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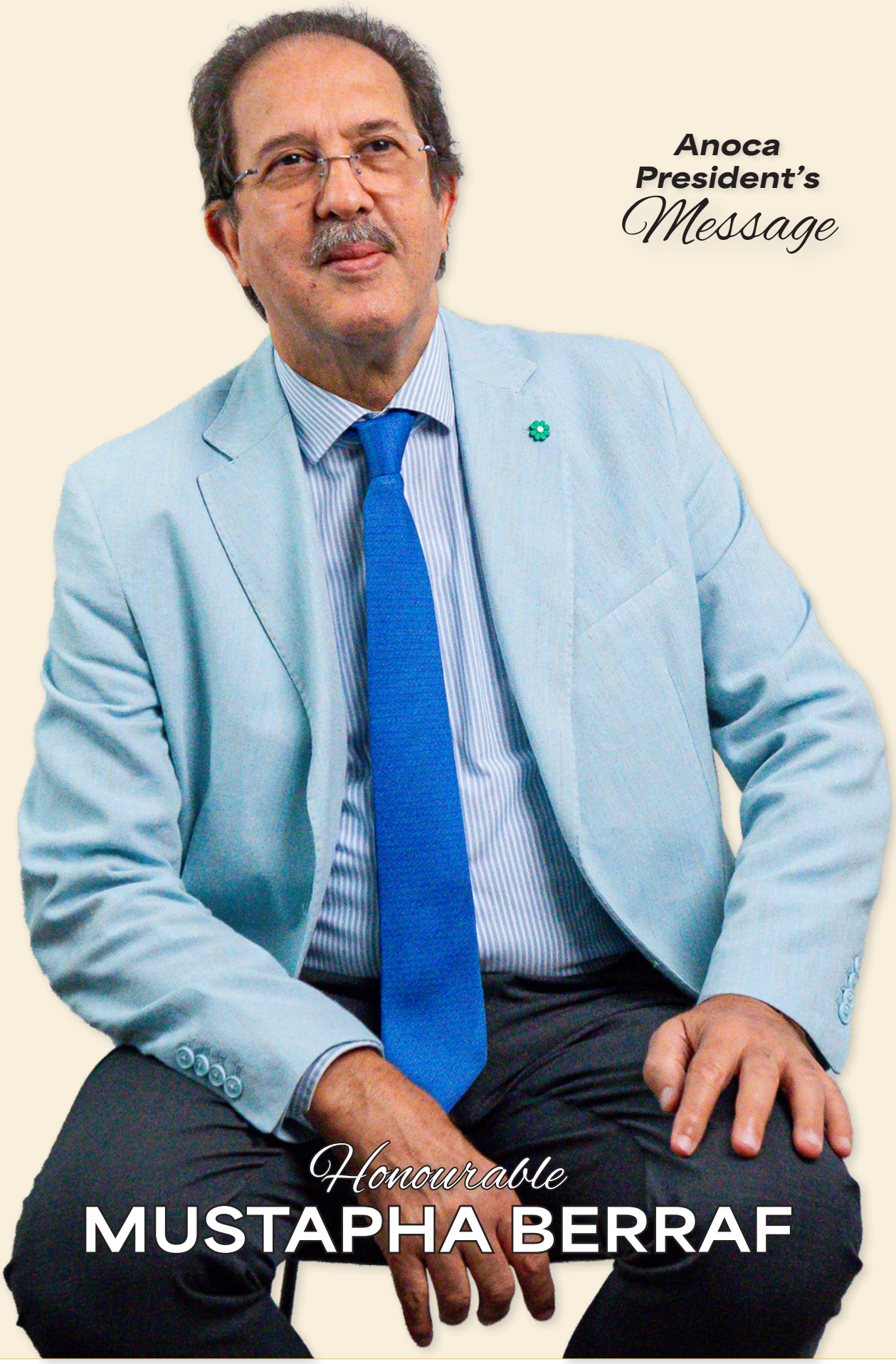
ANOCA GENDER EQUALITY FORUM

BUJUMBURA - BURUNDI
10 AND 11 NOVEMBER 2025

GENDER EQUALITY IN AFRICAN SPORT

UNLOCKING POTENTIAL, SUPPORTING GENERATIONS

Anoca President's Message



Honourable MUSTAPHA BERRAF

Dear colleagues,

Dear athletes,

Distinguished guests,

Ladies and Gentlemen,

It is with great delight, immense pride and a deep sense of responsibility that I address this ANOCA Gender Equality Forum, which will run for two days here in Bujumbura, in the beautiful land of Burundi.

