

Women hold up half the sky.

—Mao Tse-Tung of China



Table of Contents

- 1. Letter from executive director**
- 2. Leadership development**
 - a. June 4th programme
 - b. Kudra — the story so far
- 3. Interlink**
 - a. Leadership in transitional times
 - b. Vital Voices/KIND strategic dialogue
 - c. British Council/KIND young women in leadership & mentoring seminar
 - d. Public Forum — Museum's Inaugural Meeting of Global Council Members/Imagining Ourselves
 - e. Synergos 'University for a Night' 2005
- 4. Fast Facts**
- 5. Programme goals**
- 6. Calendar of events**
- 7. Financial Reports**

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Dear friend,

Everyone is at risk when a gap emerges between a government's responsibilities and its performance. For many decades, Nigeria's women accepted the norm that their work was to look after the family. Yet, two plane crashes in October and December that killed two hundred and twenty-four passengers, over fifty of them children, caused Nigerians to recognize how fatal incidents follow from government failure to do its work, and caused women to wonder about the wisdom of leaving governance to men alone. Mao Tse-Tung of China said long ago that 'women hold up half the sky.'

In 2005, KIND began developing a scaled up leadership programme aimed at empowering a critical mass of Nigeria's women to engage in public issues. All around us were indications that the effort was timely. Daily we read in newspapers about the problems of governance, from rapidly falling immunization rates among children (due to the incompetence and possible corruption of a federal agency) to the dismal results of all states in the first benchmarking exercise conducted by Nigeria's National Planning Commission to determine how well state were delivering services to people (the best performing state scored 57%, which is a poor score in any examination!).

As always, our expansion began with conversations. Conversations about women's status, agency and innovative strategies for increasing their impact on the society, starting with KIND's small team and growing to include a diverse group of women from national and international organizations, Nigeria's entertainment and wider business industry. This exchange culminated in a strategic dialogue KIND hosted in September in partnership with Vital Voices, an international organization that was founded by US Senator Hilary Clinton to mobilize women for democracy around the world. Through these engagements, we learned that empowering a critical mass of women required a system that coordinated actions by different groups, a system that channelled the diversity of women's efforts into a unified, consistent force for change. While important, our expansion had to be part of a strategic effort or it would have little impact.

Delays in receiving our much celebrated EU grant, approved in 2004 to help realize our dream of reaching 750 young women each year with our Young Women's Leadership Programme, gave KIND the opportunity to identify

opportunities to plug our work more concretely into a general movement for women's empowerment and democracy building in Nigeria. We quickly found that there was a revival of women's movements taking place, and later that UNIFEM and the Federal Ministry of Women's Affairs were initiating a strategic process to mainstream women in the public sector. While the process focused on offering training and support to women political aspirants before the 2007 election, a key component sought to ensure the continuity of the movement by having young women mentored by established women in the public sector.

Simultaneously, in November, KIND partnered with the British Council to offer 40 young women from six states a pilot political leadership and mentoring programme. The programme provided the young women with a forum for learning how to achieve change in the public sector from established women politicians and public servants. Dora Akunyili, recipient of Transparency International's Integrity Award for her successful fight against illegal drugs in Nigeria, and Josephine Anenih, a leading politician and grassroots activist who works to get women into political positions are two of a stellar faculty that inspired and challenged the young women during the programme. British Council will now expand the pilot across West and East Africa, and KIND will incorporate mentorship into our leadership programme, thereby providing a key component of UNIFEM's empowerment process for Nigeria's women.

I am happy to share that the expansion of the leadership programme has started. So far, we have conducted research into the status and needs of young women in universities, and are developing KIND's own leadership curriculum with the help of some of the leading experts in the country. And, as the EU grant came through, KIND also received additional funds for the leadership programme from a new donor, Dutch foundation Cordaid. The two grants allow us to reach a total of 1250 young women each year (500 more than was anticipated).

