



Women Steering Innovative

LEADERSHIP

IN AFRICA

International Conference Report

9th – 11th September 2013 • Lilongwe, Malawi

APPRECIATION

UAF-Africa is thankful for the financial and technical support offered by the following development partners: FLOW (Dutch Ministry), Ford Foundation, the Open Society Institute of Southern Africa (OSISA), UNFPA- Malawi, AJWS, the Sigrid Rausing Trust, Mama Cash, Stavros Niarchos Foundation, Anonymous Donor, Mize Family Foundation, Tikvah Foundation.

This report was compiled by Teresa Mugadza and her team. Special thanks to the rapporteurs and interpreters for their services rendered during the Conference.

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APPRECIATION

On 9th-11th September 2013, Urgent Action Fund-Africa (UAF-Africa) and her partners convened women and men from over 30 African countries working in diverse fields and thematic areas to discuss the role of women in shaping the discourse of 'African Women's leadership' on the continent. Women are at the forefront of Africa's political, economic and social transformation. This publication is the result of this Conference.

UAF-Africa would like to acknowledge and thank the Conference Steering Committee made of 15 member- organisations¹ and individuals who conceptualised and actualised this conference.

We would like to express our gratitude and appreciation to the Government of Malawi which supported and championed the holding of this conference in Lilongwe and provided participants and organisers alike a true African welcome to the country nicknamed the 'Warm heart of Africa!'

A heartfelt thank you to the participants who took time to be part of this conference and spoke from their experiences and fearlessly engaged in deep discussions. They made this conference unique, practical and enriching to many more people who will read this report.

To our funding partners whose resources enabled the conference to take place, we are grateful. In particular we thank the following: FLOW- Funding Leadership Opportunities for Women (Dutch Government), the Ford Foundation office for Eastern Africa, UNFPA- Malawi and the Open Society Institute of Southern Africa (OSISA). We also acknowledge input from Just Associates (JASS), Global Fund for Women, the American Jewish World Service and UN Women. Finally and not least we acknowledge a combined team of UAF-Africa staff and development consultants involved in ensuring the success of this Conference.

Inspired by a new dispensation, a bold 5 year strategic plan and celebrating 12 years of driving and funding women's human rights on the continent; UAF – Africa's *Women Steering Innovating Leadership in Africa* Initiative is set to invigorate the approach to leadership by drawing examples from "traditional" and "non – traditional" leadership sources, and women as equally vested members of community who can speak to all areas of society and development. The initiative will infuse new energy and prompt, bold and daring ideas among UAF – Africa partner organisations. The activities and partnerships are crafted to ensure a healthy skills exchange, capacity enhancement for the young women leaders as well as for partner organisations.

For more information on the conference please visit www.urgentactionfund-africa.or.ke and www.womenleadingafrica.net.

¹ The Steering Committee member organisations comprised of: Akina Mama wa Afrika (AMwA), Africa Development Alternatives (ADA), Angie Brooks International Centre (ABIC), Mentoring and Empowerment Program for Young Women (MEMPROW), Institute for Social Transformation, Femmes Africa Solidarité (FAS) , YWCA Malawi& Uganda), the Malawi NGO Gender Coordinating Network (NGO GCN), Africa Capacity Building Foundation (ACBF), Akili Dada, African Women's Development Fund (AWDF), UN Women, Urgent Action Fund-Africa (UAF-Africa) & Jessica Nkuuhe (Intl Development Consultant).

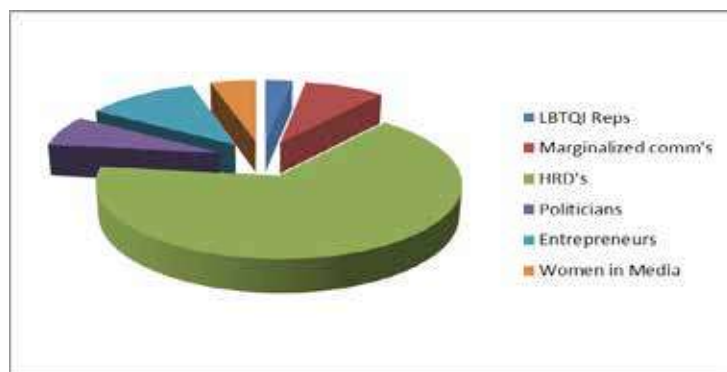
INTRODUCTION

Introduction

The **Women Steering Innovative Leadership in Africa International Conference** was held from the 9th to the 11th of September 2013 at the scenic Bingu International Conference Centre, Lilongwe, Malawi. The landmark leadership conference whose tagline was “*Powering the African Dream*”, was intended to contribute towards the identification and development of visionary, feminist, transformative and gender sensitive women leaders who are able to engage comfortably in and influence issues of national, regional and international nature. The conference aimed to address the obstacles to women’s integration into leadership, contribute to the process of bringing gender equality issues to the centre of national priorities, and build the expertise of African women leaders to impact on significant socio-political, economic and environmental issues impacting communities and nations.

WHO PARTICIPATED?

The forum brought on board regional and international notions of feminist and transformative leadership for social justice through the active participation of 300 multi-generational women and a few men leaders from 30 countries including over 170 young African women. Participants hailed from diverse sectors, including regional media, international development and human rights feminists and activists, sexual orientation and gender identity (SOGI) actors, differently abled people, persons living positively with HIV&AIDS, the corporate sector, policy makers, the arts, traditional leaders, entrepreneurs, the faith based realm, political actors and academics. Among the participants were trailblazing African women leaders and some fine young women activists who have innovatively defined their leadership paths.



Representation at the Conference

CONFERENCE METHODOLOGY

The candid intergenerational perspectives and reflections on leadership that ensued during the conference pointed to the growing need for more similar platforms. The international and intergenerational composition, and deliberately participatory design of the conference ensured room for both older and younger leadership facilitation and presentation thereby embodying a safe space to air and challenge divergent viewpoints, learn, testing and sharpening leadership skills as well as providing room for deepening connections, individual and group introspection.

Working with some seasoned women leaders; a wide array of methodologies were employed throughout the conference. These diverse methodologies were geared towards harvesting the rich expertise, experiences, ideas, knowledge and energies presented during various sessions/indabas. Participants collectively strategized on significant actions that advance women’s rights and challenged leadership to deliver on social justice. Outcomes and recommendations collectively agreed will add impetus to the urgently needed agency in raising collective voices and making visible the **giant** leadership strides that women have made on the continent.

[illegible]

Facilitator: Dr Wanjiru Kamau-Rutenberg-Akili Dada,
Executive Director & Founder

- To provide a platform for young women to connect prior to start of the main conference
- To facilitate focused inter-generational interaction prior to start of conference
- To facilitate sharing of tips, wisdom and experiences between novice and seasoned conference participants; with older women sharing tips on how to maximize on the conference platform through sharing what they wished they had known prior to attending their first international conference.

SESSION HIGHLIGHTS

Participants were tasked with sharing advice on how the young women could benefit from the conference. The exercise was aimed

- Identify conference objectives & match these to your own
- Be open minded, flexible, learn & be bold to ask
- Active participation & sell yourself positively
- Be open to diversity & network creatively (mostly with new people)
- Attend concurrent sessions to be exposed to new ideas
- Listen more, talk less, take notes and prepare for next day sessions
- Identify organizations in similar sectors to share experiences
- Be present in the conference & avoid distractions (catch up on emails/ social whatsapp later)
- Consciously using social media to inform outside world of conference proceedings



Young women listening keenly during deliberations

DAY ONE REPORT

Day One Report

OPENING CEREMONY

Launch of the African Women's Leadership and Mentoring Initiative:
Co-hosted by Government of Malawi and Urgent Action Fund-Africa (UAF-Africa)
Director of Ceremonies-Ms. Jennifer Tseka: Malawian Public Relations Executive

WELCOME REMARKS: CHAIRWOMAN, MALAWI NGO GENDER NETWORK COORDINATION

Ms. Emma Kaliya

Ms. Kaliya welcomed the participants both to the conference and to “**the Warm heart of Africa, Malawi**” on behalf of Malawi civil society network. She noted that the hosting of the WSILA conference in Malawi was a historical occasion since African women had chosen to honour Her Excellency Dr. Joyce Banda by meeting in Malawi. Ms. Kaliya highlighted that the conference was being held at a critical time when Africa was in the process of redefining her future and strategizing on the kind of leadership required for the continent to prosper and underscored the fact that African women's leadership was an underutilized resource.

