Accelerating Agricultural Gains by investing in African women scientists

Dr. Wanjiru Kamau-Rutenberg
About AWARD

A majority of those who produce, process, and market Africa’s food are women.

Only one in four agricultural researchers is female.

Only one is seven in ARD leadership is a woman.
What is AWARD?

Career-development program that invests in Africa’s leading women agricultural scientists.
Why AWARD?

Accelerating agricultural gains and benefits to African smallholder farmers
AWARD Fellowship Program

- Fostering **Mentoring** relationships
- Building **Science** Skills
- Developing **Leadership** Capacity
Empowering women scientists

- **Power from within (change)**—growing self-awareness, confidence, assertiveness, motivation, and a desire for change.

- **Power to do (choice)**—growing individual capacities, especially through sharpening needed skills; opportunities to access resources and contacts; and visibility through actions and outputs.

- **Power over (control)**—changes in underlying resource and power constraints, and/or fellows’ ability to overcome these, including through others’ recognition of their reputation and increasing visibility.

- **Power with (community)**—collaboration, solidarity, and joint action with others, including in challenging convention and constraints.
Our Approach

- More than **20** research disciplines

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Our Approach

• **11 countries in Sub-Saharan Africa**
Why AWARD?

AWARD has debunked that myth that African women agricultural researchers just aren’t out there.

Applications from 3,501 unique women in 500+ institutions.
Our Approach

- In partnership with agricultural research organizations across Africa and around the world
Our Approach

• Work with both women and men (45% of mentors are men)
Mentoring in AWARD

- Investing in African institutions by mentoring the next generation of scientists.
Science Training

• Resources to present research at international conferences
• Two year memberships to an international professional Associations
Advanced Scientific skills

Post graduate fellows placed in research labs around the world for advanced science training.
Are Leaders Born or Made?

CONGRATULATIONS
YOU GOT A LEADER!
Women in Leadership

- Women can face discouraging workplace dynamics related to minority status
- Many drop out or decline to take up leadership roles.
Nurturing confident, powerful, motivated visible women

Leadership course modules include:

- Negotiation skills
- Managing conflict
- Time management
- Public speaking

- Sustaining team performance
- Building alliances
Impact on AWARD fellows

- 87 percent improved their scientific skills and access to resources.
- Fellows have more than doubled annual publication rates in peer-reviewed journals.
• At least 80% of fellows are involved in the development of new methodologies and/or technologies,
  • about half of these are being developed together with smallholder farmers.

• 52 percent were promoted in their workplaces.
Transforming the African ARD ecosystem

AWARD has built a community of over 1000 African agricultural scientists passionate about enhancing gender balance in the African ARD ecosystem.
Dr. Wanjiru Kamau-Rutenberg,

Learn more:
www.awardfellowships.org
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