# BINOM BLOT AWDF Activity Report 2017





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# Message from the CEO

If 2016 was a year of planning, seeding and pruning our work, 2017 was definitely a year of new growth for AWDF. As we started implementation of our new <u>Futures based strategic framework (2017-2021)</u> we saw a growth in our income, in our programme strategies, in our collaborations and in our institutional sustainability. Most importantly, we continued to see a slow, but still growing recognition of the work of African women's rights activists and organisations. You can see just a few of those stories at the end of this report.

The growth that we have seen in 2017 is just the beginning of the growth we hope to achieve as we implement our Futures plan. This era of growth, after a period of consolidation of our programmes and organisational development, is important not just to AWDF, but to our mission of resourcing African women's rights.

It sometimes feels as if the whole world is talking about investing in women and girls – in the Sustainable Development Goals, in private sector corporate social responsibility programmes and impact investment discussions, in philanthropic circles and in development and humanitarian sectors more generally. Yet most of the money to support all the talking is still not going to African women's rights issues, nor to African activists and women-led organisations more directly.

The seeds of AWDF's existence came from the fertile minds of three African women's rights activists: Bisi Adeleye Fayemi, Joana Foster and Hilda Tadria, and from a demand for more autonomous resourcing by African women's movements for their work. Despite the success of the idea behind AWDF, despite having invested more than USD 35 million to date in African women's rights work and despite collaborating with African women's rights activists to change the negative, single story narratives about African women and promote, instead, the evidence of our agency and innovation – despite all of this, AWDF's capacity

to fertilise the efforts of our amazing African change makers remains out of synch with the demand for our services. Even with the growth we saw in 2017, we were able only to fund about 20 percent of the strong and eligible applications that came through to us. That makes for a lot of disappointed applicants and a huge amount of wasted potential and ideas.

So we continue to work at growing our income, growing our internal organisational capacity, growing our collaborations and partnerships – all in line with our ultimate aim to better resource the work of African women's rights organising in order to reach the full achievement and enjoyment of rights for all African women and communities. Our financial ambitions need to match our programmatic ambitions and the huge demand from our partners and stakeholders in African women's movements. In 2018 we will further grow our internal capacity in line with our Futures strategy and in line with the important work of scaling up the resourcing of African women's rights work.

A big thank you to AWDF's sterling staff and board, to our wonderful grantee partners, to the African women's rights activists that hold us accountable while embracing our efforts and accompanying us on our journey and to all the stakeholders who make our work happen. We look forward to your continued support in our blossoming!

African women: making the impossible, possible!

— Theo Sowa, AWDF CEO

# Shaping Africa's Future: AWDF's Strategic Direction, 2017-2021

This year, AWDF set the stage for our new strategic plan Shaping the Future (2017-2021). It was a year of significant expansion in our budget, in our programming and also growth in our staff team as we began our planned scale-up in contributions in the world of African feminist philanthropy. Under our new strategic plan, AWDF has a threefold aim of resourcing African women's organisations and movements to promote, protect and realise women's human rights, amplifying African women's rights, concerns and resourcing agendas; and sustaining AWDF as a financially secure, effective and well governed feminist philanthropic organisation.

In 2017, AWDF launched the Leading from the South (LFS) funding initiative- our biggest grantmaking initiative yet- where we will invest EUR 22 million over four years in women's organisations in Africa and select countries in the Middle East, with support for advocacy, and lobbying to advance women's rights and gender equality. The initiative is a collaboration with three other women's funds- the Women's Fund Asia, FIMI's AYNI: The Indigenous Women's Fund, and Fondo Mujeres del Sur, who are funding on the same themes in different geographic areas. Funded by the Netherlands Ministry of Foreign Affairs, LfS advances key objectives of the new AWDF strategic plan.

AWDF also continued to co-manage the **AmplifyChange** fund advancing Sexual and Reproductive Health and Rights advocacy across the global South. The fund, co-managed with the Global Fund for Women and Mannion Daniels, awarded over EUR 12.7 million in grants in 2017.

### Vision

A world where all African women live in peace, with dignity and justice and where there is equality and respect for women's rights.

