



**SUB-COMMITTEE PLANNED ACTIVITIES**  
**2020/21-2022/23**

<b>SUB-COMMITTEE NAME</b>	<b>AfAS - African Network of Women in Astronomy (AfNWA)</b>
<b>SUB-COMMITTEE CHAIR</b>	<b>Mirjana Pović</b>

**SUMMARY OF PLANNED ACTIVITIES FOR THE COMING 3-5 YEARS**

Provide an overview of the activities that are planned to be implemented over the next 3-5 years to support the mandate of AfAS. Also include the targeted audience and location/s.

**LIST THE MAJOR ACTIVITIES TO BE UNDERTAKEN TOGETHER WITH ESTIMATED TIMELINE IN THE TABLE BELOW**

<b>ACTIVITY</b>	<b>ACTIVITY OBJECTIVES</b>	<b>HOW WILL IT BE ACHIEVED</b>	<b>PLANNED START DATE</b>	<b>PLANNED END DATE</b>	<b>TARGETED AUDIENCE/ LOCATION</b>	<b>REQUESTED BUDGET</b>
A1. Creation of AfNWA database/network.	To bring together women in A&A and related fields who are working in Africa, and those people (independent of their gender) who care about improving the status of women in A&A and science. To get a clear picture of the status of women in A&A and related fields in Africa. To facilitate communication and AfNWA activities.	Prepare the forms/questionnaires for people to join the network. Create an email list. Do this across the regions (North, East, West, Middle and South Africa). Form will be prepared and shared through all possible means to reach as many women as possible.	Oct 2020	March 2021 for version 1.  Otherwise under the constant development (updates).	All women working in A&A and related fields.	Yes, for maintaining the database

<p>A2. Annual AfNWA review for the public to be published every year on 11 of Feb (Int. Day of Women and Girls in Science). In digital form only.</p> <p>4 years AfNWA report to be published on-line and in printed version for IAU GA 2024 in SA.</p> <p>Note: annual reports will also be used for info needed for AfAS annual report.</p>	<p>To highlight on an annual basis the main activities of AfNWA, women in A&amp;A in Africa, and to give more visibility to the status of women and girls in A&amp;A, related fields and science in general.</p>	<p>Committee will jointly work on it, summarising activities along the whole year. It will also provide within the report an info about the status of women in A&amp;A in Africa with the list of recommendations. Advantage will be taken of 11 of Feb international day of women and girls in science when it is much easier to bring media's attention.</p>	<p>Oct 2020</p>	<p>Every year in Feb + during IAU 2024 GA</p>	<p>All society</p>	<p>Yes, for the help with design and edition of report.</p> <p>Yes, for the printed version of the report for IAU 2024 GA.</p>
<p>A3. Organise 1-2 courses/trainings per year for women in A&amp;A in Africa.</p>	<p>For strengthening research, writing, and leadership capacities of women in A&amp;A and building better scientific careers.</p>	<p>Surveys will be done every year within the network to select the most needed topic/s for the training. Duration of the training can vary from a few hours to few days. It may be virtual or in person, depending on conditions, but virtual training will be more encouraged for saving the funds. If additional, external, funds are achieved in person training might be organised and/or combined with annual meetings.</p>	<p>July/Aug every year and Oct/Nov every year.</p>	<p>Few days or hours, depending on the training.</p>	<p>African women in A&amp;A and related fields.</p>	<p>In principal not.</p> <p>However, external grants will be searched for organising from time to time in person training.</p>
<p>A4. 8th of March - Day of recognition of women in A&amp;A in Africa.</p> <p>Organisation of different outreach and public awareness activities for giving more visibility to women in A&amp;A and related fields.</p>	<p>Highlight the successful work of women astronomers/astrophysicists in Africa and support and encourage the others.</p>	<p>From AfNWA send a call announcing activities at least 2 months earlier, with suggestions on activities to be carried out at different institutions and countries.</p>	<p>8<sup>th</sup> of March every year</p>		<p>All public</p>	<p>Not requested.</p>
<p>A5. Website</p>	<p>AfNWA visibility and communication of any relevant information.</p>	<p>Through constant updates in collaboration with AfAS Secretariat.</p>	<p>Sep 2021</p>	<p>Continuously</p>	<p>All public</p>	<p>Not requested (if having AfAS support)</p>
<p>A6. Periodic newsletter and monthly news.</p>	<p>To share any relevant information about the work of AfNWA and to highlight different female astronomers in Africa, their research, and some motivational stories.</p>	<p>Digital form of newsletter, to be published on-line every four months.</p> <p>Summary of relevant monthly news to be compiled and distributed through email-list every month.</p>	<p>Oct 2020</p>	<p>Continuously</p>	<p>All public</p>	<p>Yes, to help with design and edition.</p>
<p>A7. AfNWA annual meeting (put it together with AfAS annual meeting).</p>	<p>To discuss jointly within the network on the status of AfNWA and future plans.</p>	<p>Virtual or in person one in line with AfAS annual meeting and depending on the global situation with</p>	<p>March 2021, on annual basis</p>		<p>AfNWA members</p>	<p>Yes if in person, to guarantee attendance</p>

