



**FORUM**CIV.

Power to change

ARTIVISM  
**MENTORSHIP  
GUIDE AND REPORT**

Regional office for southern and Eastern Africa

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# A WORD FROM THE PROGRAMME MANAGER



Catherine Khamali  
Programmes Manager  
Regional Office ESA

Arts and culture are powerful drivers for development, with community-wide social, economic and environmental impacts. For example, music, spoken word activism, poetry, graffiti and murals are some powerful cultural expressions that can contribute to the struggle for democracy and human rights. Activism using art and culture (‘Artivism’) is a fast-growing area of advocacy in various parts of the world.

Artivism is further emerging as a driver of democratisation, especially in regions coping with shrinking space for civil society, because it enables and encourages citizens to express their views in the public sphere, igniting open and inclusive public discourse. If well utilised, artivism can support the creation of a free-thinking society, keeping institutions in check and upholding freedom of expression.

I am excited to witness the graduation of the first cohort of the Artivism Mentorship programme that completes the Artivism Challenge 2020 roadmap. As a critical component of the Wajibu Wetu Programme, the mentorship programme has enabled ForumCiv to recognize and celebrate milestones and achievements by new and innovative actors using their talents and creative minds to influence social change. It has been a fulfilling journey to see these young artists not only get a platform to amplify their voices but also achieve their holistic personal goals.

Our conviction as ForumCiv is that we have set pace in piloting such an initiative that supports the role of the arts and cultural space in pursuit of democracy and human rights while empowering the changemakers. This guide will serve as a reference point for future mentorship programmes within ForumCiv and as a resource to other like-minded stakeholders supporting similar approaches.

Ni Wajibu Wetu!

# ABOUT FORUMCIV

Since 1995, ForumCiv has defended democracy and human rights as Sweden’s largest platform for civil society, with 183 member organizations and offices in Sweden, Colombia, Liberia, Kenya, Cambodia, and Lithuania. Our offices in Colombia, Kenya, and Lithuania have regional coverage. Our work centres on enabling people to organize to claim their rights, take control of their lives, and promote responsiveness by duty bearers and other decision-makers. Together with our members and partners, we work with human and civil rights and facilitate democratic participation around the globe.

ForumCiv is guided by the following:

- **Our vision:** A just and sustainable world where all people have the power to effect change.
- **Our purpose:** To strengthen marginalized people around the world who organize to claim their rights and to advocate for changes that contribute to a just and sustainable world.

In Kenya, the Regional Office for Eastern and Southern Africa has been operating since 2008, with the physical office in Nairobi supporting the implementation of programmes and projects by partner organizations in Eastern and Southern Africa. The Regional Office is also central to the continuous contextual analysis, partners’ capacity strengthening, networking and advocacy.

**FORUMCIV.**  
Power to change



# ACKNOWLEDGEMENTS

This Artivism fellowship was made possible through support by the Embassy of Sweden in Nairobi to ForumCiv's Wajibu Wetu Programme.

ForumCiv appreciates all the mentors and the mentees for accepting to be part of the Artivism Challenge 2020, culminating in the first cohort of the Artivism fellowship 2022. Their commitment, efforts and dedication to ensuring the success of challenge and fellowship are well recognized.

ForumCIV also appreciates the Wajibu Wetu II team (Programme and Finance) led by the Programmes Manager – Ms. Catherine Khamali, and all other staff in RO ESA for their various technical and non-technical contributions. Special appreciation to Augustine Karani and Mary Sirengo for their immense support to the artists.

Any mistakes or omissions are regrettable.

# ABOUT THE WAJIBU WETU PROGRAMME

With the support from the Embassy of Sweden – Nairobi, ForumCiv is implementing the Wajibu Wetu Programme that uniquely supports the new frontier of media, arts, cultural and gender-focused civil society organisations using innovative approaches to strengthen democratic culture, accountability, and gender equality. It seeks to contribute towards respect for and fulfilment of human rights, deepening democracy and realization of gender equality in Kenya. The programme has been implemented in two phases, with the first phase running from November 2015 to June 2018. The programme's second phase started in July 2018 and ends in June 2022.

Through a sub-granting approach, the programme supports implementing partners to reach out to a critical mass of right-holders to deepen democracy and strengthen inclusive citizen participation and accountability at the county and national levels. The programme does this through creative avenues like music, traditional and new media, activism (art for activism), cultural festivals, documentaries, and investigative journalism, which contribute to the realization of three programmatic outcomes – Human Rights, Democratic culture and Gender Equality. These civic engagements, though small in scale, have impacted positively towards addressing injustices and human rights violations. As such, the programme works with a broad range of strategic national, grassroots, traditional and non-traditional organisations and individual changemakers implementing projects that promote good democratic culture, gender equality and respect for human rights in Kenya.

The programme further has two strategic outcomes: Networking and Collaboration for Policy Advocacy and Capacity Development. Through platforms and avenues for networking, Wajibu Wetu partners and relevant stakeholders elaborate a common agenda on human rights, democratic culture, and gender equality to effect policy changes. On capacity development, implementing partners are supported to improve their organizational capacity and deepen their knowledge of human rights, democratic culture, and gender equality for effective programming.



# Understanding The Artivism Mentorship Programme



## Part 1 - Introduction

This mentorship guide is developed to enable the organizers of the Artivism Challenge (ForumCiv) and the mentors to have a structured way of engaging with the mentees. This guide is merely a point of reference, a compass, simply a guide, and is open to contextual adaptation as/when necessary. This first cohort of the Artivism Mentorship programme is a prototype which will guide ForumCiv in developing a more robust programme for the years to come.

But before we go further, let us first agree some key definitions:

### Who is a mentor?



A mentor is an individual with expertise and experience that can help develop the career of a mentee. A mentor can be a professional or role model who guides a less experienced person by building trust and modeling positive behaviors. The mentor has gained competencies either through training or practical experience over time.

### Who is a mentee?



The term mentee is used to describe a person who is advised, trained, or counseled by a mentor. This includes the broad range of individuals who may be in the role of “learner” in mentoring relationships, regardless of the age or position of the mentor and mentee.

### What is a mentorship program?



A mentorship occurs when an advisor, or mentor, provides guidance and feedback to a mentee, sharing valuable experience, skills and knowledge. A mentorship program thus refers to a structured, one-to-one relationship. It can take place in a work, organization or academic setting.

The goal of a mentorship program is to accelerate the personal and professional development of mentees. This is achieved by providing mentees with guidance, advice and feedback from mentors with more experience than themselves.

Having said that, the relationship, the expectations and ways of working are critical to ensure that both parties are clear on behavior, expectations and the work to be put in.

Now that we understand these definitions, let us find answers to frequently asked questions about a successful mentorship program.

## Part 2 - Frequently Asked Questions in a mentorship program



### Question 1. What are the core functions of a mentor?

A mentor often serves two primary functions to the mentee. On one hand, the mentor provides advice to enhance the mentee's professional performance and development. On the other hand, the mentor is a role model and a support system for the mentee in the process of personal development. Both functions provide explicit and implicit lessons related to professional and personal development.

### Question 2: What are the qualities of an effective mentor?

An effective mentor understands that his or her role is to be dependable, engaged, authentic, and attuned to the needs of the mentee. An effective mentor should be a good listener first, and a good sounding board. They should be flexible, nonjudgmental and appreciate diversity of perspectives. They should provide constructive feedback that is honest and candid. They should be able to share their network and suggest resources. The mentor should guide and add value on the mentee's ideas and not impose.

### Question 3: What are the 3 A's of mentorship?

The three A's comprise Active listening, Availability, and Analysis. Active listening means that the mentor dedicates attention to what the mentee is saying and waits for their turn to respond by drawing on their depth of knowledge and/or experience. Being available means that the mentor is able to meet the mentee physically and emotionally. Analysis refers to the capability to synthesize insights from the mentee against the wealth of industry experience, and help the mentee to see new perspectives, even if those perspectives are uncomfortable at first.

### Question 4: How long should a mentorship last?

A formal mentorship process has a clear start and end. The minimum amount of time the relationship could last is 6 months but there is no maximum. Some mentoring relationships last a lifetime depending on the willingness and availability of the two parties. However, in the context of the Artivism challenge, the mentorship program will be a very short and time bound process that will last for only 4 weeks and will focus on assisting the mentee to reach a very specific goal.

### **Question 5: Is it possible for one person to have more than one mentor?**

Yes, of course. While it's advisable to stick to one mentor and for a longer period of time, sometimes it is very difficult to find one mentor who fits both professional and personal development needs of a mentee. At times, a mentor could have experience on one side and lack expertise on another. It's also rare to find a mentor with both competencies. Also depending on the length of engagement, it may become necessary to work with a variety of mentors to achieve a particular goal.

### **Question 6: What are the phases of a successful mentoring relationship?**

A successful mentorship process has to go through four phases, i.e. preparation, negotiating, enabling growth, and closure. These sequential phases build on each other and can vary in length. At the start, the mentor and mentee, or someone else who is in charge of the mentorship program has to develop the mentorship plan. Then the mentor and mentee have to enter into a negotiation phase where they establish what are the goals, objectives and activities to be undertaken through the mentorship program. Thereafter, both parties engage in activities that enable both professional and personal growth. At the very end, they evaluate progress, and if both are satisfied with the outcomes of the program, proceed to close their engagement.

### **Question 7: What are the key principles of mentoring?**

The mentoring relationship should be based on trust, confidentiality, mutual respect and sensitivity. The relationship should be based on agreed boundaries and ground rules that address the power differentials between the mentor and mentee. It is also advisable that the mentee or mentor drop any sense of entitlement, ego, and create a level playing ground that enables both parties to learn from each other.

