

African Women's Leadership Initiative: Leveling the Playing Field

***-Vital Voices, ExxonMobil Foundation, Doing Business Gender Project,
World Bank Group Gender Action Plan-***

February 7-13, 2008

Biographies

Maureen Aboko-Cole

Founder, Palmira's Catering Services

SIERRA LEONE

Maureen was forced to flee her country due to ethnic violence. However, since her return, she has developed and expanded a private catering company, Palmira's catering Services. The company also trains girls who have left school, or have never gone to school, enabling them to become self-sufficient.

Amina Agbaje

Principal Partner, Agbaje, Agbaje & Company

NIGERIA

Amina has practiced law since 1993. She is a member of the International Federation of Women Lawyers (FIDA) and the Nigerian Bar Association (NBA) Abuja Branch. Currently she also serves as Chairperson, Law Reform Committee of the International Federation of Women Lawyers (FIDA), Abuja Branch. She is spearheading the reform and review of laws relating to sexual offences with the Law Reform Commission in Nigeria. She is also involved in advocacy visits in the National Assembly with other Non-Governmental Organizations in expressing determination to ensure rights of women, Gender and children issues are promoted, realized and protected in order to enable us enjoy fully our rights under the democratic dispensation. Amina was a participant of the FORTUNE/Department of State Mentoring program in 2006 and of the Vital Voices Women as an Economic Force: A Business Exchange & Leadership Symposium for African and Chinese Women in September 2007. She has since begun a support network responsible for involvement of lawyers in the on going Police Reform Program in Nigeria.

Jordan Alexander

Program Assistant, Vital Voices Global Partnership

USA

Jordan has been with Vital Voices since August 2007, where as Program Assistant he provides logistical and administrative support to various programs in all regions. This includes interfacing with Global Leadership Network members from across the globe and conducting preliminary research required to set program goals and agendas. Prior to working for Vital Voices, Jordan graduated from Vassar College in May 2007 with a B.A. in Geography and a Minor in Asian Studies. His academic pursuits led him to travel to various countries throughout the Asia-Pacific region, including a semester abroad in New Zealand where he studied indigenous rights and international cooperation among Pacific island-states.

Nana Yaa Ofosuah Appiah

Managing Director, Equity Pharmacies Limited

GHANA

Nana Yaa Ofosuah Appiah is the Managing Director of Equity Pharmacies Limited in Accra, Ghana. She employs a staff of ten and her company has a turnover of about \$2 million per annum. She has a Masters in Business Administration from the University of Ghana, Legon and a Bachelor of Pharmacy degree from Kwame Nkrumah University of Science and Technology. Prior to her current position, she was a Business Development Officer for the Ghana Social Marketing Foundation Enterprises Limited. Nana is particularly interested in learning about consortiums, mergers, and backward integration. She is specifically interested in working with a mentor in the pharmaceutical industry.

Gina Barbieri

Executive Director, African Initiative for Mediation

SOUTH AFRICA

Gina Barbieri is a practicing attorney who started her career in the area of human rights and employment law and now specializes in conflict resolution. Passionate about mediation and the role of alternative dispute resolution in contemporary South Africa, Gina co-founded and is currently the Executive Director of the African Initiative for Mediation (AIM), a public benefit organization focusing on promoting mediation as an alternative form of dispute resolution (www.mediate.org.za). Gina is also a member of the Steering Committee of the African Mediation Association (AFMA) founded in response to a growing interest throughout the world in the application of consensual and non-confrontational means of dispute resolution. She sits on an international reference group convened by the World Bank/IFC's independent dispute resolution arm, the Complaints Advisory Ombudsman (CAO), and currently consults to the CAO on its African Outreach Program.

She was a participant of the Vital Voices Pan-African Leadership Summit for Women and Girls and the Women Leaders Building Peace and Prosperity: Working Together to Develop Strategies for Community Building and Conflict Resolution in the Middle East, Northern Ireland, and South Africa. She is a member of the Vital Voices Africa Advisory Board.

Catherine Hue Bi

Counsel, International Finance Corporation (IFC)

SOUTH AFRICA

Catherine has worked in the financial development sector for the past 8 years, mostly in Africa, covering all aspects of the sector-- from commercial investments in large private projects, to the set up of a micro-finance company with community involvement. She also participates in advisory services to governments on various initiatives, from environmental projects to gender programs, always from the private sector view.

Catherine previously worked with Citibank and Unilever, both in Europe and Africa. Before being a lawyer, she enjoyed working on community health prevention in France.

Catherine holds an LLM in Commercial Law from the University of Bristol; an LLM in International Trade Law from the University of Sorbonne; and an LLB in Commercial Law from the University of Sorbonne.

Alyse Nelson Bloom

Co-founder and Vice President, Vital Voices Global Partnership

USA

Alyse has worked with women leaders to develop training programs and international forums in over 100 countries and has interviewed more than 120 international leaders. Prior to Ms. Bloom's work with VVGP, she served as Deputy Director of the Vital Voices Global Democracy Initiative at the U.S. Department of State. Her position aided Former First Lady Hillary Clinton and Secretary of State Madeleine Albright's commitment to promote the advancement of women as a U.S. foreign policy objective. Ms. Bloom helped design, coordinate, and implement *Vital Voices* conferences, projects and initiatives throughout the world. Ms. Bloom worked with the President's Interagency Council on Women at the White House and U.S. Department of State from July 1996 to July 2000. She attended to UN Fourth World Conference on Women in Beijing, China in 1995 and has served as an advisor to the US Delegation to the UN Commission on the Status of Women. She holds an MA from the Fletcher School of Law and Diplomacy at Tufts University and is a Term Member of the Council on Foreign Relations. She serves as a Board Member of Running Start, which helps young women and girls in the United States get involved in politics and their communities. In 2006, she was named one of "Ten Women to Watch" by the Washingtonian Magazine and in 2007; she was honored by Emerson College with the Distinguished Leader Award.

Sarah Brewer

Associate Director, Women & Politics Institute, American University

USA

Sarah E. Brewer is the Associate Director of the Women & Politics Institute at American University. She received her Ph.D. in political science from American University where her research focused on gender and political vocation in general, and specifically on the work and experience of women campaign consultants. Her publications include, "Women Political Consultants: Who Are They, Where Are They?" in *Campaigns & Elections* and "Gender-Bias in Elections for County Office in the South: Additions to the Gender Role Hypothesis" in *Social Science Quarterly* (co-authored with David Lublin). She is also the co-editor of the book *Gendering American Politics: Perspectives from the Literature* published by Longman Press (with Karen O'Connor and Michael Philip Fisher).

