

Rebeca Omaña Peñaloza

Resume

My name is Rebeca Omaña Peñaloza, I'm Venezuelan, and I have been an OAS staff member since 2006. I majored in Political Science and History at the University of the Andes, Venezuela, and I hold a Master's Degree in Latin American Studies from the Simon Bolivar Andean University, Ecuador. I first came to the OAS as an intern in the Department for the Promotion of Governance, and in the last ten years my career at the OAS has revolved around two areas: the Department for Electoral Observation and Cooperation (2007 – 2012), and the Universal Civil Identity Program in the Americas (PUICA) where I currently work as the program's coordinator. In my 10 years at the OAS I have had the privilege of participating in Missions and implementing technical cooperation projects in 17 of our Member States and I have witnessed firsthand the impact of our work on the region and its people.



In past years I have supported the election of our Staff Committee representatives as a voting station member, Nominating Committee member, and Teller Committee President. This is the first time that I am running for a post on the Staff Committee, and my decision was based in two notions. First, I believe that in a moment of crisis all staff should participate directly in finding solutions to the OAS's difficult circumstances, as well as defending of our rights as employees. Our work is valuable, and the better we understand the OAS's rules and support their application, the stronger we are as a group of workers. Second, as I expressed to Secretary General Almagro during the Town Hall meeting held in December 2015, the OAS needs to establish clear mechanisms to have -not to promise- more women in decision making positions. Women represent 58% of OAS staff, but make up only 34% of decision making posts. *The Institutional Policy on Gender Equality, Diversity, and Human Rights* adopted in February, 2016 is a first step, and I think all staff as well as the Staff Committee should pay close attention to its application.