



One Planet Women Project

Strengthening Research and Leadership Skills of African Women at the Intersection of Climate Change, Agriculture and Food Security

IDRC Project Number 109130

Duration: 36 months

01 July 2019 – 30 June 2022

Location: Francophone West Africa

Benin, Burkina Faso, Cote d'Ivoire, Mali, Senegal and Togo

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1. Basic Project Information

The **One Planet Women** project aims to support *women scientists from francophone West Africa working at the intersection of climate change and agriculture* through a career development model that combines mentoring, scientific training and networking opportunities. The Project is a subset of the larger **One Planet Fellowship**, funded by the Bill & Melinda Gates Foundation, the BNP Paribas Foundation and the European Commission.

One Planet Fellowship seeks to build a vibrant, highly connected and intergenerational network of **600 African and European scientist leaders** to bolster the *research community working on the development of innovative research projects; relevant and gender-responsive solutions for climate change adaptation targeting Africa's smallholder farmers*.

Leveraging funding from the existing partners, the Project supported the addition of thirty (30) francophone women scientists to the One Planet Fellowship initiative as follows:

- Five (10) Laureate candidates
- Five (10) African Mentors
- Five (10) early-career women scientists (also known as Learning Partners)

This additional support from IDRC aimed to strengthen the offerings available to support all the women of the One Planet Fellowship initiative. The One Planet Women Project has supported various interventions including:

- An upgraded leadership and negotiation skills course to all women registered to One Planet Fellowship;
- Childcare and travel subsidies for women with babies under the age of 2 whom might not be able to participate in the program due to family responsibilities; and
- English language support for francophone Laureate candidates to encourage greater integration of francophone researchers into the wider pan-African research community.

The One Planet women project was implemented by the African Women in Agricultural Research and Development (AWARD) in accordance with the specific provisions of the One Planet Fellowship initiative.

2. Research Problem

Francophone Africa, in particular, is characterized by unique challenges including, the low level of research financing and partnerships as well as language barriers - because available literature is often in English. There is also the lack of adequate capacity to build visibility of its researchers, to forge effective networks and ensure that research opportunities are equally accessible to all, both men and women scientists.

The situation has worsened over the years with a decreasing number of agricultural scientists and particularly, African female researchers involved in and embracing careers in agriculture-related sciences at a younger age and capable of influencing change and economic development in different sub-regions. In 2011, for example, the representation of women in



agricultural research was particularly low with shares of women in countries like Chad, Togo, Guinea, Guinea-Bissau and the Democratic Republic of the Congo (DR Congo) not exceeding 10 percent (Lynam et al. 2016, pp. 213¹). Beintema (2017²) showed in her analysis that with the exception of Senegal – and to some extent, Mauritania - in most Francophone countries, the trend has been on a stagnating or declining path with very low female-to-male ratio of representation (between 10-15 percent but often below 10 percent) in agricultural science in countries like Burkina Faso, Burundi, Cote d'Ivoire, Gabon and Niger over the period 2008 and 2014. According to an article by Le Monde Afrique in March 2019³, the current trend may be partially explained by the overriding male-dominated agenda and persistent power dynamics in the science research community across Francophone Africa.

In the current context of a changing climate and search for innovative solutions for adaptation, mitigation and resilience, it has become even more critical to increase investments for capacity building including for women scientists in Francophone Africa. With such investments, these scientists can benefit from available research and development opportunities, foster dialogue amongst themselves while also maximizing interaction and collaboration between male and female scientists/professionals from different linguistic and socio-cultural African backgrounds.

There have been several ongoing efforts in different parts of the continent to bridge the gender gap in agricultural research and to bring to the forefront, a more inclusive, participatory and coordinated approach to addressing Africa's multi-dimensional climate impacts on agriculture and food systems. However, there are also missing links and bottlenecks in building and enhancing research and leadership skills of; and increasing networking opportunities among African researchers and particularly, women agricultural scientists. As a result, few women have been able to take up leadership roles and influence the agriculture and related sectors to date. It is thus critically essential to consider and re-articulate beyond the research skills, the need to unleash the leadership potential and build a sense of agency so that many more women can contribute to the achievement of socially equitable outcomes. It is against this backdrop that AWARD had designed, launched and implemented the One Planet Women project.

