

CEGENSA Matters



Centre for Gender Studies and Advocacy, University of Ghana, Legon

'As Long As You Are A Woman'

The Launch of **Winning Songs: Changing Representations of Women in Popular Music** was an event produced by Pathways of Women's Empowerment Research Project Consortium, The Center for Gender Studies and Advocacy (CEGENSA) and the University of Ghana. The inspiration behind the event stemmed from the awareness and need for socially conscious music that branch away from music that objectifies women.

We are bombarded with music lyrics and videos that portray women as merely wives or sexual objects. We see women in the background, dancing in skimpy clothing, recreating a more deeply embedded stereotype of women and their role in society. Rarely are we presented with images of successful, intelligent women, thus creating a new



The Winner, Kwabena Quaku with the judges and CEGENSA staff

face for younger girls to follow.

The basis of this event was to launch the top three chosen songs from a contest held in April 2009. The contest was to inspire musical artists to produce socially conscious songs that represent women in a positive light. There were a total of 26 entries, only two of which were female.

The three winning artists were all male. The committee of judges had specific criteria, which was used to judge each of the songs submitted and the decision was unanimously decided that the song, 'As Long As You Are A Woman', by Kwabena Quaku was to be awarded the winner. The lyrics of the song identified many prominent female figures, *Continued on Pg 4*

Profile: Rev. Dr. Michael P.K. Okyerefo

Full Name/Title: Rev. Dr. Michael P.K. Okyerefo

Could you tell us a little about yourself? : Born to a staunch catholic family, ordained priest in 1992, served as a Secondary School chaplain and teacher, 1992 to 1994, and left for postgraduate studies in Vienna, Austria, in October 1994.

Where did you grow up and how was growing up as a child like for you? Any fond memories? Any particular challenges?

My basic education was mainly at Sefwi Wiawso, a beautiful mountainous settlement in the Western Region. My father worked in the district education office *Continued on Pg 2*



Rev. Dr. Michael P.K. Okyerefo, CEGENSA

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Did you know

- Only two years after the Nobel Foundation was established, a Nobel Prize in physics was awarded to Marie Curie (in 1903). Curie also won a Nobel Prize in chemistry in 1913, making her the first woman to win Nobel Prizes in two different categories.

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Profile: Rev. Dr. Michael P.K. Okyerefo continued

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at the time. I remember vividly some of his experiences, which he related to us regarding his work as an inspector of schools. When in 1978 my father was transferred to serve in the education service at Jasikan in the Volta Region I went to attend middle school form two at the Training College Demonstration School in the town. At the end of that school year I proceeded to the St. Mary's Seminary Secondary School at Lolobi in 1979 since I decided I would be a Catholic Priest. Sixth Form was at Bishop Herman College, 1984 – 1986, then priestly formation at St. Peter's Major Seminary, Pedu, Cape Coast, 1986 to 1992. At St. Peter's I took my BA (Hons) in Religious Studies with Sociology as an external student, University of Ghana. The rest of my educational career is as follows:

M.Phil. (Philosophy), University of Vienna, Austria 1995 – 1997; D.Phil. (Sociology), University of Vienna, Austria, 1997 – 1999; Postgraduate Certificate in Education, University of Cambridge, UK, 2000 – 2001, and Qualified Teacher Status - Department for Education and Skills, England, 2001. From October 2007 to March 2008, I was Visiting Fellow at the University of Cambridge, Centre of African Studies.

When did you become aware of gender discrimination? What contributions have you made to address this in your professional and academic work? All my siblings and I were brought up in our home to have equal rights and responsibilities. I was, thus, sensitized, right from an early age, to respect the dignity of every human person, irrespective of age, sex, race or any other differences. Such differences became more real in society as I grew older and I was prepared to confront them.

You are an academic and at the same time a Catholic Priest. Do you find any tensions in these roles? If yes, how do you manage these tensions? If no, please explain your answer. The Catholic Church has been at the forefront of education for nearly as long as it has existed for two millennia. One can point to ample evidence regarding **the mark the**

Church has left on education, tertiary education included. Some of the oldest Universities in the World have Catholic roots. The chapels in the traditional Halls at Legon, for example, are indicative of such roots. I am privileged to belong to such a tradition, which blends the academic and spiritual lives so positively. In fact, fidelity to a true academic life can lead to a sublime spiritual growth. They two enjoy complementarities of discipline and devotion to duty .

