Project Summary

Project Title	Boosting the Pipeline of Women in Technology Through Role Modeling and Information Dissemination
Project Number	KGD01/0396716
Name of Organization	AfChix
Country of Organization	Kenya
Countries/regions the project is implemented	Nigeria, Senegal, Kenya, Uganda, Tanzania, Morocco, Tunisia, Namibia, Zimbabwe and Cameroon.
Team Members	**Name**	**Title**
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Date of Submission	10th November 2017

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Synthesis

In order for Africa to obtain a sustainable economic and social development, there is need for it to make full use of the skills and talents of all its citizens including women. (Fraser-Moleki:2015). The Information Technology industry provides potential employment and entrepreneurship opportunities for both men and women. However, the number of women in technology is still very low in Africa and globally.

Engaging girls in technology early is seen to be a critical factor to ensure they develop confidence in their abilities and develop aspirations to enter science based careers. Lack of information on the range of careers in science and technology is a recurring theme. Role modelling is a proven and powerful method for mentorship, teaching and passing on knowledge, skills, and values. However, research indicates that the lack of female role models is probably the biggest issue facing the industry. Africa has a number of women that have succeeded in the Information Technology Industry but their success stories have not been documented for the purposes of using them in role modelling for the benefit of young girls in rural and urban schools.

The AfChix project: "***Boosting the Information Technology Pipeline through Role Modeling and Information Dissemination***" was a proposal to document high quality stories and videos featuring successful women in Information Technology (IT) in order to inspire young African girls to consider careers in IT.

To achieve our goal, our key activities included: 1) Document 10 high quality stories and videos featuring successful African women in Technology with the aim of inspiring young African girls into IT-related careers. 2) Translate the videos into: French, Portuguese, Arabic and English. 3) Development of Database of African Women in Technology 4) Disseminating the video content through channels: Offline and online

The overall objective of the project is to facilitate the development of the internet and Technological innovation related to the internet in different regions of Africa. The specific objects include:
1. To encourage innovative approaches to the extension of the internet infrastructure in Africa;
2. To address issues of the internet sustainability and business models in challenging market circumstances;
3. To foster innovation and creative solutions to development problems by supporting new and creative uses of ICT applications;
4. To help development and public agencies identify new trends and actors in the area of ICT for development in Africa;
5. To generate awareness and foster sharing of innovative approaches to these challenges

In the long-run, this proposed awareness campaign is intended to increase the number if African young girls and women joining the Information Technology Industry.

Research Problem

The Information Technology industry provides potential employment and entrepreneurship opportunities for both men and women. The global information technology market exceeded $3.7 trillion in 2015 and was estimated to reach $3.8 trillion in 2016 (CompTia:2016). However, the number of women in technology is still very low in Africa and globally. In 2015 Microsoft reported that women encompassed 29.1% of its workforce, but only 16.6% worked in technical positions and only 23% held leadership roles. Twitter reported that women made up 10% of its technical employees, with 21% in leadership positions. Google reported that 17 % of their tech jobs were occupied by women and only 21% were managers. In South Africa, 68% of women have enrolled in the ICT related courses at tertiary institutions in the last few years. In fact, most tertiary institutions' science and technology faculties are also dominated by female students these days. However, only 20% of the ICT workforce are women. (BBQ, ICT Lacking Women at the Helm, Kgabo Ralebepa)

Research also indicates that the lack of female role models is probably the biggest issue facing the industry. Surveys undertaken by the TeenTech indicated that lack of information on the wealth of job roles in technology limited opportunities for girls to join the tech industry. A survey undertaken by the National Audit Office in South Africa also cited that "better careers information and guidance could impact on the number of girls going into STEM subjects.

AfChix believes that women bring the necessary diversity to technical teams. This diversity improves creativity and ensures that technology products are relevant to both men and women. Women leaders in the IT industry have unique strengths that improve the performance of organizations. Research shows that organizations with diverse points of view, market insights and approaches to problem solving enjoy increased sales, more customers and larger market shares than their less-diverse competitors.

In our project "Boosting the Information Technology Pipeline through Role Modeling and Information Dissemination", we have identified 10 Women in Technology from five regions of Africa: North, South, East, West and Central Africa. We intend to video record their stories and disseminate them through online social media, other broadcasting channels and offline during our schools career meetings. Our hope is that this will increase the number of African girls and women joining the information technology industry.

Research Findings

The impact of the project is to be realized in the long run.

