



# Our Impact

## June 2018





Dear Friends,

Welcome to AfricAid's first Impact Report! Twice yearly we'll publish reports to highlight our impact as we mentor girls, develop leaders, and transform communities in Tanzania.

AfricAid's mission is to support girls' education in Africa in order to provide them with the opportunity to transform their own lives and the futures of their communities. The Kisa Project ("Story" in Swahili), which began in 2010 with just 22 Scholars, aims to equip A-level students (ages 17-20) with the leadership and life skills they will need to reach their full potential. Launched in 2017, the Binti Shupavu Project ("Courageous Daughters") supports O-level students (ages 13-17) to stay in school and continue to higher education. Both programs involve a combination of weekly classes with a Mentor, a young university-educated Tanzanian woman whom the Scholars see as a role model; educational and inspirational events like Parent Engagement Events, Career Day, and Health Symposium; and scholarships for many of our students to continue their education.

For the past several years, AfricAid has surveyed its Scholars as well as tertiary beneficiaries like parents and school officials. We gather quantitative and qualitative data through surveys, program and school retention rates, and national exam scores. Now, for the first time, that data is being analyzed and presented. This report will be unique among our future Impact Reports in that it includes analysis of several years of data, which up to now has been gathered but not analyzed. Future reports will analyze and report on data from recent months.

The following pages contain findings from our Kisa Project. We have broken down the five outcomes that contribute to our mission, and explored indicators that show how well we are achieving those outcomes. The first class of Binti Shupavu Scholars will graduate in October 2018, and the outcomes of that project will be included in future reports. We are proud of the progress indicated in this report: Kisa Alumnae take on leadership roles, make plans to improve their communities, and have a strong understanding of women's health issues.

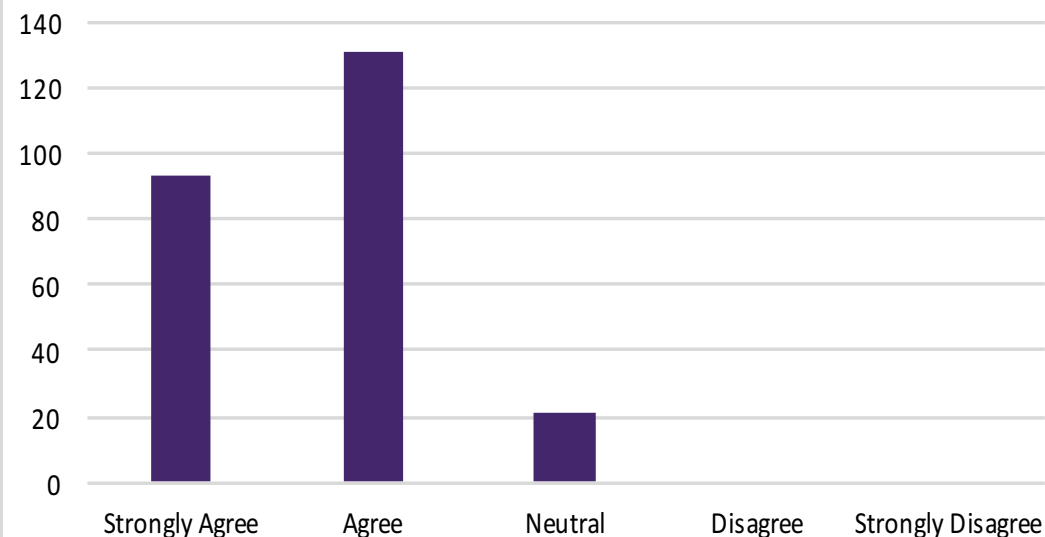
But there is always room for improvement. While our indicators are overwhelmingly moving in the right direction, analysis of our data also shows where we can make our programs even stronger, and do better to support young women in Tanzania. Self-examination is hard work for any social good organization, but we are excited about the program innovations that will result from this process, and that will ultimately lead to increased impact. We are also working to develop our measurement tools to better measure the outcomes we aim for, and our processes to be as rigorous and as free from bias as possible. Just like our Scholars, we are engaged in a constant process of learning and improving. Thank you for being part of our journey.

