



CELEBRATING TEN YEARS OF BROADCASTING FOR ALL – MAKING A DIFFERENCE ACROSS ASIA AND THE PACIFIC WITH GENDER EQUALITY, DIVERSITY AND INCLUSION IN THE MEDIA

PROGRAMME

14:00

INTRODUCTORY REMARKS

Introductory Remarks by the MC David Hua, Director of Audio and Language Content, SBS - Australia

**David Hua, Director of Audio and Language Content
Special Broadcasting Service (SBS) - Australia**



David Hua has over 20-years' experience in the media industry. He has held a number of senior executive roles at the Australian Broadcasting Corporation, and has been responsible for diverse portfolios across content, marketing, commercial, radio, and digital. Prior to coming to SBS, he led the ABC's international services including Radio Australia, ABC Australia (TV), and digital services that connect audiences around the world with Australian stories. David did most of his tertiary education at the University of Technology, Sydney where he received his Honours and Masters degrees in media communications. Born overseas, David has lived in regional NSW before moving to Sydney. He's grateful to be able to speak Cantonese, Vietnamese and Mandarin, but struggles to find the right words more often than he'd like. He writes extensively on the back of his hand.

WELCOMING REMARKS

**Yang Sung-Dong, ABU Acting President
President and Chief Executive Officer
Korean Broadcasting System (KBS) – Korea**



Mr. Yang Sung-dong, the 23rd President and CEO of the Korean Broadcasting System, took office and began his term on April 6, 2018. Mr. Yang has an extensive background in documentary production and investigative journalism since he joined KBS as a television producer in 1989. He has directed and produced numerous quality factual programming for KBS including KBS Special, In-depth 60 Minutes, The Insight, and World Today. Also, from 2007 to 2008, Mr. Yang led the Korean Producers and Directors' Association as the 21st President of the association. In 2006, he served as President of the KBS Producers and Directors' Association. Between 2013 and 2015, he worked as Executive Director Programming and Production of KBS Busan. Born in 1961, Mr. Yang studied political science at Korea University.

**Madeline Di Nonno, President and CEO
Geena Davis Institute on Gender in Media
United States of America**



Madeline Di Nonno is the President and CEO of the Geena Davis Institute on Gender in Media, the leading research driven advocacy organization working within the entertainment and media industry to create gender balance, foster inclusion and reduce negative stereotyping in family entertainment media.

Video of the WWW Forum – part one – the beginning, Seoul, Hanoi, Macau



14:15 Session 1: Celebrating Diversity and Inclusion with international/intergovernmental partners and sponsors – reports of highlights and progress ten years on

Moderator: Nedra Weerasinghe, Group Director -Electronic Media Business Capital Maharaja Group, Sri Lanka

**Nedra Weerasinghe, Group Director - Electronic Media Business
Capital Maharaja Group, Sri Lanka**



Nedra Weerasinghe is Group Director - Media Business, heading Sri Lanka’s largest private Media Network, MTV & MBC Networks. She also heads Sri Lanka’s single largest music rights management and distribution company of original content catalogs film production and distribution as well as Mobile Vision a disruptive video and audio service. She has been on the main board of the Capital Maharaja Group since 2006. She is one of the most experienced Media Professionals in Sri Lanka & has been a Panelist and Speaker at many ABU Forums and GA’s and a keynote speaker at the PMA Global conference in 2016. Most recently invited as a panelist at NBT Thailand’s in-country workshop in June 2021. She contributed as a committee member to formulating the Media Quality Management Standard for ISAS Media 9001:20016. She was awarded Gold Award for Media at the Top 50 Professional & Career Women Awards Sri Lanka 2017, awarded by IFC & Women in Management. Through the Network she has led many initiatives to improve lives of rural communities in Sri Lanka with providing clean drinking water housing setting up schools & libraries & reforestation projects. Nedra holds a Master of Business Administration Degree from The University of Western Sydney Australia

Panelists:

Misako Ito, Regional Adviser and Chief Communication and Information, UNESCO Asia-Pacific Regional Bureau for Education – Thailand