Under the theme: "***Gender Equality in African Sport: Unlocking potential, supporting generations***", this event embodies a clear ambition: to harness sport as a catalyst for social transformation and lasting progress for our continent.

I would like to express my deepest admiration for the courage and determination of athletes, coaches, administrators, and managers. Gender equality in sport is not just a slogan – it is a fundamental requirement, a cornerstone of justice, and a key driver of development.

With its wealth of youthful talent, Africa can only achieve its full potential by enhancing the skills, energy and dreams of all its girls and boys equally. Every African athlete, whether male or female, carries with them a part of the continent's future.

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Denying women equal opportunities in sport would deprive us of half of our vitality, creativity and collective strength.

We've proudly witnessed significant progress over the years, with African female athletes increasingly shining on international podiums, inspiring generations, and breaking down barriers of silence and lack of exposure.



They have become role models, ambassadors of courage, self-sacrifice and success.

Let's be mindful of the remarkable feats of our African women's champions in athletics, football, basketball, swimming, and beyond. Their victories transcend medals, inspiring society as a whole and paving the way for millions of young girls to pen their own stories.

However, there is still much to be done. Most often, African women in sport face persistent obstacles such as limited access to infrastructure, inadequate media coverage, unequal technical and financial support, and restrictive social and cultural stereotypes. Our collective responsibility is to drive change, creating an enabling environment where every young girl can train,



compete and dream without restriction, an environment where female sports leaders hold influential positions in decision-making roles.

Through this Forum and the 2025-2028 Gender Equality Strategy, ANOCA is making a resolute commitment.

We will collaborate closely with the IOC, NOCs of our 54 member countries, African and international sports federations, governments, and civil society to turn this ambition into tangible reality. It's not just about stating a principle; it's about establishing effective mechanisms, implementing policies, and supporting initiatives that can have a lasting impact.

I would like to express my deepest gratitude to the Government of Burundi, NOC-Burundi and its President, Mrs Lydia Nsekera, renowned for her role in the IOC and the Gender Equality Commission. I also thank the ANOCA Gender Equality Commission Chair, Mrs Filomena Fortes, for her tireless dedication.

These women leaders exemplify the conviction that change is not only possible but already underway.

Dear friends,

This Forum is not an end in itself. It must be a starting point, a catalyst for action and a call for general mobilisation. We must depart from Bujumbura with strong commitments and a clear agenda. Words alone are no longer enough. Our athletes, our young people, our societies expect tangible results: more women in sports governing bodies, more top-level women's competitions, more support for athletes and coaches, more resources allocated to equality.


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Together, we have a duty to write a new page in the history of African sport. A page where equity, diversity and inclusion will not be options, but palpable realities. A page where African sport will be recognised across the world as a model of social transformation, unity and progress.

Dear participants,

We still have a long way to go, but together, we will overcome. Africa has proven its ability to rise to complex challenges, showcasing resilience, creativity, and collective strength. Today, the challenge is gender equality - and together, we will meet it, because it is crucial for the future of our youths, the dignity of our societies, and our continent's influence.

May this Forum inspire meaningful action, solidify commitments, and fulfill promises for future generations.

Together, let's achieve gender equality as a shared victory for the entire African continent.

My best regards.

Hon. Mustapha Berraf

ANOCA President
IOC Member
ANOC Vice President
President of the Olympafrica Foundation

WELCOME TO THE ANOCA GENDER EQUALITY FORUM





This historic gathering, held under the distinguished patronage of ANOCA and the IOC, brings together leaders, athletes, experts and partners committed to a common goal: unlocking the potential of African sport by making gender equality a tangible reality and supporting the emergence of future generations of leaders.

This forum aims to:

- Make gender equality a lever of performance, innovation and sports governance in Africa.
- Foster an inclusive continental synergy among the 54 National Olympic Committees and their partners.

Main Objectives:

1. **Creating a pan-African platform for dialogue and action**

Bringing together NOCs, international institutions, athletes, coaches, the media, and civil society to share best practices and develop common strategies for equality.

2. **Promoting transformative female leadership**

Encouraging and empowering women at all levels of decision-making, from the grassroots to senior management, in technical and managerial bodies.






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3. Raising awareness and mobilising the sports ecosystem

Breaking stereotypes and changing mindsets to ensure a safe, inclusive and equitable sports environment for all.

