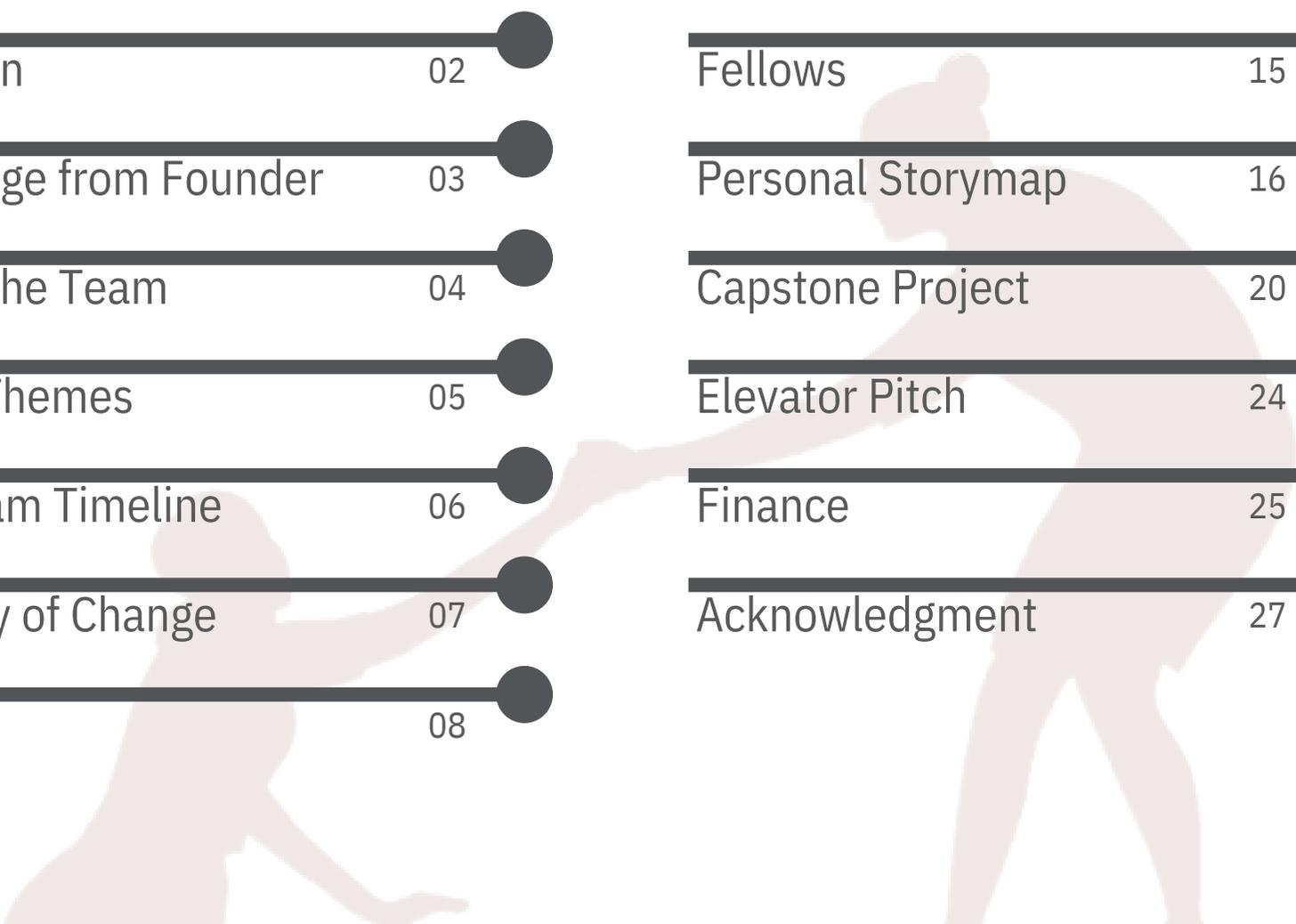




## **Cohort 1 Impact Report 2022**

Womxn as key contributors to STEAM fields and digital transformation

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## Womxn\* as key contributors to STEAM fields and digital transformation



“*I met amazing women with different goals and dreams during this journey, and I am thankful to the AfriTech Fellowship Team for this opportunity.*”

*Anne Sophie Virassamy  
AfriTech Alumni*

\*Womxn is an intersectional term intended to signal the inclusion of those who have traditionally been excluded from white feminist discourse: Black women, women of color, and trans women. More recently, the term has also been used to include nonbinary people



# Mission

The AfriTech fellowship program empowers emerging womxn in the Science, Technology, Engineering, Arts, and Mathematics (STEAM) field through the development of technical and leadership skills.

“  
—  
| *"The AfriTech workshops provide a beautiful glimpse into all AfriTech members' personalities and help us to learn from each other and to use offered resources for character development."*

Zaiynoumah Hosany  
AfriTech Alumni



# Message from Founder

The AfriTech fellowship is a culmination of a decade of planning and dreaming. The team feels a great sense of accomplishment seeing the first cohort come to life and graduate. The program aims to create safe spaces for womxn in STEAM, fostering innovation and creating inclusive solutions to environmental and social justice issues. AfriTech is an incredible space that provides technical and leadership skills to its participants, while elevating their voices and leadership to the next level. As a Creole scientist, I dreamed of being a part of such a space for years.

The graduation ceremony showcased the impact of AfriTech's program and the growth and change of the fellows. AfriTech creates a community of leaders that provides friendship and empowerment beyond the program. The stories of the ten graduating fellows are moving, and the program's work is meaningful and impactful. AfriTech empowers womxn to reflect on their growth, share their challenges, and navigate institutional barriers to career progression and systemic oppression.

“**AfriTech is a place for womxn to heal, gather their strength, and build community.**

Véronique Couttee (She/her)

Founder & Director



# Meet the Team

## **Véronique Couttee (She/her)**

Founder & Director

*"Through the AfriTech Fellowship, I am committed to give back to my community. There is tremendous potential for innovation in African countries. Investing in a community of women leaders is one impactful way of harnessing that potential."*



## **Anne-Gaëlle Carré (She/her)**

Marketing Coordinator and Facilitator

*"Being part of a robust women's community has always been a dream of mine. The AfriTech Fellowship is the perfect opportunity to not only join such a community but also witness its growth."*





## Geospatial Technology

Geospatial Technology or GIS is a technology-supported approach for integrating knowledge by location. GIS is central to developing spatial thinking, enabling us to apply insights from the relatedness of information in space and time to our work and the world around us. GIS provides a more significant opportunity for understanding and providing a deeper context for decision-making.



## Inclusive Leadership

Inclusive leadership is an approach that promotes diversity, invites and welcomes everyone's contribution, and encourages full engagement with decision-making and shaping reality. Inclusive leaders are individuals aware of their biases that actively seek and consider different perspectives to collaborate more effectively with others.



