

Inclusive Leadership, Empowering Youth, Promoting Gender Equality, Disability Inclusion, and Social Equity

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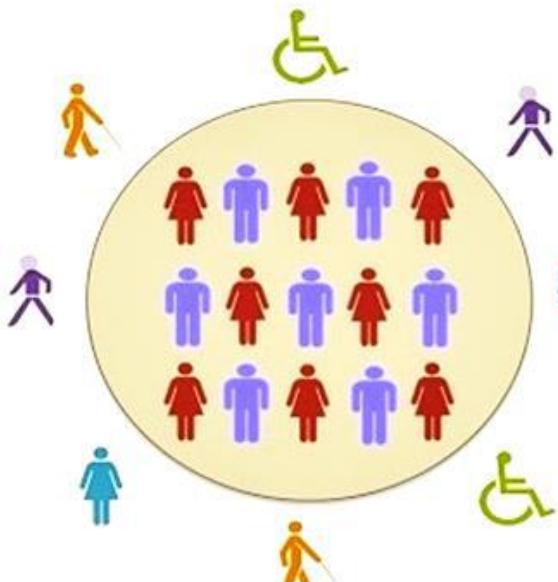


Inclusion

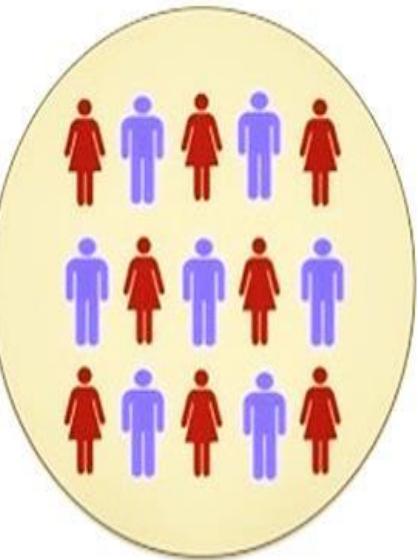
- Inclusion means that all people regardless of their abilities, disabilities, or health care needs, have their right; to be respected and appreciated as valuable members of their community.



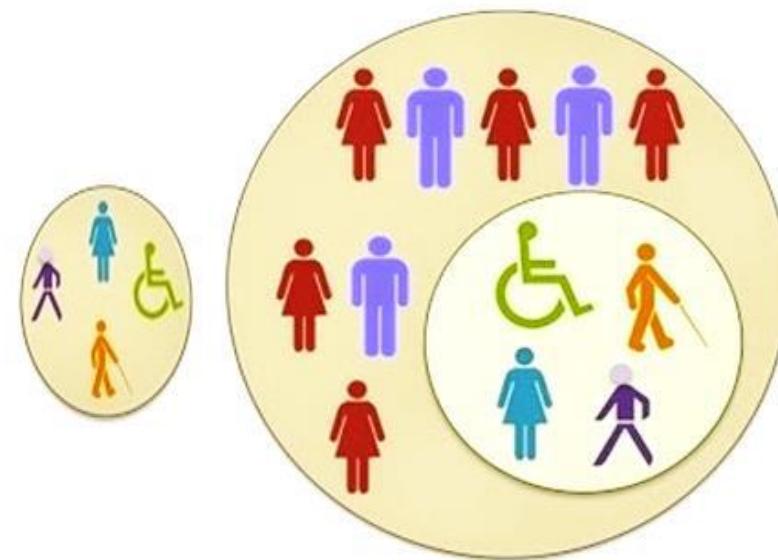
Exclusion



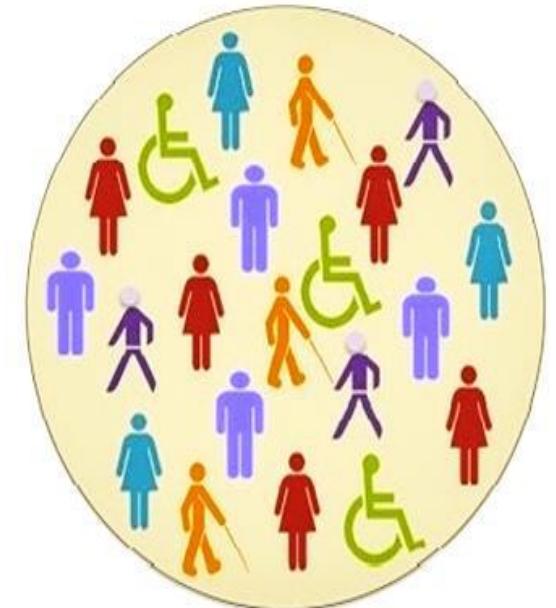
Segregation



Integration



Inclusion



Ways to Promote Inclusion

- Seeking information, understanding and knowledge
- Community Mapping
- Making products, communication and physical environment more usable by as many people as possible (universal design)
- Modifying items, procedures, or systems to enable a person with disability to use them to the maximum extent possible (reasonable accommodations)
- Eliminating the belief that people with disabilities are unhealthy or less capable of doing things (stigma, stereotype)

Levels of inclusion

Levels of Inclusion



- 1) **Invisible**: Overlooking diversity and inclusion, causing exclusion of those seen as different.
- 2) **Awareness**: Some commitment to equality but addresses discrimination inconsistently and with limited resources.
- 3) **Intentional Inclusion**: Formally promoting inclusion and equity through policies, planned interventions, and organizational commitments.
- 4) **Strategic Inclusion**: Involves strategic, long-term action to remove systemic barriers and promote inclusion for marginalized groups.
- 5) **Culture of Inclusion**: Inclusion is fully embedded in the organization's culture, diversity is valued, exclusion is rare, and everyone is supported to reach their full potential.

