

# AWARD Fellowship Program

## Fixing the Leaky Pipeline of African Women Agricultural Scientists

### Implemented by the CGIAR Gender & Diversity Program



**We cannot afford to ignore half of the talent in African agricultural research and development.  
We must bring women's expertise to both farms and labs.  
This is why we need a unique program to fast-track the careers of African women scientists.**

*If Half the Insights, Then Half the Results.* Nowhere in the world are the challenges to agriculture more complex than in Africa, nor agricultural production patterns so highly gendered on the ground. While women produce 60 to 80 percent of its crops, less than one in five agricultural researchers in sub-Saharan Africa is female. Available data indicate that women in many African countries increasingly enroll in agricultural science as students but upon entering the work force face discouraging workplace dynamics related to their minority status. Rather than moving up the career ladder, many drop out and few reach positions of leadership. The pipeline of African female R&D talent is leaking and needs fixing.

**AWARD for African Women Scientists.** With support from the Bill & Melinda Gates Foundation, the Gender & Diversity Program (G&D) of the Consultative Group on International Agricultural Research (CGIAR) is implementing a comprehensive yet flexible program designed to build up the talent pool of promising African women in agricultural science. While other initiatives focus on the need for academic support, the *African Women in Agricultural Research & Development (AWARD) Fellowship Program* aims at strategic career enhancement.

**AWARD - A Three Tiered Fellowship Program.** The heart of AWARD is its series of competitive two-year fellowships designed to fast-track the careers of African women in agricultural R&D. High-performing scientists will be selected for fellowships at three critical career junctures – upon completion of their BSc, MSc and PhD degrees. It also allows for high performing women to be selected within each level of fellowship independently or to move from one level to the next. See Figure 1.

**Figure 1: AWARD Three Tiered Fellowship Program**

	Fixed activities	Optional activities
<b>BSc-Level Fellows</b>	<ul style="list-style-type: none"> <li>• mentoring orientation workshop</li> <li>• mentored by a senior scientist (x 2 years)</li> <li>• AWLAE-Net leadership for change course</li> <li>• one science conference in the fellow's sub-region</li> <li>• role modeling event</li> <li>• networking and knowledge sharing</li> <li>• membership in professional association/ society</li> <li>• access to electronic science libraries</li> </ul>	
<b>MSc-Level Fellows</b>	<ul style="list-style-type: none"> <li>• mentoring orientation workshop</li> <li>• mentored by a senior scientist (1 year)</li> <li>• mentor a junior woman scientist (1 year)</li> <li>• CGIAR women's leadership &amp; management course</li> <li>• one science conference within Africa</li> <li>• short course in science writing and presentation</li> <li>• role modeling event</li> <li>• networking and knowledge sharing</li> <li>• membership in professional association/ society</li> <li>• access to electronic science libraries</li> </ul>	<ul style="list-style-type: none"> <li>• opportunity to compete for research placements at CGIAR centers or other research institutions of excellence</li> </ul>
<b>PhD-Level Fellows</b>	<ul style="list-style-type: none"> <li>• mentoring orientation workshop</li> <li>• mentored by an outstanding scientist (1 year)</li> <li>• mentor a junior woman scientist (1 year)</li> <li>• CGIAR women's leadership &amp; management course</li> <li>• one science conference anywhere in the world</li> <li>• short course in proposal writing</li> <li>• role modeling event</li> <li>• networking and knowledge sharing</li> <li>• membership in professional association/ society</li> <li>• access to electronic science libraries</li> </ul>	<ul style="list-style-type: none"> <li>• opportunity to compete for research placements at CGIAR centers or other research institutions of excellence</li> </ul>

## AWARD's Concept - Geared Towards Long Term Success

- ❖ **Partnership and collaboration.** AWARD's activities will be delivered in collaboration with African agricultural networks, African National Agricultural Research Systems (NARS), the CGIAR Centers, the network of African Women Leaders in Agriculture and the Environment (AWLAE-Net), selected African universities and other development partners.
- ❖ **Leveraging existing training capacities in Africa and creating more.** AWARD includes training of trainers; building up the pool of Africans specialized in delivery of courses in mentoring, leadership, and science and proposal writing.
- ❖ **Working with men and women.** While the AWARD fellowships will only be offered to African women, both men and women who serve as mentors to AWARD fellows will attend AWARD training courses.

