



IAWRT

Regional Conference, Entebbe, Uganda
2nd – 5th, October 2018



International
Association of
Women in Radio
and Television

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Conference Theme:
IAWRT: LOOKING INTO THE FUTURE

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The overall theme chosen for the Regional Conference, held in Entebbe, Uganda, from 2nd -5th October 2018 – **IAWRT- Looking into the Future** – proved to be a relevant theme, particularly in the present scenario, when IAWRT is standing on a financial edge with FOKUS – the main funder withdrawing its support after 31 December 2018. The conference was particularly organised for members to brainstorm on how IAWRT can move forward regarding funding opportunities and priority projects. Around 45 participants from the USA, UK, Norway, Denmark, Australia, the Philippines, Egypt, India, Nepal, Cameroon, South Africa, Zimbabwe, Kenya, Tanzania, Pakistan and of course Uganda, assembled at the venue – **Imperial Botanical Beach Hotel, Entebbe, Uganda**. The participants shared their experiences in different panel discussions and workshops.

The conference was supported by FOKUS, Norway.

WELCOME REMARKS:

Sarah Nakibuuka Bakehena, Chapter Head (outgoing) and IAWRT International Board Secretary welcomed the international participants and introduced the conference theme - IAWRT: Looking into the Future; Uganda chapter's programme areas and various workshops on Gender Mainstreaming conducted in Uganda. One of the important findings of the GMP workshop and research had been the disparity in salary between male and female media

professionals in Uganda. She said, "Besides salary difference, women are sidelined when they get pregnant."

Sarah Nakibuuka informed the participants that on 28 September 2018, IAWRT Uganda Chapter held its elections and "now there's a new chapter head." She introduced the new Uganda Chapter Head – **Nankwanga Eunice Kasirye** and invited her to address the participants.



Sarah Nakibuuka giving her welcome speech. The new Chapter Head - Nankwanga Eunice Kasirye standing beside her

Eunice Kasirye gave a passionate speech, emphasizing gender inequality in Uganda and elsewhere. She encouraged a movement for gender equality that will “not only help us but all those around us.” She appealed to men to become ‘co-champions’ in the cause of gender equality. Eunice invited Maggie Kigozi, the patron of IAWRT Uganda Chapter to share her thoughts.

Professor Maggie Kigozi (Consultant at the United Nations Industrial Development Organization (UNIDO). She formerly served as the Executive Director of the Uganda Investment Authority) gave a brief introduction to Uganda landscape, welcomed the participants and shared a few stories about her long association with IAWRT Uganda chapter, “Uganda chapter created the brand that I am, and even I have never disappointed Uganda chapter ladies, working in various media houses, with stories – whenever they had approached me in my various capacities.” She invited IAWRT President Violet Gonda to present her welcome remarks.



Maggie Kigozi, the patron of IAWRT Uganda Chapter

Violet Gonda, President IAWRT International Board, thanked the Uganda chapter and the Uganda government. She said, “I am extremely grateful and thankful to the Government of Uganda for their cooperation and support, without which this would not have been possible. Thank you for your presence and for believing in the values that IAWRT stands for like gender equality, freedom of expression, inclusion and respect for diversity, besides others.” She also shared with the members how early during the Board’s tenure, immediately after the Biennial in November 2017 – Yasmine Ryan, an important board member, passed away in mysterious circumstances. Later a two-minute silence was held as a tribute to late Yasmine Ryan.



Welcome Remarks by President Violet Gonda

She recognized and applauded the efforts of IAWRT chapters and members. She emphasized that over the years IAWRT’s visibility and membership have increased. “There are 14 chapters now. The two new chapters - Iraq and Afghanistan would be installed in this conference,” she said.

Violet informed the members that for the first time

IAWRT participated in a record number of events – Parallel and Side events at the Commission on the Status of Women (UNCSW) in March 2018, “For the first time in the history of IAWRT we hosted, co-hosted and participated in 12 events at the UN, including one with the DPI (Department of Public Information).”

On programme areas and committees, she said, “We have established 13 committees for various IAWRT programmes and initiated two new programme areas - Rural Women and Media and Gender-based online Harassment. IAWRT also facilitated publication of

a handbook on community radio and production of the long documentary. Both would be launched during the conference.” Welcoming all the chapters and members, she said, “We look forward to 4 days of enriching and stimulating conversations, active interactions and discussions and sharing of experiences and ideas, which will help us add strength and power to IAWRT!” ■

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KEYNOTE ADDRESS ON THE SITUATION OF THE MEDIA IN UGANDA:



Retired Colonel Shaban Bantariza, the Deputy Executive Director, Uganda Media Centre & Sarah Nakibuuka, Secretary, IAWRT International Board

Professor Maggie Kigozi welcomed Retired Colonel Shaban Bantariza, the Deputy Executive Director, Uganda Media Centre who was representing Frank Tumwebaze, Uganda’s Minister of Information and Communication Technology.

