

# Working Towards Gender Parity: GLOW Red Milestones

November 2017- December 2021

GLOW Red was born out of the realization that, despite many decisions and adopted resolutions to encourage women's equal participation in leadership roles throughout the Red Cross Red Crescent Movement, little had changed over the past 40 years. The RCRC Movement is still, by large, represented by men at the top levels, both in governance and staff positions. As of 2018, only 18% of National Society Presidents were women and only 30% were Secretary Generals<sup>1</sup>. In the IFRC Governing Board, with a total of 20 elected seats, only 3 seats are currently occupied by women (Canadian RC, Fiji RC and Georgian RC).

The GLOW Red network was created to ensure that the movement "walks the talk" in terms of increasing efforts in identifying, supporting, and promoting women into senior leadership positions. In less than four years, GLOW Red has grown from a gathering of 28 women leaders in Stockholm, to a global network of 335 women staff and volunteer leaders in more than 110 National Societies, the IFRC and ICRC. This document gives an overview and a timeline of what GLOW Red, a network supported entirely by National Societies, has achieved in four short years.



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<sup>1</sup> IFRC Everyone Counts Report, 2019.

2017

## The meetings that sparked action

In December 2017, the Red Cross Red Crescent (RCRC) Movement came together for the General Assembly and Council of Delegates, organized in Antalya, Turkey. During the General Assembly a new Governing Board for the International Federation was elected. The new board was largely made up of National Societies represented by men. Of the 20 National Societies elected to the Governing Board only three (Canadian RC, Georgian RC, and Ethiopian RC) were represented by women.

During these Statutory Meetings, the Finnish Red Cross, the Egyptian Red Cross and the Swedish Red Cross, invited women leaders from National Societies across the globe to a women's networking luncheon. At this event, the lack of female candidates standing for election to the Governing Board was a hot topic. In response to the lack of female representation, a resolution was developed, written, and approved the next day, calling for all parts of the Movement to take concrete measures to address the question of gender equality and women's leadership.

A total of 102 National Societies sponsored the resolution which was taken at the General Assembly and confirmed in the Council of Delegates the very next day. It is from this grassroots action that the concept of GLOW Red as a network began to be formed.



### **The General Assembly decision:**

*requests the Governing Board to take concrete measures to address this issue and report back to the 22nd Session of the General Assembly,  
calls on National Societies, to significantly increase their efforts to identify, support and promote women into senior leadership positions,  
calls on National Societies to identify and propose women into Federation governance roles immediately.*

### **The Council of Delegates resolution:**

*commits to supporting the achievement of the objectives and actions required under the decision.  
calls upon the ICRC, the IFRC, National Societies and the Standing Commission to take concrete measures to address the question of gender equality and equal opportunities at all levels of their own leadership, and to report back on progress at the next Council of Delegates in 2019.*

2018

## Mobilizing to create change

### First GLOW Red Network Meeting; Stockholm, Sweden

Following the momentous passing of the Council of Delegates resolution and General Assembly decision, GLOW Red decided to formally organize. The first GLOW Red Network meeting took place in Stockholm in April 2018. This meeting was attended by 28 women leaders from around the globe. The purpose of the meeting was to establish the network and to agree upon a plan of action.

Two main goals were agreed upon:

- Change the electoral face of the International Governance of the Movement by 2022;
- Increase and strengthen the pipeline of future women leaders, enabling and supporting high potential women from staff and volunteers for leadership positions beyond 2022.

We are working for change and through this network and our concerted actions, change will happen.

- Margareta Wahlström

All participants in the meeting committed to go back to their National Societies and regions to start implementing the action plan. The network committed to engage participants in all regional and global meetings in the follow-up of the resolution.

Watch a video from the meeting in [English](#), [Spanish](#) and [French](#).

### Advocacy and outreach at regional conferences

In 2018, two regional RCRC conferences were organized, in Europe and Asia Pacific. Members of the newly founded GLOW Red network did not miss the opportunity to share information about the network and its' goals and recruit members and supporters. They also did an extensive advocacy work, which had significant effects on the outcome of the two meetings.



**Europe:** In [the Almaty Commitments](#), leaders of Red Cross Red Crescent National Societies in Europe expressed their determination to *“increase diversity at all levels of National Societies as to be representative of the communities we serve, recalling the decision on Women in the Red Cross and Red Crescent adopted by the IFRC General Assembly on November 2017”*.

**Asia-Pacific:** One of the targets in the conference outcome document, [the Manila Call for Action](#), is to reach: *At least 50 per cent of the elected and appointed leadership of the National Societies and IFRC governance are women.*



### Our first Global Newsletter

Since the beginning, GLOW Red has worked hard to reach out to leaders across the RCRC Movement. Early on we started sending out newsletters on the topic of Women's Leadership and updates from the Movement. Our first letter was shared with Presidents and Secretary Generals throughout the RCRC Movement. Since then, the send-list has grown, and today over 800 people receive it about four times a year in three languages (English, French and Spanish).

