

COMMONWEALTH PARLIAMENTARY ASSOCIATION

**CPA POST-ELECTION SEMINAR:
DOMINICA REPORT**

23-25 SEPTEMBER 2020

About the CPA

The Commonwealth Parliamentary Association (CPA) connects, develops, promotes and supports parliamentarians and their staff to identify benchmarks of good governance and the implementation of the enduring values of the Commonwealth. The CPA collaborates with parliaments and other organisations, including the intergovernmental community, to achieve its statement of purpose. It brings parliamentarians and parliamentary staff together to exchange ideas among themselves and with experts in various fields, to identify benchmarks of good practices and new policy options they can adopt or adapt in the governance of their societies.

CONTENTS

PROGRAMME OBJECTIVES AND OUTCOMES	1
PROGRAMME OVERVIEW	2
PROGRAMME BACKGROUND	3
PROGRAMME SUMMARY	4
MONITORING AND EVALUATION REPORT	15
SEMINAR PROGRAMME	16
MEMBERS OF THE DOMINICA HOUSE OF ASSEMBLY	22
SPEAKER BIOGRAPHIES	24
ABOUT THE CPA	38

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PROGRAMME OBJECTIVES AND OUTCOME

IMPACT

In line with the Commonwealth Parliamentary Association strategic objectives, new and returning elected parliamentarians from the Dominica House of Assembly will have improved knowledge and skills to undertake their parliamentary duties.

OUTCOMES

Outcome 1: New and returning parliamentarians will have an in-depth understanding of parliamentary practice and procedure and the skills to legislate, scrutinise, provide oversight, and represent their communities to the highest standard.

Outcome 2: Dominica and other Commonwealth parliamentarians and officials will have an understanding of the Commonwealth Parliamentary Association and relevant networks; including its, purpose, values and opportunities.

Outcome 3: Parliamentarians will be able to identify examples and adopt good practices to better help them maintain a high standard of delivering their parliamentary responsibilities.

OUTPUTS

Output 1: The majority of Members of the Dominica House of Assembly will have attended a Post-Election Seminar.

Output 2: A comprehensive outcome report will be produced and disseminated to the target beneficiaries.

Output 3: A set of video materials will be produced for future training of Commonwealth parliamentarians.



Programme Overview

From 23 to 25 September 2020, the Commonwealth Parliamentary Association (CPA) Headquarters Secretariat in collaboration with the Dominica House of Assembly delivered a three-day induction programme for new and returning Members of the Dominica House of Assembly. The CPA Post-Election Seminar was delivered online using Zoom video communication software.

The programme saw the contribution of highly experienced and knowledgeable Heads of Government, Parliamentarians, Presiding Officers, and Clerks from around the Commonwealth.

Throughout the three-day programme, Parliamentarians participated in a wide range of sessions that not only focused on enhancing their knowledge and expertise on matters relating to parliamentary practice, but also provided them with skills to strengthen their democratic responsibilities in the new parliamentary term.

The Seminar was opened by the Hon. Roosevelt Skerrett MP, Prime Minister of Dominica, Hon. Joseph Isaac MP, Speaker of the Dominica House of Assembly and Stephen Twigg, Secretary-General of the Commonwealth Parliamentary Association.

Programme Background

The Seminar was delivered following the Dominica General Election held on 6 December 2019.

The Dominica Labour Party (DLP), led by Prime Minister Hon. Roosevelt Skerrit, won a fifth consecutive term. The DLP won 18 seats with the United Workers' Party (UWP), led by Hon. Lennox Linton, winning the remaining three seats. The election also witnessed a record high of eight women elected into the House of Assembly. Following the election, the Assembly elected Hon. Joseph Isaac as Speaker of the House in February 2020. Hon. Joseph Isaac's tenure as Speaker followed Hon. Alix Boyd-Knights who served as Speaker of the House of Assembly for twenty years.

Subsequent to the election, an expression of interest from the former Speaker of the House, Hon. Speaker Emerita Alix Boyd-Knights and formal request sent by the Clerk of the House of Assembly in early February 2020, the CPA Headquarters Secretariat had begun preparation to deliver a Post-Election Seminar in Dominica from the 30 March - 2 April 2020. However due to the COVID-19 (Coronavirus) outbreak, the programme was delivered virtually.



The Dominica House of Assembly

Programme Summary

The Opportunities and Challenges of Being a Newly Elected MP

The opening session saw Hon. Denis P. Lister and Hon. Sharie B de Castro share their experiences, opportunities, challenges and lessons learnt from their time as Parliamentarians. They provided insight into the following:

- The importance of identifying a Member of Parliament, current or former, as a mentor
- Taking time to understand the parliamentary process
- Conducting oneself in an appropriate and positive manner
- Balancing the responsibilities of being a Parliamentarian with personal and private life

Members of the Dominica House of Assembly were also provided with the opportunity to reflect on their own opportunities and challenges during their time in office. These reflections were used as a basis to guide discussions during the remainder of the Seminar. Some of the reflections included the following:

Opportunities

- Ability to inspire and motivate as well as to lead change in Dominica
- Opportunity to serve constituents and country
- Enhance and strengthen public speaking ability
- Privilege to contribute at the highest level to the development of Dominica
- The prospect to network with regional and international leaders

Challenges

- Identifying an effective method of communication to reach constituents
- Understanding and knowing when to apply parliamentary procedure
- Lack of resources and guidance needed to learn more about their role



Giving Parliamentarians a Voice: Amendments, Debates, Parliamentary Questions and Motions

This session explored a wide range of tools Parliamentarians have at their disposal to raise issues of importance in the House of Assembly. Members were given insight into the various mechanisms and how they can be best used from both government and opposition sides of the Assembly. The following tools were discussed:

Amendments: Hon. Josephine Connolly highlighted that amendments to legislation can range from grammatical mistakes to significant changes in law. It was stated that a value of proposing amendments to legislation is that it helps to improve the final product. Members were informed that a challenge sometimes faced when making amendments, was when those proposing the legislation see an amendment as a direct challenge to the legislation and to their competency. It was stressed that amendments should be seen as a cross party agreement to improving legislation, rather than seeing it as a tug of war in which one party should win.

Questions: Hon. Josephine Connolly shared that oral questions provide Members the opportunity to show passion and personality, which can sometimes be lost in a written question. Oral questions are also a chance for members of the public to see that important issues are being taken seriously and can improve public engagement in the parliamentary process. It was emphasised, that in order to get the response they want; a questioner should always be prepared to ask supplementary questions.

Written questions can provide Ministers with the platform to highlight their work and performance. As the questions are seen in advance, the Minister has all the information available to them and is able to provide a coherent answer, that not only answers the question, but also highlights positive work for the public. Questions should be seen as an opportunity for both sides of the House to enhance their agendas.

Mr David Christopherson emphasised that credibility is the currency of politics. He stated that in order to be effective when responding to questions, sincere and detailed answers should be given and Members must be seen to be actually answering the question.

*‘Credibility is the currency
of politics’*

*David Christopherson,
Canada*

Debates: Mr David Christopherson shared a personal experience of holding public meetings with constituents to inform them of debates taking place in the Chamber. It was highlighted that these public meetings were used to provide honest accounts to constituents of some challenges he experienced when debating on a particular issue in the Chamber.



Parliamentarians from the
Dominica House of Assembly
participating in group discussions

Rules and Powers – Standing Orders and Precedent

In this session, Members explored the Standing Orders of the House of Assembly and rulings from the Speaker. The session also provided insight into the powers and privileges that Members have and how they can work within those rules to succeed in their role.

In discussing the legal status of the Standing Orders, it was highlighted that they are the laws of the House, and that the basis of democracy in a parliamentary democracy is the rights and privileges of its Members. It was highlighted that the main job of the Speaker of the Assembly is to protect the rights of the minority through the enforcement of the Standing Orders. Mr David Christopherson encouraged Members to learn the rules of procedure and seek to understand how they relate to them as Members. In doing so, it will help them be more effective in their parliamentary role.

Mrs Jacqui Sampson-Meiguel provided a clerk's perspective on the importance of Standing Orders and gave insight into how the clerk, and its office, can engage and utilise the rules. Mrs Sampson-Meiguel began by highlighting key principles that underlie the purpose of Standing Orders. These are the following:

- Accountability of the Executive to the Parliament
- The right of each Member to speak freely
- Recognition of the rights of the minority in the face of the majority
- Equality of status of all Members
- Upholding the dignity and decorum of the Parliament
- The supremacy of the Constitution

'No Member of the Assembly is above the rules' Jacqui Sampson-Meiguel, Trinidad and Tobago

It was emphasised that no Member of the Assembly is above the rules and therefore, it is important for the Speaker, Members and parliamentary staff to understand the Standing Orders. Mrs Sampson-Meiguel informed Members that the clerk of the Assembly has the duty to provide the Speaker and Members with impartial, authoritative advice. This advice can cover any, and all, procedures of the House including the law, the rules and practices, committees or any other legislative responsibility.

Mrs Sampson-Meiguel stressed that in order for a clerk to become expertly familiar with the Standing Orders, it is crucial that they are given the opportunity to get the necessary training and have access to relevant materials and resources. She informed Members that the Trinidad and Tobago Parliament ensures that clerks attend a fellowship programme at the United Kingdom House of Commons or Canadian House of Commons where colleagues assist them in understanding the different aspects of Standing Orders and rules.

Hon. Dennis P. Lister took the opportunity to stress that the Speaker must ensure that they have a clear understanding of the rules, especially in the heat of a debate. Additionally, the Speaker must ensure that they have a strong and effective relationship with the clerk, and understand the role that both actors play in upholding the rules. Hon Lister reminded Members that the Speaker has both the authority, and responsibility, to keep order in the House while always remaining neutral.

Members were informed that the Standing Orders should be regularly updated. As times and practices within the Parliament changes, so should the rules of procedure. The ability to adapt Standing Orders, ensures that parliaments are ready to react to any parliamentary emergency, such as the global Covid-19 pandemic, that saw lots of parliaments moving to virtual sittings. Consideration should be given to having a review of the current Dominica House of Assembly Standing Orders.



Women's Caucus: Empowering Female Voices

In this session, Members of the Dominica House of Assembly engaged in an important discussion with women Parliamentarians from across the Commonwealth, concerning the representation of women in parliaments and all involved had the opportunity to share their personal experiences.

