



ICoCA Q3 2022 Board Meeting
17 November 2022
Virtual

Minutes

Present (Board)

- Jo Anthoine
- Joel Bisina
- Frédéric Chenais (Chair)
- Carmen Rosa De León-Escribano
- Laura Gault
- Charlie Mayne
- Annie McGee
- Caleb Wanga

Board observers/alternates

- Susan Benda
- Leslie Taylor
- Joan Fontaine
- Arinze Ojukwu

Present (ICoCA Secretariat)

- Vincent Bernard (Programme Support Advisor)
- Dina Chantre (HR and Office Manager)
- Christopher Galvin (Head of Communications & Outreach)
- Alexandra Garzotto (Finance Manager and Administrative Officer)
- Jamie Williamson (Executive Director)
- Valentina (Membership and Development Officer)
- Matthew Currie (Intern)



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ICoCA Q3 - Virtual Board Meeting

1. Agenda

- 1.1. The Chairperson opened the meeting at 15:32 and asked the Secretariat to draw up the minutes. The Chairperson took note that each of the three stakeholder pillars was represented by at least two Board Directors and that at least eight Directors were present. The Chairperson declared that a quorum was present according to [Article 7.6 of ICoCA's Articles of Association \(AoA\)](#), that the meeting was duly constituted and that the Board could adopt resolutions in compliance with the Articles of Association.
- 1.2. **The Board reviewed and approved the Meeting Agenda.**

2. Approve Q2 - 2022 Board Minutes

- 2.1. The Board reviewed the Minutes of the Q2 2022 Board Meeting.
- 2.2. Minor typographical edits submitted to Dina Chantre.
 - 2.2.1. "Treatment" not "handling" of vulnerable people.
- 2.3. The Board approved the Minutes of the Q2 2022 Board Meeting.

3. AGA Preparations

- 3.1. The agenda for the Annual General Assembly (AGA) was presented by the Secretariat.
 - 3.1.1. No major voting items are to be made on the Code at this year's AGA. Amendments to the definition of security will be carried over to 2023 AGA.
 - 3.1.2. A tally of votes will be made for ongoing Board elections for the PSC pillar (2 seats: UK Europe and Africa) and the CSO pillar (1 seat).
 - 3.1.3. Board denominations will be changed to UK Europe, Africa, Americas, and Middle East & Asia
 - 3.1.4. The annual and financial reports to be approved.
 - 3.1.5. AGA to be expanded to three days to allow for networking, better value for money and to allow ICoCA to develop a convener role for conversations about private security and to foster the private security agenda in Geneva.
 - 3.1.6. Day 1 will be internal and include:
 - 3.1.6.1. Thematic sessions on vulnerable people, new technologies and mandatory human rights due diligence (which explains the role of membership of ICoCA in contributing to human rights due diligence);
 - 3.1.6.2. Training workshops for corporate managers and compliance officers;
 - 3.1.6.3. Pillar discussions;
 - 3.1.6.4. A reception social event hosted at the US Embassy.
 - 3.1.7. Day 2 will be internal and include:



- 3.1.7.1. CSO and PSC Pillar meetings which will replace the strategic planning meeting.
 - 3.1.7.2. Second Pillar meetings (if applicable).
 - 3.1.8. Day 3 will be public-facing and will include:
 - 3.1.8.1. Opening remarks by the Swiss Deputy Head of Mission in Geneva in support of ICoCA;
 - 3.1.8.2. A panel discussion on Sports and Private Security with the Centre for Sports and Human Rights and Swiss Government. Further discussants may include the International Olympic Committee, the Union of European Football Associations and the Fédération Internationale des Associations de Footballeurs Professionnels. The theme may promote membership through FIFA World Cups.
 - 3.1.8.3. A panel discussion on Environmental, Social and Governance standards with representatives of UBS, RISK and the Control Risk Group. Further discussants may include representatives of PwC and Philip Morris International.
 - 3.1.8.4. A panel discussion on Private Military Companies and the Future of Conflict with *inter alia* Sorcha Macleod, a representative of the Geneva Centre for Business and Human Rights, and Alessandro Arduino.
 - 3.1.8.5. A discussion of the ICoCA strategy going forward with comments from the Board and executive director.
- 3.2. It was noted that:
 - 3.2.1. Questions or clarifications on thematic sessions will be sent to the Secretariat to prepare for discussions.
 - 3.2.2. The session on PMCs and Mercenaries should seek to explain the distinction between mercenaries and parastatal organisations.
 - 3.2.3. The provisional AGA agenda is available online. The Secretariat will distribute a working agenda to Board members.
 - 3.2.4. Invitations should be distributed to targeted organisations and individuals. Regional strategic partners and heads of regional organisations can be invited to the AGA.
 - 3.2.5. Media and press will be invited. The Board is welcomed to invite known press.
- 3.3. The Government Pillar meeting agenda for the AGA was discussed:
 - 3.3.1. Day 1 will feature an inward Pillar meeting to define strategy on how to increase membership.
 - 3.3.2. Day 2 will feature an outward pillar meeting with non-member governments to promote the importance of ICoCA membership. The approach to non-member governments will be more targeted with more targeted invitees.
- 3.4. The Corporate Pillar meeting agenda for the AGA was discussed:
 - 3.4.1. Day 1 will feature a discussion of the annual report.
 - 3.4.2. Day 2 will feature a discussion on the rise of PMCs to help delineation between PSCs and PMCs. The discussion should improve clarity about the operations of