Mohammad Naciri, Regional Director, UN Women Regional Office for Asia and Pacific - Thailand

Daphne Tepper, Policy Director at UNI MEI, the division of UNI Global Union representing workers in the media, entertainment and arts - Belgium

Simona Martorelli, Director of RAI’s International Relations and European Affairs - Italy

**Misako Ito, Adviser and Chief Communication and Information
UNESCO Asia-Pacific Regional Bureau for Education, Bangkok**



Misako Ito is a specialist of information and communication with 17 years of experience working in the UN and development organizations in Africa, Europe, Arab States and Asia. As Adviser and Chief of Communication and Information at UNESCO Bangkok, she manages UNESCO’s programme on access to information, freedom of expression and digital transformation. She represents UNESCO in the Memory of the World Committee for Asia-Pacific and advises on policy and strategy for safeguarding documentary heritage, in particular on gender equality and women’s empowerment through histories and archives. She is a Japanese national and holds an Engineering Degree and a Master’s Degree in Information Systems and Technology Management from HEC School of Management and Mines ParisTech in France. During the post-Arab Spring period, she advised the Governments of Morocco, Tunisia, Algeria and Mauritania for the reform of the media sector, the legislation on freedom of information and the participation of women and youth in public policies.



**Mohammad NACIRI, Regional Director
UN Women Regional Office for Asia and Pacific, Bangkok**



Mohammad Naciri has over 26 years of experience with the United Nations in development, human rights, gender, and peace & security across Asia and the Pacific, the Middle East and North Africa. Mohammad has worked with various United Nations agencies such as UNICEF, International Organization for Migration (IOM), United Nations Development Programme (UNDP) and currently, UN Women. Over the past eight years, Mohammad served as UN Women’s regional director in the Middle East, North Africa and now, Asia and the Pacific. Prior to joining UN Women, Mohammad held senior leadership roles, having established and headed the IOM office in Kuwait, served as the Deputy Country Director of UNDP in Yemen, and other leading roles. A national of Morocco, Mohammad holds a master’s degree in Public Administration and International Development from the Harvard University, as well as a master’s degree in Social Anthropology from the University of Oxford.

Daphne Tepper, Policy Director at UNI MEI (the division of UNI Global Union representing workers in the media, entertainment and arts) - Belgium



Daphne Tepper is Policy Director at UNI MEI, the division of UNI Global Union representing workers in the media, entertainment, and arts. The regional office of UNI Global Union in Asia & Pacific is based in Singapore. UNI MEI brings together globally over 140 unions and guilds in over 70 countries representing staff, freelance, independent and contract workers. UNI MEI caters to the special concerns of unions and similar associations whose members are engaged in mass media, entertainment and the arts. Daphne is responsible for the coordination and implementation of projects and campaigns. For the last years she has been in charge of the sector projects in the field of gender equality and diversity, involving a broad partnership of industry stakeholders (trade unions, public and private broadcasters, independent producers, etc.). Before joining UNI MEI, Daphne worked for the European Commission; advocated for the arts sector towards EU policymakers; and coordinated international partnerships in the justice sector. Daphne graduated in political science and public international law.

**Simona Martorelli
Director of RAI’s International Relations and European Affairs
Head of European Affairs and of the Brussels liaison office with EU Institutions
Vice Chairman of the EBU Legal and policy Committee**



More than 35 years experience in the Audiovisual Sector started at Hearst ABC in New York (in 1981) and since 1984 in RAI, also as Responsible for monitoring European and International legislation on licence fee and for national and international contracts; co-productions, pre-acquisitions, pre-sales contracts for all RAI’s TV channels and departments, negotiations and contracts with Italian and International production companies, such as Disney, Warner and other majors. June 2005 - November 2008: formerly seconded as National Expert to the European Commission in the Audiovisual and Media policies Unit. Since 1999 Head of RAI’s Liaison Office of European Affairs in Brussels.



