

REPORT | MARCH 2024

# Women in Water Diplomacy Network After Action Report



Second Global Network Forum



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'You Raise Me Up' by Radhika Gupta, Communications Manager, SIWI

#### Layout

SIWI

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This Women in Water Diplomacy Network After Action Report was authored by Jesse Ferraioli, Research Associate at the Environmental Law Institute (ELI) and Elizabeth A. Koch, Senior Manager for International Programs at ELI and the Process Support Team Lead for the Women in Water Diplomacy Network. Review and inputs were provided by Kerry Schneider, Senior Manager at the Stockholm International Water Institute (SIWI) as well as our partners at OSCE. Further thanks are due to the many Global Network Forum participants who provided notes and session summaries including Julienne Ndjiki, Sogol Jafar Zadeh, Tim Kraenzlein, and Katie Goldie-Ryder. Special thanks to Katie-Goldie Ryder from SIWI and Letizia Zuliani from OSCE, as well as Forum participants Aigerim Karibay, Sogol Jafar Zadeh, Rehab Abdelmohsen, and others for sharing event photos included in this report.



**Pictured above:** The Women in Water Diplomacy Network's Leadership Council and Process Support Team. Back row left to right: Kerry Schneider, Julienne Ndjiki, Jessica Troell, Dr. Muna Musnad, Nompumelelo Ntshalintshali, Tais Reznikova, Letizia Zuliani, Katie-Goldie Ryder, Dr. Nehal Adel, Dr. Saule Ospanova, Tim Kraenzlein; Seated left to right: Tumaini Mwamyalla, Sogol Jafar Zadeh, Jacqueline Nyirakamana. Dr. Zodwa Dlamini, Elizabeth A. Koch, Jesse Ferraioli, Yodit Balcha.

**Contact**

Stockholm International Water Institute  
Kabyssgatan 4D, 120 30, Stockholm,  
Sweden  
Visiting Address: Hammarbybacken 31  
Tel. +46 8 121 360 00 • [www.siji.org](http://www.siji.org)

Environmental Law Institute  
1730 M Street, NW, Suite 700  
Washington, DC 20036, USA  
[www.eli.org](http://www.eli.org)

Organization for Security and Co-  
operation in Europe  
Wallnerstrasse 6  
A-1010 Vienna, Austria  
<https://www.osce.org/>

Central Asian Regional Environmental  
Center  
A15D5B3, 40, Orbita – 1  
Almaty, Kazakhstan  
<https://carececo.org/>

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## Executive Summary

The Women in Water Diplomacy Network hosted its second Global Network Forum in Vienna, Austria from March 4-7, 2024. The Forum was attended by over 80 water diplomats from nearly 50 countries engaged in the Women in Water Diplomacy



Women in Water Diplomacy Network Global Forum 2024 participants. Photo: Letizia Zuliani/ OSCE.

Networks in the Nile Basin, the Orange-Senqu Basin, Central Asia and Afghanistan, and North America, alongside other basin representatives and representatives of supporting development organizations and partners.<sup>1</sup> The 2024 Global Network Forum was convened by the Stockholm International Water Institute (SIWI), the Organization for Security and Co-operation in Europe (OSCE), the Environmental Law Institute (ELI), and the Regional Environmental Centre for Central Asia (CAREC) with the support of the Ministry for Foreign Affairs of Finland, the Ministry for Foreign Affairs of the Netherlands, the Swedish International Development Agency (SIDA), the US Department of State and the United Nations Development Program through SIWI's Shared Waters Partnership program, as well as the governments of inter alia Germany, Switzerland and Liechtenstein, through OSCE.

The Women in Water Diplomacy Network was initiated in 2017 *to improve gender equality in high-level water and climate decision making in transboundary basins*. The Network was developed in the Nile Basin and later adapted and replicated in other basins and regions including Central Asia and Afghanistan (since 2021) and North America (2023) and the Orange-Senqu (expected April 2024) through the Network's global strategy '[A Path Forward for Women, Water, Peace and Security](#).' In 2022, the Network convened its *first Global Network Forum* alongside the release of the Network's Global Strategy at the World Water Week in Stockholm, Sweden.

The 2024 Women in Water Diplomacy Network Global Forum in Vienna was designed as an opportunity to take stock of Network's developments and priorities

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<sup>1</sup> Collected short biographies of all Global Network Forum participants are available in Annex 3.

with strong focus on advancing the Global Strategy’s prioritized activities, fostering basin and inter-basin exchange and joint learning, and collectively marking International Women’s Day 2024 under the theme of *‘Invest in women to accelerate change’*.

The first day of the Forum was full of excitement as the organizing team and development partners welcomed participants, friends, and colleagues - some for the first time after years of online collaboration, and some who have endured conflict and upheaval in recent years. With many new representatives joining the Women in Water Diplomacy Network for the first time, the day focused on getting to know each other, discovering linkages, fostering anew the Network’s collective sense of identity, and getting up to speed with developments across the Network’s many regions and basins.



New connections at the 2024 Global Network Forum. Photo: Dr. Muna Musnad.

During the second day of the Forum participants dug deeply into water, sharing experience on breaking barriers and impacting change in extremely challenging contexts. Participants also enjoyed learning about the Danube River, which flows through Vienna, and its more than thirty years of regional water governance experience with the International Commission for the Protection of the Danube River (ICPDR). Participants then practiced shifting mindsets from conflict to cooperation with Professor Aaron Wolf from Oregon State University. Forum participants were also able to revisit the Network’s commitment to the UN Water Action Decade and follow up on the Network’s strong engagement at the 2023 UN Water Conference.



Forum participants supported by the Valuing Water Initiative at OSCE’s headquarters. Photo: Marissa Mar.

The third day of the Forum was devoted to critical discussions at the intersection of gender equality and water diplomacy in honor of International Women’s Day. Forum participants engaged as session facilitators and panelists providing a wealth of experience and knowledge, elevating new perspectives, and sharing key tools and approaches of value to their work as water diplomats.

The fourth and final day of the Forum was devoted to the exchange of best practices and experiences on gender mainstreaming in water management, security and conflict prevention at the OSCE. Participants were graciously welcomed to OSCE's Hofburg premises at Ratsaal by OSCE Secretary-General Helga Maria Schmid who addressed the audience on the proven value of supporting women's networks for peace and security. Participants then had the opportunity to exchange with representatives from OSCE participating States around themes of women, peace and security.<sup>2</sup>

'This Forum was one of those moments I know I'll look back on as changing the course of my career. I have made the most wonderful connections and realized I want a career truly in mediation... Feeling very, very grateful for this experience.'

Participant input into 2024 Forum evaluation

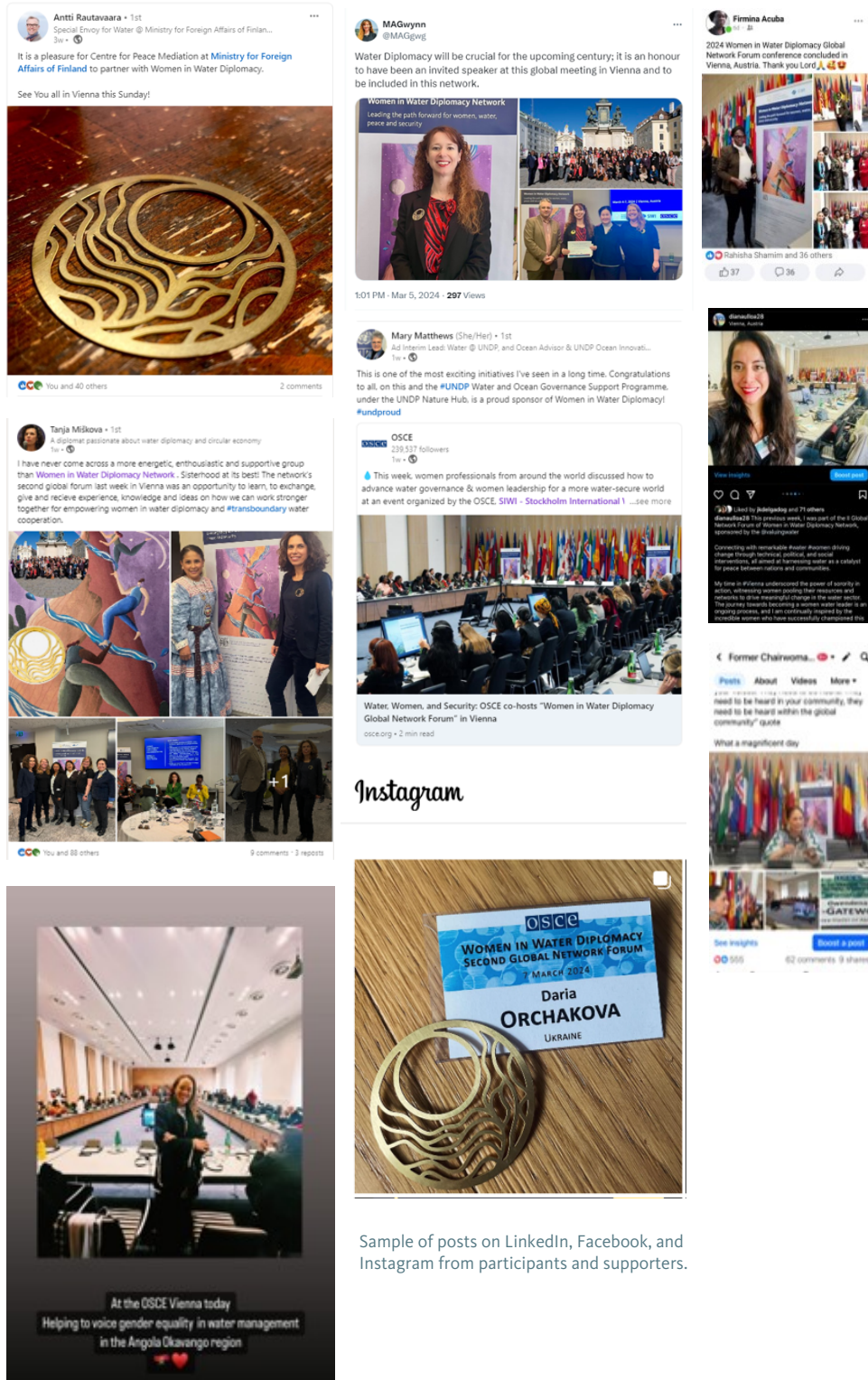
Beyond the immediate knowledge exchange and joint learning outcomes, the Global Network Forum's four-day program served to foster an ever-broadening sense of group identity across the Women in Water Diplomacy Network. The rare opportunity to spend concerted time together listening, building trust, and finding common ground was highly valued by all Forum participants. The Forum's evaluation, included in full in this report's first Annex, provides poignant testimonials of the impacts of investing directly in women water diplomats. Forum participants did not hold back on sharing their enthusiasm for the opportunity to join the Women in Water Diplomacy Network's second Global Forum and connect with peers from around the world as demonstrated by the flurry of social media posts disseminated across online communities.

Despite the outpouring of support and engagement across the Women in Water Diplomacy Network's growing global and boundary-crossing community, next steps for the Network are sadly unclear. In a year focused on '*Investing in Women*', financial resources that have nurtured the inception and development of the Women in Water Diplomacy Network in the Nile and elsewhere draw to end imminently and new resources have unfortunately not been awarded. This serious risk to the Network's continued role in supporting women water diplomats is at our doorstep. This report, like others in the Women in Water Diplomacy Network's resource series, serves to document the Women in Water Diplomacy Network's

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<sup>2</sup> The 2024 Global Network Forum program is available in Annex 2.

innovative process to fostering boundary-crossing community and constituency, to make visible our approaches, and to share outcomes beyond the ‘room.’ While we don’t know at this stage necessary what steps will come next for the Network, we want the road we have walked to be marked well for any that follow.



Sample of posts on LinkedIn, Facebook, and Instagram from participants and supporters.



## March 4, 2024 - Day 1 of Global Network Forum Session Summaries



The Forum was opened by **Elizabeth A. Koch**, Senior Manager of International Programmes at the Environmental Law Institute (ELI) and Process Support Team Lead, Women in Water Diplomacy Network. Elizabeth shared that the Second Global Network Forum engaged participants from over 40 countries including first-time participants from both North and South America and a significant proportion of young professionals. Elizabeth began by orienting participants to why we are here, describing challenges faced by women water diplomats, ranging from logistical hurdles like travel financing, internet connectivity to systemic issues such as political and conflict-related barriers. The Network aims to remove these participation barriers to facilitate more inclusive decision-making, with the ultimate aim of fostering improved cooperation and sustainability in water management. She elaborated on the exclusive nature of the current status quo, emphasizing the disproportionate harm inflicted on underrepresented and vulnerable communities by prevailing water and climate-related decisions. Elizabeth outlined the progression of Network initiatives from 2017 when the Nile Network was launched to today, highlighting key milestones such as the recent formation of the North American Network and the upcoming launch of the Orange-Senqu Network, before concluding with the Network's mission statement and a description of the four pillars of the Global Strategy.<sup>3</sup>

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<sup>3</sup> For the complete slide deck of the first three days of the Women in Water Diplomacy Network's Global Forum please visit: <https://www.eli.org/events/women-water-diplomacy-network-second-global-network-forum>.

The introductory section was followed by welcoming remarks from representatives of development partners and implementing partners. **Antti Rautavaara**, Special Envoy for Water, Ministry for Foreign Affairs, Finland, shared a poignant transcript of a conversation with his 90-year-old aunt Kerttuli Näri who reflected on her life's intersections with conflict and water and what leads to a desire for power. Antti's aunt, who grew up along the River Vuoksi near the Finnish-Russian border described the importance of tolerance, selflessness, and acceptance as prerequisites for enduring peace, highlighting the influential roles of familial upbringing, education, as well as literature, music, and arts. Sharing a personal note for his choice to tell a part of his family's story in place of 'traditional' open remarks from a donor partner, Antti remarked, *'I have always thought that this Network and these meetings are safe spaces. Here one can tell their own story, meet others, and learn from other cultures and experiences from different continents and even from previous century.'* Antti concluded elevating that Finnish's support for water diplomacy is deeply connected to its own history and experience demonstrating that water diplomacy is a critical form of preventative peace mediation. Antti also brought attention to the fact that Finland is currently preparing for its upcoming Chairpersonship of the OSCE in 2025 and will continue to support water diplomacy and the Network in that capacity.



Antti Rautavaara pictured (right) with Elizabeth A. Koch, Saule Ospanova and Kerry Schneider. Photo: Katie-Goldie Ryder/SIWI.

**Kerry Schneider**, Senior Manager, of the Shared Waters Partnership (SWP) hosted by SIWI, emphasized SWP's mission to enhance transboundary water cooperation, noting that water-related challenges cannot be divorced from their broader contexts. Kerry cited SIWI's support for the Women in Water Diplomacy Network in the Nile Basin since 2017 and expressed gratitude to partners including the Finnish, Swedish and United States governments, the United Nations Development Program (UNDP), the Organization for Security and Co-operation in Europe (OSCE), ELI, and the Central Asia Regional Environmental Center (CAREC), concluding with a lighthearted encouragement for participants to enjoy themselves and their company this week.

**Dr. Saule Ospanova**, Senior Environmental Affairs Adviser at OSCE highlighted the role of OSCE as an organization with a comprehensive approach to security and emphasized the importance of institutional and individual efforts in fostering initiatives such as the Women in Water Management Network Central Asia-Afghanistan. She focused also on the relevance of transboundary water cooperation and water diplomacy tools in the current security context, exemplified by the ongoing OSCE initiatives in Central Asia as well as Ukraine and Moldova, and underscored the potential for water to serve as a source of cooperation.



Dr. Saule Ospanova. Photo: Katie Goldie-Ryder/ SIWI.

After the introductory remarks, participants and supporters engaged in an interactive networking session to get to know fellow participants joining the Global Network Forum from a diversity of transboundary basin communities. This session was led by members of the Women in Water Diplomacy Network Process Support Team including **Julienne Ndjiki**, SIWI, **Tais Reznikova**, CAREC, **Letizia Zuliani**, OSCE, **Katie Goldie-Ryder**, SIWI and **Tim Kraenzlein**, OSCE. During this session, **Daria Orchakova**, a Ukrainian artist studying at the Vienna Art School, captured the energy in the room through a ‘live drawing,’ which was presented in its final form at the conclusion of Day 4 of the Forum.<sup>4</sup> To kick off the networking session, Network members began to get to know each other through a round of ‘speed dating,’ reflecting on what being a water diplomat means to them and sharing travel experiences, cultural traditions, and practices related to water. A video clip captured a glimpse of the energy in the room during the ‘speed dating’ exercise.<sup>5</sup>



Forum participants during ‘speed dating’ exercise. Photo: Rehab Abdelmohsen.

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<sup>4</sup> Daria Orchakova’s Women in Water Diplomacy animation is available at:

<https://www.eli.org/events/women-water-diplomacy-network-second-global-network-forum>.

<sup>5</sup> Video clip provided by Kerry Schneider available at: <https://www.eli.org/events/women-water-diplomacy-network-second-global-network-forum>.

Following the ‘speed dating’, Network members engaged in table discussions regarding the critical impacts of climate change on water resources within their respective regions, identifying key avenues for bolstering transboundary water cooperation and deliberating on strategies to ensure greater inclusion of marginalized and underrepresented groups in decision-making processes. During the discussions, various themes emerged across the tables. Following small group discussions, rapporteurs from each table reported back to the plenary. Table 1 focused on the challenges of drought and the importance of resilient water infrastructure, with Ethiopia sharing experience with regards to the impact of floods on agriculture. Table 2 emphasized the need for capacity building and inclusive solutions, particularly highlighting the role of women in water cooperation in Central Asia. Table 3 highlighted the extreme weather patterns in Southern Africa and the necessity of updating agreements to meet current demands, while Table 4 addressed climate migration and stressed the importance of collaboration beyond national borders. Table 5 discussed shifts in rainfall patterns and the potential for water allocation agreements to promote climate justice, and Table 6 emphasized the critical impacts of climate change on water resources, the opportunities presented by initiatives like the Nile Basin, and the importance of inclusion and policy change for marginalized groups.



Forum Discussions. Photo: Katie Goldie-Ryder/SIWI.



Women in Water Diplomacy Network Global Forum 2024 participants. Photo: Letizia Zuliani/ OSCE.

Following the group lunch and short walk to a nearby plaza for some sunshine and a group photo, participants came together for a World Café style session which provided them with an opportunity to engage in small group discussions with representatives from various regions and basins within the Network. During the

two 40-minute World Café rotations, participants received overviews of each region's accomplishments and goals under the pillars of the Global Strategy: empowerment, peer-to-peer learning/capacity building, research cooperation, and collective engagement. Facilitated discussions explored achievements and aspirations for the upcoming year, as well as potential opportunities for inter-basin collaboration.

The Nile Basin Table was hosted by **Yodit Balcha**, Climate Adaptation Research Officer, Alliance of Bioversity International and CIAT-Africa Hub, **Tumaini Mwamyalla**, National Desk/ Focal Officer for the Nile Basin Initiative, Min. of Water, Tanzania, and **Julienne Ndjiki**, Process Support Team, SIWI.



World Café Discussions. Photo: Katie Goldie-Ryder/SIWI.

Reporting back, Julienne described recent achievements such as facilitating peer-to-peer learning and capacity development, integrating gender and youth empowerment initiatives, hosting workshops on WASH, water security, and digital security, initiating collaborative research efforts between countries, and actively participating in global water processes. Julienne also described the challenges of mindset change and language barriers and described ideas for future action including organizing thematic meet and greet sessions, promoting the Network at existing events, and figuring out how to materialize the concept of male champions to enact mindset change at the national level. The Central Asia-Afghanistan table was hosted by **Tais Reznikova**, CAREC, **Gulzhan Makhmudova**, UNDP, **Katie Goldie-Ryder**, SIWI, and **Tim Kraenzlein**, OSCE. Tim summarized the importance of measuring the impact of the Network and addressing the lacking interest of youth in water management in the region.

The Orange-Senqu Basin table was hosted by **Commissioner Bogadi T. Mathangwane**, ORASECOM/ Botswana, **Dr. Zodwa Dlamini**, Former South Africa's Chief Delegate and Permanent Representative on the Lesotho Highlands Water Commission and independent consultant, and **Sogol Jafar Zadeh**, Process Support Team, Consultant/ SIWI. Zodwa remarked on women in



World Café Discussions. Photo: Sogol Jafar Zadeh.

rural communities as agents of water diplomacy and the importance of championing these women and addressing the discrimination faced at various levels of decision-making. Looking ahead to April 2024, when the Orange-Senqu Network will be launched and the framework adopted, Zodwa emphasized the importance of aligning basin-level activities with the global strategy.

The North America table was hosted by **Gwendena Lee-Gatewood**, Co-Chair, Indigenous Women's Leadership Network, **Gabriela Caloca Michel**, Water and Rivers Coordinator/Pronatura Noroeste, A.C., and **Jesse Ferraioli**, Process Support Team, ELI. Gwendena and Gabriela summarized participants' ideas for next steps in the newly launched North American Network which included convening online experience exchange opportunities, knowledge sharing towards developing maps for transboundary basins such as the Rio Grande/Rio Bravo and the Colorado River Basin that identify Indigenous lands and waters, exploring how the Colorado River Cooperative Agreement's adaptable approach in determining river usage decisions through "minutes" could serve as a model for managing other transboundary basins in the Network, and including Indigenous voices from North America in forthcoming global discussions on water policy dialogues.



Gabriela Caloca Michel and Gwendena Lee-Gatewood reporting back from World Café discussions. Photo: Elizabeth A. Koch.

The “Early-stage Networks/ new basins under development” table was hosted by **Tracy Molefi**, Programme Coordinator for the Permanent Okavango River Basin Water Commission (OKACOM) and **Elizabeth A. Koch**, Process Support Team, ELI. During the report back, Tracy highlighted new initiatives to develop regional/ basin Women in Water Diplomacy Networks including basins in Southern Africa, South Caucasus, and shared waters in Latin America. Tracy shared how the Cubango-Okavango River Basin, which has an established framework for cooperation has agreed to advance the development of a new branch of the Women in Water Diplomacy Network under OKACOM and is exploring resources that could be leveraged to support inception



Tracy Molefi reporting back from World Café discussions. Photo: Elizabeth A. Koch.

and development. Tracy underscored that when new Network initiatives are under development it is necessary to articulate the value-added of introducing the Network in the basin to stakeholders and governance institutions, as well as the need to identify sustainable funding mechanisms beyond individual project support, including exploring options such as private sector involvement. Intentional focus on inclusion was also underscored, with suggestions for inception and development phases to include stakeholders mapping and activities to elevate the importance of strengthening women's participation in water decisions at the commission level. Overall, the discussion revealed a growing demand for the Network and emphasized the importance of the Network's Global Strategy as a foundation for continued development and guidance.

Finally, the “Male Champions of the Network” table was hosted by **Assefa Gudina Muleta**, Regional Social and Environment Officer and gender focal point at Eastern Nile Technical Regional Office (ENTRO), **Dr. Anders Jagerskog**, Program Manager, CIWA and Global Transboundary Focal Point, World Bank, and **Kerry Schneider**, Senior Manager, Shared Waters Partnership, SIWI. In the reporting back to the plenary, the facilitators highlighted takeaways including the need to reframe the concept of the male champions network to promote inclusivity, with suggestions for alternative terms such as "champions for inclusivity" or "gender champions." Participants also suggested creating mentorship opportunities for men to support women's advancement, and there was consensus on the importance of close collaboration with the Women in Water Diplomacy Network in the male champions network to ensure an ongoing and interconnected dialogue. Participants were encouraged to learn more about the [CIWA World Bank's Male Champion Forum](#) and encourage colleagues to consider [applying to join](#).



Assefa Gudina Muleta and Kerry Schneider reporting back from World Café discussions. Photo: Elizabeth A. Koch.

**Jacqueline Nyirakamana**, Transboundary Water Resources Cooperation Specialist and Nile Technical Advisory Committee Member, Ministry of Environment, and **Minura Begishbek kyzy**, Water, Sanitation and Hygiene Assistant, Mercy Corps provided closing reflections on the World Café, acknowledging the growing demand for Networks in different basins. They concluded that while each Network will have different objectives and purposes, the [Network's Global Strategy 'A Path Forward for Women, Water, Peace and Security'](#) is fundamental in uniting our shared goals.

In the evening, Network members, guests, and partner representatives gathered at Vienna's famous Palmenhaus for a festive welcome dinner. The special evening provided an informal and enjoyable event for Forum participants to reconnect with colleagues and friends from across the growing global Network.



