



A Decade of Advancing Inclusive Agricultural Research

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© African Women in Agricultural Research and Development
2018

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List of abbreviations & acronyms

| | |
|---------|--|
| AAS | African Academy of Sciences |
| ACIAR | Australian Centre for International Agricultural Research |
| AFID | Agency for Inter-Regional Development |
| AGRA | Alliance for a Green Revolution in Africa |
| AIMS | African Institute for Mathematical Sciences |
| ATPS | African Technology Policy Studies |
| AU | African Union |
| AWARD | African Women in Agricultural Research and Development |
| BecA | Biosciences East and Central Africa |
| BMGF | Bill and Melinda Gates Foundation |
| BUFESO | Bunda Female Students' Organization |
| CAVS | College of Agriculture and Veterinary Sciences |
| CGIAR | Consultative Group on International Agricultural Research |
| CIDP | Centre International de Développement Pharmaceutique |
| CIMMYT | International Maize and Wheat Improvement Centre |
| CIP | International Potato Centre |
| CTA | Technical Centre for Agricultural and Rural Cooperation |
| DG | Director General |
| FANR | Faculty of Agriculture and Natural Resources |
| GAIA | Gender in Agribusiness Investments for Africa |
| GhaWARD | Ghanaian Women in Agricultural Research and Development |
| GRARD | Gender Responsive Agricultural Research and Development |
| HEC | Ecole des Hautes Etudes Commerciales |
| IAR&T | Institute of Agricultural Research and Training |
| ICRAF | The World Agroforestry Centre |
| ICRISAT | International Crops Research Institute for the Semi-Arid Tropics |
| ICYA | International Conference for Youth in Agriculture |
| IDRC | International Development Research Centre |
| IFPRI | International Food Policy Research Institute |
| IIFET | International Institute of Fisheries Economics & Trade |
| ILRI | International Livestock Research Institute |
| ISTRC | International Society of Tropical Root Crops |
| JKUAT | Jomo Kenyatta University of Agriculture and Technology |
| KALRO | Kenya Agricultural and Livestock Research Organization |
| LUANAR | Lilongwe University of Agriculture and Natural Resources |
| M&E | Monitoring and Evaluation |
| MD | Managing Director |
| NAAWIS | Namibia Association for Women in Sciences |
| NEPAD | New Partnership for Africa's Development |
| NGEC | The National Gender and Equality Commission |
| NiWARD | Nigerian Women in Agricultural Research for Development |
| NUASA | Nairobi University Agriculture Students Association |
| OWSD | Organization for Women in the Science for the Developing World |
| PBS | Program for Biosafety Systems |
| ReSAKSS | Regional Strategic Analysis and Knowledge Support System |
| RUFORUM | The Regional Universities Forum for Capacity Building in Agriculture |

| | |
|----------|--|
| SPC | Secretariat of the Pacific Community |
| SSA | Sub-Saharan Africa |
| STEM | Science, Technology, Engineering and Mathematics |
| STEMA | Science, Technology, Engineering, Mathematics and Agriculture |
| UK | United Kingdom |
| UN | United Nations |
| UNDP | United Nations Development Programme |
| UNESCO | United Nations Educational, Scientific and Cultural Organization |
| UNILORIN | University of Ilorin |
| UNZA | University of Zambia |
| UON | University of Nairobi |
| USA | United States of America |
| USAID | United States Agency for International Development |
| USD | United States Dollar |

Background

Founded in 2008, African Women in Agricultural Research and Development (AWARD) works towards inclusive, agriculture-driven prosperity for the African continent by strengthening the production and dissemination of more gender-responsive agricultural research and innovation. AWARD invests in African scientists, research institutions and agribusinesses so that they can deliver agricultural innovations that better respond to the needs and priorities of a diversity of women and men across Africa's agricultural value chains.

On Thursday, November 29, 2018, AWARD staff and partners came together in Nairobi to celebrate the organization's 10th Anniversary. Themed, 'A Decade of Advancing Inclusive Agricultural Research', the event sought to provide a forum for reflection of the 10-year journey and lessons learned.

The event featured individuals who had engaged with AWARD in the past decade in various capacities including AWARD Fellows, mentors, fellows' mentees, founding director and chair of its steering committee, and founding donors, among others. Two panel discussions, comprising researchers and research fund managers, were held. They discussed how to improve the numbers and experiences of women in research. The concluding session featured the unveiling of a special 10-year report containing results and impact of AWARD's interventions.

This document is a summary of key ideas presented at the event on advancing inclusive agricultural research.

Session One



Dr. Joyce Mutinda speaking at the event

The morning session began with welcome and introductory remarks from various speakers. Dr. Joyce Mutinda, Chairperson of Kenya's National Gender and Equality Commission, noted that AWARD's investment is transforming not just individuals, but also institutions and the country at large. In Kenya, institutions with significant numbers of fellows include Kenya Agricultural and Livestock Research Organization (KALRO), University of Nairobi, Egerton University, Jomo Kenyatta University of Agriculture and Technology, Embu University College, Maseno University, Pwani University, College and the Ministry of Agriculture, Livestock and Fisheries.

Kenya currently has the second largest community of beneficiaries after Nigeria. A group of alumni from AWARD comprising former fellows, mentors and mentees came together to form the Kenya Chapter, [KeAWARD](#). The Chapter is actively involved in empowering agricultural communities, particularly women, through collaborative research and innovations, capacity building, policy and advocacy and educating,

mentoring, guiding and motivating school learners, especially girls, to become future leaders and champions of change in the society.

