The Mawazo Fellowship gave me Grant application tools, thus helping me advance my research. I started my PHD without funding, but I managed to secure funds from other organizations using Mawazo’s Budgeting and Financial Core-Course Templates.

Mary Murithi (Kenya), 2021/2022 Mawazo Fellow, Molecular medicine - Jomo Kenyatta University of Agriculture & Technology (Kenya)
Letter from the CEO

"Achieve your Commitments to Action."

Continuing the theme of graduating from the old and moving into the new, we wish to extend our warmest congratulations to the 2018 PhD Scholars Programme participants. One of the major highlights of the year was watching 13 incredibly passionate and talented women from 8 different countries around Africa, who are based at institutions in East Africa. During a three-day event, both the 2017/2018 Fellows as well as the alumni from the 2018 PhD Scholars Programme participated in various activities to forge and strengthen meaningful connections. They shared their research findings and commitments to action to a broad audience which included family and friends of our Fellows and of Mawazo, as well as partners and funders. Their graduation into the new alumni-focused programme called Mawazo Connects, allowed me to participate in intense brainstorming sessions to shape our Strategic Plan for 2023-2026.

I deeply thank you for your support, and I wish you well as you rejoin our Fellows - and an excitement for what will come next.

Dear Friend of Mawazo,

Firstly, thank you for your unwavering support of Mawazo and our mission. Following on from a Year of Transformation in 2021, 2022 saw us continue to expand and strengthen our programming as well as critical financial and operational processes. Our team has continued to grow, welcoming Eva Wanjiru and Mark Kimani to our Operations and Finance Teams, Andrew Ndetehe to our Tech Team, Caroline Tumwenyefa as our Communications Lead, Benedict Wambua as our first-ever Monitoring, Evaluation and Learning Lead, Shirley Irungu as our Data Insights Associate and Silvia Mwendwa as our Programme Associate; and Dr Caroline Mose as our new Director of Programmes. We are so grateful to have the opportunity to welcome such incredibly passionate and talented people to our team.

One of the major highlights of the year was watching our 2017/2018 Mawazo Fellows graduate - 40 amazing women from 8 different countries around Africa, who are based at institutions in East Africa. During a three-day event, both the 2017/2018 Fellows as well as the alumni from the 2018 PhD Scholars Programme participated in various activities to forge and strengthen meaningful connections. They shared their research findings and commitments to action to a broad audience which included family and friends of our Fellows and of Mawazo, as well as partners and funders, culminating in a moving graduation ceremony that really cemented our commitment to each and every one of our Fellows - both during and beyond the Fellowship Programme. Their graduation into the new alumni-focused programme called Mawazo Connects, allowed me to reflect with gratitude and awe at the work and energy that our team, our Board, and network of partners poured into our Fellows- and an excitement for what will come next.

Regarding the theme of graduating from the old and moving into the new, we wish to extend our warmest congratulations to the 2018 PhD Scholars Programme participants. One of the major highlights of the year was watching 13 incredibly passionate and talented women from 8 different countries around Africa, who are based at institutions in East Africa. During a three-day event, both the 2017/2018 Fellows as well as the alumni from the 2018 PhD Scholars Programme participated in various activities to forge and strengthen meaningful connections. They shared their research findings and commitments to action to a broad audience which included family and friends of our Fellows and of Mawazo, as well as partners and funders.

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I deeply thank you for your support, and I wish you well as you rejoin our Fellows- and an excitement for what will come next.
2022 Summary of Activities

Feb
- Mawazo @ 5 Celebrations
- The Impact of COVID-19 on Africa's Higher Education System (2022)
- Nairobi Ideas Podcast: Season 4 Launch

Mar
- Climate Week: What is Planetary Health?