Network participants enjoying a festive evening together. Photos by:

Top left: Dr. Maria Gwynn

Top right: Beesan Shonnar

Bottom: Aigerim Karibay



## March 5, 2024 - Day 2 of Global Network Forum Session Summaries

Day 2 of the Forum was opened by **Nompumelelo Ntshalintshali**, Interim Executive Director for GlobeCare Foundation who invited quick reflections from participants on the evening together and led everyone in some dynamic movement to get everyone excited for the day ahead.

Following the welcome remarks from Elizabeth on behalf of the organizing team, **Prisca Nandede**, Senior Sociologist, Ministry of Water and Environment, Uganda introduced a panel discussion on “**Breaking Barriers, Building Bridges**” with **Rehab Abdelmohsen**, independent journalist, Egypt, **Foman Forough**, Water Resource Specialist, Engineering at South Nation Conservation Authority, Canada, and Former General Director of the Kabul River Basin in Afghanistan, **Lyazzat Syrlybayeva**, UNDP, and **Dr. Maria A. Gwynn**, Former Governing Council Member of the Binational Entity ITAIPU, Paraguay. The session provided insight into the shared experience around initiatives that succeeded in improving gender equality in water diplomacy decision making.



'Breaking Barriers, Building Bridges' panel discussion. Photo: Sogol Jafar Zadeh.

Rehab shared the importance of elevating women's stories and perspectives, humanizing water issues, and connecting them to readers through personal narratives to foster understanding and empathy. She described how journalists can integrate multimedia to engage younger audiences. Rehab also described that the next edition of [The Niles](#) will spotlight women from across the Nile countries in an upcoming special edition and Rehab encourage Network members to submit stories.

Foman highlighted efforts to integrate women and youth into decision-making processes in Afghanistan before the Taliban regime. Initiatives addressed gender disparities in water management through policy frameworks and capacity-building programs. As the first female director in the Kabul River Basin, Foman emphasized the importance of training in water resources management, irrigation techniques and leadership for women and youth. In response to a question about negotiation with the Taliban, Foman described the acute moral and practical challenges of engaging with groups that reject fundamental principles of equality.

Lyazzat highlighted that while there are no legal barriers for women in decision-making in Kazakhstan, traditional gender roles persist, particularly in rural areas where over 50% of women are housewives, but efforts to close the gender gap in water management are progressing. However, challenges remain, including the need to empower young professionals and address societal barriers such as lack of



'Breaking Barriers, Building Bridges' panel discussion. Photo: Letizia Zuliani/ OSCE.

experience, capacity, and gender biases, as well as low remuneration. She also highlighted the impact of initiatives like the Central Asia Youth for Water Network (CAY4W) and the Women in Water Diplomacy Network in playing pivotal roles in facilitating skills development and inclusion in regional and global water processes.

Maria discussed her groundbreaking experience as the first woman and youngest member on the governing council of ITAIPU, a binational entity formed by a treaty between Brazil and Paraguay, highlighting her central role in negotiating equitable and reasonable water usage among riparian countries, resulting in the successful implementation of "special operations water windows," a landmark in transboundary water cooperation in the basin. Furthermore, she worked to dispel the myth that only the upstream country benefits, stressing that countries are interdependent on river systems and each other's actions.<sup>6</sup>

**Verdiane Nyiramana**, Regional Chairperson of Nile Basin Discourse and Founder and Chair of the Women for Water and Climate Cooperation Network in Rwanda, joined the conversation a bit late due to travel complications, but was still able to provide insight into bridging barriers with grassroots communities. Verdiane emphasized the need for both top-down and bottom-up discourse, describing the role of the Nile Basin Discourse in ensuring that communities are equipped with the information needed to adequately assess and communicate their needs, which the Nile Basin Discourse then communicates to policymakers.

In their concluding remarks, Maria emphasized the importance of leveraging strengths within our networks to achieve results, while Rehab expressed gratitude for the unique perspective afforded by being a female journalist and the value of observing details and emotions often overlooked by men. Lyazzat emphasized the

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<sup>6</sup> Dr. Maria Gwynn's short presentation is available here: <https://www.eli.org/events/women-water-diplomacy-network-second-global-network-forum>

principle of collective empowerment, stating "*if you light up your neighbor's flame, yours doesn't burn less,*" and Prisca posed a critical question on ensuring continued growth of the network to benefit future generations.

Following an immersive coffee break, **Tim Kränzlein** and **Letizia Zuliani** from OSCE welcomed a special presentation from **Hélène Masliah-Gilkarov** from the International Commission for the Protection of the Danube River (ICPDR), providing participants with a background to the host country's experience in transboundary water cooperation.<sup>7</sup> Hélène detailed the



Presentation from ICPDR's Hélène Masliah-Gilkarov.  
Photo: Katie Goldie-Ryder/SIWI.

extensive framework established by the ICPDR to address challenges and opportunities within the Danube River Basin, emphasizing the many challenges of transboundary cooperation among the 19 countries, covering issues like water quality, pollution prevention, and climate change adaptation. The ICPDR's evolution over three decades has prioritized stakeholder engagement and a bottom-up approach to river basin management. Key water management issues, including pollution and climate change impacts, were discussed, along with progress in improving wastewater treatment and enhancing water resilience. Hélène underscored the significance of communication and outreach efforts in engaging stakeholders and the public in decision-making processes regarding the Danube River Basin. The ICPDR employs strategies such as public participation workshops, outreach activities, social media engagement, and branding campaigns to foster dialogue and awareness. A lively question and answer session followed with Forum participants raising questions around groundwater management, budget allocation for communication efforts, and gender mainstreaming strategies within the framework.

After lunch, **Dr. Aaron Wolf** and **Zoe Rosenblum** from Oregon State University, engaged Forum participants in a 'mini' water diplomacy workshop and collective brainstorming session for the co-creation of the proposed Oregon State University & IHE Delft e-course for Women in Water Diplomacy Network members.<sup>8</sup> Aaron opened with four key lessons on transforming conflict into cooperation. Firstly, Aaron emphasized the importance of understanding the deeper needs and claims underlying conflicts, drawing upon insights from faith traditions and saying that

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<sup>7</sup> Hélène Masliah-Gilkarov's ICPDR presentation is available here: <https://www.eli.org/events/women-water-diplomacy-network-second-global-network-forum>

<sup>8</sup> Dr. Aaron Wolf and Zoe Rosenblum's presentation is available here: <https://www.eli.org/events/women-water-diplomacy-network-second-global-network-forum>.

“When you hear anger, listen for vulnerability.” This point was enacted in a short conflict/cooperation exercise that many took for an arm-wrestling competition. Secondly, Aaron stated that “the issue is never the issue,” advocating for expanding the scope of dialogue to include all aspects of water and spoke to the four dimensions of water including mental,



Dr Maha Abdelrahim Ismail, Dr Muna Musnad and Belyou Tekola during the short conflict/ cooperation exercise. Photo: Letizia Zuliani/ OSCE.

physical, spiritual, and emotional water. Thirdly, he stressed the significance of reframing problems by “making the problem bigger or smaller” (i.e. expanding the problem in scope) to focus on actions that foster consensus and move forward in conflict resolution. The final lesson underscored the critical role of empathetic listening in building trust and finding common ground, emphasizing that listening with an open heart is essential for effective communication and collaboration in diplomacy conversations. Zoe provided an example of what a transboundary wetlands module could look like before setting the stage for a discussion with participants about a proposed water diplomacy online course offered to Network members by IHE Delft, OSU, and other interested parties. The discussion revealed that Network members would like a course that included modules on facilitation, conflict resolution, and conflict de-escalation skills, enabled inter-basin exchange, with interactive activities and practice, included case studies, and allowed for a hybrid component (if possible). Participants also suggested that the course should provide accredited documentation, have institutional affiliation, and be free to encourage participation. Forum participants also provided written feedback into the course design providing strong inputs to OSU and partners in the design of the proposed course and identifying areas where Network representatives could contribute their expertise.

The final session of Day 2, facilitated by **Kerry Schneider**, SIWI, provided a special opportunity for reflection and group discussion on “advancing our commitment to the UN Water Action Decade & preparing for the 2026 UN Water Conference,” with expert input from Ambassador **Tanja Miskova**, Ambassador-at-Large for Water Diplomacy at the Ministry of Foreign Affairs of Slovenia and Sava Basin Deputy Commissioner, Commissioner **Maria Amakali**, Namibia’s representative to the Orange Senqu River Basin Commission, and **Nazokat Isaeva**, National Programme Consultant, Water Quality Monitoring Project, Tajikistan. Nazokat emphasized the importance of the Dushanbe Water Process in supporting the implementation of the international decade for action “Water for sustainable

development" 2018-2028, highlighting the need for gender disaggregated data, investing in community-driven, evidence-informed, and science-based solutions, and implementing gender-responsive goals and policies. Tanja provided insights into the outcomes and follow-up of the 2023 UN Water Conference, including the establishment of a water action agenda and efforts to ensure continued progress through UN resolutions. Discussions also touched on Slovenia's hosting of events related to water cooperation and the leveraging of World Water Day themes for organizing events promoting transboundary water cooperation, highlighting that water issues are a high priority on Slovenia's agenda this year as a non-permanent member of the UN Security Council. Maria inquired about engaging with these processes in various regions, focusing on implementing integrated water resources management and gender mainstreaming strategies. Participants expressed concerns about the lack of progress in appointing a UN Special Envoy for Water and emphasized the importance of raising awareness and ensuring that there are sufficient resources and mandate provided to the role and calling for a commitment to appoint a women expert to this new role.



Advancing our commitment to the UN Water Action Decade & preparing for the 2026 UN Water Conference panel discussion. Photo: Letizia Zuliani/ OSCE.

Elizabeth highlighted that given that tomorrow's program will be a water diplomacy symposium on behalf of International Women's Day and the final day of the Forum will be convened at OSCE's Hofburg headquarters in Vienna the organizing team decided to award certificates today. With the awarding of participant certificates, Day 2 of the Global Network Forum wrapped up with great excitement and a flurry of photos.



Opportunity to honor all participants. Photos by: Letizia Zuliani/ OSCE (far left) and Aigerim Karibay (center and right).

## March 6, 2024 - Day 3 of Global Network Forum Session Summaries

Day 3 was organized as a water diplomacy symposium, continuing the Network's symposium series that was initiated with the [2023 Water Diplomacy Symposium held in advance of the UN Water Conference 2023](#).

**Elizabeth A. Koch**, Senior Manager, Environmental Law Institute and Process Support Team Lead for the Women in Water Diplomacy Network opened Day 3 of the Forum, welcoming participants to the Women in Water Diplomacy Network's Water Diplomacy Symposium organized in honor of International Women's Day. Elizabeth began by sharing a video message from SIWT's **Radhika Gupta** describing her 2024 illustration 'You Raise Me Up,' inspired by the Network's growth in recent years. In her message, Radhika explained how the flow of water upwards symbolizes women lifting each other up and the force with which the Network is expanding. The 'You Raise Me Up' image follows the illustration, '[Women turning water to diamonds](#)' that Radhika created for the launch of the Network's Global Strategy in 2022 and is featured on the strategy's cover.



Recorded video message from Radhika Gupta at Forum. Photo: Katie Goldie-Ryder/SIWI.

Elizabeth set the scene for the day's focus on investing in women, noting the need to remove barriers and create opportunities through both mainstreaming and targeted approaches. Elizabeth highlighted that changing the status quo requires *active* efforts to both remove barriers and create opportunities. Elizabeth encouraged all to take efforts at our organizations and institutions to make visible and address the gender pay gap and examine how resources are allocated using the tools of gender analysis, including collection of sex-disaggregated data, and gendered budgeting and financing. Elizabeth stressed the importance of asking women for their input and experience in all aspects of process design. Elizabeth sadly emphasized that the Network's activities are in serious danger of coming to an end this year as key development partner contracts close shortly and new resources to replace those ending have not been identified. This despite high praise for the Network from women water diplomats engaged with the Network's activities as well as broad support from experts and officials. Elizabeth noted that the Network's Global Strategy was developed over nine months of consultation and represents a

co-created strategy that has inspired several new basins to join in developing the Women in Water Diplomacy Network.

**Katja Ahlfors**, Director, Centre for Peace Mediation at Ministry for Foreign Affairs of Finland, provided an inspiring keynote address focused on this year's International Women's Day theme '*Invest in women to accelerate progress.*' Katja opened her address by painting a stark picture of the current global landscape, noting that the world is currently experiencing the highest levels of conflict since World War II. She highlighted the alarming trend of abusive governments curtailing individual freedoms, while also pointing out the threat posed to gender equality by anti-gender activities.

Amidst these challenges, Katja emphasized the critical importance of investing in women's participation in peace processes. She drew attention to the fact that peace delegations worldwide are predominantly composed of men, which she argued undermines peace efforts and represents a significant oversight for economists and policymakers alike, given the enormous economic costs associated with conflicts and violence. Katja then elaborated on a deeper understanding of peace, asserting that peace is not merely the absence of violence, but rather a respect for human rights and justice for victims. She described how Finland's foreign policy puts this understanding of peace at its center, seeing women as agents of change, rather than survivors or victims of their situations, capable of contributing meaningfully to conflict resolution and sustainable peace. Katja highlighted various structural interventions, notably describing the intersection between technology and gender and how conflict prevention in the online sphere is essential for preventing conflict escalation in the real world. She described how Finland actively works to protect women's rights to a safe online environment. Throughout her address, Katja emphasized the importance of inclusive peace processes, advocating for structural reforms ranging from digital spaces to international regulations. Highlighting Finnish experience implementing proactive measures and advocacy to improve gender equality at the national level, Katja illustrated the potential for meaningful change when women are actively engaged in peace processes and when gender equality is prioritized across all spheres of development. She concluded by affirming that '*peace is a question of will*' the need for structural changes from digital to international regulatory and ended on a hopeful note that '*peace is a question of will,*' emphasizing that investing in women remains irreplaceable in the pursuit of sustainable peace and global prosperity.



Katja Ahlfors. Photo: Katie-Goldie Ryder/SIWI.

Following the keynote address, **Jessica Troell**, Director of International Waters at ELI moderated a panel discussion entitled ‘*Tools at the intersection of women, water, peace, and security*’ with **Dr. Erika Weinthal**, Professor of Environmental Policy and Public Policy at Duke University, **Dr. Marisa O. Ensor**, Georgetown Institute for Women, Peace and Security, **Lena Salame**, Lawyer, Senior Lecturer on Water Conflict and Cooperation, OSCE expert (online), **Dr. Nehal Adel**, Head of Central Department for External Cooperation, Nile Water Sector, Ministry of Water, Egypt, and **Sogol Jafar Zadeh**, UNU-INWEH’s Governance and Gender Coordinator for East and Southern Africa.



Water Diplomacy Symposium Session 1: Tools at the intersection of women, water, peace, and security  
Photo: Sogol Jafar Zadeh.

Erika stressed the vital role of the Women in Water Diplomacy Network in capturing and disseminating the experience of women in water management and peacebuilding processes. She encouraged the Network to formalize mentorship initiatives and leverage mentorship into the research pillar of the Global Strategy. Erika emphasized that the Network holds the potential, through conducting research, to highlight the incredible value of women in water diplomacy and management. She advocated for prioritizing the production of a co-edited volume or co-authoring papers that draw upon the rich experiences of the Network. Marisa emphasized that effective climate action hinges on prioritizing a world where water security is paramount. She highlighted the concerning trends of water resources being securitized and weaponized, underscoring the need for increased visibility and empowerment of women to tackle these pressing challenges. She introduced the Women, Peace, and Security (WPS) Index, which ranks and scores countries based on women's status across various indicators of inclusion, justice, and security. She overlaid this index with climate change preparedness, revealing a strong correlation between women's status and climate resilience. Marisa further proposed the incorporation of water security components into the WPS Index assessments, including aspects such as drinking water, sanitation, and water governance. Lena highlighted the Network as a powerful tool for education and urged the Network to reach beyond those already convinced of the importance of women in peacebuilding and water diplomacy conversations to engage with audiences who may not yet recognize the value. She stressed the importance of this to ensure meaningful participation beyond tokenism at negotiations. Nehal opened with a personal story that emphasized the role of visibility and impact, questioning how one can be respected on a broader stage if not visible within their own community. She highlighted the necessity of reaching the community level to measure impact



effectively and stressed the importance of being impactful in small communities first before scaling up efforts. Echoing Erika’s earlier sentiments, Sogol also proposed leveraging shared resources and expertise of the Network to elevate the Network’s impact and raise funds through research production. She provided the example of the soon to be released [Water Diplomacy Handbook](#), where 40% of the contributors are women including many representatives active in the Women in Water Diplomacy Network and the Process Support Team.

After a short break, **Natasha Carmi**, Geneva Water Hub, facilitated a session on ‘*Anticipating water scenarios: planning for uncertainty*’ with **Dr. Muna Musnad**, Network Leadership Council member and Water Resources Modeler at the Eastern Nile Technical Regional Office of the Nile Basin Initiative, Sudan, **Foman Forough**, Water Resource Specialist, Engineering at South Nation Conservation Authority, Canada and Former General Director of the Kabul River Basin, National Water Affairs Regulation Authority, Afghanistan, **Tanja Miškova**, Ambassador-at-Large for Water Diplomacy at the Ministry of Foreign Affairs and Sava Basin Deputy Commissioner, Slovenia, **Margaret Irungu**, Deputy Director, Transboundary Water Policy Division, Nile Basin Desk Officer, Ministry of Water, Kenya, and **Mwasiti Ally Rashid**, Programme Manager for Strategic Planning, Zambezi Watercourse Commission (ZAMCOM). Natasha opened the panel with a segue from the last session, describing how the countries experiencing conflict often rank lowest on the WPS Index. She stressed the importance of understanding water diplomacy within contexts of conflict and climate change, where issues of supply, access, and sharing are particularly critical.

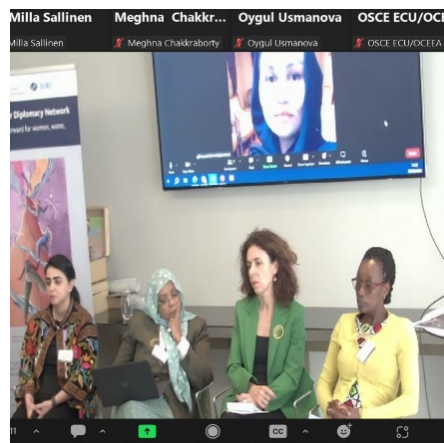
Muna drew from her extensive experience in water management, particularly in the Nile Basin Initiative (NBI) and discussed the vital role of women in conflict prevention and water management. Integrated Water Resources Management (IWRM) was highlighted as a holistic approach essential for sustainable water management, and she underscored the importance of inclusiveness and gender equality within IWRM, noting women’s traditional knowledge and their potential contributions to sustainable resource management. However, she emphasized the necessity of empowering women with technical skills to accompany their knowledge and existing capabilities. Foman discussed her experiences as the first female



Water Diplomacy Symposium Session 2: Anticipating future water scenarios: planning for uncertainty. Photo: Katie-Goldie Ryder/SIWI.

director of the Kabul River Basin, where she faced initial resistance from predominantly male employees and colleagues but introduced innovative solutions and encouraged intersectional perspectives. Tanja highlighted the limited discussion on WPS in the UN Security Council and stressed the importance of discussing threat multipliers, including water-related challenges, and emphasized prevention strategies. Slovenia supports the UN peacebuilding fund in high-risk areas, such as Yemen, where projects focus on involving women in conflict resolution mechanisms and negotiating water disputes. Tanja advocated for scaling up and funding such successful initiatives. Additionally, she emphasized the need for international mobilization to protect water infrastructure and resources in armed conflict. Margaret highlighted several successful and ongoing groundwater cooperation projects such as one in the Senegal Mauritania water basin and a multi-purpose project between Kenya and Uganda to understand and enhance the sustainability of the shared aquifer and address energy and irrigation needs. She described another project supported by the World Bank aim to enhance groundwater-surface water interaction for aquifer sustainability and regional resilience in the Horn of Africa. Margaret linked these projects to climate resilience in the face of droughts and floods, describing how these initiatives prioritize resource mobilization. Mwasiti highlighted the Zambezi Watercourse Commission's growing role in fostering regional stability. In the Zambezi basin, a 20-year strategic plan (2018-2040) addresses ongoing challenges like floods, droughts, poverty, and environmental degradation through pillars like infrastructure investment and livelihood support. She presented a case of conflict de-escalation in 2017, where accusations by downstream Zambia and Botswana about an upstream Zambezi canal diverting water were resolved through collaborative fact-finding by ZAMCOM's Technical Committee (ZAMTEC), highlighting the effectiveness of institutionalized cross-border collaboration in preventing conflicts.

Inviting inputs from the online participants provided a rare opportunity to hear directly from a young Afghan water woman joining from Afghanistan. **Sayedra Rahimi**, Afghanistan Country Representative to the [South Asia Young Women in Water Network](#) inquired *"What does it mean for Afghan women when they are denied the rights to educate themselves about issues like water security and climate change, which directly impacts them? Does this mean that perhaps 10 years down the line there would be no Afghan woman representation on global platforms*



Screenshot, online participant view during discussion. Photo: South Asia Young Women in Water.

*when the world will discuss about these issues?"* Her emotional account resonated deeply with the participants, underscoring the transformative power of emotion in driving change.

Following a group lunch which included a working group on Indigenous water governance, **Kerry Schneider**, Senior Manager, SIWI convened a panel on *‘Investing in Women Water Diplomats’* with **Dr. Florence Grace Adongo**, Executive Director, Nile Basin Initiative (NBI) Secretariate, **Birgit Vogel**, Executive Secretary, International Commission for the Protection of the Danube River (ICPDR), **Oygul Usmanova**, Head of International Co-operation, Scientific Information Centre of the Interstate Commission for Water Coordination in Central Asia (joining online), and **Dimka Stantchev**, Swiss Agency for Development and Cooperation.

Florence emphasized the necessity of investing in women and expanding discussions on inclusion to incorporate stakeholders with disabilities in decision-making. Drawing from her own experience, she shared a touching anecdote highlighting how her mother's unwavering support propelled her to achieve regional and international recognition despite her disability, emphasizing the transformative impact of believing in and empowering women from a young age. She highlighted the importance of integrating women into decision-making processes because women's perspectives combine both the micro-level impacts on families and the broader, macro-level implications for the nation. Florence's remarks underscored the resilience and potential of women, demonstrating the cascading benefits of investing in women.



Water Diplomacy Symposium Session 3:  
Investing in Women Water Diplomats.  
Photo: Aigerim Karibay

Birgit underscored the urgency of investing in women due to their crucial role in decision-making processes. Women offer diverse insights that lead to more effective solutions, particularly in addressing challenges like water scarcity and diplomacy. She highlighted women's capacity for innovation and resilience, which are essential in navigating complex issues such as climate change. Moreover, Birgit described broader societal benefits of women's empowerment, citing its contribution to stronger economies and improved water governance. She also identified barriers to such investment, including gender biases that undervalue women's skills and the influence of historical and cultural factors.

Joining the panel virtually, Oygul highlighted several barriers to investing in women, particularly in Central Asia, including rigid societal norms, the resurgence of extreme religious dogma, and gender discrimination in employment, especially in technical roles. Despite the adoption of gender equality policies in all five Central Asian republics, implementation remains a challenge, with low scores in gender-specific aspects of water laws and plans. Additionally, there is a lack of knowledge, skills, and gender-disaggregated data needed for effective policy implementation. To overcome these barriers and engage women collaboratively, Oygul suggested providing flexible working conditions, offering capacity-building opportunities, promoting international exchanges of ideas, and investing in quality education and vocational training, as seen in examples from Turkmenistan and Uzbekistan.

Dimka identified several barriers to investing in women, describing challenges such as cultural barriers, and ensuring financial viability and flexibility to retain women in the workforce. To overcome these barriers, she noted that we cannot be gender blind in any sector, suggesting high-level policies recognizing women's roles in conflict prevention and peace processes, as well as dedicated projects and financing at both national and global levels focusing on education and gender action plans to address specific gender gaps. Systemic approaches covering cross-border approaches for financing in water management and using innovative tools such as the newly established Blue Peace Bond could support these efforts.

