

ACTIVITY REPORT: CTI-CFF WOMEN LEADERS PEER EXCHANGE IN THE UNITED STATES

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**CORAL TRIANGLE
INITIATIVE**

ON CORAL REEFS, FISHERIES AND FOOD SECURITY

A publication supporting the **Coral Triangle Initiative on Coral Reefs, Fisheries and Food Security (CTI-CFF)**

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For more information about this report, please contact:

Coral Triangle Center
Jl. Danau Tambligan No. 78
Sanur, Bali, Indonesia 80228
Contact: Rili Djohani
Email: rdjohani@coraltrianglecenter.org
www.coratrianglecenter.org

Cover Photo: (Clockwise) Participants at the US Fish and Wildlife Service National Training Center, U.S. Capitol Building, Participants during a Training Session and an aerial view of St. Croix East End Marine Park.

The CTI-CFF Women Leaders Peer Exchange was supported by the following organizations:



I. INTRODUCTION

The U.S. Government, through the U.S. Agency for International Development (USAID) supports the Coral Triangle Initiative for Coral Reefs, Fisheries, and Food Security (CTI-CFF) through the unique technical expertise available through U.S. Department of Interior (DOI) and National Oceanic and Atmospheric Administration (NOAA) as well as locally-based non government organizations.

In 2014-2015, DOI is partnering with the Coral Triangle Center (CTC), an NGO based in Bali, Indonesia. The Coral Triangle Center's mission is to train generation to care for coastal and marine ecosystems in the Coral Triangle region. The DOI-CTC partnership is supported by USAID to undertake activities that build leadership and strengthen networks among the CTI-CFF leaders.

On April 23-May 3, 2014, the U.S. DOI International Technical Assistance Program in collaboration with CTC, hosted and organized the first-ever U.S.-based Peer Learning Exchange for Women Leaders in the Coral Triangle countries.

The exchange gathered 13 women leaders from each of the six Coral Triangle countries to participate in a professional development program in the form of a multi-faceted study tour to the U.S., involving state-of-the-art leadership training and field-based learning opportunities. The program consisted of:

- A leadership training at the US National Conservation Training Center (NCTC) in West Virginia that enhanced participants' leadership skills while increasing self-awareness and helping to identify competency gaps and future training requirements.
- Visits to state-of-the-art U.S. visitor/learning centers for a field-based learning experience in St. Croix, U.S Virgin Islands
- High level meetings in Washington DC with representatives of the US Congress, USAID, NOAA and U.S. DOI.

The Leadership training component enhanced the participants' leadership skills while increasing self-awareness and helping to identify competency gaps and future training requirement. The training provided and enhanced skills needed for participants to serve as trainers of trainers, building capacity for all future training and leadership activities.

The training program was developed in close consultation with the CTC to ensure that topics, methodologies and materials are appropriately selected and tailored to participants' needs along the leadership development continuum.

Following the exchange, the participants played lead roles in designing the forum, identifying participants, showcasing the accomplishments and roles of women, and identifying potential future next steps to strengthen the role of women in the CTI-CFF.

The exchange supported the establishment and launch of the CTI-CFF Women Leaders Forum which was launched on May 13, 2014 in Manado, Indonesia. The Forum drew upon regional success stories and lessons learned from local women champions engaged in CTI-CFF activities. Women from diverse sectors, including national, regional and local governments, the NGO community, academia and private industry will be recognized and awarded for their efforts. The Forum aims to build networks among women leaders and support women in expanding their leadership and convening roles in the CTI-CFF.

The Forum facilitate organizational involvement from regional women leaders; professional networks establishment among women leaders; increase of understanding of the valuable contribution of women in conservation; robust sharing and celebration of accomplishments.

The women leaders will spearhead an establishment of CTI-CFF Women's Leadership Forum in their individual home country and work with other women leaders and CTC at the regional level to organize and host the **regional** CTI-CFF Women's Leadership Forum. The study tour is funded by USAID-RDMA, DOI and CTC.