What are the areas of research you specialize in? Do these areas have to do with being a priest? My areas of research include the sociology of Literature, Sociology of Religion, Sociology of Education and African Social Thought. I work in these areas as an academic

How did you become involved in CEGENSA's work? I was invited to work with CEGENSA upon the recommendation of my colleague, Dr. Akosua Darkwah, with whom I have been working on some research project .

Why do you think it is worthwhile working with CEGENSA and what do you contribute to CEGENSA's work? , she organised a successful international Working with CEGENSA, broadly speaking, and some of my female colleagues in particular, confirms my commitment to work for the equality of peoples. My research with some of the said colleagues gives a gender perspective to my work. My experiences as an academic and a member of the UG community, but above all my privileged position as a priest, brings me into contact with many students, faculty members and workers, and demands I be responsive to their peculiar needs. I endorse a model of equality and advocate the creation of an academic environment in which male and female, young and old will be free to develop their talents, indeed, their total wellbeing. These values, I believe, coincide with the tenets of CEGENSA. platform for women in Ghana.

“I endorse a model of equality and advocate the creation of an academic environment in which male and female, young and old will be free to develop their talents, indeed, their total wellbeing. These values, I believe, coincide with the tenets of CEGENSA. .”

Rape incidences and sexual harassment on Campus



In the last few months some members of CEGENSA have been approached by victims of sexual harassment and of rape or attempted rape that have occurred at the University of Ghana. These incidents remind us of how vulnerable students, staff and faculty, and indeed even people who work informally on campus, are to sexual predators. The victims in the cases that have come to our attention range from students to hawkers on campus. The perpetrators are fellow students and in the case of sexual harassment male faculty.

Rape attacks and sexual harassment cases on campus are a stark reminder of the need for University authorities to conclude work on draft policies that address these issues effectively. They also remind us of the urgency of intensifying public education and sensitization on these issues. Efforts must be aimed at both male and female students as well as faculty members and staff of the University.

In this latest issue of the CEGENSA newsletter we discuss the scenarios from some of the incidents that have come to our attention and suggest ways of addressing them. In order to preserve the confidentiality of victims of these crimes we have disguised their identities. Nonetheless the incidents we narrate here are true and not fictionalized and give us cause to worry about the protection of especially females on campus.

Rape Case One

Afi is a student at the University of Ghana. She is generally a gregarious person, outspoken, fun loving and is known to have had a few relationships since she came to the University. She and her friends are chatting in front of their hall, and she makes some comments about what young people get up to these days regarding sex. Kwame, another student, who is passing by overhears and responds to one of her comments. After a short conversation, he invites her to his room to watch a film on his laptop. She goes with a friend the first time. He invites her back and this time, she goes alone. She finds him asleep, and then he wakes up and leaves the room for a while, while she waits for him inside. She starts to feel weak and drowsy. He returns and forces her to have sex with him. She goes back to the hall after that very upset.

Later she finds out she is pregnant and approaches him for money to have an abortion. He is not interested and is quite dismissive. She has to find the money to do it herself. Afterwards, she feels violated on account of the rape and also on account of how he behaved towards her afterwards. She complains to some male friends in his hall who, after trying unsuccessfully to get him to take responsibility for his actions, advise her to report him to the hall authorities. This she does. The hall authorities investigate, but Kwame denies it was rape and insists they had consensual sex, even though it was true he had to persuade her a bit to agree. Her friends were invited to give testimony in the course of the investigations. They said they had not noticed anything untoward that day when Afi returned from visiting Kwame. They prefer not to notice

any bruises or signs of distress. They also felt she could not have been raped because she is sexually active and experienced.

Rape Case Two

A male student in one of the private hostels asks a water seller to come to his room because he wants to buy pure water. He takes advantage of her presence in the room and rapes her, then promises her money for hospital bills. She comes back later for the money and there is an altercation between them over payment. Subsequent efforts to get him to pay for her medical treatment resulted in her being beaten up by a group of University of Ghana security guards who were in the company of the young man.

The woman reports the incident to a CEGENSA member and when he was contacted the male student denied he had a hand in her being beaten up but admits that he knows what he did was wrong.