### **Question 8: While choosing a mentor, or pairing a mentor with a mentee, what are some of the things to consider?**

It's important to ensure that their values align because finding people with shared values leads to a better relationship. The mentor should communicate clearly in a manner that is easy to understand. The mentor must be willing and available to help, and not to assume that successful people are willing to readily share their experience. Ensure that the mentor and mentee clearly define expectations to avoid disappointments. Finally, personality is definitely something to consider when choosing a mentor or pairing a mentor with a mentee.

### **Question 9: While setting up mentorship goals, what are some of the things to consider?**

The goals should be specific, clear and well-defined. The goals should be measurable in order to track the progress. They should not be too difficult to achieve, as this will always lead to disappointment.

### **Question 10: Does learning only happen on the side of the mentee?**

No. While the mentorship programme looks primarily on the learnings and growth of the mentees, mentors are invited to establish expectations of learning and growth for themselves too. It can be about a skill or knowledge they would want to learn from the mentee or an attitude they would want to improve. This, in essence, is called reverse mentorship.

## Part 3 - The Activism Challenge Mentorship Plan



### Introduction to the basics

The Activism Challenge mentorship program will cover topics that address both professional and personal development areas of the mentees. The approach to this mentorship program is experiential learning i.e. learning by doing. In this first cohort, given the time constraint, learnings will be based on a tailored approach and aspiring to learning by doing.

To respond to the needs expressed by the mentees as well as the mentorship process, we are proposing that each session has its own theme, responding to the collective needs of the activists. So that the programme provides enough insights and support on those different fields.

However, it is not expected that mentees will receive professional training on each topic. Through the guidance of their mentor, they would be able to identify their main weaknesses and needs; to narrow them down in chewable pieces to move forward.

Each weekly session will require the mentee to prepare and be ready to engage on the topic with the mentor. We suggest that at the end of each weekly session, 20 minutes is kept to prepare the session of the week after, so that there is already some framing for the mentee.

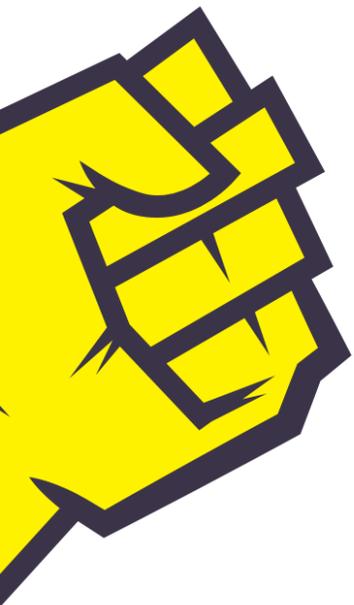
At the next session, the mentee will make a presentation to the mentor. The format of presentation can vary depending on the way the mentor and mentee agree to work. The presentation is a moment for the mentee to give feedback on what progress they have achieved in their enterprise vis a vis the topic at hand. The mentor will provide critique and constructive feedback to the mentee. The lesson learnt will be documented and the desired improvement will be tracked over a period of time.

### Behavior and attitudes

Both mentors and mentees need to agree on a set of ground rules to govern their relationship in terms of values, behaviors and attitude to embody during this mentorship programme. This could include, but is not limited to the suggestions below

- Accepting diversity and difference
- No bullying, no high attitude towards the mentee
- No entitlement, no ego,
- Punctuality is key
- No harassment of any sort - sexual or professional - by means of words, communications or engagement.

The mentor and mentees will also sign the code of conduct provided by ForumCiv to safeguard their relationship, and ensure that their operations are aligned to the expectations of the sponsor of this program.



## The Artivism Mentorship Plan in Action

The Artivism mentorship program will be delivered over a period of 4 weeks, starting 27 May 2022 ending 24 June 2022. This mentorship program will be a combination of in person, group and individual sessions.

There will be two (2) networking events (at the start and at the end of the program) and seven (7) - in between – sessions (both face to face and virtuals). The sessions will be no longer than 3 hours.

At each of the mentorship sessions, the mentor and mentees will explore attitudes (deep seated perceptions) that hinder the mentee's ability to become the full version of themselves. The program will culminate into a graduation/experience sharing forum, answering the question "what did we learn, what changed".

In summary, the Artivism mentorship program will cover the following topics, which will be outlined across the 4 weeks below.

1. Developing individual mentorship objectives for the 4 weeks.
2. Personal development (how to overcome deep seated perceptions)
3. Branding: personal branding vs company branding
4. Networking & collaborations
5. Intellectual Property Management
6. Resource mobilization
7. Financial health
8. Growing audiences/markets/customers

## Different types of sessions

### Individual / one on two session

This session is conducted between a mentor and two mentees

- Personal development: check in against the agreed plan and engagement on progress - up to 30 min
- Professional development: presentation and feedback, points of actions and follow up for the mentee - up to 90 min
- Next session: framing of the topic in the context of the mentee - agreement on the prep work for the week after - up to 30 min

### Group session

This session is conducted by one mentor/expert for all mentees of the programme

- Mentor/expert is introducing the topic - 15 min
- Mentees are expected to share their experience/challenges in a creative and easy way - 15 min
- mentor/expert provides tools to support the different technical needs and provides time/examples for the mentees to engage with the tools themselves. 90min
- Mentees commit to at least a tool that they will implement in their mentorship journey and will follow up on with their individual mentor. 15 min

## Why did we decide to work with Sitawa Namwalie?



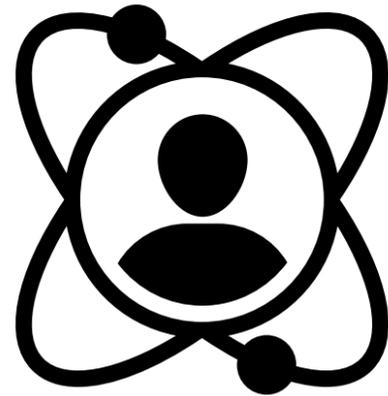
Sitawa Namwalie has gained reputation as one of Kenya's leading poet, playwright and performing artist. She has won awards and is well known for her unique dramatized poetry performances which combine poetry and classical Kenyan musical traditions. Before she became an artist, Sitawa worked in the development industry at a senior level and is well versed with its policies, bureaucratic process and requirements. This combination of experiences, skills and knowledge makes her well suited to provide mentorship for the artists supported by ForumCiv under the Artivism program. Further, her knowledge of the development world has equipped her with the sensitivity to play an effective go-between role between the artists and ForumCiv during this mentorship phase.

## Why did we decide to work with Masson&Associates?

Gregg Mwendwa and Alix Masson are bringing a combined experience of having designed different fellowship, incubation processes for the cultural sector in Kenya. Gregg is a mentor to a number of artists and Alix is a trained coach. The combination of their expertise put them in a position to deliver a programme tailored made to the specifics of the Artivism Challenge



**The following elements of personal and professional development will be discussed.**



### **1. Personal development (how to overcome deep seated perceptions)**

**1.1. Context:** The creative sector is prone to mental health issues. Along this struggle, actors develop harmful narratives that make it impossible for them to try an attempt or to keep going. Every day, the artists struggle to bring change on one hand, and to break the glass ceiling to recognition and financial autonomy on the other hand. This session is about changing attitudes (deep seated perceptions) that hinder the mentee's ability to become the full version of themselves.

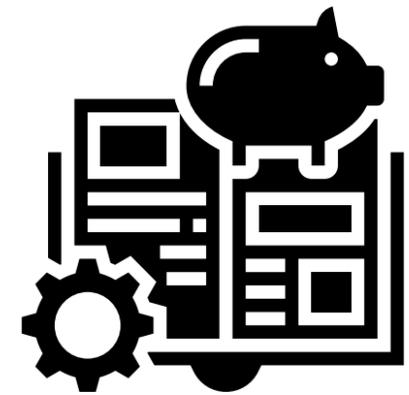


### **2. Resource mobilization (tools & tactics for corporate sponsors and non-corporate donors)**

**2.1. Context:** Resources continue to become scarce, and creative entrepreneurs struggle to diversify their sources of revenue in order to establish, grow and sustain their enterprises. A bigger challenge is that they don't have the capacity to employ someone to focus on mobilizing resources for them as they focus on developing their skills and producing creative works. It is even tougher for those that engage in critical art that challenges power, as they tend to be unfavorable for government and corporate engagement. There is a systemic failure of the royalty collection and distribution system, while intellectual property is not a collective priority as yet.

### **3. Financial literacy (tools & tactics for budgeting, basic accounting, financial management, savings, credit, taxation)**

**3.1. Context:** In a sector where revenue is unreliable and erratic, many creative entrepreneurs struggle with financial management. Many creative entrepreneurs have no separation between themselves, and the enterprise they operate - often being one and the same thing. This means that personal and business finances are mixed up. Developing and maintaining a budget is often unheard of. Prioritization becomes a challenge, while savings and business development take a back seat.



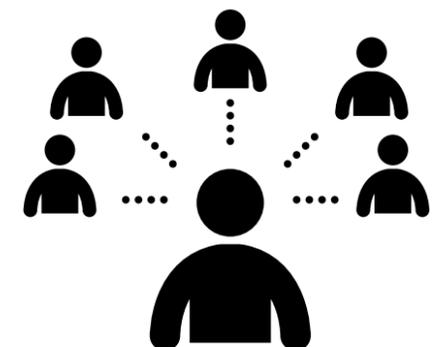
### **4. Growing audiences/markets/ customers (tools & tactics for acquisition, engagement, retention)**

**4.1. Context:** In the creative sector, audiences are synonymous to customers, clients, patrons- the people that bring in the money directly, or indirectly. Every artist needs a core audience - whether large or small, the audience plays an important component in developing and keeping the career of an artist alive. Whether online or offline, audiences can bring to life an artist who has been long forgotten and create a fortune for them. In the process of social change, an audience is always at the center of the change being sought. The global diversity of audiences is increasing through opportunities created by the digital revolution. Audiences are to be found everywhere - from your initial fans at home to the bottomless pit of the world wide web. Artificial intelligence controls the market development of online markets fuelled by social media communes. The digital market place is further driven by algorithms and fear fuelled by the Covid 19 pandemic. Creative entrepreneurs are struggling to find their way through this industrial complex.