Jana Hardy Kinsey  
Executive Director

# Outcome 1: Kisa graduates are confident and inspired to lead.

Most Kisa Alumnae are in college, where they lead their classmates with confidence.

"I feel confident making presentations in front of a group."

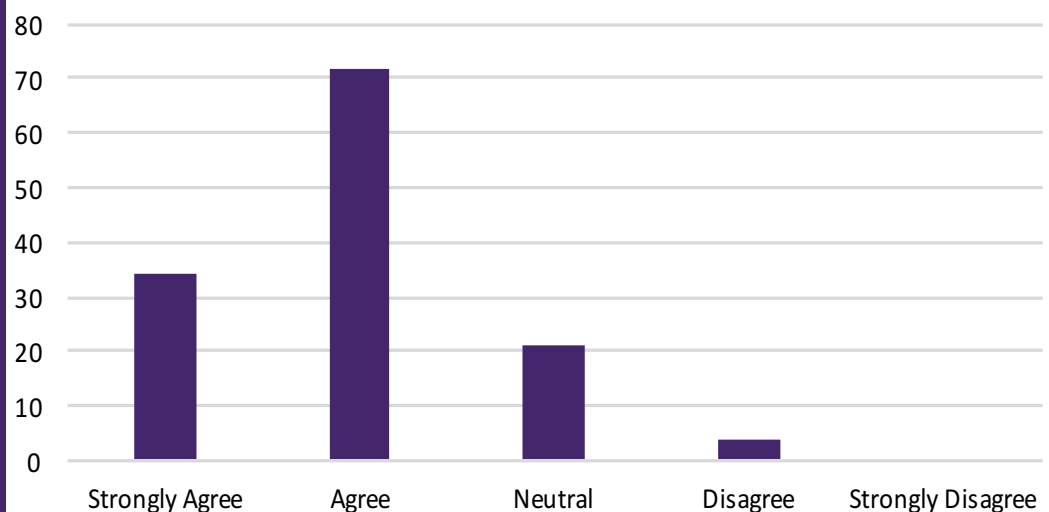


"I consider myself as a leader because when I was chosen to be Health Prefect at school, I thought that it would be difficult because at first I didn't have confidence to stand in front of the people, but because of Kisa and being chosen it helped me to be confident and lead other students for two years. Because of that I know I can lead people, even in my community."

91% of Kisa Alumnae are confident presenting in front of a group. The remaining 9% responded "Neutral" to this question; none disagreed.

"I consider myself as a leader because I can solve different problems taking place in my community both political, social, economic and cultural. This is because of the confidence I have through the knowledge which I got from Kisa Classes. As a visionary leader I want to change my community through the knowledge I have. After some years we are the one to change our community because changes start from us."

"When I work in a team, I usually take on a leadership role."