3. Objectives

3.1. General objective of the Project

The One Planet Women project aimed to support women scientists from francophone West Africa working at the intersection of climate change and agriculture science and enable them to contribute more effectively to poverty reduction and improved food security in sub-

¹ Lynam, J., Beintema, N. M., Roseboom, J. and Badiane, O. (Eds.). (2016). Agricultural research in Africa: Investing in future harvests. International Food Policy Research Institute.

² Beintema, N. (2017). An assessment of the gender gap in African agricultural research capacities. *Journal of Gender, Agriculture and Food Security (Agri-Gender)*, 2(302-2017-1460).

³https://www.lemonde.fr/afrique/article/2019/03/21/etre-femme-scientifique-francophone-et-africaine-la-quadruple-peine_5439404_3212.html



Saharan Africa. This would be through an increasing number of West African women fellows participating in the One Planet Fellowship and receiving training on science, research, writing and mentoring.

3.2. Specific objectives (SO) of the Project

Specifically, the One Planet Women project aimed to provide a platform for a career development model based on four (4) specific objectives:

- **SO1.** Fostering mentoring partnerships between the Laureate candidates, mentors, Learning partners and research supervisors.
- **SO2.** Sharpening science, research and writing skills in climate-agriculture related fields with a specific focus on socio-economic and gender considerations.
- **SO3.** Unlocking the leadership potential to address the dynamics that keep African women scientists outside of leadership and decision-making processes for scientific excellence, effective response to climate challenges and policy change.
- **SO4.** Forging professional networking opportunities by facilitating access to the latest methodologies and technologies while also building professional networks for sharing ground-breaking work, best practice and experiences in the field of climate change through north-south and south-south cooperation.

4. Methodology

4.1. Theory of Change

The Theory of Change (ToC) of the One Planet Fellowship served as the basis for measuring the outputs and outcomes and also to review and adjust the implementation of the One Planet Women Project. This ToC outlines the various interactions/connections and the desired changes in the target (direct and indirect) beneficiaries including the Laureate Candidates, Mentors, Learning partners and Research supervisors.

The ToC entails a holistic approach to assess the desired changes at individual level primarily (e.g., increased self-awareness, confidence, and assertiveness; motivation to lead and perform; skills and competence; gender-responsiveness; networking and collaboration; visibility and recognition). Successful implementation of the One Planet Fellowship is expected to yield the following outcomes:

- A dynamic and vibrant network of scientists and an increased number of innovative research projects which will directly contribute to the betterment of African people and particularly, those at the margins with limited ability to cope with climate change;
 - Increased Africa-Europe research collaborations on agriculture and climate change;
 - A mentoring and leadership culture to support continuous development of capable and confident researchers to influence policy design, implementation, and social change.



4.2. Integrative Scientific Framework

The One Planet Women project also built on the ***One Planet Fellowship's integrative Scientific Framework*** which is articulated around the following five main axes:

- a) *Measuring climate impact and action through data generation, data disaggregation from different socio-economic lines, access and management, monitoring of climate change parameters;*
- b) *Agricultural practices for managing variability and adaptation;*
- c) *Food systems and climate change;*
- d) *Social and economic issues related to climate change and agriculture; and*
- e) *Organizations, institutions and policy framework supporting climate change adaptation and mitigation in the agricultural domain.*

Throughout the Project implementation period, the Scientific Framework has remained the reference for the design and implementation of the Fellowship cycle and related interventions.

4.3. User participation

Francophone women from West Africa are at the core of the One Planet Women Project. Through its execution, the Project used a participatory approach that involved beyond the Laureate candidates (women scientists), other participants in the Fellowship program including African Mentors, Learning partners and Research supervisors in a variety of fellowship interventions. All key stakeholders will get different opportunities for participation, experience sharing and for searching and developing appropriate solutions for climate related issues.