Dr. Brewer is the academic advisor for the Women & Politics Institute's Graduate Certificate in Women, Policy, and Political Leadership and teaches Women and Political Leadership for the program. She is the Program Director of the Institute's NEW Leadership DC program that brings together young women who attend the 12 colleges and universities in the Washington DC metropolitan area for political leadership training. She also works with the Women & Politics Institute's Young Women Leaders Board on a year-long political leadership training for young women ages 21-25 who attend university or work in Washington DC. In addition, Dr. Brewer has addressed numerous international delegations on issues of women and political leadership including the first group of Iraqi Fulbright Scholars who visited the in 2004.

Dr. Brewer serves on the National Coordinating Committee for the Younger Women's Task Force of the National Council of Women's Organizations and on the Steering Committee of the American Association of University Women Training Institute's National Conference for College Women Student Leaders. She is past president of the Women's Caucus for Political Science – South and past program chair for the Women and Politics Organized Research Section for the Southern Political Science Association

Mary Deane Conners

Minister Counselor for Public Affairs, U.S. Embassy Pretoria

USA

Mary Deane Conners joined the U.S. Foreign Service in 1980, first serving the United States Information Agency (USIA) and continuing in the State Department when the two merged in 1999. Her work has taken her to five continents and includes postings in The Hague, Port Louis, New Delhi, Buenos Aires, Guatemala and Pretoria (twice). Most recently, as the Director of Public Diplomacy and Public Affairs for the Bureau of Western Hemisphere Affairs (WHA), she was responsible for managing a budget of over \$40 million and exercising oversight of hundreds of American and foreign national employees in the field and in Washington. This is her second posting to South Africa, her first being from 1982-1985 as a Program Development Officer.

Her work has spanned the full range of public diplomacy activities, from supporting high priority U.S. policy issues such as counter-narcotics and democracy building, to working intensively with both foreign and American print and electronic media. She has creatively shared American culture overseas by producing musical, dramatic and artistic productions in several countries, as well as developing exhibits, such as the Edward Curtis photography exhibit, which toured throughout Latin America and China. She is a regular guest lecturer in the tradecraft of Public Diplomacy at the Foreign Service Institute in Washington, D.C.

A native of Philadelphia, Pennsylvania, Mary Deane holds a Bachelor's degree in English Literature from St. Joseph's University in Philadelphia.

Zoë Dean-Smith

Managing Director, Visionary Growth & Development Consultants

SWAZILAND

Zoë Dean-Smith is the Managing Director of Visionary Growth & Development Consultants - a consulting company committed to developing SMME businesses while focusing on the importance of having a social mission. Visionary works in a mentoring capacity helping organizations with conceptual strategy, project management and the refinement of existing infrastructures.

In January 1999, Zoe was invited by the late Jenny Thorne to join her in the Gone Rural business, a rural women's development company, working with over 700 women. Zoe was the Managing Director of the Gone Rural, overseeing the marketing, human resource management, budgets / projections and logistical and administrative support for the company. In late 2006, Zoë accepted a year's contract from the International Finance Corporation to develop and project-manage the creation and implementation of *Gone Rural BoMake*, a non-profit community development entity assisting Gone Rural's 700 rural Swazi families with access to clean water, food security, HIV/AIDS support, women's rights & literacy and youth entrepreneurship. In 2005, Zoe received a Pan African Business Woman Award for Capacity Building. She was nominated for Swaziland Business Woman of the Year 2005 and through her role in business, Gone Rural has won a World Bank Development Marketplace Award in 2004, was nominated for the Africa SMME Awards in 2005, was nominated for the Red Ribbon Award at the World AIDS Conference in Canada in 2006 and was one of the 12 finalists worldwide in the BBC World Challenge 2006 competition.

Zoe currently lives in Swaziland. Her previous history also includes one year as a professional Water-skiing Instructor. Outside of the business environment, Zoe is actively involved in the Performing Arts and is a Trainer and Instructor in the Fitness arena.

Ms. Dean-Smith was a participant in the Vital Voices Pan-African Leadership Summit for Women and Girls and the Vital Voices Women as an Economic Force: A Business Exchange & Leadership Symposium for African and Chinese Women in September 2007. She is a member of the Vital Voices Africa Advisory Board.

Lomcebo Dlamini

National Coordinator, Women and Law in Southern Africa Research and Educational Trust (WLSA)

SWAZILAND

Lomcebo is a vocal and vigilant advocate for the rights of women and children. Under her leadership, WLSA, in cooperation with other local and regional NGOs, conducts advocacy campaigns and research to educate the public and to address legal gaps that leave women and children vulnerable and unprotected. She has been especially active in advocating for the rights of women with HIV/AIDS, and for the inheritance rights of children. She has also conducted research on law and human rights issues. In 2006 she published the study “*Gender, HIV and AIDS and the Protection of Women’s Rights to Property Under CEDAW*,” commissioned by the Southern African Human Rights Trust (SAHRIT) in Zimbabwe. Previous studies she has published or contributed to include “*Interrogating the Practical Application of the Proposed Domestic Violence and Sexual Offences Bill by the Members of the Criminal Justice System*,” commissioned by UNICEF; “*Protection of the Inheritance and Property Rights of Orphaned and Vulnerable Children*,” commissioned by CANGO; and “*Investigating How to Enhance Existing Protection of Children’s Inheritance and Maintenance Rights in Customary and General Law*,” commissioned by UNICEF. In addition to her duties at WLSA, Lomcebo is currently, Commissioner, Judicial Service Commission of Swaziland; Chairperson, NGO Gender Consortium; and Chairperson, National Governing Council of the Media Institute of Southern Africa (MISA) – Swaziland Chapter.

Aissa Dione

Founder, Aissa Dione

SENEGAL

Aissa is a renowned painter and textile artist, and the owner of a textile and design company. Working with local artisans, her company produces and exports accessories, furniture upholstery, and art. Her style combines her refined art skills with Mandjaque traditional weaving techniques. Has exhibited at stores and trade shows in NY, Paris, London, and Johannesburg. Her works are bought by companies such as Hermes, Fendi Casa, and used by designers such as Jacques Grange, Christian Liagire, and Peter Marino.

