

The Pan-African Women's Summit (PAWS)

Activity Report

3/7/19 – 3/10/19

Preamble

“Women's conferences WILL be happening in Africa during the coming years. However, in spite of desiring to highlight women's contribution and the gifts of leadership, most **will simply reinforce “old” values of hierarchy and competition.**

It requires evolved women who have insight, wisdom, and compassion for the greater good, to be able to fashion an experience of a Leadership Summit that can **shift belief systems and create new models for working together that are needed today”.** – Barbara Spraker.

The aforementioned is the core intention of the Pan-African Women's Summit (PAWS): Barbara Spraker shared her vision of PAWS with her Mentee Oluwadamilola Olaogbebikan (Dami). Dami, having gone through a similar experience creating the Sisterhood Forum and Think Tank for African Women in Seattle, Washington: knew the importance and benefit the Pan-African Women's Summit would have on her, other women and the continent as a whole. Dami carried on the vision, convening PAWS and inviting women from Madagascar, Senegal, Cameroon, Ghana and Nigeria to share their collective wisdom towards self-awareness, personal development, family, professional endeavour and nation/continent building . Thus, there wasn't any expert or guest speaker, every participant impacted the group through their wealth of knowledge. These made PAWS, a rare and first time experience for most women in attendance.

Through her non-profit organisation (Banner Unto Nations Foundation - BUNF) Dami took time to meditate and put together soul searching questions that will bring about safe space, enable multiple perspectives to emerge and create a network of support that will be sustainable. She gladly came up with a facilitation design that was technically analysed by her Seattle team (Barbara Spraker, Karyn Lazarus and Suzanne Enzelberg).

The Board of Trustee of BUNF (Oladapo Olaogbebikan, Oluwatosin Popoola, Faith Ekwuku and Seun Adebayo) helped with the pre-summit logistics, planning and gave their best to ensure the event was worthwhile. BUNF also had awesome volunteers in the person of Mercy Odoh and Bode Adams who gave their time during the summit.

The Pan-African women's summit was financially sponsored by Women Leading the Way through its Founder – Barbara Spraker.



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Brief bio of PAWS attendees

Fadoum Zakiya is presently the advisor to the Minister of women and gender in Senegal. She is also a professional social worker strongly committed to amplifying women's efforts. Having worked as a project manager for social development and community outreach programs for the Ministry of Women and Gender, her focus is in women's economic empowerment. Fadoum is a 2014-2015 Humphrey Fellowship Program alumna from the University of Washington in Seattle, Evans School of Public Policy and Governance with focus on Public Policy Analysis and Women's Empowerment. Over the years, Fadoum has channelled her expertise towards the growth and development of women for the greater good.

Osunmakinde Morin, fondly called PMO is the Principal Coach, Founder and Lead Counsellor at Babes Redefined (a facebook and real time platform for over 85,000 Nigerian women). Babes Redefined (BR) support women morally, spiritually, financially, health wise and much more. BR also as a non-profit wing for community services and recently met the needs of about 9,000 students in Nigeria. PMO is committed to challenging limiting stereotypical views about women and she is committed to empowering women at every slightest opportunity.

In addition, she solely runs a HR and customer service organization called, the Epi proactive Company and she is the co-founding Pastor of the Baptizing church

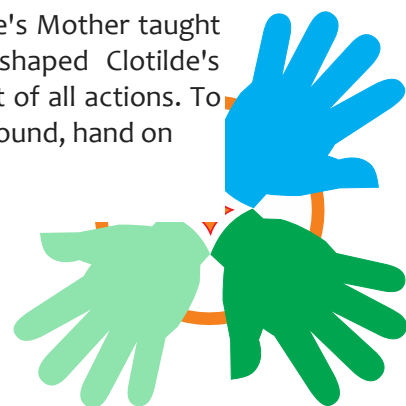
Che Stephany is a project field supervisor at Ntankah Village Women Common Initiative Group, a non-profit organization in Cameroon where she manages field projects that help disadvantaged girls. She is also the co-founder of "Youth For Change and Empowerment," an initiative that seeks to empower and train young people to sustain themselves and their families. With her academic background in journalism and mass communication, she co-hosts a radio program, "Unleashing Youth Voices," at Radio Hot Cocoa FM 94.0 North West, Bamenda. Stephany has over six years of experience in the community-development sector and is driven by her passion to help vulnerable and disadvantaged girls, especially those living with HIV/AIDS, Female Sex Workers, survivors of trafficking and girls living with albinism. Stephany is also an alumnus of the Young African Leadership Initiative West Africa Regional Leadership Center in Ghana

Vera Obeng has a gift for capturing emotion in a way that illustrates life in its most natural form. Together with a team of photographers selected and trained, Vera Obeng Photography brings a fresh and unique approach to photography by allowing their photojournalistic and inconspicuous style to capture the distinctive expressions and personalities of their subjects.

