

**REPORT OF THE FOURTEENTH SESSION  
OF THE ADVISORY BOARD ON EDUCATION AND OUTREACH****1. AGENDA ITEM ONE – Opening of the session and welcome address by the Deputy Director-General**

- 1.1 The Chairperson, Professor Magda Bauta Solés, opened the Fourteenth Session of the Advisory Board on Education and Outreach (ABEO) on 7 February 2023 at 10:00. She welcomed all Board members and observers to this session in The Hague and added that the ABEO was honoured to have the Deputy Director-General of the OPCW, Ambassador Odette Melono, deliver opening remarks.
- 1.2 The Deputy Director-General welcomed the ABEO members and observers to the Fourteenth Session of the Board and expressed her deep sadness for the passing of Dr Jo Husbands. She conveyed her sincere condolences to her relatives, friends, and colleagues, highlighting Dr Husbands' meaningful contribution to raising awareness about the peaceful uses of chemistry worldwide. The Deputy Director-General thanked Mr Shahab Ud Din, the previous Chairperson, for his able leadership of the Board in 2022 and congratulated Professor Magda Bauta Solés on her election as Chairperson for 2023.
- 1.3 The Deputy Director-General referred to important milestones that would take place in 2023, such as the complete destruction of all declared chemical weapons, the inauguration of the OPCW Centre for Chemistry and Technology (ChemTech Centre), and the Fifth Review Conference,<sup>1</sup> which will provide an opportunity to take stock of accomplishments and to agree on a common future.
- 1.4 The Deputy Director-General reminded the Board of the importance of preserving knowledge related to chemical demilitarisation and the prevention of the re-emergence of chemical weapons. The Board will also continue to focus on the following: e-learning, raising awareness of the OPCW's mission worldwide, providing assistance to National Authorities upon their request, and connecting with the chemical industry, academia, and professional associations. She stressed the need for accurate and objective information about the OPCW's work, which will contribute to building confidence in existing non-proliferation and disarmament architecture, especially among the youth.

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<sup>1</sup> Review Conference = Special Session of the Conference of the States Parties to Review the Operation of the Chemical Weapons Convention.



- 1.5 The Deputy-Director General referred to the Organisation's transition to a new learning management system, which is supported by funding from the European Union and will enable the OPCW to increase its e-learning offerings with interactive modules.
- 1.6 The inauguration of the ChemTech Centre in May 2023 was highlighted by the Deputy Director-General as an opportunity to ensure that the OPCW's capabilities keep pace with scientific and technological developments while enhancing research, cooperation, and the exchange of best practices, knowledge, and skills to advance the global effort to prevent the re-emergence of chemical weapons.
- 1.7 Referring to the multicultural composition of the Technical Secretariat (hereinafter "the Secretariat"), the Deputy Director-General highlighted the geographical diversity of staff members and the Secretariat's commitment to gender equality, and underlined the role of the Board in contributing to attracting a wider pool of candidates from all regions.
- 1.8 The Board expressed its appreciation for the Deputy Director-General's remarks and reflections on priority areas of the work of the Board.

## **2. AGENDA ITEM TWO – Adoption of the agenda and appointment of a drafting committee**

- 2.1 The ABEO adopted the following agenda for its Fourteenth Session:
  1. Opening of the session and welcome address by the Deputy Director-General
  2. Adoption of the agenda and appointment of a drafting committee
  3. General update on developments at the OPCW since the Board's last session and educational projects
  4. Debrief on the sixth meeting of the Open-Ended Working Group for the Preparation of the Fifth Review Conference and update on the Review Conference process
  5. Discussion on the expectations of States Parties related to education and outreach
  6. Discussion on the role of the Board and the prevention of the re-emergence of chemical weapons
  7. Knowledge sharing and partnerships with academia: potential options and challenges
  8. The Board's strategic plan and distribution of work among members
  9. Recommendations on e-learning from the Temporary Working Group on E-learning and status update on the new learning management system
  10. Update on the work of the Scientific Advisory Board
  11. Synergies with other international organisations and best practices towards achieving universality of the Chemical Weapons Convention

12. Possible contributions of the Board aimed at strengthening relationships with other international organisations
  13. Best practices in place at the United Nations Office for Disarmament Affairs to raise awareness of the prevention of the re-emergence of chemical and biological weapons
  14. The role of the Board in supporting the Centre for Chemistry and Technology
  15. E-learning modules for universities: a summary of content peer review and organising future work
  16. The modalities utilised by the Implementation Support Branch to engage with National Authorities
  17. Supporting geographical diversity and gender balance
  18. Outreach and countering disinformation through social media
  19. Report on the intersessional work of Board members and future areas of focus
  20. Topics identified for further consideration at the Fifteenth Session of the Board and scheduling
  21. Follow-up discussion on gender equality and diversity
  22. Commemoration of the thirtieth anniversary of the signature of the Chemical Weapons Convention: the Board's contribution
  23. Any other business
- 2.2 The Board appointed Mr Shahab Ud Din, Dr Richard Guthrie, and Dr Ladislava Navrátilová as drafting committee members.
- 3. AGENDA ITEM THREE – General update on developments at the OPCW since the Board' last session and educational projects**
- 3.1 The Secretary of the Board, Ms Luisa Sánchez-Bravo, delivered a presentation on general developments since the last ABEO session, with a focus on the implementation of educational projects. She noted that after the complete destruction of all declared chemical weapons as verified by the OPCW—expected by September 2023—the Organisation would place an even greater emphasis on preventing the re-emergence of chemical weapons. The Secretary informed the participants that the handover of the ChemTech Centre building took place in January 2023, and that the inauguration is scheduled to take place in May 2023.
- 3.2 Regarding the Organisation's educational projects, the ABEO Secretary informed the Board that a new learning management system based on the Moodle platform has been acquired thanks to European Union funding, and that branding elements are being embedded in it. She added that the project on the development of three interactive modules for universities, co-funded by the European Union and the OPCW, would be completed by 30 April 2023 and is aimed at raising awareness of the OPCW and its

mission, enhancing the range of e-learning courses offered by the Secretariat, and providing a basis upon which to develop potential partnerships with universities worldwide. She highlighted the importance of the contribution of the Board, not only in the peer review of content, but also in the dissemination of these modules to academic institutions in all regions. Regarding Project 5B on the translation and dissemination of education and outreach materials, the Secretariat is focusing on the development of multilingual versions (in all OPCW official languages) of the following OPCW Basics videos: “What is a Chemical Weapon?”, “What is the Chemical Weapons Convention?”, and “What is a Dual-Use Chemical?”.

