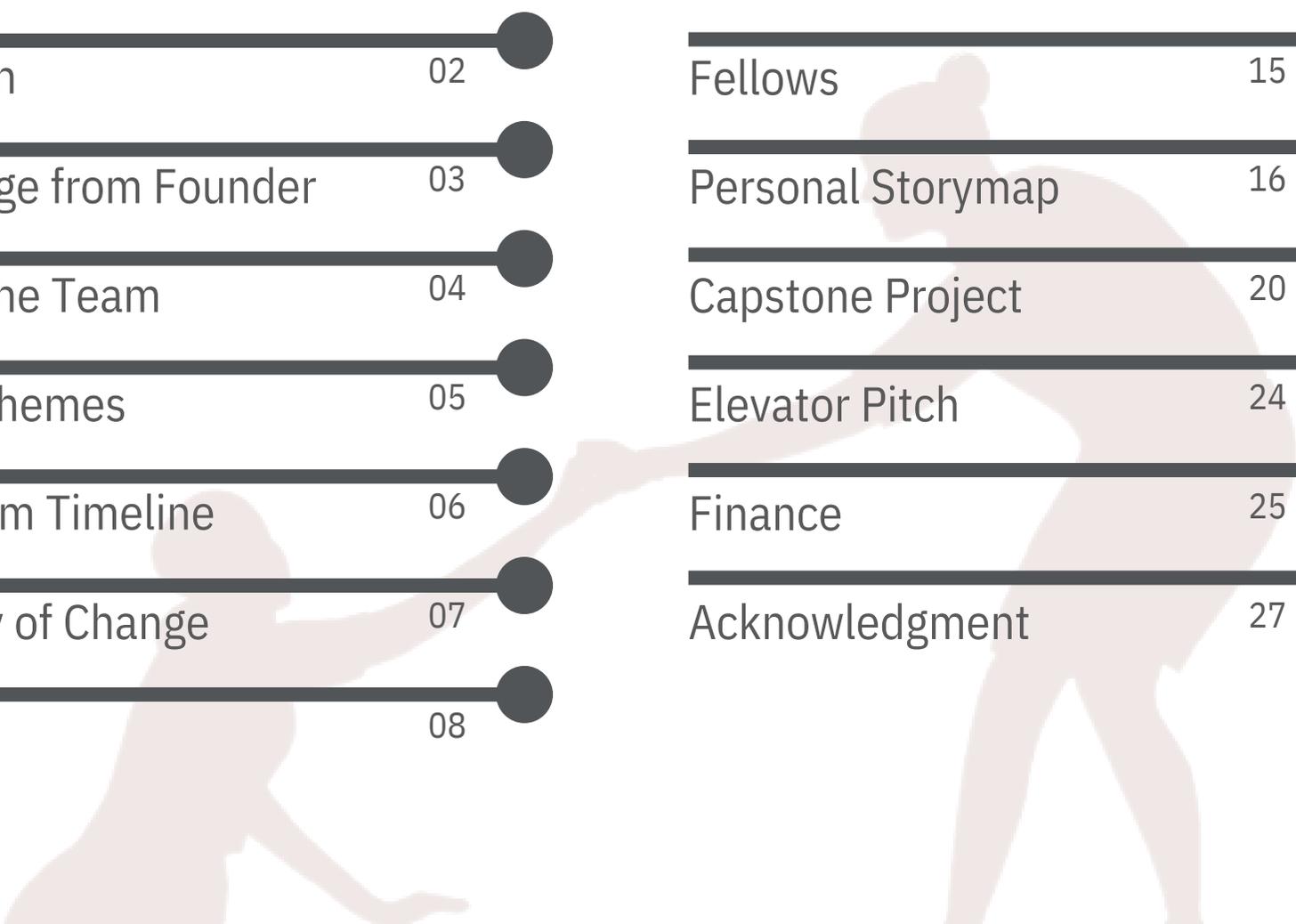




Cohort 2 Impact Report 2023

Womxn as key contributors to STEAM fields and digital transformation

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Womxn* as key contributors to STEAM fields and digital transformation



“
“The AfriTech Fellowship has been a growth catalyst for me. From self-discovery to learning new skills, the fellowship has helped me expand my horizon of opportunities. With its safe and strong community of womxn in STEAM, it reinforces the essence of wellness and working together as womxn leaders.”

Geshna Ballgobin
AfriTech Alumni

*Womxn is an intersectional term intended to signal the inclusion of those traditionally excluded from white feminist discourse: Black women, women of color, and transgender 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.

“
“Beyond enhancing my technical skills,
the fellowship has nurtured my inclusive
leadership, communication skills, critical
thinking, and holistic well-being.”

Navisha Goburdhun
AfriTech Alumni

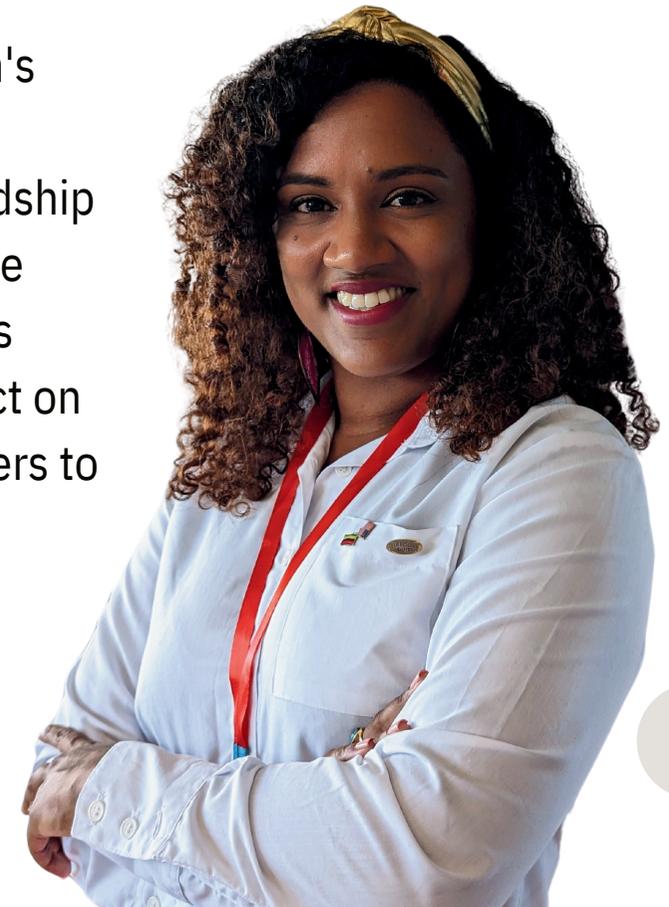


Message from Founder

The team behind AfriTech Fellowship is thrilled to announce the success of the second cohort of AfriTech. The contribution of the first cohort played a significant role in the success of the second cohort, and it is clear evidence of the safe environment created for women in STEAM. Our focus remains on fostering innovation and generating comprehensive solutions to environmental and social justice concerns. In this report, you will learn more about the incredible work of our team to provide technical and leadership skills to all participants.