In deliberating the transformative agenda for Africa, Ms. Kaliya argued that recognition should be paid to the historical strides that women leaders in Africa have made, such as the presence of two female Heads of state, President Ellen Johnson Sirleaf of Liberia and President Joyce Banda of Malawi.

“Women's leadership qualities are ...so peculiar yet belittled, so progressive yet looked down upon, so transformative yet disregarded.”



Emma Kaliya, Malawi NGO Gender Coordinating Network

OPENING REMARKS: EXECUTIVE DIRECTOR, UAF -AFRICA: Ms. Ndanatsei Bofu-Tawamba

"This conference is responding to the need for women to be at the forefront of a new kind of leadership; a leadership that is transformative, feminist and visionary: bringing about a sustainable and generational legacy on the continent."

Ms. Bofu-Tawamba stated that UAF-Africa was proud to host the WSILA conference in Malawi, at a time when African women were steering innovative leadership on the continent. Malawi was selected as the venue of the conference for several reasons chief among them being H.E Dr. Joyce Banda's presidency. *"Her leadership has been a breath of promise, hope and a role model to young women aspiring to be leaders."* Ms. Bofu-Tawamba explained that the conference was a culmination of phenomenal work conducted on women's leadership in Africa by several women's rights organisations. While noting the huge shifts recorded in the leadership and development arena, she argued that there remained a deficit of women's leadership on the continent which could be attributed in part to the failure to invest in girls and women.

Ms Bofu-Tawamba highlighted that there is a growing acceptance of women in leadership positions that has resulted in the election of the first woman chairperson of the African Union Commission. She pointed out that Africa hosts Rwanda which is enjoying the largest percentage of women in parliament; with 56.3 % women legislators. She said while Africa was generally enjoying political stability and socio-economic growth, there were fundamental questions about whether this stability and growth translated into improving lives for millions of Africans experiencing abject poverty.

"UAF-Africa's objective for this conference is to reinvigorate the African women's movement and stoke the fire needed to advance feminist and transformative leadership for social justice."

Ms Bofu-Tawamba concluded by stating that the conference was set to invigorate the approach to leadership by bringing together several concepts viz: pan- Africanism, feminism, business approach

to leadership, drawing examples from "traditional" and "non-traditional" leadership sources. Having articulated the conference's goals and aspirations, she encouraged participants to prompt bold and practical solutions to Africa's challenges and help introduce daring ideas that consolidate women's rights gains secured by African women. www.urgentactionfund-africa.or.ke

REMARKS: GENDER RIGHTS AND EQUALITY DIRECTOR: FORD FOUNDATION (USA): Ms. Surina Khan



Surina Khan, Director of Gender Rights and Equality, Ford Foundation

"Gender equality is not just a struggle here, it's a struggle everywhere!"

Ms. Khan set the tone for address by noting that the gender equality struggle being experienced by African women is not unique to the continent, and she hoped that platforms such as the WSILA conference would foster robust discussions that enabled shaping of the women's rights discourse both for the continent and beyond.

She remarked that Ford Foundation had placed emphasis in supporting visionary leadership in Africa. She noted that in her experience, women's leadership feeds and influences communities, hence the Foundation's support to initiatives that give voices to all in communities, where women needed to be engaged for meaningful development. Ms. Khan stated this was the reason that the Ford Foundation invests significant resources in addressing the structural

differences that continue to perpetuate the marginalization of women. She noted that with the global economic crisis, the status of the most marginalized and vulnerable, who are mostly women was continuing to deteriorate and women were increasingly becoming exposed. It was therefore important to address the needs of women and girls through investing in social transformation and in particular by transforming governance processes to create spaces for women and girls to be heard on issues that affect them and their communities. www.fordfoundation.org

**REMARKS: CEO EQUITY BANK GROUP,
CHAIRMAN EQUITY FOUNDATION (KENYA)**
Dr. James Mwangi

"I want to encourage you to take the risk of leadership. When you allow men to consistently take leadership, they protect their class and self; and you come a distant third when they do public good."



Dr James Mwangi, Kenya, at the opening session

Dr. Mwangi began his remarks with an impassioned appeal for African women to step up their efforts to position themselves as leaders emphasising that women had the leadership capacity even though they were not adequately represented in leadership. He argues that leadership, in his view, is no more than nurturing and comes naturally to women. Dr. Mwangi said that the paradox

of leadership was that, whereas in general leadership should be a reflection of the majority, in most parts of the world this was not the case as the women who make up the majority are not in leadership. He however applauded the election of the Presidents of Liberia and Malawi as positive steps for women's leadership in Africa.

Dr. Mwangi further stated that Africa needed a new and innovative leadership, which was focused on service to the community rather than the pursuit of personal power for individuals. He noted that a key limitation for women seeking leadership was the lack of financial resources. Dr. Mwangi proceeded to share how his institution, the Equity Bank in East Africa has been on the forefront of developing financial systems to empower women and people with low incomes. He told the conference that Equity Bank had developed the "Fanikisha" product, which had become the bank's flagship loan product, mainly benefitting women entrepreneurs. He went on to pledge his bank's continuing support to financially empower women for them to realise their leadership dreams. <http://equitybankgroup.com/>

**TRADITIONAL MODELS OF LEADERSHIP: HER
ROYAL HIGHNESS, QUEEN OF THE BUGANDA
KINGDOM (UGANDA)-the Nnagabereka Sylvia
Nagginda Luswata**



HRH the Nnagabereka of the Buganda Kingdom

“Looking ahead, the most successful movements will be those that integrate positive elements within cultural institutions, work with cultural leaders as equal partners, preserving positive cultural practices whilst challenging negative practices that undermine the integrity and personhood of women and girls!”

The Queen of Buganda noted that the conference’s theme was apt as it was in sync with the **African Union Women’s Decade (2010-2020)**¹ calling upon actors to ensure both bottom-up and top-down approaches to women’s leadership in enhancing the rights of women in Africa, in a manner that is inclusive of grassroots participation.

In grounding her presentation, The Queen shared the history of the Buganda Kingdom, as well as its systems and how for example, her role as Queen has evolved. The Queen shared how among the Baganda people, women royals, and cultural leaders have always traditionally played influential political and cultural roles. It is with this knowledge that the Queen was instrumental in setting up the **African Queens and Women Cultural Leaders Network (AQWCLN)** (www.facebook.com/aqwcln) which sets women’s leadership as one of its key priorities. This network is aimed at enhancing women’s leadership on the continent, through the use of traditional and non-threatening forms of power that women have traditionally wielded.

“The African women’s movement ought to adopt leadership styles that are sensitive to the unique importance and role of African culture as an important leadership innovation and as Africa’s contribution to global development in the 21st century.”

¹ The aim of the African Women’s Decade is to advance gender equality by accelerating implementation of Dakar, Beijing and AU Assembly Decisions on Gender Equality and Women’s Empowerment (GEWE), through dual top down and bottom up approach which is inclusive of grassroots participation. For more information, see www.africa-union.org/root/AU/Conferences/2010/april/wgd/wgd.html

POSITIVE CULTURAL PRACTICES

The Queen in 2000, established the **Nnabagereka Development Foundation**, grounded on cultural frameworks and tools to challenge conventional wisdom by using traditional ideas and frameworks to enhance development in the community. The Queen noted that cultural heritage has a strong influence on definitions of gender equality. She said it would be foolhardy to formulate sustainable leadership for women leaders that was totally cut off from their positive cultural practices. She further observed that despite exhaustive discourse on leadership certain paradoxes remain. These include how to propel women’s leadership within predominantly patriarchal cultural institutions and the use of cultural frameworks as alternatives that define development and women’s leadership. <http://www.ndfug.org/index-jc.php>

GUEST OF HONOUR: MINISTER OF GENDER, CHILDREN & SOCIAL WELFARE
Hon. Anitta Kalinde M.P. (on behalf of The President of the Republic of Malawi, H.E. Dr. Joyce Banda)



Hon. Anitta Kalinde, MP, Minister of Gender, Children and Social Welfare, Malawi

In the speech read on her behalf, Her Excellency, President Banda, welcomed the 300 women from 30 African countries, including some coming from the diaspora (USA, Canada, UK, Switzerland & France) gathered to discuss the role of African women in feminist and transformative leadership for social justice and noted the honour of Malawi in hosting the participants. She communicated the message from Her Excellency, President Joyce Banda, who noted the important role women have played in care-taking and nurturing their families and community members. She highlighted that as decision-makers and leaders who mould children, women's child bearing roles and positioning within society contribute significantly to the development agenda of their communities and nations at large.

