



**JOHANNESBURG
12-14 SEPTEMBER**

Synopsis

The Gender and Media Summit, hosted by MISA and Gender Links, brought together participants from 13 Southern African countries including Angola, Botswana, Lesotho, Malawi, Mauritius, Mozambique, Namibia, Seychelles, South Africa, Swaziland, Tanzania, Zambia and Zimbabwe. In addition the Summit attracted participants from Uganda, Kenya, UK, New Zealand, Netherlands and India.

For two and half days 184 delegates from different parts of the globe discussed and debated critical issues relating to gender and the media. The Honourable Patrick Pillay, Minister of Health, from the Seychelles provided a simple but powerful explanation as to why he chose to be part of the Summit. He said that health was about well-being and that one had to look at all the elements in a society which impacts on the well being of people. The media impacts on society in particular ways, sometimes positively sometimes not; they quite often perpetuate negative stereotypes about women and their status in society. Therefore it is critical to address the way the media can contribute to changing the way men and women relate to each other in society.

The theme of the Summit was "Making every voice count". Each session in the programme addressed strategies and challenges that the Southern African region faces in achieving this goal of "Making every voice count". The collective energy and commitment of summit delegates during their presentations and participation in the various sessions made these challenges seem eminently manageable through existing work being done in the region and many proposals for future strategies.

Participants

The table below provides a breakdown of participants by country and by sex. It shows that 66 out of the 184 participants (35 percent) were men.

| | Country | Male | Female | Total |
|----|------------------------------------|-----------|------------|------------|
| 1 | Angola | 0 | 2 | 2 |
| 2 | Botswana | 4 | 7 | 11 |
| 3 | International Cooperating Partners | 0 | 17 | 17 |
| 4 | Kenya | 1 | 2 | 3 |
| 5 | Lesotho | 3 | 4 | 7 |
| 6 | Malawi | 8 | 2 | 10 |
| 7 | Mauritius | 2 | 10 | 12 |
| 8 | Mozambique | 3 | 0 | 3 |
| 9 | Namibia | 8 | 9 | 17 |
| 10 | Seychelles | 2 | 5 | 7 |
| 11 | South Africa | 9 | 43 | 52 |
| 12 | Swaziland | 6 | 6 | 12 |
| 13 | Tanzania | 3 | 1 | 4 |
| 14 | Uganda | 0 | 1 | 1 |
| 15 | Zambia | 9 | 3 | 12 |
| 16 | Zimbabwe | 8 | 6 | 14 |
| | TOTAL | 66 | 118 | 184 |

The objectives of the Summit were:

- To show case innovation, research and best practice in gender and the media in southern Africa and globally. Many examples of mainstreaming gender in media content, policy, training and advocacy have been produced in the region. These examples are the result of training, the formation of country networks, creation of editorial policies and a greater awareness of the need for gender transformation in the region. The GEM Summit gives the producers an opportunity to share content and processes that were involved in producing their work. This will provide other gender and media practitioners with ideas, information and guidelines. It is crucial to record these best practices. Thus Gender Links and MISA will be compiling a handbook and CD ROM of Gender and Media Best Practices.
- To allow for gender and media networks from the GMBS countries to report on the activities they have been involved in during the last year. This provides an opportunity for information exchanges and a forum for structures of accountability for the networks.
- To launch the Southern African Gender and Media (GEM) Network. The regional structure will provide a co-ordinated regional strategy for gender and the media.
- To provide an opportunity for the media, media trainers, gender activists, academic institutions, researchers and others to forge links and develop strategic partnerships.
- To present the findings of the Audience Research as a follow up to the GMBS.
- Provide on the job training through a daily newspaper that will be produced by students during the conference.

The programme

The full summit programme is attached at **Annex A**. The first day focussed on getting reports from each country on progress that had been made since the GMBS and the development of National Action plans. The scope and volume of work that had been achieved in each country was truly inspiring. Some examples include:

- The development of a Directory of Women Sources in Mauritius

- Gender policies being developed in several newspaper houses such as the Times of Zambia and the Mauritius Broadcasting Corporation
- the formation and development of gender and media networks in eight countries
- the strengthening of partnerships between networks and MISA particularly and other stakeholders
- innovative work being done at school level in various countries

The evening programme saw the launch and presentation of the first ever Southern African Gender and Media awards. During this event journalists from six countries were recognised for their excellent work.

The 'Best practices' session that followed the next morning provided the opportunity for people from all countries to showcase innovative projects that has and is contributing toward mainstreaming gender in media. About 25 'best practices' were presented in five areas: policy, advocacy, monitoring, media practice and training and capacity-building. These examples provided concrete strategies on how to mainstream gender in public broadcasters, commercial media, in journalistic practice and through campaigns.