## Wellness

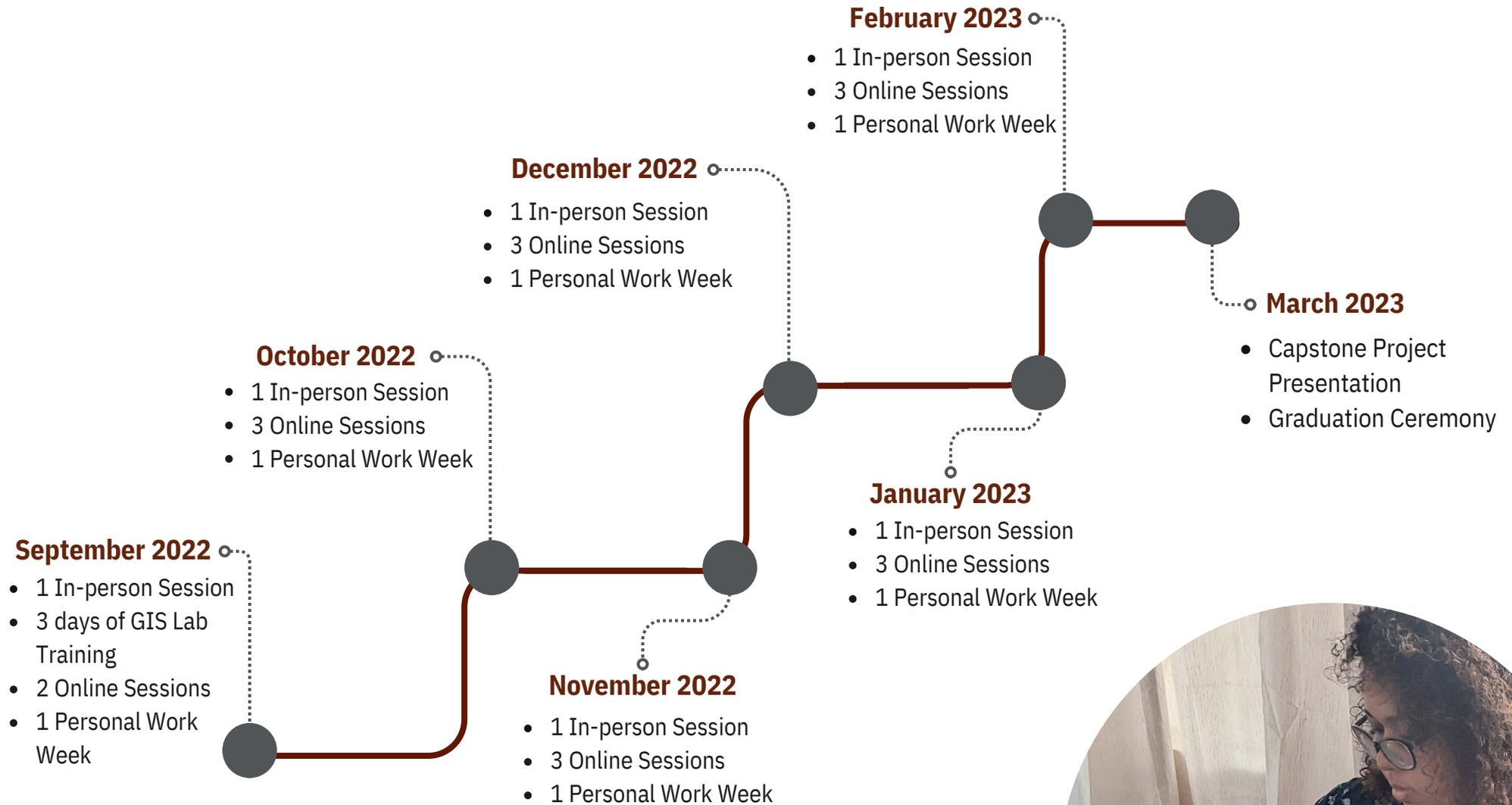
Wellness is defined as being in good health, mainly as an actively pursued goal, and this aspect is often disregarded by many or placed last on priority lists. However, contrary to what many people think, wellness is more than physical, and it comprises eight mutually co-dependent dimensions: emotional, physical, occupational, social, spiritual, intellectual, environmental, and financial.



## Project Management

Project management involves steering a project from the start through its lifecycle. The main objective of project management is to achieve project goals within the established time, budget, and quality standards. One is better equipped to plan future endeavors if one possesses project management skills and understands the project life cycle.

# Program Timeline



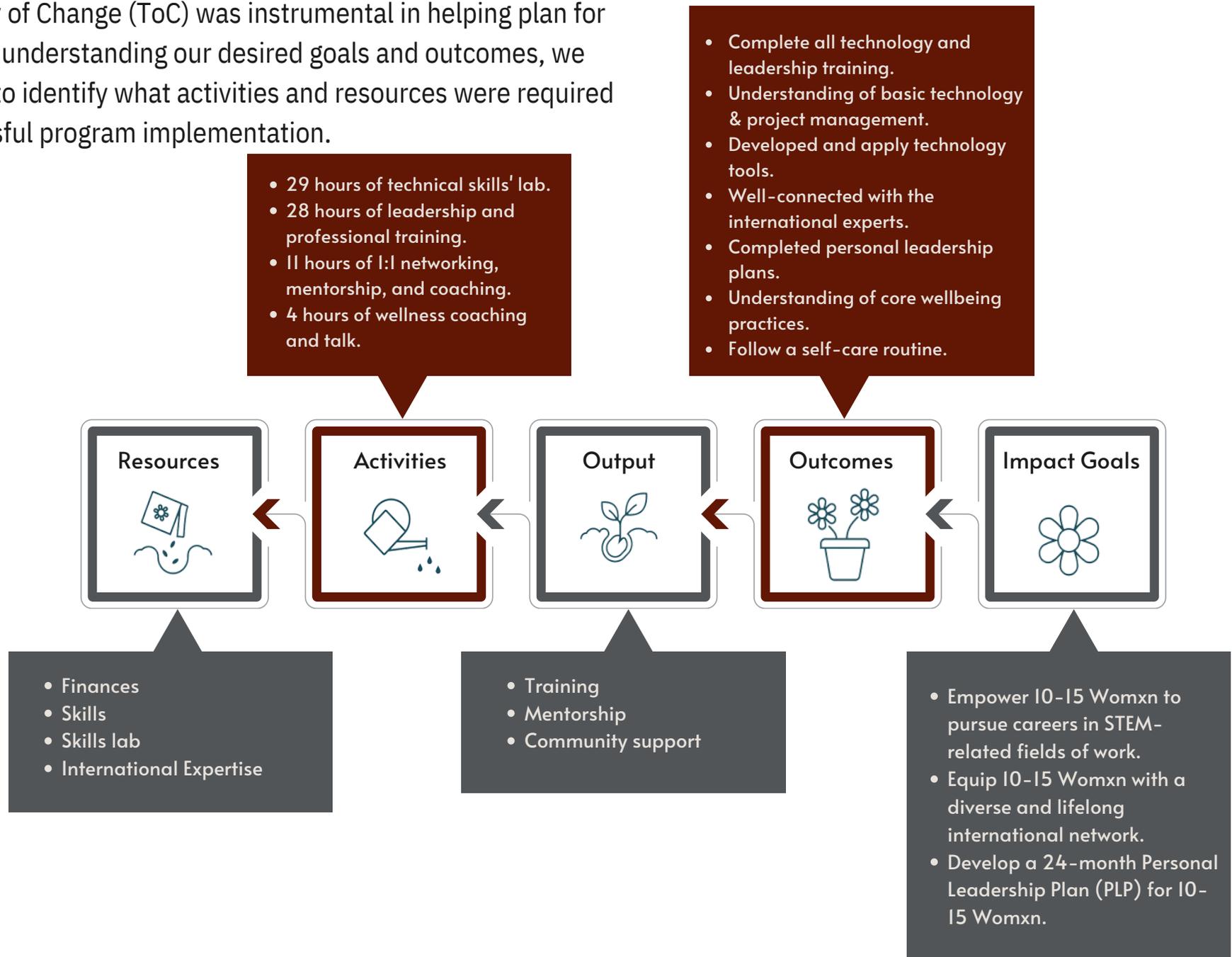
“  
“Being an AfriTech fellow in 2022 was amazing; I learned about GIS and discovered how to understand Earth and how its physical processes and features can shape human activity and vice versa.”