The final panel of the day, facilitated by **Cholpon Aitakhunova**, Project Manager, Collective Leadership Institute, centered on ‘*Leading Collectively across Generations for Inclusive Water Diplomacy.*’ Panelists included **Gwendena Lee-Gatewood**, Co-Chair, Indigenous Women's Leadership Network, **Zoe Rosenblum**, PhD student, Water Conflict Management and Transformation, Oregon State University, Commissioner **Bogadi T. Mathangwane**, Orange-Senqu River Commission, and **Tais Reznikova**, Water Initiatives Support Program Manager, Central Asia Regional Environmental Centre.



Water Diplomacy Symposium Session 4: Leading Collectively across Generations for Inclusive Water Diplomacy: Inspiring Stories of Women from around the World. Photo: Vineetha Kartha.

Cholpon began the session highlighting the energy felt by intergenerational collaboration for water, describing that “*We share the urge for aliveness with nature and one another,*” recognizing collective leadership and aliveness as a connection

between generations and with nature. Participants noted the varied skills and perspectives each generation contributes to addressing complex solutions.

Gwendena's remarks highlighted her role as the first chairwoman of the White Mountain Apache Tribe and co-chair of the Indigenous Women's Leadership Network (IWLN), emphasizing the need to bridge generational gaps and preserve traditional values. She underscored the importance of trust, mutual respect, and effective communication in leadership, while advocating for sticking to one's values and traditions amidst unexpected challenges like the pandemic. Gwendena also stressed the significance of leading by example with humility, gratitude, and mindful behavior, particularly as a role model for youth within the community. Zoe emphasized the importance of bringing heart into collective leadership, citing her experience working for the federal government on wetlands during a political transition as a time when she realized the misalignment of values. She highlighted the role of mentors who empower students and discussed her involvement in research cooperation through a joint master's program as avenues for fostering intergenerational leadership. Bogadi highlighted her journey as the first female director in her department, overcoming social norms and fostering gender diversity by mentoring and training female colleagues, ensuring transboundary cooperation with female participation, and emphasizing respect, shared values, and professionalism, which contributed to increased budget allocation and successful implementation of numerous infrastructure projects in the water sector over five consecutive years. Tais highlighted the lack of interest among young people in the water sector, emphasizing the importance of fostering engagement for young professionals. She cited a study tour that a delegation from Central Asia took to West Africa. The trip revealed how the older generation focused on technical solutions while the younger generation emphasized environmental and human rights concerns, not only educating the young group on basin water management in West Africa but also showing what young professionals bring to the table. Experiences such as these can foster collective intelligence and inspire young professionals in the water sector. The session wrapped up with a group discussion of the key pillars of collective leadership and what they meant to Network members.

Day 3 concluded with a moving closing reflection on behalf of the Network's Leadership Council, delivered by **Dr. Zodwa Dlamini**, Former South Africa's Chief Delegate and Permanent Representative on the Lesotho Highlands Water Commission and Women in Water Diplomacy Network Leadership Council Member. Zodwa reflected on the journey that the women of the Network have undertaken and emphasized that when you invest in women, you invest in the future. *"I often say 'sometimes we knock on doors uninvited. Even if not invited, take your mat and chair with you. You may not be given a chair, but at least you will have one with you and your voice will be heard.'"* As young women begin to secure seats at the table, she urged them to bring along sisters that are trustworthy, compassionate,

dedicated, and stubborn. Zodwa implored the Network to advance the Global Strategy, to secure funding, and ensure the sustainability of the network, stressing its significance in shaping the legacy they leave behind. She encouraged Network members to consider the type of ancestors they will be, urging collective action to rectify past injustices and ensure a better future for future generations.

## March 7, 2024 - Day 4 of Global Network Forum Session Summaries

Day 4 provided an in-depth interaction and exchange with OSCE. The last day of the Global Network Forum opened with welcoming remarks from **Helga Maria Schmid**, Secretary General of OSCE, **Elizabeth Abela Hampel**, Representative of the OSCE Malta Chairpersonship, **H.E. Vesa Häkkinen**, Head of Mission of the Permanent Representation of Finland to the OSCE, **H.E. Susanne Schütz**, Ambassador and Permanent Representative of Germany to the OSCE, and **H.E. Raphael Naegeli**, Ambassador, Permanent Representative at the Permanent Mission of Switzerland to the OSCE, the United Nations and other International Organizations, moderated by **Ambassador Bakyt Dzhusupov**, Co-ordinator of OSCE Economic and Environmental Activities.

OSCE Secretary General Helga Schmid opened by expressing her belief in the value add of women's Networks, highlighting the OSCE's support for the Women in Water Management Network in Central Asia and Afghanistan, and emphasized the importance of integrating gender perspectives in water governance and decision-making processes as well as increasing the role of women in the sector. Elizabeth Abela Hampel described how women bear disproportionate burden of water scarcity in many parts of the world and highlighted Malta's commitment to water conservation and its collaborative initiatives at regional and international levels. As representative of the 2024 Maltese OSCE Chairpersonship she was also glad that Forum focused on the intersection between women, water, peace and security, topics that the Maltese Chairpersonship is keeping in high consideration.



Helga Maria Schmid, Secretary General of OSCE addressing the Women in Water Diplomacy Network at OSCE's headquarters. Photo: Nazokat Isaeva.

Ambassador Vesa Häkkinen highlighted Finland's upcoming OSCE Chairpersonship in 2025 and its decade-long support for gender inclusion in water initiatives, emphasizing the growing significance of the gender-water nexus in regions facing water scarcity, and the close collaboration between OSCE and global networks in addressing this issue. Ambassador Susanne Schütz emphasized the

urgency of transboundary water cooperation, highlighting the meeting as a demonstration of global commitment to resource management and human rights promotion. She underscored the role of water diplomacy in German foreign policy, citing support of the OSCE project on “Women, Water Management and Conflict Prevention” as well as the Green Central Asia initiative as good examples of Germany’s support to transboundary water diplomacy. Finally, Ambassador Raphael Naegeli highlighted Switzerland's commitments through The Blue Peace program, including support for women, peace, and security efforts through the e-learning course on water diplomacy that the Geneva Water Hub developed with the OSCE and direct support for the Central Asia-Afghanistan Network through OSCE.

After a coffee break and group photo, Saule introduced a presentation on ‘*OSCE perspectives on water, women, security, and co-operation*’ by **Giulia Sechi**, Adviser on Gender Issues at the OSCE Gender Issues Programme: “Removing obstacles, securing access: water as a catalyst for empowering women” and **Alexandra Pfefferle**, Mediation Support Officer at the OSCE Conflict Prevention Centre, “OSCE conflict cycle tools and practices”.



Official group picture OSCE's headquarters. Photo: Ghada Hazim/ OSCE

Giulia highlighted OSCE's commitment to gender mainstreaming since 2004, emphasizing support for women's leadership across all areas. She discussed the underrepresentation of women in peace processes and outlined OSCE's efforts to address corruption's disproportionate impact on women, particularly in the management of natural resources, underscoring the need for gender-responsive policies. Alexandra provided an overview of the OSCE Conflict Prevention activities, highlighting its role in early warning, crisis management, and post-conflict rehabilitation, with a focus on mediation and dialogue facilitation throughout the conflict cycle. She discussed OSCE-supported formal negotiation formats and engagement in the field, emphasizing the importance of inclusion of women in peace processes and addressing systematic barriers to their participation.

Following this presentation, **Saule Ospanova** and **Tim Kraenzlein** from OSCE moderated a facilitated exchange on ‘*Identifying synergies and cooperation*’



*opportunities for Water Diplomats in the context of peace building and security*’ with **Dr. Imane Messaodi-Mattei**, Geneva Water Hub, UNESCO Chair on Hydropolitics, University of Geneva, **Valentina Ceres**, Representative of the Dniester River Basin Commission, Republic of Moldova, **Gulzhan Makhmudova**, Member of the Central Asia-Afghanistan Network, Expert on Climate Change and Resilience in Central Asia, Kyrgyzstan, and **Yodit Balcha**, Climate Adaptation Research Officer, Alliance of Bioversity, International and CIAT-Africa Hub and Member of the Women in Water Diplomacy Network Leadership Council.

Imane provided an overview of the collaboration between the OSCE and the Geneva Water Hub, emphasizing their role in promoting water as an instrument for peace and cooperation through research, education, and networking activities. Valentina highlighted the Dniester River Basin Commission’s efforts in achieving ecological and sustainable use of water resources and the OSCE support in this area, particularly in the present challenging context, noting some of the gender disparities in the water sector despite women constituting the majority of the workforce at the Ministry of Environment. Gulzhan described the ongoing challenges in Central Asia and Afghanistan regarding the inclusion of women in decision-making processes related to water management, emphasizing the need for research, capacity building, and mentoring to address these obstacles and underscored the importance of the network in fostering change in the region through discussions and feedback from various stakeholders. Yodit underscored the pivotal role that women play in conflict negotiations, citing personal experiences where women counterparts in a negotiation setting remained receptive and warm. She also highlighted the efficacy of integrating both formal and informal conflict resolution networks, describing informal networks in Ethiopia which foster peace, trust, and cooperation in times of peace, thus laying a solid groundwork of trust for conflict resolution. During the Q&A session, Yodit and Imane emphasized the need to value women’s perspectives and contributions without prejudice or assumptions.

Following a group lunch, **Saule Ospanova**, OSCE and **Kerry Schneider**, SIWI convened the final panel of the Second Global Network Forum on ‘*Addressing inclusive water governance.*’ The panelists included **Oygul Usmanova**, Head of International Co-operation, Scientific Information Centre of the Interstate Commission for Water Coordination (SIC ICWC) in Central Asia, **Dr. Zodwa Dlamini**, Former South Africa’s Chief Delegate and Permanent Representative on the Lesotho Highlands Water Commission and



Panel discussion at OSCE's headquarters in Vienna. Photo: Yodit Balcha.

Women in Water Diplomacy Network Leadership Council Member, **Shohida Tulieva**, National Expert on Gender and Social Equality and Youth engagement in Tajikistan and member of the Women in Water Network in Central Asia and Afghanistan, **Dr. Erika Weinthal**, Environmental Peacebuilding Association and Professor, Duke School of the Environment, USA, and **Dr. Yumiko Yasuda**, Senior Network and Transboundary Water Cooperation Adviser, Global Water Partnership.

Joining the panel remotely, Oygul emphasized the importance of participatory and inclusive approaches to sustainable water management, citing the role of institutions like the Interstate Commission for Water Coordination in Central Asia as facilitators of technical interactions and dispute prevention. Oygul also highlighted the challenge of translating general gender policies into effective local implementation within climate adaptation plans. Finally, she urged institutions such as OSCE to promote inclusive decision-making and consider gender issues in climate adaptation plans, advocating for both women-only and mixed-gender meetings. Zodwa emphasized the need to ensure that women and Indigenous communities are active participants in decision-making processes, especially regarding water management and diversion projects such as the Lesotho Highlands Water Project. Like Oygul, Zodwa suggested that institutions like OSCE foster inclusive decision-making by collaborating with various stakeholders, sharing resources, and leveraging partnerships to reach grassroots communities, warning against working in isolation or silos. Shohida underscored achievements in gender mainstreaming in Tajikistan, notably through river basin dialogues and forums, and emphasized the importance of region-specific approaches that are sensitive to cultural differences. She also stressed the importance of inquiring about women's preferences: the dialogue conversations revealed that while many women were eager to contribute, they were often dissuaded by external factors like societal perceptions. Erika highlighted the Environmental Peacebuilding Association's role in knowledge exchange and capacity building while stressing the importance of addressing countries regressing on climate commitments due to conflict. She advocated for inclusive decision-making processes, emphasizing the need to represent marginalized groups, particularly women, and suggested that institutions like OSCE provide support to design of participatory and resilient water governance structures. Erika stressed the urgency of establishing water governance structures in conflict-affected regions, stating that waiting until times of peace is not an option. Finally, Yumiko emphasized the contextual nature of identifying best practices in water management, advocating for peer-to-peer learning and the sharing of both successful and failed cases within communities of practice. She described the Global Water Partnership's capacity building workshops, regional roundtables, and Massive Online Open Course (MOOC) on "[Governance for Transboundary Freshwater Security](#)" as ways that the organization has fostered cooperation and knowledge exchange. Building on comments made by Erika, Yumiko also suggested

that organizations like OSCE can bridge the gap between the security and water sectors in development work. Opening the conversation to the Network, other participants also expressed the need for ongoing consultations with different groups of women stakeholders in the development of climate adaptation plans. As the discussion drew to a close, it was evident that, although there has been progress in recognizing the importance of gender mainstreaming in water management and initiatives, there is a pressing need for strengthened stakeholder involvement and inclusive dialogues to address the intersection of gender and water both in the context of climate adaptation and more broadly.

In final remarks, Elizabeth A. Koch thanked all participants and co-convening partners. The Global Network Forum evaluation was then disseminated. Elizabeth emphasized to participants the essential role in co-creation of activities and engagements that evaluations have for the Network and encouraged honest and frank feedback.



The Women in Water Diplomacy Network Leadership Council 2024. Photo: Dr. Nehal Adel.

## Annex 1 – Global Network Forum 2024 Participant Evaluation Results

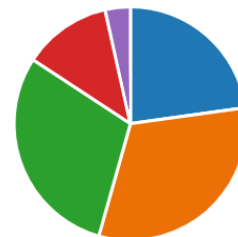
Monitoring and evaluation are critical aspects of all Women in Water Diplomacy Network engagements and Network reports often feature a full run-out of participant responses. The inclusion of this extensive information serves to encourage co-creation of Network engagements and spotlight participant reflections in their own words. While extensive we greatly encourage our partners to leverage responses as an opportunity to *listen* to women water diplomats.

As part of the 2024 Global Network Forum, anonymous participant reflections and responses were collected via a short survey from in-person participants following the close of program on Thursday, March 6, 2024. All respondents were made aware that aggregate response data as well as individual statements may be quoted anonymously in external communications and activity reports such as this After-Action Report. Fifty-seven (57) unique responses from nearly fifty different countries were submitted. The evaluation was provided in English with translation enabled to allow participants to read and response in a variety of languages. Please note that a small number of open responses were redacted to ensure anonymity of respondents or edited for English language clarity.

### Age Distribution of Participants:

The 2024 Global Network Forum put emphasize on intergenerational dialogue and engagement, bringing together representatives from a variety of age groups. Evaluation respondents represented all age groups.

● 35 years old and younger	13
● 36-45 years old	18
● 46-55 years old	17
● 56-65 years old	7
● 66 years old or wiser	2



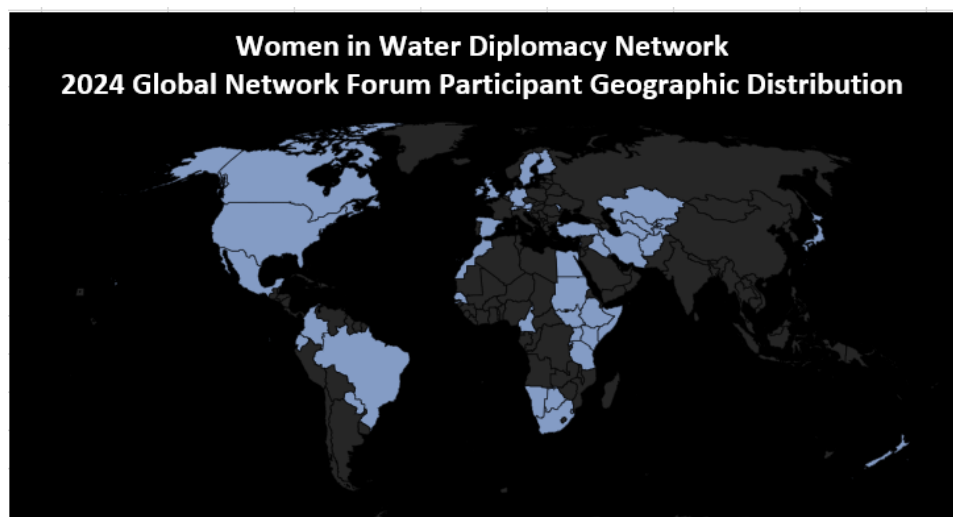
### Gender Distribution of Participants:

While most Global Network Forum participants were women, several men actively participated throughout the Forum and several preferred to self-describe their gender identity.



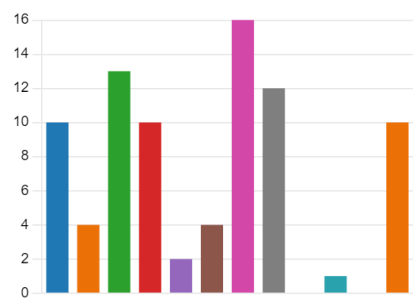
**Geographical Distribution of Participants:**

Participants came from forty-nine (49) different countries including several Indigenous nations.



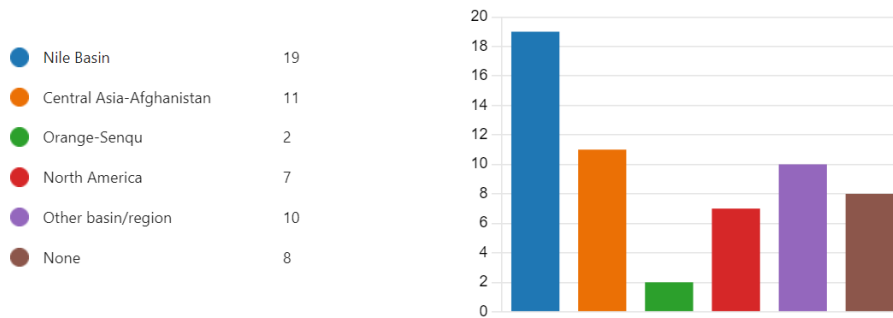
**The Global Network Forum engaged both formal and informal water diplomats from a variety of water diplomacy related roles.**

Evaluation respondents including those that are currently part of their country’s Ministry of Water (first column/ blue), their country’s Ministry of Foreign Affairs (second column/ light orange) or serving as part of a River Basin Organization (third column/ green). Some participants previously served their country’s Ministry of Water (fourth column/ red), their country’s Ministry of



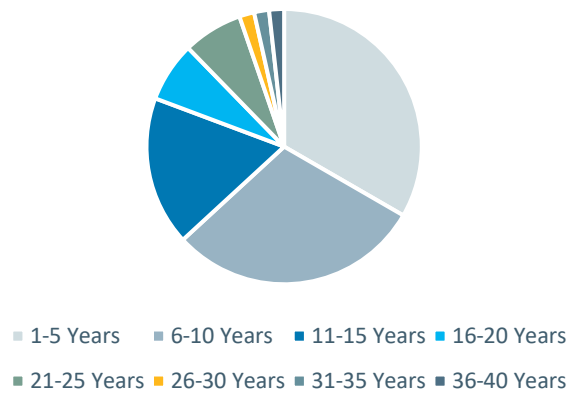
Foreign Affairs (fifth column/ purple) or as part of a River Basin Organization (sixth column/ brown). Many participants are currently engaged with water diplomacy processes as part of civil society organizations (seventh column/ pink) or academic institutions (eighth column/ grey). Many other participants preferred to self-describe their roles (last column/ dark orange) highlighting a diversity of entry points into water diplomacy.

**Global Network Forum participants were largely representative of the basins/regions in which Women in Water Diplomacy Networks have been launched, i.e., the Nile Basin, Central Asia-Afghanistan, the Orange-Senqu and North America. About a third of participants joined representing basins that have yet to formally join the global Network.**



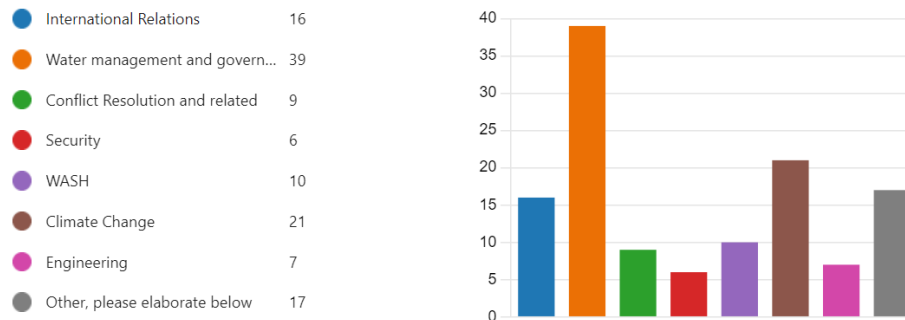
**Global Network Forum participants represented professionals both recently engaged in water diplomacy related processes as well as those with many years of experience.**

### Years of Experience in Water Diplomacy



## Participants also brought a large range of thematic expertise to the Global Network Forum discussions.

While many had backgrounds in water governance and international relations, two common pathways towards expertise in transboundary waters, many other disciplines were likewise represented.

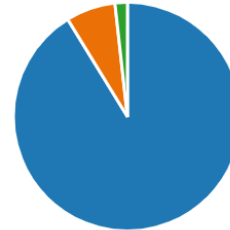


## Participants that chose to elaborate ‘other’ thematic areas of expertise responded as below:

- International water law (4)
- Environmental sustainability and resilience (3)
- Gender Mainstreaming (2)
- Sociology (2)
- Hydrology (2)
- Agriculture Economist
- Tribal governance
- Women Peace and Security
- Community-based development
- Environmental history
- Communication, Education and Transparency
- Nature-based solutions
- Urban and Bioregional Planning
- Strategic Management with many trainings in transboundary Cooperation
- Natural resources management

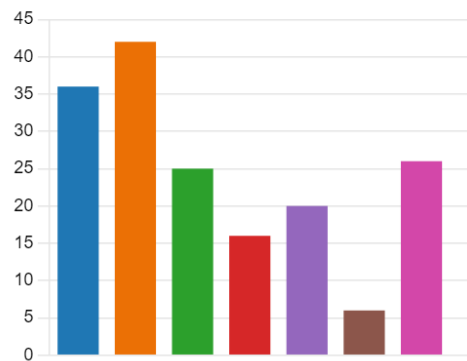
**A near plurality of Global Network Forum participants indicated that the Forum was relevant and applicable to their professional work:**

● Strongly Agree	52
● Agree	4
● Neutral	1
● Disagree	0
● Strongly disagree	0



**Global Network Forum participants were asked to identify specific benefits of participating in the four-day program choosing from options below or offering their own benefits.**

- (Blue) Increase my professional knowledge.
- (Orange) Gain new ideas for elevating women in water and peace related processes.
- (Green) Gain enhanced feeling of community and shared mission.
- (Red) Gain positive energy and enthusiasm.
- (Purple) Share my experience and learn from my peers.
- (Brown) Gain new valuable connections from my region/basin.
- (Pink) Gain new valuable connections from beyond my region/basin.



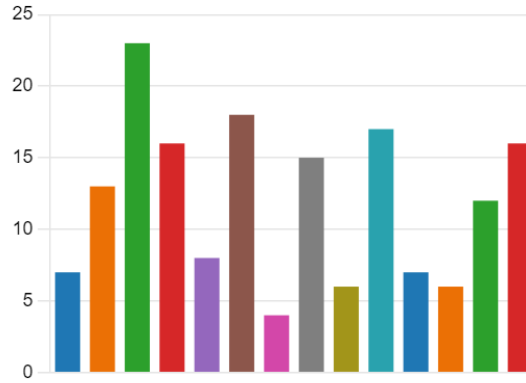
**Other responses included:**

- ‘I have learnt a lot from the participants from Asia, Latin America and Africa.’
- ‘I got the opportunity to brainstorm many ideas with colleagues, ask for advice on upcoming initiatives and career development plans.’
- ‘Opportunity for fund mobilization.’
- ‘Share my experience and gain for other basins beyond my own.’
- ‘The Forum created a chance for networking and collaboration.’
- ‘Inspiration to keep working.’



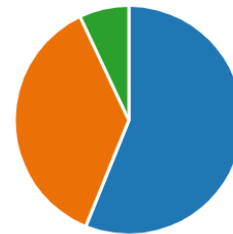
**While all sessions during the Global Network Forum were identified by participants as interesting and useful, several stood out.**

The interactive World Café session facilitated by Elizabeth A. Koch was most frequently identified as interesting and useful by participants (dark green column). The water diplomacy discussion and input into the e-course by Professional Aaron Wolf and Zoe Rosenblum from Oregon State University (brown column), as well as the Investing in Women panel discussion facilitated by Kerry Schneider likewise were highly scored by participants (teal column).