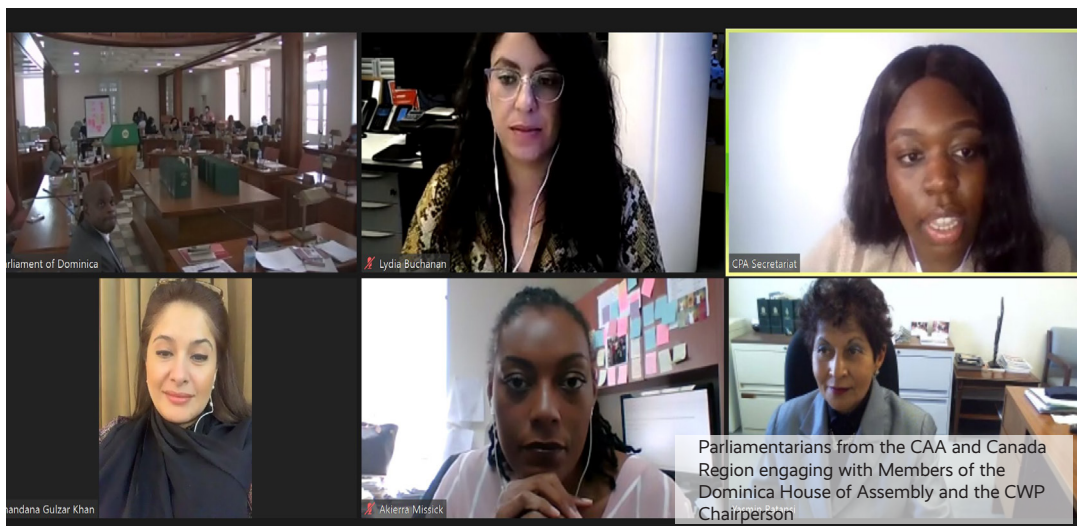
In her capacity as Chairperson of the Commonwealth Women Parliamentarians (CWP), Hon. Shandana Gulzar Khan discussed the importance of women caucuses and the impact that they have in raising women's voices. Hon. Khan stressed the importance of having male Members of Parliaments as champions of gender equality, as more impact can be achieved with all Members of the House involved. Members were told about the work that CWP is currently doing to raise awareness of political representation of women around the Commonwealth. The Hon. CWP Chairperson encouraged the House of Assembly to consider creating a CWP chapter and offered both the CWP and CPA's support in this process.

Hon. Akierra Missick provided insight into the Turks and Caicos experience and shared that women Parliamentarians regularly meet to discuss issues they feel are impacting their ability to conduct their work as Members of Parliament. Hon. Missick gave an account of the activities delivered by parliamentarians to reach out to women, encouraging them be active and a part of national discussions. These activities involved holding seminars, luncheons and events to mark International Women's Day.

From her own personal experience, Hon. Yasmin Ratansi highlighted the need for women Parliamentarians to network and share best practices to address some of the challenges they may face. Hon. Ratansi suggested that when establishing a women's caucus, women Parliamentarians should work to ensure that the government agenda and particularly the social justice agenda is one that is an equitable women and family friendly plan. It was noted that only when united together, women Parliamentarians are formidable forces that can make the necessary changes they desire.

Hon. Juliana O'Connor-Connolly recognised that from her experience, the representation of women is not only important but essential for all to succeed. Hon. O'Connor-Connolly shared with Members her belief that one hurdle that women Parliamentarians need to overcome is the ability to work together and stressed that when conquered, it can lead to more achievements. Hon. O'Connor-Connolly also shared the benefits of women Parliamentarians training and mentoring others to ensure that women Members have the required skills needed to be effective in their roles.

All speakers stressed the need to stop presenting and pigeonholing matters as women's issues because in reality, these issues affect everyone therefore, they should be considered as societal and national issues. It was also encouraged to include male Members of Parliaments in the discussions relating to women's empowerment as they can contribute in supporting the work needed to achieve gender equality.



The Committee System, with a Focus on the Public Accounts Committee

This session gave an overview of the role and function of committees and the importance of parliamentary scrutiny, with a particular focus on the Public Accounts Committee. The session began with Members of Parliament reflecting on the responsibilities of committees in Dominica. Members took this opportunity to express some of the challenges the Assembly is currently experiencing with the committee system. Some of these challenges included:

- Irregularity of committee meetings
- Low attendance at committee meetings
- Obstacles in obtaining timely responses to questions
- Understanding the rules and functions of the committee

Hon. Patricia Gordon-Pamplin highlighted the importance of having a neutral committee, and how it is the responsibility of the Chair to ensure that the committee works together in a non-partisan manner. Once in a committee, Members should be able to work together as a team to ensure that effective scrutiny can be achieved.

Speaking from the perspective of Chair of the Public Accounts Committee, Hon. Akierra Missick referred to article 7.2 of the CPA Recommended Benchmarks for Democratic Legislatures, 'Financial and Budget Oversight' which highlights the importance of oversight committees. Hon. Missick recommended that Members from Dominica consider establishing a committee to review the Standing Order as a means of establishing clear rules for the committees. This recommendation was supported by the Speaker of the House, Hon Joseph Isaac, who personally invited Members to consider embarking on the process of updating the Standing Orders.

Ms Jo Corkish advised Member to view committee meetings as routine meetings similar to parliamentary sittings. It was advised that dates for all committee meetings should be set well ahead of time and shared with all Members. Ms Corkish also provided insight into how the clerk can support committee work through the preparation of briefing notes. During inquiries, clerks can also assist with starter questions and draft speaking notes to ensure that witnesses are asked key questions that can further aid the committee in their work.

THE CPA RECOMMENDED BENCHMARKS FOR DEMOCRATIC LEGISLATURES

Developed to provide parliaments with a framework for excellence in Commonwealth parliamentary and legislative practice, the CPA Recommended Benchmarks for Democratic Legislatures encourages both legislatures and legislators to adhere to ethical principles such as transparency, integrity, respect and accountability.

Members are encouraged to access the CPA Recommended Benchmarks for Democratic Legislatures to obtain a standard and a guide on how a parliament should be constituted and how it should function.



The Administration and Financing of Parliament

This session served to emphasise the importance of parliamentary independence through the concept of financial autonomy. Mr Matthew Salik began by explaining the principle of separation of power, noting how the three branches of government - the legislative, executive and judicial, should work together and not undermine each other. Mr Salik proceeded to explore the role of a Parliamentary Services Commission, and how this as a corporate body could provide parliaments with powers that will ensure administrative, financial and operational independence.

Ms Sampson-Meiguel took the opportunity to provide insight into the structure and function of the administration of the House of Representatives of Trinidad and Tobago and the services the administration has available to Members in the Chamber. From the perspective of a small jurisdiction, Ms Jacqui Sampson-Meiguel focused on the office of the clerk, and the important role it plays in the administration of parliaments. As a clerk herself, Ms Sampson-Meiguel stressed that the clerk is accountable to the House and therefore must treat all Members as equals. By upholding the core values of respect, commitments and integrity while assisting Members, clerks can help uphold parliamentary standards.

Behaviour, Ethics and Standards

This session sought to look into various good practises Parliamentarians should adhere to when engaging in robust debates in the parliamentary Chamber. This session touched on how Members can appropriately declare conflicts of interest that could improperly influence their performance as a Member of Parliament.

Mrs Jacqui Sampson-Meiguel opened the session by referring to two codes of conduct that were approved in Trinidad and Tobago, which establish a set of standards of conduct for Members of Parliament. These codes provide guidelines to address matters such as the receipt of gifts and declaring and disclosing conflicts of interest. Mrs Sampson-Meiguel informed the House that in agreement with the CPA Recommended Benchmarks for Codes of Conduct, the House of Representatives of Trinidad and Tobago has drafted a new Code of Conduct that promotes ethical values and behaviours such as transparency, treating others with respect, faithfulness to oaths and affirmations and upholding the dignity of parliament.

Hon. Denis Lister contributed to the discussion by emphasising on the importance of knowing the rules of conduct. He explained that by knowing the rules, Members will be able to better perform their parliamentary duties even during moments of high emotions

and stress. He also highlighted the need for Government Ministers and Shadow Ministers to build a rapport to establish and strengthen the relationship between both sides for the betterment of the people of Dominica.

Members were given the opportunity to share what they believe to be some of the important matters that should be included in a code of conduct for Parliamentarians. These included the following:

- Principals regarding respect
- Effective methods of communication
- Rules regarding attendance
- Best practices to conflict resolutions

THE CPA RECOMMENDED BENCHMARKS FOR CODES OF CONDUCT

Designed by experts on the development of parliamentary Codes of Conducts and with the knowledge shared from first-hand experience of parliamentarians, the CPA Recommended Codes of Conducts is a tool that aims to develop or strengthen existing provisions affecting the conduct of parliamentarians.

It is encouraged that Members access the CPA Recommended Benchmarks for Codes of Conducts for key principles on parliamentary standards.

The Legislative Process



In this session, Mrs Jacqui Sampson-Miguel provide a detailed overview of the various stages of the legislative process. The following aspects were examined:

- The purpose of a bill
- Types of bills including; public bills and private members bills
- Stages of legislation: first reading, second reading, committee stage, third reading, assent

Hon. Patricia Gordon-Pamplin examined the importance of legislative scrutiny, and recognised that it is imperative for Members to read government proposals to bills in their entirety to examine how they may impact those who they serve. Hon. Gordon-Pamplin advised Members that where appropriate in the provision of the House's Standing Orders, Members should offer amendments or recommendation to improve on legislation.

Mr Christopherson contributed to the discussion by providing insight into the legislative process in Canada and the importance of Members working together, irrespective of political standing, to produce better legislation.

Mr Christopherson also informed Members of the method of direct referrals in the Canadian system, which takes place after the first reading. This process allows for Government Ministers to work with committees to examine the principle of a bill and if necessary, alter its scope before it is approved by Parliament before the second reading.



