Nduwimana (Burundi)** Ms. Nduwimana has a university degree in the field of rural development, which allows her to better advocate for the promotion of the rights of widows. Before 2010, when a man died, his brothers became responsible for the land. Mrs. Nduwimana conducted lobbying and advocacy actions with political and administrative authorities at all levels, to change the legal texts in local courts where land succession records are processed. Since 2010, 3456 widowed women have been reinstated in their rights to manage the land and have thus become autonomous and able to earn a living and support their families.

**Alphonsine Nzuva (Australia)** In 2003 Ms. Nzuva arrived in Australia as an UNHCR refugee from the Congo. Visiting Africa in 2016, she was deeply affected by the terrible poverty and despair of widows living in the slums, poor villages and refugee camps of Kenya, Uganda and Tanzania. In Uganda, Ms. Nzuva established and registered a charity, Christian Ebenezer Jireh (CEJ) a grassroots organization working in refugee camps, slums and poor villages where vulnerable women lead desperate lives, trapped in poverty and despair, far from the eyes of the West and the help of international agencies. The goal of CEJ is to empower people and to provide them with on-going support and training to enable them to become self-sufficient.

**Marvella Odili (Nigeria)** is the Founder and CEO of Save Our Needy, a non-profit organization which primarily focuses on ending extreme poverty in Africa through the promotion of economic empowerment of marginalized women and youths and the advancement of women and girls' rights. Ms. Odili has initiated and successfully implemented several high impact empowerment and capacity-building projects which have helped thousands of marginalized and under-represented women in Nigeria and Benin, build their skills and develop the capacity to start their own small businesses which have enabled them earn a sustainable income and break the cycle of poverty.

**Meera Shenoy (India)** In India, if you are a girl born in a village, to a poor family, and with a disability, you have four burdens on your shoulders, says Meera Shenoy, Founder of Youth4Jobs. This was the reason behind why she decided to focus on education and sustainable livelihoods for the disabled.

Y4J focuses on skill development and placement of youths with disabilities in jobs that align with their skillsets and interests. In six years, she has grown Y4J to be the largest organization in this space with a presence in thirty-two locations in fourteen states of India and one global center. Y4J has touched 250,000 households with the message of "ability in disability" and works with 500 companies to help them hire young women with disabilities.

**Leonor Stjepic (UK)** Leonor Stjepic is an award-winning charity entrepreneur, whose career has spanned both the private and charity sectors. Since June 2018, she has been the Chief Executive of the Montessori group – the UK's leading Montessori organization. Ms. Stjepic has also had a number of non-executive roles and is currently a Trustee of Lyra – which provides safe accommodation for female students in Tanzania, where rape is a common risk. She is also a Global Ambassador for SameSky – working to empower women in Rwanda giving them support to gain economic independence. Ms. Stjepic works closely with the Cherie Blair Foundation for Women, mentoring female scientists and doctors, other CEOs and female entrepreneurs to success in their roles.

**Aline Wong (Mauritius)** is a very impressive entrepreneur with many awards received by her including one of the youngest recipients of an entrepreneurship award ever given in Mauritius. Ms. Wong has been a major influence amongst the women of the Indian Ocean Islands for many years as an FCEM Regional Commissioner. She influenced the Australian foreign minister, Julie Bishop, the Australian UN representative for women and children, Natasha Stott Despoja, and the Ambassador for the region, Susan Coles to sponsor a mentoring program for businesswomen of the Indian Ocean islands. The project now in its 5<sup>th</sup> year has become the success story envisioned with many examples of women who have improved not only their lives but the lives of their families by becoming successful businesswomen.



## PUBLIC SERVICE/GOVERNMENT AWARDS

1



2



3



4



**Awardees:** 1: Dr. Reem Alfrayan, 2: Fiza Farhan, 3: Marilyn Quagliotti, 4: Amanda Shatzko,

**Dr. Reem Alfrayan (Saudi Arabia)** currently a Senior Policy Advisor and Engagement Group Support Head, G20 Saudi Secretariat, working on the Saudi Presidency of the G20 in 2020. She was the first Saudi woman in the history of the Saudi Chambers of Commerce to be appointed Assistant Secretary General, Kingdom wide. Dr. Alfrayan has been a relentless advocate for women in business in one of the most conservative countries in the world and has achieved unparalleled support for her gender.

