

GENDER AND MEDIA CONNECT

Report of the Extraordinary General Meeting



Strengthening the governance and operating framework of GMC

EGM held at the Ambassador Hotel, Union Avenue, Harare
Zimbabwe

17th July 2015

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CHAPTER ONE

Introductory Background

The Federation of Africa Media Women Zimbabwe (FAMWZ) held its first Extraordinary General Meeting (EGM) on Friday 17th July 2015 at the Ambassador Hotel to update its members and partners of the progress it has made in both resuscitating its operations since 2014 and strengthening its governance systems. What made this EGM special are developments that preceded it. Around 2008 FAMWZ experienced viability challenges and ceased to operate, which left a void in the media industry as there remained no institution actively tackling media development from the gender mainstreaming front. In early 2014 the FAMWZ board resolved to appoint a National Coordinator to lead the organization's national secretariat on a voluntary basis, with responsibilities of reviving the organization's work and visibility by raising the requisite funds, reestablishing strategic networks, implementing programs and recruiting staff. The year 2015 therefore marks the second year of operating for FAMWZ and the EGM's objectives were to:

- i. Update members and stakeholders on progress made in resuscitating the organization
- ii. Exchange views on how FAMWZ programs can be strengthened and challenges addressed
- iii. Review the founding documents of the organization, including its constitution and deed of trust

The EGM objectives were met through following the agenda below:

1.1. EGM Agenda

The meeting's agenda items were as follows:

- 1.1.1. Call to order and introductions
- 1.1.2. Welcome remarks
- 1.1.3. Introduction of the board and general membership
- 1.1.4. Chairperson's report
- 1.1.5. Director's report
- 1.1.6. Matters arising from the Director's and Chairperson's reports
- 1.1.7. Financial report
- 1.1.8. Proposed changes to the deed of trust and constitution
- 1.1.9. Any other business
- 1.1.10. Adjournment

1.2. Attendance

Category	Number		
	Male	Female	Total
Board members	1	5	6
FAMWZ staff, consultants, interns	1	3	4
Editors	3	1	4
CSO partner representatives	9	5	14
Embassy representatives	2	1	3
Educational institution representatives	-	1	1
Journalists	20	18	38
Others	-	1	1
Total	36	35	71

1.3. Apologies

- 1.3.1. Edna Bhala – Board member
- 1.3.2. Susan Matetakufa – Trustee
- 1.3.3. Leonissah Munjoma – Trustee

The meeting was called to order at 0930, and the meeting progressed as per agenda above. Outcomes thereof are presented in Chapter Two.

CHAPTER TWO

Outcomes of the EGM

AGM outcomes are presented in this chapter in line with the order of agenda items listed in Chapter One.

2.1. Chairperson's report – *Patience Zirima*

In her speech, the Chairperson addressed the following matters:

- 2.1.1. She welcome to all in attendance at the “first FAMWZ Extraordinary General Meeting (EGM) since our rebirth in January 2014”.
- 2.1.2. She called the meeting to pay respects to one of the longest serving FAMWZ board members; Stella Makanya who died on 26th June 2015. Stella Makanya served as board member for 16 years prior to her death, and the organization benefitted immensely from her leadership during those years. A minute of silence was called for in recognition of her dedication to the work of FAMWZ.

She went on to report that:

- 2.1.3. The first 18 months of the rebirth of FAMWZ had been momentous, with commendable strides being made towards reclaiming its position as a reference point for gender and media issues in Zimbabwe.
- 2.1.4. FAMWZ secretariat was reestablished in January 2014, thanks to the support of women and men in and out of the media; including media persons, media support groups and media houses.
- 2.1.5. The sterling efforts of the Trustees who include Mavis Moyo, Susan Matetakufa, Kennedy Masiye, Virginia Phiri and Leonissah Munjoma are highly appreciated. The same goes for media persons who took the bold decision to spearhead the resuscitation of the organization and the funding partners who believed in the strong determination of this group and supported us to put our house in order. From a zero budget to financial support amounting to more than USD200, 000.00 is a tremendous show of confidence by these partners in the gender and media cause.
- 2.1.6. FAMWZ partners including IMS, FOJO; NORAD, United States Embassy Public Affairs Section (US-PAS) and UNESCO deserve resounding appreciation for investing their trust in FAMWZ and granting the organization support that has enabled it to perform at levels that have always impressed the board. Through their support, over the past 18 months, FAMWZ re-recruited members, and as of today, it has a total membership of 319 of whom 110 are female, 121 male and 89 students. Interestingly, 67% of the total membership is aged between 18 and 30 years, which clearly shows that young professionals have become the driving force behind FAMWZ business and the future of the organization is in safe hands.
- 2.1.7. After a long search, FAMWZ successfully retrieved its founding documents. Input from some at the meeting during the strategic planning meeting of 2014, FAMWZ reviewed its