The graduation ceremony was a testament to the impact of AfriTech's program and the growth and change experienced by the fellows. AfriTech's program creates a community of leaders that offers friendship and empowerment beyond the program's duration. The stories of the nine graduating fellows are truly inspiring, and the program's work is both meaningful and impactful. AfriTech empowers women 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 giving 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)

Program Coordinator

"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."



Anne Sophie Virassamy (She/her)

Communication Assistant (Cohort 1 Alumni)

"I am honored to be part of this community of strong women. AfriTech has provided me with a safe space where I can be myself and aim for my goals, and I hope to be able to help empower other women the same way AfriTech did for me."

Lavinia Pillay (She/her)

Monitoring & Evaluation

"Leveraging Geospatial Technology is an innovative and empowering concept in this transformative fellowship aiming to shape the leaders of tomorrow. I am honored to be part of this amazing community and their journey."





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

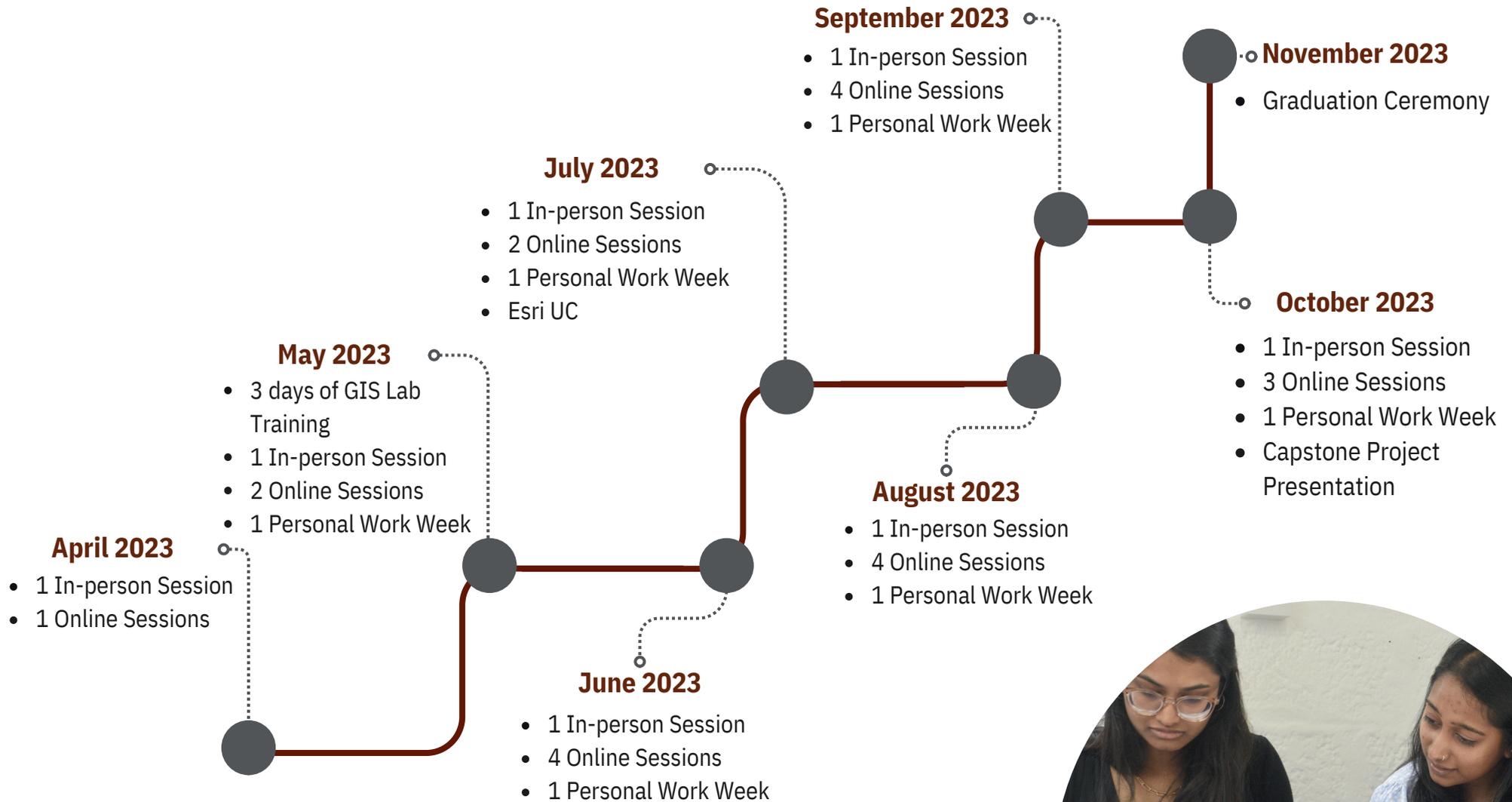
Wellness is defined as being in good health, mainly as an actively pursued goal, and this aspect is often disregarded by many or placed last on priority lists. However, contrary to what many people think, wellness is more than physical, and it comprises eight mutually co-dependent dimensions: emotional,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



