



XVI Conference of Defense Ministers of the Americas
Ad-Hoc Working Group on Women, Peace, and Security (WPS)
April 23 – 24, 2024
Fort McNair
Washington, DC



I. Background Information

- A. The Conference of Defense Ministers of the Americas, henceforth referred to as CDMA, is a biennial multilateral political meeting of the Defense Ministers of the Americas, sanctioned by the governments of the participating countries. CDMA is the foremost meeting of the defense sector in the hemisphere. According to Article 2 of its regulations, the goal of CDMA is to promote mutual understanding, analysis, debate, and the exchange of ideas and experiences in the area of defense and security.
- B. During the XV meeting of the CDMA, which took place in Brazil from July 25 to 29, 2022, in the “Brasília Declaration” the Ministers agreed to:
- In paragraph 3:

Recognize the essential role played by women in the area of Defense and Security, including under the internationally recognized framework of “Women, Peace and Security” highlighting the importance of their full, equal and meaningful participation in decision-making activities related to these areas, as well as the need for the development and implementation of policies in the Hemisphere aimed at eradicating all forms of gender-based discrimination, sexual harassment and violence within the Armed Forces and Hemispheric Institutions.
 - In paragraph 19:

Promote the exchange of experiences about the role, integration and importance of women's participation in the Armed Forces of the countries that make up the CDMA, in compliance with resolution 1325 “Women, Peace and Security” of the United Nations Security Council.
 - In paragraph 25:

Gratitude and recognition to Argentina for its collaboration in the development of the virtual Ad Hoc Working Group “Women, Peace and Security.”
 - In paragraph 27:

Maintain the Ad Hoc Working Group “Women, Peace and Security” thanking the United States of America for the sponsorship offered during the first semester of 2024.

II. Participating Delegations:

A. Representatives of the United States



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Working Group Secretariat:

1. Mr. Max Shafron, OSD Policy, Western Hemisphere Affairs, DoD

B. CDMA Pro Tempore Secretariat

2. Ms. Carolina Podlesker, Executive Secretary of the XVI Conference of Defense Ministers of the Americas, Ministry of Defense of Argentina

C. Country Delegations

Argentina

1. Ms. Carolina Podlesker, National Director of International Defense Policy, Secretariat of International Affairs, Ministry of Defense
2. Mr. Sebastian Vigliero, Advisor, Secretariat for International Affairs, Ministry of Defense

Bahamas

3. Dr. Jennifer Bethel, Director of Research and Development, Ministry of National Security
4. Commander Andrew Bowe, Royal Bahamas Defence Force

Barbados

5. Commander Ryan Alleyne, Defense Attaché, Embassy of Barbados

Belize

6. Ms. Rhea Rhenese Rogers, Staff Officer, Ministry of National Defence and Border Security
7. Lieutenant Commander, Alma Pinelo, Belize Coast Guard

Brazil

8. Colonel Jose Rubens Marques, Coordinator of the Inter-American Organizations Section, Ministry of Defense

Canada

9. Ms. Jillian Lackey, Acting Manager, Gender-Based Analysis Plus Project Support, Department of National Defence

Chile

10. Ms. Maria Paz Guerraty, International Analyst, International Relations Division, Undersecretary of Defense
11. Mr. Sergio Larrain Barth, Desk Officer, International Cooperation Department, Undersecretary of Defense

Colombia



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12. Ms. Karen Eliana Pineda Mejia, Coordinator, Directorate of Human Rights and International Humanitarian Law, Ministry of National Defense
13. Major Yeny Alejandra Ariza Rubio, Gender Advisor, Instruction and Cooperation Group, Directorate of Human Rights and International Law, Ministry of National Defense

Costa Rica

14. Commissioner Yadelly Noguera, Deputy Director General of the Public Force, Ministry of Public Security
15. Commander Allan Sanabria Adams, Deputy Director of Police Units, Ministry of Public Security