The afternoon programme focussed on working meetings on current projects and issues. These included:

- A meeting on the preliminary findings of the Gender and Media Audience Research that has been conducted in six countries. Participants recommended that the research be extended into the six countries that were not part of the original sample. The representatives from the Southern African Editors Forum would have requested that the findings be presented at their AGM in November in Malawi.
- A planning and training session on the Global Media Monitoring Project. This will ensure that a high proportion of the Southern African media is included in the global sample.
- An evaluation and planning workshop for the GEM Commentary and Opinion service. Editors and contributors were able to engage with each on how to make the service more suited to the needs of media producers.
- A session on media women to strengthen existing structures and initiate structures in countries where they do not exist. Much value was added to this session by perspectives from the International Media Women's Media Federation, the Network of Women in Media-India, the Ugandan Media Women's Association and the African Women and Child Network.
- A session on Media Regulatory Authorities that provided a space for the authorities and for complainants to engage around the need to mainstream gender into their criteria for assessing complaints.

The second evening gave participants a chance to network at a Jazz Evening sponsored by a South African commercial radio station, KayaFM. After the launch of the Mauritian Directory of Women's Sources with a keynote address by the Mauritian Minister of Women's Rights, the Honourable Arianne Navarre, participants celebrated with the Mauritian Media Watch Organisation by dancing to the sounds of Afro-jazz.

The morning programme that followed dealt with the critical issues in the gender and media landscape currently. These included gender and images; gender, HIV/AIDS and the media; masculinity, custom, culture and religion; gender and ICTs and gender, media and elections. The session on masculinity proved to be the most popular at the Summit.

Outcomes

- **GEMSA:** A critical outcome of the Summit was the formation of the new regional structure, Gender and Media Southern Africa (GEMSA). A draft constitution was accepted and elections held during the Summit. GEMSA consists of a steering committee with representatives in each country and an executive committee with a chairperson, deputy chairperson, treasurer and secretary. The list of committee members is attached at **Annex B**.
- **ACTION PLAN:** All the sessions contributed towards the planning for the new regional structure, GEMSA. The final afternoon saw participants developing action plans in research and policy; monitoring; advocacy and capacity and training. The action plan will be finalised at a meeting of the steering committee in October.
- **HANDBOOK AND CD ROM OF BEST PRACTICES:** The case studies presented are being consolidated into a practical tool kit with an accompanying CD ROM on promoting gender equality in and through the media in Southern Africa.

What the participants had to say

The following are some responses received by delegates following the summit. A summary of the evaluations is attached at **Annex C**.

"Hope you are fine after you were so busy preparing for the summit. I really congratulate you for doing such a good job - it was like everything was done by magic. It was so great and again I congratulate you together with your team".

Ncane Maziya
SMEGWA
Swaziland

"On behalf of the Mauritian delegation and on my own behalf, we wish to thank you for having given us the chance to participate in this most invigorating and challenging Summit. There are so many things on women in our region going on that it was about high time to compare notes".

Loga Virahsawmy
Mauritius Media Watch
Mauritius

"Thank you for a very dynamic and thought provoking Summit. It was really great to be able to speak and listen to a variety of speakers and opinions".

Crystal Orderson
SABC Radio News
South Africa

"I want to thank you for all your hard work and effort in organising last week's summit. I found the meetings stimulating, productive and moving".

Natasha Bolognesi
Stellenbosch University
South Africa

"This is just a quick note to thank you all very, very much for, among other things:

- (a) Giving me the opportunity to participate in the unique and historic GEM Summit, meet so many interesting and admirable people (including yourselves!), learn more about the fantastic gender/media-related work in the region, and witness the exciting birth of GEMSA
- (b) Providing me with wonderful, warm hospitality throughout my week in your care
- (c) Enabling me to share something of our modest efforts to network media women in India (and soon, I hope, South Asia, if not further afield) as well as to present some of our concerns about the media in India, especially vis a vis gender.

It was amazing how cool, calm, collected, efficient and -- most importantly -- helpful and thoughtful you all managed to stay despite the heavy burden of work and responsibility you carried in the run-up to, during and after the Summit

By the way, I plan to use the Gender Links/MISA collaborative exercise (beginning with the GMBS and including the spin-offs reported at the Summit -- e.g., from Mauritius and Zambia) as an example of citizen participation in media matters in the advocacy brochure on the subject that I've been commissioned to write by the Communication Development Division of UNESCO".

Ammu Joseph
Network of Women in Media
India

"A big "THANK YOU" from me to Genderlinks and MISA for coming up with the Gender story competition that has made my twelve years as a journalist so wonderful!! September 12th 2004 will forever remain a special day of my life as a journalist. I couldn't help but fight back tears as I watched my "women working underground" story along with so many professional journalists; representatives from the editors' forums and many other media representatives locally, nationally, regionally as well as internationally. It was such an overwhelming experience to see so many professionals clapping hands when the story ended. That has never happened to me before! Thank you and may God Bless you all! I hope that the awards, and the Gender and Media Summit will serve as source of inspiration for all of us journalists to go out there , cover stories about women so that their voices count as well. This I promise to do whether there are awards or not".