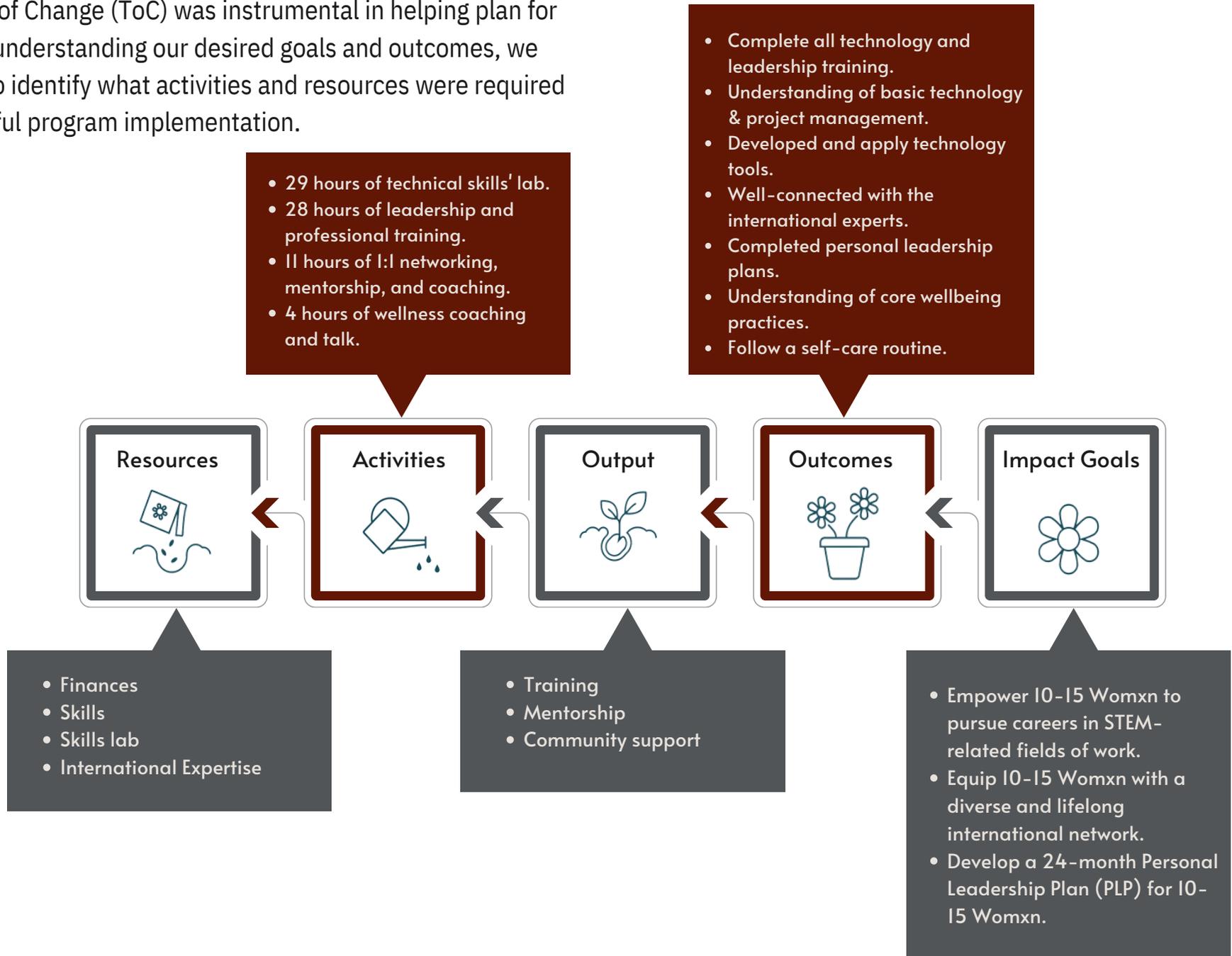
“*The Afritech Fellowship is a well-structured program to empower womxn in STEAM by giving them the opportunity to learn more about technical tools such as GIS (Geographic Information System), project management, leadership, and wellness.*”

Ryana Canden
AfriTech Alumni



Theory of Change

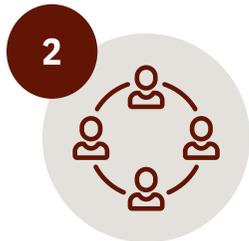
Our Theory of Change (ToC) was instrumental in helping plan for impact. By understanding our desired goals and outcomes, we were able to identify what activities and resources were required for successful program implementation.





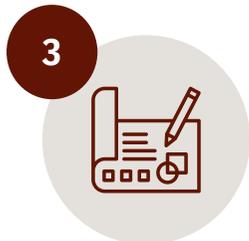
1

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



2

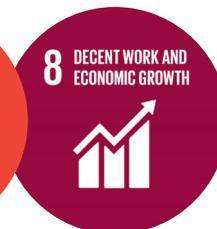
GOAL 2. Equip 8-10 Womxn with a diverse and lifelong international network to build connectivity with the global technology community and facilitate a competitive edge in the rapidly expanding and local technology hub, the key to the economic growth of Mauritius.



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 10 fellows, 9 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.	100%
Percentage of fellows with an improved understanding of basic technology & project management tools.	100%
Percentage of fellows who successfully developed and applied technology tools to support their academic research.	100%

Expected Outcome	Results
More than 50% of the participants received training and recommended this fellowship or the tools used to their peers.	88.9%
More than 75% of the participants developed confidence risk-taking and setting long term and short term goals.	88.9%
More than 75% of the participants remained in their career and studies in STEAM.	77.8%





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.	44.4%

Expected Outcome	Results
100% of the fellows connected with at least one person that can help them in their field of interest.	100.0%
More than 75% of fellows should feel well connected and try to build up more of their network.	88.9%





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	55.56%
Percentage of fellows with more confidence in their leadership style	88.89%

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.	66.67%
More than 75% of womxn are willing to lead future activities and programs	77.78%

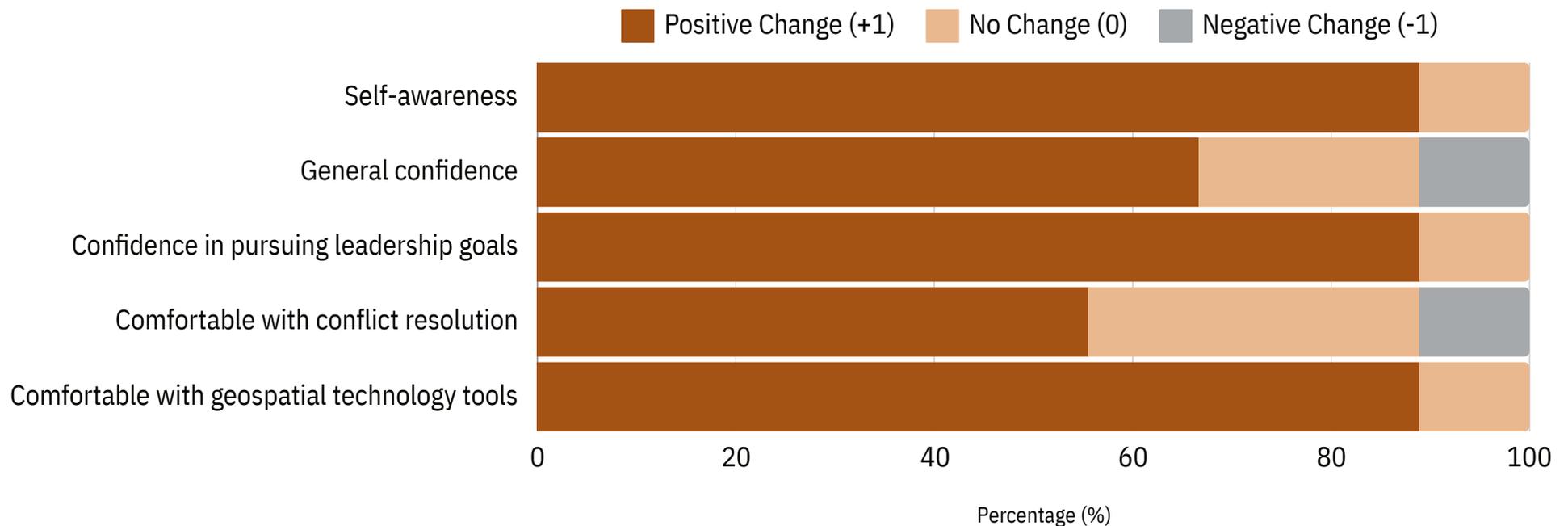


Qualitative Results

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.

