

**THE AFRICAN WOMEN'S  
LEADERSHIP INSTITUTE**

 **AKINA MAMA  
WA AFRIKA**





A non-governmental development  
organisation for African women.

# AKINA MAMA wa AFRIKA (AMwA)

**A**kina Mama wa Afrika (AMwA) is an international, pan-African, non-governmental development organisation for African women with its Head Office in Kampala, Uganda and a UK regional office. AMwA was set up in 1985 by women from different parts of Africa resident in the United Kingdom. Translated from Swahili, the name means 'solidarity among African women', signifying African sisterhood. AMwA was founded to create space for African women to organise, and build links with African women active in the areas of their own development.

## Mission Statement

*AMwA is an African women's international non-governmental development organisation based in the UK and Africa, which coordinates local, regional and international initiatives. AMwA serves as a networking, information, advocacy and training forum for African women, and builds their leadership capacities to influence policy and decision-making.*

4

### AMwA does this by:

- Building the leadership capacities of African women and their organisations
- Networking and consulting on local, regional and international levels
- Marketing the skills, expertise and creativity of African women
- Mobilising and empowering African women
- Challenging sexist and racist stereotypes by emphasizing positive images of African women.

### AMwA's Vision

AMwA envisions a world in which there is social, economic and political autonomy of African women.

### AMwA Objectives

- Strengthen and promote African women's feminist leadership and to respond to the leadership development needs of African women – individuals and their organizations.
- Influence policies that affect African women at national, regional and international levels.
- Contribute to the construction of a feminist epistemology by African women
- To strengthen the organizational capacity of AMWA.



## THE AFRICAN WOMEN'S LEADERSHIP INSTITUTE.

**T**he African Women's Leadership Institute (AWLI) is a flagship programme for AMwA and a number of AWLIs are organised to suit women residents in different regions. AMwA organises AWLIs at Sub-Regional, National, UK/Europe and for organisations.

AWLI is a networking, information and training forum, which trains women aged 25-45 in critical thinking on gender issues, organisational and resource development and strategic planning. The AWLI was established as a program of AMwA in 1996, as a contribution towards the post-Beijing initiatives in the Africa region. The AWLI has two main features. First, it serves as a network of young African women (25-45) for professional support, advice and information, and sharing of expertise. Second, the AWLI convenes an intensive three-

week residential leadership-training institute every year.

Activities undertaken at the institute include formal training sessions, lectures, an inter-generational dialogue, simultaneous workshops, and group work. Participants come from a variety of professional and academic backgrounds, with a keen interest and understanding of gender issues and a desire for leadership skills to strengthen their work. During the selection process, the participants are asked to identify their training needs, and the AWLI training programs are designed accordingly. The training sessions are facilitated by a group of African women trainers based within and outside Africa, and all the training sessions are conducted in a lively and participatory manner.

# The Conceptual Framework of AWLI

The P.O.T is the conceptual and leadership framework of AWLI. P.O.T stands for Personal Empowerment, Organisational Development and Transfer of Skills and Knowledge. The framework, which is used to develop training modules and programs, is an analytical framework, which AMWA has conceptualised and calls the P.O.T framework. This framework specifically addresses concerns of African women activists interested in the next generation of leadership. The POT signifies an interdisciplinary and multi-faceted approach to activism, and the various personal, political and contextual issues individual activists face within their communities. The resource persons and trainers for the AWLI design their training programs

bearing this framework in mind.

## Personal Empowerment

This is crucial for African women activists to be able to commit themselves to challenging deeply oppressive systems, most of which are rooted in years of culture and tradition, and which makes it impossible to advocate for change. Self-empowerment, self-esteem and the ability to balance personal and professional issues have been a major concern of African women activists. Specific areas, which our training programs address, include self-development, balancing personal issues, leadership dynamics, etc.