**Fiza Farhan (Pakistan)** is a member of UN High Level Panel on Women Empowerment, Chairman of the Chief Minister's taskforce for Women Empowerment in Punjab and a global strategic development advisor particularly focusing on building public-private partnerships to create a win-win situation for various entities. As an advisor to Benazir Income Support Program (BISP) Asia's largest social safety net program, Ms. Farhan has been a pioneer in making linkages between women beneficiaries and corporates in Pakistan. She has locked in partnerships with Nestle, Uber Pakistan, Telenor Pakistan, Ubank, Thar Foundation, Inbox Business Technologies, Finca Microfinance, APWA, and Indus Heritage Trust to economically empower some of the most underprivileged women by creating sufficient market opportunities.

**Marilyn Quagliotti (USA)** Major General (MG) U.S. Army (Retired), Marilyn Quagliotti became a "servant leader," using her proven executive abilities to support the advancement of women into leadership positions in US government service. Through Executive Women in Government (EWG) and its distinct mission to support women for the highest ranks of government, she formalized an accreditation of its program via Memorandum of Understanding with the US Office of Personnel Management (OPM) providing a path for participants to secure official funding and partnered with a women-owned experienced provider of federal executive training. The result is a professional program of structured activities that is financially self-sustaining and provides a pipeline for women in the U.S. federal government to obtain senior leadership positions.

**Amanda Shatzko (Canada)** Amanda Shatzko has opened the door for women to sit at the decision making board tables in Canada. Ms. Shatzko has empowered, supported, and promoted equal representation at committee and board tables. She believes that diverse opinions and experiences can help strengthen the economic fabric of a community, resulting in a well-rounded and thriving society.

## YOUNG WOMEN LEADERS AWARD



**Mandy Stein (USA)** In 2012, she moved to Tanzania, at the age of 19, to start her own non-profit organization (Neema International) in the village of Uru. Since then, she's lived in the village along with 7,000 people working with the community to meet their identified needs. Neema International has provided over 40 local jobs, including trainings to about 20 female teachers. Her educational programs have allowed over 150 children, including 70 young women, to gain the tools for financial independence. Ms. Stein has raised over \$1.2 million dollars for sustainable, education-based projects in Uru.

## CHAMPIONS for WOMEN'S ECONOMIC EMPOWERMENT AWARDS



### Awardees:

1: Saeed Al Khabaz, 2: Awen Delaval 3: Cosmas Rongoti,  
4: Danish Khan, 5: Damon Taylor, 6: Cameron Thomas-Shah

**Saeed Al Khabaz (Saudi Arabia)** Mr. Al Khabaz is the inspiration behind the 100 Millionaire Program, launched in 2017; a program encouraging and supporting women in the Kingdom of Saudi Arabia to take the reins of their own careers and become entrepreneurs. The 100 Millionaire Program is a free mentoring and advisory initiative designed to attract 100 female owned home-based businesses and develop them to achieve one million Saudi Riyals in annual sales before they graduate. The program currently has 25 active female owned businesses enrolled.

**Awen Delaval (Cambodia)** is the founder of Samatoa, a Cambodian social enterprise which develops 100% ecological fabric made from waste. As an engineer, he created a textile made from lotus microfiber. Its production is 100% sustainable, it emits zero CO<sub>2</sub>, and uses no polluting energy, chemicals or clean water. Mr. Delaval employs 35 women at a salary on average 2 times what they otherwise would earn to produce this textile. Samatoa has won several international awards including in 2015, the Award La France S'engage au Sud.

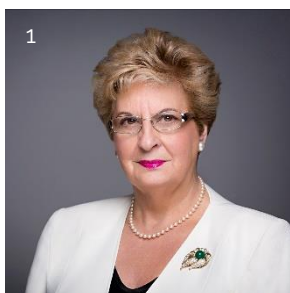
**Danish Khan (Pakistan)** CEO of Kaarvan Crafts Foundation works to reduce gender difference by providing life skills opportunities to marginalized women living in low-income communities across Pakistan. Enabling these people to expand their capacity to think beyond what is accepted creates a team of leaders that builds a self-sustaining wave of change. Mr. Khan mediated the partnership between Kaarvan and Samsung where 80 artisans were given digital literacy training and created a digital portal where these women can upload their crafts, take orders, sell, and receive payments from national and international customers through android mobile devices. Danish Khan believes that the representation and participation of women will pave the path for a culture of peace in Pakistan.

