

# DR PORTIA. T. LOETO

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## EXPERTISE

GENDER & CULTURAL STUDIES  
TEACHER EDUCATION STUDIES

QUALITATIVE RESEARCH  
UNIVERSITY LECTURING

CONSULTING & COMMUNITY  
ENGAGEMENT

## QUALIFICATIONS

**Doctor of Philosophy (PhD) – Arts & Social Sciences  
(Gender & Cultural Studies)**

The University of Sydney • 2016 – 2020

**Master of Education (Gender Education)**

University of Botswana • 2011 – 2013

**Postgraduate Diploma in Education (PGDE)**

University of Botswana • 2007 – 2008

**Bachelor of Arts (Humanities)**

University of Botswana • 2003 – 2007

**Certificate: Gender and Sexuality - Diversity and  
Inclusion in the Workplace (Online)**

University of Pittsburgh • 2021

**Certificate: Challenging Gender Inequality – Rights,  
Roles & Responsibilities**

University of Pretoria • 2015

## AWARDS

**University of Botswana Staff Development Scholarship (PhD Studies)**

University of Botswana • 2016 – 2020

**University of Botswana (UB) Foundation Scholarship for Graduate Studies**

University of Botswana • 2011 – 2013

## EXPERIENCE

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### POST DOCTORAL FELLOW

Michigan State University  
(Center for Gender in the Global Context)  
2025 – 2026

- Collaborate with your MSU and home institution mentors with a project focused on colorism, race, and gender-based violence in Botswana through examination of the criminal justice system.
- Complete research project plans designed by your MSU and home institution mentors, as well as participate in an orientation program organized by African Alliance Partnership and a series of academic development workshops
- Submit regular reports to AAP with updates on progress made and plans for future collaborative work, including grant proposals and publications prepared or submitted.
- Complete periodic Surveys to assess the quality of the program and identify ways to improve it.

### LECTURER OF GENDER STUDIES

University of Botswana  
2014 – Ongoing

- Lecturing the following Graduate courses: Feminist Research & Pedagogy; Feminist Theory & Gender Analysis; Gender & Human Diversity; Gender, Curriculum & Instruction; Politics of Gender in Educational Institutions; Gender & Health Education.
- Develop course outlines & course content concisely.
- Conduct Research & Co-supervise student dissertations.
- Supervise student teachers on teaching practicals.
- Participate in the department's academic and professional activities including research and curriculum review.

**Skills:** Higher Education, University Teaching, Tutoring, Literature Review, Qualitative Research, Data Collection, Transcription, Data Analysis, Results Analysis, Academic Writing, Academic Advising, Mentoring, Public Speaking, Critical Thinking, Curriculum Design.

### GENDER ANALYST

Friedrich-Ebert-Stiftung  
(FES) Botswana  
June – October 2024

- Engaged by FES for the development of the Botswana Federation of Trade Unions (BFTU) Gender Policy.
- Carried out desk research in the form of a literature review on gender issues, gaps, and inequalities to give a background that necessitated the need for a Gender Policy by BFTU and its affiliates.
- Drafted a data collection instrument used to guide interviews with the BFTU leadership as well as the Gender Committee representatives from affiliates key participants.
- Undertook one-on-one in-depth interviews with key participants using the instrument.

- Analysed & extracted emerging themes for the drafting of the Gender Policy.
- Engaged in Policy review with BFTU and incorporated the final edits.
- Presented & discussed the Gender Policy for finalisation

**Skills:** Stakeholder Consultation & Engagement, Qualitative Research, Data Collection and Data Analysis.

## **GENDER EXPERT**

Food & Agriculture  
Organisation (FAO) of the  
United Nations

Sept 2022 – June 2024

- Developed a sustainable approach & methodology, informed by a literature review and consultations with project stakeholders.
- Developed the methodology and survey instruments for the project.
- Carried out the fieldwork, administering the survey instrument and collecting data in a participatory manner from respondents in the research sites.
- Compiled a detailed report illustrating the trends, issues, opportunities, and conclusions supported by the data collected in the field, as well as providing recommendations, which included a Gender Action Plan with specific proposals of activities and interventions to support the Gender Mainstreaming efforts in the area.

**Skills:** Stakeholder Engagement, Community Consultation, Community Engagement, Consulting, Data Collection, Data Analysis Qualitative Research, Traditional/Indigenous Knowledge Research, Human Rights Research, Communication, Workshop Facilitation, Social Impact.

## **GENDER SPECIALIST**

The World Bank

February - June 2023

- Provided specialized technical, analytical, research, and administrative expertise for the preparation of the Botswana Country Gender Assessment.
- Identified and linked relevant government, non-government, academia, development partners and other stakeholders active in the gender space in Botswana for the Country Gender Assessment.
- Led in facilitating the Gender event being held in commemoration of International Women's Day in March 2023.