II. PARTICIPANT SELECTION PROCESS

CTC worked with the CTI-CFF Interim Regional Secretariat and the CTI-CFF National Coordinating Committees to identify 15 women leaders who will be participating in the study tour. A minimum of two participants per Coral Triangle country were selected each representing the government and a non-government organization who work closely together in their respective countries

Participants selected were women leaders in senior and strategic positions who have the ability to:

1. Influence government policies and CTI-CFF regional and national plans of actions on gender principles
2. Communicate and train government officials, communities, students and teachers on marine conservation and gender issues
3. Be a role model for other CTI-CFF women in the region and locally
4. Demonstrate engagement and track record with CTI-CFF programs
5. Develop a regional CTI-CFF Women Leaders' Forum action plan and catalyze a women leaders' peer learning network.

During the selection process, the head of CTI-CFF National Coordination Committees were invited to nominate their senior non—government organization partner to join the peer learning exchange to maximize synergy and collaboration in-country and across the countries before, during and after the peer learning exchange. In the case of Indonesia, the Ministry of Marine Affairs and Fisheries supported one more participant using their own funds.

Following the selection process, CTC worked closely with the selected

participants to collect necessary documentation to process the U.S. Visa application of the participants under the USAID VCS-Trainet system. CTC is also coordinate with various USAID Missions in the six Coral Triangle countries to process documents that were needed for submission to Trainet.

III. ACTIVITY PROCEEDINGS

High-Level Meetings in Washington D.C., April 24, 2014



The peer exchange activity opened in Washington, D.C. where the 12-member delegation meet with officials and subject matter experts from DOI and NOAA, the U.S. State Department, USAID, and Congressional staffers. The delegations welcomed by U.S. DOI Deputy Assistant Secretary, Lori Faeth and NOAA Assistant Administrator for Fisheries, Eileen Sobeck, at the Main

Interior Building of DOI office. Following the welcoming, roundtable discussions ensued focusing on best practices, ongoing challenges, and effective governance and national level policies for marine conservation. Each delegate presented her country highlights and involvement in the CTI-CFF.

The meeting at DOI was followed by a visit to the USAID office. Delegates had chance to meet Dr. Barbara Best, Senior Coastal Resource Management and Policy Specialist. The discussions highlighted womens' role in sustainable development and natural resources management and USAID's focus on gender equality and women's empowerment. Dr. Best appreciated that the delegates from the Coral Triangle are playing an active role in the Coral Triangle and become the first batch of women leaders to motivate other women in the region.

The third meeting of the day was at the Rayburn House Building on Capitol Hill, where the Delegation meet with Naomi Tacuyan Underwood, Legislative Assistant for Congresswoman Bordallo of Guam and Matthew Herrman, Legislative Director for Congresswoman Hanabusa of Hawaii. Tacuyan and Herman gave overviews of their representatives' marine conservation efforts and shared many of their unique challenges and lessons learned to date. The Delegation shared their experience and challenges, as well, and all agreed that there were many lessons to be learned from one another. In this meeting, delegates learned about examples from the U.S. experience in implementing initiatives from different stakeholders related to fisheries management issues, the art of working within the U.S. legislative process and with other members, and the importance of building partnerships with their governments and foreign embassies to promote country-level issues. As a result, the Delegation had yet another engaging discussion in DC, which needed to be cut short due to

time limits. Business cards were exchanged and follow up questions will come via email to discuss current initiatives, legislation and advocacy, and commitment to marine conservation efforts.

Field Visit to U.S. Marine Protected Areas in St. Croix, U.S. Virgin Islands, April 25 – 27, 2014

The next destination on the peer exchange was Saint Croix, U.S. Virgin Islands. Delegates spent 2.5 days meeting their counterparts, learning from the St. Croix MPA experience, and sharing stories and information about their programs at home working to bolster and establish marine protected areas. A welcoming reception was held and hosted the first evening by the Nature Conservancy.