Catherine Remillah  
AfriTech Alumni



# Theory of Change

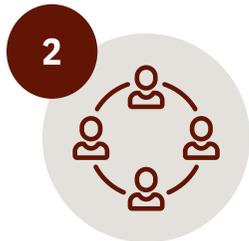
Our Theory of Change (ToC) was instrumental in helping plan for impact. By understanding our desired goals and outcomes, we were able to identify what activities and resources were required for successful program implementation.





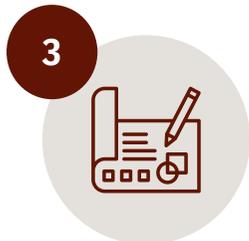
1

**GOAL 1.** Empower 8-10 Womxn with the confidence and skills to competitively pursue careers in STEAM-related fields of work.



2

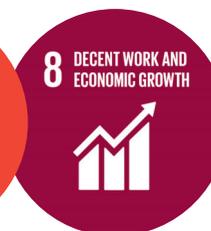
**GOAL 2.** Equip 8-10 Womxn with a diverse and lifelong international network to build connectivity with the global technology community and facilitate a competitive edge in the rapidly expanding and local technology hub, the key to the economic growth of Mauritius.



3

**GOAL 3.** Develop a 24-month Personal Leadership Plan (PLP) for 10-15 Womxn, including wellness and professional development post-fellowship goals, objectives, and activities.

Our goals are conducted under the following Sustainable Develop Goals (SDGs): **SDG5 Gender Equality** and **SDG8 Work and Economic Growth**. Refer to <https://sdgs.un.org/goals> for more information on our SDGs themes.



## Quantitative Results

**Key performance indicators (KPIs)** are targets that help us measure progress against the most strategic objectives.

**Expected Outcomes** are statements that describe what we expect participants to learn and achieve.

Out of 11 fellows, 10 successfully completed the six-month fellowship program.



**GOAL 1.** Empower 8-10 Womxn with the confidence and skills to competitively pursue careers in STEAM-related fields of work.

Key performance indicators (KPIs)	Results
Percentage of fellows who successfully completed all technology and leadership training.	90.9 %
Percentage of fellows with an improved understanding of basic technology & project management tools.	90.9 %
Percentage of fellows who successfully developed and applied technology tools to support their academic research.	90.9 %

Expected Outcome	Results
More than 50% of the participants received training and recommended this fellowship or the tools used to their peers.	100%
More than 75% of the participants developed confidence risk-taking and setting long term and short term goals.	90%
More than 75% of the participants kept remained in their career and studies in STEAM.	80%





**GOAL 2.** Equip 8-10 Womxn with a diverse and lifelong international network to build connectivity with the global technology community and facilitate a competitive edge in the rapidly expanding local technology hub which is key to the economic growth of Mauritius.

Key performance indicators (KPIs)	Results
Number of networking hours for each fellow during six months.	85 hours
Percentage of fellows that felt well-connected by the end of the fellowship.	40.0%

Expected Outcome	Results
100% of the fellows connected with at least one person that can help them in their field of interest.	90.9%
More than 75% of fellows should feel well connected and try to build up more of their network.	40.0%





**GOAL 3.** Develop a 24-month Personal Leadership Plan (PLP) for 10-15 Womxn, including wellness and professional development post-fellowship goals, objectives, and activities.

Key performance indicators (KPIs)	Results
Percentage of fellows with a complete personal development plan	100.00%
Percentage of fellows with a self-care routine	20.00%
Percentage of fellows with more confidence in their leadership style	70.00%

Expected Outcome	Results
75% of the fellows will understand and use the PLP to guide them on their short term and long term goal.	100.00%
75% of the fellows understand the importance and practice a self care routine.	18.18%
More than 75% of womxn are willing to lead future activities and programs	81.82%

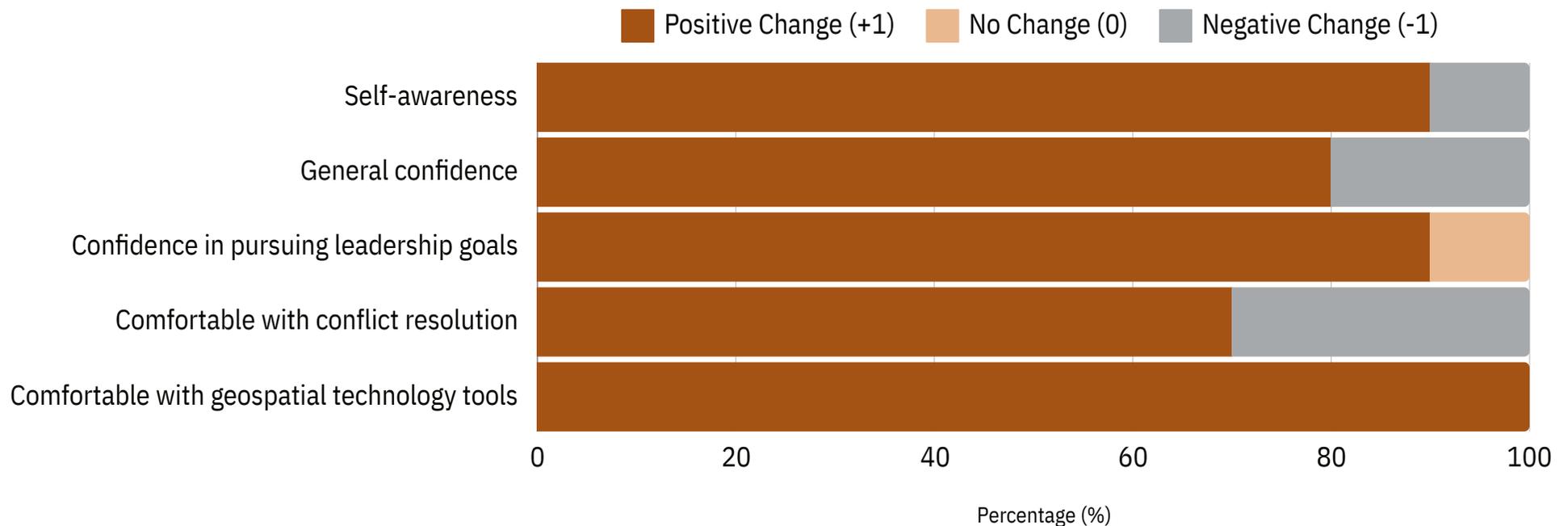


## Qualitative Results

Data was collected through a mix of observations and interviews that allowed us to create themes for each goal. The same set of questions were asked before and at the end of the fellowship. We analyzed the data and recorded if there was a **Positive (+1)**, **Negative (-1)**, or **No change (0)** for each theme. Each stacked chart is accompanied by an anonymous quote from the exit interviews.