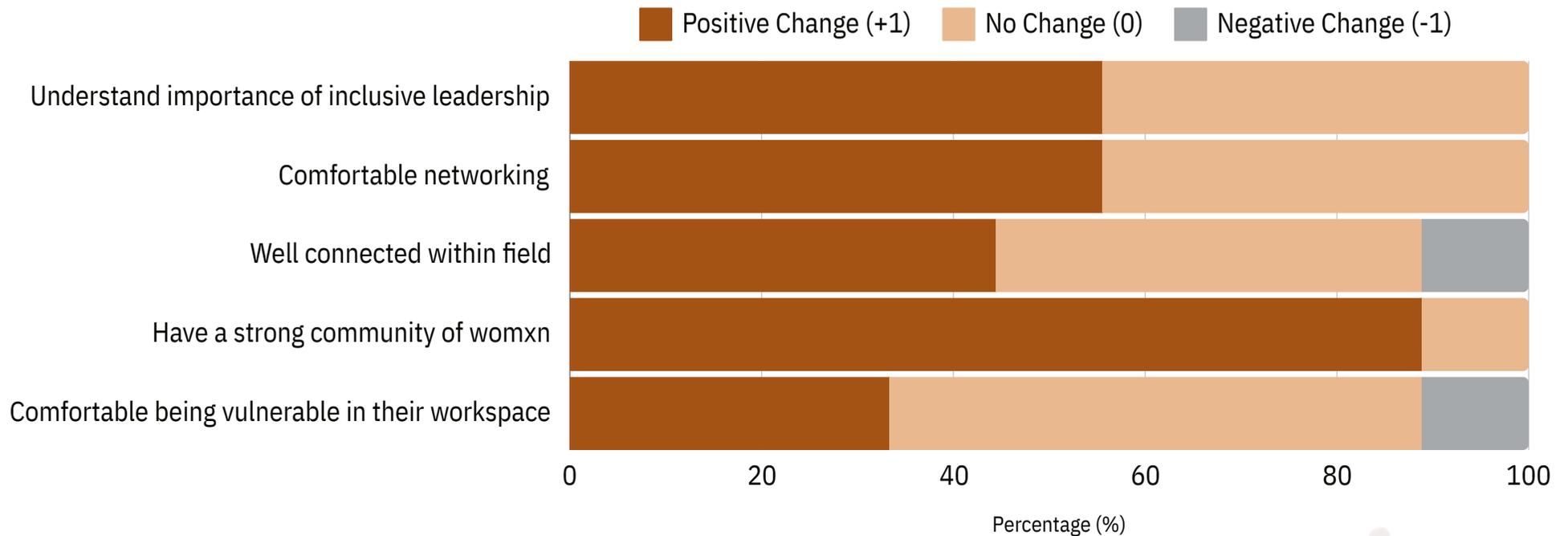


“

"I am very confident compared to when starting the fellowship. I have recognised who I am and my leadership style and as a leader I got to know myself and I can now take more leadership role in both personal and work life."



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.



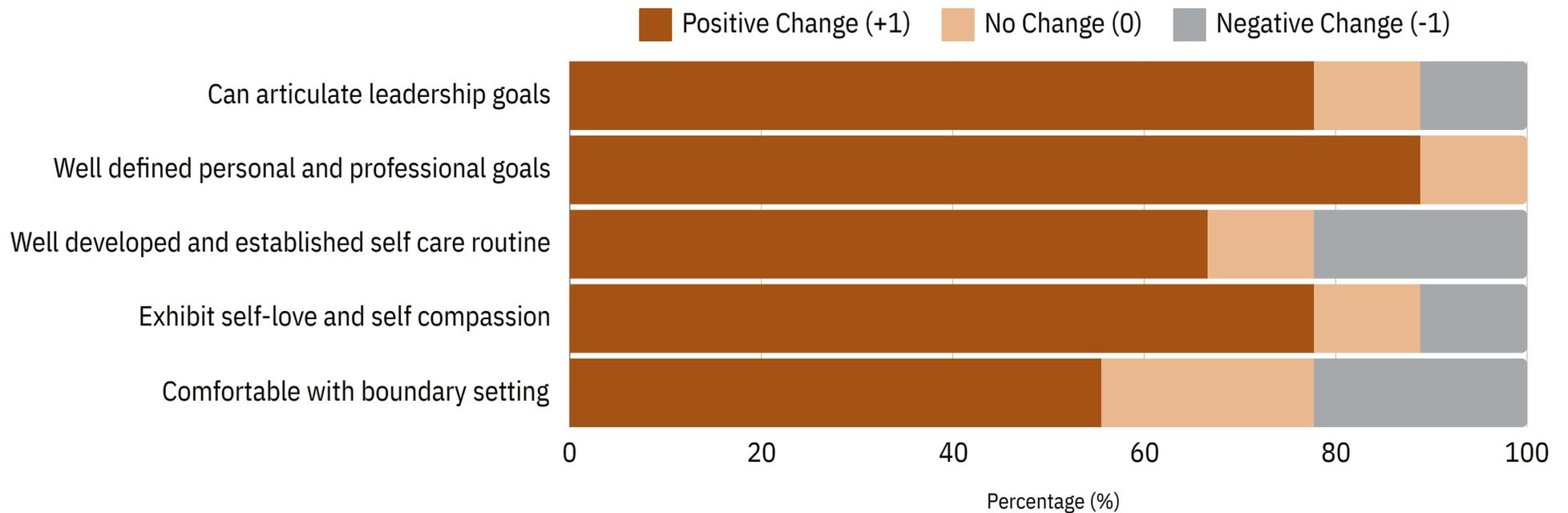
“

"I have a lot of people supporting me, then I have more people through AfriTech. AfriTech has allowed me to have my mentor who is the same field."





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.



“

Afritech has been a safe space where I have seen my transformation into someone new. I know in what direction I need to go, what I need to work on; I came in for my leadership skills but it opened up more than that. Before I didn't know what was a safe space and I thank the AfriTech team for that.

Fellows

The AfriTech Fellowship's second cohort saw 9 fellows graduate, all residing in 6 different districts of Mauritius.