2006 will be the 10th Anniversary of Kudirat Abiola's death. So it seems fitting that it will also be the year of KIND's great expansion in our contributions to Nigeria's women. Thank you for your support that has brought us this far and takes us farther still.

Sincerely,



hafsat abiola-costello



Leadership Development

The Young Women's Leadership Development Programme seeks to catalyze the emergence of a new generation of young women leaders in Nigeria.

June 4th Programme

On the 4th of June 2005, KIND marked the anniversary of the death of Kudirat Abiola with its traditional essay competition in selected high schools in Lagos. The programme aims to reach young students with the message that Nigeria's women have made significant contributions to the nation's growth in the past and should be encouraged to take on leadership positions. Building on the programme's past successes, KIND expanded to schools in Osun and Ogun. The 76 students from 15 schools who participated wrote on the theme 'a female president in this millennium: a myth or reality?' The competition's theme created the opportunity for them to examine their mindset on gender issues and politics.

The winner Judith Eke, a young lady from Ajeromi Ifelodun High School, Ajegunle, argues that Nigeria, a country led principally by men since colonial times, has not done well. If anything, she stated, it has done far worse economically, politically, religiously and even morally. She further argues that women can do and indeed do a better job because of their very nature as caregivers and mothers. To buttress her points, Judith cited past and present female leaders such as Margaret Thatcher, Indira Gandhi, Funmilayo Ransome-Kuti, Kudirat Abiola and Dora Akunyili and gave examples of their unrelenting efforts to uphold justice, transparency, honesty, accountability and to serve humanity.

Prizes awarded include Yamaha Generators and a desktop computer to Ajeromi Ifelodun High School, Ajegunle, Lagos; Anglican Commercial Grammar School, Osogbo, Osun; and Government Senior College, Agege, Lagos. KIND will continue to expand the reach of its June 4th programme by engaging secondary schools in more states in 2006.



KIND present a new computer to Judith's school.



Judith Eke receiving her prize from Dr. Beko Ransome-Kuti.

'a female president in this millennium: a myth or reality?'

KUDRA

The story so far

With support from Cordaid and the European Commission, in 2005, KIND entered the next phase of its leadership development work with a new programme. Called Kudra, the programme builds on KIND's Young Women's Leadership Programme (YWL) that had been offered in 2003 and 2004 to 40 young women across the country. Kudra aims to develop and promote a new generation of women leaders who will participate effectively in forging a strong democracy in Nigeria. The programme will reach 3,250 young women in five universities in five of Nigeria's six geopolitical zones from 2006 to 2008.

Kudra will have its own leadership courses and train YWL alumni to deliver the training, in contrast to YWL where trainers from leading organizations and companies developed the training content and delivered the courses. This will be more content and cost effective as it ensures that all elements of the curriculum communicate the same message about women's rights and responsibility to engage in public leadership.

As a first step in developing Kudra leadership courses, in November and December 2005, KIND conducted in-depth research in the five universities selected for the programme. Using questionnaires and focus group discussions, Professor Toyin Mejuini, a gender expert from the University of Ibadan, and Chioma Ogwuegbu, KIND's Programme Coordinator, sought to find out about the specific ways in which young women in universities are forging their lives given social, political, and economic changes in the country, and given changes in the school system.

The preliminary research report indicates that the perception of women in society 'as those to be seen and not heard' is fast becoming a thing of the past. Women, these days are breaking the proverbial glass ceiling and reaching for greater heights in their social, economic, and educational lives. Many women that were questioned already had an idea of what they wanted in life; albeit very few know how to get it. However, many spoke of significant challenges, especially

inadequate financial resources and sexual harassment. Interestingly, most knew little about their rights, knowledge that would have helped them negotiate their challenges better. Also, many were ambivalent about participating in politics due to the bias against women in public life.