Despite the significant strides made in development, President Banda noted that challenges to Africa's development still remained, and these included youth unemployment, undiversified export products, poor regional integration, continuing gender discrimination and imbalance, the growing impact of climate change on agriculture and food production and access to water, loss of ethics and values in governance and leadership-all of which impact heavily on women and children. Nevertheless, the President noted that the phrase **"Africa Rising"** aptly describes African women as they rise, claiming their rights and power to lead. She noted that as the African Union celebrates its 50th Anniversary with a woman Chair at the African Commission's helm, it makes 2013 a landmark year. She stated that it is also a year for women to evaluate progress made towards realizing equal participation and address remaining challenges by carving out a vision and agenda for the next 50 years with women at the centre of the development agenda.

Hon. Kalinde concluded her speech by noting that President Dr. Joyce Banda was aware and pleased to launch Urgent Action Fund-Africa's *"African Women's Leadership and Mentoring Initiative"*, which places young women at the core of the women's leadership discourse.

The four year initiative seeks to establish a movement of visionary, innovative, creative and high impact African women's leadership that is able to transform Africa's development agenda. She commended the initiative's notion of seeking to promote and nurture unleashed leadership qualities and capacities within young women. Hon. Kalinde added that H.E. Dr. Joyce Banda is a big supporter of young women leadership thus she will be keenly following this initiative's work.

AFTERNOON SESSION

Grounding Ourselves: Dr. Thelma Awori

"I would like to pay homage to the struggle for gender equality and the fruits borne out of that struggle; namely the number of women taking meaningful leadership positions all over the continent, both in the public, private and civil society sectors."

WHY AN AFRICAN WOMEN'S LEADERSHIP CONFERENCE?

Dr. Awori noted that emerging awareness on the part of women's rights organisations and development partners on the need to engage substantively on advancing women's leadership initiatives in Africa had been the impetus for the February 2013 Kampala meeting co-convened by UAF-Africa and Akina Mama wa Afrika, involving 15 partner organizations engaging on advancing a continental wide women's leadership process. That meeting undertook an environmental scan of women's organizing, their positioning and status including the journeys that African feminists and women's rights activists have undertaken to realise and claim their rights as citizens of the continent. The meeting engaged on a

critical discourse on women's leadership and what transformative leadership looks like. The possibilities of achieving social justice when women's transformative leadership was supported became a focal point to seek out activities to collectively engage in, all in a bid to carve out a process to steer women's innovative leadership. This meeting gave birth to the WSILA conference. Dr. Awori further noted that the fact that the conference was being held in Malawi is, "... because **one of us** is nothing less than the President of this great African nation!"



Dr. Awori shared the dreams of the conference steering committee coming into the conference as follows;

- Become the *redefining point* of the African women's movement, through fulfilment of the identified objectives.
- Create platforms for meaningful *intergenerational engagement*.
- Emphasize the key issues and areas of attention for Urgent Action Fund- Africa under the four year *African Women's Leadership & Mentoring Initiative*.
- Be an identification platform for the *young women* to be mentored for leadership and political participation.
- Equip potential *political leaders* with skills and tools for effective participation.
- Identify key issues related to the African development agenda, and how women can engage with the *African development discourse*.
- Equip women leaders with knowledge of the importance of *branding their leadership model*.

"Do not see me as a threat to your job... see me as somebody who will sustain the women's leadership agenda, that we all want to see prevail."

Gogontlejang Phaladi-Botswana (18 years old)

Participants were asked the following questions, as part of preparing them for the conference;

1. How will I honestly contribute to this agenda?
2. What must I do to make this agenda a success?

SESSION ONE: FEMINIST LEADERSHIP FOR SOCIAL TRANSFORMATION Journeys of Feminist Transformative Leaders: Dr. Thelma Awori

Based on Dr. Awori's personal leadership journey which she shared from the time she was born to the present day, participants were taken through a process of reflection on how and when they became aware of their leadership qualities and how that had translated into the leaders they had become. Using the feminist leadership model as propagated by *Srilata Batliwala*, Dr. Awori got participants to mentally chart their leadership journeys and to explore their styles of leadership.

Feminist Leadership for Movement Building: JASS Southern Africa www.justassociates.org

The session started with a brief presentation of the work that JASS does in Southern Africa and particularly in Malawi. The session was aimed at sharing knowledge about the power that women possess within themselves to effect change. The presentation also aimed at showing how women have mobilized around fundamental women's rights issues to build effective movements on matters of concern to them. This model was further articulated working with the movement of women living positively in Malawi through a video titled; *Our Bodies, Our Lives: The fight for better ARVs (antiretrovirals)*. The short video showed how women living with HIV&AIDS in Malawi who make up 57% of the 1 million Malawians living positively, campaigned for better quality ARVs which caused painful side effects of deformities of their physical appearance. The video detailed what the women went through during the campaign. The campaign culminated in the government providing better drugs for the management of HIV&AIDS while addressing various concerns of women living positively. During the session, JASS was able to explore the challenges and successes of a feminist leadership approach to movement building.

DAY TWO REPORT

Day Two Report

Session Two: Sectoral Leadership-Young Women's Leadership: Media & Economic Empowerment



PRESENTATION: AFRICAN YOUNG WOMEN'S LEADERSHIP: SETTING THE AGENDA- YWCA GENERAL SECRETARY: *Nyaradzayi Gumbonzvanda-Geneva*



KEY HIGHLIGHTS

- A recognition that young women in Africa are excluded from leadership and decision making on issues that affect them. An in depth discussion was necessary on how this exclusion is further exacerbated by protectionist policies as well as increased regulation of young women's sexual and reproductive health rights including policy contradictions. In this regard, young women do not benefit much through progressive legal frameworks.
- That while young women may indeed be inexperienced leaders and vulnerable they were making daily complex private decisions which is what leadership in all spheres is about. It is thus essential to trust young people as leaders.
- Young women should pursue effective and quality leadership; through continuing to learn from their predecessors, reshaping the discourse by telling their stories, being mentored, scaling up their innovations and investing in building the assets for young women's leadership, including knowledge, positive peers and economic independence.
- Young women must be encouraged to interrogate the purposes for which they seek leadership? That is, why they want to be in leadership?
- Youth is transient, therefore young women need to push the boundaries while they can as youth and ensure that they create their definitive identities as leaders.
- Young women must dare to define themselves as leaders of today and tomorrow. *on YWCA International's work on intergenerational leadership visit <http://www.worldywca.org/>*

The conference consciously sought to weave in young women's leadership throughout the conference as follows:

Teshe Women's Movement-: Chipo Tsitsi Mlambo-Zimbabwe: Protecting the Vulnerable

Tsitsi shared her experience of working with vulnerable young women in Zimbabwe including sex workers. She spoke briefly about one of Teshe's flagship projects, the “**keep them safe campaign**” which serves to provide vulnerable sex workers, who are subjected to abuse by law enforcement agents and others, with services such as counseling and or post-jail treatment, access to a lawyer and to a 24 hour emergency hotline. www.teshemovement.wordpress.com

NIGERIA: EMMANUELLA AZU

A young Nigerian lawyer shared her leadership journey, chronicling how she had overcome adversity with the support of an older woman mentor. She shared that she had been a victim of sexual violence at a young age, but she considered herself a survivor as the experience had made her more determined to fight for her rights. She encouraged young women to have greater self-esteem, and exhorted older women to train young women to have confidence in themselves and their worth. She told the participants that she had personally mentored a number of young women who are now thriving university students.

CONCURRENT SESSIONS



INDABA 1: YOUNG WOMEN'S LEADERSHIP & ICTs

Facilitator: Akili Dada (Kenya) www.akilidada.org

The session interrogated how young women interface with ICTs and how ICTs can be used to enhance their activism and leadership.

SESSION HIGHLIGHTS

- ICT use in Africa: Women have 25% less access than men to ICT globally while in Africa, the access for young women was 40% less.
- Social and cultural factors further inhibit women access to ICTs e.g. cafés which are not easily accessible to young women, given the societal attitude to young women's freedom of movement.
- Increasingly, women use internet and cell phones to share information as well as platforms for more than just communication e.g. accessing banking and health information.

