



Amnesty International members only

33rd International Council Meeting

Circular 18: Nominations to internationally elected positions

AI Index: ORG 50/6568/2017
To: Sections and structures
ICM Session: Session 7 INC report and introduction of candidates
From: International Nominations Committee (INC)
Date: 17 July 2017

PURPOSE STATEMENT

This document provides an overview of the positions open for election at the 33rd ICM, and candidates' nomination information received by the respective deadlines. The circular also provides some additional tools, prepared by the International Nominations Committee (INC), to assist delegations in the election process.

Nomination forms, as well as a summary of the International Board (Board) candidates' competency frameworks, can also be accessed on the [ICM website](https://www.eventsforce.net/amnestyintsec/frontend/xt/xtentrycode.csp?eventID=6) (<https://www.eventsforce.net/amnestyintsec/frontend/xt/xtentrycode.csp?eventID=6>)

It is the responsibility of the nominating section to arrange for translation and distribution of nominations presented after the stated deadlines. Nominations for positions other than the International Board can be presented until 24 hours prior to the election. Regarding late nominations to Board positions, refer to ICM 2017 Standing Order 11.2 ([Circular 3 ORG 50/5042/2016](#), Annex 1: ORG 50/2431/2016).

The INC advises the ICM that the field of nominees for the International Board included in this Circular has the necessary balance of skills and experience.

DISTRIBUTION

This is an internal circular which is being sent to all sections and structures. All ICM related documents are available on the [ICM website](#).

RECOMMENDED ACTIONS

- Please circulate this document to all people in your section/structure who are involved in ICM preparations.
- If your section plans to nominate a candidate for one of the internationally elected positions before the election, please ensure that requirements for supporting documentation as outlined in Circular 2 are met. If your section is considering a late nomination to the International Board, please review ICM 2017 Standing Order 11.2. ICM@amnesty.org must be notified of all nominations.

CONTENTS

| | |
|---|-----------|
| LETTER FROM THE ICM CHAIR..... | 1 |
| INTRODUCTION..... | 2 |
| PART I – OVERVIEW OF THE ICM ELECTION PROCESS..... | 4 |
| PART II – MODEL BOARD MAPPING..... | 6 |
| PART III – NOMINATIONS..... | 10 |
| INTERNATIONAL BOARD (BOARD)..... | 10 |
| VINCENT ADZAHLE-MENSAH – nominated by AI Ghana..... | 12 |
| FABIOLA GUTIÉRREZ ARCE – nominated by AI Peru..... | 14 |
| SARAH BEAMISH – nominated by AI Canada (English speaking)..... | 17 |
| GENEVIÈVE GARRIGOS – nominated by AI France..... | 19 |
| LAURETTE VON MANDACH – nominated by AI Switzerland..... | 21 |
| GREG MARSH – nominated by AI UK..... | 24 |
| LEONARDO SOARES NADER – nominated by International Nominations Committee..... | 27 |
| PAUL DIVAKAR NAMALA – nominated by AI Australia..... | 29 |
| DANIEL WEISHUT – nominated by AI Israel..... | 31 |
| FINANCE AND AUDIT COMMITTEE (FAC)..... | 33 |
| ANAND BUNSEE – nominated by AI Denmark..... | 34 |
| BRENDA DASHNEY – nominated by AI Canada (English speaking)..... | 36 |
| DAWNA WRIGHT – nominated by AI Australia..... | 38 |

| | |
|--|-----------|
| INTERNATIONAL NOMINATIONS COMMITTEE (INC)..... | 40 |
| OLIVER HENDRICH – nominated by AI Germany..... | 41 |
| KRISTIN HØGDAHL – nominated by AI Norway..... | 43 |
| NICOLA MUTCH – nominated by AI Aotearoa New Zealand..... | 45 |
| USHA DEVI SABANAYAGAM – nominated by AI Malaysia..... | 46 |
| MEMBERSHIP APPEALS COMMITTEE (MAC)..... | 48 |
| FABIÁN FORESTIERI – nominated by AI Paraguay..... | 49 |
| JOSEPH PAUL MALIAMAUV – nominated by AI Philippines..... | 51 |
| MARIAN PINK – nominated by AI Austria..... | 53 |
| VANUSHI WALTERS – nominated by AI Aotearoa New Zealand..... | 55 |
| CHAIR AND ALTERNATE CHAIR OF THE INTERNATIONAL COUNCIL IN 2019..... | 57 |
| ANN BURROUGHS – nominated by AI USA..... | 58 |
| CHRISTINE PAMP – nominated by AI Sweden..... | 60 |
| AWUOR AYIECHO – nominated by International Nominations Committee..... | 62 |
| MARTÍN EPSTEIN – nominated by AI Argentina..... | 64 |

Dear friends,

On behalf of the ICM Preparatory Committee (PrepCom), I am writing to share with you our thoughts on the election process for the 2017 International Council Meeting (ICM).

At the 2013 ICM, the International Council (IC) passed Decision 8: Deadline for nominations of International Board candidates¹ to amend articles 11.2 and 11.3 of the ICM Standing Orders²:

11.2 ...The ICM may accept nominations submitted after the 3 month deadline and up until 24 hours prior to the election, after having received advice from the INC, if necessary to ensure a field of nominees with the necessary balance of skills and experience or in other exceptional circumstances.

11.3 The deadline for submission by sections, structures and the INC of nominations for all other posts is fixed at 24 hours before the election is held. Nominations should include a standardized curriculum vitae and a supporting statement by the candidate.

The PrepCom and the International Nominations Committee (INC) have discussed this change to the Standing Orders and would like to inform you that, since *the "INC advises the ICM that the field of nominees for the International Board (Board) included in this Circular has the necessary balance of skills and experience"*, we will adhere to the process as outlined above and propose closing nominations for Board vacancies following the INC's report to the International Council.

The process we propose is as follows:

1. The ICM will receive and discuss the INC's report in Session 7, Day 1, Friday 11 August, 17:15 – 18:15.
 - a) All candidates nominated by the deadline (11 May for the International Board, 11 June for other internationally elected positions) will be introduced.
 - b) The ICM will be asked to confirm the advice of the INC that no further candidates for the International Board are needed by closing nominations for the International Board at the end of Session 7.
2. There will be a 'Meet the International Board candidates' session for candidates for the International Board (Session 18, Day 3, Sunday 13 August, 17:15 – 18:00)
3. Nominations close for all positions other than the International Board at 13:30 on Sunday 13 August (Day 3).
4. The elections are held over lunch from 13:30 to 15:00 on Monday 14 August (Day 4).
5. The results are announced at 09:00 in the plenary on Tuesday 15 August (Day 5).

We hope that you will agree with the above proposed process.

Best wishes,

Christine Pamp, 2017 ICM Chair

(on behalf of the ICM Preparatory Committee: Koldo Casla, Awuor Ayiecho, Rosslyn Noonan and Laurent Deutsch)

¹ ORG 53/006/2013: ICM Decisions 2013

² ORG 50/2431/2016: ICM Standing Orders

INTRODUCTION

This document is divided into three parts. Part I, Overview of International Council Meeting (ICM) Election Process, provides some information on the election process at the ICM, and aspects of the meeting that relate to elections. Some additional guidance is provided, especially for first-time delegates to the ICM, as to how to engage with candidates in order to obtain the information needed to cast informed votes.

Part II, Model Board Mapping, describes the process used by the International Nominations Committee (INC) to envision the ideal International Board (Board) for Amnesty International (AI) in the coming cycle. This section offers a tool for delegations in evaluating the self-assessed competencies of candidates as a group, and considering which candidates would combine well to make a strong team.

Part III, Nominations, provides an overview of the positions open for election at the 33rd ICM, and candidates' nominations information received by the respective deadlines (International Board deadline – 11 May 2017, non-International Board positions deadline – 11 June 2017). Completed nomination forms, as well as a summary of the Board candidates' competency frameworks, can also be accessed on the [ICM website](#).

With respect to Board candidates, Part III also provides a visual tool to see at a glance how the candidates assess themselves on the eight key competencies identified as priorities by the INC. In addition, the INC provides a comment on each candidate for the Board.

The INC offers the tools found in this document to support delegations' decisions on the candidates. The INC stresses that ICM delegates must carry out their own assessment of candidates through the information provided as well as opportunities to engage with the candidates.

As set out in Circular 2 - Call for People: Internationally Elected Positions (ORG 50/4954/2016), the 2017 International Council Meeting (ICM) will hold elections for the following positions:

- 4 members of the International Board (Board)
- 1 member of the Finance and Audit Committee (FAC)
- 2+1 members of the International Nominations Committee (INC)³
- 5 members of the Membership Appeals Committee (MAC)
- the Chair of the International Council in 2019
- the Alternate Chair of the International Council in 2019

This circular contains nominations for these positions submitted to the International Secretariat by 11 May (Board candidates) and 11 June (other international positions). Further nominations to non-Board positions may be presented up to 24 hours before the election is scheduled to be

³ There is an additional vacancy on the International Nominations Committee (INC). For personal reasons, Aicha Kabore Zoungana (Amnesty International Burkina Faso) has left the INC. The candidate filling this vacancy will serve the balance of the original term (as opposed to a full 4-year term), starting in August 2017 and ending in at the time of the next elections for internationally elected positions in 2019.

held at the ICM.⁴

The INC advises the ICM that the field of nominees for the International Board included in this circular has the necessary balance of skills and experience.

⁴ As per ICM Standing Orders (11.2), late nominations to the International Board may only be accepted under exceptional circumstances and require the ICM's approval, following the INC's advice: "The deadline for submission by sections, structures, and the INC of nominations for candidates for the International Treasurer and regular members of the International Board is fixed at 3 months before the election is held. Candidate submissions must include a completed nomination form, competency framework document and curriculum vitae. The INC may extend the deadline if it is required to ensure a field of nominees with a necessary balance of skills and experience or in other exceptional circumstances. The ICM may accept nominations submitted after the 3 month deadline and up until 24 hours prior to the election, after having received advice from the INC, if necessary to ensure a field of nominees with the necessary balance of skills and experience or in other exceptional circumstances."

PART I – OVERVIEW OF THE ICM ELECTION PROCESS

Elections

In accordance with the 2017 ICM Standing Orders, the elections are conducted at the International Council Meeting as follows:

- The election officer decides on the time of the elections in consultation with the ICM Chair.
- Separate ballots are distributed for each election.
- There is one ballot with the names of candidates in alphabetical order.
- Representatives vote, marking an x beside the name of the candidate they select.
- Representatives are free to vote for as many candidates as there are vacant seats, or less than the total number of vacancies.
- Candidates with the highest number of votes are elected until all vacancies are completed.
- In the event of a tie for the last vacant place there will be a re-election between the candidates with an equal number of votes.
- The election officer shall announce who is elected. Details of the number of votes obtained by successful candidates shall be announced and full results shall be immediately posted on the ICM website. The individual results will also be included in the final report of the ICM.

As stated in Article 18a and 19 of the Statute, the voting rights of sections are determined by membership size or number of groups; the voting rights of the international membership are determined by the size of the membership; structures shall have one vote. Please refer to Circular 5: Voting entitlements of sections, structures and the international membership (ORG 50/6318/2017) for further information.⁵

Delegates are reminded that in case of loss of voting cards, only the ICM Chair can authorize replacement. No replacement ballot papers will be issued.

At the 2017 ICM, elections for International Board and other internationally elected positions will be held during the lunch break on day 4 of the ICM.

Additional Information for Delegations

The INC will present their report to the ICM on the first day of the meeting. During the same session, candidates standing for election will have the opportunity to present themselves giving a short statement (1 minute) to the plenary. If the candidate is not attending the meeting in person, his/her statement can be read out by a delegate from the section or structure nominating the candidate (or the INC if nominated by the INC). Additionally, all candidates may provide a two-minute video message which can be viewed on the [ICM website](#).

⁵ Available on the [ICM website](#)

Before the elections, there will be a formal "Meet the International Board Candidates" session (day 3 of the ICM) during which Board candidates will take part in a panel discussion, and answer a few questions from delegates, regarding their views on specific issues, or their skills and previous experience, for example. Candidates who are present at the meeting are also usually keen to engage with delegates during informal spaces and social hours.

Delegations (or groups of delegations, by language or region, for instance) typically also invite candidates for interviews. These interviews usually take place during breaks, at breakfast or pre-breakfast meetings, and in the evenings – in other words, when there is no formal meeting activity scheduled. These interviews may be based on prepared questions, or be more free-flowing conversations, whatever the delegation feels will be most useful to its decision-making. Candidates' interview schedules tend to fill up quickly, so delegations are advised to approach candidates early in the meeting if they want to conduct interviews. Delegations inviting candidates to interviews should also think about language capabilities, and arrange for a member of the delegation to assist with interpretation, if necessary.

While there is no official "Meet the Candidates" session for non-Board positions, delegations are encouraged to speak with candidates about their vision and experience, to complement the information provided in the nomination forms.

PART II – MODEL BOARD MAPPING

As in the previous cycle, the INC presents a “model board”, based on the competencies identified in the competency framework. A model board is what – in the INC’s view – would be the ideal combination of competencies for the anticipated needs of the Board in the coming cycle. The model board has been developed by the INC, building on the model presented at the 2015 ICM, taking advantage of the combined knowledge and experience of the INC members. The current International Board and the Senior Leadership Team provided input on the strategic priority areas for the coming cycle. Some additional perspectives from other similar international non-governmental organizations were also taken into account.

There are eight *key* competencies identified for the model board, listed by row in the Board Candidates table, below. The INC believes these competencies should be present on the Board in order for the Board to fulfil its role. For each key competency the INC has also set a target number of Board members that should have that competency at an advanced level. That target number allows the INC to conduct a gaps analysis, which can serve as an additional tool for ICM delegations.

Further, *other* competencies have been analysed in terms of the desirable balance for the Board. These categories include, for example, geographical and gender balance, a good collective set of language skills with respect to Amnesty International’s strategic languages, as well as advanced knowledge in some of the organization’s important work streams (for example, programme areas related to the Strategic Goals) and important behavioural aspects for working effectively on a board.

The model board was used to adjust the competency framework tool which Board candidates were then asked to complete. The INC encouraged candidates to be factual in their self-assessment by documenting why they scored themselves at a certain level in any given competency. The tendency to rate oneself more or less high is, however, subjective and influenced by factors such as culture, personality, and professional background. ICM delegations should take this into account when assessing the candidates. The candidates’ completed competency frameworks are available on the [ICM website](#).

The five Board members remaining on the Board (those whose terms continue), were asked at an early stage to complete the revised competency framework.⁶ The INC then mapped where their competencies lie, and where the competency gaps would be, not knowing which candidates would fill the vacancies. The INC identified five competency gaps, noted in CAPITAL LETTERS in the table. The gaps should be considered a priority in order to complement the competencies of continuing Board members.

Finally, the INC reports in which competencies candidates self-assessed with an advanced score. This is an additional element for delegations to consider, since – together with the individual detailed presentations in Part III of this document – it allows for mapping candidates in

⁶ Two continuing Board members did not complete the revised competency framework, so the information was (partially) derived from their self-assessment for the ICM 2015 elections.

combinations to obtain the strongest possible Board.