Apr
- African Women Breaking Barriers: A Clubhouse Conversation
- The Female Future of Science in Africa: BBC Storyworks Video Launch

May
- Launch of MLEX Public Resource Library
- New CEO Official Announcement

Jun
- Nairobi Ideas Exchange Presents: The Future of Education: Twitter Spaces

Jul
- Nairobi Ideas Exchange: Gender Lens Investing

Aug
- New Board Chair
- Nairobi Ideas and AuthorAID Present: Bridging the Gender Gap for Women in Research
- Nairobi Ideas Podcast: Season 5 Launch
- Summer School

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- Nairobi Ideas Podcast: Season 5 Launch
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Oct
- Mawazo Connects: 2021 Mawazo Cohort Graduates
- Danida Conference

Nov
- The Nairobi Ideas Exchange Presents: The Future of African Cities: A Science Quiz Night

Dec
- 16 Days of Activism: End Violence Against Women and Girls Online Campaign
2022 Achievements

- **2** COVID-19 Publications
- **7** Academic Conferences
- **3** Awards
- **40** Commitments to Action
- **12** Blog Posts
- **12** Podcast Episodes
- **16** Academic Articles Published by Fellows
- **16** Team Members
- **7** Features in Local + International Media
- **40** African women researchers graduated from the Fellowship Programme

**68** Mawazo Fellows Fund grants awarded

**US$145,763** in grants disbursed

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Support from the Mawazo Fellows Fund came when I really needed to complete my research objectives that were pending.

Hellen Wairimu (Kenya), 2021/2022 Mawazo Fellow, Plant Breeding and Biotechnology - Makerere University (Uganda)

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The value of the Mawazo Fellowship Programme is unmatched, especially its focus on women. It created an environment where the Fellows felt like we were sisters. I look forward to working more with Mawazo beyond this programme.

Yvonne Githiora (Kenya), 2021/2022 Mawazo Fellow, Climate Change and Adaptation - University of Nairobi (Kenya)
Inside the Programmes

Mawazo Fellowship Programme

The Mawazo Institute concluded the 2021/2022 Fellowship Programme and its training calendar with two CoreCourses and a MicroCourse. The CoreCourses included Public Engagement and Communication Tools for Researchers and Leadership and Career, which were delivered in partnership with training consultants. The Public Engagement and Communication Tools for Researchers CoreCourse introduced the Fellows to important tools for effective communication to both scientific and non-scientific audiences. The Leadership and Career CoreCourse, facilitated by Open Circles and Hope Chigudu, took an alternative approach to leadership for early career women researchers focusing on building braver, bolder leaders. For the Career component, our Fellows had the opportunity to engage with four incredible African women who all have PhDs but have gone on to forge careers in academia and beyond: Dr Elizabeth Muthuma (Secretary General, Ramsar Convention on Wetlands), Dr Myriam Sidibe (founder and Chief Mission Officer, Brands on a Mission), Dr Nina Wambjji (Assistant Director, Kenya Marine and Fisheries Research and Chief Mission Officer, Brands on a Mission), and Dr Myriam Sidibe (Secretary General, Ramsar Convention on Wetlands). The MicroCourse, incorporating a Gender Lens for Researchers MicroCourse, Participatory Action Research MicroCourse, Internet and Data Security MicroCourse, Academic Writing and Publishing and Grants CoreCourse. The impact of the various courses on our Fellows was encouraging: they self-reported an average of 57 per cent skills improvement in the various courses from 26 per cent at the beginning of the course.

100% per cent believed that the Fellowship Programme had contributed positively to their professional growth.

87% per cent said the Fellowship assisted them to further their career aspirations.

75% per cent affirmed the programme contributed immensely to robust and quality engagement with policy makers and research activities.

82% per cent improved their abilities through their capacities to undertake public engagement and science communication activities.

The outputs from the Fellowship Programme were immediate and direct: the Fellows successfully co-authored 2 books, and had 16 of their articles published in recognised journals. Furthermore, 7 others have received coverage by international and local media. They have secured 3 external grants, with 2 receiving additional awards. In total, the Fellows participated in 14 national and international events, ranging from workshops, conferences, panel discussions to seminars and training.