In terms of contribution to knowledge from a scientific perspective: Our project will help us to be able to answer these questions such as: "To what extent does a video featuring a woman in IT role model inspire young girls to succeed (and choose an IT related career)?"

In terms of contribution to knowledge from a policy perspective: We will be able to answer this question: "How well do national ICT policies facilitate more girls joining the ICT sector or studying computer science?"

Fulfilment Of Objectives

The AFCHIX Project: "Boosting the Pipeline of Women in Technology through Role Modeling and Information Dissemination" is a step towards facilitating the development of the internet and internet-related technological innovation in Africa. The prime objective of the project is to disseminate information and stories from African Women in Technology Role Models to inspire more young girls into ICT –related careers.

We anticipate that the successful implementation of the project will, in the long run, lead to the fulfilment of the following objectives:

- **To encourage innovative approaches to the extension of internet infrastructure in the Recipient's region;**
  We have created valuable content that will motivate users to access the internet so they can access the content. This content is about successful women in technology and how they have made it. Younger women and other professional women are accessing this content online. This demand for access to the content will lead to demand for better internet infrastructure in Africa. Those that cannot access the content will hopefully lobby their governments for improved internet infrastructure. Value adding and educational content has the potential to encourage innovative approaches to the extension of internet infrastructure in Africa

- **To address issues of internet sustainability and business models in challenging market circumstances;**
  Internet sustainability can be achieved through the development of demanded services and content to be consumed by the users. The business model of trying to make profit from selling internet connectivity does not work. Our project therefore is an example of how internet infrastructure can be used to provide useful content and information – if more stakeholders are engaged in developing

needed content – this in our opinion would address issues of internet sustainability and business models in challenging market circumstances.

- **To foster innovation and creative solutions to development problems by supporting new and creative uses of ICT applications;**
  Our project clearly fosters innovation and creative solutions to development problems by supporting new and creative uses of ICT applications. We are using video technology to tell the stories of successful women in IT. We are using internet technologies to share these stories. We are solving the developmental problem related to the gender imbalance in the Information Technology Industry. The IT Sector is predicted to be one sector that will continue to grow and provide employment opportunities – it is our view that women must not miss out on these opportunities.

- **To help development and public agencies identify new trends and actors in the area of ICT for development in the Recipient's region;**
  Our project profiles 10 successful women in technology. This aspect will help development and public agencies identify new actors in the area of ICT for development in Africa. We are also aiming to build and increase the members of the African Women in Technology community. This will also help create awareness about the numbers and diversity of women in technology in Africa – giving development and public agencies valuable information about the women in IT in Africa

- **To generate awareness and foster sharing of innovative approaches to these challenges.**
  Our project will foster sharing of innovative approaches with the following groups - the consumers of our content, those interested in supporting women in IT / STEM, educational providers, development partners and policy makers. We also target and disseminate to remote rural schools.

Project design and implementation

The AfChix project: "***Boosting the Information Technology Pipeline through Role Modeling and Information Dissemination***" was a proposal to document high quality stories and videos featuring successful African women in Information Technology (IT). We would then make these videos available to the young girls in schools with the purpose of inspiring them to consider careers in IT. The videos recorded would be translated to French, Arabic, English and Portuguese to give a wide coverage across Africa.

Planning:

To achieve our goals, our strategy involved planning and implementing our designed activities. During the planning stages of the project and throughout the implementation of the project, the Board of Directors of AFCHIX were actively involved. The Afchix board consist of experienced women in technology and mentors. Their main roles were; they set expectations, provided guidance and monitored the progress of the project.

In our planning stage, the project team and board members involved focused on: 1) Expected deliverables and timelines; 2) Identifying and selection criteria of the role models; 3) Identifying and selection criteria of the consultants: Videography, Translator and Database Developers

Some of the associated risks identified included:

1. Poor internet access in some regions challenged with ICT facilities, especially the rural communities: During our planning stages, poor internet access was seen to affect a number of our activities including; 1) limited or no access to internet to upload content online. 2) Limited or no access to internet for students and other users from areas challenged with internet or ICT facilities to access the materials uploaded for free access online. To mitigate this, we planned to have offline versions of the materials to be provided to the students during our annual career seminars. For regions from where we could not receive the videos online, offline copies of the content were delivered using road transport systems.