2019

## Turning words into action

2019 was going to be a big year for the GLOW Red Network. We had gained momentum in the regional Red Cross Red Crescent meetings in Europe and Asia-Pacific the previous year, and in December the Movement would come together again in a new General Assembly and Council of Delegates, as well as the International Conference. The seats in the Federation's Commissions and Committees were going to be elected as well as the RCRC Standing Commission (five elected members), which was a first opportunity for GLOW Red to support women leaders in their campaigns and preparations to reach higher governance positions.

### Women's Leadership Workshop

In March, GLOW Red invited 12 women leaders interested in running for International Governance positions to Geneva for a three-day workshop focusing on: building personal presence, learning how to run an effective campaign, the politics and policies of the RCRC Movement, and learning and networking with other women leaders.



25 %

Of the women who participated in the workshop, were elected to Governance positions at the Statutory Meetings in December later that year.

### More regional commitments

At the Inter-American Regional Conference, advocacy from GLOW Red members pushed for an official session on women's leadership to take place. Thanks to GLOW Red's advocacy, women's leadership was placed on the agenda. In the outcome document, [the Buenos Aires Commitment](#), leaders of the Red Cross National Societies of the Americas region, committed to: *"Advocate for the leadership role of women by promoting equity at all levels, within and outside the Movement, taking into account the gender perspective and inclusion in programmes and operations, and celebrating diversity and respect for all people"*.



Following the conference, a regional meeting on Women and Leadership was organized to operationalize the Buenos Aires Commitment, attended by 32 leaders.

### Reaching outside the RCRC Movement

GLOW Red had a strong presence at the Women Deliver conference, the world's largest conference on gender equality and the health, rights, and wellbeing of girls and women which was held in Vancouver, Canada. We hosted a breakfast event entitled "Making the Invisible Visible: Breaking the RCRC Glass Ceiling", which was attended by both RCRC women leaders, as well as others interested in our work.



## Partnerships to support members

In July 2019, GLOW Red initiated its' first partnership with an actor outside the RCRC Movement. The Humanitarian Coaching Network (the HCN) generously offered members of the GLOW Red network four hours of online professional coaching, free of charge. The HCN has kindly renewed this offer in 2020 and 2021, and over 30 women have received coaching through this partnership.

The experience was awesome!  
I think I now have another person in  
my support circle.

- GLOW Red member



**HUMANITARIAN  
COACHING  
NETWORK**

## Preparations and coordination leading up to the Statutory Meetings

In September 2019, the GLOW Red organized its' second network meeting, this time in Ottawa. The meetings took place over two days and was focused on defining the mandate and objectives of GLOW leading up to the 2021 IFRC Governing Board elections. Firm deliverables from the meeting included new and updated Terms of Reference including the creation of the GLOW Red Secretariat, a revised mandate, and the beginnings of a Business Plan.



2019

# The Statutory Meetings in Geneva



In December 2019, the RCRC Movement and States parties who are signatories to the Geneva Conventions came together in the Statutory meetings in Geneva. The meetings were a huge turning point for GLOW Red because of the recognition of the network and important commitments by the RCRC Movement. Major milestones include:

- [The Resolution on Women and Leadership](#), which was championed and created by GLOW Red, was passed by the International Conference of the Red Cross and Red Crescent.
- [The pledge on women's leadership](#) was signed by 22 National Societies and four State parties to the International Conference.
- Two women were elected to seats in the Standing Commission (Mercedes Babé, Chair and Fine Tu'itupou-Arnold). The ICRC also decided to be represented by a woman through Katrin Wiegmann.
- In the five commissions and committees, a total of 18 women were elected. Three of the five commissions (Finance, Audit and Risk, and Elections) have achieved gender balance. The Youth Commission has a female majority, and the Compliance and Mediation Committee has a male majority.
- The IFRC adopted a constitutional amendment on gender balance, which will ensure a higher representation of women in the IFRC Governing Board. This amendment will be put into use in the Elections of the Governing board in 2022.
- GLOW Red hosted a Women Leaders Networking Luncheon, attended by over 100 women leaders and engaged male leaders throughout the RCRC Movement.
- GLOW Red organized the only side-event related to women's leadership, entitled "GLOW Red: Making women's leadership a reality".
- GLOW Red had a booth at the Humanitarian Village, where hundreds of visitors learnt about GLOW Red and its mission.
- GLOW Red organized a very well-attended Red Talk where 100 Voices was officially launched. The Red Talk featured women from the 100 Voices Project telling their stories.