Gender Equality

Gender Equality

“....is a state of equal ease of access to resources and opportunities regardless of gender including participation and decision making and the state of valuing different behaviors, aspirations and needs equality regardless of gender”

The male sex or the female sex, especially when considered with reference to social and cultural differences rather than biological ones.

Gender and social inclusion is accompanied by roles and expectations that are setting specific in different cultures and market systems.

Gender & inclusion

Addressing gender lies in a nexus of complexities that cut across culture, policies, and consciousness

It is a deep political process that involves intense analysis to continuously address barriers

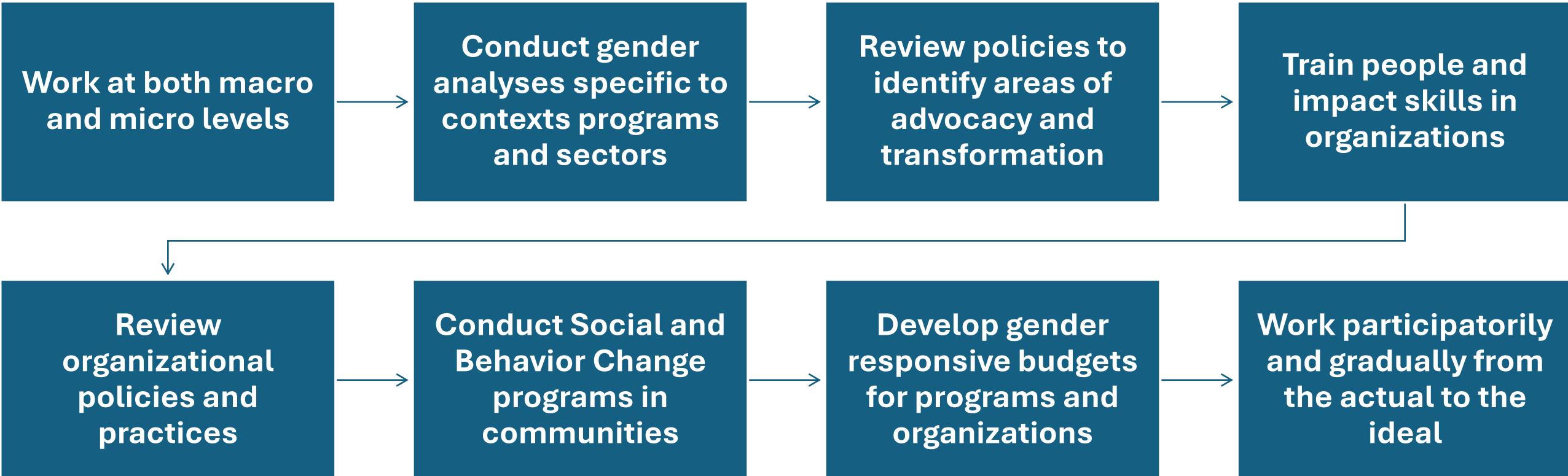
It is informed by qualitative and quantitative analyses. It is not a battle of the sexes.

It is a professional course that requires expertise in gender and social inclusion

It is a process that keeps evolving and not a one-off event

Every practitioner in the market systems needs to appreciate the need for gender consideration in programs

Situation → Action



Background on the Global Status of Youth

- Youth aged **15–24** number **1.1 billion**, representing **18% of the global population**; together with those under 24, they account for **40% of the world's population**.
- Globally, **133 million youth remain illiterate**, while **young people constitute 41% of the world's unemployed**.
- An estimated **238 million youth live on less than USD 1 per day**, highlighting widespread economic vulnerability.
- Despite the United Nations' recognition of youth as a valuable resource for community advancement, **many National Youth Policies in Africa have yet to adequately address fundamental youth issues**.

Insights from Kenya¹

- Youth (aged 15–34) make up about 75% of Kenya's total population and 84% of the unemployed, showing their disproportionate vulnerability in the labour market.
- The labour force participation rate among youth (15–24) stands at roughly 57%, compared to 78% for ages 25–34, indicating that many younger youth remain outside formal work or education.
- Youth and women remain underrepresented in wage and leadership positions, accounting for less than 25% of formal sector employees.



The Reality

- Africa's young population (under 24) = 40% of global population → demographic dividend potential.
- Progress in inclusive leadership exists, but ***bias, systemic barriers, and limited representation*** persist.
- Token participation vs. meaningful agency: *who speaks, who is heard, who is left out?*



Young people the corner stone of Africa's Development:
Africa's future depends on the well-being of its children and youth, and the continent's socio-economic transformation requires meaningful investment in young people.

