



# ACNOA

REVIEW OF AFRICAN OLYMPISM  
REVUE DE L'OLYMPISME AFRICAIN

## Magazine

SPECIAL EDITION



**2<sup>ND</sup> GENDER EQUALITY FORUM**

**ANOCA  
THINKS BIG!**

**2<sup>ND</sup>  
ANOCA  
GENDER  
EQUALITY  
FORUM**



**THANK  
YOU!**

Cabo-Verde

**SPORT, WOMEN AND GENDER EQUALITY.**



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2<sup>nd</sup> GENDER EQUALITY FORUM

# A RESOUNDING SUCCESS

Full report outlines the major guidelines and new vision of the African Olympic and Sports Movement on strategic empowerment of women in sport across Africa.

**SAL, CAPE VERDE 2-3 OCTOBER 2023**



**T**he 2<sup>nd</sup> ANOCA Gender Equality Forum brought together key decision makers of the African Olympic Movement, to brainstorm ways of guiding sports organisations to become more gender balanced in all aspects of their work. 2023, a year away from Paris, and three years away for the first Youth Olympic Games ever organised in Africa, affords sports organisations the opportunity to build momentum and create substantial change towards gender equality. The forum highlighted the importance of gender equal representation in sports leadership, technical officiating, how men and women should be working together towards the change and the increasing participation of women and girls in safe sport. The stories and experiences of the panellists provided compelling insights and inspiration for all the participants, who are ready to champion equality at the highest levels of their organisations.

The forum was attended by National Olympic Committee (NOC) Presidents and Gender Equality Commission (GED) Representatives, NOC Executive Boards, National Federation (NF) Executive Boards and Women in Sport/Gender Equality Commissions (GED), and International Olympic Committee (IOC) staff, some 200 participants from the African Olympic Movement, covering Africa, in the area of gender equality in sport. Also in attendance were His Royal Highness Prince Faisal Al Hussein, IOC Executive Board Member, IOC GEDI Vice Chair, Chair ANOC Gender Equity Commission, Olympic champions and IOC members in Africa.



***The forum highlighted the importance of gender equal representation in sports leadership, technical officiating, how men and women should be working together towards the change and the increasing participation of women and girls in safe sport.***





The opened with addresses delivered by various sports leaders. These included Dr. Filomena Fortes, Cabo Verde NOC President, the Mayor of Sal Island, the Minister of the Family, Inclusion and Social Development of Cabo Verde, ANOCA President and IOC Member, Mr Mustapha Berraf, IOC President, Dr Thomas Bach (Video Message) and Cabo Verde President, H.E. Jose Maria Neves (by videoconference). They bore the common message that gender equality was the mission for all and there was need to ensure gender parity on and off the field of play. They urged all members to embrace the concept of gender equality.

Ms. Matlohang Moiloa-Ramoqopo, ANOCA 2<sup>nd</sup> Vice President and IOC Member, highlighted the key objectives of the forum which included the following:

1. Evaluate how far ANOCA, Zones and NOCs have come since the adoption of the ANOCA Gender Equality Plan and highlight the achievements of African women in the different sectors, including leadership, technical and participation.
2. Ensure alignment of all GE Plans with the IOC GE Strategy.

3. Emphasize the importance of achieving IOC's minimum target of 30% representation of women on boards in the lead up to many NF/ NOC elections.
4. Create an understanding around gender equality being a topic that men and women need to work on together, for the benefit of both genders.
5. Raise awareness on safe sport to ensure increased participation of girls and women.

The forum was addressed by several eminent speakers and panellists who all made the case for engendering sports at all levels. These included the following:

Dr Phumzile Mlambo-Ngcuka, Former Executive Director UN Women (Online) provided the keynote address. For her it was reassuring that the sports world was tabling the issue of gender equality in Africa. She commended ANOCA and the IOC for raising the bar on the issue. Women in Africa still faced several barriers and stereotypes which need to be addressed. She called for clear policies that guide the sports family in this quest. She also called for strong measures to deal with gender based violence especially against young girls.

Ms. Matlohang Moiloa-Ramoqopo, ANOCA 2<sup>nd</sup> Vice President and IOC Member, made a presentation on the ANOCA Gender Equality Plan - How far have we come? She provided an overview of the evolution of the gender initiative in Africa. She noted that ANOCA held its first gender forum in 2026 and put in place a Women and Sports Commission which was all female. This can be changed with one male representative on the new Gender Equality Commission.