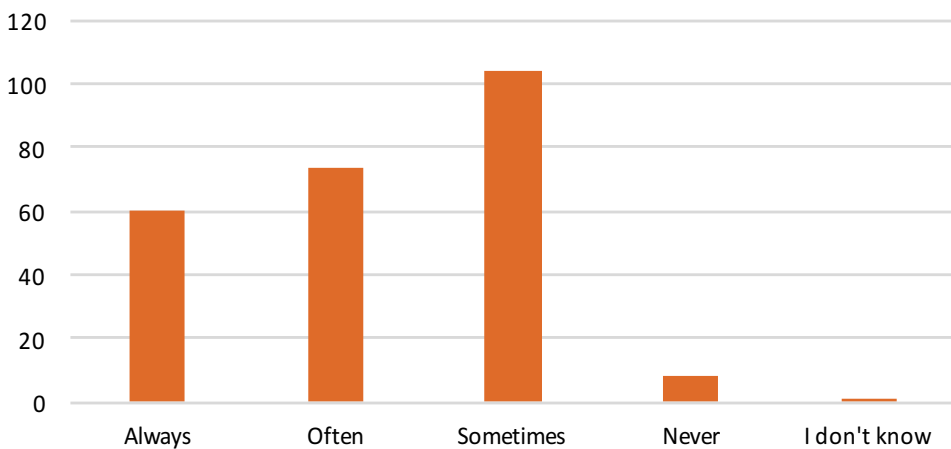


81% of Kisa Alumnae report that when they work in a team, they usually take on a leadership role. 16% were neutral; only 3% disagreed.

# Outcome 1: Kisa graduates are confident and inspired to lead.

Even though they are still at school, Kisa Alumnae are pursuing leadership opportunities.

"I actively seek out leadership opportunities in my school, work or community."



96% of Kisa Alumnae report that they actively seek out leadership opportunities in their school, work or community.

"I wish to be a strong and courageous leader in my country and make different changes in my country. That is engaging in ensuring competent leaders and leadership; making changes in all levels and sectors, economically, socially, culturally and politically. I wish to see a new developed nation with new strength, new success and a new motivation."

Although most are still in university, Kisa Alumnae are already active leaders. 26% of Kisa Alumnae have already started a business or community project, and 50% plan to do so in the future.



“Girls can be leaders, just as how Kisa girls are leaders in our school.”



A Kisa Scholar gives education back to younger students in her community.

“[The community project] gave me some experience to believe if girls are well-prepared through different programs they can do something unexpected.”

Kisa Scholars are proving their worth: in 2017, they scored **10%** higher than the national average on the final exam of secondary school.

“I was happy to give my permission [for Kisa Scholars to do a project at my school] because the environment here is a village and the project those girls did is very important for our children, because they grow with the knowledge [about menstruation, early marriage and pregnancy] that the Kisa girls came to teach.”



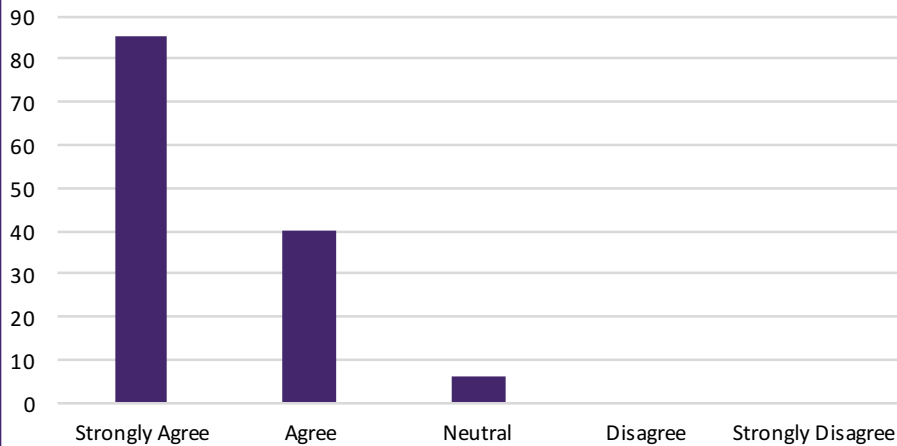
Kisa Scholars explain their work to a community member.

“Girls can have different opportunities such as being teachers, doctors and many more.”

Outcome 2: The communities in which Kisa Scholars implement community projects demonstrate shifting attitudes and practices about the worth, potential and capability of girls and women.