**Cosmas Rongoti (Zimbabwe)** Is committed to addressing gender based violence (GBV) and violence against girls in Zimbabwe through working to rectify social inequalities and unbalanced power relations via the economic empowerment of women and girls. He established a community based organization to provide support to women and girls in Epworth, one of the most impoverished communities in Harare. To date, approximately 300 women and girls have received training in financial literacy and how to operate small businesses, and business management and marketing skills.

**Damon Taylor (Mexico)** Mr. Taylor was instrumental in creating a novel community development program for women working through a Mexican NGO to expand women's economic opportunities and leadership potential within their impoverished communities. Mr. Taylor is a bridge-builder in this work creating opportunities for dialogue and exchange between indigenous women and representatives from the local and federal governments, the broader economic advocacy community, domestic and international program funders, and the academic community.

**Cameron Thomas-Shah (USA)** As a U.S diplomat, Cameron Thomas-Shah believes deeply that U.S. government programs and engagement can help Honduras change the statistic of a woman being murdered every 17 hours. Since June 2017, he has advocated tirelessly for Honduran women and led efforts to use Embassy resources to economically empower Honduran women to help them build a future for their families and communities in peace. Mr. Thomas-Shah convened a defunct Gender Working Group to find ways the U.S. Embassy could influence key Honduran stakeholders to take concrete action against gender-based violence (GBV) and leveraged State Department resources to engage anti-GBV advocates, law enforcement officers, and government officials on how to use technology to fight, prevent, and report GBV in Honduras. As a direct result, law enforcement and civil society organizations improved GBV mapping and educators addressed GBV in their classrooms to protect women and girls from attacks.

## CORPORATIVE INITIATIVES for WOMEN'S ECONOMIC EMPOWERMENT AWARDS



### Awardees:

- 1: Diana Abruzzi, 2: Syed Yawar Ali;  
3: Andres Felipe Briceno Nino,  
4: Soha El Baklawy, 5: Dr. Sara Saeed Khurram

**Diana Abruzzi (Australia)** is the founder of the International Women's Federation of Chamber and Commerce (IWFCI). The term Womenomic has been coined to describe the shift in financial power, where women now control over \$20 trillion dollars in expenditure worldwide. IWFCI has established a number of branches and affiliation arrangements with associations throughout the many countries. Ms. Abruzzi believes that it is important that nations should support their women entrepreneurs to become further involved in business and international trade. This support extends national economic interest in the areas of job creation, investment and economic growth.

**Syed Yawar Ali (Pakistan)** is chairman Nestle-Pakistan and founder of the Dairy and Rural Development Foundation. He designed and spearheaded the US\$27 million USAID-DRDF Dairy Project, to support and regulate small dairy farmers. The project benefited 49,000 dairy farmers (20% women), in 20,000 villages across Pakistan. The project trained 6,034 Women Livestock Extension Workers (WLEW). WLEWs are the primary health/ nutrition services providers to small dairy holders. Mr. Ali noticed an opportunity for women's livelihood, creating a new cadre of service that enhanced incomes of rural females and enhanced their social positioning as respected and contributing members of their families and communities.

**Andres Felipe Briceno Nino (Columbia)** founded the Red de Emprendedores Activos (Network of Active Entrepreneurs). The network is formed of 1352 women in Colombia. The female entrepreneurs belong to a displaced Colombian and Venezuelan population who are disabled, mothers, and heads of household. The work team is formed by business consultants that drive sales strategies, business plans, costs and budgets. Additionally, the business model includes the development of alliances with universities where the entrepreneurs receive training and work experience. To date more than 7625 hours of training have been provided.

**Soha El Baklawy (Egypt)** is a business mentor, change maker, and a startup and strategic consultant. Passionate about women empowerment in business and social entrepreneurship. She is a DBA holder, a three-time award winner for women economic empowerment initiatives, and the founder of Businessita Women Empowerment, creating the change for better communities, and better lives. She believes that "There is Nothing a Woman Can Not Do!"