ANOCA has developed a Gender Action plan and some zones like 2 and 6 have made progress in actioning the plan. She urged the rest of the zones to emulate.

There was a panel discussion on Implementation of Zonal GE Plans: Successes, Challenges and Future Plans. The panel comprised:

- Mrs Germaine Manguet, ANOCA Zone 2
- Mrs Hazel Kennedy, ANOCA Zone 6
- Ms Felicite Rwemarika, ANOCA Zone 5, IOC Member

Each speaker dwelled on how their respective zones were working on gender equality based on the ANOCA gender action plan. They worked closely with NOCs at country level. They called for data driven analysis.

Ms. Eleonora Guzzi, IOC Olympic Values Project Coordinator and Mr Yassine Yousfi, Continental Manager Africa, Head of Entourage Unit, Olympic Solidarity, presented on Olympic Solidarity / Resource allocation for GE. Both Eleonora and Yassine revealed that specific resources were allocated for gender equality work for NOCs, especially through the gender equality and diversity commissions. NOCs are encouraged to apply for this funding. These include inter alia through the Olympic values programme as well as capacity building through various courses. NOCs are encouraged to (1) ensure gender balance on executive boards (2) gender balances in Olympic Solidarity scholarships including the following specific programmes: women in sport high performance pathway and Women Sports Leadership academy (3) nominate training safe guarding officer (4) develop a safeguarding policy (5) implement mentorships programmes.



Ms Lucia Montanarella, IOC OG Operations Associate Director (Online) looked at changing of stereotypes. Women are often seen through stereotype lenses and this needs to be reversed.

Ms Evelyn Watta, VP AIPS made a presentation on Portrayal of Women Sport. She stressed the need to highlight the different ways various genders are portrayed across the sports space especially in the media. IOC has developed portrayal guidelines, which NOCs are advised to consider.

Mr Ibrahim Wade, General Coordinator Dakar 2026 made a presentation focusing on the impact of the Youth Olympic Games in Africa: Towards a more gender balanced sport. It was revealed that Dakar was committed to engendering the youth games.

HRH Prince Faisal Al Hussein, IOC Executive Board Member, IOC GEDI Vice Chair, Chair ANOC Gender Equity Commission made a second key note speech looking at why the drive for gender equality is the drive for Safe Sport . He made the connection between Gender Equality and Safe sport. The two are mutually reinforcing and should not be considered as separate.

#### **PANELLISTS:**

- HRH Prince Faisal Al Hussein, IOC Executive Board Member, IOC GEDI Vice Chair, Chair ANOC Gender Equity Commission
- Ms Malebo Raditladi – Head of the Safe Sport Task Force ANOCA Zone 6 (Online)

Presentation on available Research Data on GE in Africa by Dr. Lombe Mwambwa, Research Director Global Observatory for GE and Sport, University of Lausanne.





Dr Mwambwa highlighted that they are intend on undertaking research on the state of gender equality in Africa. At the moment there is not much on Africa.

### **PRESENTATION: GE FORCE PROJECT**

- Ms Silvija Mitevaska, Chair of the Women's Commission at the Olympic Committee of North Macedonia
- Dr. Marcos Lopez-Flores, President of the European Network of Innovation and Knowledge

The presenters informed the forum of the GE force project supported by the European Union. The project aims at providing deep research about gender equality in leadership in sports organisations. The NOCs of Macedonia, Poland and Cape Verde are part of this initiative.

Day 2 commenced with group work centred on the 7 zones of ANOCA. The groups discussed the following questions (1) how to implement Gender Equality strategies and (2) how to increase number of women in all sectors of sport (Participation, Leadership, Coaching, Technical Officiating, Medical, etc. The common themes that arose from the 7 groups were (1) need for policies on gender equality (2) awareness creation (3) capacity building (4) mentorship of young girls (5) work with male allies.

