

# WOCO 3C: PROPOSED MOTIONS & PROPOSED AMENDMENTS

July 2021



Walking together, walking far.

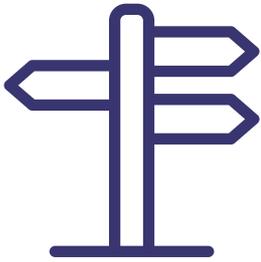
## 37th WORLD CONFERENCE 2021



# INTRODUCTION

This document contains the Proposed Motions and Proposed Amendments that will be presented, discussed and voted upon by Member Organisations at the 37th World Conference in July 2021. This includes:

- Proposed Motions that affect the WAGGGS Constitution and Bye-Laws ('Constitutional Proposed Motions')
- Proposed Amendments to the Constitutional Proposed Motions
- Proposed Motions that do not affect the Constitution and Bye-Laws ('Non-Constitutional Proposed Motions')



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# 1

## PROPOSED MOTION 1: REDUCING THE SIZE OF THE WORLD BOARD

Proposer: World Board  
Voting Eligibility: Full Members  
Majority required: 75% majority of votes cast



### PROPOSED MOTION

#### The World Conference:

- a. approves the proposal to reduce the maximum number of members of the World Board to 12 (or 11, if motion 4 is not passed); and
- b. approves the necessary changes to the WAGGGS Constitution and Bye-Laws outlined in this paper and shown as tracked changes on the copy of the constitution available here: [WAGGGS Constitution and Bye-Laws](#)



### RATIONALE

The purpose of this change is to facilitate having a World Board that is the optimum size for Board members to effectively carry out their duties, and to hold effective meetings.

The Board first put forward this motion in March 2020, before the onset of the global pandemic, following a review of WAGGGS' governance that involved the World Board, Governance Committee, other members of the Global Team and feedback from Member Organisations.

Since July 2020 the Board has been operating at a smaller size of 11 Trustees due to a delay in holding World Board elections to replace the six Board members who stepped down at the end of their term of office. The experience of the current Board has reaffirmed its view that a smaller World Board is able to be more agile, and more conducive to effective discussion and decision-making whilst still being suitably representative of the Movement. The Board feels that it has been able to have more frequent and deeper discussions, greater levels of participation and collaboration and has been ably supported in its decision making by the Board committees.

When considering the ideal size of Board, the Board recognised that in some other organisations a Board can be much smaller than 11. However, the Board feels it is important not to reduce to less than 11 in order to ensure that the Board remains reflective of the diversity of the Movement, keeps the workload for Board members at a manageable level and that the Board has the necessary skills and experience among its number to carry out its strategic role and responsibilities effectively.





## CURRENT SITUATION

The World Board is comprised of 17 Trustees - twelve elected by Full Member Organisations at World Conference and five Regional Chairs, elected by their Regional Committees who in turn are elected by Full Member Organisations at the Regional Conferences. All seventeen World Board members, regardless of how they are elected, are Trustees of the charity and share equal responsibility for the organisation.

The World Board has been this size for many years, predating the creation of WAGGGS as a Charitable Incorporated Organisation (CIO) in 2014 and our current constitution. The Board recognises that in most other organisations of our size and nature, it is unusual to have a Board of this size. After reflecting at length on current and previous feedback and experiences from within the Movement, and comparison with other similar organisations, the World Board recommends to the World Conference that the size of the World Board should be reduced to a maximum of 12 Trustees (or 11, if motion 4 is not passed).

## PROPOSED FUTURE COMPOSITION AND TRANSITION ARRANGEMENTS

Should this motion be adopted, the composition of the World Board would in future be six World Board members elected by Full Member Organisations at World Conference and the five Regional Chairs. This would not take effect until after the close of World Conference in 2021 and therefore will not impact on the elections that will take place at the 37th World Conference.

It is suggested that transitional arrangements be put into place to achieve the reduction in Board size over two triennia. To ensure continuity on the Board it is suggested that three World Board members will be elected at the 38th World Conference in 2023 to replace the six Board members who will be stepping down at that time at the end of their term of office. This will make an interim total Board size of 14 (or up to 15 if motion 4 is passed) for the triennium 2023-2026.

At the 39th World Conference in 2026 another six Board members will step down at their end of their term and be replaced by three new Board members. The Board size from the 39th World Conference onwards would therefore be 11 (or up to 12 if motion 4 is passed). At each World Conference from 2026 onwards there would be a cycle of three Board members stepping down at the end of their term and three new Board members elected to replace them.



## LEARNINGS FROM OUTSIDE THE MOVEMENT

As highlighted by the King IV Report (South Africa) and the National Council of Voluntary Organisations in England (NCVO) there is no 'right' or 'wrong' size of Board. It is generally accepted that each charity is different and therefore needs to find a governance structure appropriate for its needs. However, there has been a general downward trend in Board size within the Charity sector and in global membership organisations in recent years. Informal research has shown that Trustees in organisations who have reduced their Board size to less than 15 have reported an improved governance experience both as individual Trustees and collectively as Boards.

UK Charity Commission guidance suggests that a charity should "have enough charity trustees to effectively carry out their duties, but not too many so that it becomes impractical to hold effective trustee meetings where everyone can participate in decision making. We suggest a maximum of 12 trustees". This is echoed by the Charity Governance Code which suggests that the ideal is that "The board is big enough that the charity's work can be carried out and changes to the board's composition can be managed without too much disruption. A board of at least five but no more than twelve trustees is typically considered good practice".



An indicative sample of other international organisations shows a variety of Board sizes, including:

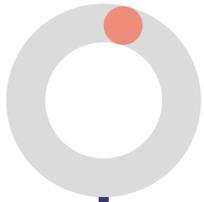
- Save the Children International - 13 Board members
- Mothers' Union (international global membership organisation) - 12 Board members
- Womankind International - 11 Board members
- Duke of Edinburgh International Award - 9 Board members
- Christian Aid - up to 20 Board members
- Islamic Relief Worldwide - 6 Board members
- Médecins Sans Frontières International - 14 Board members
- WOSM World Scout Committee - 26 of which only 12 are voting members



## OUTLINE CHANGES TO THE CONSTITUTION

Constitution Sub-clause	Suggestion
13.3	Remove the words "seventeen" and replace with "twelve". Remove "twelve" and replace with "six". Add the words "Subject to clause 14.11 (transitional arrangements)"
14.1.1	Remove "twelve" and replace with "Subject to clause 14.11, six".
14.1.5	Replace "The twelve Elected Trustees will" with "The World Board shall".
14.11	New clause outlining transitional arrangements.





# PROPOSED AMENDMENT TO PROPOSED MOTION 1

Proposer: Lebanese Federation of Girl Scouts & Girl Guides  
Voting Eligibility: Full Members  
Majority required: Simple majority of votes cast



## PROPOSED AMENDMENT

The World Conference approves that Proposed Motion 1 will be amended as follows (the proposed changes to Proposed Motion 1 are in **red** and **crossed** in the following text):

“ a. approves the proposal to reduce the maximum number of members of the World Board to **12-15** (or **11-14** if Motion 4 is not passed); ...”



## RATIONALE

The purpose of this change is to reduce the size of the World Board to nine Elected Trustees and five Regional Chairs given the following considerations:

The ability to distribute duties and roles among World Board members according to the tasks assigned to them, in order to reduce the workload of the elected volunteers.

Greater representation for different age groups, especially with an emphasis on the presence of at least two young women on the World Board.

Enhancing the presence of specialists in the World Board from among the nine elected members.

Ensure diversity and expansion of regional participation in the World Board in a balanced and effective manner, ensuring wider participation in decision-making.

## OUTLINE CHANGES TO THE CONSTITUTION

Constitution Sub-clause	Suggestion
13.3	Remove the words “seventeen” and replace with “ <b>twelve-fifteen</b> ”. Remove “twelve” and replace with “ <b>six-nine</b> ”. <del>Add the words “Subject to clause 14.1.1 (transitional arrangements)”</del>
14.1.1	Remove “twelve” and replace with “ <b>Subject to clause 14.1.1, six-nine</b> ”.
14.1.5	Replace “The twelve Elected Trustees will” with “The World Board shall”.
<del>14.1.1</del>	<del>New clause outlining transitional arrangements.</del>



## 2

# PROPOSED MOTION 2: ENSURING DIVERSITY ON THE WORLD BOARD - WOMEN UNDER 30

Proposer: World Board  
Voting Eligibility: Full Members  
Majority required: 75% majority of votes cast

## PROPOSED MOTION

### The World Conference:

- a. approves a requirement for the World Board to include at least two members under the age of 30; and
- b. approves the necessary changes to the WAGGGS Constitution and Bye-Laws outlined in this paper and shown as tracked changes on the copy of the constitution available here: [WAGGGS Constitution and Bye-Laws](#)

## RATIONALE

Motion 32, passed at the 36th World Conference in 2017, tasked the World Board to conduct an investigation: looking into the reasons why more young women are not standing for governance and decision-making positions. This research was conducted in consultation with Member Organisations and their young women. The objective of this research was to develop a concrete set of recommendations that will significantly increase the number of young women standing for governance and decision-making positions.

The World Board strongly welcomed this mandate and established a Research Team of ten young women under the age of 30 representing the five regions of WAGGGS. The research team comprising Young Women and external research experts reached almost 3,000 individuals as respondents – the vast majority of whom were young women.

When reviewing the research data, it was identified that 99% of all respondents (which included young people and national board members) believe that having young women in decision-making roles is beneficial.

70% of all survey respondents including young women, adult leaders and national board members agreed that there should be a set minimum number of young women in governance and decision-making roles. Existing evidence on women's representation has generally shown that having a set number of places led to an increase in the proportion of elected women.



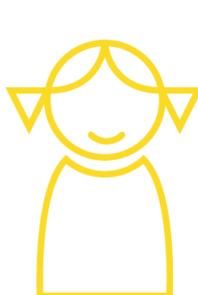
The World Board proposes that (in the medium term) a clause be included in the WAGGGS Constitution for a minimum of two young women under 30 on the World Board. This is intended to be a transitional mechanism to normalise the nomination and election of younger women onto the World Board. The proposal is that the implementation of this clause is reviewed after three trienniums, at which time it may be felt that this provision in the constitution is no longer needed because sustainable change has been achieved. Young women under 30 would be required to meet all the criteria required for members of the World Board and should not be seen as any less qualified as any other Board member.

The World Board feels it is important to respond to the voices of the Movement and act on their wishes for a diverse and inclusive board. This proposal is just one measure to increase the participation of young women under 30 in decision-making at the global level. Following the findings of the research project a number of non-constitutional motions will also be proposed to ensure a holistic and comprehensive approach is taken to address barriers and ensure meaningful participation of young women within the Movement.



## OUTLINE CHANGES TO THE CONSTITUTION

Constitution Sub-clause	Suggestion
14.1.5	Replace “at least one young woman under the age of thirty at the time of election” with “at least two women under the age of thirty at the time of election”.
14.1.6	New clause explaining how to deal with a situation where insufficient nominations are received to fulfil the minimum requirements of 14.1.5 (above)
14.4	Replace the original clause 14.4.1 with new wording relating to dealing with vacancies on the World Board.



# 3

## PROPOSED MOTION 3: ENSURING DIVERSITY ON THE REGIONAL COMMITTEES - WOMEN UNDER 30

Proposer: World Board  
Voting Eligibility: Full Members  
Majority required: 75% majority of votes cast

### PROPOSED MOTION

The World Conference:

- a. approves to introduce a requirement for every newly elected Regional Committee to have at least two members under the age of 30 (as far as practicable); and
- b. approves the necessary changes to the WAGGGS Constitution and Bye-Laws outlined in this paper and shown as tracked changes on the copy of the constitution available here: [WAGGGS Constitution and Bye-Laws](#)

### RATIONALE

Motion 32, passed at the 36th World Conference in 2017, tasked the World Board to conduct an investigation: looking into the reasons why more young women are not standing for governance and decision-making positions. This research was conducted in consultation with Member Organisations and their young women. The objective of this research was to develop a concrete set of recommendations that will significantly increase the number of young women standing for governance and decision-making positions.

The World Board strongly welcomed this mandate and established a Research Team of ten young women under the age of 30 representing the five regions of WAGGGS. The research team comprising Young Women and external research experts reached almost 3,000 individuals as respondents – the vast majority of whom were young women.

When reviewing the research data, it was identified that 99% of all respondents (which included young people and national board members) believe that having young women in decision-making roles is beneficial.

70% of all survey respondents including young women, adult leaders and national board members agreed that there should be a set minimum number of young women in governance and decision-making roles. Survey results also show that almost half of the Young Women say that they want to take up either a Regional Committee or Regional Working Group role in the future. Existing evidence on women's representation has generally shown that having a set number of places led to an increase in the proportion of elected women.



