



Federal Foreign Office



AFRICAN WOMEN LEADERS NETWORK (AWLN)

INTERGENERATIONAL RETREAT

ACTION PLAN 2020-2022

Background

The Intergenerational retreat seeks to reinforce more intentional, inclusive and transitional leadership of women; build a sustainable, innovative and cross-generational mentorship structure that will propel emerging and current African women to lead as well as solidify the AWLN membership criteria and AWLN young women's caucus call to action. The retreat guides the design and delivery of a solution-oriented "Plan of Action 2020-2022" as part of the African Women Leaders Network's young women leadership pillar, to be implemented by both emerging and senior AWLN women leaders and with the support of the guiding institutions – the African Union and the United Nations and of supporters, including the Republic of Kenya and the Federal Republic of Germany. It also provides an opportunity for joint long-term collaboration with the larger AWLN Forum, the AWLN National Chapter, the African Union and the United Nations on Women's Leadership on strategic frameworks, including Agenda 2063 and Agenda 2030, as well as the 1 million by 2021 Initiative.



What are the key strategic areas the Plan of Action 2020-2022” will address?





Suggested Areas of Focus 2020-2022

- ✓ **Sustainable mentorship structures and intergenerational dialogues;**
 - Formal and structured mentoring process through an engaging, innovative and interactive online platform for mentoring and intergenerational dialogues in Africa
 - Formal and structured mentoring process shadowing senior women leaders for professional and personal development opportunities
 - Reverse mentoring through a specific need oriented mentoring framework
 - Webinars and e-courses, Toolkits, Knowledge and skills transfer
 - Unformal and unstructured mentorships
 - *At least 30-50 young women every year*
 - *Launch by December 2020*

- ✓ **Increased and strengthened engagement and participation of young women across political, public-private and policy spaces;**
 - National chapters
 - Across AWLN pillars
 - Intergovernmental processes
 - AU (Youth forums, AU meetings)
 - UN decision making spaces (ICPD+25, UNGA, SDG summit, HLPF, CSW, Beijing+25, Youth ECOSOC, UNGA, etc)
 - Other technical partners (World Bank, EU, etc)
 - *Engagement in at least 3 policy spaces annually, at least 9 by 2022*

- ✓ **AWLN Young Women Leaders Caucus Fund**
 - Support young women leaders' initiatives and skills building which could build on an AWLN young women engagement strategy
 - *Launch by Mid 2021*

- ✓ **Jointly led solidarity missions by emerging and seniors' women in country in political transitions, humanitarian and fragile settings**
 - *At least 3 missions by December 2022*

- ✓ **Membership and Partnerships**
 - *Strengthened membership and regional representation*
 - *At least 1 additional partner / year i.e. at least 3 additional partners by December 2022*



✓ **Evaluation and scale up**

- Track progress and assess impact before and at annual intergenerational retreats (30-50 additional women/ year with multiplying effect and reach in countries)
- Scale up through young and senior women engagement in AWLN National Chapters