Puleng Mokhoane
SABC
South Africa

"I was impressed by the enormous professional work done in every aspect of the organization of the Summit. Congratulations!"

Kaleni Hiyalwa
FES
Namibia

ANNEX A: GENDER AND MEDIA SUMMIT PROGRAMME

Sunday 12 September 2004

9h00 – 12h00 Registration of participants

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| <p>13h00 – 17h30 Plenary: TAKING STOCK AND REGIONAL NETWORK</p> <p>Chair: Kubi Rama (Deputy Director, Gender Links) Welcome: Luckson Chipare (Regional Director, MISA) Overview: Colleen Lowe-Morna (Executive Director, Gender Links) Country reports: Facilitated by Jennifer Mufune (Executive-Gender and Chapter Support, MISA) Discussion and adoption of constitution: Facilitated by Pat Made (Independent consultant)</p> | <p>19h30 GALA DINNER AND AWARDS</p> <p>Programme directors: Justice Athalia Molokomme (Deputy Chair, Gender Links) and Ester Kanaimba (Public Relations Officer, SADC) Keynote address: Ferial Haffajee (Editor, Mail & Guardian) Tribute to Jennifer Sibanda: Mavis Moyo (Board member, Federation of African Media Women) SMEGWA Play Announcement of awards: Farai Samhungu (Chair, Panel of Judges) Presentation of awards: Hon. Cheryl Gillwald (Deputy Minister of Correctional Services, South Africa) <i>Messages of solidarity:</i> Hon Essop Pahad (Minister in the Office of the President of South Africa) Hon Arianne Navarre (Minister of Women's Rights, Mauritius) Hon Patrick Pillay (Minister of Health, Seychelles) Madam Nandi Mayathula Khoza (Speaker, Johannesburg City Council) Joe Thloele, Chairperson, South African National Editors Forum</p> |
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Monday 13 September 2004

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| <p>8h45 – 12h30 BEST PRACTICES IN PROMOTING GENDER BALANCE AND SENSITIVITY IN THE MEDIA</p> | | | | |
| <p>8h45 – 9h30 Plenary: Video and briefing on sessions Chair: Modise Maphanyane (Director, MISA Botswana)</p> | | | | |
| <p>9h30 – 11h30 Parallel sessions</p> | | | | |
| <p>POLICY Chair: Iskra Panevska (Programme Specialist, UNESCO, Paris) <ul style="list-style-type: none"> • Public broadcasting: Loga Virahsawmy (Chair, Mauritius Media Watch) and Pamela Patten (Senior </p> | <p>MONITORING Chair: Rashweat Mukundu (Director, MISA Zimbabwe) <ul style="list-style-type: none"> • Elections monitoring in SA: Raashied Galant (Programme Co-ordinator, Gender Advocacy Project) • William Bird (Director, Media Monitoring </p> | <p>ADVOCACY FOR SOCIAL CHANGE Chair: Puleng Letuka (Chair, Media and Arts Watch Lesotho) <ul style="list-style-type: none"> • 16 Days of Peace: Pontsho Segwai (Outreach Manager, NiZA Development) and Mothibi Mohomanne </p> | <p>MEDIA PRACTICE Chair: Farai Samhungu (Director, IPS) <ul style="list-style-type: none"> • Television: Anand Boolaky (Producer, MBC) and Pamela Patten (Senior Producer, MBC) • Magazine: Sarah Taylor (Editor, Big </p> | <p>TRAINING AND CAPACITY BUILDING Chair: John Mukela (Executive Director, NSJ Trust) <ul style="list-style-type: none"> • Regional Audit of Gender in Media Education and Training: Lizette Rabe (Head of Journalism, University of Stellenbosch) • Mainstreaming </p> |