Dominican Republic

16. Brigadier General Frank Mauricio Cabrera Rizek, Ministry of Defense Delegate to CDMA
17. Lieutenant Colonel Dominga Made Zabala, Director of Gender Equality and Development, Ministry of Defense

Ecuador

18. Major Abel Nicolas Moran Larreategui, Deputy Unit Commander, Special Forces Group 25, Ecuador Army
19. Lieutenant Veronica Patricia Barros Albuja, Chief, Human Rights Department, Ecuador Navy

El Salvador

20. Lieutenant Colonel Jose Melvin Sorto Velasco, Head, Department of Coordination, Ministry of Defense
21. Lieutenant Patricia Alejandra Rivas Calero, Director of Academics, Centro de Entrenamiento de Operaciones de Paz (CEOPAZ)

Grenada

22. Ms. Carlyn McQuilkin, Permanent Secretary, Ministry of National Security
23. Mr. Don McKenzie, Commissioner of Police, Royal Grenada Police Force

Guatemala

24. Colonel Veronica Eulalia Doño Lobo, Director General, Human Rights and International Humanitarian Law, Ministry of Defense
25. Lieutenant Colonel Henry Montenegro Hernandez, Chief, Defense Policy Directorate, Ministry of Defense

Guyana

26. Lieutenant Colonel Natasha Stanford, Inspector General, Defence Headquarters, Guyana Defence Force



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27. Lieutenant Bibi Hakh, Pilot, Air Corps, Guyana Defence Force

Honduras

28. Lieutenant Colonel Dulce María Vásquez Amador, Commander, Air Base José Enrique Soto Cano, Honduras Air Force

Jamaica

29. Ms. Tanisha Ellison, Security Attaché, Embassy of Jamaica

30. Mr. Ewon Simms, Security Attaché, Embassy of Jamaica

Mexico

31. Colonel Sandra Patricia Ruiz Marquez, Head, Observatory for Equality between Women and Men, Secretary of National Defense (SEDENA)

32. Captain Sarahi Vargas de Jesus, Secretariat of the Navy (SEMAR)

Panama

33. Ms. Isbel Valderrama, Director, Office of Gender Equality and Equalization of Opportunities, Ministry of Public Security

34. Mr. Ramon Nonato Lopez, Advisor, Superior Office, Ministry of Public Security

Paraguay

35. Colonel DCEM (R.) Dr. Adalberto Perez Mareco, Secretary General, Ministry of National Defense

36. Captain JM Myrian Verónica Ruíz Díaz Martínez, Legal Advisor of the Presidential Escort Regiment

Peru

37. Ms. Mariana López Morales, Planning Coordinator and Member, Secretariat, Committee for Gender Equality, Ministry of Defense

Saint Vincent and the Grenadines

38. Mr. Foster Scott, Assistant Superintendent of Police, Royal Saint Vincent and the Grenadines Police Force

39. Ms. Kaywana Frederick-Gibson, Sergeant of Police, Royal Saint Vincent and the Grenadines Police Force

United States of America

40. Ms. Ashley Pixton, Southern Cone Country Director, OSD Policy, Department of Defense

41. Ms. Janina Staguhn, Women, Peace, and Security Policy Advisor, OSD Policy, Department of Defense

Uruguay



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42. Colonel (R.) Rivera Elgue Do Campo, Vice Minister of Defense, Ministry of Defense
43. Lieutenant Colonel Ana Lucas, Uruguayan Army

D. Observer Institutions

Inter-American Defense Board (IADB)

1. Lieutenant Commander Taryn Machado Senez, Brazilian Navy, Women, Peace, and Security Gender Advisor

Inter-American Defense College (IADC)

2. Ms. Frieda Garcia Castellanos, WPS Gender Advisor

United States Northern Command (USNORTHCOM)

3. Ms. Tiffani Phillips, Gender Advisor

United States Southern Command (USSOUTHCOM)

