



MAWAZO
INSTITUTE
WOMEN LEADING RESEARCH IN AFRICA

20
22



Annual Report



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)



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Letter from the CEO



“Achieve your Commitments to Action.”

Continuing the theme of graduating from the old and moving into the new, we wished farewell to our long standing Board Chair, and co-founder, Rachel Strohm, and ushered in a new Board Chair, the experienced and energising Kim-André Potvin. And saw the team participate in intense brainstorming sessions to shape our Strategic Plan for 2023-2026.

Just as our Fellows thought deeply and intentionally about their own commitments to action to drive Africa's development through research, what do we, as the Mawazo Institute, commit to? We commit to continuing to carve out a space in the region as a holistically supportive work environment with empathetic work practices that are rooted in building our team members up professionally as well as emotionally. We commit to continuing to support early career African women researchers, especially as we welcome a new cohort of Fellows in 2023 who will join us after our first official continent-wide search. We commit to working with our alumni, through Mawazo Connects, to help them achieve their own commitments to action. We commit to re-imagining the future of research in Africa, for Africa. We commit to ensuring African women researchers become leaders in academia and beyond, and that their ideas and leadership shapes the future of the continent.

I know that nothing that we have accomplished would have been possible without the dedicated support of not only our team and board members, but also our various partners and funders who believed in what we want to do for African research, and came on board to support us, as well as every single champion of the Mawazo Institute who has shared our newsletter, commented on our social media posts, attended our events, listened to our podcast episodes, and cheered us on along the way.

I deeply thank you for your support, and I wish you well as you read on to better understand why our 2022 was the ultimate 'graduation' into a new age of Mawazo.

Dr. Fiona Wanjiku Moejes
CEO
Mawazo Institute

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 Indeché to our Tech Team; Carolyne Tunnen as our Communications Lead; Benedict Wambua as our first-ever Monitoring, Evaluation and Learning Lead; Shirley Irungu as our Data Insights Associate and Silvia Mwenda 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 2021/2022 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 2021/2022 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.

About us



Vision

Our Vision is a world in which the voices and big ideas of African women researchers shape the future of the continent and the world.



Mission

Our Mission is to support the big ideas of early-career women researchers and thought leaders in Africa to strengthen their research, public engagement, and influence on the development of the continent.



Who we are

The Mawazo Institute is a pioneering women-led African organisation that supports early-career women researchers in their quest to discover impactful local solutions to regional and global development problems. We are creating a world in which the voices and big ideas of African women researchers impact the future of the continent and beyond.



What we do

1. We support the professional development and thought leadership of early-career African women researchers.
2. We increase the public utility, visibility, and impact of evidence based, locally-produced, and women-led research in Africa



Our priority

To nurture the professional development and thought leadership of early-career African women researchers conducting PhDs on the continent and highlight the practical application, visibility and impact of evidence based, locally generated and women-led research in Africa.

Our belief is that African women conducting PhDs are driven, creative, analytical and critical thinkers who bring a unique perspective to research and development, and that thinkers with these strengths are key to driving innovative, holistic, sustainable development on the continent and beyond.



Values

- Respect
- Purpose
- Excellence
- Integrity
- Collaboration
- Independence
- Innovation
- Curiosity

Our programmes

Mawazo Fellowship

Facilitates training, professional development, mentorship, and financial support to African women researchers pursuing PhDs relevant to Africa's development at an accredited African university.



Professional Development



Financial Support



Mentorship

Mawazo Voices

Elevates public and policy engagement for our beneficiaries through strategic communications and partnerships to transform them into thought-leaders in critical fields and sectors that can provide solutions to Africa's most pressing needs.



