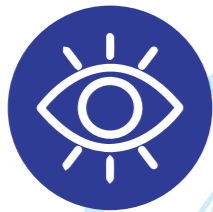



STRATEGIC PLAN: 2023 – 2026



Our Vision is a world in which the voices and big ideas of African women researchers shape the future of the continent and the world.



Our Mission is to support the big ideas of early-career women researchers and thought leaders in Africa to strengthen their research, public engagement, and influence on the development of the continent.

WHO WE ARE

The Mawazo Institute is a women-led African organisation supporting early-career African women researchers as they work to find solutions to local and global development challenges.

A key strategic assumption behind the new strategic plan is Mawazo's belief that African women conducting PhDs are driven, creative, analytical and critical thinkers who bring a unique perspective to research and development, and that thinkers with these strengths are key to driving innovative, holistic, sustainable development on the continent and beyond.

By equipping them with essential non-technical skills, mentorship, and funding support, and using public engagement as well as strategic communications and partnerships with both academic and non-academic partners, we create and facilitate opportunities for our Fellows to become thought-leaders and change-makers in critical fields and sectors.

MAWAZO'S LONG-TERM IMPACT

Strengthening the skills, capacities, and networks of early-career women in researchers in Africa by

- 1 providing training in essential non-technical research and professional skills, as well as opportunities to access training, conferences, funding, and other resources they can leverage to learn crucial skills, share research findings, expand their networks, and secure funding;
- 2 fostering their professional development and helping them build valuable networks to aid their career progression via a mentorship programme and peer groups, and
- 3 providing financial support to facilitate the progression of their research and professional careers.

Increasing the representation, visibility, influence and impact of women researchers in Africa by

- 1 raising the profiles and impact of women researchers and local experts in all spheres of society;
- 2 increasing contributions by African women to informed discourse in the public sphere by providing training and platforms that allow them to engage with non-expert audiences on complex issues, and
- 3 encouraging African women researchers to engage and collaborate with non-academic sectors to ensure the broader impact of their research through training and creation of networking opportunities with key stakeholders in industry, public sector, and international development.

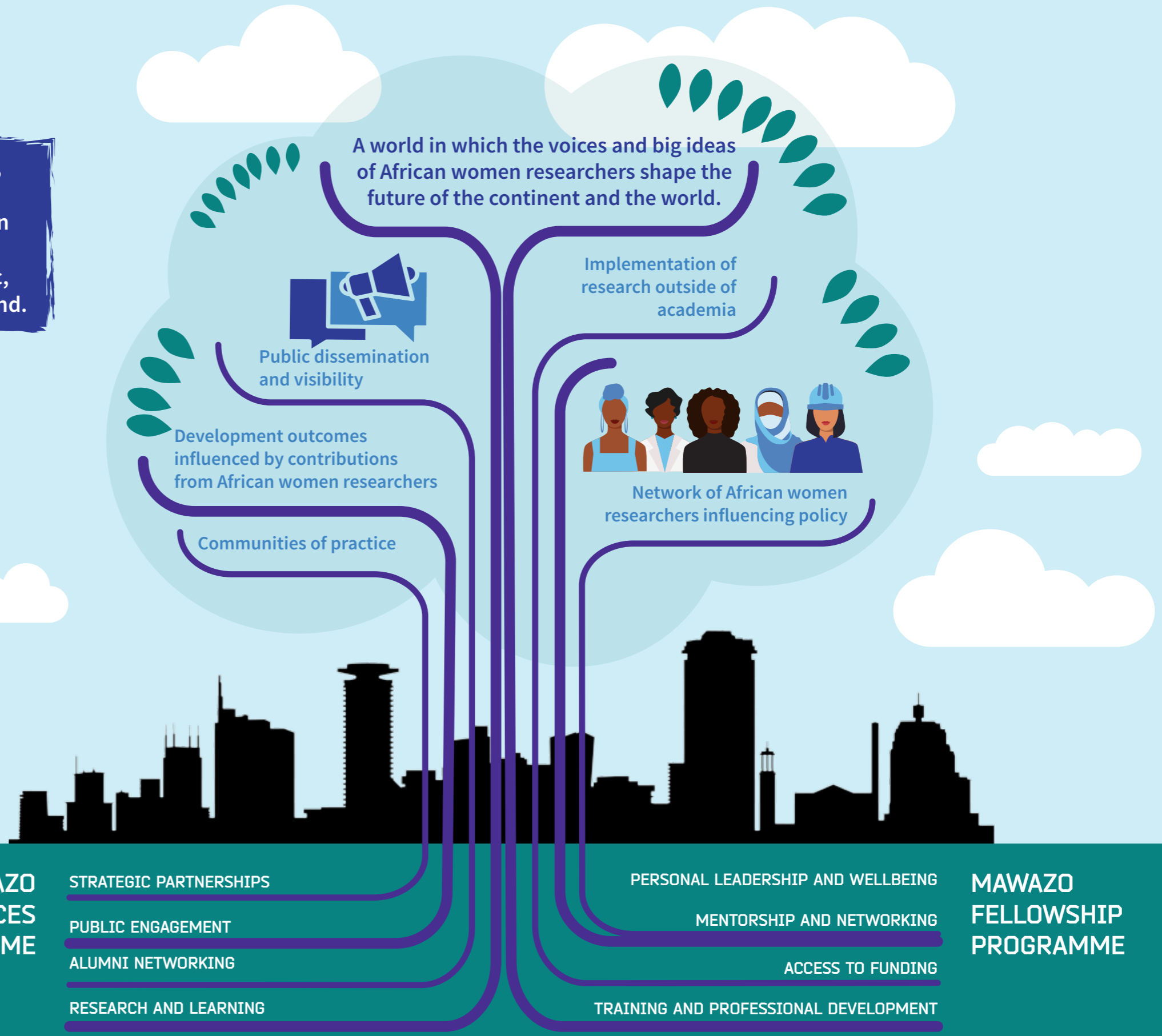
MAWAZO'S TWO CORE PROGRAMMES

Mawazo Fellowship Programme provides training and professional development, mentorship, and financial support to African women researchers pursuing their PhDs. The Fellowship uses our online Mawazo Learning Exchange (MLEx) e-learning platform to deliver the majority of the training, allowing us to expand our network of support to include all African women based at accredited universities across the entire continent from 2023 onwards.

Mawazo Voices Programme uses public and policy engagement as well as strategic communications and partnerships with both academic and non-academic partners (including industry, civil society partners (including local and international NGOs), investment firms, and policy makers) to create and facilitate opportunities for our Fellows to become thought-leaders and decision-makers in critical fields and sectors. Mawazo Voices is supported by research and learning activities that improve our understanding of the various ecosystems in which our Fellows operate.

THEORY OF CHANGE

African women conducting PhDs are driven, creative, analytical and critical thinkers who bring a unique perspective through their lived experiences as African women to research and development. Thinkers with these strengths are key to driving innovative, holistic, sustainable development on the continent and beyond.



Women researchers not equipped to develop evidence-based research

Women-led research is less visible within the research and innovation ecosystem

Shortage of African researches, particularly early career women

Women academics less likely to explore opportunities across sectors