Notes for reading the table:

- When a key competency is in CAPITAL LETTERS, that competency was identified as an area where there is a gap, considering only the competencies of the five remaining Board members and the number of members that should hold that competency according to the model board (this number is listed in the column “Seats”).
- The first five columns are the regular Board members (in yellow) and the International Treasurer (in green) whose mandates continue until 2019; the following nine columns are the candidates standing for the Board vacancies (in orange).
- In order to show where the biggest strengths lie, the competencies for which candidates rated themselves with the highest possible score (advanced) are indicated with an X, from the ratings used in the competency framework, including four levels: low, moderate, good, and advanced.

The INC believes that the International Board Candidates Table provides a concise manner in which to show the different elements that ICM delegations need to consider when making their choices in identifying the best composition of the International Board. This is the second time that the model board is offered to assist ICM delegations, and the INC plans to further review and refine the tool during the next cycle. The INC would welcome comments from ICM delegations on the usefulness of this tool for their decision-making.

International Board Candidates Table: Model Board and Summary of Competencies

| KEY COMPETENCIES | SEATS | COMPETENCY OVERVIEW | ARCTANDER | BIESKE | HASHEMI | MUTHIANI | SMIT | ADZAHLE | ARCE | BEAMISH | GARRIGOS | MANDACH | MARSH | NADER | NAMALA | WEISHUT |
|--|-------|--|-----------|--------|---------|----------|------|---------|------|---------|----------|---------|-------|-------|--------|---------|
| LEADERSHIP, VISION, STRATEGY & CHANGE | 3 | Personal qualities providing vision, creativity, courage and ambition on behalf of the organization. Leadership requires emotional intelligence, well networked, communications skills. Encouraging and inspiring entrepreneurial leadership for secretariat and members. Managing leadership change (new SG) will be high priority. | | X | | | | X | | X | X | X | X | | X | X |
| HUMAN RIGHTS | 4 | Knowledge of human rights law, international monitoring system and effective human rights campaigning and advocacy. Understanding impact assessment and monitoring results in line with values, mandate and objectives. | | X | | | | X | | X | | X | | X | X | |
| GROWTH | 2 | Membership and financial growth are high priorities. Understanding growth dynamics in the organization both in terms of developing new offices/sections and accessing new fundraising sources in innovative ways. | | | | | X | X | | | X | | X | | | |
| Global awareness | 3 | Understanding global political and economic trends. International politics is the setting in which AI responds and aims for impact. | | X | X | X | X | X | | X | X | | X | X | X | X |
| Organizational awareness | 5 | Understanding Amnesty's business model (research/campaign/mobilize) and organizational dynamics, especially interaction and division of roles (balance of power) between international and national levels. Organizational change is high priority so capacity to challenge status quo and consider new approaches will be required. | X | X | X | X | X | X | | X | X | X | | | | X |
| Governance & Legal | 5 | Board experience from large, complex organizations, preferably international membership organization. Experience with strategic planning, monitoring, impact assessment and clear role understanding (including legal obligations and fiduciary role) key for effective board. | X | X | X | | X | X | | X | | X | | | X | |
| FINANCE | 3 | Financial literacy, understanding of budgets and accounts. Financial analysis capacity and high level relevant experience/qualifications. | | | X | | X | | | | | | X | | | |
| HUMAN RESOURCES & ORGANIZATIONAL DEVELOPMENT | 2 | Knowledge of human resource issues (recruitment/relocation/remuneration) and monitoring key issues during organizational change (duty of care, culture change, staff development). | | | | X | | X | | | X | | X | | X | X |

| | ARCTANDER | BIESKE | HASHEMI | MUTHIANI | SMIT | ADZAHLE | ARCE | BEAMISH | GARRIGOS | MANDACH | MARSH | NADER | NAMALA | WEISHUT |
|---|-----------|--------|---------|----------|---------|---------|---------|---------|----------|---------|-------|-------|--------|---------|
| Additional balances to be considered | | | | | | | | | | | | | | |
| Language balance: English (E), Spanish (S), French (F); in brackets A-level (i.e. limited) capacity | E | E (F) | E | E | E (F S) | E | E S (F) | E (S) | E F S | E F S | E F | E F S | E | E F |
| Gender balance: female (F), male (M) | M | F | M | F | M | M | F | F | F | F | M | M | M | M |
| Age balance: 20-30 (20+), 30-50 (M), 50 or more (50+) | M | M | M | M | 50+ | M | 20+ | M | 50+ | M | M | M | 50+ | 50+ |
| Geographical balance: country of residence (relevant for Amnesty rules). (AUS - Australia, BRA - Brazil, CAN - Canada, CHE - Switzerland, GHA - Ghana, GBR - Great Britain, FRA - France, IND - India, ISR - Israel, KEN - Kenya, NLD - Netherlands, NOR - Norway, PER - Peru, USA - United States of America). | NOR | AUS | USA | KEN | NLD | GHA | PER | CAN | FRA | CHE | GBR | BRA | IND | ISR |
| Additional individual competencies to be considered (behavioural or linked to AI strategic goals and specific streams of AI's work) | | | | | | | | | | | | | | |
| Activism | | X | | | | X | | X | X | X | | | X | X |
| Gender mainstreaming | | | | | | X | | X | X | | | X | X | X |
| Positive impact & influence | | X | | | | X | | X | X | X | X | | | X |
| Working with others | | X | | | X | X | | | X | X | | X | X | X |
| Analysing situations & making good judgments | | X | | | X | X | | | X | X | X | | | X |
| Performance & quality standards | | X | | | X | X | | X | | | X | | | X |
| Human rights strategic goals competencies: | | | | | | | | | | | | | | |
| Goal 1 - Reclaiming freedoms | | X | | | | X | | X | | | | X | X | X |
| Goal 2 - Securing equal rights for all | | | | | | X | | X | X | | | | X | X |
| Goal 3 - Responding to crisis | | X | | | | X | | | X | | | X | | X |
| Goal 4 - Ensuring accountability | | | | X | | X | | X | | | | | X | X |

PART III – NOMINATIONS

INTERNATIONAL BOARD

The International Board is composed of eight regular members and the International Treasurer, each of whom is a member of Amnesty International. The Board's role is to provide guidance and leadership for the Amnesty International movement worldwide. Its key functions are established in the Statute of Amnesty International. Board members are elected to office by the biennial ICM, for staggered four-year terms, with half the regular members up for re-election at each ICM.

Members of the International Board, including the International Treasurer, shall hold office for a period of four years and shall be eligible for re-election once. Their terms of office shall begin and end at the close of the International Council Meeting. Changes are expected after forthcoming decisions on governance reform at the 2017 ICM.

Each candidate is presented using the same format. First, the nomination form is reproduced as submitted (some forms have been slightly edited for brevity and consistency). A personal statement is provided by the candidate. It is followed by information on professional and relevant Amnesty International experience, as well as a supporting statement provided by the nominating entity.

Following each nomination form is a section entitled Key Competencies and INC's Comment. The section includes a diagram labelled "Key competencies", in which the candidate's self-assessed skills are shown in relation to the eight key competencies the INC has identified from the competency framework (for more on this, see Part II, Model Board Mapping). All Board candidates have completed the competency framework, which can be accessed on the [ICM website](#).

Second, the diagram is based on the ranking used in the competency framework, where 1=low, 2=moderate, 3=good, and 4=advanced. It shows competencies from weakest to strongest, moving from the smallest inside ring (low competency) to the largest outside ring (advanced competency). The accompanying text highlights where candidates have identified advanced skills (score 4), in all eight priority competencies, and the five competencies the INC has identified as gaps (Leadership; Human Rights; Growth; Finance; and Human Resources and Organizational Development) based on the competencies of the five remaining Board members.

Finally, the INC offers a comment on the candidate's full profile, in relation to the nomination form and the competency framework completed by the candidate, as well as the overall profile of the International Board. In the comment, the INC classifies each candidate as having a relevant fit, or a strong fit, with the needs of the Board.⁷

The INC recommends that, in addition to the competencies presented by each candidate, delegations also take into account how the selection of different candidates would impact the composition of the Board as a team; Board members should complement each other with the skills and experiences they bring to the group. The INC further recommends careful consideration of diversity, especially age and experience external to Amnesty International. Part II of this document, Model Board Mapping, may be helpful in this regard.

A note on self-assessments as a tool: the INC is aware of the limitations of the competency

⁷ The INC has conducted a parallel search for external candidates with relevant expertise in order to increase the number and diversity of candidates.

framework tool, it being a subjective assessment made by the candidates themselves. As such, it can be difficult to compare between individuals who assess themselves differently. There may also be cultural and gender factors influencing how a person approaches a self-assessment exercise. In addition, candidates who have completed a term on the International Board might have a different perception of the competencies being assessed than those who have not yet served in that capacity.

The nine candidates reviewed below are listed in alphabetical order.

VINCENT ADZAHLE-MENSAH – nominated by Amnesty International Ghana



Candidate statement:

Amnesty International invested much in me since I joined the movement in 2001. I have gained much experience since I joined the Governance Committee in 2012. I learnt much working as part of the dynamic team on the International Board since I joined the Board in September 2013. I learnt much about the working methods of the Board and the challenges we face. I intend investing my experience in the work of the International Board. I have been part of the team leading the big changes occurring in the international movement. While we adopt new ways and systems to improve the effectiveness of our human rights work, we need an International Board that understands, respects and is guided by the uniqueness of Amnesty International. Amnesty International is a movement of people. We need leadership that continues to uphold the principles, values and working methods that inspire millions of volunteers across the world.

Brief biographical details, including country of residence:

I was born on March 3, 1975. I live in Ghana. I am a member of the International Board, and the Governance Committee. I work as Senior Lecturer, and Chairman of Amalgamated Sports Clubs at the University of Education, Winneba. I served in various youth/student and organizational leadership positions. I served on various Committees and Boards/Councils in Ghana. I attended numerous Regional and International meetings. I have been a member of Amnesty International since 2001. I have good understanding of Amnesty International's governance systems, structures and processes. I visited many Amnesty International entities in Europe and Africa.

Relevant professional experience and qualifications:

2014 to date: Lecturer, Department of Social Studies
2013: PhD, International Education and Development from the University of Sussex, UK
2007: MPhil, with Dissertation in Conflict Resolution
2005: Bachelor of Education in Social Studies

Amnesty International experience, including affiliation to Amnesty International and current position, if any, within the organization:

2013 to date: Member, International Board
2012 to date: Member, Governance Committee
2009 to date: Attended the AGM of several Sections
2009 to date: Attended many Chairs Assembly and International Council Meetings
2016: Board liaison, International Youth Strategy Review Working Group
2015: Amnesty International South Africa, Meeting with Advisory Board
2014: Africa Regional Governance Workshop.
2009-2013: Board Chair, Amnesty International Ghana
2011: Amnesty International Germany, Country Coordinator's Meeting (ACM)

Past or current official positions in other organizations:

2016 to date: Member of the Fundraising Committee, Southern Volta Mission
2016 to date: Member, Academic Board, University of Education, Winneba
2015 to date: Chairman of Amalgamated Sports Clubs, University of Education, Winneba
2015 to date: Member, Ghana University Sports Association (GUSA) Council
2014-2015: Vice Dean of Student Affairs, University of Education, Winneba
2014 to date: Member, Education Committee, Volta Administrative Unit
2008-2014: Research Fellow, University of Education, Winneba
2007-2012: National Coordinator, Youth Development Foundation (YODEF).

2007-2012: Board of Directors for Advocates and Trainers for Women Welfare
2001-2005: Board Secretary, FYSSO Ghana
2003/4: President, Ghana Liberal Students Association, University of Education, Winneba.
2003-2004: President, Volta Region Students Association
1998-2003: Chairman, South Tongu Concerned Youth For Development

Other relevant skills or experience:

2016: Member, Ghana team delegation to Ghanaian's Ambassador to South Africa, Pretoria
2016: Leader, University of Education, Winneba team to Makerere University, Uganda
2016: Leader, University of Education, Winneba team to University of Johannesburg
2016: Leader, University of Education, Winneba team to University of Nigeria
2011: Meeting with Fed Government Commissioner for Human Rights Policy and Humanitarian Aid, Berlin
2010: Member of Amnesty International delegation to the World Death Penalty Congress, Geneva
2007- 2008: Amnesty International Ghana Board liaison for the West Africa Human Rights Education Project

Nomination statement:

On behalf of Amnesty International Ghana, the Board nominates Vincent Adzahlie-Mensah to be elected as a Member of the International Board. Vincent has been supportive in reforming Amnesty International Ghana and has contributed significantly to human rights work in Ghana and beyond. He is a team player, innovative and pragmatic. Amnesty International Ghana would be grateful if his candidature is endorsed by all to enable him contribute positively to the work of the global movement.

George A. B. Aggrey, Board Chair, Amnesty International Ghana

Key competencies and INC's comment

The figure to the right reflects the self-assessment completed by the candidate in relation to the criteria identified in the competency framework.

The candidate has personally identified advanced skills in **7 of 8** priority competencies, and **4 of 5** competencies noted as gaps (in capital letters).



This self-assessment has been reviewed by the INC along with the information provided with the nomination form, and the overall profile of the International Board. The INC has identified a **strong** fit between the candidate's skills, experience and interests, and the needs of the International Board.

The candidate has a proven track record of serving in different leadership positions mainly within Amnesty International (including as section chair and then on the International Board) and in several student associations.

The INC would suggest further questioning as to the level of competency in human resources and organizational development, in human rights and growth, but finds that the candidate has skills in all key competencies identified. The INC finds that the candidate offers high level of organizational awareness and leadership. The candidate offers continuity on the Board by standing for a second term.

FABIOLA GUTIÉRREZ ARCE – nominated by Amnesty International Peru



Candidate statement:

I, Fabiola Gutiérrez Arce, am extremely proud that my Section has proposed me as a candidate for Amnesty International's International Board and in support of this proposal I bring my utmost commitment to continue working for stable Governance that remains close to the membership; a Governance that pursues a constant connection with the different structures and regions and that seeks to keep the movement close to its particular sphere of action, preserving its diversity.

As a young Peruvian and Latin American woman, I also reaffirm my commitment to encourage more integrated participation by young people in all areas of governance and to work towards creating conditions that guarantee equal access to the central decision-making spaces.

Brief biographical details, including country of residence:

Fabiola Gutiérrez Arce is a young 27-year-old woman from Peru. She grew up in the city of Cusco until the age of 17 when she moved to Lima, where she currently resides, to begin her undergraduate and postgraduate studies. She currently works as a researcher and specialist in qualitative analysis and as a teacher.

Fabiola has been a member of Amnesty International since her arrival in Lima in 2007 as an activist and, since 2008, as an active member of the Peru Section.

Relevant professional experience and qualifications:

Academic Qualifications:

- MA in Cultural Studies (ongoing)
- Area of specialization, Political Science and Government: Degree in Political Science and Government with a focus on Comparative Politics. Thesis: Local law enforcement agencies strategies producing sexual violence against women in connection with the case of Víctor Fajardo during the internal armed conflict between 1980 and 1998. The thesis was unanimously credited as outstanding and was the winner of the Best Thesis in Political Science of The Faculty of Social Sciences-PUCP) in 2013.
- Faculty of Social Sciences: BSc in Social Sciences, with a focus on Political Science and Government
- Faculty of Law: Fourth year

Work Experience:

- Specialist in the Crisis Management and Conflict Prevention Department in the Ministry of Foreign Affairs General Directorate for Foreign Policy Studies and Strategies, 2016-2017
- Teacher at the National University of San Marcos, Faculty of Law and Political Science, (Course: Theory of Government), 2016
- Assistant Coordinator of the Platform for Political Reflection at the Pontifical Catholic University of Peru, School of Government and Public Policy, 2015-2016
- National Department for the Regulation of the Security Services, Weapons, Ammunition and Explosives for Civil Use (SUCAMEC) International Issues and Cooperation Projects Assistant - Policy Management, 2014-2015; and Research and Projects Assistant - Policy Management, 2014
- Pontifical Catholic University of Peru, Department of Social Sciences, Academic Teaching Assistant 2012-2016 and Participant in the Policy Group, Democracy and the Peru of the Future, 2013

Amnesty International experience, including affiliation to Amnesty International and current position, if any, within the organization:

Fabiola has been an activist since 2007 and a member of the Section since 2008. She is currently Coordinator of Amnesty International Peru's Group 46 and is a member of the Legal, Gender and Diversity Committee. She also represents the Section in Amnesty International's International Women's Human Rights Network.

