

UGANDA MEMPROW *Girls' Newsletter*

THE KAMPALA CHAPTER

DECEMBER 2022/ VOLUME 2



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Sustaining Women's leadership



PROGRAMME DIRECTOR'S MESSAGE

“...we committed to breaking down all glass ceilings that prevent girls from reaching the sun!”



Ms. Sarah Nakame
Programmes Director – MEMPROW

Dear MEMPROW Girl, Sibling
This is a heart-to-heart letter, from the heart of MEMPROW to yours. As you turn the pages, may the experiences and lessons shared here speak to your strengths, your dreams, and your fears! May you find inspiration to move past the fears and be ignited to launch into your wildest aspirations. We are cheering you on!

This season has been fruitful, enjoyable, and challenging for the MEMPROW team. It was challenging because we committed to breaking down all glass ceilings that prevent girls from reaching the sun!

We hope that by advocating for safer sports, ending teen pregnancy and child marriages, and creating conducive and supportive environments for girls' educational attainment, every girl and woman will see themselves as unique, celebrated, and with valid dreams. In that spirit, this newsletter

has been written to cast a spotlight on the untold stories of brevity, resilience, innovation, sisterhood, and all things in between.

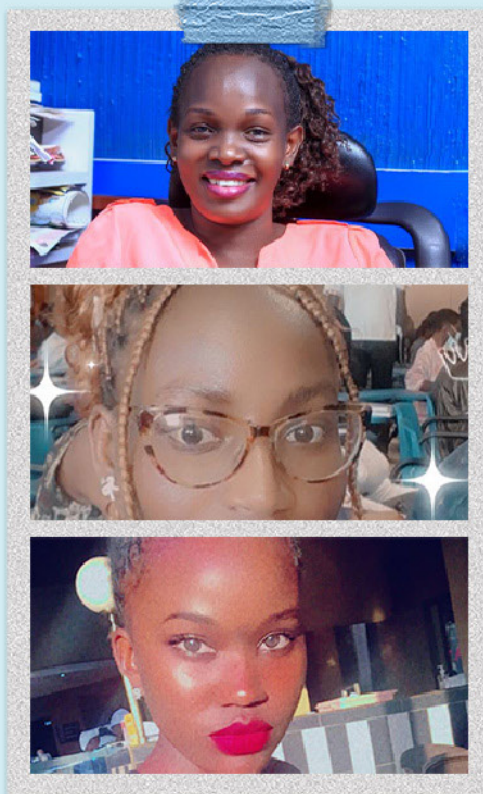
Thank you for walking this journey with MEMPROW and for believing in and committing to the MEMPROW mission to build young women's agency and a feminist movement for an inclusive and violence-free society. MEMPROW Girls participated in various sports, learned social survival skills, and supported each other in girls clubs at their schools, which resulted in the milestones we recorded this season.

Our commitment is that we will continue to coalesce around all these wins, and we will continue to walk this journey with one girl or woman at a time.

Happy 2023!



Sustaining Women's leadership



MEMPROW GIRLS' STORIES & POEMS

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I can't wait to brand Nudu's Gweke

Nodrine Kaggwa



First, I would like to thank MEMPROW for the opportunity to be enlisted in their training spaces. I have a snack business where I produce cookies, crisps, and hard corn. My first day of the training was so important; I learned how to count my safe days. On the second day, when we got to the business part, I was eager because I didn't know how to realize my profits or when to take a loan because I have been fighting to stop loans in my business but I didn't know how to stop them.

I have learned that I have to create a better relationship with my suppliers. There are times when my products are in high demand but I don't have enough capital for operations, so I might end up taking out a loan, which would put me under financial strain. No more loans.

I have learned that I have to note down each and every sale I make for proper balancing of profits and removing my tithe. Now I can keep track of my sales, which is actually helping me realize that I am making money out of my business.

Lastly, I am actually going to resign from my job and am now going to concentrate on making good earnings from my snack business. This training has actually taught me that I should bring more snacks to market, such as yam crisps, which are in short supply. I literally can't wait to brand Nodu's gweke. Thank you for the opportunity, MEMPROW.

