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2011 AFGHAN SYMPOSIUM FOR
HUMANITARIAN AND LEADERSHIP ENGAGEMENT

Women Helping Women:

Identifying practical tools to empower
women, widows, mothers and children of Afghanistan

Summary - First Edition

Symposium Date: May 19, 2011

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SUMMARY

**2011 AFGHAN SYMPOSIUM
FOR HUMANITARIAN AND LEADERSHIP ENGAGEMENT:**

WOMEN HELPING WOMEN:

Identifying practical tools to empower
women, widows, mothers and children of Afghanistan

Letter from the Editor

May 19, 2011

Dear Friends,

This is the summary of the Afghan Trusted Network's Afghan Symposium or Humanitarian and Leadership Engagement "*Women Helping Women In Afghanistan: Identifying practical tools to empower women, widows, mothers, and children of Afghanistan*", held on May 19, 2011 in Washington, DC and hosted by League for Hope and Pepperdine University to highlight the best practices and recommendations of the participants. Additionally, we proposed the network's first pilot project, the Afghan Women's Trust, an integrated approach and collaborative initiative involving education, and project administration, with the goal to elevate the role for the women in Afghan society from one of abuse to one who is respected.

While others have posited that it is impossible to improve the situation for women in Afghanistan, through the Afghan Woman's Trust pilot project involving partnerships at the local level, we might demonstrate how the woman can experience a safe, productive, and hopeful life for herself and her family.

Also, while the 2011 Afghan Symposium discussion primarily focused on ways in which the public and private sectors might provide solutions for issues facing women, widows, children, and men in Afghanistan.

Additionally, members of the Afghan Trusted Network have signed up to participate in a secure portal community, administered by League for Hope, to encourage partnerships, avoid redundancies in the field, and facilitate the exchange of information and pilot project planning and coordination to increase the quality of life and livelihoods for the people of Afghanistan.

To download the transcripts and summaries of the 2011 and 2009 Afghan Symposium best practices and recommendations, please visit www.aftrust.net. Additionally, if you would like to participate in the Afghan Trusted Network symposia, initiatives and/or online community, contact me via email; rjwyatt@wyattcgi.com.

Thank you for your support.

Kind regards,

Rosalie J. Wyatt
Director, Afghan Trusted Network

*2011 Afghan Symposium
Humanitarian and Leadership Engagement*

“Women Helping Women: Identifying practical tools to empower women, widows, mothers and children of Afghanistan”

Honorary Chair

Doris Buffett, Founder and President, Sunshine Lady Foundation, Inc.

Co-Chairs

Fatema Laya Bayat, President and Executive Director, The Bayat Foundation
Caroline Firestone, Founder, New Hudson Foundation

Hosts

Jeb Carney, Chairman, League for Hope
Hon. David Aufhauser, Partner, Williams & Connolly, LLP

Moderator

Rosalie J. Wyatt, President, Wyatt Consulting Group International, Inc.

Co-Moderator

Ajmal Ghani A., President, Afghan Sports Federation

Wrap-Up Remarks

Amb. Paula J. Dobriansky, former Under Secretary of State for Democracy and Global Affairs,
and former Co-Chair of the U.S.-Afghan Women’s Council

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Charlie Ponticelli, Charter Member, Afghan Trusted Network
Rosalie J. Wyatt, Director, Afghan Trusted Network; Board Secretary, Bayat Foundation

Afghan Trusted Network

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Diana Rowan Rockefeller, Founder and Chair, Afghan Women Leaders Connect (2011)
Qasim Tarin, CEO, Afghan Business Network (2011)
John Gastright, VP for Government Affairs, Dyn-Corp International (2009-2010)
Heidi Kuhn, Founder & CEO, Roots of Peace (2009-2010)

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2011 Afghan Symposium Introduction

The following statement by Sunshine Lady Foundation Founder and President, Doris Buffett, was presented by Afghan Trusted Network Director, Rosalie J. Wyatt, as a charge to the participants representing the public sector, for-profit corporations and non-profit organizations:

Progress for the Afghan Woman Requires a Bold New Approach

Each of us has invested our time, resources, talents and hearts to improve the lives and prospects of the women and children of Afghanistan.

We have learned that success oftentimes can only be measured in small, incremental advances where someone has figured out alternative approaches given the community cultural, economic, societal, and religious realities or barriers.

As daunting as this may be, women of the world must think big, act boldly and work together to leverage assets and combine every small victory into a scalable template for others to use; a template that is adaptable to existing programs and that rewards enterprise while embracing tradition and promotes a new paradigm of the economic, cultural, and social importance of women and children to the future of Afghanistan.

(Doris Buffett, Founder and President, Sunshine Lady Foundation)

2011 Afghan Symposium: Women Helping Women

Executive Summary

In a four-hour Afghan Trusted Network symposium, hosted by League for Hope and co-hosted by Pepperdine University at Williams and Connolly, LLP on May 19, 2011 in Washington, DC, 85 leaders from the public and private sectors convened to identify tangible ways in which women are already helping and might facilitate progress for the women, widows, mothers, and children of Afghanistan through existing best practices and new opportunities.

In brief, participants highlighted the fundamental need for improved access to education, jobs, entrepreneurship, and health care, human rights awareness, the political process, and private sector engagement as central to what can improve the situation for women and bring peace to the communities of Afghanistan after decades of war.

Recent measurable progress for women in Afghanistan was discussed. For example, news was shared that women were expected to graduate for the first time from the University of Afghanistan in Kabul. Additionally, the morbidity and mortality rate for women had decreased due to increased health care and services including those provided by the Bayat Foundation maternity clinics located in many of the Afghan provinces.

In response to Ms. Doris Buffett's charge that the Afghan Trusted Network might propose a bold new approach to bring hope to Afghan women who suffer physical and psychological abuse and lack of access to education or employment, the Women's Trust was presented as a potential pilot project.

Ms. Wyatt said that the Afghan Women's Trust pilot would involve a project co-created by the Afghan Trusted Network that would be based on approval and buy-in from local leadership in Afghanistan while generating respect and employment for the man; however, only if the woman is also engaged in training that would equip her for administrative responsibilities associated with the pilot.

A working group has been formed to develop the next steps for the Women's Trust pilot for Afghanistan.

Ambassador Paula J. Dobriansky, former Under Secretary of State for Democracy and Global Affairs, and former Co-Chair of the U.S.-Afghan Women's Council provided wrap-up remarks, emphasizing the importance of partnerships to achieve meaningful results.

For additional information, please reference the 'Women's Trust' one page brief included in this document.