He outlined how media in Uganda does not talk about the role of women in the media and the challenges it faced during colonization and even after independence. “By 1986 Uganda had only one television station and one radio station - both located in Kampala. Now there are 292 radio stations in

Uganda and people have a choice of what they listen to. This growth gives an indication of the state of the media in Uganda and the state of the country as a whole,” he said.

He concluded his speech by highlighting the role of media – “The responsibility of the media is to educate the nation. The government treats the media as an essential partner in the development of the country. We live in a symbiotic relationship with the media.” ■

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THE LAUNCH OF THE COMMUNITY RADIO HANDBOOK:

*Violet Gonda, President, IAWRT International Board
Jola Diones Mamangun, Chapter Head, The Philippines & Treasurer, IAWRT International Board*

Community Radio Handbook – *Amplifying the People’s Voices* was launched by IAWRT President Violet Gonda. Emphasizing the importance of community radio, she said, “The Philippines Chapter has been pioneering a project on Mobile Disaster Radio, which is the need of the hour – with the problems of climate change, regular cyclones, floods, earthquakes and Tsunamis. This project targets vulnerable communities to prepare them better for unseen disasters; from risk to preparedness.”

The Community Radio Project began in 2014. Since then it has been giving voice to voiceless and empowering women to be prepared for any calamity. The publication of the community radio handbook “is

to share our journey with you and for you to learn from our experiences. There could be no better place than Uganda to release this publication as there is a strong presence of community radio here,” Violet said. She thanked Jola Diones Mamangun, Chapter Head, the Philippines Chapter and Treasurer IAWRT International Board and members of the Philippines Chapter for putting together research and informative material into a community radio handbook. ■

(The digital print of the handbook is available on www.iawrt.org)

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Launch of the Community Radio Handbook

OFFICIAL OPENING CEREMONY:

Madam Mary Karoro Okurut, Minister for General Duties, Office of the Prime Minister, Uganda, formally opened the regional conference. She highlighted the innumerable challenges that women in media face and the importance of free media in a democracy. She said, “The Government of Uganda has been remarkable in advocating for the rights of the women in Uganda. We recognize that free media is a cornerstone of democracy and vital to the creation of a unified, peaceful and tolerant society. The Government of Uganda, therefore, has put in place measures aimed to ensure media freedom in Uganda.

Stereotypes of women accompanied by uninformed and biased reporting and sexist advertising material create a distorted and wholly inaccurate image of the role of women in society.” She further said, “I strongly encourage all men working in the media to support the rights of women and promote newsroom solidarity between men and women in the fight for gender equality.”

With this, she officially declared the regional conference open. ■

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Madam Mary Karoro Okurut, Minister for General Duties, Office of the Prime Minister, Uganda

RURAL WOMEN AND THE MEDIA:

Amplifying Rural Women’s voices to set own agenda and fight for their rights

Session Chair: Birgitte Jallo, Denmark, IAWRT Member

Panelists: Josephine Karani, Kenya Chapter Head
 Hon’ble Judith Nabakooba, Member of Parliament, Uganda Representative, Kagadi Kibale Community Radio (KKCR), Uganda



Panelists-(L-R) Birgitte Jallo, Representative, KKCR, Hon’ble Judith Nabakooba and Josephine Karani

Birgitte Jallo began by explaining the goals and objectives of the pilot project which set out to amplify voices of the rural women, helping them to understand and promote their rights and enabling them to build their capacities for socio-economic empowerment. Explaining the importance of Rural Women and Media project, Birgitte said, “To strengthen initiatives towards ensuring women’s views and values and to advance the impact of women in media. The preliminary working objective of the committee is to amplify rural women’s voices through their innovative use



Panelists with Violet Gonda, President, IAWRT

of communication and media for a visible and empowered presence on communication and media platforms, setting their own agenda, fighting for their rights. The focus will be on women and girls living in rural areas of the global South.” She shared with the members that the committee together with the IAWRT Kenya chapter has already begun a 5-month pilot process. She said, “The “Blue Light Star Women’s Group is empowered through

Day 1:

smartphones, internet subscriptions and training, to extend their socio-economic development work through social media and radio. This experience will be evaluated at the end and contribute to our way forward through lessons learnt.” She further stated, “But we are looking not just at the pilot project: what is it, that IAWRT should engage in, in the area of rural women and the media – and why?” Answering her own question, she said, “Taking the SDG’s (Sustainable Development Goals) continuous reminder to ‘leave no-one behind’ we want our work to reach out to – and empower – the 20-40% of the poorest women, who development economists and others agree, are so hard to reach – who should not be left behind.”

(Birgitte Jallof’s complete presentation is available on the website - www.iawrt.org)

The three panelists emphasized the role of community radio and communication – interpersonal communication, social media, traditional broadcast media and real traditional media, including theatre, song, dance and story-telling – to bridge the gap of rural poverty, reduce the risk of being a victim and economic dependency.



Josephine Karani making a presentation

According to Josephine Karani, Kenya Chapter Head, “Barely four months old, the pilot project is already making some impact in the community. The activities have elevated their self-esteem.”

The representative of KKCR, Uganda, added, “The major impact has been in creating awareness on reproductive health issues, including HIV and AIDS,

as well as the rights and importance of education for girls.”