The World Board proposes that (in the medium term) a clause be included in the WAGGGS Constitution to encourage the election of at least two young women under 30 on regional committees. This is intended to be a transitional mechanism to normalise the nomination and election of younger women onto the Regional Committees. The proposal is that the implementation of this clause is reviewed after three trienniums, at which time it may be felt that this provision in the constitution is no longer needed because sustainable change has been achieved. Young Women under 30 would be required to meet all the criteria required for members of the Regional Committee and should not be seen as any less qualified as any other Regional Committee member.

The World Board feels it is important to respond to the voices of the Movement and act on their wishes. The World Board recognises that some regions across the Movement already have mechanisms in place to ensure that a considerable number of young women are actively participating in decision-making spaces and hope to demonstrate the value that they place on this, through this motion and through encouraging other regions to act.

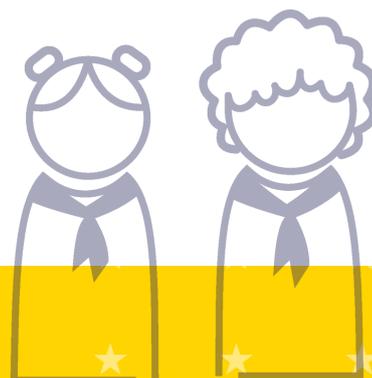
This proposal is just one measure to increase the participation of young women under 30 in decision-making at the regional level. Following the findings of the research project a number of non-constitutional motions will also be proposed to ensure a holistic and comprehensive approach is taken to address barriers and ensure meaningful participation of young women within the Movement including those young women who will be elected to the Regional Committees.



## OUTLINE CHANGES TO THE CONSTITUTION

Constitution Sub-clause	Suggestion
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21.1	<i>Remove "one young woman" and replace with "two women"</i>
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# 4

## PROPOSED MOTION 4: WORLD BOARD COMPOSITION - PROVISION TO CO-OPT AN ADDITIONAL WORLD BOARD MEMBER

Proposer: World Board

Voting Eligibility: Full Members

Majority required: 75% majority of votes cast



### PROPOSED MOTION

The World Conference:

- a. approves the addition of a constitutional provision enabling the World Board to co-opt one additional Board Member if they identify that such a member is needed to fill a skills or perspective gap; and
- b. approves the necessary changes to the WAGGGS Constitution and Bye-Laws outlined in this paper and shown as tracked changes on the copy of the constitution available here: [WAGGGS Constitution and Bye-Laws](#)



### RATIONALE

The World Board proposes the addition of a clause in the constitution to allow future World Boards to co-opt an additional Board member where a particular requirement is identified.

Within any fully elected Board, there is potential for there to be a gap in a particular skill or perspective. When new members join the Board, WAGGGS undertakes a skills audit to identify the strengths and skills across the Board and any areas that may need to be strengthened. This reflects best practice but the Board currently has no mechanism to fill the gap. The current Board has reflected that, in a situation where a future Board identifies a particular skill or perspective gap, the opportunity to co-opt an additional Board member would enable the Board to ensure it has the right mix of skills, perspectives and experience it needs for effective working in that triennium. For example, it could be that the Board is lacking expertise in priority areas required to deliver the WAGGGS strategy over the triennium including areas such as fund development, digital technology, communications, or non-formal education.

Following agreement by the World Board of the need to recruit, it is envisaged that, as far as practicable, this Trustee would be a member of a Member Organisation of WAGGGS, identified through an open call process. Only if this process does not identify an individual with the required skills would the Board potentially look outside Member Organisations. For effective working of the Board, and for the contribution of the co-opted individual to be given equal weight to their fellow Board members, it is important that the co-opted individual should be a full voting member.





## OUTLINE CHANGES TO THE CONSTITUTION

Constitution Sub-clause	Suggestion
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13.3	Insert “and one Co-opted Trustee in accordance with clause 14.5”
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14.5	New clause as follows:
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The World Board may, at any time, co-opt one individual as an additional member of the World Board with full voting rights if a significant gap in skills and/or expertise is identified (the Co-opted Trustee). In relation to any such Co-opted Trustee:

14.5.1 so far as practicable, they shall be a member of a Member Organisation;

14.5.2 they shall be appointed for a term of up to 3 years, and on retirement be eligible for appointment for a further term of up to three years (subject to an maximum of 6 years in total).



# 5

## PROPOSED MOTION 5: PROVISION FOR REMOTE PARTICIPATION IN A WORLD CONFERENCE

Proposer: World Board  
Voting Eligibility: Full Members  
Majority required: 75% majority of votes cast

### PROPOSED MOTION

#### The World Conference:

- a. agrees to make provision in the WAGGGS constitution to facilitate the introduction of remote general meetings in future i.e. for Member Organisations to be able to participate in and vote at World Conferences without being physically present, through the use of technology; and
- b. approves the necessary changes to the WAGGGS Constitution and Bye-Laws outlined in this paper and shown as tracked changes on the copy of the constitution available here: [WAGGGS Constitution and Bye-Laws](#)

### RATIONALE

The 'enabling clause' presented under this motion aims to provide greater flexibility for WAGGGS to hold its World Conference and other general meetings, and be more agile in responding to circumstances outside of its control.

The global pandemic has prevented a physical World Conference from taking place across a prolonged period and demonstrated the need for WAGGGS to have alternative means for effective decision-making at its disposal. WAGGGS' constitution does not currently allow for virtual general meetings and so the Board has had to rely on temporary and extraordinary provisions in UK law to hold the General Meeting in December 2020 and World Conference in July 2021. These provisions cannot be guaranteed for the future and it is therefore prudent to ensure that our governing document provides for this.

This motion is about ensuring that WAGGGS can better navigate difficult circumstances, to better facilitate decision-making.

The Board recognises and appreciates the concerns expressed by a number of Member Organisations at the General Meeting in December 2020 of enabling remote participation without any conditions in place. The Board wishes to reassure Member Organisations that the suggested provisions enable the possibility of remote participation, but do not give Member Organisations an automatic right to attend remotely at any or all general meetings. The provision would only be utilised in circumstances where the World Board felt it was in the best interests of the organisation.



The purpose of this motion is not to bring about a fundamental change in our approach to World Conferences. World Conference in 2021 is taking place online because of necessity but the Board very much hopes that the 38th World Conference in 2023 will revert back to a physical meeting.



## OUTLINE CHANGES TO THE CONSTITUTION

Constitution Sub-clause	Suggestion
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12.3.3.2	Add the following words at the end of sub-clause 12.3.3.2: “(which need not be a physical address)” so that the sub-clause reads: “give the address at which the meeting is to take place (which need not be a physical address)”
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12.8	New clause as follows:
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### 12.8 Attendance and Speaking at general meetings

12.8.1 A person is able to exercise the right to speak at a general meeting when that person is in a position to communicate to all those attending the meeting, during the meeting, any information or opinions which that person has on the business of the meeting.

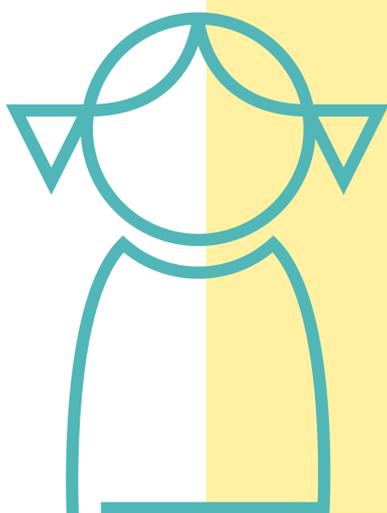
12.8.2 A person is able to exercise the right to vote at a general meeting when:

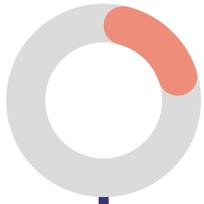
- (a) that person is able to vote, during the meeting, on resolutions put to the vote at the meeting, and
- (b) that person’s vote can be taken into account in determining whether or not such resolutions are passed at the same time as the votes of all the other persons attending the meeting.

12.8.3 The World Board may make whatever arrangements they consider appropriate to enable those attending a general meeting to exercise their rights to speak or vote at it. This may include making arrangements for Member Organisations to attend a general meeting by televisual or other electronic or virtual means provided that all remote attendants may securely identify themselves, follow the proceedings and cast their votes online or in a manner otherwise acceptable to WAGGGS.

12.8.4 In determining attendance at a general meeting, it is immaterial whether any two or more Member Organisations attending it are in the same place as each other.

12.8.5 Two or more persons who are not in the same place as each other attend a general meeting if their circumstances are such that if they have (or were to have) rights to speak and vote at that meeting, they are (or would be) able to exercise them.





# PROPOSED AMENDMENT TO PROPOSED MOTION 5

Proposer: Mouvement Scout de Suisse, Ring Deutscher Pfadfinderinnenverbände, Fédération du Scoutisme Français, Eesti Gaidide Liit, Guiding and Scouting in Belgium, Sakartvelos Gogona Skautebis Asociaia.

Voting Eligibility: Full Members

Majority required: Simple majority of votes cast



## PROPOSED AMENDMENT

The World Conference approves that Proposed Motion 5 will be amended as follows (the proposed changes to Proposed Motion 5 are in **red** in the following text):

**12.8.3 The World Board may make whatever arrangements they consider appropriate to enable those attending a general meeting to exercise their rights to speak or vote at it. This may include making arrangements for Member Organisations them to attend a general meeting by televisual or other electronic or virtual means provided that all remote attendants may securely identify themselves, follow the proceedings and cast their votes online or in a manner otherwise acceptable to WAGGGS. The World Board shall consider making arrangements for remote attendance only in exceptional circumstances, taking into account the wider benefits of in-person participation for Member Organisations and the Movement as a whole.**



## RATIONALE

We are thanking the World Board for recognising the concerns expressed by some Member Organisations at the General Meeting in December 2020 regarding the possibility to allow remote participation without any conditions in place. We fully agree with their intent to enable WAGGGS to be more agile in uncertain times, and we really appreciate both their commitment to not establish a “remote participation automatism” and their wish to go back to physical meetings as soon as possible.

With this amendment, we only wish to specify in the constitution that participating remotely to a World Conference (or other General meetings) should remain extraordinary. Because the rationale where the Board explains their intention is not part of constitutional changes, we risk losing the history and the intent of this change. With including the extraordinary aspect of remote participation in the constitution, we still allow WAGGGS to make arrangements for enabling those in specific circumstances to attend the conference while ensuring that the original idea of this provision remains present.





We understand that some MOs are unable to participate in person at World Conferences or other decision-making meetings for different reasons. One of them being very often financial reasons, we are convinced that this specific aspect has to be tackled. Indeed, we believe that remote participation is not the only solution to address the financial barrier, and we deem it necessary and urgent to open a broader discussion about ways to address the financial barriers (by, for example, discussing the costs of the conferences).

We believe participation is more than attending the sessions and voting. Participation is also about being involved, meeting others, building friendships, shaping your opinion and finding new ideas through discussions and events that often happen when not in session. We deeply care about the benefits of meeting in person while at the conferences. This is why we believe that allowing remote participation without conditions is a risk for full participation and fair representation of all MOs. While we trust that the World Board will do their best to implement spaces to allow for the discussions (in the case of, i.e. a fully online conference), we believe we need time to collectively address the complex issue of participation (and the barriers to it) to find the right ways to proceed.

If approved, this amendment will give the World Board the leverage needed to allow remote participation under extraordinary circumstances while encouraging us to address the topic of financial barriers and to understand the implications of remote participation better. We, therefore, encourage all MOs to support this amendment, and we are available to discuss it with any interested MO openly.





# PROPOSED MOTION 6: VICE-CHAIRS AND REGIONAL COMMITTEE MEMBERS

Proposer: World Board  
Voting Eligibility: Full Members  
Majority required: 75% majority of votes cast



## PROPOSED MOTION

That, clause 21.4 of the WAGGGS Constitution be amended to read as follows:

**21.4 A Regional Committee shall elect from its members a Regional Chair. Each Regional Committee shall also elect, from its members, a Regional Vice-Chair. [In the event of a Regional Chair being unable to attend a meeting of the World Board, the World Board may invite the Regional Vice-Chair or another member of the Regional Committee to attend without the right to vote]**



## RATIONALE

At the 36th World Conference in Delhi, India in September 2017, the following Motion amending the WAGGGS Constitution and Bye-Laws was passed by Member Organisations:

### Motion 8

**That, clause 21.4 of the Constitution be amended as follows: “A Regional Committee shall elect from its members a Regional Chair. Each Regional Committee shall also elect, from its members, a Regional Vice-Chair. In the event of a Regional Chair being unable to attend a meeting of the World Board, the Regional Vice-Chair shall attend in place of the Regional Chair, with the right to vote. In the event that both the Regional Chair and the Regional Vice-Chair are unable to attend a meeting of the World Board, the World Board may invite another member of the Regional Committee to attend the meeting. That member will have the right to vote”.**

It has been identified that this clause does not comply with Charity Law within England and Wales where WAGGGS is registered. The Trustees of WAGGGS (World Board members) have legal responsibility for the management and administration of WAGGGS and as a matter of law cannot delegate their overall decision-making power. Therefore it is not possible for a Regional Chair, a Trustee of the charity, to pass voting rights onto their Vice-Chair or another member of the Regional Committee.