4.4. Evaluation process, performance metrics and tools for change & impact

AWARD has continuously explored ways to track outputs and assess the outcomes/impact of the One Planet Women Project. AWARD team has consistently monitored progress in the mentoring programs through the mentoring diaries/development journals submitted by the mentoring pairs on a monthly basis. A short survey was sent out for the Laureate candidates participating in the English Language support program. We have developed and conducted different course evaluations for the different Science Skills Courses and Leadership training programs the Laureate candidates and Mentors participated in. AWARD has also captured other learnings from the feedback forms and the reports submitted by the Laureate candidates.

We have continuously updated our Management Information System (MIS) with the relevant information from our One Planet Fellowship beneficiaries.

4.4. Gender considerations

The One Planet Women Project contributes to the agenda on improved gender equality and agricultural transformation in sub-Saharan Africa by:



- Establishing important building blocks for capacity development and strengthening of women scientists;
- Investing and engaging more with women scientists as members of the academic, scientific and research community; and finally,
- Ensuring that women scientists can have equal opportunity to enhance their leadership capacity and accelerate their professional advancement despite the unique challenges and constraints they face, especially in the Francophone Africa region.

These milestones are at the core of AWARD’s work and have been factored in throughout the Project execution.

5. Project activities

With support from IDRC, AWARD implemented various activities under the One Women Planet and in line with the overall implementation plan of the One Planet Fellowship.

5.1. Selection and launch of two Cohorts of One Planet Fellowship

The **first call for applications** opened on February 01, 2019 and closed on April 30, 2019. The call generated a total of **1523 applications** received from the 12⁴ eligible African countries. A total of **44 applicants** were selected as Laureate candidates in the first round.

The **second call for applications** was launched on November 30, 2019 and closed on March 31, 2020. We received a total of **903 applications** from 14⁵ eligible African countries. **45** applicants were selected as Laureate candidates in the second round.

Among the **89** Laureate candidates for One Planet Fellowship Cohorts 1 and 2, **10 francophone female Laureate candidates** were considered under One Planet Women and paired with Mentors from Benin, Burkina Faso, Cote d'Ivoire, Senegal and Togo. The distribution of IDRC beneficiaries under One Planet Women and per country is shown in the table below.

Country	COHORT 1				COHORT 2			
	Laureate candidates	Gender	Mentors	Gender	Laureate candidates	Gender	Mentors	Gender
Benin	0	Female	0	Female	1	Female	1	Male
Burkina Faso	3		0		0			
Cote d'Ivoire	1		1		1		Female	
Senegal	1		2		2			
Togo	0		1		1			
	5		5		5		5	

⁴ Eligible countries in the first round include Benin, Burkina Faso, Cote d'Ivoire, Ethiopia, Kenya, Malawi, Mali, Nigeria, Senegal, Tanzania, Togo and Zambia.

⁵ Eligible countries in the second round are Algeria, Benin, Burkina Faso, Cote d'Ivoire, Ethiopia, Kenya, Malawi, Mali, Morocco, Nigeria, Senegal, Tanzania, Togo, and Zambia.



In addition to the 20 Laureate candidates and African Mentors, there was provision for the participation of 10 junior African female scientists from francophone Africa. However, this target was not met for two main reasons:

- Laureate candidates are expected to select two young emerging scientists, known as Learning Partners, one African and one European junior scientist for the second phase of the mentoring process. The global health crisis and travel restrictions in 2020-2021 posed a significant challenge for the launch of the activities designed for the junior scientists.
- While AWARD had envisaged virtual training activities, running these events concurrently as initially planned brought some complexity in the implementation plan including aligning with the different participants' calendars and immediately launching the related activities (e.g., physical internships for European Partners in African institutions and field work activities for African Learning Partners among which we count the IDRC beneficiaries).