# Mission

To mobilise the financial, human and material resources to support initiatives for transformation led by African women, women's rights organisations and African women's movements.

### **AWDF THEMATIC AREAS**



**BODILY & HEALTH RIGHTS** 



ECONOMIC JUSTICE AND SECURITY



LEADERSHIP, PARTICIPATION
AND PEACE

### **CROSS-CUTTING THEMATIC AREAS**



ARTS, CULTURE, TECHNOLOGY AND SPORTS FOR ACTIVISM AND CHANGE



SUPPORTING LEADERSHIP AND CONCERNS FOR WOMEN FACING MULTIPLE DISCRIMINATION







# Funding Feminist Futures: Grants at a Glance

AWDF continues to grow resources for women's rights, targeting our funding at game-changing women-led organisations across the African continent, from rural to urban, and from community-based to regional initiatives. In 2017 we also expanded our funding under the Leading from the South initiative to six countries in the Middle East.

Demand for funding remains high- an indication of the broader need for more resources for the catalytic work of women's rights and gender equality. Total funding<sup>1</sup> for 2017: **USD\$5,608,530** 

AWDF received over 1700 requests for funding in 2017, demonstrating the increasing demand for resources to advance African women's rights as well as our impact and presence in the world of African philanthropy.

	Anglophone	Francophone	Arabic	Total applicants	Amount requested (USD)
Main Grants	141	62	-	203	9,540,637.00
16 Days of Activism	91	37	-	128	255,205.00
World AIDS Day	87	19	-	106	222,922.00
TOTAL	319	118	-	437	10,018,764.00

### **Grants Awarded**

In 2017, AWDF awarded over USD 800 000 in main grants and for 16 Days of Activism and World AIDS Day across our three thematic areas. This continues our commitment to fighting for women's rights across all critical sectors.

NO	Thematic area	No. of organizations	Amount awarded (USD)
1	Body and Health Rights (B&HR)	31	2,238,683.00
2	Economic Security and Justice (ES&J)	22	2,595,078.00
3	Leadership, Participation and Peace (LP&P)	6	774,769.00
	TOTAL	59	5,608,530.00

# Leading from the South

Leading from the South is a new global grant making programme managed by four women's funds in the global South aimed at providing support to women's organisations, groups and movements around the world to lobby and advocate for their rights.

### **Grants Awarded**

The LFS Grant Cycle 1 saw a total amount of USD 4.7 million in requested grant money.

	GRANT TYPE	TOTAL		
	РАМОЈА	ANANSE	YALLA	Total Grantees
Africa (Anglophone)	2	5	10	17
Africa (Francophone)	0	3	1	4
Middle East	1	0	1	2
Total number	3	8	12	23
Total amount awarded (USD)	2,157,000.00	1,620,655.0	1,004,175.00	4,781,830.00

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# **AmplifyChange**

AWDF continues to invest in growing partnerships and networks!

In efforts to increase effective resourcing to
African women's rights and also to strengthen our
partnerships and networks, AWDF is in a partnership
with ManionDaniels and the Global Fund Women
in the AmplifyChange fund. The initiative is a
multi-donor challenge fund to support civil society

advocacy for sexual and reproductive health and rights. The fund aims to empower young people, women and men to realise their sexual and reproductive rights.

Currently, AWDF is managing over 90 grantees of the AmplifyChange Fund, representing EUR 4.4 million in funding.

NO	Type of grant	No. of Grants Awarded	Euros (€)
1	Networking Grantees	4	1,360,608.00
2	Strengthening Grantees	30	2,514,888.00
3	Opportunity Grantees	59	556,392.00
	TOTAL	93	4,431,888.00



# Growing Grantee Capacities

In our bid to strengthen the capacity of African women's organisations and feminist leadership, AWDF provided holistic, feminist and transformative capacity building support to 45 grantee organisations across Africa in 2017.

# Resource Mobilisation Bootcamp

The Bootcamp aimed to build the capacity of grantee organisations to engender successful grant bids and accountable report writing- with each participant being guided to produce a full draft resource mobilisation strategy to be discussed and approved by their organisations.