Issues Arising from Rape Cases

- Visiting a man you do not know very well by yourself may be careless, but it does not mean you are inviting rape. However, even if you are interested in a man, you should visit him in company until you know him better and can trust that he will seek your consent in sexual matters and respect your position.
- What do you do if you suddenly feel drowsy and sick in a strange room? Leave immediately, if you can.

'As Long as You're a Woman'

Continued from Front Page

the past and present. These women were highlighted as individuals who are or were influential members of society, and who are therefore appreciated for their work and expertise, not merely their bodies. For example, some of these women included, Ms. Ellen Sirleaf Johnson, the current President of Liberia, Miriam Makeba, a highly influential musician who is known for her stand against apartheid and Efua Sutherland, an influential member of the University of Ghana. The second place winner was Osei Korankye, with his song titled 'Mmma Moo', and the third place winner was by the group Born Africans, with the song 'Equal Rights.' All three winners were awarded a copy of their song recorded in a professional studio, and additionally, Kwabena Quaku, the first place winner, was granted a music video for his song.

The Event

The evening began at 7:00pm, with Ms. Sarah Dadson, from the University of Ghana; sharing a poem she wrote called 'I Could Hear the Music.' Following this, Mr. Edwin Paapa Mensah, from SOS Hermann Gmeiner College sang a beautiful song titled, 'Amazing', written especially for this occasion. The Master of Ceremony for the event was Ms. Jessica Opare-Saforo, a radio broadcaster from CiTi FM, who eloquently introduced Professor Kwesi Yankah, the Pro-Vice Chancellor of the University of Ghana to say a few words about the event and the inspiration behind it. Following this, there was a vibrant dance performance by the Ghana Dance Ensemble, from the Institute of African Studies at the University of Ghana, accompanied by traditional music.

Professor Takyiwaa Manuh, the con-



Above: Ms. Bibi Brew captivating the audience with her smooth style.
Below: Osei Korankye, Second Runnerup singing "Mmma Moo'.

venor of the West African Hub of Pathways of Women's Empowerment Research Project Consortium (RPC), explained that the organization is a five-year project, working in four geographical regions – Latin America, Southeast Asia, the Middle East and West Africa. Currently in Ghana the team is working on three major projects:- a) Women's Everyday Lives and inter-generational Perspectives

on Empowerment, b) Interrogating Policy Discourses and Practice on Women's empowerment in Ghana and c) Changing Representations of Women in Popular Music. The consortium seeks to explore the variety of complex pathways that women around the world have traveled to empower themselves.

Professor Akosua Adomako Ampofo explained the necessity and urgency



(Left) Born Africans, third place winners receiving the plaque from.(Right) Edwin Paapa Mensah, Hermann Gmeiner College singing 'Amazing'.



The Ghana Dance Ensemble performing.

“As long as you’re a woman, you can rule the universe, As long as you’re a girl, you can rule the world, The strength of the world, lies in a woman, Women have the power to change the world....”
K. Quaku, Winner.

for the project -to alter some of the stereotypical roles in which women are represented in today’ popular music. She drew on some statistics of the global music industry including yearly revenues, amounting to \$65.0 billion. She highlighted artists that have produced socially conscious music, and have still been able to make it successfully amid their underlining message. For example Miriam Makeba, who has produced many songs about civil rights and the end of apartheid in South Africa, and Bono, from the popular band U2, who has become quite famous for both his music and campaigns for hunger and aid in Africa. Professor Akosua Adomako Ampofo concluded that there is indeed a place for socially conscious music in today’s music industry, which is why the event searching for songs that portray a positive image for women, is was so necessary.

Dr. Awo Asiedu from the University of Ghana on the Judging Committee explained that the ten judges were from all different spheres from both the University and outside, having varying ideas, opinions and expertise making the judging process as fair as possible. After many meetings and discussions, the group tallied up the scores for each song, which produced the top three. ‘Equal Rights’ by Born Africans (no. 3), ‘Mmma Moo’ by Osei Korankye (second) and ‘As Long As You Are A Woman’ by Kwabena Quaku first place.



(L to R) Section of the audience including Gyedu Blay Ambolley and Diana Hooper.

Sexual Harassment Colloquium

CEGENSA in collaboration with the Counselling & Placement Centre (CPC) organized a colloquium for the student members of the University of Ghana where special intellectuals were invited to share their knowledge and experiences with participants.

The need for this colloquium

constructive criticism with the aim to end such injustices.

