



Accelerating African Women's Leadership in Climate Action

Increasing women steering climate solutions, enhancing smallholders' adaptive capacities

About the Fellowship

An initiative of African Women in Agricultural Research and Development (AWARD), this Fellowship seeks to achieve a twin goal of increasing the number of African women leading climate change action and catalyze production of climate solutions that work for women smallholders.

Gender disparities in agrifood systems are multifaceted, with yawning gender gaps recorded in the leadership of agrifood systems, policy, and decision making, all the way to the farm level. Climate change further compounds the gender inequality challenge, with climate shocks having a larger impact on women's livelihoods.

Through this Fellowship, AWARD aims to contribute to equitable rural livelihoods by increasing the number of women leaders in climate change producing innovations that address the diverse needs of smallholders in the African agrifood systems.

The 'Accelerating African Women's Leadership in Climate Action' Fellowship will foster production and transfer of context-specific knowledge on climate adaptation technologies to different stakeholders including smallholders, extension workers, and policymakers.

Who are we looking for?

- This Fellowship targets African women at different stages of their professional careers who are actively engaged in finding solutions to the effects of climate change.
- They should have at least 5 years of experience in climate related work in diverse areas such as research, policy, academia, extension and advisory services, climate information services, community mobilization, climate justice and advocacy among others.
- Women working in government, non-government organizations, community-based organizations, International and regional bodies, private sector are all eligible to apply.
- More details about eligibility including target countries are available on the AWARD website.

Objectives

- Strengthen the leadership, mentoring and negotiation skills of African women engaged in climate action.
- Enhance the capabilities of African women and men climate change professionals to incorporate gender in their research and practice.
- Amplify the voices and increase visibility of African women climate change actors in global and regional climate change dialogues.



Fellowship Structure and Implementation

Informed by the innovative AWARD Fellowship model, the Fellowship is designed as a blended (virtual and face-to-face interventions), non-residential career accelerator underpinned by transformative learning experiences. Delivered over a period of two years, activities will include:

A Mentoring Journey



The mentoring journey is a two-step experience that will provide the Climate Fellows with a space to explore their leadership and career options while building a diverse intergenerational network of capable, confident women leading and influencing equitable climate solutions.

The first step involves the participation of Climate Fellows and Mentors. Upon their selection, the Climate Fellows will be carefully matched to mentors who can guide them in their career objectives. The pairs will commence a year-long structured mentoring session that will include the use of customized tools to reflect, project, and plan their careers.

After the year-long Climate Fellow-Mentor session, the second step kicks in, where each Climate Fellow will nominate one emerging climate researcher known as a mentee, a young woman working on climate adaptation, to whom they will serve as a mentor. This step is designed to support the Climate Fellows to cascade their learnings to emerging climate researchers.

Climate Research and Innovation Projects (CRIPs)



The Climate Fellows will be supported to conceptualize and lead collaborative climate projects on gender and climate adaptation known as Climate Research and Innovation Projects (CRIPs). Cross-country collaborations will be emphasized to foster cross learning and intracontinental networking.

This activity will foster peer learning and practical application of technical skills gained from previous packages. The unique CRIPs will be the flagship outputs of the Fellowship and will include varied topics like research to understand the adaptive capacity of women smallholders; uptake of climate innovations; tracking implementation of gender commitments in national policies, amongst others.



Personalized Training

The participants will receive specially designed training to enhance their skills in leadership, management, and negotiations, as well as integrating gender in climate research.

The training will equip participants with skills to enable them to navigate the challenges women face in getting into leadership, equipping them with tools to influence change and foster collaborative networks and techniques to develop gender-responsive climate adaptation innovations.

The training will include face-to-face and virtual sessions delivered by global experts over a period of two years and will be augmented with special coaching support, masterclasses, and peer learning sessions.



Knowledge Brokering and Visibility

Designed to amplify the voices while enhancing the presence and influence of the Climate Fellows, the activities here will include support to position themselves as thought leaders in gender and climate action.

Fellows will be supported to participate in global and regional climate change dialogues, document, translate, and disseminate their work in different ways including the production of evidence-based knowledge products.

The Climate Fellows will also be supported to enhance their ability to engage and inspire various stakeholders equipping them with skills and tools to conceptualize, write, and tell personal narratives.

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"CLARE is a UK-Canada framework research program on Climate Adaptation and Resilience, aiming to enable socially inclusive and sustainable action to build resilience to climate change and natural hazards. CLARE is an initiative jointly designed, funded and run by the UK Foreign Commonwealth and Development Office and Canada's IDRC. For more information on the Fellowship visit: www.awardfellowships.org and <https://clareprogramme.org/> for more information on the CLARE Program.