### **5. Networking & collaborations (how to transition your network to become your net-worth)**

**5.1. Context:** A cartel defined by some as "a collection of independent businesses or organizations that collude in order to manipulate the price of a product or



## Week 1

**Session**   
Large group

**Activity/ Topic of  
exploration**

Introduction to the mentorship program - meet & greet session for mentors/mentees & invited guests (wish list to be provided by the cohort and ForumCiv to do the matchmaking) + baseline assessment to be administered at this event. The mentorship program will be officially commissioned at this point.



## Week 2

**Session**   
Individual

**Activity/ Topic of  
exploration**



**Negotiating:** Developing individual mentorship objectives and activities. The mentor-mentee agrees on measurable objectives and activities that they will pursue under each of the topics to be addressed. They agree on time to meet and a format for providing feedback. In this session, they will also identify the attitudes (deep seated perceptions) that hinder the mentees from becoming the full version of themselves, and incorporate a plan to work on these attitudes across the weeks to follow. They will also establish ways of working and come up with a contractual agreement that will guide their interactions between the mentor and mentee.

**Output:** Individual mentorship plan and contractual agreement establishing a working relationship between the mentor and mentee.

# Activism Mentorship Program 4 weeks outline



## Week 2

**Session**   
Individual

### Activity/ Topic of exploration



**Personal branding:** how to build an effective brand? This session begins with the mentees differentiating between their personal brand and their corporate brand, and what elements are key for both to thrive and co-exist harmoniously. They should assess their current brand, against their desires/dream of what represents an effective brand. They should choose one of the brands that they look up to, and assess themselves against their aspirations.

**Output:** One or more action point(s) towards making the mentee's (personal and/or corporate) brand more effective.

## Week 3

**Session**   
Group

### Activity/ Topic of exploration

**Financial Health:** It is understood that all the mentees have undergone some training on financial literacy in the context of project management. This session will not be another training session, but will be one that explores the common challenges, pitfalls and unhealthy behaviors in budgeting, basic accounting, financial management, savings, credit, taxation. The group mentor for this session will begin by administering a self assessment checklist of how the mentees are performing on these core variables of healthy financial management practices, then facilitate peer learning on how some of the mentees have addressed unhealthy behaviors.

**Output:** A list of action points towards improving the financial health of the mentees enterprise (could also touch on both personal and professional fronts)



## Week 3

**Session**   
Individual

### Activity/ Topic of exploration

**Networking & collaborations:** This session begins with the mentees establishing the usefulness of networking and collaborations to the growth and development of their enterprise. They should draw a vision of what a well networked enterprise would look like, comparing/benchmarking with others that they closely admire. an ecosystem map of important networks and collaborations for the success of their enterprise. The mentor and mentee should also discuss ways of building your network to become your net-worth.

**Output:** A networking and collaboration ecosystem map with one or more action(s) to be undertaken by the mentee towards building their desired net worth.



## Week 4

**Session**   
Group

### Activity/ Topic of exploration

**Resource mobilization:** It is understood that the participants have in one way or another explored the topic of resource mobilization. What will be different about this session is the way the group mentor will help the mentee to apply the networking and relationships ecosystem develop earlier to mobilize important resources for their enterprise. At this session, the group mentor will crowdsource the various networks the mentees have developed, and discuss appropriate tools & tactics for mobilizing resources from corporate sponsors and other social impact investors.

**Output:** The tools and tactics that the mentee will apply to mobilize resources from their ecosystem of networking and collaborations.



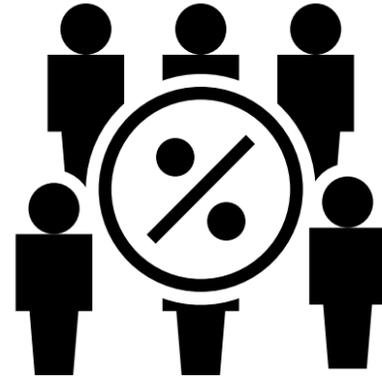
# Week 4

**Session**   
Individual

## Activity/ Topic of exploration

**Growing audiences/markets/customers:** It is understood that each of the mentees has a unique enterprise that requires specific tools & tactics for acquisition, engagement, retention. The mentor will begin by asking the mentee to describe why audiences/markets are important for their work, and if they are working towards a general or a niche market. They can also share successes and failures so far encountered in securing the audience/market that they are looking for. The mentor and mentee will discuss common pitfalls, challenges and opportunities provided by emerging trends in technology and other tried and tested methodologies.

**Output:** A one or more action(s) for audience/market engagement, conversion and growth.



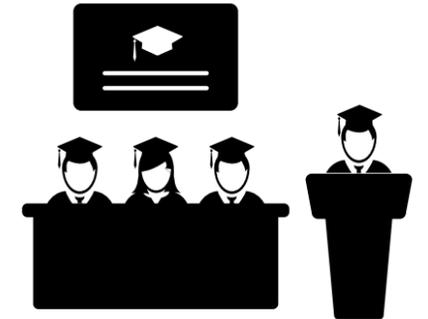
# Week 4

**Session**   
Large group/in person

## Activity/ Topic of exploration

**Networking - graduation/experience sharing forum,** answering the question “what did we learn, what changed” + + mentor/mentee evaluate individual goals/objectives of the mentorship program then check out

**Output:** Stories of transformation from the mentees.



# Week 4

**Session**   
Group

## Activity/ Topic of exploration



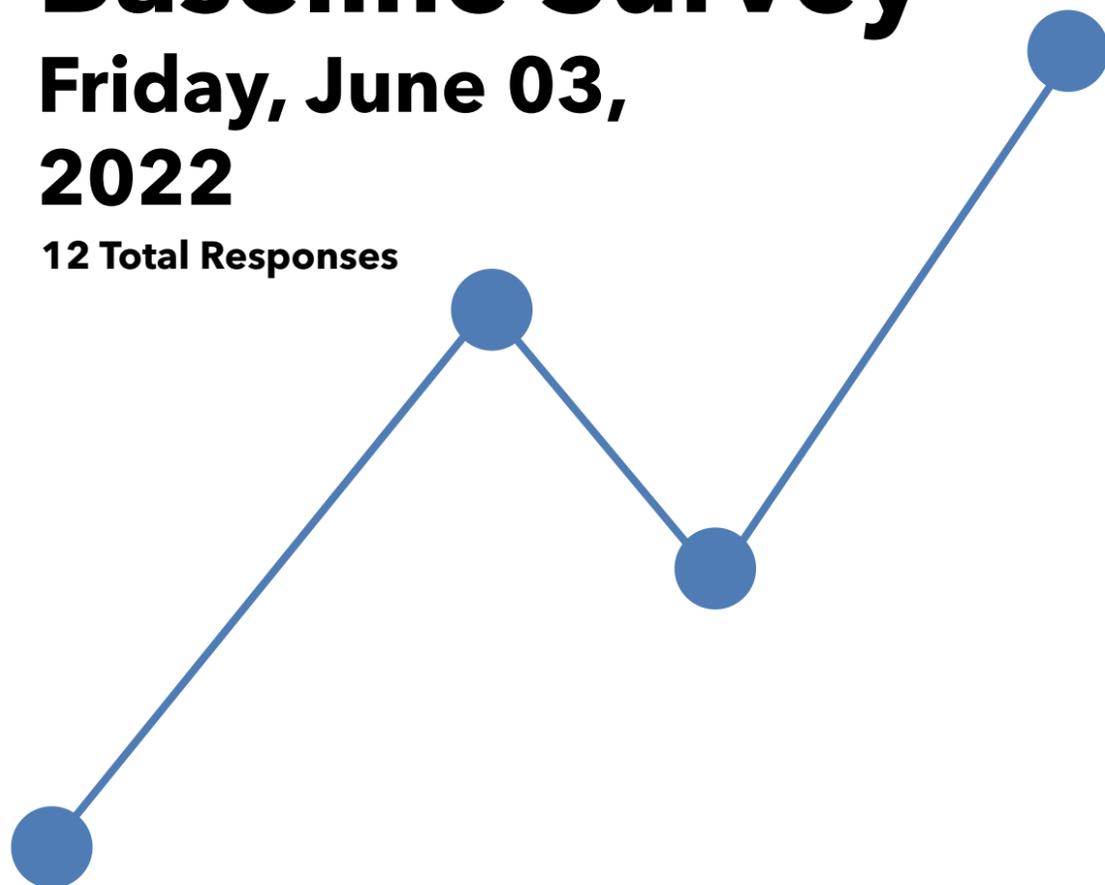
**Intellectual Property:** It is understood that the protection of intellectual property is a topic that the mentees have encountered before, and as such, this session will not try to re-educate them on such. This session will seek to move the mentees to act on the gaps within their intellectual property management practices. The session will begin with the mentor asking the mentees to draw a list of all the IP that they own, and present it to the group session and describe challenges that have been encountered while securing the IP. They will also discuss attitudes and practices that are counterproductive to the process of securing their IP. The mentor will draw common threads (of challenges, good and bad practices, attitudes that need to be overcome) from within the mentees discussion. Through the peer to peer discussions, the mentees will create peer to peer accountability mechanisms and how to support each other towards protecting their IP.

**Output:** IP register (with proper classification), an action plan towards securing the IP and a peer accountability partner to walk the journey together.