AWARD has been at the forefront in helping to realize one of the key areas of Kenya's national development (the [Big Four Agenda](#)) which aims to enhance agricultural productivity by targeting small-scale farmers with new technologies.



The Wangari Maathai Foundation which targets and nurtures youth to be ambassadors for change and seeks to instill the values of courage, integrity and a life of purpose through its Humming Bird Leadership Programme is exploring how to work with AWARD to interest and to invest in young people in the agribusiness sector.

Ms. Wanjira Mathai, Chairperson of the Wangari Maathai Foundation

Keynote speech



The keynote speaker, Her Excellency, Dr. Ameenah Gurib-Fakim, the Sixth President of Mauritius noted that a mindset shift is needed to ensure full and equitable economic participation of women to fully unleash all the earning power of our national economies. Bemoaning the fact that females represent over 50% of the world's population, yet their contribution is less than half of many measured economic activities, Her Excellency proposed that we must help build confidence in our girls and young professional women.

Her Excellency Dr. Ameenah Gurib-Fakim presents the keynote speech

In the field of Science, Technology, Engineering and Mathematics (STEM), she proposed the need to investigate ways of supporting girls in STEM-related fields to close the gender gap.

"My message today is simple: we need to change our mindsets in the 21st century. We need to do away with this ingrained mentality that works against women's empowerment. We need to keep daring to make the difference.... Let's all start looking out for each other. Let us create a world where that little girl out there in any village in Africa or that upcoming professional woman can grow up prepared and able to fulfill her potential."

~H.E Ameenah Gurib-Fakim

Session Two

FIRST PANEL DISCUSSION: Increasing the Numbers and Experiences of Women Researchers: Research Institutions' Perspectives



The panel discussions were moderated by Dr. Ed Rege of ECI-Africa. The panelists comprised, Dr. Judith Lungu, Deputy Vice Chancellor, Mulungushi University in Zambia, Ms. Jennie van der Mheen, Wageningen University, The Netherlands and Dr. Theopoline Omagano Amushendje, University of Namibia, Namibia.

Dr. Ed Rege moderated the panels

Key points that arose from the discussions:

Women representation: Women are generally under-represented in the sciences, especially at the post graduate level. There is a leakage of women in the STEM field; they do not advance to senior levels, and majority of them remain as lecturers and technologists. Therefore, there is need to empower women and create platforms where women can share ideas and build each other up.

The gender gap: Although gender gaps persist in several research organizations and institutions of higher learning, there have been some success stories. For example, in Mulungushi University, the ratio of senior leadership stands at 50:50 with a female Vice Chancellor and Deputy Vice Chancellor. From Wageningen University, it was disclosed that in 1977 only 10% of the students in the institution were women, but today, women comprise about 60% of the students, 55% of PhD candidates and 42% of staff. However, the situation is different at decision-making level; only 19% of full professors are women.

Impacts of the Fellowship: The AWARD Fellowship has enabled the AWARD Fellows have to apply for and get promotions and raise funding for improved facilities in their institutions.

Partnerships: Wageningen University & Research is in the process of developing an initiative dubbed the African Research Chair. This will be a collaboration between an African university and Wageningen University, aimed at supporting research across Africa.

Plenary Discussions

During the plenary discussions, participants raised issues on enabling agricultural research institutions to provide gender-equitable environments that offer professional and leadership opportunities to both men and women, the selection criteria that would be used when making a decision on which country would host the Africa Research Chair, considering that the continent has over 50 countries, and the possibility of setting up an office within Dean's offices that is dedicated to faculty development and faculty life with support from AWARD/GRARD.

"It is imperative to recognize that in the absence of an enabling environment, being equipped with those competencies is not enough. This is because there still exists very visible micro- and macro-inequities and other environmental bottlenecks that prevent the competent women from delivering. Instead of thriving, they are just surviving" ~ Dr. Ed Rege

The science-leadership-entrepreneurship journey



Pilirani Khoza shares her story

Describing herself as a forester by profession, a farmer by choice and a mentee turned mentor through AWARD, by passion. Pilirani Khoza is an advocate for women in agricultural research, and founder of the charitable student-led organization, Bunda Female Students' Organization (BUFESO) which supports university students with school fees and upkeep to pursue courses in agriculture and science. BUFESO raises funds to support needy students, and the organization has so far managed to support about 122 students.

A 2015 AWARD Fellow's Mentee, Khoza described the AWARD Fellowship experience as the beginning of her future. With assistance and support from her mentor, Catherine Mloza Banda- a 2015 AWARD Fellow, she travelled outside Malawi for the first time to attend the European Development Days forum in Brussels, Belgium. She was invited to speak as a young leader where the then UN Secretary General, Ban Ki Moon, was guest of honor. Her mentor, Catherine helped her to work on her application and prepare for the presentation which instilled confidence in her. She was able to present before 4000 delegates and received an award for Best Speaker. Ms. Khoza was recently in London where she met Queen Elizabeth and received the Queen's Young Leader 2018 Award. She also holds the Gender in Agribusiness for Southern Africa 2017, 2017 Young Africa Works and the Vice Chancellor's Achievers Award. With the many opportunities that she has had through AWARD, Pilirani is no longer a mentee, but is now mentoring secondary school girls. "I wanted to give back to the community by encouraging young girls to venture into agribusiness and to become young leaders, so that we will create a generation of young women achievers," she concluded.