Acknowledging the power of radio and television, the Honourable Member of Parliament,



Hon'ble Judith Nabakooba, MP, Uganda

Judith Nabakooba also highlighted the importance of the need for content to be designed in accordance with the aspirations, expectations and occupation of the target population. “The language to be such that rural women who listen to community radio broadcasts can understand and be empowered,” she said.

Reflections:

- Need to design the content of community radio programmes as per the activities, priorities and problems of target community - rural women.
- Need to use indigenous languages and traditional means of communication like theatre, songs, dances, storytelling, etc.
- Focus on UN Sustainable Development Goals (SDG) – ‘leave no one behind.’
- To identify who are the potential funding institutions and the aspects of the programme that funders are willing to finance.
- Programmes to target and include men – to tackle cultural discriminations and stereotypes.
- Gaining or building trust with local communities for their involvement in the implementation of the programme.
- Look into the aspect of funding for sustainability. ■

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GENDER MAINSTREAMING PROJECT:

Experiences and way forward

Session Chair: Archana Kapoor, India Chapter, Member IAWRT International Board and GMP committee member

Panelists:

Kristine Ramm, Norway Chapter Head, Co-opted member, IAWRT International Board, GMP committee member

Ann Mabel Sanyu, GMP Researcher, Uganda

Nankwanga Eunice Kasirye, Uganda Chapter Head

Sankara Gibbs, South Africa, Representing Chapter Head

Micheal Ssegawa, Uganda, Editor – Watchdog



GMP panelists (L-R)- Archana Kapoor, Nankwanga Eunice Kasirye, Micheal Ssegawa, Sankara Gibbs, Ann Mabel Sanyu

Day 1:

Archana Kapoor began the session by outlining the main points of the GMP:

- The most prestigious project of IAWRT
- Sustained through last eight years, gained in strength, reach and outreach.
- Started in 2011 to develop gender-sensitive indicators for UNESCO.
- 2012 – the first workshop held in Dar-es-Salaam, Tanzania.
- 2013 – a rethink on bridging the gap between media research and practice.
- 2014 – Rachel Nakitare, Kenya, project head.
- Survey conducted in 6 countries – South Africa, Tanzania, Kenya, Cambodia, India and Moldova.

Learning from the survey:

- Unequal pay.
- Incidents of sexual harassment.
- Women constituted a very small percentage of the workforce.
- Only in Tanzania Broadcasting Corp, evident signs of gender mainstreaming.

What is gender and why we need a policy?

- Need to sensitize public broadcasters on gender.
- Need to have an effective sexual harassment policy in place.

Follow up to the survey:

- Media monitoring research conducted in 8 countries.
(The report is available on the website – www.iawrt.org)

Ongoing project:

- UNESCO Norway/FOKUS co-sponsored project on developing a GMP handbook for journalism students/professional journalists/media managers/ editor.
- GMP implemented in five countries - Uganda, South Africa, Tanzania, Kenya and India.

Kristine, Norway Chapter Head and Co-opted IAWRT Board Member:

- UNESCO Norway approached for the grant. The grant was sanctioned.
- Project to be done in three phases.
- Phase 1 - to assemble research and reports from Uganda, India, Kenya, Tanzania and South Africa. It has not been done, earlier.
- The project has immense possibility.

Nankwanga Eunice Kesiryee, Uganda

- Discussion with media managers – loopholes in the newsroom, gender mainstreaming stories tend to be boring in the newsroom.
- Sensationalized topics prioritized.
- Most of the media houses in Uganda – privately owned.
- Stories that attract attention in the newsroom is when women lose their integrity.
- Devised strategies with media managers, reporters and NGOs to make gender mainstream stories work.

Sankara Gibbs, representing South Africa Chapter Head:

- Experience with gender mainstreaming based on the experiences of members.
- Filmmaking in SA still considered a boys' club; radio has not changed much, still has 80-90% heterosexual male.
- Students have a patriarchal way of thinking.
- Educational initiatives in the arts can change the way women are represented.
- Youth to be taught how one should talk to and about women and how women should be equally involved as men.

Michael Ssegawa, Uganda – Watchdog Publisher:

- He began with a disclaimer – ‘I am not the stereotype man you are talking about – I was raised by a single mother; I am the minority in the household; I have been blessed to have women as bosses.’
- Women in the media have come a long way, especially in Uganda. “Ten years ago, almost every known editor was a man; last night, one woman took over one of the biggest media houses in the country (Eunice Kesiryee took over the newsroom of NBS and heads the TV news in the country); many strong women are championing women’s cause, and that is no mean feat,” he said.
- He asked, “Women are blessed to be given the responsibility to lead; the question is have you pushed your issues?”
- Need to learn to package gender mainstreaming issues in a way that they should not become boring.

Reflections:

- Women journalists to become more assertive – to be able to make

2nd to 5th October 2018

HOST: Uganda Chapter



The GMP panelists

decisions. Often in the newsroom, a young male reporter calls the shots. Female journalists must be able to break this glass ceiling.