# Artivism Fellowship Baseline Survey

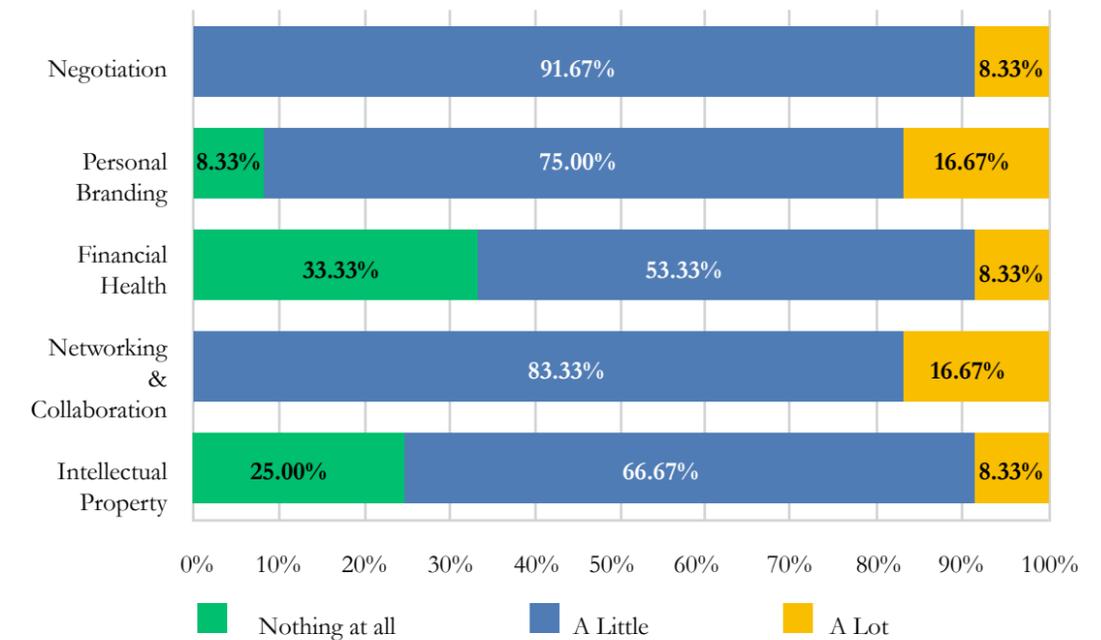
Friday, June 03,  
2022

12 Total Responses



## Q1: How much do you know about the following topics

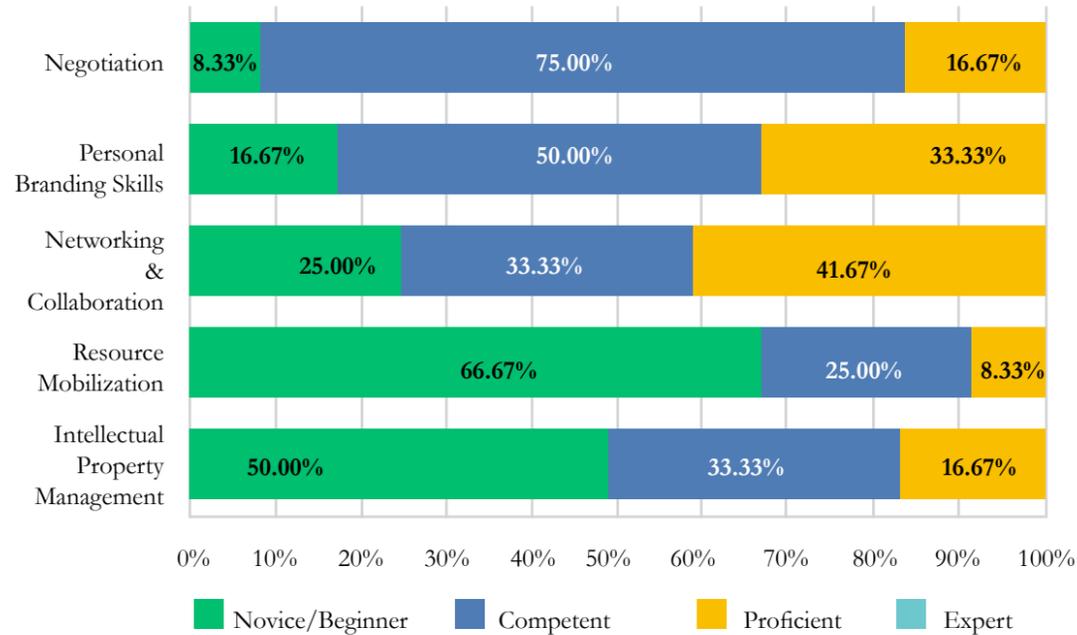
Answered: 12 Skipped: 0



	NOTHING AT ALL (SIJUI CHOCHOTE)	A LITTLE (NAJUA KIDOGO)	A LOT (NAJUA SANA)	TOTAL	WEIGHTED AVERAGE
Negotiation	0.00% 0	91.67% 11	8.33% 1	12	2.08
Personal Branding	8.33% 1	75.00% 9	16.67% 2	12	2.08
Financial Health	33.33% 4	58.33% 7	8.33% 1	12	1.75
Networking & Collaboration	0.00% 0	83.33% 10	16.67% 2	12	2.17
Intellectual Property	25.00% 3	66.67% 8	8.33% 1	12	1.83

## Q2: Please rate your level of proficiency (ustadi) on the following topics

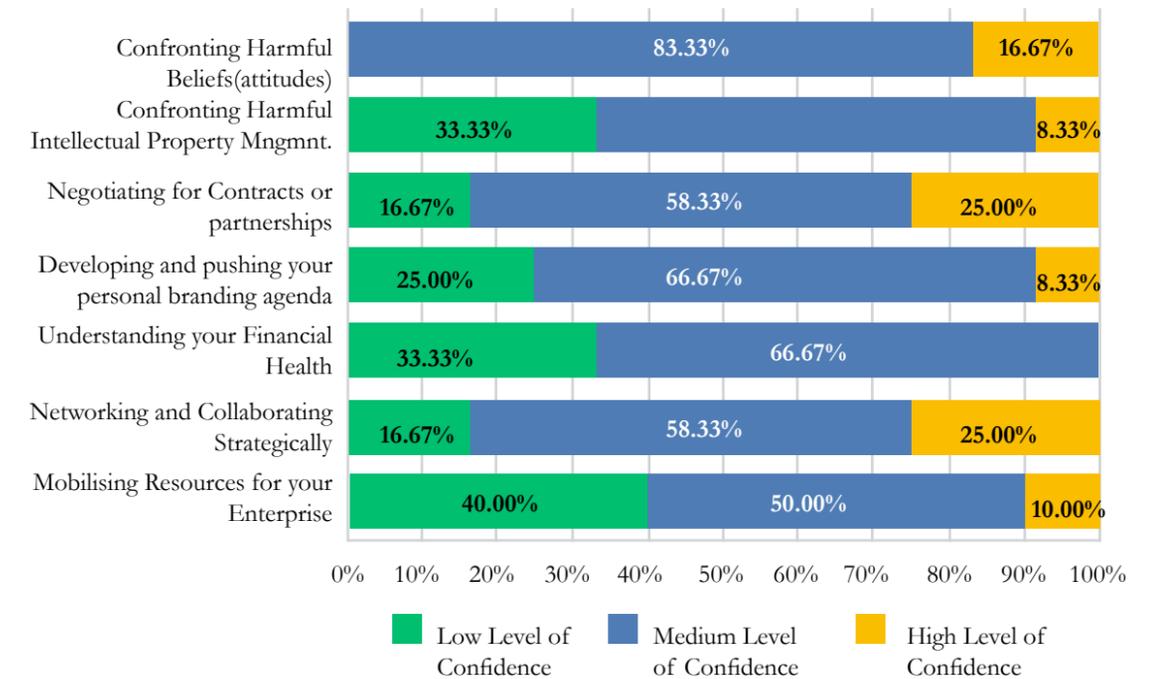
Answered: 12 Skipped: 0



	NOVICE/BEGINNER (NIKO SAWA KIDOGO)	COMPETENT (NIKO HIVI HIVI - 50 - 50)	PROFICIENT (NIKO SAWA)	EXPERT (MIMI NI PRO)	TOTAL	WEIGHTED AVERAGE
Negotiation skills	8.33% 1	75.00% 9	16.67% 2	0.00% 0	12	2.08
Personal Branding skills	16.67% 2	50.00% 6	33.33% 4	0.00% 0	12	2.17
Networking and collaboration skills	25.00% 3	33.33% 4	41.67% 5	0.00% 0	12	2.17
Resource mobilization skills	66.67% 8	25.00% 3	8.33% 1	0.00% 0	12	1.42
Intellectual property management skills	50.00% 6	33.33% 4	16.67% 2	0.00% 0	12	1.67

## Q3: How confident (kujamini) are you in applying the knowledge and skills you currently have to address the following issues

