



**WOMEN
WITH THE
WAVE**
High Level Forum Series



U.S. AGENCY FOR
GLOBAL MEDIA

UNITED STATES
BROADCASTING
BOARD OF
GOVERNORS



**ASIA-PACIFIC BROADCASTING UNION
and KOREAN BROADCASTING SYSTEM
PRESENT THE
12th WWW*: BROADCASTING FOR
ALL: DIVERSITY AND INCLUSION IN
THE MEDIA FORUM**

**VOICE AND VISION:
LEADING WITH
GENDER EQUALITY,
DIVERSITY AND
INCLUSION IN THE
MEDIA**

**29 OCTOBER 2023, SEOUL, KOREA
9.00am to 1.00pm
Korean Broadcasting System (KBS) Wedding Hall**

WOMEN WITH THE WAVE HIGH LEVEL FORUM SERIES
The Asia-Pacific Broadcasting Union (ABU), as part of the 2023, 60th General Assembly and Associated Meetings held in Seoul, Korea, with the host broadcaster, Korean Broadcasting System (KBS) and leading sponsor organisations, present the ABU 12th WWW*: Broadcasting for All, Diversity and Inclusion in the Media Forum – showcasing gender and diversity leadership across the media.

The ABU in conjunction with ABU members and international and regional partners is committed to leading with diversity and inclusion principles and practices across the Asia-Pacific region through broadcast and online media. Overall responsibility of the ABU's diversity and inclusion activity is with the Secretary-General, supported by the ABU Diversity and Inclusion Task Group, through the objectives and actions of the ABU Diversity and Inclusion Media Action Plan.

The ABU aims to:

- Promote and facilitate a culture of diversity and inclusion in media organisations;
- Build on the representation, development and retention of employees from diversity groups in the media;
- Enhance the participation, connection and engagement in media content and services, that reflects the broad range of diversity in communities and audiences.

WOMEN WITH THE WAVE

High Level Forum Series



ASIA-PACIFIC BROADCASTING UNION and KOREAN BROADCASTING SYSTEM 12th WWW*: BROADCASTING FOR ALL: DIVERSITY AND INCLUSION IN THE MEDIA FORUM

VOICE AND VISION: LEADING WITH GENDER EQUALITY, DIVERSITY AND INCLUSION IN THE MEDIA

In 2023, the ABU and KBS present the 12th Forum in the WWW*/Broadcasting For All Series –

Voice and Vision: Leading with Gender Equality, Diversity and Inclusion in the Media Seoul, Korea.

Seoul, Korea was the location of the first of these Forums, which introduced the important subject of gender and diversity in the media as a stand-alone ABU event. Since then, the focus, activity and progress of diversity and inclusion in ABU member organisations and the region, has built on this foundation, with greater awareness and participation.

This half-day event in 2023, highlights diversity and inclusion and gender equality through leaders and leadership across the media in the Asia-Pacific region and beyond, with international and regional senior executives, renowned experts and champions. Through their vision, direction and stewardship, leaders of broadcasting organisations have highlighted and increased the awareness of inclusion; adopted plans, policies and actions to mainstream diversity and inclusion in workplaces and content; and inspired confidence and greater representation of women and of all members of communities with a diversity of experiences, identities and perspectives. Both working in the media and reflecting the news, stories, education and entertainment of, and for all, audiences and content users. Leaders have recognised the need for a workplace culture and work environment that enables teams that reflect diversity, to be embraced and provided with equal opportunity to succeed. The Forum will highlight the work of KBS in leading with gender equality.

In line with the theme of the overall General Assembly, “What Comes Next?” speakers will inform on their past gender equality, diversity and inclusion activities and their focus and vision for the future.

The ABU, in conjunction with the Forum this year, is pleased to announce and launch two diversity and inclusion projects for 2024. These are two pilot initiatives for ABU members. One is aimed at supporting women working in the media with their career progression through a mini mentoring program. The other is the introduction of a recognition award scheme for diversity and inclusion workplace strategies linked to sustainability and capability. The initiatives will be launched as part of this year’s Forum and results conveyed at the 2024 Forum.

Part of the closing proceedings of the Forum will include the SEOUL DECLARATION which will declare commitment to a number of steps to strengthen diversity and inclusion across the media landscape.

