

HER INITIATIVE QUARTER TWO REPORT

2022



her
Initiative
empowering women and girls to lead and thrive

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ABOUT US

Her Initiative is an organization that reframes the value of girls and shapes the new norms that break the cycle of poverty and create financial resilience among adolescent girls and young women in Tanzania in order to achieve gender equality and inclusive economic growth.

Her Initiative creates a 'new normal' for girls; a world in which girls are not held back from reaching their full potential, either by themselves, their families, their communities, or by their financial status.

Her stands for a girl who has empowered herself enough to address her social and economic problems.

Most problems that affect young women and girls are in one way or the other influenced by poverty and are amplified by financial dependence.



VISION



We envision an inclusive society where adolescent girls and young women have power to choose and create opportunities for themselves and others

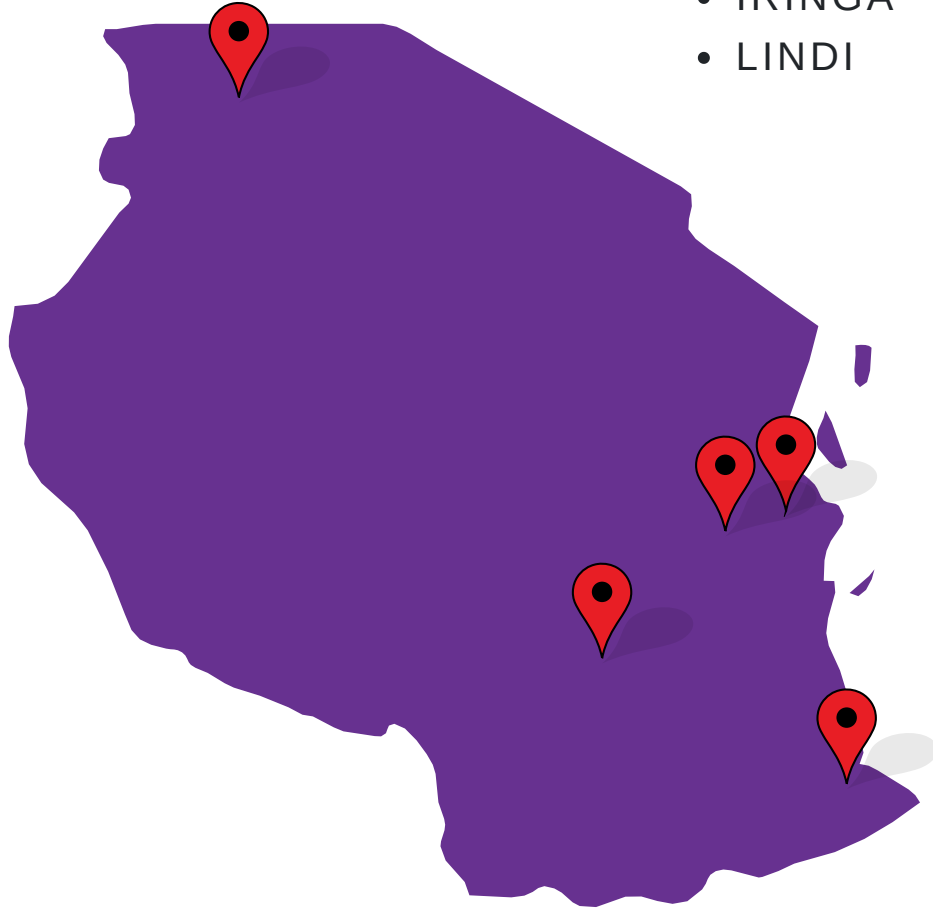
MISSION



To promote financial resilience and digital inclusion amongst girls and young women and enabling them to challenge oppressive and discriminatory practices.

WHERE WE WORK

- DAR ES SALAAM
- PWANI
- MWANZA
- IRINGA
- LINDI



MESSAGE

FROM EXECUTIVE DIRECTOR



With greatest pleasure, I am pleased to invite you to read our Quarter 2, headway report. the report covers key achievements within our strategic objectives, achieved during the period of march to June, 2022

We have continued our work of enabling adolescent girls and young women to challenge oppressive and discriminatory practices by promoting financial reliance and digital inclusion.

We also continued to witness the impact of the implementation of our project, FIKIA+ in collaboration with ICAP at Columbia University in Tanzania. This project has so far, been able to sensitize and create demand for 95 adolescent girls and young women on HIV service through sexual reproductive health sessions.

Our aspiration is clear, to ensure adolescent girls and young women are overcoming barriers in achieving financial resilience and placing them in better position, With all our drawbacks, our team still found strength in teamwork and we remain hopeful in reaching our bigger goals and objectives.

I would like to extend my gratitude to our partners, beneficiaries, supporters, and community. None of our work would be possible without their continued support of our cause.

Warm regards,

Lydia Charles
Executive Director



OUR THEORY OF CHANGE

IF an inclusive environment is provided; IF women's agency and capacity to influence financial and economic decision-making at both individual and collective levels, is enhanced; IF women's productive role is recognized and aspirations to become financially independent are respected by the entire society; THEN women will have a voice in decision making and equal access to and control over resources, which ultimately will contribute to achieving equal benefits for their economic contribution, gender equality and poverty reduction



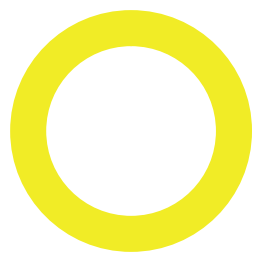
A woman with dark curly hair, wearing a white t-shirt and a lanyard, is speaking into a microphone. She is seated at a table with a name tag that reads 'ATTENDEE' and 'LULALA'. The background is a blurred indoor setting with other people and plants. The entire image is overlaid with a semi-transparent purple filter.