**19** participants



9 countries



17
successful resource
mobilisation
strategies completed



95% success rate

### The 2017 CEO Forum

(Accra, Ghana) focused on developing the individual and collective leadership skills of women CEOs and 'next generation leaders' to encourage accountable, thoughtful and feminist governance in women's rights organisations.



**20** leaders convened



organisations and their boards engaged in strengthening governance



\$192,000 in Capacity Building grant support

The AWDF Capacity Building and Knowledge
Management Units collaborated to commission a
scoping exercise around options for creating an online
platform for capacity building information, looking at
ways to make AWDF materials accessible to a wider
audience including and beyond our grantees.

As part of keeping our understanding of the field updated, AWDF also commissioned a Capacity Building Gap Analysis- surveying the key capacity building needs of women's rights organisations in Africa and also engaging the new countries we began to fund in in the Middle East. This has fed into expanding the themes covered by our capacity building programming including developing a new flagship capacity training around communications to be piloted in 2018.

# AWDF Knowledge Hub

At AWDF, we aim to achieve a bustling, energetic "Knowledge Sharing Hub" for African feminists, women human rights defenders, practitioners, researchers, policymakers, professionals and learners in diverse fields. We continue to host the largest dedicated collection of information and publications by and about **African** feminism and women's rights, including at our Resource Centre at AWDF House in Accra and online.

### 2017 Highlights:

### **AfriRep**

Updating and maintaining AWDF's open access digital library housing over 700 publications on African feminism and women's rights

### **Resource Centre**

A total of 75 new books and films added in 2017, and active use of the physical centre by activist groups and collectives throughout the year.

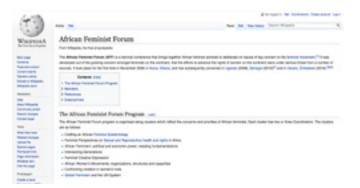
### **Resource Centre Catalogue**

The Resource Centre Catalogue was updated with roughly 100 new uploads to help users better access our Resource Centre materials.

### #WikiLovesWomen:

AWDF partnered with the Open Foundation West Africa to help rectify the lack of content by and about African women on Wikipedia. We co-hosted a series of interactive Edit-a-thons to train feminists on developing content for Wikipedia.

AWDF continues to find new and exciting ways to resource the knowledge, capacities and budgets of women's organisations across Africa!









# Amplifying African Feminist Knowledge

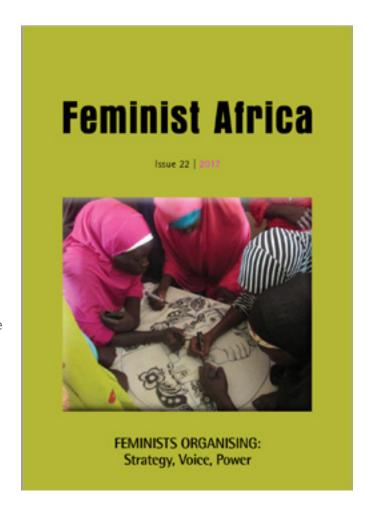
2017 proved to be a pivotal year in amplifying women's voices and movements across the continent. Through our outreach, funding and documentation activities, we have been able to continue changing the narrative of African women, instead advocating for women's access to resources and political space.

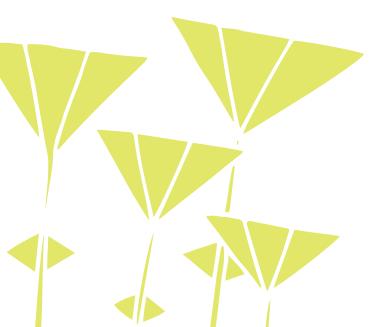
# Do You Know Your African Feminists?

In our effort to amplify African feminist activism, the AWDF team produced a new interview series entitled **Know Your African Feminists**, an initiative developed during the 2017 African Feminist Forum in Harare, Zimbabwe. The series features 28 prominent feminist activists, scholars and visionaries discussing their feminist journeys from across the African continent. This creative documentation is the first of its kind. galvanising awareness, introspection and celebration of the work and activism of African feminists from across the continent. The series was also accompanied by an article entitled Voice, Power and Soul: African Feminists In Their Own Words by series co-producers Jessica Horn, Director of Programmes and former Knowledge Management Specialist Sionne Neely, reflecting on the impact of the series.