Public And Policy Engagement



Strategic Communications



Partnerships

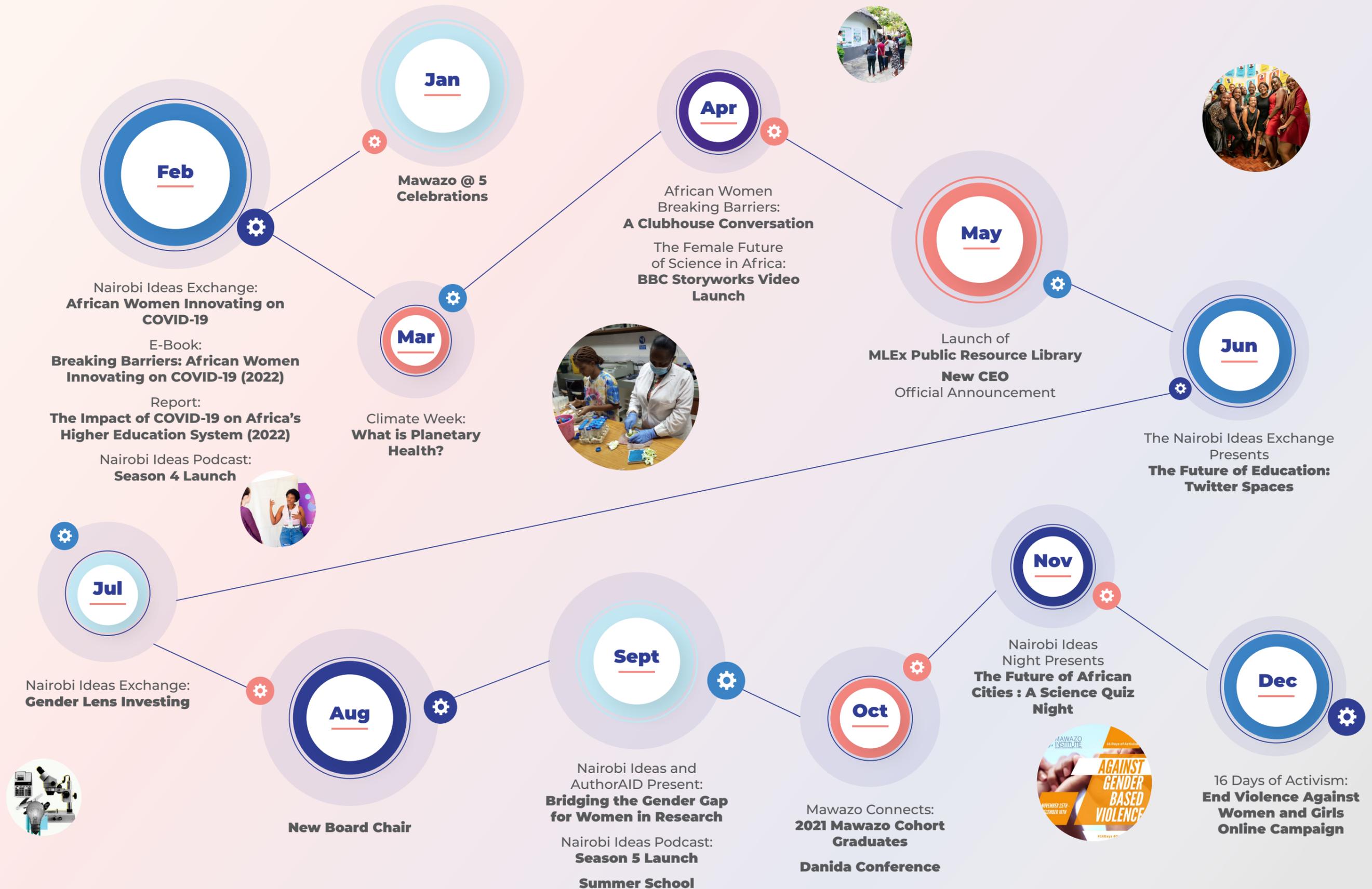
Work culture

We **work hard** to **create a space** where we are **always listening** to the **needs of our team** to create a **safe environment** that **encourages the sharing of ideas**, and where **everyone feels included**.

This is reflected in the provision of **flexible working hours**, ability to **work from home** as needed, **competitive remuneration package**, **medical insurance**, a **professional development fund**, as well as **parental leave**, **sick leave**, **annual leave** and **compassionate leave** policies. We also provide a **biannual wellness fund**, and are **among one of the first organisations** in the region to roll-out a **four-day work week** to further **support the wellbeing of our team**, **avoiding burnout** and **fostering the ideal headspace for ideation**.