constitution and is still in the process of re-registering the organization as a Trust with a new name “Gender and Media Connect.” This name was adopted by members during the strategic planning meeting of April 2014 and the Trustees and Board meeting of 2015.

- 2.1.8. The constitutional reviews, name change and re-registration processes were necessitated by two reasons; (i) the original identity of FAMWZ as a chapter of a regional body was no longer applicable because the regional body is now defunct and (ii) the new name WOMENZ, which came as a result of an amendment in 2002, did not gain the desired level of acceptance among members who continued to call the organization FAMWZ. It is hoped that members will embrace the new name ‘Gender and Media Connect (GMC)’ – which better identifies with contemporary trends in the gender discourse and more accurately articulates FAMWZ ideological position. There is hope that the re-registration process will be completed in the next few weeks after the EGM.
- 2.1.9. FAMWZ has started to implement activities of the “Engendering the media” Program and the board is happy with the overwhelming support and cooperation from all stakeholders including funding partners, media managers, media persons and media-focused Civil Society Organizations (CSO). Their cooperation has truly energized the FAMWZ team, which is now more determined than ever to play its part.
- 2.1.10. In order to squarely respond effectively to prevailing gender issues, the organization has adopted ‘needs-driven’ and ‘research-based’ programming approach as evidenced by the several consultation meetings/workshops held during the past year. It conducted a baseline survey titled **“Gender Responsiveness of Policy Making and News Sourcing Trends in Zimbabwe’s Media Houses”** in 2014. These consultations have informed two key programme activities, namely (i) promoting gender consciousness among media persons, and; (ii) supporting the formulation and implementation of gender policies. This approach has improved the responsiveness of programs so much that it will be upheld to become the organization’s culture.
- 2.1.11. Invaluable support was received from our partners, Voluntary Media Council of Zimbabwe (VMCZ) and Media Monitoring Project of Zimbabwe (MMPZ) during this resuscitation phase. The organization had neither office space nor bank account to support the revival process and these two friends of FAMWZ extended a helping hand, enabling FAMWZ to benefit immensely from their financial management and administrative support. That helped maximize the availability, efficiency and effectiveness of the thin staff that was at FAMWZ disposal during the revival period. Funding partners, who are increasingly supporting innovative ideas of leveraging the limited available grant resources, welcomed this collaborative arrangement.
- 2.1.12. There remains a lot of work to be done in respect of repositioning the organization to deliver effectively on its mandate and bring the gender discourse to the top of the agenda of the media sector in Zimbabwe.
- 2.1.13. The support of members, media stakeholders and our funding partners is therefore highly appreciated. It will always be required for as long as gendered injustices exist in society and the media sector. As a movement, FAMWZ desires to be stronger, and that will require everyone to encourage other cadres in the media sector to join forces with FAMWZ. A world where boys and girls, men and women enjoy equal rights and opportunities remains possible if all stakeholders remain united in pursuit of shared goals.

The Chairperson concluded by informing the meeting that 17 July 2015 was the 86th birthday of Mavis Moyo, the woman who founded FAMWZ. “Happy birthday to Mavis,” she said before closing with, “may the Lord bless you with many more years filled with happiness and good health”.