# Feminists Organising: Strategy, Voice, Power (Feminist Africa 22)

The AWDF Knowledge Management team collaborated with Feminist Africa to produce a special edition on the African Feminist Forum (AFF). This **edition** highlighted reflections on strategies, voices and power within African feminist organising spaces and the transformative space created by AFF.

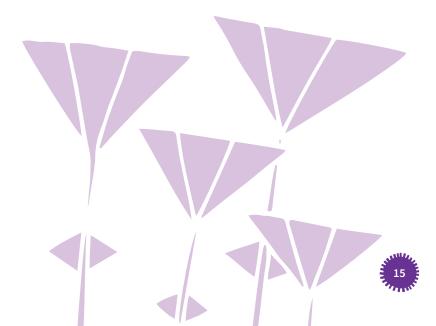






### New Year, New Look!

The revolution will have swag! Starting at the tail end of 2016 and continuing into 2017, the AWDF House was revitalised with fresh new paintings and murals by Ghanaian artist Maku Azu, including significant quotes from the African Feminist Charter and depicting the major movements that have shaped African feminism to date. Yet another innovation in documenting the work of African women's activism!



# Young Feminists taking charge!

The Young Feminist Collective (originally named the Young Feminist Gathering) continued to grow in its mission to mobilize young women to develop their feminist voices and consciousness in Ghana. The collective held ten monthly meetings at the AWDF Resource Centre discussing various topics including feminist body politics, sexism in African pop culture/ media and women's experiences in mainstream Ghanaian art spaces.

### **Chale Wote Street Arts Festival**

YFC led a women-only procession during the Chale Wote Street Arts Festival in August, demonstrating the collective strength, power and voice of contemporary young feminists in Ghana.

Through its support of the Young Feminist Collective, AWDF further demonstrates its commitment to a future-oriented feminist movement that amplifies the voice of the next generation of change makers.



# International Women's Day: Faith, Feminisms and Fundamentalisms

Each March, the AWDF joins millions of women around the world to amplify our voices in celebration of International Women's Day (IWD). In 2017, AWDF convened over 100 people for our flagship IWD event entitled Faith, Feminisms and Fundamentalisms, in which we discussed the increasing turn towards fundamentalism among certain religious sects across Africa and its impact on the wellbeing of women and girls. This lively discussion, facilitated

by feminist media personality Nana Akosua Hanson, joined Professor Mercy Oduyoye, a retired feminist Theologian; Dr. Angela Dwamena Aboagye -a lawyer, women's rights advocate, ordained minister and Executive Director of the Ark Foundation; Kauthur Khamis, Lecturer of Religion of the Islamic University, and Roslyn Mould, President of the Humanists Association of Ghana.



# 16 Pays of Activism

In 2017, AWDF supported the DramaQueens Ghana, a feminist collective of actors and actresses, for their 16 Days of Activism Against Gender-Based Violence campaign activities including a stage production of The Seamstress of St. Francis Street, a Survivor'



# Communications for amplifying feminist futures

Our Communications team has been a central player in our goal of amplifying African women's voices and concerns through a comprehensive communications strategy. Key activities for the year included:

### **New Website**

Through a comprehensive organisation-wide process, our website was re-designed to reflect our new and innovative approaches to grantmaking and movement-building in Africa, including a grantee database organised by region and theme, as well as a <u>SHEROES</u> giving page and a strategic theme-based <u>Futures page</u>.

### **Bilingualism**

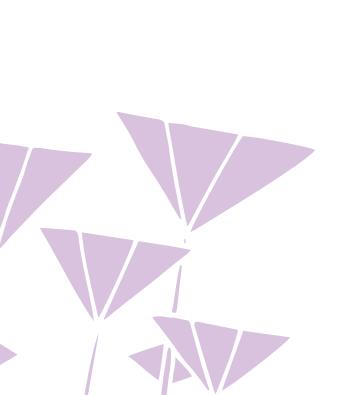
With our new Francophone Communications
Assistant, AWDF has begun to increase our
communications content for Francophone Africa. The
website re-design was in both French and English to
appeal to our continent-wide constituencies. A French
Twitter account @awdffr has been created and is
steadily gaining followers!