2011 Afghan Symposium Registrants

Ms. Joan Agerholm, Pepperdine University Alumna
Dr. Lina Amini, Afghan Medical Professionals Association of America
Mr. Steve J. Anlian, Technologists, Inc.
Ms. Hattie Arrington, Pepperdine University Alumna
Ms. Dawn Atwater, American University of Afghanistan
Hon. David Aufhauser, Williams & Connolly
Dr. Nahid Aziz, Afghan Education for a Better Tomorrow
Ms. Patsy Badar, Creative Associates International
Ms. Tina Bagpor-O-Harrow, The Ad Store
Ms. Mariam Bayat, The Bayat Foundation
Mrs. Fatema Laya Bayat, The Bayat Foundation
Ms. Myriam Benlamih, InterMedia Survey Institute
Dr. Mimi Bernard, Council for Christian Colleges and Universities
Ms. Marina Bijelic, British School of Washington
Ms. Iva Bijelic
Ms. Lori A. Blaker, TTI Global
Ms. Alicia Bonner, Institute for the Study of War
Mr. James EB Carney, League for Hope
Mr. Sean Caskie, Pax Mondial
Ms. Constance Castrence, Creative Associates International
Mr. John Dixon, Dupree Foundation
Ambassador Paula J. Dobriansky; former Under Secretary of State for Democracy and Global
Affairs, former Co-Chair U.S.-Afghan Women's Council, Thomson Reuters
Mr. Bill Donaldson, NC4
Ms. Lucy Duncan, Safe-Ports
Ms. Malaulaye Fazel, Louis Berger Group
Ms. Caroline Firestone, New Hudson Foundation
Mr. Ajmal Ghani, Afghan Sports Federation
Ms. Saba Ghorri, U.S. Department of State, Office of Global Women's Issues
Ms. Wynona Heim, Thunderbird School of Management
Mr. Khalil Jahshan, Pepperdine University
Mr. Cyrus Javid, Cookology Culinary School
Mrs. Shamim Jawad, Ayenda Foundation
Ms. Sofia Jelanizada, Technologists, Inc.
Ms. Laura Jordan, Esq., The Capital Law Firm
Ms. Debbie Knight, Marigold Fund
Ms. Akhila Kolisetty, Justice For All Organization
Ms. Maria Kopsidas, Cookology Culinary School
Mrs. Charito Kruvant, Creative Associates International
Ms. Jessica Kruvant, Creative Associates International
Ms. Elizabeth Krymis, Pepperdine University
Ms. Marie Kux, Nooristan Foundation
Ms. Courtney Lang, Pepperdine University Alumna

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Ms. Martha Parker Magagna, Institute for Economic Empowerment of Women
Ms. Phyllis R. Magrab, PhD, Afghan Women's Council
Ms. Fazel Malaulaye, Louis Berger Group
Ms. Toni Maloney, Bpeace
Mr. Leo Motiuk, Afghan Girls Financial Assistance Fund
Mrs. Judith L. Mullens, Tampico American School
Mrs. Jasmine Nahhas di Florio, Afghan Women Leaders Connect
Ms. Lida Noory, U.S. Department of State Office of Global Women's Issues
Ms. Raihiana Noorzad, Afghan Medical Professionals Association of America
Mrs. Charlie Ponticelli, Grossman Burn Foundation
Ms. Najia Rafiqzad, Pax Mondial
Ms. Diana R. Rockefeller, Afghan Women Leaders Connect
Ms. Grace Royer, Council for Christian Colleges and Universities
Ms. Rebecca Sack, Pepperdine University Alumna
Ms. Amy Scerra, Thunderbird School of Global Management
Ms. Eva Weigold Schultz, Afghan Women's Council
Ms. Leslie Schweitzer, Department of Commerce
Ms. Hassina Sherjan, Boumi Company
Mr. R. Michael Smith, R. Michael Smith, LLC
Mr. John South, Sterling Solutions
Ms. Diana Spencer
Hon. Steve Steiner, U.S. Department of State (ret.)
Ms. Hodei Sultan, U.S. Institute of Peace
Ms. Jane Tafel, Hagar Internatioal
Mr. Qasim Tarin, Afghan Business Network
Ms. Melina Terrell, Pepperdine University Alumna
Ms. Lyric Thompson, Women for Women International
Ms. Becky Toth, General Dynamics Information Technology
Ms. Camille Treacy, Grossman Burn Foundation
Ms. Maryam Ufyani, Afghan Education for a Better Tomorrow
Ms. Erika Veberyte, Women's Democracy Network
Ms. Rosalie J. Wyatt, Afghan Trusted Network
Ms. Emma Zarin, Cookology Culinary School

2011 Afghan Symposium Participants
(In order of appearance in the transcript.)

Rosalie J. Wyatt, Director, Afghan Trusted Network
Saba Ghori, Senior Political Advisor for Central and South Asia and Violence Against Women,
US Department of State
David Aufhauser, Esq., Partner, Williams & Connolly
Doris Buffett, Founder and President, Lady Foundation (in absentia)
Khojesta Fana Ebrahimkhel, General Counselor, Embassy of Afghanistan
Qasim Tarin, CEO, Afghan Business Network
Jessica Kruvant, Senior Associate, Creative Associates International, Inc.
Gail Spence, Senior Alliance Advisor, Global Development Alliance, USAID
Diana Rowan Rockefeller, Founder, Afghan Women Leaders Connect
Caroline Firestone, Founder, New Hudson Foundation
Fatema Laya Bayat, President and Executive Director, The Bayat Foundation
Ajmal Ghani A., President, Afghan Sports Federation
Bill Donaldson, Director of Government Programs, NC4 Corporation
Mariam Bayat, Program Manager, The Bayat Foundation
Steve Anlian, Director of Program Development, Technologists, Inc.
Dawn Atwater, Exec. Dir. Institutional Advancement, American Univ. in Afghanistan
Dr. Nahid Aziz, Vice President, Afghan Education for a Better Tomorrow
Carla R. Borgas, Chief of Party/Small Grants Pgm/Gender Equality, Creative Associates
Lori Blaker, CEO, TTI Global
Lucy Duncan, CEO, Safe-Ports
Sean Caskie, VP Government and Commercial Services, Pax Mondial
Wynona Heim, Program Manager, Thunderbird School of Global Management
John Dixon, Board Member, Dupree Foundation
Shamim Jawad, Founder, Ayenda Fdtn.; Board Member, American Univ. Afghanistan
Debbie Knight, Board Chair, Marigold Fund
Akhila Kolisetty, Grantwriting Volunteer, Justice for All
Ms. Marie Kux, President, Nooristan Foundation.
Lina Amini, Board Member, Afghan American Medical Professionals Assoc. of America
Martha Parker, Board Member, Institute for Economic Empowerment of Women
Toni Maloney, CEO and Co-Founder, Bpeace
Leo Motiuk, Founder, Afghan Girls Financial Assistant Fund
Lyric Thompson, Senior Policy Analyst, Women for Women International
Becky Toth, Marketing Analyst, General Dynamics Information Technology
Erika Veberyte, Deputy Director, Women's Democracy Network
Charlie Ponticelli, Consultant, Grossman Burn Foundation
Amb. Paula J. Dobriansky, Senior Vice President, Thompson Reuters
Rebecca Grossman, Founder, Grossman Burn Foundation (represented by C. Ponticelli)
Maryam Ufyani, Executive Director, Afghan Education for a Better Tomorrow
Hassina Sherjan, Founder, Boumi Co.