Following the group discussions, the session moved into a moderated panel: Mainstreaming gender equality in technical domain. The moderator: Ms. Nawal el Moutawakel, IOC Member with panelists who included:

- Ms. Natalie Noameshie, Volleyball Referee





- Ms. Kirsty Coventry, Olympic Medallist, Minister of Youth and Sport, Former chairperson IOC Athletes Commission, IOC Member
- Ms. Emma Benany, Rowing Coach
- Mrs. Buchra Hajij, President CAVB, ANOCA GE Commission (Online)

Each of the panellists shared their experiences and journeys. They noted that their journeys were not easy. Coaches and families played a central role in their stories and need to be part of the journey to gender parity.

Ms. Kereyn Smith from New Zealand shared her experience in gender equality advocacy. She noted that the advisable way to go was for NOCs to work together with governments and International federations.

Male allies joined a panel discussion moderated by Ms Odette Assembe Engoulou, (VP Cameroon NOC, ANOCA GE Commission Member, and IOC Member). The panellists included

- Dr Donald Rukare - President Uganda NOC, ANOC/ANOCA GE Commission Member
- Mr. Alfred Foloko - President Zambia NOC and ANOCA Zone 6
- Mr. Omar Seydina Diagne - Senegal NOC SG/ Zone 2 SG
- Mr. Anibal Manave - Mozambique NOC President, FIBA Africa President

The speakers stressed the need to involve all stakeholders in the gender equality debate.





***The need for safe, trusted and credible national systems was stressed. Safe sport initiatives based on policy, awareness creation, robust reporting mechanisms, data driven decisions and constant monitoring should be put in place.***



This is not a women's only issue. Leadership and political will are required to advance the discussion as well. Embedding gender equality in Constitutions and policy was mooted.

An IOC Workshop on Safe Sport was held with the facilitator, Ms. Kirsty Burrows, Head of Safe Sport Unit, IOC. Ms. Burrows revealed that the IOC has a



safe guarding policy which NOCS can adapt to their local situation. The need for safe, trusted and credible national systems was stressed. Safe sport initiatives based on policy, awareness creation, robust reporting mechanisms, data driven decisions and constant monitoring should be put in place.

The President of ANOCA bestowed awards to various distinguished sports leaders for their commitment at the service of the African Olympic and Sports Movement.

On this occasion, President Berraf congratulated the recipients on their contributions to the development of the African Olympic and sports movement.



# GENDER EQUALITY

## STAKEHOLDERS STAND COMMITTED

Deliberations of the 2<sup>nd</sup> Gender Equality Forum rounded off with participants drawing up and adopting a charter of commitments to action.

### Takeaways and Resolutions

The two days of intense deliberations concluded with the following resolutions:

1. There is need for all NOCs and zones to adopt Gender Equality Strategies and action plans.
2. NOCs should have safe guarding/ safe sports policies in place.
3. Male allies should be identified and worked with.
4. Budget and allocate resources for Gender Equality activities.
5. Conduct research to have data on Gender Equality for monitoring, learning and reporting.
6. Awareness raising still required as well as mentorship programs for young girls.
7. Increase female participation from grassroots to elite at all levels.
8. Implement 30% quotes for women leadership
9. Increased women capacity and representation in all categories (athlete's entourage, administrators) from community to elite.
10. Implement the IOC portrayal guidelines across media and sports actors
11. Establish and implement measures for safe sport environment for all especially groups at risk.
12. Formulate policies on safe guarding and safe sports.
13. Enhance resource allocation policies according to delivery on Gender equality criteria.

The curtains were drawn on the 2<sup>nd</sup> ANOCA Gender Forum with remarks from Ms. Matlohang Moiloa-Ramoqopo, ANOCA 2<sup>nd</sup> VP, ANOCA GE Commission Chairperson, IOC Member and Mr. Mustapha Berraf, ANOCA President and IOC Member.





They thanked the Cape Verde NOC for hosting the forum, the participants for the active participation, the sharing of experiences by the various panelists.

They looked forward to implementing the forum recommendations within the NOCs and Zones.



**ANOCA Gender Equality Forum, Sal (CPV), 3 October 2023**

# **STRONGER TOGETHER FOR GENDER EQUALITY WITHIN ANOCA**



## Commitments to action

1. Actively participate in and implement the results of ANOCA's zonal working groups on gender equality;
2. Undertake data collection, research and information for monitoring, evaluation, learning and reporting on gender equality;
3. Organise gender equality awareness campaigns at all levels in Africa;
4. Increase the participation of women athletes from grassroots to elite level;
5. Implement gender balance quotas within governing bodies, with a minimum representation of 30% women, as provided for in the ANOCA Constitution;
6. Increase the capacity and representation of women in all categories (athlete support, administrators, etc.), from grassroots to elite level;
7. Commit the necessary resources (financial and non-financial) to enable the implementation of the gender equality strategy;
8. Implement the IOC portrayal guidelines in the media and with sports stakeholders;
9. Adopt and implement measures to promote a safe sports environment for all, in particular for at-risk groups;
10. Improve resource allocation policies based on gender equality criteria.