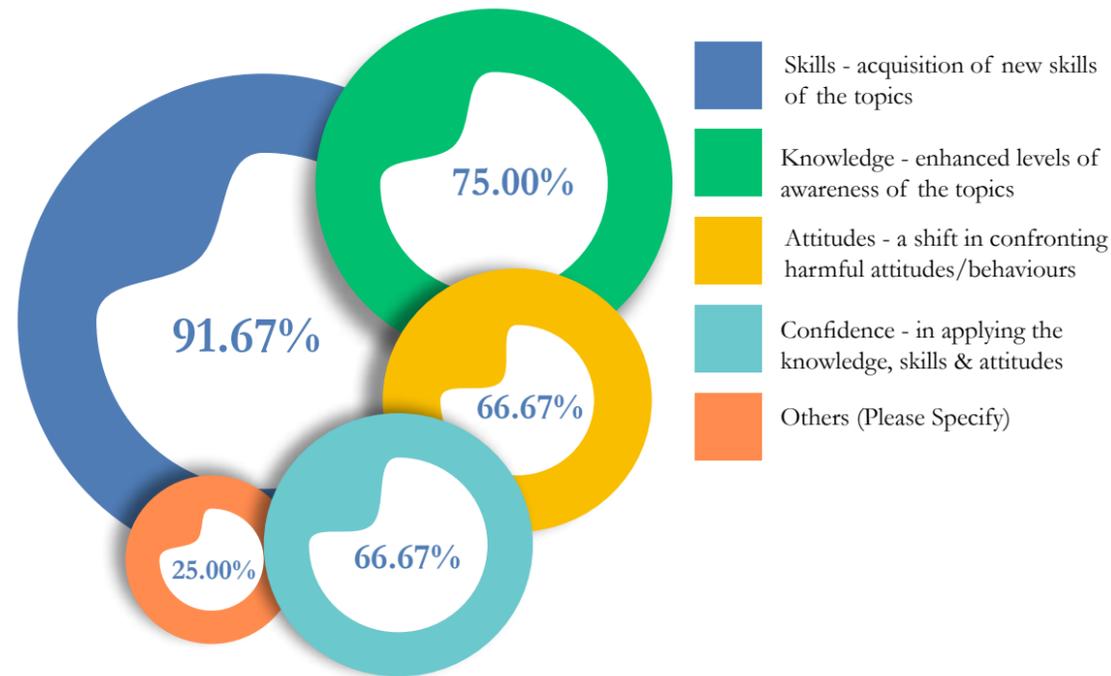
Answered: 12 Skipped: 0



	LOW LEVEL OF CONFIDENCE (SIRAMINI)	MEDIUM LEVEL OF CONFIDENCE (NAJAMINI KIASI)	HIGH LEVEL OF CONFIDENCE (NAJAMINI KABISA)	TOTAL
Confronting harmful beliefs (attitudes) in the creative sector	0.00% 0	83.33% 10	16.67% 2	12
Confronting harmful intellectual property management behaviors	33.33% 4	58.33% 7	8.33% 1	12
Negotiating for contracts or partnerships	16.67% 2	58.33% 7	25.00% 3	12
Developing and pushing your personal branding agenda	25.00% 3	66.67% 8	8.33% 1	12
Understanding your financial health	33.33% 4	66.67% 8	0.00% 0	12
Networking and collaborating strategically	16.67% 2	58.33% 7	25.00% 3	12
Mobilizing resources for your enterprise	40.00% 4	50.00% 5	10.00% 1	10

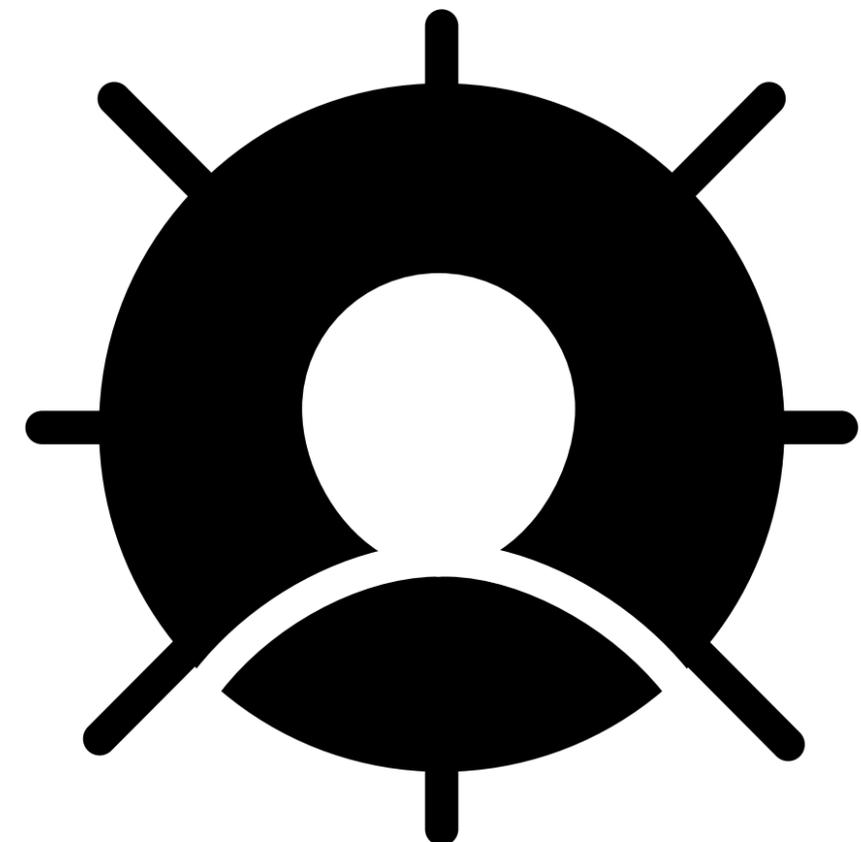
**Q6: At a personal level, what do you expect to gain from this fellowship? Choose your top 3**

Answered: 12 Skipped: 0



ANSWER CHOICES	RESPONSES	
Knowledge - enhanced levels of awareness of the topics	75.00%	9
Skills - acquisition of new skills of the topics	91.67%	11
Attitudes - a shift in confronting harmful attitudes/behaviours	66.67%	8
Confidence - in applying the knowledge, skills & attitudes	66.67%	8
Others (Please Specify)	25.00%	3
<b>Total Respondents: 12</b>		

# Artivism Fellowship Mentee Profiles



## Mufasa Poet



Mufasa is a versatile performing poet, actor, author and writer who uses art to tell stories inspired by day-to-day life on the African continent.

A Ted X and Ted Ideas Speaker, he was listed among Top 10 African Poets of 2018 by Badilisha Poetry Xchange (The largest online archive of African Poetry) and recognized as a Cultural Hero by British Council Kenya (2019)

Mufasa serves as a judge and workshops facilitator for Poetry Slam Africa, Reading Ambassador for Storymoja and an Environmental Champion with Daima Green Spaces.

Facebook: Mufasa Poet  
Twitter/IG: @mufasapoe



# Willie Oeba



Willie Oeba is an urban wordsmith that creates powerful poetic pieces that gives voice to individuals and help them tell their most powerful stories through spoken word poetry. Oeba is an accomplished spoken word poet who has achieved so much with his poetry since starting out in 2014. He has captivated wide-ranging audiences and peers alike with his phenomenal wordplay incorporating witty puns, deep metaphors, and brutally honest observations and perceptions of Kenyan life whilst still using his poetic gift to educate young people about human rights, gender mainstreaming and other life issues that we all face. His performances make us sit up with our ears pricked up hanging onto every syllable he laces us with because of the quality of his lyrical content. His works around poetry for social change has earned him a win as the Human Rights Defender of the year 2021

Being a graduate with a Bachelor of Science in Media Science from Moi University. He doesn't shy away from controversial topics like calling out corrupt leaders, addressing prejudices against women and girls, he still doesn't mind being enlightening and sarcastic on poetic analogies. During academic breaks, Oeba trained and practiced as a radio presenter at Hero Radio, a community radio station in Nakuru with support from FHOK and his peers (Shanki and Mayuu Sanaa). He is also a voice over artist and social media influencer. Recently, he mobilized the youth in Nakuru to form a community-based organization dubbed Voices Guild 254 that focuses on using art as a tool for social change and protection of human right and dignity. Oeba has been hailed by many high-profile artists and peers to be a poetry king of the new school as well as constantly being considered to be in the upper echelon of the current generation of poets taking Kenya and Human rights spaces by storm. As a young artist, with the mentality impossible is a myth,

he in 2017 won the Blaze Safaricom music competition using Spoken Word poetry & later in 2018 crowned The East Africa Spokenword Word Battle King, after a six round battle challenge. His works of art and influence on social media has graced many events under different but related thematic areas such as; Human Rights and Democracy festival with ForumCiv & Civic education with IEBC among other organizations not forgetting his works being published on numerous online websites and blogs such the Nation Media Group, The Elephant, Standard Media & The Mail & Guardian. Oeba uses art as a tool for social change, having nearly been a statistic of extra judicial killing as he was nearly shot by a police officer in January 21st 2017 for mistaken identity. It is this incidence & the arge to amplify voices of the vulnerable in the community that prompted the creation of one of the most powerful piece in the history of Kenyan spokenword poetry "Dear Mr President"

The extraordinary thing is that Willie Oeba never limits himself to doing things in the conventional way – he is always looking at different ways to communicate to and enrich his audience with truth and knowledge. He uses his poetry to bridge gaps, make people think deeper, ask questions and mirror the society we live in today. Through his poetry, he is a leader, a human rights defender, a champion for equality, a voice for the voiceless, a king in his own right and gifted Kenyan youth. His verses in poetry are words that needs to be seen and watched to understand the potent delivery and creativity that goes into his work for the rights of all.

# Dorphan



Dorphan/Dorphanage is a Nairobi-based performing artist who uses his creative ability as a writer and performer to express the human experience, especially the disenfranchised one. His debut album “From The Margins” came out in 2021 and is available on all major streaming platforms.

## About Dorphan

Dorphan is the 34th Slam Africa champion, a mentor and a strong proponent for social justice. He’s been a member of the Slam Africa organizing team/judging panel and has been extensively involved in the Kenyan poetry/art scene through delegations, facilitations and performances.

What Dorphan as a spoken word poet has been able to create is a blend of free verse, flow, hip-hop, word-play and storytelling to explore historical, social, cultural, political and humanitarian issues while at the same time providing a light humorous touch that offers audiences an experience that is both thought provoking and entertaining.