5.2. Planning and delivery of Mentoring Orientation Workshops (MOWs)

Mentoring is a key feature of the One Planet Fellowship through which AWARD has continued to foster a mentoring culture with its three-tiered mentoring program involving mentors and mentees, at different stages, to develop mutually beneficial and supportive relationships around their professional and personal capacities. Key activities included:

- A **seven-day Fellowship and Mentoring Orientation Workshop** (face-to-face) for Cohort 1 organized in Nairobi, Kenya, September 16-21, 2019. The event saw the participation of 9 beneficiaries under the One Planet Women project (5 Laureate candidates and 4 Mentors). One Mentor from Burkina Faso could not attend due to medical reasons.

- **Webinars and virtual Mentoring Orientation Workshop (MOW)** - AWARD launched Cohort 2 of One Planet Fellowship with a Fellowship Orientation Webinar and a virtual Mentoring Orientation Workshop (MOW) that kicked off on October 15, 2020 and ended on December 9, 2020. All the 10 IDRC mentoring pairs participated in the workshops.

Cohorts 1 and 2 participated in the MOWs with a different workshop delivery approach (face-to-face and online delivery respectively) but a similar training program. The Laureate candidates together with their mentors participated in a series of training sessions.

The mentoring pairs learned about the guidelines for and success factors of the formal mentoring as well as the setting up of specific goals for professional and personal development. The Purpose Road Maps (PRMs) and related coaching sessions marked the culmination of the MOW. These coaching sessions were an opportunity to support Laureate candidates and Mentors in their process to fine tune their purpose road maps (PRMs) and get prepared for the one-year mentoring program.

- A **Mentoring and Leadership Webinar** – AWARD organized this webinar on May 5, 2021, under the theme “Connecting, Leading, and Growing in a Virtual Environment”. This webinar brought together the Cohorts 1 and 2 participants (Laureate candidates and



Mentors) of the two first cohorts on a platform for sharing innovative strategies to achieve purpose road maps and tackle challenges in the face of a virtual environment.

5.3. Mentoring in practice

Following their participation in the MOWs, the ten (10) duos Laureate candidates and Mentors under One Planet Women, embarked on a **one-year mentoring program**. The Mentoring program entailed regular online and in-person meetings to discuss progress on the implementation of the Purpose Road Maps (PRMs).

To finalize the first phase of the mentoring process for Cohort 1, AWARD organized and delivered a **Progress Monitoring Meeting (PMM)** from June 21-24, 2022 in Mombasa, Kenya. The PMM brought together **44 participants** (28 Laureate candidates and 16 Mentors) for mutual learning and progress review of the first phase of the mentoring program including the objectives set in the Purpose Road Maps, the challenges and opportunities.

Overall, the mentoring pairs **confirmed that significant milestones were achieved during the first mentoring phase. The unique achievements were summarized in the posters presented by the Laureate candidates during the PMM. The main achievements included:**

- Preparation and publication of research manuscripts integrating gender;
- New skills/techniques on different areas of climate change;
- New opportunities to showcase research and climate change advocacy including the selection of two Laureate candidates as Global Youth Climate Network Ambassadors;
- Promotion opportunities for both Laureate candidates and Mentors; and
- Increased networking and research proposals receiving funding from different donors

The PMM also provided a platform for brainstorming on the **Phase 2 Mentoring Program** during which the Laureate candidates will practice their mentoring skills by welcoming their junior scientists in the One Planet Fellowship and support them to further develop research priorities, reflect and start acting on their career objectives.

Following the virtual Mentoring Orientation Workshop (MOW) in Oct-Dec. 2020, the 44 mentoring pairs including the 5 under One Planet Women, participated in on a one-year mentoring program that was completed in December 2021, for most of the pairs. AWARD has been compiling the key learnings from this process in preparation of the **Progress Monitoring Meeting (PMM)** that will take place in the first quarter of 2023.

5.4. Planning and organisation of scientific research and forums

For Cohort 1, AWARD organized a **Science Week** in Casablanca, Morocco, from November 25 to December 1, 2019 and a **virtual Science Forum** for Cohort 2 from June 9 to July 30, 2021. These events aimed to provide a platform for knowledge sharing while also forging networking opportunities for the development of innovative, adaptive and appropriate solutions to fight climate change in Africa. The Laureate candidates participated in training modules focused on scientific writing and communication as well as application for research grants. The workshop provided an opportunity to foster scientific collaboration among the



Laureate Candidates through interactive sessions, presentations and various hands-on and field activities.

