

WAAW FOUNDATION

Working to Advance STEM Education for African Girls

2014 ANNUAL REPORT

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A journey of a thousand miles begins with a first step!

And if that step is in the right direction, and if pursued with consistency and diligence, then only success can be the end result!

INTRODUCTION

On January 5th 2007, WAAW foundation was founded in response to a burning desire to see more women of African descent healthy, educated and inspired to participate in community building, by enabling mechanisms for sustainable self-help.

The Articles of Incorporation of WAAW foundation was incorporated under the laws of the state of Texas, U.S.A., on the 5th of January 2007. The Articles were filed in the office of the Secretary Of State as provided by the general Not for Profit Corporation Act of Texas. Less than eleven months later, on December 1st, the Internal Revenue Service (IRS) determined WAAW Foundation to be a non-profit organization exempt from federal income tax under section 501(c)(3) of the internal revenue code. WAAW foundation is classified as a public charity organization. The [Articles of Incorporation](#), [ByLaws](#) and [Conflict of Interest Policy](#) can be accessed on our website at <http://www.waawfoundation.org/publications.htm>

OUR VISION

- ✦ To train and engage women leaders who contribute to technology and economic growth in Africa.
- ✦ To become the premier international partner of choice within a global movement dedicated to ending poverty in Africa through female education.
- ✦ To be globally recognized for our unshakable commitment to the empowerment of African women.
- ✦ To contribute towards poverty eradication in African through Science and Technology research and innovation

OUR MISSION

WAAW Foundation's mission is to increase the pipeline of African girls in Science, Technology, Engineering and Math (STEM) and Computer Science (CS) related fields, and work to ensure that this female talent is engaged in innovation for the African continent.

OUR CORE VALUES

Commitment to female education and technology innovation are two of the key drivers for economic development in Africa.

Enthusiasm in African innovation and Research.

Excellence in paying tribute to the spirit of creativity, hard work and dedication of African girls.

Empowering African girls through exposure to World class learning experiences.

WHAT MAKES WAAW UNIQUE

- ❖ WAAW Foundation focuses on the entire pipeline of African girls starting from Secondary school girls and providing support through college up to professional women.
- ❖ We follow the lives of the girls we touch to measure our impact.
- ❖ We employ locally available technology, materials, e-learning and other cutting edge tools within the African environment in innovative ways to deliver affordable and sustainable learning that can enhance the lives of African women and girls.
- ❖ We encourage African women and girls to pursue advanced careers in science, technology; engineering and math (STEM) related fields.

PRESIDENT'S REMARK

A NEW CHAPTER



Dear WAAW Foundation Friends,

2014 has been another year of remarkable strides and progress for WAAW foundation! This year, we placed several pillars on our foundation in preparation for the great work ahead. I am extremely proud of what we accomplished together and would like to say thank you to all our partners, friends and supporters who have helped us reach several major milestones this year. I am humbled by our accomplishments, especially when I look back at our very small beginnings in 2007. It is indeed a strong testament to the validity of our underlying belief that *“The journey of a thousand miles begins with a single step”*.

As we close out this great year of 2014, let us take a moment to contemplate some of the milestones we have achieved together and take time to celebrate our successes:

1. Successful Google Rise Partnership award in partnership with the ELiTE Organization;
2. Successfully launching of two sub-regional STEM College fellows and mentors training and summit (East Africa Region held in Nairobi, Kenya and West Africa Region held in Cape Coast, Ghana);
3. Expanding our mentoring and training curriculum to include Computer Science training and equipping each cell with Raspberry Pi and Arduino kits, in partnership with ELiTE.
4. Successful launch of 7 more STEM mentoring cells in Universities Across Africa, bringing our total number of STEM cells to 13 operational cells across 8 African countries, involving over 80 college volunteers reaching over 3000 youths;
5. Successfully hosting the 2014 STEM camp in Lagos Nigeria, impacting 32 secondary girls;
6. Successfully awarding 5 scholarships selected from over 1000 applications representing 32 African countries;
7. Exceeding 4000 active and engaged followers on our Facebook social media platform;
8. Continuing to grow and maintain and active online Google plus community for our college fellows and scholars.

In addition, WAAW took major strides to build community; strengthen relationships and forge partnerships in order to promote our shared vision of eradicating poverty in Africa and empowering African girls.

In 2014, we undeniably emerged a healthier and stronger organization – strategically, structurally and financially. Because of this, I believe WAAW foundation is positioned to better serve our target girls in Africa and to scale up our impact in 2015.

While we celebrate our achievements in 2014, we cannot afford to rest on our laurels – particularly considering the major challenges that face Africa in 2014 including **Ebola**. With the 2015 year in view, I am very confident that WAAW Foundation is well poised to reach higher for the stars and achieve even greater heights towards our vision of eradicating poverty in Africa by engaging more girls in Technology Innovation to solve the relevant problems in our communities using our locally available resources. We will achieve these objective by aiming to:- reach many more girls, increase our impact, and employ our resources more efficiently.

WAAW Foundation is aware that the work that lies ahead of us is formidable, but we still do dare to dream and work hard towards reaching those dreams – We entertain no other alternative or options, because in pursuing our vision, we also give girls in Africa the permission and the courage to reach for their own dreams. In 2015, we will remain resolute, focused on our target, and committed to our goals. We also continue to look out for strategic partnerships with individuals and organizations that resonate with our vision, in order that together, we can achieve greater amplitude.

We have many exciting projects lined up in 2015 and I am excited that we can continue to count on the unflinching support and commitment of our funders, partners and supporters. Together, I have absolutely no doubt that there is nothing we set our minds to that we cannot achieve. We march forward into the New Year full of expectations, strength and excitement, knowing that what lies within and ahead of us is greater than what lies behind us!

WAAW Family... The Best Is Yet To Come!!!

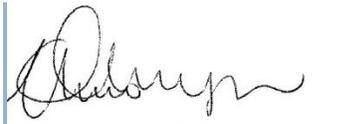
I would like to personally express my heartfelt appreciation to all our funders and grantors in 2014. Thank you for giving us the opportunity to do this great work! Thank you to our wonderful Advisory, Governance and Executive Boards who volunteer countless hours and personal resources to make it happen. I cannot say enough how grateful and humbled I am by your commitment and service. Thank you to our staff, volunteer facilitators, tutors, fellows, scholars & campers – You all have contributed in significant ways to making 2014. Thank you for making a huge difference in the lives of many young African girls. Your gift will keep giving and giving!

At WAAW Foundation we will continue to strive for excellence and push hard to ensure every African girl is exposed to the potential of getting involved in Technology Innovation to benefit Africa. We strongly believe that we Africans are the ones to impact Africa and move our dear continent forward – we cannot wait around for someone to come to the rescue - and at WAAW we are facing this challenge and overcoming, one girl at a time. **We are the change we are waiting for, and together, we can make a difference! Our time is now!!**

I could not be more proud of the work we are doing at WAAW Foundation. I salute the spirit of courage, hardwork and strength of every African girl.