Geshna Ballgobin
Storyteller Award
Capstone Project Award



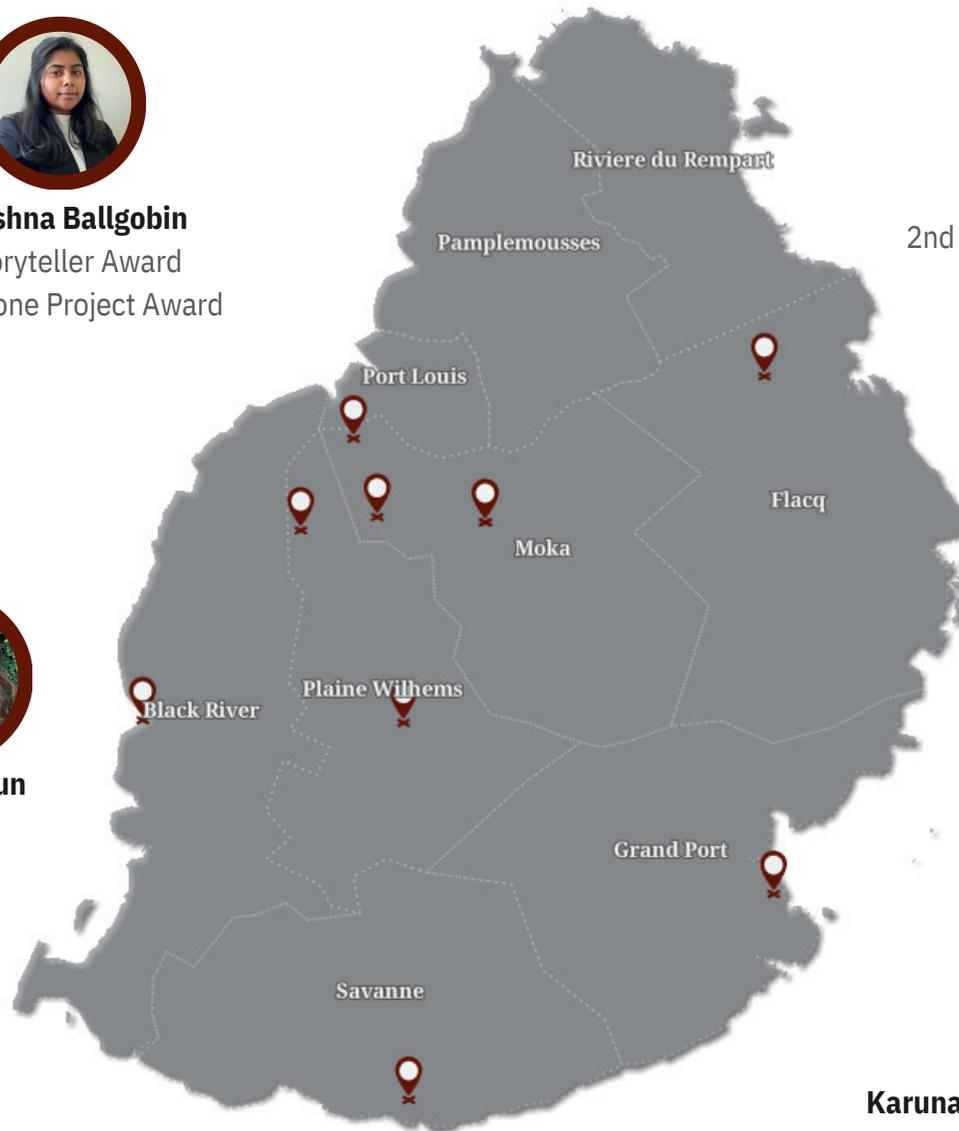
Jenisha Gaya
Capstone Project Award



Sruti Jeetun



Melanie Ricot



Sharmila Joganah
2nd Capstone Project Award



Ryana Candan
Attendance Award



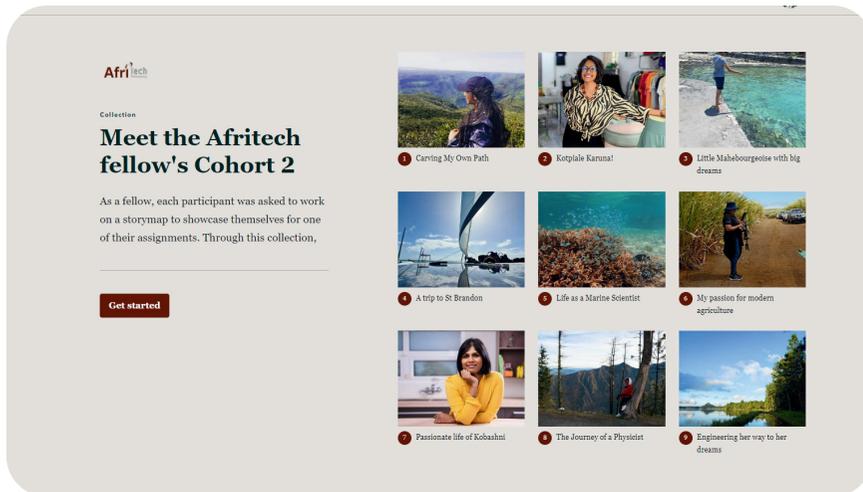
Navisha Goburdhun
Storymap Award
2nd Capstone Project Award



Kobashni Chedumbarum Pillay
Elevator Pitch Award



Karuna Veerapen - Goinden



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://arcg.is/1iaHTfo> and learn more about each fellow from cohort 2.

“
| *"The AfriTech Fellowship Program is a stepping stone for me to leverage into the world of GIS."*