Fabiola was the founder and coordinator of Amnesty International Peru's activism Group 46 between 2009 and 2010. Since 2009, she has supported the work of the Committee on Human Rights and the Environment and was proposed and elected as a member of the Board of Directors in 2012 and re-elected in 2014. She promoted the creation of the Committee for Training in Governance in 2012 and coordinated it until 2015. She has also been a member of the Committees on "Combatting All Forms of Discrimination" and on "Legal Issues" since 2012, and of the "Committee on Gender and Diversity" since 2015.

Fabiola also participated in the International Board Youth Twinning Programme in 2015 and was the Section's delegate to the ICM that year.

Past or current official positions in other organizations:

Fabiola was a volunteer for the Red Cross, for Un Techo para mi País (TECHO, A Roof for My country) and the United Nations Green Peru programme.

Other relevant skills or experience:

Languages: English: Advanced level; French: Basic level; Quechua: Basic level.

In addition, Fabiola has participated in various research projects and publications that directly addressed the issue of democracy and human rights in the country, undertaking fieldwork and data collection in different regions of Peru, working in intercultural spaces and, in some cases, in high-risk areas.

Nomination statement:

On behalf of Amnesty International Peru, I, Dygna Miranda Palacios, support the candidacy of Fabiola Gutiérrez Arce for membership of the International Board.

Dygna Miranda Palacios, Chair of Amnesty International Peru

Key competencies and INC's comment

The figure to the right reflects the self-assessment completed by the candidate in relation to the criteria identified in the competency framework.

The candidate has personally identified advanced skills in **0 of 8** priority competencies, and in **0 of 5** competencies noted as gaps (in capital letters). Ratings below advanced level might be related to the candidate's young age and should not necessarily be read negatively.



This self-assessment has been reviewed by the INC along with the information provided in the nomination form, and the overall profile of the International Board. The INC has identified a **relevant** fit between the candidate's skills, experience and interests and the needs of the International Board.

The candidate holds a degree in political science and has in her professional capacities researched both the implementation of human rights policies more generally as well as specific issues and cases of human rights violations. She has leadership experience from serving as board member at the national level and participating in the International Board's youth twinning programme at the 2015 ICM.

The INC would suggest further questioning as to the level of leadership experience, but finds that the candidate has skills in key competencies identified, and due to her young age represents potential age diversity.

SARAH BEAMISH – nominated by Amnesty International Canada
(English speaking)



Candidate statement:

I am honoured to be nominated to run again for the International Board, and I invite sections to contact me with questions, thoughts, or advice. Here are some things I can offer:

- high competency with gender, diversity, legal, governance, activism, and human rights issues;
- knowledge of the organization from many perspectives and respect for the roles everyone plays;
- capacity and commitment to do demanding work to a high standard;
- passion for what we are trying to achieve together, and an open mind and healthy level of critical analysis about how we do it;
- increased ability to think strategically and globally based on a better understanding of our collective strengths, challenges, potential, and limits;
- more confidence in my ability to lead and more humility about how to lead;
- willingness to take on greater responsibility as a relatively senior Board member;
- willingness to challenge and be challenged for the sake of achieving of our goals and mission; and
- commitment to nurturing an organizational culture rooted in transparency, learning, accountability, collaboration, cooperation, social justice, responsible risk-taking, courage, action, and rigour.

Brief biographical details, including country of residence:

I am a 31-year-old queer cis woman of Western European and Māori (Ngāruahine) heritage, born and raised in western Canada. I live and work as a social justice and public interest litigator in Toronto. In addition to my work, I read and write; garden; do human rights education; organize an annual clean-up of a local river valley important to migratory birds; study Māori language; and act as a caretaker of knowledge of my family history and genealogy going back over 20 generations.

Relevant professional experience and qualifications:

I have directly relevant professional experience as a barrister & solicitor and human rights researcher. I have a Juris Doctor from the University of Toronto Faculty of Law (where I won the faculty awards for human rights and feminist analysis of law), a Master of Global Affairs from the Munk School of Global Affairs, and a BA in Political Science from Athabasca University. I have also learned much about certain human rights issues from my lived experiences, self-education, communities, and working-class jobs, and have found this to be very useful on the International Board too.

Amnesty International experience, including affiliation to Amnesty International and current position, if any, within the organization

I have been an Amnesty member since 1999. Some of my positions have included:

- International: International Board member; Governance Committee chair; Board liaison to the International Women's Human Rights Network, the Conflict Management Assistance Group, and the Chairs Forum Steering Committee; member of the (Dame Anne Owers) Independent Review Oversight Group (2011); ICM Youth Delegate (2005)
- National: Board president; board member; chair of International Strategy Committee; Youth Campaigner for Colombia; Indigenous rights volunteer; youth & student leader; Annual General Meeting planning committee; Gender Mainstreaming Steering Committee
- Local: School group coordinator; individual activist

Past or current official positions in other organizations:

Selected positions: Associate – Klippensteins Barristers & Solicitors (Toronto); Researcher, Mining Communities Human Rights and Legal Support Programme – Centre for Public Interest Law (Accra, Ghana); Associate Fellow/Researcher - One Justice Project (Montreal, Canada and New Haven, USA); Court monitor and Blogger – Canadian Civil Liberties Association (Toronto).

Other relevant skills or experience:

In addition to what is outlined in my competency framework, I am a skilled, published, and award-winning writer, with training across a range of writing styles. I am also the founding member of and co-coordinator for a group of private citizens sponsoring a family of four Syrian refugees – an experience which has led me to critically examine Canada's private sponsorship program from a rights perspective, including through a book chapter and a series of public talks.

Nomination statement:

Amnesty International Canada (ES) is pleased to nominate Sarah Beamish for re-election to the International Board. Sarah is a strong, experienced leader who has held numerous leadership roles at all levels of Amnesty. Having both passion and a deep commitment to human rights, Sarah is an extraordinary advocate for our movement. Sarah's level of preparedness and exemplary work ethic is a strength that allows for deeper understanding and can bring great clarity to complex issues. By taking the time to listen to alternate views and always investing due diligence in any topic, Sarah is able to effectively communicate a position and foster the needed dialogue to move Amnesty toward the greatest human rights impact.

Lana Verran, President, Amnesty International Canada (ES)

Key competencies and INC's comment

The figure to the right reflects the self-assessment completed by the candidate in relation to the criteria identified in the competency framework.

The candidate has personally identified strong skills in **5 of 8** priority competencies, and in **2 of 5** capacities noted as gaps (in capital letters).



This self-assessment has been reviewed by the INC along with the information provided in the nomination form, and the overall profile of the International Board. The INC has identified a **strong** fit between the candidate's skills, experience and interests and the needs of the International Board.

The candidate has extensive leadership experience from governance positions in Amnesty including key roles on the International Board and previously as section chair. Education and professional expertise make her professionally qualified for areas such as human rights and governance and legal.

The INC finds that the candidate has skills in all key competencies identified and offers high levels of both organizational and global awareness. The candidate offers continuity on the Board by standing for a second term.

GENEVIÈVE GARRIGOS – nominated by Amnesty International France



Candidate statement:

Confronted by violence and a humanitarian crisis, our societies face a major dilemma: to continue to close our borders, consolidate anti-terrorist laws and suppress civil society when it opposes these policies or to place the spirit of the Universal Declaration of Human Rights at the heart of their actions once more. Amnesty International has a major role to play in building a fairer world, one that is respectful of rights and dignity. To do this we must increase our presence and our influence, develop our resources by relying on the expertise within our teams and the mobilization of our activists, based on a vision of strong local and international governance. If I am privileged enough to be elected, these are the aims on which I will focus all my energy, my experience and my passion, at the service of the movement, as I have done over the last few years within the French section.

Brief biographical details, including country of residence:

Born in Algeria on 18/02/1955, I grew up in Argentina and have lived in France since 1974.

Relevant professional experience and qualifications:

Doctorate in Pharmacy and an Executive MBA from HEC Paris.

Over the course of my professional career, I have gained solid experience in posts of responsibility - Vice-Chair Marketing, Vice-Chair Communication, Vice-Chair Human Resources, Vice-Chair Business Development – in structures of differing sizes but always international and working in multicultural contexts.

Amnesty International experience, including affiliation to Amnesty International and current position, if any, within the organization:

Amnesty International Member since 2002

Member of the human rights defenders team (2002-2006)

Head of the Americas Region (2006-2008, 2016)

Amnesty International Chair (2008-2016)

At international level: participation in the 2007 / 2009 / 2011 / 2013 / 2015 International Councils and the 2008-2015 Chairs Assembly, member of the Chairs Forum Steering Committee and currently member of the European Chairs Forum Steering Committee. Participation in section AGMs: Tunisia, Mali, Guinea, English-speaking Canada, Venezuela, Mexico, Ireland, Denmark, Germany, Spain. Missions to Israel and Burkina Faso.

Past or current official positions in other organizations:

Secretary of the Executive Committee of the *Fondation des Femmes* - Amnesty International France representative on the *Commission Consultative des Droits de l'Homme*, Amnesty International representative to the *Organisation Internationale de la Francophonie*. Chair of the Limbo Association, which helps young Eritrean refugees who are victims of torture.

Other relevant skills or experiences:

I speak French, Spanish, English. Apart from the above named countries, I have lived in Gabon and the Congo and have travelled to many countries, including frequent visits to the USA, Greece, Finland, Turkey, Morocco, Senegal, Japan, India, UEA etc., for business and personal reasons.

Nomination statement:

Amnesty International France is delighted to support Geneviève Garrigos' candidacy for the International Board in the context of the elections to be held during Amnesty International's

International Council in August 2017.

Through her commitment to Amnesty International France - and more particularly the last eight years as Chair of our Section - Geneviève has played a decisive role in many areas of our section's development. Following the 2011 International Council, she successfully implemented Amnesty International France's development strategy, resulting in an increase in membership from 12,000 to over 70,000. Geneviève's competencies in terms of communication, human resources and management, her capacity to mobilize and her effective project management skills have contributed significantly to Amnesty International France's capacity development. In addition to the huge amount of work she has done as our Chair, Geneviève has always wanted to remain very close to the reality on the ground: numerous trips to the regions or other sections and active involvement in activist events organized by local Amnesty International France groups.

Geneviève speaks French, English and Spanish, enabling her to engage in discussions across the whole movement.

Amnesty International France has not submitted a candidate for the International Board for many years but we feel that her in-depth knowledge of the movement, her determination to defend human rights, her unfailing attachment to the movement's values and her capacity for work make Geneviève an excellent candidate.

With kind regards, Camille Blanc, Chair of Amnesty International France

Key competencies and INC's comment

The figure to the right reflects the self-assessment completed by the candidate in relation to the criteria identified in the competency framework.

The candidate has personally identified strong skills in **5 of 8** priority competencies, and in **3 of 5** competencies noted as gaps (in capital letters).



This self-assessment has been reviewed by the INC along with the information provided in the nomination form, and the overall profile of the International Board. The INC has identified a **strong** fit between the candidate's skills, experience and interests and the needs of the International Board.

The candidate has long leadership experience both in senior management positions professionally and as section chair. Professional responsibility for human resources and organizational development has been applied in voluntary work as section chair in successfully developing, advocating and overseeing the implementation of organizational change and growth.

The INC finds that the candidate has skills in all key competencies identified and offers high levels of both organizational and global awareness.

LAURETTE (LAURA*) VON MANDACH – nominated by Amnesty International Switzerland

** Laurette is the nickname, Laura is the official name.*



Candidate statement:

Amnesty International, through the collective engagement of members and staff, combines the right ingredients needed to effectively challenge human rights violations today.

I stand as a candidate for the International Board because I strongly identify with Amnesty's mission. I worked in Brazil as a human rights researcher and activist. I have served the movement as a volunteer for 10 years, and as a board member of the Swiss Section for seven. In my professional life, I have an innovative and collaborative management style, bringing others on board without losing sight of desired outcomes.

It is essential that in the coming years, Amnesty's way of working be more inclusive, responsive, and effective, by implementing the key reforms that have been decided on.

If elected, I will take the necessary time to listen, identify the needs, and contribute to achieving Amnesty's goals, within a reasonable period.

Brief biographical details, including country of residence:

I live with my husband and our two children in Berne (capital of Switzerland). I grew up in Rio de Janeiro, went to high school in Berne and studied sociology in Zurich. For my PhD I went back to Brazil, where I researched human rights issues, in particular, police violence.

In 2003, I returned to Switzerland and coordinated scientific research on social integration and social exclusion for five years. Since 2010, I have been in charge of the communication and information unit of the Swiss Prison Staff Training Centre (www.prison.ch) in Fribourg. The core business of the training centre is the capacity building of personnel of Swiss prison and penitentiary authorities in the Italian, French and German speaking regions of the country.

Next to my professional and family life, I have been dedicating time to voluntary work in the past years. In 1996 I co-founded an NGO for landless rural workers and small farmers. After being an Amnesty International country coordinator for Brazil for a couple of years, I was elected in spring 2010 by the AGM of the Swiss Section of Amnesty International (Amnesty International Switzerland) as board member, and I chaired the board for five years. Since 2016, I have been working for Amnesty International Switzerland as board member, co-chairing the international committee of the section.

Relevant professional experience and qualifications:

Professional experience:

- Human Rights research (focusing on Brazil), 1997-2003
- Teaching different Public Security issues to Police staff in Rio de Janeiro, 2000-2002
- Coordination of a National Research Programme on Social Integration and Social Exclusion (focusing on Switzerland), 2003-2008
- Developing a study on Innovation in Research as a scientific collaborator of the Swiss Science and Technology Council, 2008-2009
- Leading a team of 6 people (in charge of all communication and information activities as well as the exchange of expertise between relevant stakeholders on prison and probation issues, i.e. transition management, vulnerabilities, digitalization/surveillance) at the Swiss Prison Staff Training Centre. Since 2013 member of the executive board of the training center (current budget: 8.5 million Swiss francs), 2010-present

Qualifications:

- Bachelor, Master and PhD in Sociology, University of Zurich, 2000
- CAS Execution of Penal Sanctions, Zurich University of Applied Sciences, 2014

- CAS Communication and Impact Measurement in NPOs, Centre for Philanthropy Studies (CEPS), University of Basel, 2016

Amnesty International experience, including affiliation to Amnesty International and current position, if any, within the organization:

- Country coordinator for the Swiss Section of Amnesty International (Amnesty International Switzerland), 2005-2010
- Chair of the board of Amnesty International Switzerland, 2010-2016
- Board member of Amnesty International Switzerland, 2010-present
- Co-chair of the international committee of Amnesty International Switzerland, 2016-present

Past or current official positions in other organizations:

- Co-chair of Infoterra (small NGO supporting the Landless Movement MST in Brazil), 1997-2003
- Member of an extra-parliamentary advisory board of the Ministry of Justice, for the funding of pilot research on prison and probation issues, 2016-present
- Co-opted member of a traditional corporation (Gesellschaft zum Distelzwang) of the city of Bern, 2017-present

Other relevant skills or experience:

Other relevant skills:

Flexibility, humour

Languages:

German (native); Portuguese (native); French (C2); English (C1)

Nomination statement:

For ten years now, Laurette has shown unwavering commitment to human rights. First as a country specialist and then as a board member and chair, she has acquired detailed knowledge of the movement, has supported and promoted the ongoing reforms with determination. She could lead the Swiss Section in perfect harmony with the senior directors and could pass on her experience to other southern sections (Portugal and MENA). Pragmatic and determined, she always knew, as a chair, how to coordinate her daily action within the Section with the movement's global vision. The Swiss Section is convinced that thanks to her personal qualities, skills and experience, Laurette will be able to contribute decisively to the collective work of the International Board as well as to the international movement's development.