4. Lieutenant Colonel Aries Hopf, Gender Advisor

William J. Perry Center for Hemispheric Defense Studies

5. Colonel Barbara Fick, Ph.D., Chief, Security Cooperation and Interagency Integration, Gender Focal Point

III. Development of the Event

A. Group Photo

B. Opening Ceremony. CDMA Executive Secretary, Ms. Carolina Podlesker, provided welcoming remarks on behalf of the CDMA Pro Tempore Secretariat. She shared the importance of WPS, and encouraged participants to engage in the discussion and share national perspectives. She noted that Argentina would host the CDMA Preparatory Meeting virtually June 11-12, 2024. Ms. Podlesker also announced that the CDMA defense ministerial will be held October 13-16, 2024, in-person in Mendoza, Argentina. A/DASD Alverson also provided opening comments, highlighting the prioritization of WPS to both the United States Department of Defense and United States Government. A/DASD Alverson provided regional context and highlighted some of the recent challenges that have, and will continue to confront, armed forces in the region, particularly climate change and natural disasters. He noted that WPS provides a framework for countries in the Western Hemisphere to analyze and confront our shared hemispheric security challenges.

C. Sessions. The Member States received presentations and participated in a series of panel discussions related to WPS. The purpose of the panel discussions was to build upon the delegates' academic, strategic, and operational perspectives on the WPS theme.



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a. Panel I: How to Increase the Meaningful Participation of Women in the Armed Forces and Defense Sector

Objectives: Highlight case study examples from CDMA Member States regarding the increase of women in the armed forces and defense sector – including through policy changes, strategy implementation, and operational requirements.

Moderator: Dr. Tahina L. Montoya, Political/Military Analyst, Defense Intelligence Agency (DIA), United States Air Force Reserves

Panelists:

- Argentina: Ms. Ana Carolina Podlesker, Executive Secretary of the XVI CDMA, Argentina Ministry of Defense
- Dominican Republic: Lieutenant Colonel Dominga Made Zabala (Air Force), Director of Gender Equality and Development, Ministry of Defense
- Guatemala: Colonel Verónica Eulalia Doño Lobo, Director General, Human Rights and International Humanitarian Law, Ministry of Defense

b. Presentation by Chile: Lessons Learned from Developing and Updating a WPS National Action Plan

Objectives: To share lessons learned from a CDMA Member State that has drafted, revised, and implemented a WPS National Action Plan. Lessons learned by Chile can educate CDMA Member States considering a revision to their WPS National Action Plan or CDMA Member States that have not yet drafted a WPS National Action Plan.

Presenter: Ms. Maria Paz Guerraty, International Gender Officer, International Relations Division, Chile Undersecretary of Defense

c. Presentation by United States: DoD Implementation of the U.S. Strategy and National Action Plan for WPS

Objectives: To share the experience of the U.S. Department of Defense with the development and implementation of a whole-of-government National Action Plan.

Presenter: Ms. Janina Staguhn, WPS Policy Advisor, Office of the Secretary of Defense for Policy, Global Partnerships, Department of Defense

d. Panel II: How to Develop a WPS National Action Plan



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Objectives: To demonstrate different national approaches to developing a WPS National Action Plan, including how Ministries of Defense develop and institute their government's WPS National Action Plan.

Moderator: Ms. Janina Staguhn, WPS Policy Advisor, Office of the Secretary of Defense for Policy, Global Partnerships, DoD

Panelists:

- Mexico: Colonel Sandra Patricia Ruiz Marquez, Head, Observatory for Equality between Women and Men, Secretary of National Defense (SEDENA)
- Paraguay: Captain JM Myrian Verónica Ruíz Díaz Martínez, Legal Advisor of the Presidential Escort Regiment
- Peru: Ms. Mariana López Morales, Planning Coordinator and Member, Secretariat, Committee for Gender Equality, Ministry of Defense

e. WPS Overview Presentations by William J. Perry Center, IADC, and IADB

Objectives: To share with CDMA Member State delegations the WPS activities of the William J. Perry Center for Hemispheric Defense Studies (Perry Center), the Inter-American Defense College (IADC), and the Inter-American Defense Board (IADB).