Have a session (half a day or 1 day, depending on the needs and possibilities) under AfAS meeting for AfNWA.		COVID.				of women in A&A and members of AfNWA (to be coordinated with AfAS).
A8. Outreach activities in A&A in schools and survey in understanding the lack of women in A&A and science.	To promote A&A and science within girls and to work on role models by promoting women astronomers.  Through the survey we want to understand better the main factors responsible for the lack of girls in A&A and science.	Organise as many as possible outreach activities across Africa.  Develop the questionnaire to help in understanding the main factors responsible for the lack of girls in science in different African countries.	Oct 2020	/	Primary and secondary school children, in particular girls.	Yes, small support for different outreach activities if/when needed.
A9. Fundraising and proposals preparation.	To support some of AfNWA activities.	Follow different calls of proposals on national and international levels and apply to as many of them as possible.	Oct 2020	Continuously		Not requested.
A10. African women in A&A book.	To give more visibility to women in A&A in Africa and to use it for inspiring more girls to do science.	Collect short biographies of as many women as possible who work in A&A in Africa and prepare a book.	Oct 2021	Dec 2022	All public	Yes, for a small number of printed versions
A11. Create links with other societies/organisations of women in science.	To facilitate collaborations for the global benefit of women in science.	Make connections with different organisations, informing them about AfNWA, and checking the way toward possible collaborations.	Oct 2020	Continuously.	Women and girls in science	Not requested.
A12. Participate in at least 2-3 int. conferences/year.  During AfAS annual meetings suggest 1-2 speakers for highlighting the work of female astronomers.	For promoting AfNWA, for giving more visibility to the status of women in A&A, for improving the status.	Follow the annual calls for conferences and apply for contributed talks where possible.	Oct 2020	Continuously.	Women in A&A and AfNWA members.	Yes, small funds in support of travel if the meeting is important and if contributed/invited talk has been given. And/or for poster printing.
A13. Give two annual awards for women in A&A (1 for early career and 1 for senior researcher)	To encourage and visibilise the work that women in A&A are doing.	Prepare the open calls, set up selection criteria, set up an evaluation team, evaluate nominations, nominate the winners during AfAS annual meetings.	2021 on annual base	Continuously	Women in A&A and related fields	Yes
A14. Facilitate information on research grants, scholarships for MSc, PhD female students, postdocs, etc. Facilitate through network the supervision of MSc and PhD female students.	For improving the status of women in A&A in Africa.	Make a small database (through a website and/or AfAS science portal that is under the preparation) for posting all the relevant information and distribute it also through the email list.	Nov 2020	Continuously.	Women in A&A	Not requested.

<p>A15. Evaluation Day of the status of women in astronomy and related fields and policy suggestions.</p> <p>Long-term goal: make a survey and recommendations from it.</p>	<p>Improve the work and bring recommendations.</p>	<p>One day meeting (virtual) to discuss on the status and policy recommendations for each African region, in line with the UNESCO recommendations (<a href="https://en.unesco.org/saga">https://en.unesco.org/saga</a>)</p>	<p>Sep 2021 on annual base</p>		<p>Women in A&amp;A, women and girls in science, all public</p>	<p>Not requested.</p>
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### KEY OUTPUTS/OUTCOMES OF THE ACTIVITIES

Outline the project outputs or outcomes arising from the activities listed above inclusive of who will benefit from such outputs/outcomes and who will be responsible for implementation.