In 2015, may the road rise up to meet WAAW Foundation and may each of you experience the strength of deep convictions, the exhilaration of walking your unique life's journey and the encompassing freedom of love this year!

Onward ever!



Unoma Okorafor, Ph.D.

President & Chief Executive Officer

WAAW Foundation - Working to Advance STEM Education for African Women.

2014 PROGRAMS

At WAAW Foundation we strive to educate more African women in various ways, to sustain and expose them to STEM and Computer science fields. The programs we focused on in 2014 are:

- ✓ **College Scholarship Initiative**
- ✓ **Science, Technology, Engineering & Math Camp for African girls.**
- ✓ **College-to-Secondary STEM outreach programs and**
- ✓ **STEM College Outreach Fellows Training**

COLLEGE SCHOLARSHIP INITIATIVE

The WAAW scholarship program was six years old in 2014, offering \$500/year for need-based female African students admitted to a University, College or institute of higher learning in Africa studying Science, Technology, Engineering and Math (STEM). WAAW Scholarship program was launched in 2012 with the aim of supporting African college students in achieving their career aspirations in the STEM sectors both internationally and locally. Till date, WAAW has given scholarships to 13 young African women.

Year	Number of awards	Countries represented
2012	4	Nigeria, Kenya, Cameroon and Uganda
2013	4	Nigeria, Malawi, Kenya (Juja & Nairobi)
2014	5	Uganda, Cameroon, Nigeria, Kenya (Juja & Nairobi)

Objective of the WAAW Scholarship program is to provide funds as financial support to enable female students' access to higher STEM education and motivate continuous participation in Science, Technology, Engineering and Math careers.

The eligibility criteria for this scholarship include the following:

- ✚ Female students of African origin, who have gained admission to an institution of higher learning in Africa.
- ✚ Individuals who are able to demonstrate financial need.
- ✚ Students who can demonstrate an excellent academic record.

WAAW foundation also made provision for special consideration to be given to girls who are orphans or children of one parent and students in the first or second year of study.

Our Scholarship program provides a platform to recruit STEM Cell lead college girls. A rigorous selection process ensures that only highly motivated girls with a desire to give back to their

communities, and want to or are already engaged in secondary school mentoring programs are selected as lead fellows. Commitment to community outreach and becoming a lead fellow is one of the requirements to receiving the scholarship.

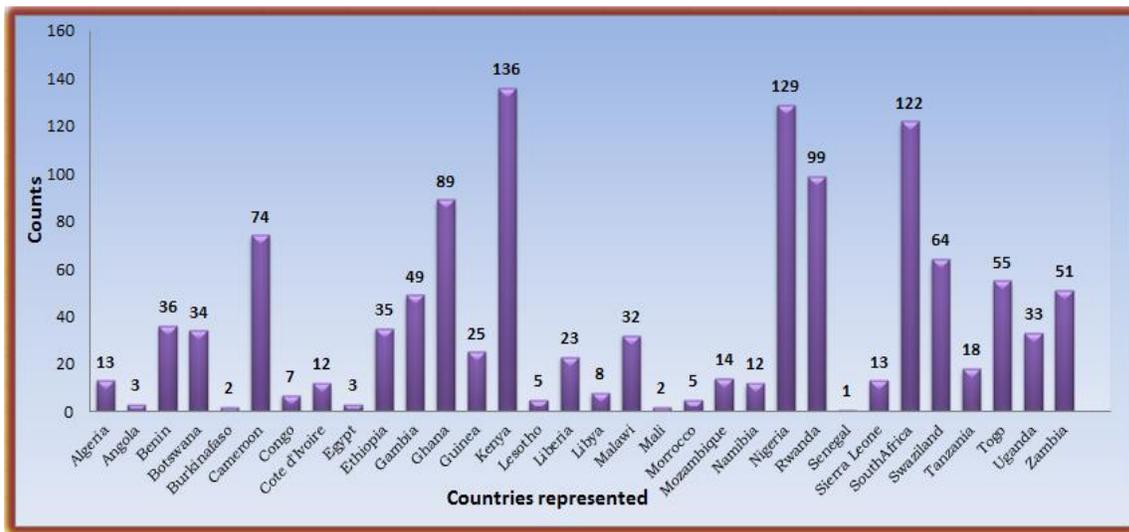
Providing Scholarship furthers WAAW’s mission of increasing the pipeline of African women in Science, Technology, Engineering and Math (STEM) related disciplines, and work to ensure that this talent is engaged in technology innovation to benefit Africa.