How to Balance your Role as a Minister and Constituency MP

This session was designed to look at how Ministers, who are first and foremost Members of Parliament, can effectively balance conflicting roles and responsibilities. During these discussions, Ministers and Parliamentarians in attendance were privileged to hear first-hand experiences from Hon. Mia Mottley, Prime Minister of Barbados, Hon. Dr Ellis Webster, Premier of Anguilla and Hon. Akeirra Missick, former Deputy Premier and Minister of Education, Youth Affairs, Sport and Library Services of Turks and Caicos. During the discussion, members of the resource team imparted the following recommendations to help Ministers effectively deliver all of their responsibilities:

- Ensure that there is a strong team to support you in fulfilling your duties, commitments and responsibilities
- Ensure that resources and support from staff is not neglected
- Remember that 'all politics is local' and that 'it only takes two minutes to listen' therefore it is important to allocate time to meet and speak with constituents and if not possible, ensure that there is a member of staff to step in and support
- Be HOT - Honest, Open and Transparent, with constituents
- Keep promises and commitments

Government of Dominica

Aqsa Latif

CPA Secretariat

Lydia Buchanan

Mia Amor Mottley

Hon Dr. Ellis L. Webster

Matthew Salik

Hon. Akeirra Missick, Hon. Dr Ellis Webster and Hon. Mia Mottley speaking to Members of the Dominica House of Assembly

'Be HOT with constituents- Honest, Open and, Transparent'

Public Outreach, Representation and Education

This session addressed the various modes of outreach that the Assembly should consider using to effectively share information about parliamentary activities to members of the public. Equally, the session focused on equipping Members with outreach techniques that should be adopted and used to strengthen their engagement with the public, constituents and stakeholders. Members had the opportunity to identify some of the main things that should be included on a Parliament's website. These were:

- Definition of parliament that includes information about the composition of the House.
- Explanation and outline of the House's functions such as the roles of the Sergeant at Arms, the importance of the parliamentary mace.
- Clarity on the role of the Prime Minister, Speaker and Members of the House
- Information about Members such as their name, role, the constituency they represent and their contact information
- Information about the House's business, such a list of all the parliamentary committees and dates of upcoming sittings and evidence sessions
- Access to documents such as the Constitution, Standing Orders, bills and laws.

Hon. Yasmin Ratansi spoke on the importance of Members engaging in public outreach activities. It was highlighted that Members are the voice of the people to the House of Assembly and not the House of Assembly's voice to the people therefore, it is critical that Members remain connected and listen to their constituents. Hon. Ratansi shared examples of outreach activities such as hosting events to mark a key event, sending newsletters, distributing flyers, hosting physical coffee meetings. The importance of maintaining an online presence was also discussed and ways in which Members could do so, including holding virtual meetings, updating personal and parliamentary social media accounts and websites.

Following group discussions on creative and effective ways to educate and inform constituents on the work of the Assembly, Members identified the following methods and platforms as appropriate ways of public engagement in Dominica:

- Disseminating relevant information such as upcoming events and parliamentary activities using social media platforms Facebook, Instagram and Twitter
- Establishing relationships with local and national radio personalities to speak on important issues on the radio
- Sending notices to local churches and posting information on physical bulletin boards to effectively target the different demographics in society



Parliamentarians from the Dominica House of Assembly participating in group discussions



Communications Workshop



Parliamentarians from the Dominica House of Assembly participating in group discussions

This session focussed on exploring various communication techniques that can help when making speeches and engaging in questioning to make more of an impact. Mr Matthew Salik highlighted that questions serve to seek relevant information and should therefore be considered and researched. It was said that you should never ask a question, you don't already know the answer to. He also focused on how to conduct effective speeches, how to position oneself and how to capture the attention of your audience.

Consequently, the session provided Members with a range of tips and tested expert advice on how to enrich the content of their communication. Some of the key takeaways from the workshop session were as follows:

- **Preparing and delivering a message:** There are several aspects to be considered before constructing a message, including; who is being addressed, what are you trying to achieve and what is the best approach to take. It is important to plan ahead, conduct research and to consider where is the most suitable place to raise the speech.
- **Speaking in the House:** There are procedures and rules to presenting a speech in the House of Assembly that must

be adhered to. These include speaking from the podium, addressing comments through the Speaker, using notes when making a speech rather than reading a speech out loud, avoiding countless repetition and referring to Members of the House by their titles. Members should read the Standing Orders to become fully versed in these rules.

- **Speeches:** Members should recognise the importance of a powerful opening and closing; stylistic cues such as power verbs, repetition and alliteration, and; adding substance through credibility, emotion, and novelty.
- **Questioning and answers:** Understanding the various styles of questions such as closed or open ended. The session considered methods involved in constructing an effective question whilst remembering to consider what is trying to be achieved through the line of questioning. The session also discovered ways to identify different types of answers that could be given to a question, such as bridging, avoidance, flagging and hooking and how to navigate through them.

Knowledge is Power

The final session of the workshop focused on what resources Parliamentarians can draw on while doing research on political issues. Hon. Josephine Connolly gave insight into the Turks and Caicos House of Assembly's experience. Due to limited resources, the House partners with civil society organisations such as the Turks and Caicos Hotel & Tourism Association and the Turks and Caicos Chamber of Commerce when seeking to engage in specific research. Hon. Connolly also informed Members that the Turks and Caicos House of Assembly is currently seeking to develop a new online platform where members of the public and Parliamentarians can access information online.

Mrs Shernette Wolffe referred to Article 8 of the CPA Recommended Benchmarks for Legislatures, 'Representational Function' and stressed that you cannot have an effective legislature if the resources and knowledge is not available for Members to use. Mrs Wolffe also highlighted the importance of using the technology available. She informed Members that the Bermuda Parliament uploads documents such as public bills, speeches, Hansard and committee reports onto its website for parliamentarians and members of the public to access. Mrs Wolffe highlighted the parliamentary library available for Parliamentarians to use holds documents from the 1960s and onwards. Mrs Wolffe encouraged Members to use libraries and regional newspapers to gather further information. Members were informed that they should avail themselves to resources available at the CPA such as the quarterly journal, The Parliamentarian, and the Commonwealth Parliamentary Research Service (CPRS).

Deputy Robert Ward, spoke of the role of research and project officers at the States Assembly of Jersey who undertake research for a range of scrutiny panels, committees and Members. Deputy Ward also informed Members of the support consultants and research companies have provided on behalf of the Parliament that has led to the production of detailed local data. Deputy Ward informed Members of online resources that Members use to gather information from including archive services, financial services commission and their Parliament's website. Deputy Ward took the opportunity emphasise that having effective resources facilitates available for Parliamentarians will be an expense however, it is one that should be perfectly justifiable.

This session highlighted the need for Members to seek out all research avenues in Dominica and that there are a wealth of free resources and research opportunities available to them.

COMMONWEALTH PARLIAMENTARY RESEARCH SERVICE (CPRS)

The Commonwealth Parliamentary Research Service (CPRS) offers Parliaments and Parliamentarians a research service on a range of specialist subjects.

CPRS will conduct or commission research from across our Commonwealth branches which will seek to compile comparative information about parliamentary practices and issue. The service is offered to all Branches and invites input from all Branches.

Members and staff of the Dominica House of Assembly are encouraged to utilise the research services provided by the CPA through CPRS.



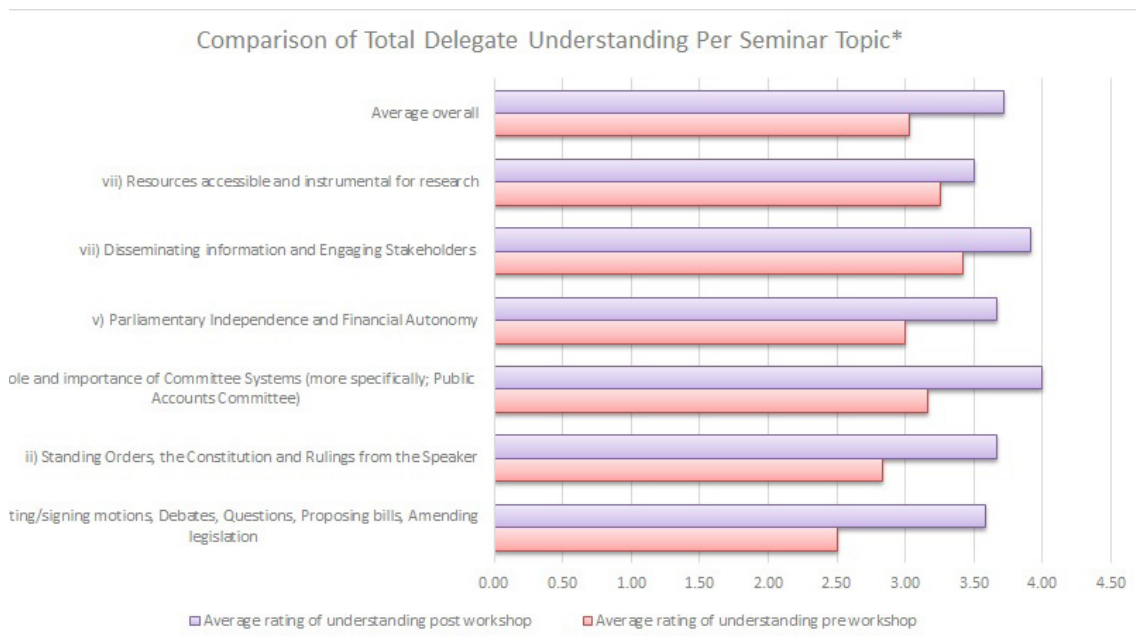
Monitoring and Evaluation Report

During the week, Members were provided with the opportunity to give ongoing feedback on the sessions and recount any expectations and insights. Members were also invited to complete pre- and post-assessment forms and their results can be found in the graph below.

The feedback provided by Members on the programme was positive. Despite the seminar being delivered virtually, Members overall were satisfied with the format of the sessions and were extremely pleased with the quality of the various resource persons who delivered the sessions. Members were questioned on their levels of knowledge related to pertinent issue areas on parliamentary practice and procedure. In the pre-assessment forms, many Members stated that they sought to gain more understanding of parliamentary codes of conduct and to improve their knowledge on parliamentary procedure.

Overall, levels of knowledge and understanding increased in every area. The highest levels of increase were in the role and importance of committee systems (more specifically Public Account Committees) and disseminating information and engaging stakeholders.

A six month follow up with the participants of the Post-Election Seminar will be conducted to see how Members are using the skills they learnt during the Seminar and applying them in practice.