The Fellowship year culminated in November 2022 at a grand graduation for our second cohort of Mawazo Fellows. The three-day event, dubbed ‘Mawazo Connects: A Celebration of Curiosity and Innovation’, was held in Nairobi, Kenya and was the inaugural in-person event for the Fellowship programme. Fellows and Alumni participated in team building activities that saw them network and establish meaningful relationships with each other. They also showcased their innovative research in a poster presentation and shared their solutions to Africa’s various development challenges via their Commitment to Action statements. The graduation ended with a Gala attended by Fellows and their families, alumni, and partners. The Fellows were celebrated for successfully completing the Mawazo Fellowship Programme and formally inducted into Mawazo’s growing Alumni network.

Assessing the MFP Impact
To ensure the Mawazo Fellowship Programme continues to excel and grow, the experiences and progress of our Fellows were assessed through surveys and case studies. We are proud to share insights from the assessments below: results, as indicated below, were encouraging.

Increased professional growth
All the Fellows (100%) believed that the Fellowship Programme had contributed positively to their professional growth. 97 percent said the Fellowship assisted them to further their career aspirations. 75 percent affirmed the programme contributed immensely to robust and quality engagement with policy makers and research activities while 80 percent improved their abilities through public engagement and science communication activities.

Satisfaction
The majority of the Fellows were satisfied with their fellowship experience, and felt they had managed to apply the knowledge gained and disseminated to their networks. About 90 percent of the Fellows admitted to being treated with respect during the Fellowship and would recommend it to others.

Meaningful Mentorship
Almost 80 percent of the Fellows found the mentorship generally beneficial, and just over half of them considered the peer groups useful. About 60 percent of them said the alumni support program was of great importance.

The Fellows Fund
Direct grants awarded to our Fellows totalled US$145,763. Three quarters of the Fellows considered the Fellows Fund flexible, timely and useful. The funds supplemented their PhD needs, facilitating them to attend conference activities, critical in furthering their PhD studies. The majority of the Fellows found the exposure offered by the Fellowship valuable.

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The Mawazo Fellowship Programme has strengthened my research and professional skills. Joining the programme was an eye-opener especially the Budgeting and Financial Management course which equipped me with the relevant skills to help my research. The training on policy engagement has helped me engage better with my class and I have utilized the skills learnt to prepare my presentations and deliver in seminars. This has helped put my work in the limelight and boosted my morale and confidence in my work. The programme has also expanded my professional networks. I feel less alone meeting other experts in research in the programme.

Dr. Lillian Kangere (Kenya), 2021/2022 Mawazo Fellow, Environmental Governance and Management - University of Nairobi (Kenya)

I am a full-time PhD student, under a scholarship at Strathmore University. While the fellowship really boosted me, and allowed me to commence my PhD, like many other prestigious scholarships, it does not cover every expense. This is where the Mawazo Fellowship came in, giving me funds with which I could purchase data collection tools and commence the data collection exercise, and am progressing well. Both funds worked in a complementary way to help me achieve not just the course-work stage, but the data collection as well, which was a critical component of my research. I am very grateful that I was awarded the Mawazo grant.

Elizabeth Musau Benson (Kenya), 2018 Mawazo Fellow, Computer Science - Strathmore University/University of FNB Town (Kenya/South Africa)

I have never encountered such an accommodating fund. It not only supports my professional and research skills but also considers other practical needs.

Dorcas Bernard Njoroge, 2021/2022 Mawazo Fellow, Environmental and Biosystems Engineering - University of Nairobi (Kenya)

The Mawazo Fellows Fund has been the highlight of my PhD study. I managed to meaningfully participate in an international conference thanks to the fund. I interacted with experts in my field and formed a network that I still engage in.

Hannah Murage (Kenya), 2019/2020 Mawazo Fellow, Biochemistry - University of Nairobi (Kenya)

I learned a lot from the Mawazo Fellowship Programme courses and made connections in my peer groups and mentorship. The peer groups were not only career-oriented, but they also enriched my social life. We shared research materials while encouraging each other. Thanks to the programme, I am currently finalizing my thesis and doing my data analysis.