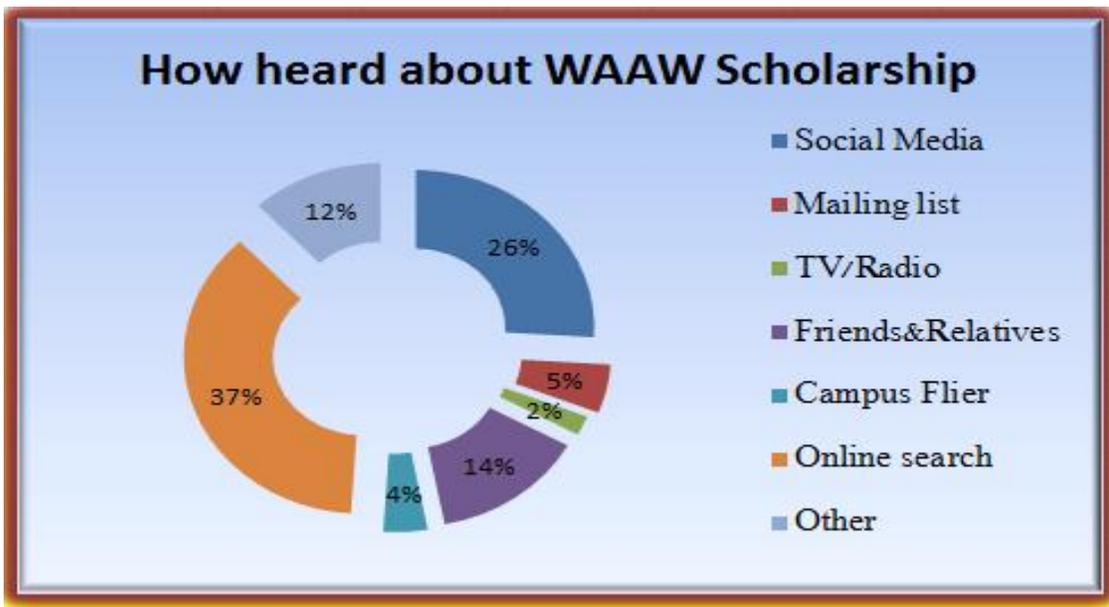
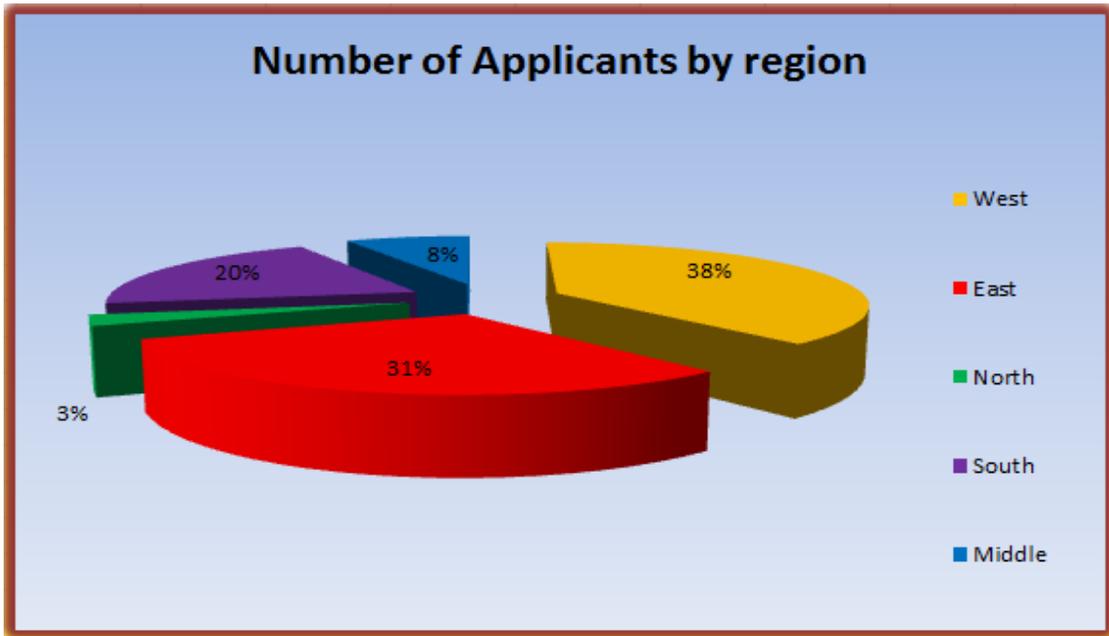
We received and reviewed 1,204 applications in 2013/2014 with majority of the African countries represented as 31% from East Africa, 38% from West Africa, 20% from Southern Africa, 3% from Northern Africa and 8% from middle Africa. Interestingly, majority of applications were from Kenya (23%), Nigeria (18 %) and then South Africa (16%).

In 2014, five girls were awarded scholarship bringing the total of scholarship recipients since inception to thirteen. The 2013/2014 scholarship recipients are:

- ✚ Iyasele Christianah from Nigeria
- ✚ Damaris Waema from Kenya
- ✚ Lilian Kamara from Uganda
- ✚ Mih Odette from Cameroon
- ✚ Monica Wanjiru from Kenya

We believe that WAAW foundation’s efforts in empowering African women through education will have far reaching and rewarding impacts. Our objective in 2015 will be to ensure that our campaign targets none represented countries by creating more awareness.



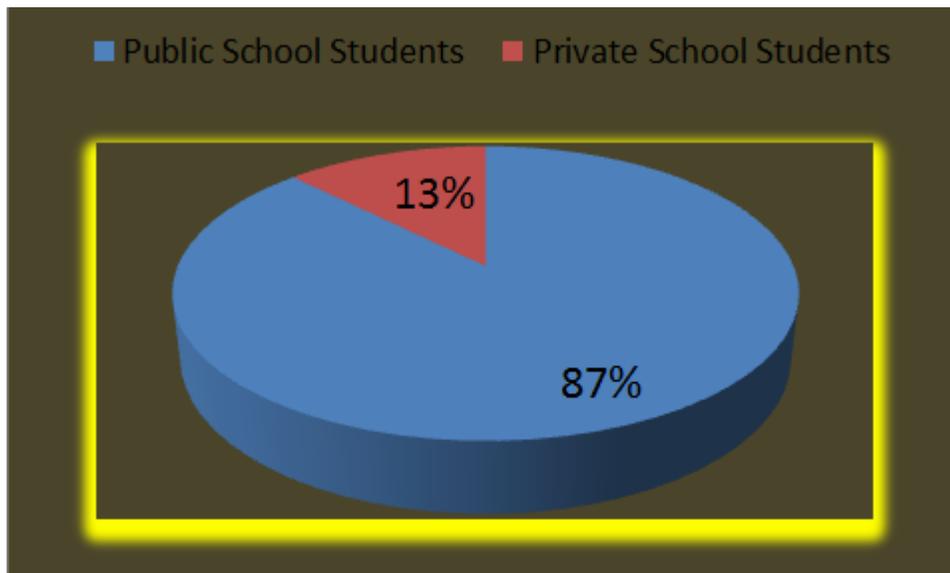


❖ **We currently seek funds totaling \$5000 to support a total of ten scholarships we anticipate awarding in February, 2015. In this regard, we seek your donations and support.**

STEM CAMP PROGRAM

We organized our second one-week Science, Technology, Engineering and Math (STEM) camp in Lagos, Nigeria in 2014 Summer for Nigerian girls. The 6-day residential camp was successfully hosted at Global International College , Lekki-Lagos, Nigeria from July 27th through August 2nd, 2014. The event gathered 32 secondary school students aged 13-17 from the South-West and South-South regions of Nigeria, 1 STEM teacher of Federal Government Girls College, Ijaniki, Lagos and 6 College STEM fellows who perform STEM outreach and mentoring programs in Public Schools in Nigeria.

The theme of the 2014 STEM camp was “**Computing, Robotics and Renewable Energy camp for Africa.**” The camp was held in partnership with the Science & Technology Agency, Lagos, The Engineering Leaders In Technology Education and St. Kate's University in St. Paul, Minnesota USA. The camp targeted under-represented secondary girls from Senior Secondary I to II, 87% of the participants were public school students from poor socio-economic backgrounds who otherwise would not have the opportunity to participate in a high quality camp to promote STEM.



At the camp, 32 Nigerian girls had a chance to explore STEM concepts while being introduced to technologies that use locally available resources to solve significant problems in their local communities. The girls participated in an exciting and technically challenging week-long immersion in science, technology and engineering at an age they are impressionable, and making critical decisions about their future careers. The camp used hands on activities, lectures, tutorials, experiments and games, led and presented by female role model, as an avenue to engage girls and develop their interest in STEM and CS fields and careers.



Students explored the basics of Computer Programming using the platforms Blockly, SCATCH, and Arduino. In these classes, students had to start thinking like computer programmers. They were asked to think about communication in a new way in order to complete tasks in their classes. Students also explored how programming is a part of their daily lives, and researched how real programmers can create programs to solve problems in the real world.