**Dr. Sara Saeed Khurram (Pakistan)** graduated with a medical degree in 2010. However, like the other 74% female medical graduates in Pakistan, Dr. Saeed Khurram underwent what is called the doctor bride phenomenon, where female doctors undergo socio-cultural restrictions in career from in-laws after getting married and having children. At the same time, 26.4% of Pakistan's population lives below the poverty line and lacks access to healthcare. Together with her ally Dr. Iffat, Dr. Saeed Khurram founded Sehat Kahani, a health-tech enterprise. Through the establishment of 21 E-hubs and 13 preventive campaigns across Pakistan, Sehat Kahani has created a network of over 1000 home based female doctors, who have reached out to 800,000 beneficiaries in communities across Pakistan; many of whom are located where quality health care is inaccessible.



## LIFETIME ACHIEVEMENT AWARD

The Lifetime Achievement Award has been bestowed upon Natasha Stott Despoja AO for her extensive work in promoting women's leadership, economic empowerment and an end to violence against women and girls.



NATASHA STOTT DESPOJA AO is the founding chairperson of Our Watch (the national organisation to Prevent Violence Against Women and their Children). She was Australia's Ambassador for Women and Girls 2013-2016, responsible for the Government's gender equality work internationally. As Ambassador, she travelled extensively throughout the Indo-Pacific region to promote women's leadership, economic empowerment and an end to violence against women and girls.

She is a former Senator for South Australia (1995-2008) and former Leader of the Australian Democrats. She is the youngest woman ever to enter the Australian Federal Parliament.

Natasha is the author of 'On Violence' (MUP, 2018).

## TIAW MANDY GOETZE AWARD

*I am so pleased to see that TIAW has continued to build on the foundation and vision of the organization started nearly 40 years ago. The World of Difference awards provide for recognition, celebration and sustainability for advancing economic empowerment. With nearly 700 award recipients, the network for supporting the betterment for all people is stronger than ever. I look forward to celebrating TIAW's 40th anniversary next year.*

**Mandy Goetze**  
Founder, TIAW



Mandy Goetze and Peg Weir

The TIAW Mandy Goetze Award has been bestowed upon Margaret (Peg) Weir for her significant contribution to TIAW.

Peg, a lifetime member of TIAW, is a past President (2014-2016), former Chair of the 2015, 2013, 2012 Global Forum Planning Committee and previously the Vice President, Finance & Treasurer. In 2019, Peg assumed the role of TIAW World of Difference Awards Co-Chair and the TIAW Advisory Group. She is a member of the Financial Women's Association (FWA), which is TIAW's charter member. In 2010, Peg received the TIAW World of Difference 100 Award.

Peg is passionate about advancing economic empowerment for women, especially through education, mentoring and microcredit activities. She is a past President of Executive Women in Government (EWG) and lifetime member, where she established a Mentor-Protégé Program and Corporate Sponsorship Advisory Board. She is the Scholarship Program Chair for the Professional Women of Winston Salem (PWWS). She has been a long-time active member of several organizations including Women's Foreign Policy Group (WFPG), Women in Logistics and Delivery Services (WILDS), and the National Association of Professional Women (NAPW). She is a member of the US Chamber of Commerce.

With over 30 years of executive leadership experience in the public and private sectors, both domestic and international, she has found great success, using her results-oriented leadership style, in the areas of global business development, strategic planning, operations, finance, risk management and program management. In her last position, as the US Postal Service, Global Business Development, Executive Director, Weir was responsible for a \$2.5 billion revenue budget, developed a 5-year strategic plan focusing on increasing revenues, launched new products and services primarily in e-commerce and completed several bilateral agreements with foreign posts, particularly in the Asia-Pacific area.

Peg holds an MBA from Rensselaer Polytechnic Institute and a BA from Siena College. She has completed several doctoral courses in management with Walden University. For over 10 years, Peg was an adjunct professor with Syracuse University in the iSchool, teaching IT Capital Planning in the Information Management graduate program.

Peg is an avid traveller where she often connects with TIAW friends and resides in Winston Salem, NC.