## Policies

# SAFEGUARDING, PORTRAYAL, LEADERSHIP, PARTICIPATION

### CONCLUSION

The 2<sup>nd</sup> ANOCA Gender Forum covered several key areas essential to mainstreaming gender equality. There is need for initiatives to be anchored on sound policies/strategies with clear activities to be

intentionally monitored. Participants thanked the IOC, Olympic Solidarity and ANOCA for inviting them and supporting their participation in this very important forum.

The next Forum will hold in two years' time.



## **IOC PRESIDENT'S MESSAGE**

# **IOC STANDS WITH ANOCA IN PROMOTING GENDER EQUALITY**

«Promoting equality at all levels!» This overall IOC guideline guided the Sal, Cape Verde, deliberations.

**Dear chair of the ANOCA Gender Equality Commission, my dear IOC colleague and friend, Mathlohang Ramoqopo,**

**Dear fellow IOC members,**

**Dear Olympic friends,**

All of us in the Olympic community share one mission - to make the world a better place through sport. One of our priorities is advancing gender equality in and through sport. As sports organisations, we have an important responsibility to lead by example. With this Forum, ANOCA is doing exactly this: leading by example and demonstrating your commitment to advance gender equality in sport throughout Africa.

Gender equality is a basic human right of profound importance. It is also an integral part of good governance. No organisation, no country can today afford to leave the skills of 50% of the population behind. This is why the IOC is strongly committed to closing the gender gap on and off the field of play. For the Olympic Games Paris 2024 and for the Youth Olympic Games Dakar 2026, we are going to have full gender parity. To achieve this, the IOC has changed the sports qualification quota and the sports programme. As a result, we will have the same number of male and female athletes competing.

What is more, we have modified the Olympic competition schedule to balance the visibility of men and women's events in the programme. Recognising the important role of media coverage of the Olympic Games, we have also developed portrayal guidelines for gender-equal, fair and inclusive representation. Off the field of play, we are not 100% there yet, but we are seeing great progress as well. As a result of our Olympic Agenda 2020 reforms, female participation in the IOC commissions has more than doubled, and



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for the first time in our history, an equal number of positions is being held by men and women across the IOC commissions. This gender balance represents a substantial increase compared to before our reforms took effect, when women accounted for only 20% of positions. Thanks to our reforms, around 40% of IOC members are women. This is up from 21% from before Olympic Agenda 2020.

At the IOC and at the Olympic Games, we have therefore made great progress, but we also have to realise that this progress is not happening at the same pace across the Olympic Movement. Just to give you a few examples. On average, there are only 26% of women in NOC leadership positions. Among the IFs, only 4 are led by a woman, and just 8 IFs have a female secretary general. We see this gender gap also in the athletes' entourage, where the number of women holding leadership roles such as chefs de mission, technical officials, and in particular, coaches remain





**Gender equality is a team effort. We all have a role to play. You can always count on the full support of the IOC as a partner by your side. Because it is only by joining hands that we can live up to our new Olympic motto: Faster, Higher, Stronger Together.**



unacceptably low. If we truly want to promote gender equality and empower women in sport, not only as athletes, but also as coaches, officials and leaders, then everyone has a role to play - the IFs, the NOCs, the athletes and all other partners and stakeholders that are gathered at your Forum today. Gender equality does not just magically happen.

To continue to advance, we need deliberate policies and institutional commitment.

This is why I am very pleased to see how ANOCA, through its Gender Equality Commission, is taking important steps. With your strong focus on promoting sport across Africa on the zone level, you are demonstrating the importance of a bottom-up approach.