The World Board therefore propose an amendment to Clause 21.4 that in the event of a Regional Chair being unable to attend a meeting of the World Board, the World Board may still choose to invite the Regional Vice-Chair or another member of the Regional Committee to attend in place of the Regional Chair if needed, but they will not have the right to vote.



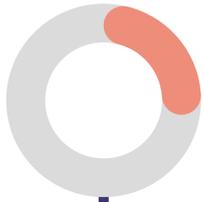
## OUTLINE CHANGES TO THE CONSTITUTION

Constitution Sub-clause	Suggestion
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21.4	Remove “In the event of a Regional Chair being unable to attend a meeting of the World Board, the Regional Vice-Chair shall attend in place of the Regional Chair, with the right to vote. In the event that both the Regional Chair and the Regional Vice-Chair are unable to attend a meeting of the World Board, the World Board may invite another member of the Regional Committee to attend the meeting. That member will have the right to vote”
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And replace with: *[In the event of a Regional Chair being unable to attend a meeting of the World Board, the World Board may invite the Regional Vice-Chair or another member of the Regional Committee to attend without the right to vote]*





# PROPOSED AMENDMENT TO PROPOSED MOTION 6

Proposers: Ring Deutscher Pfadfinderinnenverbände, Lebanese Federation of Girl Scouts & Girl Guides

Voting Eligibility: Full Members

Majority required: Simple majority of votes cast



## PROPOSED AMENDMENT

The World Conference approves that Proposed Motion 6 will be amended as follows (the proposed changes to Proposed Motion 6 are in red and ~~crossed~~ in the following text):

“That, clause 21.4 of the WAGGGS Constitution be amended to read as follows:

- 21.4 A Regional Committee shall elect from its members a Regional Chair. Each Regional Committee shall also elect, from its members, a Regional Vice-Chair. [In the event of a Regional Chair being unable to attend a meeting of the World Board, the World Board ~~shall~~ **may** invite the Regional Vice-Chair or another member of the Regional Committee to attend without the right to vote”.



## RATIONALE

We understand that our Constitution has to comply with UK Charity Law and therefore support the change of the constitution regarding the voting rights. But to make sure the Regional Committees are represented at the World Board meetings, we suggest changing the wording regarding the invitation of the Regional Vice-Chair or another member of the Regional Committee. The word “shall” shows a much stronger commitment to invite the Regional Vice-Chair or another member of the Regional Committee in case of the absence of the Regional Chair than the word “may”.





# PROPOSED MOTION 7: CLARIFYING WORDING AND REMOVING INCONSISTENCIES

Proposer: World Board  
 Voting Eligibility: Full Members  
 Majority required: 75% majority of votes cast



## PROPOSED MOTION

The World Conference:

- a. acknowledges the need to make some editorial changes in the Constitution to increase clarity and to remove inconsistencies and the potential for differing interpretations; and
- b. approves the necessary changes to the WAGGGS Constitution and Bye-Laws outlined in this paper, and shown as tracked changes on the copy of the constitution available here: [WAGGGS Constitution and Bye-Laws](#)



## RATIONALE

Since the Constitution and Bye-Laws were introduced in 2014 a number of small changes needed to wording have been identified in order to clarify meaning, and/or to remove inconsistencies and the potential for differing interpretations of some clauses. The World Board tasked the Governance Committee with reviewing the Constitution and Bye-Laws in order to identify any relevant clauses that require a small clarification or amendment.



## OUTLINE CHANGES TO THE CONSTITUTION

Constitution Sub-clause	Suggestion	Notes/Rationale
10.9.1 (f)	Replace “national in its operation” with “its members” and remove “well-developed”.	‘Well-developed’ is a subjective quality which can depend on cultural context. When evaluating a Potential Member Organisation, WAGGGS will evaluate it to ensure that it is viable, appropriate in the country and suits the needs of its members.
10.1.3.1	Remove “Only National Organisations as a whole can become Member Organisations”	This wording can be misleading and not always reflective of reality. For example, in SAGNOs it is not the whole membership of the organisation that becomes a Member of WAGGGS. Also, there are already different points in the constitution (namely 10.1.1) where it is specified that it is not possible for individual members of Member Organisations to be members of WAGGGS.

10.4.3	Amendment to the sub-clause to include reference to suspension from membership.	Although a Suspension and Cancellation Policy is already in operation, the possibility to suspend a Member Organisation before removal from membership of WAGGGS is currently not referenced in the Constitution.
14.6	Remove in its entirety	This was only necessary at the adoption of the Constitution in 2014 when transitioning to the new Charitable Incorporated Organisation and can now be removed.
14.7 and 14.8	Updated wording	Reworded to reflect the removal of 14.6
16.1.3	Remove “two years” and replace with “twelve months”	As the World Board meet at least four to five times per year, a period of two years seems an excessive period to allow a World Board member to be absent without permission or reasonable cause.
21.10	New clause	Clarifying that an employee of WAGGGS or a Member Organisation may not be a member of a Regional Committee.
34	Amend to say “next highest number of votes”	Clarifying wording in the definition of the Approved Persons
34	Removal of definition of Electoral Reform Services	Not relevant to WAGGGS
34	Add the words “... the members of WAGGGS for the purposes of the Charities Act 2011, the General Regulations and the Dissolution Regulations, comprising National Organisations...”	Updating the definition of Member Organisation
34	Remove “the Fifth World Centre” and replace with “Kusafiri”	Updating the Constitution to recognise the name of Kusafiri alongside the other World Centres.
10.10.1 (n); 10.10.2 (f); 12.1; Bye-Law II 2.13; Bye-Law II 2.14.1	Replace the word “hostess” with the word “host”	Modernising language





Bye-Law VIII 8.2	Replace “at least 120 clear days” with “at least 60 clear days”.	To align the notice period for proposed amendments to the Bye-Laws (currently 120 days) with the notice period for proposed amendments to the constitution (60 days).
Schedule	Replacing “Article” with “clause”	For consistency with the rest of the Constitution and Bye-Laws



# PROPOSED MOTION 8: MO ENGAGEMENT IN WAGGGS' DECISION-MAKING

Proposer: Guiding and Scouting in Belgium, Girl Scouts of Taiwan  
Voting Eligibility: Full Members  
Majority required: 75% majority of votes cast



## PROPOSED MOTION

The following sub-clause is added to Bye-Law VII - Policies and procedures:

**7.2 Decisions resulting in long-term strategic policies and procedures which impact Member Organisations require a participatory Member Organisation consultation process. This consultation process must include a written announcement sent in advance to all Member Organisations clearly stating the scope, objectives and timeline of the process.**



## RATIONALE

Expressing our gratitude and recognizing recent efforts made in regard to MO consultations undertaken by WAGGGS;

Deeply convinced of every MO's willingness to contribute to finding sustainable solutions to the challenges faced by WAGGGS today;

Reaffirming our commitment to working closely with the World Board and Regional Committees to achieve WAGGGS' full potential;

Convinced that the input of MOs greatly strengthens the unity of our movement and enhances our overall decision making processes by sharing their knowledge, experience and concerns;

We believe that long term strategic items which impact MOs should benefit from a broader MO engagement and involvement. To this end the current consultation approach would be greatly improved by ensuring clearer communication in advance of the consultation taking place.

Timely information on the scope, objectives and timeline of the consultation would allow MOs the necessary time to provide quality inputs and/or provide the right person with expertise to feed into the consultation process.

Consultative processes with all Member Organisation should be supported by sufficient data and information which could help Member Organisations to understand the pros and cons of the changes or decisions and how the changes or decisions may impact the Member Organisations. Adequate timeframe should be provided to allow Member Organisations before being finalized and implemented, to encourage good governance practise at all levels of the organisation.





# PROPOSED MOTION 9: WORLD BOARD MEMBER TERM OF OFFICE AND ELECTION CYCLES

Proposer: World Board, Girl Scouts of the USA, Fédération du Scoutisme Français  
Voting Eligibility: Full Members  
Majority required: 75% majority of votes cast



## PROPOSED MOTION

### The World Conference:

- a. agrees to make provision in the WAGGGS constitution that in circumstances where a World Conference or Regional Conference cannot be held in the normal triennial cycle, the Elected Trustees and Regional Chairs shall remain in office until such time as elections can be held; and
- b. approves the necessary changes to the WAGGGS Constitution and Bye-Laws outlined in this paper and shown as tracked changes on the copy of the constitution available here: [WAGGGS Constitution and Bye-Laws](#)



## RATIONALE

Proposed Motions were received from Girl Scouts USA and Fédération du Scoutisme Français in relation to the six-year term of office for Elected Trustees and the need for flexible provisions to enable continuity of leadership in difficult times. The World Board wishes to express its thanks to Girl Scouts USA and Fédération du Scoutisme Français for their submissions and highlighting this issue.

Both Member Organisations raised valid concerns about the need to ensure consistency of leadership in circumstances where elections cannot be held in the usual timeframe, and also the question of what “six years” actually means in practice, in the context of the triennial cycles. In consultation with the two Member Organisations, a new composite Proposed Motion has been developed taking onboard their concerns and combining their proposed solutions into a set of new constitutional provisions outlined below.

This Proposed Motion addresses a particular circumstance where Board members have reached the end of their term of office but elections cannot be held within the usual expected timeframe. It does not impact on the process for handling casual vacancies on the Board which may arise as a result of the resignation, removal or death of a Trustee during their term of office (clause 14.4).





## OUTLINE CHANGES TO THE CONSTITUTION

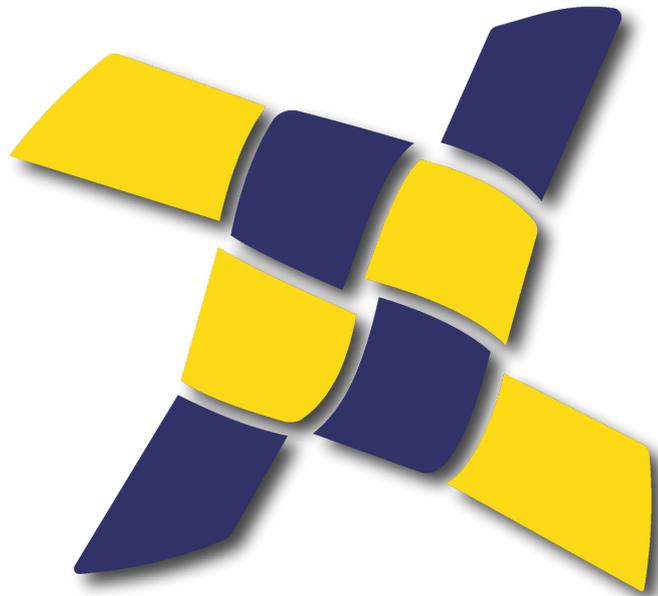
Constitution Sub-clause	Suggestion
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14.9	Add the words “Subject to Clauses [14.4] and [14.10]” at the beginning of clause 14.9 so it reads:
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“Subject to Clauses [14.4] and [14.10] no member of the World Board shall serve for a period of more than six years. For the avoidance of doubt, any time spent as a Regional Chair shall be included when calculating the period served as a member of the World Board”

14.10	Add a new clause (14.10) with the following wording:
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“In relation to Elected Trustees and Regional Chairs, six years shall be calculated by reference to the relevant World Conference or Regional Conference at which they are elected. In circumstances where a World Conference or Regional Conference cannot be held in the normal triennial cycle, the Elected Trustees and Regional Chairs shall remain in office until such time as elections can be held, at the direction of the World Board”





# PROPOSED AMENDMENT TO PROPOSED MOTION 9

Proposer: Girlguiding UK  
Voting Eligibility: Full Members  
Majority required: Simple majority of votes cast



## PROPOSED AMENDMENT

The World Conference approves that Proposed Motion 9 will be amended as follows (the proposed changes to Proposed Motion 9 are in **red** in the following text):

“The World Conference:

- a. Agrees to make provision in the WAGGGS constitution that in circumstances where a World Conference cannot be held in a normal triennial cycle, The Elected Trustees and Regional Chairs shall remain in office until such time as elections can be held (**subject to their willingness to do so**);...”

So that clause 14.10 then reads:

“In relation to Elected Trustees and Regional Chairs, six years shall be calculated by reference to the relevant World Conference or Regional Conference at which they are elected. In circumstances where a World Conference or Regional Conference cannot be held in the normal triennial cycle, the Elected Trustees and Regional Chairs shall remain in office until such time as elections can be held (**subject to their willingness to do so**), at the direction of the World Board”



## RATIONALE

Suggested amendment to ensure no world board member is made to remain in post, if they are unable to or cannot for any reason continue.