Amanda Ellis

Lead Gender Specialist, World Bank Group Gender Action Plan

USA

Amanda Ellis is an economist and former banker who leads the World Bank Group’s Gender Action Plan. Previously, Amanda led the IFC's Gender Entrepreneurship Markets (GEM) initiative. Prior to joining the World Bank Group in 2003, Amanda was Head of Women's Markets and National Manager Women in Business for Westpac Banking Corporation, based in Australia. The Westpac Women in Business program was launched in 1999 with a bank-wide research initiative that became the basis for an innovative new business model designed to better

service women business owners. Three years later the Women in Business program reached half a billion dollars in annualized turn over. Amanda is the author of two best selling books on women's entrepreneurship published by Random House, a founding member of the Global Banking Alliance for Women and sits on the Organization for Economic Cooperation and Development international advisory panel on women's entrepreneurship.

Connie E. Evans

President, CSolutions Consulting and Founder/President, Money Information on Demand USA

Connie E. Evans is a key advisor to individuals and companies on economic development, asset development and socially responsible business. Evans is an activist and social entrepreneur who believes that by harnessing the marketplace, we can change the world. She is the President of *CSolutions Consulting*, a strategy and management consulting firm, and Founder/President of *Money Information on Demand*, a new financial services company with a mission to revolutionize the way consumers save, spend and access information to solve financial matters. She has over 25 years experience developing and implementing programs to further economic development, health and social change in communities. Her experience and expertise has been nationally recognized and utilized by such groups as the World Bank, the Clinton Administration, a host of local government and community-based organizations throughout the country and internationally. Ms. Evans was the founding President of the award-winning Women's Self-Employment Project in Chicago, the largest microenterprise development organization assisting low and moderate income women, which she led for 14 years. Evans also pioneered one of the first matched-savings accounts program (*Individual Development Accounts*) in the U.S.

Prior to WSEP, Evans was the Assistant Director of a Hull House Association affiliate and the Project Director for the first resident-managed public housing development in Chicago. Evans started her career in community mental health working as a master-level psychologist. She has lectured in colleges and universities throughout the United States and has been a presenter on numerous panels in the United States, Canada, South Africa, France, Nigeria, and Eastern Europe.

Evans has many distinguished awards. A sampling includes being named the Inaugural Twink Frey Social Activist in 2006; the 1996 Chicagoan of the Year by the Chicago Magazine who recognized her contributions in making Chicago a better place to live. Her leadership and commitment to community service and social change has also been recognized with the first Teknion Humanitarian Award in 1999; Gloria Steinem Woman of Vision Award; 1998 Community Leader of the Year, presented by the African American MBA Association at the University of Chicago; and the Chicago Community Service Fellowship Award by the Chicago Community Trust.

She was appointed by President Clinton to the CDFI Advisory Board, a fund in the Department of the Treasury; and as a member of the U. S. Delegation to preparatory meetings for the United Nations Fourth World Conference on Women in Beijing and again for Beijing Plus Five.

She serves on a number of local and international boards including the Social Venture Network, and recently retired from serving six years as the first African American woman on the Board of the Federal Reserve Bank of Chicago.

Monica Fernandez

Consultant, World Bank Group Gender Action Plan

USA

A Costa Rican attorney, Monica has specialized in international human rights law and international investment law having practiced at the Inter-American Court of Human Rights in San Jose, Costa Rica and at a major US law firm in Washington, DC. While completing her LL.M. at Harvard Law School, she conducted human rights field research in Brazil and acted as a mediator with the Harvard Mediation Program. With a passion for languages, Monica is fluent in her native Spanish, besides English, French and German. She recently joined the World Bank Group to work on gender and business issues.

Stephenie Foster

Principal, Georgetown Strategies

USA

Stephenie Foster, former vice president for public policy at Planned Parenthood Federation of America (PPFA), has more than a decade of experience in politics and policymaking and a lifelong commitment to progressive causes.

As chief of staff to Senator Barbara Mikulski (D-MD), and later, to Senator Christopher Dodd (D-CT), she was the principal strategist for legislative outreach and political operations. Ms. Foster served as the national director of women's outreach for the victorious Clinton/Gore 1996 campaign, with responsibility for coordinating coast-to-coast efforts to mobilize women voters. Subsequently, she was appointed general counsel of the General Services Administration (GSA) under President Clinton. At GSA she oversaw all legal activities and served as the agency's chief ethics official.

Between February 2001 and February 2003, Ms. Foster served as the director of public policy for one of PPFA's key coalition partners, People For the American Way. She directed lobbying and advocacy efforts on issues including civil rights and civil liberties, judicial nominations, and the separation of church and state. More recently, she has engaged in advocacy and campaign training in the United States and overseas, working for a broad range of progressive groups including the Women's EDGE Coalition and the Policy Council on Afghan Women.

Ms. Foster has also played a number of key leadership and outreach roles in other presidential campaigns, including Kerry-Edwards 2004 and Gore-Lieberman 2000.

Ms. Foster has a law degree from the University of Pennsylvania and a master's degree from Cornell University. She graduated cum laude from the University of California, Irvine. Prior to moving to Washington, DC, in 1993, she practiced law in San Francisco.

Ms. Foster has participated in international democracy promotion programs sponsored by the National Democratic Institute for International Affairs (NDI), Vital Voices, the US Department of State and the Northern Ireland Voluntary Trust in thirteen countries around the world.

Hilary Gbedemah

Lawyer & Legal Educator

GHANA

Hilary currently serves as a member of the traditional state's Committee on Women and Children. In addition, she directs the Volta Region's Legal Awareness Program, engaging in legal aid and legal education campaigns. She lectures at the Ho Polytechnic Institute as a Legal Educator, while continuing her chambers career and specializing in female adolescent health law.

Hilary participated in the Leadership and Advocacy for Women in Africa (LAWA) Fellowship Program at the Georgetown University Law Center in Washington, D.C. During her fellowship internship with the ACLU's National Prison Project, her main assignments were updating the HIV Bibliography with current HIV case law and providing legal assistance to legal personnel with clients afflicted with HIV/AIDS. Her graduate thesis, "Trokosi: Twentieth Century Female Bondage, a Ghanaian Case Study," was later published in updated form in the book *Voices of Women in Africa*. She has also started a program for youth called "Legalites," inspired by the U.S.-based Street Law program.

Hilary has taught law at Our Lady of the Apostles Secondary School in Ho, Ghana; at Ho Polytechnic Institute; and also at the University of Florida, where she taught courses on the status of women in Ghana and women's rights internationally. Hilary holds an L.L.B. from the University of Ghana, a B.L. from Ghana School of Law, and an L.L.M., Georgetown University Law Center.