- Create partnerships with media houses and other organisations.
- Create a pool of our agenda so that it can be pushed beyond writing concepts.
- Educating the daughter is not as important as educating the son; the change must come from the man.
- The stories are the same – 1 of 3 women in the USA, 1 of 4 women in India are victims of gender-based violence; it does not matter where one comes from, the problem is “we are women; we live in a patriarchy.” (Archana Kapoor)

Ann Mabel Sanyu - Researcher-writer GMP

- This project is to assess GM in 5 countries – Kenya, Uganda, SA, Tanzania and India.
- To collect experiences from the chapters.
- By October end – the first draft would be ready; final version by November.
- Even if it's only in 5 countries, it is hoped that it can be used in the Philippines, Iraq, and other countries 'because issues cut across, like low pay, etc.'
- GMP will focus on collecting the experiences – the data is collected through emails.

- The methodology is semi-structured interviews. Importance of getting detailed data.
- The guideline is based on some of the issues that propped up during 2014, 2015 GMP. □ In Kenya and Uganda some of the issues that need attention – poor working conditions, women journalists leaving the profession and sexual harassment.
- In Kenya and Uganda some of the issues that need attention – poor working conditions, women journalists leaving the profession and sexual harassment.
- Cross-cutting issues on GM – mean that one can learn from each other; how to constantly maintain gender issues presence on air?
- How to encourage future generations?
- The way forward –even if report is based on five countries, we hope it is most relevant to all; step by step approach on dealing with sexual harassment, etc.; strategic partnerships are important; building a platform is vital.

Reflections:

- Women need to help women – women in leading positions can help change the world.
- Partnerships to be encouraged.
- Building platforms for GMP is important. ■

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COMMUNITY RADIO PROJECT:

Radio by the people, with the people, for the people

Session Chair: Sheila Katzman,
USA

Panelists:

Jola Diones Mamangun – The
Philippines

Representative – Local Community
Radio, Uganda

Marilyn Mirana-Africa – The
Philippines



Sheila Katzman conducting the workshop on women’s rights issues

Sheila Katzman invited Jola and other panelists to share their community radio experience. She began the session by asking, “Where are we?” And further added, “It does not matter whether we are in the north, south, east or west of the hemisphere. Important is

how much does one care about 16 Days of Activism against Gender-Based Violence Campaign.” (The **16 Days of Activism** for No Violence Against Women and Children is an international awareness-raising campaign. It takes place every year from 25 November

(International **Day** for the Elimination of Violence Against Women) to 10 December (International Human Rights **Day**). Some of the issues discussed were – domestic violence, honour killing, transgender violence, child marriage, sexual harassment, forced marriage, trafficking, prostitution, psychological violence, rape, online harassment, etc.

The participants were divided into four groups and each group was asked to dramatize a scene on one of the above-mentioned themes. ■



Qudsia Mahtab Mehmood and Sheila Katzman after the enactment of a scene on honour killing

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CURRENT SITUATION OF IAWRT:

Narrative Report – Violet Gonda, President, IAWRT International Board

Financial Report – Jola Diones Mamangun, Treasurer, IAWRT International Board

FOKUS Funding Update – Kristine Ramm



International Board during the session

The first part of the morning featured narrative reports from IAWRT's president Violet Gonda on how the board has been sailing through troubled waters as FOKUS, the main funder for the last twenty years, announced its decision to stop financial support after 31 December 2018. Violet said, "The priorities of FOKUS had drastically changed. They were not looking East (to fund projects) anymore. The implications of this decision on the part of FOKUS means that while we have full funding for 2018, we have no money from January 2019 onwards. All the FOKUS supported projects end on December 31, 2018."

To fight the financial strain, IAWRT President Violet

Gonda suggested that the tenure of office of the present Board be extended by one year. This, she explained, will allow board members sufficient time to finalize discussions with some donor organizations, already contacted. She said, "We, as a Board, have an easy option of completing our term and leaving it to the new Board to start the process of fundraising but for this Board, that is not an option. We take responsibility to raise funds to leave from a position of strength so that the next Board does not have to go through what we are doing and restarting the process. We don't want to leave empty coffers. We want to continue building the organization and we need time. Even though we

Day 2:



Violet Gonda, President IAWRT International Board presenting the report

are still in our first year, we seek your approval to extend the tenure to look for partners, strengthen our financial position, which is an uphill task but not an impossible one... We have been GOOD AT SPENDING BUT NOT FUNDRAISING- that was always left to the Norwegian Chapter! So we seek your approval to extend our term by one year.”

There was an extensive debate on this issue and the general consensus was that since there will be no biennial meeting next year, the current members’ meeting could move the motion in favour of an additional year to the Board.

The future of the Secretariat was also discussed. It was suggested that it has become necessary to have a physical office as most of the donors want to know the physical address. Violet said, “In our several meetings with fundraisers we got a sense that nobody

is willing to fund virtual administration fees. They need a physical place where they can verify records and archives. The Board had an option of having the Secretariat in various countries but it has to be in the South where it is easier to raise money. We had to look for stable, less expensive options and this option is provided from the Philippines. While we are building the new Secretariat and putting systems in place our current secretariat continues until we complete our accounts, reports and all formalities with FOKUS.” ■

(The full narrative report of President Violet Gonda can be accessed in the Members’ Section at www.iawrt.org)

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FINANCIAL REPORT:

The financial report was presented by Jola Diones Mamangun, Treasurer, IAWRT International Board.