Presenters:

- Perry Center: Colonel Barbara Fick, Ph.D., Chief, Security Cooperation and Interagency Integration, Gender Focal Point
- IADC: Ms. Frieda Garcia Castellanos, WPS Gender Advisor
- IADB: Lieutenant Commander Taryn Machado Senez, Brazilian Navy, Women, Peace, and Security Gender Advisor

f. Panel III: How to Implement WPS in Mission Areas

Objectives: To demonstrate the different approaches to the implementation of WPS in defense and security operational missions. Panelists will share experiences implementing a WPS approach in mission areas, including Humanitarian Assistance & Disaster Response (HA/DR), maritime operations, and Peacekeeping Operations (PKO).

Moderator: Mr. James Collins, WPS Advisor, Joint Staff J-5, DoD

Panelists:



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- Bahamas: Humanitarian Assistance & Disaster Response (HA/DR), Dr. Jennifer Bethel, Director of Research and Development, Ministry of National Security
- Brazil: Maritime Operations, Colonel Jose Rubens Marques, Coordinator of the Inter-American Organizations Section, Ministry of Defense
- Uruguay: Peacekeeping Operations (PKO), Colonel (R.) Rivera Elgue Do Campo, Vice Minister of Defense, Ministry of Defense
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g. Panel IV: How to Measure WPS Progress

Objectives: To share various qualitative and quantitative approaches to measuring the implementation of WPS in policy, strategy, training, and operations.

Moderator: Dr. Fabiana Perera, Senior Faculty Associate, Defense Security Cooperation University

Panelists:

- Belize: Ms. Rhea Rogers, Staff Officer, Ministry of National Defence and Border Security
- Colombia: Ms. Karen Eliana Pineda Mejía, Coordinator, Directorate of Human Rights and International Humanitarian Law, Ministry of National Defense
- Panama: Ms. Isbel Valderrama, Director of the Office of Gender Equity and Equalization of Opportunities of the Ministry of Public Security of Panama

h. Presentation by Canada: Gender-Based Analysis Plus

Objectives: To share Canada's WPS approach via its Gender-Based Analysis Plus

Presenters:

- Ms. Jillian Lackey, Acting Manager, Gender-Based Analysis Plus Project Support, Department of National Defence

IV. Conclusions

The Working Group discussed a range of topics and shared perspectives on Women, Peace, and Security. Delegates discussed ways in which their national government and armed forces are developing policies and strategies regarding WPS – including the implementation of WPS principles in operating environments. The panels and presentations offered different perspectives on how to develop National Action Plans and ways in which the WPS framework



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can be integrated and implemented. The Working Group (under the judicial and regulatory framework of each Member State):

- A. Considered ways to increase the meaningful participation of women in the armed forces and defense sector, including through policy changes and adoption of WPS principles through National Action Plans, exercises, education, policy and through data collection.
- B. Acknowledged the meaningful participation of women in the armed forces and the integration of gender analysis into the defense sector. This includes the role of women in active operations, for example, in Humanitarian Assistance & Disaster Response (HA/DR), maritime operations, and Peacekeeping Operations (PKO).
- C. Noted the importance of developing and updating WPS National Action Plans based on current requirements of Member States' governments.
- D. Commended the 11 countries in the region that have completed WPS National Action Plans since the adoption of UN Security Council Resolution 1325.
- E. Recognized the need to continue the discussions on Women, Peace, and Security to include the participation of women in defense and security decision-making institutions and ensuring these institutions are aware and can plan for the unique security needs of civilian populations based on their gender.
- F. Identified the importance of implementing communication strategies to generate awareness of WPS objectives and goals.
- G. Recognized the institutional efforts carried out by the Member States to foster women's meaningful participation in defense and security institutions through the development of WPS National Actions Plans and other means.