Sponsors and supporters acknowledge the sphere of endeavour and drive to promote and build gender equality, diversity and inclusion in all organisations across regions, and the importance especially in the media to deliver on this momentum to make a difference in this space. Thanks to the sponsors and supporters of the ongoing work of the ABU and this Forum series, now in its 12th year, in 2023:
KBS, UNESCO, U.S. AGENCY FOR GLOBAL MEDIA, UNI GLOBAL UNION, AB COMMUNICATES

PROGRAMME

08:30	Registration
OPENING SESSION MC: Andrew Buchanan , Director AB Communicates, Australia	
09:00	WELCOME AND OPENING REMARKS OPENING REMARKS: KIM Deock-jae , KBS Acting President and CEO KEYNOTE SPEAKER: LEE Ki-Soon , the Vice Minister of Ministry of Gender Equality and Family
09:30	SESSION 1 FOCUS ON KBS LEADING WITH GENDER EQUALITY – Gender Equality Centre of KBS <i>Outline of the outstanding and important work of the KBS Gender Equality Centre and how this unit is leading and making a difference with gender equality in the media in Korea and beyond.</i> Suh Young-ju , Director of KBS Gender Equality Center, Korea
10:00	SESSION 2 LEADERSHIP OF GENDER EQUALITY, DIVERSITY AND INCLUSION IN THE MEDIA THROUGH THE SUPPORT OF GLOBAL AND REGIONAL AGENCIES <i>Conversation with leading global institutions about their gender equality, diversity and inclusion activities and “What Comes Next?” to promote sustainability and leadership in the diversity space, particularly with references to the media.</i> Moderator: Simona Martorelli, Director , International Relations and European Affairs, RAI Italy, Member ABU Diversity and Inclusion Task Group Panel Members Ningrum Spicer , Regional Director of Business Development for Asia, US Agency for Global Media (USAGM), Thailand Hanna Harvima , Policy Director, UNI GLOBAL UNION, Switzerland Lee Gippeum , Manager of Gender Equality Team, YWCA, Korea
10:50	Morning Tea
11:10	SESSION 3 FOCUS ON DIVERSITY: LEADERSHIP AND COACHING MINI MASTERCLASS <i>Leading with voice and vision. In keeping with the theme of leadership, a mini masterclass on leading and coaching, with a focus on gender and diversity, presented by long-term specialist in communications and media, Andrew Buchanan.</i> Andrew Buchanan , Director AB Communicates, Australia
11:30	SESSION 4 LEADING WITH DIVERSITY: UNESCO IPDC MAINSTREAMING GENDER AND DIVERSITY IN MEDIA ORGANISATIONAL POLICIES AND PLANNING PROJECT 2023 <i>Senior executives from the Asian region, demonstrate leadership in advancing and embedding gender equality, diversity and inclusion, through strategic planning and policy development in their broadcasting organisations, as part of a 2022/23 UNESCO IPDC and ABU partnership.</i> Moderator: Faiese Matafeo , Chief Executive Officer, Samoa Broadcasting Corporation, Samoa Panel Members: Nasrullah Md. Irfan , Director General, Bangladesh Betar Afsana Bilkis , Director (Administration), Bangladesh TV Aishath Asifa , Director of Sales and Marketing, PSM Maldives Janardan Bista , Deputy Director, News and Chief of Training and International Relations, Radio Nepal Phulman Bal Tamang , General Manager, Nepal Television
12:30	LAUNCH OF ABU 2024 PROGRAMMES – MENTORING AND RECOGNITION AWARDS <i>Practical measures for media organisations through war and conflict situations - supporting employees and communities based on gender and diversity needs.</i> Natalia Ilieva , Strategic Advisor to the ABU Secretary-General, Malaysia Chrissie Tucker , Chair Diversity and Inclusion Task Group, ABU, Australia
12:35	SEOUL DECLARATION <i>KBS, in line with the ABU’s efforts aimed at strengthening gender equality and expanding diversity and inclusion across the media landscape, present the SEOUL DECLARATION document for acknowledgement and ratification by Forum participants. The Declaration has commitment to five steps to strengthen diversity and inclusion, regarding gender, regions, generations and socioeconomic disparities.</i> MC: Seungdon Choi
12:55	WRAP UP
13:00	CLOSE

SPEAKERS



Kim Deock-jae, Acting President and CEO / Vice President

Mr Kim Deock-jae currently serves as the Acting President and CEO, alongside his Vice Presidency, of the Korean Broadcasting System (KBS).

Mr Kim entered KBS in 1990 as a television producer and director, where he created various TV programs for a duration of two decades. From April 2018 to February 2020, he held the role of Executive Managing Director in the Content Production division at KBS, managing the production of all KBS television programs.

From March 2020 until August 2021, Mr. Kim held the position of President at KBS Arts Vision. Following this, he assumed the role of CEO at the widely respected KBS Symphony Orchestra until December 2021. In the same year, he was appointed as the Executive Vice President of KBS. From September 2009 to September 2010, he served as the 23rd President of the Korean Producers and Directors Association.

He earned a Bachelor's degree in Civil Engineering from Kyungpook National University in 1989. He also received a postgraduate degree in 3D content from the Graduate School of Information Contents at Kwangwoon University.