One woman's journey through science



Prof. Stella Williams

Prof. Stella Williams is a leading agricultural researcher and a retired professor of agricultural economics from Obafemi Awolowo University in Nigeria. Acknowledged for the incredible support she has given to the AWARD team over the years, she is the founder of the Nigerian Women in Agricultural Research for Development (NiWARD) and has been an advocate of gender and social equity in numerous

development projects across Nigeria and Africa. Describing herself in the video message as a teacher and a friend, she highlighted some of the challenges she has gone through in her education and career.

"It took me 25 years to become a professor. Normally it should have taken 10 years" ~ Professor Stella Williams

You can watch the video [here](#).

SECOND PANEL DISCUSSION: Improving the Numbers and Experiences of Women in Research: Funding Perspectives

This panel focused on identifying resources and investment to advance women representation in research. Panelists comprised Dr. Kathryn Toure, Regional Director, Sub-Saharan Africa, Canada International Development Research Centre (IDRC), Dr. Jacob Mignouna, Director, Biosciences East and Central Africa (BecA-ILRI hub) – East & Central Africa, and Professor Nelson Torto, Executive Director, African Academy of Sciences (AAS).

Key points from the discussion:

The gender gap remains a concern that needs to be addressed. Factors that are responsible for the low number of women include societal perceptions, negative stereotypes about women's abilities and lack of a supportive environment.

The way forward: All three institutions are committed to ensuring that women have access to facilities, training courses and fellowships. They are focused on promoting women in terms of numbers and research. Institutions such as IDRC support gender transformative research and funds research programmes that aim at gaining a deeper understanding of gender barriers in STEM. The Centre is committed to funding research that supports gender equality, facilitates women's empowerment, and builds the capacity of female researchers to become leaders.

- IDRC will fund 5 STEM Chairs in the developing world, over a period of five years and at a cost of USD 5 million. This is a fund just for women.
- BecA-ILRI Hub will continue to partner with AWARD to support the development of African women agricultural scientists.
- The African Academy of Sciences will also partner with AWARD through the DELTAS Africa programme to support collaborative teams to conduct research, offer training fellowships and mentorship, and invest in research infrastructure.

"We are trying to ensure that gender is embedded in the way we think, design and do research. There is need to streamline the gender component in in all our activities and we will work with AWARD in this regard." ~Dr. Jacob Mignouna

Plenary Discussions



Professor Adrian Mukhebi, one of the participants, asks a question

Some of the issues raised highlighted the need to conduct a study to quantify productivity losses in agriculture or economic growth as a result of under-representing women; devising strategies to fund more women scientists to conduct research and to increase the number of women in STEM from an early level; ensuring equitable sharing of the available resources, and not forgetting to involve the Francophone countries and small island states such as Mauritius, Comoros and Cape Verde.

Responses from the panelists:

- IDRC is supporting the Organization for Women in the Science for the Developing World (OWSD) which comprises 6,600 members in the global south and recently awarded 20 fellowships in countries where science and technology is less advanced. The Centre received over 200 applications, an indication that there is great need in this area. Donors need to come together to support more women scientists
- There is need to combine forces to support women scientists to ensure value for money
- Empower women with skills to clearly articulate their marketable projects, not just for donors, but also their national governments
- There is need to set up a mechanism through which this conversation could begin

Concluding remarks

Dr. Ed Rege concluded the session noting that despite some hurdles it was clear that things were moving in the right direction. Declaring that Africa was now past the diagnosis and was now at the treatment stage, he challenged participants to ensure that the proposed solutions would be creative enough to ensure that the diagnosis is accurate, and that treatment is appropriate. He concluded by noting that tackling the gender issue is not just about numbers, but it was also about putting the right systems in place.

Does inclusive agricultural research matter? A student's perspective

Mr. Gideon Kirui, a university student, noted that some of the challenges facing youth in agriculture include lack of exposure at an early age, access to land and lack of financial support. Kirui noted that the large youth population and their big appetite for technology is an opportunity that should be explored. Social media and internet access offer tremendous opportunities; through platforms like [Ukulima Bora](#) the youth can access useful knowledge, read articles and learn from the activities of their peers.



Mr. Gideon Kirui, a student from the University of Nairobi

Session Three

The AWARD@10 documentary

The 10-minute documentary highlights the stories of some of the women scientists who have benefited from the Fellowship. Click [here](#) to watch the documentary.

The founding moment

Dr. Peter Matlon, a former MD of Rockefeller Foundation in Nairobi and the first Chair of AWARD's Steering Committee explained that the motivation was to develop a programme that would directly impact national researches and institutions where the need for gender-responsive research is justified. The AWARD Fellowship was first designed as a pilot program in Uganda, Kenya and Tanzania and only focused on crop scientists. An evaluation and in-depth assessment of the pilot revealed that it had a huge impact, with evident transformation of the AWARD Fellows' careers.



Dr. Peter Matlon talks about the start-up period in 2004

"The impact that this programme has had is extraordinary. AWARD has become a part of the African landscape and fabric, with its own national anthem. It has been an incredible voyage of discovery and I am thankful that I had a role to play in it all. This has been an incredibly satisfying engagement" ~Dr. Peter Matlon



Ms. Vicki Wilde noted that when AWARD was launched, the idea of putting women empowerment at the center of agricultural research was revolutionary. AWARD did not just want to see African women scientists thrive. Its aim was to see them change the equation of African agricultural research through their leadership.

