

## Women in Agriculture Leadership Program for the Africa-Australia Partnership for Climate Responsive Agriculture – Institutional Strengthening



### Overview

The Women in Agriculture Leadership Program, implemented by African Women in Agricultural Research and Development (AWARD) under the Africa–Australia Partnership for Climate Responsive Agriculture, seeks to advance gender-responsive, climate-resilient agricultural research for development across Africa. Aligned with this overall goal are two components on institutional strengthening and women’s leadership Fellowship. The women’s leadership Fellowship focuses on strengthening the capability, confidence and influence of African women scientists to lead and participate in climate- resilient agricultural research. Please refer to this [brochure](https://bit.ly/women-in-ag-leadership-brochure)<sup>1</sup> for more information about the Women’s Leadership Fellowship.

The **Institutional Strengthening** component primarily focuses on enhancing organizational readiness to facilitate application of gender responsiveness in their policies, and their research practices to ensure they deliver better in their mandate. Activities are designed to enhance the awareness of institutional leadership on gender and equipping key experts with the skills to design and implement gender-responsive programs for development of climate resilient agricultural innovations that addresses the diverse needs of women and men smallholders.

### Target Countries and Approach

This component is implemented in five African countries including Egypt, Ghana, Morocco, Nigeria, and Senegal targeting one Agricultural Research for Development (AR4D) institution per country.

The program is comprised of various interconnected activities targeting experts at different levels in the institutions.

#### 1. Gender Sensitization for Senior Leadership

Targeting the senior leadership of the selected institutions, this activity is designed to enhance the participants’ understanding of the program’s approach to gender, their role in creating an enabling environment for gender integration in the institutional policies and practices and foster their commitment in supporting the full range of activities and intended outcomes. The activity includes a customized one-day training workshop delivered by seasoned gender experts.

1 <https://bit.ly/women-in-ag-leadership-brochure>

## 2. Gender in Agrifood Systems Course for Technical Experts

Targeting researchers from the institutions, this five-day face-to-face workshop seeks to strengthen the capacity of AR4D professionals to integrate gender in various aspects of agrifood systems, including:

- Use of different frameworks and tools to analyze programs for gender gaps
- Design, development, dissemination and adoption of gender-responsive research
- Tracking gender transformative change

Participants gain knowledge and skills to develop interventions that address the distinct needs and priorities of men and women smallholders and to monitor and evaluate the impact of interventions on gender equality outcomes.

## 3. Gender Analyses and Action Planning

Targeting the researchers and technical experts who participated in the gender in agrifood systems course, this activity includes a guided application of the learnings. Participants work with a gender expert who provides coaching to enable them to conduct institutional or project gender analyses and action plans to address the identified gaps.



## 4. Institutional Champions of Change

Targeting experts from the institutions who participate as Mentors in the Women's Leadership component, this activity seeks to sustain their commitment and maximize their impact, while supporting them to cascade their learnings to influence the institutional practices. The most vibrant mentors will be selected as institutional focal points, amplifying their voices in disseminating fellowship outputs and fostering institutional partnerships during and after the fellowship.



Selected mentors are also supported to organize knowledge forums such as brown-bag seminars or capacity-building workshops to share lessons and outputs from the fellowship. These engagements stimulate institutional collaboration and embed fellowship insights into ongoing institutional programs.



## Acknowledgement

The Women in Agriculture Leadership Program Fellowship is an initiative of African Women in Agricultural Research and Development (AWARD) funded under the Africa—Australia Partnership for Climate Responsive Agriculture. It seeks to contribute to the Partnership's end-of-program outcome two (EOPO2): "Australia leverages its funding to national and multilateral agricultural research institutes to increase the number of women leading and participating in climate resilient agriculture". The Africa—Australia Partnership is delivered by the Australian Centre for International Agricultural Research (ACIAR), in collaboration with the Department of Foreign Affairs and Trade.