The Eastern Africa Sub-Regional African Women's Leadership Institute (AWLI) - 3rd to 17th February 2008, Mombasa, Kenya

Akina Mama wa Afrika (AMwA) is pleased to announce the 5th Eastern Africa Sub-Regional African Women's Leadership Institute (AWLI) to be held from 3rd to 17th February 2008, in Mombasa, Kenya. The AWLI aims to strengthen the personal and organizational capacities of young African women to influence policy and decision-making through training and networking. It serves as a networking, training and information dissemination forum for young women aged between 25-45 working on women and gender issues. Since it was established in 1997, the AWLI and its related programmes, has a network of over 3000 Alumni from all over Africa, UK and Europe. The countries from which young women will be selected to participate in the 2008 Eastern Africa AWLI are: Burundi, Eritrea, Ethiopia, Kenya, Rwanda, Somalia, Somaliland, Sudan, Uganda and Tanzania.

Please also note that the deadline for receiving applications is Thursday 20th December 2007. Interested participants should contact Akina Mama wa Afrika; Head Office - [email]amwa@amwa-ea.org [2] or UK/Europe Regional Office - [email]info@amwauk.org [3] for more information on the application procedure. AKINA MAMA WA AFRIKA A non-governmental development organisation for African women.

PRESENTS:

THE AFRICAN WOMEN'S LEADERSHIP INSTITUTE

BACKGROUND: Akina 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. 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.

THE AFRICAN WOMEN'S LEADERSHIP INSTITUTE

The Regional African Women's Leadership Institute The African Women's Leadership Institute (AWLI) is a regional 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 and second, the AWLI convenes an intensive three-week residential leadership-training institute every year. The Sub Regional African Women's Leadership Institute The sub regional leadership AWLIs were developed to address context specific issues in each of the African sub regions. There have been important political and economic developments at these levels over the past few years, which require the active participation of women. The sub regional institutes take place over two weeks, and aim to bring closer ties and working partnerships amongst young women activists in the various sub regional contexts. 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.

Supporting institute graduates to run training in organisational skills and development for organisations in their own communities. Organising panels and workshops at regional and international conferences.

Publishing a journal twice a year to link institute participants and other women's organisations on the continent.

Publication of policy briefing papers and occasional research documents on gender, development and analysis in Africa. 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. The Institute Programs: The main Institute activities include formal training sessions, Institute 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 P.O.T LEADERSHIP DEVELOPMENT FRAMEWORK

The Leadership Framework, which is used to develop training modules and programs, is an analytical framework, which AMwa has conceptualised, and which is called 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 inter-disciplinary 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. POT Implies:
P Personal Empowerment
O Organisational Development
T Transfer of Skills and Knowledge

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 knowers and creators of knowledge within their communities, a fact which patriarchy never admits.

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". Participant 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, AWLI Alumni, Burundi 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, participant, 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”, Participant 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, AWLI Alumni, Uganda 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, Kenya, 2006 “The training was powerful. “When I applied for it, I didn't know it would
be this helpful. It has helped me understand who I am; a gender feminist...the training has helped
the participants develop a sense of one and working together”. Toni Shechambo Mbilinyi, AWLI
ALUMNI, Tanzania, 2007 “The training was an exciting opportunity for me. In Sudan, the issues
discussed at the training are never tackled in detailed as the training has done. I have got a lot of
information and networks from my fellow women with whom we share the same cause.” Nehal
Mohammed Ibn Idris AWLI Alumni, Sudan 2007 “It was very empowering for me as it has been an
eye opener.... I have been able to re-position myself as a feminist...Its an opportunity for young
women to acquire transformation skills because the young women are the future leaders of our
nations,” Rissi Assani-Alabi AWLI Alumni, Benin/Ghana 2007 “Before my participation in the AWLI, I
had heard a lot about the training from two of the association's members that have participated in it.
“We have learnt a variety of issues like team building, sexual reproductive health, women's rights.
The trainers have talked about the real issues that happen in our country. But for us there are issues
we can not talk about in public because of the strong cultures. For instance talking about our sexual
organs publicly is out of order”. Rahel Zewdu Ehiopia AWLI Alumni, Ethiopia 2007 “The training was
very detailed and that the facilitators are strong women who knew their areas very well... My
expectations of the training were met and also commit to train other women in the same skills but
most importantly to use the skills to improve myself as a leader” Brenda Nabatanzi Mpanga AWLI
Alumni, Uganda 2007