"Of all the people in the AWARD team, I am most proud of the Fellows and Mentors. The Fellows are the change makers, and I am counting on them to keep carrying the torch." ~Vicki Wilde

A successful journey and a brilliant future: Launch of the AWARD@10 special report

This session was led by Dr. Wanjiru Kamau-Rutenberg and Dr. Jemimah Njuki who reiterated AWARD's notable achievements over the years and AWARD's strategy in the coming years.



"The theme for the week has been – standing on the shoulders of giants and reflecting on the stories of the start of AWARD and how they inspired women scientists. And I must say that the totality of what has happened over the past 10 years is rare and magical." ~Dr. Wanjiru Kamau-Rutenberg

Dr. Wanjiru Kamau-Rutenberg addresses the participants

As AWARD takes on a bigger commitment, it will not only invest in individual women scientists, but also in African research institutions to support them to better respond to the needs and priorities of a diversity of both men and women across the agricultural value chain. This will be achieved through the Gender Responsive Agricultural Research and Development (GRARD) initiative. The One Planet Fellowship, AWARD's newest initiative seeks to support 600 African and European researchers to help Africa adapt to climate change. One Planet laureates will collaborate in research and higher education projects that aim to address agriculture and climate change challenges that small farmers will have to cope with.



Dr. Kamau-Rutenberg, Dr. Njuki and Ms. Dorine Odongo unveil the AWARD@10 publication

"I look forward to the new direction that AWARD is taking –gender-responsive research. Once we have a critical mass of scientists who are conducting gender-responsive research, then we will have made a tremendous and impactful achievement. To all Fellows and mentors, remember to create opportunities for other women too. There is no joy in being the only woman at the top." ~ Dr. Jemimah Njuki

Congratulatory video messages

AWARD received congratulatory messages from the Alliance for a Green Revolution in Africa (AGRA), the International Food Policy Research Institute (IFPRI) and the Regional Strategic Analysis and Knowledge Support System (ReSAKSS).

Dr. Agnes Kalibata, the President of AGRA stated that her organization was proud to see the amount of work that had been put into developing young women scientists in Africa. Adding that AGRA was proud to have partnered with AWARD in several programmes, she concluded that she was looking forward to working on other initiatives with the organization in future.

Dr. Shenggen Fen, the Director General of IFPRI revealed that many women and men had benefitted from the Fellowship, AWARD's leadership training courses and mentoring partnerships. Disclosing that AWARD had been key in orienting agricultural research to the needs of African women farmers, he noted that IFPRI was proud to have partnered with AWARD over the years and would continue to identify opportunities to strengthen those ties, for example, through the organization's latest initiative on climate change.

Dr. Ousmane Badiane, Director of ReSAKSS in his message mentioned the contribution that AWARD had made in growing the cadre of women scientists and decision makers in the fields of research and development. He revealed that his organization was partnering with AWARD to produce the Annual Trends and Output Report, the official M&E report of the African Union (AU whose focus in 2019 would be gender.

The video is available [here](#).

Closing remarks



Prof. Lateef Sanni, Vice Chair of the Steering Committee expressed his gratitude to both the founders and funders. He noted that he had learnt the following from the presenter – Dream it, own it, dream it, implement it, dream it supervise it. Reminding the participants that the One Planet fellowship was a big dream that would drive major research in AWARD, he urged all those involved to own and nurture it. Prof. Sanni urged the Fellows to participate in the AWARD country chapters.

Vote of thanks



Dr. Michele Mbo'o-Tchouawou acknowledged Peter Matlon and Vicki Wilde for their vision and the hard work that they put into creating AWARD. She also thanked Her Excellency Dr. Ameenah Gurib-Fakim for her support, ICRAF for hosting AWARD and ensuring smooth operations, and all the partners who had invested in the work and the trust they have placed on AWARD.

Dr. Michele Mbo'o-Tchouawou presents the vote of thanks

She acknowledged the Steering Committee led by Dr. Jemimah Njuki and Vice Chair Prof. Sanni for the time they put into supporting the overall process, and for all their technical and other inputs, and all AWARD Alumni, Fellows, Mentors, Mentees and those in various National Chapters in Nigeria, Kenya, Ghana, Malawi, Tanzania, Mozambique, Zambia and Rwanda.

Dr. Mbo'o-Tchouawou also recognized the amazing AWARD team, comprising 18 staff, for putting together the event, Dr. Kamau-Rutenberg for her leadership, passion and brilliant ideas, students from the university who had provided support, especially in the area of social media and all the exhibitors.

The exhibition



The AWARD trainers' stand

An exhibition was set up during the event. On display were the activities of the various AWARD Country Chapters, AWARD Trainers, and AWARD Fellows. Also included were activities of other CGIAR Centres, research institutes such as KALRO and tertiary institutions such as the Jomo Kenyatta University of Agriculture and Technology and University of Nairobi. The institutions also distributed a range of publications.

