President Donald Trump
The White House
1600 Pennsylvania Avenue
Washington, D.C. 20500

Tuesday, April 17, 2018

Re: Hire Women to Fill Key Korean Diplomatic Vacancies

Dear Mr. President:

We were encouraged by the announcement on March 8 that you accepted an invitation to meet with North Korean Supreme Leader, Kim Jong-un. We are further encouraged to hear reports today that preparations for this meeting are already underway. Following an intense summer of nuclear provocations between our two countries and a relative cooling off period this winter due to the Olympic truce, we are hopeful that this diplomatic opening can be leveraged to make real strides towards lasting peace on the Korean Peninsula. This meeting will be historic in and of itself, but if handled correctly it could lead to an even more historic achievement: peace on the Korean peninsula. You now have the opportunity to achieve what no other U.S. President has been able to achieve in seven decades of U.S.-North Korea relations. We urge you to include women experts when you assemble the team of diplomats who will advise you on this important issue.

Reports indicate that the meeting will be late May or early June, leaving about a month to prepare for this critical conversation. We hope that your initial meeting with North Korean leadership will be the first of many and that both sides will dedicate themselves to the diplomatic process despite any obstacles that arise. Diplomacy is a long and difficult process requiring patience, focus, capacity, and effort. In order for diplomacy to work, both sides must be well prepared and equipped with the best information possible in order to assure a positive outcome. In preparing for these meetings, we encourage you to draw on the knowledge and experience of highly qualified women. As you may know from your support of the Women, Peace, and Security Act which was signed into law in September, there is overwhelming empirical evidence that hiring women to these critical positions increases the likelihood of achieving a peace agreement.

A study of 40 peace processes in 35 countries over the last three decades showed that when women’s groups were able to effectively influence a peace process, an agreement was almost always reached—only one case presented an exception. Once an agreement was reached, the influence of women’s groups was also associated with much higher rates of successful implementation. Statistical analysis of a larger data set also shows that when women participate in peace processes, peace is more likely to endure.

American and Korean women are already engaged in diplomatic efforts to advance the peace process...
on the Korean peninsula. We highly recommend that you meet with the women have been engaged in Track 2 talks and mediation across the DMZ as you assemble your team and prepare for the coming meeting.

A negotiation with North Korea will succeed only if it draws upon the collective expertise, experience, and credibility of a fully resourced and staffed State Department. We encourage you to hire women to serve in high-level roles that will be critical to the success of any diplomatic efforts with North Korea, especially the role of Ambassador to South Korea and Special Envoy to North Korea. We have included with this letter a list of well-qualified women for your consideration as you assemble a team of diplomats that can help achieve peace on the Korean peninsula.

Respectfully,

Women’s Action for New Directions
Women Cross DMZ
Union of Concerned Scientists
Peace Action
Peace X Peace
Peacemakers
Ploughshares Fund
Presbyterian Peace Network for Korea
One Corea Now
National Organization for Women
Korean American National Coordinating Council
Korea Neutralized Unification Movement-LA
Institute for People’s Engagement
International Civil Society Action Network
International Forum on Globalization
Coalition for Peace Action
CodePink
Qualified Women for Consideration

Suzanne DiMaggio
Anita E. Friedt
Patricia Goedde
Melissa Hanham
Duyeon Kim
Jina Kim
Jessica Lee
Katharine H.S. Moon
Susan Shirk
Kathleen Stephens
Sue Mi Terry
Susan Thornton
Jenny Town