3.3 The Board thanked the Secretary for her presentation and her support.

**4. AGENDA ITEM FOUR – Debrief on the sixth meeting of the Open-Ended Working Group for the Preparation of the Fifth Review Conference and update on the Review Conference process**

4.1 Mr Shahab Ud Din debriefed the Board on his participation in the sixth meeting of the Open-Ended Working Group (OEWG) for the Preparation of the Fifth Review Conference on 18 October 2022 and noted the positive feedback and encouragement received from States Parties on the ABEO’s work.

4.2 Mr Szymon Bocheński, Senior Policy Officer in the Office of Strategy and Policy, briefed the Board on the status of preparations for the Fifth Review Conference. In particular, he provided an update on the work conducted by States Parties within the framework of the OEWG for the Preparation of the Fifth Review Conference, focusing on substantive issues related to education and outreach. Mr Bochenki noted that the preparatory process for the Fifth Review Conference has been inclusive and recalled the participation of the Chairpersons of the ABEO and the Scientific Advisory Board (SAB), as well as representatives of international chemical industry associations and civil society at selected OEWG meetings. He also observed that the attendance of States Parties in the preparatory meetings has been high, an indication of the proactive engagement of States Parties.

4.3 The Board discussed how it might use the opportunities offered by the Fifth Review Conference to showcase its work. Taking into account the fact that the ABEO Chairperson delivered a statement on behalf of the Board during the general debate of the previous Review Conference, it was agreed that the Board would proceed in the same fashion this year, with the goal of making a meaningful contribution to the Fifth Review Conference. In addition, the Board agreed to organise an appropriate side event at the Review Conference, pending financial and logistical considerations.

4.4 The Secretary of the Board informed the Board that she would work with the Chairperson to identify opportunities to move forward with a side event.

4.5 The Board thanked Mr Shahab Ud Din and Mr Szymon Bocheński for the information they shared.

**5. AGENDA ITEM FIVE – Discussion on the expectations of States Parties related to education and outreach**

- 5.1 The Board discussed key aspects of education and outreach and ensuring that appropriate resources are made available for relevant audiences. As part of this discussion, the Board was provided with a non-paper prepared by France that was circulated to States Parties as part of the preparations for the Fifth Review Conference. Members of the Board welcomed the non-paper as a useful contribution to the debate on education and outreach. In discussion, the Board suggested that the idea of cooperating more closely with universities should be broadened, to include other institutions in higher education and research entities such as think tanks.
- 5.2 The ABEO underlined the need for interdisciplinary cooperation and proposed the formation of an international network of universities and think tanks with the aim of organising regular summer school programmes in close cooperation with the OPCW. These types of interdisciplinary summer school programmes could target different groups: summer school programmes for students would aim to boost their engagement with issues related to the Chemical Weapons Convention (hereinafter “the Convention”) and introduce them to the OPCW; summer school intensives for young professionals would teach that target audience about non-proliferation and chemical demilitarisation, and would make them aware of the OPCW as a potential employer; and programmes could also be designed for practitioners and first responders in order to provide them with specific knowledge and techniques. In addition to providing the necessary resources for this purpose, another important step would be to increase the pool of participants from all regions worldwide, with special attention given to Latin America and Asia.
- 5.3 The Board also discussed the need to develop specialised educational materials that would be published on the OPCW website for the benefit of experts from all States Parties. Previously used fact sheets and a newly elaborated glossary of technical terms are good examples.
- 5.4 In addition, the ABEO stressed that the new ChemTech Centre provides an opportunity to foster scientific exchange. The Board encouraged the Secretariat to organise annual conferences and workshops to address scientific topics.

**6. AGENDA ITEM SIX – Discussion on the role of the Board and the prevention of the re-emergence of chemical weapons**

- 6.1 The ABEO Chairperson delivered a presentation on the functions of the ABEO in light of the increasing focus on preventing the re-emergence of chemical weapons, and achieving the completion and verified destruction of all declared chemical weapons by the end of 2023.
- 6.2 The ABEO Chairperson briefed the Board on the OPCW’s existing relationships with other international organisations and highlighted potential synergies. Examples discussed included the Montreal Protocol, which deals with substances that deplete the ozone layer, and the Inter-Parliamentary Union, which gathers parliamentarians from all over the world at least once per year. Another example mentioned by the Board was the Rotterdam Convention, which will hold its conference in May 2023 and has an agenda item on cooperation with other international organisations.

- 6.3 In the subsequent discussion, the Board agreed to prepare an inventory of international organisations with potential synergies with the OPCW for consideration by the Secretariat.
- 6.4 Board member Dr Ladislava Navrátilová volunteered to draft an inventory of international organisations with potential synergies in the area of education and outreach, with a view to discussing and agreeing upon a final proposal by the Board during the intersessional period.

**7. AGENDA ITEM SEVEN – Knowledge sharing and partnerships with academia: potential options and challenges**

- 7.1 Mr Zaven Hakopov, the OPCW's Knowledge Management Advisor, updated the Board on the latest developments in knowledge management at the OPCW. He referred to the mandate assigned to the Knowledge Management Unit by the States Parties to preserve knowledge, experience, and skills pertinent to chemical demilitarisation, verification, and non-proliferation.
- 7.2 The Knowledge Management Advisor noted his close collaboration with the Office of Strategy and Policy, the ABEO Secretary, and the joint work being carried out towards the implementation of educational programmes. Mr Hakopov explained that the Secretariat is improving its e-learning portfolio and highlighted some of the benefits of educational activities and programmes to enhance the involvement of stakeholders, engage the younger generations—including young professionals—and boost awareness among potential applicants of vacancies at the OPCW. Mr Hakopov welcomed the Board's expert advice regarding the development of educational programmes, including eventual stand-alone degrees on subject matters such as chemical disarmament and non-proliferation and chemical safety and security, as well as the development of strategies to integrate these courses into existing lectures and academic curricula.
- 7.3 Mr Hakopov touched upon the various challenges that need to be kept in mind, such as licensing factors, confidentiality, public messaging that is aligned with OPCW Public Affairs guidelines, and professional expertise, as well as securing the resources to implement these programmes, and determining a well-defined format for and ensuring standardised regulation of educational tools and their potential use for non-profit purposes.
- 7.4 The professional networks of ABEO members were mentioned by Mr Hakopov as a first step in integrating online modules into university curricula; through small concrete steps, educational networks can be developed regionally, for example, with a flagship university in each region.
- 7.5 The ABEO Chairperson noted that the Board fully supports this vision and is focusing on providing advice on these potential opportunities to improve the Organisation's e-learning portfolio and facilitate the development of academic networks to boost awareness of the OPCW's work worldwide. In the subsequent discussion, several concrete recommendations were made by the Board: holding a face-to-face meeting for representatives of various academic institutions through their respective National Authorities, ensuring that educational resources remain open source (such as, avoiding the inclusion of sensitive or confidential content) and free of charge, and enhancing relationships with academic institutions such as the Asser Institute, which currently offers summer courses and is now envisaging an educational programme in

