



National Guild of Radio Managers (Private)

Parent body for Top Management of Radio Stations in Nigeria

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Amb. Patrick Uzoyi-Peters (National President) | Sammy Adrian Ajufo JP (Secretary General) | Sanya Lawal (National Treasurer) | LadyGwen Oshinorgi (DPA)

October 16, 2023

Lady Ejiro Umukoro
Convener, LightRay!100 Women in Leadership Summit
& Executive Director/CEO
LightRay! Media (and Foundation)

Dear Madam,

ADOPTION OF OF WOMEN IN MEDIA LEADERSHIP POLICY IN WORKPLACE

A groundbreaking, well-timed Research on 100 Women in Leadership Virtual Summit put together by by LightRay! Media in collaboration with Wole Soyinka Centre for Investigative Reporting Report Women & Gates Foundation has given birth to the **Women in Media Leadership Policy in the Workplace**. This initiative was conceptualized by LightRay!Media was meticulously crafted to empower and strategically position women within the media industry. This visionary endeavor extends a transformative hand to aspiring professionals and seasoned entrepreneurs alike, nurturing their journey towards unparalleled success.

The import of this cause - The "100 Women in Leadership Virtual Summit" was rightly and fittingly established owing to the ever changing and speedily evolving dynamics occurring within the media landscape and further cements the fundamental importance not just of women's participation in Media, but in leadership. Historically, the Mediasphere has increasingly witnessed participation of women, especially at the forefront of broadcast presentation, broadcast journalism as well as high functioning Administrative and operational roles in Media establishments. We can all agree that in the Nigerian Media industry that the womenfolk take the lead - of the two genders in active and consistent participation especially in the Electronic Media, yet within the print media sector, the acceptance and availability of opportunities for females are few and far between. This proves that the broadcast media is more accepting to women than its print counterpart; the issue however lies with the career ceiling limits, often occasioned by gender, societal and socio-cultural bias.

Following the public release of this detailed research undertaken by Lightray!Media which today has gifted the Media industry as much needed **Women in Media Leadership Policy in the Workplace**, the National Guild of Radio Managers (Private)- the the apex and umbrella body comprised of all General Managers, Station Heads/Managers and MDs of private Radio Broadcast Stations in Nigeria strongly believes that this Policy is commendable, timely and critical - one which should be urgently adopted by all media stakeholders across both print and electronic forms. We believe it is time to truly open the field and create an environment that welcomes, accomodates and encourages

qualified womenfolk to vie for leadership and decision making within Media establishments.

We concur that the present Media workplace today, must be gender sensitive at all operational levels in the management of human resources. We believe that no practitioner worth his/her salt in our Industry should be restricted from advancing in their career trajectory based of their gender, race or background. The Guild holds the tenent of Equality, Equity and Fairness, for both its wide membership in particular- but for the Media industry in general. To this end, the leadership of the National Guild of Radio Managers (Private), its Boards of Advisers, Trustees wishes to communicate our excitement and express our appreciation for this timely body of work which we believe will further solidify the aims and objectives of the Guild and its establishment; chief of which is the welfare and progress of our members.

We wish to use this medium to communicate to LightRay!Media and its partners our desire to adopt and domesticate this **Policy** document, its contents and recommendations as part of our Operational Policy Framework for workplace effectiveness, our Tems of Reference and infuse some of the key provisions of this Policy into our bye laws. Once again, we commend LightRay!Media and the Wole Soyinka Center for this noble effort and pledge to work with both organizations and stakeholders in the furtherance, growth and expansion of the Media industry in Nigeria and the sub-saharan region.

Please accept the assurances of our highest and warmest regards and our profuse appreciation for the effort as conveyed through my humble self on behalf of the National President, Amb. Patrick Uzoyi-Peters JP.

Yours Sincerely,



Sammy Adrian Ajufo

Executive Secretary General

Guild of Radio Managers (Private)