Celena Green

Program Officer—Africa, Vital Voices Global Partnership
USA

An alumna of the *Vital Voices Democracy Initiative* (1997-98), Celena manages civic participation, economic development, and human rights programs serving emerging women leaders in Sub-Saharan Africa. She has a BA in Africana Studies from Brooklyn College-CUNY, and over twelve years of experience with international youth and community development organizations. Prior to joining Vital Voices, she was Director of International Training and Internship Programs at the International YMCA of Greater New York, where she managed professional exchange programs for foreign students and young professionals coming to the U.S. Celena lived and worked in Zimbabwe from 2001-2003, serving as a capacity-building volunteer with the Zimbabwe National Council of YMCAs, and facilitating resource development trainings for YMCAs throughout Southern Africa. In the summers of 2006 and 2007 she returned to the region to volunteer with orphanages in South Africa and Mozambique. She began her career as a youth programs associate, and later, Director of Development for Global Kids, Inc., a New York-based organization that prepares urban youth for academic success, community service, and global leadership. A strong proponent of global-local connections, she has led mentoring programs for girls in her hometown of Southeast Queens, NY, and represented girls and young women internationally as a U.S. Delegate to the 42nd United Nations Commission on the Status of Women. Celena remains active in local community organizations, and continues to support projects in South Africa, Zimbabwe, and Mozambique.

Kathleen Hendrix

Senior Advisor, Vital Voices Global Partnership & Senior Advisor, Conrad Hilton Foundation
USA

Kathleen Hendrix is a senior advisor to the Conrad N. Hilton Foundation's Humanitarian Prize. From 2003-2005, she directed the Gender Integration Project, funded by USAID, at Development & Training Services (DTS). She continues to consult with DTS on gender issues. During the Clinton Administration she worked at the Department of State and was engaged primarily in preparations for, participation in, and follow-up to the 1995 UN Fourth World Conference on Women. She was part of the U.S. delegation at global and regional UN preparatory conferences, and worked with U.S. NGOs on issues related to the Conference. After the conference, she continued at the State Department as Associate Director of the President's Interagency Council on Women, the US follow-up mechanism to the conference

Ms. Hendrix is a former staff writer for the Los Angeles Times where she wrote about many social and political issues both domestic and international. She served as a Peace Corps volunteer in Sarawak, East Malaysia.

Lorie Jackson

Educating Women and Girls Initiative, ExxonMobil Foundation

USA

Lorie D. Jackson joined ExxonMobil in 1989 and has taken on a wide variety of responsibilities and challenges within the Corporation's Treasurer's and Public Affairs Departments. Beginning in its Treasury Department, she managed issues related to financial policy, capital markets, international affiliate financing and project financing. In 1998 she joined Exxon Mobil's Public Affairs Department where she served in several positions including International Representative for Africa, Middle East and Europe; Representative for the U.S. Senate; and most recently she has taken on the management and development of the Educating Women and Girls Initiative -- ExxonMobil Foundation's newest Signature Initiative.

Lorie has a long-standing academic and professional interest in economic development. As such she is eagerly embracing the opportunity to make ExxonMobil a powerful force in combating poverty through the advancement promoting gender equality in education and empowering women.

Lorie earned a B.A. in Economics from Wellesley College, an M.P.A. from Harvard University's John F. Kennedy School of Government and M.B.A. from Stanford University.

Lorie lives in Washington, D.C., holds an office at ExxonMobil's Fairfax Campus in Northern Virginia, and reports to the company's headquarters office in Dallas, Texas.

Ruth Kavuma

Member of Parliament, Kalangala District Representative

UGANDA

Ruth is a Member of Parliament, representing the Kalangala District. She is also the Vice Chairperson for the African Parliamentarians Network Against Corruption (APNAC) in the Parliament of Uganda. At 34 years, Ruth was the first Ugandan headmistress of one of Uganda's premier secondary schools for girls, Gayaza high school. She is also part of the team that started Muteesa 1 University in Uganda. Later she was part of the creation of the Forum for African Women Educationalists (FAWE) in 1997. With other women, she established a small non-profit organization, RESS, with a focus on education (especially for young girls), community development, legislation, and advocacy.

Patricia Keefer

Assistant Director, International Affairs Department, American Federation of Teachers (AFT)

USA

As the AFT's representative in South Africa, Patricia Keefer serves as the Executive Director of the HIV and AIDS Prevention, Care and Treatment Access Project [PCTA] for South African teachers. The PCTA project is a comprehensive prevention and treatment initiative of the four South African national teachers' unions. Keefer has also provided technical assistance for similar AFT initiatives in Zimbabwe, Kenya, Namibia and Swaziland.

Keefer has been involved in important political reform initiatives in the United States and democratic development in countries in every region of the world all of her professional life. She

began her political career as a national leader of the U.S. Young Democrats and as a member of the Democratic Party's Commission on Youth Participation. She was the national organizer of the successful effort to amend the U.S. Constitution lowering the voting age to 18. She has organized voter education and registration initiatives not only in the U.S. but in places as diverse as Chile, the Czech Republic, Northern Ireland, Mozambique and Taiwan. As a member of the Board of Directors of the Women's Campaign Fund, she chaired the Task Force on Women in Politics at Harvard University and lectured at the Kennedy School of Government on the role of money and special interest groups in American politics.

She joined the AFT's International Affairs Department in 2001. Before that she spent 17 years as a Senior Associate for Political Parties and Southern Africa Regional Director at the National Democratic Institute and ten years at Common Cause where she was Vice President for Organization.

Dr. Maggie Kigozi

Executive Director of the Uganda Investment Authority

UGANDA

Dr. Maggie Kigozi is a medical doctor by profession having practiced in Uganda, Zambia, and Kenya. In 1999, Dr. Kigozi was appointed Executive Director of the Uganda Investment Authority, the government body that promotes and facilitates investment in Uganda. Under Dr. Kigozi's leadership, foreign and domestic investments have continued to increase and the Uganda Investment Authority won the Corporate Location Prize for the best investment promotion agency in Africa and the Middle East in 2001.