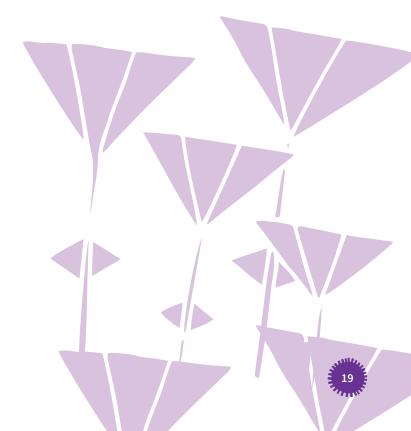
### **Women Leading Africa**

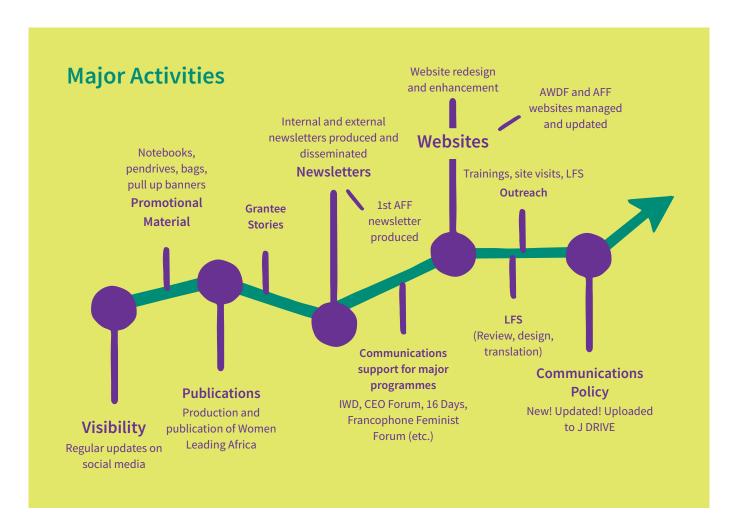
The Communications team published <u>Volume II:</u>
<u>Women in Philanthropy</u> to amplify the voices of the continent's prominent feminist activists and

### **Online Feminisms**

The team undertook several online campaigns, tweeta-thons and other social media support for AWDF programs, including LFS, AmplifyChange and the Futures Launch.







### The importance of followers

Over the past year we have gained 1,263 followers. This means there are more people interacting with our work daily.



We've grown our audience by 1/5!

From 4,713 to 5,976



Our total number of followers currently.

What about Facebook?



MailChimp?

# Over 7,000 111111 Subscribers!

Our MailChimp blasts have been increasingly successful. We've seen more people opening our messages and responding directly to them in encouraging ways.

# Francophone Feminist Forum: Let Us Increase Our Feminist Momentum

AWDF supported a historic first gathering of the Benin-Burkina Faso-Cote D'Ivoire-Togo (BBCT) Francophone Feminist Forum, providing funding and technical support to contribute to a stronger network of francophone feminists in the West African region- with an emphasis on younger feminists.

"Leaving with the conviction that I am fighting a just cause and must endeavour to continue."

— Marielle Mahulé Degboe



### **Forum Highlights**

- 25 feminist activists working in various sectors convened to discuss the challenges and opportunities of feminist organising in the francophone region
- Participants discussed a wide range of issues affecting francophone women and girls, including teen pregnancy, violence against lesbian women and younger feminist movements
- Participants strategised future-oriented movement building for the region



As a learning organisation, AWDF continuously improves on strategies for sustaining the organisation as a financially secure, effective and well governed feminist philanthropic organisation. Here's how we did it in 2017:

### AWDF Futures Initiative Launch

# What is the future of African women? How are we preparing for these realities? How might our activism respond to future circumstances?

As a forward-thinking organisation, AWDF began a future-focused strategic planning process in 2016. We identified one of the few African women foresight practitioners, Katindi Sivi-Njonjo, who guided us through a futures trends analysis and scenario development process, and eventually in creating a strategic plan that engaged future of Africa, and our role as AWDF in contributing to a direction that is just and equitable for women. The new strategic plan Shaping the Future SPIV, 2017-2021 was launched in 2017. In April 2017, we also collaborated with the Institute of Democratic Governance in Accra, Ghana to launch the evidence-based trends analysis *Futures* Africa: Trends for Women by 2030, as well as the four creative scenario stories and animations developed by AWDF staff.