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| Producer, MBC) <ul style="list-style-type: none"> • State newspaper: Hicks P. Sikazwe (Production Editor, Times of Zambia) and Charles Chisala (Senior sub-editor, Times of Zambia) • Commercial radio: Portia Kobue (News and Current Affairs Manager, Kaya FM) • Commercial radio: Al Osman (Director, Capital Radio Malawi) • Commercial newspaper: Jean-Claude de l'Estrac (CEO, l'Express) and Marie Annick Savripene (Senior Journalist, l'Express) | Project) <ul style="list-style-type: none"> • Preparing for Zimbabwean elections: Loveness Jambaya (Research Officer, MMP Zimbabwe) • Media Freedom Monitoring: Zoe Titus (Programme Manager, MISA) • World Press Freedom Day: Audrey D'Hotman (Treasurer, Mauritius Media Watch Organisation) • Mirror on the Media: Susan Tolmay (Gender Links) and Bheki Maseko (Swaziland Media and Gender Watch) • Seychelles GMBS: Tania Labiche (Gender and Media Plus Seychelles) | (Programme Officer, Gender Links) <ul style="list-style-type: none"> • Gender violence and HIV/AIDS: Keiso Matashane-Marite (National Co-ordinator, Women and Law in Southern Africa Lesotho) • Advertising award: Anushka Virahswamy Coy (Mauritius Media Watch) and Manda Boolell (Mauritius Media Watch) • Reproductive health: Rosemary Okello (Director, African Women and Child Network) • Female genital mutilation: Ananilea Nkya (Director, Tanzania Media Women's Association) | Issue Namibia) <ul style="list-style-type: none"> • Newspaper: Sabrina Quirin (Reporter, Weekend) • Television: Sandy McCowen (Reporter, SABC) • Newspaper: Edwin Naidu (Senior Writer, Sunday Independent) | gender at entry level journalism training: Emily Brown (Head of Media Technology, Polytechnic of Namibia) and team. <i>Responses</i> <ul style="list-style-type: none"> • Henry Malunda (Director, Malawi Institute of Journalism) • Amelia Malebane (Chair, MISA Botswana) • Emmanuel Kasongo (Director, Zambia Institute of Mass Communication) • Jacob Ntshangase (Director, IAJ) |
| 11h30 – 12h30 Plenary: Report back from sessions. Chair: Lowani Mtonga (Director, MISA Malawi) | | | | |

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| 12h30 – 13h00 Lunchtime presentation Gender and the Media: An International Perspective: Margaret Gallagher (International Media Expert) |
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| 14h00 – 17h30: WORKING MEETINGS ON CURRENT PROJECTS AND ISSUES. 14h00 – 16h30 Parallel sessions | | | | |
| AUDIENCE RESEARCH Chair: Jeanne Prinsloo (Senior Lecturer, Rhodes University) <ul style="list-style-type: none"> • Preliminary regional findings of the Gender and Media Audience Research: Kubi | MONITORING (GMMP) Chair: Sharon Thelemaque (Chair, Gender and Media Plus Seychelles) <i>Training for the Global Media Monitoring Project</i> <ul style="list-style-type: none"> • Anna Turley (Co-ordinator- Women's | GEM OPINION AND COMMENTARY SERVICE Chair: Chris Vick (Director, Spin Media and GL Board Member) <ul style="list-style-type: none"> • Review and evaluation: Pat Made (Independent media | MEDIA WOMEN Chair: Esther Kanaimba (Chair, Federation of African Media Women) <i>International perspective</i> <ul style="list-style-type: none"> • Gifti Nadi (International Women's | MEDIA REGULATORY AUTHORITIES Chair: Libby Lloyd (CEO, Media Development and Diversity Agency) <i>Complaints case studies</i> <ul style="list-style-type: none"> • Loga Virahswamy (Chair: Mauritius Media Watch) |

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| <p>Rama (Deputy Director, Gender Links)</p> <p><i>Responses</i></p> <ul style="list-style-type: none"> • Rob Jamieson (Editor-in-chief, The Chronicle Malawi) • Sechele Sechele (Chair, Botswana Editors Forum) • Jeanette Minnie (Independent Media Consultant) • Judy Nwokedi (Head of Public Broadcasting, SABC) | <p>Programme, World Association for Christian Communication)</p> <ul style="list-style-type: none"> • William Bird (Director, MMP) | <p>consultant) and Janine Moolman (Editor and Publications Manager, Gender Links)</p> <p><i>Comments and planning for 2004-2005</i></p> <ul style="list-style-type: none"> • Charles Chisala (Gender Columnist, Times of Zambia) • Lizeka Mda (Deputy Managing Editor, Sunday Times) • Clutton Patsika (Deputy Editor, The Daily Mirror) • Mercedes Sayagues (Journalist) • Yazeed Kamaldien (Reporter, This Day) | <p>Media Federation)</p> <ul style="list-style-type: none"> • Ammu Joseph (Network of Women in Media, India) • Margaret Sentamu (Executive Director, Uganda Media Women's Association) • Juliana Omale (African Women and Child Network) <p><i>Regional perspective</i></p> <ul style="list-style-type: none"> • Dorcas Hove (Programme Director, Federation of African Media Women) • Chrystal Orderson (Reporter, SABC) | <ul style="list-style-type: none"> • Neo Seseane (Gender and Media Activist) <p><i>Policy perspectives</i></p> <ul style="list-style-type: none"> • Kobus van Rooyen (Chair of Commissioners, Broadcasting Complaints Commission of South Africa) • Asha Mnzavas (Board member Tanzania Media Council) • Pamela Dube (Chair, Botswana Press Council) • Deline Beukes (Executive Director, Advertising Standards Authority of South Africa) |
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16h30 -17h30 Plenary: Report back from sessions and finalising nominations for elections for the Southern African gender and media network.
Chair: Fanwell Chembo (Director MISA Zambia)

19h00 Launch of the Mauritian Directory of Women Sources at a Jazz evening hosted by Kaya FM.