2.2. National Coordinator’s Report – Abigail Gamanya

- 2.2.1. This past year has been a trying and yet exciting venture for the Secretariat and membership of FAMWZ, who all worked extremely hard to resuscitate the organization and restore its status as the reference point on gender and media in Zimbabwe. The role of National Coordinator continues to challenge and to make her professional life increasingly more interesting. Calls and emails are received from a myriad of people, including FAMWZ members, stakeholders and familiar or unfamiliar faces for mentorship, counseling or just sharing ideas about the highs or lows of our professional and social lives. Importantly, different colleagues have come forth to share ideas on how the organization can be taken forward. FAMWZ membership is faced with complex and varied issues, especially matters pertaining to gender discrimination within the media workforce. These have been addressed by collaborating with many organisations.
- 2.2.2. After almost two years without a Secretariat the current team has tried to establish a viable operational system, fine tune organizational plans and now endeavors to move forward with a more concise, responsive and up-to-date strategic plan starting 2015. A priority of the existing strategic plan is to build and strengthen the organization’s technical capacity not only to sustain its operations, but to drive the gender and media discourse in Zimbabwe.
- 2.2.3. Since its revival in January 2014, FAMWZ has been strategically positioning itself to respond to the gender issues in the media sector and since the beginning of June 2014, it is implementing a “Gender and Media” project which is working with mainstream media houses to (i) develop gender policies and (ii) to produce a database of women who can be sources of news. This project started with a baseline survey titled “Gender Responsiveness of Policies and News Sourcing Trends in Zimbabwe’s Media Houses: A Situational Analysis of Gender Policy Availability and Gender Sensitivity in the Media’s Selection of News Sources”. That survey found out that (i) only one of the twelve participating media houses had a draft gender policy which they had not yet started implementing and the rest did not have any (ii) women constituted 20.3% of actual voices heard in the media, being mostly quoted in soft articles on gender and social matters, while men dominated economic and political news. This study both informed FAMWZ’ programs by showing the gravity of gender issues that need to be addressed and increased its visibility, generating interest in gender and media discourse among media players. Indeed, high levels of energy and dedication have been witnessed from all the individuals and institutions that were engaged to discuss the survey’s results.
- 2.2.4. Courtesy of FAMWZ culture of consulting widely to shape its programs, the past months have been about adapting to new and fresh programming methods and circumstances, while continuing to build on and remain true to what is most important to the profession. It is the commitment to core strengths and values that have made FAMWZ resilient to the constant changes in the operating environment, which have adversely affected the organization over the past few years. A lot of new work has begun or been completed, and learning opportunities are recognized as critical not only to staying current but also to renewing and recharging the organization. With support from some funding partners FAMWZ has managed to offer learning opportunities to some of its members by exposing them to opportunities of attending and covering regional summits, organizing exclusive exhibitions of their work and coordinating activities within their localities.

2.2.5. The organization's work requires partnerships, analogous to the growth of team-based care. This includes the work that has been done with the MAZ members and media houses around sexual harassment, gender policies and commemoration of important calendar events for the industry such as the Press Freedom day and the IMPI process. The most significant activities are those that were member-driven such as the following:

› **Strategic Planning Review Meeting:**

- FAMWZ conducted a strategic review meeting attended by board, trustees and members to prepare for the organisation's revival and continuance. This enabled the members not only to decide the programmatic future of FAMWZ, but to clearly define the niche for FAMWZ to avoid overlaps and, importantly, add value to the media industry. Therefore the strategic plan for 2014–2016 is anchored on two pillars; one that looks at key programmatic areas and another that focuses on organizational development in order to strengthen FAMWZ and enhance its service delivery and sustainability.

› **Review of founding documents:**

- This is nearing completion after the adoption and endorsement of the trust deed by members. It is modeled along the strategic focus outlined in the 2014 strategic planning report and also in line with general good governance practices.

› **Needs Assessments**

- These involved media managers and journalists, and recommendations coming out of the processes were that the organization should:
 - Consider rebranding, which entails changing its name
 - Mobilize for induction/mentoring of female students and junior reporters
 - Advocate for inclusive gender policies within the industry and come up with a Directory of women sources to increase the voices of women in our media.
 - Work with a wider range of women media practitioners such as photographers, cartoonists and freelancers. (FAMWZ conducted a one-day workshop in October 2014 for 40 male and female freelancers to raise their awareness of the key facets of freelance journalism address their attitudes and impart skills of surviving the competition and challenges of Zimbabwe's operating environment).
 - Revive the Gender Media Awards.

