Joint Letter by the Chair of the Board of Directors and the Executive Director

2011 was a year of change, both within Security Council Report (SCR) and beyond. As the United Nations Security Council was addressing the fallout from what has been termed the “Arab Spring”, and continuing to address peace and security situations on four continents, SCR went through its first change in leadership. In a very short time, SCR had already made an indelible footprint in its impartial and analytical coverage of the Security Council. It had quickly filled a void, providing information to shed light on what by most accounts is a rather opaque body with unique responsibilities: the maintenance of international peace and security. Success is never an orphan, and, in the case of SCR, was primarily due to the foresight of our founding Executive Director, the support of our Board of Directors, and the commitment and talent of our remarkable staff.

One person, however, played a key role over the course of our first six years, meticulously putting all of the building blocks together: our founding Executive Director, Ambassador Colin Keating. While at SCR, Ambassador Keating demonstrated his intellectual acuity, moral integrity, professional capacity, as well as incredible energy and ingenuity. Everyone who knew him expected as much, as he had already proven these qualities during the trying and disheartening months leading up to and into the 1994 genocide in Rwanda. Ambassador Keating served as the Permanent Representative of New Zealand to the Security Council at the time, and thankfully Council President during the critical month of April. Anyone acquainted with the facts knows how, despite tremendous odds, he valiantly fought for the redeployment and reinforcement of the UN presence in Rwanda, how he keenly grasped the reality of the situation on the ground, and how he procedurally avoided the shutting down of UNAMIR. Fortunately, Ambassador Keating continues to be a part of our family as he agreed to become a member of our stellar International Advisory Group, which meets once a year and provides SCR with valuable advice.

2011 also saw the launching of our most ambitious product to date, as it is the most time sensitive and the one that taps most directly into the power of information technology: What’s in Blue. Thanks to the addition of this electronic feed, SCR can now provide insights on a real-time basis, increasing our coverage of developments and dynamics in the Security Council as they are unfolding. In 2011, SCR also started structuring a new service: a capacity building programme on Security Council practice and procedure for prospective Council members. Even before its roll out, SCR was approached by candidate countries interested in benefitting from our expertise. Both additions have been very warmly received by our constituents and have further consolidated the reputation SCR has built for unrivalled quality and impartiality. Slowly but surely, SCR has become the “go to place” for all things Security Council related.

In 2011, despite the challenging financial climate, our family of donors grew. In fact, we were also able to recruit our first donors outside the OECD DAC community. As SCR is committed to the philanthropy of information, without the generous support of our donors we would simply not be able to operate. Our most sincere thanks to the governments and foundations that have through the years believed in SCR and our mission to shed light on the Security Council.

Paul Brest  
Chair of the Board of Directors

Bruno Stagno Ugarte  
Executive Director

President, William and Flora Hewlett Foundation
SCR Mission Statement

Security Council Report (SCR) is an independent not-for-profit organization incorporated in November 2004 pursuant to section 402 of the Not-for-Profit Law of the State of New York. It was founded on the belief that consistent, balanced, high-quality information about the activities of the United Nations Security Council and its subsidiary bodies is essential to the effective performance of the Council and that this information should also be freely available to other stakeholders and the general public.

To that end, SCR publishes objective analytical monthly reports on the prospective programme of work of the Security Council (Monthly Forecasts). This is supplemented by longer published reports on key thematic issues on the agenda of the Council (Cross-Cutting Reports) and a “real-time” electronic feed of insights on developments in the Council (What’s in Blue). Through its more ad hoc Special Research Reports and Update Reports, SCR also covers developments that deserve particular attention but do not fit the timelines or templates of our other published products.

Upon request, SCR also works with incoming Security Council members on a one to one basis to assist with capacity-building on Council practice and procedure. More widely SCR works with Council members and other stakeholders to deepen the analysis of issues before the Council. SCR is neutral and does not take positions on the substance of issues before the Council.

What's in Blue

Launch of What's in Blue

In 2011, SCR significantly expanded its activities by creating a new product known as What’s in Blue (WiB). This real time electronic feed offers daily updates on developments in the Security Council. (The name refers to the final stage of the negotiations of a Security Council resolution when the text is printed in blue.) WiB operates through its own website (www.whatsinblue.org) and through the SCR website, (www.securitycouncilreport.org), and is also made freely available to email subscribers and Twitter followers (@SCRTweets). Its postings cover all issues on the agenda of the Council and provide insights on upcoming meetings, status of negotiations, draft resolutions, reports and relevant documents, as well as the activities of the subsidiary bodies. The website also offers a daily digest of news stories carefully selected by SCR staff which is of special relevance to the Security Council.