She inculcated her creative arts expressions into speaking about issues affecting women, her society and channelled photography into a means of breathing inspiration. Her work was recently featured on Nikon's social media page. Other works include, "Our fore fathers" which was held at the British Council, Kumasi and "The Fabulous Woman".

Vera is also an integral member of the Fabulous Women's Network, where women come together to empower one another and much more. She is married with a son and doubles as an art photographer, the creative director at TALtohma and a Speaker in Ghana.

Clotilde Eteme is a Mother, Wife, Project Manager and Volunteer who hails from Cameroon. She was and is still very much inspired by her Mum, who is her role model. Clotilde's Mother taught her that the sky is too close to be the limit of her dreams and this shaped Clotilde's mindset. Clotilde holds a strong belief that Human beings must be at the heart of all actions. To her, "Africa is the opportunity for humanity because we have our feet on the ground, hand on



the heart, love in abundance and we are the main provider of the world from the creation". She is very sensitive to African women's rights, and believes that the growth of Africa should be centred around the education of girls and boys based on competence, work, justice and ethics. She emphasizes that, "Things are better achieved by Women and Men in partnership". More so, she stated that having more girls and women in decision-making will help change the development curve in Africa. All these sum up to Clotilde overseeing a project that supports girls who desire to pursue Project Management and Engineering. She encourages girls and women not to settle for second or 3rd roles. While, inviting them to break the glass ceilings, change the world, rewrite their stories and assume leadership positions when needed. In her own words, "Life gave me a lot and I do not hesitate to give back through volunteering"

Herimpitia Estelle Antilahy holds two Masters of Science in Economics and in Project Design and Management. She has a total of twenty years experiences in the above domains working for both Malagasy governments, international and national NGOs, with a progressive responsibility as executive and senior. Estelle has intellectually and powerfully helped women agriculturist in Madagascar to improve their food and yield quality. Her works cover domains of Food and Nutrition Security, Water Supply and Sanitation, Disaster Risk Management and climate change adaptation. The last three years, she works as a freelance consultant providing service for United Nations agencies, government, international and national NGO while pursuing independent researches with regard to the nexus of food and water policies. Estelle is a consultant who is proven and committed to social, economic and environmental Justice in Madagascar and beyond.

Mercy Odoh was the official photographer for the Pan-African Women's Summit. She came in with so much passion and diligence as she volunteered to be a part of the event. All the beautiful pictures were taken by her and it was delightful working with her. Mercy is the owner of MXY Photography. However, there is more to her than her love for photography. She is a volunteer and a Peer Educator with an indigenous NGO: Youth Empowerment and Development Initiative. She has reached out to over 500 in school and out of school adolescent girls and young women between ages 13-19 years in Lagos State (Nigeria); empowering and educating them on HIV prevention, Sexual Reproduction Health, Gender Equality, Sexual abuse, life and coping skills to make healthy choices in life. She is committed to enabling young girls achieve a systemic life of success.

Oluwadamilola (Dami) Olaogbebikan is the Founder and Executive Director of Banner Unto Nations Foundation: a non-profit organisation which sprouted from the need of systemically addressing challenges to bring about sustainable solutions. Dami's strong family background prepared her for coming about community-based solution. What makes her work unique is not telling people what to do but meeting them where they are (humble inquiry) and guiding them through creating their own solutions. People are committed to the change they are a part of and this has helped Dami bring about long lasting solutions in communities and across borders. Dami is also solidly committed to advocating and empowering girls and women. This resulted to her creating and facilitating (The Sisterhood Forum and Think Tank for African Women in Seattle: 2015 till present) and (The Pan-African Women's summit 2019). Dami's overall goal is to help the most vulnerable achieve their full potentials which primarily includes (Orphans and Vulnerable Children, Physically and Sexually violated girls and Women and People Living with Disability) while putting nature's economy into account.



Summit Narratives

March 7th 2019: Arrival and bonding day

PAWS participants arrived in Lagos -Nigeria and Dami was overly excited to receive them. Finally putting a physical connection to back and forth emails, whatsApp and video calls was great. The main goal of the day was to create a safe space, achieve team bonding, collaboration and confidentiality.