› **Sexual Harassment and Gender Discrimination Survey**

- FAMWZ did a research document on Power, Patriarchy and Gender Discrimination in Zimbabwean newsrooms and went out to all key towns with a concentration of media houses and media training institutions to sensitize members and non-members about the issues that had been raised through the research.

› **Regional Gender Summit**

- In order to build the capacity of women in newsrooms FAMWZ seconded two of its members from the Daily News and Newsday respectively to cover the SADC Gender Protocol Summit in June 2014 in order to enhance their understanding of the processes and issues at such regional and international levels.

› **Mining Media Awards 2014**

- FAMWZ, in partnership with MERJKH Communication, held the 1st ever Mining Media Awards in September 2014, which aimed to encourage women journalists to aspire to cover such hard news and recognise the efforts of all journalists working on that beat.

› **Networking – Candid Talks**

- The members organized and facilitated 10 Candid Talk Sessions in their respective locations to discuss pertinent issues either dear to their profession or affecting women within their localities. The talk sessions renewed and increased the participation of both male and female journalists and raised their interest in FAMWZ. Importantly, it created convenient space and time for female journalists to interact.

› **Gender and Media Stakeholders**

- It was held in December 2014 to create a platform for regular multi- stakeholder dialogue on gender and media in Zimbabwe and to stimulate coordinated action by media sector players to address gender issues within the sector.
- The activities recorded so far have immensely boosted the visibility of FAMWZ.

2.2.6. Movers and shakers

As an organization that views women’s elevation to positions of influence and decision making, FAMWZ celebrates the triumphs that have been registered in media houses that have women among their most senior officials. Hopefully this will be a telling factor in enabling FAMWZ to promote gender mainstreaming in media houses in the near and distant future.

The above highlights of the past year’s achievements reflect the positive influence of the supportive membership of FAMWZ, and strong leadership. The entire FAMWZ team has learnt how to work together with a community, how to respect each other’s differences and seen how badly we need each other to succeed.

2.3. Financial statement for period ending 31st December 2014 – Eunice Moyo

2.3.1. FAMWZ secured a total of USD206, 193.00 in grants from various partners of which it has so far received USD186, 851.21. No new assets were procured using these grants, as expenditure priorities were program implementation (57% of spending), personnel (costs (21%), administrative costs (8%), external audit fees (1%) administration and financial management costs (4%). In total, the organization had by the time of the EGM burned 91% of what it had received and remained with a balance of 9%. The table below summarizes the expenditure patterns.

<i>Expenditure per budget item</i>	<i>Amount (USD)</i>	<i>% of budget</i>
TOTAL PROGRAMME COSTS	105,995.24	57
Personnel Costs	39,750.00	21
Administration costs including Governance meetings	14,755.10	8
EXTERNAL AUDIT FEES	1,500.00	1
Administration and financial management costs	8,302.00	4
TOTAL EXPENDITURE	170,302.34	91
REMAINING BALANCE	16,548.87	9
REMAINING BALANCE BREAKDOWN: IMS	376.11	
: FOJO	1172.76	
:NORAD	15,000.00	

- 2.3.2. The audit of the organization’s funds rated FAMWZ accounts as “unqualified”, which means that the accounts are well in order.

CHAPTER THREE

Resolutions of the EGM

The meeting’s resolutions centered around the endorsement of the GMC’s constitution, deed of trust, new name and terms as well as the status of different classes of members.