Pauline Onono (Kenya), 2021/2022 Mawazo Fellow, Molecular Biology and Biotechnology - Jomo Kenyatta University of Agriculture and Technology (Kenya)

The Mawazo Fellows Fund application was easy to navigate. I appreciate the openness of the funding. It is not restricted to specific topics or specific activities (it could be surveying, buying necessary materials, etc.). I was also happy with the timelines in disbursing the fund and the responsiveness from the Mawazo team in giving feedback about the funds. There was no delay, and my activities were executed as scheduled.

Rehema Esther Ntando (Democratic Republic of Congo), 2021/2022 Mawazo Fellow, Food Sciences - Jomo Kenyatta University of Agriculture and Technology (Kenya)
Inside the Programmes

Mawazo Voices

The year 2022 was a hive of activities at the Mawazo Voices programme as we increased our public and policy engagement through strategic communications and partnerships at the international and local levels. We held a total of four Nairobi Ideas Exchange events, including one on African women innovating on COVID-19, which resulted in an e-book titled “Breaking Barriers: African Women Innovating on COVID-19 (2022)” and a report on the Impact of COVID-19 on Africa’s Higher Education System (2022). During Climate Week, we held four activities on planetary health exploring how human behaviour is changing our planet’s health, and what we can do about it. Through in-person and virtual events, we presented local research, ideas, and approaches to planetary health that can strengthen community networks and instigate urgent action on climate issues for individuals and institutions in Eastern Africa, and beyond.

Additionally we hosted a Twitter Space on the future of Education with the theme: ‘Co-visioning and Co-design: Strengthening Research Approaches on the Continent’, and a gender lens investing event where Kim-Andrée Potvin (Mawazo Board Chair and partner at Bamboo Capital Partners), Faith Wilson and Carol Masila-Maiko from Persistent.Energy, and Prof. Maina Mwangi (Associate Prof. and Director, Innovations Incubation and University-Industry Linkages at Kenyatta University) debunked investment myths, as well as offered insight into the investment process while inspiring the commercialization of women’s Big Ideas.

We also had a live webinar on Bridging the Gender Gap for Women in Research which was hosted jointly with AuthorAID for women researchers in both organisations’ networks. Women researchers working in the developing world shared their experiences as women working in male dominated fields, and strategies addressing the common challenges faced were also discussed.

These events saw Mawazo continue to amplify the work of African researchers while sharing findings on African women in higher education and research and the call to bridge the gender gap. We further provided resources and stakeholder engagement platforms for researchers interested in commercialising their projects.

Under Mawazo Voices, we also produced two seasons of our podcasts on Climate Change and The Future of African Cities. Cumulatively, both seasons produced a total of 1846 downloads.

Under the same themes, we also held two celebrity quiz nights in the first and third quarters of the year. The first quiz night, It’s Getting Hot in Here: A Climate Change Science Quiz Night, saw Georgie Ndirangu beat out Wanjira Longauer to take home the crown. The second quiz night, Future of African Cities: A Science Quiz Night, saw Georgie defend his crown against Just Ivy Africa with our 2021 Fellow, Mutono Nyamai, lending her expertise to the night.

In a bid to reach wider and more diverse audiences, Mawazo participated in several other outreach activities including the Macondo Literary Festival; the Falling Walls Science Summit as a jury member in Berlin, Germany; giving a talk on science engagement as part of the Falling Walls Engage Tête-à-tête series and training climate change researchers on science engagement at a DANIDA workshop in Arusha, Tanzania.

From these public engagement activities, we reached new non-academic audiences via the Macondo Literary Festival, strengthened existing partnerships such as with Falling Walls and experimented with training as a novel aspect of public engagement at Mawazo. Moving forward, we aim to continue engaging with these two organisations and others relevant to our work in a bid to maintain creative ways to amplify the work of women researchers within Mawazo and in the Continent.
Interactive Media Design

**Dr. Melisa Allela**  
**2018 Mawazo Fellow**

My name is Dr. Melisa Achoiko Allela, and I specialize in Interactive Media Design. The Mawazo Institute played a crucial role in supporting my PhD journey by providing me with a grant that enabled me to acquire the necessary equipment to engage in practical work in my area of study. Mawazo’s support has been very instrumental in enhancing my research capacity and advancing my academic journey.