Jane Kiragu

Managing Director of Satima Consultants Ltd

KENYA

Ms. Jane Kiragu is a household name in Kenya as far as Human Rights and Women Issues are concerned, and has been instrumental in several women empowerment programs over the years. She is a lawyer and an advocate of the High Court of Kenya. Among many other projects set up by Ms. Kiragu is the Kangemi Women Empowerment Center, a slum based project to empower the community to determine their gender and initiate their own priority project. She handed the program over to the community. She is also the first director of the National Anti-Corruption Campaign steering committee where she developed and designed the campaign intervention to eradicate corruption and enhance public awareness. Jane is also an entrepreneur, she established and set up her own consulting firm whose purpose is to build capacities for NGOs and Community Based Organizations, develop strategic plans for Southern Sudan, Women parliamentarians and Southern Sudan Human Rights Commission. She was the Executive Director for the Federation of Women Lawyers (FIDA), pioneering programs with MPs to integrate gender concerns and prioritize women's issues in the legislative making process. She has over 18 years experience in human rights law, lobbying, research, training, facilitation, evaluations, operational management and legal work. Ms. Kiragu has a Bachelors of Law (Hons) degree from the University of Bristol, a Post graduate certificate in Human Rights Law from Oxford University, and an MA from the Tufts University Fletcher School of Law and Diplomacy. She is currently the Managing Director of Satima Consultants Ltd, a Kenya-based consulting firm.

Helen La Lime

Consul General, United States Consulate, Cape Town

USA

Helen La Lime, a career member of the Senior Foreign Service, class of Minister Counselor, and is the current United States Consul General in Cape Town, South Africa. Prior to this assignment she was US Ambassador to Mozambique (2003-2006), Deputy Chief of Mission of U.S. Embassy Rabat (2001-2003) and Director of the Office of Central African Affairs (2000-2001).

Previous assignments include a tour as Deputy Chief of Mission of our Embassy in N'djamena, Chad (96-99), a year at the National War College (95-96), an assignment in the Bureau of International Organization Affairs in the Department of State (93-95), and service as Consul General in Zurich Switzerland (93). She has also held a range of consular and administrative positions at US missions in Warsaw, Bern, and Stuttgart. Ms. La Lime joined the Foreign Service in 1980. She is a graduate of Georgetown University (BS) and of the National Defense University (MS). She speaks French, Portuguese, Spanish, German and Polish. Prior to joining the Foreign Service, Ms. La Lime worked as a teacher in France, Portugal and Holland.

Thuan Thi Phuong Le

Program Analyst, Doing Business Gender Project, World Bank Group Gender Action Plan

USA

Thuan Le, originally from Vietnam, has studied and worked on gender projects in her home country, as well as in the USA, Uganda, Germany, and Canada. She holds a BA from Hanoi University of Foreign Studies, an MA in Global Public Policy from Potsdam University in Germany, and a Graduate Certificate from the East-West Center in USA. Thuan has worked on issues facing women and children with PLAN International, Oxfam-Quebec, and ActionAid Vietnam. Most recently, she served as a consultant for the International Finance Corporation (IFC), providing research and support for the gender project.

Sarah Lubega

Senior Partner, Frederick Francis & Associates, Advocates

UGANDA

Sarah Lubega is currently a Senior Partner at Frederick, Francis & Associates, Advocates. She is also a Board Member of Pride Uganda, a micro-finance institution; the Uganda Women Entrepreneurs Association (UWEAL); the Public Procurement and Disposal of Public Assets Authority (PPDA); the Uganda Network on Law, Ethics and HIV/AIDS(UGANET); and the Environmental Conservation Trust of Uganda (ECOTRUST). She participated in the *Gender and Growth Assessment for Uganda- A Gender Perspective on Legal and Administrative Barriers to Investment* (IFC-GEM, Foreign Investment Advisory Services and The World Bank) which culminated in May 2005.

Sarah participated in the Leadership and Advocacy for Women in Africa (LAWA) Fellowship Program at the Georgetown University Law Center in Washington, D.C. completed her graduate thesis, entitled "Law reform and Effective Implementation, as the means to Economically Empower the Ugandan Woman," in Spring 2000. During her fellowship internship, Ms. Lubega worked at the World Bank in the Gender Evaluation Division where she researched and reported on the gender sensitivity of existing World Bank projects.

Sarah was previously a Partner at Frederick, Francis and Associates Advocates, as well as Chairperson of the Uganda Women Entrepreneurs Association and Managing Director of Lailah's Co. Ltd.

From 1984 to date, she has provided legal counsel to other women through the Federation of Women Lawyers-Uganda Chapter (FIDA-U) and beginning in 1997 she has provided free legal counsel to the Uganda Women Entrepreneurs Association. In 2001, Ms. Lubega became a member of the Board of the Public Procurement and Disposal of Public Assets Authority (PPDA), a body responsible for procurement within Uganda Public Service, a membership she continues to this day.

From 2001 to 2005, Ms. Lubega was a Board Member of Pride Africa / Uganda, a micro-finance institution with a major objective of increasing incomes of entrepreneurs who operate micro enterprises in the informal sector and increasing employment opportunities in the same sector. From 2004 to date, she has been a Member of the Board of the Environmental Conservation Trust of Uganda (ECOTRUST), a n NGO which supports the conservation of biological diversity and poverty alleviation through sustainable natural resource management and livelihood improvement initiatives. Also from 2004 to date, she has acted as a member of the Governing Council of the East Africa Law Society.

Ashley Maddox

Founder & Director, Gannett Consulting

USA

Ashley Maddox is the founder and director of Gannett Consulting, a boutique management consultancy that focuses on strategy and business building for media, technology, and non-profit groups.

In this capacity, Ms Maddox has served as a strategy advisor to a number of international philanthropy efforts, including the Children's Investment Fund Foundation, the \$2B London-based foundation that is formally linked to a hedge fund; Virgin Unite, the Virgin Group's philanthropy arm; Comic Relief, the UK's largest charity; and the (RED) campaign, the innovative fund-raising campaign launched by Bono and Bobby Shriver in conjunction with the Gap, American Express, and other corporate partners. Other corporate clients have included Cisco Systems, HIT Entertainment, and Buzznet.

Prior to launching Gannett, Ms Maddox was a Director of Business Development for Bertelsmann, the German media conglomerate, where she held management roles with Napster (digital music), BMG (music), and Fremantlemedia (television production). Prior to Bertelsmann, Ms Maddox worked for McKinsey & Company, where she focused on strategy and marketing in media and e-commerce. An active member of the Washington DC office, she was responsible for engaging McKinsey to provide strategic support to the initial design of and planning for Vital Voices.