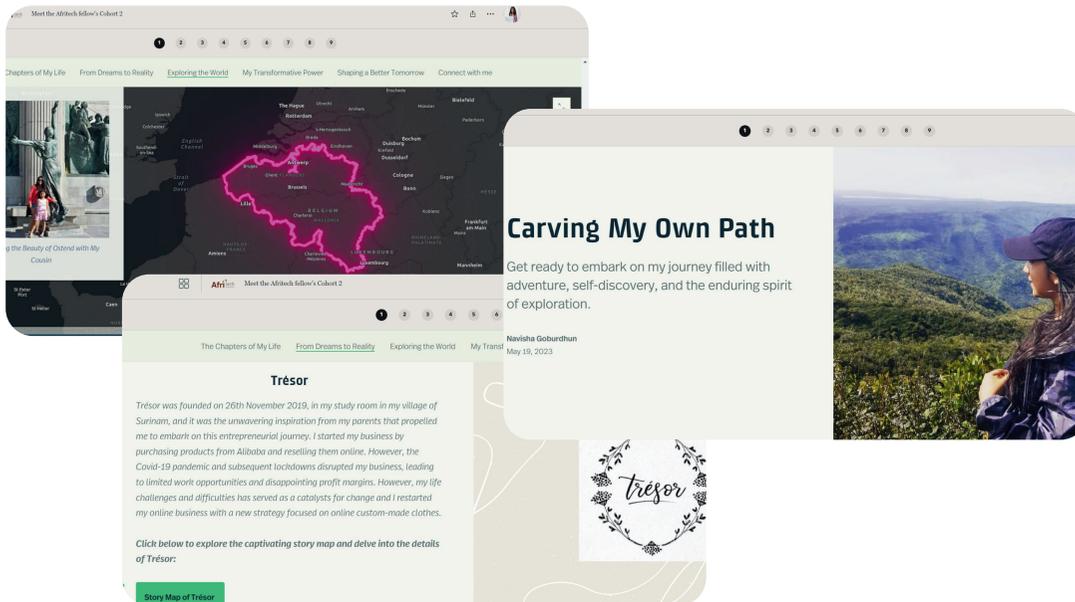
*Jenisha Gaya
AfriTech Alumni*

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



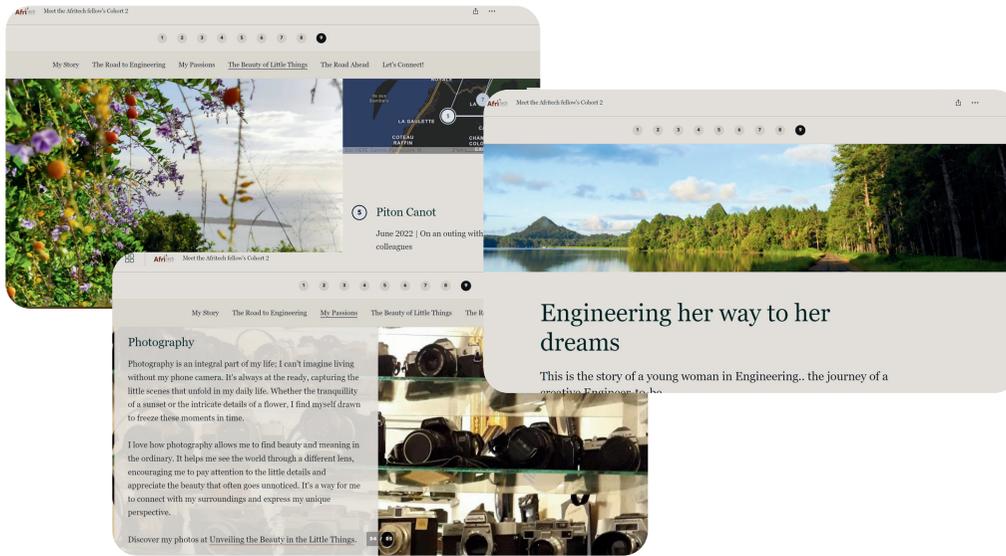
“*Being an AfriTech fellow opened the door to the fascinating world of GIS, allowing me to unleash my creativity through StoryMap and discover how I can contribute to my community via spatial analysis using ArcGIS.*”

Navisha Goburdhun: Winner of the Storymap Award

Navisha is a Network Architect at Emtel Ld with a Bachelor's degree in Electronic & Communication Engineering and a Master of Business Administration. Her expertise is designing and managing network infrastructure and she has also managed more than 10 FTTH projects. She also has a passion for continuous learning, sustainability and public speaking.

Learn more about her journey through her storymap, "**Carving My Own Path**"
<https://arcg.is/1izq010>





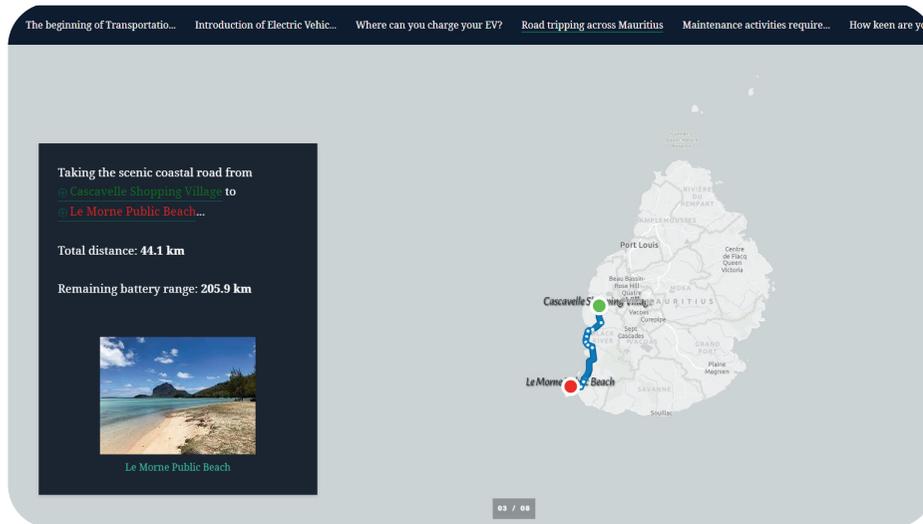
“
The fellowship has introduced me to the fascinating world of spatial technology, a term which was foreign to me before. I am extremely grateful for this transformative journey.”

Geshna Ballgobin Winner of the Storyteller Award

Passionate about technology and a problem-solver at heart, Geshna started her engineering journey in 2015 at the University of Mauritius. Nine years later, with a Master's degree in Project Management, she is currently leading a pivotal digital transformation project at Emtel Ltd. Her goal is to positively impact people's lives with technology, inclusive leadership and kindness.

Learn more about her journey through her storymap, "**Engineering her way to her dreams**" <https://arcg.is/Damna>





“

"It has given me the opportunity to learn and develop my technical and leadership skills which I will definitely use for science communication."

*Sruti Jeetun
AfriTech Alumni*

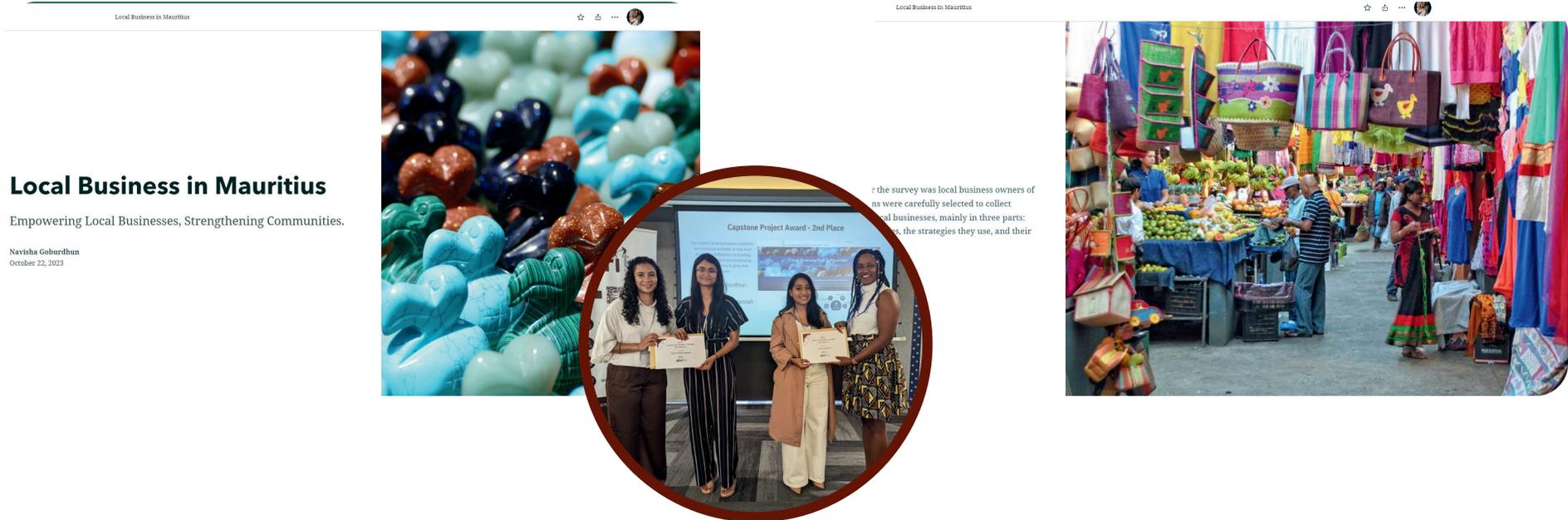
The capstone project is a multifaceted body of work that culminates the fellows' professional and personal growth. Fellows engaged in real-world problems and demonstrated how geospatial technology applies to solution design and the decision-making processes.