Programme director: Rose Haji (Director, MISA Tanzania)

Keynote address: Hon Arianne Navarre (Mauritian Minister of Women's Rights)

Response: Scholastica Kimaryo (Resident Representative UNDP, Lesotho)

Response: Janet Karim, UNDP Malawi

Welcome to jazz evening: Charlene Deacon (Managing Director, Kaya FM)

14 September 2004

8h00 – 8h30 Elections for the Southern African Gender and Media Network

8h30 – 10h00 Parallel sessions: TOPICAL CHALLENGES

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| <p>GENDER AND IMAGES WORKSHOP</p> <ul style="list-style-type: none"> • Presentation on Gender and images: Trevor Davies (Director, SAMSO) • Images of War in the DRC: Lori Waselchuk (Freelance photographer and writer) • Rural perspectives: Shamiso Mupure (SAMSO) | <p>GENDER, HIV/AIDS AND THE MEDIA Chair: Cathi Albertyn (Director, Centre for Applied Legal Studies)</p> <ul style="list-style-type: none"> • Reflections on regional training: Pat Made (Independent Consultant) • Preventive technologies: Arthur Okwembah (African Women's and Child Network) • Media practice: Charles Chisala (Deputy Chair, Zambia Media Watch) | <p>MASCULINITY, CUSTOM, CULTURE AND RELIGION Chair: Comfort Mabuza (Director, MISA Swaziland)</p> <ul style="list-style-type: none"> • Constructions of Masculinity: Hon Patrick Pillay (Minister of Health, Seychelles) • Working in the field: Regis Mtutu (Executive Director, Padare) • Seeing voices, Hearing visions: Matshilo Motsei (Author and activist) • IPS Manual: Farai Samhungu (Director, Inter Press Service) | <p>GENDER AND ICTS Chair: Natasha Primo (Director: Women's Net)</p> <ul style="list-style-type: none"> • Virtual Resource Centre: Kubi Rama (Deputy Director, Gender Links) • Cyber-dialogues: Janine Moolman (Editor and Publications Manager, Gender Links) • E-GEM Project: Gender Links | <p>GENDER, MEDIA AND ELECTIONS Chair: Alfredo Libombo (Director, MISA Mozambique)</p> <ul style="list-style-type: none"> • Overview of regional training: Colleen Lowe Morna (Executive Director, Gender Links) • Malawi perspective: Stella Mhura (Chair, Malawi Media Women's Association) • 'Star' People's Panel: Jonathan Ancer (Reporter, The Star) • Botswana perspective: Keabonye Ntsabane (Women's NGO Coalition) and Caroline Phiri-Lubwika (MISA Botswana) • Namibian perspective: Paulina Shilongo (Lecturer, Polytechnic of Namibia) |
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10h00 – 11h00 Plenary: Reportback from plenary sessions and results of elections.

Chair: Kaitira Kandjii (Programme Manager-Freedom of Expression, MISA)

11h15 – 13h00: ACTION PLANNING FOR THE SOUTHERN AFRICAN GENDER AND MEDIA NETWORK.

11h15 – 11h45 Plenary: Summary of proceedings, briefing on group work.

Colleen Lowe Morna (Executive Director, Gender Links)

11h45 – 13h00 Parallel sessions

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| RESEARCH AND POLICY Colleen Lowe Morna (Executive Director, Gender Links) | MONITORING Zoe Titus (Programme Manager - Freedom Monitoring, MISA) | ADVOCACY Jennifer Mufune (Executive-Gender and Chapter Support, MISA) | CAPACITY BUILDING AND TRAINING Pat Made (Board member, Gender Links) |
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13h00 – 13h20 Lunchtime presentation
 The power within - An Indian perspective on women in the media: **Ammu Joseph** (Network of Women in Media, India)

14h00 – 15h00 Plenary: Report backs from sessions.
Chair: Jennifer Mufune (Executive-Gender and Chapter Support, MISA)

15h15 – 16h15 Final consolidation
Luckson Chipare (Regional Director, MISA)
Colleen Lowe Morna (Executive Director, Gender Links)

19h00 Informal evening: ‘Sharing voices’
Kristina Stainton, a community radio trainer, from New Zealand will share her experiences as an indigenous woman working in the media.
 A viewing of “Black woman walking, Postcards from Mother Africa” produced by sociologist **Maureen Stone**.

