

Agenda Items 2 & 12: Presentation and election of the Board Chair

Summary:

With the first term of the current Board Chair coming to an end, the Nominations and Governance Committee (NGC), in late April 2023, initiated, the process that will see the recommendation of candidates for the position of the Board of Trustees Chair. This paper highlights the steps followed that led to recommendation of the candidate for the office of the Board Chair. Trustees may wish to familiarize themselves with the requirements, including the procedures, by reading IPPF policy 1.4 on "Terms of reference of the Chair and the Vice Chair of the IPPF Board of Trustees" and procedure 8 of IPPF Procedural Byelaws relating to the procedure for the nomination of the Chair and Vice Chair of the Board of Trustees (BoT).

Action Required:

The Board of Trustees **to approve (or abstain from)** the recommendation from the Nominations and Governance Committee to elect Kathryn (Kate) Koy Gilmore as the Board of Trustees Chair for a second and final term to end on 15th May 2026.

Background

With the first term of office of the current Chair of the Board of Trustees coming to an end, the Nominations and Governance Committee (NGC), on 27th April, launched a call for nominations. This exercise will see the recommendation by the NGC of a list of candidates to be considered by the Board of Trustees to be elected as the next Board Chair.

Process

In order to appoint the next Chair of the Board of Trustees, the following steps were followed by the NGC:

- *Call for nominations*

On 27th April, the NGC Chair invited the eligible trustees to submit nominees or self-nominate themselves for the office of IPPF Board of Trustees Chairperson with the deadline of 8th May for receipt of the nominations.

The NGC registered two nominations by the deadline submitted by Aurelia Aurélia Nguyen and Isaac Adewole. The two nominators put forward the name of the current Chair, Kathryn Gilmore to serve for a second and final term as the Board Chair. As per the policy provisions, the nomination forms were supported by statements of support and the letter of consent by the nominee as per the prescribed procedures.

- *Interview*

With both nominators submitting the same nominee, the NGC, planned and organized an interview exercise. Such interview was conducted on Friday 19th May by a panel of the NGC to determine the recommendation the governing body wishes to put forward ; subject to the Board approval.

On 24th May, the panel of the NGC highly recommended Kathryn Gilmore for a second and final term as the Board Chair.

Next steps

- *Presentation of eligible nominees as the first non-procedural agenda item of the BoT*

On the first day of the BoT meeting (15th June), IPPF Honorary Legal Counsel will present the only recommended nominee for the position of Chair of the Board of Trustees.

- *Election of the Chair on the second day of the BoT meeting*

The approval of the recommended nominee will take place as the last procedural agenda item on the second day of the meeting (16th June). Since there is only one recommended candidate, the Board of Trustees must declare Kathryn (Kate) Koy Gilmore elected as the Chair of the Board of Trustees for a second and final term ending on 15th May 2026.

Notes from panellists and Kate's bio can be found below for reference.

Note from the panellists

The Candidate is the incumbent Chair of the Board of Trustees (BoT) seeking another term as the Chair of the BoT. Her role as the Head of the BoT and disposition displayed during her first term - a period of significant turmoil in global health environment, and many other challenges, alongside being an agent of change enabling requisite changes to the federation's goals and plans for the future, demonstrated her qualitative capability to seek a second term. Her leadership ability to motivate teams of volunteers and management alike, was remarkable.

Kate's stewardship of IPPF in her first term has been remarkable. Kate has been able to guide the BoT through its first years. The stability it will provide to the BoT through a second term is unquestionable, particularly given the global crises over the past few years. We appreciated her perspective on consolidation and focus as a prime opportunity. Kate has built strong relationships of trust with the Director-General, the Board of Trustees and also across the NGC. Kate's analysis of power is exactly what is needed in positions of leadership. Kate's style of partnership and support bodes well for the integration of the role of Board Chair. Kate's timeliness and availability remains impressive.

Bio of Kathryn (Kate) Gilmore

An external candidate, Kate Gilmore has been a Fellow at the Carr Center for Human Rights Policy, Harvard Kennedy School since February 2020. She is researching human rights concerns including: The political economy of sexual and reproductive health and rights; Organizational leadership in a world of "J curve" change; Acceleration of youth participation in public decision making; and Civil service without fear or favour. Kate was United Nations Deputy High Commissioner for Human Rights from 2014 to 2019 and was Assistant Secretary General and Deputy Executive Director, United Nations Population Fund (UNFPA) from 2012 to 2014.

Before this, she was Executive Deputy Secretary General at Amnesty International from 2000 to 2009. Amongst the skills required for the Board of Trustees, Kate can point to senior executive experience; safeguarding; and program delivery experience. She is from Oceania, currently located in France (and the USA while at Harvard). She also has lived in Australia for 40 years; the UK for 14 years; the USA for 4 years; and Switzerland for 4 years.