From the research, priority areas of leadership and skills training include:

- **Transformational leadership & Emotional Intelligence** — This offers training about leadership that serves and builds up others as opposed to leadership that exploits and dominates others.
- **Entrepreneurship & Financial Literacy** — This offers financial and small business management training.
- **Sexuality & Reproductive Health / Communication & Negotiation skills** — This offers information about women's bodies and sexual options, communicated within a women's rights' framework. The module will also address issues of sexual harassment in the university (as well as the home and workplace), and domestic violence.
- **Advocacy and Collective Action** — This equips participants with techniques for organizing mass action, since resolving the challenges that women face involve requires building awareness about violations of rights and mobilizing members of society to support positive change.
- **Career Counselling** — This covers presentation, interviewing, and job search skills.
- **Action Plan** — This allows participants to translate the training to their daily lives by planning next steps.

In 2006, KIND will use the research in the development of the curriculum, the training of trainers, and in conducting leadership training of the first 1,350 young women. The research report is available at the KIND Centre and on the KIND website www.kind.org



Kudra aims to develop and promote a new generation of women leaders who will participate effectively in forging a strong democracy in Nigeria.



INTERLINK

Interlink connects like-minded local and international organizations with a goal of collaborating on projects that strengthen the capacity of Nigeria's civil society. In 2005, KIND organized and participated in several conferences & seminars within and outside Nigeria.

above,
Mrs. Lynne Twist
a global activist,
fundraiser and author

right,
Mr. Niran Adejuyigbe
Executive Director
InterAfrica Conferences



'Leadership in Transitional Times'

In 1999, Nigeria successfully ended military rule and made the much-needed transition to a democratically elected government. Across the nation many soon realized that the leadership competencies needed to steer the country through its nascent democracy are different from the dictatorial approach used in the 30-year long military era. In line with our mission to empower democracy and development by strengthening organisations, on July 14th, KIND organized a one-day leadership seminar held at Terra Kulture, Lagos, on the theme 'Leadership in Transitional Times'.

The seminar targeted persons in leadership positions in corporate organizations, non-governmental organizations (NGOs), civil society organizations (CSOs), and government. The participants were called together to explore what new qualities of leadership and organization were needed to support Nigeria's nascent democracy. Speakers at this highly interactive gathering were Mr. Niran Adejuyigbe, Executive Director of InterAfrica Conferences and Mrs. Lynne Twist, a global activist, fundraiser and author.

The seminar was divided into three sessions 'Taking a Stand,' 'Personal Leadership/ Developing the Leader within You' and 'Fundraising from the Heart'. Mr. Adejuyigbe facilitated the session on Personal Leadership, which he defined as the desire of an individual to take charge of his or her own life. He encouraged individuals within organizations to stop transferring responsibility for the country's performance to others, saying that everyone can be a leader and cause things to happen through people.

Mrs. Lynne Twist facilitated the other two sessions in the programme. First she spoke about 'Taking a Stand,' a way of being that focuses individuals on taking a stand for an issue (such as democracy as people like Nelson Mandela did) as opposed to taking a position against something, which often creates us vs. them thinking. This session was especially important because a major threat to Nigeria's democracy is the way in which leaders often take positions against other ethnic or religious groups (which leads to divisions, distrust, and sometimes violent conflict) instead of taking a stand for a principle that every group could be mobilized to support. Later, she facilitated another session on Fundraising, the Achilles' heel of most non-governmental organizations in Nigeria. Mrs. Twist drew from her more than 30 years as a fundraiser who has raised hundreds of millions of dollars for organizations around the world to train participants on techniques for effective fundraising.

For more information on Lynne Twist and her work visit www.fundraisingfromtheheart.com or www.soulofmoney.org.

Vital Voices/KIND's Strategic Dialogue with Women Leaders in Nigeria.