The other main focus of camp was on renewable energy technologies. Students began with basic discussions of what energy is and the different forms it takes on in our world. In groups, they built hand-crank generators to demonstrate how kinetic energy can be transformed into usable electric potential energy. They then built wind turbines, using only simple materials, and things that in many cases would be considered trash. They went on to use a more advanced wind kit which allowed them to test different wind turbine blades for their respective abilities to generate power. In solar energy classes, students used models to discover how light energy from the sun is converted to electricity using a photo voltaic cell. They then experimented with a set of panels to see what effect sun angle, light obstacles, and various wiring configurations had on the ability of the panels to produce electricity. The subject rounded out with a class on climate change, and the environmental reasons to switch to renewable energy sources. Students learned about the effects carbon dioxide is having on our atmosphere, and the serious implications that global warming will have on our world. Specifically, students looked at predictions for the city of Lagos and Nigeria as a whole including sea level rise, flooding, and intense weather shifts.

There were also sessions for drama, dancing, outdoor sport and team building games which allowed the girls to bond with other girls from different schools so as to increase their ability in working together and help each other. Also, they went on excursions to the “Nike Art Gallery” and “Lekki Conservation Reserve” in Lagos, Nigeria.

The camp used hands on activities, lectures, tutorials, experiments and games, led and presented by female role models, as an avenue to engage girls and develop their interest in STEM fields and careers. US based facilitators, *Frances Van Sloun* and *Stanley Hayford* (representing Chelsey Roebuck, ELiTE-Education) led many of the sessions. Other Science teachers and technology facilitators were sourced locally. There were 3 camp counselors who were University Girls in STEM courses, a camp program manager and a camp director.

The Pre and Post camp survey were distributed to 32 girls from 9 different schools to assess the impact of the camp. All survey participants provided their Full name, School and age.

Below are some insights summarized from the surveys:

1. The survey asked participants about the continuity of their Education and their Ambition. From the pre-camp survey, 27 out of 32 girls planned going to college to Study STEM/CS related discipline, 5 were not sure. After the camp program, these 5 girls changed their minds about their future career and decided to pursue engineering career. 100% of the girls showed positive attitude towards STEM and CS fields and careers.
2. The survey asked participants about the level of Education that their parent completed. B.Sc was the most common level of Education cited (46%) and the least common level of education was Primary (with 6%). From the survey, we could ascertain that the girls' parents were all educated.
3. The girls had never had computer programming. The post-survey indicated that 100% of the respondents acquired their first Computer programming knowledge and skills at camp. They developed the confidence to design interactive projects that connect to their physical world such as animations, games etc.
4. 20 out of 32 girls received their very first and only career counseling at camp. Participants reported increased knowledge of STEM and CS careers.
5. Results from survey responses demonstrated that all camp participants gained Engineering knowledge and interest. They also reported increased comfort in some areas of STEM and CS hands-on learning.
6. Over 84% of campers indicated they would attend camp again with 95% indicating the camp has exposed them to new technologies and STEM learning and 90% saying they would recommend the camp to others.

Informal survey and feedback from instructors also indicated a positive level of student engagement in all aspects of the STEM Camp curriculum.

Lasting benefits of the STEM camp project

The project had four major strengths that we see as lasting benefits.

- a.) Girls had the opportunity to form connections. They were introduced to, and helped to create, a fun, invested community of students, counselors, teachers, and facilitators that will stay connected and be available to them in the future.
- b.) Students discovered a new way to learn, through hands on, design process based learning. Students were challenged to look for multiple solutions to problems and were steered away from the idea that there is just one answer to a question. They were encouraged to try ideas, even if they might fail, and were shown how to move forward from setbacks and plans that do not work out.



c.) At camp, the girls were energized about how the technologies and ideas that they were exploring could be used to help Africa. They developed a passion for the idea that solutions for African problems can be found in African people and resources.

d.) Most importantly, the girls developed the self-confidence and strength needed to pursue their own academic and career goals. They emerged from camp with the kind of courage needed to explore new ideas and innovations.

Problems encountered during the course of this project.

The majority of the problems that we faced were logistical.

Power (electricity): Many activities required electricity, which was not always available due to the frequent power outages in Nigeria for instance, it was impossible to administer online based surveys for the campers. We found a way around this using paper and show of hands survey.

Camp Venue: The schools facilities were a definite limitation. Small or obstructed view spaces made it difficult to hold classes with all the students together, as well as made the final graduation ceremony difficult to facilitate. Outdoor space was almost non-existent, and it was difficult to do certain class activities. It was also hard for counselors to lead games and other outdoor extra-curricular activities given the limited space outside.

Lack of Support from school staff: As a result of the 4 days public holiday in Nigeria, the school staffs, such as the STEM and computer science teachers to assist our camp training facilitators, physical education/sport teacher to lead campers in outdoor activities and games, and cleaners to ensure that training classes, dormitory, cafeteria were kept clean were not available during the camp program. It was not always clear who was our primary school contact and who we should go to when we encountered problems with facilities, materials, etc.

Weather was another issue that we faced during the camp program. There were frequent rains leading to less outdoor activities/games and variable solar energy classes.

None of the problems that we experienced had a major effect on the quality of the experience that the students encountered. All things considered, the problems that we faced were manageable and minor.

COLLEGE TO SECONDARY STEM OUTREACH PROGRAM



A “STEM outreach cell” is a college female student-led initiative which consists of a 9 to 15 college students in areas of Science and Technology (at least 70% female), who go out to neighboring secondary schools in their communities to tutor STEM topics and act as role models and mentors and attract more secondary girls in STEM careers and disciplines. WAAW recruits the STEM cell leader who may or may not be WAAW Scholarship recipients. Cell leaders are then tasked to recruit other STEM fellows and organize outreach and mentoring programs to 3-5 neighboring Secondary schools in their communities to promote STEM education and learning amongst secondary students. Outreaches are performed 1 to 2 times a month for a minimum of 2.5 hours, duration of the academic year. Cells are required to submit a monthly report of their cell activities, with photos.

WAAW Foundation provides training, mentoring and science kits and equipment to help facilitate the cells activities. WAAW has partnered with ELITE Engineering (<http://elite-education.org/>) a non-profit based in Columbia University New York to provide each cell with a STEM-IN-A-BAG kit, which is a pop up computer lab consisting of about 10 raspberry pi based computers which can get set up as a computer lab in remote areas in a matter of minutes. This kit is used in teaching Computer Science and Programming in public schools.

A “STEM outreach cell” is a college female student-led initiative which consists of a 9 to 15 college students in areas of Science and Technology (at least 70% female), who go out to neighboring secondary schools in their communities to tutor STEM topics and act as role models and mentors and attract more secondary girls in STEM careers and disciplines. WAAW recruits the STEM cell leader who may or may not be WAAW Scholarship recipients. Cell leaders are then tasked to recruit other STEM fellows and organize outreach and mentoring programs to 3-5 neighboring Secondary schools in their communities to promote STEM education and learning amongst secondary students. Outreaches are performed 1 to 2 times a month for a minimum of 2.5 hours, duration of the academic year. Cells are required to submit a monthly report of their cell activities, with photos.