TIME	SESSION
0900-0930	<p>OPENING OF THE VIRTUAL POST-ELECTION SEMINAR</p> <p>Participants will be introduced to the format of the virtual post-election seminar and asked to fill in a survey to record their expectations and learning processes. Opening remarks will also be made from the following:</p> <p>Stephen Twigg, CPA Secretary-General Hon. Joseph Isaac MP, Speaker of the House of Assembly, Dominica Hon. Roosevelt Skerrit MP Prime Minister, Dominica</p>
0930 - 1015	<p>VIRTUAL SESSION 1: THE OPPORTUNITIES AND CHALLENGES OF BEING A NEWLY ELECTED MP</p> <p>In this session, participants will identify opportunities and challenges of being a newly elected Member of Parliament. The outcomes will form the basis for the wider programme.</p> <p><i>Speakers:</i> Hon. Sharie B. de Castro MP, British Virgin Islands Hon. Dennis P. Lister, JP MP, Speaker of the House, Bermuda</p>
1015 - 1030	Tea and Coffee
1030 - 1115	<p>VIRTUAL SESSION 2: GIVING PARLIAMENTARIANS A VOICE: AMENDMENTS, DEBATES, PARLIAMENTARY QUESTIONS AND MOTIONS</p> <p>Parliamentarians have a wide range of tools at their disposal to raise issues of importance. This session will explore the practice and effectiveness of different tools, including contributing to debates, drafting and signing motions, written and oral questions, proposing Bills and amendments to legislation and raising issues at the constituency level.</p> <p><i>Speakers:</i> Hon. Josephine Conolly MHA, Turks and Caicos Islands Mr David Christopherson, Former MP, Canada</p>
1115 - 1200	<p>VIRTUAL SESSION 3: RULES AND POWERS – STANDING ORDERS AND PRECEDENT</p> <p>This session will explore the Standing Orders of the House of Assembly in relation to the Constitution and rulings from the Speaker. This will give an insight to the powers and privileges the Members have and how they can work within those rules to succeed in their roles.</p> <p><i>Speakers:</i> Hon. Dennis P. Lister, JP, MP, Speaker of the House, Bermuda Mr David Christopherson, Former MP, Canada Ms Jacqui Sampson-Meiguel, Clerk of the House of Representatives, Trinidad & Tobago</p>



1200 - 1300

WOMEN'S CAUCUS: EMPOWERING FEMALE VOICES IN PARLIAMENT

This informal discussion will provide an opportunity for female parliamentarians and women leaders to discuss women representation and to share experiences of working together to succeed. The session may lead to the development of a CWP Dominica Branch.

Speakers:

Hon. Shandana Gulzar Khan MNA , CWP Chairperson

Hon. Juliana O'Connor-Connolly JP MP, Cayman Islands

Hon. Yasmin Ratansi MP, House of Commons, Canada

Hon. Akierra Missick MHA, PAC Chair, Turks & Caicos Islands

1300

End of Day 1

TIME	SESSION
0900 - 0915	<p>GUIDED REFLECTION OF DAY 1</p> <p>An opportunity for discussion on learning and outcomes from the previous day.</p>
0915 - 1015	<p>VIRTUAL SESSION 4: THE COMMITTEE SYSTEM, WITH A FOCUS ON THE PUBLIC ACCOUNTS COMMITTEE</p> <p>This session will be an opportunity for Members to learn more about the committee system and the importance of parliamentary scrutiny. There will be a discussion on what the Public Accounts Committee is and how it can help strengthen the confidence of the public in the Parliament.</p> <p><i>Speakers:</i> Hon. Patricia Gordon-Pamplin JP MP, PAC Chair, Bermuda Hon. Akierra Missick MHA, PAC Chair, Turks & Caicos Islands Jo Corkish, PAC Clerk, Isle of Man</p>
1015 - 1100	<p>VIRTUAL SESSION 5: ADMINISTRATION AND FINANCING OF PARLIAMENT</p> <p>The session will emphasise the importance of parliamentary independence through the concept of financial autonomy for legislatures and examining the appropriate relationship between the Executive and Parliament.</p> <p><i>Speakers:</i> Ms Jacqui Sampson-Meiguel, Clerk of the House of Representatives, Trinidad & Tobago Mr Matthew Salik, Head of Parliamentary Development, CPA</p>
1100 - 1115	Tea and Coffee
1115 - 1200	<p>VIRTUAL SESSION 6: BEHAVIOUR, ETHICS AND STANDARDS</p> <p>How to set a good example in communicating with colleagues in the Chamber whilst having robust debates? When do you have to declare interests, and how do you avoid having a conflict of interest? What are examples of good and bad practice?</p> <p><i>Speakers:</i> Hon. Dennis P. Lister JP MP, Speaker of the House, Bermuda Hon. Juliana O'Connor-Connolly JP MP, Cayman Islands Ms Jacqui Sampson-Meiguel, Clerk of the House of Representatives, Trinidad & Tobago</p>



1200 - 1245

VIRTUAL SESSION 7: THE LEGISLATIVE PROCESS

This session will examine one of the three key roles of parliaments - the legislative process. There will be a detailed look at the various stages of legislation, types of bills, the importance of pre and post-legislative scrutiny and oversight of delegated legislation. In addition, the session will offer views on why all parliamentarians should play a role in the process to create the best laws for the people of Dominica.

*Speakers:**Mr David Christopherson, Former MP, Canada**Hon. Juliana O'Connor-Connolly JP MP, Cayman Islands**Ms Jacqui Sampson-Meiguel, Clerk of the House of Representatives, Trinidad & Tobago*

1245 - 1330

MINISTERS SESSION: HOW TO BALANCE YOUR ROLE AS A MINISTER AND A CONSTITUENCY MP

A Minister is first and foremost a Member of Parliament and being able to balance these sometimes conflicting roles is a skill that all Ministers need to have. This session will be a chance for Members to hear first hand about the challenges of effectively balancing important government business with parliamentary and constituency responsibilities.

*Speakers:**Hon. Mia Amor Mottley MP, Prime Minister of Barbados**Hon. Dr Ellis Webster MHA, Premier of Anguilla**Hon. Akierra Missick MP, Turks and Caicos Islands***1330****End of Day 2**

TIME	SESSION
0900 - 0915	<p>GUIDED REFLECTION OF DAY 2</p> <p>An opportunity for discussion on learning and outcomes from the previous day.</p>
0915 - 1015	<p>VIRTUAL SESSION 8: PUBLIC OUTREACH, REPRESENTATION AND EDUCATION</p> <p>Who's role is it to ensure the public is engaging with Parliament? Disseminating correct information ensures that the public is aware of what Members are doing for the people of Dominica. This session will explore the various techniques that Members use when engaging with the public, including utilising the media and key stakeholders.</p> <p><i>Speaker:</i> <i>Hon. Yasmin Ratansi MP, House of Commons, Canada</i></p>
1015 - 1145	<p>VIRTUAL SESSION 9: COMMUNICATIONS WORKSHOP</p> <p>The ability to communicate effectively is an essential skill for parliamentarians. Effective spoken communication requires being able to express your ideas clearly, confidently and concisely in speech, tailoring your content and style to the audience. In addition, Parliamentarians are also required to work with and under the authority of the Speaker to as it relates to contributions in the Chamber and general conduct.</p> <p>1) Speeches This part of the workshop will cover techniques to make speeches more powerful and effective.</p> <p>2) Questions Asking the right question is at the heart of effective communication and information exchange. In this part of the session, different types of questioning techniques will be explored.</p> <p><i>Speakers:</i> <i>Mr Matthew Salik, Head of Parliamentary Development, CPA</i></p>
1145 - 1200	Tea and Coffee
1200 - 1245	<p>VIRTUAL SESSION 10: KNOWLEDGE IS POWER</p> <p>This session will explore what resources parliamentarians can draw on while doing research on political issues. It will discuss how stakeholders such as civil society organisations and academics can be instrumental in providing relevant information and research.</p> <p><i>Speakers:</i> <i>Hon. Josephine Conolly MHA Turks and Caicos Isalands</i> <i>Deputy Robert Ward, States of Jersey</i> <i>Mrs Shernette Wolffe, Clerk of Parliament, Bermuda</i></p>



1245 - 1330

FEEDBACK AND FOLLOW UP ACTIONS

Participants will be given the opportunity to share what lessons were learned and what knowledge and skills they will be able to use going forward.

At the end of the programme, participants will be provided with a certificate to confirm their participation at the Seminar.

1330

End of Day 3

HON. JOSEPH ISAAC MP

HON. SPEAKER OF THE HOUSE OF ASSEMBLY

HON. DR ROOSEVELT SKERRIT MP

THE HON. PRIME MINISTER AND MINISTER FOR FINANCE, ECONOMIC AFFAIRS, INVESTMENT, PLANNING, RESILIENCE, SUSTAINABLE DEVELOPMENT, TELECOMMUNICATIONS AND BROADCASTING

HON. LEVI A. PETER MP

THE HON. ATTORNEY GENERAL

HON. REGINALD AUSTRIE MP

THE HON. SENIOR MINISTER AND MINISTER FOR HOUSING, LANDS AND URBAN DEVELOPMENT

HON. IAN DOUGLAS MP

THE HON. MINISTER FOR TRADE, COMMERCE, ENTREPRENEURSHIP, INNOVATION, BUSINESS AND EXPORT DEVELOPMENT

HON. RAYBURN BLACKMOORE MP

THE HON. MINISTER FOR NATIONAL SECURITY AND HOME AFFAIRS

HON. DR KENNETH DARROUX MP

THE HON. MINISTER FOR FOREIGN AFFAIRS, INTERNATIONAL BUSINESS AND DIASPORA RELATIONS

HON. DENISE A. CHARLES MP

THE HON. MINISTER FOR TOURISM, INTERNATIONAL TRANSPORT AND MARITIME INITIATIVES

HON. DR IRVING MCINTYRE MP

THE HON. MINISTER FOR HEALTH, WELLNESS AND NEW HEALTH INVESTMENT

HON. ROSELYN PAUL MP

THE HON. MINISTER FOR SPORTS, CULTURE AND COMMUNITY DEVELOPMENT

HON. EDWARD REGISTE MP

THE HON. MINISTER FOR STATE IN THE MINISTRY OF FOREIGN AFFAIRS, INTERNATIONAL BUSINESS AND DIASPORA RELATIONS WITH SPECIAL RESPONSIBILITY FOR DIASPORA RELATIONS