The facilitator undertook a Body Poll of how the participants presently use ICTs both in their work-mobilizing and in their personal lives-communicating.

INDABA 2: THE POWER OF MEDIA IN ADVANCING WOMEN'S LEADERSHIP



Thembe Khumalo (Zimbabwe) left and Julie Gichuru (Kenya)

Facilitators: Julie Gichuru (Kenya) & Thembe Khumalo (Zimbabwe)

RESULTS OF THE BODY POLL

I am an avid user of technology in my life	I use technology in my activism/work	Technology brings more harm than good for women's rights advocacy
<p>-40% of participants use technology in their personal lives, while the other 50%+ use technology irregularly in their personal life.</p> <p>-Most of the participants stated that they use social media for their personal life, i.e. <i>Facebook, Twitter, Instagram</i> and blogs. They also used ICTs to share personal experiences and information.</p> <p>-There was also an interesting contribution to the effect that technology could also work as security measure for human rights defenders.</p> <p>-It was also noted that ICTs enabled activists to make a smooth transition between the work they do and their personal lives.</p>	<p>-90% actively use technology in work while just about 8% didn't use the technology because their work environment was not enabling.</p> <p>-Technology serves as the bridge between the urban and rural divide, and therefore facilitating the dissemination of information on issues that women work on to their constituents and beyond.</p> <p>-Technology sometimes increases women's workload as they are now constantly connected to work, leading to burn out.</p>	<p>Good 10% Bad 0% Middle 90%</p> <p>Good - For the pro-advocates, technology has managed to bring people closer to the key issues and constituents. The benefits of ICTs outweigh the challenges associated with the use of ICTs especially putting information in the public domain/internet accessible to all and sometimes subject to violation-governance issues. Pro-advocates also noted that ICTs made it possible to reach constituents that would never be reached in the past.</p> <p>Middle ground -. This group also noted that there is a huge technology gap and rural communities tend to be marginalized in terms of access to information. The group therefore made an appeal for the blending of information dissemination strategies to ensure fair reach of women across communities.</p>

Young Women on ICTs: In Their Own Words

1. Beatrice Savadye: SAFAIDS-Southern Africa

She noted that ICTs are cost effective in terms of conducting advocacy campaigns and generally reaching out to constituent communities. For more information on SAFAIDS please visit www.safaids.net

2. Chipso Tsitsi Mlambo: Teshe Movement- Zimbabwe

shared that Teshe has used ICTs to empower sex workers, for their personal security. www.teshemovement.wordpress.com

3. Emmanuella Azu: Constitutional reform and the ICTs-Nigeria

stated that her organization had used technology as an advocacy tool to campaign against early/forced child marriages on the international media platforms, as well as raising awareness on the citizenship issues at the local level.

The two media leaders highlighted the importance of branding African women leaders:

KEY SESSION HIGHLIGHTS:

- The media has the power to touch lives and to empower leaders. Women need to do more to accelerate their use of both online and offline media and social networking to publicize their work, raise their profile and form relationships with other like-minded organizations and individuals.
- It is important for women and their organizations to leverage various media tools, use the correct media for specific outcomes, package themselves innovatively and communicate simply.
- Social networks can be used effectively to drive and manage perceptions. The speakers warned African women leaders to be prepared to deal with negative portrayal of women's leadership and should be aware that every decision they make can add to or subtract from the brand.
- Women were also urged to engage experts who can grow and protect their **personal brands** as African women leaders and that of their organizations.
- Personal brands offer a promise and when brands don't deliver on the promise, people lose the trust.
- Participants were walked through some of the dos and don'ts of engaging with the media including timing of speaking or engaging with the media and when not to engage as a strategy for self-preservation. A consensus was reached that media can make and break leaders-it was up to the leader to decide how they engaged with media, when, to achieve what purpose- at their own terms.

"African women leaders are brands just like other global commercial brands such as, Coca Cola, Vaseline, Sony or Samsung. Brands need to be managed for consistency and delivery!"

Thembe Khumalo

INDABA 3: WOMEN LEADING THE ECONOMIC GROWTH AGENDA: AFRICAN INSTITUTE OF CORPORATE SOCIAL RESPONSIBILITY

Facilitator: Daisy Kambalame- Kalima (Malawi)

A critical point noted by participants was that it was widely accepted that gender balance is necessary for economic growth. Empowering women economically advances the efforts to aid poverty alleviation. Therefore, it was a paradox that despite such positive indicators for women's empowerment in economic growth, women are still economically marginalized.



Speaker: Florence Nthakomwa-Malawi (Proprietor: Universal Tours)

Ms. Nthakomwa set the scene of women's experience in business in Malawi by informing participants that she was the 2nd woman in Malawi to ever own a travel and tourism business. She also noted that as at 2013, there are now 6 women who own such businesses in Malawi.

RUNNING A BUSINESS REQUIRES WOMEN TO BE WILLING TO TAKE RISKS. CHALLENGES WERE POINTED OUT AS FOLLOWS:

- Lack of resources or access to resources-capital and equipment
- Fear and anxiety of competition (mostly male and longstanding competitors)
- Lack of confidence in marketing products and due to little market research (its expensive)
- Insensitive comments by society of being a successful woman, sometime more successful than the husband or partner
- Grueling working hours that are not in line with motherhood, being a wife/partner
- Uneven playing field-most business deals still being agreed upon in bars & public spaces after hours-boys' club
- Uncertain economic environments that prohibit women to be daring
- Limited exposure to business management skills (they are expensive courses)
- Women entrepreneurs not trusted in the market to produce quality products

RECOMMENDATIONS ON WOMEN TAKING LEADERSHIP IN ECONOMIC SPACES

- Develop a pan-African Women's Business database to enable sharing of experiences.
- Economic literacy for women to understand global economy and developing alternative business models to make male orientated economy benefit all.
- Mentoring young/new businesswomen.
- Support women business forums and trade expos for networking and learning.
- Feminization of economic policies that reform patriarchal processes and structures to support women entrepreneurs.
- Capacity development of appropriate technologies for women in extractive industries to build skills and entrepreneurship.
- Advocacy on reforms of commercial laws & policies.
- Develop a multi-country research dialogue to create an African

women's platform to interrogate the neo- liberal African economic growth model and its impact on exclusion of the majority of African women.

- Loosening of the stringent requirements in accessing loans/finance.
- Strengthen networking strategies spaces between women in business and the women's movement.

Women need to be active managers of their own businesss particularly in a business environment that is open to the risks of internal and external corruption and unscrupulous/unfair business practices. **K. Banda, Malawi**

SESSION THREE THEME: WOMEN IN POLITICS PRESENTATION: WOMEN ON THE MOVE (POLITICS): INSPIRING THE AFRICAN DREAM

Dr. Kadi Sesay (Sierra Leone)



Dr Kadi Sesay engages participants during her session

“People would say you have what it takes to be President of Sierra Leone, but we don’t believe that the time is right for a woman to be President of Sierra Leone. Even the women themselves did not believe that the time was right for me or any other woman to run for presidency!”

Dr. Kadi Sesay, a Sierra Leonean academic, politician and former presidential aspirant narrated her personal political journey as a widowed, single mother. She gave a moving account of the humiliation she suffered on her campaign trail. She said her journey was no different from that of many African women politicians who encountered similar challenges. Despite these challenges, there are thousands of trail blazing African women leaders on the continent, but more needed to be done to increase their numbers as women continued to be marginalized from meaningful positions where real power and influence are located.

Women’s Leadership from Post–Conflict Liberia: The Women’s Situation Room Councillor Yvette Chesson- Wureh (Liberia)

“Peace is in your hands, not in the hands of your Government!”