collaboration with the University of Amsterdam. It was noted that one of the main benefits of summer school programmes is that their courses target not only students, but also young professionals and first responders through the provision of practical skills. In line with the initiative proposed by Professor Rocael Hernández Rizzardini of Galileo University, the Board offered to upload the set of three university modules to the edX.org platform through the university's subscription in order to make the modules available to millions of learners worldwide—at no cost to the OPCW and free of charge for learners. The edX platform reaches 40 million learners worldwide. The Board also mentioned the work currently under way by the International Cooperation and Assistance colleagues in the Assistance and Protection Branch to standardise guidelines for Assistance and Protection training courses.

7.6 The Board thanked Mr Zaven Hakopov for his talk and ideas for discussion and expressed its willingness to continue working closely with him and his team.

**8. AGENDA ITEM EIGHT – The Board's strategic plan and distribution of work among members**

8.1 The Board agreed that each ABEO member will prepare a presentation on a subject matter relevant to the Convention and its implementation, each from their own academic perspective, with an initial outline ready by 10 April 2023. These outlines could be used by ABEO members to record presentations or talks in video format that subsequently could be used in the OPCW's educational and outreach activities. The outlines will be sent to the ABEO Chairperson and Secretary.

8.2 Ongoing work on reviewing the content of the modules for universities based on the Board members' areas of expertise would continue. The Board will also contribute to the dissemination of these modules through their academic networks.

**9. AGENDA ITEM NINE – Recommendations on e-learning from the Temporary Working Group on E-learning and status update on the new learning management system**

9.1 Professor Hernández Rizzardini delivered a presentation on the current status of implementation of the recommendations made by the ABEO's Temporary Working Group (TWG) on E-learning, noting that the Secretariat had advanced in some areas, such as the transition to a new learning management system to better reach external audiences. Professor Hernández Rizzardini stressed the need for a centralised learning strategy at the Secretariat and the enhancement of partnerships with universities.

9.2 Professor Hernández Rizzardini noted that it is important that modules for universities are freely available through online platforms, such as the EdX.org platform, to ensure that they are widely used.

9.3 Professor Hernández Rizzardini further noted that the three new modules will need a distribution license, and suggested using an open-source license model, such as the Creative Commons model. In Prof Hernández Rizzardini's opinion, it will be challenging to have academia and other organisations adopt the modules without open licensing. It is important to permit the modules to be reused and remixed, and to determine clear rules regarding their use for commercial and non-commercial purposes.

9.4 The Board highlighted the importance of planning more courses or modules to be uploaded on the new learning management system, whenever possible, in a coordinated cross-divisional manner. Determining the learning management system's maximum capacity for registered users (which should have no limits) and total number of concurrent users are key elements in forming a targeted learning strategy. Another recommendation was the creation of courses in different languages, as well as the issuance of certificates of completion. Prof Hernández Rizzardini mentioned that the modules being produced should be accessible not only through the OPCW's new learning management system, but also in a downloadable format, packaged as a zip file.

9.5 The Board thanked Professor Hernández Rizzardini for his contribution.

## **10. AGENDA ITEM TEN – Update on the work of the Scientific Advisory Board**

10.1 Mr Peter Hotchkiss, Acting Director of the Office of Strategy and Policy and Secretary to the SAB, delivered a presentation on the SAB and its ongoing activities. This included an overview of the SAB's current key areas of focus, including its report on the overview of advances in science and technology since the last Review Conference, which is currently being finalised for the Fifth Review Conference.

10.2 Mr Hotchkiss provided an overview of the SAB's mandate and its composition, and highlighted that SAB members act in an independent capacity regarding their work for the Board. This is critical to ensure that the scientific advice provided to the Director-General is objective and without bias. Mr Hotchkiss noted that the Secretary of the SAB facilitates the communication between the SAB and the Director-General.

10.3 He further stressed the importance of continuing close collaboration between the ABEO and the SAB and the special relevance of scientific literacy to scientific advice. Scientific literacy is necessary for scientific advice, where recipient perception is key. Mr Hotchkiss added that both the SAB and the ABEO have a role to play in scientific education, and that the SAB would recommend that the two Boards collaborate on future training courses and webinars on chemical ethics and the peaceful uses of chemistry, among other topics. Furthermore, it was noted that both Boards have a responsibility in ensuring that factual and objective information is shared regarding the OPCW's mission and the science inherent in the Organisation's work.

10.4 Mr Hotchkiss highlighted that the COVID-19 pandemic has made it more apparent that conventional ways of learning have changed dramatically. For this reason, the SAB is of the view that the Secretariat should further embrace e-learning and make the most of hybrid events that combine training courses with online and in-person sessions.

10.5 Mr Hotchkiss concluded his presentation referring to the SAB's current work, noting that it has been adapting to a more flexible, hybrid approach moving forward. He noted that the Chairperson of the SAB will hold an informal online meeting to discuss internal matters and to better prepare for the Thirty-Seventh Session of the SAB, which is scheduled to take place from 28 August to 1 September 2023.

10.6 The discussion that followed touched on the advantages and disadvantages of online meetings; while there are clear advantages, there are still some challenges, such as the lack of universal access to online meeting technologies and varying internet bandwidth globally. Discussion then moved to the importance of the two Boards developing closer collaboration with one another given their complementary mandates.