Prior to McKinsey, Ms Maddox served as a Policy Fellow with the Center for Population, Health, and Nutrition of the United States Agency for International Development. Over the course of 1995, Ms Maddox was selected by the White House and the US Department of State to serve as an official Delegate to the United Nations World Conference on Women in Beijing and its preparatory meetings in Vienna and New York, where she was responsible for youth issues. Ms Maddox was also appointed to represent the US Government at the inaugural strategic planning session for UNAIDS, the UN's then-new umbrella agency for HIV/AIDS, and at the launch of the US-SA Bi-national Commission in Pretoria, South Africa.

Ms. Maddox holds a BA from Princeton University and an MBA from the Stanford University, and she was a Fulbright Scholar affiliated with the University of Cape Town.

Jane Magigita

Head of Legal Aid and Outreach Department of the Women's Legal Aid Center (WLAC)

TANZANIA

Jane Magigita holds a Master's Degree in Laws-LLM from the Georgetown University-Law Centre of the Washington D.C (2001) and a Bachelor Degree in laws –LLB (1996) from the University of Dar-es-Salaam. Her lobbying and advocacy career has focused on gender related issues from the grassroots level to the international level. During her work in rural communities in Tanzania, she educated communities on the use of law as a tool for change in order to enhance their role in policy making and implementation and also in poverty reductions initiatives. She has also actively participated and contributed in international forums such as the Beijing +5 meeting held in New York in 2000 and in the drafting of the CEDAW shadow report presented in United Nation's CEDAW Committee meeting in 1998. In years 2002-2004 Jane had an opportunity to train groups of women from nine states in eastern Nigeria enabling them to initiate gender advocacy strategies, using a rights-based approach, to influence policies in their own states. In 1998 and 1999 she advocated for gender sensitive laws pertaining to the Sexual Offences Act and Land Laws. Most recently, Jane coordinated a project to advocate for changes in discriminatory inheritance customary laws, while also initiating an active dialogue to fight domestic violence.

Clare Manuel

Founder/Director, The Law & Development Partnership

UK

Clare Manuel is a lawyer with particular expertise in the areas of private sector development and legal sector reform in developing countries. She has been a qualified solicitor for 13 years, gaining her initial experience in a City of London commercial law firm. Since then she has had over ten years experience of working at senior levels in Government - in the UK, Africa, the Caribbean and the South Pacific, specializing in economic development, commercial and administrative law. From 1996-2000 she was a senior adviser to the Government of Uganda on legal sector reform focusing particularly on the role of the legal sector in Uganda's economic development. Subsequently, as a founder and director of the Law & Development Partnership she has advised extensively on legal, regulatory and private sector development issues in developing countries, developing affordable and realistic reform and investment programs for Governments within the context of medium term expenditure frameworks and poverty reduction strategy papers

Claire Mathonsi

Woman & Governance Project Coordinator, Gender Advocacy Programme in Cape Town

SOUTH AFRICA

Claire Mathonsi is a gender specialist working in the field of gender, governance and political economy. Her work involves transforming patriarchal governance structures at all levels, and creating opportunities for women to contribute and engage in policy and legislation. At the University of Cape Town she restarted the UCT Womyn's Movement. She was also an intern for the Association of Women in Development in the Young Women in Leadership Program in Cape Town. In this role she supported the leadership development of young women. During her time with AWID, she also assisted in the development of the Young Women in Leadership Conference that took place around HIV/AIDS in Cape Town 2004.

Comfort Ayuk Mbuahbaw

Solicitor and Advocate of the Supreme Court of Cameroon

CAMEROON

Comfort holds a Barrister at Law (B.L) Hons, from the Nigerian Law School-Lagos, and a Master's in Law (LL.M) from the University of Southampton England. She also earned a Licence en Droit (LL.B) in English Private Law from the University of Yaoundé Cameroon. Comfort is a Solicitor and Advocate of the Supreme Court of Cameroon, as well as a Member of the Cameroon and Nigeria Bar. Her work specializes in Family Law, Property Rights, and Inheritance & Succession. She also handles cases involving Company Law & Commercial Law, with particular reference to the OHADA Treaty as applied in the Central African Region.

Justine Mirembe

Land Law and Gender Specialist, Rural Development Institute

RWANDA

Justine Mirembe is a degree holder in law. She majored in International law from Lund University-Sweden with a focus on women's rights. She is a land law and gender specialist and a trainer in the field of law. She is a writer especially on women's issues. She has published several articles including *Legal Mechanisms to Defend Women's Rights; Women's Rights in Times of Conflict and Children's Rights in Times of Peace*; among others.

Deidre Mokuena

Cultural Program Developer, Embassy of the United States of America, Pretoria

SOUTH AFRICA

Deidre Mokuena is a Cultural Program Developer in the Cultural Section, Public Affairs Office, Embassy of the United States of America, Pretoria. She has been in this specific position since 2003. She is primarily responsible for planning and implementing a wide variety of thematic programs / projects that explain American society and culture, US foreign policy and U.S.-South African relations. One of her Deidre's main projects is to identify and nomination women for the Fortune 500, business women exchange program. After nominating the participants, Deidre uses these women to do mentoring programs to younger business women, school girls and in previously disadvantaged areas in South Africa. This program seems to be extremely successful. Deidre completed her National Higher Diploma in Public Relations Management in 2005.

Eva Muraya

CEO, Color Creations Ltd.

KENYA

Eva Muraya was appointed CEO of Color Creations Ltd in 2002 following the merger with Taurus Africa, which she had co-founded in 2001. Ms Muraya brought with her over 15 years multi-skilled top management experience covering sales, marketing, advertising and communications, drawn from leading companies in the field including BAT Kenya, The Standard Group, and FedEx.

With a staff of over 80, Color Creations Ltd produces state-of-the-art advertising and promotional merchandise through the development of a wide range of screen-printed and embroidered products using a mix of manual and automated equipment. The product range includes T-shirts, polo shirts, wheel covers, hats and caps, aprons, casual jackets, sports uniforms, bags and umbrellas available on both the local and regional markets.

Ms Muraya holds a Bachelor of Arts Degree in Journalism and Marketing (Hons) from the United States International University (USIU) in Nairobi. She also has diplomas in Marketing,

Advertising, Public Relations, Sales and Management from the London Chamber of Commerce and Industry and a certificate in Marketing from the Marketing Society of Kenya (MSK).

Ms. Muraya was a participant in the Vital Voices Pan-African Leadership Summit for Women and Girls and the Vital Voices Women as an Economic Force: A Business Exchange & Leadership Symposium for African and Chinese Women in September 2007. She is a member of the Vital Voices Africa Advisory Board.