Till date WAAW Foundation has launched 13 STEM Cells in 8 countries, including Nigeria (3), Kenya (2), Ghana (1), South Africa (2), Malawi (1), Uganda (1), Cameroon (2) and Togo (1).

1. **NIGERIA:** Federal University of Science & Technology, Minna (FUT-ME cell), University of port-harcourt and Delta state university.
2. **KENYA:** Jomo kenyatta University and University of Nairobi
3. **MALAWI:** Catholic University of Malawi
4. **UGANDA:** Makerere University of Science and Technology
5. **SOUTH AFRICA:** University of Kwazulu-Natal, Durban and University of Pretoria
6. **GHANA:** Kwame Nkrumah University of Science and Technology, Kumasi (Creativity cell)
7. **TOGO:** University of Lome
8. **CAMEROON:** University of Bueu and National Advanced school of Engineering

Seven of the STEM cells are led by college African female students who received the 2013 and 2014 WAAW Foundation. The other cells are led by college African female Students who are not WAAW scholarship recipients.



Below is a summary of the activities of the STEM Cell program from January – December, 2014

Month (date)	Cell (cell leader)	Outing Activity/school	No. Fellows Involved	No. of Girls Impacted
JANUARY				
1/24/14	KNUST (Baaba Forster-Forson)	1 Secondary School	2	99
1/24/14	KNUST (Jennifer Appiah Kubi)	1 Secondary School	1	80
1/27/14	KNUST (Helen Amarin)	1 Secondary School	2	63
1/29/14	KNUST (Dzidedi Akude)	1 Secondary School	2	35
1/31/14	KNUST (Dokosi Fafa)	1 Secondary School	1	34
FEBRUARY				
2/7/14	KNUST (Dokosi Fafa)	1 Secondary School	1	24

2/21/14	KNUST (Dokosi Fafa)	1 Secondary School	1	n/a
2/21/14	KNUST (Dzidedi Akude)	1 Secondary School	2	46
2/25/14	FUTME (Mercy Aboh)	1 Secondary School	6	265
2/28/14	KNUST (Baaba Forster-Forson)	1 Secondary School	2	99
MARCH				
3/2/14	NAIROBI (Winnie Mogusu)	1 Secondary School	5	67
3/10/14	KNUST (Helen Amarin)	1 Secondary School	2	53
3/14/14	MALAWI (Kondana Kamsesa)	1 Secondary School	3	20
3/15/14	MALAWI (Kondana Kamsesa)	1 Secondary School	3	23
3/21/14	KNUST (Jennifer Appiah Kubi)	1 Secondary School	2	45
3/24/14	KNUST (Helen Amarin)	1 Secondary School	2	49
3/26/14	UNIPOINT (Chinenye Ezeakor)	1 Secondary School	3	50
APRIL				
4/4/14	FUTME (Mercy Aboh)	1 Secondary School	6	200
MAY				
5/9/14	MALAWI (Kondana Kamsesa)	1 Secondary School	3	16
5/10/14	STEMERS (Pholisiwe Mbona)	2 secondary Schools	6	45
5/17/14	STEMERS (Pholisiwe Mbona)	2 secondary Schools	3	31
5/17/14	MALAWI (Kondana Kamsesa)	1 Secondary School	3	n/a
JUNE				
6/7/14	STEMERS (Pholisiwe Mbona)	2 secondary Schools	5	24
6/14/14	STEMERS (Pholisiwe Mbona)	2 secondary Schools	4	28
6/27/14	UNIPOINT (Chinenye Ezeakor)	1 Secondary School	3	50
6/29/14	NAIROBI (Winnie Mogusu)	1 secondary School	4	174
JULY				
7/16/14	NAIROBI (Winnie Mogusu)	1 secondary School	5	60
AUGUST				
8/16/2014	SOUTH AFRICA 1 (Pholisiwe Mbona)	1 secondary school	3	18
8/30/2014	SOUTH AFRICA 1 (Pholisiwe Mbona)	1 secondary school	3	8
SEPTEMBER				
9/12/2014	UGANDA (Lilian Kamara)	1 secondary school	6	20
9/13/2014	SOUTH AFRICA 1 (Pholisiwe Mbona)	1 secondary school	4	10
9/25/2014	CAMEROON (Daisy nkwetiyim)	1 secondary school	3	22
9/26/2014	NAIROBI CELL (Winnie Mogusu)	1 secondary school	4	30
9/27/2014	SOUTH AFRICA 2 (Hannah Simba)	1 secondary school	5	35
OCTOBER				
10/23/2014	IMPACT CELL (Christiana Iyasele)	1 secondary school	7	77
10/22/2014	CAMEROON 2 CELL (Mih Odette)	1 secondary school	4	18
10/15/2014	CAMEROON 1 CELL (Daisy Nkwetiyim)	1 secondary school	6	39

10/17/2014	CAMEROON 1 CELL (Daisy Nkwetiyim)	1 secondary school	5	5
10/22/2014	CAMEROON 1 CELL (Daisy Nkwetiyim)	1 secondary school	4	12
10/24/2014	UNIPORT CELL (Chinenye Ezeakor)	1 secondary school	3	50
10/20/2014	NAIROBI 1 CELL (Winnie Mogusu)	1 secondary school	3	27
10/11/2014	MALAWI CELL (Kondana Kamsesa)	2 secondary schools	4	75
10/25/2014	SOUTH AFRICA 2 (Hannah Simba)	1 secondary school	5	30
10/18/2014	SOUTH AFRICA 1 (Pholisiwe Mbona)	2 secondary schools	4	38
10/25/2014	SOUTH AFRICA 1 (Pholisiwe Mbona)	2 secondary schools	5	32
NOVEMBER				
11/08/2014	SOUTH AFRICA 2 (Hannah Simba)	1 secondary school	6	30
11/14/2014	TOGO CELL (Denise Silawandi)	1 secondary school	3	27
11/14/2014	IMPACT CELL (Christiana Iyasele)	1 secondary school	5	103
11/26/2014	CAMEROON 2 CELL (Mih Odette)	1 secondary school	4	12
11/19/2014	CAMEROON 1 CELL (Daisy Nkwetiyim)	2 secondary schools	4	26
11/11/2014	UNIPORT CELL (Chinenye Ezeakor)	1 secondary school	3	20
11/21/2014	UNIPORT CELL (Chinenye Ezeakor)	1 secondary school	2	10
11/22/2014	MALAWI CELL (Kondana Kamsesa)	2 secondary school	4	66
11/26/2014	FUTME CELL (Mercy Aboh)	1 Secondary school	4	38
DECEMBER				
12/3/2014	CAMEROON 1 CELL (Daisy Nkwetiyim)	1 Secondary school	2	9
12/20/2014	CAMEROON 2 CELL (Odette Mih)	1 Secondary school	4	15

Fellows were paid stipend + transportation + stationery + feeding allowance each time they participate in a cell outreach. The cell leader is responsible for recruiting and disbursing the funds. The amount disbursed varies depending on country, number of fellows and how the program is structured.