Through his poetry, he has been able to embrace diverse themes from loss, life, love, patriotism, tribalism, domestic violence, neo-colonialism, bureaucracy, conspiracy theories, dictatorship and social ills on the background of mellow acoustics and vocals from an informed position that is exuded through the performances that are nothing short of an experience.

## Notable Reviews

*“Dorphan is a gifted lyrical virtuoso – a blender of verse, hip hop, theatre, music and improv in his mission to be a truth-teller, a historian of self and society. His spoken word performances travel from the anguish of the personal to the uncertainties of living in a broken world. He opens the door to vulnerability and poignancy so rare in performance spaces chasing the momentary relief of comedy and lets the tirades verbalizing the pains of dispossession flow freely – telling the stories of the forgotten, the scarred, and the disenfranchised peoples – from the juicy bustle of Meru’s Gakoromone Market to*

*the mad flavours of Eastlands Nairobi.”*

*Richard Oduor Oduku*

*“Dorphan Mutuma is one of my favorite poets. He sings his poetry, he dramatizes his lyrics, his voice overwhelms you; he is an artist that rides under his emotive words.*

*Even if Mutuma is judged by his words, the score still remains high. He is a dynamo. Seeing him alone in the ring is so good. A true artist should be true to his craft. Mutuma is good.”*

*Oduor Jagero, Author “Ghosts Of 1984”*

## Social Media

Facebook: Dorphan – poetically speaking  
Twitter/Instagram: dorphan\_age  
YouTube/Soundcloud: Dorphanage bloc  
Spotify/Boomplay/Deezer/Apple Music/  
Amazon Music: Dorphanage  
Email: Dmdorphan@gmail.com  
Cell: +254711319862



# Apesi



## APESI BIOGRAPHY

Stanley Otieno, popularly known by his stage name \*Apesi\* aka \*Mnyama Mkali, is a recording and live

performing Kenyan artist who does a style of music that he calls “trad-urban sound”, (a fusion of traditional and urban sound). Apesi is a voice coach at One Vibe Africa Kisumu, a songwriter and a stage manager.

He was born on the 10th of November 1995 at Russia Hospital Kisumu.

In 2000 Apesi attended Eldorok Academy in Eldoret where he started his nursery school.

Later on, in 2004, he joined Migosi Primary school where he did his KCPE examination in 2009.

He joined Kisumu Day High school and completed his fourth form examination in 2013. He later studied filming and script writing for 2yrs.

## Apesi's Musical Career

Apesi started his musical career by doing cover songs for both local and international artistes.

He was a frequent performer at an Event called “Poetic hour” where he eventually started working with a band called the CBK Music. They started writing and recording their own songs and released many hits like Siro, Rasukha Murwe, One Day and many more.

They performed at many events including The Luo Festival, World Music Day, The SGR Launch event, IAAF Championship, Diamond Concert, Live and Die in Africa album tour by Sautisol, Madaraka Festival and others.

Since 2018 he has worked with One Vibe Africa as a vocal trainer and a stage manager as part of the Madaraka Festival crew. He has written songs for both

upcoming and established artistes working with the likes of Bensoul, Shamir, Jegede and Collo among others.

In 2019 Apesi started his solo music career with the release of his single “Kublus” which had a massive reception from his hometown Kisumu and quickly into the rest of the country. This has been followed by other releases which have done well too. He is currently working on his debut album which will be out by the end of the year 2020. His other songs off this album are:

1. Natural Love - a song that appreciates women and their natural beauty.
2. Kwa Bar
3. Baby
4. Taabu

His 1st Solo Album titled KUBLUS was released on his Birthday on the 10th November 2020 and is available for download and streaming on all the major platforms.

Find Apesi's official music in the links below:

<https://www.youtube.com/watch?v=wkV7iqwKpnE>

<https://www.youtube.com/watch?v=JfubgXKFraQ>

<https://www.youtube.com/watch?v=c9PSd11KIBU>

<https://www.youtube.com/watch?v=IGTtP2zQCNO>

Below are some of his live performance links

<https://www.youtube.com/watch?v=mha9W1G9Tz0>

[https://www.youtube.com/watch?v=5X\\_m06XFEXk](https://www.youtube.com/watch?v=5X_m06XFEXk)

# Stom Wabuko



Stom Wabuko aka al-Madusi is a performing Spoken Word artist, musician, published author of *Mirror*, *Rising Stars* and a Digital Marketer. He is a two-time SHIFT East Africa Poetry Slam King and SHIFT Ambassador.

Stom has performed and held performance workshops in Kenya, Uganda, Tanzania, Zanzibar, Ghana, Nigeria and has had his poetry works featured in other African countries and abroad.

He partnered with Youths In Action and created a Spoken Word poetry piece - *Nothing About Us Without Us* - on SDG Goal 16 that was played at the UN Summit in New York. In 2018, he partnered with Food Security for peace and Nutrition -Africa to produce a spoken word piece on Food Security.

He runs a juvenile reforms mentorship program at Kamiti YCTC. He has won, among many others, *Battle Za Mtaa* Spoken Word category, *Mtaa Compe* Spoken Word category, *ForumCiv's Artivism Challenge*, *EAC-i-Deserve* Film challenge

**All Social Media pages:**

@stom\_wabuko

YouTube: [www.youtube.com/c/StomWabuko](https://www.youtube.com/c/StomWabuko)

Stom  
WABUKO

## Shikkiey

Shikkiey is a Kenyan spoken word, performing artist and published poet whose passion is to use art to talk about social change. Her performances are based on story telling and performance poetry, a times fused with recorded or live music. Her style could easily be defined as experimental as she fuses diverse forms of artistic expression. She is currently the 59th Slam African Queen and has been published twice in Paza Sauti “poems of the start of the world” and her first anthology dubbed “ How to grieve a heartbreak”

In 2016, Shikkiey in collaboration with In place of war went to Uganda and visited communities that have been affected by war and empowered them through the arts setting up studios, donating equipment and doing trainings and workshops that will empower them with the necessary skills.

In 2018, she did an East African Tour dubbed Mis- Series, where she visited and performed in Uganda, Rwanda and Burundi and was a guest judge at the Vuga slam Africa in Burundi

In 2020 she was featured in the WindybrowArt Centre Africa Day Celebration an event held in South Africa and was to celebrate Africa and its diverse beauty and culture.

In 2021, she was featured in the “Sauti ya Tetezi”program, a swahili word that means voices of freedom a program sponsored by the US Embassy in partnership with PAWA254. The project’s main aim is to involve young people in political processes and shed light on different struggles young people face especially in informal settlements in leadership and governance processes She is passionate about women and the youth. An advocate for mental health and wellness and a joyous girl who likes to have fun

### Previous performances

Pawa festival  
Ubumuntu festival (Rwanda)  
Vuga Slam (Burundi)  
Nairobi Jam Concert  
Kwani Open Mic (featured artist)  
Slam Africa (crowned as the 59th Slam African Queen)

### Accolades

59th Slam African Queen

### Books Published Or Featured

Poems of the start of the world 2021

How to grieve a heartbreak (first anthology)

### Social

facebook: Faith Shiki Instagram: Shikkiey  
Twitter: Shikkiey  
Youtube: Shikkiey

### Contact

Email:  
Shikkieytheartsit@ gmail. com Phone no:  
+ 254718207889

“  
**My focus is on the stage delivering an experience that will last a lifetime and a message that will outlive myself and those that will listen to my art**  
”

# Maureen Kawira



Maureen Kawira, is a young woman of many hats. Some of these hats include human rights defender, GBV specialist, community mobilizer, Trainer of trainers, Grants specialist, counseling psychologist, and mother to a brilliant child journalist. Maureen works at Usikimye as a program manager and lead therapist. Through the work she does at Usikimye, Maureen has been able to touch the lives of many survivors of GBV by offering rescue, referral, and psychosocial support to them.

Maureen is also a youth leader advocating for youth involvement and is currently serving as the President of Emerging Leaders Foundation Alumni Network with over 5,000 alumni under her leadership. She enjoys listening to music, watching performed art, and reading.



# Fanisi Band



Fanisi band is a Kenyan music group and is best known as Dzagosha classic specializing in Banga music. With over one thousand followers and subscribers on Facebook and youtube .our content has over seven hundred total views since 2021. Fanisi band has collaborated and performed with Haddinco from(Moseb cultural Band) ,Octopizzo,Mambo tribe,Culture safari,Sengonya ya Mwatela.it has released Dzagosha album, in the market now. Fanisi band has volunteered to perform street music to educate and empower youths since 2019. Music story originated from children folks songs In 2017. Beatrice Dama, Augustine Mramba and Jeff Koinange were featured, on Kaya fm, Bahari fm, Citizen tv, Kbc tv and K24 tv when Ongea Music Festival was the event that started our Success. Fanisi band also performed in the Gala music Festival and Allian ce francaise. In January 13 2021

“

**With over one thousand followers and subscribers on Facebook and youtube .our content has over seven hundred total views since 2021**

”

## Rebian Sharon



Rebian Sharon Atieno is multi-faceted performing artist. She uses her artistry as an activism tool to advocate for positive social change in the society

As a spoken word artist, Rebian Artis has worked with several human rights organisations such as PAWA 254, Missing Voices, Defenders Coalition, Fighting Equality, ForumCiv etc.

She has also worked as an actress during the 16 Days of Activism in 2018 under PAWA 254 on Fight Against Gender based Violence. Currently, Rebian is working on a personal project on marginalisation of youth in the Slum areas.

Other than art, Rebian Artis through The Bambis - an online space on Instagram and YouTube – does educational conversations on the lives of queer people in Kenya.