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://www.youtube.com/watch?v=0XFXtKjIWiw&t=110s>



Capstone Project Awardees



Local Business in Mauritius

Navisha Goburdhun and Rajini Sharmila Jogannah

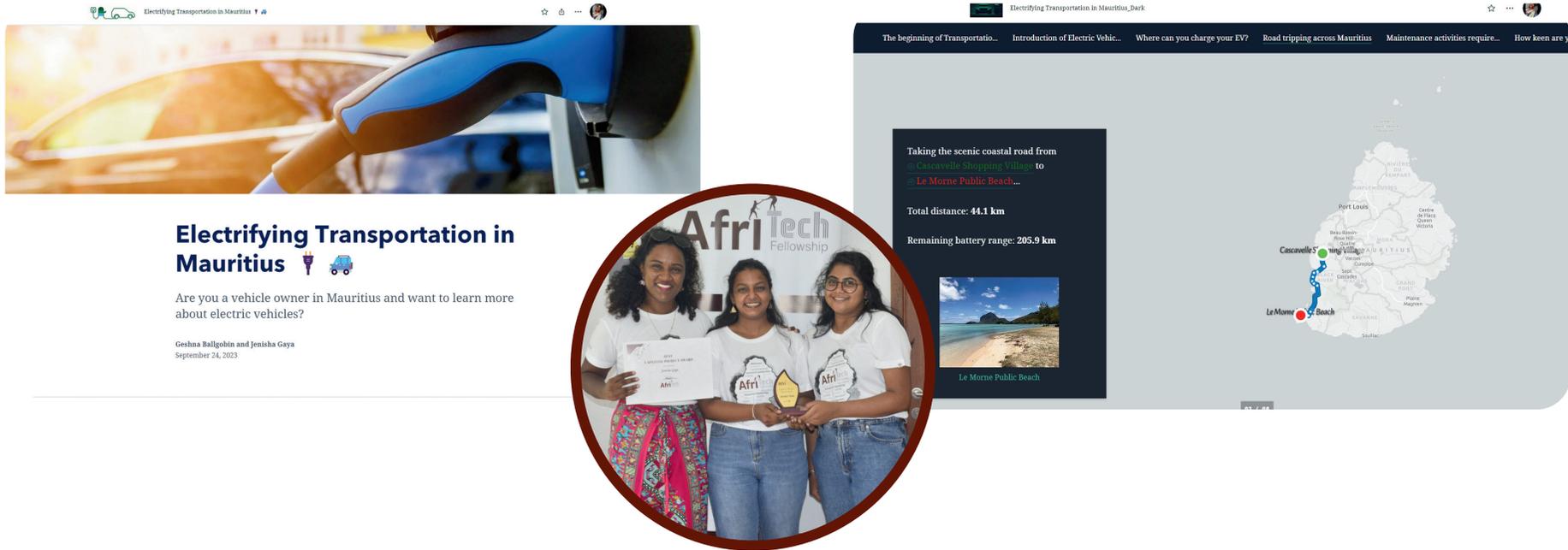
1st Runner Up Capstone Project Award

Local businesses in Mauritius often struggle to gain the exposure they deserve, especially in the face of larger competitors. Navisha's and Sharmila's projects aim to address this issue by creating an interactive and user-friendly app that highlights the diverse array of local businesses across the island. Their vision is to boost the visibility of local businesses in Mauritius. They recognize the unique challenges faced by these enterprises and are committed to providing a platform that connects residents and tourists with the incredible talents of local entrepreneurs.

To learn more about their project, visit <https://arcg.is/1nHa09>.

Navisha Goburdhun LinkedIn - <https://www.linkedin.com/in/navisha-goburdhun-beng-mba-miet-5b01051b8/>

Rajini Sharmila Jogannah LinkedIn - <https://www.linkedin.com/in/rajini-sharmila-jogannah-6033341aa/>



Electrifying Transportation in Mauritius

Geshna Ballgobin and Jenisha Gaya

Winners of the Capstone Project Award

Vehicle owners would be more keen to adopt electric vehicles if they are aware and have better knowledge about electric vehicles and their operational and maintenance implications, as well as the policies and regulations on a single-pane-of-glass platform. Besides, they may feel more confident with an interactive dashboard with all the charging stations across Mauritius. Geshna and Jenisha's project thus attempts to understand drivers' viewpoint in Mauritius and educate them about electric vehicles.

To learn more about their project, visit: <https://arcg.is/CeWvW>

Geshna Ballgobin LinkedIn - <https://www.linkedin.com/in/geshnaballgobin/>

Jenisha Gaya LinkedIn - <https://www.linkedin.com/in/jenisha-gaya-559b14153/>

Kobashni Chedumbarum Pillay

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.

Kobashni Chedumbarum Pillay LinkedIn - <https://www.linkedin.com/in/kobashni-chedumbarum-pillay-41b64760/>

“

"Joining the Afritech Fellowship has been a blessing."