## The 100 voices platform

In celebration of the 100th Anniversary of the International Federation of Red Cross Red Crescent Societies (IFRC), GLOW Red believed that it was vital to highlight the important contributions that women have made to the Movement, and women's role in the success of the Movement on a global scale. GLOW Red wanted to give attention to the fact that many women had been (and still are) at the back-bone of the work of the Red Cross Red Crescent, but this is not reflected in the history books nor in the current leadership positions.

With a generous donation by the Swiss Red Cross, GLOW Red was able to create a digital platform to highlight women leaders and their contributions to the RCRC Movement from its' inception until present day. The platform, found at [www.glowred.org](http://www.glowred.org), was officially launched at the Statutory meetings. It showcases the collective and individual commitments and contributions that women have made to the Movement in every corner of the world.

Every year, on the International Women's Day, GLOW Red adds new voices to the platform. They are made available in English, Spanish, French and Arabic.

The screenshot displays a grid of content from the GLOW Red platform. It features several portrait cards of women with their names, locations, and years, along with their quotes. A central white card contains a statistic about the gender gap. The bottom row includes a red card with a quote and two more portrait cards.

**Dr. Acha Mohammed, Kenya, 2002**  
"Girls should not feel that they need to choose - you can have the best of all of it" >

**Frederik de Graaf, The Netherlands, 2001**  
"It is a challenge to combine work and motherhood" >

**Ibukunolawa Ogunisola Adeyanju, Nigeria, 2000**  
I want to serve humanity >

**Violeta Toncheva Radeva, Bulgaria, 1999**  
"The Red Cross has changed my life" >

**DID YOU KNOW...**  
**Globally, women are currently 118 years away from closing the gender gap.**  
- When Women Thrive, Businesses Thrive: The World's Most Comprehensive Research on Women in the Workplace.

**"It just takes one person to set an example and pave the way for more representation"**  
Shazia Nawaz, ICRC, 1999

**Hanna Line Jakobsen, Denmark, 1999**  
Youngest female president in the history of the Movement >

**Bahriyá Maryana Amrieva, Uzbekistan, 1999**  
"Remain honest, sincere and faithful" >

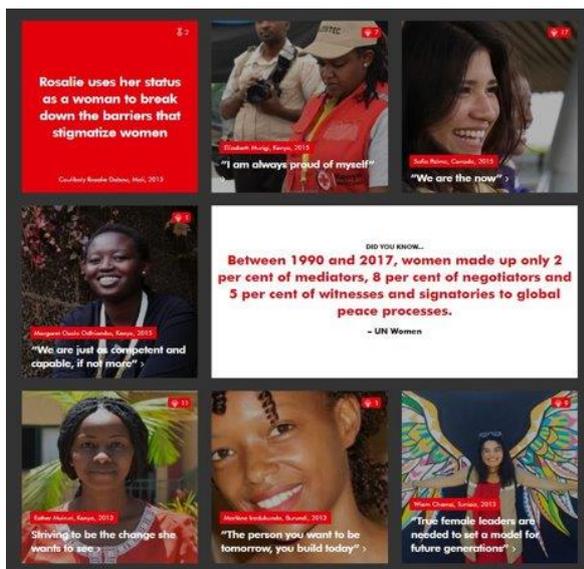
2020

## Digitalizing and Expanding Our Reach

The year 2020 brought challenges the world had never seen before in modern times. The Covid-19 pandemic had many consequences, some of them affecting women more than men. All over the world women were set back for decades and living in lock down exposed many to higher risks of violence. We still do not know for how long the pandemic will affect our lives in one way or another.

When the crisis was a fact the whole world had to adapt to new ways of working, including the GLOW Red network. Like many others, we had to digitalize our activities. We started organizing virtual networking meeting and webinars, we transformed our Leadership Workshop for Women interested in Governance positions into an online program, and we initiated a partnership with Avvartes who offered virtual leadership development trainings to selected members of the network. In addition, GLOW Red started up a research project on diverse leadership in the Covid-19 pandemic, in collaboration with the Humanitarian Advisory Group, the IFRC and the ICRC (launched in 2021).

These new ways of working enabled GLOW Red to reach more women leaders across the RCRC Movement, who were now able to access workshops, networking activities and peer-support online.



### International women's day: bringing attention to research and data

GLOW celebrated International Women's Day 2020 by hosting our first virtual webinar, "[Using Data for Action: Advancing Women's Leadership](#)", which focused on the women's leadership as highlighted through recently published reports, such as: ([Everyone Counts](#), [Data on Diversity: Humanitarian Research Under the Spotlight](#) and [Women in Humanitarian Leadership](#)). Over 100 participants attended.