On the second day at USVI, delegates visited East End Marine Park (EMP), the first park in the Territorial Park System. Presentations were made at EMP Visitor Center that sits in arid land and serves also as Fisheries team office. There were five presentations delivered explaining EMP, National Park Service (NPS) - Buck Island Reef National Monument (BUIR), Fisheries Management, Mapping and Data

Management, and Caribbean Challenge.

EMP is the first territorial park in the U.S. Virgin Islands. The park protects the largest island barrier reef system in the Caribbean. Legislative approval recently made the area an official park. It encompasses 60 square miles (155.4 square kilometers) of offshore coral reef and other marine habitat. EMP applies regulation that 3 miles to the sea is open area and there is 8% of total MPA designated as no-take (5 square miles or 13 square kilometers) which are off limits to any fishing and harvesting. Three turtle species are found here including green turtle, hawksbill, and leatherback turtle.

The park assigned a turtle refuge that extends about one mile (1.6 kilometers) into the Caribbean Ocean from the shoreline of the island's primary. There is no gill net and no trammel net are allowed around the coast. Outreach and education have become major focus to inspire community for appreciating more coastal marine resources. The highlight learning from presentations at EMP were about how the park team considers fisheries issues to manage in the area outside the Park through regulations and strong outreach followed by volunteering activities, commitment from various stakeholders to take the Caribbean Challenge involving 30 partners with investment of approximately USD 75 million, and how to ensure engagement sustainable with various stakeholders including 15 private sectors.



Delegates experienced Buck Island National Reef on the second day of the VI site visit. Buck Island is a small, uninhabited island of 176 acres (712,000 square meter) at about 2.4 kilometers north of the northeast coast of Saint Croix. The U.S. Government first established it as a protected area in 1948, with the intention of preserving one of the finest marine gardens in the Caribbean Sea. The monument

itself was created in 1961 and greatly expanded in 2001. What makes this area interesting are two thirds of the island is surrounded by an elkhorn coral barrier reef and with the long history of protection in the area, underwater trail is working well showing underwater natural attraction. One other lesson learned is that climate change and use have visibly damaged the reef. All delegates got chance to experience snorkeling in the Caribbean waters with USVI host.

The last site visit was at the Salt River Bay National Historic Park and Ecological Preserve (SARI) where delegates were welcomed by Donna Christiansen, Delegate to Congress, and SARI National Park Service team.

Joel Tutein, Superintendent of National Park Service, presented the history of Salt River and about its extensive partnership with universities in Florida to establish the student-led Scientific Interpretation Center. The National Park Service and the Government of the United States Virgin Islands manage SARI jointly. SARI covers the area of 1,015 acres. The area is blend of sea and land holds some of the largest remaining mangrove forests in the Virgin Islands, as well as coral reefs and a submarine canyon. Every major period of human habitation in the Virgin Islands is represented including several South American Indian cultures and the 1493 encounter with Columbus. SARI representative presented the idea to build large-sophisticated interpretation center to allow for more outreach with school children in Saint Croix.

Leadership course at National Conservation Training Center (NCTC), West Virginia, April 28 – May 2, 2014



The final destination on the U.S. peer exchange was at the National Conservation Training Center (NCTC). A state-of-the-art U.S. DOI Fish and Wildlife Service training center serving the U.S. DOI and its bureaus, as well as school groups and the local community. Leadership and natural resource trainings take place throughout the year on the Center’s pristine campus in West Virginia, roughly a 1.5 hour drive from Washington, DC. During their week at NCTC, the delegates took two innovative training courses with a professional trainer focused on effective communications and building trust at large scales within and across countries. During the week the delegation discussed and began developing a strategy to engage women effectively in supporting sub-regional collaboration for SSME and other sub-regions.

During the first two days at NCTC the delegates took a course of “Crucial Conversations” and the 3rd and 4th day the delegates took a course of “Leadership at the Speed of Trust” (Course Descriptions below). For the two courses, Dan Canham, Branch Chief and the Lead of Leadership Course, facilitated the whole training processes with the women leaders.