2011 Afghan Symposium Summary Editorial Committee

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Culture/Sports/Education

Martha Parker, Institute for Economic Empowerment of Women

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Fuel/Energy

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Legal/Intergovernmental/Human Rights

Akhila Kolisetty, Justice for All Organization

Military/Security

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Public Health/Medical

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Transportation/Logistics

Caroline Firestone, New Hudson Foundation

Development/Diplomacy

Charlie Ponticelli, Consultant, Grossman Burn Foundation

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2011 AFGHAN SYMPOSIUM: WOMEN HELPING WOMEN

Summary of Best Practices and Recommendations by Subcommittee

To reference the full transcript for the excerpts listed below, please visit www.aftrust.net/.

1) AGRICULTURE

Subcommittee Overview:

The agricultural sector has been implicitly recognized as important to the development of Afghanistan, as it has provided Afghan women and men with opportunities to produce cash crops. Grape production has proven to be a viable option to opium production, the latter of which has been controlled by the war lords.

Transcript Excerpts:

Symposium Best Practices:

- “..(U.S. Government policy) recognizes.. (Afghan) women’s ability to take advantage of economic opportunities, especially in agriculture.” (S. Ghori, U.S. Department of State, p. 2)
- “... Mrs. (Laura) Bush...invited Robert Zelig and he said that the best thing for many women in Afghanistan is poultry raising.” (M. Kux, Nooristan Foundation, p. 63)

Overall Recommendations:

Afghan Trusted Network members might identify additional ways to support women’s participation in the agricultural industry through training or seed funding for the development of sustainable agricultural profit centers.

2) CITIZEN / COMMUNITY / GENDER

Subcommittee Overview:

Women’s contributions to the growth and development of society are essential. Domestic violence and mental abuse of women in Afghanistan should be addressed with preventive and corrective measures, including various forms of social protection in order for the women to be at peace and for the community to prosper.

Transcript Excerpts:

Symposium Recommendations:

Social Protection / Peace Building

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- **“While you cannot directly bring change to the mentality of Afghan men, we can work toward this by supporting the social protection of woman.”** (K. Ebrahimkhel, Embassy of Afghanistan, p. 6)
- **“...by the timethe baby is conceived, that peace building needs to be addressed at that point. Otherwise we cannot really address the domestic violence...”** (Dr. N. Aziz, Afghan Education for a Better Tomorrow, p. 24)

Community Coordination

- **“...it's not going to do you any good if you just take care of your employees, because they have a community...”** (G. Spence, USAID, p. 12)
- **“One of the best practices I'd like to see is a little bit more coordination from the community and some of us in this room know how to come alongside the different parts. People working with midwives, together a little bit more collaboration, so that it could be a little bit more effective and help with best practices even among a very small sector..”** (D. Knight, Marigold Fund, p. 34)
- **“What should guide all of us in our projects is the conviction that when we are helping the widows, women, children, that we are really helping families and communities.”** (Amb. P. Dobriansky, U.S. Afghan Women's Council, p. 49)

Women's Empowerment / Gender Integration

- **“And even in Afghanistan this is possible (girls playing soccer), we just need time to say to people “It's okay, it's done.” ...through PSA's (public service announcements), through modeling.... It was done here in the U.S. and it can be transferred over to Afghanistan...”** (F. Bayat, Bayat Foundation, p. 18)
- **“But it's (Afghan Women's Trust Initiative) an integrated process, integrating men with women.”** (R. Wyatt, Afghan Trusted Network, p. 54)

Partnerships / Monitoring

- **“Partnerships are key...one of the major contributions that I think both the Afghan Trusted Network, and also... the U.S. Afghan Women's Council has certainly reached out to and made this a cornerstone of efforts.”** (Amb. P. Dobriansky, U.S. Afghan Women's Council, p. 49)
- **“...find ways...that are going to enhance alliances, both for and also within Afghanistan so that we can avoid duplication of effort. But we make the best possible use of limited resources...”** (Amb. P. Dobriansky, U.S. Afghan Women's Council, p. 49)

Measurement

- **“...let's measure, let's measure what we've done. What are the excellent model programs, what are the ones where we have best practices that could be emulated**

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and replicated in many different areas.” (Amb. P. Dobriansky, U.S. Afghan Women’s Council, p. 49)

Sustainability

- “... we’re all trying to do some good and (yet) wooing away some of the most talented women from their businesses to go into projects that are aid projects.” (T. Maloney, Bpeace, p. 41)
- “...part of the reason that some of the program has not been as successful is because of the fact that we design the programs and we bring the program to Afghanistan...” (H. Sherjan, Boumi Company, p. 63)

Symposium Best Practices:

Women’s Participation

- “...no matter what we did, how we did it, we didn’t do it without women...the... contribution that Afghan women make...to both inside Afghanistan and outside - without them it’s impossible....” (A. Ghani A., Afghan Sports Federation, p. 18)
- “I’ve been to your offices and you (Technologists, Inc. in Afghanistan) have many, many women working in there, so congratulations on that best practice.” (A. Ghani, A., Afghan Sports Federation, p. 21)
- “...building women’s participation in Afghanistan. How? ... we’re working at the highest levels within... the Afghan Women’s Advocacy Coalition... twenty organizations... under this umbrella and work anonymously, if they want to, or not, to advocate for issues.” (C. Borgas, Creative Associates, p. 25)
- “The three areas that this Advocacy Coalition is working on are justice for all, education, access to education, and political participation and leadership for women... these are the agendas that come from women.” (C. Borgas, Creative Associates, p. 25)

Women’s Empowerment / Gender Integration

- “...we recruit male entrepreneurs in the program who believe in women’s empowerment.” (T. Maloney, CEO and Co-Founder, Bpeace, p. 40)

Overall Recommendations:

More collaboration between organizations is sought by those working on women’s issues in Afghanistan to increase the quality of life for women. Additionally, men who support women’s empowerment should be invited to participate in the women’s programs for their own edification, and overall positive impact throughout the community. Also, to increase sustainability of women’s programs, the development community should refrain from recruiting the successful woman leader away from her local environment to work in other regions or institutions.

3) COMMUNICATIONS / TECHNOLOGY

Subcommittee Overview:

Television, radio, secure portal technology, and social media have been utilized to inform women, widows, mothers, and children of Afghanistan about personal education and economic opportunities. The youth of Afghanistan have become increasingly aware of what is possible for them to achieve in their personal and professional lives based on their exposure to the world through communications technology.

Transcript Excerpts:

Symposium Recommendations:

Social Networking for Advocacy

- **“...use social networking in advocacy.”** (T. Maloney, Bpeace, p. 61)

Symposium Best Practices:

Technology for Access to Opportunities

- **“...but now we’re trending younger... more worldly, they have access to the Internet, they have those skills, they know more what’s possible outside of Afghanistan and they want to bring it into Afghanistan.”** (T. Maloney, Bpeace, p. 40)
- **“We’ve had great success using radio advertisement in our network to spread those opportunities out and spread the word.”** (W. Heim, Thunderbird School of Global Management, p. 29)
- **“Each has their value and I think the technology company behind the portal (NC4) actually is considering ways to integrate the two. I think we can think about the use of social media, but as Laya just said... it (Afghan Trusted Network) is a private secure portal where we can get some serious work done, and then there’s a value for social media as well, and they complement each other.”** (R. Wyatt, Director, Afghan Trusted Network, p. 60)

Overall Recommendations:

The public/private sector development community should strive to provide the women, widows, mothers, and children of Afghanistan with meaningful programs and services, and set the highest standards for implementation and evaluation. Technology and communications methods should be utilized to reach the women.