14:55 Session 2: Celebrating Diversity and Inclusion with regional media partners – reports of highlights and progress ten years on

Moderator: Russell Isaac, Media Consultant, United Kingdom

**Russell Isaac, Media Consultant
United Kingdom**



From an academic background in Social Science, Russell became a TV and Radio broadcaster in news and current affairs working for ITV, S4C and the BBC reporting, presenting and producing from conflict and disaster zones across the world. For 20 years he was leading several independent production companies and was also a senior training consultant for the Thomson Foundation. He is currently developing for the UNDRR a training curriculum for journalist to cover climate change and DRR. As a Development Consultant with United Purpose (a UK based International Charity that reaches over 4 million people in 19 countries), he recently develop a project in Kenya increasing girls empowerment through football as part of the advancement of the United Nation Sustainable Development Goals.

Panelists:

Joan Mower, Acting Head of Business Development Office, US Agency for Global Media - United States of America

Debarati Guha, Director of Programs for Asia, Deutsche Welle - Germany

Miranda Holt, External Partners Lead 50:50 Project, British Broadcasting Corporation - United Kingdom

Nicola Frank, Head of Institutional and International Relations, European Broadcasting Union - Belgium

**Joan Mower, Acting Head of Business Development Office
US Agency for Global Media (USAGM) - United States of America**



Joan Mower is the acting head of Business Development Office at the US Agency for Global Media (USAGM), the U.S. Government agency which oversees the Voice of America (VOA), Radio Free Europe, Radio Free Asia, Radio/TV Marti and the Middle East Broadcasting Corp. Headquartered in Washington, D.C., the BD office handles partnerships with more than 3,000 broadcast and digital stations around the world, with offices in Cape Town, Accra, Bangkok and Prague. The office also runs a robust media training center for international journalists. Previously, Ms. Mower served as the public relations director for USAGM and VOA. Ms. Mower has also been an adjunct professor at Johns Hopkins University. From 2007-2008, she was the spokesperson for the U.S. Department of State on Sudan issues. Before joining the USAGM, Ms. Mower served as the director of international programs/Africa and Latin America at The Freedom Forum/Newseum. She supervised offices in Johannesburg and Buenos Aires. At the foundation, she promoted press freedom. Ms. Mower has also served as a Foreign Service Officer. She began her career as a journalist. For 10 years she covered Washington for the Associated Press. She graduated from the University of California/Berkeley and holds an M.A. in African Studies from Johns Hopkins. An avid tennis player, Ms. Mower grew up in Africa, living in Nigeria, Kenya, Tanzania, and South Africa.



**Debarati Guha, Director of Programs for Asia
Deutsche Welle (DW) - Germany**



Debarati Guha is the Director of Programs for Asia at Deutsche Welle (DW), Germany. She was born in the Indian city of Kolkata, though her parents originated from Bangladesh. Coming from a family of freedom fighters, historians and advocates, she developed her fighting spirit and interest in politics from an early age. She completed her master's and M.Phil. in Political Science from Jawaharlal Nehru University in Delhi and wrote her thesis on "Representation of Women in Postcolonial Literature: Exploring the Subaltern Studies Perspective." Ms. Guha worked as an assistant to the Asia correspondent of the German daily Frankfurter Allgemeine Zeitung in New Delhi from 2003 to mid-2005. Later she completed a training program in online, radio and television journalism at DW and joined the Bengali department as a senior editor in 2007. After successfully working as a coordinating editor for Bengali, Hindi and Urdu language services from 2009 to 2012, Ms. Guha was appointed to head DW's Bengali Service in 2013. Later in 2015, Ms. Guha was given the responsibility to run DW's South and South-East-Asian Services. Ms. Guha was promoted to be the Director of DW's Asia Department in 2018. Besides journalism, Ms. Guha works as a researcher and performer at the Berlin-based theater company Flinnworks.