AWARD introduced **Group Research Projects** to help transcend language, country-specific, disciplinary and other barriers to the production of innovative and collaborative research and technology development. The two-year **Group Research Projects** support Laureate candidates to work collaboratively in small groups to write and submit a manuscript for peer-review and publication, or to develop a research proposal for resource mobilization or to design and/or experiment with an innovation.

AWARD and Agropolis Fondation have been organising **Advanced Science Training (AST)** which is a key component of One Planet Fellowship. Through the AST, Laureate candidates are given a unique opportunity to hone their science skills in state-of-the-art laboratories and institutions in Europe. They are also mentored in their field of specialization by senior scientists/supervisors from these internationally renowned research institutions.

For Cohort 1, the competitive process carried out in December 2020, led to the confirmation of 10 successful Laureate candidates among whom, we count two IDRC beneficiaries from Senegal and Burkina Faso highlighted in the table below on the status of the 10 Cohort 1 AST programs:

Laureate candidates	Country	Gender	Host institution in Europe	Status of AST
1	Benin	Male	UMR SENS, Montpellier, France	Oct-Nov. 2021 April-June 2022 Completed
1	Burkina Faso	Female	UMR Innovation, Montpellier, France	May-Oct. 2022 Ongoing
1	Burkina Faso	Female	JRC/UniBo, University of Bologna, Italy	Sept 2022 -Feb. 2023 Not started
1	Cote d'Ivoire	Male	UMR G-Eau, Montpellier, France	April-Sept. 2022 Ongoing
1	Cote d'Ivoire	Male	Gent University, Belgium	May-Oct. 2022 Ongoing
1	Ethiopia	Male	UNISS, Sassari University, Italy	Jan.-May 2022 Completed
1	Kenya	Male	JRC/UniBo, University of Bologna, Italy	Sept 2022 -Feb. 2023 Not started
1	Malawi	Male	UNISS, Sassari University, Italy	Nov. 2021 – March 2022 Completed
1	Senegal	Female	University of Natural Resources and Life Sciences, Vienna, (BOKU), Austria	May-July 2022 First phase completed Second phase is planned for the first quarter of 2023
1	Togo	Female	University of Natural Resources and Life Sciences, Vienna, (BOKU), Austria	Sept-Nov. 2022 Not started Second phase is planned for the first quarter of 2023
10				

Together with the other 8 Laureate candidates, the two IDRC beneficiaries and their mentors participated in two major events organized by AWARD and Agropolis Fondation:

- **Study tour in Europe** on science-policy linkages that took place in Brussels, Belgium and Rome, Italy, May 9-11, 2022 with the participation of Laureate candidates and African



Mentors. The participants had an opportunity to discuss with representatives from the European Commission in Brussels, FAO and IFAD in Rome as well as other stakeholders.

- **Science week in Montpellier, France** – May 16-19, 2022, that brought together Laureate candidates, African Mentors, European Supervisors and a few European Mentees. Key highlights from the Science Week include i) Updates on the ASTs in select European Research Institutions; ii) a Round Table with CIRAD, BNP Paribas Foundation, and representatives from the French Ministry of Agriculture; iii) a Science Café for experience sharing and peer learning; iv) a series of scientific seminars from the Montpellier Research Pole and the European Research supervisors and vi) field visits.

5.5. Planning and organisation of Leadership training programs

- **Special Women’s Leadership and Negotiation Skills Course**

For Cohort 1, The virtual training program took place from October 13 to November 10, 2021 with the participation of 23 female Laureate candidates and 9 Mentors. The virtual training program for Cohort 2 took place from May 9 to June, 2022. Thirty-five (35) fully participated in the program including 23 female Laureate candidates and 12 Mentors. This was a four-week program with interactive sessions on the fundamentals of leadership development, dynamics and practices, experience and the learnings in the climate change context. The participants learnt how to build strategic alliances and collaboration, show assertiveness and power to demand, negotiate and effectively lead self and teams in challenging times. Participants reported on the process of gradual adaptive change, building resilience and appropriate ways to better influence policy change.

