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Report of
INCONET Workshop
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New York, New York

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INCONET REPORT
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BACKGROUND AND RATIONALE

Since the International Women's Tribune Centre's inception in 1976 as a follow-up to the 1975 International Women's Year non-governmental conference in Mexico, considerable effort has been directed towards encouraging the development of local, national, regional and international information networking in the field of women and development. The Tribune Centre's work has been two-fold:

- (1) involvement with local groups to respond to the information/education needs of women in low-income urban and rural areas, particularly groups with low levels of literacy, and
- (2) assistance to regional centres to develop their own information/communication capabilities thus enabling them to respond to local and national needs.

In the Tribune Centre's work at the regional level in assisting organizations in the collection and dissemination of project-related information, and at the local level in the development and production of highly visual project-related information, several issues have become increasingly apparent:

1. There is a critical need to enhance the dialogue between regional, local and national groups regarding the information needs and potential support each can offer the other.
2. The majority of research in the field of women and development, particularly as it relates to project development and implementation, is seldom translated, in either form or content, in a manner which is usable to individuals working in the field.
3. There is considerable lag time between events and reports regarding the results of such activities.
4. Information which does exist tends to remain in the hands of the educated elite.
5. Despite all the attention currently focused on women and the mass media, statistics reveal that the majority of the world's women remain beyond mainstream media as it is normally defined, i.e. newspaper, television, radio, and cinema.

6. In addition to the fact that most women in low-income urban and rural sectors do not have access to information through mass media channels, little attention has been directed towards the messages and images these women do receive through existing vocational training and non-formal educational programmes.
7. Not only do the majority of developing country women remain beyond mainstream media, but the majority of information specialists and communicators in the women and development field exist at the professional periphery thus limiting their opportunities for additional training, exposure to new ideas and/or technologies, and sharing of common concerns.
8. The trend towards the establishment of specialized collections of women and development materials and resource centres is frequently thwarted unnecessarily by the isolation in which these centres are developed. Not only are these centres confronted with problems related to the fact that they are multi-functional in nature, but the individual responsible for establishing and maintaining the information collection is also called upon to produce information and then disseminate it. Limited and/or uncertain financing for these activities, limited space, and isolation and/or lack of awareness of existing information networks which can be tapped exacerbates the situation.
9. Little attention has been directed at how to maximize the utilization of information that does exist.
10. Little support has been given to the design, development and production of more woman-oriented information materials, particularly in the vocational and non-formal educational programmes.
11. Little effort has been made to draw upon the research and expertise regarding strategies for the diffusion of innovations which has been developed in other fields during the past two decades nor is there the financial support which enables such planning to become a reality.
12. The isolation which women worldwide experience in their daily lives is also present at a professional level which

inhibits the possibility for collective action in addressing major issues in the communication/information/education field as it relates to women and the development process.

As a result of financial support from the Women and Development Office of US AID, the International Women's Tribune Centre was able to host a workshop which sought to address these issues. The participants were selected so as to insure a broad cross-section representing different regions, different skills, different perspectives, and different disciplines within the information/communication/education field. The purpose of the workshop was five-fold:

- (1) to encourage the exchange of ideas and experiences among those professionals collecting information, those who produce information, and those who use information in working with women in low-income urban and rural sectors;
- (2) to consider problems involved in responding to the information/education/communication needs of those women who remain beyond mainstream media;
- (3) to explore ways and means of facilitating the establishment of inter-connecting women's resource centres at the local and national level within regions;
- (4) to identify problems in the collection, production and dissemination of information and to formulate responses encompassing both immediate action and long-term strategies; and
- (5) to exchange information, ideas and resources on a variety of issues of mutual concern and interest.

INTRODUCTION

From March 3 - 10, 1980, the International Women's Tribune Centre (IWTC) hosted a workshop on Information and Communication Networking (INCONET) at its headquarters in New York City. The workshop brought together seventeen women, all actively engaged in providing and/or producing information/communication materials in support of development activities with and for women throughout Asia, Africa, Latin America, the Caribbean, the Middle East, the South Pacific, Europe and North America. Coming from sixteen different countries and from both the governmental and non-governmental sector, the participants represented a wide-ranging collection of experiences, perspectives and problems which provided the core for discussion during the seven-day gathering.

The workshop was designed to provide an opportunity for idea- and skill-sharing among the participants, to explore ways of enhancing existing networks, and to create new linkages when and where desirable to facilitate the flow of information among individuals and groups. Every effort was made to promote a practical, "hands-on" orientation to the week's activities through interweaving general discussions, focusing on major issues with small group productions and skill-building sessions reflecting these themes.

Thus, in the course of one week, the participants engaged in lively debates on feminism and development, worked on productions and participatory activities focusing on alternative images of women in the media, developed training materials and a slide/tape on women and appropriate technology, and formulated strategies for the dissemination of information throughout the regions. In seeking to develop a wide range of possibilities for action based on the collective backgrounds of the participants, combined with the experience of actually translating these ideas into concrete materials and activities for use within each participant's unique setting, the INCONET workshop attempted to provide a stimulus for future action.