**GOAL 1.** Empower 8-10 Womxn with the confidence and skills to competitively pursue careers in STEAM-related fields of work.

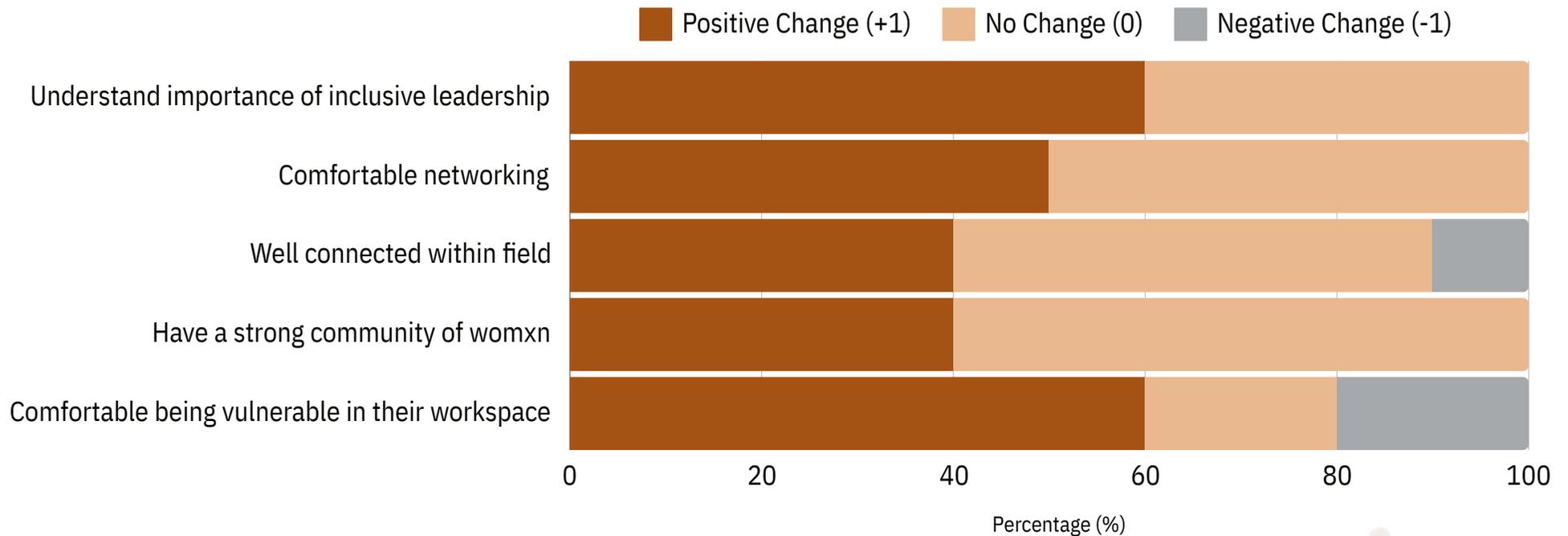


“

“Now I feel much more comfortable to be a leader. To empower other women, especially to push other women, as AfriTech did for me. I am no longer afraid to push myself, take more responsibilities and go after more opportunities. I am no longer afraid of failure, thanks to AfriTech.”



**GOAL 2.** Equip 8-10 Womxn with a diverse and lifelong international network to build connectivity with the global technology community and facilitate a competitive edge in the rapidly expanding and local technology hub, the key to the economic growth of Mauritius.



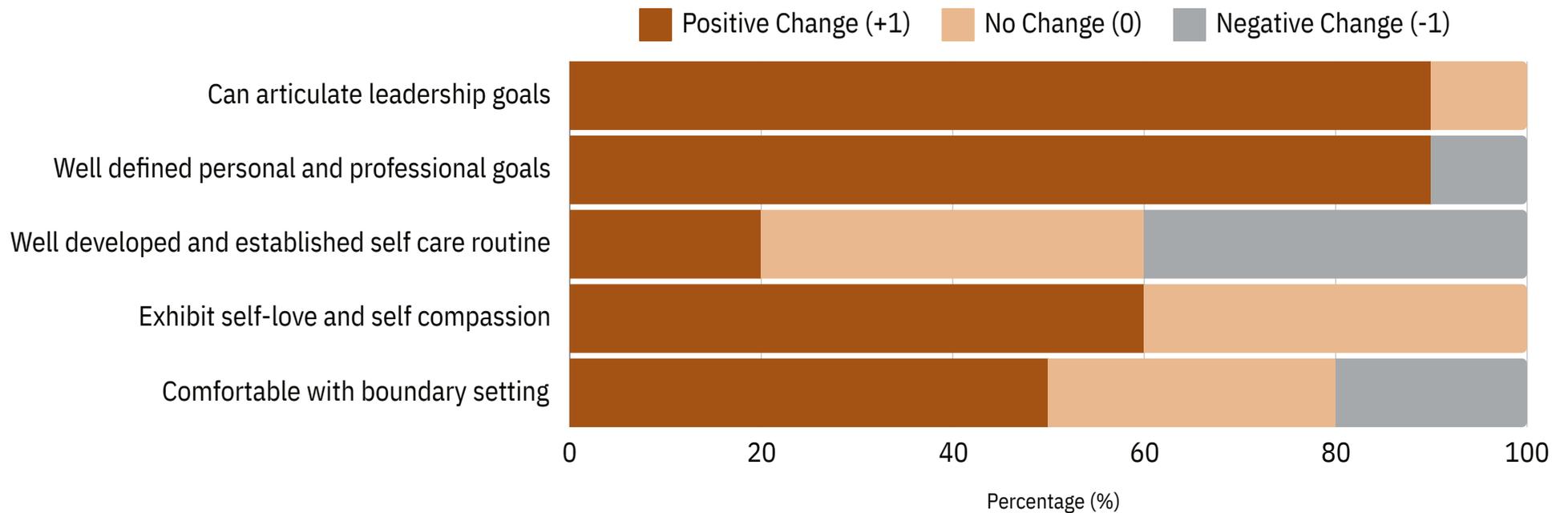
“

*"Before AfriTech, I was hiding my vulnerability. After the fellowship, I find myself talking more genuinely. I get more help in return from my lecturer, that are more communicative..."*





**GOAL 3.** Develop a 24-month Personal Leadership Plan (PLP) for 10-15 Womxn, including wellness and professional development post-fellowship goals, objectives, and activities.



“*I was so bad last year. AfriTech was my first hope; this talk brings me gratitude for where I am today. Spending time with friends and time resting and sleeping. Good conversations, good food, and things that make me happy.*”

# Fellows

The AfriTech Fellowship's first cohort saw 10 fellows graduate, all residing in 8 different districts of Mauritius.