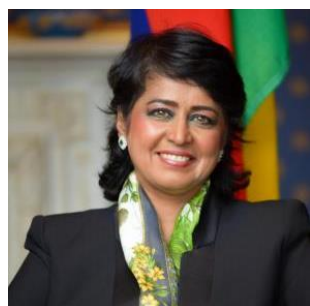


Products on display at the KeWARD stand

Appendices

Appendix I: Speaker Profiles

Her Excellency, Dr. Ameenah Gurib-Fakim



Her Excellency, Dr. Ameenah Gurib-Fakim was the sixth and First Female President of the Republic of Mauritius (2015 to 2018). Prior to this, she served as the Managing Director of the Centre International de Développement Pharmaceutique (CIDP) Research and Innovation as well as a Professor of Organic Chemistry at the University of Mauritius. Dr. Gurib-Fakim has also served as an Independent Director on the Board of Barclays Bank of Mauritius Ltd (2012-2015). As a Founding Member of the Pan African Association of African Medicinal Plants, she co-authored the first ever African Herbal Pharmacopoeia. She has authored and/or co-edited 28

books and several book chapters and scientific articles in the field of biodiversity conservation and sustainable development. She received the 2007 l'Oreal-UNESCO Prize for Women in Science and Laureate of the National Economic and Social Council. She is a recipient of the special prize from the CTA/NEPAD/AGRA/RUFORUM and the African Union Commission Award for Women in Science. In June 2016, she was in the Forbes List for the 'Most Powerful Women in the World'. Dr. Gurib-Fakim holds a BSc in Chemistry from the University of Surrey, UK (1983), and a PhD from the University of Exeter (1987).

Dr. Jemimah Njuki



Dr. Jemimah Njuki has worked on Gender and Agriculture in Africa and Asia for the last 15 years. She currently serves as a Senior Program Officer at Canada's International Development Research Centre, IDRC where she manages the Cultivate Africa's Future Program, a joint initiative of IDRC and the Australian Centre for International Agricultural Research (ACIAR). Prior to joining IDRC, she led the multi-country program on Women and Agriculture at CARE USA, the Poverty, Gender and Impact Program at the International Livestock Research Institute and served in several capacities at the International Centre for Tropical Agriculture. Dr. Njuki is Chief Editor

of the *Journal of Gender, Agriculture and Food Security* and serves in the Scientific Advisory Committee of McKnight Foundation's Collaborative Crops Research Program. She has published widely on gender and agriculture issues in international journals and has edited several publications. She holds a PhD in Development Studies from Sokoine University of Agriculture in Tanzania and a BSc in Dairy Science and Technology from Egerton University in Kenya.

Dr. Wanjiru Kamau-Rutenberg



Dr. Wanjiru Kamau-Rutenberg is the Director of African Women in Agricultural Research & Development (AWARD). Prior to AWARD, Dr. Kamau-Rutenberg founded and was Executive Director of Akili Dada, an award-winning leadership incubator that invests in high-achieving young women from under-resourced families, who are passionate about driving change in their communities. She was also an assistant professor of Politics at the University of San Francisco & a lecturer in International Relations at the Jesuit Hekima College, a constituent college of the Catholic University of Eastern Africa. Her academic research and teaching interests centered on African

politics, gender, international relations, ethnicity, and democratization, and the role of technology in social activism. Dr. Kamau-Rutenberg has been honored as a Champion of

Change by the Obama White House, named one of the 100 Most Influential Africans by New African magazine, recognized as a Ford Foundation Champion of Democracy, awarded a United Nations Intercultural Innovation Award, & named one of Kenya's Top 40 Women Under Age 40. She holds a PhD and master's degree in political science from the University of Minnesota, as well as a bachelor's in politics and a Doctorate of Humane Letters (Honoris Causa) from Whitman College.

Ms. Wanjira Mathai



Ms. Wanjira Mathai is Chair of the Wangari Maathai Foundation whose mission is to advance the legacy of Prof. Wangari Maathai by nurturing a culture of purpose and integrity that inspires courageous leadership. The goal is to achieve social transformation at the personal, community and institutional levels. Mathai also serves as Senior Advisor at the World Resources Institute and for the Partnerships for Women Entrepreneurs in Renewables (wPOWER) and sits on the board of the Green Belt Movement. She is an advisory council member of the Global

Alliance for Clean Cookstoves, co-chair of the Global Restoration Council, board member of the World Agroforestry Centre (ICRAF) and a member of the Earth Charter International Council. She holds degrees from Emory University's Rollins School of Public Health and Goizueta School of Business.

Dr. Joyce B. M. Mutinda



Dr. Joyce Mutinda is a professionally qualified, self-motivated and achievement-oriented gender analyst, educationist and quality auditor, with a demonstrated history of working in public service. She currently serves as Chairperson of the National Gender & Equality Commission, Kenya. She previously served as Chairperson of Rongo University and as Senior Assistant Commission Secretary at the Commission for University Education. Dr. Mutinda holds a PhD in Educational Management from Makerere University, an MA from the University of East Anglia and a Bachelor of Education degree from the University of Nairobi.

Dr. Judith Lungu



Dr. Judith Lungu is the Deputy Vice Chancellor of Mulungushi University. She was the first female student to enter into the Agricultural Sciences degree program at the University of Zambia (UNZA). She served as Head of the Animal Science Department in the School of Agricultural Sciences at UNZA in 1990-1995 and 2002-2004. She was the first female Dean in the School of Agricultural Science where she served two terms of three years each from 2005 to 2010 during which she coordinated and supervised over 115 members of staff. She has served on many boards, including those of the Bank of Zambia, Livestock Development Trust, the Kasisi Agricultural Training Centre, the advisory committee on science and technology of the Technical Centre for Agricultural and Rural

Cooperation (CTA), the International Livestock Research institute (ILRI) and the sector advisory group of the Ministry of Science, Technology and Vocational Training in Zambia. Dr. Lungu holds a degree in Agricultural Sciences from UNZA, a master's degree in Animal Science from University of Massachusetts, Amherst, USA and a PhD in Reproductive Physiology from University of Manitoba, Canada.