2022 Summary of Activities



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



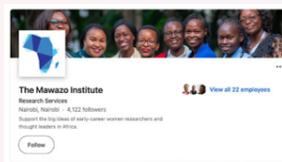
4,985
Twitter Followers



3,208
Facebook Page Followers



1,233
Instagram Followers



3,281
LinkedIn Page Followers

“ 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)



“ 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)



68

Mawazo Fellows Fund grants awarded

US\$145,763
in grants disbursed

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 (Lecturer and Head of the Student Research Office, Strathmore University), Dr Musonda Mumba (Secretary General, Ramsar Convention on Wetlands), Dr Myriam Sidibe (founder and Chief Mission Officer, Brands on a Mission) and Dr Nina Wambiji (Assistant Director, Kenya Marine and Fisheries Research Institute). The MicroCourse, incorporating a Gender Lens for Researchers, exposed our Fellows to the importance of integrating gender perspectives into their research, and was conducted in partnership with the Global Center for Gender Equality at Stanford University and the International Network for Advancing Science and Policy (INASP).

Each of the fellows completed the Ethics in Research Course, Policy Engagement for Researchers CoreCourse, 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.

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, 87 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 82 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.



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



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7 received coverage by international + local media and have secured 3 external grants, with 2 receiving additional awards.



“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. Lilian Kong'ani (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 scholarship 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 I am progressing well. Both funds worked in a complimentary 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 Mutua Benson (Kenya), 2018 Mawazo Fellow, Computer Science - Strathmore University/University of 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 Benard (Kenya), 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.”

Margaret Murage (Kenya), 2021/2022 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 Orondo (Kenya), 2021/2022 Mawazo Fellow, Molecular Biology and Bioinformatics - 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 Matendo (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.

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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.

We ended the year by graduating our 2021 cohort culminating in the launch of the **Mawazo Connects Network** to support the newly minted alumni.



Social Impact Stories

Interactive Media Design

Dr. Melisa Allela 2018 Mawazo Fellow

My name is Dr. Melisa Achoko 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, Fakugesi-MUTEK Pan-African Market Selection and gave a talk at the AI Art Africa 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.



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 US\$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 modelling and artificial intelligence to enhance HIV testing, status awareness, and status disclosure among adolescent boys and girls and young men and women in Kenya.)

Gender and Development

Judy Ngina 2021 Mawazo Fellow

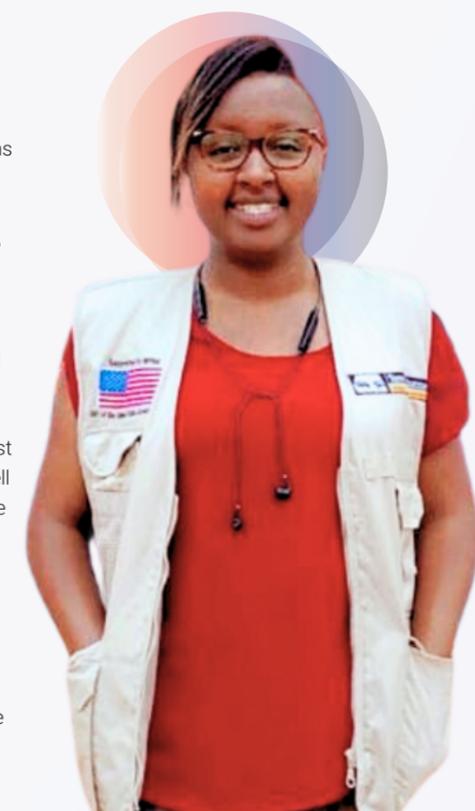
My name is Ngina Judy, I am a PhD student of Gender and Development at the University of Nairobi in Kenya. The Mawazo Institute, through the Mawazo Fellowship Programme, inspired me to aim higher, while building my abilities in conducting, publishing, and presenting my research findings. In addition, 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.



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 alumni 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



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.