Question?

"Are Africa's market systems designed for everyone to participate — or just for the few?"

Inclusive leadership (Youth inclusivity) Cont'd

Young people seek genuine participation in shaping global democracy, not just token invitations to discussions



Ensuring meaningful youth participation in decision-making processes will continue to be essential.

- Inclusive leadership is critical to ensure market systems **benefit all**, not just a few.
- Youth are expected to contribute fresh ideas, diverse perspectives, and promote inclusivity in governance.
- Inter-generational collaboration is vital for national development, with each demographic bringing unique value to the decision-making table.

“Who leads the market defines who benefits from it.”

Inclusion is not a favor; it is the foundation of sustainable development



DRIVING AFRICA'S AGRICULTURAL TRANSFORMATION THROUGH YOUTH INCLUSION

- Agriculture employs 60% of Africa's workforce — youth inclusion is critical for growth and job creation.
- Heifer International has run its flagship AYuTe Africa NextGen since 2021
- AYuTe (Agriculture, Youth, and Technology) identifies and scales youth-led agritech enterprises tackling smallholder farmers' challenges — from low productivity to climate resilience.
- AYuTe provides catalytic financing, incubation, mentorship, and market linkages to help youth-led agritech innovations test, grow, and scale their impact.
- National AYuTe competitions in 8 African countries (Kenya, Nigeria, Rwanda, Uganda, Tanzania, Senegal, Malawi, Ethiopia) — spotlighting grassroots innovation.
- AYuTe Kenya exemplifies inclusive leadership in action — equipping youth and women as co-creators of market solutions, not just beneficiaries; empowering them to lead in climate-smart agribusiness; and fostering partnerships that open new markets and promote equity for smallholder farmers.

IMPACT TO DATE

- AYuTe Africa NextGen: Operating in 8 countries, investing USD 1.5M+ annually, reaching 1.19M direct and 2.39M indirect beneficiaries since 2021 — positioning agriculture as a tech-driven, youth-led sector.
- AYuTe Kenya: Since 2022 — 600+ applications, 19 startups funded, KES 9.4M (USD 93K) awarded; empowering youth-led agritech enterprises through mentorship, advisory, and market linkages



Sweden
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Kenya Climate Innovation Center

AYuTe Africa CHALLENGE Kenya

An initiative of HEIFER INTERNATIONAL

2025 AYUTE AFRICA CHALLENGE KENYA

APPLICATIONS NOW OPEN

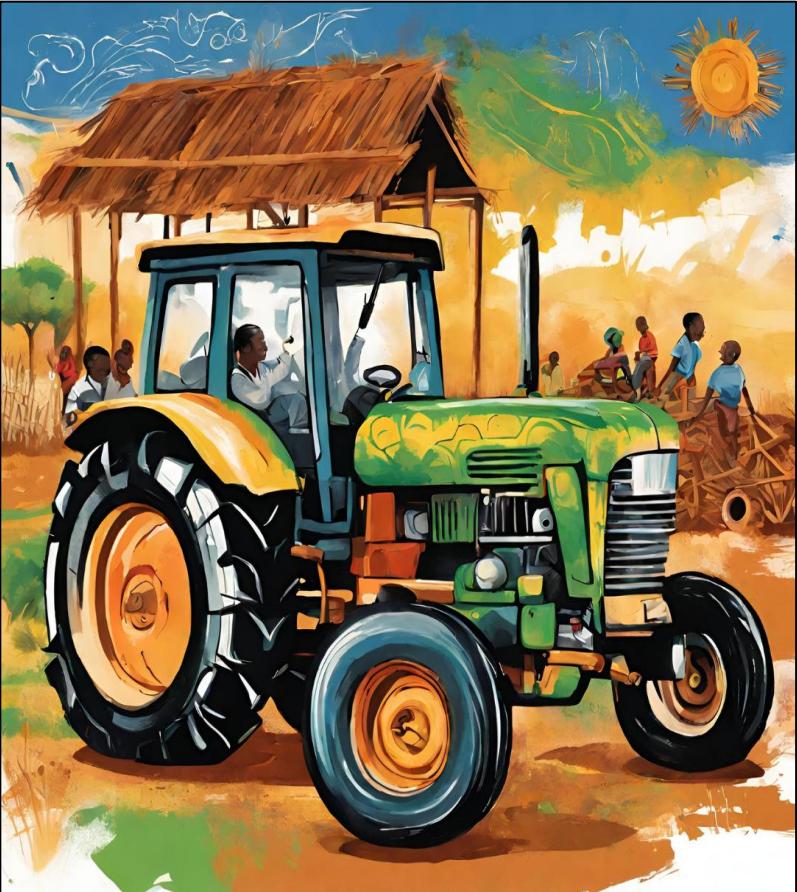
HOW TO APPLY: VISIT
<https://www.kenyacic.org/ayute-innovation-challenge/#1762432786694-40f51598-f21c>



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THANK YOU

