



# Gender & Inclusivity

A PROJECT OF THE SCIENCE GRANTING COUNCILS INITIATIVE



## DEPARTMENT OF RESEARCH, SCIENCE & TECHNOLOGY, BOTSWANA

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The Gender & Inclusivity Project, a component of the Science Granting Councils Initiative (SGCI), is led by the Human Sciences Research Council (HSRC) of South Africa in partnership with Gender at Work (G@W), Jive Media Africa and the Council for the Development of Social Science Research in Africa (CODESRIA). G@W's unique methodology, Gender Action Learning (GAL), together with the Targeted Technical Assistance (TTA) process designed by the HSRC, supports a unique participatory process that responds to councils' needs, builds partnerships and encourages ownership of the change process.

## A journey of awareness: Promoting women's participation in science

Recognition of the benefits of greater participation of women and girls at all levels of the science, technology and innovation space is galvanising efforts to raise awareness of the issue at national and regional levels.



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After joining the Science Granting Council Initiative's Gender and Inclusivity (G&I) Project, the Botswana Department of Research, Science and Technology (DRST) change team undertook to facilitate Botswana's signing of the SADC Women in Science, Engineering and Technology Organisation (WISETO) Charter aimed at promoting the participation of women at various levels in the research, science, technology and innovation (RSTI) sector, including leadership.

The G&I change team agreed that galvanising the process of signing the WISETO Charter, already under way, would be an appropriate start to a broader journey of raising awareness at both national and regional levels about the need for gender inclusivity in science.

In preparation for the signing of the Charter, which took place in August 2022, the DRST mobilised and engaged stakeholders, raising greater awareness of the Charter, what it

stands for, and why it is needed – an important task given the fact that the agreement needs ratification from two-thirds of SADC member countries before it can be implemented.

Having signed the Charter, Botswana continues to pave way for its implementation, and some change team members are paving the way for negotiations with the Botswana Academy of Science, a prospective partner in the broader gender and inclusivity awareness campaign.

The Change Team has started engaging the United Nations Development Programme (UNDP) for a possible partnership so as to reach as wide an audience as possible and ensure support for the progress of women in science continues to grow.

The G&I change team is united in recognising the need to change mind sets around gender and inclusivity, targeting grassroots and rural communities and encouraging support for the work from politicians and relevant stakeholders.



REPUBLIC OF BOTSWANA