Noelle Nyangwile Musuna

Lawyer & Judicial Council Advisor

DEMOCRATIC REPUBLIC OF THE CONGO

Noelle is President of the Congolese Women Lawyers Association, and also serves as Vice President-Africa for the International Federation of Women in Legal Careers. Through her advocacy efforts with various local and international organizations, she helps women to understand their rights, defend themselves, and take part in the development of their communities. She has also conducted extensive research on women in the DRC, served as a consultant to UNIFEM and to the U.N. Mission in DRC, and has participated in a UN working group on the status of women.

Regina Lule Mutyaba

Managing partner, Lule Mutyaba & Co-Advocates

UGANDA

Regina Lule Mutyaba currently works as a managing partner with Lule Mutyaba & Co. Advocates, pursuing women's rights issues on behalf of the women in the Parliamentary district represented by her husband. In 2005, Ms. Mutyaba was a local consultant and moderator at a four day video conference organized for the Uganda Bar Association and dealing with public interest litigation and strategy. Additionally, Ms. Mutyaba was the Acting Executive Director of UGANET from July to October of 2006. Ms. Mutyaba has extensive experience of over ten years in human rights and gender issues. She has conducted training on human rights of different interest groups, including disadvantaged groups, women, children, the military, and the interface of women and culture. Ms. Mutyaba's consulting experience includes research and analysis on the legal, ethical and human rights dimensions of the HIV/AIDS pandemic, gender violence rape and defilement. Her work on HIV Law, Policy and Dispute Resolution culminated in the presentation of proposals on how to manage the relationships among law, policy and conflict and their effects on society.

Ms. Mutyaba participated in the Leadership and Advocacy for Women in Africa (LAWA) Fellowship Program at the Georgetown University Law Center in Washington, D.C. She wrote and presented the paper, "A comparative study of the status of Women under the law of divorce and their economic status in Uganda, Britain and Bangladesh." For her fellowship internship she worked with the NAACP Legal Defense & Education Fund. Upon returning to Uganda, Ms. Mutyaba developed a project to study several issues related to women's health and reproductive autonomy. The project was approved by the United Nation's Population Fund representative in Uganda and encompassed such topics as FGM, sex education, age of consent to marry, discrimination against the girl child among many others.

Ms. Mutyaba was the first staff person of the Forum of Women in Democracy (FOWODE), an organization supporting women members of Parliament, and was the Center Director until 1996. In 1996 she became the Education Officer with Uganda Human Rights Education and Documentation Center (UHEDOC) and additionally became chairperson of the continuing Legal

Education Committee of the Uganda Law Society, as well as the first female Secretary. In 1997, she co-founded LAW-Uganda (Leadership and Advocacy for Women) with Alresia Akwa-Ogojo, Dora Byamukama, Esther-Mayambala Kisaakye, and Kulsum Wakabi. She opened her own law firm, Lule Mutyaba and Co., Advocates in 1998 for which she still works as Managing Partner. Throughout the years, Ms. Mutyaba has been engaged in multiple consultancies and advocacy projects. Her work includes reviewing national legislation such as: The Advocates (Amendment) Bill 1997, the Amnesty Bill 1998, the Proposed Law on Domestic Relations, and the Political Organizations Bill on behalf of the Uganda Law Society. In 2003 Ms. Mutyaba was elected First Deputy Treasurer of the East African Law Society.

The American Biographical Institute recognized Ms. Mutyaba with an Honorary Appointment to the Research Board of Advisors since 2002. She was also the recipient of the Appreciation Award by The Uganda Network on Law Ethics and HIV/AIDS, UGANET in recognition of Ms. Mutyaba's distinguished service from 1995 to 2005. In 2006 she received a Certificate of Recognition from The Uganda Law Society for her valuable contribution to the growth and development of society.

Fatma Mdoe Rweyemamu

Owner, Efam

TANZANIA

Fatma Mdoe is the owner of Efam, Ltd a growing 20 employee water infrastructure and drilling company which helps address the problem of severe water shortages in Tanzania in rural areas. Starting with \$10,000 of capital only 5 years ago, her company now has an estimated \$3 million in annual revenues and 40 employees.

Rejoyce Sibongile Sambo

Founder and Managing Director, SRS Aviation, Ltd.

SOUTH AFRICA

Rejoyce Sibongile Sambo is the Founder and Managing Director of SRS Aviation, Ltd., a 100% black female owned aviation company that offers flight options to destinations around the world. She has been recognized by Minister of Transport for her pioneering entry as a black woman into the South African aviation sector. In 2006, she won the South African Business Women Association award in the start-up company category and a European Federation of Black Business Owners award in the Best Business Women in Africa category.

Jennifer Silberman

Vice President, APCO Worldwide

USA

Jennifer Silberman, vice president, provides media relations and corporate responsibility counsel for corporate and private foundation clients. She has over 12 years of experience in the areas of corporate communication, stakeholder engagement and issue management in the United States and throughout Latin America. Her current projects include developing and managing communication strategies and stakeholder outreach for corporate responsibility and philanthropic programs, performing reputational risk assessments and creating issue management programs for global companies.

In addition to eight years of working in the Latin American business and telecommunications sectors, Ms. Silberman has significant experience working with human rights and women's organizations, including Human Rights Watch, Asociación Madres de Plaza de Mayo (The Association of the Mothers of the Plaza de Mayo in Argentina) and Abuelas de Plaza de Mayo

(Grandmothers of the Plaza de Mayo in Argentina), where she focused her research on the disappearance of women and children during the military dictatorship of the late 1970's in Argentina. In addition, she has worked in community health centers as a volunteer and educator on women's reproductive and nutritional issues in Argentina, Guatemala, Nicaragua and the United States. She also served as a volunteer for the Washington, D.C. Rape Crisis Center and Planned Parenthood.

Ms. Silberman holds a Master of Arts in International Economics and Latin American Studies from The Johns Hopkins University Paul H. Nitze School of Advanced International Studies (SAIS) and a Bachelor of Arts with honors in Latin American Studies from Mount Holyoke College. She is fluent in Spanish and Portuguese and has working knowledge of French and Russian.