Jola Diones Mamangun, Treasurer, IAWRT International Board presenting the financial report

Reflections:

- The two reports raised two key concerns – IAWRT has lost the main funder and IAWRT needs funds. It thus reflected the theme of the Regional Conference - Looking into the future.
- Members and the Board acknowledged the long partnership with FOKUS and how it had had a positive impact on the Gender Mainstreaming project. Many agreed that the ‘time has come to

seek and have diversified partnerships and that IAWRT has to assert itself as an independent international professional association with clear objectives.’ The members emphasized that any new partnership must not be in conflict with IAWRT Guiding Documents and Code of Ethics. ■

(The detailed Financial Report is available on the website – www.iawrt.org)

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COMMITTEES' REPORTS:

Fundraising Committee (Violet Gonda, Abeer Saady, Jola Diones Mamangun, Bibiana Piene and Kristine Ramm):

Violet Gonda shared that the Committee has been meeting various organisations like UNESCO International, UNESCO-Norway, Ford Foundation and Soros Foundations. The Fundraising committee has been entrusted with the task to devise plans and methods to swim, and not be dependent on one funder (FOKUS); to spread the work internationally and to activate all chapters in funding, both for local and international issues.

Reflections:

- Fundraising to be given priority.
- To have various funding strategies, depending on the donors.
- Fundraise for specific/individual projects.
- Approach big donors for core funding.
- Collaborations with strategic partners.
- Search for a grant-writers/fundraisers.
- Committee to map the funders.
- Clear management structure important to avoid corruption.
- Members expressed that the challenge would be on how to maintain the connection between the mother body and the local chapters.
- A physical Secretariat has become a necessity. Jola Diones Mamangun stated that the Philippines chapter has better engagement with IMS because they have a physical office.
- Accounts and financial structures to be organized; regular audit to be done.
- Need to stick to the Code of Ethics when it comes to fundraising and creating partnerships. Chapter members invited to join the fundraising committee.

Chapter Activities Committee

(Sarah Nakibuuka Bakehena):

Sarah Nakibuuka shared that six Chapter meetings have been held. Chapters have been divided into

two groups - A & B. Group A has been doing better than group B. Sarah said, "The initiative has met with some challenges like poor internet connectivity and different time zones as the meetings are conducted via Skype. And this has been responsible for none or low participation of some chapter heads in this forum."

Reflections:

- The initiative has made communication between the International Board and the Chapters better.
- The process has helped chapters to learn from each other.
- Forum to help chapters in advocacy. ■

GMP Committee

(Greta Gober, Archana Kapoor, Diana Nastasia, Carmine Amaro, Ann Mable Sanyo – Researcher-writer):

Archana Kapoor presented an overview of the GMP planning and activities. On the recommendation of the International Board a researcher-writer was hired to provide the background database for five countries — Kenya, Uganda, Tanzania, South Africa and India.

Reflections:

- GMP committee satisfied with the progress Anne Mable Sanyu (researcher-writer) has made within the last two months.
- Chapters to focus on the forthcoming annual campaign - 16 days of Activism to End Gender-based Violence.
- The project has to be appraised time and again to keep people involved.
- Greta has volunteered her time towards the making of the GMP handbook, assisting Ann Mabel. ■

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Rural Women and Media Committee

(Brigitte Jallov, Diana Nastasia, Mamu Arleen Perez, Iphigénie Marcoux-Fortier)

Explaining the objective of the project, Brigitte Jallov reiterated, “The committee has, as a preliminary



Brigitte Jallov making Rural Women and Media committee presentation

working objective to amplify rural women’s voices through their innovative use of communication and media for a visible and empowered presence on communication and media platforms, setting their own agenda, fighting for their rights. The focus will be on women & girls living in rural areas of the global South.”

Reflections:

- Josephine Karani, Racheal Nakitare and Brigitte Jallov to move the Kenya Ppilot project forward.
- The Committee members - Iphigénie Marcoux-Fortier and Brigitte Jallov to identify criteria for selection of next site(s).
- The Committee to identify funding sources. ■

Community Radio Committee

(Jola Diones Mamangun):

Jola Diones Mamangun updated the members that the committee will begin next year.

It was asked that how is it that the Community Radio does not have a committee? Violet Gonda responded that a few committees were never activated because funds were cut off from FOKUS. ■

Long Documentary Committee

(Ananya Chakraborti, Kristine Ramm, Elizabeth Miller, Iphigénie Marcoux-Fortier & Chandita Mukherjee as Executive Producer of 2018 Long Documentary)

Kristine Ramm outlined the following points-

- It is the fourth long documentary produced by IAWRT.
- It is important to get an executive producer on board very early. She along with the committee members to decide directors’ applications.
- Each year the production of documentaries has got better. ■

Scholarships Committee

(Abeer Saady, Diana Nastasia, Olivia Tumanjong):

Abeer Saady updated the board and the members that 2018 had been really good for IAWRT-FOKUS scholarship.