The Chairperson for the occasion was Prof. Kwesi Yankah, Pro Vice Chancellor

Speakers of the colloquium

Mr. Nortey Dua- University of Ghana Medical School

at what sexual assault is and to define some of the key concepts. He noted that the very fact that we are discussing these issues today shows the level of growth not only as an institution but also as a nation. He began his presentation with four questions to the audience to get an understanding of people's opinions and ideas on issues pertaining to sexual harassment. The questions were as follows:

Is it a form of discrimination?



(L to R. Prof. Yankah, Prof. Adomako,

stemmed from conversations had earlier to understand what people knew about sex, sexuality and harassment. Out of this process came a draft policy for the University. This colloquium is a continuation of this process, and has the underlining aim to produce a document that all are satisfied with. A major contributing factor for the long overdue nature of such a document, is the role of our culture. Issues such a sex, sexuality and harassment have been silenced for so many years, which have enabled such actions to go without due punishment on our campus. With this in mind, we are at a point now, where we can have open dialogue about these topics and formulate

Ms. Hillary Gbedemah, Law Institute.

Ms. Fidelia Ohemeng, Department of Sociology

Mr. John Mark Bekui, S. R. C. President

Ms. Justina Yesutor- Former S.R.C. Ag Women's Commission

Mr. John Egyir Croffet, Ag Director, Counselling & Placement Centre

Mr. Nortey Duah

Mr Nortey Duah is a clinical psychologist at the University of Ghana Medical School and has a personal interest for gender issues. His presentation was to look

Ms. Hilary Gbedemah

Is it a violation of a persons rights?

Does it matter the intention of the harasser?

Does the one being harassed have the right to object to the behaviour?

Following this, he continued to outline the definition of sexual harassment, and he explained it to be: unwelcome sexual advances, requests for sexual favors and other verbal, visual or physical conduct of a sexual nature where:

- A) submission or rejection has its own consequences
- B) It makes or has the effects of making the environments of workplace hostile or

Sexual Harassment Colloquium

or harassment by the same sex.

Ms. Hillary Gbedemah addressed the legal side of sexual assault and said sexual harassment has only been recognized recently by the law. Sexual harassment can be found in various laws, including; the domestic violence and the labour law. The current legal regime is very fragmented and does not cover what we are facing today. She explained that if an institution does not have a specific law pertaining to sexual harassment, they could always refer to the constitution. The laws itself stemmed from the values of the constitution, namely, that both men and women are to live free of discrimination and to live with equal rights. There is also a provision in the constitution that speaks of a safe workplace, which can again be referred to if there is no set act in place.

Ms. Fidelia Ohemeng. Research-Student's Perspectives of Sexual Harassment . The methodology included; focus group dis-

cussions, interviews and the administering of questionnaires. The sample institutions included the University of Ghana, Methodist University and Koforidua Polytechnic. A total of 2,000 questionnaires were administered and 874 were retrieved. , 32 took part in the focus group discussions from the University of Ghana, and 36 from Koforidua Polytechnic.

Two interviews have been conducted at the University of Ghana. The target group age was between 18-35, and the majority of responses came from those between 20-24 years. With regard to the respondent's religion, the majority were Christian, followed by Muslims and a small percentage did not affiliate with any religion. The findings were divided into four main parts: students' attitudes about sexuality, the attitudes towards sexual harassment, what they think it is all about, nature of the student responses and their recommendations.

Students attitudes about sexuality: 'Do females really mean it when they say no.'

Females: majority said 'yes', 52% said sometimes and most of the males said 'no'

What is sexual harassment? Most respondents cited; rape, uninvited kissing, touching, stroking body parts and even sending of inappropriate text messages.

Who is more likely to be sexually harassed? 88% of the respondents said 'women.'

Recommendations from Students:

- The University should find a way to put an end to sexual harassment on campuses.
- The University should organize seminars and symposiums on how to live with the opposite sex
- Offenders of sexual harassment should be punished in order to prevent others from engaging in similar acts.