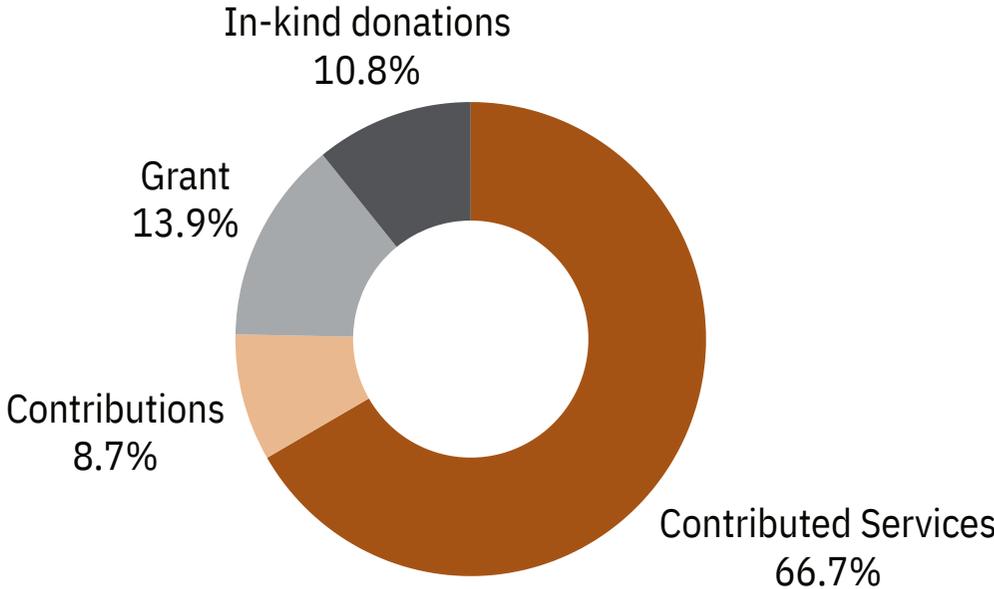
*Kobashni Chedumbarum Pillay
AfriTech Alumni*



Finance - Revenue

The AfriTech Fellowship program received a total funding of \$53,514 from **Geospatial Equity Tech (GET)** and the **USA Embassy of Mauritius**.

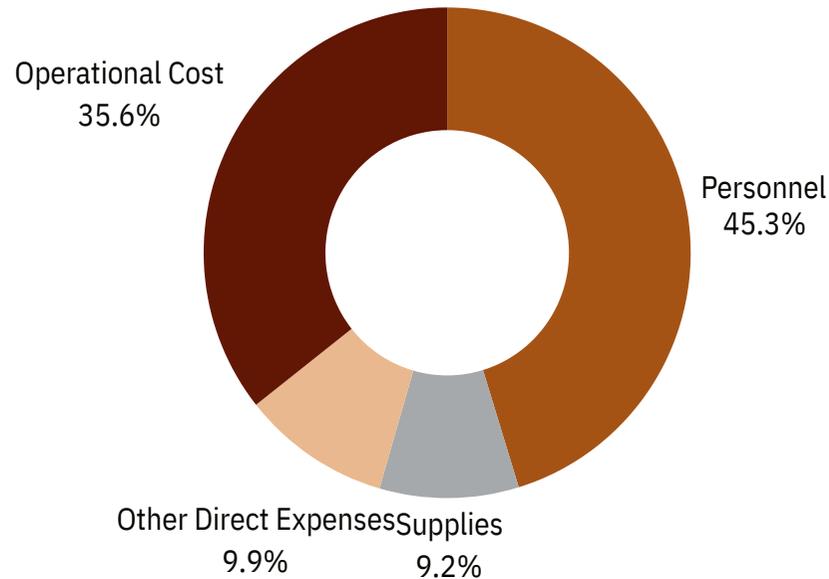
The revenue stream was divided into four categories: grant, in-kind donations, contributions, and contributed services.



Revenue	USD
USA Embassy Grant	8315
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.	5199
Total Revenue =	60014

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
Personnel	
Staff	4994
Other Direct Expenses	
Administrative Fees	205
Total Expenses =	\$5199

Program Expenses	USD
Personnel	
AfriTech Founder	3000
Facilitators	2550
Speakers	650
Photographer & Social Media Assistant	402
Supplies	
Catering	543
Marketing	344
Stationary & Printing	460
Other Direct Expenses	
Venue	789
Award & Prizes	652
Total Expenses =	\$9390*

*Any funding remaining from the USA Embassy grant for cohort 1 was rolled into the delivery for the second cohort of the AfriTech fellowship program.

Acknowledgements

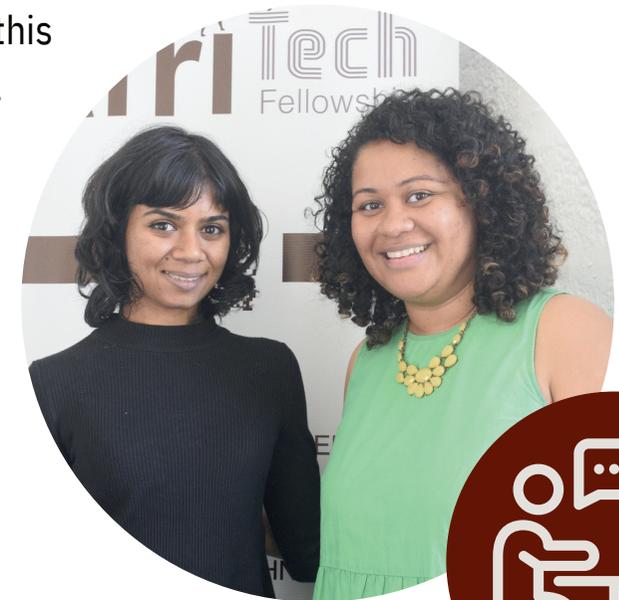
We would like to express our gratitude to the mentors and speakers who made this program possible. Without their support, we would not have achieved our goals.

Mentors:

Karuna Puri
Mohinee Heeramun
Lane Nothman
Dr. Antoinette C. Dendtler
Gloria Desanker
Neha Gunnoo
Millicent Allenby
Cindy Lebrasse
Adam Jenkins
Rhiannan Price

Speakers:

Ankita Bakshi
Tykee James
Adam Jenkins
Aisha Jenkins
Ashley Du
Dr. Ximena Mejia
Christine Wacta
Clinton Johnson
Eva Reid
Larissa Johnson
Katie Grillo



“*The engagement with the participants and the aha moments we witnessed as facilitators were part of the session we appreciated the most. The energy was awesome, and the spirit of camaraderie was really present. More of these please!*”

*Malina Cheeneebash
Human-Centered Design Workshop Facilitator.*



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: \$11,699

Contributed Services: \$40,000



Geospatial Equity Tech

USA Embassy Mauritius

Grant: \$8315



Workshop Facilitators & Partners

- Alison Grenade, Photographer
- Clinton Johnson, NorthStar of GIS
- Djemillah Mourade-Peerbux, Ripple Association
- Esri South Africa
- Malina Cheeneebash, Wavemaker
- 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
Goal 1 - Empower 8-10 Womxn with the confidence and skills to competitively pursue careers in STEAM-related fields of work.				
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>SDG: Decent work and economic growth</p> <ul style="list-style-type: none"> - Improving Job Skills for the Future - Improving the Successful Transition of Youth into the Workforce and Society
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.				
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.				
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>SDG: Gender Equality</p> <ul style="list-style-type: none"> - Reducing Gender Inequities in Governance, Leadership, and Ownership
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.				
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.				
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>SDG: Gender Equality</p> <ul style="list-style-type: none"> - Reducing Gender Inequities in Governance, Leadership, and Ownership
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.				