3.1. Proposed amendments to the deed of trust and constitution

- 3.1.1. The original FAMWZ constitution was drafted around 1997, and many things have changed since then. This invites the regularization of the membership of trustees, as some of them relocated while others are deceased. Amending the constitution and deed of trust is one of the recommendations of the (May) 2014 strategic plan, which revealed that the two documents needed to be in agreement with each other and responsive to emerging realities.
- 3.1.2. At previous engagements, FAMWZ members suggested a name change, and agreed to use ‘GENDER AND MEDIA CONNECT’ (GMC) instead of FAMWZ. At the meeting the name was discussed and endorsed, but with the addition of “Zimbabwe” at the end, which transforms the name to Gender and Media Connect Zimbabwe (GMC). This name reflects the new thrust of the organization, which is to address gender more inclusively than just from the perspective of women.
- 3.1.3. The meeting endorsed the proposal to change the name of the team that oversees the organization’s work from “Executive Committee” to “Governing Council”.
- 3.1.4. The title of the leader of the Secretariat was changed from “National Coordinator” to “Director”.
- 3.1.5. The original constitution had omitted the vision and mission of FAMWZ. It was therefore agreed that the organization’s vision, mission, goals and objectives be clearly spelt out. The Vision now is:
- 3.1.6. The vision now is: *A gender-sensitive and inclusive organization that promotes women’s empowerment, equality and diversity.*
- 3.1.7. The Mission is: *To be a gender and media organization that advances the cause of female media practitioners in order to promote gender equality through advocacy, training and capacity building, policy research and implementation, gender mainstreaming and monitoring*
- 3.1.8. The values of GMC will be:
- › Gender sensitivity
 - › Inclusivity
 - › Transparency
- 3.1.9. Aims of GMC are:
- › To assist the development process through programs and activities which promote, inform and coordinate the work of media women in Zimbabwe
 - › To identify and address the needs and concerns of Zimbabwean media women.

- 3.1.10. Ten objectives are listed under these objectives and they will be serving to guide the organization in fulfilling its aims above. GMC Secretariat will post its vision, mission, values, aims and objectives on its website for members to access.
- 3.1.11. Advocacy committees were introduced in the constitution to replace the branches in the old version. These committees are GMC's strategy for decentralizing its programs, and their role is to keep the organization's work in motion in various areas and to coordinate its activities for reporting purposes.

3.2. Membership of GMC structures

- 3.2.1. The meeting discussed the criteria for selecting members of GMC and their rights. GMC members can be institutions/organizations or individuals. Three categories of memberships will be:
- › Full members – open to professional Zimbabwean women in the communication media, involved in publishing, writing, broadcasting and so forth. Their membership shall be confirmed upon paying their membership fees as set out periodically by the board.
 - › Associate members – to be offered by the AGM to any person including men and any organization that GMC considers legible by virtue of their interest and contribution in the area of communication.
 - › Honorary members – to be offered to persons who in the opinion of GMC have made an outstanding contribution to the field of communication or the work of GMC. Honorary members shall be exempt from paying subscription fees. There is one honorary member so far, namely Mavis Moyo.
- 3.2.2. Men are welcome to be GMC members, but they have to be those who are gender-sensitive and appreciative of the importance of uplifting women in society. Padare Men's Forum on Gender is a typical example of progressive men who stand good chances of partaking as members. The meeting agreed that women should and will continue to drive the organization's agenda.
- 3.2.3. The pegging of membership subscription fees was not concluded at the meeting. A task team will consult widely and come up with a fee amount that will be shared with members within two months after the EGM for discussion at the next AGM.

3.3. Any other business

- 3.3.1. Mavis Moyo, the founder of FAMWZ turned 86 years old on the day of the meeting. All members celebrated it, wished her well, and GMC presented her a present. May the Lord grant her many more years of happiness and peace!
- 3.3.2. GMC was encouraged to continue investing in the technical capacity of women in the media.

The meeting ended at 1300, being resoundingly successful, and members departed after having lunch.