On behalf of Amnesty International Switzerland (Pierre-Antoine Schorderet, Board Chair)

Key competencies and INC's comment

The figure to the right reflects the self-assessment completed by the candidate in relation to the criteria identified in the competency framework.

The candidate has personally identified strong skills in **4 of 8** priority capacities, and **2 of 5** capacities noted as gaps (in capital letters).



This self-assessment has been reviewed by the INC along with the information provided with the nomination form, and the overall profile of the International Board. The INC has identified a **strong**

fit between the candidate's skills, experience and interests and the needs of the International Board.

The candidate has expertise in a professional capacity on human rights through education (sociology), work on police violence in Brazil and training of prison personnel. Besides several governance positions in Amnesty, including as section chair, she also co-founded a small NGO operating in Brazil on land rights.

The INC finds that the candidate has skills in all key competencies identified and offers high level of organizational awareness and leadership in addition to the above-mentioned skills in human rights.

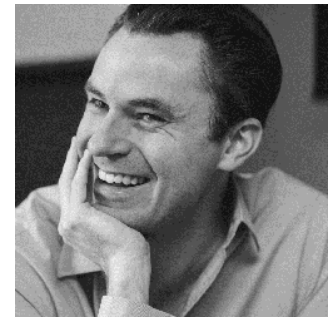
GREG MARSH – nominated by Amnesty International UK

Candidate statement:

Amnesty faces a crucial test in the months ahead to channel and amplify the rightly indignant voice of its membership as the world grapples with unprecedented global hostility, xenophobia and ignorance of human rights.

After serving for 10 years on the Finance and Audit Committee, I have a good understanding both of the progress we've made to date developing our organization to meet these challenges, and more importantly the crucial work that we still have to do.

It would be an honour to have the opportunity to serve on the Amnesty's International Board at this critical time.



Brief biographical details, including country of residence:

British by birth, after studying in the US I now live and work principally in London with my partner, Katherine, and our 6 month old daughter, Ursula. Having sold my business last year, I am in a good position to take on a demanding volunteer role of this nature.

Relevant professional experience and qualifications:

Executive

2009-2016 ONEFINESTAY

Co-founder, CEO & Chair

Pioneering luxury home rentals business with innovative brand, service, business model, operations and tech. Resigned as Chair & CEO after successful acquisition by AccorHotels in 2016.

- Devised, launched and scaled ground-breaking business in multiple markets
- Built out international property portfolio worth over €6bn under exclusive management
- Recruited senior executive team and full time team of over 700
- Raised over €100m from leading firms (Index Ventures, Canaan Partners, Intel Capital) & industry leader Hyatt
- Successfully campaigned for change to primary legislation in UK Parliament
- Spoke regularly in public and to international media including: Forbes, CNBC, CNN, BBC, NYT, Times
- Awards include: Bloomberg Innovators '16, UK Future 50, Travel Entrepreneur of the Year '13, Young Guns '13
- Subject of Harvard Business School case N2-515-072, "onefinestay"

2006-2009 INDEX VENTURES

Investment professional

Leading European venture capital firm which invests in start-up technology companies including Skype, JustEat, Criteo, with €5bn under management.

- Sourced deals: Zendesk (NYSE:ZEN), Shapeways, Boku
- Led and managed process: Astley Clarke, Criteo (NASDAQ:CRTO), Dimdim, Evolgen, GlassesDirect, OpenX, OpTier, RightScale, Trialpay, Woo Media
- Board participant for portfolio companies: Glasses Direct, Astley Clarke, Evolgen, Trialpay

2000-2004 GF-X.COM

Various management roles in technology start-up which raised \$85m to build leading trading exchange for the airfreight industry. Clients included 6 of the world's top 10 airlines, and 13 of the top 20 freight forwarders. Acquired by Descartes.

Education

2004-2006 MBA, HARVARD BUSINESS SCHOOL

Graduated top of the class both years (Ford Scholar). Fulbright Scholar. Wolfe Award. Baker Scholar (High Distinction)

1997-2000 MA, CHRIST'S COLLEGE, CAMBRIDGE

Read English & philosophy

Amnesty International experience, including affiliation to Amnesty International and current position, if any, within the organization:

2009-2017 Finance and Audit Committee

Elected to FAC at ICM 2009; re-elected 2013

2015 External verification, International Board compliance with Core Standards
(by invitation of the International Board)

2015 Chair, European Institutions Office ("EIO") Investigations Team
(by invitation of the International Treasurer)

2011 International Review Oversight Group
(by invitation of the International Board, March 2011)

- Approached, appointed and supported Dame Anne Owers to investigate the circumstances of Irene Khan and Kate Gilmours' departures

2007-2009 Member, Accountability and Control Committee

Elected to FCC at ICM 2007

- Coordinated work stream on best practice review of audit oversight structures
- Supported Committee's work streams on movement-wide accountability, IEC Compensation
- Aided with composition and preparation of ACC's regular reports to the movement

2006-2007 Member, Taskforce on Assessment to Contribution
(appointed by the International Board)

2006 Full time volunteer, Amnesty International International Secretariat, during summer 2006, assisting on matters related to SFR, risk management, currency hedging policy, impact assessment

2001-2006 Speaker at various Amnesty International events

Past or current official positions in other organizations:

2016- IMPERIAL COLLEGE BUSINESS SCHOOL

Visiting Professor, London

Department of Innovation and Entrepreneurship

2016-2017 INDEPENDENT REVIEW OF MODERN EMPLOYMENT

Expert member

Commissioned by the Prime Minister and chaired by Matthew Taylor

2015- APCOA PARKING AG

Board Director

Largest European car park operator; focus on digital strategy

2014- CITIE LONDON

Co-founder

City policy development index (www.citie.org)

Other relevant skills or experience:

- Fluent English, conversational French
- Studied internationally and travel extensively for work

Nomination Statement:

Amnesty International UK supports the candidacy of Greg Marsh.

His application demonstrates expertise in organizational development, in growth and finance all of which skills are required by the INC. His experience in business alongside a substantial history and commitment to Amnesty are considerable assets.

On behalf of Amnesty InternationalUK, Ruth Breddal, Chair

Key competencies and INC's comment

The figure to the right reflects the self-assessment completed by the candidate in relation to the criteria identified in the competency framework.

The candidate has personally identified strong skills in **5 of 8** priority capacities, and in **4 of 5** capacities noted as gaps (in capital letters).



This self-assessment has been reviewed by the INC along with the information provided in the nomination form, and the overall profile of the International Board. The INC has identified a **strong** fit between the candidate's skills, experience and interests and the needs of the International Board.

The candidate has strong skills in financial and growth areas, with a proven tracking record both in Amnesty (having served in many financial and control committees since 2007) and professionally as a successful and innovative entrepreneur at the global level. He has a unique profile in relation to at least one identified gap.

The INC finds that the candidate has skills in all key competencies identified and, in addition to the above-mentioned skills, offers high levels of both organizational and global awareness.

LEONARDO SOARES NADER – nominated by INC

Candidate statement:

I am happy to present my candidacy to serve as a member of Amnesty International's International Board. I hope to bring along my experience in human rights fieldwork, my background and experiences obtained in a lifetime dedicated to the cause. Although I have only recently become formally connected to Amnesty International, I consider this organization as the gold standard in constructive, progressive human rights work and activism.



Brief biographical details, including country of residence:

Leonardo Soares Nader was born on 6 August 1982 in Belo Horizonte, Brazil. He is married to Carolina, and father to Raíssa (3) and Helena (1). They have just returned to Brazil after spending time in Pisa, Italy, where he was concluding the credits for a PhD in Human Rights and Global Politics at Scuola Superiore Sant'anna.

Relevant professional experience and qualifications:

Leonardo holds a BA/Hons in International Relations and Security Studies from the Department of Peace Studies, University of Bradford (UK); a Master of Arts in International Law and Security Studies from the University for Peace (United Nations, Costa Rica); a Master of Studies in International Human Rights Law from the University of Oxford (UK); and is currently pursuing a PhD in Human Rights and Global Politics at Scuola Superiore Sant'anna. He is a seasoned human rights professional with United Nations experience in headquarters work (New York and Geneva), field offices (Palestine) and peace support operations (Liberia, Timor-Leste, Afghanistan). He has worked as an analyst for a local newspaper, a consultant in international affairs, and has most recently served as his home State's Undersecretary for Human Rights Promotion and Advocacy. He also has published dozens of opinion editorial pieces on human rights, international affairs and Brazilian Politics.

Amnesty International experience, including affiliation to Amnesty International and current position, if any, within the organization:

Leonardo has recently become engaged with the Amnesty International local group in Belo Horizonte, Brazil.

Past or current official positions in other organizations:

PhD Candidate, Scuola Superiore Sant'anna ; Independent Consultant, *Girassol Soluções Sociais*; former Minas Gerais State Undersecretary for Human Rights Promotion and Advocacy; former United Nations Human Rights Officer with OHCHR, UNMIL, UNMIT and UNAMA; former President, Minas Gerais Association for Human Rights, Security and Conflict Resolution.

Other relevant skills or experience:

Portuguese native speaker, speaks English at near-native level, proficient in French and Spanish, mid-level German and Tetum, basic Italian. Has studied or worked in 11 countries, travelled to over 60. Father to a little girl with Down Syndrome, active in the rights of persons with disabilities movement. Experience in public administration, human rights investigations, public speaking and organizational management.

Nomination statement:

The International Nominations Committee has the pleasure of introducing Leonardo Soares Nader as a candidate for the International Board. Leonardo has expertise in human rights, and experience in leading and growing human rights organizations. His experience spans from starting up a grass-

roots human rights NGO in Brazil, to extensive field work with the United Nations, both in headquarters and field offices in Asia, Middle East, and Northern Africa. He recently worked in government and was the principal policy advisor on human rights in one of the largest states in Brazil. Leonardo has developed his expert knowledge of human rights through extensive studies, presently as a doctoral student in human rights, professional experience and personal interest. Leonardo has been identified as a strong candidate by way of a competitive external call for interest to complement the skills of continuing International Board members. The INC considers Leonardo to be a very strong candidate as International Board member. On behalf of the International Nominations Committee, Gina Hill, Chair

Key competencies and INC's comment

The figure to the right reflects the self-assessment completed by the candidate in relation to the criteria identified in the competency framework.

The candidate has personally identified strong skills in **2 of 8** priority competencies, and **1 of 5** competencies noted as gaps (in capital letters).



This self-assessment has been reviewed by the INC along with the information provided with the nomination form, and the overall profile of the International Board. The INC has identified a **strong** fit between the candidate's skills, experience and interests and the needs of the International Board.

The candidate has expertise in human rights through education, work with the United Nations at headquarters and in field missions, as well as in his own country Brazil as an activist and government representative. He is currently doing his PhD degree in human rights in addition to two previous master degrees in human rights and international law.

The INC finds that the candidate has skills in key competencies identified, and offers an external perspective based on a high level of global awareness.

PAUL DIVAKAR NAMALA – nominated by Amnesty International Australia



Candidate statement:

The last 39 years of my life, I have spent on monitoring Human Rights especially of Dalit women and men and children and advocating for Human Rights defenders specifically from the marginalized communities. Currently the head of the National Campaign on Dalit Human Rights and I have a rich experience in building and strengthening regional and international organizations. My association with Amnesty International has been a strengthening experience mutually and another four years will give me an opportunity to further ensure that we bring in inclusive policies and my experience can be an asset in giving strategic direction in the present socio-political context.

Brief biographical details, including country of residence:

Initial years of my career I worked on the humanitarian concerns of the refugees of the Eritrean war in Somalia (1979-80) and with International Development agencies in USA and Indonesia with the Dani (Indigenous Communities) in the West Papua (previously Irian Jaya province of Indonesia) (1980-82). For the next 12 years I returned to India and worked in releasing bonded labourers, and unionizing agricultural workers for their land rights and wage issues. I then realized that in all these aspects there is a severe caste based entrenched discrimination which needs to be addressed. We held public hearing of various cases of atrocities on Dalit women and men, discrimination in budgets and diversion of budgets etc. In 2001, I was instrumental in leading a large delegation to the UN World Conference against Racism bringing the issue to the purview of UN bodies and intervened in many UN monitoring bodies. I, myself, having experienced Dalit exclusion and violence and felt the relevance of working with my own community, Dalits, in India.

Relevant professional experience and qualifications:

I have been actively engaging with the communities in strengthening access to justice, gender concerns especially on the intersectionality of Gender and Caste, financial accountability, transparency and participation. I have also engaged with the state on issues of targeted Budgeting and governance, accountability. My deep interest for the economic empowerment of Dalits has been the reason behind initiating a campaign on ensuring equitable access to government budgets and has been instrumental in advocating for equity budgeting from the lens of the marginalised. I am also a qualified Lawyer.

Amnesty International experience, including affiliation to Amnesty International and current position, if any, within the organization:

I have been part of rebuilding of the Amnesty International in its current phase as well as in the previous phases. In the current phase apart from being closely associated with the Board I have supported the team in advocacy here in India on land alienation in the coal belt due to corporate take overs of forest lands. I have also supported Dalit human rights defenders work as well as in campaigns and other issues here in India. For the last 4 years I have given my time as International Board member consistently fulfilling my role and responsibilities.

Past or current official positions in other organizations:

I am one of the founding members of the National Campaign on Dalit Rights and currently the General Secretary, of Dalit Arthik Adhikar Andolan of National Campaign on Dalit Human Rights (NCDHR). I am also the founder and the Chairperson of the Asia Dalit Rights Forum which works in the South Asia region to ensure inclusion and to address issues of untouchability and caste based discrimination and currently reside in India and am Vice Chair of the International Dalit Solidarity Network. Also the former Convenor of a network called Wada Na Todo Abhiyan, a platform in India

articulating the concerns of Governance accountability and inclusion.

Other relevant skills or experience:

I have also been part of several committees of the government of India working on policy and also recently been part of the reference group of the OHCHR on drafting the guidance tool to address caste based discrimination which was recently launched.

Nomination statement:

We are pleased to nominate N Paul Divakar for election to the International Board. We thank Paul for his work to date, and are pleased to see human rights advocates from India the Asia Pacific region on the International Board.

On behalf of Amnesty International Australia, Gabe Kavanagh, Chair

Key competencies and INC's comment

The figure to the right reflects the self-assessment completed by the candidate in relation to the criteria identified in the competency framework.