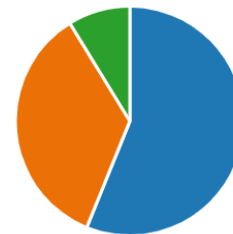
**Participants indicated that the event’s agenda provided sufficient space and opportunity to raise questions and comment on the sessions’ content.**

● Strongly agree	32
● Agree	21
● Neutral	4
● Disagree	0
● Strongly disagree	0

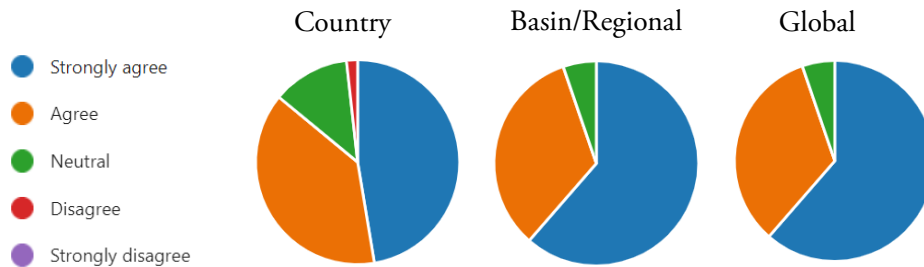


**Likewise, participants indicated that the event’s agenda provided sufficient space and opportunity to share their own views, experience and knowledge.**

● Strongly agree	32
● Agree	20
● Neutral	5
● Disagree	0
● Strongly disagree	0



**Participants indicated that the Women in Water Diplomacy Network contributes to improved transboundary water cooperation at country level, basin/regional level, and global levels.**



**When asked to consider topics for future Women in Water Diplomacy Network experience exchange sessions, participants elevated a wealth of diverse suggestions which will be drawn upon to plan future online and in-person sessions. Suggestions included:**

- ‘Peace and security; conflict prevention and mediation; conflict prevention and resolution; negotiation skills and techniques; building diverse negotiations teams.’
- ‘Information and data sharing solutions.’
- ‘Similarities and differences in the challenges, risks, and opportunities for women diplomats among different basins/regions in the Women in Water Diplomacy Network including case studies on inclusive water diplomacy, gender integration, and conflict management in river basin management.’
- ‘Nexus approaches: Climate change-water-food-security nexus; Climate change and water security; Gender and climate change; climate change and environmental degradation.’
- ‘Understanding the evidence base around women, water, peace, and security.’
- ‘Water issues beyond river basins; water crises as existential threats; disasters.’
- ‘Women as changemakers for climate security and resilience future.’
- ‘Financing mechanisms for water cooperation.’
- ‘Gender responsive budgets and planning skills.’
- ‘Traditional ties to water including Indigenous water governance approaches.’
- ‘Elevating community voices and impacting at the local level.’
- ‘Intersections between water diplomacy and Water, Sanitation and Hygiene (WASH).’
- ‘International water law and water tenure.’
- ‘Monitoring, Evaluation and Learning tools; Indicators to measure impact of inclusive decision making.’
- ‘Career development experience exchange.’

- ‘Research collaborations.’
- ‘Making visible barriers to women in water diplomacy.’
- ‘Impact of social norms on water diplomacy.’
- ‘Barriers to implementation of key water cooperation instruments.’
- ‘Role of men in supporting gender equality.’
- ‘Learning about other basins/ regions in the Network/ experience exchange including with Latin America.’
- ‘Leadership skills.’
- ‘Fundraising to implementing our Women in Water Diplomacy Network Global Strategy. How can we continue leveraging the momentum of giving women positions in decision making and negotiations?’
- ‘Effective communication tools; speaking with media and how scientists communicate their work.’
- ‘Transboundary groundwater.’
- ‘Mental health care – how to prevent and treat burnouts, anxiety etc that affecting our work.’
- ‘Ethical approaches to water resources governance.’

**Participants were overall very pleased with the logistical planning and communication around the Global Network Forum including visa support, flights, hotel, and group meals.**



**Participants were asked to describe the best/most appreciated/most enjoyed aspect of the Global Network Forum in their own words, providing the below feedbacks:**

- ‘The positive energy in the room, sharing and respect.’
- ‘Strong community development of women in water.’
- ‘So inspired by discussions with other participants, would have liked more small group discussions like on Day 1. Appreciated the long lunches and the coffee breaks and the group walks and the chance to do dinners in small groups based on who I spoke to that day. I loved how global the forum was; that was incredible.’
- ‘Logistics and staff support.’

- ‘I truly enjoyed the community ambience and learning from and sharing experiences with female colleagues from other River basins.’
- ‘Feelings of sisterhood, courage and dedication! Interacting with excellent and experienced women.’
- ‘Being a diplomat, I should said that the atmosphere is really inspiring and different in terms of spirit of cooperation and ambition.’
- ‘Networking and communication.’
- ‘I deeply appreciate your support and great work. I am so proud to be part of this super-prestigious event! What we done will bring great success and I strongly believes that our network/team/communities will achieved our goals! We are strong together!’
- ‘Getting to know about new partnerships and possible cooperation.’
- ‘Meeting women from across the globe resonated with issues at political level and other levels. The insights received can be applied to areas of concern back home. Gaining partnerships can significantly improve each of our quest to sustain water. However, we must not forget that water speaks it has its voice and we need to listen to that and I truly believe as we do that our answers will flow to us because we are respecting its sacredness.’
- ‘Spirit, openness to share, listen and support.’
- ‘It was a privilege to network and learn about the diverse experiences of the experts participating and the energy so many of them brought to this space.’
- ‘Open and honest communication/ emotions as part of our work!’
- ‘I met my friends, my network’s members for first time after long time and also my network is expanding.’
- ‘I am so honored to meet so many interesting women, each of their experiences made me think about my own obstacles that I have to face, and I feel fortunate to belong to this great community of women-sisters who day by day work for the good of their community, region, country and broader basin.’
- ‘World cafe and all the panel discussions were relevant.’
- ‘The possibility of meeting women from the multiple basins.’
- ‘Sharing experiences and connecting with new friends.’
- ‘Networking.’
- ‘The opportunity to learn from and network with other "water sisters".’
- ‘I loved the opportunity to interact and be part of the community.’
- ‘Coffee breaks were a great opportunity to chat with each other. Just being in a space of all women in water was refreshing and incredible. I felt comfortable to say and ask anything. I feel so supported!’
- ‘The warmth of the host, the sisterhood atmosphere, the line-up of speakers, the venues, etc. It really was awesome!’
- ‘The networking sessions.’
- ‘Well organized but there's room to improve.’

- ‘The program was well designed and the way of most participants were engaged was very impressed.’
- ‘Elizabeth strong direction, coordination and punctuality.’
- ‘Meeting new members, seeing that the Network is growing.’
- ‘Oh my God this Forum was well prepared! But please give information in time so self- sponsorship can be able to get time to look for funding, please allow more candidates online.’
- ‘The collection of ideas, contacts, memories, feelings, and knowledge of all participants that I had the opportunity to interact.’
- ‘I have gained a lot, especially from Central Asia the way they have established their network. Also, they have a lot of initiatives for women's empowerment. We need to give more time also and see all the possibilities of getting funding for implementing the Network's global strategy.’
- ‘The sessions of the first two days were very interesting touching and fruitful. The world cafe was an excellent way to get to know the different basins.’
- ‘Very participatory.’
- ‘Exchange experience, cooperation, improved knowledge.’
- ‘The interactions with colleagues which have an opportunity to discuss issues further and get to understand and compare your country or region status with others.’
- ‘It was so interesting, and a place gathered all who have the same problem to make a solution.’
- ‘Meeting other women and sharing.’
- ‘Experience sharing, collaboration and networking.’
- ‘I liked how participants interacted each other and freedom to talk. Selected panelists were very excellent with much information.’
- ‘Wow, where to begin. This forum was one of those moments I know I'll look back on as changing the course of my career. I have made the most wonderful connections and realized I want a career truly in mediation (as opposed to just academic in nature). Feeling very very grateful for this experience.’
- ‘It's a safe space of mutual respect and understanding. I could feel how much passion organizers and every participant have brought to this event. Apart from gaining new information and knowledge, I've been able to build new connections as well. Forums like this empower and inspire, you feel like you belong to a big international family, which I hope will keep growing, impacting women in a positive way and bringing long-term changes to our communities.’
- ‘The vibe during awarding of certificates to participants.’
- ‘The logistics arrangements and support provided was impeccable.’
- ‘I managed to meet new people from different regions or basins and learned about technical aspects and processes e.g. the fact that we don't have to amend the old agreements but can have binding minutes.’

- ‘Community of women.’
- ‘Authentic human connections, by the end of the day today I feel that I know and have connected with almost everyone in the group, this is valuable to me.’
- ‘It brought so many women leaders together to share knowledge and transfer knowledge to those who has less experience in working in this field and beyond.’
- ‘Enthusiasm and sense of community.’
- ‘The interactions between all of us. It is a wonderful week. I hope to keep in touch over the years to enhance our support to each other.’

**Participants were also asked to identify ways that the Forum could have been more effective, and offered the below suggestions:**

- ‘More time for networking.’
- ‘To be direct in the field (practical meetings direct in the basins).’
- ‘I wish it could have also engaged young participants in the 4-days program.’
- ‘More small group interactions on Days 3 and 4 to keep the energy up. Could have had online breakouts for Day 3. Appreciate it was harder for Day 4. Maybe some thematic tables for discussions.’
- ‘Organising meetings in rural level.’
- ‘A flash session or poster session would have been great.’
- ‘World Café was very useful, there could be more opportunities to exchange experiences.’
- ‘The decision makers such as First Ladies can be invited. The network forum can be held back-to-back important global events such as World Water Forum etc.’
- ‘This is TOP!’
- ‘Panel discussions can create an uneven balance of time.’
- ‘Include more experts on water related topics, energy, agriculture, climate change, DRR.’
- ‘One of the interactive exercises was too quick, but otherwise it was a very interesting and well ran event.’
- ‘One day for the more technical level of work: role of new diplomats, expectations, tools and calendars!’
- ‘Participants have stable and effective communication together.’
- ‘Have a workshop to exchange opinions from each of the regions of the community.’
- ‘It was well organized - but there was limited time for the participants discussions at plenary.’
- ‘By increasing participatory methodologies for the sessions. The forum has a lot of panels, which felt heavy by day three. Equally, we heard several times

from some of the ladies, I wished that main speaker positions were given to different ladies that we didn't get to hear from.'

- 'More men.'
- 'If we had a little more time because the agenda was very packed. Also sharing case studies from different countries.'
- 'More emphasis on practical skills and tools.'
- 'I guess we should have had more dynamic participation as in the first days during the last 2 days.'
- 'More time for Q&A in some sessions, more interaction. Maybe planned lunch tables to promote diversifying networks connections.'
- 'More time! Always!'
- 'Shorter presentations to allow for more input from the rest of participants.'
- 'Allow more time, some sessions were rushed due to limited time.'
- 'More innovative topics and techniques for breaking the barriers among the participants.'
- 'Including short courses or trainings by the members, it was repetitive to hear many similar stories.'
- 'I think a smaller group, maybe cap at 50 and longer programme. A more interactive and fun event would have also been nice, with dancing, and a field visit.'
- 'I just ask if we can get all those documents so we can share to our network.'
- 'Having more workshops every day. More spaces to talk and analyze strategies together. Having more social spaces to make new friends (like the speed dating).'
- 'It was effective. I thank so much the organizers.'
- 'Civil society would help in reaching out to those who have no voice. More engagement with civil society.'
- 'More presentations from other participants who did not present or facilitate.'
- 'Conduct more activities and trainings.'
- 'By having more case studies which clearly demonstrated the challenges and how those were resolved... this to show the resources needed.'
- 'Trainings.'
- 'Please share list of participant contacts.'
- 'Inclusion of other regions who share transboundary waters.'
- 'Maybe more smaller lunch topic groups around younger women, specific topics of interest, etc that we could sign up for.'
- 'I would appreciate to have more interactive or practical sessions, with discussions in circles, and simulation games, which allow to practically understand some aspects and concepts, and by being emerged in the simulation situation allows to better understand positions other than yours.'
- It would be great to have more free time. People were tired and not sleeping well I guess

- ‘I think it was effective. The information shared beforehand gave insight on what was done previously and the Network's contributions. Maybe we need to link the actions to the strategic pillars as we measure our achievements. These are the achievements we should elevate even to the UN Water decade process. Let's not be shy. We have done a lot.’
- ‘Possible leisure time or a sightseeing opportunity.’
- ‘I very much respect that we share our experiences and ask questions, next time we could already move ahead with some action steps discussions, for example sisters group (I don't yet know how), but brainstorm on what we want to do further - this type of creative discussions - some part of Forum on past and present affairs, and a bit of future thinking, skills building workshops.’
- ‘Many African countries are lacking representing due to many internal and external issues, therefore it would be helpful to carry research on how they can be supported to be part of the network and do better in their local, regional level. Somalia is one of those countries that needs this kind of assistance to engage fully with the network.’
- ‘To give more space for discussion and learning more about other basins, especially the successful stories.’

**As financial resources for the Network from the United States Department of State and the Swedish International Development Agency are set to expire this year, the Network is actively searching for new financing partners to maintain engagements. Participants were asked for suggestions for possible sources of financing to support the Network at the global or basin/ regional level and provided the below responses.**

Some participants elevated specific possible funders – many longtime contributors to transboundary water cooperation processes. Others made suggestions regarding how to structure Network engagements so as to better attract support from development partners. Still others committed to support resource mobilization efforts.

- United Nations Development Program (UNDP)
- United Nations Women
- Global Environment Facility (GEF)
- Organization for American States (OAS)
- African Union (AU)
- European Union (EU)
- World Bank
- Global Transboundary Waters Facility (World Bank)
- Cooperation International Waters in Africa (World Bank)



- Mexico’s new feminist foreign policy strategy
- Germany
- Finland
- Switzerland
- US Agency for International Development (USAID)
- Local Embassies in transboundary basins
- Development banks
- Climate global initiatives
- World Wildlife Fund (WWF)
- Food and Agricultural Organization (FAO)
- United States Institute of Peace (USIP)
- National Science Foundation – Network Grants
- Private family foundations
- ‘Possibly establish the Network as independent entity.’
- ‘We can include small budget in ongoing projects as most of our organizations have gender mainstreaming strategies and also in the water departments.’
- ‘Create more projects or activities at national level.’
- ‘For those who have gender strategy, they should include the Forum as an annual activity and budget for at least participant to own support and for each project, they should negotiate budget as part of gender mainstreaming activity. Let keep explore more funding from other institutions or countries.’
- ‘Different country programs.’
- ‘I think the international organisations could assist the Network to carry on the excellent work they are doing for the many countries and communities to be active in the international level women empowerment movements - they are already doing it.’
- ‘The network can introduce proposals to conduct some work relating to different basin to be financed from different donors and we can select some subject which have impact on the entire basins like climate change, i.e. what are the impact of climate change on different basins announced in the network.’
- ‘Not yet, but I will be searching for them.’
- ‘I will look around and advise.’
- ‘I’ll get back to you.’
- ‘I promise to share if anything comes up.’
- ‘Will talk with GEF and UNDP as they are currently financing projects in Nile Basin.’




**Finally, participants were given the opportunity to elevate any additional comments or issues to the organizers.**

- ‘Kudos.’


- ‘Gratitude for inviting all of us and to an amazing event.’
- ‘Thank you for an incredible conference.’
- ‘Please if possible could you add cultural part (host city) into the program, at least half day.’
- ‘Thank you sister! You are doing super great!’
- ‘Less cookies next time :)’
- ‘I truly enjoyed this and humbled at the opportunity to be part of a monumental group.’
- ‘Thank you including me in this Network and week. It has been very worthwhile to come along, and assists with my further thinking on interconnections in this area.’
- ‘It was an incredible experience! Next time it needs to happen in a basin and with field work!’
- ‘It was well organized and the fact that the panelists were balanced from all the regions was fantastic! We learnt a lot from the different regions and organisations.’
- ‘Great work. Thank you for everything.’
- ‘Thanks for giving me this opportunity to network and widen opportunity for cooperation and joint actions in a diverse world.’
- ‘Just want to thank you for this opportunity.’
- ‘I do hope that the training course discussed will indeed come to fruition.’
- ‘Just reinforce my gratitude. Thank you.’
- ‘THANK YOU!’
- ‘THANK YOU SO SO MUCH!’
- ‘Great work.’
- ‘We have to think about the sustainability of the network. The momentum of the network should be continued. This network really makes a difference.’
- ‘You are an inspiration. Just please have some rest, so we can continue balancing this cause with personal life.’
- ‘Thank you thank you thank you.’
- ‘I want to thank you all members who have been involved in making this possible, financially and technically. Many thanks to Elizabeth and Julienne for making possible my participation to this big and successful forum.’
- ‘You are an amazing women's team that inspires us. Thank you for all your effort and support, you are changing the world.’
- ‘Well done. I thank you all for the good organization of the meeting and logistics.’
- ‘Thank you very much, have enjoyed the thoughtful discussions.’
- ‘All things were great, and great opportunities to grow and share with best practices.’
- ‘Think of some time to relax and do field visits in next meetings not just be attending workshop whole day... it's refreshing.’
- ‘Thank you for organizing and inviting me.’

- ‘Base line study of gender status (like their participation in decision making and professional engagement) in different regions who share transboundary water is very important for decision make to bring change in gender policy landscape.’
- ‘The meeting was very well organized and hope we will get time to discuss and implement the meeting outcomes.’
- ‘Thank you for everything!’
- ‘I would like to express my heartfelt gratitude and appreciation to all the organisers, you did an excellent job!!! I truly hope that there will be a lot of opportunities to mobilise more funds and continue this outstanding initiative! Thank you for everything!’
- ‘Thank you organisers for support and amazing agenda. My special thanks to Letizia Zuliani.’
- ‘We certainly need to collaborate across the basins.’
- ‘I feel that a lot of work has been done to contribute to global goals by the Forum and we should find a way to report on it at any chance we get, Summit of the Future, the UN Water Conference etc, etc. I strongly feel we met our goal for the meeting and we keep talking about it and creating the buzz. In the end, the world is getting smaller and as women we are water diplomats of the world not one country or one basin.. Long live, Women in Water Diplomacy Network!’
- ‘Thank you for all your efforts! This is all meaningful!’
- ‘Many thanks to the organisers for their continuous support to all the network members, allowing them to be heard in international level settings and reenforce women back home and many issues they are facing it, including water diplomacy challenges.’
- ‘I would have liked to have "Flash presentations", 1-2 min per participant where we can introduce ourselves and explain briefly what we are working on at the moment, our interests and what we need (partner, resources, expertise, mentoring...).’
- ‘For the future work of the network I hope the network conducting some webinars or workshop related to new terminology in science, remote sensing techniques and others.’

## Annex 2 - Global Network Forum Program

CET		Sunday, March 3, 2024 – All Participant Arrivals
All Day	<p><b>Participant Arrivals</b>  <i>Participants are responsible for organizing transfers to/from the Vienna International airport to Hotel Regina. Please see travel guidance above for details.</i></p> <p><i>Women in Water Diplomacy Network Process Support Team members Julienne Ndjiki and Katie Goldie-Ryder will meet participants on arrival in lobby of Hotel Regina to support check-in.</i></p>	
16:00-18:00	<p><b>Women in Water Diplomacy Leadership Council and Process Support Team Meeting</b>  <i>Members of the Women in Water Diplomacy Leadership Council and Process Support Team (SIWI, ELI, CAREC, OSCE) will hold a final preparatory meeting. Agenda circulated separately.</i></p> <p><b>Participants: Leadership Council and Process Support Team</b>  <b>Location: Salon Alt Wien Conference Room, Hotel Regina</b></p>	
18:00-19:00	<p><b>Process Support Team setting up Conference Room</b> (volunteers welcome to help)</p>	
18:30-19:30	<p><b>DSA distribution for sponsored participants</b>  <b>Location: Salon Alt Wien Conference Room, Hotel Regina</b></p>	
18:30 - 20:00	<p><b>Dinner:</b> Participants are encouraged to have dinner with new colleagues from across the growing Network! DSA have been provided to sponsored participants. ENJOY!</p>	






CET		Monday, March 4, 2024 – Day 1 of Second Global Network Forum	
7:30 - 8:30	Breakfast at Hotel Regina for SIWI and OSCE sponsored participants		
9:00 – 9:15	Walk to Steigenberger Hotel Herrenhof from Hotel Regina (15 min walk) <i>All participants staying at Hotel Regina in need of car transportation should inform process support team in advance.</i>		
9:15 - 10:00	Second Global Network Forum Registration <i>All participants are invited to sign-in, collect your name tag, Network 'Rising Tide' Clip, and greet your fellow participants as they arrive!</i>		
10:00 - 11:00	<p><b>Part 1: Welcome and Introduction</b> <i>Objectives and program overview; introduction of the Network's Process Support Team and partners.</i></p> <p><b>Elizabeth A. Koch</b>, Senior Manager, Environmental Law Institute (ELI) and Process Support Team Lead, Women in Water Diplomacy Network</p> <p><b>Welcome remarks from partners:</b></p> <ul style="list-style-type: none"> <li>• <b>Antti Rautavaara</b>, Special Envoy for Water, Ministry for Foreign Affairs, Finland</li> <li>• <b>Kerry Schneider</b>, Shared Waters Partnership Senior Manager, SIWI</li> <li>• <b>Dr. Saule Ospanova</b>, Senior Environmental Affairs Adviser, Organization for Security and Cooperation in Europe</li> </ul>		
11:00 - 11:15	Coffee Break		
11:15 - 12:45	<p><b>Part 2: Thinking big - together</b> <i>Interactive networking session to get to know Network Members and supporters joining the Global Network Forum from around the world!</i></p> <p><b>Facilitated by</b> <b>Julienne Ndjiki</b>, Process Support Team, SIWI, <b>Tais Reznikova</b>, Process Support Team, CAREC, <b>Letizia Zuliani</b>, Process Support Team, OSCE, <b>Katie Goldie-Ryder</b>, Process Support Team, SIWI and <b>Tim Kraenzlein</b>, Process Support Team, OSCE</p> <p><i>Special artist 'live drawing' by</i> <b>Daria Orchakova</b>, Vienna Art School</p>		
12:45 - 14:00	Group Lunch at Hotel Herrenhof for all Global Network Forum participants		
14:00 - 14:15	Day 1 Group Picture & Grab a coffee before heading back into the room for the World Café!		