Ms. Jennie van der Mheen



Ms. Jennie van der Mheen is an Account Manager Africa at the Wageningen University and Research. Since 1999, she has been involved in developing Public-Private Partnerships, matching farmers with small niche companies, with large multinationals, with local markets and international markets. She previously served as Researcher, Sustainable Value Chains and Markets and Advisor, Sustainable Supply Chains. Ms. van der Mheen holds an MSc in Rural Sociology of the Tropics and Sub-tropics from Wageningen University.

Dr. Theopoline Omagano Amushendje



Dr. Theopoline Omagano Amushendje a Molecular Geneticist, started her career as a Junior Lecturer in 1999, moving on to Senior Lecturer in the Department of Animal Science in 2008 and serving as Chair of the Faculty Research and Publications Committee; Member of the Postgraduate Student Committee; Coordinator of the Departmental Seminars presentations. She is currently the Deputy Dean of FANR. Dr. Amushendje holds a BSc in Molecular Biology from the Murdoch University, Australia and a PhD in Molecular Genetics and Wool Science from Lincoln University, New Zealand. She is passionate about supporting women advancement in science and is the founder of

the Namibia Association for Women in Sciences (NAAWIS), a body that is committed to advancing the participation and public recognition of women in sciences and empowering women to achieve their full potential in science, technology, engineering, mathematics and agriculture (STEMA).

Dr. Jacob Mignouna



Dr. Jacob Mignouna is Director of the BecA-ILRI Hub. He previously served as Director for Technical Operations at the African Agricultural Technology Foundation, and as a Senior Program Officer and Senior Regional Advisor for West Africa at the Bill & Melinda Gates Foundation in Seattle, USA. Dr. Mignouna joined the Institute for Genomic Diversity at Cornell University (2001-2003) as a visiting Frosty Hill Research fellow. He also served as Research Associate Professor of Biotechnology and Co-Director of the USAID Farmer-to-Farmer program in East Africa at Virginia State University, USA. In addition, he worked as Biosafety Consultant for the USAID Program for Biosafety Systems (PBS), at the International Food Policy Research Institute (IFPRI) in Washington DC,

USA. Dr. Mignouna is a molecular biologist/biotechnologist with an MSc in Chemical Engineering and a PhD in Molecular Biology and Genetics, both from the Catholic University of Louvain, Belgium.

Dr. Kathryn Toure



Dr. Kathryn Toure is the Regional Director of the International Development Research Centre (IDRC), Regional Office for Sub-Saharan Africa based in Nairobi, Kenya. She started her career in New York City in refugee resettlement before working for the Centre for International and Comparative Studies at the University of Iowa. Among other responsibilities there, she managed international research projects, tracked the growth of international content in the university curriculum,

and shared university resources with the wider community. She later moved to West Africa where she worked with Africa Online, the Educational Research Network for West and Central Africa in Mali, promoting African education expertise, and eventually as director of IDRC's West and Central Africa Regional Office. She is author, co-author, and co-editor of several books and papers, and a member of the editorial board of Langa Research and Publishing Common Initiative Group, which publishes 50 books about African countries annually. Dr. Toure has a PhD in Education, with an emphasis in sociocultural studies, from the University of Montreal, Canada.

Prof. Nelson Torto



Prof. Nelson Torto is the Executive Director of the African Academy of Sciences. He started his career as a Method Development Chemist at the BCL Mine in Selebi Phikwe. He joined the University of Botswana's Chemistry Department as a Staff Development Fellow in 1993 where he rose to the rank of Associate Professor. In 2008, Prof Torto joined Rhodes University as a Professor in Analytical Chemistry and subsequently led the Chemistry Department for three years. He was the founding Chief Executive Officer of the Botswana Institute for Technology Research and Innovation. Prof. Torto is a renowned researcher who has received various awards, given invited plenary

lectures at international conferences as well as published more than 130 papers, graduated 19 PhDs and has several registered patents. He holds a PhD in Analytical Chemistry from Lund University in Sweden.

Prof. Stella B. Williams



Prof. Stella Williams is founder of the Nigerian Women in Agricultural Research for Development (NiWARD). She is a former Member of the Steering Committee (2008-2012) and former Chair of the African Women in Agricultural Research and Development (AWARD) representing West Africa (2009-2011). Prof. Williams is a retired Professor of Agricultural Economics, Obafemi Awolowo University (1983-2008). She has served in the Boards of the International Potato Centre (CIP), the IIFET's Executive Committee (1988-1992 and 1996-1998), the Committee on Gender Issues in Science and Technology of the Federal University of Technology, Akure, Nigeria and the Board of

WorldFish Centre (2001-2009). She is a Fellow of the Fisheries Society of Nigeria, African Association of Agricultural Economics and a Fulbright Fellow (2003-2004). Prof. Williams holds a PhD in Fisheries and Allied Aquaculture from Auburn University, USA, a BSc in Zoology, a Postgraduate Diploma in Education from the University of Sierra Leone, and a master's degree in Ecology/Marine Biology from the University of Connecticut, USA.

Ms. Pilirani Tendai Khoza



Ms. Pilirani Tendai Khoza is a forestry researcher, an advocate for women in agricultural research, and founder of the Bunda Female Students Organization (BUFESO). She is also a 2015 AWARD Fellow Mentee. She graduated in 2014 with a bachelor's degree in Forestry from Bunda College and has worked with at Lilongwe University of Agriculture and Natural Resources (LUANAR). She currently works with Alliance One Tobacco Malawi as a forestry technician. Ms. Khoza holds several awards including The Queen's Young Leader Award 2018, Gender in Agribusiness for Southern Africa 2017, European Development Days 2016 Fellow, 2017 Young Africa Works and the Vice

Chancellor's Achievers Award.