10

# PROPOSED MOTION 10: IMPLEMENTATION OF MOTIONS PASSED AT THE 37TH WORLD CONFERENCE RELATING TO THE CONSTITUTION AND BYE-LAWS

Proposer: World Board  
Voting Eligibility: Full Members  
Majority required: 75% majority of votes cast

## PROPOSED MOTION

The World Conference authorises the World Board to make such minor changes to the Constitution and Bye-Laws as are necessary following the decisions made by Member Organisations at the 37th World Conference in order to implement the Motions as passed.

## RATIONALE

There are a number of Proposed Motions being presented to the 37th World Conference, which are inter-related. This means that in some cases it is impossible to predict the final wording and numbering in the Constitution and Bye-Laws ahead of the World Conference as this is dependent on whether certain Motions are passed.

The World Conference is asked to approve this Proposed Motion which would enable WAGGGS, working closely with its lawyers, to make such minor changes to the Constitution and Bye-Laws as are necessary following the World Conference in order to implement the Motions as passed. This will enable WAGGGS to correct grammatical, formatting, numbering and other such non-substantive errors as may be necessary to ensure the integrity of the Constitution and Bye-Laws after World Conference. Anything requiring a substantive change would of course need to be returned to the Member Organisations for approval at the next World Conference.





# 11

## PROPOSED MOTION 11: MEANINGFUL YOUTH ENGAGEMENT IN DECISION-MAKING AND GOVERNANCE ROLES

Proposer: Girl Guides of Canada, Girlguiding UK  
Voting Eligibility: Full and Associate Members  
Majority required: Simple majority of votes cast



### PROPOSED MOTION

#### The World Conference:

- a. recommends that WAGGGS work with Member Organizations which have successfully integrated young women into their decision-making processes to collaborate to develop an in-person and/or virtual non formal educational curriculum/programme/training material on decision making to strengthen skills and build capacities of adolescents and youth to meaningfully engage in decision making roles;
- b. recommends that WAGGGS work with Member Organizations which have successfully integrated young women into their governance processes to collaborate to develop an in-person and/or virtual non formal educational curriculum/programme/training material on governance to strengthen skills and build capacities of adolescents and youth to meaningfully engage in governance roles; and
- c. recommends that WAGGGS regularly communicate success stories about young women in decision-making roles assessing the progress made in increasing the number of Young Women at the global, regional and national levels of WAGGGS' decision-making bodies and highlighting the impact of different mechanisms in place to strengthen meaningful adolescent and youth engagement.



### RATIONALE

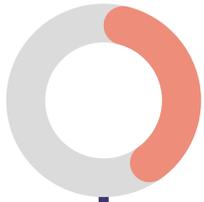
Motion 32, passed at the 36th World Conference in 2017, tasked the World Board to conduct an investigation: looking into the reasons why more young women are not standing for governance and decision-making positions. This research was conducted in consultation with Member Organisations and their young women. The objective of this research was to develop a concrete set of recommendations that will significantly increase the number of young women standing for governance and decision-making positions. The research team of 10 Young Women and external research experts reached almost 3,000 individuals as respondents – the vast majority of whom have been young women.

When reviewing the research data, it was identified that 99% of all respondents of which including young people and national board members believe that having young women in decision-making roles is beneficial. The study found out that more than half of the Young Women felt ready to take up decision-making roles. Despite this readiness, still, not many Young Women stand for decision-making roles. This was explained by the multiple barriers they face such as limited support available for Young Women, cultural contexts and lack of awareness on decision making roles that were available and requirements to access those spaces.

In this context, the research recommends that a non-formal educational curriculum/programme/training be developed on governance and decision making to facilitate knowledge and skills building and capacity strengthening of adolescents and youth. This would support young women to access global, regional and national level decision making spaces in a meaningful and engaging manner. This educational programme can be delivered in-person or virtual, as feasible and could bring in a ripple effect when trained members further take it to their own networks and groups within and outside the movement. There could be creative ways to participate in this training and access the educational tool for any girl or young woman interested in governance or already has been nominated or upon the election to a governance body.

The non-formal educational curriculum/programme/training on governance would help prepare young women to navigate decision making spaces with confidence and to deliver their duties and responsibilities in that role as they would be fully equipped with the necessary knowledge and skills required to take up leadership roles and to overcome barriers such as intergenerational gap existing with decision making spaces. This is backed by external research that has found out that there is often a generational gap in a two-way exchange of information (Qasem, 2013); an almost non-existent structure of information exchange between young and older people, especially when it comes to youth participation.

It is also recommended that a digital publication be released prior to the World Conference which would assess the performance of each triennium on young women in decision-making. The publication can also be a platform to promote stories of Young Women in decision-making and further encourage other young women to take up governance roles. The publication will release the progress made in increasing the number of Young Women in governance at global, regional and national levels and highlighting the impact of different mechanisms in place to strengthen meaningful adolescent and youth engagement. This would further enable an effective monitoring and evaluation process to check all related motions, and structures in place to advance young women in decision making and meaningful youth leadership and engagement.



# PROPOSED AMENDMENT TO PROPOSED MOTION 11

Proposer: The Guides and Scouts of Sweden  
Voting Eligibility: Full and Associate Members  
Majority required: Simple majority of votes cast



## PROPOSED AMENDMENT

The World Conference approves that Proposed Motion 11 will be amended as follows (the proposed changes to Proposed Motion 11 are in **red** and ~~crossed~~ in the following text):

The World Conference:

- a. recommends that WAGGGS work with Member Organizations which have successfully integrated young women into their decision-making processes to collaborate to develop ~~an in-person and/or virtual non-formal educational a~~ curriculum/programme/training material **to be used by MOs** on decision making to strengthen skills and build capacities of adolescents and youth to meaningfully engage in decision making roles;
- b. recommends that WAGGGS work with Member Organizations which have successfully integrated young women into their governance processes to collaborate to develop ~~an in-person and/or virtual non-formal educational a~~ curriculum/programme/training material to be used by MOs on governance to strengthen skills and build capacities of adolescents and youth to meaningfully engage in governance roles; and
- c. recommends that WAGGGS regularly communicate success stories about young women in decision-making roles assessing the progress made in increasing the number of Young Women at the global, regional and national levels of WAGGGS' decision-making bodies and highlighting the impact of different mechanisms in place to strengthen meaningful adolescent and youth engagement.



## RATIONALE

Think and act locally!

We fully support the rationale of motion 11, in regards to reviewing and learning from best practices within the Movement to ensure capacity building for young women in governance and decision-making. To allow for a greater impact and strengthen more girls and young women on all levels throughout the Movement, we believe it is important to focus this work at the national and local level, as the MO's of WAGGGS have the greatest opportunity to ensure this reaches every and any girl.



# 12

## PROPOSED MOTION 12: TRAINING ON YOUTH LEADERSHIP AND ENGAGEMENT

Proposers: Girl Guides of Canada  
Voting Eligibility: Full and Associate Members  
Majority required: Simple majority of votes cast

### PROPOSED MOTION

**The World Conference recommends that a comprehensive training be included in the induction/orientation cycle, whether in-person or virtual, on meaningful adolescent and youth leadership and engagement, for all new and current WAGGGS volunteers and WAGGGS staff.**

### RATIONALE

Motion 32, passed at the 36th World Conference in 2017, tasked the World Board to conduct an investigation: looking into the reasons why more young women are not standing for governance and decision-making positions. This research was conducted in consultation with Member Organisations and their young women. The objective of this research was to develop a concrete set of recommendations that will significantly increase the number of young women standing for governance and decision-making positions. The research team of 10 Young Women and external research experts reached almost 3,000 individuals as respondents – the vast majority of whom have been young women.

When reviewing the research data, it was identified that 99% of all respondents of which including young people and national board members believe that having young women in decision-making roles is beneficial. While on the question of reasons why young women do not apply for decision making roles, one of the key barriers identified by 46% of the respondents was the issues arising due to the intergenerational gap within the movement.

It is recommended that to avoid such systematic barriers, the current and new World Board members and WAGGGS Committee members should participate in the mandatory training during the induction/orientation cycle to respective governing bodies on meaningful youth leadership and engagement. The members would highly benefit from a space that they could engage in a collaborative way to co-create and co-learn. Therefore this training will facilitate that space for members to further strengthen their capacities on meaningful adolescent and youth leadership, engagement, consultation and participation. The global decision making bodies should make use of creative tools and methodologies to enable capacity strengthening at either in-person or virtual platforms.





Since WAGGGS is the largest leading youth movement for girls and young women, it is evident the importance of striving for greater age diversity and intergenerational collaborations at the highest levels of governance. Therefore the research recommends that developing strong and positive intergenerational partnerships where young people feel safe, included, valued and can participate fully, is crucial for meaningful and ethical engagement within all structures.

The training will support a co-learning and co-creating space for all decision makers, to strengthen inclusive working modalities which would avoid tokenization of youth representation and provide mechanisms to meaningfully incorporate contributions of all members into decision-making. By including all existing and new volunteers with WAGGGS, the training on the importance of meaningful adolescent and youth leadership and engagement could be adapted depending on the program or committee's induction activities. With specifying all WAGGGS volunteers, it would reach thousands of additional volunteers, impacting the way events, programs and other volunteer activities are conducted, ideally with more of a youth-led presence.





13

# PROPOSED MOTION 13: PRE-EVENTS FOR YOUNG WOMEN UNDER 30 ATTENDING WORLD CONFERENCES

Proposer: Girl Scouts of Taiwan  
Voting Eligibility: Full and Associate Members  
Majority required: Simple majority of votes cast

## PROPOSED MOTION

The World Conference recommends:

- a. to utilise international opportunities such as the World Conference to organize, with youth, a pre-conference event for the youth delegates (young women under age 30) attending as part of the MO delegation and this could be organized as an in-person or virtual space dedicated for young women to connect, network and prepare for the main event to meaningfully participate in all processes of the World Conference;
- b. to ensure young women are fully included, dedicate a prominent space to young women, (a role such as organizer, leader, facilitator, panellist, etc.) during plenary and thematic sessions of the World Conference; and
- c. the proposed motion is to be implemented for at least the next two World Conferences.

## RATIONALE

Motion 32, passed at the 36th World Conference in 2017, tasked the World Board to conduct an investigation: looking into the reasons why more young women are not standing for governance and decision-making positions. This research was conducted in consultation with Member Organisations and their young women. The objective of this research was to develop a concrete set of recommendations that will significantly increase the number of young women standing for governance and decision-making positions. The research team of 10 Young Women and external research experts reached almost 3,000 individuals as respondents – the vast majority of whom have been young women.

Research conducted across the five WAGGGS regions, show that almost all (97-98%) of young people, adult leaders, and National Board members believe that having Young Women in decision-making roles is beneficial to Young Women themselves, MO and the GG/GS Movement. In addition, 54% of Young Women feel ready to take up decision making roles. Through the proposed establishment of a mandatory pre-conference event for Young Women, the young leaders attending will be better prepared to fully participate in the Conference, including proposing motions, sharing opinions and leading discussions. The pre-event provides an opportunity to have discussions around their roles within the Conference being part of a national delegation, building connections, developing a network and further strengthening their leadership skills.



The World Conference provides excellent opportunities for members of the Movement to convene and discuss successes, challenges and lessons learned for their MOs. While this benefits many members, Young Women can have tokenistic positions at such events, to meet quotas around including a Young Women with each Member Organization delegation. Along with this, young women attending these events may not be prepared to participate fully in plenary discussions and other sessions. Therefore, the pre-conference event for youth delegates can help equip them with knowledge and skills to play an equal role in the delegation and contribute fully to the conference.

The pre-conference event can be virtual or in-person, and can use creative ways to deliver depending on the nature of the Conference of that particular year. The Motion proposes the World Conference budget to bear the costs as required and also hold the responsibility of organizing the event as appropriate, working alongside the pool of WAGGGS volunteer facilitators and trainers and Member Organizations where available. If this is delivered in a comprehensive manner, it is expected that this pre-conference event will also be a capacity building space that can contribute towards the continued active volunteerism of the youth delegates and delivery of post conference projects and initiatives with their national organizations, larger impact for the movement.

The research recommends that young women voices be represented at all spaces of the World Conference including but not limited to main plenaries, thematic sessions and other spaces to ensure that as the leading organization for girls and young women, WAGGGS is practising what is preached. Therefore, as feasible dedicating a spot for youth representatives will ensure all spaces are diverse and inclusive. With the hopes of moving towards a stronger sense of intergenerational discussions and participation, with the implementation of the above, the proposed Motion is put forward to be implemented for the next two World Conferences.





