



ACNOA NEWSLETTER



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COMMITTEE

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GENDER EQUALITY

**ANOCA COMMITTED FOR
WOMEN'S INCREASED
PARTICIPATION**



PROMOTING WOMEN IN MANAGEMENT AND SPORT – A MUST FOR ANOCA

“**Gender equality** », is a theme expressing solidarity, great values of equality and magnanimity. As you are well aware, the Tokyo Olympic Games initially scheduled for 2020 were postponed for reasons each of us know.

The Games which were supposed to be held for the first time in Africa,

and more precisely in Senegal, were also carried forward in 2026. We fully supported these very wise and clear-sighted decisions, but we also had the duty to support these important events which would enable our young athletes and their officials to express themselves and to show the world their skills and level of performance.

Today, we also have to prove that new generations are willing to adhere to Olympic values and pass them on. They will have to impress the whole world with their performances; and even more, they must be real sources of inspiration through their zeal, their might and the real joy with which they will compete; they must be ready to learn and live together as sisters and brothers from the same continent, from the same World, that of Olympism.

My Dear Colleagues, sisters and friends,

We have just deserved our position as leaders to our



MUSTAPHA BERRAF

IOC Member,
Président of ANOCA





young African Olympians by redoubling our efforts to enable them to passionately enjoy participating in the All Africa Youths Games which make our continent proud. And when within a couple of years they will look back at their career as sportsmen and women, they will be able to say to themselves: **«I lived the Olympic Games dream where I enjoyed pleasure and met friends, and that's what matters. We were together as brothers and sisters and we loved and respected each**

I ENJOIN ALL MEMBER NOCS TO ATTEND TO THEIR PROMOTION AND EMPOWERMENT AS WOMEN, MOTHERS, SISTERS AND DAUGHTERS



other ».

«Through our NOCs, Africa undertakes not to spare any effort so as to contribute in the strengthening gender equality and in bestowing more responsibilities on deserving women, so that the African Olympic and sports movement can harness all its human potential without any distinction nor sexist discrimination». «This action, which we hope will be long lasting, is part of our continent's

ancestral traditions, which always deploys all necessary means to express its active solidarity in favour of African peoples».

Therefore, on behalf of the African Olympic Movement, I wish to formally express our total support to African women, and enjoin all member NOCs to attend to their promotion and empowerment as Women, Mothers, Sisters and daughters at all levels of responsibility. They have always been part of all struggles for nations' freedom and independence.

They will certainly be a great source of skills, but also a credible alternative for our young women champions for upcoming international rendezvous.

To end, permit me on this happy occasion, to express our gratitude to IOC President and its team, ably led by Mr. James Mc Leod, are today gracing with their presence our Executive Committee meeting and who will kindly share their experience with us.

I wish you all the best and great Olympic Games in Tokyo.

Thank you for your kind attention.





ANOCA COMMITTED FOR WOMEN'S INCREASED PARTICIPATION



It is in this direction that the video-conference meeting was organized on 29 June by the Association of National Olympic Committees of Africa. After her opening address the Chairperson of the Gender Commission, Mrs. Matlohang Moila-Ramoqopo, presented the Commission's Strategic Plan. This Plan, which runs from 2021 to 2024 aims at facilitating the implementation of the International Olympic Committee's Agenda 2020 + 5, the IOC's objectives on Gender Equality and Inclusion, the strategies of Performance Area No. 5 and UN Principles on generation balance.



ANOCA's Gender Equality Commission adopted a result-based approach in order to achieve gender equality in and out of the field of play, an objective that calls on the support of all actors in the Olympic Movement.

There are five focus areas which include sport, governance, safeguard, funding and portrayal. All of these are guided by a strategic orientation based on Leadership development, ANOCA's electoral process, NOCs electoral processes, participation in Games, an increased number of female coaches, etc.

By 2024, the Association of National Olympic Committees of Africa looks forward to a 50/50



athletes representation at the Paris 2024 Olympic Games, more female candidates at ANOCA, Zone and NOC levels during the next quadrennial elections, more women in NOC Executive

Committees during the next quadrennial, more female technical officials and coaches during the Paris 2024 Olympic Games, and better implementation of Gender Equality Plans at local level.

Discussions on this Strategic Plan resulted in an





exchange of experiences between National Olympic Committees and various organizations.

After that, Dr. Thomas Bach, President of the National Olympic and Sports Committee made addressed the meeting through videoconference. He greeted participants and encouraged them to take the right decisions.

Olympic Solidarity Director and IOC representative hailed the initiative and declared that « all is focused on the Tokyo Games ».

Closing these enriching discussion and exchanges, ANOCA President, Honourable Mustapha Berraf reassured participants that ANOCA would do all its best to see that all these resolutions are implemented.