ELIGIBILITY FOR PARTICIPATION IN THE EASTERN AFRICAN SUB REGIONAL AFRICAN WOMEN’S
LEADERSHIP INSTITUTE

The following criterion applies to all AMwA leadership development programs:

Candidates must be African Women from the following African countries: Burundi, Eritrea, Ethiopia,
Kenya, Rwanda, Somalia, Somaliland, Sudan, Uganda and Tanzania aged between 25-45.

Participants are expected to be resident in the above countries. Participants in the sub regional
Institutes are expected to be residents in the relevant countries of the sub region in which the
institute will 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, i.e. three-weeks for the
annual AWLI and two weeks for sub-regional AWLI. 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.

FUNDING

The total cost for individual participants at the AWLI is as follows:

a) The two-week sub-regional AWLI: $5000 per participant. The costs cover travel, accommodation,
all meals and refreshments, site visits, local events, and excellent training materials. AMwA usually
raises funding to sponsor participants to attend the AWLI programs. However, due to the increasing
demand for the AWLI programs, and for sustainability purposes, we are encouraging future
participants to approach local donors for full or partial sponsorship to meet their costs.

The following donors have so far made the AWLI programs possible:

The African Women's Development Fund Comic Relief (UK)
Carnegie Corporation of New York (USA)
Christian Aid (UK)
Canadian International Development Agency (CIDA-Kenya)
COOPERAID (Switzerland)
Commonwealth Foundation Danish International Development Agency (DANIDA-Uganda)
German Development Service (Uganda Country Office)
Global Fund for Women (USA)
Ford Foundation Hivos Shaler Adams Foundation (USA)
Staples Trust (UK)
Caritas Fund of the Tides Foundation (USA)
United Nations Development Fund for Women (UNIFEM).
United Nations Development Program (UNDP)
UNICEF (Uganda Country office)
UK Department for International Development UK National Lottery Charities Board, International
Programs OXFAM (UK/I)
K.U.L.U. Women in Development (Denmark)
Mama Cash (The Netherlands)
Match International (Canada)
FOR FURTHER INFORMATION PLEASE CONTACT:

Akina Mama wa Afrika (AMwA)

Head Office Akina Mama wa Afrika Plot 30 Bukoto Street, Kamwokya Kampala, Uganda East Africa P. O. Box 24130 Kampala Tel: +256 41 543681 Fax: +256 414 543683 Email: [email]amwa@amwa-ea.org [2] UK/Europe Regional Office Akina Mama wa Afrika (AMwA)
Unit 1B Leroy House,
436 Essex Road, London, N1 3QP United Kingdom Tel: + 44 207 359 8252 Fax: +44 207 354 9015

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/Europe Regional Office based in London, UK.

AMwA is registered as an International NGO in Uganda by the NGO Registration Board; UK Registered
Charity Number 1041431; Company Limited by Guarantee Number: 295812

AKINA MAMA wa AFRIKA AFRICAN WOMEN'S LEADERSHIP INSTITUTE

A regional networking, information and training forum for African women

APPLICATION FORM THE EASTERN AFRICA SUB REGIONAL LEADERSHIP INSTITUTE 3rd - 17th
February 2008 MOMBASA, KENYA

SECTION A: PERSONAL DETAILS
1. Surname…………………………………………………………
2. Other Names……………………………………………………
3. Date of Birth…………………………………………………..
4. Nationality……………………………………………………
5. Home Address………………………………………………
6. Telephone…………………………………………………………
7. Office Address…………………………………………………………