14:15 - 16:45	<p><b>Part 3: World Café:</b> This session will provide an interactive opportunity to share updates and advancements specifically related to each of the regions and basins engaged in the growing global Network! <b>Facilitated by: Elizabeth A. Koch</b>, Senior Manager, ELI and Process Support Team Lead, Women in Water Diplomacy Network</p>	
14:15-14:30 Intro	<p><i>Please make sure to familiarize yourself with the Global Strategy in advance of this session!</i></p> <p><b>We will have three 30-minute World Café rotations</b></p> <p><b>At each regional/basin table participants will:</b></p> <ul style="list-style-type: none"> <li>• Receive a short overview of basin/region/theme from Table hosts;</li> <li>• Share and discuss what has been accomplished by the regional/basin Network this last year under each pillar of the strategy (i.e. empowerment, peer-to-peer learning/ capacity building, research cooperation, collective engagement at key meetings/ events);</li> <li>• Share and discuss what do we want to achieve this coming year under each pillar;</li> <li>• Ideas and opportunities for inter-basin engagements?</li> </ul>	
14:30-15:00 Rotation 1		
15:00-15:30 Rotation 2	<p><b>Table 1 - Nile Basin</b> <b>Facilitated by: Yodit Balcha</b>, Climate Adaptation Research Officer, Alliance of Bioversity International and CIAT-Africa Hub, <b>Tumaini Mwamyalla</b>, National Desk/ Focal Officer for the Nile Basin Initiative, Ministry of Water, Tanzania, and <b>Julienne Ndjiki</b>, Process Support Team, SIWI</p>	
15:30-16:00 Rotation 3		
	<p><b>Table 2 - Central Asia-Afghanistan</b> <b>Facilitated by: Tais Reznikova</b>, Central Asia Regional Environmental Centre, <b>Lyazzat Syrlybayeva</b>, Project analyst, UNDP Kazakhstan, <b>Katie Goldie-Ryder</b>, Process Support Team, SIWI, and <b>Tim Kraenzlein</b>, Process Support Team, OSCE</p>	
	<p><b>Table 3 - Orange-Senqu Basin</b> <b>Facilitated by: Commissioner Bogadi T. Mathangwane</b>, ORASECOM/ Botswana, <b>Dr. Zodwa Dlamini</b>, Former South Africa’s Chief Delegate and Permanent Representative on the Lesotho Highlands Water Commission and independent consultant, and <b>Sogol Jafar Zadeh</b>, Process Support Team, Consultant/ SIWI</p>	
	<p><b>Table 4 - North America</b> <b>Facilitated by: Gwendena Lee-Gatewood</b>, Co-Chair, Indigenous Women’s Leadership Network, <b>Gabriela Caloca Michel</b>, Water and Rivers Coordinator/Pronatura Noroeste, A.C., <b>Jesse Ferraioli</b>, Process Support Team, ELI</p>	
	<p><b>Table 5 – Early-stage Networks/ new basins under development</b> <b>Facilitated by: Tracy Molefi</b>, Programme Coordinator for the Permanent Okavango River Basin Water Commission (OKACOM) and <b>Elizabeth A. Koch</b>, Process Support Team, ELI</p>	

16:00-16:45	<p><b>Table 6 - Male Champions of the Network</b>  <b>Facilitated by: Assefa Gudina Muleta</b>, Regional Social and Environment Officer and gender focal point at Eastern Nile Technical Regional Office (ENTRO), <b>Dr. Anders Jagerskog</b>, Program Manager, CIWA and Global Transboundary Focal Point, World Bank, and <b>Kerry Schneider</b>, Process Support Team, SIWI</p> <p><i>One table facilitator will report back to the plenary</i></p>
16:45 - 17:00	<p><b>Wrap Up and Closing Reflections</b>  <b>Jacqueline Nyirakamana</b>, Transboundary Water Resources Cooperation Specialist and Nile -Technical Advisory Committee Member, Ministry of Environment, Rwanda and <b>Begishbek kzy Minura</b>, Water, Sanitation and Hygiene Assistant, Mercy Corps, Kyrgyzstan</p>
17:00-17:15	<p><b>Walk back to Hotel Regina (15 minute walk)</b>  <i>All participants in need of car transportation should inform process support team in advance.</i></p> 
18:15-18:30	<p><b>Bus Transfer to Palmenhaus for Dinner</b>  <a href="https://www.palmenhaus.at/">https://www.palmenhaus.at/</a></p> 
18:30 – 21:00	<p><b>Welcome Dinner at Palmenhaus with guests and partner representatives.</b>  <b>Address: Burggarten 1, Vienna</b></p> <p><i>All participants are invited to wear your Network Symbols as well as festive national dress for this first evening together!</i></p> <p><i>Dinner will include a short program including a welcome address from the Women in Water Diplomacy Network’s Leadership Council</i></p> 
21:00 – 21:15	<p><b>Return Bus Transfer to Hotel Regina</b></p> 

CET	Tuesday, March 5, 2024 – Day 2 of Second Global Network Forum	
7:30 - 8:30	Breakfast at Hotel Regina for SIWI and OSCE sponsored participants	
9:00 – 9:15	Walk to Steigenberger Hotel Herrenhof from Hotel Regina (15 min walk) <i>All sponsored participants staying at Hotel Regina in need of car transportation should inform process support team in advance.</i>	
9:15 - 9:30	<b>Morning Welcome and Reflections on Day 1 of the Global Network Forum</b> <b>Meerim Seidakmatova</b> , Postgraduate Student, Coordinator of Regional Environmental Youth Network and <b>Nompumelelo Ntshalintshali</b> , Interim Executive Director for GlobeCare Foundation	
9:30 - 11:30	<p><b>Part 4: ‘Breaking Barriers, Building Bridges’</b> <i>In this session Network members will share experience around initiatives that succeeded in improving gender equality in water diplomacy decision making</i> <b>Facilitated by: Prisca Nandede</b>, Senior Sociologist, Ministry of Water and Environment, Uganda</p> <p><b>Expert Panelists:</b></p> <ul style="list-style-type: none"> <li>• <b>Verdiane Nyiramana</b>, Regional Chairperson of Nile Basin Discourse and Founder and chair of women for water and climate cooperation network, Rwanda</li> <li>• <b>Rehab Abdelmohsen</b>, independent journalist, Egypt</li> <li>• <b>Foman Forough</b>, Water Resource Specialist, Engineering at South Nation Conservation Authority, Canada and Former General Director of the Kabul River Basin, National Water Affairs Regulation Authority, Afghanistan</li> <li>• <b>Gulzhan Makhmudova</b>, Member of the Women in Water Diplomacy Network for Central Asia and Afghanistan, Expert on Environment and Climate Change Security</li> <li>• <b>Dr. Maria A. Gwynn</b>, Former Governing Council Member of the Binational Entity ITAIPU (2019-2023), Paraguay</li> </ul> <p>Q&amp;A time permitting</p>	
11:30 - 11:50	Coffee Break	
11:50 - 12:30	<p><b>Part 5: Host Country Experience Sharing: The International Commission for the Protection of the Danube River</b> <b>Helene Masliah Gilkarov</b>, International Commission for the Protection of the Danube River</p> 	
	Facilitated by: <b>Tim Kränzlein &amp; Letizia Zuliani</b> , Process Support Team, OSCE	
12:30 - 14:00	<p><b>Group Lunch Break at Hotel Herrenhof</b> <i>Suggested to organize group lunches to discuss regional/ basin Network programming updates and next steps.</i></p>	







14:00 - 15:30	<p>Part 6: Co-creation of proposed 2024 Oregon State University &amp; IHE Delft e-course for Women in Water Diplomacy Network members</p> <p>Dr. Aaron Wolf and Zoe Rosenblum, Oregon State University</p>	
15:30 - 16:30	<p>Part 7: Advancing our commitment to the UN Water Action Decade &amp; preparing for the 2026 UN Water Conference</p> <p>Facilitated by: Kerry Schneider, SIWI</p> <p>Expert inputs from:</p> <ul style="list-style-type: none"> <li>• <b>Ambassador Tanja Miskova</b>, Ambassador-at-Large for Water Diplomacy at the Ministry of Foreign Affairs of Slovenia and Sava Basin Deputy Commissioner</li> <li>• <b>Commissioner Maria Amakali</b>, Orange Senqu River Basin Commission</li> <li>• <b>Nazokat Isaeva</b>, National Programme Consultant, Water Quality Monitoring Project, Tajikistan</li> </ul>	
16:30 – 16:45	Coffee Break	
16:45 - 17:15	<p>Awarding of Participant Certificates</p> <p>On behalf of the organizing team: Kerry Schneider, SIWI; Elizabeth A. Koch, ELI; and Dr. Saule Ospanova, OSCE</p>	
17:15-17:30	<p>Guidance and preparation for tomorrow's Water Diplomacy Symposium for International Women's Day</p> <p>Julienne Ndjiki, Process Support Team, SIWI</p>	
18:00 - 20:00	<p><b>Dinner:</b> Participants are encouraged to have dinner with new colleagues from across the growing Network! DSA have been provided to sponsored participants. ENJOY!</p> <p><b>Dinner:</b> OSCE sponsored participants from Central Asia- Afghanistan Network Members will have a separately organized dinner together this evening.</p> <p>Location: Salon Plafond, Stubenring 5, Vienna</p>	

## Women in Water Diplomacy Network: International Women's Day Water Diplomacy Symposium




CET	Wednesday, March 6, 2024   9:00-17:30 CET Location: Herrengasse 10, Vienna	
7:30 - 8:30	Breakfast at Hotel Regina for SIWI and OSCE sponsored participants	
9:00 – 9:15	Walk to Steigenberger Hotel Herrenhof from Hotel Regina (15 min walk) <i>All sponsored participants in need of car transportation should inform process support team in advance.</i>	
9:15-9:40	<b>Welcome to the Women in Water Diplomacy Network's Water Diplomacy Symposium organized in honor of International Women's Day</b> <b>Elizabeth A. Koch</b> , Senior Manager, Environmental Law Institute and Process Support Team Lead, Women in Water Diplomacy Network	
9:40-10:00	<b>Keynote: 'Invest in Women: Accelerate Progress'</b> <b>Katja Ahlfors</b> , Director, Centre for Peace Mediation at Ministry for Foreign Affairs of Finland	
10:00-11:15	<b>Session 1: Tools at the intersection of women, water, peace, and security</b> <b>Facilitated by: Jessica Troell</b> , Director, International Waters, Environmental Law Institute  <b>Expert Panel Discussion:</b> <ul style="list-style-type: none"> <li>• <b>Dr. Erika Weinthal</b>, Professor of Environmental Policy and Public Policy at Duke University</li> <li>• <b>Dr. Marisa O. Ensor</b>, WPS Index from the Georgetown Institute for Women, Peace and Security and The Peace Research Institute Oslo (PRIO)</li> <li>• <b>Lena Salame</b>, Lawyer, Senior Lecturer on Water Conflict and Cooperation, OSCE expert (online)</li> <li>• <b>Dr. Nehal Adel</b>, Head of Central Department for External Cooperation, Nile Water Sector, Ministry of Water, Egypt</li> <li>• <b>Sogol Jafar Zadeh</b>, UNU-INWEH's Governance and Gender Coordinator for East and Southern Africa</li> </ul> <b>Plenary Discussion/ Q&amp;A</b>	
11:15 – 11:30	Coffee Break	

11:30-12:45	<p><b>Session 2: Anticipating future water scenarios: planning for uncertainty</b>  <b>Facilitated by: Natasha Carmi</b>, Geneva Water Hub</p> <p><b>Expert Panel Discussion:</b></p> <ul style="list-style-type: none"> <li>• <b>Dr. Muna Musnad</b>, Water Resources Modeler, Eastern Nile Technical Regional Office of the Nile Basin Initiative, Sudan</li> <li>• <b>Foman Forough</b>, Water Resource Specialist, Engineering at South Nation Conservation Authority, Canada and Former General Director of the Kabul River Basin, National Water Affairs Regulation Authority, Afghanistan</li> <li>• <b>Tanja Miškova</b>, Ambassador-at-Large for Water Diplomacy at the Ministry of Foreign Affairs and Sava Basin Deputy Commissioner, Slovenia</li> <li>• <b>Margaret Irungu</b>, Deputy Director, Transboundary Water Policy Division, Nile Basin Desk Officer, Ministry of Water, Kenya</li> <li>• <b>Mwasiti Ally Rashid</b>, Programme Manager for Strategic Planning, Zambezi Watercourse Commission</li> </ul> <p><i>Plenary Discussion/ Q&amp;A</i></p>
12:45 - 14:00	<p><b>Group Lunch at Hotel Herrenhof</b></p>  <p><i>The working group on Indigenous water governance will be meeting over lunch. Please contact Jessica Troell for details as relevant.</i></p>
14:00 – 15:30	<p><b>Session 3: Investing in Women Water Diplomats</b>  <b>Facilitated by: Kerry Schneider</b>, Senior Manager, SIWI</p> <p><b>Expert Panel Discussion:</b></p> <ul style="list-style-type: none"> <li>• <b>Dr. Florence Grace Adongo</b>, Executive Director, Nile Basin Initiative (NBI) Secretariate</li> <li>• <b>Birgit Vogel</b>, Executive Secretary, International Commission for the Protection of the Danube River</li> <li>• <b>Oygul Usmanova</b>, Head of International Co-operation, Scientific Information Centre of the Interstate Commission for Water Coordination in Central Asia</li> <li>• <b>Dimka Stantchev</b>, Swiss Agency for Development and Cooperation</li> </ul> <p><i>Plenary Discussion/ Q&amp;A</i></p>

15:30 – 15:45	Coffee Break	
15:45 - 17:00	<p><b>Session 4: Leading Collectively across Generations for Inclusive Water Diplomacy: Inspiring Stories of Women from around the World</b>  <b>Facilitated by: Cholpon Aitakhunova</b>, Project Manager, Collective Leadership Institute</p> <ul style="list-style-type: none"> <li>• <b>Gwendena Lee-Gatewood</b>, Co-Chair, Indigenous Women's Leadership Network</li> <li>• <b>Zoe Rosenblum</b>, PhD student, Water Conflict Management and Transformation, Oregon State University</li> <li>• <b>Commissioner Bogadi T. Mathangwane</b>, Orange-Senqu River Commission</li> <li>• <b>Tais Reznikova</b>, Water Initiatives Support Program Manager, Central Asia Regional Environmental Centre</li> </ul> <p><i>Plenary Discussion/ Q&amp;A</i></p>	
17:00 - 17:15	<p><b>Closing Reflection on behalf of the Women in Water Diplomacy Network's Leadership Council</b>  <b>Dr. Zodwa Dlamini</b>, Former South Africa's Chief Delegate and Permanent Representative on the Lesotho Highlands Water Commission and Women in Water Diplomacy Network Leadership Council Member</p>	
17:15 - 17:25	<p><b>Guidance and preparation for tomorrow's OSCE focused day</b>  <b>Letizia Zuliani &amp; Tim Kränzlein</b>, Process Support Team, OSCE</p>	
17:25 - 18:00	<p><b>Walk back to Hotel Regina (15 minute walk)</b>  <i>All participants in need of car transportation should inform process support team in advance.</i></p>	
18:30 - 20:00	<p><b>Dinner:</b> For sponsored participants DSA has been provided. Enjoy dinner with friends and colleagues 'on your own' in Vienna!</p>	

CET	Thursday March 7, 2024   Day 4 of Second Global Network Forum Location Venue: RATSAAL/HOFBURG	
7:30 - 8:30	Breakfast at Hotel Regina	
8:30 - 8:45	<b>Walk to OSCE Hofburg premises (15 min walk)</b> <i>All participants in need of car transportation should inform process support team in advance.</i>	
8:45 – 9:30	Registration at the OSCE Hofburg premises and group picture	
9:30 – 10:00	<b>Moderator: Ambassador Bakyt Dzhusupov</b> , Co-ordinator of OSCE Economic and Environmental Activities  <b>Welcoming Remarks: Ms. Helga Maria Schmid, Secretary General OSCE</b> <ul style="list-style-type: none"> <li>• <b>Ms. Elizabeth Abela Hampel</b>, Malta OSCE CiO Liaison</li> <li>• <b>H.E. Ambassador Vesa Häkkinen</b>, Permanent Representation of Finland to the OSCE</li> <li>• <b>H.E. Ambassador Susanne Schütz</b>, Permanent Mission of the Federal Republic of Germany to OSCE</li> <li>• <b>H.E. Ambassador Raphael Naegeli</b>, Permanent Delegation of Switzerland to OSCE and UN in Vienna</li> </ul>	
10:00 – 10:15	Coffee Break	
10:15 – 11:15	<b>Spotlight: OSCE perspectives on water, women, security and co-operation</b> <ul style="list-style-type: none"> <li>• <b>Giulia Sechi, OSCE Gender Issues Programme:</b> Networking for Gender Equality: WIN initiative</li> <li>• <b>Alexandra Pfefferle, OSCE Conflict Cycle and Mediation:</b> OSCE conflict cycle tools and practices</li> </ul>	
11:15 – 12:45	Facilitated exchange <i>“Identifying synergies and cooperation opportunities for Water Diplomats in the context of peace building and security”</i> <i>Moderated by Saule Ospanova and Tim Kraenzlein, OSCE</i> <ul style="list-style-type: none"> <li>• <b>Representatives of the Finnish mediators’ network</b></li> <li>• <b>Valentina Ceres, Representative of the Dniester River Basin Commission</b>, Republic of Moldova</li> <li>• <b>Gulzhan Makhmudova</b>, Member of the Central Asia-Afghanistan Network, Expert on Climate Change and Resilience in Central Asia, Kyrgyzstan</li> <li>• <b>Yodit Balcha</b>, Climate Adaptation Research Officer, Alliance of Bioversity International and CIAT-Africa Hub and Member of the Women in Water Diplomacy Network Leadership Council</li> <li>• <b>Dr. Imane Messaoudi-Mattei</b>, Geneva Water Hub/UNESCO Chair on hydrogeology, University of Geneva</li> </ul> <p>Q&amp;A from the audience (15-30 min)</p>	

12:45 – 14:00	Group Lunch	
14:00 – 16:00	<p><i>Presentation of the water visual by Daria Orchakova, Vienna Art School</i></p> <p><b>Addressing inclusive water governance: a moderated interactive panel</b>  <i>Moderated by Saule Ospanova, OSCE and Kerry Schneider, SIWI</i></p> <ul style="list-style-type: none"> <li>• <b>Oygul Usmanova</b>, Head of International Co-operation, Scientific Information Centre of the Interstate Commission for Water Coordination (SIC ICWC) in Central Asia (online)</li> <li>• <b>Dr. Zodwa Dlamini</b>, Former South Africa’s Chief Delegate and Permanent Representative on the Lesotho Highlands Water Commission and Women in Water Diplomacy Network Leadership Council Member</li> <li>• <b>Shohida Tulieva</b>, National Expert on Gender and Social Equality and Youth engagement in Tajikistan and Women in Water Network in Central Asia and Afghanistan</li> <li>• <b>Dr. Erika Weinthal</b>, Environmental Peacebuilding Association and Professor Duke School of the Environment, USA</li> <li>• <b>Dr. Yumiko Yasuda</b>, Senior Network and Transboundary Water Cooperation Adviser, Global Water Partnership</li> </ul> <p>Q&amp;A with Audience (30 min)</p>	
16:00 – 16:15	Coffee Break	
16:15 – 16:45	<p><b>Day 4 Wrap Up and Closing of Day 4</b>  Closing remarks from OCEEA and donors</p>	
16:45 – 17:00	<p><b>Walk back to Hotel Regina (15 minute walk)</b>  <i>All participants in need of car transportation should inform process support team in advance.</i></p>	
18:30 - 20:00	<p><b>Dinner:</b> Participants are encouraged to have dinner with new colleagues from across the growing Network! DSA have been provided to sponsored participants. ENJOY!</p>	

CET	Friday, March 8, 2024 – Participant Departures	
7:30 - 8:30	Breakfast at Hotel Regina	
ALL DAY	All participant departures today!	
10:00-12:00	<p><b>Women in Water Diplomacy Process Support Team and Leadership Council - Debriefing the 2024 Global Network Forum Meeting</b>  Location: OSCE Secretariat, Room 425, Wallnerstrasse 6, Vienna</p>	

## Annex 3 - Participant short biographies

Alphabetical order by first name

**Dr. Aaron T. Wolf** (United States) is a water resources geographer at Oregon State University and a trained mediator/facilitator. He co-directs the Program in Water Conflict Management and Transformation, through which he has offered workshops, facilitations, and mediations around the world. He is the author of *The Spirit of Dialogue: Lessons from Faith Traditions in Transforming Conflict* (Island Press, 2017), that he uses to bring facilitation and capacity-building to a variety of conflict settings, notably between entities who share water resources, and also in faith and interfaith communities, and within and between government agencies. He has an appointment as a Professor of Water Diplomacy at IHE-Delft Institute for Water Education in The Netherlands and is a partner at Four Worlds Partners.



**Aigerim Karibay** (Kazakhstan) is a young professional and specialist working on water resource management at the local and basin levels. Her expertise spans from effective methods of management to rational use and protection of water resources. She is a hydraulic-engineer and graduated from the Kazakh-German University in IWRM program with a master's degree. Aigerim has worked at Big Almaty canal branch of RSE Kazvodkhoz, the Committee on Water Resources of the Ministry of Ecology, Geology and Natural Resources of the Republic of Kazakhstan to expand interdisciplinary contacts and exchange experience in the field of water resources management and water protection. Aigerim brings strong intercultural communication skills into all her transboundary water cooperation engagements. Additionally, Aigerim is a volunteer, involving young people in regional and national events on water and climate change and implements projects related to youth. She likes swimming and self-development.



**Alexandra Pfefferle** (Switzerland) works as Mediation Support Officer at the OSCE's Conflict Prevention Centre. Prior to her current function, she worked as Human Security Advisor for the Swiss Government in the Democratic Republic of Congo supporting national authorities and civil society with the design and implementation of peace process, in particular on aspects related to DDR, SSR and transitional justice. She has also extensive experience in



the area of security sector governance and reform (SSG/R), including with the OSCE. Her regional experience beyond the OSCE area includes Afghanistan, China, DRC and Nepal. She holds a Master's Degree in Conflict, Security and Development from the University of Sussex and is currently enrolled in the Master of Advanced Studies on Mediation in Peace Processes at the ETH in Zurich. She is a member of the Swiss Women in Peace Process network.

**Dr Anders Jägerskog** (Sweden) is Program Manager of the Cooperation on International Waters in Africa (CIWA) Trust Fund ([ciwaprogram.org](http://ciwaprogram.org)). He is also the focal point at the World Bank for Transboundary Waters. His work focuses primarily on the African continent and on the Middle East and North Africa region but is also global. Previously he was Counsellor for regional water resources in the MENA region at the Swedish Embassy in Amman, Jordan; Director,



Knowledge Services, at the Stockholm International Water Institute (SIWI) where he headed the Transboundary Water Management Unit and was work area leader for applied research. He managed the UNDP Shared Waters Partnership which facilitates and promotes dialogue and cooperation on transboundary water resources. He is Associate Professor (Docent) at Peace and Development Research, School of Global Studies, University of Gothenburg where his work focuses on global water issues. He worked for the Swedish Ministry for Foreign Affairs; at the Embassy of Sweden, Nairobi and at Stockholm International Peace Research Institute (SIPRI). In 2003 he finished his PhD on the water negotiations in the Jordan River Basin at the Department of Water and Environmental Studies at the Linköping University, Sweden. He has published over 100 scientific articles, book chapters, debate articles and reports on global water issues.

**Antti Rautavaara** (Finland) serves as the Special Envoy for Water at the Centre for Peace Mediation of the Ministry for Foreign Affairs of Finland. In this role he supports and represents all five water mandated ministries in Finland, and continues to lead Finland's Water Diplomacy efforts. He has been in-house at Tumen River Commission and is well aware of Nile Basin Initiative and GERD dispute insights. Earlier he also managed UNICEF Nepal Water Section during Gorkha Earthquake 2015, including leadership of water sector response and humanitarian cluster coordination for over 4 million people. During his professional career he has been living and working in Sweden, China, Ethiopia and Nepal. Rautavaara holds a MSc from Aalto-university (Helsinki) and a certificate from the Royal Institute of Technology (Stockholm). Antti has been a member of Finnish Water Diplomacy Network since its establishment and in his capacity supports the Women in Water Diplomacy Network.





**Assefa Gudina Muleta** (Ethiopia) received his first-degree in Agriculture from Haramaya University in Ethiopia and Master of Science in Environment from Wageningen University of the Netherlands. He has extensive experience in different sectors including in Ethiopian Agricultural Research Institute, Ministry of Water and Energy, and Ministry of Environment as a Research Center Director, Water Resources development and management Project Coordinator and Directorate Director respectively in the three sectors. Currently Mr. Assefa is working as Regional Social and Environment Officer and gender focal point at Eastern Nile Technical Regional Office (ENTRO). He is also member of the male champion platform coordinated by the World Bank's Cooperation International Water Africa program.



**Beesan Shonnar** (Palestine) holds a diverse educational background reflecting her commitment to water management and administration. She completed her MSc in Water and Sanitation Engineering from Bir Zeit University, Palestine, in 2007, following a BSc in Civil Engineering with a minor in Water Resources & Environment from Jordan University of Science & Technology in 1999. She furthered her expertise by undertaking an E-learning Course on International Water Law and Law of Transboundary Aquifers from Universite De Geneve, Switzerland, in 2022. Additionally, she obtained a High Diploma in Leadership and Administration from the School of Diplomacy, Vienna, Austria 2021 and another diploma in leadership from the Palestinian National School. Since 2015, she has served as a Freelance Water & Sanitation Engineer (in addition to her position), focusing on gender, networking, capacity building, and training. Prior to this, she held positions with the Palestinian Water Authority and the Ministry of Public Works and Housing in Palestine, contributing significantly to infrastructure and water management projects. She served as a Gender Expert for the UN-Water Integrated Monitoring Initiative for SDG6, contributing to the publication of a Gender Contextualization Report. She was also a Steering Committee Member of the Palestinian Women Water Network and participated in the World Water Fora and various water-related committees and initiatives i.e: Women Water Diplomats in the MENA region -GWP and Geneva Water Hub, Department of States exchange Alumina, the Singapore Water Academy (SgWA) alumni member, Sanitation and water for all network Community of Women in Water member 2021-present, World Water Council 2020- present, Gender Water Alliance 2009-present, in addition to women water plus list.