2. Human resource: Our project involved working with a number of consultants in different regions in Africa, most of whom would be recruited online and there was no opportunity to physically meet with them. One of the major challenges we saw was trust issues related to working with consultants we have not physically met. Our worry was there would be limited or no assurance of quality work. For instance, working with videographers in each of the 10 African countries was going to be challenging and also working with four different translators for each of the languages would not give us an assurance of consistency. However, to mitigate this, we decided to work with one consultant for the recording exercise and one translator for all the translation work. Each of these consultants was tasked to make independent arrangements with its networks and produce the all the required work. The consultants we contracted were the only ones accountable to us.

Project Implementation:

Our project team worked with the AfChix board of Directors, the selected Role Models from the different regions in Africa and a few young women already in the ICT industry. The Board and Role Models contributed towards the planning of the project, where we discussed the processes, timelines and expectations of the project. Other young women already in the ICT were equally involved made input in the Database of African Women in Technology.

To-date, we have executed a number of our planned activities. Below is an outline of the key activities accomplished so far:

1) Identifying the 10 Role Models: The project team together with the AFCHIX Board of Directors agreed on the categories and qualities of persons we needed to identify and feature as Role Models. (See Appendix B for the selection criteria that was used to identify the ladies).

   For us to reach out to a wider audience, we designed and distributed nomination forms on which the ladies were nominated, either through self-nomination or they were nominated by another individuals. (See Appendix A for the content of the form we used to identify the suitable candidates). The nomination forms were circulated to mailing lists, individuals and social media platforms.

   The nomination period run for two months, from 12th December 2016 to 14th February 2017.

   In total, 32 candidates were nominated. Two men participated in the nominations.

   An independent selection committee consisting of women in Technology from: Ghana, Kenya, Senegal and Botswana were involved in selection of the final 10 women.

   The 10 selected Women in Technology Role Models represent the Arabic, Francophone and Lusophone communities from the following countries: Morocco, Senegal, Tunisia, Tanzania, Namibia, Uganda, Kenya, Cameroon, Zimbabwe and Nigeria. We were not able to get nominees from the Anglophone communities. We attribute this to language barriers.

2. Recording of the selected Women in Technology Role Models: We contracted a single videographer whose task was to deliver to us the completed videos from respective countries. We identified one of the top videographers in Kenya and had a face-to-face interview with them prior to signing the contract. They used the Video scripts with details of the thematic areas we designed to capture the stories for each of the Role Models.

3. Translating the videos. We recruited and signed a contract with one of the top-rated translation companies online. To-date, five videos have been translated to text. The other five are in the pipeline.

4. Developing Database of African Women in Technology and website: We recruited the consultant for this role online. The team agreed on the fields' details to capture in the database. This platform has been developed and is operational.

5. Dissemination of the information: This was planned to go on for the next six months from the time of completion of the project. We have uploaded some of the completed videos on our website platform

and we are in the process of sharing the videos through social media. We are using the YouTube analytics tools to measure the viewership and downloads of the videos. We have showcased some of the videos to school girls between 12 and 17 years old, in a rural school in Uganda. We intend to engage local media houses to disseminate and to visit two more schools in Kenya and Ghana

Main Challenges:

During our project implementation, our major challenge was in recording exercise of the role models. About 80% of our project was implemented online. This has come with a lot of challenges:

1) Very limited internet connectivity:

   -The ten (10) videos were recorded from Kenya, Zimbabwe, Uganda, Nigeria, Namibia, Tunisia, Tanzania, Senegal, USA and Cameroon. Consultants from each of these countries was meant to deliver the recorded work using the internet to our team for further editing.

   -Our Translator consultants were recruited online.

   With the very slow internet connectivity in most of the countries, there were challenges transferring the videos to our team for translations and challenges in accessing the videos online. As such, some of the countries resorted to sending their videos offline, using road transport and courier services. At the time of submitting this report, five of the videos had been delivered by Bus or DHL.

   Secondly, all the videos took between 2 weeks to 2 months to be delivered for Editing to our team in Nairobi, Kenya. This has been a very major cause of the delays.

2) Restrictions: We had a challenge with recording one of the Role Models in Egypt. Our videography team were restricted from accessing the venue and proceeding with any recording exercise as prior agreed. We had to resort to making fresh recording arrangements with an alternative Role Model but in another country. This brought about a lot of delays.

3) Change of Role Models: At a later date, two of the role models withdrew from the exercise, citing health challenges and other commitments. This affected us in terms of time as we had to engage alternative Role Models.

4) Change of schedules: A few of the Role models are involved in a lot of movements/travels in their jobs. There were challenges in recording according to the schedules, hence requiring us to make fresh arrangements for the exercise.