STRATEGIC OBJECTIVES

1. To pursue a women's economic empowerment agenda that is inclusive through greater agency, equal opportunities, access and control of resources.
2. To promote women's economic empowerment at national level in the context of SRHR and GBV
3. Build a sustainable, resilient and competent organization that supports our efforts towards realizing Her Initiative's vision, mission and strategic goals.



QUARTERLY UPDATE



1 To pursue women's economic empowerment agenda that is inclusive through a greater agency, equal opportunities, Access, and control of resources

Developing training and skills development programs for women on various business skills and ensuring their integration in the selected businesses.

Imparting AGYW with Economic Empowerment through practical skills around financial literacy and digitalization of business

Through FIKIA+ project, 16 AGYW in Nyamagana district at Mwanza region were imparted with practical skills around financial literacy and digitalization of business. The training has improved AGYWs' ability to manage money and their finances through training sessions based on financial management, business financial accounts and reporting, stock management, loans and debt management, regulatory compliance, and revenue management. These girls were also equipped with the basics of marketing, digital marketing, social media marketing, customer relationship management, and marketing content creation for online marketing

- These sessions were extended into Mentorship and coaching sessions for 95 AGYW at Nyamagana district in the Mwanza region to improve their skills around financial literacy and digitalization of business. These sessions helped the AGYW in Mwanza to continue to develop quality business ideas through enhanced planning, performance, and productivity. It also helped them to broaden their business networks by showcasing their products, which supported them in identifying and increasing new opportunities, ideas, and innovative solutions for their Income Generating Activities (IGAs).



1 To pursue women's economic empowerment agenda that is inclusive through a greater agency, equal opportunities, Access, and control of resources

Promoting Women's Access to Economic Opportunities Including Access to Capital

Provision of seed Capital to 95 AGYW through 6 groups in Nyamagana District in Mwanza.

In this quarter, 95 AGYW through their 6 economic empowerment groups received money as seed capital for improving their businesses. The provision of seed capital is one of the important elements in our organization's economic empowerment methodology. The seed capital approach helped AGYW with resources that support them to start or improve their businesses after being imparted with knowledge and skills. This activity was successfully implemented under ICAP from Columbia University with support from PEPFER.

Her Initiative has been working together with ICAP to provide economic empowerment materials for AGYW economic groups to start a small businesses in FIKIA+ Project. The process of handing over also went hand in hand with the discussion on how the fund will be used for the benefit of all AGYWs in the groups. To Her Initiative, this activity complements our economic empowerment approach with the assumption that;

"IF AGYW's agency and capacity to influence financial and health decision-making, at both individual level and collectively, is enhanced; IF an AGYW will be imparted with relevant skills; IF this AGYW will be supported by resources to start up or improve her IGA; THEN an AGYW will have a voice in the decision over her body which ultimately will contribute to achieving equal benefits for their economic contribution and health stability" by Alpha Kimweri, Project Officer-FIKIA+.



1 To pursue women's economic empowerment agenda that is inclusive through a greater agency, equal opportunities, Access, and control of resources

Support young women to adopt digital and innovation skills in their businesses and reap the benefits of the digital economy

Panda Digital's one-year anniversary and Roddenberry Foundation's recognition

Through the Panda digital platform, Her Initiative was recognized by the Roddenberry Foundation and won an award for the work that we do to advance education in Africa through the Panda Digital platform. The recognition came on the same day as Panda Digital's one-year anniversary.

The Panda Digital website was created in a year, and various university outreach activities were held in Morogoro and Dodoma to improve digital skills among young women so that they could use the platform. Panda Digital was used to implement the Panda Movement project. In October 2021 Panda Digital was recognized by the Bright Jamii Initiative in collaboration with the Ministry of Health, Community Development, Gender, Elders, and Children, and concluded its one-year anniversary by being recognized and awarded by The Roddenberry Foundation under the +1 Global Fund.

The digital revolution is continuing to improve female participation in economic life and enhancing the economic and social autonomy of women. Access to new markets, flexible work, acquiring and interacting with customers, improving financial autonomy, and accessing finance for their ventures is simplified and attained through knowledge and skills that are provided by Panda Digital.

"I am completely awed that Her Initiative through Panda Digital has been recognized among many other organizations in Africa. This shows the need to have innovative solutions that advance learning and skilling youth particularly young women and girls in our communities. And it is high time we use these solutions to enable young women to access skills and resources that will foster their economic and digital inclusion." Lydia Charles, Executive Director, Her Initiative