4) CULTURE / SPORTS / EDUCATION

Subcommittee Overview:

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Many Afghan women have thirsted for literacy, human rights, entrepreneurial opportunities, vocational training, and a university degree. The number of Afghan women educated at the university level has been increasing. The train-the-trainer technique has been leveraged by the development community to create a multiplier effect.

Transcript Excerpts:

Symposium Recommendations:

Women in Sports

- **“...we want to do is increase the numbers (women in sporting activities) as much as we can.** (A. Ghani A., Afghan Sports Federation, p. 19)
- **“So I would encourage you to consider this as part of your programs, including USAID. I know you’re doing some work on funding and trying to sponsor some sports facilities...”** (A. Ghani, Afghan Sports Federation, p. 19)
- **“...Afghan National Women's Soccer Team in Bangladesh, and I had a chance to speak to some of these women and one of their main concerns was practice space.”** (M. Bayat, The Bayat Foundation, p. 20)

Training Needs

- **“...as an educator... we need to promote human rights aspect. And ... promote peace building practices in Afghanistan.”** (Dr. N. Aziz, Afghan Education for a Better Tomorrow, p. 24)
- **“...we can’t find mechanics to work in Afghanistan to work on the fleet vehicles.”** (L. Blaker, TTI Global, p. 26)

Post Education Jobs / Mentoring

- **“The path back, there has to be a way back for them (jobs in Afghanistan after school in the U.S.), something that can be there with them.”** (L. Motiuk, Afghan Girls Financial Assistance Fund, p. 42)
- **“What you need is on-going follow-up (for those trained who return to their villages)...you need constant reinforcement, constant mentoring....”** (S. Caskie, Pax Mondial, p. 57)

Symposium Best Practices:

Education for Afghan Women

- *“...best practices that I share with you is to invest in the indigenous resources, including human resources. ...Our 1,500 strong staff have been trained through our own community college at the headquarters in Kabul... we’re much more competitive in the marketplace.* (S. Anlian, Technologists, Inc., p. 21)

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- *“...to celebrate its actual first physical graduation next Friday with some thirty students graduating ... little less than 800 students with 21% women. (D. Atwater, American University of Afghanistan, p. 23)*
- *“And because the university is there they tend to stay in that country and there’s not quite the brain drain.” (D. Atwater, American University of Afghanistan, p. 23)*
- *“We also help administer the 10,000 Women Program in Afghanistan at the American University of Afghanistan which we’re so proud to have as a partner...” (W. Heim, Thunderbird School of Global Management, p. 29)*

Educated Women Employ Women

- *“Our women that went through (Project) Artemis, they’re now employing over 2,000 people in Afghanistan.” (W. Heim, Thunderbird School of Global Mgmt, T. p. 29)*
- *“And from the women’s standpoint it’s right within the Kabul University campus which is co-educational, right across the street from the Medical University of Afghanistan or Kabul Medical University which is also co-educational...” (J. Dixon, Dupree Foundation, p. 30)*

Scholarships for Afghan Women

- *“...we also provide scholarships for female students from the provinces to attend the American University of Afghanistan and to receive quality higher education....” (S. Jawad, Ayenda Foundation, p. 31)*
- *“...our first class is graduating next week. We are so proud of them, thirty students, eight of them are girls, this is a major achievement. “ (S. Jawad, American University of Afghanistan, p. 31)*
- *“...we’re involving the woman...to use this computer lab as a training center so women can get their entrepreneurship training and also mentorship as well as distance learning. (S. Jawad, Ayenda School, p. 32)*
- *“...best practice of...taking these overage learners and through a process of accelerated learning having them do essentially two shifts because there was such an urge to learn, have them do two years of schooling in one...” (R. Borgas, Creative Associates, p. 33)*
- *“...these women (refugees) have requested job training and we asked them what they wanted to do so we are in the process of organizing sewing and poultry raising for them. “ (M. Kux, Nooristan Foundation, p. 36)*
- *“...worked with...Movement of Afghan Sisters...over 30,000... women... 30 provinces of Afghanistan who provide training...based on the needs of these provinces.” (E. Veberyte, Women’s Democracy Network/IRI, p. 46)*

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Men's Participation

- *"The men after two or three meetings asked me if they could also have literacy classes, maybe they were jealous of the woman's achievement." (M. Kux, Nooristan Foundation, p. 36)*
- *"...we recruit male entrepreneurs in the program who believe in women's empowerment." (T. Maloney, Bpeace, p. 40)*
- *"We had to convince the men to let the woman follow the classes, and finally it has been a success.... all the men came seemed to be very proud of their wives..." (M. Kux, Nooristan Foundation, p. 62)*

Entrepreneurship

- *"Then we select half of the women from the class (Peace through Business) to come to the United States for leadership training in civic engagement." (M. Parker, IEEW, p. 38)*
- *"...women business owners who mentor... Afghan women aspiring business owners...we match them...our soccer ball manufacturer from Afghanistan was matched with a manufacturer in the U.S." (M. Parker, IEEW, p. 38)*

Train the Trainer

- *"Every woman who participates in our program is asked and required to train other people. And that has had a multiple multiplier effect..." (M. Parker, IEEW, p. 38)*
- *"We also like to encourage projects that educate female educators in health care and mental health so that this woman would go to small villages and educate other woman and reach a larger population." (L. Amini, Afghan American Medical Professionals Association of America, p. 38)*
- *"The young women we look for we look for who can be multipliers." (L. Motiuk, Afghan Girls Financial Assistance Fund, p. 42)*
- *"...then bring the trainees from the provinces and when they go back they can teach others in their communities." (C. Ponticelli, formerly w/U.S. Departments of State, Labor, p. 57)*
- *"...women need to be trained as cohorts." (M. Parker, IEEW, p. 59)*

Internships

- *"There are many other groups, the Bayat Foundation... set up internships for us last summer with Ariana TV." (L. Motiuk, Afghan Girls Financial Assistance Fund, p. 42)*

Overall Recommendations:

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Integration of men in the program and training and education is important to increase their support and respect for women. Peace building training and the provision of sports opportunities and facilities for women is recommended. Employment opportunities need to be generated in Afghanistan to encourage the youth who are educated abroad to return to their homeland to serve in leadership capacities.

5) ECONOMICS / INFRASTRUCTURE / ENTREPRENEURSHIP

Subcommittee Overview:

Economic and entrepreneurial programs that have increased peace and stability in Afghanistan include market assessments, "tough love," and local labor and training.