ANOCA'S SUCCESSFUL MOBILIZATION



The webinar organized on 29 June 2021 by the Association of National Olympic Committees of Africa was an opportunity to bring together the top brass of African and world Olympic and Sport Movement leaders, to reflect on Gender Equality issues.

The meeting was chaired by Mr. Hazel Kennedy, Vice-president of Zambia's National Olympic

Committee; he is also President of the Zambian Hockey Federation and Executive Committee member of the International Hockey Federation, and above all Member of ANOCA Gender Equality Commission.

Session 2 was moderated by Salma Mouelhi Guizani, President of the Tunisian Tennis Federation, ITF Executive Committee Member





and Member of ANOCA Gender Equality Commission.

The opening ceremony started with ANOCA President's speech, Honourable Mustapha Berraf, International Olympic Committee Member. The near surprising attendance of IOC President Dr. Thomas Bach brought special touch to this meeting for which he nourishes many hopes

ON THE PRACTICAL PLAN, ANOCA'S GENDER EQUALITY COMMISSION CHAIRPERSON, PRESENTED THE 2021-2024 STRATEGIC PLAN ON GENDER EQUALITY



and expectations in terms of implementing gender within the intellectual and physical makeup of the Association of National Olympic Committees of Africa.

On the practical plan, ANOCA's Gender Equality Commission Chairperson, Mrs. Matlohang Moila-Ramoqopo, presented the 2021-2024 Strategic Plan on Gender Equality. She is IOC Member, ANOCA 2nd Vice-president and Lesotho NOC President. Her commitment

towards the objectives of implementing parity can be seen in her tactfulness and clear-sightedness in application of the Strategic Plan she presented to the audience. **«The role of the male ally in promoting gender equality»** was the theme of the exposé presented by William Blick, IOC Member and IOC Women in Sports Commission Member. He focused on various scenarios which may enable men to promote gender equality. This was a call for greater involvement of all in order to promote women's inclusion at all levels of practice and management.

Confederations' interventions focused on strategies to increase the number of female coaches and technical officials, in collaboration with Continental Sports Confederations. Presentations were made by the African Judo Union (AUJ), the African Athletics Confederation (AAC) and the African Swimming Confederation (ASC).

The closing speech was delivered by Mrs. Germaine Manguet, Vice-president of Guinea's NOC and Member of ANOCA Gender Equality Commission.





THE 2021-2024 PERIOD SHALL BE GUIDED BY A STRATEGIC PLAN



Matlohang Moiloa-Ramoqopo
ANOCA Gender Equality Chairperson

This is the reference document which will be used in order to respect ANOCA's commitment to include gender equality into sports governance in Africa, and to ensure increased female presence in the governing bodies of ANOCA and of the 54 National

Olympic Committees of Africa. Below is the Plan as drafted by ANOCA's Gender Equality Commission.



ANOCA GENDER EQUALITY AGENDA 2021 - 2024

PRESENTED BY:

Matlohang Moiloa-Ramoqopo
ANOCA Gender Equality Chairperson

BACKGROUND

The IOC Executive Board (EB) launched the IOC Gender Equality Review Project on 16 March 2017 with a mandate to “push gender equality globally.

ANOCA Executive Committee adopted the proposed Gender Equality Plan in March 2020 in Kampala.

The ANOCA GE plan facilitates realization of the:

- 1. IOC Agenda 2020+5 (Recommendation 13);**

- 2. IOC Gender Equality and Inclusion Objectives 2021-2024;**
- 3. ANOCA 2021-24 strategy, key performance area 5 (objective2);**
- 4. UN Generation Equality Principles.**

The IOC conducted the GE Survey at NOC level, the continental results where communicated in April 2020.

ANOCA Gender Equality Commission is driving a solution-based approach to achieving gender balance on and off the field of play, a goal that everyone in the Olympic Movement must support.

GE FOCUS AREAS

IOC GE FOCUS AREAS	UN GE PRINCIPLES	ANOCA GE FOCUS AREAS
1. SPORT	1. Promote Women Leadership	1. SPORT
2. PORTRAYAL	2. Prevent and respond to Violence against Women and Girls.	2. GOVERNANCE



3. FUNDING	3. Invest in Women sport and promote equal economic opportunities.	3. SAFEGUARDING
4. GOVERNANCE	4. Promote equal and bias free media representation and communication.	4. FUNDING
5. HR, MONITORING AND COMMUNICATIONS	5. Support and promote equal opportunities for girl sport, physical activity and education.	5. PORTRAYAL
6. SAFEGUARDING	6. Monitor and publically report on progress annually.	