Cllr. Chesson-Wureh shared the model of the “**Women’s Situation Room**” that was developed for the Liberian 2011 elections. The room was manned by prominent, authoritative, eminent women of Liberia who observed Liberia’s elections and had access to the *Women’s Situation Room* where they reported incidents that they came across that would or had the potential to cause friction, fraud, violation of electoral laws and the Liberian Constitution. As these incidents were reported, they were resolved by members of the room. *The Women’s Situation Room* has been successfully replicated in Senegal (February/March 2012), in Sierra Leone (October 2012) and in Kenya (March, 2013). The model has been adopted by The Gender is My Agenda Campaign (GIMAC) of the African Union as a best practice and there are now moves to replicate the model in other African countries as elections are held. President Ellen Johnson Sirleaf, President of Liberia and Noble

Peace Laureate, is the Champion of the Women’s Situation Room. Women were encouraged not be afraid to take action to ensure peace during elections and that such initiatives as the *Situation Room* were a good innovation that most governments are appreciating. www.angiebrookscentre.com

CONCURRENT SESSIONS INDABA 5: POLITICS BEYOND NUMBERS: ACCOUNTABLE REPRESENTATION- FEMNET

Facilitator: Dinah Musindarwezo www.femnet.co



L-R: Dinah, Patricia, Shukria, Rabiaa, Dr. Sesay & Elizabeth

FEMNET shared a video “**Women Rising: Political Leadership in Africa**”, which features prominent women politicians who share their experiences of running for office, the challenges they faced and the people who inspired them. This session consisted of a panel discussion which included input from **Shukria Dini** of the Somali Women’s Study Centre, **Rabiaa Nejlaoui**-Tunisia’s youngest MP, **Dr. Kadi Sesay**—a prominent Sierra Leonean politician and presidential aspirant, **Patricia Munabi**, Executive Director of Uganda-based Forum for Women in Democracy (FOWODE); **Elizabeth Maina**-a Kenyan political scientist.

Thanks for the opportunity of being a part of the Success of the African Women movement committed to laying the foundation for a new African and global leadership terrain where women and girls will actively participate in decision making process.

Long live Urgent Action Fund! Long live African Women!!

The conference has given me and our country partners the long required zeal to be more action oriented and help translate our dreams for gender equality into real success stories.

Anne Marie Caulker, Sierra Leone

Re a leboga (thank you!) for such an exceptional opportunity to interact with African Women of Substance and true Catalysts of Development. It was a great honour meeting the Young Female Leaders as well as our Senior Citizen Female Leaders who are a fountain of inspiration and motivation. Thank you for giving me the platform to voice out my views.

Gigi Phaladi, Botswana

I am very proud of the direction UAF-Africa is taking, and the contribution the Fund is making towards movement building on the African continent.

Jessica Nkuuhe, Uganda

This is an opportunity to thank the organizers of the meeting. They did a good job, the organization was wonderful, the logistics was very good.

Mojoko Sama, Cameroon

J'espère que toute l'équipe va bien. J'ai déjà donné mon avis sur les deux rencontres. Pour moi, elles ont été très bien organisées. Elles ont été toutes les deux très enrichissantes. Les échanges et les expériences étaient très variés. La logistique, l'accueil et les conditions de déroulement de la rencontre étaient très très bonnes. Félicitations à UAF-Africa et tout le comité d'organisation.

Coulibaly Tiohozon, Cote d'Ivoire

Women should not be conceived as victims but rather as agents of change, able to positively impact the socio- economic transformation of families, communities and Africa as a whole.

Hon. Aicha Bah Diallo, Guinea

What a pleasure and an honour to be a part of such a rich and productive experience. I believe my daughters and their daughters will benefit from the conversations we held in the generations to come! It was an honour to be in such intellectually stimulating, sisterly supporting and spiritually uplifting company!

Yvette Chesson-Wurch, Liberia



Strategies and Recommendations Highlighted:

- Need for more information sharing mechanisms for women to reflect on their experiences, fund raise and seek technical assistance.
- Need for boosting of security for women political aspirants and women's rights advocates.
- Clan/tribal system across Africa contributing to the marginalization of women in political participation. Traditional elders have the power to choose political representatives. Women are not part of the decision making system because these clans are run by men.
- During the Tunisian revolution, women stood side by side with the men but when it came to choosing leaders, women candidates failed to garner support from the population.
- International organizations and development partners encouraged to adopt the women's rights agenda as they sometimes had negative influence due to political interests.
- Women's political quotas came out of a struggle. Women politicians should be accountable to the women's agenda as it propelled their candidature by pushing for fairer legislation/ policies.
- Need to establish structures such as *The Common Women Legislative Agenda* to push the women's political agenda. This mechanism makes women accountable to the women's movement.
- Need to involve men to push for the women's agenda as they still have higher numbers in legislative structures than women.
- Feminist and transformative leadership requires women to stand up and lead by example while supporting other women. Men and women have to be held to the same accountability standard when in public office. Women leaders have worked hardest as they are often judged more harshly by society.
- The importance of tailor-made capacity development for women politicians and leaders was underscored. This is a globally competitive arena thus higher skills and expertise are not only necessary but '*a must have*' for self-preservation and sharp delivery. Lack of education, limited communication skills and ignorance by women of their political rights are still a huge barrier to political participation.
- Governments urged to increase the number of women in parliament- 16% of the top ten performing countries are in East & Southern Africa while 70% of the least performing countries are in W/ Africa. In Uganda, 35% MPs in parliament and 30% in local government are women. Of the 124 MPs in Sierra Leone only 15 are women and of the 26 Ministers and deputies only 9 are women; only two are of cabinet rank.
- Women used as election campaigners but once the elections were over, positions were shared among the men and women went back to being invisible. Need to engage vigilant feminist consciousness for more informed engagement.
- Female leaders not something new in Africa as there are successful women traditional leaders. As custodians of culture, women encouraged to socialize their children that girls and boys are equal and have the same rights.
- There are many barriers to women's political participation such as lack of political will by men, fear of violence, intimidation, stigmatization, restrictive religious doctrines, lack of support by fellow women, lack of confidence, gender blind political party manifestos and limited financial muscle.
- Increased visibility of African women in power has not yet translated to better prospects for women's increased access to opportunities.
- Increased women's representation in public life should not end with the quota system.
- While quotas are good for attaining of a critical mass on women's numbers, this needed to be augmented by placing women's issues on the national agenda.

INDABA 6: WOMEN DEFINING LEADERSHIP IN CONFLICT AND POST CONFLICT SETTINGS - ISIS-WICCE & PARTNERS

Facilitator: Ruth Ojiambo- Ochieng



“...Africa at peace with itself...”

The session began by holding a moment of silence to honor Sri Lankan activist and Women’s Human Rights Defender, **Sunila Abaysekera**.

The following were the aims of the discussion:

- To share knowledge and experiences of **feminist leadership** in order to re-define leadership in conflict and post conflict settings;
- Getting a common understanding of the meaning of **militarism** to women;
- To suggest new direction of feminist and **transformative leadership**.

KEY HIGHLIGHTS

- Militarism conceptualized as, “*extreme variant of patriarchy, a gendered regime characterized by discourses and practices that subordinate and oppress women, as well as non-dominant men, reinforcing hierarchies of class, gender, race and ethnicity, and in some contexts caste, religion and location*”. (A.Mama)

- Real life incidences of women survivors of violence were shared by participants and interrogated in order to re-define feminist leadership in conflict situations;
- The following were identified as priorities in post-conflict reconstruction: social and community support, livelihood support and justice as defined by survivors including restoration of dignity;
- Post-conflict reconstruction: Programs of demobilization exclude victims’ support and these programs tend to focus on rebuilding armed forces, police and judiciary often with no input from feminists and gender experts;
- It is crucial to raise the visibility of the work that women have been doing behind the scenes e.g. Somali women who hid arms when they knew their men were planning an attack or Rwandese women taking food to persons accused of participating in the genocide;
- Participants and organisations working in conflict and post-conflict settings were urged to tap into the work of women in peace methodologies and draw upon feminist experiences and interrogate policy when implementing their activities. www.isis.or.ug

INDABA 7: AFRICAN ETHICS AND VALUES: REDEFINING PAN-AFRICAN LEADERSHIP

Facilitator: Elizabeth Lwanga- African Development Alternatives
www.adalternatives.org

The following were the aims of the discussion:

- To initiate a dialogue on African cultural values and practices in leadership and management
- Bringing to the fore important aspects of the African context and realities in the efforts to improve leadership in Africa and its development
- To make recommendations on the furtherance of the dialogue to input into the 4 year mentoring initiative
- To contribute to global developments and trends in leadership, governance and management with a focus on pan-African ethics and values
- To examine the unique contributions women can make to improve governance and management in Africa.