2005 marked 10 years after the Beijing Conference. Over the year, people the world over reflected on the gains women have made and on what remains to be done to ensure a just, equitable world for all people. Vital Voices (VV), an international organization founded by Senator Hilary Rodham Clinton of the USA, sought to hear from African women about what progress has been made on the continent, what challenges remain and how VV can support women's efforts for change. With help from local partners, VV's Senior Director and Co-founder, Mrs Alyse Nelson Bloom met with women leaders in Ghana, Nigeria, Kenya and South Africa. KIND served as VV's partner in Nigeria.

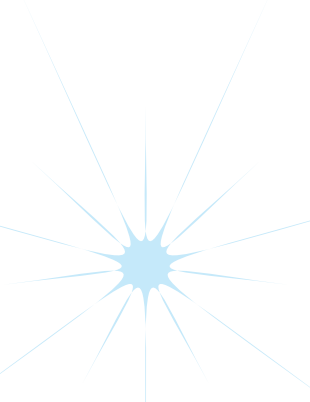
On September 12th, KIND convened 25 accomplished women, drawn from international and local NGOs, the business community and the government to reflect on the status of women in Nigeria and how to accelerate women's leadership. The Nigeria event, held at the Hilton Hotel in Abuja, was sponsored by the US Embassy and Exxon Mobil Nigeria.



During the meeting, participants unanimously concluded that while the presence of women in the economic and social sectors has increased significantly, they remain marginal in the political sector. As several of the women at the meeting represented decades of activism around women's rights issues, they were able to identify the factors that prevented women from securing their rights to full political participation. According to them, closing the political gap required a system that coordinated actions by different groups, a system that made women's diversity their strength by channelling their activities into a unified force for change. As one of the participants explained, "We need a vital force to push the vital voices."

The voices of women in Nigeria were captured in Vital Voices' Report on Africa, and are being used to develop the direction and focus of its Africa Leadership Institutes in 2006. Also, following the meeting, UNIFEM, one of the participants, developed a plan that would provide the vital link, a system for mobilizing and channelling women's efforts. UNIFEM plans to introduce the system in 2006 and one of its components consists of engaging young women in the larger movement for change.

For more information visit:
www.vitalvoices.org.



As one of the participants explained, "We need a vital force to push the vital voices."

Young Women in Leadership & Mentoring Programme

Organized by the British Council & Kudirat Initiative for Democracy (KIND)



On November 29th and 30th, KIND and the British Council convened a Young Women's Leadership and Mentoring Programme, which aimed at encouraging women to take a more active part in politics and the decision-making process of Nigeria. Following an advert placed in the Guardian newspapers in the beginning of October, over 100 young women across the country applied to participate in the programme. The 30 that were selected joined another 10 young women that were nominated by the organizers for this unique programme. The programme was held at the MMM Suite of the British Council in Abuja.

The programme drew together a number of distinguished women in the field of politics and leadership in the United Kingdom and Nigeria. Coming from the UK were Ms. Kate Hoey, a Labour member of parliament for Vauxhall and Ms. Rushanara Ali, a member of the Young Foundation. From the Nigerian scene, speakers included Mrs. Oby Ezekwesili (Hon. Minister of Solid Minerals), Mrs. Maryam Ciroma (Hon. Minister of Women Affairs), Senator Daisy Danjuma (Chair of Youth Committee in the Senate), Hon. Titi Oseni (only female Speaker of a State House of Assembly), Mrs. Josephine Anenih (PDP Woman Leader), Mrs. Dora Akunyili (Director General of the National Food and Drug Agency), Hon. Abike Dabiri (Chair of Women's Committee in the House), Mrs. Esther Mangzha (National Centre for Women Development), Hon. Temi Harri-man (Member representing Warri), Mrs. Ndidi Nwuneli-Okonkwo (CEO of LEAP Africa), Mrs. Angela Odah (Coordinator, Transition Monitoring Group) and Mrs. Omotola Jolade-Ekeinde (famous Nollywood actress).