Transcript Excerpts:

Symposium Recommendations:

Entrepreneurship / Job Creation

- **“...Not too many women involved in the (automotive) industry so it’s been a real interesting ride for me over there but we hope to be able to share our experience and our knowledge with the people of Afghanistan.”** (L. Blaker, TTI Global, p. 26)
- **“...find portions of that society that have not been educated or have been underfunded or underutilized, which are primarily the women, and give them skill sets, jobs, and opportunities to earn income for themselves and for their families because that’s going to go a lot further, a lot faster in the community... what we can do is remove the expatriate labor, we can remove the third country nationals, we can give the Afghan women skills to work...”** (S. Caskie, Pax Mondial, p. 28)
- **“...we’re not going to recruit anymore entrepreneurs from Kabul...competing for the same entrepreneurs there so we too are expanding...We’ve been in Mazar since 2010....”** (T. Maloney, Bpeace, p. 41)
- **“In Afghanistan there are a lot of home based businesses...link those women up...with access to credit...”** (L. Thompson, WFWI, p. 44)

Private Sector Engagement / Public/Private Partnerships

- **“...we'd like to do more working with local businesses in the countries USAID operates...”** (G. Spence, USAID, p. 12)
- **“...and then those public/private partnerships that we really need... We need more private investment in Afghanistan, hire our women.”** (L. Thompson, Women for Women International, p. 44)
- **“...this needs to be a public/private partnership. There is a lot of private sector interest in the Burn Center, including Guardian Medivac, Direct Relief**

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International, and other international partners. We need the public sector side of that support, to be honest. Private sector in some of these cases stepping forward, public stepping back a little bit.” (C. Ponticelli for R. Grossman, p. 50)

Symposium Best Practices:

Grants for Economic Opportunities

- “...giving grants to...organizations in all 34 provinces from Nimruz to Herat and just getting women active and letting them learn the value of fifty Afghanis and what that means in their life.” (R. Borgas, *Creative Associates*, p. 25)
- “We all know that economic opportunities enhance the chances for peace and stability.” (P. Dobriansky, *U.S. Afghan Women’s Council*, p. 48)

Partnerships

- “...we are building a very modest school for 17 children, boys and girls, and the Sharat is providing the labor.” (M. Kux, *Nooristan Foundation*, p. 37)
- “...identify the women “fast runners”, women already in business...providing them with pro-bono consulting for three years... from U.S. business experts.” (T. Maloney, *Bpeace*, p. 39)
- “...providing a tailored vocational skills program...market assessment of the communities where we’re working, find out in a place like Afghanistan what’s not only economically viable but also socially viable.” (L. Thompson, *WFWI*, p. 44)

Tough Love

- “...we practice tough love....this isn’t the right time for you right now, why don’t you come and re-visit us in a year...” (T. Maloney, *Bpeace*, p. 40)

Overall Recommendations:

The development community might form additional public/private partnerships to increase access to entrepreneurial opportunities, and training, and the private sector might take a more active role in job creation. Additionally, Afghan Trusted Network members might utilize the portal to identify expertise for partnerships, and avoid redundancy of efforts.

6) FUEL / ENERGY

Subcommittee Overview:

The Grossman Burn Foundation has demonstrated expertise in treating burn victims in California and would like to develop this capacity in Afghanistan.

Symposium Recommendations:

Clean Cookstoves

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- **“...accidents that happen because of propane and cooking stoves. ...the need is tremendous and the capacity is extremely tiny to treat burn victims in Afghanistan.”** (C. Ponticelli, Grossman Burn Foundation, p. 50)

Overall Recommendations:

The public and private sector leaders might increase the capacity to treat burn victims in Afghanistan from abuse by the Taliban and/or home cooking accidents. At the same time, introduce new technologies for safer home cooking, such as solar, that do not cause burns.

7) LEGAL / INTERGOVERNMENTAL / HUMAN RIGHTS

Symposium Overview:

The Department of State has been actively engaged in women’s empowerment by aligning priorities and policies with Afghanistan’s National Action Plan and with USAID through the Ambassador’s Small Grants Fund. Also, various non-governmental organizations have provided human rights and political process training for women in Afghanistan.

Transcript Excerpts:

Symposium Recommendations:

Human Rights Awareness

- **“...the best thing that we can do is create a network of women that know their rights...educated and ... empowered because once we get a critical mass of those ladies in Afghanistan they’re going to ...change the country.”** (W. Heim, Thunderbird School of Global Management, p. 29)

Legal Awareness

- **“...legal awareness plays a real preventive role, so by informing women that they do have rights we found more and more ...coming forward to reclaim those rights.** (A. Kolisetty, Justice For All Organization, p. 35)
- **“...we have worked with the newly elected women Parliament members providing them with very basic training on how to be a good legislator and how to coalesce for success when...elected.”** (E. Veberyte, IRI, p. 45)
- **“...an integrated approach, that’s a bit different if you will. It’s the best way to advance equal rights and opportunities for Afghan girls and women.”** (P. Dobriansky, U.S.-Afghan Women’s Council, p. 48)

Program Accountability

- **“...integrity in the program. We have many donors coming to us now, they want to see A) that there’s leverage on the money that comes in; B) that we can show where it goes.... And last but not least, these young women are being given an**

opportunity, they have accountability.” (Mr. Leo Motiuk, Afghan Girls Financial Assistance Fund, p. 43)

Symposium Best Practices:

Respect for Women

- “...*what we’re doing is making sure that women are a cornerstone of U.S. foreign policy...*” (S. Ghori, U.S. Department of State, p. 2)
- “...*aligning what our priorities and policies are with the government of Afghanistan’s own National Action Plan... recognizes women in each and every area...*” (S. Ghori, U.S. Department of State, p. 2)
- “...*we... and also USAID, support Afghan civil society through different programs, including through the Ambassador’s Small Grants Fund...supporting Afghan civil society...a big majority of it is... focused on political empowerment and political development....*” (S. Ghori, U.S. Department of State, p. 3)
- “...*one of the very big priorities...ensures that women are included in the on-going discussions...on reintegration...that women are on the High Peace Council....*” (S. Ghori, U.S. Department of State, p. 3)

Strengthening Rule of Law

- “...*Our best practice is ...strengthening the rule of law and providing compassionate legal advocates who can help women navigate this complex court system ...a system that can often be very hostile to women who ...with situations of domestic abuse.*” (A. Kolisetty, Justice for All, p. 35)

Teaching Life Skills

- “*WFWI...work with women who’ve survived conflict in eight countries globally, including Afghanistan...a year long training program... rights awareness... functional literacy and numeracy...life skills...*” (L. Thompson, WFWI, p. 43)
- “*The Women’s Democracy Network is a program at IRI, which focuses on advancing women’s empowerment around the globe.*” (E. Veberyte, IRI, p. 45)

Monitoring and Evaluation

- “...*best practice we have is to really monitor and evaluate.*” (T. Maloney, Bpeace, p. 40)

Overall Recommendations:

There are opportunities to respond to the critical need to develop and implement more literacy and numeracy, human rights awareness and judicial process training for women in Afghanistan. Additionally, monitoring and evaluation is an essential component of any successful program.

8) MILITARY / SECURITY

Subcommittee Overview:

Smart power, a scalable combination of diplomatic and development efforts along with kinetic operations, has been necessary to secure and stabilize Afghanistan for its people and to enable foreign investment.

Transcript Excerpts:

Symposium Best Practice:

Defense Contractor Presence

- “We have an extremely large presence in Afghanistan aside from the people who are there supporting U.S. military operations.” (B. Toth, GDIT, p. 45)

Overall Recommendations:

Corporations must be prepared to take calculated risks to enter the market in order to capitalize on potential profits, which at the same time may help to stabilize Afghanistan with new jobs and infrastructure. Banking community and U.S. Government agencies might support these efforts in order to realize monetary and humanitarian rewards.