The candidate has personally identified advanced skills in **5 of 8** priority competencies, and **3 of 5** competencies noted as gaps (in capital letters).



This self-assessment has been reviewed by the INC along with the information provided with the nomination form, and the overall profile of the International Board. The INC has identified a **strong** fit between the candidate's skills, experience and interests and the needs of the International Board.

The candidate has long-standing human rights experience through monitoring, mobilizing and advocating on various human rights issues for vulnerable groups, including cast based discrimination in India. He is a trained lawyer and one of the founders of the National Campaign for Dalit Rights. He has leadership experience through initiating and building organizations and as a member of Amnesty International's International Board.

The INC would suggest further questioning as to the content of leadership and human resources experience, but finds that the candidate has skills in key competencies identified, and offers unique human rights expertise as well as global awareness. The candidate offers continuity on the Board by standing for a second term.

DANIEL WEISHUT – nominated by Amnesty International Israel

Candidate statement:

I take injustice personally, and count on you to do so too.

As child of Holocaust survivors, I became sensitized to human rights issues, starting a fundraiser for Biafra at age five (without my parents' knowledge). My adult life in one of the world's most conflicted areas, first-hand experience of the occupation, and the loss of friends and clients, strengthened me as a human rights defender.

I am professionally trained to listen carefully, work with people of different cultures and complicated issues, and foster organizational change. I have a vast background in NGO governance and management.

My involvement with Amnesty International stretches over 23 years, from demonstrations and petitions, to the creation of vision, strategy and resources, in leading functions both on the national and on the international level. I'm well acquainted with our tasks and with many of the activists. Changing a system of governance is a complex matter, with – in a huge and high profile organization as Amnesty International – much at stake. I would like to assist in navigating the movement through this difficult period, toward our growth targets. Moreover, I believe I have the needed skills and capacities to represent Amnesty International's membership in senior governance and decision-making roles and contribute substantially to the International Board.



Brief biographical details, including country of residence:

Born 1963 in the Netherlands, migrated to Israel in 1981, and lived in Jerusalem since (in recent years on walking distance from the West Bank separation wall).

Relevant professional experience and qualifications:

I have 30 years of practice as group facilitator, psychotherapist, and consultant. I am a Doctor in Clinical and Organizational Psychology, with focus on intercultural group-work, and have a Master's degree in Business Administration. I hold a diploma in training trainers of documentation of torture (International Rehabilitation Council for Torture Victims). I teach students in Israel, and in the Far East (through a North-American university). I have published academic articles on human rights related issues and provide supervision and guidance on a regular base.

Amnesty International experience, including affiliation to Amnesty International and current position, if any, within the organization:

Within Amnesty International Israel, I coordinated the Health Professionals Network (1997-1999) and – after I founded it – the LGBT Network (1998-2004). This was followed by functions as a Board member (2005-2006), Chair of the Section Board (2006-2009) and Chair of the Appeals Committee (2009-2013). On the international level, I was among the founding members of the International LGBT Coordinating Team (2000-2004), Alternate for the Chairs Forum Steering Committee (2007-2009) and Member of the Diversity & Gender Mainstreaming Taskforce (2009-2011). I am a member on the Membership Appeals Committee (since 2013), having functioned as its Chair (since 2015). I participated in many International Council Meetings and Chairs Assemblies.

Past or current official positions in other organizations:

I volunteered in numerous NGOs, among others as co-founder and Board member of the Jerusalem Open House (for the LGBT community), and presently as Chair of the Israel Association for Group Facilitation and Psychotherapy and as Forensic Expert at the Public Committee Against Torture in Israel. I worked as Professional Director of ELAH, an NGO providing psycho-social support of Holocaust survivors and their families, as well.

Other relevant skills or experience:

I am fluent in Dutch, English and Hebrew and have basic knowledge of French and German. I have lived in the Middle East and in Europe, and traveled to many other countries.

Nomination statement:

We are proud to nominate Daniel Weishut to the International Board.

Daniel has been a vibrant part of our section and of the movement for decades, serving as Chair of the Board and other elected roles, most recently as Chair of the MAC. Daniel brings with him a wealth of experience, both within Amnesty International and in his professional field in which, most notably, he plays a vital role in Israeli civil society as a leading expert and trainer in the forensic evaluation of torture victims.

We hope that – after many years – the International Board will include a representative from MENA and believe that Daniel will make a fantastic addition.

On behalf of Amnesty International Israel, Ishai Menuchin, Chair & Yonatan Gher, Director

Key competencies and INC's comment

The figure to the right reflects the self-assessment completed by the candidate in relation to the criteria identified in the competency framework.

The candidate has personally identified advanced level in **4 of 8** priority competencies, and in **2 of 5** competencies noted as gaps (in capital letters).



This self-assessment has been reviewed by the INC along with the information provided with the nomination form, and the overall profile of the International Board. The INC has identified a **strong** fit between the candidate's skills, experience and interests and the needs of the International Board. Psychotherapist by education and profession, he also developed professional expertise in human rights working as a trainer in documenting torture. He has long experience in Amnesty, as section chair and on different committees and task-forces. The candidate also has experience in several local NGOs and co-founded an NGO working on LGBT rights.

The INC finds that the candidate has skills in all key competencies identified, and offers high level of organizational and global awareness.

FINANCE AND AUDIT COMMITTEE (FAC) ⁸

The International Board Finance & Audit Committee (FAC) is an advisory subcommittee of the International Board, established by Decision 15 of the 2009 ICM, reporting directly to the International Board (Terms of Reference: ORG 70/3001/2015).

FAC is composed of five members including the Chair:

- One member will be the International Treasurer;
- Two members will be either elected or co-opted members of the International Board other than the International Treasurer, or an independent expert appointed by the International Board. At least one of the two will be an elected International Board member;
- Two members will be directly elected by the ICM from different sections or structures.

International Board members, including the International Treasurer, will serve FAC terms that coincide with the term of their International Board membership. If the International Board appoints an independent expert, he/she will serve for the same term as the International Board members.

The two members directly elected by the ICM will serve for staggered 4-year terms and will serve for a total continuous period not exceeding eight years.

| Continuing Elected FAC Member | AI Section | First Elected | Term Ends |
|-------------------------------|------------|---------------|-----------|
| Alan McLean | Ireland | 2015 | 2019 |

⁸ Each candidate is presented using the same format. First, the nomination form is reproduced as submitted (some forms have been slightly edited for brevity and consistency). The supporting statement is provided by the nominating body. The personal and background information is provided by the candidate and lists both professional and relevant Amnesty International experience, as well as a personal statement by the candidate.

ANAND BUNSEE – nominated by Amnesty International Denmark

Candidate statement:

I have had significant experience in senior financial and audit executive positions at multi-national companies during my professional career, and I would now like to put that experience and knowledge to broader use. I believe that an opportunity to serve on the Finance and Audit Committee of Amnesty International will allow me to fulfil that ambition and at the same time providing me with an opportunity to make a contribution to a worthy cause. I am a strong believer in treating people fairly, and this is paramount in my engagement with colleagues, family, friends, and even strangers. I share the same values and principles Amnesty International stands for and it would be a privilege to serve the organization.



Brief biographical details, including country of residence:

I am South African. My wife and I are currently resident in Denmark. We have a daughter who is currently studying in South Africa. I am the Head of Internal Audit for the Europe and Middle East Regions for the Maersk Group. I have been based at Maersk's Head Office in Copenhagen for the past four years. Prior to taking up my current position in Denmark, I headed up Maersk's Internal Audit Africa division based in Cape Town, South Africa. I have also held various senior financial management positions in the shipping industry in South Africa, the Netherlands, and the UK before joining Maersk in 2006.

I have a post-graduate qualification in Finance and Corporate Governance, and I am a Certified Internal Auditor with the Institute of Internal Auditors. I am also a qualified company secretary, and an Associate member with the Institute of Chartered Secretaries and Administrators, and a Fellow member with the Chartered Institute of Business Management in South Africa. I am also certified as a Leading Professional in Ethics and Compliance (LPEC) with the Ethics and Compliance Initiative (ECI).

Relevant professional experience and qualifications

Qualifications

Post Graduate Qualification in Company Secretarial Practice, Governance and Finance

CIS – Chartered Secretaries & Administrators

CIA – Certified Internal Auditor

IFRS Certification – Institute of Chartered Accountants (England and Wales)

High Potentials Leadership Programme – Harvard Business School

Ethics & Compliance – Bentley University

Professional Memberships

International Institute of Internal Auditors (CIA)

Associate – International Institute of Chartered Secretaries & Administrators (ACIS)

Fellow – South African Institute of Business Management (FCIBM)

Professional Experience

A.P. Moller-Maersk (South Africa/Denmark)

Head of Group Internal Audit – Africa/EUME

March 2006 – Current

P&O Nedlloyd Southern Africa

Financial Director/CFO

March 1999 – February 2006

P&O Nedlloyd (UK – London)
Financial Controller – Africa Trades
March 1997 – March 1999

Nedlloyd Lines (Netherlands)
Financial Controller – Europe Trades
May 1995 – March 1997

Nedlloyd Lines (South Africa)
Various senior finance positions
1985 – 1995

In addition to my financial management responsibilities as Financial Director/CFO for P&O Nedlloyd Southern Africa as from 1999 until 2006, I also held directorships for the various subsidiaries across the countries in Southern Africa, and chaired the Board of Trustees of the P&O Nedlloyd Retirement Fund.

Since joining A.P. Moller-Maersk in 2006 I have been in internal audit leadership positions, initially as Head of Internal Audit for Maersk Line Africa, reporting to the CEO. I was appointed Head of Group Internal Audit for Africa in April 2008, reporting to the Chief Audit Executive of the Group. In 2012 I took up the position as Head of Group Internal Audit for the Europe/Middle East region, based in Copenhagen, where I am also acting as deputy to the Chief Audit Executive of the Group.

Amnesty International experience, including affiliation to Amnesty International and current position, if any, within the organization:

Member of the Denmark section

Past or current official positions in other organizations:

None

Other relevant experience:

I travelled extensively during my career, and continue to so in my current position. I have had the opportunity to meet many people, both professionally and personally, from different cultures and backgrounds.

Nomination statement:

The Danish section support Anand Bunsee as a candidate for the FAC. Mr. Bunsee has a strong professional background in finance and internal audit and has worked in a highly international environment for many years. We are therefore convinced that he will be a valuable asset for Amnesty in the FAC.

Sophie Rytter, Chair, Amnesty Denmark

BRENDA DASHNEY – nominated by Amnesty International Canada
(English speaking)



Candidate statement:

I am a senior financial manager with 25 years' experience in the not-for-profit and charitable sector in Ottawa, Canada, and therefore understand the needs of both membership as well as operations and administration. I am a former staff member of Amnesty International Canada English, as well as a past volunteer Treasurer. I have experience reporting to approximately 9 different Boards and Finance Committees as well as chairing the volunteer Board Committees as a staff member. I have served on five different Boards as a volunteer in the capacity of Secretary/Treasurer. I understand the importance of good financial governance to strengthen the accountability of the organization to stakeholders, members and funders.

Brief biographical details:

Born and raised in Ottawa, Canada's Capital. Attended University of Ottawa to achieve a Bachelor of Commerce degree. Attained Certified Public Accountant (CPA) designation in 2001. Married with two children, one dog and five fish.

Relevant professional experience and qualifications:

Experienced accountant with over twenty years' experience in senior financial management positions. With emphasis on finance, administration, information technology, human resources and facilities management, recognized for working collaboratively with the senior management team, staff and volunteers to communicate organization wide achievement, direction and goals, helping to drive results and create value. Known for open, honest and direct communication. Able to communicate difficult topics easily to those without a financial background.

- Chief Financial Officer for the Canadian Association for Laboratory Accreditation (2010 to present)
- Vice President, Finance and Operations for Ottawa Centre for Research and Innovation (2006-2010)
- Director Finance and Administration for Amnesty International Canada (1998 – 2006)
- Director of Finance, IT and Membership for Society of Obstetricians and Gynaecologists of Canada (1991-1998)

Each of these senior financial leadership roles had first and foremost the responsibility for financial stewardship of the organizations, operational planning and relevant reporting on key performance metric(s) such as revenue per staff member, return on investment, contribution margins to the Board of Directors.

Amnesty International experience, including affiliation to Amnesty International and current position, if any, within the organization:

- On staff of Amnesty International Canada English, from 1998 to 2006 as Director of Finance and Administration
- Volunteer Treasurer of Amnesty International Canada English from 2008 to 2012
- Member of Assessment to Distribution (A2D) taskforce (2009 to 2011)
- Member of Prep-Com for Annual Amnesty International Finance meetings (2008 to 2012)

Past or current official positions in other organizations:

- Volunteer Treasurer for Serenity Renewal for Families (2015 to present) a small local charity that works to support families suffering with or impacted by addiction
- Treasurer for Ottawa Network for Education (2006 to 2010)

- Secretary / Treasurer Canadian Photonics Consortium (2006 to 2010)
- Volunteer Secretary/Treasurer at Cumberland Junior Hockey (1985 to 2004), a local hockey club operated through community ownership for youth aged 16 to 20

Other relevant skills or experience:

I am well versed in the development and management of internal controls for the management and safeguarding of organization assets. Each of my roles listed above as a senior financial staff leader, required the development of policy to satisfy Board requirements as well as audit requirements. Writing policies, developing methods of enforcement and training staff have all been required. As a senior leader in small and medium sized organizations I have gained experience as a human resources generalist in both unionized and non-unionized environment. I have had the opportunity on several occasions and in different employments been tasked with leading efforts for Strategic and Operational Planning at the staff level as well as with the Board of Directors. I have experience with funding agreements, stakeholder reporting and funder audits, ensuring that financial records are established and kept in a way that respects terms and conditions of those agreements. I have led the efforts to establish enterprise risk management strategies and reporting. In the senior role of risk manager, I have developed risk registers, heat maps and risk reports for senior management and for Boards of Directors.

Nomination statement:

On behalf of Amnesty International Canada (ES) I am pleased to nominate Brenda Dashney to the International Finance and Audit Committee. Working with Brenda in her capacity as Board treasurer, I can assure you that Brenda was always well prepared and had insights into the organization that strengthened her role, and contributed to meaningful conversations through insightful financial questions. Brenda would never shy away from asking the tough questions, which helped guide the Board toward sound governance and an eye toward growth. As a committed Amnesty member, a consummate professional and a sound financial practitioner, Brenda will be a great asset to our movement in this capacity.

Lana Verran, President, Amnesty International Canada (ES)

DAWNA WRIGHT – nominated by Amnesty International Australia

Candidate statement:

I have 25 years of experience as a Chartered Accountant, and through my involvement with Amnesty International in various roles over the last ten years I have also learned an enormous amount about the human rights movement. In both roles, the values of independence, objectivity, consultation and accountability are critical. I believe I am perfectly suited to being an effective member of the FAC with my unique combination of:



- sufficient knowledge of Amnesty International; but also
- independence and objectivity; and
- perfectly suited professional skills and experience.

I would love the opportunity to use my skills and experience to serve the members and other stakeholders of the movement in a new capacity.

Brief biographical details, including country of residence:

I was born and raised in Canada, and have also lived and worked in Paris and New York. I am now based in Melbourne, Australia.

Relevant professional experience and qualifications:

I am a Chartered Accountant with over 25 years of experience. I have strong financial and analytical skills, and my professional role involves providing objective financial analysis and independent opinions.

