



Pangea Network

Nairobi, Kenya

TUBONGE UWAZI DADA INITIATIVE (TUDAI) LET US BE TRANSPARENT

Program Intern

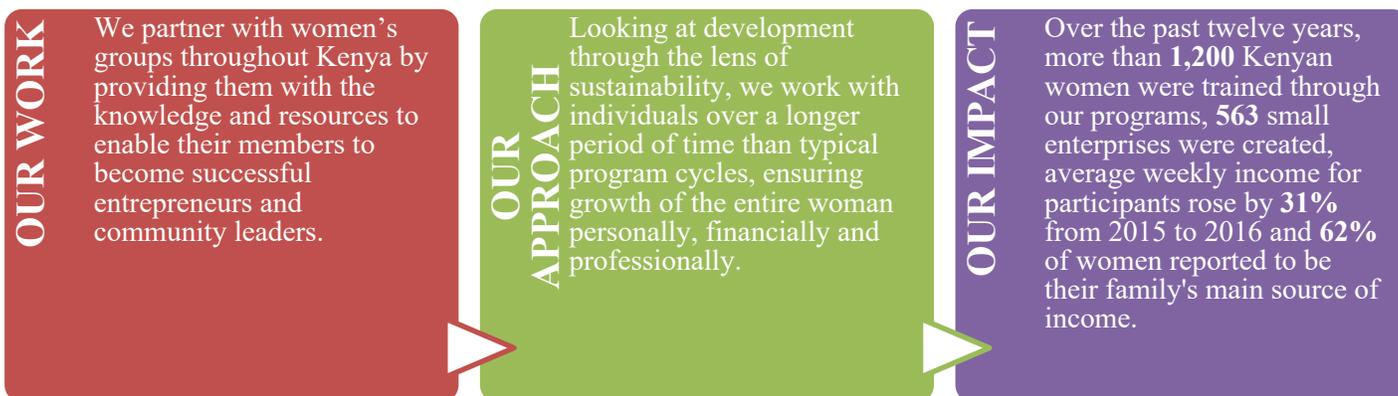
Organization Overview

The Pangea Network is an International non-profit dedicated to empowering motivated individuals in Kenya and the U.S. with the knowledge, skills and an ongoing network of support in order to achieve their dreams and make positive, life-changing contribution in the communities where they live.

Pangea has an office in Nairobi with 7 full time equivalent staff. The women cooperatives are located throughout Kenya in multiple locations – from Nairobi to rural and remote areas near Kisumu (Western Kenya) and Mombasa (Eastern Coast).

Pangea's 3 main programs include the Kenyan Women's Network, Kenyan Student Sponsorship and U.S. based Young Women's Leadership Challenge, all providing empowerment through education.

The Kenyan Women's Network program includes training in business skills as well as leadership, health & nutrition, human rights, and sexual and reproductive health.



Social Issue Focus & Impact

In Kenya, high-risk early pregnancy has long been a societal challenge. [Government demographic data](#) from 2014 show that 15 percent of girls aged 15-19 had already given birth, and another three percent were pregnant with their first child – the [highest rates in East Africa](#). They are less likely to resume schooling rendering them poor and perpetuate the cycle of poverty. This threatens the empowerment of the future woman through lack of education therefore having women underrepresented in influencing careers in their communities.

In addition, school closures due to Covid-19 have cut off girls from teachers who can sound the alarm in suspected cases of abuse at home. Restrictions on movement between villages and cities has also made it harder for girls to access contraceptives and family planning services, and mandatory curfews have trapped girls in homes with [predatory family members](#) and neighbors.

'Tubonge' is a youth slang word in Kenya meaning let us talk and 'uwazi' means transparency. TUDAI aims at spurring reproductive health talks among girls facilitated by older community members and peers. This project aims to not only



reach and impact the girls directly through knowledge and awareness building but also bring Sexual and Reproductive Health (SRH) into the public dialogue, becoming a responsibility taken up and owned by the entire communities around them. Along with the basics of sexual and reproductive health, the team will bring in critical aspects of human rights, gender and healthy relationships to the discussions. Key Project Performance Indicators include increased levels of knowledge of SRH, respect for human rights and diversity, improved critical thinking and decision-making skills, greater community wide awareness of gender equality and inclusion, reduction in teen pregnancies and rates of STI's.

Position Description

Pangea is looking to roll out this new effort in 2021.

Pangea's Nairobi based team, all local Kenyans, have developed deep relationships with the women/cooperatives from Pangea's Kenyan Women's Network program in these locations. The team has been conducting trainings in human rights, leadership, reproductive health, and more for over 10 years and therefore have an intimate knowledge of the challenges facing adolescents in the region today.

To increase the success rate and ensure sustainability, Pangea will form partnership with:

Parents/guardians will become Pangea Network Adolescent Sexual Reproductive Health (ASRH) ambassadors and advocate for improved sexual reproductive health in adolescents.

Peers and Mentors: Adolescent girls and peer educators will become Pangea Network ASRH ambassadors.

Peer Educators youth between 20-27 years. The training and involvement of young people as peer educators will ensure that programs, activities, information, and services are appropriate and relevant to young people's concerns.

Stakeholders

Their support will promote community ownership leading to project success. They will become Pangea Network's ASRH ambassadors and amplify our work.

Things that we would be asking the researcher to help with are the following:

- Assisting with the coordination and planning for certain phases of the project – including mapping, targeting and mobilizing 375 adolescent girls for training
- Assisting with the distribution of feminine hygiene kits
- Designing appropriate framework and code of conduct for community ambassadors
- Documenting the pilot project and consolidating best practices to build a comprehensive training manual for the project

Student Profile

Students from different areas of study are drawn to work in the field of international and sustainable development. English will be the main language, all Pangea staff in Kenya speak English. Pangea staff will serve as translators during any training or meeting or interviews when necessary.

Pangea is looking for someone who is comfortable in a diverse setting, culturally sensitive and committed to working in the developing world with vulnerable populations. The student can be a Global Studies major or someone from the Jones School of Business or interested in data collection and the power of statistical analysis who is curious, passionate, and committed to finding innovative solutions to alleviating vulnerable populations from poverty.

The women in Kenya that are part of The Pangea Network are smart, fast-learners, and want to be educated and grow personally as well as grow their businesses in a sustainable way – if this sounds like the kind of work you want to contribute to we welcome you to The Pangea Network!



Students who have cross-cultural and interpersonal skills, are comfortable in a multi-cultural and multi-religious environment are invited to join Pangea. We need someone who is comfortable in a foreign environment and can adapt and be flexible and respectable in navigating through a new country, new people, new culture.

Time Frame

9 weeks with The Pangea Network

1 week in the U.S. with Nicole Minor, Founder and Executive Director of The Pangea Network to learn about the history and growth of Pangea and the specifics of social and economic empowerment of women and related fields to prepare for your time in Kenya.

8 weeks in Kenya working under the direction of The Pangea Network's Country Director, Dorothy Ombajo. The student will spend time in the Pangea office in Nairobi meeting all the staff members. Initial time will be spent learning about the programs and work and the pilot project from Pangea staff and meeting program participants. The student will travel to Western Kenya as is necessary for the chosen project.