HON. LADY CATHERINE DANIEL MP

HON. MEMBER OF PARLIAMENT

HON. FIDEL GRANT MP

THE HON. MINISTER FOR BLUE AND GREEN ECONOMY, AGRICULTURE AND NATIONAL FOOD SECURITY

HON. OCTAVIA ALFRED MP

THE HON. MINISTER FOR EDUCATION, HUMAN RESOURCE PLANNING, VOCATIONAL TRAINING AND NATIONAL EXCELLENCE

HON. COZIER FREDRICK MP

THE HON. MINISTER FOR ENVIRONMENT, RURAL MODERNIZATIONS AND KALINAGO UPLIFTMENT



HON. GRETTA ROBERTS MP

THE HON. GOVERNANCE, PUBLIC SERVICE REFORM, CITIZEN EMPOWERMENT, SOCIAL JUSTICE AND ECCLESIASTIC AFFAIRS

HON. DR ADIS KING MP

THE HON. MINISTER FOR YOUTH, DEVELOPMENT AND EMPOWERMENT, YOUTH AT RISK, GENDER AFFAIRS, SENIOR'S SECURITY AND DOMINICANS WITH DISABILITIES

HON. SENATOR CASSANI LAVILLE

THE HON. MINISTER FOR PUBLIC WORKS AND THE DIGITAL ECONOMY

HON. SENATOR GREGORY RIVIERE

THE HON. MINISTER OF STATE IN THE MINISTRY OF FINANCE, ECONOMIC AFFAIRS, INVESTMENT AND PLANNING

HON. SENATOR OSCAR GEORGE

THE HON. MINISTER OF STATE IN THE OFFICE OF THE PRIME MINISTER WITH RESPONSIBILITIES FOR TELECOMMUNICATIONS AND BROADCASTING

HON. CHEKIRA LOCKHART-HYPOLITE MP

THE HON. PARLIAMENTARY SECRETARY IN THE MINISTRY OF TOURISM, INTERNATIONAL TRANSPORT AND MARITIME INITIATIVES WITH RESPONSIBILITIES FOR AIR AND SEA PORTS OPERATION

HON. KENT EDWARDS MP

THE HON. PARLIAMENTARY SECRETARY IN THE MINISTRY OF HEALTH, WELLNESS AND NEW HEALTH INVESTMENT WITH PARTICULAR RESPONSIBILITY FOR COMMUNITY AND HOME CARE

HON. MELISSA POPONNE-SKERRIT MP**HON. PHILLIP ROLLE MP**

THE HON. DEPUTY SPEAKER

HON. SENATOR NICHOLLS ESPRIT**HON. LENNOX LINTON MP**

LEADER OF THE OPPOSITION

HON. HECTOR JOHN MP**HON. DANIEL LUGAY MP****HON. SENATOR ANNETTE SANFORD****HON. SENATOR ERNIE JNO. FINN****HON. SENATOR CLEMENT MARCELLIN JR.****HON. SENATOR FRANCISCA JOSEPH**

HON. ROOSEVELT SKERRIT MP
DOMINICA
PRIME MINISTER



Roosevelt Skerrit (born 8 June 1972) is a Dominican politician who has been Prime Minister of the Commonwealth of Dominica since 2004, re-appointed in 2005, 2009, and 2014. He has also been the Member of Parliament for the Vieille Case constituency since 2000; re-elected in 2005, 2009, and 2014. He is the Political Leader of the Dominica Labour Party (DLP).

Skerrit was first sworn in as Prime Minister on January 8, 2004 after the untimely passing of his predecessor. At aged 31 he was sworn in as Prime Minister and he became the world's youngest Prime Minister. The following month, February, Skerrit was elected Political Leader of the Dominica Labour Party. This was Skerrit's first term as Prime Minister.

On May 5, 2005, Roosevelt Skerrit and the Dominica Labour Party won an outright majority in the legislature, a feat last achieved by the DLP in 1975. In addition to being Prime Minister, Skerrit served as Minister for Finance during that term. Skerrit would serve a second term as Prime Minister. On December 18, 2009, Roosevelt Skerrit and the Dominica Labour Party won a second consecutive outright majority in the legislature, securing 18 of 21 seats. On the December 21, 2009, Skerrit was appointed Prime Minister by the President of Dominica, His Excellency Nicholas J. O. Liverpool. On December 8, 2014, Roosevelt Skerrit and the Dominica Labour Party won a third consecutive outright majority in the General Elections, securing 15 of 21 possible seats in the legislature. On December 9, 2014, Skerrit was appointed Prime Minister by President Charles Savarin. On December 10, 2014, Prime Minister Skerrit was appointed Minister for Finance and the Public Service by the President. Prime Minister Skerrit would be the first in Dominica's political history, to serve a fourth consecutive term in office as Prime Minister.

Prime Minister Skerrit has earned an international reputation for his national and regional leadership along with his hands-on and sincere approach to international affairs. He is now a frequent lecturer at all levels. Lectures include The David Thompson Memorial Lecture: Future of CARICOM and Regional Integration at the University of the West Indies, Cave Hill, Barbados in 2011. He was Keynote speaker at the 2013 Annual Meeting of Eco-Forum Global in the People's Republic of China and most recently he was the keynote speaker at a lecture dubbed, "Grenada Revolution and the Current Foreign Policy Challenges of Small Island States".

Skerrit, as Prime Minister, has graduated to the forefront of Caribbean leadership, serving as Chair of the Caribbean Community (CARICOM) and the Organization of Eastern Caribbean States (OECS) during periods of historic fiscal and economic challenges faced by the region and the world: high debt, high unemployment, low growth, high deficits and major natural disasters. He contributed to the formulation of the eight-point stabilization programme of the OECS. As leader of the first English-speaking and Caribbean Community (CARICOM) country to join the Bolivarian Alliance for the Peoples of our Americas (ALBA), in 2008, Skerrit is recognized for making a significant contribution towards building bridges between the predominantly English-speaking Caribbean region and the predominantly Spanish-speaking Latin American region. He is an ardent advocate of wider regional cooperation and integration and has worked towards the deepening of cooperation with the Community of Latin American and Caribbean States (CLAS). On February 23, 2016, Lovely Professional University of India conferred the Doctor of Letters degree on Prime Minister Roosevelt Skerrit for "his dynamism, farsightedness and his being an innovative leader".



HON. JOSEPH ISAAC MP
DOMINICA
SPEAKER OF THE HOUSE OF ASSEMBLY



Joseph T Isaac (born January 14, 1969) is a Dominican politician and Engineer and who was elected as Speaker of the House of Assembly of the Commonwealth of Dominica on February 10, 2020. He was elected as a representative to House of Assembly in 2014 when he contested the general elections on a United Workers Party ticket in the Roseau Central Constituency but joined the Dominica Labour Party (DLP) Cabinet in April 2018, holding the portfolio of Minister for Environment, Climate Resilient, Disaster Management and Urban Renewal. He joined the DLP and contested the 2019 General Elections on a DLP ticket in the Roseau North Constituency but was unsuccessful. He served as member of the Public Accounts Committee from 2015 to 2018 and he is currently the Chairman of the Constituency Boundaries Commission.

Before entering into politics, he was an Industrial Engineering & Management Consultant and an entrepreneur who spent over a decade working in the private sector. He attended the Roseau Boys School (primary), Dominica Grammar School (secondary) and Clifton Dupigny Community College (CDCC) in Dominica. After graduating from CDCC in 1988, he taught Physics, Mathematics and Chemistry at the Dominica Grammar School. After graduating from New Mexico State University with a Bachelor of Science in Industrial Engineering and Bachelor of Arts in Economics in 1992 he went on to work as a Technical Officer in the Ministry of Trade, Production & Operations Manager of P.W. Bellot & Co and Industrial Engineer, Production and Purchasing Manager of Colgate-Palmolive Dominica. After graduating from Georgia State University with a Masters in Business Administration (MBA) in 2002 he worked with the Organization Eastern Caribbean State (OECS) – Export Development Unit as Business Development Officer/Engineering Consultant Specialist for 5 years engaging and supporting the private sector and he then went on to work as a consultant on several government projects financed by UKAID, World Bank and EU for the development of the private sector.

Isaac has also been an avid sportsman, representing and serving DGS and Dominica inter-secondary football team and CDCC as captain. He was also a national athlete who qualified and participated in NCCA Big West Conference final in 800meters. Mr. Isaac was Junior Chambers International member. While attending New Mexico State University he was the President of the Caribbean Student Association.

THE HON. DENNIS P. LISTER JP MP
BERMUDA
SPEAKER OF THE HOUSE OF ASSEMBLY



The Hon. Dennis P. Lister, JP, MP, was born and raised in Bermuda. Currently he is the longest serving Member of Parliament. He was first elected to Parliament in a general election on 9th February 1989 as one of the two Members elected for the constituency Sandys North under the then system of dual seat constituencies. He was re-elected for that constituency in 1993 and 1998. The general election of 2003 was the first under the single seat system, Mr. Lister won that election as the representative for constituency Sandys North Central and was re-elected in 2007, 2012 and 2017. In 1991 Mr. Lister was one of the delegates representing Bermuda at the Commonwealth Parliamentary Association (CPA) CAA Regional Conference held in Trinidad and Tobago. In 1992 he was one of two Progressive Labour Party representatives singled out by the British Commonwealth in London to visit Britain for an intensive study of the internal workings of the Westminster system of Government. In 2002 he represented the Government at the British Labour Party's annual conference in Blackpool, England. In 2012 he was a delegate at the annual CPA plenary conference held in Sri Lanka. In 2018 Speaker Lister attended the 24th CAA Regional Conference of Speakers and Presiding Officers of the Commonwealth (CSPOC) in the Seychelles and also the 43rd CPA CAA Regional Conference in Cayman Islands. From 1989 to 1998 Mr. Lister sat as a Member of the Opposition. He first served as the Shadow Minister for Youth, Sport and Recreation and later as the Shadow Minister for Transportation. From 1998 to 2012 he sat as a Member of the first Progressive Labour Party Government and served as Minister for Youth, Sport and Recreation; Minister for the Environment and the Minister for Works and Engineering. From 2012 to 2017 he again sat as a Member of the Opposition and served as the House Leader. In 2017 when the Progressive Labour Party regained Government, Mr. Lister was unanimously elected Speaker. The 2017 election was historic for Mr. Lister as his son was also elected. This is the first time that a father and son have simultaneously served as Members of Parliament.

