



African Women in Science Empowerment Model (AWSEM)

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Findings (AWSEM video)



<http://www.awardfellowships.org/about-us/publications>

The AWARD Fellowship

2 year-long, non-residential
fellowship

Advancing **Science** skills

Developing **Leadership** capacity

Fostering **Mentoring**
relationships



Our Current Reach

Fellowship program in **11** countries in sub-Saharan Africa

Pilot with fellows from **5** francophone countries



Defining Empowerment

Agency:

- What people are free and able to do and achieve in pursuit of their goals or values
- Emphasis on an individual's assets and attributes
- An opportunity structure



African Women in Science Empowerment Model (AWSEM)



Power From Within: *Increasing inner strength, self confidence, and motivation to pursue a higher vision for herself*



Power To Do: *Increased capabilities and opportunities to accomplish and achieve professional autonomy*



Power Over: *Overcoming resource and power constraints to grow in influence*



African Women in Science Empowerment Model (AWSEM)



Power With: *Initiating and leading collaborations to make contributions to agricultural science for the greater good*



Power to Empower: *Motivated champions inspiring others and promoting gender responsive agricultural research*



Measuring empowerment

Compelling

Impact story gives ***more than one verifiable example of the change, and gives a clear indication that AWARD has contributed.***

Convincing

Impact story gives ***at least one verifiable example of change, indicating that AWARD has contributed.***

Lackluster

Impact story ***does not give clear, verifiable examples, and/or does not connect change to AWARD's influence.***
It may appear to “parrot back” what was said in courses or elsewhere

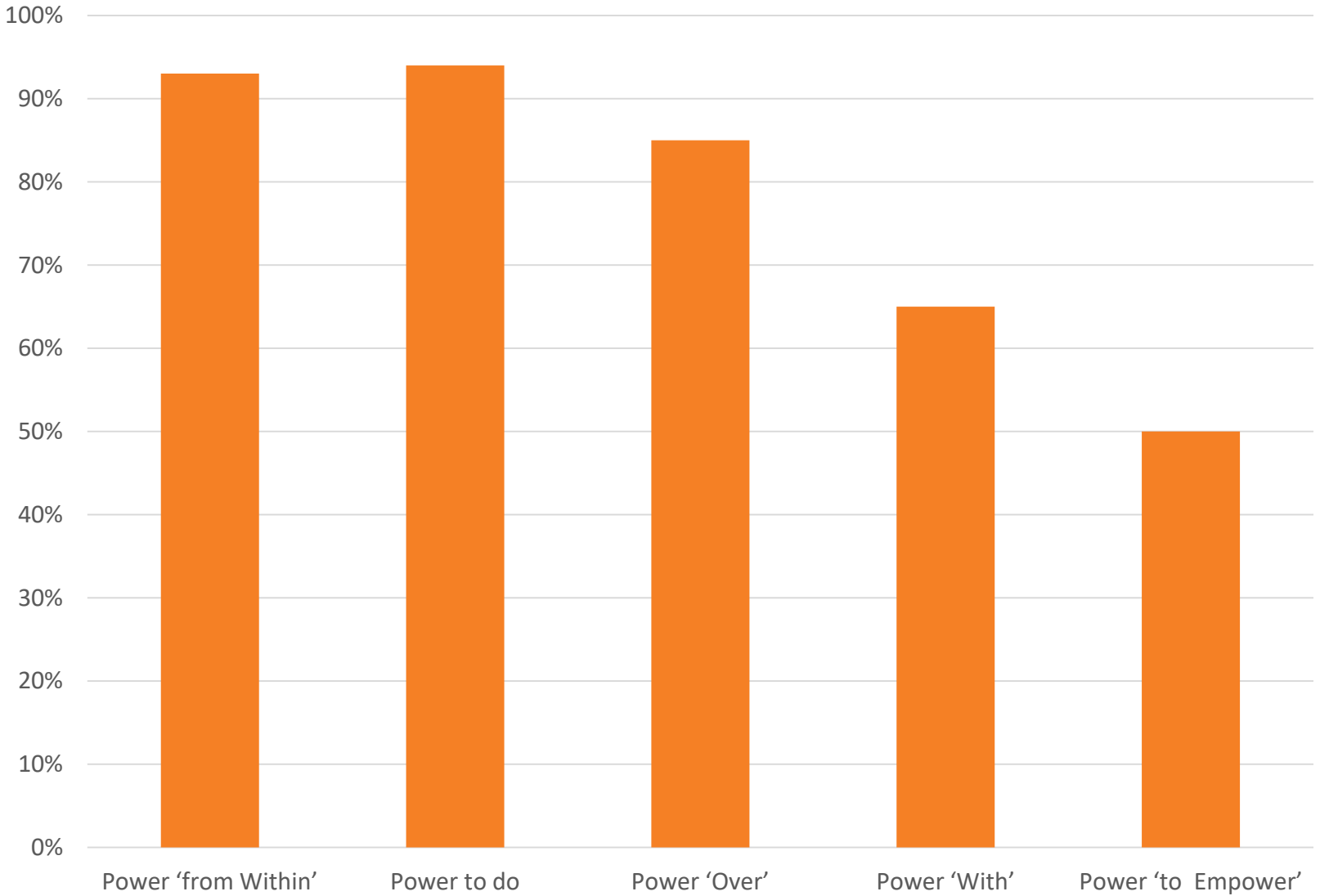


Expression of gains in power

Sub power	Percent of fellows
Increased their access to networks and information, and attributed it to AWARD's influence	73%
Enhanced their research skills, and attributed it to AWARD's influence.	73%
Enhanced their leadership skills, and attributed it to AWARD's influence.	72%
Led or participated in new collaborations during their fellowship	65%
Alumni fellows were promoted either during or after AWARD	84%
pB and pM alumni that either enrolled for or obtained a higher degree after completing their fellowships.	67%



Expression of gains in power (compelling/convincing impact stories)





THANK YOU

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