5) Quality: A few of the videos delivered were not up-to the required. This called for a repeat of the exercise. It was costly in terms of time and resources.

6) Time Difference: The time difference in the different countries affected our schedules for the videography exercise.

7) Political situations: The unfriendly political atmosphere in Kenya greatly affected our productivity

Users and Uses:

Other than inspiring more young girls into ICT careers, AFCHIX is keen to monitor the numbers and diversity of African Women in Technology through the created database. We hope that this will give valuable information about African Women in Technology to help development and public agencies to identify the new actors in the area of ICT for development in Africa.

The following are some of the other key stakeholders who will be affected by the findings:

The General Public: The project results will provide an insight into the outcomes of project to the public.

Funders: The Funders will need the research findings to gain an understanding of the diversity of methods, strategies and potential solutions to particular challenges at the grassroots community levels and provide them with community-grown perspectives.

Policy Makers: The targeted policy makers constitute Institutional, National, Regional and International practitioners working in different areas related to ICT. They need the research results and key documents in order to make decisions and to formulate adequate policies both at local and international levels. They are in a better position to draw the attention of the public to the issues at hand, analyze and provide solutions on policy options to the issues. To achieve this, we shall present our facts and through rational arguments, we shall explain the effect and impact of legislation.

Civil Society Organizations: These include the Socio-cultural and economic stakeholders working in the ICT sector: they constitute the stakeholders that have a closer knowledge on the ICT sector policy & more direct implementation through the promotion of different actions and events. We can reach out to the civil society organizations through presentations in public events and debates.

Status of key project activities

Item	Scheduled Timeline		Status (and comments)
	Start	**End**	
Planning & Paper Work	Nov. 2016	February 2017	**Done on time:** **Key activities included:** **Inception/ Planning Meetings** –to review project objectives and discuss the timelines, processes, expectations and project critical path. **Identify Role Models and Consultants:** 1). Drafted and approved: - Nomination Forms for nominating Role Models - Terms of Reference (ToR) for consultants - Videographer, Database Developer and Trainer (See Appendix A for the content of the form we used to identify the suitable candidates). - Contracts for consultants; Videographer, Database Developer and Translator -Selection Criteria for: Role Models and the consultants -Video scripts with details of the thematic areas for the videos. 2). Circulated nomination forms and issued call for consultants: -Nomination Forms: The nomination period run for two months, from 12th December 2016 to 14th February 2017. -Terms of Reference (ToR) for the consultants - Videographer, Database Developer and Translator. The ToRs were circulated for two weeks.
Selection of Role Models and Consultants	13th Feb 2017	20th Feb 2017	Nominations and Selections of Role Models and Consultants: We used the stated selection criteria to identify the 10 selected Women in Technology Role Models and consultants.
Developing Database of			This was not started on the date earlier scheduled. Our funds was received late because the Registration documents for Afchix were resolved late.

African Women in Computing			However, the development work was finally commenced in August. Currently, its 80% complete and we are testing the platform.
Recording the Role Models	1st	31st August	This was not done as scheduled. The reasons for this are documented under the challenges faced during implementation of the project. However, to date: -Seven (7) videos have been completed. -One (1) video is yet to be received -One (1) Video is yet to be re-done as the first product was of poor quality -One (1) video is yet to be recorded. The Role Model is always traveling and this has affected the schedules. We anticipate that by 20th November, we shall have complete recorded videos.
Translating the Videos			The translations are still underway. We anticipate that by 30th November, we shall have all the translated videos.
Information Dissemination	1st	30th October	Disseminating the information is scheduled to go on for a few months after the project is complete. However, to-date: -We have visited one school in rural Uganda where we showcased a few of the inspirational stories from the Role Models to the girls. -We have created awareness about the project on social media and website -We have uploaded some of the videos from the Role Models and the testimonies from the girls onto our AFCHIX platform. This is available for public access. Still in the pipeline: -Visiting two more rural schools in Ghana and Kenya to showcase the recorded inspirational stories from the Role Models -Engaging the media in a few of the countries where the Role Models were recorded. -Disseminate all the videos through web and social media

Auditing and Monitoring & Evaluation			The project team and AFCHIX directors committed about 5 hours of their time in the past months to contribute to the successful implementation of the project. We held meetings to evaluate the progress of the project.

Project outputs and dissemination

One of the major activities of our project was to disseminate the project output –which are the inspirational stories featuring successful African women in Technology. We disseminate through:
1). Physical visits in three selected rural schools in three African countries to showcase the videos
2). Web and Social media; We have shared some of the videos through whatsapp, website and other social media platforms.
3). Engaging local media houses from selected countries where some of the Role Models have been recorded.