"Everyday something new and interesting unfolds as a result of the experience gained and contacts made at INCONET...While I have not been able to be in touch with all..., I have certainly made a start on the strengthening of our networking."

--Rita Voeth
Women & Development Unit
Barbados, W.I.

PARTICIPANT PROFILE

INCONET, in highlighting and dealing with various critical issues of importance to women and development, was dependent upon the input of participants who had been confronted, in their professional lives, with diverse challenges; who had been motivated by the uniqueness of their personal and regional situations to acquire various skills; and who, by confronting challenges with acquired skills, had arrived at definitions of problems and possible solutions.

If an attempt were made to re-create INCONET by recruiting participants whose combined profiles would reflect similar skills and experiences of the actual group, the roster of backgrounds required would include:

- women who had worked as information/communication specialists throughout 7 regions of the world and in at least 16 countries;
- women who had experience in both the governmental and non-governmental sectors, reflecting also a balance in practitioner skills and academic preparation;
- women who had a concern for developing and integrating various disciplines into community development efforts, including appropriate technology, popular theatre, low-cost media, feminism, alternative images for women, and information classification systems for rural resource centres;
- women who had coordinated programmes aimed at diverse populations, including the broadcasting of women's radio shows to an audience that spoke 700 different languages, or who had coordinated training programmes in a region that covered 12 million square miles;
- women who had initiated publications and films by, for and about women with little to no funding, and thus, built almost entirely upon popular support;
- women who had continued to work on their projects through periods of political upheaval and, at times, civil war.

It is through this composite that INCONET must be viewed--as a coming together of a diverse group of energetic, dedicated women, intent upon maximizing their time and resources so as to continue their professional advancement, as well as increase their capabilities in working for the advancement of women worldwide.

INCONET ACTIVITIES AND ISSUES

The INCONET workshop was designed to address specific needs within the context of development priorities and problems identified by the group, both from a regional as well as a professional perspective. (See Appendix III) In order to accommodate needs and to encourage dialogue, daily pattern of activities was divided into four areas: (1) major issues and problems introduced and discussed by the group as a whole; (2) small group sessions to explore in depth ways and means of dealing with these issues within a particular setting and employing different approaches; (3) skill-groups focusing on "how-to-do-it" ideas, and (4) special interest groups which sought to utilize tools, techniques and materials in response to special concerns shared by two or more participants. Additional meetings on a one-to-one basis were sandwiched in between larger group sessions to insure that individual needs were met.

The following major issues were addressed and provided the stimulus and focal point for activities in small group sessions and skill groups:

- DAY I: Identifying Resources Among Us - This activity was initiated the first day and continued throughout the week. It was perhaps one of the most important activities and has provided the basis for the ongoing exchange of information and ideas among individuals which has taken place since INCONET (see Recommendations and Follow-up, p.13).
- DAY II: Feminism and Development: What It's All About - This session, one of the most provocative in terms of the range of views expressed and issues addressed, was based on a selected excerpt from a report of a workshop on feminism in Bangkok in 1979.
Background Paper: Report of the International Workshop on Feminist Ideology and Structures in the First Half of the Decade for Women, APCWD, Bangkok, 1979.
- DAY III: Where We Are and Where We Are Going in the Second Half of the Decade for Women - This session wrapped around presentations made by representatives from the NGO Forum and the UN Conference Secretariat for the Mid-Decade Conference in Copenhagen, as well as the Gallagher report. It also involved an assessment of the existing "state of the arts" in the information/communication field based on materials available in the Mini-Resource Centre (see Appendix VI), as well as materials brought by participants, including two films produced by CINE-MUJER and a slide/tape on abortion in Latin America.

DAY III: Major problems identified during this discussion included those of dissemination, production costs, lack of materials appropriate for use in rural areas, and tapping into existing networks.
Background Paper: Gallagher, Margaret, The Portrayal and Participation of Women in the Media, UNESCO, Paris, 1979.

DAY IV: Communication Strategies: Systematic Planning to Break the Isolation Barrier - Drawing upon research and experience garnered from work undertaken in development-related fields, participants dealt with planning a wide range of activities, messages and materials to respond to issues and attitudes which inhibit women's full participation within their communities and countries.
Background Paper: Vajrathon, Mallica, Communication Strategies for Improving Opportunities for Women through Development, 1976.

DAY V: Networking: What Are the Next Steps - Participants now involved and active in networking activities, either at the formal or informal level, led this discussion regarding benefits, problems, and strategies involved in networking. This discussion likewise provided the impetus for initial linkage among individuals and groups now taking place. A more detailed accounting of these discussions can be found in the section of this report on Recommendations and Follow-Up.
Background Paper: Mody, Bella and Rogers, Everett, Women's Networks and Development Planning, 1979.