14

# PROPOSED MOTION 14: PRE-EVENTS FOR YOUNG WOMEN UNDER 30 ATTENDING REGIONAL CONFERENCES

Proposers: Girl Scouts of the USA, Lebanese Federation of Girl Scouts & Girl Guides  
Voting Eligibility: Full and Associate Members  
Majority required: Simple majority of votes cast

## PROPOSED MOTION

The World Conference recommends:

- a. to utilise international opportunities such as the Regional Conferences to organize, with youth, a pre-conference event for the youth delegates (young women under age 30) attending as part of the MO delegation and this could be organized as an in-person or virtual space dedicated for young women to connect, network and prepare for the main event to meaningfully participate in all processes of the Regional Conferences;
- b. to ensure young women are fully included, dedicate a prominent space to young women, (a role such as organizer, leader, facilitator, panellist, etc.) during plenary and thematic sessions of the Regional Conferences; and
- c. the proposed motion is to be implemented for at least the next two Regional Conferences.

## RATIONALE

Motion 32, passed at the 36th World Conference in 2017, tasked the World Board to conduct an investigation: looking into the reasons why more young women are not standing for governance and decision-making positions. This research was conducted in consultation with Member Organisations and their young women. The objective of this research was to develop a concrete set of recommendations that will significantly increase the number of young women standing for governance and decision-making positions. The research team of 10 Young Women and external research experts reached almost 3,000 individuals as respondents – the vast majority of whom have been young women.

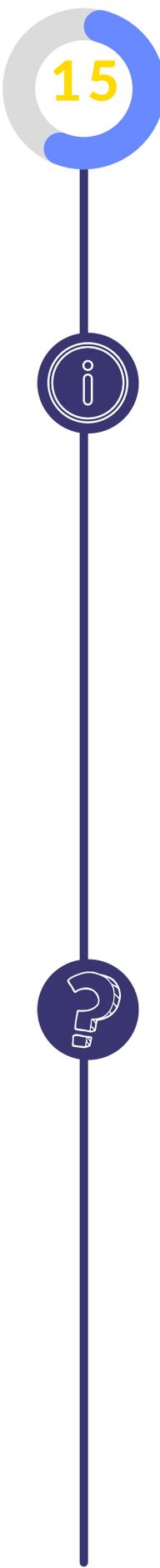
Research conducted across the five WAGGGS regions, show that almost all (97-98%) of young people, adult leaders, and National Board members believe that having Young Women in decision-making roles is beneficial to Young Women themselves, MO and the GG/GS Movement. In addition, 54% of Young Women feel ready to take up decision making roles. Through the proposed establishment of a mandatory pre-conference event for Young Women, the young leaders attending will be better prepared to fully participate in the Conference, including proposing motions, sharing opinions and leading discussions. The pre-event provides an opportunity to have discussions around their roles within the Conference being part of a national delegation, building connections, developing a network and further strengthening their leadership skills.





The Regional Conferences provide excellent opportunities for members of the Movement to convene and discuss successes, challenges and lessons learned for their MOs. While these international events organised by WAGGGS benefit many members, Young Women can have tokenistic positions at such events, to meet quotas around including a Young Women with each Member Organization delegation. Along with this, young women attending these events may not be prepared to participate fully in plenary discussions and other sessions. Therefore, the pre-conference event for youth delegates can help equip them with knowledge and skills to play an equal role in the delegation and contribute fully to the conference. It is evident that certain regions across the Movement already have mechanisms in place to ensure that young women attending the conference are fully prepared and also have a dedicated pre-conference event for youth delegates, this motion therefore is a step towards encouraging other regions to also onboard some of those best practices.

The pre-conference event can be virtual or in-person, and can use creative ways to deliver depending on the nature of the Conference of that particular year. The Motion proposes the Regional Conference budget to bear the costs as required and WAGGGS hold the responsibility of organizing the event as appropriate, working alongside the pool of WAGGGS volunteer facilitators and trainers and Member Organizations where available. If this is delivered in a comprehensive manner, it is expected that this pre-conference event will also be a capacity building space that can contribute towards the continued active volunteerism of the youth delegates and delivery of post conference projects and initiatives with their national organizations, creating a larger impact for the movement.



15

# PROPOSED MOTION 15: STRENGTHENING THE NOMINATIONS PROCESS FOR MEMBERS OF THE WORLD BOARD AND REGIONAL COMMITTEES

Proposer: Girl Scouts of the USA, Nigerian Girl Guides Association  
Voting Eligibility: Full and Associate Members  
Majority required: Simple majority of votes cast

## PROPOSED MOTION

The World Conference recommends the Nominations Committee to ensure the recruitment process for the World Board and Regional Committees;

- a. use diversified dissemination channels, with opportunities posted across all communication platforms at key designated times in the election process and facilitate information exchange between Member Organisations as to best practices in communicating the information with their national and local networks;
- b. organize virtual spaces in all WAGGGS official languages at minimum one month prior to the deadline for call for applications, for interested applicants and Member Organisations to question and clarify the requirements of the role, understand questions on the application and receive required support in strengthening the knowledge around the nomination and election processes; and
- c. develop a mechanism through which anonymous reports can be made and support be provided for young women who are facing resistance accessing the nomination/election process.

## RATIONALE

Motion 32, passed at the 36th World Conference in 2017, tasked the World Board to conduct an investigation: looking into the reasons why more young women are not standing for governance and decision-making positions. This research was conducted in consultation with Member Organisations and their young women. The objective of this research was to develop a concrete set of recommendations that will significantly increase the number of young women standing for governance and decision-making positions. The research team of 10 Young Women and external research experts reached almost 3,000 individuals as respondents – the vast majority of whom have been young women.

When reviewing the research data, it was identified that 99% of all respondents of which including young people and national board members believe that having young women in decision-making roles is beneficial. The study found out that more than half of the Young Women felt ready to take up decision-making roles. Despite this readiness, still, not many Young Women stand for decision-making roles. This was explained by the multiple barriers they face such as lack of awareness on decision making roles that were available, requirements to access those roles, limited support available for Young Women and cultural contexts. Results from the research shows that only 18% of YW were familiar with the nominations process for World Board and Regional Committee roles.



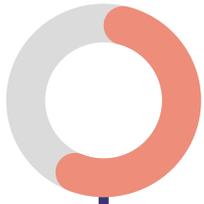


The research recommends that the responsible structures within WAGGGS such as the nominations committee must use “easy to understand” non-technical language in the nominations pack including the application form. It is also advised that diversified dissemination channels must be used to share the opportunities across all communication platforms multiple times over a lengthened duration. In order to further strengthen the communication channels of Member Organizations’ outreach to girls and young women with the available opportunities, it is suggested to develop and share a communication toolkit in all WAGGGS official languages to support member organizations in cross-sharing the information with their national and local networks.

Within this context, to support interested applicants and member organizations, it is recommended to organize virtual spaces in all WAGGGS official languages prior to the deadline for call for applications, to question and clarify about requirements for the role, understand questions on the application and receive required support in strengthening the knowledge around the nomination and election processes.

Due to the perceptions in built within the movement preferring years of experience over skills, many young women are less confident and discouraged to go through the nominations and election process for leadership roles, therefore adequate knowledge and support throughout the nominations and election process will ensure more young women come forward to take up decision making roles and there will be transformative change in culture and perceptions within the movement.

As a progressive movement with high priority on safeguarding, it is highly recommended that a safeguarding policy be developed along with a reporting mechanism through which anonymous reports can be made regarding irregularities of the nomination and election process. This will further strengthen transparency and accountability of the nominations and election process while providing a safe, unbiased and ethical space.



# PROPOSED AMENDMENT TO PROPOSED MOTION 15

Proposer: Girl Scouts of the USA, Nigerian Girl Guides Association  
Voting Eligibility: Full and Associate Members  
Majority required: Simple majority of votes cast



## PROPOSED AMENDMENT

The World Conference approves that Proposed Motion 15 will be amended as follows (the proposed changes to Proposed Motion 15 are in **red** and ~~crossed~~ in the following text):

The World Conference recommends the Nominations Committee to ensure the recruitment process for the World Board and Regional Committees;

- a. use diversified dissemination channels, with opportunities posted across all communication platforms at key designated times in the election process and facilitate information exchange between Member Organisations as to best practices in communicating the information with their national and local networks;
- b. organize virtual spaces in all WAGGGS official languages at minimum one month prior to the deadline for call for applications, for interested applicants and Member Organisations to question and clarify the requirements of the role, understand questions on the application and receive required support in strengthening the knowledge around the nomination and election processes; and
- ~~c. develop a mechanism through which anonymous reports can be made and support be provided for young women who are facing resistance accessing the nomination/election process.~~
- c. develop a process in collaboration with Member Organizations through which young women can provide feedback that will assist WAGGGS and Member Organizations to understand barriers and improve processes for young women to access global and regional nomination and election processes.





## RATIONALE

This amendment is being put forward in an effort to clarify the intent of point “c” in proposed motion 15.

Proposed motion 15 was put forward to create systems and processes to increase young women’s awareness and engagement in global and leadership opportunities. Each of the suggested actions are direct recommendations from the Motion 32 research conducted by young women researchers in 2019-2020.

One of the key recommendations from the research was to have a process by which young women can report feedback on the effectiveness of their ability to learn about, access and engage in nomination and election process.

The specific recommendation stated, "An official WAGGGS safeguarding policy should be developed and a reporting mechanism established in which volunteers from MOs, including Young Women, can anonymously report irregularities in accessing volunteering and decision-making roles." (page 40)

Though written with good intention, the current language of point “c” is lacking in clarity and fails to explain key aspects of the proposal. Specifically, that the goal is to develop a process with Member Organizations where WAGGGS can receive feedback and data to improve outreach and engagement processes for young women’s leadership opportunities. This updated draft better defines the intent of the recommendation, the goals and how some of the processes will take place.

Feedback processes are an important component of any organization’s youth engagement processes. The development of such guidelines will provide WAGGGS an opportunity to identify gaps and successes in the nominations process while further strengthening transparency and accountability and providing a safe, unbiased and ethical space for all candidates.

16

## PROPOSED MOTION 16: FRAMEWORK AND TOOL(KIT) FOR MOS ON THE GIRL GUIDE AND GIRL SCOUT EDUCATIONAL METHOD

Proposer: Guiding and Scouting in Belgium  
Voting Eligibility: Full and Associate Members  
Majority required: Simple majority of votes cast

### PROPOSED MOTION

The World Conference recommends that the World Board launch a task force with the task to create a framework and a tool(kit). Recommending that this task force represents at least one MO of each Region and one member of each Regional Committee.

The Conference recommends to develop a framework that translates the GG/GS principles into a core set of growth goals for all guides and scouts around the globe. The framework should clarify the impact MOs can achieve by operationalisation of these goals into their national programme. The framework also should clarify how the existing WAGGGS specific programmes and trainings could be used to work on a certain growth goal.

Recommending the creation of a tool(kit) for MOs to support the translation of this growth goals into their national educational programme (based on pedagogical insights of childhood and young adulthood) taking into account the needs of the different age groups and the influence of the environment on our guides and scouts. The tool(kit) should integrate an approach on personal growth and framing a continuity of (personal) development throughout the different age groups from an age group to another.

### RATIONALE

Affirming that Guiding is meant to offer an educational programme (based on pedagogical insights of childhood and young adulthood) of quality by the Member Organizations to all our guides and scouts;

Noting that we are guided by the fundamental principles of Girl Guiding and Girl Scouting (GG/GS) as expressed through our values and non-formal education method, and by supporting Member Organisations to create relevant, exciting, accessible and learner-led Girl Guide and Girl Scout experiences so all girl guides and girl scouts experience fun and grow as person and as part of the Girl Guiding and Girl Scouting community;

Deeply convinced that WAGGGS can and does deliver strong educational messages to its Member Organisations and provides high value support in the areas of Guiding programme and training;

Noting the good work of the recent years;



Affirming that a framework and toolkit to build a national educational programme (based on pedagogical insights) doesn't affect the specific programmes and trainings delivered by WAGGGS such as Free Being Me, but strengthen the manner of how one can fill in parts of a national educational programme;

In order to help Member Organizations in their general purpose of delivering GG/GS Method to all guides and scouts we are convinced that providing tools to support MOs in developing or improving their national educational programme is an effective way to strengthen the quality of the GG/GS experience;

Taking into account the motion on educational methods as adopted at the 35th World Conference in Hong Kong (Proposed Motion 15.5) which re-emphasized the focus of WAGGGS on the GG/GS Method and principles, educational programme and training and the development of supportive tools and resources, including renewing the guidelines on programme and training and creating toolkits;

Taking into account the motion on educational methods as adopted at the 36th World Conference in New Delhi (Proposed Motion 17) which recommended the development of tools to support MOs to help them to develop and/or improve their educational programmes based on the GG/GS Method and taking into account the different age groups;

Noting with satisfaction the success of 'Prepared to Learn, Prepared to Lead', WAGGGS' most recent work on non-formal methods;

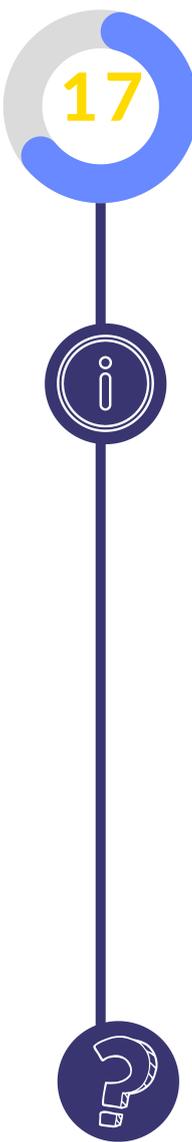
Guided by the outcomes and recommendations as captured in the Report of the GG/GS Experience Forum that took place in Muscat, Oman in November 2015, including:

- "2. Prioritise and invest more in WAGGGS's programme work around core areas of girl guiding and girl scouting like the girl experience and volunteer development and less 'special topics';*
- 3. Design fewer ready-made activities, more programmes at outcome and method levels, with strategy, templates, guidance, etc, so MOs can develop these to fit their needs;*
- 4. Further develop Prepared to Learn, Prepared to Lead. Go into greater depth and provide more tools for MO teams to use at national level, with a step by step approach for designing national programmes that national teams can use."*

Nothing that Goal 1 of the 2018-2020 strategic plan provide more opportunities for girls and young women to grow and lead through the programmes and methods on fundamental principles of Girl Guiding and Girl Scouting is to be pursued till 2023 (World Board proposal) on Global Strategy.