Cross section of UG students and staff at the Colloquium



Report from the Sub-Committees

1 RESEARCH AND DOCUMENTATION SUBCOMMITTEE

Chair

Ms. Ama Dadson, Deputy Director
ICT Directorate

Aims for the Semester 2009/10

- Produce Newsletter
- Auditing of Gender courses

Activities implemented

- Produced Volume 2 Issue 1 of **CEGENSA Matters**
- Began research work on sexual assault on Campus
- Establishment of a well-equipped resource unit to support faculty and students with their teaching and learning needs

Future plans:

1. Provide current books, journals, films and other audio-visual materials and on-line resources to enhance the quality of academic work produced at the university
2. Compile and make available small grant applications to female graduate students and faculty members to enhance their access to small grant applications for research and theses production and female faculty member's access to research grants.
3. To document the functioning and effectiveness of the centre activities; assess the impacts of the centre's programmes and activities; assess impact of policy changes on named groups within the University; and flag emerging areas of concern.
4. Carry out research on topical research areas

2 SEXUAL ASSAULT SUBCOMMITTEE

Chair

Prof. Akosua Adomako Ampofo,
Head, CEGENSA

Aims for the Semester 2009/10

- Re-train counsellors to sensitize them to gender issues and equipping them with skills to deal with sexual violence and assault as well as and reproductive health issues including STDs and HIV/AIDS.
- Create a well-equipped sexual violence crisis and counseling unit to create space for University staff and students who have been victims of sexual harassment or assault cases.
- Provide professional counseling and services.

Activities implemented

1. Sexual Harassment Colloquia for Staff and Students: On Friday, October 23, 2009, a student colloquium was held at the Amegashie Auditorium of the University of Ghana Business School. The theme was "Sex, Sexuality and Harassment". The staff colloquium did not take place.
2. Film Show: A film on Sexual Assault/Harassment was included in the monthly film show. The title of the film was "Woman Thou Art Loose". This took place on Friday, November 6, 2009 at the Kwame Nkrumah Conference Room at the Institute of African Studies Complex. Mrs. Fidelia Ohemeng was the moderator

Future Plans

Mr. Egyir Croffet should be invited to serve on CEGENSA's Advisory Board.

Invite additional members to serve on the committee, suggested names were Dr. Atuahene of the Law Faculty and Albert Kpoor, a Lecturer at Sociology Department.

3 CURRICULUM DEVELOPMENT SUBCOMMITTEE

Chair

Dr. Audrey Gadzekpo, Acting Director, School of Communication Studies

Aims for the Semester 2009/10

- Develop courses on gender at both the graduate and the under graduate levels across disciplines.
- Develop teaching and research methodologies relevant to the Ghanaian and African situations.
- Develop short courses to be offered on a fee paying basis for Ministries, Departments and Agencies (MDAs), District Assemblies and NGOs.
- Purchase books and materials for teaching of the courses.

Activities implemented

Gender Courses. The committee has submitted to the Board of faculty of Social Studies, a proposal for the two Gender courses. The courses were referred to the Modular System Implementation Committee, the Committee has completed its work and had submitted its report to the Executive Committee.

Rape and sexual harassment on Campus (ctd)

Issues Arising from Rape Cases

- What should you do when you get raped? Remember rape is a crime and should be reported. Immediate actions should be to tell at least two friends and to go to the police to collect a hospital form. Following that you must go to the hospital immediately in order that evidence can be taken. Even if you have not decided to press charges, you need to still secure the evidence. You must also inform your hall tutor or any other university authority such as the Dean of Students as soon as you can.
- Do not try to resolve rape or attempted rape matters with the perpetrator. Get help. If you are having difficulty reporting to university authorities, contact CEGENSA and we will help you get redress and support you all the way.
- The assumption that when a person is raped there should be outward signs e.g. bruises, distress etc. is false and should not be used by friends to judge a situation.
- Also wrong is the assumption that when a person is sexually active they cannot be raped. It is the right of a sexually-active person to choose who to sleep with.
- Blaming women for being raped because they were in a man's room or dressed provocatively assumes women deserve what happened to them. It assumes that they could have prevented it or stopped it from happening by acting differently or changing a decision they made, but this is not the case.
- It takes courage to report rape so rape victims must be supported and helped to bring perpetrators to justice.