The small group sessions which immediately followed the general discussions regarding issues and problems, enabled participants to explore the issues in more depth, raise questions regarding various strategies suggested, and to experiment and experience different techniques to use in dealing with the issues within their own work situation. These sessions were critical in removing the issues from a theoretical plane and translating them into concrete experiences.

Skill-sharing activities provided another essential component to the day's activities. Among the various training activities scheduled throughout the week were: (1) script-development, (2) hand-lettering, (3) slide/tape production, (4) audio-cassette utilization in small group formats, (5) radio programming for women in rural development activities, (6) newsletter production, (7) poster production, and (8) layout and design. The skill-sharing activities also provided opportunities for practical demonstrations of methods and techniques.

With the initial morning group discussion providing the thematic umbrella for the day's activities, the small group sessions and skill-sharing activities became integral components of special interest groups. These groups usually coalesced according to professional interests (information specialists, media producers, and trainers of fieldworkers), with three major areas of concerns providing the focal point of activity for the week: (1) Resource Centres for Women, (2) Appropriate Technology, Women and Rural Development, (3) Creating Alternative Images for Women. Although time was a severely limiting factor, the process of discovering and acknowledging the professional expertise and experience which the group, as a collective unit, had to draw upon was a key factor in mobilizing the participants for follow-up activities to INCONET.

"The benefits derived from the workshop cannot be overemphasized or overestimated. My only regret is that time was too short."

*--Rita Voeth
Women and Development Unit
Barbados*

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MINI-RESOURCE CENTRE

A much-utilized feature of INCONET was the Mini-Resource Centre, a separate room set up to provide background materials on major INCONET issues. The core of materials was drawn from the 400+ books, 250+ periodicals, and 40 vertical files divided into Country, Organizational and Subject headings in the IWTC Resource Centre. These materials were supplemented by multiple copies of periodicals and other types of information/communication materials gathered from development organizations in the New York/Washington area and brought by INCONET participants. (A list of organizations that contributed to the Mini-Resource Centre can be found in Appendix VI.)

The Mini-Resource Centre grew as the week progressed. Participants were encouraged to add their own resources--including photo montages, displays, pamphlets, books magazines and papers--which were incorporated into the collection. The result was a collection that covered a wide range of subjects, including appropriate technology, communication and training, development and the status of women, as well as being representative of every region of the world. The space rapidly became a source of information for various skills groups, and a place in which to browse during lunch and breaks, or to locate supportive materials for large group sessions. It also served as a showcase, for participants to share information about themselves, their skills and their organizations.

Outside of the area designated as the INCONET Mini-Resource Centre, both IWTC and INCONET skill-group materials were displayed to illustrate ways in which 'resources' comprise more than books, magazines and papers. Masks and flannelgraphs designed by participants, as well as IWTC's Project Data Bank, Slide Archives, Button Board, Newsclipping Notebook and a puppet collection stimulated discussions on how information can be made more accessible and presented in highly visual and interesting formats.

THE MARKETPLACE

"What a happy event your Market Place--Women Trading Resources was! If the entire week's conference was as spontaneous, warm and informative, it was most surely a grand success."

*--R. Anschuetz, President
National Council of Women*

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The culminating event for the seven-day workshop was THE MARKETPLACE... WOMEN TRADING RESOURCES, a resource fair of ideas and materials, held at the International Centre on March 10 from 3 p.m. to 7 p.m. Approximately 200 women, men and children responded to the 300 invitations sent, and joined INCONET participants and IWTC staff and consultants in a potpourri of activities and events which stressed the participation of all present.

The purpose of the Marketplace was threefold: (1) to involve representatives from the United Nations and development groups in the governmental and non-governmental sector from the Washington and New York areas in examining issues, concerns and problems related to information/education/communication needs of women in development; (2) to provide an opportunity and ambience for the exchange of expertise, ideas and materials between INCONET participants and other concerned individuals; and (3) to serve as a working model for INCONET participants, by involving them in the development and implementation of an activity that would elicit input from a cross-section of representatives from related communities (in this case, the women's, development, information and communication fields), using low-cost and/or available resources in a creative and stimulatory manner.

"The Marketplace/Trading Post was a great success... We were impressed by the delicate balance you achieved between organization and freedom and with the high caliber of activities and projects presented. The event gave us an unparalleled chance to meet women we'd heard about as well as many we should have known of but didn't. It was also very good for us to show off our stuff."

*--Anne McKay
Int'l. Educational Development*

With a primary concern of encouraging the expansion of networking possibilities and of informal exchange of ideas and experiences, IWTC staff, consultants and INCONET participants worked diligently to create a space which would reflect, in process and product, the major issues and themes of the previous week. Decorations were intentionally simple, colourful and of minimum cost. Cardboard boxes to serve as storage units for books and periodicals in the area designated the Resource Centre were painted brightly, with messages, posters and pictures related to various women and development concerns affixed to them. Rolls of bright-coloured paper were used to cover the walls and became "feedback" spaces designated for people to write in their own responses to an activity, question or display, thus encouraging participation of the guests in many of the issues discussed during INCONET.