**Miranda Holt, External Partners Lead 50:50 Project
British Broadcasting Corporation (BBC) - United Kingdom**



Miranda Holt is from the BBC's 50:50 Equality Project. This initiative started in BBC News in 2017 to increase the representation of women on air. Since then it has been taken up by 690 teams across the BBC. Miranda is the External Partners Lead and manages over 120 companies around the world who have signed up. As an Assistant Editor at Political Programmes, she was involved with the 50:50 project from early on increasing the number of women from political journalism on air. She has produced many political television programmes, covering the Brexit Referendum and several General Elections. Recently she was an output editor on BBC Network Radio news programmes.

**Nicola Frank, Head of Institutional and International Relations
European Broadcasting Union (EBU) - Belgium**



Nicola Frank joined the European Broadcasting Union in 1998. In March 2020 she became the EBU's Head of Institutional and International Relations, after having represented the EBU and Public Service Media at EU level, as Head of the EBU's Policy office in Brussels from 2009 to 2020. She started her career in the European Commission in 1990 where she was responsible for an Information and Communication Programme towards the Mediterranean and the Near and Middle East. In 1996 she joined Media and Entertainment International, the international federation of media and entertainment trade unions, as Deputy General Secretary. Nicola Frank was born in 1963. She took an M.A. in Islamic Studies, Modern History and French Literature.



15:35 *Session 3: ABU snapshot – A decade of leading, influencing and promoting Diversity and Inclusion in the Asia-Pacific media*

Moderator: **Chrissie Tucker**, Chair - ABU Diversity & Inclusion Task Group, Australia

***Chrissie Tucker, Chair - ABU Diversity & Inclusion Task Group
Australia***



Chrissie Tucker is Chair of the Asia-Pacific Broadcasting Union (ABU) Diversity and Inclusion Task Group. She is an Australian and International Diversity and Inclusion Specialist with a history of working in the broadcast media and financial industries. Over twenty years as Manager Diversity with the Australian Broadcasting Corporation and ten years' overseas consultative and assignment work, including with the ABU and UN Agencies. Skilled in diversity and inclusion strategic planning linked to business objectives and culture; stakeholder engagement; innovative policies and programmes, as well as design and facilitation of forums and resource material. She has held a range of diversity and inclusion-related positions as Board member, Advisor, President, Mentor and Awards Judge. In 2020, she completed three UNESCO/ABU regional projects: Gender Equality in the Media Matters! guidelines for the Asia and the Pacific Media; a Diversity and Inclusion in the Media Survey in the A-P region; and the development and launch of Diversity and Inclusion Plans for broadcasters across the region.

Panelists & Contributors:

Natalia Ilieva, Head – Secretary General’s Office, Asia Pacific Broadcasting Union - Malaysia

Chrissie Tucker, Chair - ABU Diversity & Inclusion Task Group - Australia

ABU Members Showcase 50:50 – Hase Eriko, Senior Producer, Media Design Department, Nippon Hoso Kyokai - Japan

ABU Members Showcase 50:50 – Australian Broadcasting Corporation - Australia

Message from a representative of the ABU’s Gender and Diversity Champions for Media Strategy - Francis Herman, Chief Executive Officer, Vanuatu Broadcasting & Television Corporation - Vanuatu

Message about the ABU Diversity and Inclusion Task Group - Paula Slier - Founder & CEO Newshound, Middle East Bureau Chief - Russia Today – Middle East

***Natalia Ilieva, Head – Secretary General’s Office
Asia-Pacific Broadcasting Union (ABU) - Malaysia***



Natalia is responsible for strategy development, members and external relations at the ABU since 2010. She is leading the ABU’s outreach campaigns Broadcasting for All: Diversity and Inclusion in the Media and Saving Lives: Building Resilient Communities, a media knowledge literacy campaign for climate change adaptation and disasters prevention. Her journalistic experience spans over two decades across print and electronic media working for public service and commercial organisations including ten years with the BBC. Natalia has worked for Thomson Foundation in transition management of media across Eastern Europe and former Soviet Union (Armenia, Georgia, Russia and Ukraine) and for Commonwealth Broadcasting Association before joining the Asia – Pacific Institute for Broadcasting Development and later ABU. Natalia has a BA in Economics from Sofia University, Bulgaria and an MBA from the University of Ottawa, Canada and the University of Kent, UK.