May God bless you



PROFIT MARGIN

My transformational experience with a business training at MEMPROW

Arinda Patience

First of all, I want to express my thanks and honor to Memprow for inviting me to this training. It was all I needed for the betterment and understanding of my business. I humbly thank the entire mempro staff and the trainer for devising such plans. This training has taught me a great deal. First and foremost, I learned about saving; I used to save but had no idea why or for what I was saving; through this training, I learned that before I save, I should have a goal and purpose for saving, as well as accountability for saving. And I'm confident that this will help me grow my business because I'm going to start saving 10% of my profits to grow it.

The second thing that I have learned in this training is the importance of having passion for my business. Before this training, I would look at online business as a cheap thing, but now I have learned that when I give passion or love to my business, it will develop and be a better business in the future.

Another thing that I have learned in this training is that being flexible for my business makes for better movement of the business. Before, I used to be hard on my business in the way that I wouldn't be able to quickly adapt to new circumstances that came along with it, but now I think and hope that I will be able to change accordingly.

Thank You MEMPROW

MUYAMA HELLEN



I am a woman who is learning how to do business because I come from a background where everyone was predominantly employed. Having been in printing for the past 6 years and baking for 2 years, I have had the opportunity to learn about profitably optimizing my business, either in line with how much I earn from them or by getting maximum yield from them through marketing, especially to already existing clients. I have also learned how to take complaints and compliments positively and work on them.

I also got more enlightened on good record keeping (income and expenditure) and the use of invoices, receipts, etc. We were also urged to make sure our businesses are registered formally. Other high points were in human resource management, where the people I work with should be well suited for the job and also deliver results as required. Also, make the work environment conducive for them. A room should also be a part of your space where necessary.

Above all, I have gotten into a new space with people of different connections and knowledge who I am sure will benefit me positively. Thank you for the opportunity to be a part of this training.

My LEARNING Journey

Taking all of this into account, I know that my business can only improve from here on!

**Nandutu Vanessa
Esther**

I have learnt a lot from the training MEMPROW organized. I came with the intention of learning how to run my piggery business more efficiently; I learned the value of record keeping and am now actively keeping track of my pig-related expenditures. When it comes to operational costs, I have learned that it's important to make accountabilities for both business expenses and personal expenses. Furthermore, in that light, I can say that I am now managing my time better since I am now able to discern what is considered urgent from what can be said to be only necessary.

I have also attained marketing skills and learned to always be kind and flexible with my clients in order to maintain a good relationship with them and encourage loyalty. I have also learned

that negative criticism of a business is a good thing, not a bad thing as I had originally thought. I have seen that negative criticism helps to outline areas where a business owner can improve themselves and the business that they own. I have also learned that it is important to register your business, not only to attain more opportunities but also to show that you're a legal tender that can be trusted by your clients. I was also advised on banks and the various opportunities that came with them, such as Stanbic and Centenary Bank, as well as the benefits of investing in Treasury and Bonds. Taking all of this into account, I know that my business can only improve from here on. I thank MEMPROW for this opportunity, and I look forward to showing my improvement in my business.



Sustaining Women's leadership

THE WISCHANA WA AFRIKA SUMMIT 2022

The world is not a safe space for women but through combined efforts from women, we can change this narrative and make the world and its systems safe, favorable and conducive for women!



My being a change maker is what I attribute to the belongings in the MEMPROW Girl circle for the past nine 9 years because it's a life changing circle. For me the Outstanding was the October 6th to 8th 2022, during the #WasichanaWaAfrikaSummit2022.

During the summit joining others girls to discuss topics that strengthen me as a young woman and future leader and CEO of my own organization including Sexual Gender based Violence, SELF-CARE, RECLAIMING OUR POWER with a purpose of equipping girls to take up space, reclaiming our power within our societies.

Conclusively my key take is that the world is not a safe space for women but through combined efforts from women, we can change this narrative and make the world and its systems safe, favorable and conducive for women and we can

put an end to all the atrocities levied on women especially violence at home, work, community and in school.

And my recommendations will be that all girls should be shown a path to embrace the need to change this sad narrative and speak up, report, advocate and do all there is to make the world a better place for women. Because when a woman speaks against an injustice she speaks for every woman, and speech is a very important weapon.