In 2014:

- ✓ WAAW STEM Cell fellows conducted 71 outreach visits to the following schools:

Nigeria cells

- Maryam Babaginda secondary school
- Christ Ambassador school
- Federal Government Girls college, Abuloma
- Olobo Premier College
- Emiye girls grammar school
- ICE secondary school

Kenya Cells

- Uthiru girls secondary school
- Nembu girls school
- Oloseos girls secondary school

South Africa cells

- John Dube high school
- Nhlakanipo high school
- Tsako Thabo high school
- Mamelodi girls high school

Malawi cell

- Nguludi secondary school
- Mulanje secondary school
- Providence catholic secondary school

Uganda cell

- Makerere high secondary school

Cameroon cells

- Summerset Bilingual secondary school
- St. Theresa International Biligual school
- Bilingual grammar school
- Oxford comprehensive high school

Togo cell

- Azoe Zongo official secondary school

- ✓ impacted 2,582 secondary school girls
- ✓ Girls learn STEM and CS better when isolated from boys (we clearly tested and validated this during Ghana fellows training)
- ✓ 90% of the Secondary school girls had their first computer programming learning.
- ✓ Peer networks, role models and mentors significantly inspire girls (in all our trainings and camps girls report that their most memorable session involved interaction with a female role model and hearing her story of success in STEM)
- ✓ Fun Hands on activities helps drive concepts home (Girls learn best when they have fun, or fun is injected into lessons which must include short breaks)

- ✓ STEM and CS lesson plans must be related to everyday problems and challenges faces to have meaning to girls and inspire them to engage (The analogy that women are like spaghetti and men are like waffles also applies in teaching STEM to girls.

The following cells will commence outreach/take off in 2015

COLLEGE	CELL LEADER	STATUS
Nigeria, UNIBEN	Susan Ofeimun	Planning to commence first outreach
Kenya, Jomo Kenyatta university	Damaris Waema	Recruiting fellows and Planning to commence first outreach

Faculty Mentor:

- Mr. Hodabalo Pereki is a Research Assistant, Faculty of Science, and University of Lome.

FELLOWS SUMMIT AND TRAINING PROGRAM

SOUTH AFRICA TRAINING:

We organized a one-week Science, Technology, Engineering and Math (STEM) training for our South African Fellows. The Training was held at the University of Kwazulu-Natal in Westville, Durban, South Africa from January 29th through February 3rd, 2014. Seven university students, all WAAW Foundation Fellows and students at the university, attended throughout the week to gain new material to take to their students in two local public schools.



Fellows were presented with STEM topics and technologies that they themselves had not had an opportunity to use in school. Workshops and lessons focused on using simple, locally available resources, and focused on how topics and technologies are relatable and usable in Africa. Workshops presented include The Physics of Flight, Wind Energy Basics, Advanced Wind Energy Technology, Solar Energy- Photovoltaics, Introduction to Energy, Changing Climates, Paper Structures, Generating Electricity, and Computer Languages.

Each day explored a teaching philosophy or tactic that could be used by the Fellows as they develop their personal teaching style as well as their own lessons. Fellows worked to develop their own lesson plans for an hour each day, incorporating the teaching topics into their own ideas for activities and projects.

EAST & WEST AFRICA REGIONAL FELLOWS SUMMIT AND COMPUTER SCIENCE TRAINING:

We organized our first West and Sub-Saharan East African Regional Summit and Computer training program in Partnership with The Emerging Leaders in Technology and Engineering, ELiTE to provide Computer training, Curriculum and teaching materials for 33 College Students (Fellows) that conduct the WAAW STEM outreach and mentoring program for African Secondary school students within their local communities. These outreach fellows serve as mentors and role models in secondary school, while providing tools to demonstrate computer science and STEM, discuss research and inquiry based learning, and use integrative problem based activities to whet secondary school students appetite for STEM and CS innovation.

The 2014 East and West Africa Regional Summit and training created opportunities for the College fellows to develop an avocation of contributing to K-12 STEM and CS Education, provided them with the exposure and tools to become future and role models.



WAAW Foundation Fellows at the 2014 East and West Africa Regional Summit in Kenya and Ghana

Brief overview of the 2014 Fellows Summit and Computer training

	East Africa Fellows Summit	West Africa Fellows Summit
Training Dates	July 23-28	August 4 – 10
Location	Brookhouse school, Nairobi, Kenya	Cape Coast University practice, Cape coast, Ghana
Number of Fellows	16	17
Countries represented	Kenya, Malawi, Uganda and South Africa	Nigeria, Ghana, Togo and Cameroon
University/College represented	<ul style="list-style-type: none"> ✓ Makarere University, Uganda ✓ Jomo Kenyetta University, Kenya ✓ University of Nairobi ✓ Catholic University of Malawi, Malawi ✓ University of Kwazulu-Natal cell, South Africa ✓ University of Pretoria, South-Africa 	<ul style="list-style-type: none"> ✓ Federal University of Technology, Minna (FUTME), Nigeria, ✓ UNIPORT, Nigeria, ✓ Delta state university, Nigeria, ✓ UNIBEN, Nigeria, ✓ Kwame Nkrumah University of Science and Technology, Kumasi, Ghana ✓ University of Lome, Togo ✓ National Advanced School of Engineering, Cameroon
Training Duration	5 days	5 days
Curriculum Activities	Physics of Flight, Wind Energy, Computer programming – Arduino, Raspberry pi, Blockly	Computer programming (Arduino, Raspberry pi, Blockly), Solar Energy, Wind Energy, Climate change, CS unplugged,
Outreach program	None conducted	None conducted
No of Facilitators	2	4

The training program has major strengths that we see as lasting benefits:

- **The training program created opportunities for fellows to be introduced to new content in Computer science.** They experienced in-depth programming by using the Raspberry Pi, Arduino, Blockly (maze and turtle), Scratch tools and editors to build application.
- **The Fellows were introduced to a new way of learning.** Fellows discovered a new way to learn, through hands on, design-process based learning using WAAW curriculum. Fellows were challenged to look for multiple solutions to problems and were steered away from the idea that there is just one answer to a question. They were encouraged to try ideas, even if they might fail, and were shown how to move forward from setbacks and plans that do not work out.
- **Understanding the interplay between theory and practice.** The fellows understood not only the theoretical underpinnings of the curriculum but how theory influences practice. Throughout the training, conceptual and experimental issues were interwoven. Fellows also had class discussion before programming exercises. They were able to put these aspects of learning into their teaching.
- **Learnt problem-solving methodologies and critical-thinking skills:** The fellows developed a wide range of cognitive capabilities and practical skills, independent of technologies. They gained confidence to be knowledgeable users of computer programming and builders of computer applications.