V. Recommendations

In recognition of the interdependence of the hemisphere, as it relates to the topics presented during this event, and by the different circumstances and capacities of each country, we make the following recommendations for consideration by the Ministers:

1. Recommend that the Ministers continue to support holding the Ad-Hoc WPS Working Group.
2. Recommend that the Ministers acknowledge the importance of WPS National Action Plans in implementing WPS policies and strategies.



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3. Recommend that the Ministers, according to their own national legal and interagency coordination frameworks, encourage the development, update, implementation, and funding of WPS National Action Plans, especially for the majority of CDMA member states that do not yet have WPS National Action Plans.
4. Recommend that the Ministers actively monitor and evaluate the progress of WPS objectives and strategies.
5. Recommend that the Ministers support the continued sharing of best practices and lessons learned regarding the topics discussed in this Ad-Hoc WPS Working Group through this forum and through their respective national and international Gender Advisory Networks.

It is recognized that at 1510, on April 24, 2024, the Ad-Hoc Women, Peace, and Security Working Group has concluded with the signature of this joint statement. As a matter of record, the CDMA Executive Secretariat will distribute digital copies of this document to the Member States in English, French, Portuguese, and Spanish.



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XVI CDMA Executive Secretary



Ms. Carolina Podlesker

Argentina Delegation

Ms. Carolina Podlesker
National Director of International Defense
Policy
Ministry of Defense

Belize Delegation

Ms. Rhea Rhenese Rogers
Staff Officer
Ministry of National Defense and Border
Security

Bahamas Delegation

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Ministry of National Security

Brazil Delegation

Colonel Jose Rubens Marques
Coordinator, American Organizations
Section
Ministry of Defense

Barbados Delegation

Commander Ryan Alleyne
Defense Attaché
Embassy of Barbados

Canada Delegation

Ms. Jillian Lackey
Acting Manager, Gender-Based Analysis
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International Analyst, International
Relations Division
Undersecretary of Defense

Dominican Republic Delegation

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and International Humanitarian Law
Ministry of National Defense

Ecuador Delegation

Major Abel Nicolas Moran Larreategui
Deputy Unit Commander, Special Forces
Group 25
Ecuador Army

Costa Rica Delegation

Commissioner Yadelly Noguera
Deputy Director General of the Public Force
Ministry of Public Security

El Salvador Delegation

Lieutenant Colonel Jose Melvin Sorto
Velasco
Chief, Department of Coordination
Ministry of Defense



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Grenada Delegation

Ms. Carlyn McQuilkin
Permanent Secretary, National Disaster
Management Agency
Ministry of National Security

Honduras Delegation

Lieutenant Colonel Dulce María Vásquez
Amador
Commander, Air Base José Enrique Soto
Cano
Honduras Air Force

Guatemala Delegation

Colonel Verónica Eulalia Doño Lobo
Director General, Human Rights and
International Humanitarian Law
Ministry of Defense

Jamaica Delegation

Ms. Tanisha Ellison
Security Attaché
Embassy of Jamaica

Guyana Delegation

Lieutenant Colonel Natasha Stanford
Inspector General, Defense Headquarters
Guyana Defense Force

Mexico Delegation

Colonel Sandra Patricia Ruiz Marquez,
Head, Observatory for Equality between
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Panama Delegation

Ms. Isbel Valderrama
Director, Office of Gender Equality and
Equalization of Opportunities
Ministry of Public Security

**Saint Vincent and the Grenadines
Delegation**

Mr. Foster Scott
Assistant Superintendent of Police
Royal Saint Vincent and the Grenadines
Police Force

Paraguay Delegation

Colonel (Ret.) Dr. Adalberto Perez Mareco
Secretary General
Ministry of National Defense

United States Delegation

Ashley Pixton
Country Director, OSD Policy
Department of Defense

Peru Delegation

Ms. Mariana López Morales
Planning Coordinator and Member,
Secretariat, Committee for Gender Equality
Ministry of Defense

Uruguay Delegation

Colonel (R.) Rivera Elgue Do Campo, Vice
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