**Hase Eriko, Senior Producer - Media Design Department
Nippon Hoso Kyokai (NHK) - Japan**



Hase joined NHK in 1992. As program director, she has produced nature, space and other science programs for over 20 years. In the recent years, she has broadened her career into digital, managing websites, social media and events, introducing over 1,000 web contents. As senior producer for media design, she is engaged in projects between multiple departments, organizing in-house webinars on diversity and inclusivity since 2020. She held 13 webinars, which attracted over 2,000 NHK staff. She is also in charge of launching the 50:50 The Equality Project in NHK, with the support from the BBC.

Australian Broadcasting Corporation (ABC) – Australia



In March 2021, the 50:50 Project team caught up with ABC News editors and producers to ask them how the focus on increasing female representation has changed how their teams tell stories, and why this has been important (Video Presentation)

**Francis Herman, CEO
Vanuatu Broadcasting & Television Corporation (VBTC) - Vanuatu**



FRANCIS EDMOND HERMAN is a development entrepreneur and media communications strategist specializing in Media for Development. He has extensive and high level experience in the media and communications industry in the Pacific Islands spanning close to 38 years with 25 of those years in senior management roles overseeing a wide range of media initiatives across 14 Pacific Island states. For his contribution to media development work in the Pacific, he was honoured with the Order of Australia (OAM) medal by the Commonwealth of Australia in 2015. He remains one of the very few Pacific Islanders awarded the OAM. Currently Chief Executive Officer of the Vanuatu Broadcasting & Television Corporation as part a strategic reform programme commissioned by the Vanuatu Government and funded by the Australian Government to salvage Vanuatu’s national radio and television services

**Paula Slier,
Founder and CEO: Newshound
Middle East Bureau Chief, Russia Today (RT) – Middle East**



Paula Slier has worked in broadcasting for over 20 years as a foreign correspondent, anchorwoman and news editor and has received numerous awards for her work. Her assignments have taken her across the globe and she can often be seen reporting from the frontlines of Israel, Palestine, Syria, Iraq, Egypt, Gaza and Lebanon. She has been embedded with the US army in Iraq and Afghanistan, the Syrian and Russian armies in Syria, and the Peshmerga (Kurdish) forces in Iraq. Since 2005, Paula has been the Middle East Bureau Chief for RT, an international broadcaster with a global reach of over 700 million people. Paula is also the founder and CEO of Newshound Media International, a global media production company. Paula has participated in various working sessions of the OSCE (Organization for Security and Co-operation in Europe) for human rights and democracy dedicated to the work of journalists in conflict zones.



15:55 **Video of the WWW Forum – part three – the last three years – Ashgabat, Tokyo and Virtual Forum 2020**

16:00 **CLOSING REMARKS:**

Rapporteur: Martin Hadlow, Member ABU Diversity and Inclusion Task Group, Consultant - Australia

**Martin Hadlow, Member ABU Diversity and Inclusion Task Group
Consultant – Australia**



Martin Hadlow's professional experience covers more than 45 years in international communication development, broadcasting, journalism, media management, academia and training gained in over 50 countries, especially in Asia, the Middle East and the Pacific. His background includes an extensive career with UNESCO, where he served as Representative, Director and Regional Communication Adviser of field offices in Malaysia, Kazakhstan, Jordan/Iraq, and Afghanistan and in senior roles at Headquarters in Paris, including as global Director of the Division of Freedom of Expression, Democracy and Peace. He later became an Associate Professor at the University of Queensland and Foundation Director of UQ's Centre for Communication and Social Change. He holds a PhD from the University of Queensland, an MA (Mass Communications) from Leicester University, UK, and was conferred an Honorary Doctorate by the Senate of the Kazakh State University (named after Al-Farabi), Kazakhstan.

16:05 **CLOSING**