Day 1: Afternoon session

The first meeting session was characterised by organic and amiable connections. Each woman grabbed a name tag and introduced herself to the group. The cheerfulness was quite contagious and that further reinforced the gracious space we all experienced. Everyone checked in around their momentary emotions and expectations. The expectations from participant entailed:

- Networking
- Sisterhood connection
- Sustainability
- Friendship
- Shared-understanding
- Comfort
- Changing the narratives
- Shared experience and learning
- Change of negative mind-set and helping one another

It was important that we unanimously created ethical group norms that will guide our conversations. The foundation of how: we see each other, treat each other, carry out conversations and activity was at the core of the summit design. Every participant chimed in appropriate rules that will guide the summit and this was helpful in ensuring a grounding event.

- Mutual respect irrespective of age
- Keep to time
- Encourage one another / empathy
- Vulnerability / confidentiality
- Open-mindedness towards feedback and honesty
- Non-judgemental feedback
- Acceptance and trust
- Be fully present and not be distracted by phones during the conversations



Icebreaker: The balloon exercise

This activity was channelled towards creating an energy space of collaboration rather than competition. More so, it also emphasized the morale that women need not pull one another down to move up in life. Everyone experiences the attempt to grow in life in diverse ways. Therefore, it is salient that we conditioned our minds towards bringing the best out of ourselves and others. Rather than thinking or acting in ways that consciously pushes others down to attain our desires.

All participants were given a balloon to inflate and were told to ensure that the individual balloon allotted to them remained the last one standing. Everyone virtually went around bursting one another's balloons until the last balloon stood. Having done that, the participants were engaged to see it from another light. What if we all had our balloons standing? Did we have to burst another's balloon to keep ours? The possible answers to these questions helped propel a sense of reasoning: that we all can keep our balloons without deflating another person's own. (Whatever the balloon signifies to each individual, we sure got the message around supporting one another instead of unhealthy competitions.

To further reinforce the existing sense of collaboration, summit officials were selected based on volunteerism (a convener for each session and time moderator). This was a pointer towards shared responsibility and emphasising that everyone had a part to play towards the success of the summit.

March 7th: Night session

In order to identify the common grounds we share, the Step in and Step out activity was introduced. Questions around womanhood, things we love, family and faith were explored. We all noticed people we could connect with on relatable grounds and that led to further bonding. However, there were times when a person uniquely stood out in the circle and that was also celebrated: pointing out that being uniquely different made a powerful statement

We continued with calling out our emotions for the day and it turned out to be a sequence of positive emotions. Then we explored the following questions:

What inspires you? Source of daily inspiration?

The women shared amazing thoughts around what gives them daily and seasonal inspiration. The personal story telling was inspiring in itself.

More so, we went into details around the roles of women in the African society and how it is important to build an equitable society for both girls and women. Participants were fired up in ensuring that the change starts with them. This was indeed a powerful and life-changing conversation and deliberation we had as a group.



Harvest for the day: what each woman gained during our conversations

- “Encouraged by the support of all”
- “Hopeful that we are going to change Africa (Knowing that we have sisters across board)”
- “Going to raise my son well and the change starts with me”
- “Better role model and mentorship (The change starts from within)”
- Optimistic that the Pan-African spirit will not die. Our actions will help change Africa in the future. Slowly but surely”
- “My expectations are higher irrespective of challenges around technology and globalisation. In addition, I will focus on raising equal opportunities for both boys and girls”.
- A case study of gender inequality was raised by the volunteer. A scenario where boys are served lunch first. The role of mothers was again emphasised in creating an ideal scenario for boys and girls. In addition, the role of educational institution in creating equitable learning atmosphere was pointed out. Options such as engaging the schools through gender club and parental outreach was advised. Banner Unto Nations pledged to follow up with the school involved.

March 8th (Day 2): The International Women’s Day

The main intention was to enable a deep reflection for each participant around their sense of value and perception of womanhood. It was centred on creating a personal narrative / collective sense of being around being woman and African. In addition, to celebrate, have fun and create self-awareness around self-care: this is due to the fact that women often have tendencies to be saddled with loads of responsibility of responsibilities and hardly create time for self-care.

Morning session: Significance of the International women’s day (IWD) as described by each participant:

- Empowerment of women, explore our obstacles and how we can achieve our goals.
- A reminder that we can come together and achieve our goals and explore how far we have come.
- Understanding that the woman is a channel of life
- The essence of women’s uniqueness is most time forgotten. IWD is a great reminder that women should be celebrated, respected and put in the right place.
- The theme of the year is balance for better. The IWD is a day to express the needs of women and a time where they can express their specificity. It’s also a time where a woman’s peculiarity in developing the next generation and looking into the future is explored. An example is South Africa’s 30-day celebration of women.