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

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.

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 Landolt & Cie 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 academics' 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.



Kyle Polite

A passionate nonprofit leader originally from Galesburg, 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 lead the University of Sydney's \$1BN 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 held 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.



Dr. Ruth Levine

Ruth Levine, PhD, is the CEO of IDinsight, 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.



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 specialises 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 Bowmans 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.



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 AU and COMESA, World Bank, USAID, DFID, DANIDA, Wellcome 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).



Daniele Ressler

Daniele Ressler is a senior nonprofit leader based in Nairobi, Kenya, with 13 years of experience in international development and research. Her 'north star' is operational excellence and impactful social change informed by data and research – particularly in scaling organizations. Daniele is Impact Director of Lwala Community Alliance, an NGO delivering community-based health services in Migori County, Kenya, where she directs Lwala's global finances, grants, and legal compliance; as well its monitoring, evaluation, and research activities. Additionally, Daniele brings a wealth of practical knowledge within the research and policy realm: leadership roles overseeing impact evaluations/RCTs at Innovations for Poverty Action in Kenya and Uganda, as Director of Operations and Country Director, respectively; and management of post-conflict research initiatives at James Madison University's Center for International Stabilization and Recovery. She holds an MSc in International Development from the University of London's School of Oriental and African Studies, and an MPA from James Madison University.

Our Team



Dr. Fiona Wanjiku Moejes
Chief Executive Officer



Dr. Caroline Mose
Director of Programmes



Elizabeth Ngala
Director of Finance



Ashley Muthaka
Operations Manager



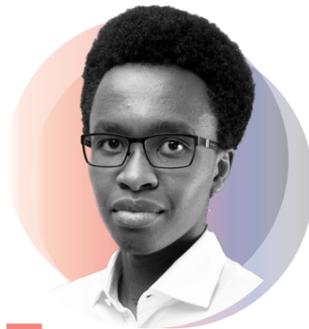
Elaine Mungai
Fellowship Lead



Carolyn Tunnen
Communications Lead



Ray Wanjiru
Software Engineering and
Technology Lead



Maina Wachira
Research and Analytics Lead



Benedict Wambua
Monitoring, Evaluation and
Learning Lead



Naliaka Odera
Communications Officer



Angela Mwangi
Graphic Designer



Arafa C. Hamadi
Graphic Design and Creative
Consultant



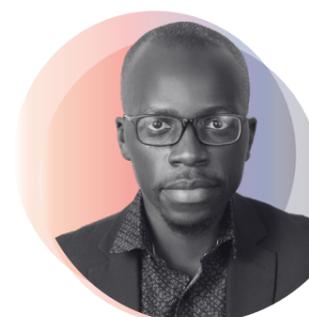
Kari Mugo
Digital Media and Public
Engagement Consultant



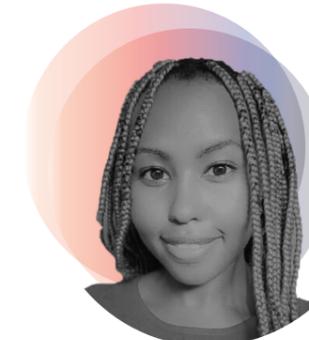
Eva Wanjiru
HR & Admin Associate



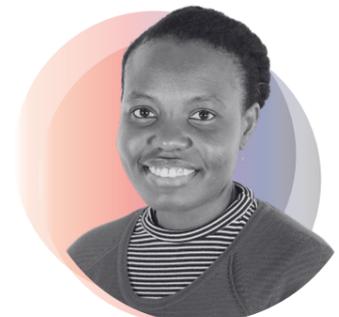
Mark Kimani
Finance and Grants Associate



Andrew Indeché
Software Engineering Associate



Shirley Irungu
Data Insight Associate



Silvia Mwendia
Programme Associate



Joy Simiyu
Programme Associate

Message from the Board Chair

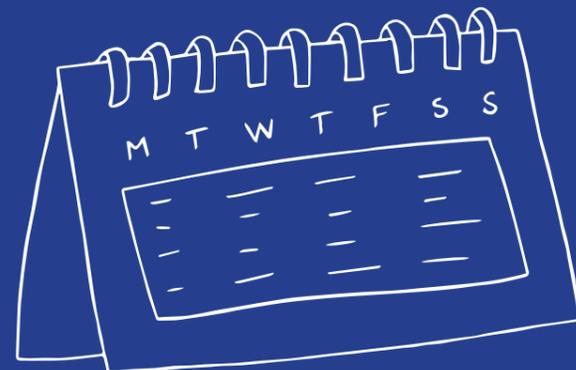


“Encouraging transformational journeys.”