**Skills:** Non-Profits, Workshop Facilitation, Qualitative Research, Report Writing.

**BOARD DIRECTOR  
(GENDER & EDUCATION  
EXPERT)**

Centre for Policy  
Research Africa (CPRA)

2022 - 2024

- A membership to serve as a Board of Trustee for the Centre for Policy Research AFRICA (CPRA) to provide strategic and governance oversight. The CPRA is a think tank and research institute registered with the Registrar of Deeds Office in Botswana and has legal authority to conduct research on youth, women, poverty & inequality in Southern Africa among other issues.

**Skills:** Expert Advising.

**GENDER PROGRAMS  
COORDINATOR**

The African Women  
Leadership Academy  
Botswana

2010 – 2014

- Designed programs on Leadership and Life Skills which empower girls through training, mentoring, and providing networking opportunities.
- Facilitated training in conjunction with the Botswana Gender Affairs Department (GAD) that provided awareness on issues relating to Sexual Reproductive Health Rights and Gender-Based Violence.
- Managed a Mentoring Program in conjunction with The Open Society Initiative for Southern Africa (OSISA), USAID-Botswana and Gender Affairs Department (GAD).
- Applied for, and managed grants for the Academy.

**Skills:** Capacity Building, Curriculum Design, Leadership Development, Non-Profits, Program Evaluation, Public Speaking, Report Writing.

## PUBLICATIONS AND RESEARCH EXPERIENCE

- Loeto, T.P. (2024). *Gender analysis for communities in the NG8 controlled hunting area (Western Ngamiland) - Habu, Tubu & Nokaneng. Botswana*. Food & Agricultural Organisation (FAO) of The United Nations.
- Loeto, P.T. (2024). Using visual sources to understand African Black Beauty. *In Interrogating Colonial Documents and Narratives*. Marlborough: AM.
- Loeto, P.T. (2016). Making education safe for women & girls in Africa. *BUWA! Transformative Education—The Africa we need by 2030: The Journal on African Women's Experiences*, 7, 112-116. <https://issuu.com/osisa/docs/buwa-issue-7>
- Loeto, P.T. (2013). Notions of beauty and attractiveness. *BUWA! Feminism and Culture: A Journal on African Women's Experiences*, 2(2), 53-57.

## CURRENTLY WITH THE PUBLISHER:

- **Book Chapter:** Loeto, T.P.: Light/Fair Skin as beautiful: The Lingering Colonial Violation of black identity in Botswana. (Lexington Books)

Book title: *Social Mediated Gender Performances and Representations: Popular Culture, Politics, and Everyday Citizenship in Africa.*

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## GRADUATE STUDENTS' RESEARCH SUPERVISION

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- Matthews, L. A. (2023). *Challenges that Inhibit Teenage Mothers' Re-entry to Secondary School: A Case Study of District Number Three, Grand Bassa County, Republic of Liberia.* University of Botswana (Master of Education in Gender Studies. Graduated, October 2023).
- Mafatlhe, N.N. (Ongoing supervision). *Exploring the Gender-Based Violence Experiences of In-school Adolescents in Botswana.* (PhD in Gender Studies).
- Mosimi, L. (Ongoing supervision). *Men's perceptions about violence against women in Botswana: A case study of Maun.* (Master of Education in Gender Studies)
- Bosilong, N. (Ongoing supervision). *Gender stereotypes and academic achievement in primary schools: A case study of two primary schools in Gaborone.* (Master of Education in Gender Studies).
- Nkutlwisang, T. (Ongoing supervision). *The capacity building of health care providers in serving defilement patients. A case of Botswana: Greater Gaborone and Princess Marina Hospital.* (Master of Education in Gender Studies).

## CONFERENCES

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- Paper presentation at the Midwestern Psychological Association Annual Conference.

Paper title: Career Reflections: Part-Time Counselling Women Trainees on Next Pandemic Preparedness.  
Chicago, USA • April 18 -20, 2024

- A cultural interrogation of fairness/light skin as beauty across different generations of Batswana women. Loeto, T.P.

5th International Conference on Gender and Sexuality 2022, October 13-14<sup>th</sup> 2022, (The International Institute of Knowledge Management, Sri Lanka)

Colombo, Sri Lanka • 2022

## MEDIA CONTRIBUTIONS

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2021 Documentary: Her Leadership – Women in Politics (Botswana):  
<https://www.youtube.com/watch?v=rugGQf3hSLs&t=487s>

2<sup>nd</sup> April 2020 Radio interview on Sydney-based station 2Ser about “Changing cultural norms for women and girls”: Giving an expert opinion on Sierra Leone lifting a 5-year ban that prevented pregnant girls from attending school.

<https://2ser.com/changing-cultural-norms-womens-education/>

## REFEREES

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DR MICHAEL GAOTLHOBOGWE	PROF. RICHARD TABULAWA	DR HILDAH MOKGOLODI
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