**Contacts:**

**Email:** [rebianartis@gmail.com](mailto:rebianartis@gmail.com)

**Telephone :** +254726230748

**Instagram:** @miss\_rebian

**Facebook:** @Rebian Artis

**Twitter:** @ArtisRebian



# Bulimu Chole



Bulimu Chole is a maverick creative; writer, poet, podcaster, screen actor, voice actor, Mcee, and budding radio presenter whose artistic focus centers on the emotional experience of the individual within the backdrop of their community. He uses folk tradition and culture as a canvas on which he weaves his stories, in an attempt to deconstruct the violence hidden in certain aspects of our mythologies.

He boasts an experience of five years in the Nairobi performing arts scene, having curated within that period the 2018 Positively African Storytelling festival, the 2019 Kenya Photography Awards, Kenya Film Awards 2019, and 2019, 2020 Mashujaa Festival.

He has worked in Broadcasting as a professional radio creative between 2019 and 2020 at Capital FM, Kiss FM, Classic 105, and Homeboyz Radio respectively.

Bulimu has been commissioned by various organizations such as Pawa 254 and National Coalition for Human Rights Defenders – Kenya for their podcast projects as both a scriptwriter, director, and host.

His writing has been featured on The Elephant, Ukombozi Review.

He is currently working on a franchise of podcasts under the title 'Imbaka', a Luhya word that simply translates to the act of storytelling, or fable.

Below are samples of his work:

<https://www.theelephant.info/reflections/2021/11/27/we-just-eat/>

<https://www.theelephant.info/reflections/2019/02/22/why-are-you-running-running-losing-my-freedom-on-nairobis-badass-streets/>

<https://vimeo.com/385786207>

<https://www.listennotes.com/podcasts/the-pawa-podcast/art-continues-series-episode-Y0C7Zv2c15n/>

# Spontaneous The Poet



Rachel Stephanie Akinyi also known as Spontaneous the Poet is an award-winning Kenyan-based floet, fusing both poetry and music in her performances. Guided by her life manta 'Live life, love Love' she uses her art to educate, entertain and motivate; solely dedicating it towards influencing positive change in the society. Aside from being a creative entrepreneur, a spoken word artist and social media strategist, she is a co-founder of an art based initiative dubbed Anika Initiative and a programs officer at Peace Tree Network.

Spontaneous was born on 17th May 1991 at Pumwani Hospital. Her learning experience is characterized by attending various schools at the primary level which later had her join Asumbi Girls High school where she sat for K.C.S.E examinations in 2005. She then pursued and graduated with a Bsc in Applied Statistics with Computing at the Moi Chepkoilel campus, now referred to as The University of Eldoret in 2014. She has since taken certificate courses to better her skills This include Copyright X at Harvard Law School, Creative Entrepreneurship at the Go down Art Centre, Proposal Writing and Grant Management at Asset Africa Institute, and Non- Violent Resistance at Hekima University.

### Spontaneous The Poet's Journey

Spontaneous found her voice as an artist during her early study life back in 1998 where she did her first recital. She drafted her first poem for a music festival competition in 2008 and got introduced to Spoken word performance in 2013. She ventured into performance poetry professionally in 2015 and has since been an entrepreneurial artist. Her journey in the art scene thus far has comprised of Lecturing, being a brand ambassador, event planning, artist and stage management, experiential artistry, engaging in voice overs and social media influencing.

Some of the stages she has graced as an artist include: Gaining Grip Experience album launch, The People Dialogue, Democracy

week and Luo Festival (Kenya), International Women's Day at the Norwegian Embassy, Africa Beyond Covid19 by Wibena Impact (Rwanda), Women of the World Act and Talk (Thailand), Twende Afrika by Global Platform (Uganda) among others. She's also stage managed events like Oebaism, Neo-Raggae Concert, Pawa and EROA festival.

In 2021, she had the opportunity to give a master class at the Queen's Belfast University and Turning head workshop by Beyond Skin (Northern Ireland). As a social media strategist, some of the trends she has managed include #StopItWacha, #ArtToEndslavery and #ReleaseWanja that played a role in bringing Wanja back home from Saudi Arabia. She's currently a brand ambassador at Lawy Afric. Her major focus in 2022 is to produce 5 videos from the Gaining Grip audio album.

Overtime she's had the opportunity of having her efforts appreciated through features both on print and broadcast media and accolades. These include being an award nominee on the Xtrem Awards and Café Ngoma Awards and winner for the M.B.A awards. One may follow her works on linktree and website.

Phone: 0702839983

Email: poetspontaneous@gmail.com

YouTube/Twitter: Spontaneous the Poet

FB/ Instagram: Spontaneous Tree House

# Liboi



## PROFILE

Liboi, is a Nairobi-based Singer/ Songwriter who uses her creative ability to express the human experience and improve the well-being of the deprived in society. Her latest Single ‘Voices In My Head’ came out in April 2022 and is available on all major streaming platforms.

## ABOUT LIBOI

Liboi is a strong proponent for social change, culture, and mental awareness. She creates music that is a blend of traditional music with elements of popular African genres. Through her music, Liboi has been able to embrace diverse themes from hope, mental health, life, love, patriotism, tribalism, peace, immigration and social ills.

She has performed at many events including Action for Transparency, Unplug Fest: A wellness and revitalization festival, Usawa Festival, and Gaining Grip Experience among others. She has also been in Artist Residencies like Look Me In The I: Co-creation, installation and performance show in Nairobi, Kenya and The third Paradise: Co-creation, installation and performance show in Rome, Italy.

Liboi has also made musical tours in Norway and Spain. She has recently featured in ‘From The Margins Album’- an album by Dorphan, a Kenyan poet and ‘Art Continues Album’- an album by Pawa254.

Facebook: Liboi

Twitter: Sharon\_Liboi

Instagram: \_liboi\_

Music Streaming Platforms: Liboi

Email: [ongayosharon@gmail.com](mailto:ongayosharon@gmail.com)

Cell: +254 715 993 316

EMAIL: [ongayosharon@gmail.com](mailto:ongayosharon@gmail.com)

MOBILE: +254 715 993 316

ADDRESS: 55950-00200 Nairobi, Kenya.

# Teardrops



## Bio – Teardrops

Joshua Awilly, better known as Poet Teardrops is a Kenyan Spoken word artist, a songwriter, event organiser and eco interior designer.

He has been writing and performing spoken words for more than ten years. His writing style is not only unique but is believed to be revolutionary – he writes in Sheng, which does not only connect languages but people. Over the years he has been rewarded a number of awards such as kwani open mic, slamAfrica and Pearls of Africa. He also looks back at numerous performances in Kenya and beyond – Churchill show, KAN Festival in Tanzania, AU Forum, UN Forum and the 10th anniversary of the CCIO, he also performed for and at the Swedish Embassy and others, to name only a few. Furthermore, his poetry has been exhibited at alliance francais and he was invited and attended the African Summit in Moutpellier France in October 2021.

Apart from writing and performing he has been involved in the implementation of several projects and campaigns such as #FormNiGani and #Masterclasswithteardrops project which was funded as an award during the 2020 Artivism Challenge by ForumCiv.

To say it in his words “Hi life ni drama, Kiswahili na English ni grammar but Sheng ndio lugha ya mama.”





## Wamathai

James Wamathai is a leader in the creative industry specializing in digital content creation, digital publishing, digital skills, and digital rights. He is an experienced digital content creator with over 10 years of experience in the digital media space in Kenya, both as a practitioner and a trainer. Additionally, he hosts The Wamathai Podcast and is the founder of the digital news platform hapakenya.com. He is the founder of the literary website wamathai.com and the founder of Wamathai Spoken Word, a spoken word event. He has been involved in various efforts to grow the creative industry through imparting digital skills knowledge to creatives and giving upcoming creatives a platform to showcase their work.

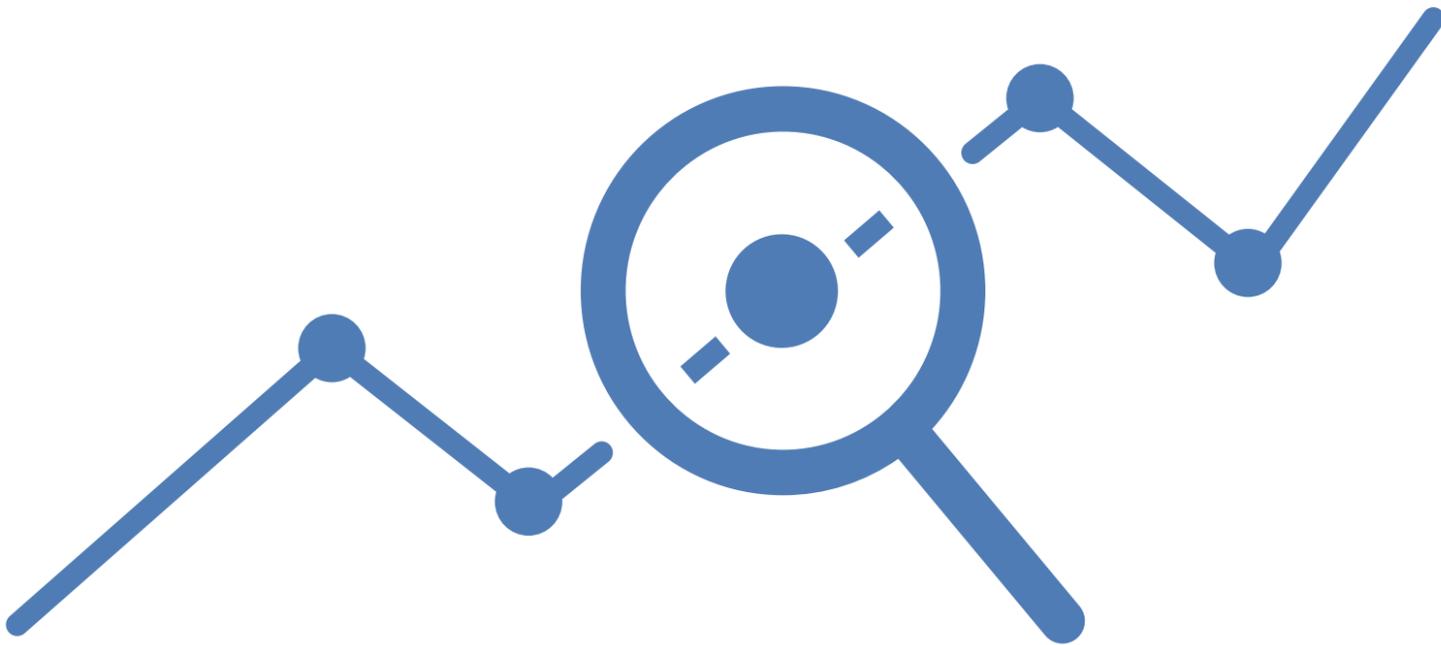
Wamathai is also the co-founder and current director of the Bloggers Association of Kenya (BAKE) awards, a platform that rewards and recognizes the best content creators in Kenya. The awards were founded in 2012. As the head of Partnerships, he has been able to raise over \$500,000 to fund the activities of the organization. Through his work, the organization has increased the number of content creators in Kenya to over 20,000.