Kristine Ramm presenting Long Documentary committee report

Day 2:

- FOKUS scholarships: 15 applications received. 13 applicants were awarded IAWRT-FOKUS scholarship in 2018.
- Scholarship awarded to applicants from India, Nepal, Uganda, two from S Africa, Bangladesh, Malaysia and 6 from the Philippines. ■

CSW/International Relations Committee

(Abeer Saady, Archana Kapoor, Sheila Katzman, Bibiana Piene and Greta Gober):

Sheila Katzman highlighted that the work IAWRT did in March 2018 at the UN, during the CSW was commendable, impressing some high profile donors like UNWOMEN and UNESCO. The committee expressed that if IAWRT lobbies well, it will be able to get sponsorship. “Of course, it depends on donors’ area of interest and intervention,” she said.

Abeer Saady and Sheila Katzman shared the following developments in the CSW/International Relations Committee:

- Committee has worked towards building good relationships with UNESCO, RSF, Gender Links and other organizations with which IAWRT created partnerships.
- Extensions of the #MeToo campaign.
- Archana Kapoor applauded the US chapter for organizing the UNESCO meeting. ■

Communications Committee

(Nonee Walsh, Sarah Nakibuuka & Geeta Sahai):

Nonee Walsh updated the members about the delay in completing the Communication Policy which Rose Mwalimu of Tanzania has been working on.

Some points of Nonee Walsh’s presentation:

- Nonee Walsh explained her role as IAWRT’s web journalist.
- The website has been translated to Arabic after the launch of the chapters in Afghanistan and Iraq
- Communication at CSW – 2018- more effective than it has been before.
- Encouraged the use of social media.
- Introduction of a new section on the website – ‘SAFETY’ page. ■



Nonee Walsh making a presentation

Organisational Development/Executive Board

(Violet Gonda, Abeer Saady, Sarah Nakibuuka and Jola Diones Mamangun):

The aspect of organisational development was skipped on the understanding that it has been earlier discussed under other items in the agenda. ■

Note: Advisory Board (made up of former IAWRT Presidents), Community Radio, Elections Committee and Online Harassment committee to begin from next year.

CODE OF ETHICS

SESSION 6

The Code of Ethics and Election Guidelines were discussed with the active participation of the members. The members were divided into groups. Each group was given time to go through the Code of Ethics and Election Guidelines and present their suggestions and concerns to the board and members.

(Draft Code of Ethics and Election Guidelines—kindly visit Members’ Section on www.iawrt.org)

Reflections & Suggestions:

- Email voting is possible.
- Structures to be in place.
- Election commission to ensure that elections are held in an amicable and ethical manner. ■

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SESSION 7

DEVELOPING A WINNING CONCEPT NOTE/PROPOSAL:



It was a practical workshop in which facilitator – Nupur Basu, IAWRT India Chapter Head and Executive Producer of 2016 Long Documentary – Velvet Revolution - divided the participants into groups and each group was told to write a concept note on an issue about a documentary. Later, each group was invited to share the concept note with the members. ■

Nupur Basu conducting the workshop

SESSION 8

SCREENING OF LONG DOCUMENTARY:

Long documentary (2018) - *Displacement and Resilience: Women Live for a New Day* was screened – an international project with directors from Tunisia (Khadija Lemkecher), India (Afrah Shafiq), Canada (Eva Lousie Brownstein) and the Philippines (Erika Rae Macapayag Cruz). Chandita Mukherjee, executive producer, introduced the theme and after the screening answered the queries of the members. Though it was a soft launch, the film was well appreciated by the audience. Chandita Mukherjee concluded, “The final cut is still to be done.”



Reflections from the audience:

- Length to be shortened a bit.
- Chandita to relook at the edit and prepare the final copy ASAP. ■

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Chandita Mukherjee, Executive Producer- Long Documentary, 2018 - *Displacement and Resilience: Women Live for a New Day*



GENDER-BASED ONLINE HARASSMENT -

HOW TO COUNTER ONLINE HARASSMENT

Session Chair: *Abeer Saady, Vice President, IAWRT International Board*

Panelists:

Najiba Ayubi, Afghanistan Chapter Head, Grace Natabalo, Project Officer, African Centre for Media Excellence, Uganda

Introducing the topic, **Abeer Saady** reminded the participants that IAWRT has been working on the theme for some time. It has been working on two levels – how to protect women in the newsroom and from online harassment. The second aspect – how the government protects women journalists?

After introducing the two guests Abeer Saady invited Najiba to share her views. Najiba said, “It is a worldwide problem. And everyone knows that 20 per cent of women in the world are facing harassment issues.” In Afghanistan, she said, “Approximately 80 per cent of women face online harassment. It is usually done through Facebook messages, online photo morphing, pornography, etc. When harassed, women either leave social media or at times are forced to leave the country, too.” She gave the example of a student who had to leave Afghanistan because of harassment. She quoted one more case where a woman had to get married to the fake account holder.