- 10.7 The ABEO thanked Mr Hotchkiss for his presentation and expressed its willingness to continue collaborating with the SAB and, if possible, to find a suitable opportunity for the two boards to have a full, in-person meeting.
- 11. AGENDA ITEM ELEVEN – Synergies with other international organisations and best practices towards achieving universality of the Chemical Weapons Convention**
- 11.1 Ms Yvonne Mensah, Head of the Political Affairs and Protocol Branch, presented on the existing and future synergies with other international organisations, as well as the Secretariat’s efforts towards the universality of the Convention.
- 11.2 Collaboration with other international organisations was underscored as the most efficient and effective way to address current and future global security challenges and threats, given their scale and interconnectedness. The mandates for such collaboration are drawn from the Convention and the recommendations of the Review Conferences. These are then implemented through mechanisms such as agreements (including technical ones), memoranda of understanding, and institutional cooperation. Major areas of collaboration were discussed, including education and outreach. Ms Mensah presented some considerations concerning future governance-related issues and collaboration with other entities, such as strengthening engagement with disarmament and arms control organisations, institutionalising cooperation with relevant international organisations, and arrangements with regional organisations.
- 11.3 Ms Mensah emphasised that as the Organisation approaches the end of the destruction of declared chemical weapons stockpiles, the task of preventing re-emergence shines a light on the importance of the full universality of the Convention. The Secretariat’s efforts aimed at achieving the universality of the Convention were presented, highlighting the tailored approach that has been developed and implemented for the four remaining States not Party.
- 11.4 In the subsequent discussion, the Board considered the opportunities that could arise from reaching out to other entities, such as the Inter-Parliamentary Union and the Rotterdam Convention, among others. The discussion also addressed the moral authority of the OPCW as the embodiment of the aspiration for a world free of chemical weapons, and the corresponding responsibility of the Secretariat to work towards the universality of the Convention, including through outreach activities to the general public.
- 11.5 The Board thanked Ms Yvonne Mensah for her presentation and insight in this important realm.
- 12. AGENDA ITEM TWELVE – Possible contributions of the Board aimed at strengthening relationships with other international organisations**
- 12.1 Following the presentation by Ms Yvonne Mensah, the ABEO further discussed its role in strengthening relationships with relevant international organisations with synergies in the areas pertinent to the Organisation’s educational and outreach activities.
- 12.2 The Board further stressed the importance of drafting an inventory or compilation of relevant international organisations with potential synergies for the OPCW, and it was reiterated that the Montreal Protocol and the Inter-Parliamentary Union were good potential matches for the OPCW.

**13. AGENDA ITEM THIRTEEN – Best practices in place at the United Nations Office for Disarmament Affairs to raise awareness of the prevention of the re-emergence of chemical and biological weapons**

13.1 Mr Shahab Ud Din explained how outreach and advocacy is being conducted by the United Nations Office for Disarmament Affairs (UNODA). He noted that the UNODA organises conferences, seminars, and workshops to support the implementation of disarmament instruments. He also stated that the UNODA disseminates best practices and lessons learned on practical disarmament, armed violence prevention, as well as education on peace, disarmament, and non-proliferation.

13.2 Mr Shahab Ud Din suggested that, in light of the effectiveness and broad coverage of the United Nations Secretary-General Mechanism for Investigation of Alleged Use of Chemical and Biological Weapons, the OPCW could benefit from the relevant best practices being followed by the UNODA.

13.3 Looking towards the start of operations of the ChemTech Centre, he noted that the UNODA's activities may be linked to scientific research being carried out by the Centre, thus providing a foundation for technical cooperation between the OPCW and the UNODA.

13.4 The Board thanked Mr Shahab Ud Din for his presentation.

**14. AGENDA ITEM FOURTEEN – The role of the Board in supporting the Centre for Chemistry and Technology**

14.1 Mr Shahab Ud Din delivered a presentation on the possible activities that could be held at the ChemTech Centre to foster discussion among Board members on the ABEO's potential contribution. He mentioned the possibility of collaborating with a dedicated group of researchers focusing on chemical safety and security, including the exchange of best laboratory practices, and proposed that in light of the importance of the ChemTech Centre, the ABEO should encourage the OPCW to host scientific exchange programmes for States Parties at the Centre. Among other initiatives, he suggested, that visits to the ChemTech Centre for scientists and experts from all interested States Parties should be organised in order to establish cooperative ties and boost awareness of the Centre's capabilities.

14.2 The Board expressed its interest in visiting the ChemTech Centre at the next possible opportunity and conveyed its willingness to support the ChemTech Centre by contributing to its future activities and programmes. In order to better define the role that the ABEO can play and the contribution it can make to the ChemTech Centre, more information is needed on governance and the programmes to be implemented at the ChemTech Centre.

14.3 The Board thanked Mr Shahab Ud Din for his contribution.

**15. AGENDA ITEM FIFTEEN – E-learning modules for universities: a summary of content peer review and organising future work**

15.1 Professor Peter Mahaffy (King's University, Alberta, Canada) and his team briefed the ABEO on the development of educational modules for universities. Professor Mahaffy mentioned that the first set of deliverables had been completed in December 2022 and

comprises an overview of expected outcomes, the introductory syllabus, the pedagogical approach, learning outcomes, and teaching and learning activities. The implementation of the project remains on track and the completion of the set of three interactive modules is scheduled to be completed by 30 April 2023.

- 15.2 Professor Mahaffy referred to the target audience, which will include professors and other teaching staff at universities in addition to students. He added that these modules could also be used by the general public and young professionals. One of the challenges posed by this set of modules has been finding points of connection for different careers, both in science and the arts, and ensure that students from a broad academic spectrum find them of interest. With this goal in mind, the modules cover different branches that might be of interest to different students and aim to facilitate the integration of relevant parts in university curricula. The team was able to overcome some of the technical constraints posed by the requirement of hosting the modules on the new learning management system by using a format that is compatible with the main learning management system on the market.
- 15.3 Professor Mahaffy thanked the Board for providing valuable input on the content of the draft modules and mentioned the importance of implementing an effective dissemination plan to ensure that usage is as extensive as possible and that the modules can be disseminated throughout all regions worldwide.
- 15.4 The ABEO members thanked Professor Peter Mahaffy for his update and expressed their willingness to continue to provide feedback on the draft modules once completed, and to offer their academic networks to disseminate them.

**16. AGENDA ITEM SIXTEEN – The modalities utilised by the Implementation Support Branch to engage with National Authorities**

- 16.1 Ms Beatrix Lahoupe, Head of the Implementation Support Branch (IPB), delivered a presentation on the modalities of engagement with National Authorities utilised by the Implementation Support Branch, and shared some ideas on possible areas for cooperation with the ABEO. Ms Lahoupe mentioned the overall objective and mandate of the IPB's support, namely to ensure that National Authorities have the capacities in place to implement the obligations of the Convention, and that these capacities are sustainable. Regarding the specific obligation of States Parties to the Convention to adopt national Convention-implementing legislation, she remarked that this is a complex State-driven process that requires the full engagement with the relevant national stakeholders.
- 16.2 Ms Lahoupe mentioned some thematic areas of capacity-building support: drafting and reviewing Convention-implementing legislation and chemical security legislation (upon request); working with customs authorities to enforce the Convention transfer regime for scheduled chemicals; and engaging with the chemical industry as a key stakeholder in the implementation of the Convention. The IPB further facilitates the sharing of experiences and best practices among National Authorities through regional and global meetings.
- 16.3 Ms Lahoupe then noted some of the challenges encountered by some countries when it comes to developing national implementing legislation. These challenges are diverse and range from difficulties in drafting implementing legislation, lack of awareness, identification of all the stakeholders that need to be involved in the process, and

successfully getting proposed legislation through parliamentary processes. She highlighted the subregional forum with Pacific Island States held in Brisbane, Australia in October 2022 as an example of successful outreach and advocacy work in this context. The forum fostered regional cooperation by providing a space for the exchange of experiences and best practices, while also acknowledging the small size of National Authorities in many countries and the fact that communication and networking are key to strengthening regional cooperation.

