



COMMUNICATION ON ENGAGEMENT (COE)

From: September 2019

to: September 2021

Part I. Statement of Continued Support by the AWLO Founder

24th September 2021

To our stakeholders:

I am pleased to confirm that African Women in Leadership Organization (AWLO) reaffirms its support to the United Nations Global Compact. We support the dimensions of the Corporate Sustainability Blueprint, and we maintain work towards Implementing the Ten Principles into AWLO's Strategies and Operations, Taking Action in Support of Broader UN Goals, and Issues, and Engaging with the UN Global Compact

This is our Communication on Engagement with the United Nations Global Compact. We welcome feedback on its contents to leverage for improvement of performance and quality-control.

In this Communication of Engagement, we describe the actions that our organization has taken in support of the United Nations Global Compact Corporate Sustainability Blueprint as suggested for Civil Society Organization. We also commit to sharing this information with our stakeholders using our primary channels of communication.

Sincerely yours,

Dr. Elisha Attai

Founder, AWLO

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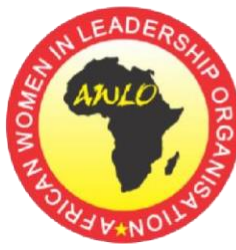
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Part II. Description of Actions

1. AWLO's HeforShe Community has launched programs in 2020 in support of the HeforShe UN Women Solidarity Movement for Gender Parity. In this community men are partners in the actualization of Gender Parity. AWLO's strategy is harnessing the synergies of alliance; to provide women an empowering platform through individual and/or corporate actions and pledges by men to reinforce commitment to Gender parity.
2. 2020 was a year of turbulence around the world with the arrival of the Covid-19 pandemic. AWLO saw the need to focus on eradicating rape and domestic violence against women exposed to these evils as a result of the lockdown. It held a series of town hall meetings and webinars on the subject, and also took out the solutions generated on a physical sensitization tour to communities in Akwa Ibom state, Nigeria.
3. AWLO's vision is of a world where women take their rightful place as home and nation-builders with equal access and opportunities in all areas of existence. Therefore, AWLO's efforts in advancing the leadership status of women has increased through providing more capacity building opportunities for women. AWLO partnered with UNICAF to provide scholarship for AWLO Members to undertake online degree programs in 2020.
4. AWLO has circulated a communique of resolutions adopted by organizations and stakeholders in attendance at its African Women in Leadership Diaspora Conference held in Toronto Canada in 2019 and in Atlanta USA in 2021. These commentaries provides key performance indicators for the advancement of female leadership in public and political affairs.
5. With the objective to empower women to be more technologically responsive in the changing times, AWLO entered into partnership with BEAM, to offer subsidized digital empowerment training to interested members of AWLO. The partnership aimed to empower and prepare African women to find their place in the global digital workforce.
6. AWLO also entered into partnership with stakeholders to provide economic empowerment to women venturing into business. Subsidized loans were granted to those who needed capital to kick start their businesses, and others received grants.
7. A total of eight (8) webinars were held by AWLO in 2020 alone. As physical gathering was hampered by the Covid-19 Pandemic, AWLO made adequate use of technology to engage in various training programs, workshops and webinars, and provided support to women on the front lines during this period of global crises.

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Part III. Measurement of Outcomes

1. African Women in Leadership Organisation held it's diaspora conference in Toronto, Canada from 26th to 29th September, 2019 with the theme 'Empowered for Sustainability.'
The conference saw the formulation of policies which was documented in a communique and communicated to the attendees.
2. African Women in Leadership Organisation in partnership with Justina Ovat Foundation, created empowerment opportunities for 500 women in Niger-Delta Region, Nigeria.
The AWLO-500 Capacity building workshop held on 14th December 2019 at Tinapa Calabar for women who own small businesses, need access to subsidized loans, grants and the necessary tools to grow their business.
A total of 100 women received loans, and more than 150 businesses owned by women in the Niger-Delta region recorded a 50% increase in output and profit. About 200 women were granted funds to kick start their business plans. The AWLO- 500 capacity building workshop contributed directly to the employment of about 1200 women in the region.
3. On Wednesday 6th May, 2020, the African Women in Leadership Organisation AWLO held a Webinar on the theme 'Women in the Frontline in Crisis Time: Rethinking Impact and the Challenges of Leadership'.
The virtual panel was attended by up to eighty-one (81) participants from Africa, North America, Europe and Asia. Moderated by Prof. Uduak Archibong MBE of the University of Bradford, United Kingdom, the panel discussion expanded discourse on the sociology of women participation in leadership at different levels and sectors, namely the media, the arts, politics, family and at personal levels.
Following the major highlights of the Panel discussion, the following position was reached: that, much as the philosophy of 35% affirmative action was good, women do not need to ask but must make themselves heard and that self-education for women will play a key part in personal leadership development and confidence-building.
Participants made a commitment to self education and development to facilitate an increase in their leadership capability and impact across prospective sectors of influence.
4. In line with the objectives of African Women in Leadership Organisation (AWLO), it held a town-hall meeting on 13th May 2020.
The town hall was held in conversation with Chief Dr. Jewel Howard-Taylor; Vice President of Liberia with the objective to build resilience through the changing times and brought together 80 Private and Public Sector Leaders from Nigeria, Cameroon, Sierra Leone, Liberia, Ghana, and United States.