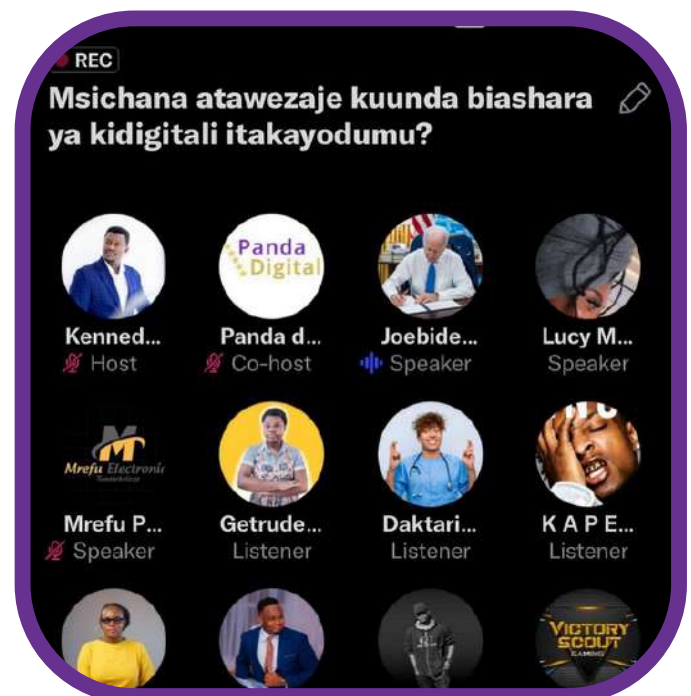
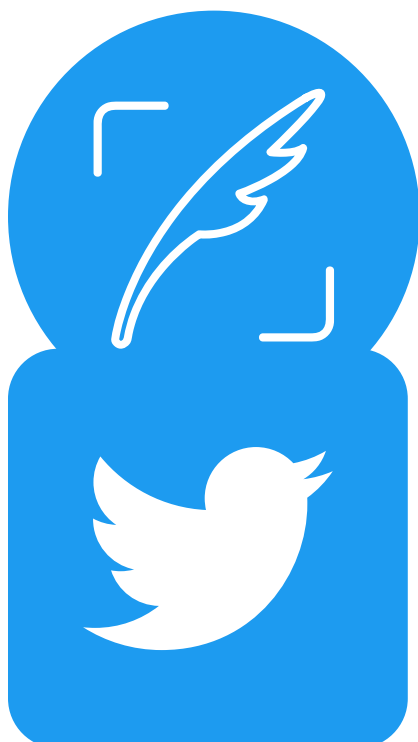
1 To pursue women's economic empowerment agenda that is inclusive through a greater agency, equal opportunities, Access, and control of resources

Support young women to adopt digital and innovation skills in their businesses and reap the benefits of the digital economy

Panda Digital Forum On Twitter

. Her Initiative continues to work with girls and young women in enhancing their engagement and participation in the digital economy. Through Panda digital, young women in Tanzania continue to access entrepreneurship knowledge, skills, and linkages to opportunities to start and scale their businesses. To enhance awareness on the platform, the organization coordinated a PANDA DIGITAL FORUM on Twitter to celebrate the one year of Panda digital. Key messages were developed for dissemination on our social media pages to further increase the platform's visibility

.Through the forum, we reached over 2272 young women in increasing their knowledge on the use of Panda digital for entrepreneurship skills. In three months, Panda digital has earned 2272 sign-ups and 4111 users in this quarter



1 To pursue women's economic empowerment agenda that is inclusive through a greater agency, equal opportunities, Access, and control of resources

The empowerment of young women entrepreneurs to start and run sustainable and resilient businesses in the digital economy through the commemoration of innovation week 2022.

The Commemoration of Innovation Week 2022.

.To commemorate the innovation week, the organization coordinated a workshop dubbed “Smarter Small Enterprises”. The session was hosted physically, and through an online platform, (Zoom) in spearheading engagement with young female entrepreneurs.

Through this event, 121 young women and men entrepreneurs were empowered to start and run sustainable and resilient businesses in the digital economy through discussions and dialogues. The panelist shared basic digital skills that enable girls and young women to adapt and navigate the digital economy



2 To promote economic empowerment at the National level in the context of SRHR and GBV.

Her Initiative continues to promote knowledge of SRH among adolescent girls and young women in Tanzania. Through our program, FIKIA+ we are supporting the implementation of HIV prevention, care and treatment services. The project aims at accelerating, expanding, and improving treatment to meet UNAIDS 95-95-95 in intervention councils. FIKIA+ interlinks the use of women's economic empowerment and SRH

Her Initiative Meeting Peer Leaders On SRH

in this quarter, Her Initiative held 2 PeerLeaders Meetings at Nyamagana District in Mwanza Region. This meeting brought 9 peer leaders together from Group Leaders from Buhongwa, Igoma, and Nyamagana. The meeting created a network between peer leaders and sharing of ideas on how to improve the access to SRH information among AGYW in Nyamagana District. Our organization continues to involve young women at the forefront of our plans and interventions. Through these meetings, we strive to commit that “ Nothing for young girls without young girls”

Adopting and reproducing modules on GBV and SRHR within the Women Economic Empowerment capacity development programs.

In a life skills session

Her Initiative engaged 16 AGYW in life skills sessions through the FIKIA+ project at Nyamagana District in Mwanza Region. The session covered providing skills like setting up goals’ decision-making, problem-solving, and communication skills. This session helped to create a psychological transformation among AGYWs by building confidence and hence the demand for a positive lifestyle. Both individually and group based, approaches these sessions to lead to a number of outcome-level benefits, including reduced HIV-related stigma and discrimination; increased access to and utilization of good-quality, integrated HIV and SRHR services; reduced gender-based violence (GBV); and improved program efficiency and value for money.



2 To promote economic empowerment at the National level in the context of SRHR and GBV.

Again, 16 AGYW were reached in In Sexual and Reproductive Health discipline through the FIKIA+ project at Nyamagana District in the Mwanza region. These sessions have created a linkage between SRH and HIV which has developed several models of integrated and linked approaches at the levels of health systems and service delivery. In regard to Her Initiative Strategy 2021-2024 which draws on a theory of change that posits that the more AGYW imparted with knowledge in SRH the more, it can lead to strong health systems that support HIV integration and lead to more integrated delivery of HIV services

The Developed Content Aimed at Increasing Awareness Among Men and Women in Tanzania On Upholding Menstrual Health and Hygiene in Their Communities

Menstrual Health and Hygiene Week

To commemorate the menstrual health day on 28th May, Her Initiative participated in the MHH week 2022 as the communication coordinator of the coalition. Her Initiative developed key content and managed the social media pages; Twitter, LinkedIn, and Instagram, throughout the week

- The developed content aimed at increasing awareness among men and women in Tanzania on upholding menstrual health, and hygiene in their communities, as well as increasing the sensitization of MHH conversations in Tanzania through MHH coalition social media pages, More also, to mobilize coordinated efforts with other stakeholders in the country in promoting menstrual health and hygiene management. Through this role of being the communication coordinator of this coalition, we have increased our knowledge of MHH issues and understanding of the existing gap in MHH efforts done by all stakeholders.