**Anne Sophie Virassamy**  
Storyteller Award  
3rd Capstone Project Award

**Humaira Nayamuth**  
2nd Capstone Project Award

**Catherine Remillah**

**Jenny Roopnarain**

**Chitra Gomanee**

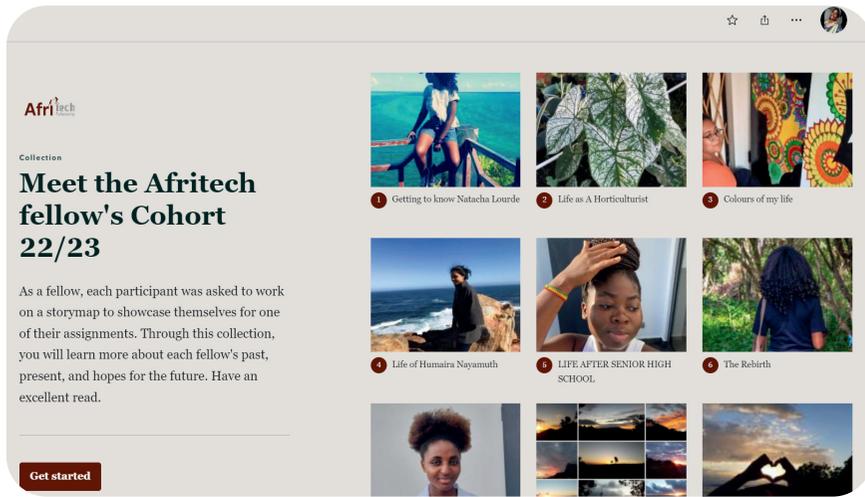
**Manjistha Ramdewar**  
Cartographer Award  
Capstone Project Award

**Darshana Beerbul**

**Natacha Lourde**  
Elevator Pitch Award

**Emmanuela Nohfe Ndi**

**Zaiynoumah Hosany**  
Storymap Award



Fellows that had the best storymap were awarded a certificate and prize for their excellent work. Explore the storymap collection of our fellow at <https://rb.gy/jrjo4> and learn more about each fellow from cohort 1.

“  
The AfriTech Fellowship Program has been an invaluable experience for me. The personal contacts and understanding I gained during these few months as an AfriTech Fellow have prepared me to effectively serve as an emerging young leader within my community while also equipping me with the knowledge and skills to work as a 'catalyst' on new initiatives that may come up in the future.

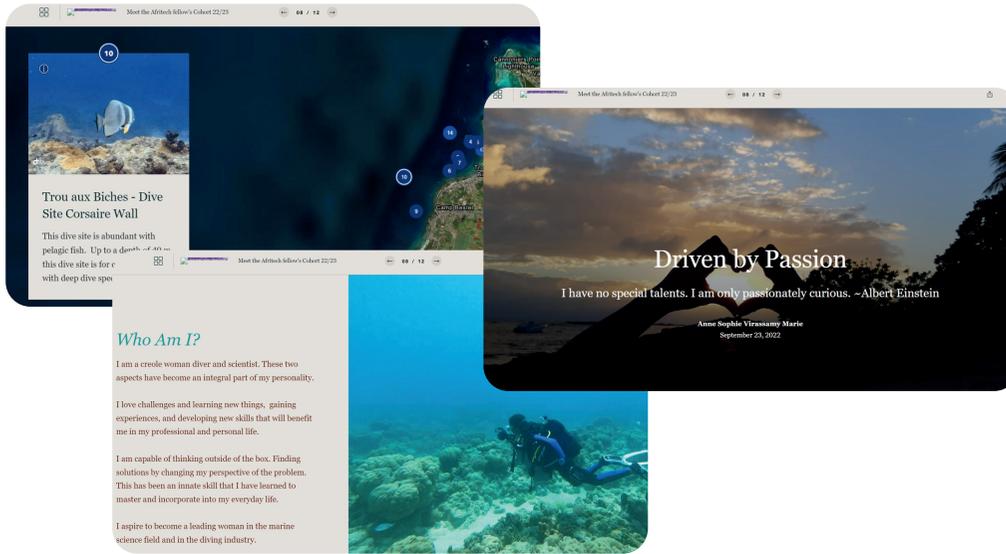
Chitra Gomanee  
AfriTech Alumni

Storytelling is essential skillset for fellows to promote themselves and their work. This first assignment is an opportunity for them to develop the skillset they acquire through their geospatial training and become power storytellers.

The ArcGIS StoryMap is an interactive technology platform that allows for storytelling with maps combined with other forms of multi-media. Each fellow received feedback to improve their first draft and were graded based on a rubric for their final submission.



# Storymap Awardees



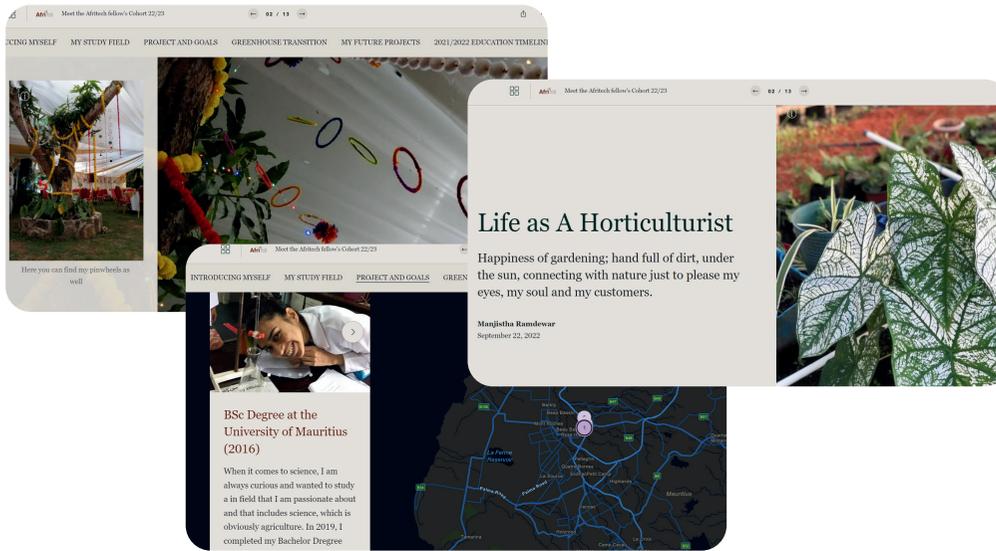
“  
The AfriTech Fellowship is an amazing experience where I acquired knowledge in GIS, project management, and leadership. I have also learned about myself and my strength as a woman.”

## Anne Sophie Virassamy Winner of the Storyteller Award

Anne Sophie is a Technical Officer in the Ministry of Blue Economy, Marine Resources, Fisheries, and Shipping. She aspires to become a leading woman in marine science and the diving industry. Being a holder of numerous certifications and licenses in this field, Anne Sophie is always eager to share her knowledge and passion for scuba diving with people around her. She loves challenges, gaining experiences, and developing new skills that will benefit her professionally and personally.

Learn more about her journey through her storymap, "**Driven by Passion.**"  
<https://arcg.is/1nPLzCO>





“  
I will always be thankful for the AfriTech Fellowship. Being in the area of Agriculture (Animal Production student), I have learned new fields such as Project Management, Leadership, Spacial Technology, and Wellness, which I know will help me build my career.”