The Marketplace spread throughout two rooms divided into different activity areas and connected by a hallway decorated by balloons. In the area designated THE TRADING POST, some twenty-seven organizations representing development organizations, feminist media groups, UN agencies, and several funding agencies (see Appendix VII for list of Trading Post participants), provided displays of materials available in support of women and development activities. The opportunity for participants to speak with representatives of these organizations, review their materials, raise questions as to future activities, and discuss mutual concerns was an important part of the INCONET experience.

Other activity areas reflected the variety of INCONET issues and emphases discussed during the previous week. The GUIDED FANTASY in which figures, representing key decision-makers (such as Secretary-General of the UN, a judge, etc.) were painted on an abandoned refrigerator carton, with a hole cut out for one's head, provided an opportunity for all present to explore and experience situations which fell within the realm of "What if..." A hand-woven hammock, reflecting the work of a women's craft project in Central America, provided the focal point of the BIG NET area, with strands of yarn and placards available for people to write their names and link into the process. The VIEWING ROOM featured films and multi-media presentations by, for and about women. The TALK BACK area became a centre for spontaneous, free-for-all discussions, music, announcements and general debate. Yet throughout the day, people seized opportunities to meet in groups of two or three and discuss issues of similar concern with new acquaintances.

"I have been enthusiastically telling my staff...about the Marketplace. I really wished they were able to be (there) for it was a real creative and idea provoking day."

--Mee Kwain Sue
South Pacific Commission
Community Education Training
Centre, Fiji

For both IWTC staff and consultants and INCONET participants, the Marketplace was an exhilarating, if not exhausting, challenge. The feedback provided both during and after the event added to the feeling of satisfaction gained from the diverse connections formed at the gathering.

From the Graffiti Wall, which recorded some of the comments on the Marketplace, we reproduce one last anonymous comment, "Fantastic! This was a great experience!"

RECOMMENDATIONS AND FOLLOW-UP

RECOMMENDATIONS AND FOLLOW-UP:

The theme of the fifth day, "Networking: What Are the Next Steps," centered around discussions of the problems, resources and guidelines for action in the information/communication field of women and development efforts. Major problems identified related to: *accessibility, opportunities, dissemination and funds*. Next, a consideration of tools available to combat these problems yielded: *newsletters, training courses, visual aids, manuals, reports and libraries*.

In fashioning responses to major problems, utilizing available tools, the following recommendations for future action were made:

- 1) Increase outreach efforts.
- 2) Initiate programmes that bridge the gap between rural and other women.
- 3) Use the media to affect changes in attitude.
- 4) Make information on access to training opportunities available to larger numbers of women.
- 5) Institute internships, exchanges of consultants and personnel between and within regions wherever possible.
- 6) Maintain and exchange mailing lists.
- 7) Publicize each other's organizations and efforts.
- 8) Commit time and energy to increased sharing of information.

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Throughout the planning, preparation and implementation of INCONET, considerable attention was placed on promoting immediate action on specific issues and problems. This thrust was based on the underlying philosophy that material resources exist which have not been fully utilized, that human resources exist which have not been fully acknowledged, and that collective action can succeed where individual efforts are frequently frustrated. With this in mind, perhaps one of the most rewarding experiences of the workshop has been to note the collaboration among groups and individuals which has taken place since INCONET.

- ITEM: Sonia Andujar, journalist and communication/information coordinator for MUDE (Mujeres en Desarrollo) has published a piece in a Dominican Republic newspaper on INCONET co-participants Sara Bright's and Eulalia Carrisoza's organization, CINE-MUJER.
- ITEM: Mekdes Gebre-Medhin, information documentalist for the UN African Training and Research Centre on Women, continued on with the Tribune Centre following INCONET for a two-month internship to develop a classification system for the women and development holdings within ATRCW, formulate a dissemination strategy for materials, update and expand current ATRCW mailing list based on IWTC listing, and work on the Information Kit for Women in Africa (a collaborative undertaking between IWTC and ATRCW, publication date 15 June 1980).
- ITEM: Oripa Tuagel Nasson, National Council of Women of Papua New Guinea, has made recommendations to her government to institute a Women's Resource Centre as well as a national women's newsletter.
- ITEM: Maria Rebeca Yanez, information/documentalist, CEPAL (Comision Economica para America Latina), Chile and Marilee Karl, co-producer of ISIS Bulletin on women's issues are corresponding regarding the possibility of creating a thesaurus. IWTC and MUDE have been approached regarding future collaboration in this field also.
- ITEM: Rita Voeth, senior administrative officer WAND (Women and Development Unit, University of the West Indies), has recommended further exploration of ISIS manual classification scheme OASIS, for adaptation to WAND holdings. She has also placed INCONET participants on WAND mailing list to receive future WAND publications.
- ITEM: Deborah Barndt, sociologist/photographer, Participatory Research Project/International Council for Adult Education and Eulalia Carrizosa, film producer, Cine-Mujer have each taken copies of slide/tape presentation on alternative images for women developed during INCONET for adaptation to their own settings. They have agreed to correspond regarding group reactions and explore possible collaboration in the future. (Deborah works with migrant women from Latin America in Toronto, Eulalia works with urban women's groups in Colombia.)

