



**AFRICAN WOMEN'S LEADERSHIP INSTITUTE
OPEN CALL FOR MENTORS, 2023.**

Terms of Reference

1. Introduction

Akina Mama wa Afrika (AMwA), under its flagship program, the African Women's Leadership Institute (AWLI), administers a fellowship program dedicated to feminist and transformative leadership development. This fellowship offers a comprehensive exploration of various facets of society, encompassing aspects such as community, geography, politics, and ecology/biodiversity. Within this fellowship, participants embark on a voyage to comprehend the processes that have influenced or generated specific societal outcomes, especially in the context of the climate crisis and the economic landscape. It also involves an examination of how power dynamics and systems of oppression are interwoven and explores the innovative possibilities that emerge when these systems are unraveled.

Central to the AWLI Fellowship experience is the invaluable support of feminist professionals, experts, and fellow sisters who serve as mentors to voluntarily guide our alumni throughout the course of one year.

Therefore, this Terms of Reference document delineates the roles and responsibilities of mentors in providing support to our esteemed AWLI Alumni.

2. About Akina Mama wa Afrika (AMwA)

Akina Mama wa Afrika (AMwA) stands as a distinguished Pan-African organization at the forefront of feminist leadership development. Our operational headquarters are centrally located in Kampala, Uganda. Our unwavering commitment is firmly anchored in the tenets of feminist principles and ideals, delineated within the Charter of Feminist Principles for African Feminists. This charter serves as the bedrock upon which our multifaceted leadership development programs and transformative endeavors are founded.

Our overarching vision is one that aspires to witness African women attaining a state of complete political, economic, and social autonomy, while simultaneously assuming the mantle of change agents in their personal lives and the broader society. We maintain a keen focus on



three thematic areas: Women's Political Leadership, Sexual and Reproductive Health and Rights, and Economic Justice and Climate Action. AMwA advances its mission through the promotion of feminist and transformative leadership development, the facilitation of feminist research and knowledge generation, and active engagement in policy advocacy and movement building. Our organization plays a pivotal role in providing strategic guidance within key Pan-African networks, including NGO CSW Africa, Solidarity for African Women's Rights, and the Gender Is My Agenda Campaign. Additionally, AMwA holds consultative status with the United Nations Economic and Social Council.

3. Mentoring objectives

- ❖ The aim of our Mentorship program is to offer feminist guidance, assistance, and specialized knowledge to our fellows, thereby assisting them in augmenting their proficiency in feminist principles, expanding their knowledge base, and fostering their professional development.
- ❖ Mentors will assume a pivotal role in molding the alumni's comprehension of the feminist terrain, offering valuable perspectives, and nurturing a culture of collaboration and mutual support.

4. Scope of Work

Mentors will be allocated to either an individual alumna or a cohort of alumnae, with the assignment being contingent upon their respective expertise and the areas of interest of the alumni. The mentorship period will extend over the course of 12 months and the mentors' distinct responsibilities encompass:

- ❖ Offering mentorship and direction to the designated alumni in alignment with their areas of expertise and accumulated experience.
- ❖ Assisting the alumni in establishing well-defined personal development goals and objectives.
- ❖ Organizing regular virtual or in-person meetings with the alumni to review their advancements, address any obstacles, and offer constructive feedback.
- ❖ Providing valuable insights, sharing best practices, and offering practical guidance to assist the alumni in navigating the complex feminist terrain.
- ❖ Promoting and extending networking possibilities, as well as facilitating connections with pertinent professionals and stakeholders for the alumni.



- ❖ Supporting the alumni in developing their professional skills, including research skills, storytelling techniques, utilization of emerging technologies, and the mastery of effective communication methods.
- ❖ Monitoring the fellows' progress and providing timely recommendations for improvement.
- ❖ Engaging in mentorship training sessions and workshops coordinated by AMwA.

5. Qualifications And Experience

- ❖ Must be a citizen of an African country.
- ❖ Must be a woman or identifying as a woman including gender-expansive persons.
- ❖ Should work in a position within the early to mid-career stage, having accumulated 2 to 10 years of professional experience.
- ❖ Must be a feminist and possess a comprehensive understanding of fundamental feminist principles.
- ❖ Proficient understanding of emerging climate and economic technologies and current trends.
- ❖ Excellent communication and interpersonal skills.
- ❖ Demonstrated ability to mentor and guide emerging professionals.
- ❖ Understanding of the African feminist landscape, related sectors and development issues.
- ❖ Willingness to dedicate time to engage in consistent mentorship meetings and provide ongoing support to the alumni throughout the duration of the fellowship.
- ❖ Having the capacity to offer practical insights and expertise would be an advantageous attribute, especially when it involves sharing hands-on knowledge and expertise with alumni, particularly on subjects such as economic justice and climate justice, among others.

6. Duration of Assignment

The mentorship engagement will align with the duration of 12 months, from the date of contracting.

Note: Mentors will receive a stipend or honorarium for their services for any costs incurred during the mentorship period, as per the agreement. Costs of travel (including accommodation) as and when required will be covered by AMwA.

7. Application Process



The selection of mentors will be based on their qualifications, expertise, and alignment with the goals of the AWLI program. Individuals interested in participating should complete the provided form at: <https://drive.google.com/drive/folders/1CsvHNNXwECm8oqPJioAMIDgZ8z8STHN->

Please note: Only candidates who have been selected will be contacted.