An additional 12 voices, which were collected during the Statutory Meetings, were launched on the 100 voices platform.

### GLOW Red initiates a partnership with Avvartes

In 2020 GLOW Red sets up a new collaboration with a private company offering support to our members. The global leadership development company Avvartes offered GLOW Red one spot free of charge in each cohort of their extensive training program Resilience for Growth. Since 2020, GLOW Red women have been able to apply to the program and 12 of our members have completed it, together with a mixed group of women leaders from different sectors all over the world.



## Advocating for women's leadership at the Climate: Red Summit

In September, the IFRC organized its first ever virtual climate summit and GLOW Red participated by hosting a webinar entitled *GLOW Red: Women's Leadership Throughout the Climate Change Crisis*. The webinar featured inspiring female leaders from the Maldives Red Crescent, the Costa Rica Red Cross and the Indigenous Knowledge Social Platform SIKU, used by Inuit to track weather and report ice safety.

## Taking our Women's Leadership Workshop online

The successful workshop run in 2019 for RCRC women interested in running for international governance positions, was conducted virtually for the first time in October 2020. During four modules, spread over a month, the future candidates met on Zoom to strengthen their capacities in personal presence, learn how to run an effective campaign and get a better understanding of the politics and policies of the RCRC Movement. In total 8 participants, from the Caribbean, northern and eastern Europe and Asia attended the workshop.



## GLOW Red Peer Support Group was formed

To stay connected with the women who had taken the training and were interested in running for international governance positions, GLOW Red set up a Peer Support Group for women candidates. The group gathers new candidates and women leaders who are already in International Governance Positions but thinking of standing for re-election. The group is a space for the women to network, share experiences and challenges, and exchange advice and support throughout their campaigns. The group has met regularly online since December 2020. When new female candidates are identified they are asked if they want to be included in the group.

## Development of Caribbean Leadership Development Program

The GLOW Red Caribbean Focal Points, Jill De Bourg & Samantha Dickson launched the Caribbean Leadership Development Program (CLDP) as a mechanism to establish a strong regional network of leaders. The Leadership Program aims to strengthen the pipeline of future leaders in the Red Cross in the Caribbean while maintaining sustainability of members for regional networks including GLOW Red.



The CLDP is inclusive of people of all genders and focuses on changing and improving the mindset that fosters young adults who feel empowered to participate in leadership at all levels: governance, business, and civic life.

2021

## Connecting women from the entire RCRC Movement

The expansion and digitalization of GLOW Red, that started in 2020, became evident in the beginning of 2021 when we organized our third annual network meeting. Going from gathering around 30 women in physical meetings, GLOW Red was now able to include an unlimited number of participants. Seizing the opportunity that this digital format provided us with, many sessions were open to both members of the network and all RCRC personnel interested in the work of GLOW Red.

### First digital GLOW Red network meeting

The GLOW Red Network Meeting 2021 consisted of thirteen webinars and digital meetings between January 26<sup>th</sup>-28<sup>th</sup>. The opening and closing sessions were arranged twice to accommodate all time zones. These meetings were open to all and included guest speakers in senior leadership positions from both within and outside the Movement.



Regional sessions, limited to GLOW Red members only, were organized as a way for regions to come together and focus on making action plans for women's leadership in their respective regions. For the first time ever a GLOW Red Youth session was set up as a chance for young women in the Movement to network and exchange experiences. In total over 160 participants attended. The GLOW Red Network would like to thank President Francesco Rocca and Secretary General Jagan Chapagain for their participation and thoughtful comments throughout the meeting.

### Women's Leadership Workshop for Asia Pacific region

For the second time, GLOW Red organized the successful workshop for RCRC women interested in running for international governance positions, virtually. During four modules, spread over a month, women in governance positions throughout the Asia-Pacific region met online to develop their leadership skills, strengthen their capacities in personal presence, learn how to run an effective campaign, and deepen their understanding of the politics and policies of the RCRC Movement.

This training was supported with funds from the IFRC Country Cluster Delegation for the Pacific and the Australian Red Cross. A total of 11 women participated.