DEFINITIONS OF RELEVANT TERMS

The group defined terms such as *traditions, values, culture, ethics, personal ethics, ethical behaviour* and *ethical leadership*. They were asked to answer questions on culture and leadership and their responses were as follows:

1. What African cultural practices and values are missing in the current models of governance, leadership and management?
 - Attitude that saves/serves & individual responsibility
 - Negotiation & culture of sensitiveness
 - Initiation of foreign policies & lack of unity and justice
 - Respect, resilience & inclusiveness (competence, knowledge and economic)
 - Agreement by consensus
2. What African cultural practices and values can be tapped to enhance women's positioning as effective leaders?
 - Use of oral traditions as mobilising communications and educational tools
 - Celebrating achievements & planning roles effectively
 - Caring attitude, trustworthy & consciousness
 - Branding us as African women leaders& mentoring each other
 - Increasing our respect for diversity beyond being black
 - Increasing our wellness
 - Sharing knowledge and information
3. What African cultural practices and values do we not wish to bring into models of governance, leadership and management?
 - Women being taken as second class citizens
 - Fear as opposed to respect- patriarchal leadership
 - Undue emphasis on ethnicity
 - Harmful cultural practices-blatant nepotism
 - Exclusion of women and other social groups from decision making
 - Unquestionable family/society obligations
 - Stereotyping as far as gender roles are concerned

WAY FORWARD: HOW DO WE TAKE THE WOMEN'S LEADERSHIP DIALOGUE TO UNTRADITIONAL SPACES LIKE THE CORPORATE WORLD?

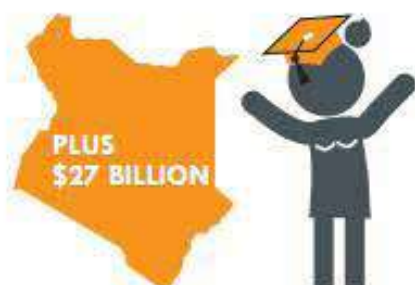
- Create teaching models about feminist and transformative women's leadership
- Teach our children good values, ethics and feminist principles
- Have a regional body that follows up on the successes of women's leadership in different spaces and countries
- Ask women of substance from across many sectors to inspire young women
- Take the multi-dimensional message discussed and learnt in this conference to the media for broader dissemination-publicize the outcome of the conference.



Group work sessions during the Conference

THE GIRL EFFECT DIVIDEND

GIRLS ARE THE WORLD'S GREATEST UNTAPPED RESOURCE. INVESTMENTS IN GIRLS HAVE SIGNIFICANT ECONOMIC RETURNS. THESE RETURNS HAVE THE POTENTIAL TO UPLIFT ENTIRE ECONOMIES. RECENT WORK SHOWS JUST HOW POWERFUL THE GIRL EFFECT DIVIDEND IS.



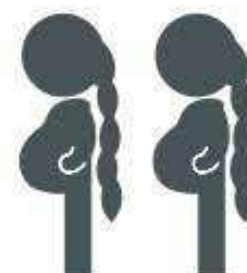
\$27 BILLION

Girls completing secondary school in Kenya would add US\$27 billion to the economy over their lifetimes*



\$383 BILLION

With nearly four million adolescent mothers annually, India loses US\$383 billion in potential lifetime income*



\$22 BILLION

In Bangladesh, the total cost of adolescent pregnancy over a lifetime is US\$22 billion*



\$13.9 BILLION

If young Nigerian women had the same employment rates as young men, the country would add US\$13.9 billion annually*



\$6.8 BILLION

If Ethiopian girls completed secondary school, the total contribution over their lifetimes is US\$6.8 billion*



DAY THREE REPORT

Day Three Report

Session Four: Capacitating Future Young Women Leaders

PRESENTATION: THE SMART POLITICS AND ECONOMICS OF INVESTING IN THE AFRICAN GIRL CHILD'S EDUCATION-THE FUTURE LEADERS: *Hon Aicha Bah Diallo (Guinea/France)*



“Women should not be conceived as victims but rather as agents of change, able to positively impact the socio- economic transformation of families, communities and Africa as a whole.”

Hon. Diallo who is the board chair of the Forum for African Women Educationalists (FAWE) spoke about the work that FAWE (www.fawe.org) is doing to advance women's rights in and through

education. She stated that education promotes a good environment, health, peace and stability. It also changes thinking and ways of understanding the world. She raised critical issues for education of women and girls in Africa and proceeded to share what she termed critical factors to the education of the girl child namely;

- **Access to education** - the socialization of children is primarily a women's responsibility and so recognition of the family as a foundation is critical; thus equality in the home is a pivotal point to begin to advance women's rights. Access to quality education eliminates disparities between girl and boy children. However over 55% of girls in Africa do not have access to education.
- **Quality of education**—it is critical to ensure quality of education at all levels.
- **Lack of commitment to education** by donors- donors are more focused on food security in Africa than in education thus **lack of resources** inhibits the work of advancing access to education for the girl child.
- **Retention and dropout**-factors such as discrimination against women in their fields of study (sciences) that are considered to belong to men and sexual harassment are some of the factors that lead women to dropping out of education institutions.

“60% of the estimated 113 million out-of-school children in the world live in Sub-Saharan Africa and South Asia.” Hon. Aicha Bah Diallo

**ANGIE BROOKS INTERNATIONAL CENTRE:
WOMEN'S LEADERSHIP FROM POST-CONFLICT
LIBERIA: PERSPECTIVE ON THE GROWING
OF AFRICA'S EMERGENT LEADERSHIP-Hon.
Olubanke King-Akerele (Liberia)**



Olubanke King-Akerele, Liberia

Hon. King-Akerele extended greetings from H.E President Ellen Johnson Sirleaf and recognized the full participation of the Queen of the Buganda and Hon. Kalinde, Minister of Gender. She commended the two dignitaries for prioritizing the conference proceedings-attending every session-qualities of transformative leadership! She posed the question: ***"Has female presidential leadership made little impact on the advancement of women's rights and lives; raising the question of whether the presence of a woman at the top makes a difference?"***

In responding to the above questions, Hon. King-Akerele set the backdrop of a post-conflict Liberia in which not only was infrastructure, the economy and environment of Liberia destroyed but an environment where the very social fabric that held society together was torn apart. She argued that in making her choices

of Cabinet members, President Sirleaf was guided by the need to stabilize, protect and rebuild Liberia and of course to advance women's leadership. President Sirleaf therefore elected women to the key portfolios in Liberia; Justice, Finance, Trade, Foreign Affairs, Sport etc. Women were strategically positioned in a way they had never been before. She concluded her response by underscoring that indeed it does matter having women in key leadership posts. She also added that women in influential positions in post conflict/transitional countries create challenges for perpetrators in positions of power to abuse their positions.



Angie Brooks International Centre

Hon. King-Akerele shared that in her efforts to support the mentoring initiative at Angie Brooks Centre, not only in Liberia but across Africa she had authored a book on Africa's emergent leadership through the support of African Women Development Fund. The book's proceeds stay in the country of sales to support mentoring and internships in that country as a means of advancing the expansion of intergenerational women's leadership in Africa. In this regard Hon. King-Akerele was pleased to make a donation from the proceeds of the sale of her book during the Conference to the Ministry of Gender, Children and Social Affairs in Malawi.

As regards her promotion of the growing of young African professional and emergent leadership, Hon King-Akerele informed the meeting of her establishment of a fund under the auspices of

the Angie Brooks International Centre to support internships and mentorship opportunities for both males and females African young professionals known as the *Yahne Sangare Memorial Internship and Mentorship Programme*. Initial emphasis was within the Mano River Union countries of Sierra Leone, Guinea, Cote D' Ivoire and Liberia.

At the same time, wherever there were sales or book signing ceremonies in a particular Africa country, the proceeds of those sales remained in the concerned country to facilitate such internships and mentorships opportunities of your men and women in the country concerned. In this regard she announced that the proceeds of the sale of her book entitled '*Women's Leadership in Post -Conflict Liberia :My Journey*', were being donated to the Ministry of Gender, Children and Social Affairs in Malawi for the said purpose, thereby serving as seed capital for the purpose.