- 16.4 Ms Lahoupe went on to address the three overall priority areas for the IPB, the first of which is States Parties that have not yet put any national implementing legislation in place (or have not reported on it), and States Parties with only partial implementing legislation. A second priority area is the prevention of the re-emergence of chemical weapons and, more specifically, the work of customs authorities related to the trade and transfer of scheduled chemicals and the related threat posed by non-State actors. The third priority is the achievement of stronger engagement with the chemical industry in support of the first two priority areas.
- 16.5 The Head of the IPB highlighted different capacity-building modalities, such as classical classroom training (which could be conducted in hybrid format), workshops that facilitate peer-to-peer exchanges and learning, as well as conferences, seminars and forums for outreach and advocacy purposes. Ms Lahoupe referred to the four regional meetings of the National Authorities held annually, as well as the global meeting of National Authorities once per year as important outreach, exchange, and networking events. Capacity-building events are designed to address the needs of States Parties, which are identified through needs assessments and feedback. As a practical example, she referred to a pilot forum on Article VI verification issues held in September 2022, which convened States Parties with Schedule 2 facilities and facilitated specific discussions and exchanges among relevant States Parties. Ms Lahoupe added that a pilot forum on transfer discrepancies is something that will take place in future; even though the Secretariat has no mandate to resolve transfer discrepancies among States Parties, it plans to provide space for an exchange of best practices among States Parties in this area in order to facilitate the bilateral resolution of such discrepancies.
- 16.6 Ms Lahoupe highlighted the recent global stakeholder forum to advance the adoption of implementing legislation as an example of outreach support. States Parties had indicated their need for country-specific policy messages and communication about the importance of Convention-implementing legislation aimed at parliaments and high-level decision makers. The IPB is considering providing this kind of support and developing targeted policy messages—and this is one area where the ABEO could provide support.
- 16.7 The discussion that followed touched upon various aspects, including how to draw the necessary attention, on a political level, to highlight the importance of developing implementing legislation, and strategies deployed by the IPB to provide guidance on a voluntary basis to States Parties, including through a future compendium of best practices to develop chemical security legislation. The Board members also noted the increasing complexity of capacity building and outreach support, particularly in view of the country-specific conditions under which the obligations related to Article VII must be met.
- 16.8 The Board thanked Ms Beatrix Lahoupe for her presentation and assured her that the ABEO remains committed to providing tailored support to National Authorities upon request.

**17. AGENDA ITEM SEVENTEEN – Supporting geographical diversity and gender balance**

- 17.1 Mr Micheál Conneely, Head of the Human Resources Branch, delivered a presentation on geographical diversity and gender balance in the Secretariat and touched upon areas where there could be a collaboration with the ABEO to further improve the achievements made to date. Mr Conneely referred to the overall staff composition and hiring trends per region. He updated the Board on the most recent figures as at 31 December 2022, and explained that staff diversity is based on the diversity of applicants, and that figures must be analysed in conjunction with the quality of the applicant pool. The Human Resources Branch focuses on understanding the reasons why there are more applicants from certain regions, and how tailored programmes and initiatives can be developed based on the data arising from that analysis.
- 17.2 Mr Conneely referred to the impact of the COVID-19 pandemic in human resources in terms of a higher rate of resignation at the OPCW and other similar international organisations. He further mentioned the effects of the tenure policy and outlined that the projected 80% turnover of staff members included in the tenure policy in the period of 2021 – 2023 is not sustainable for any organisation, not least a knowledge-based Organisation such as the OPCW. In addition to addressing these acute staffing challenges, some flexibility in the tenure policy would provide an additional tool to enhance both geographical diversity and gender balance.
- 17.3 Mr Conneely addressed gender balance as one of the many components of gender equality, and noted that a holistic approach should be taken. He introduced figures on male and female posts in the general service and professional levels, and referred to the progress made since 2018 as evidence of the commitment of the Director-General, the Deputy Director-General, and other senior leadership. While reporting on gender parity is often based on staffing numbers, the approach for sustaining progress is far broader than recruitment-related factors and addresses aspects such as outreach, engagement, professional development, and retention. This comprehensive approach is reflected in a number of ways, including the commitments of the Director-General as an International Gender Champion. Mr Conneely referred to some of the work done by the Secretariat, ranging from targeted outreach and sourcing, initiatives such as “Women in Chemistry”, workshops launched by the International Cooperation and Assistance Division for first responders, and other multilateral initiatives such as “Rise and Lead”, and “Women in Compliance”. From 2018 to 2022, the ratio of women in posts at and above the P5 level increased from 10% to 46%, and the ratio of female inspectors has almost doubled. This can have a lasting impact, since it enables the presence of more female voices across various leadership levels and areas of work in the Organisation.
- 17.4 Furthermore, Mr Conneely provided an overview of the current outreach activities that the Human Resources Branch focuses on with the cooperation of Public Affairs Branch and other stakeholders. These include participation in virtual and in-person career fairs, social media, webinars, and partnerships with States Parties. He explained that the Human Resources Branch will look to further strengthen its work to develop a cohesive employer branding framework with the overall goal of increasing the pool of potential candidates, including niche profiles, raising awareness of employment opportunities and how recruitment processes at the OPCW work and providing resources so that candidates are well positioned to apply when vacancies are opened.