As an artist and researcher working in the field of new and emerging technologies for storytelling, it is crucial that my work speaks to a broader audience beyond just scientific circles. Two lessons come to mind from the Mawazo Fellowship Programme. The first is the quote “If you can’t explain simply, you don’t understand it.” This emphasizes simplifying complex ideas and using everyday language that is accessible and relatable to a general audience. Relatedly, while I was familiar with the three-act story structure, I had never applied it in my academic presentations! So it was great to learn how to provide adequate context and engage the audience by focusing on the past (Act I), present (Act II), and future (Act III), aspects of the work. By framing the work in this way, it becomes easier to explain the research process, highlight the gaps being addressed, and demonstrate the potential impact and future growth of the project.

For example, this year, I showcased my work at the Macondo Literary festival Faluges/MUTEK Pan-African Market Selection and gave a talk at the AI Afrique Panel at the Fakugesi Digital Art festival. The various trainings on science communication emphasized the importance of clear, concise, and engaging communication in order to effectively bridge the gap between science and society.

Mathematical Modelling

**Dr. Marilyn Ronoh**  
**2018 Mawazo Fellow**

"When we believe in women and give them space to air their ideas and equip them to implement their ideas, they can conquer what was deemed impossible." Dr. Marilyn Ronoh, 2018 Mawazo Fellow.

My name is Dr. Marilyn Ronoh. My area of specialization is Mathematical Modelling. Currently, I am teaching at the University of Embu, in the Department of Mathematics and Statistics. I am an alumnus of the Mawazo Fellowship Programme and supported the implementation of the Mawazo Learning Exchange (MLEx) platform as a teaching assistant and the mentorship programme.

The Mawazo Institute allowed me to grace a number of their networking events where I featured as a speaker. For example, I had the opportunity to feature as a speaker in a webinar organized by INASP/AuthorAID and Mawazo Institute.

In September 2022, Mawazo Institute and RWTH Aachen University jointly organized a two-week Summer School in Computational Biology for Sustainable Environmental Research which took place in Watamu, Kenya. I participated as a facilitator, keynote speaker, and a co-organizer. The school attracted many applications but could only accommodate 24 early career research scientists from various parts of Africa. These young researchers were equipped with core computational modeling skills and data analysis skills using R and Python open source languages. During the two-week program, as facilitators, we used numerous teaching methods ranging from interactive talks, hands-on programming experience, and discussion panels to our hackathon sessions to transfer the aforementioned skills.

These spaces contributed a lot to my current collaborative networks where we are still engaging in furthering research in computational modeling and increasing awareness on the critical role of mentorship for early career researchers.

Mawazo has contributed greatly in shaping the person that I am today. I have learnt not to be scared of big ideas. I have also learned that women can achieve great things and occupy great spaces with the right support and positive encouragement.

(Marilyn was one of 25 women from across the globe to be awarded the 2022 OWSD Early Career Fellowship which comes with a USD$50,000 grant to lead her own research projects and establish a research group at the University of Embu. She will be continuing her work on using computational modeling and artificial intelligence to enhance HIV testing, status awareness, and status disclosure among adolescent boys and girls and young men and women in Kenya.)

Social Impact Stories

**Gender and Development**

**Judy Ngina**  
**2021 Mawazo Fellow**

My name is Ngina Judy, I am a PhD student of Gender and Development at the University of Nairobi in Kenya. The Mawazo Institute, through the Mawazo Fellowship Programme, inspired me to aim higher, while building my abilities in conducting, publishing, and presenting my research findings. In addition, after the courses on the MLEx platform, I feel confident as a researcher to source for and account for research funds with the aim of promoting a fact-based approach to development within my area of specialization, which is gender and development.