We hope that these future-oriented activities will continue to shape AWDF's funding strategies and contributions to community activism for years to come!

To learn more about our Futures Initiative, please see the AWDF Futures page: <a href="http://awdf.org/futures">http://awdf.org/futures</a>







### Outreach

AWDF's outreach and fundraising strategies were multi-layered and aimed to establish strong partnerships with the women's rights sector, broader development, human rights and environment actors in Africa and globally, and with donors. Staff members undertook various outreach missions including participation in key international meetings.

Images (clockwise from top left):

Women's Funding Network Conference San Francisco, September 2017

CIVICUS Funding South Initiative - London,
October 2017

Leading from the South coordination meeting - Colombo, October 2017



Our outreach, partnerships and fundraising strategies helped to increase AWDF's financial and programmatic ability evidenced by our 2017 annual income, which almost doubled the average annual income for the past five years. Also, for the first time ever, approximately 80% of our budget has been secured for the next three (3) years. Some other key highlights included:

- Strengthened relationships with donors through stronger and more timely reports to donors on ten (10) of our programs
- Advocated for a better regulatory environment for the philanthropy sector in Ghana and helped reconceptualise a country situational report on Ghanaian philanthropy for an SDG platform
- Promoted a culture of African/global south-led philanthropy through our collaboration with CIVICUS and others on strategies to fund civil society in the global south more directly

### **Outreach Numbers:**



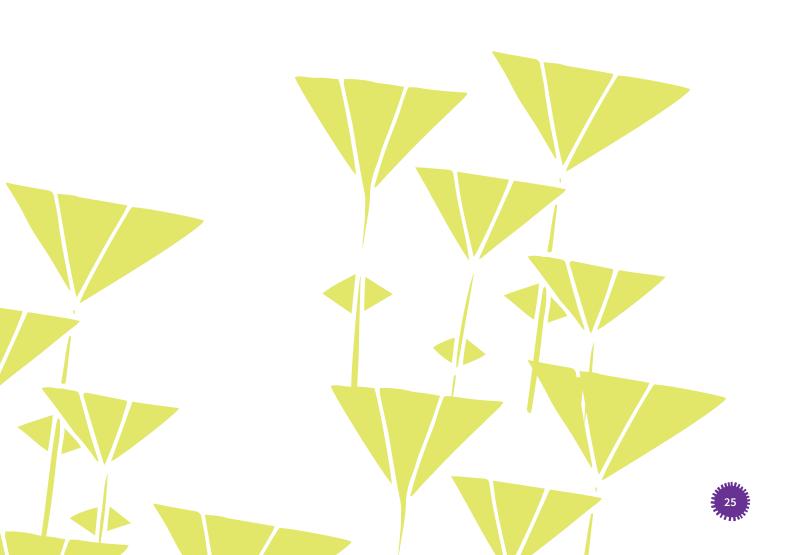
**13** staff involved in key outreach activities



**40** fundraising and programmatic outreach activities

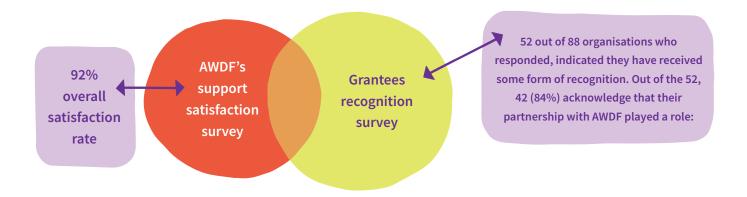


14 countries visited for outreach



### **Monitoring and Evaluation**

The Monitoring and Evaluation Team has played an integral role in sustaining AWDF as an effective organisation through a four-pronged strategy to plan and review, monitor grants, formalise learning, and conduct key evaluation and surveying. As a self-reflexive organisation, AWDF conducts annual Satisfaction and Recognition surveys, to assess our relationship with our grantees and to learn more about how their work is being recognised. We are happy to continue our strong support of women's rights organisations in Africa!