I began my career as an auditor, but have since specialised in forensic accounting. In this role, I act as an independent expert witness giving evidence in Court on financial and regulatory matters. I also undertake independent investigations on behalf of Boards and other stakeholders. My day-to-day role involves many of the skills that are critical for an effective member of the FAC:

- Conducting my work with independence and objectivity;
- Having a strategic view, but undertaking a thorough analysis of an issue when required;
- Analysis of global financial reporting and audit issues;
- Analysis and assessment of internal controls and financial reporting processes;
- Explaining financial concepts and issues to non-financial audiences (typically lawyers, Judges and Non-Executive Directors); and
- Communication of complex issues in a clear and concise matter.

I have been recognized as a leader in my field, being asked by the Institute of Chartered Accountants to Chair the national Forensic Accounting Committee.

Amnesty International experience, including affiliation to Amnesty International and current position, if any, within the organization:

I have been involved with Amnesty International in various governance-related roles since around 2006:

- Board member and Treasurer of Amnesty International-Australia, and Chair of the Amnesty International-Australia Audit & Risk Committee (A&RC) (2007-2011)
- Chaired the Amnesty International-Australia National Annual General Meeting (2012)
- Member of Amnesty International-Australia Remuneration Committee (Board sub-committee) (2013 to 2015)
- ICM - Rapporteur for the Finance Working Party (2009 and 2011)
- ICM - Chair for the Finance Working Group (2013 and 2015)

Through the above roles, I had a significant involvement in the reforms to the global assessment and distribution system for the allocation of global resources, as they evolved over the period from 2009 through to 2015.

As Chair of A&RC, Amnesty International Australia, I assisted to establish the committee and was initially an external member (similar role to directly-elected members of the FAC). I was subsequently elected to the role of Treasurer, Chairing the A&RC.

In this role I brought independent oversight and governance to the financial and risk management processes, with a focus on accountability. My role involved:

- Oversight of Amnesty International-Australia's financial reporting, internal controls, audit, risk assessment, budgeting, financial policies and financial literacy of the Board
- Creating and implementing A&RC workplan
- Liaised with external auditors
- Report to members at the AGM
- Liaised with the Treasurers of other sections and structures as required

The above experience provides the background knowledge for me to quickly get up to speed with the work of the FAC, so that I can begin adding value immediately. However, the roles that I have held have all been "independent" roles.

I do not have any current role with Amnesty International (other than member, and financial supporter).

Past or current official positions in other organizations:

Women's Circus (not for profit) – 2009-2015

- Director
- Chair of the Audit & Risk Committee
- Deputy Chair of the Board
- Australian Institute of Management (not for profit) – 2011-2013
- Director
- Chair of the Finance, Audit & Risk Committee

Senior Managing Director, FTI Consulting (current professional role)

Partner, McGrathNicol (professional role 2009-2014)

Partner, Deloitte (professional role 2004-2008)

Other relevant skills or experience:

My professional role requires me to work around Australia, as well as in Hong Kong and Singapore. I speak, read and write fluently in French.

Nomination statement:

I support the nomination of Dawna Wright for the position of member of the FAC.

On behalf of Amnesty International Australia (Gabe Kavanagh, President).

INTERNATIONAL NOMINATIONS COMMITTEE (INC)⁹

The INC was established by Decision 7 of the 2009 ICM for the purposes of assisting Amnesty International in the identification of people for election and appointment to various positions. The INC shall have five members elected by the International Council in the same manner and subject to the same conditions as provided for in Article 30 of the Statute governing International Board elections.

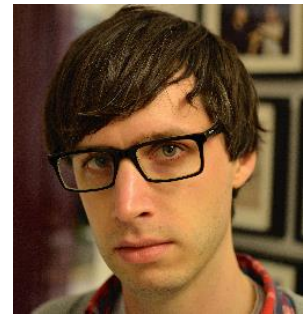
Members of the INC shall hold office for a period of four years. Their terms of office shall begin and end at the close of the ICM for a maximum of two consecutive terms.

During their membership of the INC and for one year after, members of the INC cannot be elected, appointed or co-opted to any leadership position within any body established by the Statute or by the Standing Orders of the International Council, or in relation to which the INC has any role or responsibility.

| Continuing INC Member | AI Section | First Elected | Term Ends |
|-----------------------|-------------|-------------------------------------|-----------|
| Gina Hill | Canada ES | 2011 (re-elected 4- year term 2015) | 2019 |
| Marjorie Vázquez | Puerto Rico | 2015 | 2019 |
| Pietro Antonioli | Italy | 2015 (co-opted) | 2019 |

⁹ Each candidate is presented using the same format. First, the nomination form is reproduced as submitted (some forms have been slightly edited for brevity and consistency). The supporting statement is provided by the nominating body. The personal and background information is provided by the candidate and lists both professional and relevant Amnesty International experience, as well as a personal statement by the candidate.

OLIVER HENDRICH – nominated by Amnesty International Germany



Candidate statement:

People are at the heart of Amnesty's Vision and Mission of bringing about a world in which human rights are universally respected and not only a mere beacon of hope for far too many. To this end, the movement needs to ensure that inspiring, skilful and diverse leaders are identified and elected to governance positions making sure that we do not lose sight of our ambitious goals. The International Nominations Committee (INC) is there to guide the movement in this task and I would be delighted to contribute my energy, skills and drive to this effort as an INC member.

Brief biographical details, including country of residence:

I was born in a small university town in southern Germany, in 1982. I live in Cologne – which is one of Germany's biggest cities – with my partner.

Relevant professional experience and qualifications:

For many years I have worked in basic research mainly in the areas of cellular and molecular neuroscience touching base in particular with hearing research and research into addiction. In 2012 I joined the Max Planck Institute for Biology of Ageing. There I hold a managerial position. In my position I oversee the laboratory work of a research department with some 30 members and considerable budgetary resources on an organizational level. I am involved in people management and recruitment of staff. In addition to those responsibilities and my general managerial role in the department, I have budgetary functions and institute-wide coordinating responsibilities relating to occupational health and safety.

Amnesty International experience, including affiliation to Amnesty International and current position, if any, within the organization:

I joined Amnesty International almost 20 years ago and soon afterwards became involved with Amnesty's work against capital punishment. Our fight against the death penalty has been my main focus for many years and it is something I am still actively engaged in today. Over the years however, I have become more and more involved with the governance of the organization. I served on various subcommittees of the board of Amnesty International Germany, including the subcommittee on country and thematic work as well as the subcommittee on international issues of which I had the honour to be chair. In 2011 I was elected to the board of Amnesty International Germany and from 2013 to 2015 served as chair of the section.

During my time on the board, Amnesty International Germany went through a major phase of reorganization, including the foundation of a wholly owned subsidiary to lead on Amnesty International Germany's dialog marketing activities (face to face fundraising). In 2014 I was appointed to the Governance Committee advising the International Board primarily on the ongoing Governance Reform but also on the implementation of the Core Standards.

As a member of the Governance Committee, I have a very good understanding of the particular qualities the movement should look for in candidates for governance positions. Therefore, I am sure that once the governance reform is adopted and we start to transition into this new mode of doing governance, I will be able to contribute significantly to the INC's work.

Past or current official positions in other organizations:

While working at the University of Cologne I was an alternate member of the Faculty Council for Biology. I regularly volunteer in elections and I am a member of the Wikimedia Society for Free Knowledge, the German United Nations Association and a local football club in Cologne.

Other relevant skills or experience:

Beside my mother tongue German, I speak English every day and have a good command of the language. A couple of years ago I started to learn French and recently embarked into the endeavor of becoming more proficient with it.

Nomination statement:

Amnesty International Germany whole-heartedly supports the nomination of Oliver Hendrich to the International Nominations Committee and highly commends him to the movement.

Oliver has been a valuable part of Amnesty International Germany for many years. Throughout his engagement in our section's work, whether as a member of the coordination group against the death penalty, or as a member of the board and as chair, he has always been working very passionately and consistently in order to promote our movement's human rights work. He has been very reliable and one of the key driving forces on Amnesty International Germany's board.

In doing so, good governance has always been one of Oliver's core interests and accordingly Amnesty International Germany is convinced that he would be a valuable addition to the INC. On behalf of Amnesty International Germany Gabriele Stein, Chair

KRISTIN HØGDAHL – nominated by Amnesty International Norway

Candidate statement:

The INC is starting to establish itself as a useful addition to the governance structure of the Amnesty movement. Most importantly, the INC supports the ICM in its crucial task of electing the best possible representatives to serve on the international Board (IB). As a member of the INC for the last four years, I think we have taken significant steps to ensure a diversity of highly qualified candidates. I have played a key role in developing a systematic approach and useful tools such as the Model Board, in order to empower the membership to identify relevant candidates. In spite of these and other advances, still much work remains for the INC to be fully effective. Immediate challenges include simplified forms and processes to facilitate transparent and culturally inclusive nominations when we move to annual elections after governance reform. The longer-term challenge is for the INC to gain the trust and legitimacy needed for the movement to provide it with an even broader mandate. I would be pleased and honoured to take on these challenges and hope you will give me a vote of confidence to do so in a second term.



Brief biographical details, including country of residence:

Female age 55, proud mother of two young adults, living with my partner in Oslo, Norway.

Relevant professional experience and qualifications:

I have worked with human rights most of my professional life, presently as senior advisor at the Norwegian National Human Rights Institution, previously in various functions at the Norwegian Centre for Human Rights at the University of Oslo. Relevant work experience in this context includes strategic leadership and change management, as well as ten years heading recruitment and training of Norwegian personnel to international human rights field missions. I have developed a structured methodology on international election observation in cooperation with the OSCE/ODIHR; have recruited own staff in various leadership positions; and have experience as chair and member of various boards. I have a university degree in political science (University of Oslo) and further education in organizational leadership and project management (USA, UCSB).

Amnesty International experience, including affiliation to Amnesty International and current position, if any, within the organization:

Current: Member of INC 2013-2017;
Member of Amnesty International Norway since my student days.
Past: Chair of Amnesty International Norway 2010-2013;
Chair Amnesty International international steering committee on human rights education 1993-1997;
Board member Amnesty International Norway 1992-1994.

Past or current official positions in other organizations:

Past: Chair Norwegian Human Rights Fund;
Representative in various Parent Teacher Associations;
Elected representative in Student Association;
Supporting member of various NGOs.

Other relevant skills or experience:

Speak English, Spanish and some German in addition to native language Norwegian.
Have travelled broadly, particularly in Central America and Asia linked to either work, studies or visits. This includes project development with national academic and civil society partners in China, Indonesia, South Africa and Vietnam; participation in election observer missions in European and

African countries; and research and study visits in Costa Rica (IIDH), Guatemala, Honduras, Mexico (UNAM) and Venezuela.

Nomination statement:

During her first period as member of INC, Kristin Høgdahl has played an important role in strengthening and professionalising the work of the Committee. Amnesty International Norway is certain that Kristin, with her strong dedication and contribution, will continue to be an important asset and should therefore be re-elected to the Committee.

On behalf of Amnesty International Norway and in my position as Chair of Amnesty International Norway's board, I, Kjetil Haanes, nominate Kristin Høgdahl to the International Nominations Committee.

NICOLA MUTCH – nominated by Amnesty International Aotearoa New Zealand



Candidate statement:

I would be honoured to serve a second term on the International Nominations Committee for Amnesty International. In this role, I have drawn on my extensive background with Amnesty International, expertise in communications and strategic capabilities – for example, by coordinating the committee's contributions to governance reform discussions, and exploring social media channels to increase awareness and interest in our governance opportunities. There is more to be done, especially as we transition to new ways of working. I am excited to explore new ideas for communicating effectively with our movement and beyond, and strengthening our global governance processes, to ensure we find the best people to lead us towards our shared vision of human rights for all.

Brief biographical details, including country of residence:

I live in a small seaside community near the southern city of Dunedin, New Zealand, with my husband and teenage daughters.

Relevant professional experience and qualifications:

My professional career is in the field of marketing and communications, mainly in the health and education sectors. I am currently the Director of Strategic Communications at Southern District Health Board in New Zealand. With over 4500 staff, Southern DHB delivers health care to diverse communities across a large geographic area.

I hold a PhD from the University of Otago, New Zealand, where I examined power relationships in partnerships between corporate and nonprofit organizations.

Amnesty International experience, including affiliation to Amnesty International and current position, if any, within the organization:

| | |
|----------------|--|
| 2015 – present | Member, International Nominations Committee |
| 2013-2015 | Chairperson of Amnesty International New Zealand (Amnesty International New Zealand) Annual Meeting |
| 2013 - present | Amnesty International New Zealand Nominations Committee |
| 2012 | Amnesty International New Zealand CEO recruitment group |
| 2008-2012 | Member, Chairs' Forum Steering Committee, Amnesty International |
| 2006-2008 | Chair, Amnesty International New Zealand Governance Team |
| 2005-2006 | Member, Amnesty International New Zealand Governance Team |
| 1996 | First joined Amnesty International as a University student in and have been involved in various capacities ever since! |

Past or current official positions in other organizations:

- Deputy chair, Dunedin Fringe Festival Trust (2015-present)
- Marketing and Communications Manager, Otago Polytechnic 2011-2016
- Principal, Nick Ink Writing and Editing 1998-2011

Nomination statement:

On behalf of Amnesty International New Zealand I enthusiastically support Nicola's application for a role on the International Nominations Committee. Nicola has been an Amnesty International activist, a section board chair, the chair of our member annual meetings and a current member of the INC. She also has significant strategic-level professional experience that is directly relevant to this role. She would provide wisdom, experience, continuity and fresh thinking to the committee. Peter Fa'afiu, Chair

USHA DEVI SABANAYAGAM – nominated by Amnesty International Malaysia



Candidate statement:

I am standing for election for a position in International Nominations Committee (INC) because I hope to make a change for the better for the Asia Pacific region. I want to see the Asia Pacific region become a stronger presence, is more dynamic and effective in pushing the human rights agenda. In a globalized world such as ours it is more important than ever that we build bridges and close the gaps that exist between the Amnesty International regions and I welcome that challenge to make that a reality in Amnesty International.

Brief biographical details, including country of residence:

Malaysia which is a Southeast Asian country occupying parts of the Malay Peninsula and the island of Borneo. In Amnesty's geographical regions, Malaysia comes under the Asia Pacific region. Malaysia is a multi-racial country with three major races-Malay, Chinese and Indians. There are also European influences from the historical past. With a population of over 30 million, Malaysia is famous for our beaches, rainforests and local cuisine. The capital Kuala Lumpur is famous for the iconic Twin Towers and is the area which I work and live.

Relevant professional experience and qualifications:

I am an English and journalism graduate and was a practicing journalist for almost 10 years before moving into the NGO world in 2008. I have worked in various capacities in NGOs in Malaysia—Transparency International Malaysia, Center For Independent Journalism (CIJ), Privacy International, Media-Defence South East Asia besides volunteering- Danish Red Cross Asylum Centre in Denmark, Amnesty International Malaysia and Saya Anak Bangsa Malaysia (SABM) in Malaysia. I now work with the International Republican Institute (IRI), a Washington based- funding organization which does work in the areas of democratic governance, open elections and rule of law. I work with political parties, government officials and civil society organizations.