4. Promoting strategic alliances

Encouraging partnerships among NOCs, governments, the private sector and international organisations to fund and support concrete initiatives that promote equality.

5. Positioning Africa as a pioneer of change

Asserting the continent's pioneering role in promoting gender equality in sport, building on its successes and promoting its inspiring role models.

Symbolic and practical role

- **Symbolic**: Demonstrating that African sport is a powerful vehicle for social progress, emancipation and cohesion, capable of leading the way towards a more just society.
- **Practical**: Adopting a concrete action plan with tangible commitments for the period 2025-2028, in order to translate discussions into real progress on the ground.



Programme



10 NOVEMBER 2025	
Time	**Activity**
08:00 - 09:00	Registration and seating of participants
09:00 - 09:50	**Opening ceremony** **Word of welcome** 1. Major Gen. Aloys Ndayikengurukiye, Governor of Bujumbura Province **Other speakers** 2. Mrs Lydia Nsekera, President of the Burundi National Olympic Committee and IOC Gender Equality, Diversity and Inclusion Commission Chair, IOC Member 3. Mrs Filomena Fortes, ANOCA Gender Equality Commission Chair, IOC Member 4. Mr Mustapha Berraf, ANOCA President, IOC Member 5. Mrs. Kirsty Coventry, IOC President 6. Major Gen. Évariste Ndayishimiye, President of the Republic of Burundi
09:50 - 10:10	**Presentation**: Forum objectives and the 2025-2028 ANOCA Gender Equality Commission Strategy - Filomena Fortes (Cape Verde), ANOCA Gender Equality Commission Chair
10:10 - 10:30	**Presentation**: Promoting equality between women and men in and through sport: 2025-2028 Olympic Solidarity Programme - Primrose Mhunduru, Project Manager of the IOC Gender Equality, Diversity, and Inclusion Unit
10:30 - 11:00	**Group Photograph/ Coffee break**
11:00 - 11:40	**Presentation**: Implementation of Zone Gender Equality Commission Plans: successes, challenges, and plans for 2025. (5 minutes each) • ANOCA Zone 1 • ANOCA Zone 2 • ANOCA Zone 3 • ANOCA Zone 4 • ANOCA Zone 5 • ANOCA Zone 6 • ANOCA Zone 7

11:40 - 12:25	**Presentation**: From Commitment to Action: NOC Best Practices • NOC Angola (10 min) • NOC Kenya (10 min) • NOC Mauritania (10 min) • Q&A (15 min)
12:25 - 12:45	- **Presentation**: Sport, media and inclusive storytelling: changing perspectives on women in sports" - Evelyn Watta, Vice President of AIPS (Kenya)
12:45 - 14:00	Lunch Break
14:00 - 14:45	**Round table**: Building a new generation - Female leadership among youth: preparing today's athletes to become tomorrow's leaders **Moderator**: Nawal El Moutawakel (Morocco), IOC Executive Board Member **Panellists:** • Syra Sylla (Senegal), Founder of Ladies & Basketball, 2024 Africa Winner of the IOC Gender Equality, Diversity and Inclusion Champions Trophy • Gabi Ahrens (Namibia), ANOCA Athletes' Commission Chair • Aya Medany (Egypt), IOC Member • Tatjana Smith (South Africa), Swimming • Faith Chepengetich Kipyegon (Kenya), Athletics
14:45 - 15:05	**Presentation**: Safe Centres Sports - HRH Prince Faisal Al Hussein (Jordan), of IOC Executive Board Member, Vice Chair of the IOC Gender Equality, Diversity and Inclusion Commission, ANOC Gender Equality Commission Chair
15:05 - 15:45	**Round table**: Sport and social inclusion: Sport as a driver of peace, inclusion, and resilience for women **Moderator**: Odette Assembe (Cameroon), IOC Member **Panellists:** • Irene Limika (Kenya), Founder of *Arrows of Peace*, 2023 Africa Winner of the IOC Gender Equality, Diversity and Inclusion Champions Trophy • Ramata Almamy Mbaye (Senegal), Islamic World Educational Scientific and Cultural Organisation (ICESCO); • Louisette-Renée Thobi (Cameroon), Secretary General of the Conference of Ministers of Youth and Sports of La Francophonie (CONFEJES)
15:45 - 16:15	Coffee Break