## Organisational Development

The ability to make effective use of organisations or institutions to promote a progressive agenda for women and advocate for fundamental change. This also includes the need to mobilise and manage resources needed to develop institutions. Organisational in this context might be autonomous and non-governmental, or might be governmental machinery set up to address gender concerns. Training topics in this area include strategic planning, managing change, NGO governance and structure in Africa, resource mobilisation and management, communications and information.

## Transfer of Skills and Knowledge

AMWA's leadership programs aim to develop inter-generational systems of knowledge and skills transfer. Through this process, younger women learn from older women and older women learn from younger ones. The ability to effectively transfer knowledge on an inter-generational basis is also crucial to the sustainability of a progressive development agenda. It is also important to affirm women as people who know and create knowledge within their communities, a fact which patriarchy never admits

## The objectives of the AWLI are to:

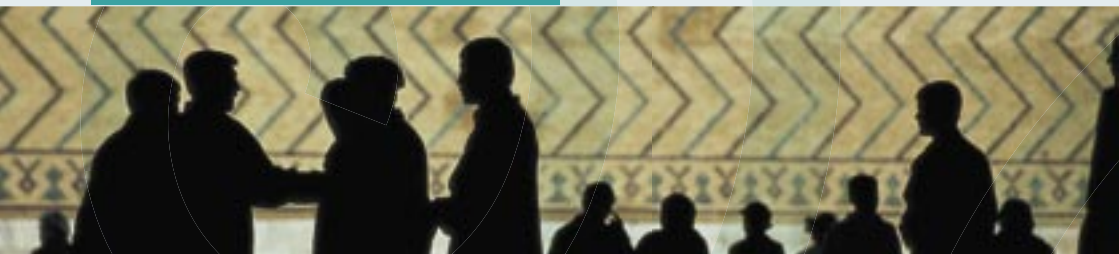
- Develop the leadership potential of young African women who would like to commit themselves to a progressive women's movement in Africa.
- Provide leadership training for young African women who are in leadership positions in women's NGOs, mixed NGOs, government institutions or corporate bodies.
- Empower African women living in fundamentally patriarchal communities with self-development and life skills training.
- Initiate a forum for young women to meet and build alliances for individual and professional support.
- Develop a mentoring and role modelling system in order to benefit from the knowledge, skills and expertise of older women.
- Strengthen existing regional and sub regional networks through networking and solidarity and to build and sustain links with the international women's movement.
- Improve the quality of gender analysis and research coming out of Africa, and give African women more access to international publishing.

## Activities of the African Women's Leadership Institute.

- Organising an annual residential leadership training institute, sub-regional institutes and specialist leadership workshops.
- Sustaining the network of AWLI alumni and tracking their progress in the different fields they operate.
- Advocacy and influencing policy at regional and international spaces where alumni are.
- Publishing a journal twice a year to link institute alumni and other women's organisations on the continent.

### AWLI's Goal

The ultimate goal of the AWLI is to encourage and train significant numbers of women for informed leadership positions that will ultimately promote a progressive African women's development agenda. The development of a feminist constituency among the next generation of African women leaders is essential to the future of the African women's movement.



## What people say about AMwA's training programs.

- The trainers are experienced, professional and first-rate
- The AWLI was a great learning experience for me and an excellent opportunity to network and focus on things crucial to the African women's movement'. AWLI alumni at 3rd AWLI, 1999
- 'There is such a high level of professionalism about you, I will get our organisation to use Akina Mama as a role model'.
- AMwA should start a university for African women!
- All the three years I spent in the University cannot compare to the three weeks I have spent here. (Justine Nkurunziza, Burundi, AWLI 1997)
- 'The Institute was excellent. Please keep up the good work, your efforts go a long way to improve the lives of African women'.
- 'We received a brilliant collection of materials and books that we can use over and over again'.