8. Telephone/Fax…………………………………………………………
9. Email……………………………………………………………………
10. Organisation…………………………………………………………

11. Address……………………………………………………………………

12. Name of Chief Executive of your Department ……………………………………………………………

SECTION B

1. What organisation are you from and what role do you play in it?
2. How long have you been involved in gender issues?
3. Why would you like to attend the African Women’s Leadership Institute?
4. What have been the key leadership challenges in your work?
5. What specific skills and training would you like to learn at the institute?
6. What skills/issues would you like to share with other participants?
7. Have you attended other national, regional or international events?
8. You will be required to write a thematic discussion paper for the institute? What topic would you like to write on?
9. How will you share the things you learn at the AWLI with your community?
10. Please give details of any training programs you have been on:
11. Please give details of any training you have given (if applicable)
12. How did you hear about the AWLI?
13. If you are from French speaking or Portuguese speaking parts of Africa, can you read, write and speak English fluently?
14: If you are selected, will you be able to share the costs of your participation with AMwA? Yes/No

SECTION C

Please indicate which of the following thematic areas are of interest to you. You can tick up to two from each section.

- Personal Empowerment
- Leadership strategies
- Self development
- Balancing personal and professional issues
- Assertiveness
- Other……………………
- Organisational Development
- Conceptualizing gender in Africa
- Fundraising
- Influencing policy
- Monitoring and evaluation
- Strategic thinking and planning
- Other…………………………….
- Transfer of skills and knowledge
- Training of trainers
- Feminist theory and practice
- Mentoring
- Testimonies
- Other……………………………

SECTION D

Which of the following themes from the 1995 Beijing Platform for Action are of interest to you?
1. Human rights 2. Violence against women
11. Equality 12. Institutional mechanisms

Please send the completed application form, together with the following:

A brief CV (not more than four pages)

A one-page statement summarizing your goals and aspirations as an emerging leader.

One passport size photograph

Information (brochures, leaflets) about your organisation

A covering letter

One photo copy each of the application form, covering letter and one statement.

The deadline for application is Thursday 20th December 2007. Any applications received after this date will not be considered. Successful participants will be notified two weeks prior to the training program. This form can be photocopied and passed on to others. Remember to include all the information we asked for when you are returning the form, including the duplicate copies. Failure to do this will prevent us from being able to reach a decision on your application.

FUNDING FOR THE INSTITUTE:

The total cost for individual participants at the two weeks sub-regional AWLI is $5000 per participant. The costs cover travel, accommodation, all meals and refreshments, site visits, local events, and excellent training materials. AMwA usually raises funding to sponsor participants to attend the AWLI programs. However due to the increasing demand for the AWLI programs and sustainability purposes, only a limited number of applicants are supported so, we encourage participants to approach local donors for full or partial sponsorship to meet their costs.

APPLICATIONS PROCEDURES:

Completed forms should be sent to:

Head Office Akina Mama wa Afrika Plot 30 Bukoto Street, Kamwokya Kampala, Uganda East Africa P. O. Box 24130 Kampala Tel: +256 41 543681 Fax: +256 414 543683 Email: [email]amwa@amwa-ea.org [2] UK/Europe Regional Office Akina Mama wa Afrika (AMwA) Unit 1B Leroy House, 436 Essex Road, London, N1 3QP United Kingdom Tel: +44 207 359 8252 Fax: +44 207 354 9015 Email: [email]info@amwauk.org [3] www.akinamamawafrika.org [4] For further information and assistance, please contact the offices above.

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/Europe Regional Office based in London, UK.

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Categories: Courses, seminars, & workshops [5]
Issue Number: 328 [6]
Article-Summary:
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Category: Gender & Minorities [7]

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