Annex 1: List of delegates at the meeting

#	First Name	Surname	Sex	Designation
1	Chipo	Gudhe	Female	Editor – Midlands Observer
2	Oliver	Gawe	Male	Treasurer- ZINEF
3	Abigail	Gamanya	Female	National Director- FAMWZ
4	Mavis	Moyo	Female	Trustee- FAMWZ
5	Samukeliso	Moyo	Female	Other
6	Tafadzwa	Goliati	Male	PAZ
7	Chido Valerie	Sibalo	Female	Programme Assistant- FAMWZ
8	Elia	Ntali	Male	Freelance Journalist
9	Vimbai	Kamoyo	Male	Reporter
10	Siphathisiwe	Masuku	Female	Intern- FAMWZ
11	Theresa	Takafuma	Female	Programmes Officer- Tell Zimbabwe
12	Tafadzwa	Tseisi	Male	VMCZ
13	Pretty	Chavango	Female	Freelance Journalist
14	Tracey	Muchechetere	Female	Voice of Zimbabwe
15	Wonder	Jekemu	Male	Embassy of Sweden
16	Barnabas	Thondlana	Male	SG- ZINEF
17	Shereen	Gondwe	Female	Journalist- Weekly Gazette
18	Sukuoluhle	Ndlovu	Female	Freelance Journalist
19	Rachel	Maipisi	Female	Freelance Journalist
20	Irene	Kalulu	Female	Freelance Journalist
21	Elizabeth	Hove	Female	Lecturer- Great Zimbabwe University
22	Patience	Zirima	Female	Acting Chairperson- FAMWZ
23	Eunice	Sigidi- Moyo	Female	VMCZ
24	John	Masuku	Male	Radio VOP/ FAMWZ Board Member
25	Tracey	Sibanda	Female	ZBC
26	Annahstacia	Ndlovu	Female	Freelance Journalist
27	Farai	Matebvu	Male	Sci Dev. Net
28	Abel	Chipanera	Male	Editor- The Star
29	David	Chidende	Male	Freelance Journalist
30	Kudzanai	Gerede	Male	Manica Post
31	Ellen	Dingani	Female	ZESN
32	Joyce	Jenje	Female	JJMCA
33	Admire	Machiwenyika	Male	The Flame
34	Faith	Ndlovu	Female	VMCZ
35	Simbiso	Marimbe	Female	IMS
36	Christopher	Mahove	Male	Freelance Journalist
37	Patrick	Musira	Male	Freelance Journalist

#	First Name	Surname	Sex	Designation
38	Jacqueline	Makuvatsine	Female	Freelance Journalist
39	Agnes	Gudza	Female	Journalist
40	Kundai	Marunya	Male	Harare News
41	Edward	Makuzva	Male	The Flame
42	Virginia	Phiri	Female	Trustee- FAMWZ
43	Nyaradzo	Makombe	Female	Board Member- FAMWZ
44	Paul	Pindani	Male	Acting Editor- Know to Win
45	Terry	Mutsvanga	Male	CAC
46	Andrew	Kunambura	Male	Financial Gazette
47	Simbarashe	Muparaganda	Male	New Ziana
48	Francisca	Chamunokara	Female	Freelance Journalist
49	Nigel	Nyamutumbu	Male	Programmes Manager- MAZ
50	Tinashe	Muchuri	Male	Teacher in Zim
51	Mandy	Kanyemba	Female	Freelance Journalist
52	Emison	Haripindi	Male	Plv/ Freelance Journalist
53	Flata	Kavinga	Male	Editor- Midlands Printers Group
54	Edward	Kunyipa	Male	Freelance Journalist
55	Vimbai	Muchapondwa	Female	Freelance Journalist
56	Thandeka	Moyo	Female	Reporter- Chronicle
57	Thomas	Madhuku	Male	Freelance Reporter
58	Rashweat	Mukundu	Male	IMS
59	Kudzai	Makoni	Male	Consultant- FAMWZ
60	Patience	Chiyangwa	Female	Freelance Journalist
61	Virginia	Muwanigwa	Female	FAMWZ Board/ HIFC Director
62	Luther	Muteeri	Male	Telegraph Reporter
63	Mary	Doma	Female	Freelance Reporter
64	Loughy	Dube	Male	Executive Director- VMCZ
65	Regina	Pasipanodya	Female	Freelance Journalist
66	Wallace	Mawire	Male	Freelance Journalist
67	Sofia	Mapuranga	Female	Media Reporter
68	Columbus	Mavhunga	Male	German Press Correspondent
69	Watmore	Makokoba	Male	Reporter- Flame News
70	Sham	Mukamba	Male	VMCZ
71	Earnest	Mudzengi	Male	Director – Media Centre