# Outcome 3: Kisa graduates are healthy.

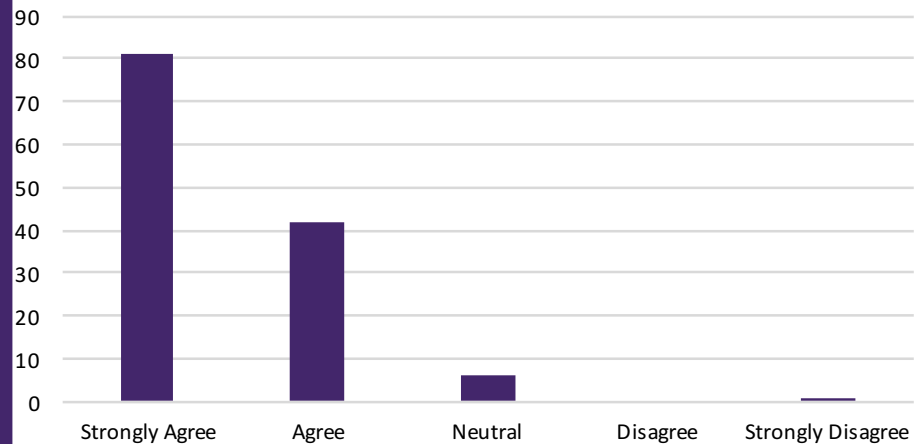
"I am able to take care of my health."



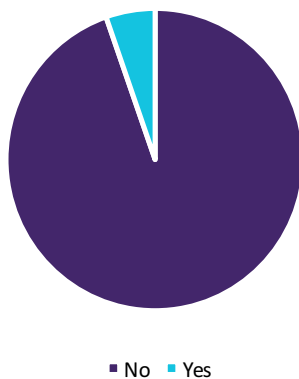
95% of Kisa Alumnae understand their health and are able to take care of their health needs.

Only 5% of Kisa Alumnae report having been pregnant since being involved with the program. To compare, half of Tanzanian women age 20 (younger than most of our Alumnae) have already had at least one child.\*

"I understand my health needs."



"Since becoming involved with the Kisa Project, have you been pregnant?"



The average reported age at first pregnancy for the very few Kisa Alumnae who have been pregnant is 21.3 years - one and a half years older than the national average of 19.8 years.\*

# Outcome 4: Kisa participants have a broader understanding of and appreciation for the issues in their communities and strong empathy for young girls.

At the end of their first year in Kisa, Scholars research an issue in their community, come up with a solution, and present their idea to their peers and a panel of judges, who give them a score out of 10. The average Scholar earns:

# 7/10

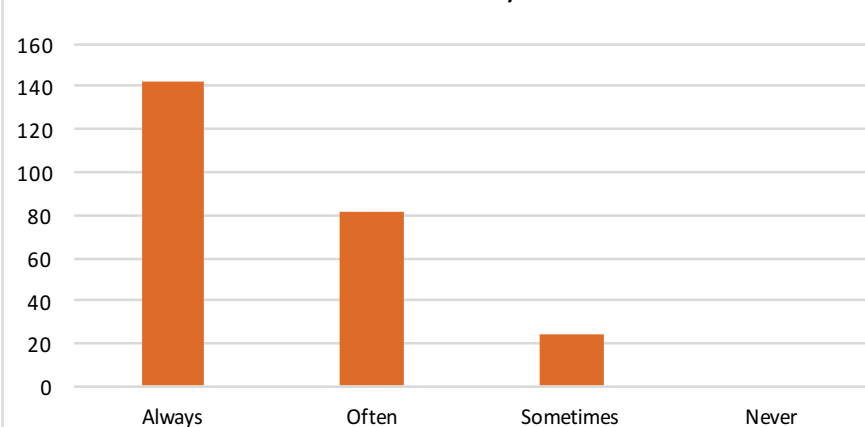


“The most valuable part of the Kisa program was when we had to think of our community’s problems and come up with one for the **2 Day Challenge**. It brought us students together, sharing a lot about what’s around in one’s community. It gave us awareness that there are many areas that require our hard work, attention and time.”



In the 2 Day Challenge, Kisa Scholars use their knowledge and skills to support younger students in their communities.

"I think about the needs and issues facing my community."