- ITEM: Patchanee Natpracha, South East Asian fieldworker trainer, AHEA (American Home Economics Association) and Mee Kwain Sue, coordinator fieldworkers training, SPC/CETC (South Pacific Commission/Community Education Training Centre) agreed to explore possibility of extending invitations to participate in each other's training workshops on rural development. Patchanee was particularly interested in the appropriate technology materials used by the SPC/Community Education Training Centre while Mee Kwain is seeking additional experience with participatory training techniques.
- ITEM: Madhu Kishwar, editor of Manushi journal, is exploring a possibility of joining QUEST and ISIS, in co-sponsoring a series of workshops to be held at the NGO Forum in Copenhagen.
- ITEM: Ovril Yaw, communications officer, WRSM (Women's Revolutionary Socialist Movement) has agreed to send additional materials (when available) on AT, women, and rural development activities in Guyana to interested participants.
- ITEM: Marilee Karl, ISIS, and IWTC have exchanged Latin American mailing lists (ISIS, now publishing its Bulletin in Spanish, is just beginning dissemination throughout Latin America).
- ITEM: ISIS will devote its next Bulletin to feminist resources in Europe; IWTC will focus its August newsletter on international women's networks.
- ITEM: Maria Rebeca Yanez, has approached IWTC regarding possible collaboration on a directory of women's projects in Latin America. Further discussions are now underway.
- ITEM: The Women and Development Unit, Barbados, is considering the hosting of a regional workshop for information/communication specialists involved in Caribbean women and development activities, as a follow-up to INCONET.

INCONET ended March 10, yet the process continues. It would be both naive and unrealistic to assume that INCONET could have an immediate and direct impact on all, or even the majority of information/communication issues of critical importance to the women and development field which were raised during the seven-day gathering. What INCONET can, and did, accomplish was to provide participants with the opportunity to share resources, to shape some solutions to mutual problems, and to formulate collective strategies for the future.

Nevertheless, if these efforts and experiences are in fact to have an impact on the broader scale, several issues merit serious attention:

- (1) The lack of funds remains a serious problem, as does time needed to raise money, and curtailment or reduction of services necessitated by lack of financial resources;
- (2) The conditions under which information/communication specialists in the women and development field often work (i.e., under-funded, under-staffed, etc.) preclude access to the types of training and technology that are imperative to full and equal participation in the New International Information Order;
- (3) The problems related to the availability of highly visual materials for women at low levels of literacy, the availability of materials in local languages, and questions regarding the messages and images conveyed to women in existing training materials, particularly non-formal education programmes in the low-income, urban and rural sector, deserve considerable exploration and action;
- (4) Further attention should be directed towards exploring ways and means of bridging gaps between those who collect information, those who produce and those who utilize information.
- (5) The efforts of both information and communications professionals are hampered by the lack of opportunities to meet with colleagues from other regions in order to share resources, techniques and ideas;
- (6) INCONET, and other international workshops of this type, are a primary vehicle for breaking the isolation in which information/communication specialists work and thus, become one means of facilitating the confrontation and solution of shared problems.

"You know...I do not feel so frustrated anymore, but very much enlightened...the week with other participants has been most inspiring."

*--Mee Kwain Sue
SPC/CETC, Fiji*

INCONET PARTICIPANTS
APPENDIX I

<u>NAME/ORGANIZATION</u>	<u>ADDRESS</u>	<u>FIELD OF WORK/INTEREST</u>
<u>AFRICA:</u>		
-Miriam Kahiga National Council of Women (NCW)	P.O. Box 74639 Nairobi, KENYA	Journalist and editor of NCW publication, <u>Kenya Woman</u> . Interest in establishing resource centre for NCW.
-Mekdes Gebre-Medhin African Training & Research Centre for Women of UN/ECA	P.O. Box 3001 Addis Ababa, ETHIOPIA	Information/Documentalist, concerned with networking and increased dissemination of information to women's groups throughout Africa.
-Fanny Dontoh Russell Association for Applied Life Education (APPLE)	P.O. Box 4625 Accra, GHANA	Director of APPLE, a rural development organization. Trainer of fieldworkers in activities that generate in- creased income for rural families. Works in participa- tory non-formal education programmes with heavy use of popular theatre.
<u>ASIA:</u>		
-Madhu Kishwar Manushi Collective	C1/202 Lajpat Nagar 1, New Delhi 110024, INDIA	Editor of <u>Manushi</u> journal; active in wide range of fem- inist activities in India, including use of drama for consciousness raising.
-Patchanee Natpracha American Home Economics Association (AHEA) In- ternational Family Planning Project	132 Mompaw Lane Pradipat Road Bangkok 4, THAILAND	Training of fieldworkers in rural development from home economics/family planning per- spective and low-cost media development. Particular in- terest in integration of Appropriate Technology into ongoing programmes.