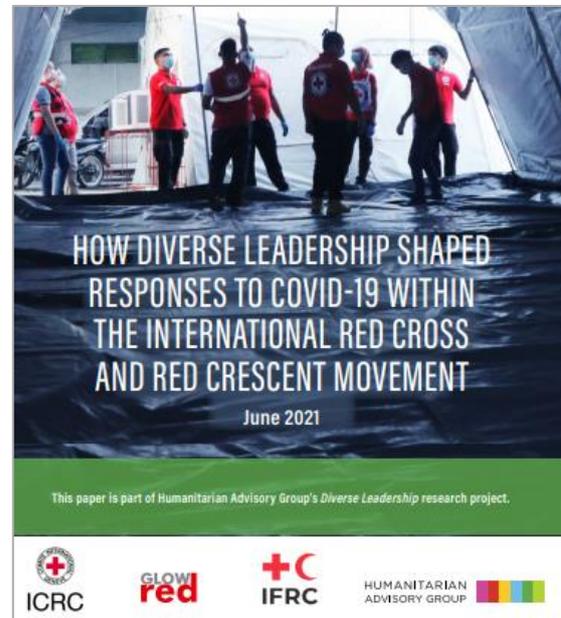


## Launch our first research report

The research report [How Diverse Leadership Shaped Responses to COVID-19 within the International Red Cross and Red Crescent Movement](#) was released. This research was initiated by GLOW Red, and became a Movement wide initiative in collaboration between the Humanitarian Advisory Group (HAG), IFRC, ICRC and GLOW Red.

To celebrate the launch and spread the report, several initiatives were made by the four partners:

- GLOW Red launch webinar (on International Women's Day, see more details above)
- A Podcast, developed by the ICRC, on diverse leadership entitled "[It Matters Who is Around the Table](#)" which features interviews with leaders throughout the RCRC Movement.
- A [promotional video](#) was created through a student collaboration with the school Hyper Island in Sweden.
- Email sent out by IFRC leadership to all National Societies and IFRC partners sharing the research piece.



## Celebration of International Women's Day

GLOW Red hosted a webinar in celebration of International Women's Day that focused on the research the Humanitarian Advisory Group (HAG) had recently completed in collaboration with GLOW Red, the IFRC and the ICRC. Like previous years, we also took the opportunity to add more stories on women leaders to our growing 100 voices platform.

## French-speaking webinar: Meet the GLOW Red

With the support of the French Red Cross, GLOW Red organized a webinar for French-speaking women leaders across the Movement, to introduce the idea behind the network and encourage more women to join. During the interactive webinar, participants also had the opportunity to connect with other women leaders and discuss how to overcome obstacles they might face in their positions.

## Bilingual Women's Leadership Workshop

For the third time GLOW Red organizes the successful workshop for RCRC women interested in running for international governance positions, online. This time it is conducted in both Spanish and English with the help of simultaneous interpreters. It is mainly aimed at women leaders in the Americas region and focuses on building leadership skills, setting up campaign strategies and understanding the global governance of the RCRC Movement.

## Progress on the Resolution on Women and Leadership from 2019

In December 2019, the entirety of the Red Cross Red Crescent Movement came together in support of the [Women and Leadership Resolution](#). The Resolution stresses a deep concern for under-representation of women in governing bodies and senior management positions across all Movement components and in humanitarian organizations in general. GLOW Red has taken the lead on reporting on this resolution.

GLOW Red has established the Women and Leadership Resolution Working Group. This group, made up of representatives from throughout the RCRC Movement, is committed to collecting and sharing all actions taken to implement the Women and Leadership Resolution. The group has co-created a reporting mechanism and meets on a quarterly basis to discuss steps moving forward. With the first meeting held in March 2021, the group remains open to any RCRC Movement staff or volunteers who are interested in advocating for women’s leadership. In October 2021, the Women and

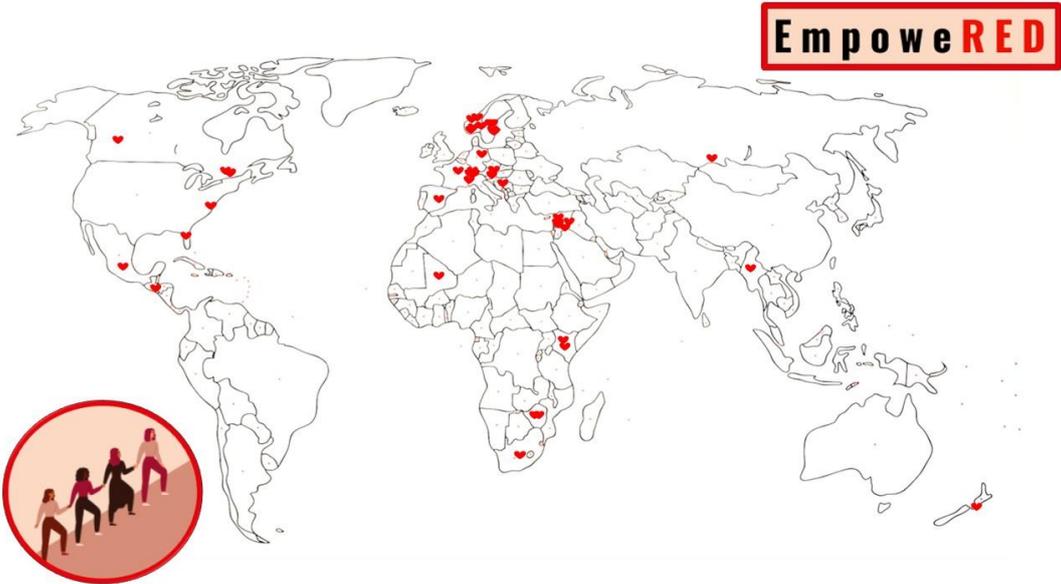
Resolution Reporting Mechanism was launched at a webinar attended by over 100 individuals throughout the RCRC Movement. The webinar featured speakers from around the Movement highlighting successes made in terms of women’s leadership.