Also, when it comes to gender equality, your Forum is a great opportunity to build momentum. This is why today, I would like to congratulate and thank all of you, and in particular, your Commission chair, my very dear IOC colleague and friend, Mathlohang Ramoqopo. I would also like to express my thanks and gratitude to two more of my IOC colleagues and friends, Lydia Nsekera, the Chair of the IOC Gender Equality, Diversity and Inclusion Commission, as well as your gracious host, Filomena Fortes, President of the NOC of Cabo Verde and a dear IOC colleague and friend as well. Together, they are leading by example. Developing ambitious and impactful programmes in their respective countries and for the entire African continent. These three truly remarkable women leaders are driving forward women's empowerment in African sport with vision and determination, for which I salute them wholeheartedly.

Gender equality is a team effort. We all have a role to play. You can always count on the full support of the IOC as a partner by your side. Because it is only by joining hands that we can live up to our new Olympic motto: Faster, Higher, Stronger Together. In this Olympic spirit, I wish you fruitful discussions and a very successful Forum.

All the very best.

**Dr Thomas Bach**  
IOC President

## **ANOCA PRESIDENT'S ADDRESS**



**“LET’S SHARE BEST PRACTICES  
AND SUSTAIN GENDER  
EQUALITY ON OUR CONTINENT”**

In his speech, ANOCA President, the Honourable Mustapha BERRAF, addresses the stakes of the 2<sup>nd</sup> Gender Equality Forum.

**The Minister of sports, dear friend,**

**The President of NOC Cape Verde,**

**Government Officials of the Republic of Cape Verde here present,**

**The Chairlady of the ANOCA Gender Equality Commission,**

**Dear Olympic Solidarity friends,**

**Dear Athletes,**

**Fellow friends of the African Olympic family,**

**Distinguished guests,**

**Ladies and Gentlemen, dear participants,**

I welcome you all most heartily to Cape Verde, this wonderful country. I would like to thank the authorities of Cape Verde at the highest level, foremost amongst them the President of the Republic, His Excellency José Maria Neves, for the wonderful welcome and fraternal hospitality accorded us. I would also like to thank the people of Cape Verde for the warm and loving welcome they have extended to the entire family of the African Olympic and Sports Movement. We are in Sal Island, this land blessed by God, where serenity reigns, and which gives us peace of mind. We are particularly honoured and proud that we are showered with such attention and given much recognition.

**Distinguished guests,**

**Ladies and Gentlemen,**

I would like to congratulate all 54 National Olympic Committees of Africa, who have made it possible to hold the 2nd Gender Equality Forum on the theme



***Gender equality, inclusion and diversity are among the fundamental principles of Olympism set out in the Olympic Charter. They are essential in materialising the IOC and Olympic Movement's vision to "build a better world through sport".***



of "*Sport and Gender Equality*". I wish to thank in particular the ANOCA Gender Equality Commission and all the gender equality or women in sport commissions, which are doing a remarkable job to promote gender equality in sport on our continent.

Our deliberations will focus on sharing best practices amongst ANOCA zones, NOCs and at international level. By the end of our Forum, we should have,





together, formulated tangible and achievable strategies and plans that will sustain gender equality on our Continent.

This approach follows from the guideline in our 2020-2024 strategic plan, which makes women a focal concern in the promotion of sport.

The ANOCA strategic plan mentioned above advocates gender equality in sport. We therefore have to brainstorm, organise and devise specific strategies, and also set requirements in a bid to achieve our objectives in this area.

Gender equality, inclusion and diversity are among the fundamental principles of Olympism set out in the Olympic Charter.

They are essential in materialising the IOC and Olympic Movement's vision to «*build a better world through sport*».

The Association of National Olympic Committees in Africa, which I am honoured to head, along with all continental sports stakeholders, resolutely wishes to be part of a pragmatic approach to actions aimed at serving and supporting African women in sport.

It is true that many women are taking on more and more responsibilities, both in our Olympic bodies and in Sports Ministries. But we need to make greater efforts because, on our continent, women play a vital role in the training and education of children, as well as in African social and societal life. African women are the bedrock of our future.





***We must brace ourselves to respond to this approach. In our organisation, with a view to our participation in this huge global sports and Olympic event, we must encourage our female athletes and put them in the right conditions to be at the same level as our male athletes, so that we can bag more medals in Paris.***



To help consolidate gender equality, empower women, protect fundamental resources from an environmental perspective, promote the values of peace among Africa's youth, we all have the bounden

duty to be more enterprising, more pragmatic, more operational and more inclusive, in order to meet this aspiration. This is the rationale behind this Forum on Gender Equality.