According to her, online harassment has increased over the years because traditional media “does not report it and women shy away from talking about it.” According to Najiba, “It can be controlled by having more powerful women in the media, at the decision making level. Media, scholars and civil society should be proactive.”

Grace Natabalo talked about the harassment from the Ugandan perspective. She said, “Though rampant in Uganda, it is barely discussed. Women journalists do not bring up the topic in the spaces they occupy as journalists.” The Cyber Abuse Act exists in Uganda but “because of a lack of information, people do not defend their rights. And, unless we talk about these issues openly, one will not know whether a law exists or not.” On being asked by the session chair – Abeer Saady – what should the media do, Grace Natabalo



Panelists: Najiba Ayubi, Abeer Saady and Grace Natabalo (L-R)

replied, “There is a lack of sisterhood in Kampala – starting something like this by IAWRT Uganda Chapter could create a safe space and working with the Ugandan Women’s Association would make an impact.”

Reflections:

- ❖ Online harassment has increased tremendously.
- ❖ Women journalists targeted more often.
- ❖ Cyber laws need to be stringent.
- ❖ IAWRT to extend #MeTooCampaign more actively.
- ❖ Let women know they are not alone.
- ❖ Make journalists aware of the risks.
- ❖ Equip them with skills.
- ❖ Block impolite and disrespectful people.
- ❖ Defend women publicly.
- ❖ Call the police in case of threats of violence.
- ❖ Provide alarms at home.
- ❖ Evacuate to a safe place.
- ❖ Counselling.
- ❖ Document evidence of the abuse. ■

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INSTALLATION OF TWO NEW CHAPTERS – IRAQ AND AFGHANISTAN

Session Chair: Violet Gonda, President, IAWRT International Board and Abeer Saady, Vice President, IAWRT International Board

Afghanistan Chapter Head-
Najiba Ayubi

Iraq Chapter Head –
Awaz Saleem Abdalla



(L-R) Linda Kibombo, Violet Gonda, Awaz Saleem, Najiba Ayubi, Abeer Saady and Binay Abdalla

Abeer Saady introduced both the chapters.

Awaz Saleem Abdalla (Iraq Chapter Head) and **Najiba Ayubi** (Afghanistan Chapter Head) talked about their challenges in opening the chapters in their respective countries.

Violet Gonda presented them with the trophies and certificates.

Both the chapters were formally installed. ■

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ONE ON ONE MEETING WITH THE CHAPTER HEADS:

IAWRT International Board met chapter heads individually and clarified their doubts, queries and problems.

(This kind of a meeting was held for the first time in the Regional Conference).

Chapters appreciated the new initiative to hold face to face individual meetings with the Board so as to develop a more intimate communication between the International Board and the Chapters.

ADVOCACY WORKSHOP ON GMP WITH CHAPTER HEADS:

Session Chair: Archana Kapoor

Panelists:

Kristine Ramm, Norway Chapter Head and Co-opted member, IAWRT International Board

Ann Mabel Sanyu, GMP – Researcher-writer

The future course of action regarding GMP activities was shared with the Chapter Heads. GMP panelists informed the chapter heads that the GMP-UNESCO Call for Chapter Activity would be shortly given. ■

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SAFETY WORKSHOP/ SAFETY CULTURES IN OUR WORKPLACE

Workshop conducted by Abeer Saady, Vice President, IAWRT International Board and Safety Trainer

Salient Points:

❖ Abeer Saady announced that it was not a complete workshop, but an abridged one, primarily aimed at identifying risks and concerns related to women journalists' safety.

The workshop focused on the following areas:

- ❖ Riots/public disorder
- ❖ Environmental/ Natural crisis
- ❖ Interviewing victims of gender-based violence
- ❖ Covering conflicted areas



Abeer Saady conducting the workshop



Role play on gender-based violence

- ❖ Travel safety
- ❖ Kidnapping or arrest

Workshop proceeded with participants being divided into three groups:

- ❖ Group 1: Riots
- ❖ Group 2: Environmental Crisis
- ❖ Group 3: Sexual Assault Survivor/ Gender-based Violence Crimes

The session concluded with remarkable enactments by each group. ■

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MEMBERS' MEETING

APPROVED PROPOSALS AND RECOMMENDATIONS

Violet Gonda, President, IAWRT International presented the proposals from the IAWRT International Board to the Extra-Ordinary Members' Meeting – 5 October 2018.