Sexual Harassment Case

A male lecturer makes several efforts to get a female student to visit him in his office and have lunch with him. He intimates an interest in her and tells her that he can help her. She is aware that he has a reputation of having relationships with students but is reluctant to get into one with him. He

begins to send her suggestive text messages. As she is in final year student she decides to adopt an I-will-avoid-him approach, but also she is accepted to do National Service in the Department. At some point in her final year she is frustrated with the approaches and reports to another male lecturer whom she attends church with the problem. This other lecturer's efforts to get her to report the incident is frustrated and so he reports the case to a CEGENSA member who persuaded him to persuade her come and talk with her. The female student complies and narrates the events as well as sent copies of her harasser's text messages, which are explicit in the sense that they clearly articulate that he would like to see her; spend time with her; misses her; and admires her beauty and physical attributes.

It was agreed that the female student would write a letter to the CEGENSA member that could then be used as documentation to officially report the matter to the Pro Vice Chancellor, who is in charge of such matters. Unfortunately, although she was promised full support all the way and protection against being victimized she stopped cooperating on the matter. Later she sent a long text explaining she was sorry she could not move forward because she was discouraged from doing so by her mother who did not want her daughter's name to be dragged into a case like this and also did not want her daughter to be the cause of someone losing his job.

This is not the first time complaints have been received on sexual harassment by male faculty but no one is willing to come forward and make a complaint even though they have been assured of CEGENSA support all the way.

Issues Arising from Sexual Harassment Case

- It is highly improper for any one in authority – lecturer, administrator, hall masters and tutors, etc. – to make sexual advances towards students.
- Students and staff members who are victims of unwanted sexual advances and feel intimidated at the sexual advances of especially those in authority over them must be supported to report to the appropriate authorities and protected from victimization.
- Like rape, victims of sexual harassment are not to blame rather it is the perpetrators of sexual harassment who are exploiting their power positions over them. Continued silence just like in the case of rape, emboldens perpetrators and allows them to get away with misconduct.

Report from the Sub-Committees

Future Plans

1. Reading and monthly discussions of reading list for Gender courses.
2. Write proposal to solicit funds for workshops
3. Teaching of Gender courses (the committee proposed that the participants of the 2nd curriculum workshop held at Ho should start teaching the new courses)

4 EXTENSION & ADVOCACY SUB-COMMITTEE

Chair

Prof. Akosua Adomako Ampofo,
Head, CEGENSA

Aims for the Semester 2009/10

- Develop and organize student outreach programmes on issues of gender, particularly as it relates to their unique situation as young people located in an academic environment.
- Network and collaborate with Government Ministries, Departments and Agencies (MDAs), District Assemblies and NGOs to share information and work on issues of common interest

Activities implemented

Freshmen Orientation

Mrs. Susan Langmagne and Ms. Ama Pinkrah were facilitators during the 2009/2010 orientation for freshmen. This was an opportunity to introduce the centre and its core mandate to the incoming student body.

Monthly Film Show

In accordance with the centre's mandate to increase gender awareness in the university, during the year under review CEGENSA in collaboration with the SRC Women's Commission organized film shows for students. These film shows enjoyed a great turn out due to the publicity given by the staff and National Service Persons of CEGENSA and the Women's Commissions of the SRC. The end of each film saw animated discussion by students which were moderated by senior members and graduate students of the university community.

The following films were shown:

Si-Gueriki, Friday, Sept. 18, 2009,
Moderator: Ms. Sarah Djane,
Graduate Student

Woman Thou Art Loose, Friday
Oct. 30, 2009, Moderator: Mrs. Fidelia Ohemeng, Lecturer, Sociology Dept.

Future Plans

Continue with students' film shows and advocacy work

Continued on Pg 12

INVITATION TO SERVE ON CEGENSA'S SUB-COMMITTEES

The Centre for Gender Studies and Advocacy (CEGENSA) was established in 2005, and has seven focal areas:

1. Academic Planning and Curriculum development – including the development of short courses, engendering existing courses and building capacity in curriculum development;
2. Running a Resource Centre;
3. Policy Planning
4. The development of Mentoring programmes for Junior Faculty and Students;
5. The creation of a Sexual Assault Crisis and Counseling Unit;
6. Research and documentation;
7. Outreach and Extension work.

The Centre has six Sub-Committees which work in consultation with a Consultative Committee (see Membership on pg 11)

We are inviting additional Senior Members of the University to serve on one or two of the Sub-Committees, young faculty are especially encourage to serve on our committees.

Please contact the CEGENSA Office directly indicating which committees you are interested in.

Thank you.