Still on the significance of IDW

- IWD is a leveller and common ground for women to be celebrated irrespective of age, race and size
- Review and evaluate how far we have come as women
- Re-evaluate our values and goals (Rededication)
- A reminder of the woman I am becoming and proud, one of the participants added: “The proverbs 31 woman is a career woman who is also a great home maker. Women are in charge and are great in striking the balance. Therefore one of the significance of the IWD is that it creates an avenue for self-awareness and affirmation”.

What does being an African woman mean to you?

The participants described the African womanhood as richness, diversity even in physique which includes hair colour/texture, expressiveness and colour. One chimed in: “we can’t be boxed up”. “It is the element of surprise we bring when we engage with people outside the continent because we don’t fit into the stereotypes”.

More so, one feels being part of being an African woman is telling our stories, competence and sending strong messages. Another added that being an African woman is challenging, explaining she said, “We have the challenge of seeing through other people’s eyes as a result of colonialism, religion and other factors”. Mentioning that at times, “we fail to explore the richness of our culture and stories”.

We have an existing picture of richness even when there are some narratives that need to be changed. For instance: “the positive traditions of respect that cannot be traded for anything”. Being an African woman is also said to be characterised with Eulogies (oriki) embedded in rich history which often includes the importance of where a woman comes from and the essence of passing the knowledge to younger generations.

To another woman, being an African woman means many things. Mentioning that there are many underlying assumptions of how western people see Africans. She said that they are truly fascinated by African women but find it hard to accept them e.g. body shape, exceptional body features, attractiveness to our attire and so many other things. For example you can see an African woman who dresses western, thinks African and acts differently. She added that being an African woman means you have to develop coping mechanism to overcoming adversity in complex situations. More so, she emphasized it is important for African women to be themselves and not do anything that goes against their conscience. “Remain yourself in uniqueness of conscience and values”.



March 8th: Afternoon session

Which values do you hold dear? Participants mentioned the following qualities:

- Integrity
- Love
- Thinking the best of others
- Valuing everyone
- Empathy with ripple effects
- Respect
- Contentment
- Desire to be better
- Honesty
- Low expectation from others
- Ability to share what belongs to the common with consideration and respect. In addition, not taking more than what is needful
- Respecting the right of others and fighting for justice
- Solidarity and humanity. "Everyone is somebody"

Participants broke out in small groups and took up facilitating and note taking roles....

How best can you appreciate and celebrate your womanhood daily? A collective summary includes

- Being and accepting of who you are
- Sharing our success stories
- Raising our girls: letting them see appreciate right values so they learn, grow and pass it on
- Lead by example: showing that we can be a lot more
- Gender equality should be displayed in homes, then it will be easier to make it a societal issue
- Celebrate our kind of beauty, consciously speaking and creating an atmosphere of positivity
- Upholding and teaching values of contentment such as owning one's season
- Setting meaningful priorities
- Changing the narrative and having financial independence...

Write out the things you love most about yourself?

This question helped the women practice self-love and confidence. They were so many beautiful personal details on this; it was a remarkable experience of positive self-awareness for participants.



What makes you unique from others? And which attributes or knowing connects you with others?

This was also an exceptional exercise that helped the participants celebrate their unique differences and explore common connections.

Icebreaker: Visually draw and connect your past, present and future?

The visual exercise was termed the most personal reflective exercise of the summit. Participants took personal time out to reflect on their past, present and next 5 years plan with insights of their connections. It was the first time most of the participants had such visual reflections: it was a spiritual, emotional and practical time for most participants. The drawings will serve as a reminder of our journey and what we hope to see in our near future as individuals.

Each participant was colourfully dressed in their native attires from diverse African countries. The beauty from the joyful hearts and colourful atmosphere filled the space. We had a celebration moment where we shared a toast around our personal uniqueness and the gift of womanhood.

Each woman selected a song and gave a dance presentation from her culture while everyone cheered and learned amazing dance steps. We also took time to pose for beautiful pictures and had one on one conversation. We laughed so much that some of us cried during our individual video presentation for the International Women's Day. We experienced pure joy as women.

Medical consultation:

Three (3) awesome female medical practitioners from Olasconcept graced the occasion. Each attendee was giving a personal medical examination and consultation which lasted about 3 hour's altogether. It was one of the high points of the summit because we had the opportunity to focus on our health and took time out to ask questions pertaining to our well-being.

March 8th: Night session

Participants gathered with few minutes' chit chat of how we spent the afternoon session and went straight to the agenda for the night.

What are the issues that affect the African woman?

- ❖ Domestic violence influenced by culture and encouraged by wrong interpretation of religion. Noting that some cultural and religious factors limit women.
- ❖ Society has normalised sexual harassment. Organizational culture doesn't encourage gender equality.
- ❖ Further clarifying that society doesn't accept sexual violence but people are ashamed of discussing or revealing it.