ANNEX B: GEMSA COMMITTEE

| Country | Name | M/F | Position | Organisation | P.O Box/ City | Phone | Fax | Cell/ Personal | Email |
|-------------------------------------------------------------|------------------------|-----|--------------------------------|------------------------------------------|---------------------------------------------|-------------------|-----------------|-----------------|--------------------------------------------------------------------------------|
| COUNTRY REPRESENTATIVES OF THE GEMSA NETWORK | | | | | | | | | |
| Angola | Pereira, Anacleto | F | Trustee | MISA | Luanda | 244 2 444 813 | 244 2 444 813 | 244 9 1 22 1215 | nani@netangola.com |
| Botswana | Dube, Pamela | F | Chairperson/Editor | Mokgosi | PO Box 46530, Gaborone | 267 3936 867/8 | 267 3936 869 | 267 721 166 50 | dube@mmeqi.bw |
| Lesotho | Mathabang, Fanyane | M | Journalist | Public Eye | PO Box 14129, Maseru | 266 630 35669 | | | mathabangfanyane@yahoo.co.uk |
| Malawi | Mhura, Stella | F | Chairperson | Malawi Media Women's Association (MAMWA) | P/Bag 437, Blantyre | 265 9 922 2862 | 265 1 674 477 | 265 9 929 0125 | mamwa@yahoo.com |
| Mauritius | Virahsawmy, Loga | F | President | Mauritius Media Watch | Rose Hill | 230 454 2327 | 230 465 4312 | 230 491 0867 | gonaz@intnet.mu |
| Mozambique | Mubai Jose Marciano | M | Journalist | Televisão de Moçambique | Maputo | 258 1 308 117 | 258 1 308 126 | 258 82 469 178 | Vermoc@tvm.co.mz |
| Namibia | Xoagus- Eises, Sarry | F | Chairperson | The Namibia Media Women's Association | PO Box 50429, Windhoek | 246 1 023 1334 | 246 1 245 285 | 264 811 280 047 | sxoagus@hotmail.com |
| Seychelles | Jean Claude Mantombe | M | TV Producer | GEM Plus | Victoria | 248 224 390 | 248 225 688 | | nccadmin@seychelles.net |
| South Africa | Rama, Kubi | F | Deputy Director | Gender Links | 1 Ernest Openheimer St, Bruma, Johannesburg | 27 11 622 2877 | 27 11 622 4732 | 27 82 378 8239 | kubi@genderlinks.org.za |
| Swaziland | Dlamini, Phumelele | F | Info officer | MISA | PO Box 681, Mbabane | 268 404 6677 | 268 404 6699 | | phumied@yahoo.com |
| Tanzania | Haji, Rose | F | NATIONAL DIRECTOR | MISA | PO Box 78172, Dar Es Salaam | 255 22 213 7547/8 | 255 22 213 7548 | 255 744 270 856 | misatan@africaonline.co.tz |
| Zambia | Kasongo, Emmanuel | M | Director | ZAMCOM | PO Box 50386 Lusaka | 260 1 254 826 | 260 1 250 074 | | zamcom@zamnet.zm |
| Zimbabwe | Jambaya, Loveness Kuda | F | Media Research Officer/Monitor | Media Monitoring Project | 15 Duthie Rd, Alex Park, Harare | 263 4 703 702 | 263 4 703 702 | | Loveness@mmpz.org.zw |
| REPRESENTATIVES OF THEME GROUPS IN THE GEMSA NETWORK | | | | | | | | | |
| MISA | Mapasela, Tom | M | | MISA | PO Box 14130, Maseru | 266 22 320 241 | 266 223 20941 | | mediules@leo.co.ls |
| MISA | Mufune, Jennifer | F | | MISA | P/Bag 13386, Windhoek | 264 61 232 975 | 264 61 248 016 | | jennifer@misa.org.na |
| GL & GEM Networks | Lowe Morna, Colleen | F | Executive Director | GenderLinks | 1 Ernest Openheimer St, Bruma, Johannesburg | 27 11 622 2877 | 27 11 622 4732 | 27 82 651 6995 | clmorna@mweb.co.za |
| GL & GEM | Chisala, Charles | M | Senior Sub Editor | Times of Zambia | PO Box 70069, | 260 2 612 865 | 260 2 617 096 | | c_chisala@yahoo.com |