OUTPUTS/OUTCOMES	RELATED ACTIVITIES
Strengthen and promote female participation in A&A in Africa.	A1, A2, A4, A5, A6, A7, A8, A10, A11, A12, A13, A15
Bring together women that work in A&A in Africa.	A1, A3, A5, A6, A7, A10, A11, A12, A14, A15
Strengthen the links between female researchers, share in an easier way any relevant information, strengthen collaborations, etc.	A1, A3, A5, A6, A7, A9, A14
Strengthen support and supervision between senior and young female astronomers.	A1, A14
Find the ways to retain women in astronomy.	A1, A14, A15
Promote astronomy, space science, and science in general within young girls for empowering them to do STEM.	A2, A4, A8, A10
Give more visibility to the work that female astronomers are doing in Africa, and that African female astronomers are doing around the globe.	All activities.
Strengthen research and leadership capacities of female astronomers.	A1, A3, A9, A15
Ensure female participation in the current and future developments of astronomy and science in Africa.	A1, A2, A5, A6, A7, A9, A10, A11, A12, A15

### RESOURCE REQUIREMENTS

Outline the resources required to fully implement the planned activities

- website,
- help with website posts and design,
- human resources in general for carrying out listed activities,
- funds (internal),

- funds (external),
- help with design and editing of different material to be prepared for publication (either on-line or in press),
- professional help for trainings,
- design and preparation of promoting materials (posters) for different activities,
- posters for conference presentations.

## RISKS

List any risks that may prevent the achievement of the outcomes/outputs and what mitigating actions will be taken to minimize/eliminate such risks.

RISK	ACTIONS
Lack of human resources for running/organising all planned activities.	For each activity coordinator/s will be assigned within the main committee and volunteers will be searched with time to help with particular activities. We will use different email lists (first of AfNWA, but from other women in science communities as well) to guarantee sufficient numbers of people involved.
Lack of funds for realising all planned activities in the coming 3 years.	Activities will be revised on an annual basis the same as the budget. We are planning to use all possible public calls (on national, continental, and international levels) to search for the funds in order to be able to carry out all activities. In case of the lack of funds, we will re-adapt our plans, focussing on those activities/outcomes that can be done without any funds available.
Non-successful proposals for realising some of the planned activities.	Same approach will be used as in the previous case.
Lack of experience/knowledge in carrying out all of listed activities.	In collaboration with other women in science societies and groups we will try to obtain help/advice for those activities where we lack knowledge/experience within the committee and network.

## BUDGET

Provide the funding requirements by year in the table below:

ACTIVITY/ RESOURCE	2020/21 (ZAR)	2021/22 (ZAR)	2022/23 (ZAR)	2023/24 (ZAR)	2024/25
A1: help with database (1-2 months per year)	5000-10000	5000-10000	5000-10000		
A2, annual (on-line) report: help with design and edition of report (1-2 months per year).	5000-10000	5000-10000	5000-10000		
A2, printed report for IAU 2024 GA: printing	/	/	/	20000	
A6: help with design and edition (3 x per year, during one month).	20000	20000	20000		
A8: support for activities, e.g., transport, material, etc.	10000	10000	10000		
A10: for a small number of printed versions of book, plus help with design and edition (1-2	/	30000	/		

months of work)					
A12: travel support	/	20000	20000		
A13: 500EUR / award	20000	20000	20000		
<b>TOTAL FUNDING (R'000S)</b>	<b>up to 70000</b>	<b>up to 120000</b>	<b>up to 90000</b>		

**Important notes on budget:**

- **Note 1:** AfNWA committee will start operating with its own funds of 4500 EUR (part of Mirjana's Nature Research Award), or 84.562,65 ZAR (taking into account the rate EUR-ZAR on 20 Sep 2020). These funds can fully cover the activities suggested for 2020/21 and partially in the second year. Thus over the 3 years an additional R200K funding is required, R100K in each of the years 2021/22 and 2022/23. At the AfAS Executive Committee Meeting of 22<sup>nd</sup> September 2020, the Project Manager, Yunus Manjoo, stated that the funding requirements of R100K per annum in the outer two years can be funded by AfAS based on current budget allocations from the DSI. Funding allocations for at least 2021/22 will be finalized by March 2021 as part of the budget allocations to the various AfAS committees.

- **Note 2** (in relation to A7 above): The AfAS Annual Conference Local Organizing Committee to consider funding allocations to facilitate the travel costs of African female researchers and MSc/PhD students for attending this meeting to increase women participation. It is anticipated that women participation in the annual event will reach at least 30%-35% over the next 3 years. The AfAS EXCO also agreed that there is no need for a separate budget for AfNWA for the annual meeting and all committees will work together in encouraging more women to attend and that the LOC will oversee this initiative.