- **Developed new pedagogy:** Fellows learnt new ways of teaching and class engagement by utilizing story-telling and game techniques to increase students’ participation and collaboration. They had never before thought beyond the content of a lesson. Now they are conscious of the need to develop not only their skills as scientist, but their skills as a teacher and mentor.



SURVEY RESULTS

Methodology

The Pre and Post training survey were distributed to 16 and 17 WAAW Fellows that participated in the 2014 East and West Africa Regional Fellows Summit and Computer training program respectively. Surveys were conducted prior to and upon completion of training by each of the participating fellows. All survey participants provided their Cell name, Training location, School and age.

Below are some insights summarized from the surveys:

1. The post-training survey asked the fellows the extent to which their Computer programming knowledge and interest increased as a result of the training program. In the East Africa Regional training program, almost all participants reported they improved “somewhat” or “a lot”, in their CS content knowledge (100%). In the West Africa training program, 90% of participants reported gains in CS knowledge.

The majority of Participants in both East and West Africa regional training programs reported increased interest in Computer programming as a result of the Training program. When comparing the post-training survey to the pre-training survey, West African participants reported a greater increase in CS programming interest in the Post-training survey compare to the pre-training survey that asked if they think Computer science is exciting.

2. By the end of the training program, all participants reported their Top three sessions of the training. The three sessions with the highest rating were Arduino, Raspberry Pi and Wind energy with 75 % and Climate change reported as the least session with 15%.
3. Participants also reported increased familiarity, knowledge and confidence with hands-on STEM learning; On the pre- and post- survey, they were asked how familiar they were with hands-on learning and how important hands-on experience is to learning. All the

fellows provided more detailed response to the questions in the post-training survey compared to responses in the pre-survey. There was strong evidence that their understanding had increased about hands-on learning.

4. By the end of the training, participants felt more comfortable with their level of computer programming knowledge needed for teaching and mentoring secondary school students. Among the West Africa regional training participants, 50% felt comfortable before the training while 90% of the participants felt comfortable after the training. However, in the East African regional training, the change was much more drastic, 10% of the participants felt comfortable before the training while 100% felt comfortable after the training.
5. “Do you think what you learnt will improve your cell activities? “How do you intend to use what you learnt”? These two questions are considered together to reflect the objective of the training program. When comparing answers from the post-training survey, we found that 100% of the East and West African regional training participants mentioned that the training curriculum improved their cell activities and that they would disseminate the knowledge acquired from the training to other college students in their cell and then reach secondary school students in their community by teaching and mentoring in STEM and CS.
6. Virtually all participants reported that they improved “somewhat” or “a lot” during the training program in their ability to teach, mentor and engage secondary school students in CS. (Post survey reported 100% of West African Regional training participants and 90% of East African Regional training participants felt that they learned how to make STEM and Computer programming exciting for secondary school students.)

2014 PARTNERS

One of WAAW foundation's strategies is to build strategic alliances with other organizations whose objectives are aligned closely with WAAW foundation's goals. By working in partnership, we improve our efficiency and effectiveness, increase our impact, and provide local and grassroots reach that enables WAAW foundation to hit the ground running.

Our major partnership in 2014 was formed with The Emerging Leaders in Technology and Engineering, ELiTE utilizes open source technology to increase access to STEM training across the globe through low-cost labs and experiments coupled with rigorous curricula.

This partnership opportunity provided computer science, mechatronics, and robotics programming for more than 5,000 girls in Sub-Saharan Africa with the support of the Google 2014 Root In Science and Engineering (RISE) Partnership awards.

Thank you to our existing and new partners.





INDIVIDUAL DONORS

Thank you so much to our individual donors and partners who continue to support our efforts.

Ifeyinwa Okoye

Ogonna Agu

Uduak and Eno Asanga

Ebele Agu

Jane Obodo

Justin Grimes

Alex Onuegbu

Mihai Murarescu

Martin Pace

Juliet Ume

Unoma Okorafor

Mary Olusoga

Chinenye Okonkwo

Dele Ojelabi

Ijeoma Esumudje

Laura Buel

Bobbie Baird

Frances Van Sloun

Awele Ndili

Michel Morales

Natasha Yates

Jodi Slick

Hank Sanders

Chiamaka Chiwendu

Naoko Felder

Juergen Schimmer

Zara & Enya Edochie

2014 FINANCIALS

INCOME STATEMENT JAN 1 - DEC 31, 2014

Ordinary Income/Expense

Income

43400 · Direct Public Support		
43410 · Corporate Contributions	52,787.87	52,787.87
43450 · Individ, Business Contributions	2,425.00	2,425.00
Total 43400 · Direct Public Support	<u>55,212.87</u>	<u>55,212.87</u>
44800 · Indirect Public Support	9,357.95	9,357.95
47200 · Program Income	750.00	750.00
Total Income	<u>65,320.82</u>	<u>65,320.82</u>

Gross Profit 65,320.82 65,320.82

Expense

60900 · Business Expenses		
60910 · Program Expenses		
60911 · STEM Cell		
60915 · STEM Cell Fees	35.30	35.30
60916 · STEM Cell Training	28,903.98	28,903.98
60911 · STEM Cell - Other	9,642.22	9,642.22
Total 60911 · STEM Cell	<u>38,581.50</u>	<u>38,581.50</u>
60912 · STEM Camp	6,255.64	6,255.64
60913 · Scholarship		
60914 · Scholarship Fees	59.40	59.40
60913 · Scholarship - Other	1,500.00	1,500.00
Total 60913 · Scholarship	<u>1,559.40</u>	<u>1,559.40</u>
60910 · Program Expenses - Other	2,314.50	2,314.50
Total 60910 · Program Expenses	<u>48,711.04</u>	<u>48,711.04</u>
60930 · Branding and Marketing Material	175.99	175.99
60940 · Client/Contractor Appreciation	1,978.20	1,978.20
60900 · Business Expenses - Other	355.72	355.72

Total 60900 · Business Expenses	51,220.95	51,220.95
62100 · Contract Services		
62110 · Accounting Fees	314.25	314.25
62120 · Website Contracting	149.75	149.75
62130 · Contractors	6,873.24	6,873.24
62150 · Outside Contract Services	<u>69.80</u>	<u>69.80</u>
Total 62100 · Contract Services	7,407.04	7,407.04
62800 · Facilities and Equipment		
62820 · Hardware-Computer, Printers	<u>771.84</u>	<u>771.84</u>
Total 62800 · Facilities and Equipment	771.84	771.84
65000 · Operations		
65020 · Postage, Mailing Service	17.64	17.64
65050 · Telephone, Telecommunications	<u>110.00</u>	<u>110.00</u>
Total 65000 · Operations	127.64	127.64
68300 · Travel and Meetings		
68310 · Conference, Convention, Meeting	709.12	709.12
68330 · Local Transportation	47.74	47.74
68300 · Travel and Meetings - Other	<u>1,666.66</u>	<u>1,666.66</u>
Total 68300 · Travel and Meetings	<u>2,423.52</u>	<u>2,423.52</u>
Total Expense	<u>61,950.99</u>	<u>61,950.99</u>
Net Ordinary Income	<u>3,369.83</u>	<u>3,369.83</u>
Net Income	<u><u>3,369.83</u></u>	<u><u>3,369.83</u></u>

2015 PROJECTS AND STRATEGY



In 2015, WAAW Foundation will be moving forward to continue to pursue our mission and uphold our vision. Some key areas in which WAAW foundation will focus its collective efforts for 2015 include:

✚ Shore up our fundraising efforts through:

- ⦿ Creating a sustainable income – in 2015, we hope to create a viable product that will be a major income generating platform for WAAW Foundation.
- ⦿ Increasing our application to various grants – while we hope to create a sustainable product, we cannot deny that grants will be needed to ensure that African girls get the support they need.
- ⦿ Business Support – seek businesses that are willing to contribute a percentage of their profit towards WAAW Foundation goals.