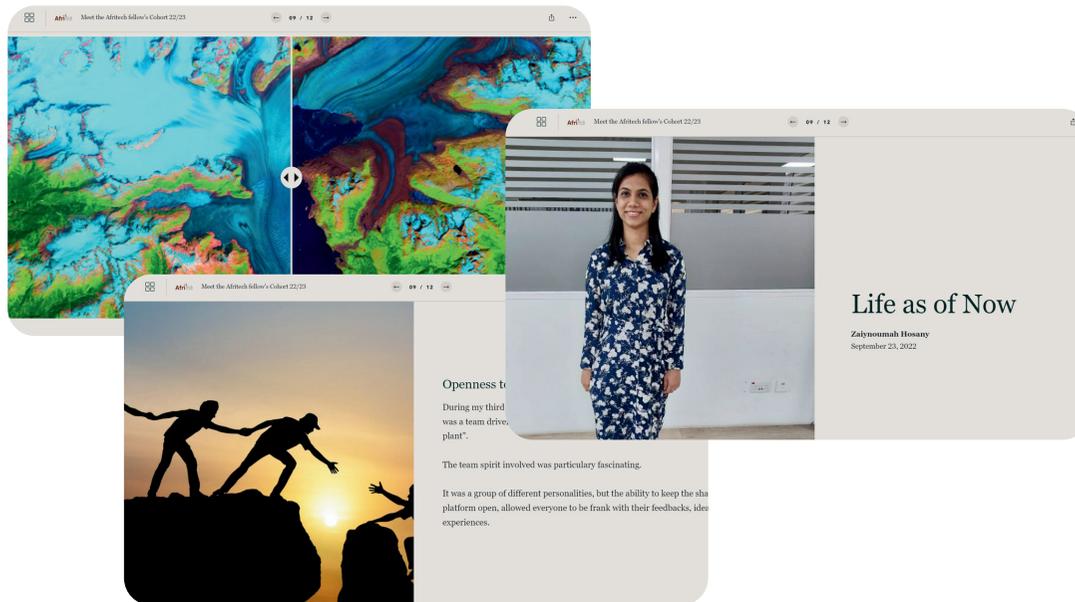
## Manjisha Ramdewar: Winner of the Cartographer Award

Manjisha is currently completing her Master's at the University of Mauritius in Tropical Animal Production. Her passion includes spending time in nature, being with her loved ones, taking care of her plants in her greenhouse, and crafting beautiful objects to make people happy around her.

Learn more about her and her journey through her storymap, "**Life as A Horticulturist.**"  
<https://arcg.is/qObvT>



# Storymap Awardees



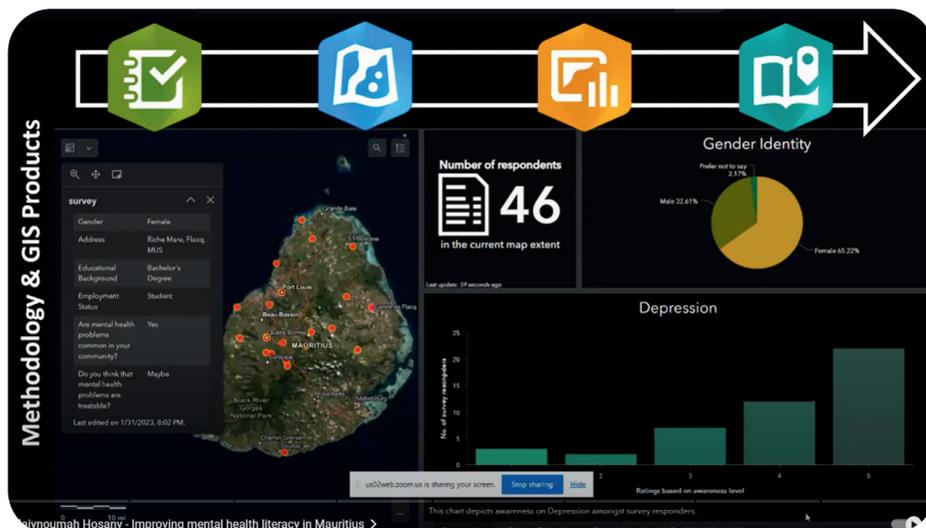
“  
"AfriTech fellowship has set my path to self-discovery and self-confidence. True to its vision, this fellowship orients itself towards empowering girls in the STEAM field while creating a safe space to voice out and seek help for our concerns."

## Zaiynoumah Hosany: Winner of the Storymap Award

Zaiynoumah is a reader and nature enthusiast with a complete sense of growing imagination. After graduating with BEng(Hons) in Chemical & Environmental Engineering, she joined RT Knits Ltd in 2017 and is currently a Process Engineer in the dyehouse. Her passions include exploring the outdoors, discovering new places, and reading good books. She believes ecological disasters are growing concerns and would like to be part of the solution as an individual and a community.

Learn more about her journey through her storymap, "**Life as of Now.**"  
<https://arcg.is/uzqHO>





“  
What a wonderful collection of maps from the range of interests covered by the fellows! It feels to me like there's a mega-project in there where you could overlay the maps into one single dashboard to show the correlation between the different projects and track these through time. Yes, great job, everyone! These were all wonderful presentations!

Delphine Khana  
AfriTech Mentor

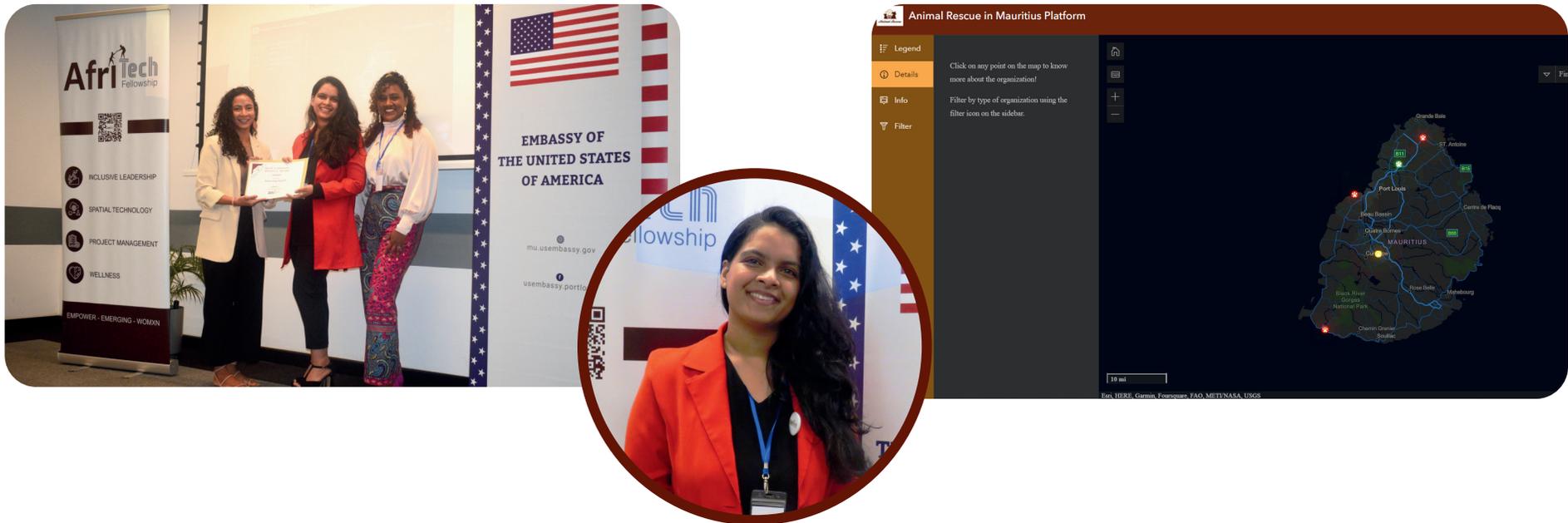
The capstone project is a multifaceted body of work that culminates the fellows' professional and personal growth. Fellows engaged in real-world problems and demonstrated how geospatial technology applies to solution design and the decision-making processes.