As a digital rights advocate, Wamathai has spearheaded efforts to protect human rights online. He founded iFreedoms Kenya, which is a platform that is involved in educating, archiving, and protecting of human rights in Kenya. Some of the activities he has been involved in include; litigation of the Computer Misuse and Cybercrime Act and has been involved in efforts to train lawyers and content creators on the intersection between the internet and human rights.

Wamathai has also been involved in the promotion of digital skills in Kenya through training and involvement in policy. He has expanded his work in digital skills through involvement in training workshops in Africa in countries such as Cameroon, Uganda, Zambia, Ethiopia and Tanzania.

In 2020, he won the Artivism Challenge Award and received a grant from ForumCiv to highlight exploitation in the creative industry in Kenya. He has worked in media development, specifically to promote the recognition of digital media as an important source of news for the public. Due to his work, he was chosen to take part in a media development program by SIDA, which seeks to improve self-regulatory and regulatory frameworks for media in Africa.

# Artivism Fellowship Week 1 Evaluation



Please share with us a short description of something new that you learnt over the past week. Answer the question, "What do I know now that I didn't know about this topic?"

I learnt about being specific and precise on what I want.

Sometimes we know what we want but don't communicate it well enough because we're not precise with our words.

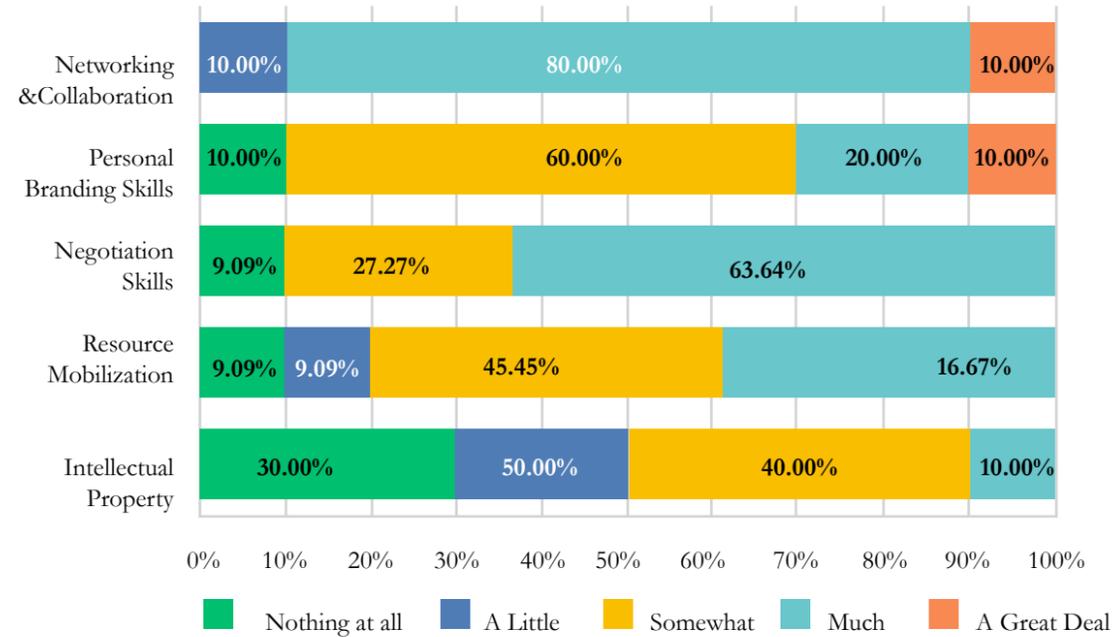
I have to be very intentional with my networking and collaboration. Whoever I choose to collaborate with should align with my vision.

Network and negotiation ndio moja kati ya topic ambayo nimejifunza mapya maana umuhimu wake ni kwamba kushirikiana na kukubaliana ilikua shida upande wangu ila kati ya mbinu naujasiri nilio utumia nimeona mazao yake na hopefully hii ndio njia sawa nitakayo isisitiza kutumia popote.

A key lesson learned was the importance of action in collaborations as one cannot engage another with just an idea.

## Has your level of proficiency (ustadi) increased in the following areas

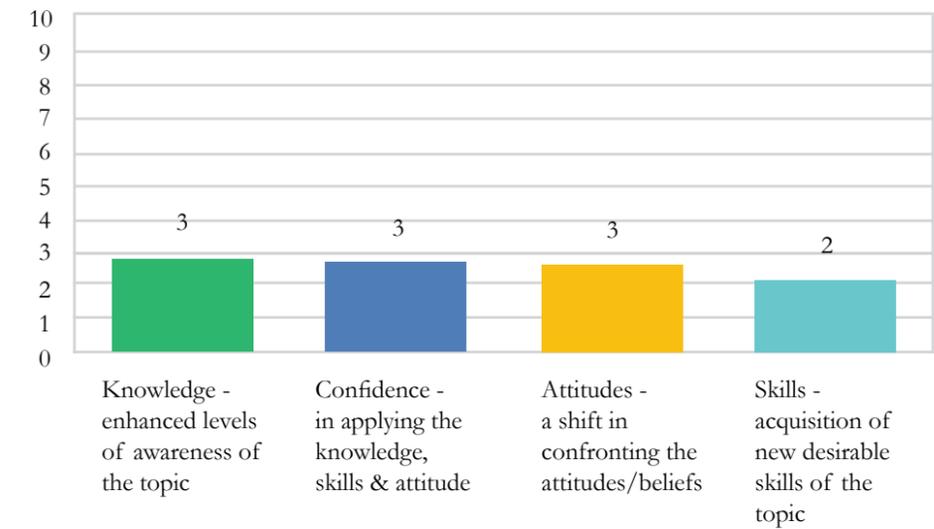
Answered: 11 Skipped: 0



	Never (Hata Kidogo)	Little (Kidogo Tu)	Somewhat (Kiasi)	Much (Sana)	A Great Deal (Zaidi ya sana)	TOTAL	Weighted Average
Networking & Collaboration Skills	0.00% 0	10.00% 1	00.00% 0	80.00% 8	10.00% 1	10	3.10
Personal Branding Skills	10.00% 1	0.00% 0	60.00% 6	20.00% 2	10.00% 1	10	3.0
Negotiation Skills	9.09% 1	0.00% 0	27.27% 3	63.64% 7	00.00% 0	11	2.91
Resource Mobilization Skills	9.09% 1	9.09% 1	45.45% 5	36.36% 4	00.00% 0	11	2.91
Intellectual Property Mngmt.	30.00% 3	20.00% 2	40.00% 4	10.00% 1	00.00% 0	10	2.70

## At a personal level, what did you gain most from the last week? rank them in order of importance.

Answered: 11 Skipped: 0



	1	2	3	4	TOTAL	SCORE
Knowledge - enhanced levels of awareness of the topic	27.27% 3	36.36% 4	18.18% 2	18.18% 2	11	2.73
Confidence - in applying the knowledge, skills & attitude	20.00% 2	50.00% 5	10.00% 1	20.00% 2	10	2.70
Attitudes - a shift in confronting the attitudes/beliefs	36.36% 4	9.09% 1	36.36% 4	18.18% 2	11	2.64
Skills - acquisition of new desirable skills of the topic	20.00% 2	10.00% 2	30.00% 2	40.00% 4	10	2.10



DO-NO-HARM

**HAKI**

UTU  
UBUNIFU  
UAMINIFU  
UZALENDU

POWER TO CHANGE

**ARTIVISM**

POETRY

CAPACITY DEVELOPMENT

**DEMOCRACY**

VOICES IN SPACES

**HUMAN RIGHTS**

Rights-based Approach **NON-DISCRIMINATION**

COLLABORATION

youth  
**Empowerment**

MAISHA  
BORA  
EMPOWERING  
WOMEN

**Gender Equality**

UTENDETI  
RAIA  
SHERIA

**MOBILIZATION**

POVERTY  
ERADICATION  
ECONOMIC  
GROWTH

**CLIMATE**

SUSTAINABLE DEVELOPMENT

a  
Just  
and  
sustainable  
**world**  
**CHANGERS HUB**  
INCLUSIVE GROWTH

**ADVOCACY**

SEE  
DO  
ACT

DECENT WORK

**LITERACY**

**CHANGE**

FORE VISION  
SIGHT

COOPERATION  
GROWTH  
AIM

**Leadership**