- 'The AWLI has not only changed my life, it has revolutionised it', Angie Dawa, alumni, 1st African Women's Leadership Institute, February/March 1997.
- 'AMWA's training programs for African women are brilliant. . . there are lots of other women out there who are desperately in need of the valuable information we have been privileged to get', alumni at the 2nd African Women's Leadership Institute, February 1998.
- 'The hard work, the fun, the fatigue, the laughter, and the tears that marked the end when we had to part -the AWLI was really something. You had to be a part of it to appreciate the wonderful experience we had'. Betty Byanyima, alumni at the 2nd African Women's Leadership Institute, 1998).
- 'This initiative to develop the capacity and skills of young African women is long overdue and has come at a critical period of Africa's development'. Mme Josephine Ouedraogo, Chief, Africa Centre for Women, United Nations Economic Commission for Africa.
- 'In this critical period after Beijing, we are

looking towards the young women in Africa and other parts of the world to carry on the work. The future is in their hands. If they are not brought on board, we might lose all we have gained over the past twenty-five years'. Hon. Gertrude Mongella, Secretary General, Fourth UN World Conference on Women, 1995.

- Through my involvement with AMWA, I was able to participate in the first ever feminist forum in Africa in Accra Ghana where "herstory" was made by great feminists in Africa. The process enabled me to link up with feminists of various generations from various African countries. Leah Nyambura AWLI Alumni 2006
- The training at AMWA transformed me completely. I have become strong defender and crusader of Women Rights. I have been appointed to represent women's voice at the Kenya Correspondents Association. I participated in the formulation of the national policy on Human Rights. I was involved in intense Lobbying to have women rights integrated in the Human Rights policy framework that will enable the government push.



## Eligibility for participation in the Eastern African Sub Regional African Women's Leadership Institute

The following criteria applies to all AMwA leadership development programs:

- For the Sub-Regional and National AWLI, candidates must be African Women aged between 25-45.
- For the UK/EUROPE AWLI, candidates must be women from that region aged between 25-45.
- Participants for all the AWLIs are expected to be resident in the countries or regions where the AWLIs take place.
- Must be from local, national, sub regional or regional women's organisations, civil society organisations, government departments, or commerce and industry.
- Applications from eligible organisations should be from a minimum level of Program Officer or the equivalent.
- Applicants must have a minimum of two years experience (voluntary or professional) in gender issues.
- Participants should be able to demonstrate how they will carry forward what they learn at the institute. We will therefore select only those who will be in a position to report back to their organisations or establishment, and not those applying as individuals.
- Participants will be required to stay throughout the duration of the program, two weeks for sub-regional institutes, one week for national and one week for UK/Europe.
- Participants will be asked to prepare a discussion paper (minimum 2,500 words) on current issues concerning their area of work prior to the institute, for discussion at the institute plenaries or working groups. These discussion papers will be developed for publication afterwards.
- AWLI participants should be prepared to engage in critical discussions and analysis of feminist theory and practice.
- Ability of participants to share costs.

## FOR FURTHER INFORMATION PLEASE CONTACT:

### **Akina Mama wa Afrika**

Head Office

Plot 30 Bukoto Street, Kamwokya

PO Box 24310, Kampala, Uganda

Tel : +256 (41) 543 681,

Fax : +256 (41) 543 683

Email : [amwa@amwa-ea.org](mailto:amwa@amwa-ea.org)

### **Akina Mama wa Afrika**

Unit 1B Lerory House,

436, Essex Road,

Islington, N1 3QP.

**Tel:** 02073598252,

**Fax:** 02073549015

**Email:** [info@amwauk.org](mailto:info@amwauk.org)

Web Site: [www.akinamamawafrika.org](http://www.akinamamawafrika.org)

**Registered as an International NGO in Uganda by the NGO Registration Board.**

**UK Registered Charity Number:** 1041431 **Company Limited by Guarantee Number:** 295812.

AMWA is an international NGO in Special Consultative Status with the Economic and Social Council of the United Nations. The African Women's Leadership Institute is a program of Akina Mama wa Afrika, a non-governmental development organisation for African women based in Kampala, Uganda with a UK Regional Office.