SESSION FIVE: FUNDING AND SUSTAINING THE WOMEN'S MOVEMENT MOBILIZING RESOURCES FOR WOMEN'S RIGHTS IN AFRICA: AFRICAN WOMEN'S DEVELOPMENT FUND (AWDF) www.awdf.rg

Facilitator: Sarah Mukasa

The session was a facilitated conversation with the institutions that traditionally support women's rights work. The institutions present for the conversation included: **Global Fund for Women (GFW):** Caroline Kouassiama www.globalfundforwomen.org ; **UN Women:** Alice Harding-Shackelford www.unwomen.org ; **Urgent Action Fund-Africa (UAF-Africa):** Caroline Kiarie www.urgentactionfund-africa.or.ke and **American Jewish World Service (AJWS):** Selamawit Terefe- Ethiopian Representative www.ajws.org. The facilitator started the discussion by pointing out that there is a lot of misconception and foggiess about funding women's rights organizations, because women's work is complex and challenging. She pointed out that most funders don't support individuals but support collective work.

CONVERSATION HIGHLIGHTS

- It was agreed that women on the ground understood their realities better and therefore funders trusted their thematic and strategy prioritisation.
- Agreed that women should determine how and when to tell

their stories and should be supported to lead their initiatives the way they see fit as they had contextual knowledge to propel women's rights in their communities.

- Most funders working with young women as they represent a promising generation of change agents with innovative ideas in resolving and addressing old challenges like sexual health rights and women's self-sufficiency.
- Women's movement has made significant strides and these successes could be attributed to the coming together of women's rights advocates and activists. Funders noted that the greatest successes achieved by women, were when they were collaborating on bold and strategic initiatives. Divisions did not add any value to the success of the movement.
- Funders pointed out that they generally support collaborations that provide space for sharing ideas, innovations, knowledge, skills and experiences across countries. They also informed the conference that they support movement building approaches.
- It was acknowledged that while funding for women's rights was dwindling, most organisations that had strong social marketing including innovative ideas on profiling their work were being funded. Organisations were encouraged to retool and think different as the global development market is becoming more competitive-old strategies to new problems will not work.
- The panel noted that in some countries, it was indeed difficult to support women's organizing. For example in Ethiopia and Algeria, laws and legislations hinder progress because organizations are either required to raise 90 % of their resources locally or there are stringent policies that prohibit external funding raising thereby leaving most civil society organizations financially stressed.
- A challenge by organisations was that the standard funding guideline is that 80% of the resources released to an organization must cover their activities while up to 20% covers administration. In the world of depressed donor funding for women's rights work, this is quite discouraging. Funders encouraged the participants to help make the case for more resources by writing strong, evidence based and interesting reports that would make their work easier in justifying more funding being made available to the women's movement.
- It was agreed that funders are now more into funding consortiums as a means to reducing transaction costs for the

various programmes that women's organizations in one country incur. Discussions centred on how collaborative efforts tended to raise the profile of any issue as compared to individual organizations' advocacy.

- The politics of funding was also discussed in the sense that most big organisations were receiving funding on behalf of smaller grassroots organisations-a situation that created hierarchies within the movement including high administrative costs that hinder efficiency in the full administration of the funds and little impact in the delivery of activities as little funding cascades to the ground where the work is.
- Participants urged funders to prioritise capacity and organisational development as there are high attrition levels in women's rights organisations as their remuneration is much lower than mainstream human rights counterparts-yet workload is higher due to unbearable staff ratios. Participants demanded that women's rights staffers be remunerated accordingly as this is exactly what the struggle for equality entails.

Self-care and Movement Building: Hansa Morar (Malawi)

Hansa began her session by urging women to consider how they care for themselves as they advance women's rights. She stated that women needed to take time to care for themselves and reflect on what was going on with their bodies as their bodies are constantly communicating and there is need to begin to understand the language of the body. She noted that it was important to listen to one's mind and body in order to be effective in one's work, manage one's stress levels in order to remain healthy.

Hansa urged participants to take responsibility for nurturing and healing their own bodies. She took the participants through a session of learning to identify some of the causes of the aches and pains their bodies experienced, which had nothing to do with their physiological being, but rather were a result of their bodies protesting to negativity within. She encouraged participants to become more forgiving of others and themselves. Participants were also taught how to self-affirm as a way of learning to love themselves and others and therefore de-stress. Participants were implored to eat healthy foods and to undertake exercise.



Presentation: African Women Leadership Institute (AWLI): Lessons Learnt to innovate Leadership-Akina Mama wa Africa-Leah Chatta Chipepa www.akinamamawaafrika.org

Akina Mama wa Africa (AMwA), a pan-African women's leadership organization shared some of its greatest lessons on innovative leadership. The Director shared how AMwA sets up women's leadership institutes where women undergo training and coaching by experienced leaders and development consultants. The first AWLI institute was held in 1997. AMwA developed a now internationally recognized brand as a leader in training African women on feminist

leadership. She shared that their framework for training African women has been proven to be effective as it was developed by African women for African women. The core components of the training were called the POT, namely; *Personal Mastery*, *Organizing Skills* and *Taking Action*. The Director provided an opportunity for two alumni who had been through the institute to share their experiences of the institute and how that had changed their lives.

AMwA shared their best practices namely;

- i) Sustain the gains of the brand you have developed
- ii) Develop a curricula that is proactive and responds to emerging challenges
- iii) Foster greater collaboration with the academia and the women's movement
- iv) Work on “usual” and “unusual” aspects of women's realities and leadership dynamics

CLOSING CEREMONY

Concluding Remarks: Emma Kaliya

Ms. Kaliya expressed her gratitude for the delegates' participation during the conference, and was happy that the conference had ended with tangible recommendations and a plan of action. She applauded the conference as being a working platform given the concrete outcomes of the conference statement and plan of action document (see annex 2&3). She also expressed her gratitude to all the conference stakeholders in Malawi especially the Government of Malawi.

Ndanatsei Bofu-Tawamba: Executive Director UAF–Africa

Ms. Bofu-Tawamba expressed appreciation for the support of the Government of Malawi, women's rights organisations working on leadership and the development partners and broader stakeholders who made the conference possible. She shared that the conference had produced concrete results at both personal and organisational levels. She underscored how the conference had managed to create a platform for women leaders from across a broad spectrum to weave together their dreams, frustrations, hopes, fears, dilemmas, challenge each other, celebrate achievements the movement has recorded and consciously determine the next steps. She stressed that the plan of action was merely a document that would help operationalize the agreed upon principles and agenda items but it was the collective

thinking, dancing, singing, laughing without a care in the world, lots of 'high fives' that have the cementing effect on the movement that will be on people's minds for a long time, forming a memorable milestone in the African women's movement trajectory. She ended her concluding remarks by thanking the delegates for their active participation during the conference and urged them to action the message of feminist transformative leadership wherever they their paths took them.

Dr. Mary Shawa – Permanent Secretary for Gender, Children and Social Welfare

Dr. Shawa thanked the Minister of Gender, Children and Social Welfare for her commitment to the gender equality cause, as evidenced by her presence throughout the conference. She also asked the Minister to convey the conference's message of solidarity to H.E. President Dr. Joyce Banda. She requested the Minister to advise H.E. President Dr. Joyce Banda that the women's movement in Malawi and indeed the whole of Africa is strong and vibrant. She implored the funding partners present at the conference to “walk and run” together with the women's movement.

Closing Speech: Hon. Anita Kalinde MP – Minister of Gender, Children and Social Welfare

Hon. Kalinde advised the conference participants that although the H.E. President Dr. Joyce Banda had not attended the conference due to unforeseen circumstances, she had been closely following the conference proceedings through regular updates. The Minister applauded the conference for bringing to the forefront, the importance of transformative leadership and the role women could play in Africa's development. She appreciated the conference recommendations, and noted that these would be given due attention by the government of Malawi. She also advised the conference that Malawi would be going through elections in 2014, and therefore the recommendations related to enhancing the participation of women in leadership in general and in public leadership in particular were timely. The Minister also applauded the conference for remaining true to its objective of providing a platform for intergenerational dialogue and commended the active and visible participation of young women in the proceedings.

ANNEX 1: THE LAUNCH OF THE KENYA WOMEN'S CHARTER

Dinner Reception: Sharing Experiences in Developing the Kenya Women's National Charter: Grace Mbugua – Executive Director, Women's Empowerment Link (WEL),

9th September 2013 1900-2100 hours

The session which provided an overview of the development of Kenya Women's National Charter (The Charter), started with a brief background of the work of WEL and a video presentation of the process of developing the Charter. Grace Mbugua stated that the charter was developed in conjunction with over 40 Kenyan organizations who were interested in seeing the implementation of the provisions of the new Kenyan constitution under what they called the *Mwamko Mpya Uongozi Bora* (New Leadership) consortium. She explained that the charter was designed primarily as a lobby tool for broader legislative and policy reforms in line with the new constitution's provisions. Ms. Mbugua shared that this Charter has six policy briefs addressing economic empowerment, peace and security, maternal health and women and girls' protection had been developed, drawn from the provisions of the charter. For more information on WEL please visit www.wel.or.ke.