**Distinguished Guests,**

**Ladies and Gentlemen,**

Let us commit ourselves to new initiatives to promote sports practice by women and women's access to positions of responsibility in the world of sport.

We are here to ensure that the African Olympic Movement definitively adopts the values of promoting a world of gender equality and inclusion, which will provide us with a framework for integrating gender equality at all levels of our Olympic movement.

We need to set an example and support women's leadership in sport. This also means, above all, supporting women athletes who have exceptional potential in terms of performance. They will be our medal hopefuls at the Paris 2024 Olympic Games. Women coaches must also become more representative.

At these Games, there will be 50% parity between men and women. We will be the privileged witnesses of the parity that will be the order of the day at the Paris Games. This is a historic first.

We must brace ourselves to respond to this approach. In our organisation, with a view to our participation in this huge global sports and Olympic event, we must encourage our female athletes and put them in the right conditions to be at the same level as our male athletes, so that we can bag more medals in Paris.

This also holds for the organisation of future sports competitions by ANOCA: the African Games, the



***This fair treatment is a key element of our agenda, and the progress made so far is flattering.***



Beach Games, the Youth Olympic Games in Dakar in 2026, and many others.

This fair treatment is a key element of our agenda, and the progress made so far is flattering.

We have aligned ourselves with the International Olympic Committee's 25 recommendations on gender equality and, in this vein, we continue to challenge athletes, officials, commissions, federations and leaders to work together for effective and lasting change. It is in our collective interest.

The IOC and UN Women have just launched the "Gender Equality Through Sport Bridging Project" in New York. This project will use sport as a tool to promote gender equality, and will support sports and community development organisations, as well as political decision-makers, to address major gender equality issues through sport-based programmes.

We must back this initiative, which aims to protect athletes from harassment and abuse in sport, and further protects athletes' safety and welfare. May our deliberations in workshops during this 2nd Gender Equality Forum be guided by this vision!



**Distinguished Guests,**

**Ladies and Gentlemen,**

Let's roll up our sleeves and pool our energies to rise to the main challenge of our Forum. Gender equality helps prevent sexist violence, and it encourages the development of gender parity and more inclusive and equitable governance of sport in Africa, for a fairer society that is resolutely geared towards gender equality.

Thank you for attending. Thank you for devoting your energy and your thoughts to this noble and important cause.

Long live Olympism! Long live the athletes! Long live the youth of Africa! Long live African Olympism!

May your deliberations be fruitful, thank you!

**Mustapha Berraf**

IOC Member  
President of ANOCA



## Mrs Kirsty Coventry

### What is your assessment of the Forum deliberations?

**Mme Kirsty Coventry:** The Forum has been wonderful so far. We are here in the beautiful Sal, beautiful weather, and some beautiful people. Today has really been in and around. We've heard from different groups. Some of the good things they are putting in place in their homes, but we are also hearing about some of the challenges and some of the commitments. The focus was in and around policies, legislative programmes and pushing that forward, training and education for young girls leading up into leadership positions across the board of all sports whether as coaches, or leadership and administration, and then there was a lot of talk about specific funding, taking specific a budget and giving a percentage of that directly for the growth and equity of women's leadership across all sports.

### And then of all these recommendations, what now is the role of the IOC?

**Mme Kirsty Coventry:** Well, I think, from our point of view, these are the things that the IOC has been looking at and has consistently been doing and leading the way. We'll see in Paris next year 50/50 parity of men and women athletes, which is a huge thing and we want to thank the IOC President, Thomas Bach, for creating that and allowing for that leadership and legacy to continue. And so now it's filtering down, it's filtering down into the continents and it's filtering down into the NOCs, down into the national federations and then at grassroots levels. And if we can help engage and allow for that filtration downwards to happen quicker, then we'll see even more equality around the continent and around the countries and around the world.



## HRH Prince Faisal

**Your Highness, please what is your assessment of the deliberations of this Forum?**

**HRH Prince Faisal:** I think it was great to come to continental associations and look at how they are dealing with the issue of gender equity. It is an issue for all of us to try and help. And I think there is a recognition that right now we need to do it continent by continent, it's not about one-size-fits all. So, I've been to other continental associations. I think this has been a great session here. I think a lot of good work and hopefully action will come out of it that we'll implement to deal with the issue of gender equality in your continent.