As a Minister, Mr. Lister has represented Bermuda at various overseas conferences. However he highlights the 2002 World Sustainable Development Conference in Johannesburg, South Africa as life changing. The discussions reflected upon the impact that every country, collectively and individually have on the sustainability of the world and challenged us all to take responsibility for our harmful environmental practices. Mr. Lister was educated in Bermuda and America, and has a Degree in Business Administration. In 1983 he returned home and began his life as an entrepreneur. He and his family opened a grocery store in the Sandys community which he operated for over a decade. In the mid 1990's his entrepreneurial spirit led him in a new direction and he purchased an Insurance Agency from his uncle in 1996. The Agency has afforded Mr. Lister to expand into various business opportunities over the years including real estate. However as a result of his keen interest in the environment and sustainable development, he has participated in and or created a variety of "Green Technology Projects". He has presented on Green Energy topics in Bermuda, The Caribbean and the USA, including taking one of the first electric cars to a conference in the Caribbean. In 2015 he was a partner in supplying a fleet of BMW i3 electric cars for the America's Cup Race that was hosted in Bermuda. Mr. Lister believes that embracing a "Green Energy" system today will help our sustainable accountability for the future. In 2016 he invited the green energy company Twenty First Century Utility to Bermuda to assess the feasibility of developing a green utility that would benefit the people of Bermuda. Mr. Lister and his wife Miranda have been married for thirty-eight years.



HON. SHARIE B. DE CASTRO MHA
BRITISH VIRGIN ISLANDS
JUNIOR MINISTER FOR TOURISM



Hon. Sharie de Castro was first elected to the BVI House of Assembly in February 2019 representing an all-Island territorial seat. She was appointed as Junior Minister for Tourism for the Virgin Islands Party Government that year.

Before entering the House she was CEO of Write To Read, Tortola BVI between 2012 and 2014. Before that she was an English Teacher, an Administrative Assistant, Delta Petroleum BVI Ltd. Tortola, BVI and a Teaching Assistant.

In terms of her affiliations, she was the founder of a youth organization IMPACT –Individuals Making Positive Authentic Change Together, the Director of New Life Baptist Church YOUNty Young Adults Ministry, Chaplin for Delta Sigma Theta Sorority Incorporated, Co-Founder & Public Relations Officer of TCU CaribSA: Caribbean Students Association, Member of TCU African Heritage Organization, Member of TCU Word of Truth Gospel Choir, Vice President of Leadership for the Beta Omicron Sigma Chapter of Phi Theta Kappa International Honor Society and President of the Student Government.

She holds a Masters of Education in Curriculum and Instruction: Literacy Concentration, American College of Education, Ohio, US; a Bachelors of Arts in English: Educational Studies Minor, Texas Christian College, Fort Worth, Texas and an Associate of Science in General Studies – Education Concentration, H. Lavity Stoutt Community College, British Virgin Islands.

HON. JOSEPHINE CONOLLY MHA
TURKS AND CAICOS ISLANDS
MEMBER OF PARLIAMENT



Josephine started business in Providenciales in 1991. She is now Managing Director of Tropical Auto Rentals Ltd (Car Hire). Connolly Motors Ltd (Retail Car Parts), 88.1 (Radio Station), Connolly Services Ltd (Western Union) and Connolly Kia Ltd (Kia Distributer).

Between 2004 and 2010 Josephine attended the University of Central Lancashire, obtaining a BSc in Management and Politics and MSc in Human Resource Management.

In July 2012 she was elected as one of the five all Island members of the House of Assembly and subsequently was elected as Deputy Speaker of the House of Assembly. In 2016 she was again elected as an all Island member getting the second highest number of votes.

Josephine has been active in assisting her community both through her charitable activities as patron of the Cancer Society, an organiser of “in the pink”, as a motivational speaker and by helping individual members of her community finding work or in many other ways.

Josephine has been married for twenty-six years and has two grown children. She is President of the Girl Guides Association, patron of the Soroptimists, a member of the Turks & Caicos Real Estate Association (TACREA) and a member of the Certified Institute for Personnel Development (CIPD).

MR DAVID CHRISTOPHERSON**CANADA****FORMER MEMBER OF THE HOUSE OF COMMONS**

David Christopherson was born and raised in Hamilton, Ontario where he began his career on the shop floor with International Harvester. David held multiple leadership roles with the United Autoworkers Union (UAW), where he was elected Chair of the Health and Safety Committee in 1977, Plant Chairman in 1978 and President of Local 525 UAW in 1979 (re-elected in 1982). David began his public political career serving two terms (1985-1990) as a Hamilton Municipal Alderman and Regional Councillor representing Ward 4.

He was elected as a New Democratic Party (NDP) Member of Provincial Parliament (Queen's Park) for Hamilton Centre in 1990 and re-elected in 1995 and 1999. At Queen's Park, he was the Parliamentary Assistant to the Minister of Finance (1990-1992), elected Chair of the Government Caucus (1991-1992), and held Cabinet roles as Minister of Correctional Services (1992-1995) and as Ontario's Solicitor General (1993-1995). In Opposition, he served as the NDP Finance and Labour critic.

In 1999, he was appointed NDP House Leader and in 2001, elected Deputy Speaker of the Legislature. In 2003 he chose not to run again provincially.

David was elected as the (NDP) Member of Parliament for Hamilton Centre in 2004 and was re-elected in 2006, 2008, 2011 and 2015. From 2012 to 2015 he served as Deputy Leader of the Official Opposition.

He was appointed to the House of Commons Standing Committee for Public Accounts (PAC) in 2004 where he became its longest serving member. He served as Chair of the Committee from 2011 to 2015 and as a Vice-Chair from 2004 to 2011 and 2015 to 2019.

David proudly served as the Vice-Chair of the Canada-Africa Parliamentary Association (CAPA) for 14 years and in that regard has visited and represented Canada in 16 African countries. David was also a Member of the Canadian Branch of the Commonwealth Parliamentary Association as well as the Canada-Europe Parliamentary Association, the Canadian-NATO Parliamentary Association and the Canadian Delegation to the Organization for Security and Co-Operation in Europe (OSCE) Parliamentary Assembly.

David has also been a member of many International Election Observation Missions beginning in 2004 in Ukraine's Orange Revolution and returning in 2007, 2010 (twice), 2014, 2016 and 2019. He has also been a member of Observation Missions in Serbia (2007), Georgia (2008), Moldova (2009), and Morocco (2011).



MS JACQUI SAMPSON MEIGUEL
TRINIDAD & TOBAGO
CLERK TO THE HOUSE OF REPRESENTATIVES, TRINIDAD AND TOBAGO



Jacqui Sampson Meiguel, Attorney at Law, has been the Clerk of the House and administrative Head of the Office of the Parliament in Trinidad and Tobago since 1995. She was the first woman to be substantively appointed to this office in Trinidad and Tobago and upon her appointment became the youngest person in the Commonwealth to hold this office in what was clearly still a male-dominated profession, at the time. Prior to that she had a distinguished career in parliamentary service both locally and regionally and worked as an Auditor with Ernst and Young before beginning her parliamentary career in 1986.

She has served as a facilitator/trainer on a number of Commonwealth study groups, workshops and seminars, regionally and internationally. Jacqui has also served the region for a period of 6 years ending in 2012 as the Secretary of the Commonwealth body representing the Parliaments of the Caribbean, the Americas and the Atlantic Region. She has authored several articles on parliamentary democracy and co-authored a publication on gender sensitizing Commonwealth Parliaments, which has been published by the Commonwealth Parliamentary Association. A past student of Naparima Girls' High School, in San Fernando, the Industrial Capital of Trinidad and Tobago, Jacqui holds a B.Sc. in Public Administration and Law from the U.W.I., Cave Hill, an M.Sc. in Government from the U.W.I., St. Augustine and an LLB. from the University of London (External). She is also a graduate of the Hugh Wooding Law School.

As Clerk of the House, Jacqui leads a dynamic public sector organization comprising over 300 persons of varying professions. She thoroughly enjoys this job, which she considers is akin to working in a University of unique characteristics and learning. She is very well respected as the principal advisor to the Houses of Parliament on the Law of Parliament and on its practices and procedures. Her other leadership roles include the provision of high-level strategic management of the Office of the Parliament of the Republic of Trinidad and Tobago. In this regard, she liaises with top management and other stakeholders in the Executive and Judicial Branches of State.

HON. SHANDANA GULZAR KHAN MNA
PAKISTAN
COMMONWEALTH WOMEN PARLIAMENTARIANS CHAIRPERSON



Hon. Shandana Gulzar Khan is a Member of the National Assembly of Pakistan and has served as Parliamentary Secretary Commerce from September 2018 to November 2019. In September 2019, Hon. Shandana was elected Chairperson, Commonwealth Women Parliamentarians at the 64th CPC.

Hon. Shandana serves on the Parliamentary Standing Committees on Agriculture, Industry, Privatization and Planning and leads the Parliamentary taskforce on SDG 5. Hon. Shandana possess's a legal background and is a trade & development professional from the University of Cambridge. She has extensive experience in international trade and economic law advocacy at the World Trade Organisation.

Shandana's area of expertise cover inter alia, industrial as well trade and investment policy, legal reform, legislation, human rights and women development, small and medium enterprises, local government arbitration, intellectual property,& e-commerce.

HON. YASMIN RATANSI MP**CANADA**

CHAIR, STANDING COMMITTEE ON ENVIRONMENT AND SUSTAINABLE DEVELOPMENT AND CHAIR, CANADA BRANCH OF THE CPA



Ms. Ratansi is the Member of Parliament for the riding of Don Valley East. She was first elected to parliament in 2004 and served until 2011. She was re-elected in 2015 and again in 2019.

From 2004-2011, she was the Liberal Caucus Deputy Whip, Vice Chair of Procedure and House Affairs Committee, Chair of the Standing Committee on Government Operations, Chair of the Standing Committee on Status of Women and Vice Chair of Public Accounts. She has authored numerous committee reports, including, Economic Security for Women, Human Trafficking, Gender Budgeting, Accountability and Transparency in Government. In the last session of Parliament, Ms. Ratansi is the Vice Chair of the Standing Committee on Government Operations, which oversees expenses of all federal government departments and several Crown Corporations, including Canada Post. She is the Chair of the Canada Branch Commonwealth Parliamentary Association, which bridges the divide between various Commonwealth parliaments and shares best Westminster practices.