9) NON-GOVERNMENTAL ORGANIZATIONS (NGOs)

Subcommittee Overview:

NGOs have been working for decades in Afghanistan, both unilaterally and/or through public/private partnerships, and have remained committed to their development despite the U.S. government troop drawdown.

Transcript Excerpts:

Symposium Recommendations:

Partnerships for Sustainability

- **“...but if you do want sustainability, you want to create a critical mass on the ground you NGOs have got to start doing more alliances with each other to better address a development program or issue, and that doesn't necessarily mean getting donor money and then doing activity.”** (G. Spence, USAID, p. 12)

Avoid Redundancy

- **“I would love it if this room sat down with a blank sheet of paper, instead of layering programs on to program it's like, let's start from blank, what do you got... let's not duplicate...”** (T. Maloney, Bpeace, p. 41)

Symposium Best Practices:

Accountability and Vitality

- “...we’re founded onsimple principles; ...their effectiveness, their accountability...” (D. Rockefeller, Afghan Women Leaders Connect, p. 14)
- “...Afghan Sports Federation... started in 1979, when we first migrated to the U.S.it’s one of the oldest functioning organizations or Afghan central organizations in the world.” (A. Ghani A., Afghan Sports Federation, p. 17)

Overall Recommendations:

Partnerships between NGOs and with the private sector to avoid redundancies and increase the quality and impact of programs, services, and jobs are essential to facilitate rebuilding and progress in Afghanistan.

10) PUBLIC HEALTH / MEDICAL

Subcommittee Overview:

Over thirty years of war have left visible and invisible psychological scars on the people of Afghanistan, that need to be healed in order for them to move forward; including burns inflicted by the Taliban on women and children, self-immolation, and other violence from war or domestic abuse. Additionally, the morbidity and mortality rate of women and newborns has been one of the highest in the world. However, services for women provided by the Bayat Foundation maternity clinics and the Grossman Burn Foundation have helped to preserve life. Telemedicine and mental health therapy via the Internet are two capabilities that can facilitate treatment for the Afghan woman.

Transcript Excerpts:

Symposium Recommendations:

Peaceful Problem Solving

- “...image of war that is creating so much violence and so much aggression, and from a psychological perspective people don’t know how, what else to use in order to problem solve. So we need to really get their way of how to peacefully negotiate and peacefully problem solve.” (Dr. N. Naziz, Afghan Education for a Better Tomorrow, p. 24)

Encouragement

- “...that’s an association of Afghan women that really needs support and encouragement, even just in simple ways of bringing them together to encourage each other within the province...” (D. Knight, Marigold Fund, p. 34)

Midwifery Professional Development

- “...local Provincial Afghan Midwives Association came to us and asked for some help. They wanted to be among the first provinces to take on their own professional

development for the certified midwives in their province.” (D. Knight, Marigold Fund, p. 33)

Monitoring and Accountability

- **“...also helping monitor, one of the challenges has been in a remote province to help the organization themselves begin to make that shift toward what it is to have international standards of accountability (midwifery)....”** (D. Knight, Marigold Fund, p. 33)

Education for the Deaf

- **“...Students for us look I think in two particular different areas, special education in a rural province for some deaf children, deaf classrooms.”** (D. Knight, Marigold Fund, p. 33)

Prevention

- **“When we’re faced with Afghan women and children who have such an enormous need for health services, AMPAA members would like to recommend focusing on prevention.”** (L. Amini, Afghan Medical Professionals Association of America, p. 37)

Community Health Care

- **“...sometimes opening a clinic in a small village may not be the best way to reach this population. And maybe going to their residences or even to a local woman bakery or if there is a tailor or a hair dresser’s house might be the best way to provide them with these services.”** (L. Amini, Afghan Medical Professionals Association of America, p. 37)

Better Surgery and Burn Treatment Facilities

- **“Instead of the millions of dollars it takes to bring burn victims here for treatment we could set up good facilities (Reconstructive Surgery and Burn Center in Kabul) in Afghanistan and build that capacity of Afghan surgeons and health care workers to treat burn victims...”** (C. Ponticelli for R. Grossman, Grossman Burn Foundation, p. 50)

Symposium Best Practices:

Telemedicine

- **“...we have an incredibly innovative healthcare group which can list tele-medicine and all sorts of medical training as some of their best practices.”** (B. Toth, General Dynamics Information Technology, p. 45)

Mental Health Therapy

- **“We already have ...over 1,000 U.S. accredited multi-lingual and aware of the culture ... psycho-therapists, who could be on-call for Afghan women (new Mental Health Therapy Program) who need their help and can access their expertise via the internet... the burns**

and the reconstructive end of things, that's the visible face... mental illness is sometimes the invisible scar.” (C. Ponticelli for R. Grossman, Grossman Burn Foundation, p. 50)

Overall Recommendations:

Afghan Medical Professionals Association of America has been interested to develop national standards for medical practices including the care of women and children that have been neglected after thirty years of war. Additionally, AMPAA recommended focusing on preventive measures and home healthcare as two measures for improving the way forward. Other health care needs in Afghanistan have included training for the deaf, midwifery professional development, and peaceful negotiations training especially given the psychological impact of war.

11) TRANSPORTATION / LOGISTICS

Symposium Overview:

This sector was addressed to the extent that preferred locations for the proposed pilot project included Bamiyan, due to its central and safer location compared to other Afghan provinces; or Daikundi, although its access roads are more challenging.

Transcript Excerpts:

Recommended Pilot Location

“Bamiyan’s altitude is about 1,000 meters higher than Kabul ...” (C. Firestone, new Hudson Foundation, p. 56)

”Daikundi is a bit harder and a little more challenging, the routes getting there, but it’s worth it.” (F. Bayat, Bayat Foundation, p. 46)

Overall Recommendations:

Transportation, logistics planning, and local facilitators are fundamental to the success of any NGO and/or corporation intending to enter and operate in the Afghan market.

12) DEVELOPMENT / DIPLOMACY

Subcommittee Overview:

The private sector’s participation in rebuilding Afghanistan is paramount whether working independently or in partnership with non-profit organizations, international organizations, or government entities.