Convinced that it will help achieve the many references to "growth", "retention", "building capacity"... mentioned throughout WoCo 8a: Draft WAGGGS Global Strategy 2018-2023.





17

## PROPOSED MOTION 17: CREATION OF A SPACE FOR MOS TO TALK ABOUT EDUCATIONAL METHODS AND PROGRAMME

Proposer: Comité de Enlace del Guidismo en España (CEGE-Spain)

Voting Eligibility: Full and Associate Members

Majority required: Simple majority of votes cast

### PROPOSED MOTION

The 37th World Conference calls for the creation of a space for Member Organisations to talk about educational methods and programme. It could be either a physical space such as a hub, or it could utilise existing gathering places like World Centres, or it could consist in virtual gathering hubs in the form of webinars. This would have a great impact not only on programme design for WAGGGS, but also because it would provide Member Organisations with a space to exchange on Guiding perspectives, and tighten collaboration between Member Organisations. It would also provide Member Organisations with guidance on how to align our movement with global needs, and overall it would guarantee a tighter collaboration between Girl Guiding and Girl Scouting organisations to make our movement thrive in the delivery of our mission and vision.

Finally, we would like to clarify that, in the creation of this space for gathering and debate about educational methods and programme, we believe it is for World Board and WAGGGS staff to determine what is more convenient in the allocation of resources, including whether it is physical or virtual.

### RATIONALE

Stating that Guiding is meant to offer an education method.

Taking into account that WAGGGS' mission is to enable girls and young women to develop their fullest potential as responsible citizens of the world; and recalling its vision: all girls are valued and take actions to change the world.

Taking into consideration that paths and ways to deliver mission and vision are deeply connected with educational and programme methods.

Deeply convinced that not only is WAGGGS able to provide high-quality educational programmes, but also MOs are able to provide great insights in this area.

Having seen that most of our events focus on specific areas such as governance and finance and, though totally understanding the necessity of having conversations on this topic, we are convinced that proposed WAGGGS programmes sometimes do not have the capability to adapt fully to MO needs, or to their educational programmes, and that therefore the mission and vision delivery could be affected.

Taking into account previous motions in which MOs expressed a lack of alignment of Girl Guiding and Girl Scouting education method within WAGGGS programming, some of which were approved in Hong Kong and New Delhi, and Member Organisations concerns at the 2019 Regional Conference in Split, where there was a concern about GG and GS being heavily centred on the aspects mentioned above.

Taking into account that Compass 2032 is aimed at improving the world around us, particularly on aspects that affect a lot of WAGGGS MOs such as climate change, sustainability, technology and gender inequality.





18

## PROPOSED MOTION 18: ACCESSIBILITY OF WAGGGS' PROGRAMMES, EVENTS, RESOURCES AND OPPORTUNITIES BEYOND THE FOUR OFFICIAL LANGUAGES.

Proposers: Girl Guides Association of Cambodia, Girl Scouts of Japan, Girl Scouts of Korea, Girl Scout Association of Mongolia, Girl Scouts of Taiwan, Girl Guides (Girl Scouts) Association of Thailand.

Voting Eligibility: Full and Associate Members

Majority required: Simple majority of votes cast

### PROPOSED MOTION

**The World Conference recommends that WAGGGS explores ways in making WAGGGS programmes, events, resources, and opportunities more accessible in a timely manner to girls and young women from Member Organisations which speak or operate in languages beyond the four official languages of WAGGGS.**

### RATIONALE

As diversity and inclusion are increasingly recognized in the world, it is worth noting that many Member Organisations do not have English as their primary language. There are Member Organisations which are only categorised in the English-speaking Member Organisations category because they do not operate in the other official languages of WAGGGS either. This does not mean the Member Organisations could benefit fully from opportunities and resources provided in English.

It is a challenge to Member Organisations to deliver WAGGGS programmes or participate more actively in international opportunities, including participation at events, volunteering for WAGGGS or engaging in governance roles due to barriers in language. This is especially if Member Organisations do not have the capacity to translate resources into local languages or resources being made available too late, leaving too short a timeline for translation, dissemination and capacity building to members at local levels.

This would also be a loss to WAGGGS which invested resources to develop programmes and materials which many girls were not able to benefit from due to lack of capacity of Member Organisations to translate materials which arrived too late, and even if the Member Organisation could organize translation and implementation at a later stage, these girls would be left behind as compared to other girls from countries where language is not a barrier. In other words, there is inequality in accessibility to the global programmes and resources.

Language barriers do hinder capacity building of Member Organisations. With most programmes and resources only available in WAGGGS' four official languages, it can be safely said that Member Organisations which need the most support in capacity building are left behind in the process.



One recent example was of Girl Scouts of Taiwan being one of the hubs of the Juliette Low Seminar (JLS) in 2019. We appreciate WAGGGS for giving us a chance to try this new initiative. This is to make the event and WAGGGS resources more accessible to participants whose native language is neither of the WAGGGS official languages as even though participants might be able to understand content delivered, they might not be able to express themselves fully, hence making it less accessible for them to have a quality experience. However, due to many challenges, the event was not able to fully offer the implementation of a bilingual hub. Nevertheless, having some facilitators and participants who could provide some language support had been highly beneficial to those who are less fluent in English.

It is recommended that WAGGGS explore models to work with Member Organisations addressing all aspects of accessibility in line with WAGGGS vision of “All girls are valued and take action to change the world”.





19

## PROPOSED MOTION 19: PROCESS FOR SHARING EXTERNAL OPPORTUNITIES FOR ENGAGEMENT WITH MEMBER ORGANISATIONS

Proposer: Girl Guides Association Malaysia, Sri Lanka Girl Guides Association and Maldives Girl Guides Association

Voting Eligibility: Full and Associate Members

Majority required: Simple majority of votes cast

### PROPOSED MOTION

The World Conference recommends:

- a. that should WAGGGS consider there is less capacity within the organization to handle an external invitation or opportunity which requires engagement of girls and young women at regional and global high-level policy, advocacy and decision-making processes and platforms, then WAGGGS shall share the opportunity with all Member Organizations to lead and proceed with the required steps for the participation and engagement of adolescent girls and young women at the mentioned processes and platforms. Regions shall be informed of the same;
- b. that the interested Member Organizations will confirm with WAGGGS and keep the Region informed about their interest to take up such a role and the MO will be fully responsible for their participation and engagement, including but not limited to supporting their members to register, preparing the members to participate and speak, supporting members with financial requirements as feasible to be a part of the above mentioned processes and platforms;
- c. that WAGGGS confirm with the interested Member Organisation/s and keep the respective Region/s informed about the Member Organization's engagement and expected role including but not limited to be a part of the organizing committee of the external partner proposing the event, to register participants under the name of "World Association of Girl Guides and Girl Scouts" and to nominate speakers to represent WAGGGS;
- d. that WAGGGS should develop a Standard Operating Procedure (SOP) and share the relevant documents including but not limited to guidelines for engagement, safeguarding policies and position papers of WAGGGS on sensitive issues and thematic areas as appropriate with the interested Member Organizations to help prepare their members for the above-mentioned processes and platforms;
- e. In support of this recommendation all Member organizations are highly encouraged to create a volunteer group of leaders within the national organization in advance to respond to such immediate and urgent invitations and opportunities. This will help the MO to prepare girls and young women to participate and speak at such global and regional spaces. The leaders selected to the MO's volunteer group could include but not limited to adult leaders, adolescent and youth members, members in the global facilitators pool, former youth delegates, former advocacy champions and any interested member willing to support the MO's engagement;

*continued on next page*



- f. that upon the completion of the engagement, the Member Organizations shall report to WAGGGS after the engagement using the standard and simple reporting format. Report will be shared with the respective WAGGGS teams along with photographs, videos, consent forms and other content required for the promotion of WAGGGS engagement at the above mentioned spaces on communication platforms within and outside the organization;
- g. that the Member Organization shall continue to follow-up with the participants upon the completion of the engagement to ensure their learnings are shared with a wider group of girls and young women within and outside the MO; and
- h. that should Regions and/or Member Organisations receive any such external invitations and opportunities they shall share the information with WAGGGS and/or Regions, to follow the same procedure as mentioned above.



## RATIONALE

As the largest voluntary organization for girls and young women in the world, the World Association of Girl Guides and Girl Scouts (WAGGGS) is often considered by many organizations as the go-to or leading organization with topics related to girls and young women. WAGGGS is often invited to participate and speak at many global and regional processes and platforms. WAGGGS is already represented at selected global platforms such as UN Commission on the Status of Women (CSW) and Women Deliver Conference to name a few. WAGGGS takes a delegation of young women from different Member Organizations, recruited after a competitive selection process to attend such global spaces. The selected members were earlier referred to as Youth Delegates and currently referred to as Advocacy Champions.

Apart from the mentioned global processes and platforms, there are many other external invitations and opportunities that are directed to WAGGGS. However, due to the redesign which reduced the focus on advocacy efforts has led to a lack of resources and staff capacity within WAGGGS teams to manage multiple engagements. This leads to missed opportunities where girls and young women could share their experiences and speak about issues, challenges and barriers they face at different policy making, advocacy and decision-making processes and platforms. It is essential for WAGGGS as an organization with consultative status in the UN ECOSOC to be able to participate and engage at global, regional and national spaces where issues related to girls and young women are discussed.

This also advances WAGGGS visibility outside the movement and improves the networks and connections we build with external organizations. A positive impact of such engagements is also the increase in public relations which could potentially attract organizations that would be interested in partnering and resourcing WAGGGS and MOs to lead different projects and initiatives for girls and young women.

The invitations and opportunities from external organizations are directed to WAGGGS and most often they are urgent requests that need immediate action, therefore even though WAGGGS would be interested but due to the lack of capacity and lead time to find suitable members to represent, many invitations are declined. Most often WAGGGS Representatives are invited as mere participants and have to demand for speaking opportunities in order to showcase the work of our member organizations.

Therefore, we see the need to change the narrative and WAGGGS must be recognized as an organization which needs a seat at the table or discussion.

Over the years, WAGGGS has trained groups of volunteers as “Youth Delegates”, “Advocacy Champions” and many other teams on WAGGGS programmes. With the success of those initiatives, we see the scope to further increase the number of girls and young women who could benefit from such exposure and experience with their engagements at global and regional processes and platforms.

Within this context, it is proposed that should WAGGGS consider there is less capacity within the organization to manage an external invitation or opportunity which requires engagement of girls and young women at regional and global high-level policy, advocacy and decision-making processes and platforms, then WAGGGS shall share the opportunity with all Member Organizations to lead and proceed with the required steps for the participation and engagement of adolescent girls and young women at the mentioned processes and platforms. Regions shall be informed of the same ensuring clear communication. It is recommended that WAGGGS should develop a Standard Operating Procedure (SOP) which will be shared with each communication that goes to MOs with external invitations and opportunities for clear direction and steps to navigate.

It is recommended that upon the receipt of information from WAGGGS about the invitation or opportunity, the interested Member Organizations will confirm with WAGGGS and the respective Region about their interest to engage and take up such a role. The MO will be fully responsible for their participation and engagement, including but not limited to supporting their members to register, preparing the members to participate and speak, supporting members with financial requirements as feasible in the in-person or virtual processes and platform as appropriate.

It is suggested that upon the receipt of MO’s interest, WAGGGS will confirm with the interested Member Organisation/s while keeping the respective Region/s informed about the Member Organization’s engagement and expected role including but not limited to be a part of the organizing committee of the external partner proposing the event, to register participants under the name of “World Association of Girl Guides and Girl Scouts” and to nominate speakers to represent WAGGGS. It is recommended that WAGGGS share the relevant documents including but not limited to guidelines for engagement, safeguarding policies and position papers of WAGGGS on sensitive issues and thematic areas as appropriate with the interested Member Organizations to help prepare their members for the above-mentioned processes and platforms.

