

## **Qualifications for the Ambassador-at-Large for Global Women's Issues U.S. Department of State**

As re-established in the [Executive Order of March 8, 2021](#), empowering women and girls and advancing gender equity and equality are central to U.S. foreign policy. As stated in the order, investing in gender equity and equality “is a matter of human rights, justice and fairness.” It is also a matter of national security, economic growth, political stability, and necessary for improving health outcomes, among numerous other benefits to United States citizens and those abroad.

The Ambassador-at-Large for Global Women's Issues (GWI) leads the Department of State's work to promote gender equality, and the rights and empowerment of women and girls in U.S. foreign policy. The Office of Global Women's Issues, which has had long-standing bipartisan support, leads the Department's efforts to include women and girls in U.S. diplomacy, partnerships, and programs. This Senate-confirmed position is the highest-ranking official with this mandate in the State Department. The office also has the ability to act as an incubator for pilot approaches, and can build the evidence base for effective work through their ability to distribute small grants.

Any nominee for this post should, at a minimum, be a proven champion for the equality, human rights, and empowerment of women and girls globally, and have substantive knowledge of the ways in which others are marginalized or discriminated against due to their gender identity or expression, or sexual orientation. Candidates for this important post should be carefully considered throughout the nomination and confirmation process, and should have at least the following qualifications and experience:

### **Qualifications and Experience**

#### **Demonstrated commitment to gender equality and experience in the promotion of gender equity and equality and in advancing the rights and opportunities of women and girls and other others marginalized due to their sexual orientation, or gender identity, expression, or sexual characteristics**

- Commitment to, and history of meaningfully engaging and collaborating with a broad range of governments, civil society, private sector, grassroots women's, and community-based organizations that represent various backgrounds and perspectives
- Experience working in international affairs
- Track record of advancing gender equity and equality, and the human rights of women, girls, and other marginalized due to their sexual orientation, gender identity or expression, or sexual characteristics.
- Understanding of gender as a social construct upon which gender equality is based, and commitment to addressing gender inequality as a root cause of human rights violations, including oppression, discrimination, harassment, and violence based on gender
- Understanding of intersectionality and the unequal power dynamics of current prevailing global systems based upon historical systems of inequality and oppression and entrenched in laws and policies, and a commitment to opposing all forms of discrimination and violence, and to empowering populations which have been systemically marginalized, including due to their religious, racial, and ethnic identity ; indigenous peoples; people with disabilities; individuals marginalized due to their sexual orientation, gender identity, expression, or sexual characteristics; people living with HIV or AIDS; migrants, refugees, and internally displaced people and others living in fragile or conflict-affected states; older persons; married or unmarried adolescents and youth; and widows.

## Understanding of U.S. foreign policy and mechanisms used to implement commitments to gender equity and equality

- Knowledge of the Global Women's Issues Office and a commitment to the Office's mission and role within the U.S. Department of State, as well as clarity on how to work across the State Department and with other offices of the U.S. Government, including the White House, USAID, and others
- Detailed understanding, or demonstrated capacity to quickly gain such understanding, of the suite of current U.S. Government strategies and legislation to promote global gender equity and equality and women's and girls' empowerment, such as the U.S. Strategy on Women Peace and Security, the U.S. Strategy to Prevent and Respond to Gender-Based Violence, the U.S. Department of State Strategy for Women's Economic Empowerment, the U.S. Global Strategy to Empower Adolescent Girls, the USAID Vision for Action to End Child Marriage and Meet the Needs of Married Children, the USAID LGBTI Vision for Action, the USAID Counter-Trafficking in Persons Policy, the Women's Entrepreneurship and Economic Empowerment Act of 2018, and the Women, Peace, and Security Act of 2017; a willingness to update, based on current research and evidence and in consultation with civil society, implement, and leverage these strategies and legislation within U.S. foreign policy; and a commitment to build upon them and institutionalize their use throughout the State Department and US foreign policy, and to transparently and comprehensively report on progress in an ongoing basis.
- Commitment to U.S. government leadership in the global community and ability to leverage the UN system and other multinational institutions to advance the engagement, participation, and human rights of women and girls across all sectors
- Track record of and commitment to applying non-partisan research, evidence, and data as the basis of setting priorities and making decisions
- Commitment to and understanding of holistic, human-rights based, and intersectional programming approaches that advance the policy imperative of gender equity and equality and women's and girls' empowerment
- Commitment to supporting and promoting women's and girls' sexual and reproductive health and rights, including their autonomous decision-making over their bodies and their lives and access to evidence-based information and services.
- Demonstrated ability to bring about consensus to advance shared values and interests

**\*NOTE:** *The statement is not to be used to imply that the Big Ideas for Women and Girls Coalition or any of its members endorses or opposes a specific candidate for the GWI Ambassador-at-Large nominee.*