<u>NAME/ORGANIZATION</u>	<u>ADDRESS</u>	<u>FIELD OF WORK/INTEREST</u>
<u>CARIBBEAN:</u>		
-Rita Voeth Women and Development Unit (WAND)	University of the West Indies Extra-Mural Dept. Pinelands, St. Michael, Barbados, W.I.	Concerned with administra- tion of Caribbean regional network of women and dev- elopment activities. Parti- cular emphasis on expanding collections and dissemina- tion of project-related in- formation throughout region.
-Ovril Yaw Women's Revolutionary Socialist Movement (WRSM) of Guyana	44 Public Rd. Kitty, Georgetown GUYANA	Involved in communication/ education component of WRSM integrated rural development project focusing on women and Appropriate Technology.
<u>LATIN AMERICA:</u>		
-Sonia Andujar Mujeres en Desarrollo (MUDE)	P.O. 325 Santo Domingo DOMINICAN REPUBLIC	Works in radio, television, and newsletter production for rural development activ- ities, focusing on women. Interested in expanding range of low-cost media for use in participatory fashion in rural areas.
-Sara Bright Cine-Mujer	Apartado Aereo 2758 Bogota, D.E. COLOMBIA, S.A.	Film producer and activist in several women's groups. Involved in establishing multi-faceted women's re- source centre.
-Eulalia Carrizosa Cine-Mujer	Apartado Aereo 2758 Bogota, D.E. COLOMBIA, S.A.	Film producer with primary concern for creating alter- native images for women in Latin America. Previous experience in craft market- ing activities.

NAME/ORGANIZATION

ADDRESS

FIELD OF WORK/INTEREST

LATIN AMERICA: (cont'd)

-Maria Rebeca Yanez
Comision Economica para
America Latina (CEPAL)
United Nations Women's
Programme

Av. Dag
Hammerskjold s/n
Santiago, CHILE

Information/Documentalist.
Concerned with collection
and dissemination of in-
formation of women's activ-
ities in Latin America,
particularly relating to
non-governmental programmes
and projects.

MIDDLE EAST:

-Rose Mary Ghanoum
Save the Children
Federation

P.O. Box 5179
Beirut, LEBANON

Women's Activities Co-
ordinator. Trainer of
fieldworkers with emphasis
on women's programmes in-
volved in agricultural co-
operatives. Interested in
introduction of Appropriate
Technology into programme
activities.

NORTH AMERICA/EUROPE:

-Deborah Barndt
Participatory Research
Project/International
Council for Adult
Education

29 Prince
Arthur Street
Toronto, Ontario
M5R 1B2 CANADA

Sociologist/photographer
using media as a tool for
community action and social
change. Works with migrant
women's groups in Toronto.

-Judy Brace
Clearinghouse on
Development
Communication

1414 22nd St.,NW
Washington, D.C.
20037 USA

Information specialist.
Responsible for collection
and cataloguing of informa-
tion/education/communica-
tion material as it relates
to development activities.

-Marilee Karl
ISIS

Via Della
Pelliccia 31
Rome, ITALY

Co-producer of ISIS Bul-
letin on women's issues.
Skilled in use of OASIS
system for documentation.

NAME/ORGANIZATION

ADDRESS

FIELD OF WORK/INTEREST

PACIFIC:

-Mee Kwain Sue
South Pacific Com-
mission/Community
Education Training
Centre (SPC/CETC)

P.O. Box 5082
Raiwaqa, Suva,
FIJI

Coordinates training of
fieldworkers in rural
development throughout South
Pacific, with special em-
phasis on Appropriate
Technology.

-Oripa Tuagel Nasson
New Ireland Provincial
Council of Women

C1-Post Office
Kavieng
New Ireland
Province
PAPUA NEW GUINEA

Radio broadcaster with
specific interest in pro-
ducing women's programmes.
Interested in establishing
resource centre with
village-work orientation.

INCONET STAFF AND CONSULTANTS

IWTC Staff:

Director: Anne S. Walker

Fiji citizen, born and educated in Australia. Eleven years experience working with YWCA of Fiji, 1962-1972, as National Programme Director, then Youth Director. Special interest and training in non-formal education, audio-visual methods, development and production of media materials for women and development activities. Artist/communicator.

Associate Director: Vicki J. Semler

U.S.A. Has worked in Latin America, Africa and Asia. Special interest and training in development and production of media materials for women and development activities, communication strategies, slide/tape presentations. Writer/communicator.

Resource Coordinator: Martita Midence

U.S.A. Extensive background in library science, and special libraries in population and family planning. Has more recently been instrumental in the setting up of INFORMED, which is a working group of librarians interested in furthering networks among development librarians and resource centres. Librarian.

Latin American Coordinator: Vicky Mejia

Colombian. Background in Latin American and Spanish literature. Management training with large US corporation. Has established contact with women's groups throughout Latin America, and edits La Tribuna, the IWTC Spanish-language newsletter. Writer/editor.

