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Recommendations for supporting an inclusive and impactful research ecosystem in Africa for Africa

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Five recommendations for supporting an inclusive and impactful research ecosystem in Africa for Africa

1 Create spaces for women researchers to connect openly and support their peers

African women researchers support each other when given the chance. In our last cohort, 80% received moral support from their peers and 60% received peer support on managing their work-life balance.

2 Create pathways to research-to-impact opportunities

African women researchers want to have impact. 100% of our last cohort believed research should target social change and 94% were highly or very highly willing to identify themselves as leaders in their field, but 60% lacked good PhD-level training in policy outreach and 39% lacked it in leadership.

3 Create targeted, flexible research

African women researchers need financial support. 70% of 2023 Mawazo Fellowship applicants were highly impacted by a lack of research funding, in this context 96% of alumni found the grants we provided essential.

4 Create intergenerational, cross-sectorial and transdisciplinary mentorship networks

African women researchers crave mentorship from their predecessors. Over 2 cohorts, 46% of Fellows already had mentors but 100% requested a mentor. 88% of the last cohort rated their mentorship relationship as good or better.

5 Create empathetic, feminist spaces

African women researchers benefit from feminist support structures. During a webinar on the International Day of Women and Girls in Science titled “Women in Science: The Next Big Idea” where we discussed the role of African women researchers in African feminist movement building, all 43 participants from across the continent agreed that we have a role to play. Further, we believe our high retention was partly due to flexible deadlines, deliberate empathy, and paying for our Fellows to attend Mawazo events with children and carers



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Key links

[Mawazo Strategic Plan 2023-2026](#)

Annual Reports: [2018](#), [2019](#), [2020](#), [2021](#)

[Mawazo Fellowship Programme](#)

[2021 Mawazo Fellows](#)

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Asanteni! | Thank you!