Andrew Buchanan, Director AB Communicates, Australia

Andrew Buchanan from AB Communicates is a communications and media consultant based in Sydney, Australia, with special expertise in staff motivation and facilitating corporate change. Working with organisations and individuals in communications – sharing his broad skills in public speaking, presentation, the utilisation of the media, and management mentoring, coaching and counselling.

Prior to his consultancy work, Andrew has had more than 30 years in broadcasting as a radio and television announcer and journalist and a senior manager at the Australian Broadcasting Corporation. Part of his time at the ABC his role as General Manager of International Development, involved leading training consultancies in Vietnam, Laos, Cambodia and South Africa. One of his highlights was the instigation of the ABC Rural Woman of the Year Award.

Andrew is a keenly sought-after keynote speaker and has been a recipient of the Public Service Medal in the Australia Day Honours; a Chair and Board member of a range of institutions including disability ones, namely Accessible Arts (NSW) and the Cerebral Palsy Alliance (CPA) and the CPA Board in the USA.

A recent project – he was the CEO and a Director of Group Training Australia, 120 Group Training Companies providing employment and training to 40,000 apprentices and trainees around Australia.

Andrew's life experience includes having a disability; he contracted polio in early infancy and is paralysed on his right side.



Suh Young-Ju, Director of KBS Gender Equality Center

Suh Young-Ju has been serving as the Director of the Gender Equality Center at KBS since 2021, with over 30 years of expertise in the field of gender policy. She received a Bachelor of Laws degree from Ewha Womans University and a Doctor of Laws degree in law from Kangwon National University.

Throughout her career, she has built expertise in the field of gender equality policy in government, public sectors, and NGOs. She has served as the Director of Policy Development Department at the Seoul Foundation of Women and Family, Head of the Women's Education Division at the Ministry of Education, and Director of the Women and Family Research Institute in Gangwon Province.

She is actively involved in various activities to ensure that the Gender Equality Center functions as a 'Gender Equality and Diversity Platform' within KBS. As a result of various initiatives aimed at promoting gender equality in organization and increasing gender sensitivity in broadcast content, the KBS Gender Equality Center have achieved significant recognition. In 2022, the Center was honored with the Media Diversity Award(Grand Prize) by the Korean Society for Journalism & Communication Studies, and in 2023, it received the AIBD International Media Award(Sustainability Award) and the ABU IPLC Award.



Simona Martorelli, Director, International Relations and European Affairs, RAI, Italy

Simona Martorelli is currently the Director of RAI's International Relations and European Affairs, Head of European Affairs and of the Brussels liaison office with EU Institutions, and the 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.



Ningrum Spicer, Regional Director of Business Development for Asia, US Agency for Global Media (USAGM)

Ningrum Spicer is the Regional Director of Business Development Asia region for the U.S. Agency Global Media (USAGM) in Bangkok, Thailand. She leads partnership, distribution, and marketing efforts for the Voice of America and Radio Free Asia in the East Asia and Pacific region, including Bangladesh and India.

Ningrum is seasoned communication, international marketing, and media professional who started her career as a journalist in Indonesia for The Sydney Morning Herald and Washington Post. Prior to joining USAGM, Ningrum served as a communications strategist at the Department of Homeland Security – U.S. Citizenship and Immigration Services (USCIS). In addition to her eleven years as a Senior TV Producer at the Voice of America, her prior roles include professional communications and management experience with the General Services Administration, the United Nations, and the World Wildlife Fund.

Ningrum received her M.A. in Communications and Public Affairs from American University, Washington DC, and her B.A. in Communications from the University of Indonesia, Jakarta, Indonesia.



Hanna Harvima, Policy Director, UNI GLOBAL UNION, Switzerland

Hanna Harvima coordinates the work in the live performance sector within UNI MEI as well as projects globally. She coordinates the work in the Asia-Pacific region and follows international policy-making at international organisations, such as the WIPO and the ILO. She is a lawyer and has a background in labour law. She is a Finnish national.



Faiese Matafeo, Chief Executive Officer, Samoa Broadcasting Corporation, Samoa

40 years' experience in radio and television broadcasting, with 21 years in Management roles.

First as CEO of Samoa's State-owned Broadcasting services, and later as Managing Director and Co-owner of Samoa Broadcasting Co. Ltd following Government privatization.

Editor of Samoa's Parliament Hansard and also served at the UNDP regional office in Apia as an External Relations Specialist.



Md. Nasrullah Irfan, Director General, Bangladesh Betar

Md. Nasrullah Irfan embarked on his broadcasting journey on January 26, 1991, marking the inception of a remarkable career in the media industry. Over the years, he demonstrated versatility and dedication while serving at different stations within Bangladesh Betar, the State-Owned Radio. During his journey he served Bangladesh Betar in various capacities including Regional Director, Director, Deputy Director General, Additional Director General (Head of the Programme Wing) and culminated as the Director General of Bangladesh Betar.