**After all these conclusions and recommendation from all the countries here in Africa, how do you think the IOC can help us in Africa with the equality agenda?**

**Prince Faisal:** I think the IOC is ready to help on the issue of gender equality and equity and there's a number of different mechanisms. Some of it through Olympic Solidarity, other programmes that it's carrying out, encouraging or providing scholarships for female coaching, a number of programmes that Olympic Solidarity can help. But I think it's encouraging all NOCs in the continent to do their bit to contribute to resolving the issue of the current gender inequality and to move to gender equality. President Thomas Bach spoke to the conference and was very clear about that and this is the commitment for the international Olympic community, but at the end of the day, it's only by working together and for people to take the recommendations that come out of this conference, take them back and turn words



into action. That's the only way we're going to get real change, the one that happens.



## Paul Tergat

Thank you very much. I am very excited that I was able to attend this Gender Equality Forum 2023 organised by ANOCA and I want to say that, from the bottom of my heart, since this was my first time, I am very impressed with how this programme is structured to be able to empower our women in sport in terms of both participation as athletes, as women, but also in terms of leadership (administration and leadership) also for the women. And I think this is what we really want them to encourage, and we want to push this forward, because we realised that, for many many years, our women have been disadvantaged, in terms of how to be able to get and ascend to leadership positions and also to fully perform as athletes both locally and internationally.



## Mrs Nathalie Moameshie

Chairlady, ANOCA Zone 3 Gender Equality Commission



I just took part in the forum, and it was a resounding success in terms of participation. For the very first time, it brought together chairpersons of all NOC Gender Equality Commissions, accompanied by a man, that is, either by a secretary general or by the NOC president. It was also a success objective-wise, given that ANOCA's objective is to significantly contribute to participation - increase women's participation in sport as athletes, coaches and leaders. We therefore had extensive deliberations during the forum, and we are convinced that all countries will henceforth truly implement the ensuing recommendations by the IOC and ANOCA, and will in particular, implement the ANOCA Action Plan across the board.

## M<sup>rs</sup> Nawal El Moutawakel

**IOC member and IOC Executive Board member**

I am here to lend my unwavering support to my IOC colleagues from our much cherished African continent, on the invitation of our President, Mustapha Berraf, who is also an IOC member and a colleague in the same sports governing body.

We are all here today, all 54 African NOCs, to address the topical issue of women in sport.

We are all here for the forum, the second of its kind, to specifically discuss the burning issues that concern and are of interest to women in sport leadership and governance, with women that have come from different walks of life to show us where their shoe pinches, where they have problems, where they find obstacles, where there are impediments to them achieving their dreams of not only staging outstanding performances on tracks, in stadiums, halls, swimming pools, and fields, but also of finding ways to integrate organisations and to achieve the 50 per cent women participation proposed by the IOC across the board.

Today, therefore, we are raising awareness, sharing, discussing and networking so as to not remain at the starting blocks, but to cross the finishing line. And this theme on gender equality that we hold so dear, has virtually been, how do I put it...commended by all. We saw all NOC presidents in their respective countries take the floor to provide insights into the full inclusion of all the women present here today, and who are simply waiting for help. Some of them are still athletes, others have just ended their sports career, and we need all of them to be able to become future coaches, officials, referees..... Current statistics



show that even though there has been some progress, impediments remain. Women are lacking, or should I say, are completely absent in places where they have to truly struggle to open doors to achieve greater heights, and fulfil their dreams of becoming, for example, first division coaches across all sports.

That's it! Secondly, I do hope that we will all have recommendations at the end of this seminar and will return home full of ideas, and projects, so that in a few years ahead, we do not come lamenting, but come with projects, saying, 'a few years back, when we met, I was a nobody, but now I am somebody'.

In any case, thanks for this wonderful initiative by President Berraf, of course with full support from the IOC, which has set measures that we must all implement to go even further and to fly high the Olympic flag and its values in all global forums. Thank you once more!





## M<sup>rs</sup> Germaine Manguet

### ANOCA Zone 2

zone level are in charge of implementing this strategy. It was therefore important that we meet, think of a strategy, and share our views because we do not have the same realities. We have the same objectives and visions, but different ways of implementing them, given that the challenges are not the same in every country.

