



# INSIGHTS

A PUBLIC HEALTH  
WEBINAR SERIES



## Give to Gain: **Advancing Women's Rights and Capacities for Sustainable Impact**



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(Moderator)

# Reflection for March, 2026 Insights Webinar

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## Introduction / Background

The Insights Webinar for March 2026 was titled **“Advancing Women’s Rights and Capacities for Sustainable Impact.”** The session explored practical pathways for strengthening women’s empowerment through intentional investment, systemic change, and community-driven action. The discussion emphasized moving beyond advocacy to measurable, long-term impact across health, economic participation, and leadership.

### The webinar

**Moderator:** Joyce Shinyi, Communications Associate at eHealth Africa, and featured:

#### Panelists:

**Nuzo Eziechi** – Senior Manager, Talent and Performance, eHealth Africa

**Hannatu Balarabe Saidu** – Project Manager, Girl Child Program, Maina & Kids Children Foundation

**Augustina Okpechi** – Project and Communication Lead, KSH Foundation

Opening the conversation, panelists reflected on the theme “Give to Gain,” highlighting that true growth comes not only from receiving but from actively creating opportunities for others. The discussion positioned women’s empowerment as a collective and continuous process that requires deliberate investment, accountability, and long-term support systems.

## Key Issues Raised

The panelists highlighted the burden often placed on women in leadership positions to “prove perfection,” emphasizing that true equity means allowing women the same opportunity to succeed, fail, learn, and grow within systems. Several key issues affecting women’s rights and sustainable empowerment were raised during the webinar:

- Persistent cultural norms and traditions limiting women’s participation in leadership and decision-making
- Limited access to education and healthcare, particularly in underserved communities
- Underrepresentation of women in leadership and political spaces
- Gender-based violence and harmful societal practices
- Lack of long-term investment in women-focused programs
- Weak accountability systems and the gap between advocacy and measurable action
- Insufficient mentorship, leadership pathways, and support systems for women and girls
- The need for intentional, data-driven inclusion and institutional accountability
- Challenges around sustainability of interventions after project cycles end
- Limited access to digital literacy, technology, and economic opportunities for women and girls

## Webinar Summary

The Insights Webinar for March 2026 is titled; **“Advancing Women’s Rights and Capacities for Sustainable Impact”**. The session explored practical pathways for strengthening women’s empowerment through intentional investment, systemic change, and community-driven action. The discussion emphasized moving beyond advocacy to measurable, long-term impact across health, economic participation, and leadership.

Opening the conversation, panelists reflected on the theme “Give to Gain,” highlighting that true growth comes not only from receiving but from actively creating opportunities for others. Project and Communication Lead, KSH Foundation, **Augustina Okpechi** emphasized that giving extends beyond financial support to include mentorship, access, representation, and creating safe spaces. She described giving as a cycle that drives collective advancement and challenges individuals to intentionally open doors for others.

From a systems perspective, Senior Manager, Talent and Performance, eHealth Africa, **Nuzo Eziechi** stressed that advancing women’s rights requires both structural reforms and enabling ecosystems. She highlighted the importance of access to education, healthcare, economic opportunities, and leadership representation, alongside mentorship, networks, and continuous learning. She underscored that inclusion must be intentional and data-driven, noting that *“without data, equity conversations remain abstract.”* Drawing from organizational practice, she illustrated how deliberate policies such as leadership pipelines, flexible work structures, and measurable targets can translate commitment into tangible outcomes.

**Hannatu Balarabe Saidu** brought a strong community lens, identifying cultural norms, limited access to education, poor healthcare access, and underrepresentation in leadership as persistent barriers, particularly in underserved regions. She emphasized that sustainable impact requires grassroots engagement, patience, and trust-building.

According to her, working through community leaders, continuous follow-up, and prioritizing long-term investment over short-term visibility are critical for success.

The panel also addressed the gap between advocacy and accountability, noting that while awareness is important, real progress depends on action, monitoring, and measurable outcomes. Augustina highlighted the need for collective responsibility among women, stressing solidarity, accountability, and intentional collaboration as key drivers of sustainable empowerment.

Across the discussion, several priority areas emerged, including addressing gender-based violence, improving access to quality healthcare, closing educational gaps, and increasing women's representation in leadership and decision-making spaces. Panelists agreed that empowering women leads to broader societal benefits, strengthening institutions, economies, and communities.