IAWRT International Board – (L-R)
Archana Kapoor,
Sarah Nakibuuka
Bakehena, Abeer
Saady, Violet
Gonda, Jola Diones
Mamangun and
Kristine Ramm

Proposals from the IAWRT International Board to the Extra-Ordinary Members meeting – 5 October 2018

1. Postponement of 2019 Biennial

Current board's two-year term expires end of 2019. We as a Board have increased our efforts in the process of fundraising. We do not have an option. We take responsibility to raise funds to leave from a position of strength so that the next board does not have to go through what we experienced. We want to continue building the organization and we need time. Even though we are still in our first year, we cannot say that we will have a biennial for elections in 2019. If by some miracle we are able to, then what we seek will be null and void. Therefore, we seek your support:

- to extend the tenure to look for partners beyond 2019
- strengthen our financial position, which is an uphill task but not an impossible one
- The preparations for a Biennial should have started by now and we have little time to do that as our priority is on restructuring and finding money for our main projects such as GMP, Chapter Activities, Rural Women & Media, Long Documentary, Community Radio, Film Festivals and Pilot project on Raising Awareness About Gender-Based Online

Harassment. FOKUS used to fund and block for 4 years and so we have no money post 31st Dec 2018

- It's not easy to establish relations with new funders
- it's very difficult to find new funders to fund a biennial conference

Keeping in mind of the situation, this board proposes and needs your approval to extend our term for one year because we are not in a position to hold biennial elections and we need time to put e-voting in place.

We need your consent for these proposals:

- 1. Postponement of the biennial**
- 2. We seek your approval to extend our term by one year**

As you all agreed with us we are in an unusual and emergency situation, which has never been faced by any board before. Over the next few months we will develop a strategic plan with the support of the members, and take into consideration contributions made at this Extra-Ordinary Members Meeting and hope to meet your expectations.

Voting on the motion to postpone the elections by one year took place. Voting was in favour of the motion by 39:1 to postpone the elections. And about e-voting the decision was unanimously in favour of it.

SECRETARIAT CHANGES

Under our Statutes and Guiding Documents the Board has a responsibility to set up a secretariat and appoint staff members.

Article 5 – Organizational Structure in our Statutes state:

The International Board is responsible for the daily running of the organization and must oversee all activities and all financial and administrative commitments.

When deemed necessary and financially viable the International Board can establish a Secretariat.

The Secretariat reports to the International Board and carries out policies and instructions as laid down by the International Board.

Within this mandate of the constitution similar decisions have been taken when the Philippines secretariat was closed and shifted to Kenya. In 2015 the Board under the leadership of Racheal Nakitare closed the secretariat in Kenya and moved to a virtual secretariat – which was introduced to members at the regional conference in India. And as you heard from Nonee Walsh, her Board under the leadership of the late Jai Chandiram postponed the Biennial and extended the term of the sitting board because of weather conditions in India at the time.

The Board is taking the opportunity at this Extra-Ordinary Members Meeting in Uganda to notify the members of pending changes to the secretariat.

Our secretariat has done a good job. We have had a virtual secretariat since September 2015. However, because FOKUS is withdrawing we find it difficult to continue with a Virtual Secretariat.

- In our several meetings with fundraisers, we got a sense that few funders are willing to fund secretariat administration fees. Currently, \$51,500, which amounts to approximately 28% of the FOKUS budget is going towards the secretariat. We had to look for stable less expensive options; this option was provided from the Philippines where we found capacity and capability for less money.
- We in the board had the option of having the secretariat in various countries. This has to be in the South as it is easier to raise money in the South. It will be easier to include administration fees in our funding proposals and while we fundraise pay the secretariat using funds from membership dues.
- Funders need a physical place and a place where they can verify records and archives. This also helps us to build on institutional memory and archives.
- Before the virtual secretariat, IAWRT physical

secretariat was housed in the countries where either the president, treasurer or secretary resided – and rotated according to the composition of the new Board.

- The Board agreed to move the secretariat either to Uganda or the Philippines where the Secretary and Treasurer reside respectively. Uganda had also been an option as our Secretary is based there but the Uganda Chapter representative on the board, echoed that it was not equipped at this present time to run such an office, plus that the new Philippines Chapter had experience in running IAWRT sponsored projects – successful Community Radio Project, which has also been commended in the FOKUS evaluation report.

While we are building the new secretariat and putting systems in place our current secretariat continues until we complete our end of year reports and formalities with FOKUS. FOKUS has given us an allocation for a professional accountant to work side by side with our outgoing IAWRT accountant to finalise our reports. The professional accountant will also devise an accounting manual that will be used as a guide by the new financial department going forward.

Most importantly, it takes time to apply for NGO registration certificates. Fortunately, we are still registered in the Philippines from the time the secretariat was based there when Olya Booyar was President. Current Treasurer, Jola Diones-Mamangun, has investigated and found out it is possible to apply to the Securities and Exchange Commission (SEC) in the Philippines to reactivate the IAWRT registration. This registration number is important to help us when we fundraise as it is requested in all grant applications. Several members have stressed the need for better communications. The board has listened, especially as we are going into a phase where we are under a lot of scrutiny funding wise – we need to devise an extensive communication strategy.

We opened this issue up to the members for discussion. You have given us very valuable comments and we promise that we will take a decision on the secretariat, which is in the best interest of the organisation. ■

IAWRT President
Violet Gonda
president@iawrt.org

This was the final session of four-day regional conference in Uganda. It was followed by an excursion to the Uganda Wildlife Education Center (UWEC) – ZOO and a visit to Entebbe town for shopping.

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**CANDID
CAMERA**
MOODS



Gala Night



A Date With The BEAUTIES

Uganda Wild Life Education Center (UWEC)



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