The theme 'being an agent of change' addressed several pertinent issues from the non-enforcement of the 30% quota for women in politics, to civil service reforms - to violence and corruption in politics and the electoral process. Aside from the learning that comes from listening to the experiences of accomplished women politicians and public servants, the programme also sought to equip the young women with important advocacy skills and tools. At the end of the two-day programme, an action plan was drawn up to elucidate the next steps young women can take to become agents of change. The ultimate goal of this plan is to build a grassroots movement that will support women vying for political office in future elections.



Mrs Mangzha, Professor Akuyili, Hafsat, and Mrs Nwuneli

Public Forum and Inaugural Global Council Meeting of the International Museum of Women

The International Museum of Women, a cultural and educational institution dedicated to valuing the lives of women around the world, held its first Global Council Meeting and Public Forum in San Francisco on June 21st and 22nd. The Council Meeting drew many of the Museum's council members, a group that includes Ms Mary Robinson (former President of Ireland), Ms Kim Campbell (former Prime Minister of Canada), and Ms Mahnaz Afkhami (former Minister for Women's Affairs in Iran) as well as several international civil society leaders, to explore strategies for creating a paradigm shift in how women are perceived and valued around the world. Following the Meeting, Council Members engaged with the San Francisco community in a well attended public forum. Hafsat abiola-costello, KIND's Executive Director, was also invited to serve on the Global Council and participated in the Meeting and the public forum.

For more information see: www.imow.org



IMOW

Synergos 'University for a night 2005'



Cross section of speakers at public forum.

On November 2nd the Synergos Institute organized a University for a Night in New York that brought together 420 distinguished people to discuss ways to launch new action to reduce unacceptable levels of poverty and human suffering, reverse severe environmental degradation and overcome wrenching dislocations and fragmentation within and between societies.

During the opening plenary, University for a Night participants honoured Corazon C. Aquino, Former President of the Philippines and James D. Wolfensohn, Former President of the World Bank, two exceptional individuals who have helped bring together disparate parts of society to address critical issues of the day with the 2005 David Rockefeller Award for Bridging Leadership.

Before accepting their awards, Mrs. Aquino and Mr. Wolfensohn were joined in a plenary discussion with three other leaders: hafsat abiola-costello - KIND's Executive Director, Robert H. Dunn - incoming President and CEO of The Synergos Institute and Surakiart Sathirathai, Deputy Prime Minister, Royal Thai Government.

The discussion, moderated by Synergos' founder and Chair Peggy Dulany, began with the broad question "What are reasons for hope in efforts to address the critical problems of the world, and what actions can we, the people in this room, take." In response, Mrs. abiola-costello stated that "If women increasingly have their voices heard in spaces in the decision-making across Africa, we will be able to meet the Millennium Development Goals. We will be able to address poverty and all other issues that affect the continent."

KIND's Executive Director also served as Distinguished Faculty at a table on "Youth Empowerment as a Key Development Strategy for Africa." The discussion was facilitated by Michaela Walsh, founder of Women's World Banking.

The Synergos Institute is an independent non-profit organization dedicated to the development of effective, sustainable and locally based solutions to poverty.

For more information visit: www.synergos.org



Cross section of audience at Synergos event.

Programme Goals in 2006

In 2006, KIND offers Kudra, a leadership programme for Young Women in universities aimed at empowering them with information, leadership skills and tools necessary to effectively engage in transforming their lives, communities and eventually their nation. The target universities in the first three years of Kudra are University of Lagos (UNILAG), University of Maiduguri (UNIMAID), University of Jos (UNIJOS), Ebonyi State University (EBSU) and Cross River State University (CRUTECH).

Specific goals are to:

A. Expand and strengthen the Leadership programme

- i. Develop a curriculum that reflects KIND leadership philosophy and train YWL alumni and others to deliver training.
- ii. Organize Kudra Session 1.
- iii. Develop network of KIND clubs to facilitate communication and the emergence of young women leaders.

