



Accelerating Agricultural
Gains by investing in African
women scientists

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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 in 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



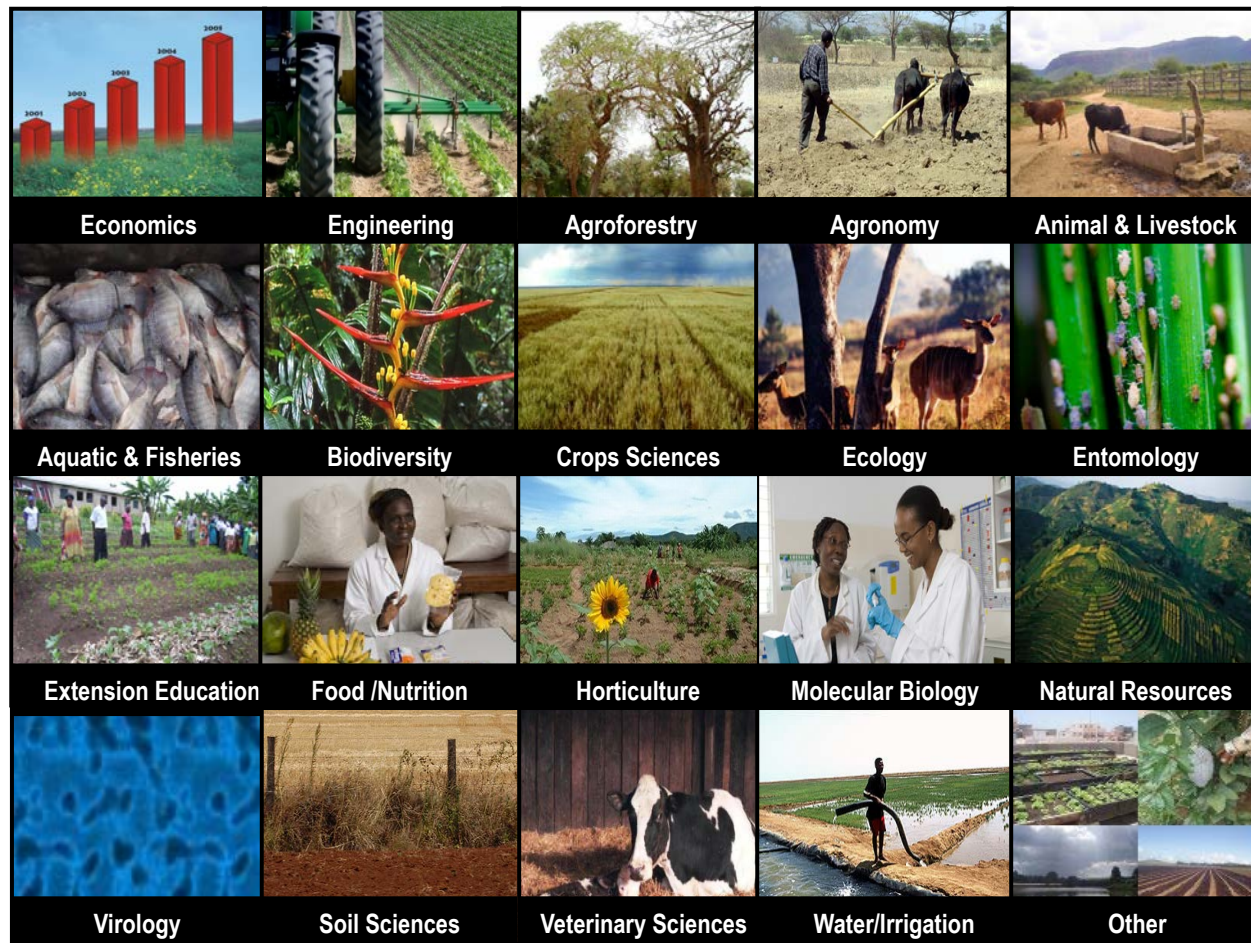
Empowering women scientists



- **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



Our Approach

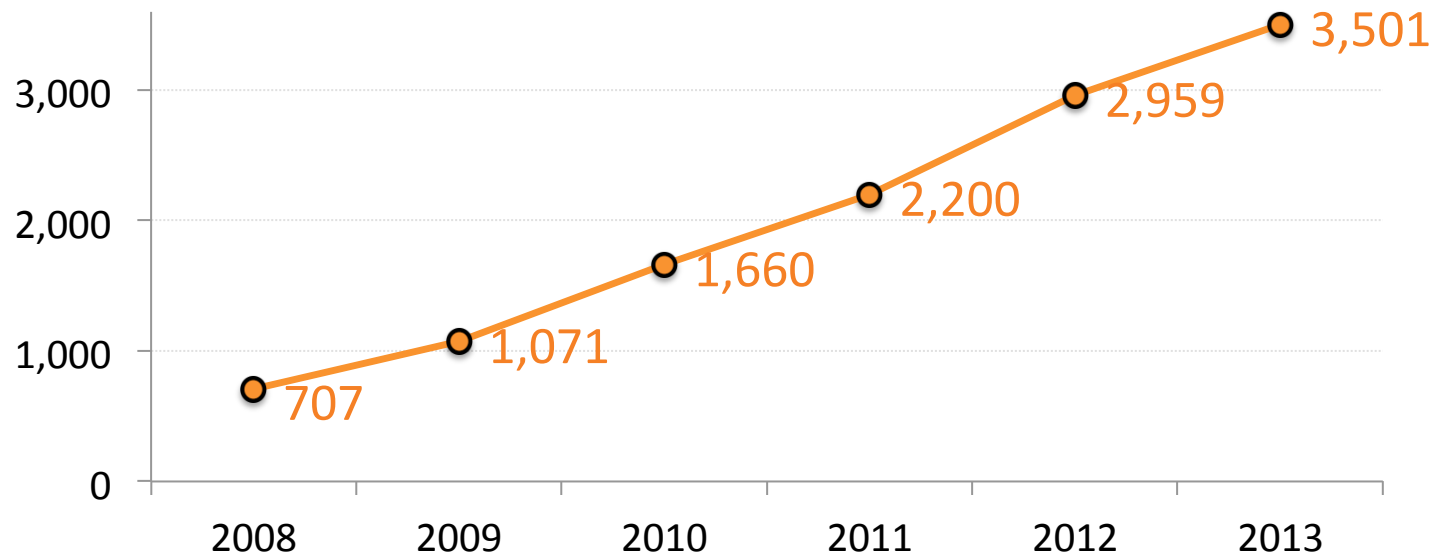
- **11** countries in Sub-Saharan Africa



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?



**CONGRATUALTIONS
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-
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Learn more:
www.awardfellowships.org
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