“My vision for my future is to solve problems in my community, for example to reduce poverty in my community. Also I want to become a doctor and treat people equally especially in my community because where I live there is only one ward dispensary, so I wish to build a hospital there.”

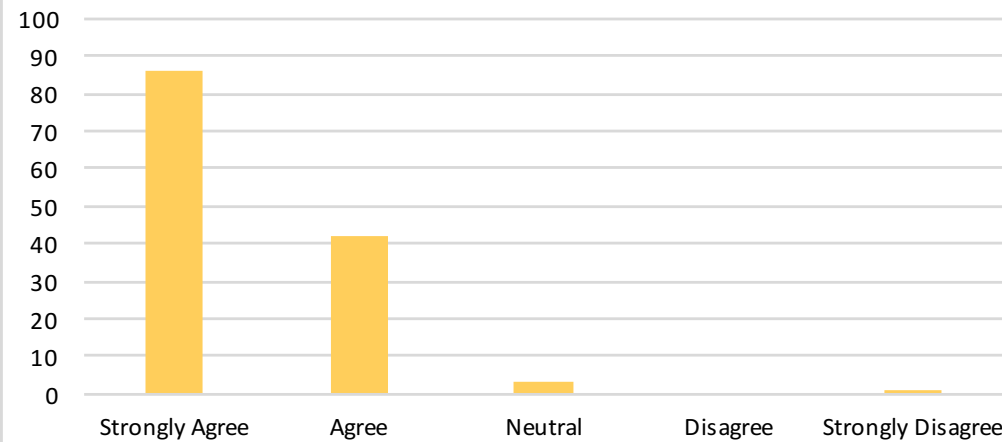
“My vision is to see my community no more practicing FGM [female genital mutilation], to see all the girls are being sent/allowed to go to school equal to boys and also to eliminate early pregnancies in my community by providing education to them.”



Kisa Alumnae put their heads together - literally!

"That love that they show us, the encouragement, the support in life and studies, I would choose these over and over for I am seeing the outcomes and the new version of myself."

"The Kisa Alumnae Network is a source of support for me."



**23%** of Kisa Alumnae attended networking events in the first half of 2018.



Kisa Alumnae hear from a guest speaker at a networking event.

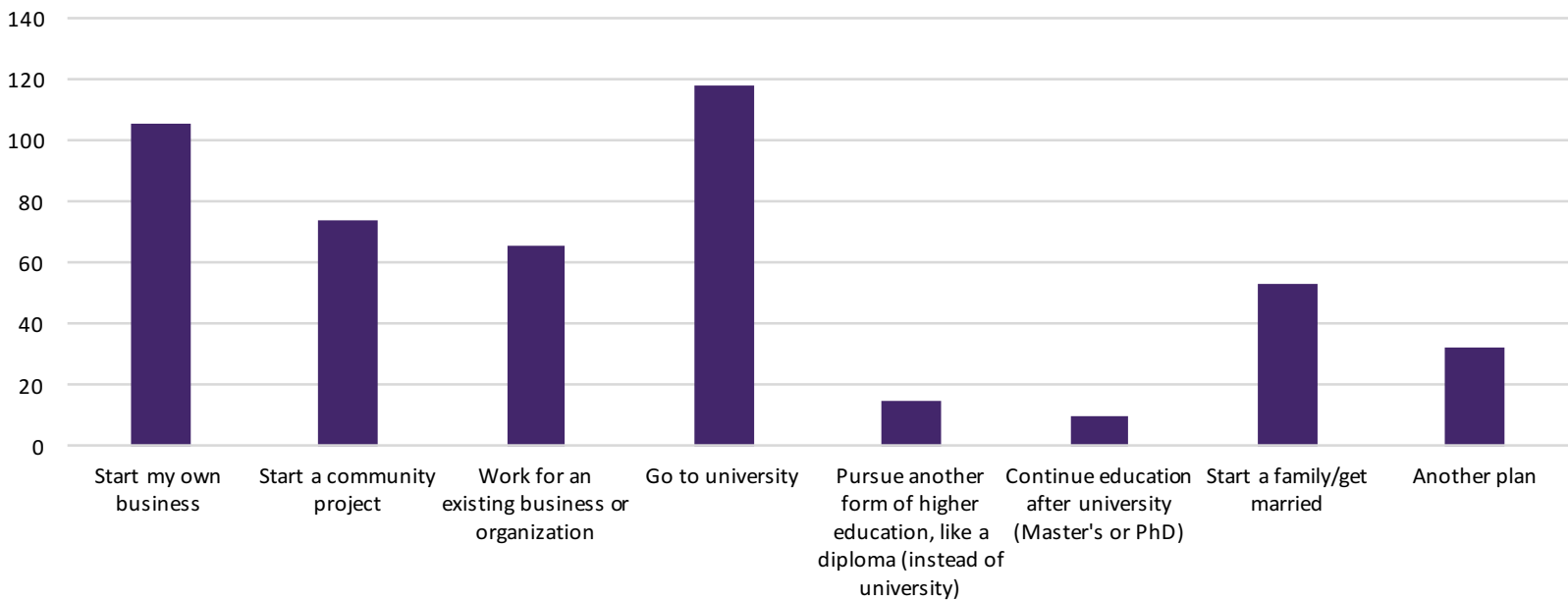
Outcome  
5: Kisa Alumnae are connected, supported and enthusiastic ambassadors for the Kisa Project.