WiB grew out of a realization that despite our best efforts, information constraints were still a limiting factor for non-Security Council members, especially developing countries, and others wanting to have meaningful input to Council decisions. WiB aims to close this information deficit.

The overwhelmingly positive response to the launch of WiB in July 2011 seems to indicate that this aim is being achieved. There seems to be general consensus that WiB provides very useful, additional information that enables readers to keep up with the activities of the Security Council in real time and get a better understanding of the positions of Council members and how decisions are made. As a daily feed, WiB has greatly enhanced our ability to provide information and analysis on the activities of the Security Council on a timely basis.

Since its launch on 18 July 2011 through 31 December 2011, SCR posted 129 stories through the new WiB website.
Publications

Since it became operational in October 2005, SCR has built an important portfolio of analytical publications that provide a comprehensive overview of developments in the Security Council. The entire archive can be freely accessed electronically through our website. In 2011, some 6,000 subscribers received our publications electronically. Moreover, hard copies of our various reports are regularly distributed to a large number of constituents: over 1,800 copies of the Monthly Forecasts, Special Research Reports, and Cross-Cutting Reports are distributed to permanent missions of member states to the UN, senior UN officials and secretariat staff, NGOs, academic institutions, and the media.

Monthly Forecasts Published in 2011

*Monthly Forecasts*, which are published both in hard copy and on our main website, provide a prospective analysis of the incoming monthly programme of work of the Security Council, with sections covering potential options and the actual dynamics within the Council.

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*Monthly Forecast Reports from January to December 2011.*
Special Research Reports, which are published both in hard-copy and on our main website, provide an in-depth analysis of particularly significant Council decisions or actions. Four such reports were published in 2011.

**Special Research Report on Emerging Security Threats in West Africa**

This research report, published on 2 May 2011, identified some key emerging threats to peace and security in West Africa, their linkages to existing security challenges and possible implications for the Security Council in the coming years. The report also highlighted action already taken by the Council to recognise these threats and considered available options to tackle the issues going forward. Research for the report included visits to a number of countries in the region, including Ghana, Guinea-Bissau, Liberia, Nigeria and Senegal. SCR co-hosted a launch event on 1 June 2011 with the Permanent Mission of the Netherlands to the UN.

The report identified four major emerging security threats in West Africa: drug trafficking and organised crime; terrorism; challenges to democratic governance; and piracy. Identifiable inter-linkages between the various emerging threats were highlighted in the report, as well as their linkages with the existing security challenges in the subregion.

According to the report, negative trends due to structural deficiencies in the subregion have meant that the smuggling of arms, drugs and contraband, widespread corruption and poor governance can be exploited by terrorist organisations, and the lines between Islamic militancy and organised crime and piracy can become blurred. High levels of youth unemployment, illegal arms trafficking, weak naval policing and socio-political disaffection have also provided an enabling environment for criminal gangs engaged in piracy in West Africa. The exploitation of underlying socio-economic challenges and ethnic differences, as well as possible funding by drug trafficking networks and relatively easy access to illegal weapons have influenced recent challenges to democratic governance in the region.

While the report recognised that efforts to effectively redress these emerging challenges would have to be taken primarily by the countries at immediate risk in the subregion, it argued that national efforts cannot be effective unless buttressed by strategic international partnerships and proactive action by the Security Council. In particular, the report cautioned that the Council must avoid a reactive stance and pattern of dealing with issues only in a crisis mode. Options for enhanced engagement by the Council were presented, including a comprehensive approach addressing the identified threats as they span interrelations between conflict prevention, peacekeeping, peacebuilding and development. The report concluded that fine tuning the appropriate role for the Council under the UN Charter in relation to these threats to security in West Africa and how to respond in partnership with regional and subregional organisations will be a test of its capacity to adapt to these challenges.


This research report, published on 10 May 2011, was timed to be available prior to the 21 May annual meeting of members of the Security Council with the African Union Peace and Security Council (PSC).