- **Leadership Program for Agricultural Research and Development (LEPARD)**

AWARD organised a blended LEPARD program for the second cohort of the One Planet Fellowship that included:

- **Face-to-face training sessions** held April 24–29, 2022 in Nairobi, Kenya with 53 participants (38 Laureate candidates and 15 Mentors). Through the LEPARD program, participants learnt how to nurture their leadership potential and influence climate research and innovation processes for the benefit of the most vulnerable groups including African smallholder farmers. The sessions covered mainly the fundamentals of leadership development, experience sharing and application of the learnings in the context of climate change.

- **Webinar series** on different themes including Leadership in the 21st century in a VUCA (Volatility, Uncertainty, Complexity, and Ambiguity) - World (conducted on April 19, 2022), Leadership and Management in a VUCA World (conducted on April 21, 2022), and leadership clinics (conducted on May 10, 2022).

- **Story Telling**

From April 12 to May 25, 2022, AWARD designed and organized a blended training and coaching on story telling with selected (30) Laureate candidates from Cohorts 1 and 2. This course aimed to equip the participants with the skills – Art of storytelling- to develop compelling narratives on their research and leadership journey for effective climate action in



Africa. The training culminated with the selection of 8 Laureate candidates who delivered their powerful stories during a cocktail ceremony held on May 26, 2022, in Nairobi, Kenya. The event saw the participation of various partners, donors and other key stakeholders the climate change debate including representatives from the IDRC Office in Nairobi, Kenya.

- **Forum One Planet Women**

Following the **two virtual Women's Leadership and Negotiation Skills Courses**, AWARD organised a special Forum for female Laureate candidates and Mentors to share their experiences and start preparing concrete actions towards their leadership development, effective mentoring practice and role modelling. The event took place from May 31 to June 3, 2022 in Dakar, Senegal. A total of 45 participants (26 Laureate candidates and 19 Mentors) actively attended the Forum One Planet Women. The main activities included an executive coaching and peer leaning program (May 31-June 2, 2022) and a role modelling event organized by the Senegalese country chapter (SenAWARD) at the Lamine Gueye High School (June 3, 2022) in Dakar.

5.6. English Language Program

AWARD supports Francophone Laureate candidates with English classes as a way to increase their capacity to communicate within the One Planet community. We anticipate a positive effect on the ability to form and expand networks, build collaboration and effective partnerships. With support from IDRC, AWARD has supported 49 Laureate candidates. **A total of 25 francophone Laureate candidates from Cohort 1 and 24 from Cohort 2 have benefitted from the English classes and are now using their language skills in different capacities.** From the Laureate candidates' feedback, the language support program has improved communication with their peers and other scientists. According to them, their professional networks have significantly increased thanks to the new language skills. They have been able to interact with other Laureate candidates and consistently provided inputs to English language manuscripts which are now published. The program has also helped Laureate candidates in the preparation of research proposals and in the communication with other scientists. One Laureate candidate also reported getting a new job in an International company following her English classes.

6. Project outputs

AWARD had introduced Group research projects To sharpen science skills through effective collaborative research. AWARD viewed this intervention as a direct and excellent opportunity for the Laureate candidates to put into practice the learnings and skills acquired during the Science Skills Course including the capacity to publish in high impact journals, to mobilize funding to support collaborative research and technology development.

The key highlights include the submission, peer review process and the publication of **four journal articles** co-authored by the Laureate candidates themselves including two IDRC beneficiaries – names are highlighted below.