Still on issues affecting the African women

- ❖ Disbelief and threat to sexually violated victims
- ❖ Laws and policies are not implemented because some terrible traditional practices such as Female Genital Mutilation (FGM) are not denounced. Create the mind-set in girls that it is okay to speak is important to speak. In addition, creating awareness and systems for women and girls to thrive is vital.
- ❖ Sexual violence is not only peculiar to Africa. It's the failure of societies to put a stop to physical and sexual violence
- ❖ Wrong social media engagement around sexual violence.
- ❖ Legal regulations around women's right are not solid and lacks proper implementation
- ❖ Post-partum depression (PPD): The realization of certain realities around motherhood which leads to depression is often not discussed. Most expectant mothers are not educated on the possibilities of PPD and management. Adding that they should be honest conversations around motherhood experiences to expecting mothers. Thus, it is important to strengthen the role of mentor-mentee.

Participants were asked to share their self-care practice with the group. These were their responses:

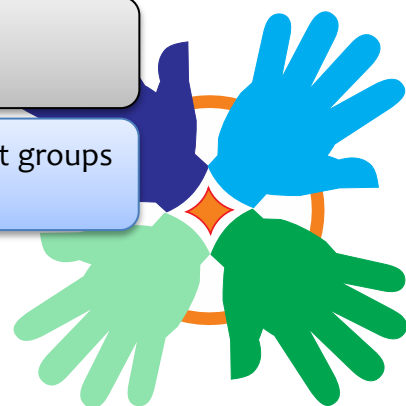
- Swimming on a weekly basis
- Watching stage play and movies. "Driving at night and walking around relaxes me and grants me inspiration".
- Walk (1hr – 2 hrs.) daily and positive confession
- Sport (running)
- Sleep, swimming and rest (Take time off chores: family and children are aware). "No one interferes with my work time"
- Telling stories and sharing experience with a group of dedicated friends was a time to get burdens of the chest and rest.
- Take Mondays off
- Watch movies (Series)
- Travel alone

What are the advantages of being an African woman?

Nature, food and other resources in Madagascar is an advantage to women. African women are said to feed the people in the world.

African solidarity: Ability to come unite and make things work

Community makes balance between career and family helpful. Support groups are available for women



Still on the advantages African women have:

Our challenges are our advantages: the ability to deal with situations with one's head up high. The things we do not have, has helped us better at handling difficult situations.

Resilient nature: Seeing the brighter side and we remain nurturers despite the changing times

Spirituality: tradition and religion

Being able to sustain client base and collaboration in the professional field

Ability to carry through, detailed peoples' skills and patience. The African woman is the backbone of her society

How to leverage on the advantages

- Own our story and leverage on it through encouraging women and talking about the process by reflection
- Women's responsibility in farming (motivation to provide food to the world) which involves economic empowerment, water and infrastructure. In addition come up with effective ways in linking social services to infrastructural and economic development.

What will your life long footprints be?

- ❖ "The way I raise my children, so that they turn out to be good and useful to the society".
- ❖ "For me, the willingness to give back"
- ❖ Volunteerism: Giving your best and influencing others
- ❖ "If life is a war, taking the battle win, saying no to injustice".
- ❖ Encourage people to believe in themselves, inspiring and helping others
- ❖ Create platform for women to give expressions of the gifting in them
- ❖ Showing love
- ❖ Empowering the most vulnerable in the society to fulfil their full potentials



Harvest: What stood out for you during the day?

- Reflection on past, present and future. Feeling totally comfortable in a new place which is rare. In addition, the medical consultation
- Photography and video session. Real fun and laughter
- Past, present and future exercise
- Videos session laughter, trying new things and enjoying a relaxed environment
- Dance session: Past present , future, small group break out and medical consultation
- We moved from individual stories / self-awareness questions to issues that affect women in the African society. Themes that were peculiar to our individual countries and those which were common were discussed.

March 9th: Morning session (Brainstorming and networking day)

The focus of the day: Explored Issues that affect African women and our roles in leadership. In addition: engage our cultural uniqueness, identify and share strategies across boundaries.

What does leadership means to you and what kind of leader are you? Here are the individual responses from participants:

Leadership means service and paving way for others. It also means breakthrough: creating a pathway for others. Leadership style: Servant leadership

It means living an exemplary-life and giving oneself to the service of others. It doesn't necessarily mean losing yourself in the process Servant leadership

It means sacrifice, service and sustainability. Teach and preach by example and having humanity the core.