Ms. Ratansi is a well sought after speaker in the areas of Gender Lens Budgeting, Governance and Accountability. She has helped parliamentarians in the developing world in implementing gender budgeting tools, and in strengthening their governances and transparency measures. As an activist parliamentarian, she encourages young people to be actively engaged in social justice and civic issues. She works with multi-faith groups in promoting peace, harmony and respect for each other.

Ms. Ratansi is a Fellow of the Chartered Professional Accountants (FCPA), a Certified Management Consultant (CMC) and a recipient of numerous business and professional awards. She is the Vice Chair of the Global Organization of Parliamentarians Against Corruption (GOPAC).

HON. JULIANA O'CONNOR-CONNOLLY JP MP**CAYMAN ISLANDS**

MINISTER OF EDUCATION, YOUTH, SPORTS, AGRICULTURE AND LANDS



In 1997, Hon. O'Connor-Connolly became Cayman's first woman minister when she was chosen to fill a vacancy on Executive Council as the Minister of Community Affairs, Sports, Women, Youth and Culture. From October 2003 to April 2005 she served as Minister for Planning, Communications, District Administration and Information Technology.

Speaker of the House from November 2001 to October 2003, she followed the Hon. Sybil McLaughlin and the Hon. Capt. Mabry Kirkconnell (also from Cayman Brac) to become the third Caymanian speaker.

Hon. O'Connor-Connolly has been elected to the Legislative Assembly since 1996; she is the first woman to represent the Sister Islands. In November 2001 she was a founding member of the United Democratic Party.

Born and raised on Cayman Brac, she first pursued a career in teaching but later received a law degree from the University of Liverpool and was a practicing attorney before entering politics.

She is the mother of Kamaal Connolly and Kimberly Walton, her foster child.



HON. AKIERRA MISSICK MHA
TURKS & CAICOS ISLANDS
CHAIR OF THE PUBLIC ACCOUNTS COMMITTEE

Hon. Akierra M. D. Missick, is the Elected Member for Leeward and Long Bay, Providenciales after successfully contesting that district seat once again in the 2016 General Elections, and served as the Deputy Premier of the Turks and Caicos Islands and Minister of Education, Youth Affairs, Sport and Library Services in the Government of the Turks & Caicos Islands from 2012-2016.



Honourable Missick is a Barrister in England and Wales, having obtained a LL.B (Honours) from the University of Nottingham and is a member of the Honourable Society of Lincoln's Inn. She is called to the Turks and Caicos Islands Bar and practices as an Attorney with Misick & Stanbrook with a focus on Civil Law, Family Law, Employment, Labour and Dispute Resolution. Honourable Missick has had the privilege of appearing on two occasions, before Her Majesty's Judicial Committee of the Privy Council, England and Wales, which is the highest judicial body for the Turks and Caicos Islands and the Commonwealth.

Honourable Missick transitioned into Politics in 2012, after she successfully contested for the Electoral District of Leeward/Long Bay Hills. On taking up her portfolio of Education, Youth Affairs, Sport & Library Services for the period of 2012 - 2016, she brought the same energy and enthusiasm to the work and has delivered on numerous important national issues in Education and Youth. Honourable Missick believes in the mantra 'leave no child behind' and in so doing believes that children must be given the opportunity to succeed.

THE HON. PATRICIA J. GORDON-PAMPLIN JP MP
BERMUDA
CHAIR OF THE PUBLIC ACCOUNTS COMMITTEE

The Hon. Patricia Gordon-Pamplin, a 20-year veteran of Bermudan politics, followed a family legacy in which her father, a former politician and now a Bermuda National Hero and her sister who was the first female premier in Bermuda, set the standard. Faced with what Pat deemed to be a seriously inequitable spousal immigration policy, she decided to run as an independent candidate in the 1993 election to challenge the then Immigration Minister to rectify this policy. Although that Minister represented the party to which she belonged, it was a determination to achieve equity rather than loyalty that drove that decision.



In 1998, after her party lost the general election, Pat was appointed to the Senate, and in early 1999, challenged a by-election in which she emerged victorious. Re-elected in 2003, 2007, 2012 and 2017, Pat served as Shadow Minister for various Ministries. Between 2012 and 2017 Pat served in Cabinet, as Minister for Health; Minister of Public Works and Infrastructure; Minister of Community, Culture and Sport and finally Minister of Labour, Home Affairs and Immigration. She now serves as Shadow Minister of Health and Seniors.

Pat held the position of Opposition Leader and currently is the Chair of the Public Accounts Committee. She is a Fellow of the Association of Chartered Certified Accountants, is an avid tennis player, has a passion for writing poetry and for having spirited debates with her 53 and 34-year old sons. She believes that if you have the ability to help someone positively, you have the responsibility to do so.

MS JO CORKISH
ISLE OF MAN
THIRD CLERK

Jo Corkish joined the Clerk of Tynwald's Office in 2009 as Head of the Chamber and Information Service. Following a year seconded to the Isle of Man Government Cabinet Office, as Change and Reform Programme Lead, she returned to Tynwald in 2015 and took on the role of Third Clerk.



She has been Clerk to the Public Accounts Committee since 2016 and is also currently clerking committees on Poverty, Whistleblowing and an inquiry into the Media Development Fund.

For the CPA UK Overseas Territories project she has undertaken in country placements in both Montserrat and the Falkland Islands, and Tynwald has hosted visits from St Helena and the Falkland Islands.

In 2018, she completed the International Professional Development Program for Parliamentary Staff with McGill University, after being sponsored by the CPA and is currently studying for a law degree via distance learning. She previously worked in the private sector in finance, business analysis and project management roles.

MR MATTHEW SALIK
HEAD OF PARLIAMENTARY DEVELOPMENT, CPA

Matthew has over ten year's experience working in the field of parliamentary strengthening and delivering projects in over 30 Commonwealth jurisdictions. Most recently he led on the CPA's Benchmarking Assessment in Anguilla in February 2020. He has been Head of Parliamentary Development at the CPA Headquarters Secretariat since July 2019. Prior to his appointment he was Deputy Head of International Partnerships at the CPA UK, which included the role of Senior Election Coordinator and Election Analyst, overseeing the first Election Observation Mission to Anguilla and the subsequent Post-Election Seminar. Whilst at CPA UK, Matthew also held the roles of Deputy Head of Multilateral Projects; Americas, Caribbean and Europe (ACE) Programme Manager; Private Secretary to the CPA International Chairperson and CPC 2011 Project - Office Manager. Before joining CPA UK, Matthew worked for five years in the UK Parliament as Communications Administrator for the Clerk of the House, and Senior Officer Clerk in the Vote Office in the House of Commons.



Matthew holds a MSc International Security and Global Governance from Birkbeck, University of London and a BA (Hons.) History from the University of Westminster. Matthew holds a number of project management qualifications including PRINCE2 Practitioner and Project Management for Development (PMD Pro) certification, he is also a Continuous Improvement Practitioner.

Matthew has authored and edited a number of parliament-related publications including e-Handbooks on Cybersecurity and Cybercrime and Sustainability, Energy and Development, as well as specialist guides on communication skills for parliamentarians. In May 2020, he published on behalf of the CPA, its Model Law for Independent Parliaments.



THE HON. MIA MOTTLEY MP
BARBADOS
PRIME MINISTER



The Honourable Mia Mottley is the 8th Prime Minister of Barbados. She became the first woman to occupy that high office, following General Elections on May 24 2018, in which she led the Barbados Labour Party to an emphatic victory, winning all 30 seats in the House of Assembly by the largest margin ever seen in the electoral history of the country.

An Attorney-at-Law and Queen's Counsel, Prime Minister Mottley has been active in the political life of Barbados for almost three decades. First elected in 1994 she is presently in her sixth term as Member of Parliament for the constituency of St. Michael North East.

From 1994 to 2008 Miss Mottley served in the Cabinet of three successive Administrations, first as Minister of Education and Culture, then Attorney General and Minister of Home Affairs, and then Minister of Economic Affairs. In 2003 she was appointed Deputy Prime Minister.

Prime Minister Mottley currently also holds the portfolios of Minister of Finance, Economic Affairs and Investment.

Since becoming Prime Minister, Ms. Mottley has served as the Chair of the Conference of Heads of Government of the Caribbean Community (CARICOM) between January 1st and June 30th, 2020. Notwithstanding that, Hon. Mottley, as Prime Minister of Barbados, serves as the Lead Head of Government within CARICOM, with responsibility for the CARICOM Single Market and Economy (CSME). Prime Minister Mottley also serves as Co-Chair of the Americas Cruise Tourism Task Force for the Caribbean, Mexico, Central and South America markets. Prime Minister Mottley will also serve as Chair of the joint Development Committee (DC) of the World Bank and the International Monetary Fund between November 2020 and October 2021.

STEPHEN TWIGG
SECRETARY-GENERAL, CPA



Stephen Twigg was appointed as the 8th Secretary-General Elect of the Commonwealth Parliamentary Association (CPA).

The CPA Secretary-General, Stephen Twigg is a former UK Parliamentarian, who was elected to the Parliament of the United Kingdom as a Member of Parliament from 1997 to 2005 (Enfield Southgate) and from 2010 to 2019 (Liverpool West Derby). During his parliamentary career, he held several senior positions including Chairperson of the International Development Select Committee, Minister for Schools and a range of Shadow Front Bench roles.

Prior to his parliamentary career, Stephen Twigg attended Balliol College, Oxford University, where he studied Philosophy, Politics and Economics. He became the youngest President of the National Union of Students in 1990-92 and was then elected as a Local Councillor in the London Borough of Islington. Since the 2019 General Election, Stephen Twigg has been working to set up the International Parliamentary Network for Education and has been actively involved in parliamentary strengthening with both Global Partners Governance and the Westminster Foundation for Democracy (WFD).

