



**AWLO**  
AFRICAN WOMEN IN LEADERSHIP ORGANISATION

## **COMMUNICATION ON ENGAGEMENT (COE)**

From: September 2017

to: September 2019

### **Part I. Statement of Continued Support by the AWLO Founder**

24<sup>th</sup> September 2019

To our stakeholders:

I am pleased to confirm that African Women in Leadership Organization (AWLO) reaffirms its support to the United Nations Global Compact. We support the dimensions of the Corporate Sustainability Blueprint, and we maintain work towards Implementing the Ten Principles into AWLO's Strategies and Operations, Taking Action in Support of Broader UN Goals, and Issues, and Engaging with the UN Global Compact

This is our Communication on Engagement with the United Nations Global Compact. We welcome feedback on its contents to leverage for improvement of performance and quality-control.

In this Communication of Engagement, we describe the actions that our organization has taken to support of the United Nations Global Compact Corporate Sustainability Blueprint as suggested for Civil Society Organization. We also commit to sharing this information with our stakeholders using our primary channels of communication.

Sincerely yours,

Dr. Elisha Attai

Founder, AWLO

#### **HEAD OFFICE:**

AWLO House,  
6 Alhaji Bankole Crescent,  
ABC Estate, off Adeniyi Jones  
Avenue, Ikeja, Nigeria.  
+2347066819910,  
+234 806 628 5116,  
+234 802 321 4611.

#### **GHANA:**

B837/7 Shiashia Close,  
North Kaneshie,  
Accra, Ghana,  
+233-2631-19454,  
+233-5457-71746.

#### **SOUTH AFRICA:**

Newlands Shopping  
Centre CNR. Dely Road /  
Lois Road, 1st Floor,  
Suite 104 Newlands,  
Pretoria, South Africa,  
+27-845-105871

**E-MAIL:** [info@awlo.org](mailto:info@awlo.org)

#### **UNITED STATES:**

5855 Jimmy Carter BLVD  
Suite 190, Norcross  
GA 30071-0000  
+1 404-547-0528,  
+1 404 -964-9596.

**WEBSITE:** [www.awlo.org](http://www.awlo.org)



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## Part II. Description of Actions

1. As a result of its core mission of Leadership Development, AWLO has fostered a Learning Organization. AWLO's Leadership Internship has assimilated female talent into workplace Leadership with a focus on female deficit in technology, and contributed to increasing youth participation in National and Global Productivity.
2. AWLO has increased investment in sustainable operations that improves the performance of the environment through operating a 'global technology driven workplace' that drives its 23 Chapters in 12 Countries.
3. AWLO's orientation and onboarding programs serves as an unconscious Bias Training for our workforce, to intentionally challenge gender-bias, and execute gender parity more effectively and sustainably, through a shared mission.
4. AWLO has used its leverage as a leadership organization, to engage the public sector in the sphere of education. AWLO's Student leadership Club -a complementary leadership curriculum begun in public schools in Lagos Nigeria in January 2019 to address the female leadership gap from adolescence.
5. AWLO's HeforShe Community has launched programs in 2019 in support of the HeforShe UN Women Solidarity Movement for Gender Parity. In this community men are partners in the actualization of Gender Parity. AWLO's strategy is harnessing the synergies of alliance; to provide women an empowering platform through individual and/or corporate actions and pledges by men to reinforce commitment to Gender parity
6. AWLO's vision is of a world where women take their rightful place as home and nation-builders with equal access and opportunities in all areas of existence. Therefore, AWLO's efforts in advancing the leadership status of women has increased through providing more capacity building opportunities for women. AWLO partnered with stakeholders to provide scholarship for AWLO Members to its annual African Women in Leadership Conferences in 2018 and 2019. AWLO has also embarked on sustainable empowerment schemes for women in the area of improved access to economic activity.
7. AWLO has circulated a communique of resolutions adopted by organizations and stakeholders in attendance at its African Women in Leadership Conferences held in Nigeria and Kigali in 2018 and 2019 respectively. This commentary provides key performance indicators for the advancement of female leadership for organizations and stakeholders present at the conference according to each year's focus area. Year 2018's focus was on Innovative Leadership, and Transgenerational Impact and 2019's focus area was women's sustainable empowerment.