In support of the above recommendations, all Member Organizations are encouraged to create a volunteer group of leaders of all ages within the national organization in advance, to respond to such urgent requests that require immediate action for such external invitations and opportunities. This will help the MO to be prepared in advance to help girls and young women to participate and speak at regional and global spaces. The leaders selected to the MO’s volunteer group could include but not limited to adult leaders, adolescent and youth members, members in the global facilitators pool, former youth delegates, former advocacy champions and any interested member willing to support the MO’s engagement. This will further provide more opportunities for girls and young women to build capacity, gain experience and exposure at regional and global spaces while enhancing an array of skills such as organizing, planning, public speaking, policy reviewing and communication to name a few.





Looking at the new aspirations of WAGGGS to include girl powered, member led, regionally focused, volunteer run, a global connector, fundraising driven, looking to grow and raising girls' voices, we would like to reiterate that this will support us in achieving the same and amplify the visibility of WAGGGS, MO and most importantly voices of girls and young women. In line with this, it is suggested that upon the completion of the engagement, the Member Organizations shall report to WAGGGS about the experience using the standard and simple reporting format with details about the engagement along with photographs, videos, consent forms and other content required for the promotion of engagement on all communication platforms, within and outside the movement. It is recommended that Member Organization shall continue to follow-up with the participants upon the completion of the engagement to ensure their learnings are shared with a wider group of girls and young women within and outside the MO.

It is suggested that the same procedure as explained above to be followed should the Regions and/or Member Organisations receive any such external invitations and opportunities. Regions and Member Organizations shall share the information with WAGGGS and the standard operating procedure will be followed standardizing and streamlining the ways of work as an organization and movement.

With our vision for an equal world where all girls and young women can thrive, we should take action today to widen the capacities and build skills of our girls and young women. Let's create opportunities and claim the spaces to amplify the voices of our girls and make the opportunities more accessible to girls and young women around the world. This will further strengthen us as a girl-led Movement where every girl and any girl feel confident to lead and empowered to create a better world together.



20

## PROPOSED MOTION 20: BI-ANNUAL REPORTING ON DELIVERY AGAINST THE WAGGGS STRATEGIC OUTCOMES AND TRIENNIAL BUDGET

Proposer: GirlGuiding New Zealand  
Voting Eligibility: Full and Associate Members  
Majority required: Simple majority of votes cast

### PROPOSED MOTION

**That the World Board provides member organisations with bi-annual reporting regarding delivery against the strategic outcomes and triennial budget.**

- a. **The reporting to include detailed information regarding progress against the outcomes in the strategic plan.**
- b. **The reporting to include a profit and loss statement, a balance sheet and movement in reserves. The level of detail to be like that provided in the budget financial information section of the 2018 – 2020 Strategic Plan approved at the World Conference in India in 2017.**
- c. **The reporting to provide financial information regarding regional funds / reserves.**
- d. **The reporting to include a summary of staff, including total staff and full-time equivalents and how these are funded (unrestricted or restricted reserves).**
- e. **That reporting for the 12 months ended 31 December each year is provided to member organisations by 31st March the following year. The reporting for the 6 months to 30 June each year is provided to member organisations by 30 September that year.**
- f. **That this reporting commences for the year ended 31 December 2021.**

### RATIONALE

The 10 aspirations for 'The New WAGGGS' distributed by the World Board in 2019 includes the key principle 'Member Led - our movement and its future will be led by the voices and needs of our Members'. To be more member led there needs to be greater communication between WAGGGS and its members on the delivery of the strategic plan and financial performance.

At the 2017 World Conference 102 member organisations voted in favour of a motion that "the 36th World Conference asks the World Board to explore different methods of communicating with MOs and implement these within the triennium. These methods shall make information available on key decisions, major achievements and upcoming priorities of the World Board and the reasons behind those to MOs on a regular basis between World Conferences." At the time of writing this proposed motion two formal reports have been received from the World Board and these have included general updates rather than detailed reporting on progress against each Strategic Outcome. No financial information was made available in these updates. The results of the year ended December 2018 only became available to member organisations on 30 October 2019. The 2019 accounts were not available until January 2021. We would like to commend the World Board on the greater frequency of communications in 2021 and the lead up to the World Conference. We still see a gap in reporting against the strategic plan on a regular basis.

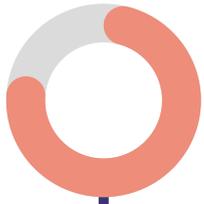




At the time of drafting this motion the proposing member organisation is aware of Strategic Plan Outcomes and Motions approved at the 2017 World Conference where we have no visibility on the progress against these actions.

At the World Conference 2017 and at the Regional Conferences in 2019 there were many calls for improved reporting of regional funds to member organisations. The level of financial information provided to each Regional Conference in 2017 varied with many conferences receiving little or no information. The Regional Conferences were also advised that WAGGGS has invested in a new accounting system. The investment should make more regular financial reporting achievable.

Member organisations are keen to remain up to date and informed on the vital work of WAGGGS so that they can ensure the ongoing success of movement. The proposed motion seeks to ensure that regular and detailed reporting is received by all in a timely way.



# PROPOSED AMENDMENT TO PROPOSED MOTION 20

Proposer: GirlGuiding New Zealand  
Voting Eligibility: Full and Associate Members  
Majority required: Simple majority of votes cast



## PROPOSED AMENDMENT

*The World Conference approves that Proposed Motion 20 will be amended to read as follows, replacing the original text of Proposed Motion 20:*

That the World Board provides Member Organisations with strengthened reporting on delivery against the WAGGGS Strategic Plan objectives, outcomes and Key Performance Indicators, and budget, including information on WAGGGS finance and human resources.

- a. The Annual Report (required to be submitted to the UK Charity Commission each 31 October) will continue to report progress against objectives and outcomes in the Strategic Plan, with a new focus on reporting against Key Performance Indicators.
- b. The Annual Report will include, in addition to all statutory reporting obligations (e.g., profit and loss, balance sheet, cashflow, reserves movement), analysis of –
  - i. income and expenditure performance against the triennial budget (restricted and unrestricted funds);
  - ii. movement in reserves with variance against the triennial budget (restricted and unrestricted);
  - iii. income and expenditure for each WAGGGS Region and movement in regional reserves.
- c. The Annual Report will include a summary of personnel, defined in full-time equivalents, differentiated by restricted and unrestricted funding.
- d. This reporting will commence for the year ended 31 December 2021.
- e. In addition to the annual reporting outlined above, the World Board will provide Member Organisations with summary quarterly reporting (for the quarter ended 31 December 2021 and thereafter) on income and expenditure and movement in reserves after the relevant World Board meeting.



## RATIONALE

We wish to thank the World Board for the improved reporting over the last six months. We have talked to WAGGGS about whether there is a way to incorporate our request into the more regular reports we are now receiving from WAGGGS. They have suggested providing a summary of information quarterly and then greater information annually. We are therefore proposing to amend our motion to make sure the information can be provided in a way that links to the World Board regular updates and the audited accounts. As the proposer of the original motion New Zealand supports this amendment to the motion.



# PROPOSED MOTION 21: YOUTH, PEACE AND SECURITY

Proposer: The Guides and Scouts of Sweden  
Voting Eligibility: Full and Associate Members  
Majority required: Simple majority of votes cast



## PROPOSED MOTION

The World Conference recommends that WAGGGS:

- a. Make efforts to position WAGGGS as a stakeholder in peace building and actively contribute to relevant international processes with regards to youth, peace and security.
- b. Explore the possibility of collaborating with WOSM to create practical guidelines on how MOs can contribute to the implementation of the youth, peace and security agenda; and
- c. In conjunction with WOSM or independently, create and circulate such guidelines.



## RATIONALE

The United Nations' Youth, Peace and Security agenda is a crucial agenda that intersects with the Sustaining Peace Agenda; the Women, Peace and Security Agenda; the 2030 Agenda for Sustainable Development and the Sustainable Development Goals. Experts increasingly refer to the crucial role of education in promoting peaceful and inclusive societies, but the potential of non-formal education often remains unexplored.

Furthermore, both women and youth are overlooked and marginalized in peace processes, and there are still many conceptual and methodological challenges to making conflict resolution truly gender-sensitive and youth-inclusive.

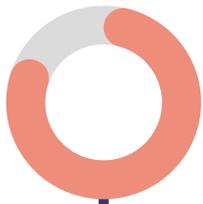
WAGGGS and its MOs have a longstanding commitment to peace and the power of young women in building peace.

The Girl Guide and Girl Scout Movement plays a significant role in providing safe spaces for young people, building resilient communities and creating active citizens. As such, the Movement has great potential to turn the recommendations from the "Missing Peace: Independent Progress Study on Youth and Peace and Security" report into action.

The World Conference must take into account the current momentum for peace, inclusive peace processes and a sustainable future, as demonstrated in the 2030 Agenda for Sustainable Development; United Nations Security Council Resolutions 2250 and 2419 on Youth, Peace & Security; and the Missing Peace report.

Motion 25 from the 36th WAGGGS World Conference in 2017 called upon WAGGGS to incorporate the implementation of the 2030 Agenda for Sustainable Development and Security Council Resolution 2250 into its strategic plan and budget. More remains to be done.





# PROPOSED AMENDMENT TO PROPOSED MOTION 21

Proposer: The Guides and Scouts of Sweden  
Voting Eligibility: Full and Associate Members  
Majority required: Simple majority of votes cast



## PROPOSED AMENDMENT

*The World Conference approves that Proposed Motion 21 will be amended to read as follows, replacing the original text of Proposed Motion 21:*

### The World Conference:

- a. Recognizes that peacebuilding is an ongoing process of creating inclusive societies for girls and young women to thrive in, which requires constant effort and attention as a mindset across our movement, being interconnected with many issues that girls and young women are facing today.
- b. Recommends WAGGGS keep peacebuilding in mind in the development of educational tools and materials, which we do in cooperation with partner organizations or independently, to facilitate the implementation of the relevant parts of the United Nations Youth, Peace and Security Agenda at a local and national level.
- c. Encourages the World Board to make continued efforts positioning WAGGGS as a stakeholder in peacebuilding, and actively contribute to relevant global processes with regards to youth, peace and security.



## RATIONALE

Girl Guiding and Girl Scouting is not a dedicated peace movement, but peace is nevertheless at our core. We build peace not only globally but at the societal level, by equipping girls and young women to become active citizens, learn democracy and influence the world around them. In this area we already have several great programmes which we want to build on by expanding the role of WAGGGS as a global actor on peace, and to champion girls and young women as important contributors in peacebuilding. In research by Youngs at the University of Leicester it was proven that women involved in community building after conflict have a lasting impact on the community. This is due to their community building qualities and other communal characteristics. When girls and young women are involved, they are important actors for creating inclusive societies.





Further, we wish to add a sentence to our motion about our movement's understanding of peace. We find an importance in recognizing peace as something more than the absence of armed conflict and bringing the focus on peace as a mindset into connected areas of work, as well as in our advocacy efforts (new or existing opportunities). Doing so we can make a greater impact, as peace is deeply interconnected with other prioritized areas within WAGGGS, such as the work with Compass 2032 where peace and security is identified as an important issue for young women. By working together with partners, we can gain networks, capabilities, and resources to improve our work and increase our impact on peace and create a safer world for every girl.

We also find the timing of this work to be critical. Throughout the world, young people consulted for the Progress Study on Youth, Peace and Security expressed that they have lost faith and trust in systems of governance that they feel excluded from, contributing to a strong and ongoing sense of injustice. We do not believe this has improved during the pandemic, rather that we must increase our efforts to support and benefit from young people's contributions to peace and meaningful inclusion in society. We believe Girl Guiding and Girl Scouting has an important role to play and we wish to further expand WAGGGS and its MO's work and role in the creation of peaceful societies.



22

## PROPOSED MOTION 22: GUIDELINES FOR COMMUNICATION, ENGAGEMENT AND CONSULTATION WITH MEMBER ORGANISATIONS OF WAGGGS

Proposer: Girl Scouts of Taiwan, Guiding and Scouting Belgium  
Voting Eligibility: Full and Associate Members  
Majority required: Simple majority of votes cast



### PROPOSED MOTION

The World Conference recommends that WAGGGS reviews its guidelines for communication, engagement and consultation with Member Organisations in WAGGGS decision-making process taking into consideration the importance of WAGGGS as a member-led organisation, the impact of decisions on MOs, transparency, diversity within WAGGGS, effective communication, respect for feedback, and with regular updates to Member Organisations, in an agreed and practical timeline.



### RATIONALE

WAGGGS is a member driven and a member-led organisation. Relevant decision making is very important: we want to make good decisions.