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| Networks | | | | | Ndola | | | | |
| Media Women Association | Kanaimba, Esther | F | Director | FAMW | PO Box 50304, Gaborone | 267 361 1025 | 267 397 2848 | | ekanaimba@sadc.int |
| Media Women Association | Hove, Dorcas Hazel | F | Programme Director | Federation of African Media Women (FAMW) | 1025 Machel Ave, Belvedere, Harare | 263 4 753 269 | 263 4 753 269 | 263 11 607 316 | dorcashove@yahoo.com |
| Editor's Forum | Jamieson, Rob | M | Editor-in-Chief | The Chronicle | P/Bag 27, Lilongwe | 265 1 756 530 | 265 1 752 534 | 265 9 913 457 | thechronicle@africa-online.net |
| Editor's Forum | Sechele, Teleka Sechele | M | Chairman | Botswana Editors Forum | PO Box 502063, Gaborone | 267 397 4784 | 267 390 5508 | 267 72 104 083 | sechele@it.bw |
| Gender NGO's | Matashane-Marite, Keiso | F | National Coordinator | Women and Law in Southern Africa & Education Trust | PO Box 0961, Maseru | 266 22 313 123 | 266 31 0361 | 27 83 7690 355 | wlsales@lesotho.com |
| Media NGO's (Monitoring Projects) | Bird, William | M | Director | Media Monitoring Project | PO Box 1560, Parklands, 2021, Johannesburg | 27 11 788 1278 | 27 11 88 1289 | 27 82 887 1370 | mmp@wn.apc.org |
| Media Training Institutions | Brown, Emily | F | Head of Department: Media Technology | Polytechnic of Namibia | Private Bag 13388, Windhoek | 264 61 207 2451 | 264 61 207 2267 | 264 81 257 8159 | ebrown@polytechnic.edu.na |
| Media Training Institutions | Made, Patricia Ann | F | Board Member | Gender Links/Independent consultant | 101Harare Rd, PO Greendale, Harare | 263 4 492 982 | | | chisamiso@webmail.co.za |
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EXECUTIVE COMMITTEE

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ANNEX C: EVALUATION

Evaluation form: Gender and Media Summit

A total of 62 evaluation forms were submitted.

| | Excellent | Good | Fair | Poor | Very Poor | No comment |
|--------------------------------|-----------|------|------|------|-----------|------------|
| 1. Programme Design | 19 | 35 | 8 | 0 | 0 | 0 |
| 2. Programme Content | 28 | 29 | 5 | 0 | 0 | 0 |
| 3. Facilitation | 23 | 32 | 6 | 0 | 0 | 1 |
| 4. Group Work | 16 | 28 | 13 | 1 | 0 | 4 |
| 5. Outputs vs. Expectations | 10 | 43 | 7 | 0 | 0 | 2 |
| 6. Learning Opportunity | 27 | 27 | 8 | 0 | 0 | 0 |
| 7. Networking | 38 | 19 | 3 | 0 | 0 | 2 |
| 8. Administrative Arrangements | 23 | 26 | 11 | 0 | 0 | 2 |
| | | | | | | |

1. Most useful sessions:

| | Most useful session | Times mentioned | Reasons |
|----|---------------------------------------|-----------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 1 | All | 10 | Relevance to own countries |
| 2 | Masculinity | 9 | Lively and personal experiences, excellent platform to share views, 2 references to M Motsei; Not all men are to blame; How bad constructions are infused; inspiring |
| 3 | Monitoring/ Evaluation | 8 | Practical examples, |
| 4 | Advocacy | 6 | Practical, Resistance to change main reason for gender disparities; achievable proposals drawn up. |
| 5 | Research and Policy | 5 | Best practices in various countries |
| 6 | Media Practice | 4 | Practical issues and solutions |
| 7 | Education training& capacity building | 4 | Relevant contributions, concrete |
| 8 | Media Images | 4 | Directly linked with job as journalist, practical |
| 9 | Gender, Media& Elections | 3 | Group took Action immediately, effective discussions |
| 10 | HIV/AIDS, gender & media | 3 | |
| 11 | Media women association | 3 | Practical, networking, lessons learned |
| 12 | Plenary Sessions | 2 | |
| 13 | Action Plan | 2 | |
| 14 | Audience Research | 2 | |
| 15 | Report backs | 2 | Contained most information |
| 16 | ICT's | 2 | |
| 17 | GMMP | 1 | Speakers |
| 18 | Group Sessions | 1 | |
| 19 | IPS Manual | 1 | |
| 20 | Awards | 1 | Ina nutshell what all need to aspire to as activists. |
| 21 | Taking Stock | 1 | The regional picture |

2. Sessions found least useful:

| | Least useful session | Times mentioned | Reasons |
|----|-----------------------------------------|-----------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 1 | None | 47 | Parallel sessions prevented more attended; all relevant and useful; |
| 2 | Education, Training & Capacity building | 4 | Poor Time Management; Outputs not realistic; "It is not the main root cause of gender imbalance" ; Too many presentations for allocated time; No time for questions and discussions; |
| 3 | Country reports | 2 | Poor Time Management; "boring" |
| 4 | Advocacy | 1 | Ideas too shallow; |
| 5 | Imagery | 1 | |
| 6 | GEM opinion | 1 | |
| 7 | Can't recall | 1 | |
| 8 | Action planning | 1 | Discussions were familiar |
| 9 | Group Work | 1 | Poor participation |
| 10 | Taking Stock | 1 | |
| 11 | Monitoring | 1 | "Boring"; |
| 12 | Launch of Mauritius Women's Directory | 1 | Speeches too long |