Mr. Gideon Kirui



Mr. Gideon Kirui is a student at the University of Nairobi pursuing a BSc in Agribusiness Management. He has served as the Director of Academics in the Faculty of Agriculture and as the President of Nairobi University Agriculture Students Association (NUASA). Mr. Kirui was among the seven students who represented Kenya and Africa during the Second International Conference for Youth in Agriculture, (ICYA) in Porto, Portugal in April this year.

Dr. Peter Matlon



Dr. Peter Matlon held the positions of Deputy Director, Director and Managing Director – Africa at the Rockefeller Foundation, Nairobi, from 2001 until his retirement in November 2007. He previously served as Interim President, Programs for a Green Revolution in Africa and as Chief, and Group Leader in the Sustainable Energy and Environment Division of the UNDP in New York. He was also Director of Research at AfricaRice (1988-1997) and Principal Economist at ICRISAT. Dr. Matlon is a graduate of Cornell University, where he obtained a PhD in Agricultural

Economics. He has published extensively in international referred journals, edited many books and written several book chapters. He is a member of the advisory committee of the journal *Agricultural Economics*, a member of the editorial Board of the journal *Nutrient Cycling in Agroecosystems* and a referee for several internationally recognized journals. He serves on many Boards, international panels and committees.

Ms. Vicki Wilde



Ms. Vicki Wilde is a Senior Program Officer at the Bill & Melinda Gates Foundation (BMGF), where she is responsible for the women's economic empowerment portfolio in Agricultural Development. She works with public and private sector partners to ensure women have equal access to agriculture opportunities that can boost crop and livestock productivity and improve nutrition and incomes for millions of impoverished farming households in sub-Saharan Africa and South Asia.

Before joining the Gates Foundation in 2014, Ms. Wilde spent several years working with smallholder farmers in Asia and Africa on behalf of the United Nations agencies for food and agriculture. In 1999, the CGIAR selected her to set up the Gender & Diversity Program for 15 agricultural research centers worldwide and founded the African Women in Agricultural Research and Development (AWARD) in 2007. Ms. Wilde holds an MA in Environmental Psychology from the City University of New York and a BA in Social Ecology from the University of California, Irvine.

Prof. Lateef Sanni



Prof. Sanni Oladimeji Lateef is a Professor of Food Science and Technology and Dean, College of Food Science and Human Ecology, Federal University of Agriculture, Abeokuta, Nigeria. He has over 25 years' experience in research, consultancy and collaborations as a postharvest expert on tropical root crops mostly in West Africa coupled with missions to Latin America, Asia, Europe and other parts of Africa. He was a mentor to the African Women in Agricultural Research and Development (2009-2014), Former National President, Nigerian Institute of Food Science and Technology, and President, African Branch, International Society of Tropical Root Crops (ISTRIC). Prof. Sanni was

winner of the 2008 CGIAR Award Regional Technology Development in Sub-Saharan Africa.

Dr. Michele Mbo'o-Tchouawou



Dr. Mbo'o-Tchouawou is the Deputy Director, Programs at AWARD. Previously, she worked at the International Livestock Research Institute (ILRI) where she contributed to the broader agenda on gender and equity for livestock and agricultural development. She has also served as a Research Officer at the African Technology Policy Studies (ATPS) in Nairobi and as a Postdoctoral Research Fellow at the Ecole Polytechnique in France. Dr. Mbo'o-Tchouawou holds a PhD in Economics and a master's degree in networks economics and Information Management from the University of Paris-Sud 11, France. She also received a master's degree in management and International trade from the University of Clermont-Ferrand II, France and a BSc in

Business Administration from HEC (Ecole des Hautes Etudes Commerciales) in Rabat, Morocco.

Dr. Ed Rege



Dr. Ed Rege is the founder CEO and chairman of the Emerge Centre for Innovation- Africa (formally PICO- Eastern Africa). He is an animal scientist with a strong background and extensive experience in animal genetics and breeding in developing countries of Sub-Saharan Africa and Asia. He has a combined teaching and research experience of over 28 years. Prior to this, he worked for the International Livestock Research Institute (ILRI) where he was the initiator and Director of an Animal Genetic Resources program and coordinated global activities on characterization (including gene discovery and assessment of genetic diversity) and conservation of indigenous animal genetic

resources and development of breeding strategies for low-input smallholder production systems, in addition to coordinating research on the development of vaccines and diagnostic tools for tropical livestock diseases. Dr. Rege has long-term experience in planning and executing strategic planning processes and has professional training in the conduct of organizational diagnosis and supporting implementation of required change processes for enhanced performance.