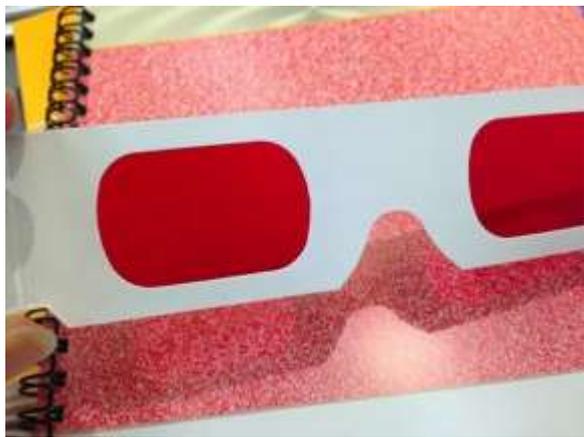
Course Title	Leading At The Speed Of Trust (FWS)
Description	<p>Leading At The Speed Of Trust is a 2-day workshop that raises trust from an often ignored asset or liability to a strategic advantage in your work station and organization. Working with others at the speed of trust dramatically lowers costs, speeds up results, and increases influence and outcomes. This highly interactive workshop engages leaders and employees at all levels in the real work of identifying and closing trust gaps that exist in your organization. Instead of paying outrageous Trust Taxes, you can begin to realize Trust Dividends.</p> <p>Objectives:</p> <ul style="list-style-type: none"> • Choose to make building trust an explicit goal of your work; • Learn how others perceive your credibility from a personal 360 degree assessment report; • Understand the real and measurable trust taxes you may be paying without realizing it; • Change trust taxes to trust dividends; • Develop 'Trust Action Plans' to build trust accounts with all stakeholders; • Begin using the language of Trust as an important cultural lever.

Title	Crucial Conversations Workshop
Description	Learn how to create conditions where people speak with complete candor (no matter the topic) and with complete respect (no matter the person). Gain skills that enable spirited dialogue and reduce deference and defiance. Begin stepping up to tough issues

	<p>and sharing opinions, feelings, and information safely and freely. Learn how to promote the best ideas, save time with fewer meetings and have less disagreement; as you build more alignment with better decisions. This course has been designed to help individuals, teams, leaders and organizations deal effectively with difficult subjects, facilitate open and honest two-way communication and improve unity and conviction among people.</p> <p>Objectives:</p> <ul style="list-style-type: none"> • Resolve disagreements through accurately addressing concerns by talking respectfully, candidly and skillfully with someone in a safe way. • Build acceptance rather than resistance through giving and receiving feedback in a way that enhances relationships and improves results. • Speak persuasively not abrasively while effectively talking about emotional and controversial topics that have high stakes. • Foster teamwork by getting the right people involved in a way that ensures better decision-making and guarantees commitment and conviction. • Through individual assessments, gain greater self-awareness as to personal preferences, hot buttons and reactions to various situations. • Describe the importance of exploring other’s perspectives and paths and, with that information, develop a personal strategy to be used in crucial conversations with others in order to increase productivity.
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For each training module, participants received a complete training kit consisted of main reference book, students’ assignment book, DVD, and training materials such as character cards, 3D glasses.

CTI-CFF Women Leaders Forum Planning Meeting, April 30, 2014



On April 30, 2014, the activity, participants collaborated with the help of their professional trainer and facilitator at NCTC, Mr. Dan Canham, to develop a methodology and action plan for transferring knowledge gained during the peer exchange back to their home countries. The women leaders were tasked with organizing and hosting the CTI-CFF Women’s Leadership Forum with CTC back SE Asia. The peer exchange participants

were assigned leading roles in designing the forum, identifying participants, showcasing the accomplishments and roles of women, and identifying potential future next steps to strengthen the role of women in the CTI-CFF. Discussions among the participants focused on the following topics:

- (1) CTI Women Leaders vision statement should be more into outcomes and targets
- (2) CTI Women Leaders declaration should be more into actions and values statements emphasizing on “We” statement, such as “We women in the Coral Triangle recognize the difference between men and women, we value the role of women and men in conserving marine resource in the Coral Triangle...”
- (3) The size of CTI Women Leaders and the process to enliven the forum
- (4) Organizational structure, the format of CTI Women Leaders Forum, and how this forum works
- (5) Member of CTI Women Leaders; would it be only the managers? Or those who are active in the CTI-CFF?

The delegates also took the first step in operationalizing the CTI-CFF Women Leaders’ Forum by selecting the winners of the first CTI-CFF Grassroots Women Leaders Recognition Awards, to be presented at the Manado Women’s Forum launch.

The award was an opportunity to profile the important contribution that women leaders at the grassroots level are making to realize the goals of the CTI-CFF. Profiling the women leaders of the CTI-CFF in this way may help underscore the importance and potential for the CTI-CFF to act as a vehicle to promote equitable resource management and development.

The participants in the peer exchange, together with partner representatives, formed the judges’ panel in selecting one grassroots women leader from each of the Coral Triangle countries to receive a plaque of recognition and a small grant at the launch of the CTI-CFF Women Leaders Forum in May 2014. Out of the 12 nominees, the participants were able to select 6 women leaders for the award process.

The winners were chosen based on the following criteria:

1. Provided support and leadership to men, women and youth in pursuing environmental protection and conservation at the grassroots level
2. Led environmental projects using innovative and creative means (20%)
3. Possess keen knowledge on balancing the social, economic and environmental aspects of marine resource management (20%)
4. Advocated for positive change to support marine resource conservation in the community under any of the five CTI-CFF Regional Plan of Action goals (20%)
5. Exhibited qualities of teamwork, integrity, and dedication (20%)

The exercise provided a critical link between the women leaders who participated in the peer exchange who were mostly managing coastal and marine resource

management policies at the national level to the grassroots women leaders who were actively implementing projects on the ground. This paves the way for the synergy and inclusive nature of the CTI-CFF Women Leaders Forum going forward.

IV. ACTIVITY OUTCOMES

Main Outcomes

1. Close relationship, trust and solidarity was created and built among the CTI-CFF women leaders attending the Study Tour.
2. Shared lessons learnt from the field visits and the course; tools and methodologies from learning materials, videos, and practical study cases for future use in difficult situations.
3. The common intent to learn, establish awareness and capacity building towards effective collaboration and leadership role of women in the CTI-CFF is strengthened.

Specific Actions agreed at the training:

1. To start and maintain regular communication for peer-learning feedbacks and transfer of knowledge among the participants through establishments of electronically grouping and monthly Skype/Tele-Conference, with the Coral Triangle Centre as the Coordinating role.
2. To jointly organize and actively participate in the Launching of the CTI-CFF Women leadership Forum to be held on 13th May 2014, Manado, Sulawesi, Indonesia
3. To contribute towards the declaration and recommendation to CTI-CFF Senior Officials Meeting (SOM) for future action plans in engaging various stakeholders for effective ocean governance and marine biodiversity conservation as prescribed in the CTI-CFF Goals as well as Regional and National Plans of Action.
4. To further discussion on CTI-CFF Challenge - the Caribbean Challenge and partnerships for future training and knowledge transfer from the meetings at Department of Interior, ITAP, USAID in Washington DC, field visit to Virgin Islands and the US Fish and Wildlife Service, National Conservation Training Centre, West Virginia, USA.

Participants' Testimonials

Agnetha Vave-Karamui (Solomon Islands)

“It was a beautiful journey - meeting new people, seeing new places and most rewarding creating new partnerships, embracing commonalities and appreciating our cultural diversity and recommitting ourselves to continue join efforts in building a better tomorrow for our children and their children.