What is a good decision? Every stakeholder is able to challenge the constraints, think of possible outcomes (positive and negative impacts) and to be allowed to check the basics (raw data set/information). It is understood by all parties which are sharing responsibilities.

To reach good decisions, communication needs to be very efficient as it supports and strengthens MOs participation. Effective communication should help understand the scale, scope, implementation method, timeline, benefits and disadvantages, and the substantial impact on WAGGGS and MOs regarding important policies, strategies and changes.

MO feedback during any process (but especially during consultation) should be organized in a common safe space. Allowing global, regional and national gazes on WAGGGS' business to come together. We wish for all MOs to understand where other MOs priorities lie and to ensure that diversity, inclusion, and representation is taken into consideration while making decisions.

Regular updates should be provided to MOs on the implementation of the decisions, including monitoring and evaluation information. This can only be achieved with a good understanding of the starting situation while agreeing on the KPI (Key Performance Indicator) to monitor progression.

The recent approach of consultation on Compass 2032 and written resolutions are positive steps. An in-depth evaluation should be made and learning outcomes should improve the process in future consultations. More innovative and flexible methods of communication and engagement should be explored to ensure messages are communicated to an even wider audience.

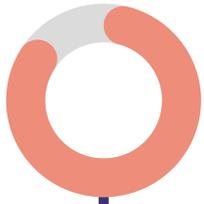




What we ideally want to see in MO consultation:

- Sufficient data and information to be provided to MOs to understand the scale, scope, implementation method, benefits and disadvantages, and the substantial impact on WAGGGS and MOs of important policies, strategies and changes.
- Adequate timeline for MOs to consult within their own organisations before providing feedback to WAGGGS to respect good governance practices at all levels.
- Clearly defined two-way feedback process. While MOs provide feedback to WAGGGS, WAGGGS should also provide feedback to MOs on rational decisions made after considering feedback from MOs.
- Regular updates to be provided to MOs on the implementation of the decisions, including monitoring and evaluation of the implementation.





# PROPOSED AMENDMENT TO PROPOSED MOTION 22

Proposer: Girl Scouts of Taiwan, Guiding and Scouting Belgium  
Voting Eligibility: Full and Associate Members  
Majority required: Simple majority of votes cast



## PROPOSED AMENDMENT

*The World Conference approves that Proposed Motion 22 will be amended as follows (the proposed changes to Proposed Motion 22 are in **red** and ~~crossed~~ in the following text):*

The World Conference recommends that WAGGGS **reviews-its-develops** guidelines for communication, engagement and consultation with Member Organisations in WAGGGS decision-making process taking into consideration the importance of WAGGGS as a member-led organisation, the impact of decisions on MOs, transparency, diversity within WAGGGS, effective communication, respect for feedback, and with regular updates to Member Organisations, in an agreed and practical timeline.



## RATIONALE

During the pre-conference, UK has raised a question if the World Board has existing guidelines for communication, engagement and consultation with member organizations of WAGGGS, and the response from the World Board was negative. It is impossible for us to “review” non-existent document; therefore, we suggest to use the term “develop” instead.





23

## PROPOSED MOTION 23: ENSURING THAT ALL WORLD BOARD VACANCIES ARE FILLED WITHIN FIVE MONTHS OF BEING VACATED

Proposer: Girl Scouts of the USA  
Voting Eligibility: Full and Associate Members  
Majority required: Simple majority of votes cast



### PROPOSED MOTION

**The World Conference decides that in the event of a World Board vacancy, WAGGGS should make all necessary efforts to replace vacant members within five months of the vacancy announcement.**



### RATIONALE

This past year, due to unforeseen circumstances we saw a 50% reduction of Elected Trustees on the World Board, or one third of the World Board. This reduction caused a loss of leadership, skills, institutional knowledge and capacity. Though the remaining members effectively stepped in to fulfil this gap, it did bring to light the impact of an unexpected loss of Board members. As a working Board, the loss of any member under any circumstance has the potential to cause significant disruption and loss of capacity.

The Constitution makes provision for the replacement of Board members in case of death, resignation or removal but it does not provide any direction/guidelines as to when a board vacancy should be fulfilled. This motion is to ensure that when unexpected vacancies arise on the World Board, filling the gap(s) is prioritized and new members are identified within a reasonable but expedited time period.

Five months provides sufficient time for notice to Member Organizations, nominations, interviews and final selections. We saw this time-frame work effectively last triennium when a young woman was selected as a Board replacement in 2018. That clear but expedited process ensured that a new Board Member was quickly selected, and work continued with limited disruption.

*Taking into account that the resignation and/or loss of World Board member(s) can create gaps in leadership, skills and capacity.*

*Recognizing that a full and functioning World Board is in the best interest of the movement.*

*Taking into account that current process to fulfil World Board vacancies can take significant amount of time and impacts the World Board's ability to operate at full capacity.*

*Recognizing the need to prioritize World Board vacancies within a clear timeline*



# 24

## PROPOSED MOTION 24: IMPROVING THE PARTICIPATION OF MEMBER ORGANISATIONS IN WORLD CONFERENCES

Proposer: Fédération du Scoutisme Français  
Voting Eligibility: Full and Associate Members  
Majority required: Simple majority of votes cast

### PROPOSED MOTION

The World Conference requests the World Board to set up a working group with the task of:

- **Conducting a study on:**
  - The obstacles restraining face-to-face participation of WAGGGS member organizations in global conferences. The working group may wish to draw up a list of criteria it considers relevant to select for study. This list should include at least financial obstacles, along with other known or unknown obstacles at this stage: politics, limited volunteer resources, etc.;
  - The difficulties for OMs to participate in meeting formats (digital, hybrid) other than face-to-face participation of all members of their delegation in a face-to-face world conference;
  - The obstacles to the organization of world conferences in formats other than face-to-face meetings of all members of delegations;
  - The benefits of the various conference formats for Member Organizations, WAGGGS and the global Girl Guide and Girl Scout movement;
- **Building our knowledge and experiences of MOs, WAGGGS Regional Committees, World Board, and anyone outside WAGGGS who they think it useful to question.**
- **Developing concrete proposals to overcome barriers to MO participation in global conferences.**
- **Reporting on study findings and proposals for ensuring MO's effective participation in World Conferences in a study report submitted to WAGGGS member organizations at least four months before the next World Conference.**

### RATIONALE

Our global movement is now undergoing profound changes which require closer connection between our Member Organizations through greater use and mastery of information structures, and information and communication technologies.

The Covid-19 crisis we are experiencing has accelerated our ability to come together across physical barriers and border closures. It also made us realize how crucial it was to continue promoting face to face meetings between Member Organizations (MOs), in particular via the world conferences, a place essential for internal democracy and meeting of MO members.



Recognizing the quality of the work done so far by the Global Committee and the Global Team in this transition and the need to also involve the World Conference in support for this transition,

Noting that we are currently living through a period of transition in our mode of organization as a World Association,

Considering that it is crucial to have solid evidence available to facilitate this transition,

Considering that the transition period and the crisis we are going through encourage us to review our practices in order to improve them,

Considering that face-to-face participation of MOs in world conferences may be restrained for various reasons, on which we currently do not have any quantitative and qualitative analysis available,

The French Scout Federation suggests that the World Council set up a working group with the mission of conducting a study and making proposals for improving the participation of MOs in world conferences.



25

## PROPOSED MOTION 25: VIRTUAL PRE-WORLD CONFERENCE EVENTS FOR MEMBER ORGANISATIONS TO GET TO KNOW WORLD BOARD CANDIDATES

Proposer: Lebanese Federation of Girl Scouts & Girl Guides  
Voting Eligibility: Full and Associate Members  
Majority required: Simple majority of votes cast

### PROPOSED MOTION

**The World Conference encourages the holding of formal virtual events organized by WAGGGS prior to the World Conference to get to know the candidates to the World Board Elections and to give them enough time and space to present themselves.**

### RATIONALE

The preparations for the 37th WoCo were unconventional. Preparing for World Board elections online was a first for most of the MOs. If this experience was stressful at first, it turned out to have had many positive aspects.

In “normal” World Conferences, time was given to the candidates to the World Board elections during specific sessions, limited in time, and with few occasions for MOs to try to get personal contact with all the candidates during WoCo.

But this year:

- The WoCo team held an event with all the candidates who got to answer the same questions.
- Regional Committees and Member Organizations prepared and held online gatherings and meetings to give enough space to the candidates to present themselves and express their motivation to join the World Board. Member Organizations made the effort to contact directly other MOs and discuss elections and motions. They also got the opportunity to hear the opinion of other MOs during regional online events.
- Most of the candidates also made a special effort to hold an online campaign before WoCo on social media platforms.

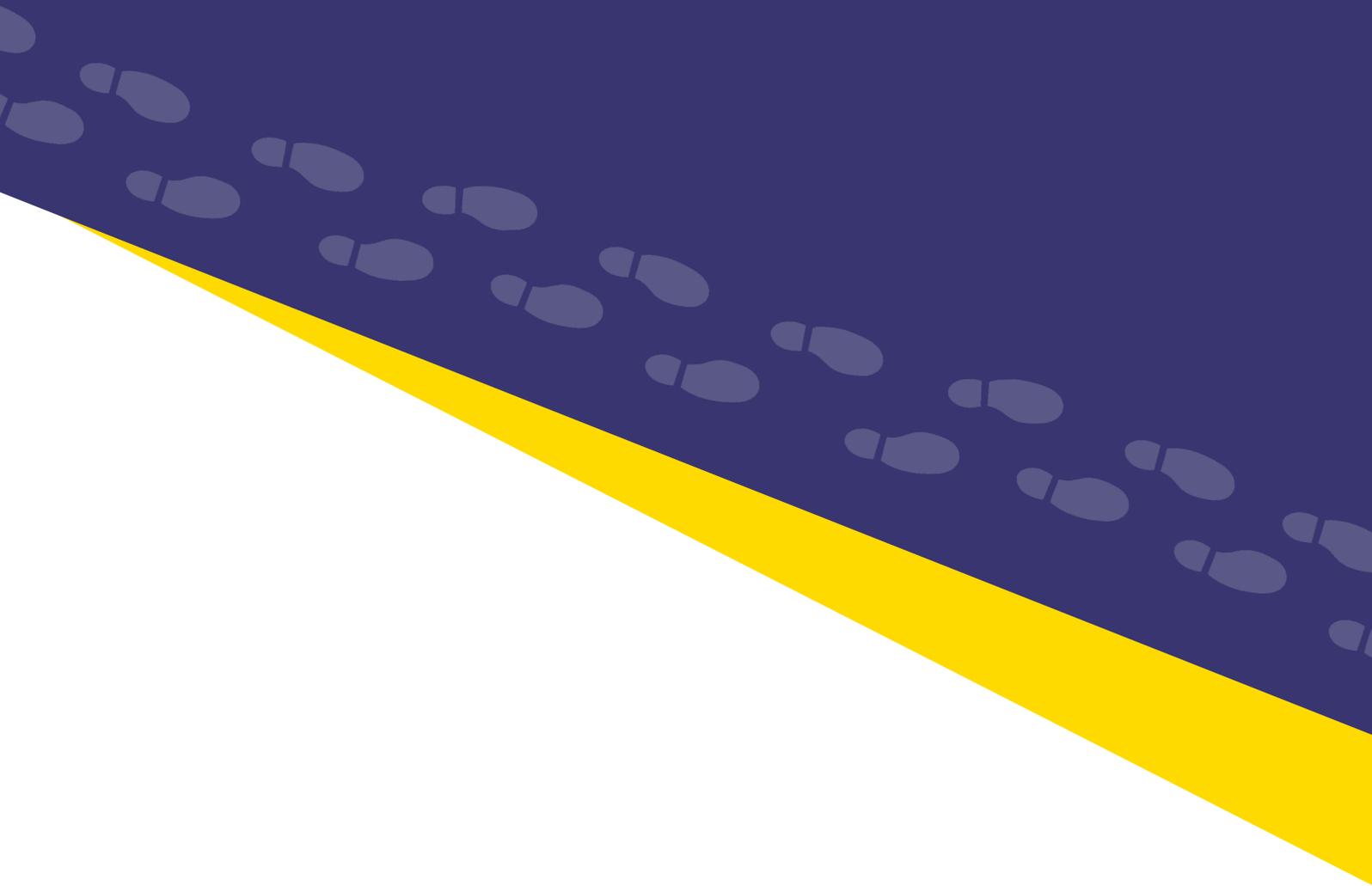
With all these efforts and initiatives, it felt like it was the first time MOs really got to know the candidates. This helps in being more prepared for the elections and encourages the establishment and strengthening of relations between MOs across the world.

These events will encourage future connections between regions, Member Organizations and World Board candidates to prepare for the elections.





WORLD ASSOCIATION  
OF GIRL GUIDES  
AND GIRL SCOUTS



Walking together, walking far.

# 37th WORLD CONFERENCE 2021