While print media is still widely used in our country today, television offers a wider scope in terms of audience, leaving behind neither the young nor the old. Television also offers a platform to critique, argue out, and correct ideologies presented by the panelists real time. Gender Based Violence, one of my areas of focus in my research, is viewed differently by different generations, and when culture sets in, the cross line fades even further. Therefore, in order to have deep and meaningful discussions, television seems like the best medium.

In December 2022, to conclude the 16 Day campaign to Eliminate Violence Against Women and Girls, through Mawazo, I had the opportunity to participate in a discussion on curbing gender based violence in Kenya on the local emerging television network, TV47. While all discussions aimed at enlightening the public on GBV and its effects are highly encouraged, I feel like the most important thing I wanted to share about GBV on Kenyan Television was on policy. Kenya has well crafted policies that speak against GBV but unfortunately, the public is not aware and the people responsible for implementing these policies have failed, for whatever reason.

Through the opportunity, I was able to not only highlight this, but also recommend public information sessions specifically on policies and actions required to make these policies effective.

"I look forward to more of these platforms that have not only influenced my confidence but have also allowed me to create awareness on a matter that is dear to me to a larger audience." 2021 Judy Ngina, Mawazo Fellow.
Working in Partnerships

Partnerships are at the core of how the Mawazo Institute interacts with different stakeholders and our role in working for change. We collaborate with a variety of organisations because we recognise that partnerships bring different capacities, knowledge and resources to achieving our common goals.

In 2022, Mawazo’s partnerships continued to be increasingly fundamental to improving our programming, extending our reach and anchoring the Voices programme. Some of the organisations we worked with in the year under review include the International Network for the Availability of Scientific Publications (INASP), the Institute for Climate Change and Adaptation (ICCA), AuthorAID, Falling Walls Engage, DANIDA, the Macondo Festival and RWTH Aachen University, whom we jointly organized a two-week Summer School in Computational Biology for Sustainable Environmental Research targeting 24 early career research scientists from Africa.

Mawazo also maintains strong links to local universities and research institutes through our programme beneficiaries who are located in 14 universities across East Africa. We have also built a network of local academics and researchers who support our work as expert reviewers, implementers, and advisors like experts from Bamboo, Capital Persistent Energy, and the Kenyatta University during the Nairobi Ideas Exchange: Gender Lens Investing. These partnerships and collaborations have gone a long way in creating a strong and better research community and we look forward to building on these successes in the future.

As a partner, we shall work together to ensure that African women researchers and their big ideas are influencing a range of sectors where solutions are developed to address critical societal issues on the continent and beyond.

To become a Mawazo partner, you can contact us at contact@mawazoinstitute.org.

Mawazo is always looking to partner with organisations and institutions with complementary values and visions. Partners can represent any sector, including, but not limited to:

- Communication and media partners: e.g., newspapers, radio channels, science magazines
- Industry partners: including including impact investors
- Government and public policy actors
- Civil society partners: including local and international NGOs
- Research and innovation partners
- Universities and higher education institutions

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Good Governance and Accountability

Our Board

**Kim-Andrée Potvin**
A native of Canada, Kim has over 20 years of experience in finance in various C-level roles in asset management, private banking and fund administration services in Europe (Paris, Luxembourg and Geneva) with expertise in ESG & impact investing. She is currently Chief Operating Officer and Partner at Bamboo Capital Partners. Prior to that, she was the Chief Operating Officer of Swiss Private Bank UBS & Co and for over 15 years at BNP Paribas, in roles such as Chief Operating Officer in Switzerland, Head of Asset and Fund Services in Luxembourg and Head of Internal Audit Benelux. A dedicated conservationist, humanitarian and advisor to entrepreneurs in Europe and Africa, she is involved in numerous Boards on these continents. Energetic and spontaneous by nature, Kim appreciates evolving environments where the status quo can be challenged. She is enthusiastic, practical and enjoys working in varied teams that strive to innovate. On the academic side, she has a bachelor’s degree in commerce (Finance and International Business) from McGill University as well as a Master’s Degree in Business (International Business) from Sherbrooke University in Canada. She is fluent in French and English.