- 17.5 In conclusion, Mr Conneely emphasised that continued progress requires maintaining a consistent communication and outreach strategy. The Human Resources Branch's work will include benchmarking exercises, including against what has worked well at other international organisations with similar characteristics, and approaches to achieving improved geographical diversity and gender balance. He further noted that strengthening partnerships with OPCW bodies, National Authorities, relevant industry bodies, and universities can also have a lasting impact, and reminded the Board that the Human Resources Branch is ready to cooperate with the ABEO in these areas.
- 17.6 In the subsequent discussion, the following subject matters were discussed: the population baseline for each region as one criterion to use when assessing data based on analytics; the potential dominance of one or two specific countries in some regions; the opportunities offered at career fairs and side events aimed at raising awareness of professional opportunities; the organisation of sessions or events in different languages to better reach potential candidates; the need for improved outreach in Africa, Asia, and Latin America through tailored initiatives; and the role of regional coordinators in disseminating information on professional vacancies.
- 17.7 The Board thanked Mr Micheál Conneely for his presentation and expressed its willingness to contribute to raising awareness of professional vacancies in all regions and to present resources provided by the Human Resources Branch through their professional and academic networks, among other efforts.
- 18. AGENDA ITEM EIGHTEEN – Outreach and countering disinformation through social media**
- 18.1 Ms Elisabeth Waechter, OPCW Spokesperson and Head of the Public Affairs Branch, delivered a presentation on the work of the Public Affairs Branch in outreach and countering disinformation, with a focus on social media. Ms Waechter reiterated the various functions within the Branch's mandate and referred to the challenges of living in a "post-truth society", where facts are questioned, and gaining respect and trust in public opinion has become increasingly difficult for many international organisations.
- 18.2 Ms Waechter explained that the Public Affairs Branch works with media and news outlets to ensure that they have access to fact-based information, and are thus able to act as multipliers and ensure that facts are promptly reported.
- 18.3 Building on this experience, Ms Waechter noted that the Organisation has an opportunity to pivot from coverage of Syria-related news to reporting more generally about the work and mandate of the Organisation, such as chemical disarmament and preventing the re-emergence of chemical weapons, among others. Referring to possible areas of collaboration with the ABEO, Ms Waechter mentioned the important role that Board members can play in ensuring that factual information is shared through their courses, conferences, and interviews, among other events.
- 18.4 Ms Waechter highlighted that the strategic use of social media has become increasingly important to reach target audiences such as the younger generations, who prefer to obtain information through these channels.

- 18.5 In the subsequent discussion, the ABEO members acknowledged the importance and sensitivity of the work implemented by the Public Affairs Branch. The Board also mentioned some lessons learned from the work of other international organisations, in cases where some facts have been taken out of context, and highlighted the need to adequately provide context in the news to avoid such situations.
- 18.6 The Board thanked Ms Waechter for her presentation and stressed its willingness to continue working together to engage with audiences worldwide on the work of the OPCW.
- 19. AGENDA ITEM NINETEEN – Report on the intersessional work of Board members and future areas of focus**
- 19.1 The Board opened agenda item 19 by congratulating Dr Ladislava Navrátilová and her institution (Fire Rescue Service of the Population Protection Institute, Czech Republic) on having been named a recipient of the prestigious OPCW–The Hague Award 2022 for their significant contributions towards achieving a world free of chemical weapons.<sup>2</sup> This award demonstrates that ABEO members are experts in the field of global education. Dr Navrátilová also updated the Board on her intersessional activities: she provided support to the Assistance and Protection Branch of the International Cooperation and Assistance Division in the roles of course leader, coordinator, and lecturer for the international advanced course on CBRN<sup>3</sup> emergency preparedness and response for Paraguayan first responders (17 – 26 October 2022, Asunción, Paraguay) and the operational training course on chemical emergency response, planning and management for the East African community (5 – 14 December 2022, Jinja, Uganda). Dr Navrátilová also participated in the Hazmat Protect International Scientific Conference (14 and 15 September 2022, Czech Republic), where she delivered a presentation on global education for first responders, as well as the strategy and goals of the ABEO.
- 19.2 Professor Magda Bauta Solés, ABEO Chairperson, informed the Board that she had continued to work with Cuba’s relevant national actors, including its National Authority, in an effort to promote understanding and implementation of the Convention. These efforts included proposing curricula for new leadership positions directly involved in the implementation of the Convention at the provincial and national levels.
- 19.3 Professor Graciela González provided a summary of her intersessional activities, which included organising university courses for students and professionals. She delivered a presentation on laboratory chemical safety at the Faculty of Exact and Natural Sciences of the University of Buenos Aires. She taught a course entitled “Safe and Peaceful Uses of Chemistry: Knowing the Risks”, and gave a lecture on “Interface Analysis in the Development of Sensors Oriented to Industrial Applications” at the XXXIV National Congress of Analytical Chemistry and the XIV Student Symposium in Guanajuato City, Mexico (September 2022). The latter lecture discussed The Hague Guidelines, which were presented as tools to be included in developing the chemical industry. Prof González also participated as an expert in a special debate on the role of science in the development of chemical and biological weapons as part of a course entitled “Chemical Analysis in Forensic Investigation”, which was coordinated by former ABEO member Dr Adriana Bernacchi of the University of Buenos Aires in the fall semester of 2022.

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<sup>2</sup> <https://www.opcw.org/media-centre/news/2022/11/opcw-hague-award-announced-first-responders-training-centres-and-civil>.

<sup>3</sup> CBRN = chemical, biological, radiological, and nuclear.

- 19.4 Next, Professor Christopher Daase reported on his activities over the intersessional period, which included organising a roundtable discussion on “Arms Control Education and Outreach in a New Era” for the 2023 Annual Convention of the International Studies Association in Montreal, which brings together professionals from arms control organisations, think tanks, and universities. He also participated in the establishment of the Cluster for Natural and Technical Science Arms Control Research (CNTR) at the Peace Research Institute Frankfurt. Prof Daase also revised and updated an e-learning unit on chemical weapons for the European Union Non-proliferation and Disarmament Consortium, reviewed a paper on arms control syllabi and security studies curricula at European University Institute, and authored a section on arms control and CBRN disinformation for the Peace Report 2023, published by Germany’s leading peace research institutes and presented at the German Bundestag.
- 19.5 Professor Rocaél Hernández Rizzardini informed the Board that his intersessional activities included the review of educational modules, with a focus on quality control.
- 19.6 During the intersessional period, Mr Shahab Ud Din delivered a presentation on the ABEO’s work at the sixth session of the OEWG for the Preparation of the Fifth Review Conference on 18 October 2022. He has also been involved in international and national education and outreach activities in collaboration with the National Authority of Pakistan, as well as national academia and industry. Mr Shahab Ud Din served as an expert for the following educational events: an international advanced training course and exercise on assistance and protection against chemical weapons (November 2022, Islamabad, Pakistan); a national seminar on chemical and biological threats and response (8 September 2022); and a CBRN defence course (19 – 23 September 2022), at which he delivered a lecture on challenges in consequence management. He also participated in a panel discussion on consequence management for chemical incidents and accidents (16 – 20 January 2023).
- 19.7 Next, Professor Vicente Garrido Rebolledo provided an overview of relevant activities since the last ABEO meeting. He delivered a lecture on “Proliferation of Weapons of Mass Destruction: Risks and Threats” as part of a national defence course at the National Defence Centre for Higher Education (CESEDEN) (Madrid, Spain, 20 October 2022). He also attended a number of seminars: “Security and Defence”, co-organised by the Chairperson of Security and Defence Studies at Rey Juan Carlos University and the Spanish Ministry of Defence (11 November 2022, Madrid, Spain); a seminar on “Weapons of Mass Destruction, Arms Control, and International Diplomacy” at an event for students in the International Conflicts Prevention degree programme (30 November 2022, Madrid, Spain); a seminar on “Weapons of Mass Destruction: (Non-)Proliferation and Arms Control—Current Status” at the NATO Defense College (22 December 2022, Rome, Italy); a seminar on “Weapons of Mass Destruction, Proliferation, and Arms Control” as part of a course for the Master’s Degree programme in International Peace, Security, and Defence (September 2022 – February 2023, OPEN University, Spain); and finally a course seminar on “International Security and Defence Policy: the Role of International Organisations” (January – February 2023, Camilo José Cela University, Madrid, Spain).
- 19.8 Dr Nezha Barakate also contributed to many international conferences and scientific events as an expert during the period between ABEO meetings. She participated in the Seventh International CBRN Safety and Security Conference (4 – 6 December 2022, Iraq), where she delivered a presentation on the “European Union Initiative of CBRN