3 Build a sustainable, resilient, and competent organization that supports our efforts towards realizing Her initiative's vision, mission, and strategic goals.

Her Initiative continues to direct more efforts in ensuring that the capacity of the staff and that of other organizations is strengthened in pursuit of the identified strategic goals. In this regard, Her Initiative has attended and hosted learning sessions, internally and externally, for learning purposes. Internally;

Developing and Instituting Sound Organizational Policies that Support Our Work And Ensure Our Compliance Responsibility.

Human Resource (HR) training for Her Initiative staff

.In this quarter, Her Initiative invited an HR consultant to strengthen the team's capacity in the HR systems. The training helped our team in exploring and understand the organization's HR manual, putting much emphasis on adherence. Participating in this session helped the staff to know how to manage their performance, and improve the quality of work. reduce faults, and positively increase staff morale and motivation

Segal Family Foundation's Safeguarding webinar

Her Initiative attended a safeguarding policy webinar prepared by the Segal Family Foundation to enhance the staff's knowledge and skills in promoting the safety and wellbeing of our beneficiaries and internally. The team has attended two sessions in a series on how to develop a good safeguarding policy, case management and risk assessment. Attending the session has enabled the organization to review the safeguarding policy to ensure that safety and wellbeing is upheld in our work

3 Build a sustainable, resilient, and competent organization that supports our efforts towards realizing Her initiative's vision, mission, and strategic goals.

Supporting Our Team's Growth Through Professional and Personal Development Programs.

Resource mobilization capacity building

In this quarter, Her Initiative conducted two virtual and one physical project management and proposal writing training sessions for its staff. In this session, the trainer further expounded on the criteria for good project activity's selection, how to prepare a concept note for funding which included learning on the contents of a concept note, that is, title, objectives, outputs, activities and duration as well as beneficiaries and impacts. The trainer was available for one on one coaching and mentorship sessions for Her Initiative staff. These sessions have improved the quality of our documents; reports, concept notes and proposals prepared by the organization.

Monitoring and Evaluation capacity building

Her Initiative staff attended two training sessions on the basic principles of Monitoring, Evaluation, Accountability and Learning (MEAL). Specifically, the staff members were guided on; process implementation indicators, impact evaluation, cost-benefit analysis and cost effective analysis. After the sessions, the team was engaged in a mentorship and coaching program to ensure that the organization prepared accurate Logical Framework Matrices for designed projects. These sessions have led to improvements in tracking and reporting of projects, ensuring accurate performance evaluations and accountability in achieving the deliberated outcomes. .

3 Build a sustainable, resilient, and competent organization that supports our efforts towards realizing Her initiative's vision, mission, and strategic goals.

Attended External capacity-building sessions

Ensuring Organizational Long-Term Sustainability Through Soliciting and Managing Our Financial Resources.

Financial systems training

In this quarter, the organization prepared physical training and online coaching sessions with a financial consultant on the adaptation of new financial management systems. In this session, the finance department managed to set up a new financial management score sheet which included the statement of financial position (SFP), statement of comprehensive income (SCI), cash book, budgeted vs. actual, general ledger, donor report sheet as well as the fixed asset sheet. As well as a new system of data recording of the office's fixed assets. The adaptation of this score sheet has enabled the organization in establishing sound financial management practices, especially in keeping track of its expenditures and income.

Segal Family Foundation Financial Management Webinar

The organization attended a webinar on financial management prepared and facilitated by the Segal Family Foundation. This webinar provided information and knowledge on how to effectively and efficiently manage donor funds. Attending this webinar provides the team with knowledge and skills on managing various donor funds effectively

"Yes to Financial freedom"



FIKIA+ BOARD VISIT

In this quarter, Samwel Ndandala (board member) represented our board of directors in a field visit at Mwanza. This has created a closer engagement between the board of directors and the organization's activities through joint visit at FIKIA+ project's implementation sites/areas. His representation has increased more learnings on their vital contributions in internal administrative operations and in community program implementation



ATTRACTING AND RECRUITING A COMPETENT, INCLUSIVE, RELIABLE, AND DIVERSE TEAM.

In this quarter, Her Initiative has recruited 3 field assistant volunteers for the implementation of FIKIA+ project. The recruitment followed all procedures of hiring as per the organization's HR policy. The volunteers got a chance to understand the project and the milestones of the project, ethics, code of conduct, and data management of the project and organization. The recruitment facilitated the delegation of responsibilities for specified services to our Field Assistant Volunteers, who act as primary care providers to deliver some aspects of HIV care, and develop effective communication and referral systems to closely link primary providers to more specialized HIV services that could begin to address the need for HIV expertise in resource-poor settings. The Volunteers will continue to help the PLHIV by carrying out clearly defined tasks such as treatment adherence counseling, supporting patient self-management, and providing counseling and testing and prevention services.

1 Partnership and resource mobilization officer has been recruited as part of attracting and recruiting a Competent, Inclusive, Reliable, And Diverse Team. This has continued to build a sustainable, resilient, and competent organization that supports our efforts towards realizing Her Initiative's vision, mission, and strategic goals.



IN CONSISTENTLY TRACK, RECORD, AND COMMUNICATE THE IMPACT OF OUR WORK TO OUR PARTNERS AND BENEFICIARIES.