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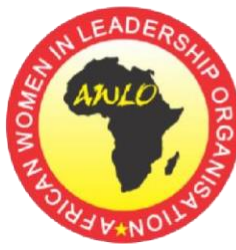
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The areas of focus of the meeting were, women's peacebuilding and justice, leveraging crisis and adversity, and women channeling their voices for equitable institutions.

5. On Wednesday 27th May, 2020, the African Women in Leadership Organisation (AWLO) convened a webinar on the theme 'Using the Power of Your Voice to Change the Society' with H. E. Fatima Maada Bio First Lady of Sierra Leone. It was Moderated from the United Kingdom by Ms. Nonye Omotola. The webinar had in attendance more than eighty (80) participants from different parts of the globe.

The session reached the position that women must determine the direction of their advocacy and impact. And also highlighted the need for women to engage in networking for change in place of total dependence on the government.

6. AWLO held another virtual town-hall meeting themed: 'Appraising the Culture of Rape: Delivering a Sustainable Solution to a Crisis,' on 10th June 2020.

It had in attendance high level leaders and resource persons including Dame Julie Okah-Donli, Director of the National Agency for the Prohibition of Trafficking in Persons (NAPTIP) Nigeria; H.E. Amb. Arikana Chihombori-Quao MD, former African Union Ambassador to the United Nation; H.E. Seriake Dickson, former Governor of Bayelsa State, Nigeria; H.E. Fatima Maada Bio, First Lady of Sierra Leone, and H.E. Jewel Howard-Taylor, Vice President of Liberia. Solutions to the menace of rape was captured in a communique and communicated to the general public.

7. On the 3rd of July 2020, African Women in Leadership Organisation (AWLO), held the second of its rape series – a virtual town-hall meeting on De-culturing Rape in Africa.

With increasing violation of rights of women and girls, AWLO continues to leverage its community of global thought leaders and experts to provide resources, tools, and policy recommendations to end sexual violence.

Participants at the town-hall meeting made a commitment to conduct self defense classes for girls, facilitate the support of National Medical Association and National Agency for Prohibition of Trafficking in Persons, and for rape 'to be treated as emergency' across hospitals in Nigeria, and also facilitate a three-digit universal help line in Nigeria to attend to rape cases.

8. African Women in Leadership Organisation continues to narrow down, in areas of high leverage, for the advancement of women's leadership. Hence, the goal of the virtual town-hall meeting on Economic Empowerment of Women & Girls held on the 17th July 2020 was to pool the skills of AWLO's international network; to exchange ideas, and tailor solutions to increase women's economic participation and opportunities.

Solutions were communicated at the town-hall meeting to empower women and girls economically.

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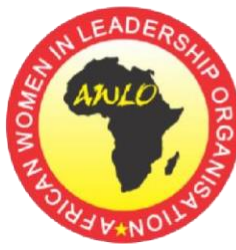
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9. The AWLO Ikot Ekpene Chapter, being moved with compassion concerning the high incidence of rape in surrounding communities, and across Nigeria, took on a rape sensitization tour 20th August, 2020. The tour covered communities within Ikot Ekpene Sanatorial District, Akwa Ibom State, Nigeria. A total of 200 participants were not only enlightened to “Say no to rape”, but they also gave their commitment to expose acts of sexual violence, and protect the female residents of their communities.

Ini Local Government Area of the state, known to have high prevalence of rape has witnessed a drastic reduction in sexual violence cases and reports, as a result of the sensitization tour carried out by AWLO there.

10. A workshop was held by AWLO on the theme: ‘The African Women’s Role in the emerging Global Digital Workforce’ on 2nd September 2020.

The workshop was attended by participants from Nigeria, Cameroon, Sierra Leone, Liberia, Ghana, Saint Kitts, and United States. It was moderated by Selina Bentoom; a Human Capital Development Expert, with Digital Experts; Atai Albert and Richard George from USA, as resource persons.