The session concluded with a strong call to action: to institutionalize gender equity through data, policy, and leadership accountability; invest in younger generations; and prioritize community-based, long-term interventions. Ultimately, achieving sustainable impact requires a shift from symbolic efforts to intentional, measurable change driven by collaboration across all levels of society.

## Nuzo Eziechi

### Reflection on “Give to Gain: Advancing Women’s Rights and Capacities for Sustainable Impact”

Participating in the March Insights Webinar was both timely and meaningful. The theme “*Give to Gain*” really resonated with me because it captures a simple but powerful idea—when we invest in women in a deliberate and sustained way, the impact is not isolated; it strengthens organizations, communities, and systems as a whole.

One key takeaway for me is that we need to move beyond good intentions to deliberate action. Many organizations acknowledge the importance of gender equity, but real progress happens when it is built into how systems work—how people are hired, developed, and promoted, and how decisions are made. Without that level of intentionality, it is difficult to sustain meaningful change.

At eHealth Africa, we are quite conscious of this. Women currently make up about a third of our workforce, with similar representation at mid-level leadership and strong presence at the director level. But beyond the numbers, what matters is how we are creating an environment where women can actually grow and thrive. This includes flexible work arrangements, remote work options, and targeted support for women returning from maternity leave—practical steps that help women stay engaged and continue progressing in their careers.

Our work in talent and performance management also focuses on ensuring that opportunities are accessible and transparent. When women are given visibility, mentorship, and the chance to contribute to strategic work, the impact is very clear—not just for individuals,



**Nuzo  
Eziechi**

Senior Manager, Talent and  
Performance, eHealth Africa

but for the organization as a whole.

Looking ahead, collaboration will be key. Advancing women's rights is not something any one sector can achieve alone. There is a real opportunity for stronger partnerships between government, private sector, and development organizations to align efforts and scale what works.

In terms of priorities, I believe institutions need to focus on accountability, leadership development, and intentional system design. Tracking progress, investing in women's leadership pipelines, and ensuring that policies reflect real-life experiences will go a long way in closing existing gaps.

Ultimately, this conversation is not just about women—it is about building systems that allow everyone to contribute fully. And when that happens, the gains are shared by all.

## **Augustina Okpechi**

### **Webinar Reflection: Advancing Women's Rights and Capacities for Sustainable Impact**

Participating in this panel was a reflective experience. Beyond contributing to the conversation, it was equally valuable to listen, learn, and engage with the perspectives shared by the other panelists. One moment that particularly stayed with me was a question from the audience, centered on what happens when women are given opportunities and do not meet expectations. While I paraphrase, the essence of the question raised an important tension around representation, performance, and accountability.

In responding, I found myself reflecting on the popular



**Augustina Okpechi**

Project and Communication Lead,  
KSH Foundation

words often attributed to Madam C.J. Walker: “When one of us succeeds, it reflects well on all of us.” This shaped my response. Because representation remains limited, and each opportunity carries collective weight, women can’t afford to not “get it right.” However, my co-panelist Nuzo reinforced an important point, emphasizing that this expectation, while understandable, can also place an unfair burden on women.

The pursuit of representation is not about proving perfection. It is about creating fairness. Just as men have historically occupied positions of leadership with varied outcomes, successes, and failures, women deserve the same breadth of opportunity without the added pressure of needing to be exceptional at all times. True equity means allowing women the space to succeed, to fail, to learn, and to grow within systems.

This underscored a critical insight: sustainable impact is not built on perfection, but on access, consistency, and the normalization of women’s presence across all levels of influence. Overall, it was encouraging to engage in a conversation that challenged assumptions, expanded perspectives, and reaffirmed the importance of intentional action in advancing women’s rights and capacities. I hope the audience found the discussion as meaningful as I did, and that it continues to inspire both thought and action beyond the session.

## **Advancing Women’s Rights: Practice and Partnership**

At KSH Foundation, our approach to advancing women’s rights is rooted in access, capacity building, and long-term empowerment. Through initiatives like EveryGirl and Her Startup, we focus on equipping girls and young women with the knowledge,

tools, and support systems they need to participate meaningfully in the digital and economic landscape.

These programs are designed to train and expand pathways.