- members, enable ICoCA to speak credibly about the distinction and inform members about risks of being involved in services.
- 3.4.3. Meetings will be closed-door to allow for freer discussion.
- 3.5. The CSO Pillar meeting agenda for the AGA was discussed. There will be two Pillar meetings seeking:
 - 3.5.1. To pursue serious engagement with the support of the Secretariat to strengthen the pillar;
 - 3.5.2. To discuss how ICoCA can have better exchange between the pillars beyond the AGA;
 - 3.5.3. To strengthen regional frameworks to improve oversight mechanisms.
- 3.6. The agenda for the AGA was approved.

4. Membership & Certification Update

- 4.1. An update on membership and certification was provided by the Secretariat.
 - 4.1.1. Valentina Potapova has joined the Secretariat to expand ICoCA's capacity to increase its membership.
 - 4.1.2. There will be a projected 115-118 members of ICoCA before the end of December 2022 (16-20% annual increase).
 - 4.1.2.1. There is a large increase in Iraqi companies seeking to join ICoCA, as well as Chinese companies.
 - 4.1.2.2. The increase is projected to bring in close to \$190,000 in extra dues brought over 2022.
 - 4.1.3. 6 companies are no longer members through failure to pay dues (5) or because of having merged. Members are leaving as they are no longer able to afford dues or because of country-specific factors (Afghanistan) rather than negativity towards ICoCA.
 - 4.1.4. The Secretariat will follow up with signatory companies who are not members of ICoCA to generate growth.
 - 4.1.5. The Secretariat will share slides on updates to the certification and remain available to provide data on any specific questions requested by Board members.

5. Update on Consultations Migration, Work Conditions & New Technologies/ Initial Findings Working Conditions

- 5.1.1. The Secretariat presented the progress on the Research & Policy agenda.
- 5.1.2. The research thread on new technologies is carried out jointly with ICT4Peace. The ICT4Peace Mapping study was funded by Switzerland. It presented the various new technologies, new actors and Human Rights risks, in particular in the area of surveillance. The study also comes with recommendations for the identification of best practices and the development of guidance documents and trainings for ICoCA member companies on the responsible use of ICTs in



security. These tools could be developed jointly by the two organisations, as part of a new research project in 2023.

- 5.1.3. The Secretariat gave an update on the research on working conditions carried out in partnership with UNI Global Union. The research team could interview 50 experts and got 400 answers to its survey for guards. The preliminary findings were presented. The AGA will provide an opportunity to solicit the views of the participants and include them in the final report, which will be finalised and circulated in 2023.
- 5.1.4. Finally, the Secretariat presented the findings of the research on private security's role in migration and border management run by the Graduate Institute, Geneva as part of an applied research project in 2022. This research could lead to the development of a policy paper, guidance document and training in 2023.
- 5.1.5. The three research projects will be presented at the AGA during working sessions where a series of external experts will be invited to discuss the preliminary findings.
- 5.1.6. Participants expressed interest in the various research projects and renewed their support for the continuation of the work.

6. Wrap Up

- 5.1. The Chairperson provided a summary of the main points discussed and the decisions taken at the Q3 2022 Board Meeting, and expressed his appreciation to the ICoCA Secretariat for planning and organising it.