We have visited one girls' school in rural Uganda. Over 400 students in lower class benefitted from the information we shared. A few testimonies were recorded and uploaded on the YouTube channel for public access. However, we were not able to make physical visits to schools in Ghana and Kenya because of unfriendly school calendar and political interferences respectively.

Due to the delays on production of the videos, we were not able to engage local media houses to publish about the videos in selected regions. We intend to proceed with implementing this activity once we have all the videos ready. We intend to continue disseminating the information through all the available channels such as YouTube. We anticipate that we shall have about 200 video views and downloads by the 6th month after the project is completed.

Below are some of the other information we shared on social media and other communication platforms:

Nomination of Women in Technology Role Models: In order to identify the 10 women in Technology Role Models, we created and disseminated google form with related questions (See Appendix A). The form was shared on a number of mailing lists and social media platforms. As a result, various women and men from different countries in Africa participated in the nominations.

Blogpost about AFCHIX Participation in AFRINIC-25 Meeting: AFCHIX researcher blogpost about the experience and benefit of participating in the Capacity building was submitted and published on the AFRINIC website. We shared the blog links to the AFCHIX mailing list which has over 600 subscribers and on other social media accounts. We benefited from the publicity.

Social Media Campaign about the project and selected Role Models: The one key project output during the first phase of our project implementation is identification of the 10 African Women in Technology in Africa who will be featured in the videos. As our efforts towards publicity of the project and the African Women in Technology, we created graphical flyers for each of the selected Role Models. For a wider reach to the Francophone, Anglophone, Lusophone and Arabic communities, we translated the flyers into four languages (French, Portuguese, English and Arabic).We disseminated these flyers and information about

each of the Role Models via social media. The twitter hashtag for this campaign is #AWITRoleModels. The multiple language inclusion has created awareness about the project to a wider region in Africa

Profiling of Our Project and one of the selected Role Model on enstartup.com: As a result of our publicity of the selected African Women in Technology Role Models, one of our selected Role Model, Evelyn Namara was profiled on the enstartup website- a platform that focuses on profiling Uganda startups and news from Uganda. Here is the link: http://www.enstartup.com/2017/04/18/afchix-profiles-nnovates-evelyn-namara-among-africas-top-10-women-technology-role-models/ . This increased visibility of the project to a wider scope.

Capacity Building

The project has created more visibility and rea-aligned AFCHIX structure. We have been able to acquire our new registration documents bearing our new identity name AFCHIX.

In our first month of commencement of the project, as part of our grant package, AFCHIX sent the project representative to attend a capacity building training organized by AFRINIC, during the AFRINIC-25 Meeting in Mauritius. The goal of the workshop was to provide participants with the skills required to effectively manage its project and to seek funding from potential donors to scale up our operations. Topics covered during the training included Project Management, Pitching a business idea to investors, Leadership skills and Basics of a business plan. There was a lot of shared knowledge and experiences from different individuals during this training.

We also participated and benefitted from a very practical capacity building training on Utilization Focused Evaluation and Research Communication (U-FE & ResComm). Organized by AFRINIC, the two-day event gave us an insight to how we can integrate the U-FE & ResComm processes into our on-going projects.

The AFCHIX project team applied the skills and knowledge acquired during both trainings in effectively managing its project. AFCHIX also submitted its project up-scaling proposal to the Miss.Africa Seed Fund 2016/2017 competition where one award was available and AFCHIX was shortlisted among the top 20 out of 200+ applicants. This was good exposure and great PR for AFCHIX.

Project Management

The AfChix has professionally managed the project through the able leadership of the Project Coordinator and the AfChix Directors. The challenge associated with acquiring the AfChix Registration documents has been resolved. Even though funds are still to be transferred to AfChix , the team commenced implementation and is confident that the project will be implemented within the given timeframe.

The AfChix team is prioritizing the research aspect of the project. The monitoring and evaluation strategy aims to provide answers to the following research questions:

1. How many girls from the target rural schools choose ICT related academic programs as a result of the AfChix career guidance seminars?
2. How well do national ICT policies facilitate more girls joining the ICT sector or studying computer science?
3. To what extent does a video featuring a woman in IT role model inspire young girls to succeed (and choose an IT related career)?

This means that even after the project ends, AfChix intends to follow up with the beneficiaries and thus provide answers to the mentioned research questions.