**Dr. Ruth Levine**
Ruth Levine, PhD, is the CEO of Einsight, a global advisory, data analytics, and research organization that amplifies social impact by partnering with leaders to develop tailored solutions. She was the program director of Global Development and Population Program at the William and Flora Hewlett Foundation between 2011-19. Previously, Ruth was a deputy assistant administrator in the Bureau of Policy, Planning and Learning at the U.S. Agency for International Development. In that role, she led the development of the agency’s evaluation policy. Ruth spent nearly a decade at the Center for Global Development, as a senior fellow and vice president for programs and operations; she co-founded the Center’s Global Health Policy Program. She also designed and evaluated health and education projects at the Inter-American Development Bank and the World Bank.

**Cosmas Mulumba**
Cosmas is a Public Sector/International Development specialist with over ten years of experience in Financial and Grants management, Institutional strengthening, Capacity building and Project management. He has worked with African governments in Kenya, Malawi, Burundi and Ethiopia – and the International community in various sectors including Health, Security, Education, Research, Private Sector Development amongst others. He is experienced working with African Regional Governments and agencies including AfDB and CUMESA, World Bank, USAID, DFID, DANIDA, Welcome Trust, KfW amongst others. He has previously worked as a senior manager in Advisory Services at PwC, Kenya where he worked with development partners and governments to facilitate smarter investments and adoption of strong financial governance. He is passionate about solving socio-economic problems through lean and effective interventions such as technology. He holds a BSc in Statistics from the University of Nairobi, Certified Public Accountant (CPA(K)), a member of the Institute of Certified Public Accountants of Kenya (ICPAK).

**Kyle Polite**
A passionate-nonprofit leader originally from Galena, Illinois, Kyle Polite is the current Deputy Director of Development at San Francisco Opera and was formerly the Managing Director of West Coast Development at the Tuck School of Business at Dartmouth. He previously led the University of Sydney’s EMBA INSPIRED campaign – the first, and largest fundraising campaign in the history of Australian education – and has had the privilege of working with the Global Fund for Children and the Partnership to Strengthen Innovation and Practice in Secondary Education (PSIPSE) to empower community-based organizations that support women, children and education throughout East Africa. Kyle earned his bachelor’s degree in Music and Ancient Languages at Dartmouth College, studied Music History and Bassoon Performance at the Royal College of Music in London and holds a Graduate Fellowship in Advanced Arts Leadership at the University of North Texas. In addition to Mawazo, he is a current board member of the Performing Arts Workshop in San Francisco, California and a past member of the Dartmouth Alumni Association of Silicon Valley, the Association of Fundraising Professionals International and the New York Regional Economic Development Council.

**Christina Nduba-Banja**
Christina is an advocate based in Nairobi who is experienced in advising on a broad range of commercial matters with a particular focus on mergers and advising private equity firms on acquisitions and investments in companies in Kenya. She specializes in assisting local and international clients set up business operations in Kenya within the regulatory framework while mitigating legal risks. She also has experience in Kenyan property law, real estate and joint ventures. She joined Coulson Harney as an Associate in January 2014 and was promoted to a Senior Associate in March 2015. Coulson Harney is a top tier full-service law firm based in Nairobi, Kenya and is part of Bowman’s Law, a premier Pan-African law firm with six offices in four African countries and over 400 specialised lawyers. She holds an LLB from the University of South Africa, and a postgraduate diploma in Law from the Kenya School of Law.