Areas of service	Satisfaction rate
Relevance of services: training	89%
Relevance of services: grants	96%
Quality of organisation's services	97%
Timeliness in delivering services	93%
Usefulness of the organisation's services	100%
Overall appreciaton of the organisation's services	100%
Expertise of the organisation's staff	97%
Accessibility of the organisation's products	100%
Communications on organisation's performance	93%
Organisation's responsiveness to request for services	93%
Organisation's reputation in the country	54%
Overall satisfaction rate	92%

Type of award/ recognition	Frequency	Percentage
Given a certificate of recognition	23	46.0
Given a plaque	16	32.0
Given resources (Money, materials)	16	32.0
Invited for a meeting/ events	41	82.0
Public recognition by an influential member of the community	26	52.0
Media recognition	27	54.0
Asked to represent my community/local authority in events/ meetings	29	58.0
Asked to make a speech	31	62.0
Invited to be member of a Board/committee	23	46.0
Any other, please specify	4	8.0

# Sustaining the soul and systems of AWDF

Throughout 2017, the Human Resources and Administration department got creative as well as technical, helping sustain the community at AWDF and the smooth running of our operations:

- Introducing Thursday Discussion Series- a weekly discussion series where we discuss the big (and small) issues affecting women's rights in Africa
- Staying healthy through our African dance aerobics at AWDF house for staff members
- Coordinating bi-annual board meetings; staff meetings and SMT and end of year retreats

# Maintaining solid financial management

At AWDF, our Finance team works to maintain high quality comprehensive financial management systems and processes that impact all work streams across the institution. In 2017, AWDF was proud to achieve the following financial management results:

- ➤ Enhanced Credibility Our 2016 Accounts audit was clean, as was the African Capacity Building Foundation project audit. A Comic Relief visit which included testing of the Finance System did not identify any gaps.
- Financial Stewardship The team developed and monitored the 2017 organisational budget of US\$ 7.9 million with input from various departments based on the strategic plan.
- Accountability All donor reports due were submitted within the stipulated time detailing how the resources were used.
- Transparency The team committed to prompt and accurate reporting of transactions, disbursements, balances and financial reports for external and internal users to enhance decision making.
- Compliance The Finance team also ensured that AWDF's comprehensive financial due diligence processes reduced the risk of mismanagement, fraud and error in the selected grantee organisations throughout the grant cycles in 2017.
- Growing the team with the expansion in funding and donor reporting requirements, we added a new Junior Finance Assistant to the team. The team is now four women-strong.





Florence Elume, a widow with two children displaying her Land title registration certificate with joy. She is a farmer and used to be a primary school teacher.

She said "I learnt how to lobby municipal council and local NGOs as I am able to tell them our needs. I also know the steps that one needs to take to process land rights.

I have my land rights and I know I have full ownership of my land. This title means a lot to me. Because it assures me that I have security of tenure. I can get loan from the bank for my business, I can even sell if I wish to do so. I have Power! Power! Power. And above all, when I die no one takes the property again from us

(my children)."

Maasai Women advocating

for land rights for women in the Maasai region of
Tanzania. AWDF grantee the Pastoral Women's Council has
defied all odds to secure land rights for pastoralist women despite
ongoing threats and intimidation from the state. The pastoralist
women are still being empowered to continue the struggle!





As a result of AWDF support,
the Forum for African Women
Educationalists in Malawi (FAWEMA)
reported increased visibility through
various activities including panel
discussions both on local television
and radio stations, playing radio
jingles in various radio stations,
branding of the FAWEMA fence and
an awareness march held
in Lilongwe.

# Lessons Learned

As a learning organisation, AWDF is committed to improving on how we resource African women's organising. This year we saw positive transformations and expansion, which also meant important learnings across the organisation. Perhaps our greatest lesson at AWDF has been that collaborative work will always push us further. Through collaboration, we were able to meet most deliverables with high quality seamless outputs. As a result of rigorous and targeted outreach, we are closer than planned to our 2020 target budget of US\$ 10 million, while also recognising the importance of increasing the diversity of our funders for resilience and flexibility in our grantmaking. We have also learned the importance of a strong and well implemented financial sustainability plan in order to maintain the current income levels over longer periods of time (over next five to eight years) and to strengthen our financial resilience.