The Performance of the STAWI LAB Project

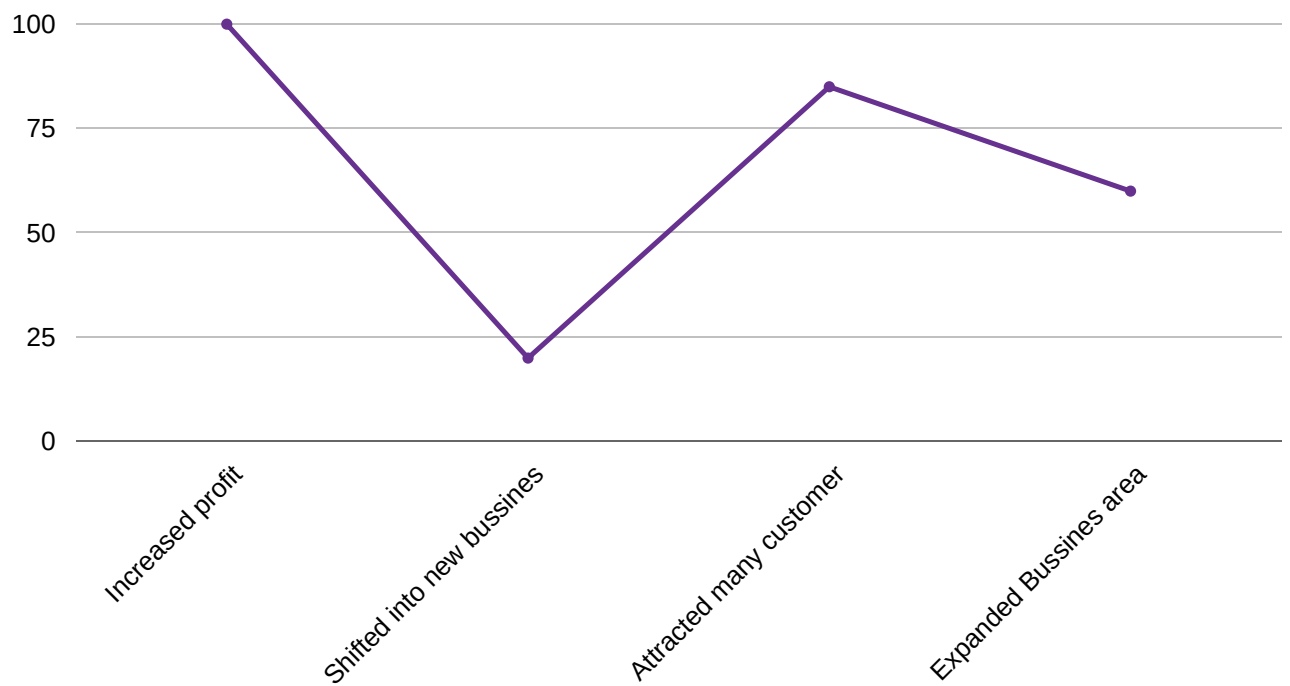
Her Initiative continues to maintain a close relationship with its beneficiary organizations. After the end of the project, Her Initiative has conducted follow-ups amongst the youth-led organizations in ensuring the correct implementation of the knowledge provided. Specifically, Collected and improved budgets for STAWI Lab beneficiaries. In May, the department also undertook the activity of collecting and improving first-quarter budgets for STAWI lab beneficiaries. This enabled the department to obtain information on how the beneficiaries allocated and spent the mini-grants awarded to them by Her Initiative through the STAWI Lab project



FIKIA+ Midline Evaluation

This quarter, Her Initiative has successfully recorded the immediate outcomes of the economic empowerment training. The findings show that a number of new businesses started after training. Some are owned by individuals in the groups and others are owned by small groups in the main groups which comprise 2 up to 3 members of the group. The findings from FGDs identified the existence of 19 newly established businesses formed after economic empowerment training. The distribution of business based on individuals and groups is illustrated in the figures below;