By leveraging skills and knowledge acquired during the program, fellows created amazing community-centered projects.

Before graduating, each fellow was invited to present their Capstone Project to the public through an online presentation. Watch presentation at <https://youtu.be/3FcBMtYbLS0>







## Animal Rescue Platform in Mauritius

### Humaira Nayamuth

#### 1st Runner Up Capstone Project Award

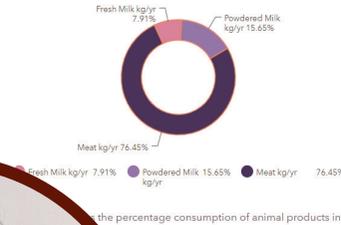
Humaira is passionate about improving the lives of stray dogs and cats in Mauritius. Her project aims to increase awareness and resources to aid these animals. Stray animals face many challenges, such as malnutrition and mistreatment. While NGOs work towards their betterment, they often require more support from the public. Humaira's web application to make it easier for people to help by bringing together available resources and information in one place. Though she hopes to create an organization for strays in the future, her current focus is on assisting in any way she can. To learn more about her project, visit <https://arcg.is/19SCir>.

Humaira Nayamuth LinkedIn - <https://www.linkedin.com/in/humaira-beebee-nayamuth-64600a1b4/>



Cattle Breeders Trends in Mauritius & Animal Consumption  
Data compiled from 2010 - 2021

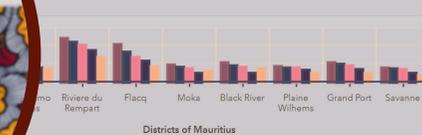
Percentage Consumption per Year



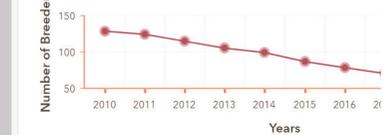
Cattle Breeders in Different Districts in Mauritius



Cattle Breeders



Trend Line from 2010 - 2021



## Cattle Breeding Becoming a rare practice in Mauritius

### Manjisha Ramdewar

#### Winner Capstone Project Award

Cattle breeding was introduced in Mauritius by the Dutch in 1606, and has been continued by our ancestors. However, the indigenous Creole Breed cattle and this practice are gradually decreasing due to various factors such as land scarcity, preference for alternative economic sectors, liberalization of imported slaughtered meat and dairy products, high feed prices, and scarcity of forages due to development. The project aims to bring attention to this decline and encourage measures to promote local meat and milk production, as well as encourage youth involvement in livestock production. To learn more about her project, visit <https://arcg.is/1Wayf8>.

Manjisha Ramdewar LinkedIn - <https://www.linkedin.com/in/manjisha-ramdewar-3750a6204/>

# Elevator Pitch Awardee

## Natacha Lourde

### Winner Elevator Pitch Award

An elevator pitch is a brief introduction used to connect with someone. Self-promotion is crucial for personal and professional growth. An elevator pitch acts as a self-promotional tool, enabling you to articulate your strengths, expertise, and unique qualities effectively. It empowers you to advocate for yourself and seize opportunities that align with your goals.

It should be as concise as an elevator ride but with the right information. To prepare a good elevator pitch, include three core segments: describe yourself, your skills and values, and end with a question.

Natacha Lourde LinkedIn - <https://www.linkedin.com/in/natacha-lourde/>

“

*This fellowship has given me the opportunity to learn and develop new skills.*

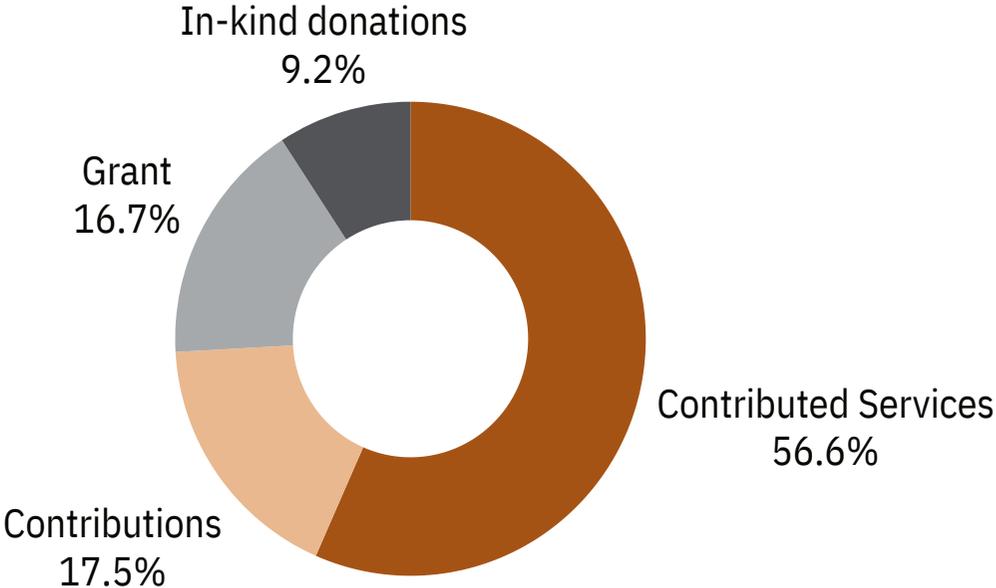
*Natacha Lourde  
AfriTech Alumni*



# Finance - Revenue

The AfriTech Fellowship program received a total funding of \$70,687 from **Geospatial Equity Tech (GET)** and the **USA Embassy of Mauritius**.

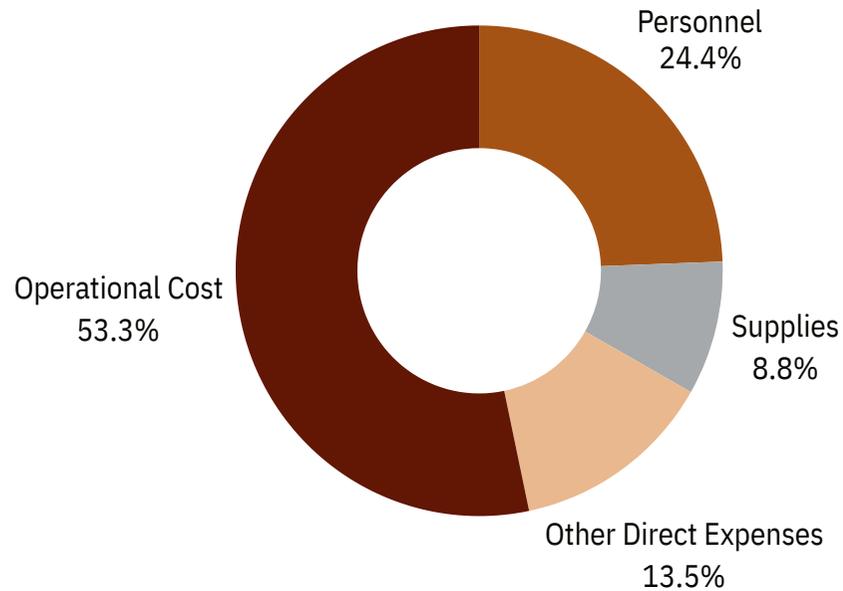
The revenue stream was divided into four categories: grant, in-kind donations, contributions, and contributed services.