Transcript Excerpts:

Symposium Challenges/Recommendations:

USAID and Private Sector Engagement/Partnerships

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- **“It's a challenge for the business partner and it's also a challenge for our colleagues within USAID because we're motivated by activities and we're not necessarily used to selling ourselves - meaning promoting USAID programs and activities to get additional support from private sector companies.”** (G. Spence, USAID, p. 12)
- **“...there are lots more opportunities in doing alliance building in development. I mean we talked about partnerships with businesses.”** (G. Spence, USAID, p. 12)

Defense Contractors and Civil Society

- **“...there's a great opportunity for those of us who are defense contractors to bridge back to civil society...”** (L. Duncan, Safe-Ports, p. 27)

Engagement with Afghan Locals

- **“...there are a lot of things that are important to the American culture that are not important to Afghanistan, so it's very important to talk to elders and those in the villages, and understand what their needs are then go ahead with the project if you want it to succeed.”** (F. Bayat, Bayat Foundation, p. 32)

Private Sector Engagement

- **“Afghanistan is a different place from 2001, and it's been rebuilt. But most of the rebuilding has been done by the private sector.”** (A. Ghani A., Afghan Sports Federation, p. 42)

Democracy

- **“Giving them a democracy doesn't mean that they're going to appreciate it, I think we need to fight for a democracy.”** (H. Sherjan, Boumi Company, p. 63)

Symposium Best Practices:

Partnerships between Private Sector, NGOs, U.S. Government

USAID Global Development Alliance

- **“AID has created a business model called Global Development Alliances, and we've been doing it for about ten years...working with businesses and foundations and other private sector entities in partnerships where the businesses bring their resources to the table and partner with us.”** (G. Spence, USAID, p. 11)
- **“...identify areas of common interest where business challenges overlap with development challenges, businesses are willing to... support some of the activity, if not all..., even when USAID funding has ended.”** (G. Spence, USAID, p. 11)
- **“...USAID can assist in creating a framework and... bringing partners together that may not necessarily come together on their own.”** (G. Spence, p. 13)

Role of Women

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- *“It’s not just soldiers and guns, it has been work in small increments and that’s what’s changing Afghanistan, it’s remarkable, you women.”* (C. Firestone, New Hudson Foundation, p. 16)

Afghan Trusted Network

- *“This Afghan Trusted Network is a great tool. We can come together, we can talk, we could share our ideas and we could help each other to make the work that we’re doing together, the humanitarian work that we’re doing we could make it even a greater success.”* (F. Bayat, The Bayat Foundation, p. 16)

Overall Recommendations:

Women helping women, public/private partnerships, and communication with the local leadership are effective approaches to initiating meaningful sustainable opportunities for women in Afghanistan.

CONCLUSION

2011 Afghan Symposium transcript excerpts underscores a few fundamental reasons why and how we might remain engaged in Afghanistan to empower women, widows, mothers, and children:

- **“And as she (Secretary Clinton) herself has noted time and time again, if women are silenced and pushed to the margins of Afghan society, the prospects for peace and justice will be subverted.”** (S. Ghorri, U.S. Department of State, p. 1)
- **“...there are no small measures whatsoever when you’re trying to build bridges of trust. Everything actually counts, so there may be 100 different parties to this Afghan Trusted Network whose individual contributions might seem modest on the scale of USAID budgets, but all that you do individually is enormously, enormously, important. It’s as important as selling the bananas to the sailors in Bahrain. And then when you get the opportunity to combine it and make it a network it becomes exponential in terms of its impact.”** (D. Aufhauser, Williams & Connolly, p. 5)
- **“...the essence of what Albert Einstein said is that “the world is not dangerous because those people who do harm, it’s dangerous because the people sit back and do nothing. And that’s why I’m a small business person not sitting back and doing nothing... I want to ... rebuild the economy and bring sustainability...”** (Q. Tarin, Afghan Business Network, p. 10)
- **“There’s a wonderful old ancient Asian saying that is kind of at the heart of watching these women, Afghan women, work and achieve enormous results; “Those who say it cannot be done should not get in the way of those who are doing it.”** (D. Rockefeller, Afghan Women Leaders Connect, p. 15)
- **Oppression, bad practices like we know, for example one of the challenges faced in Afghanistan is the issue of forced and child marriages. So this area is an area that can really have a great impact.”** (P. Dobriansky, U.S.-Afghan Women’s Council, p. 48)
- **“...economic opportunities...It’s going to also improve chances for education, better health, and also provide viable alternatives to violence.”** (P. Dobriansky, U.S.-Afghan Women’s Council, p. 48)
- **“There’s a need for vibrant partnerships, cross collaboration, as well as also through the Afghan Trusted Network, and in ways that will in fact increase the quality of life, enhance the quality of life, and also expand livelihoods for the people of Afghanistan.”** (Amb. P. Dobriansky, p. 48)

AN INTRODUCTION TO THE “WOMEN’S TRUST” FOR AFGHANISTAN

An Initiative of the Afghan Trusted Network

The Women’s Trust Initiative for Afghanistan was introduced at the 2011 Afghan Symposium by Rosalie J. Wyatt, Director of the Afghan Trusted Network, as a means of incrementally changing or increasing the local Afghan society’s respect, view and treatment of women in Afghanistan. The Afghan Women’s Trust pilot initiative was presented as a potential solution to domestic and societal abuse suffered by Afghan women, as well as their diminished access to education, health care, work opportunities and/or the political process.

Three implementation steps for the Afghan Women’s Trust initiative are as follows:

- 1) The Afghan Women’s Trust working group will meet with the Men’s Council with the proposed means of establishing a local initiative to provide jobs and a measure of respect in response to a known local need or interest vs. bringing a program to them without local support.
- 2) The Afghan Women’s Trust working group will identify a local Women’s Council to establish the educational and administrative process for the initiative, and;
- 3) The Afghan Women’s Trust working group will establish a Woman’s Cooperative whereby the women are able to redeem points personally accrued to the woman in the process of her own education and administration of the Afghan Women’s Trust project; for goods or services for her home or community, or additional training. The points will remain with the woman and are non-transferable to the man or other person(s). As long as the Afghan Women’s Trust guidelines are followed, the points are redeemable, and if not, the project would be automatically terminated by the Afghan Trusted Network Women’s Trust governance committee.

Funding and/or support for the Women’s Trust initiative could be, but not necessarily, provided by a private individual or foundation, an NGO and/or a U.S. Government agency.

The 2011 Afghan Symposium participants initially recommended that the pilot be conducted in either Bamiyan or Daikundai, Afghanistan.

Results of the Women’s Trust pilot in Afghanistan can serve as template for other areas of Afghanistan or other areas of the world to improve conditions and opportunities for women, where they have otherwise been abused or repressed.

A working group has been formed to outline the next steps for this pilot, that will be documented in the Afghan Trusted Network secure web portal.



THE AFGHAN WOMEN'S TRUST

Pilot Brief

Partnering to Empower Women by Leveraging Best Practices, Solutions, and Workarounds

The Afghan Women's Trust is a project of the Afghan Trusted Network (www.aftrust.net), League for Hope (www.leagueforhope.org), and other leadership organizations to encourage women across the world to support new or existing projects in Afghanistan using a process that promotes locally supported, administered and governed projects that serve as a catalyst for changing the local culture to view women as valued partners throughout society.

Building on best practices and workarounds identified by the Afghan Trusted Network in the "2009 Afghan Symposium for Humanitarian and Leadership Engagement", the Woman's Trust will apply resources and practices to new or existing projects through a three step methodology:

A) LOCAL MEN'S COUNCIL AGREES TO THE PROJECT & TO ACCEPT COMPENSATED LABOR: Tribal or community leaders are first asked what initiatives or assets they want most in their community, and agree to accept support and wages from other women outside of Afghanistan who want to help not only with funding men's wages and materials, but also education, training and work for women using methods and guidelines acceptable to the Women's Trust;

"In order to bring a trust within that community you need to work with the community...to see what are the most important issues or needs..." Rona Popal, Afghan Coalition

"It's very key to understand the local community and the local norms and implement that in everything that you do." James Schmitt, Creative Associates

"....creating hope and jobs in Afghanistan is the best way of contributing to security in Afghanistan, stability in the region and security in the world." Hon. Said T. Jawad

B) A LOCAL WOMEN'S COUNCIL IS ESTABLISHED TO PROVIDE GOVERNANCE, ADMINISTRATION AND ACCOUNTABILITY FOR THE PROJECT: Jobs with certain

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functional responsibilities are created for the women that require support, training and education, such as accounting, inventory & ordering, administration, sales tracking, child care, health services, etc.