"Girls sharing their political and basic leadership experience was undoubtedly a compass. I also had the chance to share to the best of my ability and I am very appreciative of the chance. I am eager to interact with MEMPROW more and to remain a MEMPROW girl forever" Anzoo Sara

A portrait of a young woman with her hair in a red beanie, looking directly at the camera. The image is partially obscured by a large red geometric shape on the left side of the page.

I was able to **EVOLVE**

As a young woman and growing feminist, I have learned to be accountable to myself, choosing me first because it starts from within...!

**Namugerwa
Allen**

Looking back to when I first came to MEMPROW, I was someone who was feeling hopeless and depressed, but thanks to the trainings I participated in, I was able to evolve. First of all, the leadership course really stood out for me because I learned how to assess and analyze myself as a leader and an older sister to my brother. I got to discover that before you become a leader, you should always acquire knowledge about the target group you are aspiring to lead and be a student of yourself, loving and embracing yourself. I also learned to control my emotions, which I surprised myself with, and I am now healing. I also didn't know how to plan for myself, so I am now able to create a life board.

I have also been open to being non-judgmental, shouldn't look down on people, and have friends and people to count on and be accountable to because relationships in this world are governed by power. As a young woman and growing feminist, I have learned to be accountable to myself, choosing me first because it starts from within, while making choices, knowing the consequences, and still doing it anyways.



Sustaining Women's leadership

Promoting **Young Girls** Community LEADERSHIP

SANDRA NAFUNGO



Opportunities always come in handy if taken advantage of. And one of my very best moments came when I had the privilege to attend my first-ever training at MEMPROW on feminist leadership skills.

Through this training, I got to know what kind of leadership I can contribute to in the community where I come from, especially getting involved in creating impact as an agent of change, thus aiding me to form and register an organization by the name of "Fastlyne Women's Foundation" that aims at empowering young girls and women to be able to become good leaders and promote and protect the rights of women.

In all honesty, this particular training has become a reference for me because it was when I got to understand feminism to a greater extent, and I am now motivated to continue practicing feminist living in my day-to-day life and promote justice, equity, and equality in all aspects of life in the communities we serve.

"I believe that with many more trainings like these, I hope to create change in the lives of many adolescent girls and young women through knowledge sharing, and I would gladly recommend that many more young leaders attend such trainings at Memprow."

Many thanks to the team at MEMPROW. Thanks for loving us. Blessings.



Sustaining Women's leadership

MEMPROW, THE EPITOME OF GROWTH POTENTIAL

KWIKIRIZA DAISY PRECIOUS

Well, I must honestly tell the world how grateful I am for the opportunities at MEMPROW because every time I attend a training, I am challenged to be a better person.

During the course of these training sessions, I have been exposed to knowledge about personal leadership, gender, domestic violence, and feminism. This challenged my beliefs and perceptions on different societal aspects, among others; the following have especially stood out for me.

The personal leadership session helped me to know my personality, which armed me with self-awareness and self-acceptance and the potential to become a better leader. In addition, I am able to know my strengths and weaknesses, which will definitely improve my interpersonal skills.

Similarly, I have had my stand on feminism challenged. With the knowledge that it is a wide movement and not just one advocating for women's rights, I have learned the different agendas that feminists are pushing for, for example, inclusiveness, the rights of PWDs, and affirmative action, as opposed to the societal perception that they are angry women who want all men "castrated." Therefore, I intend to challenge my friends about feminism and correct their perceptions and misconceptions.

Summarily, I'm grateful to MEMPROW for the opportunity to learn and the commitment to empower young women like me. This is a chance for me to contribute towards positive change in my society, and I intend to initiate those uncomfortable conversations and challenge societal misconceptions.

COLLABORATIONS AND NETWORK



Young Feminist **RESEARCH;**

Under Ford Foundation, MEMPROW joined sister organisations from Kenya and Tanzania in a young feminist organizing research to build and expand our knowledge on Young Feminists organizing in East Africa.

IN COLLABORATION WITH **WOMEN IN RUGBY**

we supported the organization of the first ever dialogue and leadership workshop under the theme "challenging inequalities and influencing change in rugby in Africa beyond the tryline." On hand for the occasion were Kenya lionesses, the Zambian lady's team, and the Uganda lady cranes. This workshop was to enable women in sports. Claim safe spaces for women's participation in sports.