By undertaking this research, SCR responded to a growing interest in how to improve the joint efforts of both the UN Security Council and the AU PSC to prevent and end violent conflicts in Africa. More specifically, the need for various forms of conflict prevention and management assistance in Africa seemed to have surpassed the UN capacity. A productive burden sharing between the UN and regional organisations could prove key to addressing many of the problems, although the relationship between the Council and the AU PSC has not always been smooth. One contributing factor appeared to be the relatively low level of mutual familiarity between the two bodies, both at the institutional and political levels.
By undertaking the study, SCR hoped to improve the level of knowledge on all sides and provide a resource for the practitioners of this relationship for the future.

The report provided in-depth comparative analysis of the development of the two bodies in the field of peace and security, including the structure and working methods of the AU PSC. It analysed different models of cooperation on peace and security issues, offering two case studies on UN-AU cooperation in the field of peacekeeping (Darfur and Somalia) and identifying some key challenges. The report concluded that there was a need for developing the relationship between the UN and the AU in a more systematic way and for moving away from a reactive or project-focused approach. It called for a clearer framework for cooperation and offered some options for the future focusing on an enhanced role for the Security Council through its Ad Hoc Working Group on Conflict Prevention and Security in Africa.

The report was used to help focus discussions on the relationship between the UN and the AU among policymakers and academics. These included:

- A seminar organised in Addis Ababa, Ethiopia, on 19 May 2011 by the Institute for Security Studies (ISS), with several senior diplomats and officials of the AU and the UN office to the AU, with the participation of SCR’s Deputy Director;
- A seminar hosted by SCR on 3 October 2011 in New York jointly organized with ISS for diplomats and members of the UN Secretariat; and
- A workshop hosted by SCR on 12 December 2011 in New York jointly organised with the Permanent Mission of South Africa to the UN on strengthening the relationship between the UN and the AU in the maintenance of international peace and security. Several senior diplomats and UN officials participated. (A summary report from the workshop was issued as a UN document under the symbol S/2012/14.)

Special Research Report on Appointment of the UN Secretary-General

This research report was published in connection with the re-election of Ban Ki-moon to a second term as UN Secretary-General. The Secretary-General is appointed by the General Assembly on the basis of a recommendation by the Security Council. The report outlined the main processes guiding the appointment of the Secretary-General and reviewed a number of recent proposals for reforming the selection and appointment process.


Every year SCR publishes a report in preparation of the annual election of five new non-permanent members to the Security Council which normally takes place in October. In keeping with previous reports, the 2011 report, published on 21 September, presented the various candidates for the elections, analysed possible issues with regard to the composition of the Council and provided an overview of relevant UN Charter provisions and rules of procedure for election to the Council as well as historical background and established practices. These reports are intended as a resource for candidates and the wider UN membership in preparation for the elections in the General Assembly.
Cross-Cutting Reports Published in 2011

Cross-Cutting Reports track the actual performance of the Security Council in following through on the thematic issues on its agenda. These are also published in hard-copy and are available on our website. Three such reports were published in 2011:

Cross-Cutting Report on Children and Armed Conflict

This report was published on 6 July 2011 to assist Council members and others in their preparations for the 12 July open debate on children and armed conflict. It was the fourth report in a series of Cross-Cutting Reports on children and armed conflict launched in 2008. These annual reports highlight key trends over the past year and suggest options for improving decision making in the Council on this issue, including in its Working Group on Children and Armed Conflict.

The 2011 report built on three previous reports, thus allowing a systematic tracking of the implementation of Security Council thematic decisions on children and armed conflict in individual country-specific situations. It reviewed developments at the thematic level since the 2010 Cross-Cutting Report and offered a statistical analysis of Council action in country-specific situations in 2010 compared with the previous five years. Two case studies were presented—on Afghanistan and the Democratic Republic of Congo (DRC)—providing more in-depth analysis of how the issue of children and armed conflict has been handled by the Council at the country-specific level. The report also provided detailed coverage of the activities of the Office of the Special Representative on Children and Armed Conflict and the Working Group on Children and Armed Conflict.

The 2011 report indicated that there had been an upward trend in the incorporation of children and armed conflict issues into the specific work of the Council although there were areas where implementation of key resolutions on children and armed was still weak. The report established that, following resolution 1882 (2009) and the 2010 presidential statement (S/PRST/2010/10) which called for improved communications between the Working Group, the Special Representative for Children and Armed Conflict and the sanctions committees established by the Security Council, there were better linkages between the children and armed conflict agenda and the various sanctions committees.