The workshop enlightened about 70 participants about the need to delve into technology to make their work more efficient. At the end of the workshop, solutions were adopted by the participants such as; work virtualization and remote access; investment and collaboration; business transformation, etc.

11. The global HeForShe Community of African Women in Leadership Organisation, held its first men-only summit on ‘Building a Value-oriented Family.’ The virtual summit which was held on 19th September 2020, had in attendance Heforshe ambassadors from 11 countries.

The meeting highlighted the role of the family in shaping progressive culture, and driving values that remove gender barriers. HeForShe ambassadors renewed their commitment to eliminating gender stereotypes by intentionally communicating and implementing gender balanced values in the family system.

12. AWLO held a symposium on the 22nd August 2020 in Yaoundé Cameroon, on the theme; Women leaders: working together to Achieve Innovative Performance. The Symposium brought together female leaders from public, private, and nonprofit sectors.

This first edition of AWLO’S Women Executives and Potential Leaders’ symposium led to the creation of an intergenerational mentorship scheme in which senior professionals officially engaged to support and mentor at least two young female professionals for a period of one year, after which they shall return with testimonies on the impact of mentorship in leadership.

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The Deliberations and key recommendations by female Cameroon leaders were compiled into the “Policy Declaration of Cameroon Women Leaders Innovative Performance in Public, Private and Nonprofit sectors.”

Young female professionals also gained free access to the Berla Meridian Leadership training platform for mentorship.

13. AWLO 2020 International Youth day Commemoration was a gathering of young leaders across 15 countries around the world; who were enthusiastic about repositioning, for better and effective global engagement and action.

The AWLO 2020 International Youth day saw the adoption of action points captured from sessions and seasoned contributions by Dr. Elisha Attai, AWLO Founder, Chief Osasu Igbiniedion; Matron/Mentor AWLO Global Youth Council, and Mrs. Maureen Omeibe; Dean AWLO Executive Council.

14. In 2020, AWLO partnered with UNICAF to offer 75% scholarship to 50 AWLO Members to enable them pursue degree programs online, with any one of Unicafe’s partner Universities. These Universities include the University of Suffolk, Liverpool John Moore’s University and the University of East London, plus multi-campus UNICAF University which is accredited by the British Accreditation Council in the UK (Zambia and Malawi campuses).

A total of 50 women are currently pursuing online Bachelor, Master’s and Doctoral degrees programs to empower them for leadership in both the private and public sectors.

15. AWLO HeforShe held a boy’s outreach program in commemoration of UN 16 days activism against gender-based violence, Orange the world campaign. The campaign was taken to schools in Rivers State, Nigeria and was led by the HeForShe Youth Coordinator in the person of Keerebu B. Paschal. Gender-oriented leadership skills development training was delivered to the students, and GBV acts such as vocal assault, physical beating, harassment and bullying of female students were declared prohibited by the Principals of the schools visited.

16. African Women in Leadership Organisation held its Diaspora conference from 6th-8th August 2021 in Atlanta USA. The conference was themed 'Toward Inclusive Governance: Women’s Participation in Public and Political Affairs.' And it sought to appraise the importance of female representation in public and political affairs, identify and address barriers to meaningful political inclusion of women and build and sustain an enabling environment for women’s participation in public and political affairs.

The keynote address was delivered by Sheran Palacio, Mayor of Belmopan Belize; other notable paper presentation and representation included Rt. Hon. Catherine Gomezgani Hara, incumbent First Female Speaker of the Parliament of Malawi; H. E. Victoria Mangay Solemnise -UN

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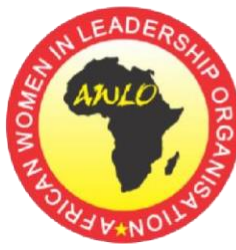
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AWLO

AFRICAN WOMEN IN LEADERSHIP ORGANISATION

Ambassador and Deputy-permanent Representative, Sierra Leone; Senator Donzella James, Atlanta District 35; among others.

The conference brought together 150 delegates from across the diaspora and formulated strategies to close the gender gap in politics, with a view to create a better world for women everywhere.

Women in attendance renewed their commitment to mentoring the younger generation to build skills and take up leadership positions in public and political affairs.

17. AWLO Youth Council Cameroon hosted the 2nd Edition of the International Youth Summit which took place on the 21st of August 2021 at the International Handicraft Center, in Yaounde Cameroon under the Distinguished Patronage Of The Minister Of Small And Medium Sized Enterprises Social Economy And Handicraft.

The summit which commemorated the United Nations International Youth Day brought some 100 youths from around the 10 regions and was themed: "The role of youths in promoting peace and nation building through entrepreneurship and innovative leadership."

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