Zimbabwe Experience: Teresa Mugadza: Lawyer and Outgoing Deputy Chairperson of the Zimbabwe Anti-Corruption Commission

Ms. Mugadza shared how the Zimbabwe Women's Charter was developed in 2000. She spoke of how the process leading to the formulation of the charter became more than just a process to develop a tool for lobbying for the women's agenda; and how that process gave the women's movement an opportunity to break out of their "silos" of focus to work as a collective, as well as create much needed intergenerational dialogue in the women's movement. The issues raised in this charter were finally incorporated into the 2013 Constitution which was eventually adopted, almost 13 years after the process for a consolidated women's rights tool had begun.

Keynote Address: Hon. Anitta Kalinde - Minister of Gender, Children and Social Welfare

The Minister noted that the development and implementation of the Kenya Women's Charter could greatly inform Malawi in terms of developing a similar tool to advocate for the acceleration of

gender equality. She shared that Malawi had recently passed the Gender Equality Act, which Act in many ways addressed some of the issues obtained in the Kenya Women's Charter. However the Minister underscored that in reading through the Kenya Women's Charter, she had noted a deliberate effort by the women of Kenya to domesticate the African Women's Rights Protocol. The Minister conceded that she felt challenged, on behalf of the Malawi government, to also take significant and deliberate strides to domesticate the African Women's Rights Protocol in Malawi.

The Minister concluded her brief remarks by reiterating the call by President H.E. Dr. Joyce Banda, in the official opening ceremony that it was critical to partner with men in struggle for gender equality. In launching the Kenya Women's Charter and Malawi Gender Barometer, the Minister reiterated the need to organize the gender equality discourse and lobby systematically based on widely consultative processes.

ANNEX 2: THE WAY FORWARD

I. Conference objectives

1. Initiate a process for projecting women's voices, presence and influence on the African development agenda
2. Create critical and much needed intergenerational dialogue
3. Develop a four year programme on growing women's leadership in Africa
4. Develop a regional agenda on women's leadership in African development

II. Thematic Areas

Participants identified areas for follow up and proposed action to be taken to achieve the objective of growing women's leadership that will improve African women's leadership and impact the continent's development.

Thematic Areas	Strategic Objectives	Proposed Action
Growing Transformative Leadership	Young women prepared to take their positions as innovative leaders to transform Africa's development.	<ul style="list-style-type: none"> i) Document the untold stories of young women ii) Change the current narrative on young women to project more correctly their immense qualities and the difficult environment in which they have to make difficult choices iii) Promote the use of communications channels, especially social media, and information communication technologies for personal branding and for advocacy for women's leadership.
Intergenerational Support	Young women benefit from knowledge and experience of the elders	<ul style="list-style-type: none"> i) Mentoring and coaching ii) Establishment of a capacity building programme with suitable institutions in line with the planned partnership with relevant institutions
Women in Politics	African women nurtured and supported to attain high level political leadership	<ul style="list-style-type: none"> iii) Documentation of stories of women's political journeys as a guide to younger aspiring women politicians iv) Development of a strategy for promoting, nurturing and supporting a few women with serious potential for achieving high level political leadership v) Establishment of a platform for sharing information on political processes vi) Establishment of a mechanism to support female candidates running for high political office vii) Establishment of a fund to support female candidates in elections
Women and the Economy	Women are enabled to create wealth as a foundation for their empowerment in strategic other areas	<ul style="list-style-type: none"> i) Advocacy for reforms of commercial laws that hinder women's economic performance ii) Development of a multi-country dialogue on the neo liberal African economic growth model that excludes the majority of African women; and propose alternative economic growth models iii) Partnerships with financial institutions that have special products for women in business to facilitate women's access to affordable financing iv) Facilitation of access to financial literacy programmes by women v) Development of a pan-African women's entrepreneurship business hub and database
African ethics and values: redefining pan African leadership	Enhance the dialogue on African cultures and values to strengthen women's positioning as effective leaders and impact on African leadership in general	<ul style="list-style-type: none"> i) Promotion of positive African cultures, values and traditions for ethical leadership and management ii) Development of learning modules on African culture and values in leadership and management iii) Introduction of the subject in ongoing initiatives at the national and local levels, including the 'Kisaakate' initiative of Her Royal Highness, the Queen of Buganda, through which she grooms young 6–18 year olds in discipline, moral and social skills.
Peace and Security	Strengthen women's participation in conflict prevention and their participation in peace processes and post conflict recovery	<ul style="list-style-type: none"> i) Education of women on issues of militarism to equip them with knowledge and skills to participate meaningfully in post conflict recovery ii) Promotion of women's voices and participation in peace building and post conflict recovery in line with international frameworks including United Nations Resolution 1325 iii) Promotion of the work women are doing behind the scenes in conflict resolution and peace building such as the Somali women's efforts to bring peace back to their country iv) Lessons from the work of women in peace processes for promotion and recognition of women's roles in restoration of peace to their nations.

Cross cutting action for all thematic areas	<p>Position women to take the power and effect change in African leadership</p> <ul style="list-style-type: none"> i) Development of tools for growing innovative leadership as a priority ii) Encouragement of the use of research to inform the African women's agenda iii) Invest in knowledge and information for women in order to develop capacities of women iv) Establishment of a platform for sharing of ideas and replication of successful models such as the Women's Charter, the Barometer, the Women's Situation Room and 'FANIKISHA' v) Facilitation women's access to affordable financial resources for wealth creation, for their confidence and self esteem vi) Development of mechanisms for collaboration with men vii) Promotion and advocacy for wellness of women leaders including reflection, personal health viii) Development of a media branding training programme for women leaders and the movement that encourages use of ICTs by women.
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ANNEX 3: CONFERENCE STATEMENT

Statement from the Women Steering Innovative Leadership in Africa International Conference
Powering the African Dream
9th -11th September 2013, Lilongwe - Malawi

The Women Steering Innovative Leadership in Africa International Conference was convened in Lilongwe, Malawi bringing together 300 women leaders from 24 countries across the African continent and other countries including the United States of America, Canada, UK, Switzerland and France to address the subject of women's leadership. Among the delegates were trailblazing African women leaders and 170 young African women. The conference was organised by Urgent Action Fund–Africa and her collaborative partners including the Government of Malawi. The conference was officially opened by the Malawi Minister of Gender, Children and Social Welfare, Hon. Anita Kalinde, M.P.

The conference provided a platform for African women to learn and share experiences across the continent and facilitated intergenerational dialogue among the participants.

The conference participants;

Noted that the conference was being held at a timely and critical moment in Africa's economic and political development.

Further noted with concern the barriers and challenges that continue to affect the women's leadership and decision making and their ability to influence the African development agenda. These include lack of enabling policy and legislative frameworks, financial

resources and general lack of political will to implement women's rights instruments.

Recognised and applauded the commendable strides made by African women in leadership and decision making despite the barriers they face.

Recognized and affirmed the value that women's leadership brought to the development agenda and in particular their roles as mentors and coaches of young women aspiring to leadership.

Highlighted the need to ground women's leadership in positive African cultural values and principles in order to create effective and innovative leadership strategies.

The Conference participants recommended the following:

- i. Policy reform and advocacy – to enhance women's participation in inter alia politics, decision making, and the economy;
- ii. Capacity development and mentoring to increase women in leadership;
- iii. Encourage use of research to inform the African women's agenda;
- iv. Design and formulation of a financial support programs and products for women;
- v. Development of a media and brand training programme for women leaders and the movement that encourages use of ICTs by women for personal branding, sharing of information and reaching out to peers and constituents;
- vi. Affirmation and design of teaching modules that incorporate positive African cultural values and principles in management, governance and leadership;
- vii. Document and promote women's leadership experiences of

peace building and conflict resolution at all levels, including the community level;

viii. Request the African Union and regional economic bodies to implement the following specific actions;

- Recognize and affirm political will to enhance women's leadership, and now urge the AU's leadership to ensure substantive participation and leadership by women in all key areas of Africa's development.
- The establishment of a young women leadership academy by the AU.

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