**Bagul Kerimova** (Turkmenistan)

**Belyou Tekola** (Ethiopia) is an accomplished professional in the field of Political Science and International Relations and Public Policy Management. Graduating with a first degree from Ethiopia, Addis Ababa University in Political Science and International Relations, Belyou furthered her academic pursuits by obtaining a Master's Degree in Public Policy Management from Seoul, South Korea. Her career, marked by a series of influential positions, reflects her deep expertise and commitment to her field. After being employed at the Ministry of Water and Energy of the Federal Democratic Republic of Ethiopia, Belyou's professional trajectory began with key roles such as Personnel Administration Head and Development Cooperation and Foreign Relations Senior Expert. Her career further progressed as she took on the responsibilities of a Senior Hydro-politics Expert and later, as the Boundary and Transboundary Rivers Affairs Directorate Director. Currently, she works as the Hydro-Politics and Diplomacy Desk Head. In this position, Belyou's responsibilities are multifaceted. She is tasked with planning, coordinating, and directing the activities of the desk. Her role involves conducting basic studies, identifying strategies for boundary and transboundary water resource development, and analyzing international laws and agreements to ensure they align with the national needs concerning water resource utilization. Belyou's expertise is further highlighted in her ability to conduct hydro-political and geopolitical studies, present negotiation strategies related to water use, and generate policy ideas. Her work is instrumental in enabling the country to optimize benefits from its boundary and transboundary water resources. This involves a comprehensive approach, including media surveys, hydro-politics analysis, preparing responses, and coordinating diplomatic activities.



**Birgit Vogel** (Austria) was appointed as the Executive Secretary of the International Commission for the Protection of the Danube River (ICPDR) in August 2021. She is the first woman to take on the role of Executive Secretary and the fourth since the ICPDR's establishment. An Austrian native and water resources manager, she has a very elaborated multicultural and international work experience in river basin management. Over more than 20 years, she has worked across Europe, India, South-East Asia, China, Africa, and the South Caucasus, covering many transboundary river basins like the Danube, Mekong, the Ganga, the Okavango–Ms. Vogel previously worked for the Secretariat of the Mekong River Commission, where she tackled coordination matters including mainstream hydropower development and possible transboundary impacts. Her last post was in Delhi with GIZ India within an EU and German BMZ co-financed action, in which she successfully supported the EU to strengthen the India-EU Water Partnership and the joint water policy dialogue regarding the challenging



management of river basins of India. Along the way, she's gathered very good skills in leadership, coordination, management, and negotiation, which will support well-informed decision making in the diverse environment of the Danube.

**Bogadi T. Mathangwane** (Botswana) is a Water Resources Specialist with more than 30 years' experience in water resources and sanitation management. She holds a BSc Honors Double major in Applied and Analytical Chemistry from United Kingdom and a Master's Degree in Water Resources from Iowa State University in the United States of America. She is the first woman to be appointed the Director in the Department of Water and Sanitation in Botswana in 2016 and currently holds that position. This is a department in the Ministry of Lands and Water Affairs, tasked with national planning, development and management of water resources and sanitation in the country. Ms. Mathangwane has extensive knowledge in areas of integrated water resources management with emphasis in water conservation, water demand management, water quality and trans-boundary water resources management. She has also facilitated and directed mega water and sanitation projects in the country including those funded by different International cooperating Partners. She is a member and sits in the advisory committees of the Southern Africa Development Community (SADC) River Basin Commissions as well as in the continental ones of which Botswana is party to. She is currently a Board member to Water Utilities Corporation (WUC), a parastatal wholly owned by the Government of Botswana whose Board provides an oversight role by closely monitoring the implementation of the Corporate Strategy and its related initiatives. She has held similar position of Board Member at Botswana Geoscience Institute (BGI), which was established to undertake research in the field of geosciences and provide specialised geoscientific services and exploration of any mineral in Botswana.



**Burcu Çallı** (Turkey) completed her undergraduate education at Marmara University, Istanbul majoring in Political Science and International Relations. She received her master's degree (MSc) from The London School of Economics and Political Science (LSE) European Institute in the UK. From 2009 to 2012, she worked as an editor in the media sector focusing on politics and culture. In 2012, she joined the Turkish Water Institute (SUEN) under the Ministry of Agriculture and Forestry of Türkiye as an expert. Her expertise lies in transboundary water policy, with a specific emphasis on the Euphrates-Tigris Basin, water diplomacy, water cooperation and the relation between water and migration. She has been involved in various official meetings and transboundary water negotiations at various levels besides, Track 1.5 and Track 2 diplomacy activities such as Collaborative



Programme Euphrates and Tigris (CPET) and Blue Peace Middle East. She has been an active member of the OECD Water Governance Initiative, representing Türkiye since 2015. In 2017, Burcu acted as the thematic coordinator for the 4<sup>th</sup> Istanbul International Water Forum. In 2020, she led the negotiation committee representing Türkiye at G20 Water Deputies Meetings and served as the lead negotiator. She currently serves as the Head of the Ministry of Agriculture and Forestry's Water Diplomacy Task Force, which functions as an advisory body. Burcu has delivered speeches on Türkiye's approach to water diplomacy, water and sanitation needs of immigrants, climate, water, and migration at various international conferences and events. She has contributed to published works with chapters on water-related topics and has been giving lectures on water diplomacy in national and international training programs organised by SUEN.

**Cholpon Aitakhunova** (Kyrgyzstan) is a project manager at CLI Potsdam. She focuses on projects in Asia and has a strong interest in collaborations in complex water and climate adaptation contexts. She has gained extensive field experience working with diverse multi-stakeholder collaborations in Central Asia including through the Green Alliance Kyrgyzstan, international KGSTAT twinning project with Destatis, and the CAY4W Network (a regional network of young water professionals). Cholpon is an active member of the Women in Water Diplomacy Network and supports its Central Asia branch. She is an awardee of the International Climate Protection Fellowship of Alexander von Humboldt Foundation, and holds a Master's degree in Politics and Security from the OSCE Academy in Bishkek.



**David Hebart-Coleman** (New Zealand) is a Senior Program Manager at the Stockholm International Water Institute and an environmental planning and policy expert, with over 15 years of experience in environmental policy development. His professional background is in local and regional government in New Zealand, where he worked on water and flooding issues in Christchurch in his early career and then later was Senior Specialist – Policy in northern New Zealand where he worked in urban, strategic, and catchment planning, including several advisory and governance roles in catchment management groups. Most recently, he provided water resources and climate change adaptation services as an expert within the African Water Facility in Cote D'Ivoire. He is highly interested in the application of ecosystem services into watershed and regional planning as well as governance frameworks that strongly incorporate Indigenous perspectives.



**Diana Ulloa Jiménez** (Ecuador) is a water engineer with experience in water management, especially for national and local governments. Consultant and advisor for public and community water services such as irrigation and water utilities. Experience in climate change, ecosystem-based adaptation, hydrological models, and water conservation. Water activist in Red Agua Ecuador, and Governing Member of Ecuador's International Water Association (IWA) chapter.



**Dimka Stantchev Skeie** (Switzerland) holds a degree in Political Sciences (University of Lausanne), a graduate diploma in Economics (University of London), a master's degree in Development Economics (University of London), and a master's degree in Management of Development projects (University of Manchester). She joined the Swiss Federal Department of Foreign Affairs (FDFA) in 2000, working during three years for the Swiss Agency for Development and Cooperation (SDC) in the Swiss Cooperation Office in Mozambique for the Economic Management support program. Following this, she occupied several functions in the Head Office of the SDC, in Berne, as a Program Manager in the Western Africa Division, Institutional Partnerships Division, and the Global Program Food Security Division. Between 2007 and 2009, she worked at the Centre for Development and Environment (CDE, University of Bern) as a scientific collaborator. From 2018-2021, she was Head of the Domain Governance and Municipal Services at the Swiss Embassy in Bosnia and Herzegovina. In 2021 she took her current position as Program Manager in the Section Water at the Head Office of SDC in Berne. She is responsible for a portfolio of projects in governance and management of water resources, including the Blue Peace Financing initiative and the Blue Peace Central Asia project. She is married and has two children.



**Dominik Lehnert** (Germany) serves as Senior Advisor, Consultant and Editor at Media in Cooperation and Transition gGmbH (MiCT) and is the Editor-in-Chief at The Niles. Since 2017, The Niles has focused on promoting transboundary water cooperation in the Nile Basin in collaboration with the Nile Basin Initiative (NBI) and with support from the Deutsche Gesellschaft fuer Internationale Zusammenarbeit (GIZ) GmbH. With over 15 years of experience in peace, development, and communications, Dominik has led international projects spanning media, humanitarian assistance, and peacebuilding. He holds a master's degree in Peace and Conflict Studies and a bachelor's degree in Business Administration and Journalism. Fluent in both English and German, Dominik is also passionate about multimedia storytelling and



has developed the Media for Peace framework, which is widely used in media development projects across different regions.

**Elizabeth A. Koch** (United States) serves as the Senior Manager for International Programs at the Environmental Law Institute (ELI) and leads the Women in Water Diplomacy Network’s Process Support Team, supporting the Network’s development since inception. Elizabeth has over 15 years of experience supporting water diplomacy engagements in conflict sensitive basins on behalf of ELI, SIWI’s Shared Waters Partnership programme, the UNESCO Category II International Centre for Water Cooperation, and EcoPeace Middle East. Elizabeth holds a MA in Government, Diplomacy and Strategy and BA in International Relations.



**Dr. Erika Weinthal** (United States) is a Professor of Environmental Policy and Public Policy at Duke University. She received her Ph.D. in Political Science from Columbia University. She specializes in global environmental politics and environmental security with an emphasis on water and energy. Erika is a founding Vice President of the Environmental Peacebuilding Association and an associate editor at the new journal, *Environment & Security*. In 2017 she was a recipient of the Women Peacebuilders for Water Award under the auspices of “Fondazione Milano per Expo 2015”. Erika is author of *State Making and Environmental Cooperation: Linking Domestic Politics and International Politics in Central Asia* (MIT Press 2002), which received the 2003 Chadwick Alger Prize and the 2003 Lynton Keith Caldwell Prize. Her recent books include: *Water Quality Impacts of the Energy-Water Nexus* (Cambridge University Press 2022) and *The Oxford Handbook of Comparative Politics* (Oxford University Press forthcoming, 2023).



**Firmina Acuba** (Uganda) serves as the Senior Sociologist in the Ministry of Water and Environment in Uganda. Firmina has worked with the Ministry of Water and Environment, Uganda since 2001, serving as the Ministry’s Gender Equality and HIV Mainstreaming Expert. Firmina has developed, guided, and revised several Ministry of Water and Environment Gender Equality and HIV mainstreaming policies and strategies and provided extensive capacity building on these areas. She is an advocate of inclusion of rights of women and vulnerable groups in water supply and management programming and a training and capacity development expert. Firmina has years of experience supporting bottom up/grassroots water diplomacy processes and inclusive decision making in several key sub-basins in the Nile including the Maziba



River catchment in the Kagera – one of the key sources of Lake Victoria shared by Uganda, Kenya and Tanzania.

**Dr. Florence Grace** (Uganda) is the Executive Director of the Nile Basin Initiative and serves as the current President of the Africa Network of Basins Organisation (ANBO). She is an accomplished water and environment resources management professional with an experience of 37 years in the public sector (30 years spent in the water domain and 7 in the field of higher education). Among the positions held in the water domain in Uganda are: Director, Water Resource Management, Commissioner of Water Quality Management Department and Assistant Commissioner in the same Department. She was also the Principal Technical Advisory Committee member for Uganda on two main Nile Basin Initiative Governance Bodies; Nile and Nile Equatorial Lakes Technical Advisory Committees (2015-2023). Dr. Adongo also served as the Vice-Chair for the Uganda Public Service Directors, Commissioners and Under Secretaries Forum by the time of her appointment to her current position. She holds a Master's of Science in Water and Environmental Resources Management from IHE-Delft Institute of Water Education, Netherlands, a Masters in Business Administration (Executive) from Eastern and Southern East African Institute in Arusha, Tanzania, and a Doctorate in Business Administration, majoring in water optimization from the Atlantic International University, U.S.A.



**Foman Forough** (Afghanistan/ Canada) holds a Master's degree in Hydraulic Structures from Ferdowsi University. She served at the National Water Affairs Regulation Authority (NWARA) as General Director of the Kabul River Basin, the largest basin in Afghanistan, before the Taliban captured Kabul in 2021. She is currently working as a water resource specialist-engineering at the South Nation Conservation Authority in Canada. Foman has extensive experience in transboundary water management serving in various capacities at NWARA including as Acting Director of Water Allocation, a Dam and River Adviser, and Hydraulic Structures Design Specialist. In addition, Foman has taught courses on Hydraulic Structures at Kateb Private University and is a proud board member of the Afghanistan Infrastructure Transparency Initiative (COST), which works in the field of transparency in infrastructure projects, access to information, and anti-corruption.



**Gabriela Caloca Michel** (Mexico) is an Oceanologist from the Universidad Autónoma de Baja California and has a Specialization in Environmental Management in Geographic Information Systems from the same university. Her vast experience has allowed her to lead, since 2012, the Water and Rivers Program of Pronatura Noroeste. He coordinates the restoration efforts in the Colorado River Delta and the Tijuana River project. She also actively participates in the Act 320 Binational Base Group, is a civil society member of the Baja California Watershed Council and co-chairs the Mexican delegation of the Act 323 Environmental Working Group.



**Giulia Sechi** (Italy) is Adviser on Gender Issues in the Office of the Secretary General of the Organization for Security and Cooperation in Europe (OSCE) and has an extensive experience in gender mainstreaming in post-conflict scenarios. Before joining the Secretariat in Vienna, Giulia worked in different positions in the OSCE Field Operations in Montenegro and Skopje (Northern Macedonia) and as Special Assistant to the Head of the OSCE Mission in Kosovo. She started her career in 2011 as Project Management Consultant for the UN Environment Programme-Office in Vienna, dealing with climate change adaptation in mountain areas. Giulia holds a Bachelor's degree in Political Science and a Master's degree in International Relations from the University of Cagliari, Italy. She is currently a PhD fellow in Public Policy and Governance at the United Nations University-MERIT/Maastricht University Graduate School of Governance focusing on inter-organizational relations and the implementation of the UN Women, Peace and Security Agenda in Kosovo.



**Gulzhan Makhmudova** (Kyrgyzstan) currently serves as the National Project Coordinator/Advisor for the EU-funded project Climate Change and Resilience in Central Asia (Ferghana project). Prior to joining UNDP Kyrgyzstan in 2022 she was the Environmental Sustainability Expert and Leading Specialist in the Ministry of Natural Resources, Ecology and Technical Supervision of Kyrgyzstan. Gulzhan holds a Bachelor's Degree in Ecology from the International University of Kyrgyzstan, a Master's Degree in Law and a Master's Degree in Environmental Sciences (Japan, Tsukuba University). Gulzhan is an experienced and hardworking ecologist with more than 10 years of professional experience in the government sector in different environmental directions - environmental assessment, SDG, environmental sustainability, water safety, climate change issues, water issues, industrial safety and environmental management, regulatory framework and permitting mine reclamation and closure, and has a wide network with key government, academic and non-governmental stakeholders in Kyrgyzstan. Gulzhan has been a member of



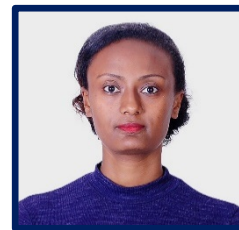


intergovernmental working groups focusing on environmental safety (including water safety), sustainable development and climate change. Throughout all of her professional roles Gulzhan has brought strong gender awareness and sensitivity and the ability to integrate a gender perspective into tasks and activities as well as intercultural communications drawing from her extensive experience working in multicultural teams implementing environmental projects in Kyrgyzstan as well as England, Germany, Japan, Korea, Russia, Italy, and Kazakhstan.

**Gwendena Lee-Gatewood** (White Mountain Apache/ United States) is co-chair of the Indigenous Women Leadership Network (IWLN), a partner in the North American Women in Water Diplomacy Network. Gwendena is the first female ever elected to the highest office for her Tribe, serving as Tribal Chairwoman from 2018-2022. As Chairwoman, she was active on many platforms to improve the way of life for her people, especially doing so during the challenging time period of the Covid 19 pandemic. In her spare time, she loves spending time with her family, writing, taking daily walks to enjoy nature, hunting, photography, finding opportunities to ride horses, she has a passion for horses. Gwendena has been invited to speak at various events that focuses on Indigenous women, and what she encourages most is for these young women to know their self- worth and make an impact on their homelands and beyond, to express themselves by advocating for things they are passionate about, and to advocate for their peers, learn, and become more actively involved in issues that affect our communities. Believe in yourselves, don't let circumstances dictate your future, and most of all stay close to the Creator, through prayer - after all you were made to succeed not to fail, and each challenge is a stepping stone, embrace it as a reflection of your ancestors planting their seeds of hope to be harvested in our day is something to behold.



**Hana Teshome** (Ethiopia) joined the Ministry of Foreign Affairs of Ethiopia in 2019 as a trainee diplomat where she gained experience working in the various departments of the Ministry. Today she serves in the International Legal Affairs Directorate General Office of the Ministry where she is responsible for preparing, drafting, commenting, negotiating, and finalizing bilateral and multilateral international agreements that Ethiopia signs with other countries and international organizations. She also provides advice to the government on various international legal issues. Hana completed her LLB degree at Adama Science and Technology University in 2018. She also studied Business Management at Bahirdar University earning her degree in 2020. Additionally, Hana completed a Postgraduate diploma in International Relations and Diplomacy at Civil Service University in 2021 and is currently pursuing a master's degree in public international Law at Addis Ababa University.



**Hélène Masliah Gilkarov** (Austria) has served as Technical Expert for Public Participation and Communication with the International Commission for the Protection of the Danube River (ICPDR) located in the UNOV in Vienna since 2016. Hélène is in charge of the technical support for ICPDR Contracting Parties on issues related to public participation as well as the coordination of all



Communication Activities on behalf of the ICPDR Secretariat. On her agenda with the ICPDR, she develops communication and outreach projects well as actively supports the Public Participation Expert Group and ICPDR's international endeavors in the Danube River Basin and beyond. A political scientist and specialist of international relations trained in international universities in France, the US and Israel, and with a background in political science and international relations, she is also a strong advocate for public participation. She thrives for experience and values such as service for others that are close to her heart.

**Dr. Imane Messaoudi-Mattei** (Morocco/ Switzerland) is a Senior Research Associate at the Geneva Water Hub. She holds a PhD in geography from Paris Nanterre University (France) and from University of Fribourg (Switzerland). Her work consists on exploring, within the framework of research anchored in social sciences, the issues of access, use and management of water (and land) resources around the world.



Imane is currently working on critical discourses analysis in transboundary water management. Prior to joining the Geneva Water hub, Imane worked as an agronomist engineer specializing in the economic and social development of rural areas. Her research work has mainly focused on irrigation practices, on the sustainability of rural areas, the interdependencies between rural spaces and urban spaces, and more generally on the analysis of agricultural and environmental policies in semi-arid countries. In addition to her research activities, during the last 8 years, Imane has taught in several universities and engineering schools to different audiences on various environmental questions and issues.

**Inkeri Kollmann** (Finland) is a young water professional working as a project advisor at the Finnish Water Forum, a non-profit organization of Finnish water stakeholders aiming to solve global water challenges. In her role, she supports Finland's International Water Strategy - "Finnish Water Way" by approaching global water sustainability and equity challenges with a multistakeholder, cross-sectoral approach. She holds a master's degree in political science from the University of Helsinki, having studied public governance, public policy and

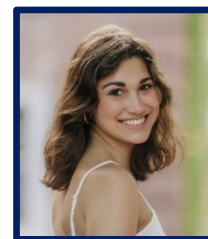


European studies in Germany, the Netherlands and Finland. Through her work she has grown a keen interest in the development and adoption of innovative and technological solutions in transboundary water cooperation. Inkeri brings strong intercultural and interorganizational cooperation experience and believes in a need for the inclusion of a true diversity of actors in transboundary water cooperation. Inkeri also supports the fostering of a new generation of thinkers and doers in water cooperation by volunteering in the Finland chapter of Young Water Professionals (YWP).

**Jacqueline Nyirakamana** (Rwanda) is a Transboundary Water Resources Cooperation Specialist in Ministry of Environment of Rwanda since 2015. From 2005 -2008 she served as Rwanda's Nile Basin Initiative Focal Point. She has served as a Nile Technical Advisory Committee (Nile-TAC) member since 2016 and as NILE-TAC Chairperson from 2020-2021. She is also a Nile Equatorial Lakes Technical Advisory Committee Member (NEL-TAC), serving as Chairperson for the year 2023-2024. From February 2018 to June 2019, Jacqueline served as Rwanda's Representative to the Lake Kivu and Rusizi/Ruzizi River Basin Authority (ABAKIR). She has more than 10 years experience in transboundary water resources cooperation, water conflict resolution, water diplomacy and water policy and Governance. Jacqueline holds a Masters MBA in Strategic Management from Mount Kenya University and a Bachelor's degree in Public Administration from Université Libre de Kigali. She is a Member of the Women in Water Diplomacy Network since 2018 and serves on the Network's Leadership Council. She is also a member of Initiative for Future of Great Rivers (IFGR) based in Lyon-France. Jacqueline is a native French speaking and proficient in English.



**Jesse Ferraioli** (United States) is a Research Associate at the Environmental Law Institute (ELI). She holds a BA in Environmental Studies and Philosophy from Dartmouth College. At ELI, she assists Elizabeth with the Women in Water Diplomacy Network and has worked on projects spanning from the use of natural infrastructure in hazard mitigation to the evaluation of California's Tribal consultation policies. For her senior thesis, Jesse researched the role of the U.S. Forest Service in safeguarding groundwater and cultural resources from uranium contamination in northern Arizona.



**Jessica Troell** (United States) is a Senior Attorney and has directed the Environmental Law Institute's International Water Program since its founding in 2006. Under her leadership, the Program has developed and implemented projects to define and track the legal recognition and protections for Indigenous and community-based water tenure; create realistic mechanisms for involving diverse stakeholders in water-related decision-making; identify and implement innovative water governance mechanisms to strengthen resilience of communities and countries in the face of climate change; build the legal and institutional capacity to manage transboundary water challenges; strengthen livelihoods and food security through more effective water management; and ensure that water management is effectively leveraged in fragile and post-conflict states to promote peacebuilding. Jessica works with NGOs, governments, the private sector, and universities to create, implement, and enforce sustainable water laws, policies, and management mechanisms. Jessica has supported the development and implementation of the Women in Water Diplomacy Network on behalf of ELI's International Waters Programme since inception in 2017.



**Julienne Ndjiki (Ngo Yebga)** (Cameroon/ South Africa) has more than nine years of hands-on experience in water governance and transboundary cooperation as well as Integrated Water Resource Management and Gender and social Inclusion. In her current role at the Stockholm International Water Institute (SIWI), where she serves as Programme Officer within the Water Cooperation and Diplomacy (WCD) department, Julienne is responsible for supporting water diplomacy processes as part of the SIWI's Shared Waters Partnership programme through stakeholders engagement and partnership building, technical capacity strengthening and training at various levels. Julienne exhibits great skills in Design, Monitoring, Evaluation and Learning as well as facilitation, programme management and development. In addition to her Masters degree in Water Resource Management, Julienne holds a Master's degree in Animal Biology. Julienne is a native French speaking and fully proficient in English.



**Kathryn Pharr** (United Kingdom/ United States) founded the Community of Women in Water (CWiw) in January 2019 to connect women working on water to help them better address the challenges they work on through enhanced networks and knowledge. CWiw currently has over 1,000 members globally. Since 2011, Kathryn has worked on science policy and programme management; her policy and research focus on water since 2015 has included climate change, gender, transboundary, urban



resilience, IWRM, governance, finance, and WASH. Kathryn has worked with the Alliance for Global Water Adaptation (AGWA), Arup, the Global Water Forum, the U.S. Department of State, USAID, the University of Oxford, and WaterAid.

**Katie Goldie-Ryder** (Canada/Sweden) supports the Shared Waters Partnership (SWP) programme at the Stockholm International Water Institute (SIWI), focusing on advancing SWP water diplomacy processes with a focus on Central Asia & Afghanistan and the Middle East engagements. Her main focus is on water cooperation and diplomacy, and climate and security. She has practical experience building and sustaining networks and supporting cooperative processes and multi-stakeholder dialogues in regional contexts. Katie supports the Women in Water Management Network in Central Asia and Afghanistan. She serves as the Youth Empowerment Champion for the Water Cooperation and Diplomacy team. Working closely with the programme managers and advisor for water and peace, Katie provides efficient coordination, programme management and logistical support for several projects, ensuring effectiveness and sustainability across the work. Katie has experience in the fields of societal security and disaster risk reduction. She holds a Master Degree in Peace and Conflict from Uppsala University and wrote her MA thesis for the 'Equal Peace?' project at the Peace Research Institute Oslo (PRIO), Centre on Gender, Peace and Security.