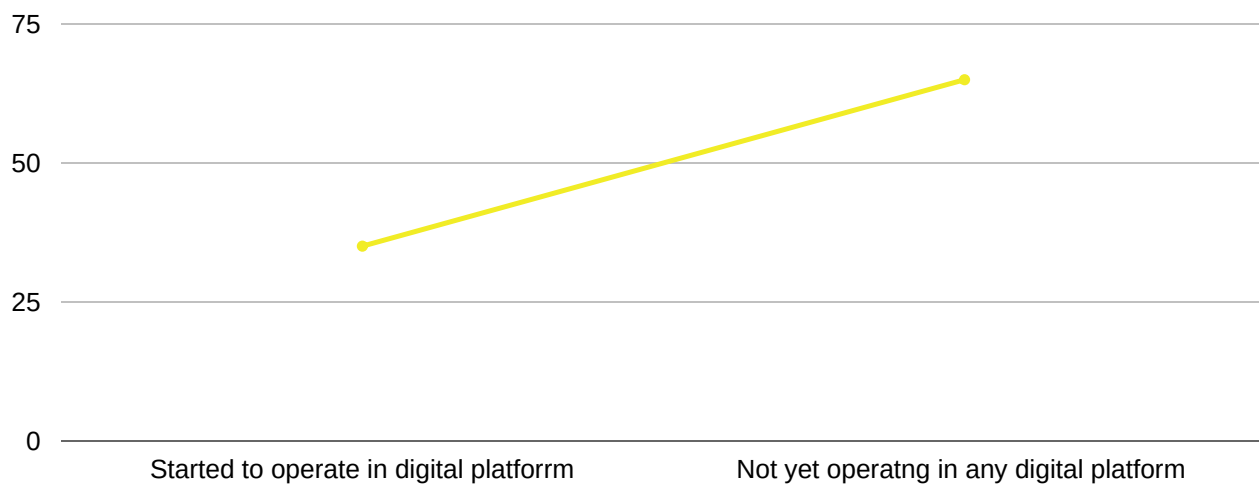
New improvements in Business Operation



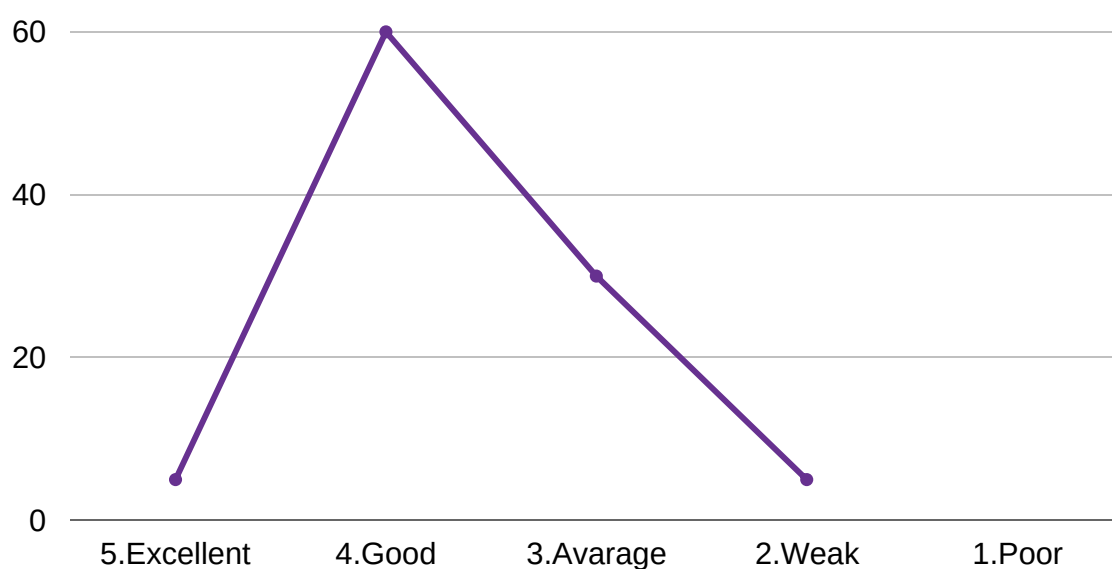
New businesses started after training



Operation of business on Digital Platforms

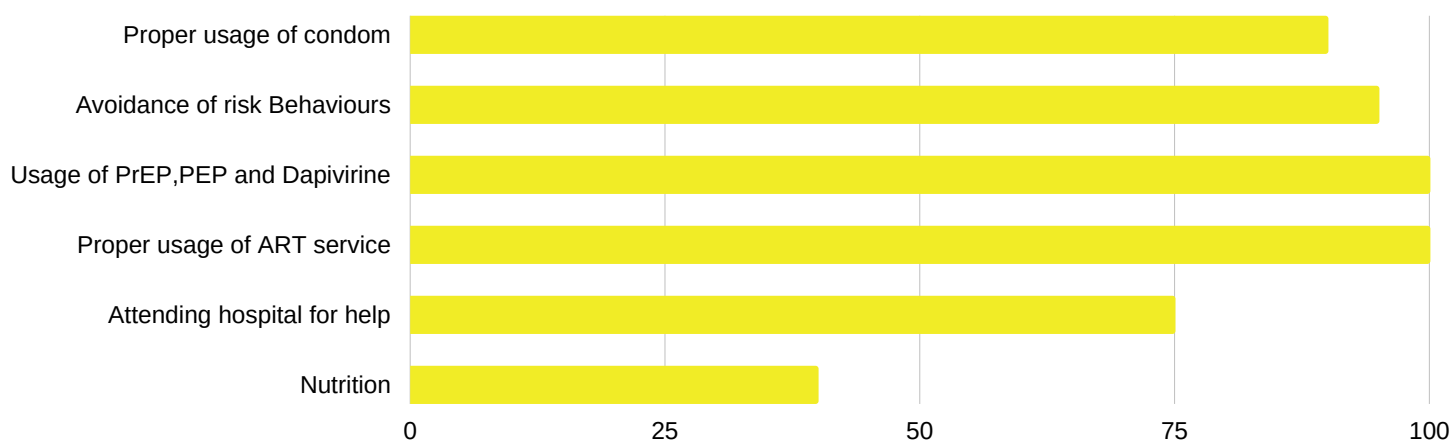


The rate for Improvement in Money/Financial Management skills (1-5)



Her Initiative Participants were also further guided to brainstorm around potential solutions to reducing the existing inequities hence controlling AGYW's vulnerability to HIV