Financial Coordinator: Joanne Sandler

U.S.A. Training in International Administration, has background in fundraising and financial management. Lived and worked in Israel and Spain. Special interest in budget and proposal writing and the development of women's organizations. Writer and financial adviser.

President of IWTC Board of Directors: Mildred E. Persinger

U.S.A. Volunteer with IWTC since its inception following the IWY Tribune in Mexico City, 1975. Mildred chaired the IWY Tribune Planning Committee of CONGO, which organized the Tribune in Mexico. She has extensive background with non-governmental organizations, particularly in the field of international affairs.

INCONET STAFF AND CONSULTANTS: (cont'd)

Consultants:

Karen Berry: U.S.A. Background in participatory group methods, development of training kits and materials. Special training in field of human sexuality.

Henriette Goldstein: U.S.A. Part-time secretary at IWTC. Raised in Uruguay. Presently completing anthropology studies at Fordham U.

Dixie Mahan: U.S.A. Artist and art educator. Has spent last two years living and working in Accra, Ghana.

Sonia Mills: Jamaica. Journalist, radio and television producer and commentator. Background in international affairs and United Nations.

Barbara Moore: U.S.A. Former IWTC intern and newsletter development assistant. Has worked as consultant to crafts group in St. Vincents, w.I. Currently completing studies at Hampshire College.

Jacqui Starkey: U.S.A. Co-founder of Consultants in Development. Specialist in whole area of craft marketing and management, income-generating activities for women, training materials and display techniques.

APPENDIX III

PARTICIPANT EXPECTATIONS

- A.
 - 1. Find out the easier and attractive way to produce newsletters.
 - 2. How to set up a good resource centre.
 - 3. Learn of ideas and interesting radio programmes that can be produced.
 - 4. Get new ideas in visual aids that will simplify communication.

- B.
 - 1. Find out how to distribute resources more widely at low cost.
 - 2. Find out about more resources where/who.
 - 3. Find funding information to fund planned projects.
 - 4. Get information on interns.

- C.
 - 1. Would like to learn how to establish a resource centre.
 - 2. How to make information available to the users.
 - 3. Get ideas from workshop participants on communication on women in development.

- D.
 - 1. Make poster about woman's issues.
 - 2. Learn about proposals, budgeting and planning.
 - 3. See/learn about pamphlets (to apply later).
 - 4. Discuss fotonovelas - their language, specificity, cost, distribution.

- E.
 - 1. Have more practice in hand lettering.
 - 2. Work on fotonovela and on flannel graphs.
 - 3. Participate in slide tape production.

- F.
 - 1. Learn a good method of setting up a resource centre.
 - 2. Get suggestions on how to make own journal, independent of advertising, and how to reduce production costs.
 - 3. How to improve communication between member organisations and the Council (which is an umbrella organisation of women's groups).
 - 4. How to keep all our members regularly informed of the Council's activities.

- G. 1. Establish contact with the other participants.
- 2. Find out more information about films - how to get them (similar experiences).
- 3. Establish contact with IWTC concerning resource material - how to get them (similar experiences - how can we establish a permanent contact with them).

- H. 1. Learn how to programme for one year.
- 2. What is the best way to communicate with the rural women.
- 3. Where and who I can talk about some of the problems women face in our country.

- I. How to do:
 - 1. Newsletter.
 - 2. Documentation/classification, etc.
 - 3. Slide tape (case study and proposal; chart).
 - 4. Multi-media coordination, etc., e.g. radio, written (package), etc.
 - 5. Mailing lists.

- J. 1. Undertake to provide the necessary information to our countries so as to put into effect this inventory.
- 2. Agree upon a work format.

- K. 1. Get information re. funding sources.
- 2. Get bulletin Mujer y Desarrollo analyzed; suggestions for making it better.
- 3. Get basic training use of flannel board, fotonovelas, posters, etc.

- L. 1. Identify resource needs, resources available.
- 2. Identify topics most needing discussion and spotlighting.

- M. 1. Contact funding sources and interest them in the peasant woman's film project and abortion.
- 2. Show our film to participants and get feedback.
- 3. Learn about fotonovelas.

REGIONAL PROBLEMS/RECOMMENDATIONS

AFRICA

Problems:

1. Women not in decision-making positions--government, job or home.
2. Lack of education (male priority)--passed on mother to daughter.
3. Women not given recognition for agricultural/domestic contribution.

Recommendations:

1. "Outreach" programmes needed:
 - drama
 - functional literacy (heavy use of visual materials)
 - helping women become decision-makers with programmes to encourage:
 - (a) generation of income
 - (b) women consultants
 - (c) self reliance of women's organizations
 - (d) improved communications between literate, professional women and illiterate rural women
 - (e) more respect between these groups
 - some groups of women to go out and discuss "life-choices" with women/girls.

LATIN AMERICA

Problems:

1. Lack of information, incomplete statistical knowledge.
2. No access to mass media.
3. Bad image of women portrayed.
4. Machismo rampant.