16:15 - 17:00	**Round table**: The importance of male allies **Moderator**: Beatrice Allen (Gambia), IOC Member **Panellists**: • Donald Rukare, President of the Uganda Olympic Committee • Thabani Gonye, President of the Zimbabwe Olympic Committee • Humphey Kayange, IOC Member (Kenya)
17:00 - 17:40	**Round table**: Integrating gender equality in the technical field **Moderator**: Bouchra Hajij (Morocco) President of the African Volleyball Confederation Panellists: • Oreeditse Marakakgoro (Botswana), Chef de mission at the Olympics • Referee: Sara Gamal (Egypt) • Coach: Clémentine Natagoma Toure (Côte d'Ivoire)
17:40 - 17:45	**DAY ONE SUMMARY**



11 NOVEMBER 2025	
Time	**Activity**
09:00 - 09:45	**Group Discussion**: Workshop 1 **From Strategy to Action**: Implementing Gender Equality in Sports - How can NOCs Turn Policies into Real Progress? **Facilitators**: Tegla Loroupe (Kenya), ANOCA Executive Committee member, and Germaine Manguet (Guinea), ANOCA Zone 2 • Participants will be divided into groups
09:45 - 10:30	**Group discussion**: Workshop 2 **Breaking barriers**: Increasing the representation of women in all areas of sports: From grassroots to governance - what solutions can we build together? **Facilitators**: Hazel Kennedy (Zambia), ANOCA Zone 6 and Nathalie Noameshie (Togo), ANOCA Zone 3 • Participants will be divided into groups
10:30 - 11:00	Coffee Break
11:00 - 11:30	**Group discussion**: Workshop 3 How to develop an IEDG action plan and request Olympic Solidarity funding? **Facilitator**: Primrose Mhunduru, Chargé de Mission, IOC Gender Equality, Diversity and Inclusion Unit • Participants will be divided into groups
11:30 - 12:15	**Roundtable**: Unlocking Potential - A Conversation on Leadership Gaps and Growth Opportunities **Moderator**: Dagmawit Berhane (Ethiopia), IOC Member **Panellists**: • NOC Burkina Faso • NOC Mozambique • NOC Nigeria • NOC Sierra Leone

12:15 - 12:35	Presentation: The impact of the Youth Olympic Games in Africa: Towards a more gender-balanced sport - Cécile Faye (Senegal), Dakar 2026
12:35 - 14:00	**Lunch Break**
14:00 - 14:15	Update on gender equality at regional level – Africa • Pedro Dias, IOC gender equality, diversity, and inclusion Manager
14:15 - 14:45	Round table: Comments on the workshops **Moderator**: Dr Filomena Fortes, President of NOC Cape Verde, ANOCA Gender Equality Commission Chair, IOC Member Panellists: • Group rapporteurs
14:45 - 15:30	Women in non-traditional sports: Out of the box - African women in combat, mechanical, or extreme sports **Moderator**: Félicité Rwemarika (Rwanda), IOC Member **Panellists**: • William Blick (Uganda), IOC Member • Marie Antoinette Dassi (Cameroon), Para-taekwondo champion and entrepreneur • Marwa Amri (Tunisia), Olympic wrestler and multiple African champion
15:30 - 16:15	**Strategic Alliances for 2025-2028** **Building sustainable coalitions**: partners, donors, and NOCs for gender equality **Moderator**: Dominique Niyonizigiye (Burundi), safeguarding & inclusion officer, and former Deputy Secretary General of NOC Burundi Panellists: • Clara M. Anyangwe (Cameroon), UN Women Representative in Burundi • Fatma Samoura (Senegal), First woman and first African to hold the position of Secretary General of FIFA (2016-2023). • SPAR South Africa, a sponsor for 34 years of the SPAR Women's 10km Challenge and the main partner of netball in South Africa.
16:15 - 16:45	**Coffee Break**

16:45 - 17:30	Contributions and Resolutions **Presentation**: Dr. Filomena Fortes, President of NOC Cape Verde, ANOCA GE Commission Chair, IOC Member
17:30 - 18:00	**Closing** • Lydia Nsekera, President of NOC Burundi and IOC Gender Equality, Diversity and Inclusion Commission, IOC Member • Mustapha Berraf, ANOCA President, IOC Member






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JULIO LOPES
CMS PRESIDENT
MUSTAPHA BERRAF

WORLD ATHLETICS CHAMPIONSHIPS TOKYO 25



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FAITH KIPYEGON
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BEATRICE CHEBET
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Contacts
contact@afrcaolympic.com

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