Amnesty International experience, including affiliation to Amnesty International and current position, if any, within the organization:

I joined Amnesty International Malaysia (Amnesty International Malaysia) as a member in 2008, became a Board member in 2010 and Chair in 2012. I have been election officer for ICM 2013 in Berlin, CADF 2014 in Woking, UK and CADF 2015 in The Hague, Netherlands. I was also part of the Steering Committee Group, Asia Pacific for 2013-2014 & 2014-2015. I was also part of the Governance Reform 2015 Working Group 4 -Gender, Diversity & Youth. In 2014, I was part of the team (Venus Cheng, Amnesty International Hong Kong) that completed a structure to section recognition process for Amnesty International Mongolia. I was also shortlisted to do Periodic Review of Section for Amnesty International Philippines in 2016 which eventually was done by a representative of Amnesty International Australia.

Past or current official positions in other organizations:

I am also a Board member of a think tank Leadership & Development (LEAD) in Malaysia.

Other relevant skills or experience:

I speak and write in Bahasa Malaysia and English. In my professional capacity as a former journalist, activist and now as facilitator and monitoring and evaluation officer of a funding organization (IRI), I have good communications, relationship building and management skills. As we fund youth related programs linked to governance I have built up connections with the youth networks in Malaysia.

Nomination statement:

Amnesty International Malaysia (Amnesty International Malaysia) fully supports the candidacy of Usha Devi K Sabanayagam for a position on the International Nominations Committee (INC). Usha was the former Chair of Malaysia and she had also served as Board Member of Amnesty International Malaysia. Her vast experience and commitment to the cause, coupled with her fine appreciation of demands of equity and fair play has been of immense value to the Amnesty International Structure in Malaysia. I have no doubt that she will serve with equal distinction on the International Nominations Committee (INC).

On behalf of Amnesty International Malaysia, Mohan Sankaran, Chair

MEMBERSHIP APPEALS COMMITTEE (MAC)¹⁰

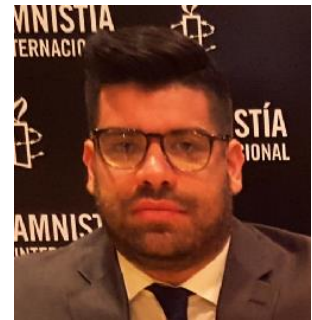
The MAC was established by Decisions 49 and 50 of the 1985 ICM (see also Article 52 of the Statute). The committee considers appeals against International Board decisions to deprive a section, group or member of membership.

The committee is usually composed of five members, elected for a maximum of three consecutive 2-year terms. The current members are listed below, together with the date of the first year of their election to the MAC.

MAC members are not elected for overlapping terms; elections are held for all MAC positions at the same time.

¹⁰ Each candidate is presented using the same format. First, the nomination form is reproduced as submitted (some forms have been slightly edited for brevity and consistency). The supporting statement is provided by the nominating body. The personal and background information is provided by the candidate and lists both professional and relevant Amnesty International experience, as well as a personal statement by the candidate.

FABIÁN FORESTIERI – nominated by Amnesty International Paraguay



Candidate statement:

I have decided to apply for this international position because I am confident of my skills and the responsibilities they reflect. After two years of learning and, I believe, contributing to the internal debate of the international movement, I am ready and willing to take on this role.

In my view, strengthening transparency and accountability is crucial for the democratic architecture of the movement. We must all work together to create an organizational setting that enables us to ensure that procedures and actions are in accordance with the principles and values of the movement.

We are in a process of great change, reform and reinvigoration and it is important to ensure that the decisions we make as a movement are in line with our values of internal democracy. I believe that my experience of taking many policy decisions within the movement, as well as my professional career, enable me to make an important contribution to this.

Moreover, now that my term as president of the section has come to an end, I have the time and energy to devote myself to a global challenge. I am very proud of everything that I have achieved locally in Paraguay and I leave behind a strong section that is having a significant impact on the movement.

Brief biographical details, including country of residence:

Country of residence: Paraguay

Fabián Forestieri is a political science, strategic planning and quality management expert. He also has leadership and coaching qualifications, with a particular focus on expertise in teamwork and conflict management training. He also has vast experience in the field of monitoring, assessment and accountability.

He specializes in drafting and developing projects and has coordinated and project managed numerous initiatives with international cooperation agencies. He also has advanced level qualifications in information/computer science. He has delivered numerous training courses on human rights and political philosophy.

He has published technical articles, as well as literary texts. He has been a speaker at international conferences on human rights and accountability.

Professional experience and relevant qualifications:

In 2008 Fabián Forestieri created the Department of Citizen Participation in the Office of the Comptroller General of the Republic, the body responsible for accountability and transparency in State offices. He is currently Director of Institutional Relations where he has implemented participatory projects for social society actors aimed at fulfilling standards in accountability, participation and transparency in public policies concerning human rights. This is a benchmark in such areas in the Americas, where numerous times has represented the Paraguay in meetings, seminars and conferences relating to these techniques. He has published numerous articles, monographs and columns in different countries.

In addition, he has been won awards and recognition for his achievements in terms of accountability and transparency. He has been a speaker on human rights related issues at many national and international symposia including in France, Austria, England, Peru, Colombia, Argentina, Guatemala and Cuba.

Amnesty International experience, including affiliation to Amnesty International and current position, if any, within the organization:

Fabián joined Amnesty International Paraguay in 2006 where he was Head of the Office of the President, Member of the Advisory Committee on Human Rights Policy and Senior Adviser on Foreign Policy in the Office of the President of Amnesty International Paraguay from 2007 to 2009. He was the Coordinator on Economic, Social and Cultural Rights and Coordinator of the "Demand Dignity" campaign, as well as being a member of the International Financial Institutions and Human Rights Team from 2008 to 2009.

He was elected President of the Paraguay Section in 2009 and was re-elected in 2012 for a second term, which ended in 2016. He was an Amnesty International Paraguay delegate to the ICM in 2007, 2011, 2013 and 2015.

He is an active participant in the process of international consultation within the movement, in particular with regard to the creation of the crisis and conflict management system.

Past or current official positions in other organizations:

Before his involvement with Amnesty International, he was head the Student Centre while at university and Coordinator of the Presidency of the Latin American Committee for Supreme Audit Institutions in Citizen Participation of the OLACEFS (Organization of Latin American Caribbean Supreme Audit Institutions).

Other relevant skills or experience:

Fabián has also published two books of short stories and poems and achieved recognition for his work in the field of staging cultural and artistic events in Asunción; he is one of the organizers of multidisciplinary arts fairs.

Nomination statement:

It is with great pleasure that I am writing to you to present the candidacy of Mr Fabián Forestieri, President of the Paraguay Section of Amnesty International (Amnesty International Paraguay), for membership of the Amnesty International Appeals Committee.

In Amnesty International Paraguay, we are confident that Mr Forestieri's experience in Amnesty International, coupled with his great leadership skills, and in particular his expertise in conflict resolution, will be of great benefit the post for which he is applying.

Yours sincerely, Rosalía Vega, Executive Director

JOSEPH PAUL MALIAMAUV – nominated by Amnesty International Malaysia



Candidate statement:

Seek first to understand, judge dispassionately and objectively, act with compassion and justice.

Brief biographical details, including country of residence:

Born in Malaysia (South East Asia) in November 1947, residing in Malaysia.
Language competencies: English (Excellent); Malay (Very Good); Tamil (Good)
Three children

Relevant professional experience and qualifications:

Working experience began as a secondary school teacher. Then served as Senior Programme Officer at UNHCR in Malaysia working with displaced persons from Vietnam after the end of the war in 1975.

Subsequently worked as a corporate trainer and consultant in the area of management development and quality and productivity improvement.

Academic qualifications include: BEc (Hons), University of Malaya, MEd (University of Warwick, UK). And Post graduate diploma in Education.

Certified Auditor for ISO9000 (Quality Management System) and RSPO (Round Table on sustainable palm oil).

Amnesty International experience, including affiliation to Amnesty International and current position, if any, within the organization:

Set up the first Amnesty International structure in Malaysia in early 1990s at a time when the idea of human rights was considered almost subversive in the country. Nurtured the existence and growth of the Amnesty International movement through difficult times until it was able to develop into a more formal structure. In early 2000s served in the background while young fresh leadership took over the reins of Amnesty International Malaysia. Have served as Chair and Board member of Amnesty International Malaysia intermittently since its inception. Currently completing second and final term of office on the Board as Treasurer.

During this period have acquired considerable experience in mediating and negotiating a number of internal struggles and difficulties.

Past or current official positions in other organizations:

Served on Exco of state level consumer association, and on training subcommittee of Malaysian chapter of Transparency International. Director of TENAGANITA, a leading human rights NGO in Malaysia, dealing with issues relating to Migrant workers, refugees, human trafficking, Business Accountability and Responsibility.

Other relevant skills or experience:

Currently am actively involved in TENAGANITA, in programmes and organizational development. Having lived in multicultural / multi religious Malaysia, and having travelled extensively around the world, am appreciative of differences in world views and management styles.

Nomination statement:

Amnesty International Malaysia fully supports the candidacy of Joseph Paul Maliamauv for a position on the Membership Appeals Committee (MAC). Joe-Paul was instrumental in laying the foundations of the Amnesty International movement in Malaysia in the early 1990s and has consistently served the organization in and outside the Board. His vast experience and commitment

to the cause, coupled with his fine appreciation of demands of equity and fair play has been of immense value to the Amnesty International Structure in Malaysia. I have no doubt that he will serve with equal distinction on the international Membership Appeals Committee.

On behalf of Amnesty International Malaysia, Mohan Sankaran, Chair

MARION PINK – nominated by Amnesty International Austria



Candidate statement:

I believe that the MAC, an elected and independent body of our organization, is vitally important for us. My many years of experience in our Organization have proven to me that a good solid understanding of how people “work” – together and individually – in an organization like ours is at least as necessary as to have specialized training as a “judge”.

During my more than 40 years as a member of Amnesty I have served at every level of the Organization and can claim to know the organization well. I have dealt often with problematic situations among members and between management and members in several sections (obviously most intensely in my own section.) Most relevant is my experience in the Austrian Arbitration Board, and the last four years on the MAC.

I would be happy to put to use the experience that I have gained in this very important body of Amnesty. Since I am now semi-retired I have the time and energy for any cases which might come up. And I would be honoured to be elected to this Committee.

Brief biographical details, including country of residence:

Born 1943, widowed, two adult children; born USA, now citizen of Austria, resident since 1972. Training: 1972 Studies in Town Planning, Library Science, Journalism, “Teaching English as a Foreign Language”.

Relevant professional experience and qualifications:

Currently: Freelance translator for various Institutes and Departments of the Univ. of Leoben and for private companies and individuals;

retired, after teaching various English courses over the past 35 years as a freelance trainer:

University of Leoben (Technical Univ.) Lectures: English for Engineers from 1988-2015, Toefl Preparation;

Non-amnesty volunteer work: founding member of Platform for Asylum-Seekers, Leoben 2015 – present; foreign student support group at Montanuniversität;

Prior to living in Austria: worked as librarian, journalist, and in public relations in USA and, for 1 year, Chile as a librarian.

Amnesty International experience, including affiliation to Amnesty International and current position, if any, within the organization:

1975 - present: Member of Amnesty International (various positions)

1977 - 1995: CASA Coordinator, Austrian Section

1985 - 2014: Chair of International Committee of Austrian Section

2006 - present: Arbitration Board of the Austrian Section

1996 - 2000: Board of Directors, Amnesty International-Austria (Chairperson) also earlier membership on the Board for 5 years.

2000 - 2001: Board of Directors, Amnesty's European Union Association (Brussels);

2008 – 2009: Board, EU-A

2001 – 2005: International Executive Committee, Vice Chair 2004-5

Attended several ICMs 1985, 1987, 1989, 1991, 1993, 1995, 1997, 2001, 2003, 2005, 2011

Past or current official positions in other organizations:

1980-present: various Human Rights Education projects (local and regional schools, police training, week-long seminar for teachers in Bosnia); “development work” in several structures to help build Amnesty sections and structures in our region and beyond 1988 – 2012, including several missions as advisor/mediator. Even in my years on the IEC I spent quite a bit of time working to help work out problems in sections and between sections and the movement as a whole.

Other relevant skills or experience:

Nomination statement:

We fully support the candidature of Marian Pink for the Membership Appeals Committee. Marian is a highly motivated, strongly skilled and very experienced member of Amnesty International Austria with broad international expertise. We are convinced she has the experience, knowledge and motivation to do a good job.

On behalf of Amnesty International Austria, Eva Burger, Chair of the Board

VANUSHI WALTERS – nominated by Amnesty International Aotearoa New Zealand



Candidate statement:

I am a current member of MAC standing for re-election for a second term. MAC plays an important role in our global Amnesty International democracy. As a membership based organization, it's important that when those rare decisions are taken to limit Amnesty International's operations locally, they are made fairly, both in terms of the substantive reasons as well as the process followed. As a former member of the International Board I am very familiar with both the workings of Amnesty International's statute as well as the more detailed practical considerations that the Board should turn its collective mind to when addressing questions of membership, suspension or closure. If re-elected, it would be a pleasure to serve the international movement again.

Brief biographical details, including country of residence:

A Sri Lankan New Zealander, currently residing in Auckland New Zealand with my husband and three sons, I've been a committed member of Amnesty since joining my first Amnesty International school group at age 13. Amnesty International gave me a way to act and channel my outrage after hearing about an extended family member, executed by the Sri Lankan Government at the time, for voicing criticism. I served as a member of Amnesty's International Board from 2005 - 2011.

Relevant professional experience and qualifications:

I currently practice in New Zealand as General Manager and Supervising Solicitor for the National Children's Rights Law Centre YouthLaw Aotearoa. I specialize in National and International Human Rights Law and Constitutional Law. Over the last twelve years I have worked in private practice (public/constitutional law/litigation), as a Governance/Management consultant as well as for Greenpeace New Zealand and the Office of Ethnic Affairs. I have an honours law degree from The University of Auckland, a BA in Political Studies and a Masters in International Human Rights Law from the University of Oxford. I have also completed programmes through Harvard and Cornell's online courses in Not for Profit Financial Stewardship and Change Leadership.

Amnesty International experience, including affiliation to Amnesty International and current position, if any, within the organization:

- Currently a member of Amnesty International New Zealand
- Current elected member of MAC (2015 – 2017)
- Amnesty International New Zealand Annual Meeting Chair 2016
- Amnesty International New Zealand Annual Meeting Deputy Chair 2014
- Consultant (Working through IMP – Section Support/Governance Training) – 2012
- Member of the International Board (Formerly IEC) 2005 – 2011
- Vice Chair of Amnesty International New Zealand 2004- 2005 (Amnesty International New Zealand Representative at SRR meeting & ICM 2003 & 2005) & Board Member Amnesty International New Zealand 2003 – 2005
- Media Representative – Amnesty International New Zealand 2002 – 2003
- Co-Chair Amnesty International Auckland University Group 2001 – 2003 Member 2004
- Diocesan School Amnesty Group 1997-1999 (Chair 99)/ Wellington Girls' College Amnesty Group 1995/96

Past or current official positions in other organizations:

General Manager – YouthLaw Aotearoa

- Committee Member - Action for Children and Youth Aotearoa (AYCA)

Other relevant skills or experience:

I've been fortunate enough to travel widely and have experience working alongside activists, managers and governance representatives from a variety of backgrounds. Through my role on Amnesty International's International Board (IEC) from 2005 – 2011 and through the governance training and mediation I conducted with sections/structures through IMP in 2012, I have developed an understanding of the challenges faced by Amnesty International leaders at a local level outside the New Zealand context, where cultural context, safety issues and expectations around membership and leadership carry significant weight in decision making.