## The movement wide EmpoweRED initiative

During 2021 GLOW Red initiated a project together with the ICRC and IFRC, with the aim to reach a wider group of women in the RCRC Movement, reaching beyond the most senior governance and management positions. We also wanted to build connections across different Movement partners.

EmpoweRED is a leadership development initiative using methods of peer-support learning where participants get to grow and enhance their personal leadership and connect with other women leaders. The first EmpoweRED series, which started in the end of 2021, will consist of four virtual sessions, taking place every other month. In each session participants gather around a specific topic, which they will get to discuss and reflect on in small groups.

The map below shows the geographical spread of participants in the first two sessions that took place in December.



The year 2022 will be an important milestone for the GLOW Red network. The RCRC Movement Statutory meetings will take place and a new Governing Board will be elected for the IFRC (at the General Assembly). This will be the first time the constitutional amendment from 2019 is put into practice, guaranteeing a stronger gender balance in the board by ensuring at least two seats per region are reserved for female candidates. GLOW Red will make a significant effort to identify potential candidates and encourage them to present their candidacies. GLOW Red will continue our working on advocacy and visibility in the Movement and the Humanitarian sector at large.

### Some highlights that GLOW Red will focus on in 2022:

- **The 2022 RCRC Statutory Meetings**
  - For the first time, the Constitutional Amendment from 2019 that ensures more gender balance on the IFRC Governing Board will be put into practice. GLOW will be closely tracking the implementation of this amendment.
  - Continue to identify and encourage women to run for seats in the IFRC Governing Board.
  - GLOW Red will host side-events during the meetings to keep the issue of women's leadership high on the agenda and continue advocating for the need of a more diverse and inclusive leadership in the Humanitarian Sector.
- **Meetings**
  - The GLOW Red Peer Support Group for women leaders who are running for International Governance positions will continue to meet on a regular basis to facilitate the exchange between female candidates across the regions.
  - A virtual GLOW Red Network meeting will be organised to connect members, create engagement, and discuss the way forward for the network.
  - The EmpowerED initiative will continue with three more sessions throughout 2022 where women leaders can connect, build networks and exchange ideas on selected topics related to leadership development.
- **Communications and Reports**
  - The Women and Leadership Resolution working group will launch a progress report on the actions taken and the challenges that remain across the Movement for the implementation of the Women and leadership resolution from 2019.
  - GLOW Red will continue to develop the 100 voices platform ([www.glowred.org](http://www.glowred.org)) by adding new stories about inspirational women leaders throughout the RCRC Movement.
- **Mentorship**
  - Members of the GLOW Red network will be offered a new round of free coaching through the Humanitarian Coaching Network.
  - GLOW Red members will be offered a discount on Avvartes Leadership Development program Resilience for Growth.

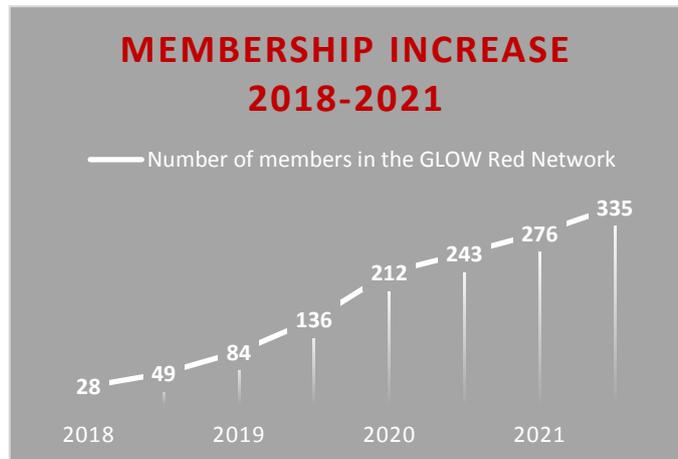


## The network in numbers

### What does it mean to be a GLOW Red Member?

Membership to the GLOW Red Network is open to any female leader, in a management or governance position, within the RCRC Movement. Members must have the ability and desire to connect with other women leaders and be active within the GLOW Red Network as well as a strong commitment to the mission of GLOW Red. GLOW Red Members are expected to actively engage with the network and to report back on steps taken by their Movement component in support of the Women and Leadership Resolution. Members are eligible to participate in GLOW Red meetings, trainings, networking opportunities, and mentorship opportunities.

