



## Women in Science Leadership Workshop: *Fostering diverse and inclusive leadership in academia*

Hôtel des Mille Collines  
2 KN 6 Ave  
Kigali, Rwanda  
March 22-24, 2018

The meeting will take place in *Kivu 1*. Meals will be in *La Terrasse*.

Wednesday, March 21	
All Day	<b>Arrival &amp; Check-in</b>
7:00 pm	<b>Reception &amp; Welcome Remarks</b> <ul style="list-style-type: none"><li>- Welcome Remarks by CIFAR – Pamela Kanellis</li><li>- Welcome Remarks by Partner Organizations</li></ul>
Thursday, March 22	
7:30 – 8:30 am	<b>Breakfast</b>
8:30 – 8:40 am	<b>Welcome &amp; Introductions</b>
8:40 – 9:15 am	<b>Keynote Speaker: Agnes Binagwaho</b> <i>Vice Chancellor of Rwanda's University of Global Health Equity and Rwanda's former Minister of Health</i>
9:15 – 10:00 am	<b>Panel discussion moderated by Éliane Ubalijoro</b> <b>Fostering diverse and inclusive leadership in academia</b> <b>Panelists:</b> <i>Habiba Chakir is a Senior Biologist/Evaluator of bio-therapeutic drugs at the Ministry of Health of Canada.</i> <i>Sonia Kamikazi is a Corporate Quality Manager at RwandAir, Rwanda's national carrier.</i> <i>Rose Gana Fomban Leke is Emeritus Professor of Immunology and Parasitology and a Fellow of the Cameroon Academy of Sciences.</i> <i>Antonia Maioni is Dean of Arts at McGill University in Montreal, Canada and a member of CIFAR's Board of Directors.</i> <i>Jennifer Thomson is President of the Organisation for Women in Science for the Developing World (OWSD) and chairs the South African chapter.</i>
10:00 – 10:15 am	<b>Break</b>

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10:15 – 12:00 pm	<p><b>Facilitators: Ingrid Richter &amp; Éliane Ubalijoro</b></p> <ul style="list-style-type: none"> <li>- Leadership Above and Below the Waterline</li> <li>- Myths and Realities of Leadership</li> </ul>
12:00 – 1:00 pm	<p><b>Lunch</b></p>
1:00 – 2:30 pm	<p><b>Ingoma Nshya Pioneering Women Workshop</b></p> <ul style="list-style-type: none"> <li>- A 30-minute performance (drums and dance)</li> <li>- A 1-hour initiation to drumming, introduction to the history of Rwandan drumming and a Q&amp;A session</li> </ul>
2:30 – 3:30 pm	<p><b>Facilitators: Ingrid Richter &amp; Éliane Ubalijoro</b></p> <p><b>Deepening the Ingoma Nshya Experience</b></p> <ul style="list-style-type: none"> <li>- Creating Change from the Inside: Practical Radicals At Work</li> <li>- Share stories of people you've seen making change happen in unique ways</li> <li>- Feminine Leadership in Your Context: compare notes on how a "feminine" approach to leadership might be perceived in your workplace/culture</li> </ul>
3:30 – 3:45 pm	<p><b>Break</b></p> <ul style="list-style-type: none"> <li>- Networking break – compare leadership "stretches" with someone you have not met before!</li> </ul>
3:45 – 5:00 pm	<p><b>Facilitators: Ingrid Richter &amp; Éliane Ubalijoro</b></p> <ul style="list-style-type: none"> <li>- Facing the Tiger: What Confronts you as a Leader?</li> <li>- What do I bring to my leadership?</li> <li>- What "runs" me?</li> <li>- What is limiting your leadership effectiveness?</li> <li>- Peeling the Onion</li> <li>- Where do you need to stretch or grow in order to strengthen your capabilities?</li> <li>- Reflective listening and questioning</li> </ul>
5:00 – 5:30 pm	<p><b>Break</b></p>
5:30 – 6:30 pm	<p><b>Dinner</b></p>
6:30 – 8:00 pm	<p><b>Evening Group Activity</b></p> <p><b>Global Café</b></p> <ul style="list-style-type: none"> <li>- Community Dialogue: What has become clear to you from today's session?</li> <li>- What is a common theme that deserves further attention from all of us?</li> </ul>

Friday, March 23	
7:30 – 8:30 am	<b>Breakfast</b>
8:30 – 9:30 am	<b>Opening and reflections – Ingrid Richter &amp; Éliane Ubalijoro</b>
9:30 – 10:30 am	<b>Facilitator: Geraldine Richmond</b> - Negotiation skills
10:30 – 11:00 am	<b>Break</b>
11:00 – 1:00 pm	<b>Facilitator: Geraldine Richmond</b> - Negotiation skills (continued) - Network diagram exercise
1:00 – 2:15 pm	<b>Lunch</b>
2:15 – 6:00 pm	<b>Group Excursion – Experience the city and culture of Kigali</b> – Meet in hotel lobby at 2:15 pm - Kigali Memorial Museum (1h) - Market Tour (1h)
6:00 – 8:30 pm	<b>Group Dinner – Repub Lounge, 16 KG 674 St., Kimihurura, Kigali</b>
Saturday, March 24	
7:30 – 8:30 am	<b>Breakfast</b>
8:30 – 9:00 am	<b>Opening and reflections – Ingrid Richter &amp; Éliane Ubalijoro</b>
9:00 – 10:30 am	<b>Facilitators: Ingrid Richter &amp; Éliane Ubalijoro</b> <b>Developing self and others: mentoring, advocacy and coaching</b> - The social science of networks - Different roles and what they mean - Avoiding “Queen Bee” and “Lone Wolf”
10:30 – 10:45 am	<b>Break</b>
10:45 – 11:30 am	<b>Facilitators: Ingrid Richter &amp; Éliane Ubalijoro</b> <b>Peer Mentoring Session</b> - Where do you need to stretch or grow in order to strengthen your capabilities? - How can you enhance collaboration?
11:30 – 12:00 pm	<b>Closing</b>
12:00 – 1:00 pm	<b>Lunch</b>

Participants & guests are free to depart.