Recommendations:

1. Marginal women need programmes.
2. Need for better media coverage to correct distorted image.
3. Need for programmes to counteract "outside cultures" image.
4. Need a network to bring together all efforts. HOW?
 - (a) gather available information on/in films, printed matter and distribute!
 - (b) produce good material!

ASIA/MIDDLE EAST

Problems:

1. Remote areas/no communication.
2. Not used to long-term planning.
3. Old-fashioned attitudes about women.
4. Economic needs (dependence). Women lose jobs with industrialization; greater and greater alienation of women:
 - female babies left to die
 - women can't attend meetings
 - pushed into marriages
 - complete dependency
5. Exploitation of women for "tours." ?

Recommendations:

1. Clarify issues.
2. Improve government programmes.
3. Empower grass-roots organisations in rural, low-income areas.
4. Encourage more participatory activities.

CARIBBEAN

Problems:

1. Old-fashioned attitudes about women.
2. Women not given recognition for agricultural/domestic contribution.

3. Bad image of women portrayed.

Recommendations:

1. Present better image of women.
2. Consciousness raising of women and men.
3. Workshops - participatory to help women become decision-makers in:
 - craft
 - project appraisal
 - management/cooperatives, etc.
4. Non-sexist materials for schools including multi-media kits for rural groups. Curriculum development.

PACIFIC

Problems:

1. Languages (1000 in South Pacific, 700 in Papua New Guinea).
2. Far-flung islands.
3. Communication.
4. Need for large range of activities.
5. Kits go to government offices and don't get distributed.
6. Government department obstruction.

Recommendations:

1. Use of radio--but with improved reception.
2. Use of multi-media kits.
3. Need for tapes, films.

INTERNATIONAL/MISCELLANEOUS

Problems:

1. Need identification of network.
2. Need to identify target population for information.
3. Need access to information.
4. Technical--printing, mail services, paper.

5. International efforts and co-ordinators are usually North American.

Recommendations:

1. Gather and disseminate information on multi-national corporations.
2. Extend/enlarge network of materials being received/distributed.
3. Regionalize.

INTEREST GROUPS/ISSUE IDENTIFICATION

MEDIA PRODUCERS

Issues:

1. "Internalize" the information. Make the issue personal.
2. Combat stereotypes of "women's liberation."
3. Use of media to lobby politicians.
4. Use of drama, e.g. Jamaican street theatre, Manushi.
5. Use of films/slide tapes.
6. Use of radio.
7. Women exploiting women!
8. Feminist media.
9. Clash between political ideology and feminism.
10. What is women-oriented media?
11. What is a "feminist" magazine?

INFORMATION SPECIALISTS

Issues:

1. Tapping and disseminating own resources.
2. Lack of functioning "networks" to tap information.
3. Creating new information.
4. Accessibility for those who can't read.
5. Accessibility --without access to computer
--without access to libraries
--without access to resource centers.
6. Targeting your readership.
7. Information flow: breaking the North to South flow to achieve more equitable balance of news coverage.

TRAINING OF TRAINERS

Issues:

1. Superiority complex of trainers.
2. Selection of participants (usually need "unlearning").

3. Utilization of available resources.
4. Methodologies need to be based on local needs.
5. "How to" involve people at local level.
6. Need for local control - not agency control.

APPENDIX VI

MATERIAL COLLECTION IN INCONET MINI-RESOURCE CENTRE

MARCH 2 - 10, 1980

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MINI-RESOURCE CENTRE CONTRIBUTORS

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- American Home Economic Association/International Family Planning Project, (AHEA/IFPP), Thailand.
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- Women in Development/Agency for International Development, USA.
- World Conference of the UN Decade for Women Secretariat, New York.
- World Education, USA.

TRADING POST PARTICIPANTS

- Carnegie Corporation
- CATALYST
- Creative Associates
- Decade Media Committee
- Denver Research Institute
- Ford Foundation
- International Defense and Aid Fund
- International Educational Development
- Martha Stuart Communications
- Ms. Foundation
- National Council of Women, USA
- PACT
- Quest
- Save the Children Federation
- Secretariat for Women in Development/New Transcentury Foundation
- Straight Ahead International
- Technical Information Clearinghouse (TAICH/ACVAFS)
- UNFPA
- WIRES Service
- Women in Development/Agency for International Development
- Women Make Movies
- Women and Foundations/Corporate Philanthropy
- World Education
- World YWCA, Sri Lanka

EVALUATION FORMS

Daily Evaluation Questions:

- 1) What was the most valuable experience for you in today's session?
- 2) What would you like to see stressed or done differently tomorrow?

End-Week Evaluation Questions:

- 1) What do you consider was the most valuable activity/were the most valuable activities of the workshop?
- 2) What skill, activity and/or issue would you like to explore in more depth?
- 3) What recommendations would you make to a committee that wanted to plan a regional workshop of this nature?
- 4) Would you be willing to participate in the compilation of an international resource list of women involved in information/communication and/or media activities around the world?

YES _____ NO _____

- 5) Anything else you would like to mention about INCONET?