### MEMBERSHIP INCREASE 2018-2021



### GLOW Red membership as of Dec. 2021



### Overview of Achievements as of December 2021:

- Events and webinars hosted: **25**
- Members engaged: **335** members throughout all RCRC Statutory regions
- Newsletters sent: **12** newsletters to over **800** GLOW Red supporters
- Future women leaders trained for international governance positions: **42**
- Research reports: **1** RCRC Movement wide report focused on diverse leadership
- Resolutions passed: **3** resolutions, all focused on advancing women's leadership
- Voices published on 100 Voices: **88**
- GLOW Red members included in Avvartes leadership training: **12**
- GLOW Red members receiving coaching through the Humanitarian Coaches Network: **17**



## **Voluntary Service: The Fundamental Principle in Action**

GLOW Red is a network supported by dedicated volunteers found throughout the RCRC Movement. We would like to highlight the voluntary contributions made by the National Societies listed below:

### **Members of the GLOW Red Coordination Group**

The National Societies listed below have members sitting on the GLOW Red Coordination Group since its inception in 2018. Coordination Group members contribute their expertise to the on-going strategic development of the GLOW Red Network and are essential in leading the network.

**Australian Red Cross** (*Lyndal Moore, Former Deputy Presider of Australian Red Cross*)

**Canadian Red Cross** (*Sara John Fowler, Former Chair of Canadian Red Cross and Current IFRC Governing Board Member; Josée Payant, Director of Governance and Membership; Michelle Marteleira, PGIE Specialist and Pat Laberge, Former Director of International Operations*)

**Grenada Red Cross** (*Samantha Dickson, President of the Grenada Red Cross*)

**Swedish Red Cross** (*Margareta Wahlström, Former President of Swedish Red Cross*)

### **GLOW Red Focal Points**

GLOW Red Focal Points are critical to the global engagement of the GLOW Red Network. Focal Points facilitate the network in their region or sub-region. Since 2018, many members of different National Societies have been engaged with GLOW in different capacities. We would like to thank all dedicated focal points for their support to the GLOW Red Network as well as those who took the initiative to start Regional GLOW Red Networks.

### **Specific Support for GLOW Red Projects**

In addition to the GLOW Red members listed above, additional voluntary support has been provided by Movement partners on specific GLOW Red projects.

The Canadian Red Cross, French Red Cross, Kazakhstan Red Crescent and Spanish Red Cross are thanked for their translation of key GLOW Red Documents into other RCRC Movement languages.

Members of the Women and Leadership Resolution Working Group are thanked for their support of the establishment of the Reporting Mechanism and continuous socialization of the resolution.

A thank you to Åsa Blomqvist, who voluntarily organized the GLOW Red Stockholm meeting and Margareta Ottosson for our support during GLOW Red's initial years as well as continuing support in the Caribbean region.

A thank you to the support of all RCRC Movement Partners, including the ICRC and the IFRC, for their continuous collaboration as well as all GLOW Red members and supporters. The network is not possible without your support.

### **Pro bono partnerships**

In addition to RCRC Movement partners, several partners from outside of the RCRC Movement supported the GLOW Red Network. These include:

[Avvartes](#)

[The Humanitarian Advisory Group \(HAG\)](#)

[The Humanitarian Coaching Network](#)



## Expenses per year

Both voluntary support and financial contributions are essential for the success of the GLOW Red Network. Find below detailed information on: contributions received from RCRC Movement partners, income received through various funders, the human resource contributions to the GLOW Red Secretariat, and general expenses from 2018 to 2021.

### Earmarked Contributions to the GLOW Red Network from RCRC Movement Partners:

National Society:	Details:	Amount:
<b>2018</b>		
Canadian Red Cross	General Financial Support for Network	11,167 CHF
Swedish Red Cross	First GLOW Red Meeting in Stockholm	29 143 CHF
<b>2019</b>		
American Red Cross	Sponsored flights for Women's Governance training and Ottawa Network Meeting	4,459 CHF
Canadian Red Cross	Sponsored flights and hotels for Women's Governance Training and Overall Ottawa Network Meeting Activities	22,502 CHF
Swedish Red Cross	Sponsored flights and hotels for Women's Governance Training and Ottawa Network Meeting	9,811.00 CHF
Swiss Red Cross	Establishment of 100 Voices Platform as well as translation of platform into Arabic	21,559 CHF
Private contribution	Women's Networking Lunch at the Statutory Meetings	10,000 CHF
<b>2021</b>		
Australian Red Cross	Contribution to Asia-Pacific Women's Governance Training	3,414 CHF
IFRC Country Cluster Delegation for the Pacific	Contribution to Asia-Pacific Women's Governance Training	3,000 CHF