A key strength of this work has been collaboration. Our partnership with eHA has been instrumental in strengthening elements of these programs, particularly in areas that intersect with health, technology, and community impact.

As we look ahead to EveryGirl 3.0, we are intentionally deepening this intersection by introducing a course on Introduction to Health Tech, with a focus on femtech.

Femtech sits at the center of women's lived realities, yet many young girls are not aware that it is also a viable and impactful career pathway. By integrating this into our curriculum, we aim to:

- Build awareness around women's health innovation
- Equip girls with foundational knowledge in health technology
- Inspire participation in a field that directly affects their lives and communities

We see strong potential to collaborate with eHealth Africa to co-develop this course, ensuring it is both technically grounded and contextually relevant. Such a partnership would strengthen the learning experience and also position young women to become active contributors to solutions in women's health.

## Reflection on Advancing Women's Rights, Capacities, and Sustainable Impact

**By Hannatu Saidu Balarabe**

During one of our sessions a girl shared how she felt bad when she was not assigned a mentor for long, how she had a lot she wanted to share and needed help with. That moment has stayed with me, and it continues to shape how I think about advancing women's and girls rights.

Participating in the March Insights Webinar was an opportunity to reflect on this reality, that beyond policies and conversations, the true work lies in creating systems and spaces where women and girls can exist fully, safely, and with agency. Advancing women's rights is not just about visibility; it is about access, inclusion, and sustainability. It is about ensuring that every girl, regardless of her background, has the opportunity to learn, to lead, and to make decisions about her own life. Through my work with the Maina and Kids Children Foundation, I have focused on building these kinds of spaces. Our programs center on mentorship, education, health awareness, and storytelling as a form of advocacy. In projects like the Survivors Story Project, we have seen how powerful it can be when girls are given the opportunity to share their experiences, not just as stories of survival, but as declarations of strength and identity.

One key insight from this work is that empowerment is not an event; it is a process. It happens in consistent interactions, in trust built over time, and in the presence of systems that continue to support women long after a program ends.

Looking ahead, there is significant opportunity for deeper collaboration across sectors. Organizations working at the intersection of health, technology, and



**Hannatu  
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community development can collectively drive more sustainable impact.

There is also a need for more data-informed approaches that reflect the lived realities of women in different communities, ensuring that solutions are not only scalable but also relevant.

I would recommend a stronger focus on:

- Building long-term mentorship ecosystems rather than one-off programs
- Expanding access to digital literacy and tools for women and girls
- Creating more platforms for women to share their stories and influence policy
- Strengthening cross-sector collaborations to address challenges holistically

Advancing women's rights, to me, is about ensuring that no girl feels unheard in a room she deserves to be in. It is about building a world where her voice is not only welcomed but valued. I remain committed to contributing to this vision through my work and through meaningful collaborations with organizations that share this goal.

## General Recommendations

The webinar generated several recommendations for strengthening women's rights and capacities for sustainable impact:

- Institutionalize gender equity through data, policy, and leadership accountability
- Build long-term mentorship ecosystems rather than one-off programs
- Invest intentionally in women's leadership pipelines

and career development

- Expand access to digital literacy, technology, and health innovation opportunities for women and girls
- Increase women's representation in leadership and decision-making spaces
- Strengthen cross-sector collaboration between government, private sector, and development organizations
- Develop community-based and long-term interventions rather than short-term visibility projects
- Prioritize continuous education and trust-building within communities
- Create more platforms for women and girls to share their stories and influence policy
- Ensure policies and systems reflect women's lived realities
- Use data to measure progress, identify gaps, and drive accountability
- Support younger generations through intentional investment and mentorship
- Promote sustainable support systems that continue beyond project cycles

## Conclusion

The webinar concluded with a strong call for intentional, measurable, and sustainable action in advancing women's rights and capacities. Panelists agreed that empowering women strengthens not only individuals but also institutions, communities, and economies.

The discussions reinforced that sustainable impact is built through access, consistency, accountability, and the normalization of women's presence across all levels of influence. Participants emphasized that advancing women's rights requires collective responsibility, long-term commitment, and systems designed to support women's growth, leadership, and participation.

Ultimately, the session highlighted that achieving meaningful progress demands a shift from symbolic advocacy to practical, data-driven, and community-centered action supported by collaboration across all sectors of society.



eHealth Africa empowers women entrepreneur to drive community impact



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