Centres of Excellence Model of Regional Cooperation”. Dr Barakate also took part in a virtual roundtable discussion for nominated experts for the United Nations Secretary-General’s Mechanism for Investigation of Alleged Use of Chemical and Biological Weapons, which was hosted by the UNODA (16 December 2022). She also served as a facilitator at the Insider Threat Awareness-Raising Virtual Series for Moroccan biological and chemical security professionals (31 October – 2 November 2022), and designed a poster for the Global Congress on Chemical Security and Emerging Threats (25 – 27 October 2022, Marrakech, Morocco). Further, Dr Barakate also served as an online facilitator for an awareness-raising webinar for national biosecurity stakeholders (7 and 8 September 2022) and contributed to the American and Moroccan initiative to collect evidence and investigate in the context of the fight against weapons of mass destruction-related terrorism at a stakeholder meeting (22 and 23 August 2022, Rabat, Morocco). Dr Barakate also participated in a course on enhancing laboratory skills and laboratory management (5 – 16 September 2022, VERIFIN,<sup>4</sup> University of Helsinki, Helsinki, Finland).

- 19.9 Over the intersessional period, Professor JaneFrances Ihedioha was also involved in activities promoting the goals of the OPCW. She participated in the 45th Annual International Conference of the Chemical Society of Nigeria (18 – 23 September, Yola, Nigeria), which focused on the role of chemistry in solving the current economic and security challenges in Nigeria. She also delivered an online presentation entitled “Chemical Security: the Role of Scientific Bodies in Preventing the Re-emergence of Chemical Weapons in Sub-Saharan Africa”. Prof Ihedioha also acted to facilitate linking the OPCW’s pages on education and outreach and the OPCW Basics video series to the website of the University of Nigeria, Nsukka.
- 19.10 Professor Supawan Tantayanon informed the Board of her activities over the intersessional period, which included delivering lectures on chemical safety and management at schools to 100 teachers and small-scale chemistry workshops in Indonesia, Vietnam, Nepal, and Cambodia from August to October 2022. She prepared content and delivered lectures for her course on “Chemical Safety and Management for Preventing Chemical Accidents”, of which she has produced audio recordings. This material will further be used in online training courses that prospective chemists are required to attend and pass in order to obtain their chemistry licenses. Prof Tantayanon also coordinated with Thailand’s Department of Chemistry, Faculty of Science, at Chulalongkorn University, and the Thailand Business Council for Sustainable Development to organise the lectures of Prof John Warner, entitled “Green Chemistry and Sustainability”, which were delivered to students on 30 November 2022 and representatives of the private sector on 1 December 2022.
- 19.11 Professor Zhou Ying provided an overview of her intersessional activities, which included teaching a postgraduate elective course on chemical ethics at Zhejiang University of Technology, China (5 September – 30 December 2022). As a member of the Chinese National Chemical Weapons Convention Implementation Expert Committee, she contributed to several outreach activities on the implementation of the Convention, and provided technical support for declared facilities, such as Ningbo Jinlai Chemical Co., Ltd (11 August 2022) and Zhejiang Kanglong Huacheng Pharmaceutical Co., Ltd (25 August 2022). At the request of the local Convention

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<sup>4</sup> VERIFIN = Finnish Institute for Verification of the Chemical Weapons Convention.

implementation authority, Prof Zhou participated in the OPCW's on-site inspection at Zhejiang Hengkang Pharmaceutical Co., Ltd, which is a declared Schedule 2 facility in China (11 – 16 October 2022).

- 19.12 Over the ABEO's intersessional period, Dr Richard Guthrie participated in the Spiez Convergence conference in September 2022, in addition to giving a presentation on the Fifth Review Conference at Wilton Park in October 2022. In November 2022, he participated on the Chemical Weapons Convention Advisory Committee of the United Kingdom of Great Britain and Northern Ireland in its first in-person meeting since the start of the COVID-19 pandemic. Further, he attended the Ninth Review Conference of the Biological Weapons Convention in November and December 2022, where he produced daily reports of the proceedings on behalf of the BioWeapons Prevention Project. Additionally, in working with the Targeted Initiative, which is funded by the European Union, he organised a webinar on responsible science in December 2022; this event was aimed at early-career researchers. In January 2023, he addressed a meeting of European Pugwash groups on the review and implementation of both the Biological Weapons Convention and the Chemical Weapons Convention. Dr Guthrie is currently preparing a video that will be shown by London Metropolitan University ahead of the Fifth Review Conference; this will complement his video on the Ninth Review Conference for the Biological Weapons Convention, which was released in 2022.
- 19.13 Over the intersessional period, Professor Mohd Jamil Maah participated in an awareness seminar and has also been promoting the OPCW's e-learning bundle among his students. He also participated in a workshop on chemical warfare in Malaysia.