Melysa Sperber

Senior Staff Writer & Editor, Vital Voices Global Partnership

USA

Prior to joining Vital Voices, Melysa was a Staff Attorney at the Tahiri Justice Center, a non-profit legal services and advocacy agency that provides services to women fleeing gender-based persecution. Melysa handled a caseload of over eighty immigration matters involving domestic violence survivors, human trafficking victims, asylum seekers, and victims of violent crime. During law school, Ms. Sperber received two Equal Justice Fellowships for her work with the United Nations High Commissioner for Human Rights in Geneva, Switzerland and for her time as a law clerk with Public Citizen Litigation Group. In the summer of 2002, Melysa worked in The Gambia as a law clerk for the African Commission for Human and People's Rights. Melysa also served as a research assistant for Professor David Scheffer, former Ambassador-at-Large for War Crimes Issues, for Professor Susan Dellar Ross, the Director of the Women's International Human Rights Clinic, and for the Institute for the Study of International Migration, where she organized a series of events featuring anti-trafficking activists from Eastern Europe and Russia. Prior to law school, Melysa worked as an investigator for the D.C. Public Defender Service, as a volunteer lobbyist with Women Strike for Peace assisting efforts to pass the Ottawa Convention, and as an intern in the White House in the Office of Political Affairs. In March 2007, the faculty of George Washington University Law School voted to approve Melysa as an adjunct professor of law for Spring 2008 when she will teach Refugee and Asylum Law.

Judy Thongori

Judy Thongori and Company Advocates

KENYA

Judy Thongori's firm is high profile and well respected in Kenya. Judy has fifteen years experience as a lawyer, most recently specializing in implementing programs to enhance access to justice for poor women in Kenya. Judy has front line experience of providing legal services to poor women. She has acted in public interest litigation aimed at increasing their access to justice. A key aspect of her work has been to empower women and other marginalized sections of society through training and media campaigns. She trains to build capacity for self-representation through the justice systems, and on proactive advocacy for responsive laws and policies. She has worked with the judiciary and with Parliament on programs to increase justice for women, and is currently a Visiting Justice for a women's prison in Nairobi.

Gayle Tzemach

Researcher & Consultant

USA

In 2005, while studying for an MBA at Harvard Business School, Gayle Tzemach began researching women entrepreneurs in post-war economies. Since then, she has traveled to Rwanda, Afghanistan, and Bosnia interviewing women starting small-to-medium businesses. Her work on these entrepreneurs has been published by *The Financial Times*, *The International Herald Tribune*, and *The Christian Science Monitor*, along with The World Bank's International Finance Corporation, Harvard Business School, and The Center for International Private Enterprise. Prior to business school, Ms. Tzemach served as a journalist for nearly ten years, most of them as a producer with ABC News in Washington. She also lived in Spain as a Fulbright scholar and in Germany as a fellow with the Robert Bosch Foundation. Based in Southern California, Ms. Tzemach now works in financial services while continuing her research. She is currently consulting with the World Bank on its *Doing Business* reports.

Maria Ekanem Ayi Ukpanyang

Coordinator, Radiant Women Association (RAWAS)

NIGERIA

A lawyer and Administrator from Odukpani Local Government Area in Cross River State, Maria holds a B. Sc (Hons) in Business Education from the University of Nigeria, and an L.Lb(hons) from University of Calabar. She was called to the Nigerian Bar (B.L) in 1988. Maria has worked in various capacities for the Cross River State Government as a lawyer and administrator and currently acts as the coordinator of Radiant Women Association (RAWAS), a Non Governmental Organization in Cross River State. RAWAS provides loans to low-income women, and educates them in business management, legal rights, health, sanitation, hygiene, and the political environment.

In her capacity as a lawyer, Maria drafted and presented to the State House of Assembly a bill on the property & inheritance rights of women in Cross River State in 2005. This bill was deliberated on and sent to the State Governor for assent.

Maria is actively involved in several local and national NGOs in Nigeria, including ESWEN - Economic and Social Women Initiative Nigeria; BTAN - Budget Transparency and Accountability Network; and NEWSAN - National Network of Civil Societies on Water. As chairperson, board of trustees of BTAN, Maria oversees the coordination of twenty four (24) civil society organizations involved in ensuring transparency and accountability in budget processes, good governance, and a gender and human rights-based participatory budget processes in Cross River State, Nigeria.

Kah Walla

Managing Director, STRATEGIES!

CAMEROON

Kah WALLA is Managing Director of STRATEGIES! an international management and marketing consulting firm based in Douala, Cameroon. Kah created STRATEGIES! 13 years ago and has built the company into an African consulting firm competing in markets throughout the continent and in Europe. As a woman-owned and woman-run firm, STRATEGIES! is known for its policies that promote and develop professional women consultants and for its work as a strong advocate for women's entrepreneurship and development.

Lauren Wollack

Global Program Coordinator, Vital Voices Global Partnership

USA

Lauren Wollack is the Global Program Coordinator at Vital Voices, where she works to facilitate the strategic advancement of program goals and initiatives in all regions. Lauren is actively engaged in the development, implementation, and measurement of programming, including the economic entrepreneurship and political participation initiative in Africa, the FORTUNE Women's Leaders Mentorship Partnership, and the Rising Voices Initiative for Young Women and Girls. Lauren also helps coordinate Vital Voices' major summits. Lauren previously gained experience working in the office of Congresswoman Lois Capps (D-CA). From 2004-2005, Lauren promoted women's health policy when she worked in the public affairs department at Planned Parenthood Southeastern Pennsylvania, where she recruited and trained volunteers. She also worked for Project Vote in Philadelphia, the political arm of ACORN. Lauren worked directly with the Political Director for Pennsylvania to design and implement voter registration and get out the vote initiatives as well as coordinate volunteers for all of Pennsylvania. Lauren was a Member of the Speakers' Bureau for the Global Campaign for Microbicides, where she gave lectures to physicians, women's rights group and college classes on the importance of microbicides for women internationally. She received her B.A. with Honors from Temple University, where she majored in Political Science and minored in Sociology.

Fatmatta Bintu Alhadi

Legal Access through Women Yearning for Equality, Rights and Social Justice (LAWYERS)

SIERRA LEONE

Angela Daniel

Program Director, Women Entrepreneurs Association of Nigeria (WEAN)

NIGERIA

Victoria Kisyombe

Sero Lease & Finance, Ltd.

TANZANIA

Katia Manirakiza

KN Lawyers

RWANDA

Justine Kwachu Ngum

Executive Director, Women in Alternative Action

CAMEROON

Fortunate Sibongile-Fyfe

Managing Director, S & B Restaurant & Conference Center

SWAZILAND