Leadership is the ability to lead yourself first and others. Taking the decision no one wants to take- Servant leader

Dedicated to the need of others, having to take a lot of decisions (Adaptive leadership

A good leader must be a good follower. Understanding that you can't expect from others what you haven't given. Coming to the self-awareness of leading oneself helps to lead from within – Multi-dimensional leader





Banner unto NATIONS

...proffering sustainable solution to environment, social and economic challenges in West Africa.

Which event of life stands out for you and how does this inform your leadership practice?

Participant's responses

Grandmother's influence which instilled confidence made her an adaptive leader

Ageism and sexism at workplace brought about the resolution to be humane to others. The challenges of virtual relationships compared with in-person collaboration made her a servant leader

Going through an emotional process: An inscription "it is well" on a tricycle helped heal her pain and inspired transformation to reach out to others –servant leader

Mother's motivation helped her lead the way in her family, career and community. Her mum taught her to deal better with failure. Mothering style of leadership/heart leader

As a social worker, she believes, you mustn't like the people's lifestyle in order to help them. The obstacles faced to achieve her daily goals shaped her to be a Servant Leader

Teaching experience at a rural community during her service year was life-changing. Engaging the rural children in educative , fun and development activities and witnessing one of them grow up to acknowledge her efforts was inspiring. Facilitating a large women's group through a challenging member made her understand not to take certain things to heart – servant leader

Techniques participants' use in managing family, work and community

- Consciously doing a thing at a time without falling into the pitfall of multi-tasking
- Create a time schedule so as to prioritise tasks - Vera

- Present at each place
- Understanding and care from the children
- Communal support
- Family bonding time

- Organise (Putting things orderly)
- Autonomy (Things go on well irrespective of her absence)
- Do not hesitate to ask for help

- Communication goes a long way in sharing her task with family members, office colleagues and this ensures that there is no conflict of interest
- Willing to learn
- Have a to do list

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- Delegation (After years of doing most of the work. She has learned to delegate). For her, having a personal assistance which helps with scheduling and having people help out at home as made her a better person (“Have learned to receive support”)
- Have a succession plan which is already in place for her local women’s group
- Accountability
- Admits that she hasn’t grasped the art of balance and at times family suffer or work. However, things keep getting better
- Learned to prioritise
- Empower others to do things with no micromanagement

- Delegates a lot
- Avoid last minute meetings
- Support systems
- Collaboration
- Resist diminishing offers and responses

How do you think African women can combat ageism as a barrier to fostering healthy relationship and support system?

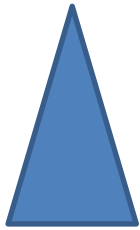
This was a sensitive topic and could literally sense the emotional filled space. The whole group believed that ageism is a barrier that needs to be overcome. However, a participant believes it doesn’t influence her space. Due to the fact that we all have our truths and experiences, we were able to conclude that some women have risen above it and found ways around it. However, it is still a threat to collaboration within settings that are informal such as family and friendship and in some professional setting.

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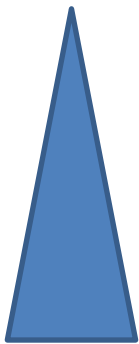


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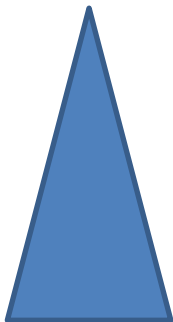
Speaking from a younger person's perspective:

- A participant said she has learned to condition her mind that it is okay discussing with an older person
- She ensures that familiarity doesn't set in
- Allows older women take their place and set healthy boundaries
- Consciously decides not to abuse the relationship

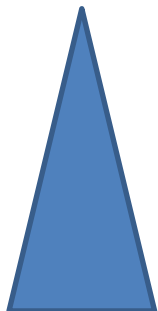


Combatting ageism entails:

- Wisdom to strike the balance
- Respect and communication irrespective of age, class or status
- "Everybody is somebody" ..
- Continually giving respect to the elders
- It is the approach that makes it a barrier
- Open mindedness and accepting criticism
- Learn role playing and appreciate others



- Respect is reciprocity
- In certain cultures, irrespective of the situation, a younger person might be viewed as someone who has nothing to offer or is inferior. Such notions should be changed.
- Mutual respect
- Generational barrier should be take care of



- Appreciating the diversity of our generations (Millenials, boomers, generation x...)
- It all depends on our perspective
- Age is an odd rule of demographics. Finding new perspectives towards putting people in the right place
- Relating with persons instead of age
- Accepting critical criticism and feedback



March 9th: Night Session

What is your local women's group about? What are your success stories and which areas do you need improvement?

What techniques do you implore in managing your women's group?