Appendix II: The Programme

| Session | Item | Facilitator |
|----------------------------------|---|---|
| Morning (0900-1030) | | |
| 5 minutes | Welcome from the host | Patricia Amira |
| 5 minutes | Welcome remarks from chair of AWARD Steering Committee | Dr. Jemimah Njuki, IDRC |
| 5 minutes | Welcome remarks from AWARD Director | Dr. Wanjiru Kamau-Rutenberg, AWARD |
| 5 minutes | Welcome remarks from the World Agroforestry Centre (ICRAF) | Wanjira Mathai, Board of Trustees, ICRAF |
| 10 minutes | Remarks from The National Gender and Equality Commission (NGEC) – Kenya | Dr. Joyce Mutinda Chairperson NGEC |
| 30 minutes | Keynote address: Why women leadership matters, especially in science | H.E Dr. Ameenah Gurib-Fakim, Mauritius |
| Coffee break (30 minutes) | | |
| Mid-morning (1100-1300) | | |
| 45 minutes | Moderated panel discussion Topic: Improving the numbers and experiences of women in research: Institutions’ perspectives Panellists: <ul style="list-style-type: none"> • Dr. Judith Lungu, Deputy Vice Chancellor, Mulungushi University – Zambia • Jennie van der Mheen, Wageningen University • Dr. Theopoline Omagano Amushendje University of Namibia | Dr. Ed Rege, PICO Eastern Africa |
| 5 minutes | The Science-Leadership-Entrepreneurship Journey | Pilirani Khoza, AWARD Fellow Mentee, Malawi |
| 5 minutes | One Woman’s Journey Through Science | Prof. Stella Williams, NiWARD, Nigeria |
| 40 minutes | Moderated panel discussion Topic: Improving the numbers and experiences of women in research: Funding perspectives Panellists: <ul style="list-style-type: none"> • Dr. Kathryn Toure, Regional Director, Sub-Saharan Africa, Canada International Development Research Centre (IDRC) • Dr. Jacob Mignouna, Director, Biosciences East and Central Africa (BECA-ILRI hub) -East & Central Africa • Prof. Nelson Torto, Executive Director African Academy of Sciences (AAS) | Dr. Ed Rege |
| 5 Minutes | Does Inclusive agricultural research matter? A student’s perspective | Gideon Kirui, University of Nairobi |
| 20 minutes | Tour of the exhibitions | ALL |

| Session | Item | Facilitator |
|--------------------------|---|---|
| Lunch break (60 minutes) | | |
| Afternoon (1430-1600) | | |
| 15 minutes | AWARD@10 documentary | Dorine Odongo, AWARD |
| 5 minutes | AWARD's Founding Moment | Dr. Peter Matlon |
| 10 minutes | Remarks from founding director of AWARD | Vicki Wilde, Bill & Melinda Gates Foundation (BMGF) |
| 15 minutes | A successful journey and brilliant future: Unveiling of the AWARD@10 report | Dr. Wanjiru Kamau-Rutenberg and Dr. Jemimah Njuki |
| 10 minutes | Congratulatory video messages from IFPRI, AGRA and RESAKSS | Patricia Amira |
| 5 minutes | Closing remarks | Prof. Lateef Sanni |
| 5 minutes | Vote of thanks | Dr. Michele Mbo'o-Tchouawou, AWARD |
| 1600-1700 | Cake & Afternoon tea | |

Appendix III: List of Exhibitors

| Institution | Country |
|---|---------|
| Agency for Inter-Regional Development (AFID) | Uganda |
| AWARD | Kenya |
| BecA-ILRI Hub | Kenya |
| Biotechnology Centre | Kenya |
| CIMMYT -- Nairobi | Kenya |
| EMEDEN Kenya Farmers | Kenya |
| Ghanaian Women in Agricultural Research and Development (GhaWARD) | Ghana |
| ICRAF | Kenya |
| ILRI | Kenya |
| InnovAfrica | Kenya |
| Institute of Agricultural Research and Training (IAR&T) | Nigeria |
| International Potato Center (CIP) – SSA | Uganda |
| KALRO | Kenya |
| KeAWARD | Kenya |
| Land and Resources Division, Pacific Community (SPC) | Fiji |
| Leorganic Fertilizers | Kenya |
| Nigerian Institute for Trypanosomiasis Research | Nigeria |
| Nigerian Women in Agricultural Research and Development (NiWARD) | Nigeria |
| Pwani University | Kenya |
| University of Ilorin (UNILORIN) | Nigeria |
| UoN CAVS | Kenya |
| VSO International | Malawi |

Appendix IV: AWARD Staff as at December 2018

| | Name | Position |
|----|-----------------------------|---|
| 1. | Anne Omamo | Program Officer |
| 2. | Dorine Odongo | Communications Manager |
| 3. | Dorothy Mukhebi | Deputy Director, Operations |
| 4. | Donald Onyoni | Senior Manager, Operations, Administration and Finance |
| 5. | Esther Njeru | Training Officer |
| 6. | Everlyne Otunga | Senior Program Officer |
| 7. | Grace Waithira | Communications Assistant |
| 8. | Hailemichael Beyene | Program Research and Evaluation Specialist |
| 9. | Joan Onyango | Communications Assistant |
| 10 | Kenneth Macharia | Program Analyst |
| 11 | Leonard Mulei | Senior Officer, Research and Programs |
| 12 | Marion Kihori | Senior Officer, Operations and Administration |
| 13 | Marvin Wasonga | Program Assistant, Fellowships & Institutional Partnerships |
| 14 | Dr. Michele Mbo'o-Tchouawou | Deputy Director, Programs |
| 15 | Ndegwa Manjeru | Finance Assistant |
| 16 | Obadiah Wambua | Officer, Operations and Administration |
| 17 | Pauline Bomett | Senior Manager, Leadership and Training |
| 18 | Richard Jonyo | Officer, Data Systems and Analysis |
| 19 | Stephen Nyaga | Finance Assistant |
| 20 | Dr. Wanjiru Kamau-Rutenberg | AWARD Director |

Appendix V: AWARD@10 steering committee

1. Dorothy Mukhebi- Chairperson of the committee
2. Dorine Odongo
3. Esther Njeru
4. Grace Waithira
5. Hailemichael Beyene
6. Joan Onyango
7. Marvin Wasonga
8. Stephen Nyaga