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!

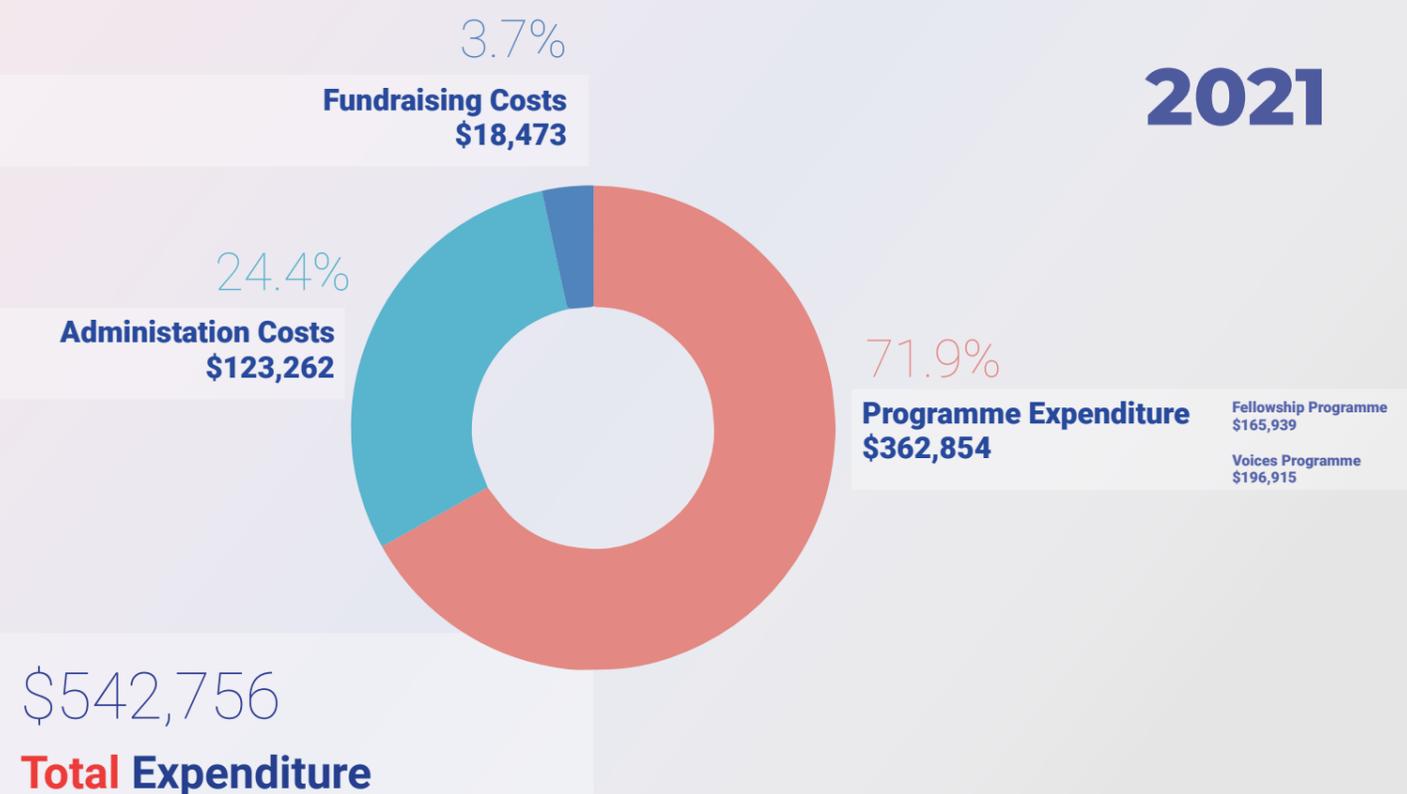
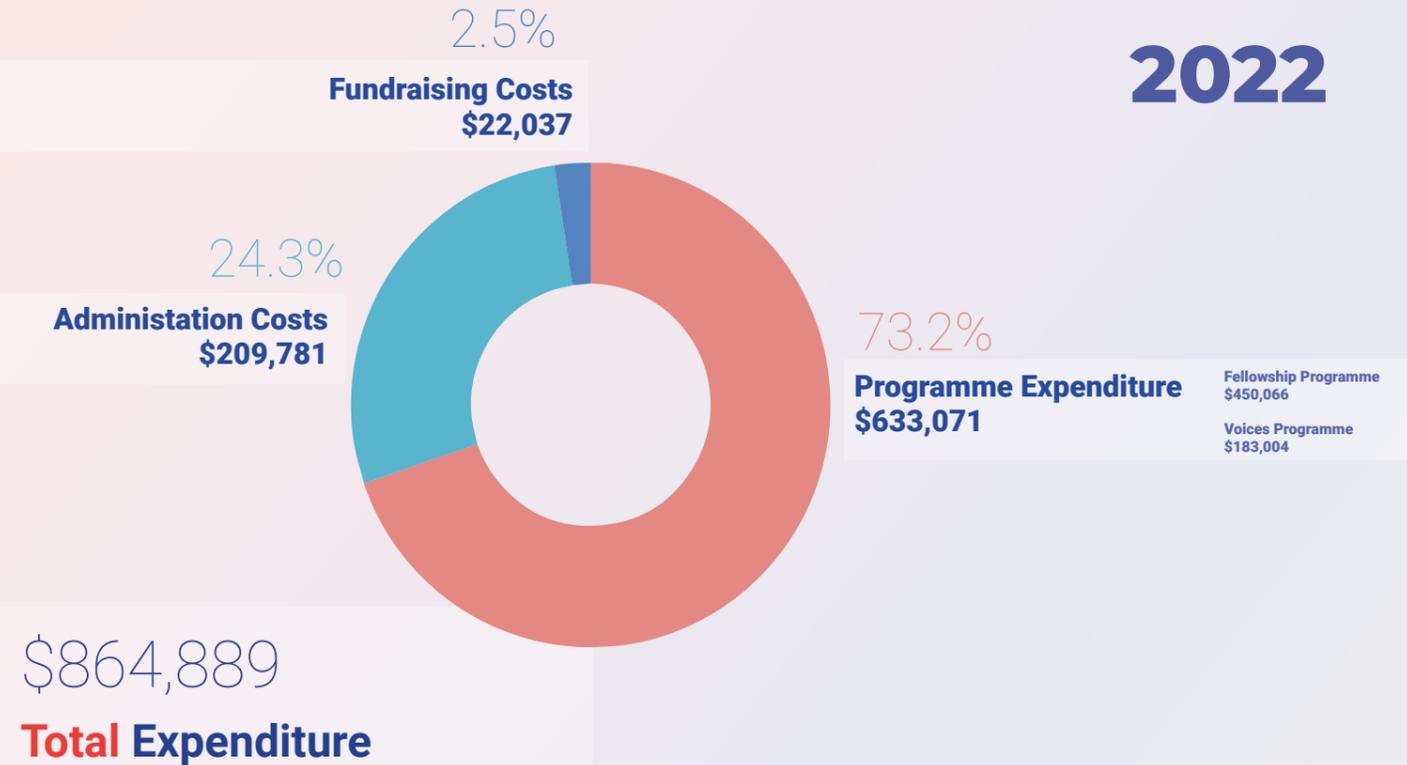
Kim-Andrée Potvin
Board Chair
Mawazo Institute

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.



Financial Report

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



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.



**MAWAZO
INSTITUTE**
WOMEN LEADING RESEARCH IN AFRICA

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