Revenue	USD
USA Embassy Grant	11,800
In-kind donations: ESRI Software donation.	6500
GET Contributed Services: Value of consulting services donated by AfriTech Founder	40,000
GET Contributions: Direct fund invested by AfriTech founder for staffing resources.	12,387
Total Revenue =	\$70,687

# Finance - Expenses

The AfriTech Fellowship program expenses were divided into two categories: operational costs funded by Geospatial Equity Tech (GET) and program costs funded by the USA Embassy Mauritius.



Operational Expenses	USD
<b>Personnel</b>	
Staff	10,075
<b>Other Direct Expenses</b>	
Conferences & Fundraising	2134
<b>Total Expenses =</b>	<b>\$12,209</b>

Program Expenses	USD
<b>Personnel</b>	
AfriTech Founder	1080
Facilitators	2805
Speakers	1422
Photographer	282
<b>Supplies</b>	
Catering	1071
Marketing	281
Stationary & Printing	675
<b>Other Direct Expenses</b>	
Venue	2620
Award & Prizes	468
<b>Total Expenses =</b>	<b>\$10,702*</b>

\*Any funding remaining from the USA Embassy grant was rolled into the delivery for the second cohort of the AfriTech fellowship program.

# Acknowledgements

We would like to express our gratitude to the mentors and speakers who made this program possible. Without their support, we would not have achieved our goals.

## Mentors:

Tykee James  
Larissa Johnson  
Adam Jenkins  
Ann Siqveland  
Tinokunda Natalia Chimhowa  
Brett Shiel  
Christine C Wacta  
Carrie Gray  
Angela Duran  
Torend Collins  
Delphine Khanna  
Ruth Driscoll-Lovejoy  
Ankita Bakshi  
Kalina Browne

## Speakers:

Lisa Berry  
Ankita Bakshi  
Tykee James  
Dr. Cindy Lebrasse  
Adam Jenkins  
Joseph Kerski  
Marie Makueta  
Neha Gunnoo  
The Mawazo Institue



“

*As a part of the AfriTech program, I wasn't really sure who was the mentor and who was the mentee because although I have been in the environmental field for quite some time, I learned so much from my mentee - her kindness, warmth, and passion for her work helped me rediscover why I do what I do.*

Larissa Johnson  
AfriTech Mentor



# Acknowledgements

We express our deepest gratitude to the funders, workshop facilitators and partners who made the AfriTech program possible.

## Funders

### Geospatial Equity Tech

<https://www.geoequitytech.com/>

Contributions: \$12,387

Contributed Services: \$40,000



Geospatial Equity Tech

### USA Embassy Mauritius

Grant: \$11,800



## Workshop Facilitators & Partners

- Alison Grenade, Photographer
- Clinton Johnson, NorthStar of GIS
- Djemillah Mourade-Peerbux, Ripple Association
- Esri South Africa
- Malina Cheeneebash, Wavemaker
- Sapna Nundloll, Sapna Nundloll Consulting
- Dr. Ximena Mejia, XEM Consulting & Counselling



**XEM**  
Counseling & Consulting, LLC.

# Appendix

The following is more detailed documentation on the goals, methodology for measuring success, and key indicators.

	Key Indicators	Methodology	Short Term Outcome	Long Term Outcome
<b>Goal 1 - Empower 8-10 Womxn with the confidence and skills to competitively pursue careers in STEAM-related fields of work.</b>				
Offer 18 hours across 3 days of technology-focused training through the use of a computer lab.	Percentage of fellows who successfully complete all technology and leadership training	Questionnaires (Post fellowship)	More than 50% of the participants will receive training and recommend this fellowship or the tools used to their peers.	 <p><b>SDG: Decent work and economic growth</b></p> <ul style="list-style-type: none"> <li>- Improving Job Skills for the Future</li> <li>- Improving the Successful Transition of Youth into the Workforce and Society</li> </ul>
Offer 28 hours of leadership and professional training through online platforms with distinguished STEM career professionals from the United States.	Percentage of fellows with an improved understanding of basic technology & project management tools	Questionnaires (Post training)	More than 75% of the participants will be more confident into risk-taking and setting long term and short term goals.	
Fellows create 1-2 digital interactive products that support their academic research and or career progression.	Percentage of fellows who successfully develop and apply technology tools to support their academic research	Group discussion (Post training)	More than 75% of the participants will be persuing thier career and studies in STEAM.	
Demonstrate an overall positive improvement in all fellows in both leadership and technology skills at the completion of the fellowship.				
<b>Goal 2 - Equip 8-10 Womxn with a diverse and lifelong international network to build connectivity with the global technology community and facilitate a competitive edge in the rapidly expanding and local technology hub, key to the economic growth of Mauritius.</b>				
Complete 11 hours of networking, mentorship, and coaching through online platforms.	Average number of networking hours for each fellow	Spreadsheet follow up (Quantitative/Qualitative)	100% of the fellows connected with at least one person that can help them in their field of interest	 <p><b>SDG: Gender Equality</b></p> <ul style="list-style-type: none"> <li>- Reducing Gender Inequities in Governance, Leadership, and Ownership</li> </ul>
Each fellow completes 6 months of 1:1 mentorship with professionals from the United States.	Percentage of fellows that feel well-connected by the end of the fellowship	Group discussion (Post fellowship)	More than 75% of fellows should feel well connected and try to build up more of their network.	
Create opportunities for fellows to get visibility on a global stage through virtual technology conferences.				
Expose fellows to career and education opportunities within the United States.				
<b>Goal 3 - Develop a 24-month Personal Leadership Plan (PLP) for 10-15 Womxn that includes both wellness and professional development post-fellowship goals, objectives, and activities.</b>				
Co-develop with all (10-15) fellows a Personal Leadership Plan (PLP).	Percentage of fellows with a complete personal development plan	Ongoing spreadsheet follow up (Post fellowship)	75% of the fellows will understand and use the PLP to guide them on their short term and long term goal.	 <p><b>SDG: Gender Equality</b></p> <ul style="list-style-type: none"> <li>- Reducing Gender Inequities in Governance, Leadership, and Ownership</li> </ul>
Complete the Clifton Strength Assessment for each fellow and integrate their strengths in crafting their PLP.	Percentage of fellows with a self-care routine	Group discussion (Post fellowship)	75% of the fellows understand the importance and practice a self care routine.	
Complete 2 hours of wellness coaching through online platforms.	Percentage of womxn that shows confidence in their leadership style	Group discussion (Post fellowship)	More than 75% of womxn are willing to lead future activities and programs	
Complete 2 hours of wellness talk through in-person group talks.				