**Professor Karima Attia** (Egypt) is Professor Emeritus at the Egyptian National Water Research Center having formerly served as the Director of the Water Resources Research Institute (WRRI), National Water Research Center from 2014-2018. Dr. Attia has more than 35 years of experience in water resources from different disciplines. She has worked as a team leader and member of many national and international projects, including for example as team leader for the study “Windblown Sand to Lake Nasser/Nubia” funded by World Bank, Improved Drought Early Warning and Forecasting to Strengthen Preparedness and Adaptation to Droughts in Africa (DEWFORA), Case study of Ethiopia, local consultant for the Nile inland waterway transport by the European Bank for Reconstruction and Development and Ministry of Finance Central Public Private Partnership Unit, and short term consultant in support to the reform of the Egyptian Transport Sector (EuropeAid/129-110/SER/CE/G) "Strategy for the Sustainability of the Egyptian Transport System", (Navigation for First Class Waterways), The principle investigator for the project "Enhancing Sediment Transport Modeling in Nile Basin Reservoirs" 2009-2012 funded by ESA through TIGER II initiative. She is one of the Principal Authors of the book “The Regime of the River Nile in Egypt” Egypt 1990, ISBN:0-9696846-1-4, (B. Evans, North Hydraulic Consultant, Canada, and



K. Attia, Nile Research Institute, Editor in Chief, M. Rafeek Abdelbary, Nile Research Institute,) and has published more than 50 research papers in scientific journals and conferences.

**Katja Ahlfors** (Finland) is the Director of the Centre for Peace Mediation at the Ministry for Foreign Affairs of Finland. Prior to this she served as Senior Advisor on Horn of Africa to the Minister for Foreign Affairs of Finland. She joined the Foreign Service in 2004 and has since served at the Department for Africa and the Middle East, the Department for Americas and Asia and at the Department for Development Policy. Ahlfors has served at the Embassies of Finland in Addis Ababa and Stockholm. She has also been seconded to the European Commission in Brussels and as Senior Advisor to CMI - Martti Ahtisaari Peace Foundation. Katja as a senior diplomat and a peace mediator in her capacity supports the Women in Water Diplomacy Network.



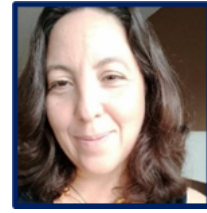
**Kerry Schneider** (United States/Sweden) serves as SIWI's Senior Programme Manager for the Shared Waters Partnership programme, a multi-stakeholder platform aimed at advancing cooperation over shared water resources in regions where political tensions could be a source of conflict. He contributes to the development of research and project management in a number of fields including transboundary water management, climate change, and capacity building. Kerry holds a Master's degree in International Humanitarian Action from Uppsala University, Sweden. Prior joining SIWI in 2013, Kerry worked for Stockholm International Peace Research Institute (SIPRI). Kerry has supported the inception and development of the Women in Water Diplomacy Network since 2017 as a flagship engagement of SIWI's Shared Waters Partnership programme.



**Letizia Zuliani** (Italy) is currently acting Assistant Project Officer at the Organization for Security and Co-operation in Europe (OSCE) in Vienna. Letizia joined the OSCE in 2020 and is currently supporting the daily work of the Environmental Cooperation Unit, with particular reference to the Water Management portfolio. Letizia holds a Master in International Relations and Eurasian Studies at the University of Bologna and Saint Petersburg State University and a post-graduate Master in Sustainable Development and Geopolitics of Resources. Letizia has supported the development of the Women in Water Management Network in Central Asia and Afghanistan since 2021.



**Dr. Liliana Pimentel** (Brazil) is an Architect and Urban Planner and Specialist in Water Resources Management holding a Master's in Urban and Regional Planning focusing on bioregional planning and landscape ecology, and a Ph.D. in Geography focusing in hydrology and governance for conflict transformation. She is a Former Fulbright Hubert Humphrey Fellow attending SPURS/MIT and currently works as a civil servant at the Ministry of Indigenous Peoples in Brazil. Liliana is a trained mediator interested in transboundary cooperation and conflict prevention over natural resources. Her passion for mediation and peacebuilding drove her to join the Environmental Peacebuilding Association since its very beginning and the Mediators Beyond Borders International. By volunteering for several non-profit organizations, she keeps enhancing her negotiation and conflict prevention skills to benefit governance, decision-making, and public policy processes in Latin America and the Caribbean Region. Liliana has more than 30 years of professional experience working in climate change, environmental conservation, biodiversity, governance, water resources, STEM, and WASH for the public, private, and third sectors. She holds extensive teaching experience and, in the last two decades, has been a lecturer in Architecture and Urban Planning Courses. A former coordinator of the Climate Justice Cluster at OLAC and former co-chair of the EnPAx Interest Group on Water, she plans to set up a Water Group under the MBBI's UNMWG umbrella, focusing on the role of women in water management and the use of traditional knowledge to enhance water quality.



**Lyazzat Syrlybayeva** (Kazakhstan) has over five years of experience in the water sector, focusing on integrated water resources management, transboundary water cooperation, climate change, and Sustainable Development Goals. In her previous role, Lyazzat co-led a regional project supported by the Swiss Agency for Development and Cooperation. She also served as a consultant for the World Bank Group, the OSCE, and others. Armed with a master's degree in natural resources management from the University of Padova and the University of Lisbon, she made significant contributions to Kazakhstan's Country Climate Development Report. Currently a project analyst at UNDP Kazakhstan in the Energy and Environment Unit, Lyazzat continues her impactful journey in advancing sustainable development initiatives.



**Dr. Maha Abdelrahim Ismail** (Sudan) holds a PhD in Geology and Hydrogeology. She has worked as a geologist at Gemarson drilling company, Asma drilling company, and White Nile Petroleum Operating company. Maha served as Head of Department for Environmental Studies, University of Medical Science and Technology, lecturer at the Geology

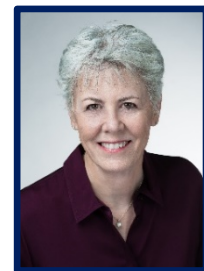


Department, University of Khartoum, and a lecturer on part time basis at UNESCO Chair in Water Resources, Omdurman Islamic University. Maha worked IWRM consultant for UNESCO, ITT Cologne, part of the CNRD group, ZOA Sudan, NAPATA project French Embassy Khartoum. Dr. Ismail joined the Nile Basin Initiative team in January 2021 as the Technical Team Leader for the GEF/UNDP conjunctive use project.

**Margaret Irungu** (Kenya) is Deputy Director Transboundary Water Resources Department, working within the Ministry of Water, Sanitation and Irrigation as a Senior Principal Water Research Officer. She is the Nile Basin Initiative Desk Officer, Kenya and Deputy Project Coordinator Horn of Africa Groundwater for Resilience Project. She has long experience of working on issues relating to groundwater. She is currently the Focal Person, 'Enhancing conjunctive management of surface and groundwater resources project, Mt. Elgon aquifer, shared between Kenya and Uganda, among other projects. She is also the Focal Person in Kenya within the Angololo Multipurpose Water Development Project shared between Kenya and Uganda. She holds a Masters in Geology, from The University of Nairobi and is trained on various aspects of water, to include; Isotope, Database and Groundwater Modeling, International Water Law, Negotiations and Hydro-Diplomacy, International Water Law, Climate Change in Integrated Water Management, among other areas. Margaret is a registered Geologist and a member of Women in Water Diplomacy within the Nile Network.



**Margaret J. Vick** (United States) is a Doctor of Juridical Science (JSD) in the law of international water resources having studied from her advisor Stephen C. McCaffrey at UOP McGeorge School of Law. She also has a law degree (JD) from McGeorge. She worked with and advised Native American Tribes and tribal organizations in the Western United States on cross jurisdictional matters with a focus on water resources and water rights and has advised foreign governments about shared water resources through USAID and United Nations programs. She worked for a year as an imbedded advisor to the Ministry of Energy and Water within the Government of Afghanistan from 2009 - 2010 teaching an inter-ministry group of officials key principles of international law, international water law, and negotiation strategy.





**Maria Amakali** (Namibia) is a water resource manager and head of the Water Department from Namibia. With 30 years' experience in the water sector, her expertise lies in integrated water resource management and transboundary water governance. She has developed water policies, strategies and IWRM Plans for Namibia and shared watercourses in SADC.



She leads the Namibia delegation to Kunene, Cuvelai and Orange-Senqu River Basin commissions, whose basin agreements she was involved in development and provides technical advice to Okavango and Zambezi Watercourse Commissions. She is a member of the Technical Committee of Expert for the Cabinet Committee on Water Supply Security in Namibia whose main task is to ensure water supply security in the country. Maria holds a Master of Engineering on Water and Environmental Resources Management from IHE-Delft, Netherlands and a Bachelor of Science in Mathematics and Chemistry from Dana College in the USA. Maria and her colleagues are currently driving the development of the Women in Water Diplomacy Network in the Orange-Senqu and will be joining the Global Network Forum in person.

**Dr. Maria A. Gwynn** (Paraguay) is an international lawyer and an International Arbitrator. She is Senior Fellow at the International Law Institute, University of Bonn, Germany. She was a Governing Council Member of the Binational Entity ITAIPU (2019-2023). She was also Professor of the Strategic Studies Institute of Paraguay, and a member of the Paraguayan National Climate Change Commission. She was a delegate of the Republic of Paraguay and ITAIPU at the COP 26, COP 27, the World Water Forum, the World Energy Council, and multiple other international fora. She was selected for the UN Global Compact Leaders Summit 2022 and at the UN Water Conference 2023 was a keynote speaker for the dialogue on Water Cooperation. Previously, she was an Oxford-Princeton Global Leaders Fellow (2016-2018): Post-doctoral Research Fellow at the Blavatnik School of Government and SCR Research Associate, University College, University of Oxford (2017-2018); and at the Woodrow Wilson School of Public and International Affairs, Princeton University, USA (2016-2017). She was also a Member of the CAS Ad Hoc Division for the Olympic Winter Games Beijing 2022. She holds a PhD *magna cum laude* from the Bergische Universität Wuppertal, Germany; a Magister Juris from the Law Faculty, University of Oxford, UK; and an LLB-Honours degree from the Faculty of Law, National University of Asuncion, Paraguay, as well as various postgraduate degrees, among them a Directed Studies Diploma from The Hague Academy of International Law, and an International Arbitration Diploma from the College of Law of England and Wales. She is the author of several books and articles in international journals.



**Dr. Marie-Amélie Pétré** (Finland) is a Senior Scientist in hydrogeology at the Geological Survey of Finland (GTK). She was appointed Associate of the International Association of Hydrogeologists' Commission on Transboundary Aquifers in 2020. She has over ten years of experience in transboundary groundwater cooperation, stakeholder engagement, and communication. Dr Pétré obtained her PhD in 2016 on the assessment of a regional transboundary aquifer between Canada and the USA. Her research works have become a standard against which other transboundary aquifers in the world are being assessed. Dr. Pétré has participated in global initiatives and programs (such as IGRAC and UNESCO-ISARM). Since 2019, she has also been conducting research projects on emerging contaminants in groundwater.



**Dr. Marisa O. Ensor** (United States) is a climate security specialist with a background in the socio-environmental dimensions of Climate Change, Disasters, Conflict, and Displacement. Combining science and rights-based approaches, her work examines intersectional gender, youth, and Indigenous perspectives on human-nature interactions. A central component of her work are the critical linkages between water and climate change in the context of increasing global and local insecurity with a focus on gendered water governance and adaptation strategies. Dr. Ensor is currently based at Georgetown University where she teaches courses on Gender, Climate and Security, Conflict Analysis and Transformation, Peacebuilding, and Research Methodologies. Additionally, she serves as Senior Climate Research Fellow at the Georgetown Institute for Women, Peace and Security (GIWPS) where she is responsible for shaping GIWPS's climate research agenda. She is also the current Chair of the Gender Interest Working Group of the Environmental Peacebuilding Association. As an applied researcher and international consultant, Dr. Ensor has lived and worked in over 25 environmentally fragile and conflict-affected countries of Africa, Asia, Europe, the MENA region, and Latin America. She has consulted with various UN agencies (UN Women, IOM, UNHCR, UNICEF, OHCHR), the Economic and Social Research Council, USAID, and the United States Institute of Peace. She is currently co-leading a multi-disciplinary project on the gender-climate-security nexus in 5 countries across the world, focusing on the identification of context-specific solutions, including water-related challenges and opportunities. Her research has resulted in numerous publications including five books, over 50 book chapters and journal articles, and dozens of technical and policy-oriented reports.



**Marissa Mar Pecero** (Mexico) holds a Bachelor's degree in Communication and a Master's Degree in Public Policies, with diplomas in Information Law and Governance. Marissa has collaborated with the Broadcasting Committee of Congress, the Federal Institute of Telecommunications, the National Water Commission, Water Utilities, the Rio Bravo Basin Council and the IHP of UNESCO in Mexico and Latin America. She has contributed to projects such as the Water Culture Program, the IV WWF and the 2030 Water Agenda, the inclusion of the water issue in the Final Declaration of the UNESCO World Conference on EDS and co-organized the only meeting of women in water in LAC at the 2023 UN Water Conference. Currently, she is a consultant and advisor on communication, education, transparency and ICT on water; member of the Mexican Network of Watersheds, the National Water Advisory Council, Aquatech Mexico Council and participates in projects related to youth and women.



**Mary Nelson Khamis Noah** (South Sudan) is a water diplomat with over 20 years of experience. Mary holds a Degree in Community studies and Rural development obtained at the University of Juba. She worked for three years (2004 – 2006) as Assistant Secretary for Women Affairs, which afforded her the opportunity to participate in humanitarian activities and mobilise women and ladies for social counselling. She further worked as a nutritionist in Health Center Sudan NGO Medecins du Monde Sudan from 2009 to 2011. She joined the Ministry of Foreign Affairs and International Cooperation of South Sudan in 2013 in the office of the Deputy Minister as Secretary, following which she worked in the Department of Natural Resources at the Embassy of South Sudan in Nairobi, Kenya, working in close collaboration with the Ministry of Water and Irrigation. She has been a member of the Women in Water Diplomacy Network in the Nile since 2017.



**Meerim Seidakmatova** (Kyrgyzstan) is a water specialist with a Master's degree in Integrated Water Resources Management with experience working with local and regional non-profit organisations and state governments in environmental monitoring, pollution, avalanche monitoring and glacier measurements, ecosystem conservation, climate and water studies, citizen science, and environmental activism. Meerim gained experience coordinating the Central Asia Youth for Water Network, where she was engaged in raising awareness among over 1000 young people from the Central Asia region on water and climate issues. She have advocated for the



inclusion of Central Asian youth and women in water governance, water diplomacy, and climate change at the UN Water Conference, World Water Week 2022, the 9th World Water Forum, and the Regional Conference of Youth.

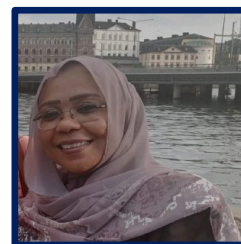
**Minura Begishbek kyzy** (Kyrgyzstan) previously worked in the Karasuu District Water Management Department and in the Osh Basin Water Management Department as chief economist. She completed a master's degree in Integrated water Resources Management at the Kazakh-German University. Minura currently works as a Water, Sanitation and Hygiene Assistant at Mercy Corps Kyrgyzstan. She has scientific publications focused on the role of women in the water sector in Central Asia, and she is a nominee of Blue Peace Story. She wants to continue her career in the water sector, as well as grow professionally.



**Monika Psenner** (Austria) serves as the Head of Capacity Development at ACP, where she provides strategic and operational oversight of the organization's comprehensive training portfolio. This includes spearheading initiatives such as the EU Civilian Training Initiative (EUCTI) and programs aligned with the European Security and Defence College (ESDC) framework. Committed to fostering sustainable peace, Monika actively integrates Environmental Peacebuilding principles into ACP's multifaceted endeavours and advocates for the adoption of the Climate, Environment, Peace, and Security Nexus in both European and global initiatives. Monika's academic background encompasses international affairs as well as crisis and contingency management. Bolstered by her professional foundation in development cooperation and humanitarian aid, she brings a wealth of experience in intercultural network collaboration, leadership, organizational development, project management, and training to her work.



**Dr. Muna Mohammed Musnad Farah** (Sudan) has more than eight years in the field of Water Resources Engineering, Development, and Management. Currently Dr. Muna is a Water Resources Modeler at the Eastern Nile Technical Regional Office (ENTRO) of the Nile Basin Initiative (NBI). She served as Director and UNESCO Chair in Water Resources at the Omdurman Islamic University (OIU) and as a head of the Research and Innovation Department. Dr. Muna has more than 19 years' experience as a researcher and more than 6 years as a consultant at KIMA consultancy. She is a Chair of the Integrated Water Resources Management Network-Sudan (IWRM-Net-SD) and serves on the Governing Board of the International Water Cooperation Centre



(ICWC) hosted by the Stockholm International Water Institute. She holds an MSc degree from University of Dar es Salaam, Tanzania in 1998 and a PhD in Water Resources Engineering Development and Management in 2016 from UNESCO Chair in Water Resources, OIU- Sudan. Her technical experience is extensive with knowledge in Integrated Water Resources Management, water quality and water supply, and with hydrological and hydrogeological models such as MODFLOW, HEC-RAS, HEC-HMS, Q2K as well as knowledge in GIS. Her research includes work with Riverside Company (USA) for ENTRO-NBI and the Nile Basin Capacity Building Network-River Engineering Project (NBCBN-RE). In addition, she is a lecturer in a M. Sc. Program in Environmental Engineering. Dr. Musnad is a founding member of the Women in Water Diplomacy Network and serves on the Network's Leadership Council.

**Mwasiti Ally Rashid** (Tanzania) holds a Master of Science in Water Science and Engineering, Specialization in Hydrology and Water Resources from UNESCO-IHE Institute for Water Education, Delft, the Netherlands and the Bachelor of Science with Geology Degree from the University of Dar es Salaam, Dar es Salaam, Tanzania. She has more than 15 years of professional experience and competence in transboundary integrated water resources planning, development, and management; water diplomacy; water policy and governance; and complex water and climate projects/programs planning and management. Ms. Mwasiti Ally Rashid has an in-depth knowledge and experience in multisectoral strategic analysis for planning and management of water and related resources. She has experience in resource mobilization for implementation of projects portfolio; experience in strategic expansion of portfolio through identification and preparation of investment projects; contracts management; procurement and management of finance resources.



**Natasha Carmi** (Palestine/Switzerland) is an engineer by education, holds a Master's Degree in Hydrology for Environmental Management. She joined the Geneva Water Hub in March 2018 and contributes to the establishment of the Global Water Observatory on Water and Peace, as well as the development of the women, water and peace agenda. Prior to that, she worked as water policy advisor to the Palestinian Negotiations Support Project, working closely with decision makers, and has experience in bilateral and regional water negotiations. She is used to working in highly sensitive and timely political environments. She worked with water resources and environmental challenges in the Middle East for the past 20 years. She serves frequently as a faculty member for conferences and workshops dealing with transboundary water resources in general, and hydro politics in



particular, at which water is a core political issue and international water law is a necessary framework for resolving conflicts and identifying opportunities and solutions.

**Nazokat Isaeva** (Tajikistan) is a water resources management specialist, currently working in the field of surface water quality monitoring and assessments. Her “water journey” began in 2005 when she served as a volunteer for the UNICEF “WASH in Schools” project in rural areas of Tajikistan. She worked within diverse communities, ensuring safe access to drinking water and sanitation, as well as raising awareness among poor community groups. During the last 20 years she worked in NGOs, UN Agencies (Unicef, WHO, UN Women and UNOPS) as well as in such bilateral donor institutions as JICA, SDC, and Norwegian MFA. In 2015 Nazokat joined the program under the Wider European Initiative (WEI) and worked as a National Program Manager in Tajikistan, covering Finnish-funded projects – from drinking water provision to managing transboundary water cooperation. She participated in the National Policy Dialogues on IWRM in Tajikistan, contributing to policy formulation on water safety, water quality, environmental data exchange and gender equality within water programming. She also served as a national focal point for the development of water-related targets under the Protocol on Water and Health, UNECE. For the last decade, Nazokat has been actively engaged in the facilitation of Women Water Forums (2013, 2015, 2018 and 2022) within the International Water Conferences in Dushanbe, Tajikistan.



**Dr. Nehal Adel** (Egypt) is currently the Head of the Central Department of Foreign Cooperation at the Egyptian Ministry of Water Resources and Irrigation. She has over 30 years of experience in the water sector, and has held a variety of leadership positions in Egypt and Africa. Dr. Nehal Adel graduated from the Faculty of Engineering, Ain Shams University, in 1992 with a Bachelor of Science degree in civil engineering. She then worked in the field of design and implementation of major water projects. In 2003, she earned a Master of Science degree in environmental impact assessment of water projects from Ain Shams University. In 2004, Dr. Nehal Adel moved into the research field, joining the Strategic Studies Unit at the National Water Research Center. She earned her Doctor of Philosophy degree in hydropolitics from Cairo University in 2010. In 2011, Dr. Nehal Adel was appointed Director General of Studies and African Affairs at the Office of the Minister of Water Resources and Irrigation. She served as Chair of the Technical Committee of the African Ministers' Council on Water (AMCOW) and received the AMCOW Award for Distinguished Technical Leaders



in the Field of Water at the African Level. She earned a Diploma in Political Science from the American University in Cairo in 2020. In 2022, Dr. Nehal Adel was appointed Assistant Minister for International Cooperation. In 2023, she was appointed Head of the Central Department of Foreign Cooperation. Dr. Nehal Adel is a mother of two daughters, one a pharmacist and the other a doctor. She is a member of the Egyptian Society of Hydrology and Water Resources and the African Water Association.

**Nompumelelo Ntshalintshali-Motsa** (Eswatini)

Nompumelelo Ntshalintshali – Motsa is the Former Sanitation and Water for All (SWA) Regional Coordinator for Africa. She is a member of the Women in Water Diplomacy Leadership Council and a founder member and Executive Director of the GlobeCare Foundation. Ms.



Ntshalintshali is a development practitioner focusing on WASH governance, gender equality and social inclusion, climate change, policy development and execution with over 20 years of extensive experience and proven record of achievements at national, sub-regional, regional and international platforms. As a Development Practitioner, Ms Ntshalintshali has a vast experience in multi-stakeholder engagement programming. She has led the sector policy formulation and execution, governance, advocacy, rural/community development, behaviour change communication, gender, climate action, and sector coordination.

**Oygul Usmanova** (Uzbekistan/ participated online) serves as

the Head of International Communications Division at the Scientific-Information Center of the Interstate Commission for Water Coordination in Central Asia/SIC ICWC, a regional organization that contributes to fostering transboundary water cooperation in the region through data,



information and knowledge development and dissemination. Oygul has been supporting for over 25 years the projects implemented under the umbrella of the Commission and contributed to the establishment of the Gender and Water Network in Central Asia in 2007. Oygul also maintains activities of the Network of Water Management Organizations from Eastern Europe, Caucasus and Central Asia (EECCA) as a member of the Network's Secretariat and leads the activity on the development of a Regional Centre of Excellence on the nexus approach on the base of the existing Expert Platform for Water Security, Sustainable Development and Future Studies. Oygul holds a diploma in Applied Maths.

**Prisca Nandede** (Uganda) serves as a Senior Sociologist with the Ministry of Water and Environment in the Republic of Uganda. She has a background in Social Sciences with specific interest in gender equality and community development.

Prisca, an advocate for improved livelihoods of vulnerable people through provision of sustainable water and environmental services. She is also a member of the International Association for Community Development. Prisca has been involved in the development and review of a number of policies and strategies key among which include: the first African Ministers' Council on Water's Gender Strategy (AMCOW's), the Strategy for Mainstreaming Gender in Uganda's Water and Environment Sector, National Guidelines for Assessing Gender, Environment and Social Risk in the Water and Environment Sector in Uganda, and the development of Grievance Redress Mechanisms for several projects in the Ministry of Water and Environment. A firm believer and beneficiary of mentorship and coaching, her main areas of interest are gender equality, community development, religion, conflict resolution and water security. Ms. Nandede holds a Bachelor's Degree in Social Sciences at Makerere University, Uganda and is currently pursuing a Master's degree in Development Studies. Prisca has been active in the Women in Water Diplomacy Network since 2018.