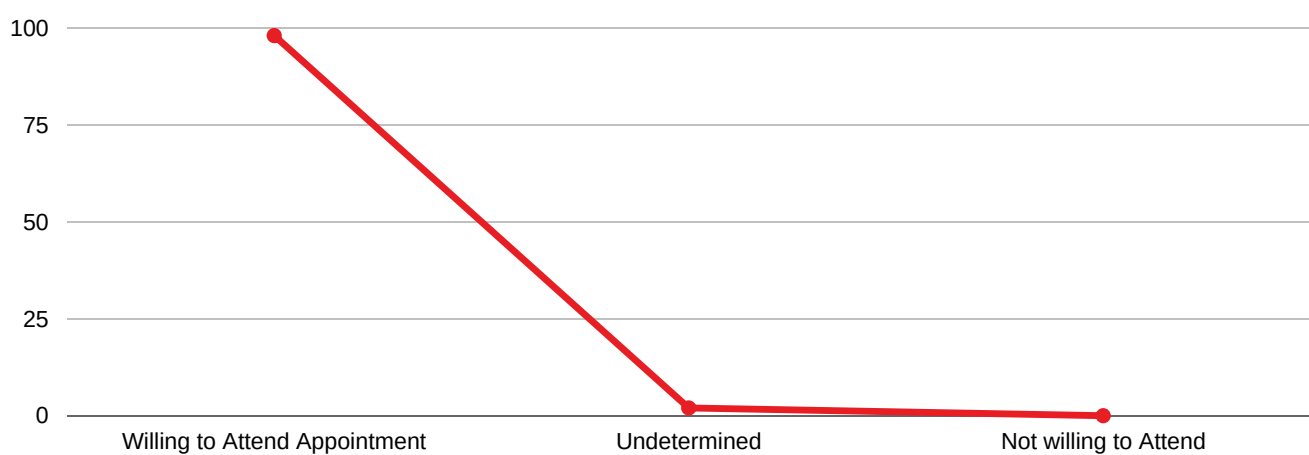
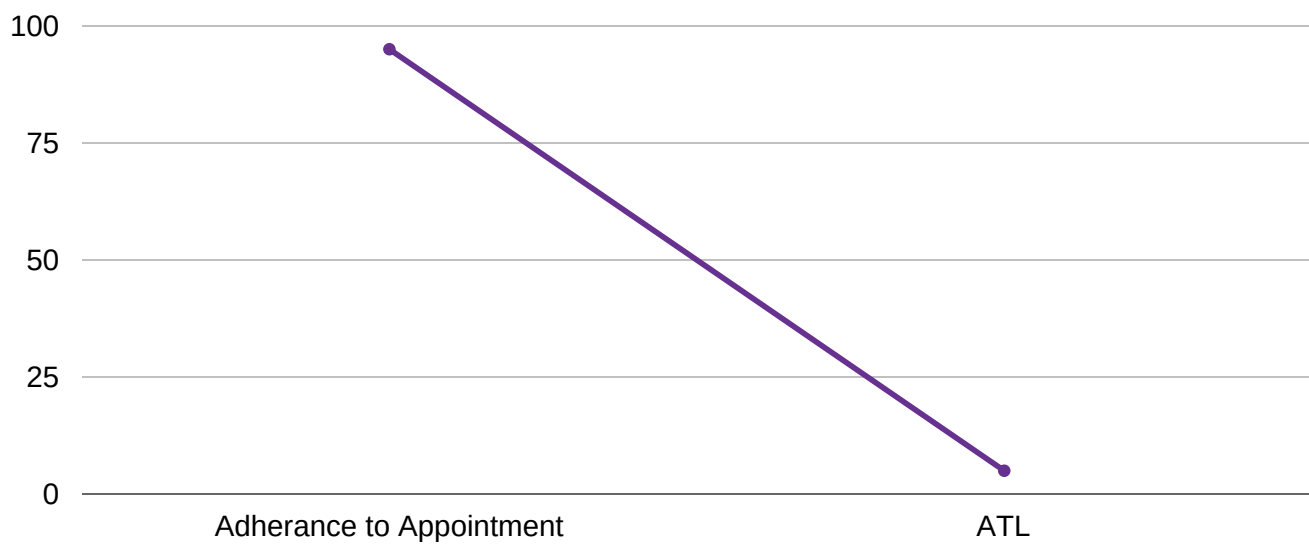
The Increased Understanding in HIV prevention, Care, and Treatment



The Life Skills Improvement



Increased Usage of ART services for PLHIV AGYW who participated in the economic empowerment program





QUARTELY PROGRESS

ACHIEVEMENTS

169 users and 56 sign-ups on Panda Digital in supporting young women to adopt digital and innovation skills in their businesses and reap the benefits of the digital economy

16 AGYW were sensitized and create demand to adolescent girls and young women on HIV services through sexual and reproductive health (SRH) sessions

85 AGYW supported continuing with ART services through economic empowerment

75 AGYW has been provided with seed funding.

6 Economic empowerment Groups has been established as avenues to support peer to peer economic empowerment activities and SRH sessions.

3 field assistant volunteers have recruited with volunteers for the implementation of FIKIA+ project

1 PRM officer has been recruited as part of attracting and recruiting a Competent, Inclusive, Reliable, And Diverse Team.

6 proposals funding proposals were submitted

Staff attended to 10 capacity building and staff training in both internally and externally

70 young women have increased knowledge on digital skills to run better, more successful and longer enterprises.

ACHIEVEMENTS

1 FIKIA+ Midline evaluation through 6 Focus Group Discussions at Mwanza- Nyamagana District.

The organization has gained more efficiency in financial compliance and management by adaptation of more efficient financial management systems.

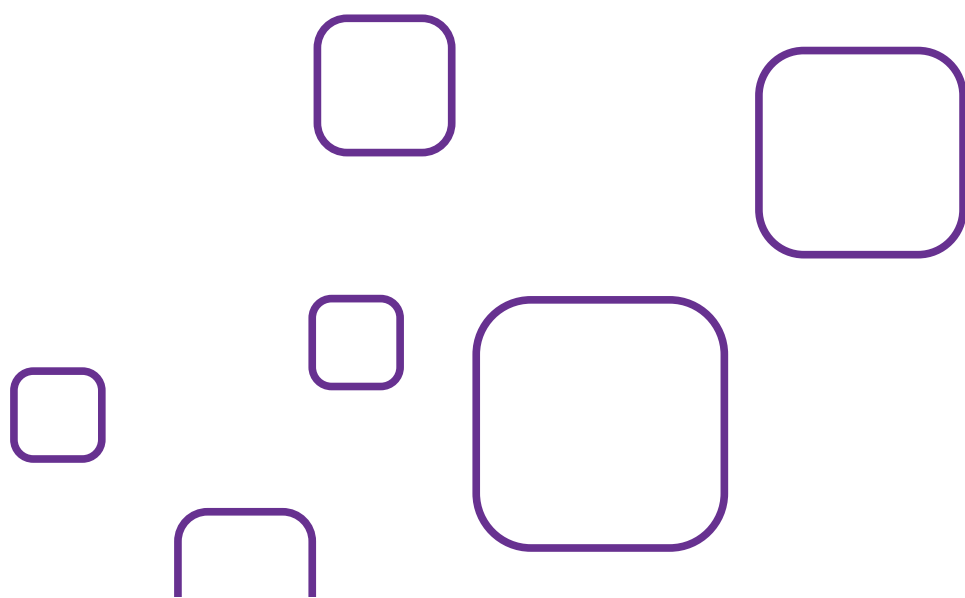
Improvement capacity in quality control of all documents prepared by staff due to increased knowledge and skills in Monitoring, Evaluation, Accountability and Learning (MEAL)