# The future is **bright** for Kisa Alumnae

"I want to accomplish my degree in commerce and finance, and then I want to help young girls and boys in my community in accomplishing their goals and preserving the environment. Also to help my mother since I am the only daughter and the first born and she struggled a lot to make sure I am where I am today."

"In the future, I plan to..."



"I want to see a society which is free of drugs, free of discrimination, free of gender inequality and free of unemployment. I will work for my society."

## Neema the Currency Trader

"You have to find strength to stand out, so Kisa gave me that," Neema Metili says - and she certainly does stand out. Less than a year after graduating from university, Neema works for herself as a foreign currency trader. "I wouldn't be where I am today if I wasn't in the Kisa program," Neema says. "I used to be this shy girl, but then the knowledge and the strength of realizing that women can stand on their own and they can stand firm, that has been the great encouragement for me in Kisa." Neema currently sets regular hours for herself to trade currency, doubling her investments every few weeks. In her free time she studies cryptocurrencies, makes origami, and brainstorms ideas for the vulnerable women's program she wants to start. "I was thinking of the ladies out there with HIV and maybe the single mothers out there," Neema says. "They have no hope, they have nothing. So I was thinking of developing a program for them to do decorations," she explains. Neema plans to draw on the origami knowledge she got from her Kisa sponsor and the funds from her currency trading to start her social enterprise.