### Unearmarked Contributions to the GLOW Red Network:

Donor:	Details:	Amount:
<b>2019</b>		
Swedish Red Cross	Operational Budget	10,617 CHF
Private contribution	Operational Budget	50,882 CHF
<b>2020</b>		
Swedish Red Cross	Operational Budget	15,925 CHF
<b>2021</b>		
Swedish Ministry of Foreign Affairs	Operational Budget	31,700 CHF
Swedish Red Cross	Operational Budget	10,617 CHF

## Human Resources Contributions to GLOW Red Secretariat (Paid Personnel)

	2018	2019	2020	2021
<b>Canadian Red Cross</b>	.5 FTE (General Support)	.5 FTE (General Support)	.5 FTE (General Support)	.5 FTE (General Support)
<b>Swedish Red Cross</b>	.5 FTE (General Support)	.5 FTE (General Support);  .5 FTE (General Support);  .5 FTE (100 Voices Project)	.5 FTE (General Support)	.5 FTE (General Support);  .5 FTE (General Support)  .2 FTE (Mentorship Initiatives)

## GLOW Red Network General Expenses 2018- 2021

2018	
<b>GLOW Red Network Meeting in Stockholm</b>	
<i>Facilitation Costs</i>	8,000 CHF
<i>Catering</i>	3,500 CHF
<i>Sponsored flights and travel fees</i>	11,061 CHF
<i>Accommodation</i>	11,096 CHF
<i>Interpretation and translation fees</i>	5,984 CHF
<i>Material</i>	669.00 CHF
Total for network meeting	40,310 CHF
Total for 2018:	40,310 CHF
2019	
<b>Women's Governance Training in Geneva</b>	
<i>Travel Costs for GLOW</i>	3,844.12 CHF
<i>Facilitation Costs</i>	10,000 CHF
<i>Venue and Catering</i>	5,000 CHF
<i>Sponsored flights</i>	10,047.54 CHF
Total for training:	28,891.66 CHF
<b>Women Deliver Side-Event</b>	731.62 CHF
<b>Participation in IFRC Women's Leadership event in Milan</b>	743.00 CHF
<b>Ottawa Network Meeting</b>	
<i>Venue</i>	1,007.12 CHF
<i>Catering</i>	1,060.48 CHF
<i>Sponsored Flights and Hotels</i>	17,191.93 CHF
<i>Meet and Greet for Canadian RC personnel</i>	1,497.90 CHF
<i>Interpretation</i>	2,366.69 CHF
<i>GLOW Event at Rideau Club</i>	4,662.00 CHF
Total for Network Meeting:	27,786.12 CHF
<b>Development of 100 Voices Platform</b>	21,559 CHF
<b>Participation in Statutory Meetings in Geneva 2019</b>	
<i>Booth in the Humanitarian Village</i>	1,078 CHF
<i>Women's Networking Lunch</i>	10,000 CHF

<i>Travel costs for GLOW Secretariat</i>	5,704.04 CHF
<i>Interpretation for side-event</i>	4,240 CHF
<i>GLOW Red Pins</i>	1,077 CHF
Total for Statutory Meetings:	22,099,04 CHF
Total for 2019:	101,810.44 CHF
<b>2020</b>	
<b>Virtual Women's Governance Training</b>	13,000 CHF
<b>Pro Zoom Account</b>	167 CHF
Total for 2020:	13,167 CHF
<b>2021</b>	
<b>Pro Zoom Account</b>	167 CHF
<b>GLOW Red Network Meeting Interpretation</b>	5,595.09 CHF
<b>Asia-Pacific Women's Governance Training</b>	10,600 CHF
<b>Spanish/English Women's Governance Training</b>	15,140 CHF
<b>Women and Leadership Resolution progress event, interpretation</b>	2,698 CHF
Total for 2021:	34,200.09 CHF

The total expenditure for 4 years, including the paid staff time of personnel from the Swedish Red Cross and Canadian Red Cross amounts to 620 310 CHF.

*\*\*Note that the GLOW Red Secretariat made a concerted effort to ensure the inclusion of all contributing partners and individuals. We apologise in advance if we have overlooked any contributions, please let us know if we have missed any contributions via email at [glowred@redcross.se](mailto:glowred@redcross.se)\**