THE HON. DR ELLIS L. WEBSTER M.D MHA
ANGUILLA
PREMIER

Dr Webster was born in Island Harbour, Anguilla, and attended primary and secondary school in Anguilla. He was the recipient of a Government of Anguilla scholarship and studied Dental Therapy in Trinidad. He provided dental care for children in Anguilla for two years, and then attended the University of the Virgin Islands, where he graduated in three years with a Bachelor of Science degree in Biology. Dr Webster attended and graduated from Yale University with a Master of Science degree in Biology and a Doctor of Medicine degree. While in college and medical school Dr Webster was active in student government locally and regionally.



Dr Webster completed a residency in Otolaryngology/Head and Neck Surgery at the University of Iowa, and moved to Florida, where he practiced for over 20 years. While maintaining a busy practice, Dr Webster provided ENT care for indigent patients from Florida and Caribbean countries. He was also engaged in Mentoring Programs for elementary and high school students in Florida, leading the society for minority physicians in Palm Beach County, chairing Sections of Otolaryngology and Departments of Surgery at different hospitals, and involved in political campaigns local, state and national in the USA. Dr Webster was awarded the 2018 Frist Humanitarian Award by the Hospital Corporation of America (HCA). Fulfilling a lifelong dream to improve health care in Anguilla, Dr Webster opened an ENT practice in Anguilla in 2010, and continues to provide quality care for Anguillians. He is committed to developing multi-specialty care in Anguilla.

Dr Webster became involved in Anguillian politics in 2014 and became the third leader of the Anguilla United Movement (AUM). He was unsuccessful contesting the 2015 general election. The AUM was rebranded as the Anguilla Progressive Movement (APM) and was successful in the 2020 General Election. Premier Webster and his team are committed to ensuring a bright future for the people of Anguilla.

DEPUTY ROBERT WARD
STATES OF JERSEY
CHAIRMAN OF THE EDUCATION AND HOME AFFAIRS
SCRUTINY PANEL

Deputy Robert Ward was elected as Deputy in St. Helier No.2 and sworn into office on 1st June 2018. He is a member of Reform Jersey, the only registered political party on Jersey.

Deputy Ward serves as Chairman of both the Education and Home Affairs Scrutiny Panel, and the Care of Children in Jersey Review Panel. He is also has panel membership in the Chairmen's Committee, Brexit Review Panel, Future Hospital Review Panel, Legal Review Panel, OneGov Review Panel, the Transfer of the Ambulance Service and CAMHS Review Panel, Government Plan Review Panel, Scrutiny Liaison Committee and Safer Travel Guidelines Review Panel.

Deputy Ward was a teacher of Science and Psychology before being elected where he taught for 25 years in London and Jersey, secondary school age young people.

He was very proud to be President of the Jersey Branch of the National Education Union up until election. He is a proud trade unionist.



MRS SHERNETTE WOLFFE
BERMUDA
CLERK TO THE LEGISLATURE



Mrs Shernette Wolffe matriculated from universities in Canada, the United States and France, where she obtained undergraduate degrees in French and Education as well as a Master of Science Degree in Library Service. Previously, as an educator, Shernette taught French and English in the public schools and was the former Head of Library Services at Cedar Bridge Academy. She has also worked at the Atlanta Fulton Public Library and the Bermuda National Library. As Clerk at the House of Assembly, Shernette is primarily responsible for providing authoritative advice on procedural matters to the Speaker and Members of the Parliament. In addition, she provides procedural advice and services to parliamentary committees. Another aspect of her duties is overseeing the Youth Parliament which meets every Wednesday at the House of Assembly.

Mrs Wolffe has participated in numerous overseas Commonwealth Parliamentary Association (CPA) Conferences. Most recently, she participated in the CPA Regional Staff Development Workshop and the 18th Biennial Conference of Presiding Officers and Clerks of the Caribbean Region in Tobago. Mrs Wolffe has always had an interest in current affairs and politics; hence her reason for working at the House of Assembly. In her spare time she likes to take massages or relax as the “art of doing nothing” is soothing to the soul. She also likes to travel, read and enjoys her monthly book club meetings with the reading club “Our Passion”. Cooking is her ultimate “passion”.

MS LYDIA BUCHANAN
PROGRAMMES MANAGER - BILATERAL ENGAGEMENT,
 CPA



Lydia Buchanan has recently joined the Commonwealth Parliamentary Association Headquarters Secretariat as a Programmes Manager, working on parliamentary strengthening around the Commonwealth on a bilateral basis. Prior to this appointment, Lydia spent two years at CPA UK most recently as a Programmes Officer and before this, she supported the UK Overseas Territories Project on public financial scrutiny, a special project funded by the UK Government. As part of this project, Lydia has supported the Public Accounts Committee of Anguilla and worked alongside its Members. Before joining CPA UK she worked as the Clerk of Council for the Legislative Council of St Helena, which is where her keen interest for small branches and parliamentary strengthening primarily began.

Lydia has a degree in Politics and a Masters in Public Policy and Practice from the University of Greenwich. Lydia also holds a Project Management for Development (PMD Pro) certification.

MS BÉNITE DIBATEZA
PROGRAMMES OFFICER- COORDINATOR,
COMMONWEALTH WOMEN PARLIAMENTARIANS
 CPA



Bénite joined the CPA in December 2017 and is currently the CWP network coordinator. Prior to this, worked as a receptionist at Imperial College London and volunteered as a French translator and interpreter for the members of the francophone community at her university in Coventry and her home borough in London.

Bénite has a degree in French and International Relations from Coventry University and an Erasmus Certificate in Applied Foreign Languages from La Sorbonne Nouvelle Paris 3. Bénite also holds a Project Management for Development (PMD Pro) certification.



MS AQSA LATIF
PROGRAMMES ADMINISTRATOR, CPA

Aqsa Latif joined the CPA Headquarters Secretariat in June 2019 and has supported various programmes delivered by the CPA in her capacity as an administrator. Aqsa has since published the CWP Annual Report 2019, CPA Commonwealth Day Youth Engagement Pack 2020 and more recently supported the CPA’s Toolkit for Commonwealth Parliaments and Legislatures on the COVID-19 (Coronavirus) pandemic and delivering parliamentary democracy. Prior to this appointment, she has worked as a Personal Assistant to the Director at GardeziJay&Co Accountancy and Membership Assistant Manager at Work.Life Co-Working.

Aqsa holds a BA Politics and History from SOAS (School of Oriental and African Studies) University London.



About The CPA

The Commonwealth Parliamentary Association (CPA) exists to connect, develop, promote and support Parliamentarians and their staff to identify benchmarks of good governance, and the implementation of the enduring values of the Commonwealth.

The CPA is an international community of Commonwealth Parliaments and Legislatures working together to deepen the Commonwealth's commitment to the highest standards of democratic governance and parliamentary practice. Parliaments, their Members and officials learn from each other through a wide range of CPA activities.

The CPA represents more than 180 Parliaments and Legislatures in 53 Commonwealth countries. Its network extends to over 17,000 Parliamentarians and Parliamentary staff and is the only Commonwealth organisation to represent national, state, provincial and territorial Parliaments and Legislatures.

CPA members are democratic, law-making Parliaments and Legislatures. Speakers or Presiding Officers preside over CPA Branches with support from Government and Opposition Leaders and Parliamentary Clerks or Secretaries.

All CPA Branches are autonomous and regarded as equal. There are nine Regions of the CPA: Africa; Asia; Australia; British Islands and Mediterranean; Canada; Caribbean, Americas and Atlantic; India; Pacific; South-East Asia.



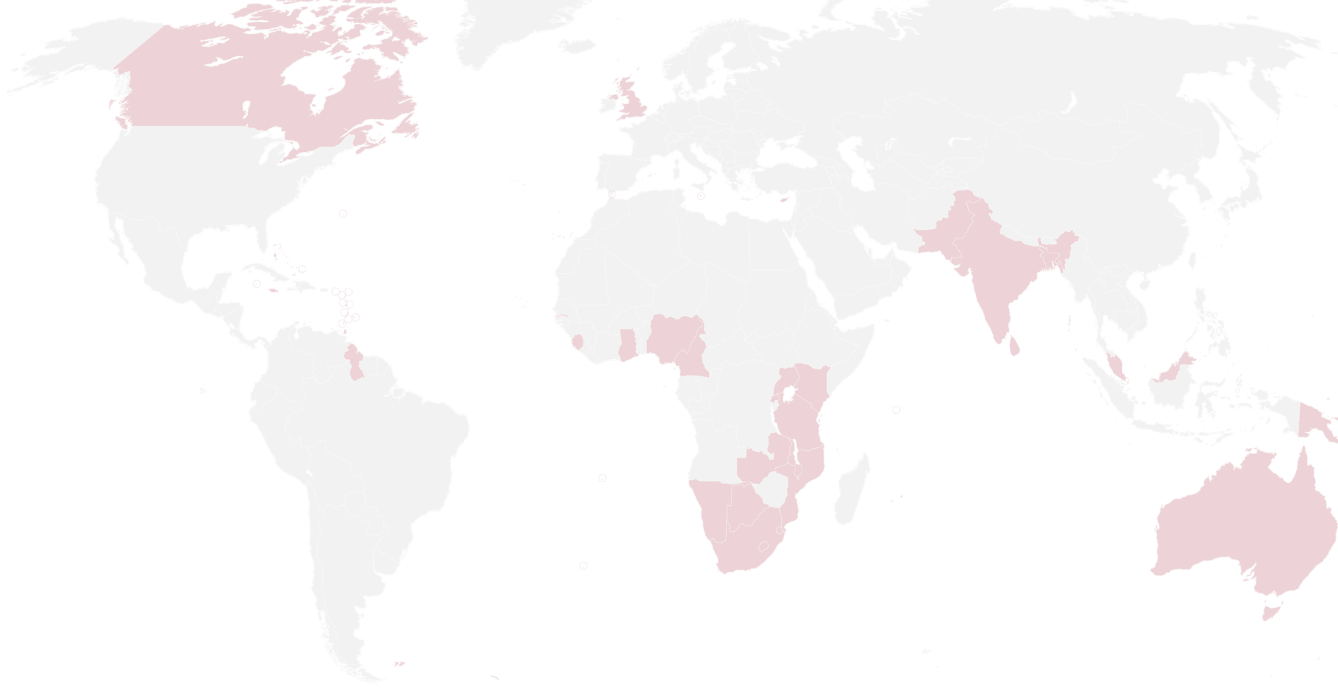




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Published by the Commonwealth Parliamentary Association (CPA).
Registered Charity Number 263147.

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