As the first ever African feminist regional grantmaking organisation, we recognise that AWDF has a credible voice in the philanthropic world and we can strengthen our use of this to gain deeper outcomes and more strategic influence, especially with some

regional institutions. Further, we recognize that our organisational voice and knowledge gives us entry into global discussions such as the quest for a southern civil society agenda in response to the shrinking civil society space.

Our Grants team also realized the importance of continuous training on emerging methodologies and tools for development work themes such violence against women; advocacy; political economic analysis for program development & implementation and adaptive programming. This would ensure an increased capacity of the team to effectively provide the needed technical support for the projects AWDF supports.

It has certainly been an eventful and exciting year! Moving into our second year of our strategic plan, AWDF hopes to continue building on our past initiatives to resource and support African women across the continent.

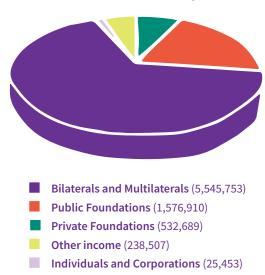


# Financial Report

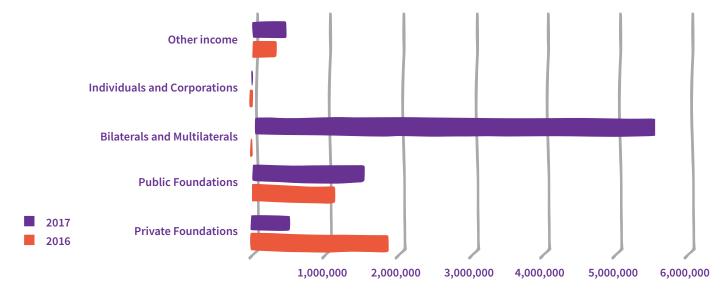
### **Reported Revenue 2017**

Total donations from fifteen institutional donors, individuals and other income recognised in the 2017 financial statements was USD 8.2million, compared to USD 3.4 million in 2016. The three highest donors for 2017 were the Dutch Ministry of Foreign Affairs, Comic Relief and the African Capacity Building Foundation.

### **AWDF 2017 Revenue Analysis**

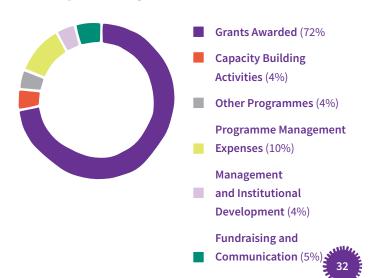


### **AWDF Revenue 2017 compared to 2016**



Expenses: Total operating expenses for the year 2017 was USD 7.8 million compared to USD 3.2 million in 2016, and 4.7 million in 2015. This represents a significant increase of 144% compared to the previous year. Total grants awarded in 2017 was USD 5.6 million compared to USD 1 million in 2016 and 2.1 million in 2015. Out of the total expenses of USD 7.8 million in 2017, USD 7.1 million representing 90% was for programme activities. Additionally, fundraising, communication and institutional development costs constituted 10% of the total expenses for 2017.

### **2017 Expense Analyses**





# Remembering our Feminist Ancestors

Feminist work is often a lifelong journey for most of us, as we often make grave sacrifices to build movements so that future generations may benefit. Much of this work is often done by fearless but unacknowledged women. This past year, we lost some of these brave warriors and we would like to take this moment to celebrate our sisters who have passed away. We give thanks for your passion and your achievements, as we wish you farewell, sisters!

**Prudence Mabele** – Founder and Executive Director, Positive Women's Network, South Africa

Marren Akatsa-Bukachi – Executive Director, Eastern Africa Sub-Regional Support Initiative for Advancement of Women (EASSI), Uganda

**Esther Mbete Muthoka** – Office Manager and Outreach Officer, Resource Centre for Women, Kenya

**Doris Brendan** – Executive Director, Heal the Land, Nigeria

**Oby Nwankwo** – Founder and Executive Director, Civil Resource Development and Documentation Centre, Nigeria