Md. Nasrullah Irfan is a seasoned broadcaster celebrated for his instrumental role guiding Bangladesh Betar into the digital age, successfully orchestrating its transition into new media. His innovative and pioneering programs have been instrumental in shaping Bangladesh Betar into a modern broadcasting powerhouse. His efforts were duly recognized when honoured with the Commonwealth Broadcasting Association Award (Travel Bursars) in 2012, further cementing his legacy as a trailblazer in the broadcasting world.



Afsana Bilkis, Director (Administration), Bangladesh TV

Ms Afsana Bilkis is a prudent civil servant with an extensive career spanning 17 years in the Bangladesh Administrative service. She holds a Bachelor's degree in Geology from the University of Dhaka, and later pursued her postgraduate studies in Public Policy and Governance at North South University in Dhaka. Throughout her professional journey, Ms Afsana has gained invaluable experience by actively working in different units of field administration of Bangladesh. Her professional journey has been enriched with valuable experiences gained from the involvement with the UN Women's project during her tenure at the Bangladesh National Parliament Secretariat and in the Ministry of Water Resource.

Working in a patriarchal society, she always dreams of a nation where women will be more empowered and live a life of without any kind of disparity. As an advocate of gender equality, Ms Bilkis authored a thesis paper, delving into the critical issue of violence against women and assessing the actions taken by the Bangladesh Government to combat this pressing concern. This research exemplified her unwavering dedication to addressing vital societal problems, particularly her fervent commitment to advancing gender equality and women's rights.

At present, Ms Afsana Bilkis holds the position of Director (Administration) at Bangladesh Television, a public service broadcasting channel of Bangladesh.



Janardan Bista, Deputy Director, News and Chief of Training and International Relations, Radio Nepal

Janardan Bista is a broadcast journalist for over two decades. He currently works at Radio Nepal as Deputy Director-cum-News Editor and Presenter with additional responsibility of chief of Training and International Relations.

He's currently pursuing Ph.D. in Mass Communication and Journalism. He has studied Journalism and Mass Communication, Business Management and also holds a degree in law. Bista teaches mass communication and journalism in universities and colleges. He also works as a media researcher, consultant and media trainer. He has been a fellow of

Radio Netherlands Training Centre (RNTC) in 2010. He has worked as a lead coordinator for the research carried out by Radio Nepal for the evaluation of the effectiveness of its inclusive broadcasting and has authored the research report.

He was involved in Radio Nepal's live Broadcast, only minutes after the deadly earthquake hit Nepal on 25th April 2015. He led emergency broadcasting during first phase of Covid-19 Pandemic. He has covered many national and international events as a broadcast journalist and has produced and anchored various radio programs and conducted dozens of interviews.



Phulman Bal Tamang, General Manager, Nepal Television

Mr. Phulman Bal Tamang is a prominent figure in Nepal, currently serving as the General Manager of Nepal Television. With a diverse background in journalism, he has worked in various media, including television, radio, print, and online, making him a well-rounded expert in the field. He is also the founding president of Radio Namobuddha.

Mr. Bal Tamang's influence extends beyond journalism. He is a multifaceted individual, still actively engaged in various literary pursuits. Mr. Bal Tamang has been honored with many awards and medals for his contribution in the fields of art, literature, and film. He has made significant contributions to Nepali literature, particularly in the realm of poetry.

Additionally, Mr. Bal Tamang's creative talents extend to filmmaking, as he directed the feature film 'Neerphool'.

He proudly represents the indigenous people of Nepal, further contributing to the country's diverse cultural fabric. His achievements and contributions make him a notable and respected figure in Nepal's cultural and media landscape.



Natalia Ilieva, Strategic Advisor to the ABU Secretary-General, Malaysia

Natalia brings over two decades of diverse media experience, spanning journalism, reporting, production, presentation, and management in print and electronic media, including a decade at the BBC. Her career also includes impactful roles as a Champion of Change with the Thomson Foundation, facilitating media transformation in post-communist democracies in Eastern Europe.

In 2010, Natalia joined the Asia-Pacific Broadcasting Union (ABU) as Head of the Secretary-General's Office. Here, she initiated innovative outreach campaigns, such as "Media Saving Lives: Building Resilient Communities" and "Broadcasting for All: Diversity and Inclusion in the Media."

She holds a BSc in Microeconomics from Sofia University of National and World Economy, coupled with a joint MBA from the University of Ottawa in Canada and the Canterbury Business School in the UK.



Chrissie Tucker, Chair Diversity and Inclusion Task Group, ABU, 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.



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