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8. As a supporter of the United Nations Global Compact, AWLO's delegation participated at the 2018, and 2019 Women's Empowerment Principles Forum in New York. These has led to the development of interventions in support of the Global Compact's area of focus in year 2018.

### **Part III. Measurement of Outcomes**

1. AWLO's Internship has a registered 98% success rate between January 2018 and July 2019. Upon graduation from internship, interns have been assimilated into better career opportunities. The female workforce increase has yielded a 60% female workforce representation at African Women in Leadership Organisation (AWLO), with 70% of the female workforce well vested in programming. Two female members of the workforce; Ms. Nkajima Ngewe Oluka, 25, is currently in pursuant of a Masters' degree in Technology in Estonia, and Ms. Anita Jakire, 19, is now in the USA to pursue learning opportunities in technology.
2. Since the 3<sup>rd</sup> quarter of 2019, AWLO is gradually developing a distributed teams' infrastructure to integrate teams across time-zones. This maximizes the return of investment of AWLO internship as team members will remain a part of the workplace pool, and continue to develop talent.
3. As a technology driven workplace with the goal of a becoming a paperless organization, there is high infusion of technology in AWLO workplace processes. AWLO has invested in developing proprietary technology infrastructure to increase transparency and globalization trends. In 2017 AWLO worked with Facebook to provide Facebook workplace for AWLO teams, between 2018 and 2019 AWLO has 300 users on it slack channel for collaborations with teams and other organizations At AWLO Workplace we practice an email response time of 15 minutes.
4. AWLO is a gender inclusive organization indeed. We have invested in an informed community of gender-friendly teams through our workplace onboarding, and orientation. A total of 50 team members between 2017 and 2019 have gone through unconscious bias training for gender-sensitivity.
5. AWLO partnered with stakeholders to offer partial scholarship to 400 AWLO Members to attend African Women in Leadership Conferences in 2018 and 2019. Heritage Bank Nigeria gave full scholarship to 3 top-tier female managers to African Women in Leadership Conference 2019 in Kigali.
6. In 2018 AWLO kickstarted the Next Generation Female Leaders Fellowship of 60 young female leaders; to provide a launchpad for young women leaders in areas of capacity building. These young leaders were provided full scholarship opportunities to African Women in Leadership Conference in 2018 and 2019, and showcase opportunities for their businesses.