The project has been managed well in terms of the technical aspects. A process is underway to identify professional videography experts, database developer, translators and website developer. The AfChix team would benefit from training in monitoring and evaluation – because we understand that this is the way that we will be able to track impact and show value for money spent.

Impact

It is our hope that in the long run, there will be an increased number of young girls who will have joined ICT-related careers. We hope that the stories and testimonies from the Role Models will be an inspiration to many girls and that they will be motivated to join Science, Technology, Engineering and Mathematics.

There are a number of women in technology who after graduating with ICT-related programs, will choose different career paths. Others will work in the ICT industry for a short period of time and then deviate to other fields. We hope that the inspirational stories will contribute to increased career retention by existing women in Technology in the industry.

There are many successful African Women in Technology using their skills in the ICT industry. There are also a number of Women in Technology initiatives and groups doing tremendous work across the African continent. However, there is no clear record about the statistics of the individual Women in Technology or the women groups. The African Women in Technology database platform will give clear statistics of the number of individual women and groups in the ICT Profession.

In the near future, we hope that the African Women in Technology Database platform will act as a resource reference point which stakeholders, development and public agencies will use to identify and involve key players in the ICT industry, for the economic development of Africa.

Overall Assessment

We believe that investing in women gives higher returns because of their important roles in the society.

Women make up 50% of the population and have important roles of nurturing children and their families. In order for Africa to prosper in a sustainable way there is need to make full use of the skills and talents of all its citizens including women to transform its economies and societies. The Information Technology industry provides potential employment and entrepreneurship opportunities for both men and women. Women leaders in the IT industry have unique strengths that improve the performance of organizations. Research shows that organizations with diverse points of view, market insights and approaches to problem solving enjoy increased sales, more customers and larger market shares than their less-diverse competitors. This diversity improves creativity and ensures that technology products are relevant to both men and women.

Research also shows that role models have noteworthy effects on female students' self-confidence in pursuing careers in science, technology, engineering, and mathematics. Africa has a number of women that

have succeeded in the Information Technology Industry but their success stories have not been documented for the purposes of using them in role modelling for the benefit of young girls in rural and urban schools.

The project will increase the number of African women joining the Information Technology industry through the proposed awareness campaign.

The challenge with our project is that there are still a huge percentage of individuals and schools that do not have access to the internet, hence limiting them to access the videos we intend to upload.
We are providing the offline versions of the videos to the students. We shall distribute these videos during our annual career guidance meetings in schools. We shall also distribute the offline videos through schools.

Recommendations:
There is more awareness about ICTs and the internet among the elites. However, there is still very low penetration of ICT facilities and lack of knowledge in the grassroots communities. Young school going children in rural communities do not have knowledge and access to the internet and ICT facilities. We recommend assigning local networks at national level to educate the young children in at the grassroots about the use of and how to use the internet.

APPENDIX A

NOMINATION DATA COLLECTION FORM FOR AFRICAN WOMEN IN TECHNOLOGY ROLE MODELS

NOMINATOR'S DETAILS

Name:

Country:

Gender:

Email:

Academic Qualification:

Profession:

Organization:

Title:

How does this person inspire you?

NOMINEES DETAILS

Name:

Country:

Gender:

Academic Qualification:

Profession:

Title:

Organization:

Email:

Physical Address:

Brief Profile of Nominee:

Brief Explanation why you are nominating
this candidate:

APPENDIX B

Selection Criteria for The women in Technology Role Models to be featured

The following are the selection criteria the selection committee were asked to put into consideration while selecting the Role Models.

1. The 10 candidates will be equally selected from the five regions of Africa (South, North, East, West and Central Africa). The Indian Ocean will be included
2. The nominated women should represent the different career professions in ICT/Computer Science and other STEM-Related fields.
3. Academic Qualification: Mainly those who studied or are studying any S.T.E.M -related programs (eg, Software Engineering, Computer Science, Mathematics, etc) will be considered
4. Technical Roles: Those currently playing a technical Role are highly recommended
5. Managerial Roles: Those who transitioned from Technical to Managerial roles are also highly recommended
6. Nominees might be mentors or not necessarily mentors to other women or men
7. Nominees might have an inspiring story of how they fell in love with, eg Mathematics
8. Nominees must be women
9. Nominees must be from Africa
10. Must be willing to share their stories as role models and grant permission to AFCHIX and AFRINIC and other partners to share this information on the various online and offline channels
11. We will consider those in the ICT sector even when their academic qualifications are not in any STEM-related fields