**20. AGENDA ITEM TWENTY – Topics identified for further consideration at the Fifteenth Session of the Board and scheduling**

- 20.1 The Board discussed its availability to meet at its Fifteenth Session during two weeks in June, the weeks of 12 and 19 June, subject to the availability of rooms at the OPCW Headquarters. Holding the session in June would mitigate travel-related costs and difficulties linked to the reservation of flights during the holiday season in Europe.
- 20.2 The Board assessed different modalities to ensure that the maximum number of Board members can participate, while ensuring that everyone is able to work efficiently. Additional consideration was given to the possibilities of inviting external speakers to allow fruitful discussions with experts instead of reproducing the format of Secretariat staff presentations at each and every session. The Board agreed to make use of virtual modalities whenever possible, and underscored the importance of strengthening collaboration with the SAB, bearing in mind the different mandates of each board.
- 20.3 Professor Rocael Hernández Rizzardini highlighted the importance of ensuring that ABEO members have access to the content of the university modules developed by Professor Mahaffy (see paragraphs 15.1 through 15.4 above) in order to contribute peer review content in a timely manner based on their respective areas of expertise. The dissemination of modules to universities worldwide should be included as an agenda item for the ABEO's Fifteenth Session.

**21. AGENDA ITEM TWENTY-ONE – Follow-up discussion on gender equality and diversity**

The Board members acknowledged the comprehensive information on geographical diversity and gender balance provided by the Head of Human Resources, and reiterated its commitment to raising awareness of professional vacancies in their courses, conferences, and professional associations in order to ensure there is a wider pool of candidates from all regions. With regard to gender balance, the Board highlighted the importance of the Secretariat's holistic approach and expressed its willingness to contribute to further improving gender balance across the Secretariat in cooperation with the Human Resources Branch.

**22. AGENDA ITEM TWENTY-TWO – Commemoration of the thirtieth anniversary of the signature of the Chemical Weapons Convention: the Board's contribution**

22.1 Board member Professor Graciela González shared with the Board that the tenth anniversary of the launch of the Itinerant Chair of the Faculty of Chemistry of the National University of Córdoba will coincide with the thirtieth anniversary of the signature of the Convention in 2023. This Chair is part of the fourth pillar of the national project on education led by the National Authority of Argentina and the Ministry of Education, and is aimed at fostering peaceful uses of chemistry and contributing to the prevention of the re-emergence of chemical weapons through responsible knowledge. The ninth anniversary had been commemorated in a hybrid modality during the pandemic and comprised three sessions, which focused on science and ethics, toxicology, and chemical weapons. A practical workshop had also been organised.

22.2 The Board decided to work on possible topics to compile a collective contribution for the thirtieth anniversary of the signature of the Convention, and agreed to prepare an outline on possible issues related to the Convention in the various areas of expertise of ABEO members. The Board also decided to consider the creation of interactive resources as a contribution for the thirtieth anniversary. These resources could be made into videos. For these resources, the Public Affairs Branch would be consulted in advance for its advice on branding guidelines.

**23. AGENDA ITEM TWENTY-THREE – Any other business**

23.1 The Board agreed on the importance of identifying at least one university per region to which to disseminate the university modules, while bearing in mind that the goal is to achieve the most widespread usage possible in all regions. Concerning the ways in which the modules can be distributed, the Board highlighted the special role that National Authorities play in connecting with academia at the domestic level, and noted that this role will be key in disseminating the modules, with the hope of further extending these outreach efforts through the professional and academic networks of ABEO members.

23.2 The Board proposed participating in a side event at the Fifth Review Conference and contributing to the commemoration of the thirtieth anniversary of the signing of the Convention. It was suggested that ABEO Board members could each deliver a presentation on a subject in their area of expertise related to the Convention. The Board agreed to explore the possibility of producing a video of each Board member. However, in the event that the videos would need to be reviewed by the Secretariat prior to publication on the OPCW website, this process would take more time. An outline of

this project could be presented during the side event, with a general overview of the ABEO's work over the last few years and highlighting its priority areas of focus. A brochure or fact sheet on the work of the ABEO could be produced for this side event. The ABEO Secretary noted that the Secretariat would look into the availability of financial resources for this side event. Board members noted that in the past, some States Parties had sponsored side events.

- 23.3 The Board recalled that prior to the COVID-19 pandemic, briefings for States Parties were held at least once a year; the members agreed to resume this good practice to raise awareness of the ABEO's work and enable States Parties to ask questions about the Board's mandate and current priority areas.
- 23.4 Members of the Board noted that there were locations on the OPCW website where additional cross links would simplify user navigation of the site, such as a link to the ABEO page from the page listing the ABEO's reports.
- 23.5 Professor Tantayanon mentioned that from 15 to 19 July 2024, the International Union of Pure and Applied Chemistry (IUPAC) will hold its 27th International Conference on Chemical Education (ICCE 2024) in Thailand. She further noted that she would arrange for 100 students and 100 teachers from different regions of the world to attend this conference, and pointed out that this would be a good platform for the OPCW to organise a workshop aimed at reaching out to teachers and high school students worldwide. As the Chairperson of IUPAC's ICCE, she would offer the venue and other facilities for a OPCW workshop.

Annex: List of Participants at the Fourteenth Session of the Advisory Board on Education and Outreach

**Annex****LIST OF PARTICIPANTS AT THE FOURTEENTH SESSION OF THE ADVISORY BOARD ON EDUCATION AND OUTREACH**

1.	Prof Magda Bauta Solés
2.	Prof Graciela González
3.	Dr Ladislava Navrátilová
4.	Prof Christopher Daase
5.	Prof Rocael Hernández Rizzardini
6.	Prof Mohd Jamil Maah
7.	Dr Nezha Barakate
8.	Prof JaneFrances Ngozi Ihedioha
9.	Mr Shahab Ud Din
10.	Prof Zhou Ying
11.	Prof Vicente Garrido Rebolledo
12.	Prof Supawan Tantayanon
13.	Dr Richard Guthrie
14.	Prof Marietjie Potgieter (observer: IUPAC)
15.	Dr William Garcia (observer: European Chemical Industry Council)
16.	Dr Matteo Guidotti (observer: SAB)
17.	Prof Peter Mahaffy (observer and expert in academic curricula: King's University, Alberta, Canada)
18.	Ms Yvonne Mensah, Head of the Political Affairs and Protocol Branch
19.	Ms Elisabeth Waechter, OPCW Spokesperson and Head of the Public Affairs Branch
20.	Mr Micheál Conneely, Head of the Human Resources Branch
21.	Mr Zaven Hakopov, Knowledge Management Advisor
22.	Ms Beatrix Lahoupe, Head of the Implementation Support Branch
23.	Mr Peter Hotchkiss, Acting Director of the Office of Strategy and Policy and Secretary to the SAB
24.	Mr Szymon Bocheński, Senior Policy Officer, Office of Strategy and Policy
25.	Ms Luisa Sánchez-Bravo, Senior Policy Officer and Secretary to the ABEO, Office of Strategy and Policy

Apologies: Dr Craig Cormick  
Dr Jason Openo