According to the report, the Working Group on Children and Armed Conflict showed renewed innovation in its working methods in 2010. For the first time members of the Working Group went on a visit to a situation on its agenda (Nepal). It also reacted to violations against children in real time, through a press statement following attacks in the DRC. The Working Group, however, continued to struggle with closing the time gap between the date of publication of the Secretary-General’s reports on children and armed conflict in country-specific situations and the date of adoption of its recommendations.

In conclusion, the report offered some possible options for further Security Council action with an emphasis on the role of the Working Group.

Cross-Cutting Report on Protection of Civilians in Armed Conflict

This report, published on 20 July 2011, was the fourth in a series of Cross-Cutting Reports on the protection of civilians in armed conflict launched in 2008. The purpose of these reports is both to track the issue within the Security Council and to serve as a resource for Council members and others in their work on protection of civilians both at the thematic level and in country-specific situations. The report was presented at a workshop on protection of civilians co-organised by SCR and Oxfam in July 2011.

The 2011 report reviewed developments relating to protection of civilians as a thematic issue in the Security Council, including in the context of UN peacekeeping, as well as relevant Council decisions in country-specific situations in 2010 and how protection issues were addressed. The Secretary-General’s reporting on protection of civilians, as well as
the use of Security Council sanctions against individuals or entities committing violations against civilians were also reviewed. Two case studies were included which offered contrasting perspectives on recent Council action to protect civilians: Côte d’Ivoire and Libya.

The analysis presented in the report indicated that the Council continued to systematically address protection of civilians concerns in situations on its agenda. Protection language was included in most relevant country-specific decisions and in some cases the Council strengthened or added new language compared with previous decisions on the same issues. The informal expert group on the protection of civilians continued to meet frequently under the chairmanship of the UK to discuss the mandate renewal of UN peacekeeping and other missions with a protection dimension holding a total of 12 meetings in 2011.

According to the report, the Council also demonstrated a greater willingness than in years past to use targeted sanctions against perpetrators of violations of international human rights or humanitarian law. The report also found that progress had continued in developing new policy tools to strengthen the implementation of protection mandates in UN peacekeeping operations as requested by the Council in resolution 1894 (2009) on the protection of civilians.

At the same time, however, based on the two case studies on Côte d’Ivoire and Libya, the report highlighted some of the major divisions that remain in the Council, in particular with regard to the use of force to protect civilians. In conclusion, it outlined some possible options regarding future Council action on protection of civilians focusing on practical options to improve the working methods of the Security Council.

Cross-Cutting Report on the Rule of Law

This report, the first in a new cross-cutting series of SCR reports on the rule of law, was published on 28 October 2011. It was intended to serve as a helpful tool for Council members and others in their preparations for the open debate on strengthening the rule of law, initially scheduled to be held in November 2011. (The debate was eventually postponed until January 2012.)

The report examined two main aspects of the rule of law as it applies to the work of the Council. First, it gauged the degree to which the rule of law has been incorporated into the work of the Council on country-specific issues, including through human rights-related action. It then went on to examine Council decisions as well as the reports of the Secretary-General ever since the rule of law emerged as a thematic item on the agenda. Two case studies were included as part of the analysis: Liberia and the Democratic Republic of the Congo.

The second aspect the report delved into was the degree to which the Council has been guided by the rule of law—taking into account due process rights of those affected by Council measures—in the course of its resort to sanctions under Chapter VII of the UN Charter. It examined past, present and possible future Council practice in imposing sanctions mainly through the continuing evolution of the 1267 sanctions regime concerning Al-Qaida (and previously the Taliban).

Overall, the report found that the Council had embraced the notion that establishing and improving the rule of law in conflict and post-conflict situations is an integral part of the mandates it had authorised. Nevertheless, the Council had refrained from addressing rule of law issues in certain country-specific situations despite their likely relevance and had sometimes been inconsistent in its approach. With regard to the rule of law and sanctions, the report found that due to legal and political pressures the Council was in the process of expanding the scope of due process rights it affords individuals and entities affected by sanctions.
Capacity Building Programme

In the course of 2011, capacity building for incoming elected Security Council members increasingly became an important part of SCR’s work. While such assistance was previously provided on an ad-hoc, on request basis, in late 2011 SCR started to develop more structured capacity building services for incoming elected members.