**Rehab Abd Almohsen** (Egypt) is an Egyptian science journalist, based in Cairo, covering all MENA water issues extensively. In 2021, Rehab took home three prizes from the Nile Media Awards ceremony, in the categories of Digital, Print and the Best Female Entry. Rehab is also a science media trainer, she done trainings with the British council, Goethe institute, international science media and communication forum, and she published a MOOC course with Aljazeera

online learning which consists of 20 lessons on science journalism. Rehab also contributed to the open access e-book Water Conflicts and Cooperation: A Media Handbook coordinated by SciDev .Net under the Open Water Diplomacy Lab project. The Handbook was designed for journalists and other professionals working on science communication in the field of water, peace, and cooperation and draws upon the experience of like journalists like Rehab.



**Dr. Róisín Burke** (Ireland) is an Assistant Professor of Public International Law with the Netherlands Institute of Human Rights. Róisín's present and past work, publications and teaching have cut across the areas of international criminal law, international humanitarian law (IHL), human rights law, women peace and security (WPS), peace operations, international security law, rule of law programming in conflict-





affected states, legal pluralism, and public international law. She is leading an NWO project related to WPS, transboundary water security and environmental peacebuilding in the South Caucasus. She has been a consultant on projects related to gender, human rights, IHL, and peace-building with NGOs, and international and regional bodies. Previously, she was a Senior Law Lecturer (above the bar) at the University of Canterbury, and worked as Political Advisor to the Permanent Mission of Ireland to the UN. She holds a doctorate from the Asia Pacific Centre for Military Law, University of Melbourne, a LLB in Law and European Studies (UL), an LLM in International Human Rights Law (Irish Centre for Human Rights) and is admitted as an Attorney in New York State.

**Roza Berkeliyeva** (Turkmenistan)

**Safia Saldeeye** (Somalia) is a seasoned professional in the field of international development and advocacy, boasting over a decade of invaluable experience working with esteemed organisations such as the Somalia Federal Government, European Union, United Nations, and various NGOs. She holds a Master's degree in Development Studies and a Bachelor's degree in Business and Public Administration. She



has a specialised focus on Protection Sexual Exploitation and Abuse (PSEA) and Gender-Based Violence (GBV) and has successfully facilitated comprehensive training programs, advocated tirelessly for women's equality within armed forces, and spearheaded projects aimed at fostering significant socio-economic impact with extensive expertise spanning project management, strategic engagement, and effective communication between parts. In her role as Chief Protocol and GBV Adviser to the First Lady of Somalia, she has been instrumental in driving forward initiatives aimed at supporting victims and combatting pervasive social stigma. Her unwavering dedication to gender equality is further evidenced by her contributions to the drafting of Somalia's 10-year gender policy in year 2015, and her support for refugee families in London.

**Dr. Saule Ospanova** (Kazakhstan) is a Senior Environmental Affairs Advisor heading the environmental cooperation portfolio at OSCE with activities in sustainable water management, water diplomacy, disaster risk reduction, good environmental governance, and hazardous waste management. She has over 20 years of experience contributing to international multi stakeholder



initiatives, managing, and implementing sustainability projects in different parts of the world (including Eastern Europe, Central Asia, Africa and China). Prior to joining OSCE, she worked with the International Institute for Environment and Development, the World Bank, UN and other institutions on policy development

in water, climate change, energy and green economy, as well as accountability in the extractive sector. Her doctorate studies at the University of Michigan Ann Arbor focused on resource governance and environmental justice. Dr. Ospanova and the OSCE are founding supporters of the Central Asia-Afghanistan Network.

**Shemshat Setdarova** (Turkmenistan) since January 2023, Shemshat has been working as a chief specialist of the Department of Organizational and Cultural Affairs of the Women's Union of Turkmenistan. Prior to this she served as the Head of the Department of Information, Analysis and International Relations of the National Center of Trade Unions of Turkmenistan



**Shohida Tulieva** (Tajikistan) is the National Expert on Gender, Social Equality and Youth Engagement in the Water Sector Reform Program of the Government of Tajikistan. Also, she is the President of the Association "Woman and Water" of Central Asia and Afghanistan with the aim of developing networking and increasing the potential of women specialists in the water sector. In addition, Ms. Tulieva is a member of the Women in Water Diplomacy Network in Central Asia and Afghanistan (OSCE, SIWI, ELI, CAREC), member of the National Commission on Irrigation and Drainage in Tajikistan (ICID India), and a Lecturer at the Kazakh-German University on Gender in water sector and Basin Management. She is activist on public speech on raising Gender, Youth and water issues, social-gender equality, climate change, water diplomacy taking into account the principles of Integrated Water Resources Management at the International conferences, dialogue platforms in such events in Sweden, USA, Germany, Israel and others. Ms. Tulieva has 15 years of professional experience in water sector at operational and portfolio management levels with cross-cutting aspects on Gender and Water Resource Management into account a "Bottom-Up" approach based on developing methodologies and tools for gender research in particular at the local level in Tajikistan, Central Asia and Afghanistan. In her professional work, she created a dialogue platform - Basin Women Forum of the Syrdarya River, under the SDC project and contributed to the developing the sustainable replication mechanism to create another Basin forum in Kafarnigan river in the south of Tajikistan, by raising the voices of women from rural area and lobbying their interests on the front of the ministries' decision makers at the national level. Ms. Tulieva, holds a M.A. in Social studies with a specialization in Integrated Water Resources Management in Central Asia in the Kazakh-German University, Almaty, Kazakhstan



**Simla Yasemin Özkaya** (Turkey) is a Counsellor (Transboundary Waters and Environment) at the Turkish Ministry of Foreign Affairs. She graduated from the Middle East Technical University (METU), Environmental Engineering Department, in 1998 in Türkiye. Received her Msc degree on EU Water Legislation at the Hacettepe University in 2004 in Türkiye. Joined the Ministry of Foreign Affairs in 2001. She worked at the Permanent Delegation of Türkiye to the UN Office in Geneva from 2004-2008. During her tenure, participated in the meetings of UNECE Convention on the Protection and Use of Transboundary Water Courses and International Lakes as the delegate of Türkiye. One of the accomplishments during her duty was making contributions to the UNECE Report on “First Assessment of Transboundary Rivers, Lakes and Ground Waters”. Worked at the Permanent Delegation of Türkiye to UNESCO from 2012-2016. During her mission, she was the Delegate of Türkiye in the Intergovernmental Hydrological Programme (IHP) Committee, the member of Groundwater Governance Permanent Consultation Mechanism of UNESCO and the member UNESCO Integrated Water Resources Management Guidelines Steering Group. Worked at the Permanent Delegation of Türkiye to OECD in between 2018-2022. As the Delegate of Türkiye in various Committees, including the OECD Environmental Policy Committee, actively involved in the preparation process of 2019 OECD Environmental Performance Review of Türkiye report. Made substantial contributions to the report titled “Applying the OECD Principles on Water Governance”. Carried out Bureau membership of “Biodiversity, Water and Ecosystems Working Group of OECD” and the “OECD Climate Change Adaptation Task Force Steering Group”. Currently working at the Department of the Transboundary Waters at the Ministry of Foreign Affairs (MFA) as the Conselor. During her carrier in the MFA in Ankara and in abroad, she has prepared various concept notes for decision makers based on trends on water policies and has negotiated various documents at the international meetings.



**Sofia de la Rosa Solano** (Columbia/ The Netherlands) has ten years of experience working in the fields of water and climate adaptation. My skills include valuing water, project monitoring, water sector expertise, qualitative data analysis, partnership creation, networking, and event organization. I have worked in Latin America and the Caribbean, the UK, and the Netherland in the academic, NGO and public sectors.



**Sogol Jafarzadeh** (Switzerland) is an Environmental Scientist with more than 12 years of experience working on environmental policy and inclusive governance. In her capacity as UNU-INWEH's Governance and Gender Coordinator for East and Southern Africa, she works with stakeholders in the region to address water, health and sanitation, climate and environmental issues as well as their gender-related and justice implications. Based in Harare, Zimbabwe, she liaises with partners and donors to identify new opportunities for collaboration and implements relevant projects and activities in East and Southern Africa. Sogol joined UNU from the Organization for Security and Co-operation in Europe (OSCE), where she served as the Environmental Affairs Adviser, focusing on transboundary water cooperation and water diplomacy. She was also the gender focal point of her department and led efforts to establish the Women in Water Management Network in Central Asia and Afghanistan. Before joining the OSCE, Sogol worked at UNEP and UNDP, supporting initiatives on environmental policy, including combating sand and dust storms. She also worked as an Adjunct Instructor at the City College of New York, teaching environmental sciences and environmental psychology, and as a researcher at ETH Zurich, looking at drivers of land degradation in water-scarce rangelands. Sogol holds an MSc in Environmental Sciences from the Swiss Federal Institute of Technology (ETH Zurich) and a postgraduate certificate in Conservation Biology from the Earth Institute, Columbia University in New York.



**Sophia Stanger** (Austria) is Junior Project Manager and provides support to the "Capacity Development for Humanitarian Assistance in West Africa" project as well as to training programmes within the framework of the European Union (EUCTI). She is also responsible for coordinating ACP's Environmental Peacebuilding activities and involved in dialogue projects around water & peace, among others in the Persian Gulf region. Sophia Stanger has many years of experience in NGO work, project management and team leadership, for example in the fields of education, humanitarian advocacy and volunteer missions. Her expertise also lies in the intersection of environment/climate and conflict resolution approaches. Sophia Stanger is also a qualified trainer.



**Suray Charyyeva** (Turkmenistan) is a Junior researcher at the Leibniz Institute for Agricultural Development in Countries in Transition, specialising in sustainable agricultural practices in Central Asia. She is actively involved in the Central Asia Research Group, studying topics such as gender dynamics, crop diversification, water management, agricultural trade, etc. In addition, Suray cooperates with Turkmen institutions, offering



expertise in agricultural economics at the Dakhsoyuz Agricultural Institute. She also mentors female students at the International University of Humanities and Development in an effort to empower the next generation of leaders. Through her diverse activities, Suray demonstrates a commitment to sustainable development and inclusiveness in Central Asia's agricultural sector.

**Tais Reznikova** (Kazakhstan) is a water resources management specialist with a focus on Integrated Water Resources Management (IWRM), environmental management, and policy. She currently coordinates the Mentoring and Career Development Programme for Women in Water and serves as the Blue Peace Central Asia Secretariat at the Regional Environmental Centre for Central Asia (CAREC) in Almaty, Kazakhstan. Tais has over 7 years of practical experience in project implementation across Central Asia, specializing in basin management, planning, and water diplomacy. She holds a master's degree in Environmental Science, Policy, and Management from Central European and Lund Universities, and another in IWRM from Kazakh-German University. Tais has been actively involved in nurturing the Women in Water Management Network in Central Asia and Afghanistan since its establishment in 2021.



**Ambassador Tanja Miškova** (Slovenia) is Ambassador-at-Large for Water Diplomacy at the Ministry of Foreign and European Affairs of Slovenia. During her diplomatic career she served as Director General for Multilateral Affairs and Development Cooperation, as head of Department for Emerging Challenges, as Ambassador to Egypt (non-resident to Jordan, KSA, UAE, Qatar, Kuwait and Oman), as Diplomatic Adviser to the President of Slovenia and as Deputy Head of Mission at the Embassy of Slovenia to Israel. In her current work, she is focusing on the priority areas of the Slovenian water diplomacy: water & peace nexus, transboundary water cooperation, and water & climate change nexus. She also serves as a Deputy Commissioner of Slovenia to the International Sava River Basin Commission.



**Tim Kraenzlein** (Switzerland) has a background in agricultural engineering and works for the Organization for Security and Co-operation in Europe (OSCE), where he serves as Environmental Affairs Adviser, focusing on transboundary water cooperation and water diplomacy. Before joining OSCE, Tim worked for Switzerland's Federal Department of Foreign Affairs (FDFA) as Deputy Head of the Swiss Mission to the Rome-based UN agencies, dealing with agriculture and food systems. His work in Rome was focusing on youth engagement in the transformation of



food systems towards sustainability under a unifying and shared vision of the future. Tim holds a PhD of the Swiss Federal Institute of Technology (ETH Zurich) and an Agricultural Engineer's title from TU Munich (Germany) University. Tim is a systems thinker and convinced that Network approaches have the potential to change the way we manage water resources.

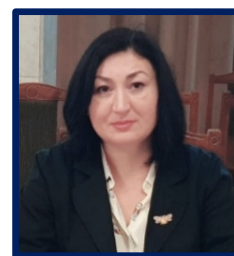
**Tracy Sithabile Molefi** (Botswana) is a Programme Coordinator for the Permanent Okavango River Basin Water Commission (OKACOM) Secretariat responsible for the overall coordination of the entire OKACOM programme with specific focus on the implementation of the OKACOM Strategic Programme. Prior to joining the OKACOM Secretariat, she was the Deputy Director-Water Resources for the Department of Water and Sanitation of Botswana. Tracy earlier served as National Coordinator- River Basin Organizations, heading the Ministry's International Waters Unit. In this role, she oversaw, facilitated, and coordinated the programme and activities of the four river basins of Zambezi, Limpopo, Orange-Senqu and Okavango and other water related bilateral and joint commissions that Botswana has formed agreements with other countries. She has served in different capacities on the various structures or organs of these four river basins including being Co-Chair of the Okavango Basin Steering Committee (OBSC) under OKACOM. Tracy has over ten years' experience in water resources development and management cut across national and regional level focusing on community development and capacity building, environmental protection and natural resource management, Integrated Water Resources Management (IWRM), advocacy and developing strategic partnerships. She has knowledge of Project Management gained through work with regional projects such as the Swedish funded Every River Has Its People project (where she was a project coordinator), and the USAID funded Okavango Integrated River Basin Management project, implemented in Botswana, Namibia and Angola. Tracy is the former Chairperson of the African Network of River basin organisation and Member of the Global Water Partnership Organisation (GWPO) where she also serves as member of GWP Nomination Committee. She is the member of Kalahari Conservation Society and IUCN's Communication and Education Commission. She has a master's degree in Environmental Science holder coupled with several professional courses in trans-boundary water resources management.



**Tumaini Mwamyalla** (Tanzania) serves as Tanzania's National Desk Officer for the Nile Basin Initiative (NBI) and principal project preparation and coordination officer within the Ministry of Water. She holds a MSc in Community Economic Development from New Hampshire University and MSc in Engineering Management from the University of Dar Es Salaam as well as a Post Graduate certificate in Integrated Water Resources Management from the Stockholm International Water Institute. Throughout her career, Tumaini has held responsibility of coordinating and supervising, preparation and execution of transboundary water resources management and development plans as well as implementation of national, regional, and international programmes at national level. Tumaini has eighteen years of experience in transboundary water resources management coordinating transboundary issues with different regional cooperation institutions including African Ministers' Council on Water (AMCOW), the NBI, the Zambezi Watercourse Commission (ZAMCOM), Lake Victoria Basin Commission (LVBC), Lake Tanganyika Authority, Ruvuma Basin Commission and Songwe River Commission. Tanzania has eleven surface water bodies shared with eight neighboring countries including Burundi, Democratic Republic of Congo, Kenya, Malawi, Mozambique, Rwanda, Uganda and Zambia (not including shared ground water aquifers). Tumaini has participated from negotiations to ratification in the Nile Basin Comparative Agreement Framework (CFA) dialogues and in the preparation and implementation of several Shared Vision Programmes under the Nile basin Initiative. Tumaini is a founding member of the Women in Water Diplomacy Network and serves on the Network's Leadership Council.



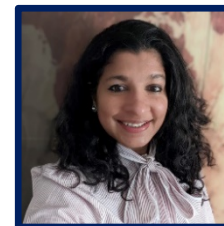
**Valentina Ceres** (Moldova) is a Senior Consultant, Integrated Water Resources Policy Directorate of the Ministry of Environment. Bachelor in Geography and Hydrology. She has a rich experience in the field of flood and drought management, having developed the Operational Manual on flood management in the Dniester and Prut river basins for the General Inspectorate for Emergency Situations. Valentina has been working for over 10 years as head of the Hydrological Forecasting Department in the State Hydrometeorological Service, also as a member of the working groups of the Commission for the Sustainable Use and Protection of the Dniester River Basin (Exceptional Situations Working Group and the Working Group on River Basin Planning and Management).



**Verdiane Nyiramana** (Rwanda) with a master's degree in Project Management and a Bachelor's Degree in Business Information Technology, Verdiane Nyiramana has benefited from different trainings in different domains including peace building, women empowerment and conflict resolution. In the aftermath of the 1994 Genocide against Tutsis, Verdiane did not fear to take the lead as a young lady to mobilize other young women in Rwanda to actively engage in reconciliation and rehabilitation of Rwanda focusing on reconciliation and peace. Her determination and commitment to give back to communities, led to her appointment as the Executive Director of BENIMPUHWE organization. In addition, Verdiane's networking; communication and persuasive skills have led BENIMPUHWE organization to attract donors from different sources including Rwanda Government, USA, Belgium, Canada, Netherlands, Germany and France. Currently she is a Regional Chairperson of Nile Basin Discourse, Founder and chair of women for water and climate cooperation network (WWCCN) and former Regional Board member of Concertation des collectives des Associations Feminines de la Region des Grands-Lacs.



**Vineetha Kartha** (United States) is currently employed as the Colorado River Programs Manager with the Central Arizona Project. In her capacity with CAP, Vineetha and her team provide technical and policy support to management and the CAWCD Board of Directors on Colorado River issues including developing and implementing strategic planning efforts and projects protecting and enhancing CAP's interest in the Colorado River water supplies. Vineetha has worked with Freeport-McMoRan as their water resources manager working on water rights management issues across Freeport mines in Arizona and has previously served as the Manager for the Colorado River Management Section at the Arizona Department of Water Resources. She holds a Master of Urban and Environmental Planning degree from the Arizona State University and a Master of Geology degree from the University of Bombay and a post graduate Diploma in "International Negotiations and Capacity Skills" from the Diplomatic Academy of Vienna.

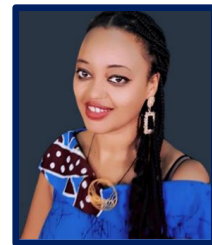




**Yara Fernandes Lourenço** (Angola) joined TNC in January 2023 as Chief of Party for the USAID-supported Ecosystems, Communities and Climate (ECCO) project. Prior to TNC, Yara served as Government Relations Manager at The HALO Trust in Angola where she focused on accelerating donor relations, assisted in developing the organizational profile and conducted research and development of new funding opportunities. Yara has over 20 years of experience in project management and implementation and leading teams in the Southern Africa region. Her expertise includes: the development and implementation of MEL plans; undertaking program evaluations; and working extensively with gender and community-based projects throughout Angola. She previously conducted evaluations for UNICEF, Norwegian Norad and the European Union and provided technical guidance and support to grant management as Country Director for mothers2mothers/PEPFAR in Angola. Additional experience includes delivering strategic guidance and advise to a multitude of stakeholders (government agencies, international donors, civil society organizations, INGOs) in Angola and the Southern African region. Yara holds a Master of Sciences in Development Studies from the School of Oriental and Africa Studies, UK and a Bachelor of International Relations and Politics from the University of Westminster, UK. Finally, she has over 18 years of experience as a Lecturer in International Relations and Africa Development.



**Yodit Balcha** (Ethiopia) is a founding member of the Women in Water Diplomacy Network and serves on the Network's Leadership Council. Yodit is also a founding member of the African Women in Water and Climate Association. Currently, Yodit works as a Climate Adaptation research officer at the Alliance of Bioversity International and CIAT-Africa Hub in Addis Ababa, Ethiopia. Until early 2022, Yodit served as the Senior Climate Change Adaptation Advisor at the Ministry of Water, Irrigation, and Energy in Ethiopia, where she is responsible for mainstreaming climate change adaptation and resilience plans into the ministries sectoral strategic and development projects, she was also one of the few women water diplomats during the GERD negotiations back in 2019. Her work focuses on the nexus approach of Climate, Land (Agriculture), Energy, and Water Systems. Yodit holds a Master's degree in Sustainable Development from Uppsala University, a Master's course in Agricultural Economics from Haramaya University, and Bachelor's Degree in Natural Resource Economics and Management from Mekelle University.



**Dr. Yolanda Lopez-Maldonado** (Mexico) is an Indigenous Maya woman from Mexico and science diplomat, working on the social dimensions of water conservation. Her career has spanned several topics from both natural & social sciences pertaining to the science-society-policy interphase. She has worked for academic/non-academic organizations and achieved high-level results in diplomatic environments at different levels in social issues and science fields including UNESCO, UNPFII, CBD, ICCROM, IPBES, IUCN, fostering debates about how science (Western and Indigenous) can build trust between nations & support foreign policies. Her fields of expertise include in-depth knowledge of theories, frameworks, methods and analytical techniques to investigate complex systems undergoing global change. A Young Scholar from the Beijer Institute of Ecological Economics, The Royal Swedish Academy of Sciences, and fellow of the International Institute for Applied Systems Analysis (IIASA), Dr. Lopez-Maldonado received a PhD degree in Human Geography from the Ludwig-Maximilians-Universität München, Germany.



**Dr. Yumiko Yasuda** (Japan/ Sweden) is the Senior Network and Transboundary Water Cooperation Specialist at Global Water Partnership (GWP). She is presently the Network Specialist for both GWP-C and GWP Southeast Asia. She joined GWP in 2017, and has been network officer for China, Southeast Asia, South Asia and Pan Asia. In addition to being a Senior Network Specialist, she currently leads GWP's thematic work on transboundary water, and is the lead faculty of the Massive Open Online Course (MOOC) on Transboundary Freshwater Security, where she designed and directed the production of the course. Her areas of expertise lie in the analysis of water and environmental governance, water diplomacy, political economy analysis surrounding natural resources management, with a focus on transboundary rivers and non-state actors' engagements in natural resources management. Yumiko brings GWP experiences working in multiple sectors in the field of water and environment including: UNDP-GEF Asia and the Pacific region programme officer, livelihoods specialist for WWF Mekong programme, community based ecotourism advisor in Cambodia, environmental specialist at Ericsson, postdoc researcher on water diplomacy at SIWI, Uppsala University and the Hague Institute for Global Justice. She obtained her PhD degree from the Centre for Water Law, Policy and Science at the University of Dundee, MA in environmental policy from the Tufts University, and MSc in Environmental Science from Tsukuba University. Her research on the Mekong has culminated in the publication of a book titled "Rules, Norms and NGO Advocacy Strategies: Hydropower Development on the Mekong River" by Routledge in 2015.



**Dr. Zodwa Dlamini** (South Africa) is a seasoned international transboundary water management specialist, development professional, and senior infrastructure projects manager. As the former South Africa's Chief Delegate and Permanent Representative on the Lesotho Highlands Water Commission (LHWC) for 11 years, she oversaw the Lesotho Highlands Water Project (LHWP) and its implementation and served as South Africa's Chief Negotiator for Phase 2 of the Lesotho Highlands Water Project valued at \$5 Billion that is currently being implemented in Lesotho. The LHWP is a binational project between the government of the Republic South Africa and the Kingdom of Lesotho responsible for delivering water from the highlands of Lesotho to South Africa, and utilising the water delivery system to generate 72MW hydro-electric power for the Kingdom of Lesotho at 'Muela Hydropower Station. LHWP was Africa's largest water transfer scheme prior to the construction of the Grand Ethiopian Renaissance Dam (GERD). Dr. Dlamini further ensured that gender policies in the LHWP are intentional and decisive in matters of gender inclusivity and participation of women. It was during her tenure when the LHDA first appointed a woman Chief Executive Officer (CEO) in over 20 years of its existence. Dr. Dlamini is currently an independent consultant currently supporting the development of the Women in Water Diplomacy Network in the Orange-Senqu. Dr. Dlamini is a founding member of the Women in Water Diplomacy Network and serves as a member of the Network Leadership Council.



**Zoe Rosenblum** (United States) is a doctoral candidate in geography at Oregon State University (OSU). Her research explores the intersection of international water governance and transboundary wetlands, investigating the role of law and institutions in shared wetland areas. She employs geospatial and qualitative analyses to understand the global distribution of transboundary wetlands and how transboundary wetland governance is implemented on the ground. Zoe is a graduate of the Water Cooperation and Diplomacy joint master's program of OSU, IHE-Delft and the United Nations-Mandated University for Peace. She is advised by Professors Aaron Wolf (OSU) and Susanne Schmeier (IHE-Delft), with whom she supports transboundary water cooperation workshops and capacity building in basins across the globe.





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