- ◎ Individual and in Kind donors – we will continue to reach out to individuals who can donate their resources and time to the success of African women.

- ✚ Continue to build strategic partnerships with other non profits - building partnerships with other non-profits to expand our reach as we provide support for those African girls/women who need us.

- ✚ Increase our scholarship reach – in 2015, we hope to increase our scholarship recipients to 20 including previous recipients.

- ✚ Human Resources – having the right people who are passionate and dedicated to our mission and vision is important to achieve our goals, we will continue to restructure our board and find willing volunteers to expand our reach and focus.

DONATION REQUEST

**"These resources will empower women in Africa.
We enable, not just help. We fund change, not just charity...."**



WAAW foundation continues to ask for your donations to continue our mission and support our non-profit objectives. We seek cash donations as well as books, computers, software, projectors, office equipment, teaching aids, sky miles, from corporate and individual donors. A website where fast and secure credit and debit card donations as well as checking account or PayPal donations can be easily made, has been set up at <http://www.waawfoundation.com/donate.htm>. Checks can also be mailed to our office at P. O. Box 1691, Wylie, Texas 75098.

WAAW foundation encourages its friends, partners, volunteers and board members to consider making a tax deductible donation to support its initiatives. Additionally, we ask our friends to continue to spread the word about WAAW foundations work, while seeking contributions from other friends, co-workers and organizations. We encourage our board members, friends, and volunteers to consider hosting a home or church based fund raising event on behalf of WAAW Foundation. At this event, individuals can promote the mission of WAAW Foundation, as well as sell t-shirts and bracelets on our behalf. Please contact us at info@waawfoundation.org for further information.

VOLUNTEER OPPORTUNITIES

WAAW foundation also seeks individual volunteers to assist our non-profit operations with donations of their time and skills. Particular skills needed include editorial, administrative, email management, fund raising, legal services, financial services, grant-writing, graphics/website design and management skills.

1. Tax deductible financial donations, with a target of raising \$80,000 in 2015.
2. Donations of office space and equipments, including office paper, office desks, chairs.
3. Donations of computer equipment including desktop computers, monitors, laptops, printers, projectors, etc.
4. Donation of frequent flier air miles.
5. Volunteer of time in the following areas of service:
 - (i) Serving on the WAAW Foundation educational committee – reviewing Scholarship applications and contributing towards the initiation of educational enrichment program for secondary school girls in Africa.
 - (ii) Serving on the WAAW Foundation financial committee, receiving and managing donations.
 - (iii) Serving on the WAAW Foundation Projects Initiation and Management committee supporting the management of existing and new projects.
 - (iv) Serving on the WAAW Foundation Fund Raising committee
 - (v) Serving on the WAAW Foundation correspondence committee.

THANK YOU

At the heart of WAAW foundations work is our supporters – donors and volunteers. We know at WAAW foundation that our vision to lift Africa out of poverty by empowering African women is bold, maybe even audacious and overwhelming. The need is so great and the resources and laborers so few! Yet from people we meet everyday, inspired by the flood of applications responding to the WAAW foundation scholarship or the feedback from our STEM Cell fellows and STEM Campers, we see ample reason to remain dedicated to this vision. It is well known from experience that, equipped with the proper resources, impoverished women have the power to help their families and entire communities escape poverty. With a shared commitment towards our goal, we are convinced we will continue to see signs of success towards building up the African woman, with dignity and security to be all she can be.

WAAW foundation is honored to say thank you to our institutional partners existing and ones forged in 2014 – board of advisers, members of our executive board, our individual volunteers, our partners, our friends and our donors. We acknowledge the contribution of every one who has entrusted us with the resources needed to pursue our common vision. At every level of giving, you enable WAAW foundation to begin on a sure foot, in serving Africa and African women striving to overcome poverty. “We never know how high we are till we are called to rise; and then, if we are true to plan, our statures touch the skies.” – Emily Dickinson. We cant reach the skies without you, we are deeply humbled by your partnership and your faith in our vision.

Thank you again!

Yours in Service

Ebele Agu

Executive Director

WAAW Foundation - Working to Advance STEM Education for African Women

OUR PEOPLE

Unoma Okorafor Ph.D.

President

Partner - Herbal Papaya

Owajoba Tolulope

Nigerian Program Director

Marsha Luce

Executive Assistant

Shirin Khakoo

Study Intern

Ebele Agu

Executive Director

Inclusion Strategist - GPISD

Frances Van Sloun

Operations Director

Barrister Nnanna Obasi Oru

Legal Counsel

CAC/IT/NO 51689



CORPORATE AFFAIRS COMMISSION
FEDERAL REPUBLIC OF NIGERIA

Certificate of Incorporation

of the Incorporated Trustees of

WORKING TO ADVANCE AFRICAN WOMEN IN SCIENCE & TECHNOLOGY FOUNDATION

I hereby certify that

DR. (MRS.) UNOMA OKORAFOR, MRS. OLUWATOYIN ALONGE, MISS. LOVETH OLANMA
UBI,

*the duly appointed Trustees of **WORKING TO ADVANCE AFRICAN WOMEN IN SCIENCE
& TECHNOLOGY FOUNDATION** have this day been registered as a corporate body,
subject to the below mentioned conditions and directions.*

*Given under my hand and the Common Seal of the Corporate Affairs Commission at
Abuja this Eleventh day of April, 2012*

CONDITIONS AND DIRECTIONS

This certificate is liable to cancellation should the objects or the rules of the body be changed without the previous consent in writing of the Registrar General or should the body at any time permit or condone any divergence from or breach of such objects and rules.

Note:

This certificate does not bestow upon the Organization the right to establish any institution, engage in any business and the like without permission from the appropriate authority.

511424



BELLO MAHMUD

Registrar - General

WAAW Foundation

P. O. Box 1691, Wylie, Texas 75098

Phone: 972.763.5924

Fax: 888.519.4269

Email: info@waawfoundation.org

Facebook: www.facebook.com/waawfoundation

Twitter: www.twitter.com/waaw_foundation

Web: www.waawfoundation.org