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7. **African Women in Leadership (10<sup>th</sup> Anniversary) Conference** held in Abuja Nigeria, on July 19<sup>th</sup> -21<sup>st</sup> 2018 with a focus on **INNOVATIVE LEADERSHIP & TRANSGENERATIONAL IMPACT**. In attendance were 700 international delegates from Rwanda, Germany, USA, Liberia, Zimbabwe, and Ghana. AWLO identified sessions for results in areas of women penetration of male dominated sectors including Oil & Gas, STEM, & Architecture, women in politics, and Female-to-female Mentorship. The keynote address was delivered by the Vice President of Liberia; Dr Jewel Howard-Taylor and other notable papers presentation and representation included the office of the first lady of Nigeria, captains of industries, heads of states, and women civil society organizations.
8. **African Women in Leadership Conference with the theme 'Empowered for Sustainability'** held in Kigali Rwanda, on 4<sup>th</sup> -6<sup>th</sup> April 2019, in partnership with Rwanda, - a case study for African Women's sustainable empowerment. AWLO delivered the conference objectives in partnership with Rwanda's organs of government for administering female-oriented issues and international conventions, namely; Ministry of Gender & Rwanda Convention Bureau respectively. In attendance were 400 international delegates from Kenya, Nigeria, DR Congo, Liberia, Cameroon, USA, Zimbabwe, and Ghana. AWLO and Rwanda identified sessions for results towards women's sustainable empowerment as follows; Leadership outcomes among women, Stakeholders dialogue, Stories by enterprising women Case studies, and drafting men as partners in delivering women's empowerment. The keynote address was delivered by the former President of Liberia; Dr Ellen Johnson Sirleaf and other notable papers presentation and representation included the Rwanda Minister of Gender, Ambassador of USA to Rwanda, Cameroun Deputy Senate Vice President, Captains of industries, Heads of States, and Women Civil Society Organizations.
9. **An average of 45% AWLO Members** have advanced in leadership status in year 2018 and 2019 through AWLO's empowering platform of 6000 plus network. Through learning opportunities, women have built transferable leadership skills. AWLO represents a Leadership resource, and members have received nominations for leadership opportunities including boards, awards, and honorary degrees. Within AWLO's global network, productive collaborations have yielded substantial B2B Collaborations, B2C Collaborations, Peer-Mentorship, and Connects.
10. In August 2019, AWLO has created a cooperative model to provide opportunities in areas of financing, business advisory and marketplace for 500 women in Nigeria.
11. As a supporter of the United Nations Global Compact, AWLO's participation at 2018 Women's empowerment Principles Forum inspired its year 2019 theme – 'Empowered for Sustainability' for driving year-round sustainable actions towards women's empowerment as mentioned in number 8 and 10 above, and 13.

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12. In line with year 2018 focus on **Innovative Leadership** to spur female leaders to break barriers, AWLO held #WomenDecide Awareness walk and information session in 3 big cities in Nigeria between December 2018 and May 2019. In the spirit of the Nigerian Election, it was geared towards steering women's participation in political leadership as voters and political candidates. These were achieved through Political Stakeholders interaction with the electorate; to inspire political leadership ambitions among women, garner support for women political aspirants, and increase participation of women electorate. At the information session, stakeholders sensitized attendees on; how to overcome political aspirations road-blocks, proper political campaigns strategizing and structure, becoming political party influencers, and penetrating gender-bias systems. Strategic partner YALI Lagos network was on-ground to deliver a YALI-Learns session on Elections and Civic participation. The walk participants totaling over 500, remained engaged, providing key feedbacks and experiences. Very notable among the feedbacks were; lack of female-to-female mentorship, god-fatherism, and sexual harassment in the political terrain. Participants made resolutions in the areas of: becoming members of AWLO, getting a permanent voter's card, supporting a minimum of one female candidate, and joining a political party. They AWLO Chapters in the 3 cities deepened engagement with participants to attain their resolutions. Cadbury a Subsidiary of Mondelez international provided beverages for #WomenDecide
13. **AWLO HeforShe Africa Summit** held on July 25<sup>th</sup> 2019 in Lagos Nigeria, based on resolutions at the African Women in Leadership Conference 2019 to draft men as partners in the implementation of women's sustainable empowerment. The summit In support of the HeforShe UN Women Solidarity Movement for Gender Parity. The UN defines HeForShe as an invitation for men to stand in solidarity with women to create a bold, visible and united force for gender equality. To work with women and with each other to build businesses, raise families, and give back to their communities.
- As a show of solidarity, Men in attendance made a pledge to gender parity; through a substantial action(s) either as individual or corporate entity to take towards women's empowerment. Individual pledges by all participants towards gender parity was organized action for Free Distribution of Sanitary Towels in Nigeria in 2020. Corporate social responsibility by three HeforShe Ambassadors, namely; scholarship covering cost of "Penetrating Your Market Course for AWLO Members" worth 5,000 dollars offered by Mr. Ubong King of Ubong King Foundation, partnership with AWLO in the areas of human capacity development and sponsorship of enterprising young female leaders in the Next Generation Female Leaders Fellowship by Architect. Ezekiel Nyaetok, Creation of an AWLO Portfolio for disbursement of low-interest loans by Mr. Isaac Usanga; CEO of McDonHill WhirlPool.

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