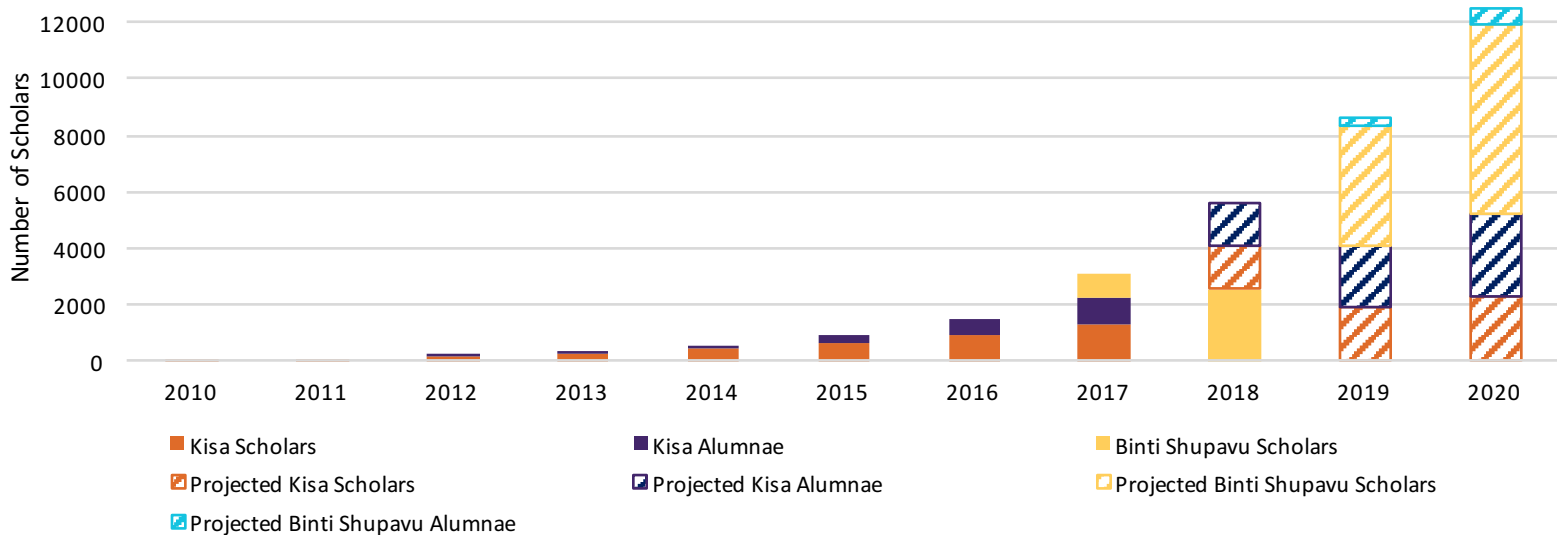
# The future is bright for AfricAid



## Introducing Binti Shupavu!

We introduced the Binti Shupavu (“Courageous Daughters”) program in 2017 to extend our impact to younger girls. This program provides support to girls in lower secondary school, who are at a high risk of dropping out: 76% of Tanzanian girls ages 14-17 are not in secondary school.\* Without secondary education, girls get married earlier, have more children, control less of their household income, are more likely to contract HIV, earn less money, and are less likely to participate in civic society and politics.\*\* The Binti Shupavu program supports this high-risk group with mentorship and guidance aimed at helping them stay in school and make wise and healthy choices for their futures. We are excited to share the results with you after our first class of Binti Shupavu Scholars graduates in October 2018!

## Our Growth



## Better data, better learning

Future Impact Reports will bring you even more data on AfricAid’s impact. In 2018, our entire staff underwent Monitoring, Evaluation and Learning training, including guidance on how to administer surveys without introducing bias. This is now a mandatory part of onboarding for new Mentors. In addition, we have revised our surveys to ask questions that get at the data we need, in ways that avoid bias. We are also using a new survey tool to psychologically analyze our Scholars’ resilience before and after they participate in our programs (we introduced this tool at baseline in 2015, and are now in the process of collecting endline data from it). Check back in January 2019 for a deeper look at our program impact, including the first data from the Binti Shupavu program!

\*Ministry of Health, Community Development, Gender, Elderly and Children (MoHCDGEC) [Tanzania Mainland], Ministry of Health (MoH) [Zanzibar], National Bureau of Statistics (NBS), Office of the Chief Government Statistician (OCGS), and ICF. 2016. Tanzania Demographic and Health Survey and Malaria Indicator Survey (TDHS-MIS) 2015-16. Dar es Salaam, Tanzania, and Rockville, Maryland, USA: MoHCDGEC, MoH, NBS, OCGS, and ICF.

\*\*“State of the World’s Mothers 2005: The Power and Promise of Girls’ Education.” 2005, pp. 11–14.

Note: Some quotes have been lightly edited for grammar and punctuation.



AFRICAID

# Thank you!

**Keep Learning**  
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