“To my surprise, we no longer received requests that included a cost for labor. The villagers contribute the labor. We provide the materials.” (Budd Mackenzie, Trust in Education)

“....there’s no greater contribution to a country pulling itself up ...than to invest in the education of its women.” (Fred Berger, Louis Berger Group)

“We have a social contract with the families where in exchange for higher wages they agree to send their children to school.” (Connie Duckworth, ARZU)

C) WOMEN’S COMPENSATION: The Women’s Trust will support a local women’s equity cooperative whereby women accrue non-transferable credits for participating in training, education, and work; that are redeemable for Women’s Trust assets that intend to improve the overall quality of family life (home improvements, clothing, appliances, home-based enterprise tools, solar panels, etc.). Credits cannot be assumed by the husband and remain the woman’s property, even in case of divorce.

“There is enormous capacity to resolve disputes...in Afghanistan at the local level...yet most of our focus on Rule of Law has...been...national...” (J. Alexander Their, Institute of Peace)

The Women’s Trust can help Afghan women realize immediate benefits and gains in their life, but change throughout the culture and civil society may take one or more generations.

APPENDIX

The following best practices, solutions, and workarounds of NGOs and corporations working in Afghanistan were identified by members of the Afghan Trusted Network during the 2009 Afghan Symposium for Humanitarian and Leadership Engagement.

A. CREATING HOPE FOR WOMEN IN AFGHANISTAN

“...creating hope and jobs in Afghanistan is the best way of contributing to security in Afghanistan, stability in the region and security in the world.” (Amb. Said T. Jawad)

“...there’s no greater contribution to a country pulling itself up ...than to invest in the education of its women.” (Fred Berger, Louis Berger Group)

“...the economic....and the (self) education component are interwoven.” (Amb. Paula Dobriansky)

B. KEEPING CHILDREN IN SCHOOL

“We have a social contract with the families where in exchange for higher wages they agree to send their children to school.” (Connie Duckworth, ARZU)

C. DELIVERIES

“...I can happily say, 14,000 (song books) are in Afghanistan in school in about 10 to 14 provinces...because of partners..” (Louise Pascale, Afghan Children’s Songbook Project)

“..Despite the most challenging delivery routes to remote villages in unsecured territories, the Bayat Foundation serves the many needy families...” (The Bayat Foundation)

“...you do need to have the local entities in Afghanistan working with the local entities...because this is the way...(clear cargoes without wait).” (Stephen Druhot, International Services Corporation)

D. BRINGING BUSINESS, NOT HANDOUTS, TO THE AFGHAN PEOPLE

“...let’s treat healthcare as a business and not as a charitable contribution to the country.” (Gena Zischke, Thermosurgery Technologies)

“The more you can treat it (healthcare) like a business and create one more job, two more jobs, that just has this ripple effect that takes its own roots.” (Connie Duckworth, ARZU)

“...we need to promote these sporting activities as a business that creates jobs, put people to work...keep their minds out of trouble...” (Atiq Panjshiri, Afghan Sports Federation)

E. COMMUNICATION FOR WOMEN BUSINESS OWNERS

“Communication is critical for women business owners.” (Terry Neese, Institute for Economic Empowerment of Women)

“Media is an extremely powerful, powerful tool that can be used for the betterment of everything we’re trying to achieve.” (Fred Harris, Independent Producer)

“We need to make films...that have a meaning...” (Diane Baker, Academy of Art University)

“Nancy Dupree commissioned about 150 titles...in Dari and Pashto on citizenship, vocational education, how to do books, and ...cultural history.” (John Dixon, The Dupree Foundation)

F. GETTING THE JOB DONE IN THE RURAL AREAS

“You need to move outside the NGO support base. You need to get out to the areas of need and take the hard tasks.” (James Schmitt, Creative Associates International)

G. SOCIAL PROGRAMS / PART OF THE PAY PACKAGE

“We want to create a new model for sustainable, economic development with social programs as part of the pay package.” (Connie Duckworth, ARZU)

H. VILLAGERS CONTRIBUTE THE LABOR

“To my surprise we no longer received requests that included a cost for labor. The villagers contribute the labor. We provide the materials.” (Budd MacKenzie, Trust in Education)

I. DISPUTE RESOLUTION

“There is enormous capacity to resolve disputes...in Afghanistan at the local level...yet most of our focus on Rule of Law has...been...national....” (Alex Thier, Institute of Peace)

“We are best...talking intimately with the community, making sure that the projects...are indigenous projects, not something...we superimpose.” (Dr. Nadir Atash, Nooristan Foundation)

J. MONITORING AND EVALUATION

“One are that we need to work is monitoring, evaluation and assessment.” (Dr. Nadir Atash, Nooristan Foundation)

K. TRAIN THE TRAINERS

“What we do is train the trainers...They charge the agri-dealers for training...so there’s built-in sustainability.” (Barry Shapiro, CNFA)

L. FACILITATORS

“Roots of Peace hires best in class facilitators.” (Heidi Kuhn, Roots of Peace)

M. WOMEN IN POLITICS

“Afghan women have come forward to advocate the importance of women in politics.” (Amb. Paula Dobriansky)

“...the challenge is... how to build capacity so that when... we exit from Afghanistan... we give...them a state... that (will) continue providing.” (Ashraf Haidari, Embassy of Afghanistan)

N. WORKING OUTSIDE THE GOVERNMENT TO ACCOMPLISH TASKS

“...it’s critical that we recognize that so much capacity exists in Afghanistan but it might not exist in the ministries....” (Alex Thier, Institute of Peace)

O. SECURITY

“...true security comes from the population that you’re helping and working with....” (James Schmitt, Creative Associates International)

P. PRIMING THE PUMP

“...it’s good ...for the military...to know what we can do to prime the pump for introduction of your efforts ...in an...area (untouched by NGOs).” (Dan Marquis, US Marine Corps (ret.))

Afghan Women's Trust Working Group
(proposed, partial)

Honorary Chair
Doris Buffett

Honorary Co-Chair
Hon. Paula Dobriansky

Chair
Rosalie J. Wyatt

Working Group
Ajmal Ghani A., Afghan Sports Federation
Saba Ghori, Department of State
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Dr. Hosai Hesham, Afghan Medical Professionals Association of America
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Charito Kruvant, Creative Associates International, Inc.
Marie Kux, Nooristan Foundation
Toni Maloney, Bpeace
Charlie Ponticelli, Grossman Burn Foundation
Gail Spence, USAID
Qasim Tarin, Afghan Business Network

If you or someone you know would like to participate in the development of the Women's Trust pilot project for Afghanistan, please contact rjwyatt@wyattcgi.com.