On 1 December, SCR for the first time co-hosted a seminar on Security Council sanctions with the UN Security Council Affairs Division for the five incoming elected Council members for 2012: Azerbaijan, Guatemala, Morocco, Pakistan and Togo. The seminar offered an opportunity for incoming members to familiarise themselves with the various sanctions regimes in preparation for their two-year term. The seminar also included a keynote address by Ombudsman Kimberly Prost.

In addition, SCR started to develop a new capacity building programme specifically aimed at developing countries preparing to serve on the Council. This came in response to a number of recommendations and suggestions indicating that there was demand for such a service. The first phase of the programme began in late 2011 with the development of a preliminary curriculum and accompanying course materials.

The objective of the programme is to enhance the technical and procedural performance of newly-elected Security Council members. It is designed as an intensive capacity-building exercise comprised of lectures, case studies and interactive exchanges with course participants, ideally before the elected member joins the Security Council. The programme will offer an overview of the Council, covering its mandate, practice and procedure, working methods, subsidiary bodies and internal and external dynamics in detail and will also include a final session on specific country situations or cross-cutting issues of particular interest to the newly-elected Security Council member. The plan is for the programme to be launched in 2012.

Outreach

In 2011, SCR continued and expanded its extensive outreach activities, mainly through briefings and discussions, targeting a number of key stakeholders, including Council members, UN agencies and international organisations, and NGOs. These briefings offer participants an opportunity for frank, “off-the-record” discussions on a number of pre-identified issues on the agenda of the Council to encourage in-depth analysis and information sharing.

As part of these activities, SCR offered monthly briefings on the issues before the Security Council to three key constituents: member states, UN agencies and international organisations, and NGOs. These briefings offer participants an opportunity for frank, “off-the-record” discussions on a number of pre-identified issues on the agenda of the Council to encourage in-depth analysis and information sharing.


Briefings for UN agencies were attended by representatives from the Office of the UN High Commissioner for Human Rights (UNHCHR), Office of the UN High Commissioner for Refugees (UNHCR), and Office of the Special Representative of the UN Secretary-General for Children and Armed Conflict. In addition, New York representatives from the International Committee of the Red Cross (ICRC) and the Centre for Humanitarian Dialogue also regularly participated.

The monthly briefings for member states, launched in 2009, were attended by a geographically diverse group of 15 countries, including some who had recently served as elected members of the Security Council. In addition to these briefings, SCR participated in the following roundtables, conferences or panel discussions over the course of 2011:

- Ad Hoc Working Group on Conflict Prevention and Resolution in Africa workshop held in New York, 31 March (the Executive Director participated as a panellist);
- Ministerial Roundtable Discussion on the Responsibility to Protect (R2P) held in New York, 23 September (the Executive Director chaired the event);
- SEGiB-UNDP Capacity-Building Seminar held in Madrid, Spain, 3-4 October (the Executive Director participated as a panellist);
- Future of the International Criminal Court Roundtable held in Triesenberg, Liechtenstein, 17-18 October (the Executive Director chaired a session);
- Overview of the Security Council with the Foreign Affairs Committee of the Finnish Parliament, 25 October (the Executive Director briefed);
- Friedrich Ebert Stiftung Roundtable on the Security Council held in New York, 8 November (the Executive Director participated as a panellist); and
- The International Criminal Court: the First Ten Years (Ambassador Conference Series) held at Columbia University, New York, 30 November (the Executive Director participated as a panellist).
Financial Situation
(Statements of Financial Position, Statements of Activities)

STATEMENTS OF FINANCIAL POSITION (31 DECEMBER 2011 AND 31 DECEMBER 2010)

<table>
<thead>
<tr>
<th></th>
<th>2011</th>
<th>2010</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>ASSETS</strong></td>
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<tr>
<td>Cash and cash equivalents</td>
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<td>$ 624,143</td>
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<td>Grants receivable (net)</td>
<td>1,795,060</td>
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<td>Security deposits</td>
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<td><strong>LIABILITIES AND NET ASSET</strong></td>
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<tr>
<td><strong>LIABILITIES</strong></td>
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<td>Accounts payable</td>
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<td>Deferred rent</td>
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<td>Due to Columbia University</td>
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<td><strong>Total Liabilities:</strong></td>
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<td><strong>NET ASSETS</strong></td>
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<td>Unrestricted (net of foreign currency losses)</td>
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<tr>
<td>Temporarily restricted</td>
<td>1,989,806</td>
<td>617,445</td>
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<tr>
<td>Total Liabilities and Net Assets</td>
<td>$ 2,767,721</td>
<td>$ 1,404,076</td>
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</tbody>
</table>