B. Strengthen Outreach

- i. Expand community and network support for women through Media and Outreach effort.
- ii. Increase print run and effective dissemination of Kind Leader newsletter from 2,000 to 3,000 per edition.

C. Strengthen Interlink

- i. Foster national, international and global partnerships to support young women's leadership programmes and activities.
- ii. Promote women's participation in the local government politics by 2007

INCOME AND EXPENDITURE

As at December 31, 2005

INCOME

Donation	41,909.98
Grants	105,427.14
Café Income	6,349.07
Other Income	3,443.93

EXPENDITURE OPERATIONS

Telephone	1,849.56
Transport	595.15
Office expenses	648.91
Vehicle expenses	2,170.11
Supplies	1,107.75
Postage	598.38
Café	5,850.36
Diesel consumption	1,524.65
Repairs & Renovation	1,071.71
Utilities	6,364.86
Salaries	18,207.14
Allowance/Bonus	728.07
Donation	1,005.71
Auditing	285.71
Legal Services	1,162.59
Staff Training	441.88
Fund Raising	47.62
Insurance	278.21
Bank & other Charges	1,563.71
Dues & Subscriptions	317.04
Depreciation	8,838.92
Internet Access	1,071.44
Total Operations	55,729.46

PROGRAMME COSTS

Outreach —	
Leadership Programme:	
June 4th Anniversary	15,705.90
Women Leadership Seminars	18,512.38
Grants	1,478.57
Newsletters	2,657.14
Curriculum Development	714.29
Research	5,014.29
Printing & Reproduction	2,606.43
Media & Advertisement	416.30
Conferences & Travels	7,903.86
Total	57,158.38

TOTAL EXPENDITURE	112,887.84
Net Profit	44,242.28
Net Profit b /fwd	57,285.35
Accumulated Funds	101,527.63

BALANCE SHEETS FOR THE PERIOD ENDED DECEMBER,31ST. 2005

CAPITAL AND RESERVES	\$
Directos' Account	2,807.14
Loan	466.67
Accumulated Fund	101,527.63
	104,801.44
FIXED ASSETS	\$
Tangible Assets	38,391.02
INTANGIBLE ASSETS	
Trade marks / Preliminary expenses	72.14
Investments	1,751.82
CURRENT ASSETS	
Debtors	16,528.57
Cash / Bank	68,058.30
	84,586.87
CURRENT LIABILITIES	(20,000.41)
NET CURRENT ASSETS	64,586.46
ASSETS LESS LIABILITIES	104,801.44

2005 KIND DONORS

\$10,000 — above

African Women Development Fund-
Clara Fund
Cordaid
European Commission
Mr. George Zimmer

\$5,000 — \$9,999

Hajia Amne Kam-Salem
Mamacash

\$1,000 — \$4,999

Dr. Tunde Soley
Sen Ibikunle Amosun
Chief Femi Pedro
Lagos State House of Assembly

\$10 — \$999

Alhaji Jubril Aminu
Chief Cornelius Adebayo
Honorable Olushola Adeyeye
Khafila Abiola
Otunba Onafolakan
Magnum Trust Bank
Manfred W Enrich Trust
Mr. Abolade Gbadegesin
Mr Achim Shaffert
Mr. Kekere Ekun
Mr. Olayinka
Mr. & Mrs. Melvyn Toomey
Mr. & Mrs. Wayne Smith
N.P.A
Senator Uche Chukwumerije
S.K Petroleum
Skymit Motors

KIND Calendar of Events & Activities for 2006

January

February

Cordaid Consultative Seminar
(Port Harcourt)

March

The Vagina Monologues (play)

Imagining Ourselves
project global launch

KUDRA: Train the trainers (TOT)

International Women's Day Celebration

April

KUDRA training begins in universities

May

KUDRA training continues

June

June 4th programme:
10th year anniversary of Kudirat Abiola

July

August

September

KIND Staff retreat

October

Vital Voices/KIND Seminar (Abuja)**

November

December



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