

**SHORT DESCRIPTION OF
NIGERIA TRIP AND CARNEGIE WORK
JUNE 3-17, 2005**

CGO staff conduct two workshops to build capacity for improving gender equity in African universities

Dr. Evangelina Holvino, Senior Research Faculty at the Center for Gender in Organizations (CGO), and Ms. Tara Hudson, CGO Administrative Assistant, recently traveled to Nigeria June 3-17 to conduct two workshops as part of the Carnegie Corporation funded project, “Capacity Building in African Universities.” They took place at Obafemi Awolowo University (OAU) in Ile-Ife.

The workshops furthered the mission of CGO’s “Capacity Building in African Universities” project, the objectives of which are to:

- Increase competencies in the use of organizational change models for gender equity, and
- Develop knowledge and identify best practices on institutional change for gender equity in African universities.

The **first workshop**, held June 7-9, convened approximately 30 high-level staff and faculty Institutional Gender Focal Points from OAU and was co-facilitated with Dr. Olabisi Aina, Dr. Stella Williams, and Mrs. Busayo Ige of the Centre for Gender and Social Policy Studies at OAU. Focal Points are charged with the task of promoting, and ensuring implementation of the OAU’s gender equity plans within their own departments and units. At the end of the workshop participants were able to:

1. Increase their understanding of general models of institutional change and specific tools for promoting gender equity in the university and respective units.
2. Strengthen their internal network and support group as agents of change with responsibility for gender equity and institutional transformation at the university; and
3. Assess and adjust gender change strategies in their individual faculty’s and unit’s and develop follow up plans for applying learnings after the workshop.

The **second workshop**, held June 13-15, brought together two representatives from each of six African universities currently receiving Gender Equity Project funding from the Carnegie Corporation: OAU, University of Dar es Salaam (Tanzania), University of Jos (Nigeria), University of Education, Winneba (Ghana), Ahmadu Bello University (Nigeria), and Makerere University (Uganda). Dr. Joy Kwesiga, formerly Head of the Gender Mainstreaming Division at Makerere University and currently the Vice Chancellor of Kabale University in Uganda, served as co-facilitator. This workshop provided participants, all of whom are leading the gender equity initiatives at their universities, with support for and feedback to improve their approaches and strategies for implementing their institutions’ gender equity plans. It also gave participants the opportunity to share learnings and best practices with each other, and to organize themselves into a network of support for their work going forward.