So, we took ownership of the strategy, we adopted the five priorities that are defined in this action plan, and thereafter, we discussed the implementation of this strategy. Another very positive aspect was involving men, men our allies. When we talk of strategy, we are not only talking about women, men too are involved. But if men are excluded from what we are doing, it is bound to fail.

We also welcomed the idea that men should support and involve us. For our part, we, women, must also bear in mind that empowerment does not mean we have to fight against men, but rather, we should work with them so that, together, we can succeed; succeed in including women in sports organisations, succeed in increasing women's participation both at the technical and medical level and even talk about the retraining of athletes because some athletes end up dropping out. We have to retrain them, and we have to stop... we can go on for hours on end but now let us talk about the theme: "From the Boardroom to the Playing Field". One has to be on the field to know what is missing. So, do we need a database to find out what is going well and what is not?

Our meeting enabled us to identify our problems and helped us select action plans at the zone level that we will implement before Paris 2024 because the goal

### **How would you assess the seminar? Are you satisfied with it? How would you rate the resolutions? Are you satisfied with them?**

We welcome the holding of this 2nd ANOCA Gender Equality Forum, which is very timely because if we want to engage more women in every organisation and think of implementing the strategy that is going to make history, then we need all hands on deck. So this forum is very timely. We congratulate ANOCA for organising it.

Top sports officials from across Africa and the world gathered here to address gender equality issues. The outcome is indeed positive because it afforded us the opportunity to discuss the problems we encounter on the field, the challenges we face in implementing our strategies and reflect on how to implement the ANOCA 2021 – 2024 Strategic Plan. It is one thing to have the strategy, but the action plan... we, at the



is to achieve the 50% women and 50% men parity at Paris 2024. And to reach this objective, we must start working now.

To conclude, I wish to congratulate and thank Mr Berraf, he is our “he-for-she” because he helps us to develop ourselves, and he empowers women. We also wish to thank Ms Matlohang, Ms Matlohang is

the ANOCA Gender Equality Commission Chair, we thank her very much and we also thank Ms Filomena Fortes, who played a key role in organising our 2nd forum in Sal. All in all, we are committed to moving forward with ANOCA to successfully empower women in the sports movement. Thank you for your kind attention!

## M<sup>rs</sup> Odette Assembe Engoulou

**Vice-President of NOC Cameroon, member of the ANOCA Gender Equity Commission and IOC member**



First of all, I wish to commend the organisers of this forum for their initiative, and also thank all those who have worked so hard to make it a reality. I am talking

about the IOC, ANOCA, the Organising Committee, the Host NOC, Cape Verde, and the entire team behind the success of this forum.

Now, we have learned a lot. We had our key discussion: gender equality in sport. And yes, gender equality is a topic on everyone’s lips. We discussed it at length. But what are our expectations? Everyone is happy to have discussed it, but what are we expecting? What do we recommend?

We expect that everything that has been said here be effectively implemented, that is, that everything that has been said here is actually applied on the ground. That NOC Presidents (fortunately they are here, they are the decision-makers), that the NOC Presidents present here, not only report what has been said, but apply what has been said in their respective NOCs to increase the number of women in sport, in the sports movement, both in and off the field of play, that is, in offices. That’s what we’re expecting!





# ACCOLADE TO AN OUTSTANDING WOMAN

A prominent feature of the Opening Ceremony of the ANOCA Gender Forum was the award of the IOC WOMEN AND SPORT PRIZE for Africa to Zimbabwe's Natsiraishe Maritsa, for her efforts to empower young girls in her country through Taekwondo and her Vulnerable Under-aged Peoples Auditorium Foundation.

The project is part of Olympism 365, an IOC strategy aimed at strengthening the role of sport in society and driving positive change through sport.

At just 17, Natsiraishe Maritsa was on the verge of becoming a champion of gender equality in 2021, when she was named winner of the IOC Women and Sport Award for Africa in 2021.































Association of National  
Olympic Committees  
of Africa

**Welcome**  
**Bienvenue**  
**Bem-vindos**

*2<sup>nd</sup> Anoca  
Gender Equality  
Forum*

**2-3 of October 2023**  
**SAL ISLAND - CABO VERDE**



Comité Olímpico  
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