

Developing and Supporting Women Researchers in Africa: Strategies for the Research Manager

The Southern African Research and Innovation Management Association (SARIMA) is pleased to announce a one-day pre-conference workshop on **Developing and Supporting Women Researchers: Strategies for the Research Manager** that will be held on Tuesday 3rd September 2019 during the Annual SARIMA Conference.

According to a recent UNESCO report, only 30% of the world's researchers are women; the highest shares are in Southeast Europe (49%), the Caribbean, Central Asia and Latin America (44%) whilst sub-Saharan Africa counts only 30%. Whilst a growing number of women are enrolling in university, many opt out at the highest levels required for a research career. Women also tend to have more limited access to funding than men, are less represented in prestigious universities and among senior faculty, which puts them at a further disadvantage in high-impact publishing. Higher education institutions and research organizations are now increasingly challenged to increase the number of women researchers, to support their path to leadership and to champion attitude changes to gender stereotypes.

This pre-conference workshop is an attempt by SARIMA to challenge its members to be intentional in their support of women researchers at their institutions and increase the numbers enrolling and remaining in research. Research managers have a unique opportunity as they can develop innovative mentoring, career development and leadership programs for women researchers that will ensure research excellence at their institutions and also partner and network with funders and other organisations that are supporting women researchers in Africa.

Target Audience: The workshop will target all levels of Research Managers but senior researchers are also welcome to attend. The number of participants will be limited in order to facilitate discussions to maximize opportunities for interaction and learning.

Workshop Programme:

Programme Chairs: **Garry Aslanyan**, *Manager, Partnerships and Governance, WHO*
Jose Jackson-Malete, *Co-Director, Alliance for African Partnership (AAP), Michigan State University & SARIMA Past President*

Tuesday 3rd September 2019

08:30-09:00	Registration
09:00-09:30	Opening session Welcome from WHO - Garry Aslanyan, TDR Welcome from SARIMA & Introductions - Jose Jackson-Malete, AAP
09:30-10:15	Session I: Leadership Commitment to supporting Women Scientists in Africa The Africa specific status and challenges for women researchers will be discussed and the leadership commitments that HEIs have put in place. Jose Frantz, Deputy Vice-Chancellor, Research & Innovation, UWC

10:15-10:30	Refreshment break
10:30-13:00	<p>Session II: Transitioning to Research Leadership: Strategic Career Planning and Mentoring of Women Researchers</p> <p>This working session will discuss in small groups the transition to research leadership for female researchers, strategic components of research and innovation as well as mentoring programmes, research career planning and the tools for research managers to support women researchers</p> <p><i>Dr. Rakeshnie Ramoutar-Prieschl, University of Pretoria, South Africa</i> <i>Jose Jackson-Maete, Alliance for African Partnership, MSU, USA</i></p>
13:00-14:00	Lunch
14:00-15:30	<p>Session III: Supporting Research Excellence</p> <p>This interactive session will provide practical examples of how research managers can cultivate research excellence by supporting capacity development in areas such as grant proposal writing as well as strategies to build and strengthen leadership abilities for women researchers</p> <p><i>Priscilla Mensah, National Research Foundation, South Africa</i></p>
15:00	Working Tea
15:30	<p>Session IV: Programs of Funding Agencies to support women researchers</p> <p>This session will discuss gender specific programs of selected funding agencies including the African Science Granting Councils Initiative and the role that research managers at research institutions can play in engaging with funders</p> <p><i>Garry Aslanyan, WHO, Switzerland</i> <i>Lovisa Immanuel, NCRST, Namibia</i> <i>Mike Kachedwa, NCST Malawi</i> <i>Alphonsus Neba, African Academy of Sciences, Kenya</i></p>
17:00	<p>Session V: Summary and Workshop Closure</p> <p><i>Emilia Afonso Nhalevilo, SARIMA</i></p>
17:15	End of Workshop