**Kim-Andrée Potvin**

**Dr. Ruth Levine**

**Cosmas Mulumba**

**Kyle Polite**

**Christina Nduba-Banja**

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**Dr. Ruth Levine**

**Cosmas Mulumba**

**Kyle Polite**

**Christina Nduba-Banja**

**Daniele Ressler**
Our Team

Dr Fiona Wanjiku Moejes
Chief Executive Officer

Dr Caroline Mose
Director of Programmes

Elizabeth Ngala
Director of Finance

Ashley Muthaka
Operations Manager

Elaine Mungai
Fellowship Lead

Carolyne Tunnen
Communications Lead

Ray Wanjiru
Software Engineering and Technology Lead

Maina Wachira
Research and Analytics Lead

Benedict Wambua
Monitoring, Evaluation and Learning Lead

Nalaka Odera
Communications Officer

Angela Mwangi
Graphic Designer

Arafa C. Hamadi
Graphic Design and Creative Consultant

Kari Mugo
Digital Media and Public Engagement Consultant

Eva Wanjiru
HR & Admin Associate

Mark Kimani
Finance and Grants Associate

Andrew Indeche
Software Engineering Associate

Shirley Irungu
Data Insight Associate

Silvia Mwendia
Programme Associate

Joy Simiyu
Programme Associate

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Software Engineering Associate

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Data Insight Associate

Silvia Mwendia
Programme Associate

Joy Simiyu
Programme Associate
Message from the Board Chair

"Encouraging transformational journeys."

As the Mawazo Institute celebrated its 5th anniversary in 2021, 2022 was a year where we launched the next steps in our journey in supporting early-career women researchers and thought leaders in Africa through our two main programmes - the Mawazo Fellowship Programme and the Mawazo Voices Programme. The highlight of the year was when we held the in-person Mawazo Connects event in October where our 2021/2022 Fellows presented their research & commitments to action with our graduation ceremony as the pinnacle of the 3-days festivities. It was wonderful to be able to celebrate all the achievements and hard work!

To be able to increase Mawazo’s reach, 2022 was also a pivotal year in restructuring our internal governance with new board members, staff and processes adding competencies and robustness to achieve even more ambitious impactful results.

Kim-Andrée Potvin
Board Chair
Mawazo Institute

Financial Report

Annual income and expenditure for the past two years of Mawazo’s programmes and operations are summarised below:

Year 2022

- **2.5%** Fundraising Costs $22,037
- **73.2%** Programmes Expenditure $864,889
  - **24.3%** Administration Costs $209,781
  - **2.5%** Fellowship Programme $49,064
  - **3.7%** Voices Programme $18,604

**Total Expenditure** $937,625

Year 2021

- **3.7%** Fundraising Costs $18,473
- **71.9%** Programmes Expenditure $362,854
  - **24.4%** Administration Costs $123,262
  - **24.4%** Fellowship Programme $109,939
  - **7.5%** Voices Programme $19,915

**Total Expenditure** $401,329
Funders and Partners

Thank You to Our Funders

How to engage with Mawazo

By supporting the Mawazo Institute, you’ll be supporting the next generation of women driving research for development in Africa. Your support will help us to provide a range of resources to the promising young women we support.

Individuals

To donate by check, please mail your contribution to:
Mawazo Institute 1440 W Taylor St PMB 4094 Chicago, IL 60607 USA.

The Mawazo Institute is registered 501(c)(3) non-profit in the US. All donations are tax deductible for US donors.

To donate by Card, Paypal or M-changa log in to: mawazoinstitute.org/donate-to-us

Strategic Partners

Mawazo is always looking to partner with organisations and institutions with complementary values and visions. Partners can represent any sector, including, but not limited to: (1) communication and media partners (e.g., newspapers, radio channels, science magazines); (2) civil society partners (including local and international NGOs); (3) industry partners (including impact investors); (4) research and innovation partners; (5) government and public policy actors; and (6) universities and higher education institutions.

As a partner, we shall work together to ensure that African women researchers and their big ideas are influencing a range of sectors where solutions are developed to address critical societal issues on the continent and beyond.

Donors

The Mawazo Institute has been fortunate enough to have had support from a range of international donors and philanthropic organisations. We are always looking to forge new relationships with other donors and philanthropic organisations whose strategies align with Mawazo’s mission and vision.

Please reach out to Mawazo through contact@mawazoinstitute.org to speak with a member of our team and see how you can join us and support our journey to create a sustainable and holistic future built by the big ideas of African women researchers.