### We envision...

- Strengthening 360 women fellows, 220 women junior mentees and 360 women and men mentors in sub-Saharan Africa.
- Building African training capacity to deliver world-class courses in mentoring, women's leadership, science writing and proposal writing.
- A significant increase in the number of men and women aware of the importance of women's voices and contributions to agricultural R&D in Africa.
- A significant increase in the number of girls and young women inspired to pursue careers in agricultural R&D in Africa through role modeling and mentoring efforts of successful, senior women.

### Numbers reached in at least 50 agricultural institutions in at least nine sub-Saharan African countries:

<b>Fellows (F):</b>	
Fellows BSc-Level	140
Fellows MSc-Level	140
Fellows PhD-Level	80
<b>Total Fellows (women only)</b>	<b>360</b>
<b>Junior Mentees (JM):</b>	
Junior Mentees of MSc-Level Fellows	140
Junior Mentees of PhD-Level Fellows	80
<b>Total Junior Mentees (women only)</b>	<b>220</b>
<b>Mentors (M):</b>	
Mentors for BSc-Level Fellows	140
Mentors for MSc-Level Fellows	140
Mentors for PhD-Level Fellows	80
<b>Total Mentors (women and men)</b>	<b>360</b>

### Standing on Three Essential Cornerstones

Building on its successful pilot fellowship programs conducted over 2005-2008 in collaboration with the Rockefeller Foundation, USAID and the Syngenta Foundation for Sustainable Agriculture, G&D designed AWARD to stand on three cornerstones: mentoring, building science capacity, and leadership development.

- ❖ **Mentoring and passing it on:** Each AWARD fellow will be matched with a senior scientist for one to two years, pursuing three career goals in a formal mentoring process building science and leadership capacity while tapping into the mentor's networks. In their second fellowship year, MSc- and PhD-level fellows will pass it on by mentoring junior women scientists in their institutions, which also provides an opportunity for a personal leadership experience. With this approach, at least 220 additional African women scientists will additionally benefit from the program.
- ❖ **Building science capacity:** Apart from increasing science skills through mentoring, AWARD will offer competitive research placements at the CGIAR Centers and other research institutions of excellence to MSc- and PhD-level fellows. AWARD fellows will also receive support to attend science conferences, membership in professional associations, access to electronic science libraries, and short courses in science writing or proposal writing. In addition, all fellows will enjoy the benefits of international networking through G&D's Global Database of Women Scientists and Professionals.
- ❖ **Building leadership capacity:** AWARD is explicitly designed to empower African women in agricultural R&D to serve as champions of rural women and to increase their visibility. Through its specially tailored leadership training courses, AWARD fellows will learn to navigate organizational gender issues, leverage team talents, manage conflict, and use influence appropriately. Fellows will also put their leadership skills to practice while serving as role models to inspire girls and younger women to take up a career in agricultural science.

AWARD Fellowship Disciplines		AWARD Fellowship Countries <sup>1</sup>
Agricultural economics	Entomology	Ethiopia, Ghana, Kenya, Malawi, Mozambique, Nigeria, Tanzania, Uganda, Zambia
Agroforestry	Extension education	
Agronomy	Food sciences and nutrition	
Animal and livestock sciences	Molecular biology (plant/animal breeding)	
Aquatic resources and fisheries	Natural resources management	
Biodiversity conservation	Soil sciences	
Crop sciences (including horticulture)	Water & irrigation management	
Ecology		

<sup>1</sup> Initial list of countries subject to change over time.