3. Other comments:

General

- "The summit was a great conference and there should be an attempt to make it annually"
- "Special congratulations need to be given to Colleen Lowe Morna and her team for a remarkable achievement in the establishment of the GEM Media Network- the first of its kind in Southern Africa and probably in the rest of the world. Also a special appreciation to the managers and team of the Summit for allocating me and others the opportunity to learn afresh on the Gender Campaigns and to establish a network of personal and professional contacts".
- "I found the Summit very educative and valuable opportunity for networking in the region. I hope it will be continued and I will be happy to participate in future GEM Summits".
- "Excellent and Marvellous! A very much needed Summit! Loved the Gender mix – today Southern Africa, tomorrow the world! Please keep up the momentum- don't lose steam!"
- "Congratulations- it was an inspiration"
- "It was a commendable effort, considering the massive logistical work involved".
- "Commend the work well done and urge the spirit to continue until our voices are heard".
- "Thank you for such an experience (my first). I learned a lot. Congratulations for a job well done".
- "The workshop was excellent in the sense that it included international speakers who brought vast experiences to share with their counterparts on media and gender balance. However some participants without clear knowledge on gender could not draw distinction between gender and feminism which the workshop could have explained".
- "Conference has been useful. Please keep it up".

- "A great idea of organising this Summit. It forces us to stop running and think on how to improve gender relations in our media houses".
- "Great opportunity for networking and learning. I really enjoyed the Summit and it enriched me".
- "It was an eye opening session, gave opportunities for networking among gender activists".

Programme/ process/ time constraints

- "Programme was very intensive- and now all our brains are cooked"
- "Programme was too packed and it was quite sad to miss other sessions because we were already put in sessions that we really did not want to attend"
- "I was confused with the parallel sessions cause we could not be where we wanted at the same time"
- "Room allocations for parallel sessions should have been made in some permanent form e.g. Flipchart, PowerPoint; etc. It took some people time to identify with a session and locate the venue".
- "The programme was tight, at some point I was losing concentration. But generally everything was excellent".
- "Presenters should stick to time, but lots of networking was facilitated in this Summit, so it worked I guess"
- "More time should have been allocated to issues like media practice; policy and each country present should have had the chance to talk about what his or her country was doing in terms of best practice for example".
- "Please in future provide more time for plenary report back- not 5 minutes".
- "I found all the sessions very useful. I would just like to comment that I feel that there were too many speakers packed into some of the sessions. This meant that time for questions and debate around some of the issues raised was extremely limited and that the feedback from the sessions was often biased towards the views of the presenters. But otherwise a very well run and organised Summit".
- "The breaks between the different sessions were very tight. I would like to emphasise the knowledge I gained regarding the region and the topics we discussed during the Summit".
- "The parallel sessions had limitations to most participants. Some of us did not get opportunity to share experiences and knowledge from the experts in certain fields because we had to join other groups. There was a need to have everybody participate in the different topics i.e. research, monitoring, policy, HIV/AIDS and culture".
- "There was a lot of information but unfortunately there was no time to exhaust these issues thoroughly. Time was not planned properly. Some of the issues have been shallowly dealt with"
- "The Director of ceremonies serves to link one speaker to another and should not make his/her own speeches between presentations".
- "Organisation of Award night could have been better as an exceptional first event".
- "I am not sure the way nominations were made was the way to go. My worry is that some of the members will have more to do, I wonder if they will find time".

Future

- "I think in next summit Gender Links and MISA have to invite editors and politicians"
- I just hope that all the suggestions and other input from participants will be implemented by relevant stakeholders"
- "It will be good next time to include a session on fundraising"
- "Keep up the good work Gender Links and MISA".
- "Keep up the good work. The idea of the network is brilliant, we hope that most people will join and stay committed".
- "The whole workshop was exciting though exacting"
- "Inclusiveness has to be taken into account when networking. Inclusiveness means attempting to get inputs, feedback and participation by all who attended GEM Summit".
- "I look forward to the implementation of the plans. I pledge my individual and organisational support"
- "It was a very full programme: there are many of the parallel sessions I would like to have attended, but were involved in one at a time. Otherwise a great conference, thanks"
- "I enjoyed the conference very much, met and spoke with many people. Also good to see there were so many participants! And the organisation was very well: venue, logistics and atmosphere. I do think the programme was too full which left too little time to see people in between or talk things through-made it all a bit rushed. Finally, I enjoyed the evenings a lot but there were too many speakers which again left no time to talk with other people".
- "The momentum for this initiative needs to be maintained with regular updates".
- "The best of luck and success to the network".