STATEMENTS OF ACTIVITIES (YEARS ENDED 31 DECEMBER 2011 AND 31 DECEMBER 2010)

<table>
<thead>
<tr>
<th></th>
<th>2011</th>
<th>2010</th>
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<tr>
<td><strong>REVENUE AND SUPPORT</strong></td>
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<tr>
<td>Grants and contributions</td>
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<td>Other income</td>
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<td><strong>Total revenue and support</strong></td>
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<tr>
<td><strong>EXPENSES:</strong></td>
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<tr>
<td>Program Services</td>
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<td>2,131,734</td>
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<tr>
<td>Management and general services</td>
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<td>456,274</td>
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<tr>
<td><strong>Total expenses</strong></td>
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<td>2,699,764</td>
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<td>Change in Net Assets</td>
<td>1,363,645</td>
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<td>Net assets (beginning of year)</td>
<td>1,404,076</td>
<td>2,152,800</td>
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<tr>
<td>Net assets (end of year)</td>
<td>2,767,721</td>
<td>1,404,076</td>
</tr>
</tbody>
</table>

2011 EXPENDITURE

Program Services: 15.9%
Management and General Services: 78.8%
Fundraising: 3.1%

2010 EXPENDITURE

Program Services: 16.9%
Management and General Services: 78.9%
Fundraising: 4.1%
List of Donors in 2011

SCR is grateful to its generous donors. They provide the financial support which is necessary for the organisation to achieve programme objectives and continue to expand its products and services to UN Member States and other stakeholders. In 2011, SCR received funding from the following governments and foundations:

**Governments**
Australia  
Austria  
Belgium  
Canada  
Denmark  
Finland  
Kuwait  
Liechtenstein  
Luxembourg  
Norway  
Singapore  
Sweden  
Switzerland

**Foundations**
The John D. and Catherine T. MacArthur Foundation  
International Development Research Centre (IDRC)  
The William and Flora Hewlett Foundation

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**SCR Board of Directors in 2011**

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President, The William and Flora Hewlett Foundation

**John Coatsworth**  
Dean, School of International and Public Affairs, Columbia University

**Barry Lowenkron**  
Vice President of International Programs, The John D. and Catherine T. MacArthur Foundation

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**Ambassador Paul Seger**  
Permanent Representative of Switzerland to the United Nations in New York

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SCR International Advisory Group in 2011

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Dean, Lee Kuan Yew School of Public Policy, National University of Singapore and former Permanent Representative of Singapore to the United Nations (1984-1989, 1998-2004)

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former Director, United Service Institution of India and former Deputy Chief of Staff of the Indian Army and former Force Commander of the UN Protection Force in the former Yugoslavia

**Ambassador Thomas Pickering**
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**Ambassador Allan Rock**
President and Vice-Chancellor of the University of Ottawa and former Permanent Representative of Canada to the United Nations (2004-2006)

**Ambassador Yvette Stevens**
Permanent Representative of Sierra Leone to the United Nations Office at Geneva, former Energy Policy Adviser and Director of the Energy Division, Ministry of Energy and Water Resources, Government of Sierra Leone; and former UN Assistant Emergency Relief Coordinator and Director of the Office for the Coordination of Humanitarian Affairs in Geneva

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**Staff in 2011**

**Bruno Stagno Ugarte**
Executive Director

**Joanna Weschler**
Deputy Executive Director and Director of Research

**Amanda Roberts**
Coordinating Editor and Research Analyst

**Shamala Kandiah**
What's in Blue Editor and Senior Research Analyst

**Astrid Forberg Ryan**
Senior Research Analyst and Development Officer

**Lansana Gberie**
Research Analyst

**Zeeshan Hashmi**
Research Analyst

**Troy Prince**
Research Analyst

**Paul Romita**
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**Eran Sthoeger**
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**Nicholas Walbridge**
Research Analyst

**Robbin VanNewkirk**
Publications Coordinator

**Dahlia Morched**
Research Assistant

**Amali Tower**
Research Assistant

**Maritza Tenerelli**
Administrative Assistant