Sustaining Women's leadership

◆◆ Feminist Republic ◆◆ **FESTIVAL;**

Isn't it right that every feminist deserves a break? Well, in 2022, we were glad to join over 500 African women human rights defenders to offer healing space for feminists in Naivasha, Kenya, contextualizing healing justice as a feminist organizing framework in Africa.





Lunkuse Winfred

Being different is something that many people in our society find difficult to embrace, accept, and appreciate, but in any case, I believe that if we accept the fact that people have different realities and that what one person thinks is reality is not actually reality to another person, it could be better, and people of all identities will be free to live happily and without feeling neglected by other people because it is by nature that we get identified, be it sexually or by personal characteristics, so I think we have to embrace the fact that people are different according to the feminist living session we had.



I am **Namugga Aisha** from the Tunaweza Foundation, living with a physical disability.

My goal is to ensure that people with disabilities have the same opportunities as everyone else to contribute to society.

I say that my choices are always about myself, including my body and relationships. And I definitely would like to use my voice to be heard and understood in a way that is not based on my physical appearance. In doing all these things, my source of power is the unsurpassed love for myself and my family that cannot be surpassed.

Abdulinah Khasakya



My name is Abdulinah Khasakya, "I work with Trans Alive Initiative Uganda as an executive director. I say my Choices are about myself because I am a lived reality; so I would definitely want to inspire Trans people and those living with disabilities through story telling."

#SheSaysMoments

Namatovu Angella



My name is Namatovu Angella. I am a leader, a feminist, a community paralegal, a poet, and a legal scholar with a long-lasting urge to transform my society by advocating for equal opportunities for everyone. I was recently appointed chief justice of the Cavendish University guild tribunal because of my passion for justice for all.

I must confess that my profession, my way of life, my way of activism, and my friends are literally everything except life, as God chooses that for me. I don't mind how my voice is heard as long as it is heard at all. Given that there is no one like me and that I only live once, I want to leave a legacy.

#SheSaysMoments



Taaka Irene

I am Taaka Irene, a dancer by profession, mostly known by my stage name Kingboss Tucker, and an advocate for artists and creatives. I know I am a feminist and a human rights defender, a spiritualist who believes in the power of the moon, sun, water, and plants, and a socialite who believes that power is given to the people by the people and given back to the people I represent.

I say there must be a line between my personal choices and those of my friends and the government's choices to avoid conflicting decisions in order to reach our common goal.

As a feminist, human rights defender, and advocate who, in my mind, knows that I am a human who is still learning, unlearning, and relearning, I give people opportunities to learn from my sense and disregard or adjust to what does not relate to them.

The fact that I have had my experience in the entertainment industry, coupled with my lived realities socially, economically, and mentally, means that my passion, love, and urge are to make a conducive environment for artists and creatives next in line in the arts edutainment to improve our livelihood.

#SheSaysMoments



Kyohairwe N. Kay

My name is Kyohairwe N. Kay, a middle-aged woman who strives to bring life into a better equilibrium as a feminist, human rights defender, and social worker. I recently qualified as a counselor, which gives me the skills to listen and help community members find solutions to their challenges. I am also an artist and a dedicated film director who uses art to raise awareness and increase the voice of activism and advocacy. Professionally, I am a graduate teacher of English and literature.

I tend to own most of my decisions because I believe that as an adult, I am responsible for my choices, decisions, and actions. I appreciate when I am respected, understood, and treated with empathy. My power source comes from my inner dedication and determination

#SheSaysMoments

PHOTO GALLERY



Sustaining Women's leadership





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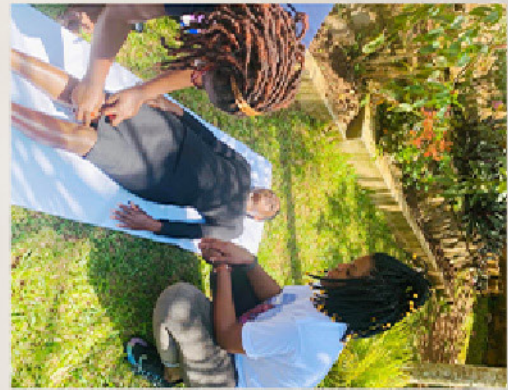


PHOTO GALLERY



This Newsletter is a publication by Mentoring and Empowerment Programme for Young Women (MEMPROW)



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