- Phiri, A.T., Toure, H.M., Kipkogei, O., Traore, R., Afokpe, P.M. and Lamore, A.A., 2022. A review of gender inclusivity in agriculture and natural resources management under the changing climate in sub-Saharan Africa. *Cogent Social Sciences*, 8 (1), p.2024674.
- Afokpe, P.M., Phiri, A.T., Lamore, A.A., Toure, H.M., Traore, R. and Kipkogei, O., 2022. Progress in climate change adaptation and mitigation actions in sub-Saharan Africa farming systems. *Cahiers Agricultures*, 31, p.4.
- Toundji O. Amoussou, Sarah E. Edewor, Yaye D. Wane, Chibuye F. Kunda and Donissongou D. Soro., 2022. Exploring the influence of the interaction of climate change, manmade threats and Covid-19 on the livelihoods of wetland communities in Sub-Saharan Africa, *Journal of Sustainable Development* (Forthcoming).
- Mbaye M. L., Kimambo, O., Sondo, F., Bodian, A. and Gaveta, E. 2022. Analyses Of Past Extremes Precipitation-Evapotranspiration Indices Over Sub-Saharan Countries, *Journal of Extreme Events* (Forthcoming).

AWARD initiated **conversation series** with scientific experts on climate change, agriculture and related sectors. In this regard, a series of scientific webinars were organised to engage the Laureate candidates on different scientific topics. AWARD has also produced a **short video series** about the work/research activities of the Laureate candidates in their respective institutions and countries – The final products will be available in August 2022.

The **Story telling** training and **live session** marked another key highlight of the One Planet Fellowship and the One Planet Women Project. AWARD is compiling the inspiring stories of the selected Laureate candidates into a booklet that will be available in August 2022.

7. Project outcomes

At the end of the One Planet Women project, it was anticipated that selected women from francophone West Africa will have been equipped with the necessary leadership skills, approaches and tools to conduct gender-responsive, collaborative research and lead advances in climate change adaptation with the scientific community.

Laureate candidates and their Mentors have shown encouraging results ranging from their full participation in the training programs, initiation and/or finalization of research manuscripts for peer-review and publication, enrolment in PhD programs, research grants, scholarships and professional recognitions. They highly valued the skills acquired in the mentoring program, the Science Skills Courses, field activities and their collaborative work with other Laureate candidates under the Research Group Projects.

From the various AWARD evaluations, most of the participants reported a better understanding of gender-responsive research, the tools, methods and frameworks to actually do such research, learnings in the design of research projects, increased ability to pitch new ideas and draft research manuscripts. They have gained self-confidence, awareness and assertiveness as a result of their participation in the AWARD Leadership series and actual skills practice in the day-to-day life. With the ongoing implementation of



the One Planet Fellowship, AWARD will continue to track the learnings, experiences and other outcomes of the training interventions.

7. Overall Assessment and Recommendations

We are immensely grateful to IDRC for entrusting AWARD for the overall design, coordination, and implementation of the One Planet Women Project from July 2019 to June 2022. While we had anticipated very few risks at the beginning of the Project, the global health situation in 2020-2021 significantly affected the Project implementation. Nonetheless, we anticipated different scenarios for funds reallocation to existing and/or proposed new activities in the programme. We also reorganized the project delivery mode with a mix of online and reduced face-to-face activities. We extend our appreciation to our Grant Managers for allowing adjustments on the implementation plan, offering timely feedback, support, and advice; connecting us with other initiatives supported by IDRC.

We are closing the One Planet Women project with the feeling that the Project has contributed in a way, to reemphasize the need for more investments to support the research and leadership capacity as well as the visibility of African women scientists, particularly women scientists from francophone Africa. AWARD considers the One Planet Women Project as **a proof of concept** that there is still significant demand for such initiatives in francophone Africa. To bring about more inclusive research on climate change, agriculture and food systems and generate sound evidence to orient policy making, support at different levels including from the development community is still very much needed to move this agenda forward.

The work of *Strengthening Research and Leadership Skills of African Women at the Intersection of Climate Change, Agriculture and Food Security* will have to continue drawing from this Project and other similar initiatives in the African continent. It is our hope that IDRC will keep the discussions with AWARD on **the possibility of another phase of the One Planet Women Project** as we continue to get buy-in from other key players in the agriculture and climate change landscape in Africa and across the world.