AFRICA GENDER EQUALITY AGENDA

Priority Actions (2020-2024)

THEME	RECOMMENDATION	PRIORITY ACTION	BY WHEN
1. SPORT	1. Games Participation	(1) ANOCA to engage with Confederations to ensure Gender balance in athletes quotas and medal events for all Games patronized by ANOCA .	2020 and Ongoing
	5. Technical Officials	(a) ANOCA Games Coordination Committee to coordinate with Confederations to identify barriers and outline a plan for meeting gender equality participation including timelines.	2019 and Ongoing
	6. Coaches	(a) ANOCA to coordinate the development of an action plan in collaboration with its members for more women coaches to be eligible and selected to participate at all Games of ANOCA.	2019
		(c1) ANOCA Women and Sport to get the results of the Baseline study for Female entourage members at the Games.	Ongoing
	9. Medical	(c) ANOCA Women and Sport representative to be included in the ANOCA Medical Commission	2019
		(b) Any medical or research issues be reviewed with ANOCA Women and Sport Commission, with any updates being provided to the Commission.	Ongoing
	11. Career	(a) ANOCA Women in Sport Commission to develop a plan to support female athletes in career transition.	2020-ongoing
		(b) ANOCA Women in Sport Commission to document relevant case studies and disseminate key learnings to member NOCs.	2020 and ongoing





THEME	RECOMM	PRIORITY ACTION	BY WHEN
3. GOVERNANCE	18. Leadership Development	(a) ANOCA to create a standardized database/registry of potential future women sport leaders.	2020
		(b) ANOCA to develop and activate an executive women sport leader's roundtable value proposition.	2020
		(c) ANOCA to initiate a co-mentoring program that prepares future women board leaders and serves as a succession pathway.	2020
	19. ANOCA Electoral Processes	(c) ANOCA to undertake a review of constitution to ensure that governing Boards and the composition of the Vice-President positions cater for an equal representation of men and women.	2024
	20. NOC Electoral Processes	(a) ANOCA and its member NOCs to convene annually or bi-annually a governance working session for senior leaders.	2019
		(b) NOCs to report on their electoral process decisions as part of the IOC's Gender Equality Report and annual Good Governance self-assessment report.	2019 and ongoing
	21. Roles and Responsibility	(a) ANOCA and NOC's women in sport to assume oversight role (mandate) for the implementation of ANOCA Gender Equality Plan for Sport (R11), Portrayal, Funding, Human Resources and Governance themes.	2019
		(c) ANOCA and NOC's are to co-opt/appoint males to the <u>WiS Commissions</u> .	2019
		(d) ANOCA and NOC's are to assign male and women leaders as Gender & Diversity Champion, to address gender and diversity matters within executive boards and other governance bodies.	2019
	22. Gender Equality Leadership	(a-b) ANOCA to contract the services of a program manager to support the ANOCA Women in Sport leader (chairperson) with the implementation of the Gender Equality Plan.	2019
		(c) ANOCA to establish a Gender Equality working group to coordinate gender equality plan. The working group to be led by the Women in Sport chairperson and made up of regional WiS leaders and SG's. ANOCA President as the champion of Gender Equality to serve as an advisor to the working group.	2019



THEME	RECOMM	PRIORITY ACTION	BY WHEN
4. FUNDING	15. Funding Requirement	(a) ANOCA as part of its quadrennial planning (2021-24) to allocate funds for specific projects focused on gender balance. <u>The allocation should specify budgets and specific projects.</u>	2021-24
		(b) The ANOCA quad plan and budget allocation for gender equality should be reviewed by ANOCA Women in Sport Commission and the Athletes' Commission.	2021-24
		(c) ANOCA and its member NOCs Finance to monitor, measure and report spending on Gender Equality Plan (initiatives). Finance should ensure outcomes are tracked and quantitatively evaluated against meeting the gender equality goals.	Ongoing
		(d) ANOCA and its member NOCs to implement initiatives that result in more women participating as sports technical officials and coaches starting at any games held from 2019 – 2020.	2019 - 2020
		(e) ANOCA to initiate spending on gender equality initiatives in the current 2017-2020	2019-2020
	16. NOC Initiatives	(a) ANOCA and its member NOCs receiving IOC funding to determine and make allocation towards the implementation of the Gender Equality Plan.	2019-ongoing
		(b) ANOCA and its member NOCs to source and allocate own funding to finance initiatives focused on achieving gender balance in their organization.	2020 - ongoing
		(c) ANOCA and its member NOCs to review all funding allocation for gender equality initiatives with their Women in Sport and Athletes' Commissions prior to implementation and reporting.	2019 - ongoing
		(g) ANOCA and member NOCs to explore ways of spending on gender balance initiatives in the current 2017-2020 Olympiad based on the ANOCA Gender Equality Plan. These initiatives and spending allocations to be reported in the newly created ANOCA Gender Equality Tracking Report.	2019 - 2020
	17. Pay Gap	(h) ANOCA supported by IOC to convene working sessions on gender equality and funding during official ANOCA sessions.	2019 –ongoing
		(b) ANOCA to track and report on the prize money allocations in the new ANOCA Gender Equality Report.	2019 – ongoing
		(c) ANOCA member NOCs to review the IOC gender pay gap report upon publication and develop transition plans to close the gender pay gap.	2019 –ongoing