Her Initiative has received recognition by the Roddenberry Foundation for its role in advancing education in Africa. The recognition came hand in hand with an award which was directed to strengthening the organization's capacity in fulfilling its daily activities.

2 partnerships were established between Her initiative with two funding partners which are We Are Purposeful and Segal Family Foundation

CHALLENGES

- Delay of the Projects Kickoff due to insufficient funds to support the implementation of the planned activities.
- A limited number of partnerships due to a bureaucratic process of joining the platforms/coalitions
- Insufficient manpower to carry out extra tasks in all departments
- Needful linkages between Her Initiative and Government authorities
- A Delay in the disbursement of funds from donors consequently causes a delay in the implementation of planned activities and this quarter's plan.
- A limited number of full-time technical staff in Partnership and Resource Mobilization which directly affects resource mobilization programs





LEARNINGS

- The volunteering program needs to operate for at least one year for the purpose of extending the working experience of the volunteers. Also avoiding the outnumbering of the manpower in the organization, which directly affects the implementation of organization programs.
- The group of AGYW is not homogenous (young mothers are more vulnerable than others) therefore there is a need for intervention for addressing their challenges
- New Income Generation Activities need more time for coaching and mentorship
- Economic Empowerment groups are the best channel to facilitate sexual and reproductive health discussions.
- The organization needs more partnerships with other organizations or coalitions in order to create chances for the organization to uncover more learnings, capacity building training and improving fundraising programs.



NEW PARTNERS

We are happy to announce 3 new partners that will work with us to improve the lives of adolescent girls and young women in Tanzania.

- **We are Purposeful**



REMAKING THE WORLD
WITH AND FOR GIRLS

In this quarter Her Initiative has secured a year partnership with We are Purposeful Organization in the implementation of the project called Documenting stories of girls resistance. The Purpose of the project is to document a project that honors and amplifies stories of girls' resistance in order to organize resources rooted in their stories and their truth

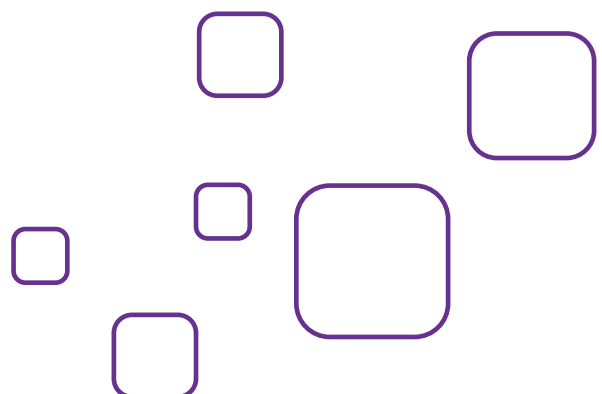
- **Segal Family Foundation**

During this quarter our organization joined a partnership with the Segal Family Foundation for the purpose of facilitating the organization's operation.

Segal Family Foundation 

- **Roddenberry Foundation**

Her initiative has been recognized by The Roddenberry Foundation and won an award for the purpose of advancing education in Africa through the Panda Digital platform. The recognition came on the same day of Panda Digital's one-year anniversary.



EXISTING PARTNERS

- ICAP from Columbia University



- TWAA Community



- Women First International Fund



- Women Fund Tanzania Trust



- The Embassy of the Kingdom of the Netherlands



Kingdom of the Netherlands

ATTENDED EXTERNAL EVENTS FOR NETWORKING AND PARTNERSHIPS

Organizers	Our Position	Core Agenda
TANZANIA BORA TANZANIA (TBI)	Invitee	Launching of Ajenda ya Vijana Program
SDG Platform-Tanzania/ Ministry of Finance and Planning	Invitee	Validation Meeting for Revising New National Population Policy 2022
PCCB	Invitee	Forming a network of organizations that combat sextortion and provide feedback on the efforts done by PCCB following a convening meeting in June 2020
Msichana Initiative	Invitee	The commemoration of the day of an African Child that convened members from Legal Fraternity in Tanzania
WOMEN FIRST INTERNATIONAL FUND	Grantee	The session was specifically arranged for their grantees, to learn their achievements, lessons, challenges and future goals for their organizations
FUNGUO Innovation Program	Invitee	The launch of FUNGUO, prepared by UNDP and its partners, EU and UNCDF
MY LEGACY	Trainee	The awareness raising on prevention and mitigation strategies to address the COVID -19 pandemic and its variants
NETHERLAND EMBASSY	Invitee	An event to celebrate the work and bid farewell to the deputy ambassador of Netherlands in Tanzania
SEGAL FAMILY FOUNDATION	Invitee	



OUR VISITORS

WOMEN FUND TANZANIA

The WFT team paid a courtesy visit to the organization with the aim of understanding the work of the organization and for due diligence.

WOMEN FIRST INTERNATIONAL FUND

The WFIF team visited the organization as part of activities organized in the grantee peer learning program. The visit was designed to understand our most recent programmatic work, personal experiences with the organization and reflection on our long term unrestricted partnership with Women First International Fund.

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Her Initiative