Fabulous
Women's
Network

(Core member))

A group where women support one another in Ghana

- ❖ Implore the use of social media in keeping in touch and reaching out to others.
- ❖ Make good use of word of mouth as an advertising tool for most of their programs
- ❖ Sponsorship and partnership with hotels, photographers and food vendors

Project
Management
International
(PMI) Women's
group -
Facilitator

A professional women's group that encourages a higher representation of women in the project management field in Cameroon.

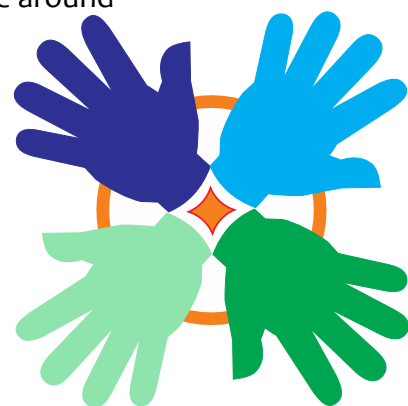
- ❖ Locational proximity helps convene women's meetings
- ❖ Sessions on how to put together viable CV and tutoring on how to prepare for job interviews puts women at a greater advantage in getting employed
- ❖ The group assigns a personal development trainer to participants
- ❖ Raise personal funds within the group to ensure that the goals and objectives of empowering more and younger women to infiltrate the project management field

Youth Force
Network

Social and field
worker

A non-profit organisation that works towards empowering youth and economically enabling Female Sex Workers to find a thriving business in Cameroon

- ❖ Inclusion is a technique used to ensure populations serves are represented and engaged
- ❖ Building trustworthy relationship
- ❖ Radio broadcast to reach out to more people around awareness programs



Still on techniques

Babes
Redefined
(Founder)

A Facebook platform of about 85,000 Nigerian women with physical groups at zonally levels which serves as a support group

- ❖ Social media as a platform to gather the entire group and network for sharing
- ❖ Work force is based on volunteerism
- ❖ Proximity, a function of the zones
- ❖ Funds are raised through the general goodwill of members for community outreach and other forms of support towards BR members
- ❖ Shared ownership of the vision

Ehtente
Feminine de
Mboure
(Facilitator)

A feminine group in Senegal

- ❖ Referral
- ❖ Need for inclusion
- ❖ Trust in the group leaders
- ❖ Non-partisan

Literacy for
women and
tribe leaders
(Facilitator)

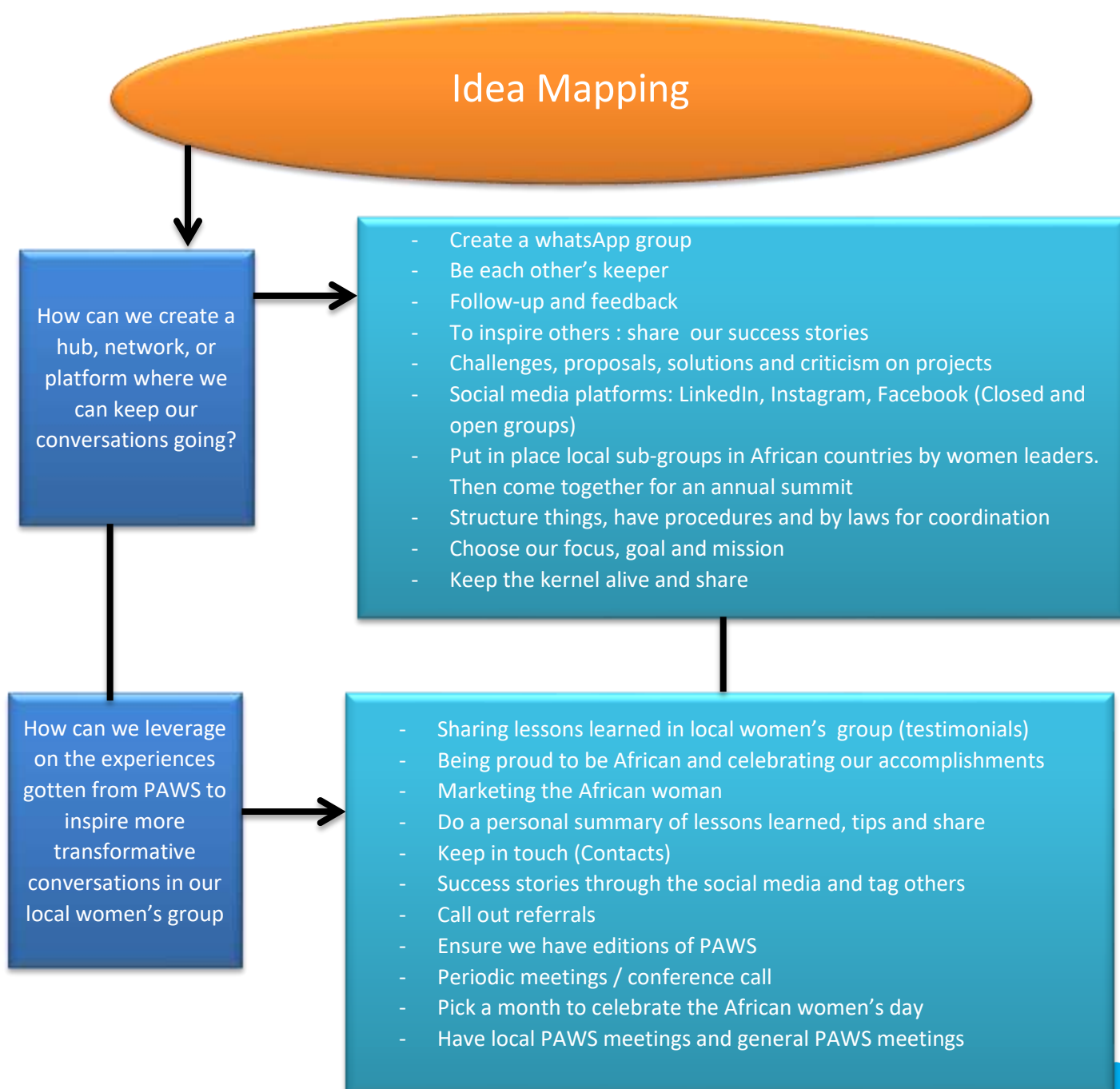
- ❖ Understanding the root cause of the problem in details instead of chasing symptomatic effects
- ❖ Logical framework (using rural social workers to overcome language barrier)
- ❖ Improved the agricultural techniques in terms of choice of seeds, watering et al
- ❖ Developing expertise in the area of agricultural productivity
- ❖ It is said that only males could own a land. Therefore, sons of landless mothers are called up to back up the resolution to own landed properties for agriculture
- ❖ Exhibition of agricultural produce in fairs
- ❖ All the social media platforms are engaged