My esteemed lady travelers will surely agree that this was a journey that will add to

our storylines, that our region - the Coral Triangle- is a special and unique place. Our honorable task is to continue joining efforts to safeguard the world's highest epicenter of coral and fish diversity. As mothers, grandmothers, aunties etc. our noble task is to support each other, continue to inspire others and seek others to support us in the region and to build trust with our governments, stakeholders and communities in managing and developing our natural resources.

As able, women contributors to this sector, the study tour enhanced knowledge and skills to effectively implement activities and deliver results with our governments, stakeholders, workplace, communities and even families. Recognizing that Trust and Dialogue begins with SELF - our integrity, our intent, our capabilities and our results and taking brave and bold steps forward.

Many thanks to all who contributed - Washington DC, St Croix, NCTC and those we met along the way. May we continue to travel the journey together.

Professor Nor Aieni Haji Mokhtar, (Malaysia)

“The leadership training course has a profound and significant impact on us, thus empowering more women and inspiring others to do better in life;

The Speed of Trust with the underlying four cores of credibility in character and competence for self-trust to enhancing and building trust from others. We learnt the six key processes and the thirteen behaviors skill sets in strategic communication for managing *crucial conversations* and creates mutual purpose that would accelerate within ourselves, realization of our integrity, advancement of intent and commitment, practice accountability and deliver organizational results.

ANNEX I. PARTICIPANTS' DIRECTORY

N O	NAME	TITLE	ORGANIZATION/ INSTITUTION	COUNTRY
1	Prof. Dato' Dr. Nor Aieni Haji Mokhtar	Director of National Oceanographic Directorate	Universiti of Malaysia	Malaysia
2	Ms. Rebecca Jumin	WWF-Sulu Sulawesi Marine Ecoregion - Malaysia Manager	WWF Malaysia	Malaysia
3	Dr. Ahsanal Kasasiah	Deputy Director for Networks, Data and Information	Ministry of Marine Affairs and Fisheries, Republic of Indonesia	Indonesia
4	Dr. Rina Janwar	Head of Development Center – Human Resources Development Marine & Fisheries	Ministry of Marine Affairs and Fisheries, Republic of Indonesia	Indonesia
5	Dr. Ani Leilani	Head of Fisheries Extension Program - Jakarta Fisheries University (JFU)	Ministry of Marine Affairs and Fisheries, Republic of Indonesia Ministry of Marine Affairs and Fisheries, Republic of Indonesia	Indonesia
6	Ms. Evangeline Micalat	Policy & Development Senior Manager – Coral Triangle Initiative	Ministry of Marine Affairs and Fisheries, Republic of Indonesia Conservation International	Philippines
7	Ms. Theresa Mundita Lim	Director, Biodiversity Management Bureau	Department of Environment and Natural Resources	Philippines
8	Ms. Kumaras Kay Kalim (unable to attend)	Deputy Secretary,	Department of Environment and Conservation,	Papua New Guinea
9	Ms. Barbara Masike-Liri	MARSCH Project Manager	The Nature Conservancy	Papua New Guinea

10	Ms. Agnetha Vave-Karamui	National Coordinator for the Coral Triangle Initiative on Coral Reefs, Fisheries and Food Security [CTI-CFF]	Ministry of Environment, Climate Change, Disaster Management & Meteorology	Solomon Islands
11	Ms. Delvene Suzhannah Tate Notere Boso	Country Manager	World Fish Center	Solomon Island
12	Mrs. Melinha Da Costa	Administration and Finance Officer	Ministry of Agriculture and Fisheries	Timor Leste
13	Mrs. Ivone Soares Da Costa Lopes	Food Security Officer	Ministry of Agriculture and Fisheries	Timor Leste
14	Ms. Safira Warili Hawari Djohani (unable to attend)	Executive Director	Coral Triangle Center	Indonesia
15	Ms. Hesti Handayani Widiastuti Widodo	Training and Learning Manager	Coral Triangle Center	Indonesia

