



USAID
FROM THE AMERICAN PEOPLE



The Gender Responsive Agriculture Systems Policy (GRASP) Fellowship

Catalyzing the design and implementation of gender responsive agricultural policies in Africa



About the Fellowship

The Gender Responsive Agriculture Systems Policy (GRASP) Fellowship is a career development program that targets African women in the policy field to catalyze the design and implementation of gender-responsive agricultural policies across Africa.

An initiative of African Women in Agricultural Research and Development (AWARD) funded by the United States Agency for International Development (USAID), the GRASP Fellowship is fostering policy change across regional, sub-regional and national levels for gender equality and women's empowerment.

Through the GRASP Fellowship, AWARD seeks to grow a pool of confident, capable, and influential African women to lead policy changes to improve African women and men smallholders' livelihoods.

The GRASP Fellowship will offer customized training in mentoring, advanced leadership skills, negotiations skills, gender in agricultural policy, and masterclasses on policy processes. Beneficiaries will also receive catalytic funding and access to networks to enable them to lead policy processes that integrate gender for agricultural transformation in Africa. The non-residential Fellowship includes virtual and in-person activities spread over two years for each cohort.

Fellowship Structure and Implementation



Immersive Training Courses

The GRASP Fellowship will support selected AWARD Policy Fellows for a two-year non-residential program that will involve intensive customized virtual and face-to-face mentoring and training programs. The training will tackle how the policy professionals can become adept at being effective negotiators, sharpen their skills to design gender-responsive policies, and build collaborative relationships with different stakeholders for desired policy outcomes.

Delivered by a team of dynamic AWARD trainers and partners, the immersive learning programs will equip the AWARD Policy Fellows with a practical understanding of:

- how to design and implement gender-responsive policies
- how to analyze policies from a gender perspective
- how to foster innovative policy-oriented projects
- how to lead and navigate policy processes



Three-tier mentoring program

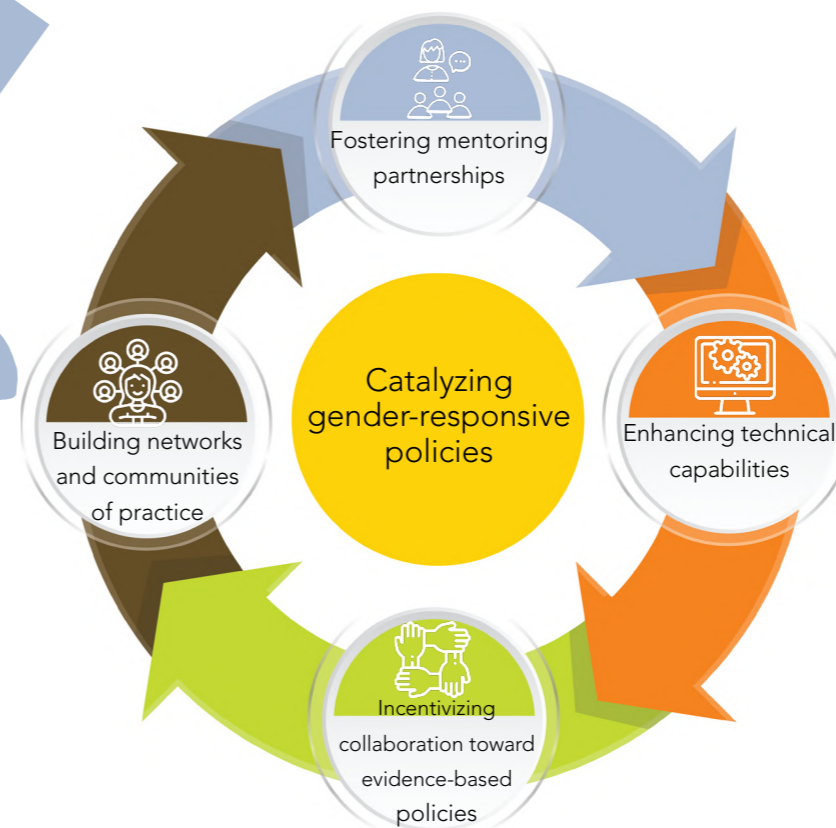
The GRASP Fellowship will entail a three-tiered mentoring process where mentors and mentees, at different stages in their careers, develop mutually beneficial and supportive relationships around their professional and personal capacities. Each Fellow will be matched with a mentor who will be a senior policy professional and a mentee who will be a junior policy professional. The mentoring trio will be supported to participate in structured mentoring programs to foster knowledge sharing and experience.



Policy Innovation Projects

The AWARD Policy Fellows, their Mentors, and Fellows' Mentees will be supported to form coalitions to work on Policy Innovation Projects (PIPs). The PIPs are the GRASP flagship interventions that will provide hands-on practical experience in collaborating toward gender-responsive policy development in the agricultural sector. Each AWARD Policy Fellow will receive modest catalytic funding to design and deploy gender-responsive PIPs to support an inclusive policy-making approach within the African agricultural context.

Fellowship priorities



The GRASP Fellowship will foster mentoring partnerships and networks to catalyze cross-learning between seasoned and emerging experts, incentivize collaborations for evidenced-based policies, and equip mid-career women with the skills to lead policy processes for improved livelihoods of African men and women smallholders.

Selection process

The AWARD Policy Fellows will be identified through a competitive selection process that will include assessing their experience and leadership potential in gender, agriculture, and food systems policy development.

Potential AWARD Policy Fellows will respond to an open call for application that will require them to demonstrate their suitability for the Fellowship.

A selection panel of global experts in gender, agriculture, and food systems policies will review the applications. The final selection will be carried out by the GRASP policy advisory panel.

Eligibility

- The first cohort of the Fellowship targets participants from Malawi, Nigeria, and Zambia. Application is through the online portal only.
- Applicants must have at least a master's degree and 10 years of experience in gender, agriculture and food systems, working on policy issues at national, regional, or continental levels.
- Applicants must be affiliated with either government organizations, non-government, private sector, development, civil society, regional and sub-regional communities, or academia

The Fellowship

will work with

100 AWARD Policy
Fellows, **100** senior

policy practitioners

who will be **Mentors**, and

100 emerging policy
practitioners who will be

Fellow's Mentees





Ideal AWARD Policy Fellows

The Fellowship targets women policy practitioners who can meet a range of criteria. The ideal AWARD Policy Fellows will:



Explain the top policy challenges or questions they are working on



Clearly articulate what policy idea they will work on under the policy innovation projects



Show how they have played a leadership role in policy development and implementation, particularly in projects at the nexus of agricultural development, food systems, and gender equality



USAID
FROM THE AMERICAN PEOPLE



The Gender Responsive Agriculture Systems Policy (GRASP) Fellowship is a career development program growing a pool of confident, capable African women to lead the design and implementation of gender-responsive policies in Africa. Funded by the United States Agency for International Development (USAID), the Fellowship is implemented by African Women in Agricultural Research and Development (AWARD)