Nomination statement:

I am delighted to nominate Vanushi Walters for the Membership Appeals Committee. Vanushi is ideally qualified for this role – she is a grassroots activist and member within the movement, she is a former section and international board member, and she is a lawyer with a sound understanding of good process and governance. Vanushi would bring experience, empathy and wisdom to this role and I commend her to the movement.

On behalf of Amnesty International Aotearoa New Zealand, Peter Fa'afiu, Chair

CHAIR AND ALTERNATE CHAIR OF THE INTERNATIONAL COUNCIL¹¹

The Chairperson and Alternate Chairperson of the International Council are elected by the preceding ICM (Article 24 of the Statute).

Neither the Statute nor ICM Standing Orders place a limit on the number of times the Chairperson or Alternate Chairperson may be re-elected.

Chair and Alternate Chair of the ICM are not elected for overlapping terms; elections are held for both positions at the same time.

¹¹ Each candidate is presented using the same format. First, the nomination form is reproduced as submitted (some forms have been slightly edited for brevity and consistency). The supporting statement is provided by the nominating body. The personal and background information is provided by the candidate and lists both professional and relevant Amnesty International experience, as well as a personal statement by the candidate.

CANDIDATES FOR CHAIR OF THE INTERNATIONAL COUNCIL IN 2019

ANN BURROUGHS – nominated by Amnesty International USA

Candidate statement:

My relationship with Amnesty International is profound, and my debt is inestimable. I was arrested in 1986 in my native South Africa for my opposition to apartheid. Amnesty took up my case as an Urgent Action and helped to secure my release after nearly five months in detention, and to keep me from being re-arrested. It would be a privilege to serve Amnesty as the Chairperson of the ICM.

As we equip ourselves for unprecedented growth and different forms of presence, we recognize that our governance must rise to new opportunities and challenges. If elected as ICM Chair, I will bring with me 25 years of leadership and professional experience, of building trust across teams and networks, and of creating and facilitating complex, participatory, decision-making processes. I will tap into trusting relationships with movement leaders and our shared commitment and dedication to human rights and values that we all hold dear.



Brief biographical details, including country of residence:

I am a South African citizen and a resident of the USA. I have lived in Los Angeles since 1991. I studied at the University of Cape Town and Rhodes University.

Relevant professional experience and qualifications:

For 25 years I have worked with leaders, organizations and global networks to promote human rights and social justice, to build effective partnerships and coalitions, and to help transform leadership culture. I have headed complex organizations and lead large-scale, culturally diverse, participatory policy development processes. I am currently the President/CEO of the Japanese American National Museum and National Center for the Preservation of Democracy. Previously I was the Executive Director of the Taproot Foundation. As a consultant, I led a multi-year consultative process with 150 California foundations to revise responsive grant-making policies; co-facilitated the Rockefeller Foundation's Global Health Equity project in 13 countries in Asia, the Americas and Africa; and facilitated and managed a reproductive rights education project for the Pacific Institute for Women's Health in 12 African countries. I am leadership and governance trainer and an Executive Coach.

Amnesty International experience, including affiliation to Amnesty International and current position, if any, within the organization:

Chair, Amnesty International USA Board of Directors: 2013 – 2017

Amnesty International USA Board of Directors, Executive Committee: 2012

2015 ICM: Amnesty International USA Delegation Chair

Chairs Assembly and Directors Forum, 2013, 2014, 2015, 2016

Amnesty International USA staff member – National Media Director, Western Regional Deputy Director: 1991 - 1999

Past or current official positions in other organizations:

Shared Interest, Vice Chair, 2001 to present

Advisory Cabinet, Mayor of Los Angeles, 2011 – 2014

Death Penalty Focus, Board Member 1995 - 1998

Other relevant skills or experience:

Travelled extensively in Africa, particularly in Southern and Central Africa, Americas and Europe.

Language: English

Nomination statement:

Ann will be a highly effective ICM Chair. She is a smart and gifted leader and a skilled facilitator with a deep knowledge of policy and the human rights landscape, an ability to find consensus in challenging and divisive situations, to build trust, and to manage complexity.

Over the past five years, I have witnessed Ann's leadership talents and abilities first-hand. She has led Amnesty International USA out of a very difficult period in our organization's history. During her tenure as Board Chair, the organization has significantly improved its financial and organizational health, sharpened its strategic vision and built (and re-built) relationships with sections around the world. We could not have done this without her leadership.

She has been a powerful leader in the human rights and social justice space, beginning with her work in South Africa as a young leader in the anti-apartheid movement. She is knowledgeable on substantive human rights issues, ranging from civil and political rights issues in Africa to changing socio-economic dynamics in North American and Europe.

Our movement would be well served by Ann's leadership. She will be able to bring her decades of executive experience and human rights knowledge to shepherd this critical and highly complex decision-making and policy development process.

Aniket Shah, Amnesty International USA Treasurer.

CHRISTINE PAMP – nominated by Amnesty International Sweden

Candidate statement:

Second to the human rights work, my main engagement in Amnesty has always been governance, democracy and aiming at developing the best processes to ensure equality, diversity, inclusion and quality decision making. As Chair of the 2017 ICM, mine and PrepCom's main focus has been right there – to ensure an ICM where all participants have full and equal access to the whole process of decision making. It is my strong belief that top quality decisions can only be achieved if all our different voices are equally heard and listened to, not mainly for principal reasons, but full transparency and inclusion in the process inevitably leads to the best and most sustainable end result. One can always do better but I am certain that our endeavor will lead to noticeable results at this ICM. We are embarking on a new governance model and the first Global Assembly will open up opportunities to further improve how we work together on global decision making.



Brief biographical details, including country of residence:

Christine Pamp lives in the forest outside Lund, in the south of Sweden, with her horses, dogs, cats and chickens and some of the wild animals that decided to move in. She is employed as Senior Lead Linguist for Apple Retail in Sweden, home office based, with the overall responsibility for the linguistic quality and tone of voice of all Apple Store related texts – internal as well as external. In that role she coordinates, educates and oversees the quality output of around 30 translators, editors and other linguists. She is also the manager of her Lead Linguist colleagues in Europe.

Relevant professional experience and qualifications:

- Experienced educator within several areas
- Employed with different leading roles since 1994
- Founder and CEO of three companies within areas ranging from copywriting and editing, information technology, new media education and riding school
- Currently employed in a manager role as Senior Lead Linguist at Apple Retail

Amnesty International experience, including affiliation to Amnesty International and current position, if any, within the organization:

- Active member since 1977 with different activist positions such as country coordinator and group leader
- Elected member of the section's Control Committee (2002-2004) and Nominations Committee (2013-2015)
- Chair of the Swedish section (1993-96, 2004-07)
- Member of different committees including two different Governance and Democracy Reviews
- Member and vice Chair of the International Board (2007-2011)
- International representative on the Board of Amnesty International Israel (2011-2013) and international advisor to Amnesty International Greece
- Chair of several AGM's in the Swedish section
- Delegate to the 1991, 1993, 1995, 1997, 2005, 2007, 2009 and 2011 International Council Meetings
- Delegate to the 2005, 2006, 2007, 2008, 2009 and 2011 Chairs Forum meetings
- Chair of the 2016 and 2017 Chairs Assemblies
- Chair of the 2017 ICM

Past or current official positions in other organizations:

Frequently serve as Chair of AGM's in other volunteer organizations, including women's rights, sports and charities.

Other relevant skills or experience:

Fluent in English and Scandinavian, less fluent in Italian.

Nomination statement:

Christine Pamp has a great engagement for human rights and for Amnesty. She has a broad experience from many different parts of the movement, most recently as the chair of CADF 2016 and 2017. Christine will also chair the ICM 2017. The Swedish section is nominating Christine Pamp for another mandate period as the chair of ICM.

On behalf of Amnesty International Sweden, Tora Törnquist, Chair of the Swedish section

CANDIDATES FOR ALTERNATE CHAIR OF THE INTERNATIONAL COUNCIL IN 2019

AWUOR AYIECHO – nominated by INC

Candidate statement:

Being a young person who has interacted with Amnesty International as a partner, a member, through the international board and in my current role as a facilitator for the upcoming ICM, I am in a unique position to offer a broader perspective of the movement to this role. I believe my involvement will also be a great way to show the movement's commitment towards diversity and adding more voices from young people and the global south in Amnesty's governance.



Brief biographical details, including country of residence:

I am 25 years old and a Kenyan citizen based in Nairobi. I studied Bachelor of Arts in Political Science and Sociology at the University of Nairobi from September 2010 to December 2015. I am also a volunteer and vision bearer at SCOHRA society which is a youth organization focused on Human rights awareness and advocacy through HRE.

Relevant professional experience and qualifications:

September 2011-June 2013: Project Assistant – the Bloodlink Foundation

Duties: Interviewing donors for the 'texting for life' project. The Bloodlink foundation mobilizes blood donors and works with the national blood transfusion service.

February-March 2016: Organizer and Event Planner – Peritoneal Dialysis Project

This was a project that raised money for children suffering from kidney disease on behalf of the Forum for Figo Foundations. My role was fundraising and organizing the gala dinner.

Amnesty International experience, including affiliation to Amnesty International and current position, if any, within the organization:

I am a member of Amnesty International Kenya. I have also been a member of a partner youth organization – the Student Consortium for Human Rights Advocacy (SCOHRA – since 2012. I have taken part in various initiatives including the End Forced Evictions campaign as a youth supporter for some of the activities such as a march which saw the delivery of petitions to the then Lands Minister in 2013; the Stop Torture campaign through training and speaking on the issues in one of the local community radio stations; and the My Body My Rights campaign where I co-organized various essay competitions through SCOHRA in partnership with Amnesty International Kenya. I also co-facilitated a session with Amnesty International Kenya staff on the strategic goals in 2015. I was a Board youth twin which was an initiative that exposed myself and five other youth members to governance through the strategic goals. This ran from February to August in 2015. I was also invited to the Amnesty Kenya Operational Plan meeting in 2015 which examined how we would align our work to the goals in 2016. I was in the third working group for decision making. I attended the governance reform workshop that consolidated and discussed further the implications of the governance reform process along with the work done by the other three working groups and input by members. I also contributed the current youth strategy and where the place of young people would be in the new model.

Past or current official positions in other organizations:

August 2013-April 2017: Projects Director – SCOHRA society

Duties: Prepare project proposals, timelines, concept notes and reports for projects when needed, design programs and create the annual SCOHRA calendar.

April 2017- Present: Director SCOHRA Society

Duties: Liaise with the relevant authorities for the good of the society; chair meetings; assign duties to various personnel; ensure that SCOHRA has external links; publish quarterly and annual reports, and oversee all governance functions in SCOHRA.

Other relevant skills or experience:

Training and Capacity development

Project Management

Language proficiency: English – Fluent Spoken, Excellent written;

Swahili – Fluent Spoken, Excellent written

Nomination statement:

The International Nominations Committee is pleased to nominate Awuor for the role of Alternate Chair of the ICM. Awuor has a solid grounding in Amnesty's current governance issues as a facilitator of the 2017 ICM, having attended the 2015 ICM, and as a contributor to the governance reform working group on decision-making. As a young person from the global south, she also brings experience from her involvement in the Student Consortium for Human Rights Advocacy (SCOHRA) where she is the director, and from other work and volunteer engagements.

On behalf of the International Nominations Committee, Gina Hill, Chair

MARTÍN EPSTEIN – nominated by Amnesty International Argentina

Candidate statement:

Amnesty International governance is an essential part of our movement, promoting the diversity and capabilities of our leadership. I have vast experience in the international movement, particularly in the functioning and organization of the ICM and the Chairs Forum. I would very much like to be able to bring my skills, guaranteeing dedication, energy and knowledge, to the role of Deputy Chair of the ICM in the context of the major and profound changes that Amnesty International is addressing."

Martín Epstein



Brief biographical details, including country of residence:

Born in Argentina in 1980. The son of Juan and Haydée. Andrea's husband. Juana's father.

Relevant professional experience and qualifications:

I have a degree in Political Science from the University of Buenos Aires (2003) and I studied Human Rights for my Master's degree at the National University of La Plata.

I have taught at the University of Buenos Aires since 2009 and I have participated in several research projects related to the housing problem in the marginal areas of the City of Buenos Aires. Since 2007 I have worked as a consultant for various national and international organizations:

- International Labour Organization (ILO) and United Nations Development Program (UNDP). Project FO / ARG / 07/020: "Diagnóstico Institucional y Social de las Comisiones Provinciales para Erradicar el Trabajo Infantil en Argentina" ("Institutional and Social Diagnosis of the Provincial Commissions to Eradicate Child Labour in Argentina") (2007 – 2008).
- International Labour Organization (ILO): Project: "Good business practices to combat child labour A study on good business practices to prevent and eradicate child labour in the food, beverage and tobacco sectors". Senior Consultants Lucrecia Teixido and Carlos Aggio.
- Member Intervention Team, Villa 31 and 31 bis, City of Buenos Aires Judiciary. Review of the system of representation, preparation of statute of representatives.
- Children and Adolescents Network of the Ombudsman's Ibero-American Federation (Red de Niñez y Adolescencia de la Federación Iberoamericana del Ombudsman, RNA-FIO), Project: to strengthen the FIO (PROFIO) - GIZ. Project: "Scope and limitations of workplace inspections in the eradication of the child labour in FIO countries".
- Office of the Ombudsman of the Province of Buenos Aires, Project: "Including young people in the design and appropriation of public space as a strategy for promoting political participation".
- Foundation for Studies and Research on Women (Fundación para Estudio e Investigación de la Mujer, FEIM) and UNICEF Argentina, Project: "Adolescent pregnancy from a gender and rights perspective".

Amnesty International experience, including affiliation to Amnesty International and current position, if any, within the organization:

- Amnesty International Argentina: member (2000 - present); Board Member (2003-2008); Member of Management Board and Editor of "Razón Pública, a magazine on human rights" (2004-2006), Treasurer (2005-2006), President (2006-2008)
- Chairs Forum: Member of the Steering Committee (2009-2013), Chairman of the Steering Committee (2011-2013)
- International Council Meeting: Delegation Coordinator (2007 and 2009); Member of the Preparatory Committee and Chair of the Working Group on Strategy and Human Rights (2011)

International meetings

Chairs Assembly: Noordwijkerhout, Netherlands (2013); Deltebre, Spain (2012); London, United Kingdom (2011); Bad Nauheim, Germany (2010); Barcelona, Spain (2008); Veldhoven, Netherlands (2007); Lisbon, Portugal (2006).

- Steering Group Meetings: London, United Kingdom (2010, 2011, 2012); Chicago, United States (2010 and 2011); Buenos Aires, Argentina (2009)
- Regional meeting on strengthening democracy: Regional Meeting, Lima, Peru (2008)

Past or current official positions in other organizations:

I have not held any official position outside of Amnesty International.

Other relevant skills or experience:

Languages:

Spanish (native speaker), English and French (advanced level), Italian (intermediate level), Portuguese (basic level).

Nomination statement:

Amnesty International Argentina supports the candidature of Martín Epstein for the post of Deputy President of the ICM because of his vast knowledge and experience within the international movement. We are confident that his work will be very positive for Amnesty. We therefore invite other sections to join us and vote for his candidacy.

Felicitas Rossi, Chair