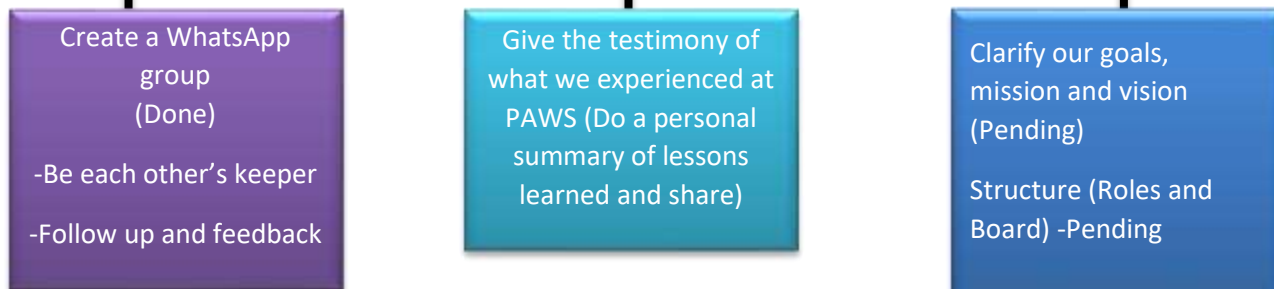
How can we create a hub, network or platform where we can keep our conversations going?

How can we leverage on the experiences we have gotten from PAWS to inspire transformative conversations in our local women's group?

Idea Mapping



ACTION PLAN 1



ACTION PLAN 2



What are your highest moments in the summit?

"The balloon exercise and the moral lesson behind not bursting someone else's balloon and being here with everyone"

"The diversity beyond culture and the uniqueness in what everyone is doing. The fellowship and love. Plus, the opportunity to meet a Malagasy".

"The network has been incredible, feeling at home and leaving with friends from several African countries"

"Health knowledge through the medical consultation, confirmation that we can work and have fun at the same time. Networking expectation was met and had a great experience with the narratives of the African women"

"Changed narrative about social media as a positive tool for social change. Felt connected with every woman. Got way beyond the expectation of feeling comfortable".

"Conviviality and willingness of everyone to share"

"The balloon game - I don't have to pull anyone down to get to the top. Will share as a peer educator to target groups".

March 10th: Departure day

Certificates of participation were presented to each participant of the Pan-African Women's. In addition, we said hard but joyful goodbye. We created a WhatsApp group to deliberate and act on our action plans. We hope to sustain and expand our circle of sisterhood and influence.