KEY ACTIVITIES AND NEXT STEPS

GE RECOMM	INITIATIVE/ACTION
1. SPORT	<ul style="list-style-type: none"> Collaborate with African Sport Confederations to launch Technical officials and Coach development programs. Collaborate with ANOCA Athlete Commission to launch “Female Athletes Career Transition Support” program.



2. GOVERNANCE	<ul style="list-style-type: none"> ▪ Develop the African women sport leaders registry. ▪ Launch the Female Leaders Sponsorship program (ANOCA Level) . ▪ Launch the “Board Leadership Readiness” program (Regional Level) ▪ Launch the Future Olympic Women Leaders Development (NOC/NF level) ▪ Host the Governance Leaders Forum - inaugural in 2021 (serve as a monitoring and evaluation panel).
3. SAFE-GUARDING	<ul style="list-style-type: none"> ▪ Continue to drive and ensure application of the IOC Safeguarding toolkit. ▪ Aggressively drive the safeguarding education program.
4. FUNDING	<ul style="list-style-type: none"> ▪ Initiate GE grant fund (make annual allocations to Zones/NOCs) . ▪ Mobilize partnership agreements.

KEY ACTIVITIES AND NEXT STEPS

1. ANOCA to engage in awareness creation and advocacy activities.
2. NOCs and Zones to develop and submit Gender Equality plan to ANOCA (end Sep-21).
3. ANOCA (GE Comm) to formulate key initiatives proposals (end Aug-21).
4. ANOCA/Zones/NOCs to conduct monitoring and evaluation (annually in December).

OUR ASPIRATIONS

By 2024, we aspire to see:

5. 50/50 athlete representation at the Paris 2024 Olympic Games.
6. More women candidature at ANOCA/ZONE/NOC level for the next quadrennial elections.
7. Increased number of women board members at NOC level in

the next quadrennial.

8. Increased number of female technical officials/coaches at the Paris 2024 Olympic Games.
9. Improved implementation of gender equality plans at local level (NOC/ZONES)

CONCLUSION

The ANOCA GE Comm in collaboration with its NOC partners can make a significant contribution towards realization of the IOC Agenda 2020+5 desired change.

As we celebrate 49% female athlete representation at the next Tokyo 2020 Olympic Games, we hope that this will serve as a turnaround for future games.





ALL WHAT WE HAVE TO SAY IS ...



...
**THANK
YOU!**



This is a summary of the congratulations message addressed to women who make the pride of the African Olympic and Sport Movement by Mr. Mustapha Berraf the President of the Association of National Olympic and Sports Committees of Africa (ANOCA).

Women and sports is a passionate and structured romantic story. This story is made concrete by the empowerment of African women as the key objective of ANOCA's Executive Committee through its Gender Equality Committee. This committee is chaired by Matlohang Moiloa-Ramoqopo from Lesotho, second Vice-president and one of the key members of the Strategic Committee of the African Olympic Movement's governing body, guided by the 2020-2024 Gender Equality Strategic Plan.

ANOCA's Executive Committee is still recommending and advocating for the inclusion and appointment of more women in the management of national Olympic Committees.

Many women have already emerged on the continental scene. Nawal El Moutawakel from Morocco is member of the IOC Executive, as Lydia Nsejiri is President of the IOC Gender Commission. Aicha Garad Ali from Djibouti is also an IOC member and Vice-President of the Taekwondo International Federation and Kirsty Coventry is President and member of the IOC

Athletes Commission and Sports Minister of her country, Zimbabwe.

They are not the only ones to have distinguished themselves. Odette Assembe Engoulou is an IOC member, like Filomena Fortes from Cape Vert, Dagmawit Girmay Berhane from Ethiopia and Felicité Rwemarika from Rwanda who is the *qui est la* Vice-President of her country's National Olympic Committee.

Among the Distinguished IOC Honorary Members, there is Gambian Beatrice Allen.

For ANOCA President Mustapha Berraf:

« These great ladies should be congratulated and encouraged as all our sisters who brightly emerge in the domain of sport and Olympism for the benefit of our beautiful continent, Africa. We count on all of you to take up the challenges we are facing and simply say thank you. »

He went further to say that:

« The speeding up of women's representation in managing positions within the Olympic movement will strengthen our achievements and prospects. »

These words clearly remind us ANOCA's challenges and objectives as far as gender equality is concerned.