Membership of CEGENSA Subcommittees

Committee	Extension & Advocacy	Committee	Sexual Assault
Prof. A. Adomako Ampofo	Chair	Dr. Agnes Simpson Budu	Chair
Mr. Aloysius Denkabe	Member	Prof A. Adomako Ampofo	Member
Dr. Audrey Gadzekpo	“	Mrs. Fedilia Ohomeng	“
Mrs. Alexina Arthur	“	Rev. Dr. M.P.K. Okyerefo	“
Mrs. Hamida Harrison	“	Mr. John Gordon Egyir-Croffet -	“
Mrs. Sarah Akuoni	“	Dr. Awo Asiedu	“
Mrs. Sika Ahadzie	“	Dr. Akosua Darkwa	“
		Ms. Peace Mamle Tetteh	“
Committee	Policy	Committee	Research & Documentation
Dr Mariama Awumbila	Chair	Ms. Ama Dadson	Chair
Prof. Adomako Ampofo	Member	Dr. Dzodzi Tsikata	Member
Dr Esther Sakyi-Dawson	“	Dr. Rose Mary Amenga-Etego	“
Dr Raymond Atuguba	“	Dr. Audrey Gadzekpo	“
Dr Mike Okyerefo	“	Dr. Akosua Darkwa	“
Prof. Takyiwaa Manuh	“	Mr. Aloysius Denkabe	“
Dr Akua Anyidoho	“		
Dr Dzodzi Tsikata	“		
Committee	Curriculum Development.	Committee	Mentoring & Professional Development
Mrs Emelia Agyei-Mensah	“	Rev. Dr. M.P.K Okyerefo	Chair
Mr Aloysius Denkabe	“	Ms. Ama Dadson	Member
		Prof. Adomako Ampofo	“
Dr. Audrey Gadzekpo	Chair	Dr. Agnes Simpson Budu	“
Dr. Rose Mary Amenga-Etego	Member	Dr. Awo Mana Asiedu	“
Mr. Augustine H Asaah	“	Dr. Esther Sakyi-Dawson	“
Dr. Dzodzi Tsikata	“	Dr. Nana Aba Amfo	“
Dr. Mariama Awumbila	“	Dr. Akosua Darkwah	“
Prof. Takyiwaa Manuh	“		
Dr. Akosua Darkwah	“		



Report from the Subcommittees (ctd)

4 MENTORING & PROFESSIONAL DEVELOPMENT SUBCOMMITTEE

CHAIR

Rev. Dr. M.P.K. Okyerefo

Aims for the Semester 09/10

- To develop mentoring programmes for faculty and students in order to increase their confidence and skills and enhance their ability to pursue further courses of study for more effective teaching and learning, particularly at the post-graduate level.
- To create a database of all female faculty members with an assessment of their skills and training needs.
- To develop training programmes, including writing workshops, teach-ins, seminars and workshops for proposal writing and research collaboration.
- To develop independent study programmes and a series of sustained interactions, both formal and informal, designed to facilitate interaction between senior and junior faculty as well as faculty and students.

Activities implemented

- A CODESRIA Social Science seminar was held between January 18 and 20 2010 at the Institute of African Studies Chalets. The facilitator for the seminar was Dr. Florence Etta, President of the African Evaluators Association (AFREA).

Future Plans

1. Lunch meeting with young female faculty and administrators to take place at the Institute of African Studies chalets.
2. Training in the art of Public Speaking

5. POLICY SUBCOMMITTEE

CHAIR

Dr. Mariama Awumbila

Aims for the Semester 09/10

- Review of existing policy documents of the University
- Work on the two policies (Sexual Harassment & Gender Policy)
- Advocacy and dissemination

WE'VE MOVED!

CEGENSA has moved into new office premises (Bungalow No. 12 East Legon, Mawere Opoku Road behind the New Lecture Hall of College of Agriculture and Consumer Science.

POSTAL ADDRESS

Centre for Gender Studies and Advocacy,
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Activities Implemented

- Contributed to drafting of Sexual Harassment Policy for the University
- Drafting of Sexual Harassment Policy for the university.
- Hiring of consultants to re-view existing university policies.
- Consultations with University administrators, faculty, staff members and students on gender policy.

Future Plans

1. Formulate policies on gender within the university
2. Production and distribution of policy booklets
3. Ensure that gender is integrated into all facets of the university's policies and structures

