

## Title: SWE Africa Advisory Board Charter

Effective Date: 3 February 2023  
(B2324)

Revision: 1

Supersedes: Initial  
Charter (B2271; 1  
July 2022)

### Purpose

A SWE Africa Advisory Board is chartered to provide unique knowledge, skills, and guidance on the African continent which the Board and HQ Staff can use to inform decisions, structure programs, design events, and provide resources that will enable growth of SWE in specific countries. This is solely an advisory group and has no governance authority. The SWE Africa Advisory Board is responsible for making recommendations and providing key information to the Board of Directors who will be responsible for deciding how to apply these recommendations.

A SWE Africa Advisory Board will sustain and build upon the work begun by the FY21 SWE Africa Task Force.

The SWE Africa Advisory Board is annually comprised of:

- (1) SWE HQ Staff Members,
- (2) Up to two members of the FY Board of Directors nominated by the current FY SWE President, and
- (3) SWE Africa leaders including, at minimum:
  - a. An Advisory Board Chair (two-year term),
  - b. An Advisory Board Chair-Elect (two-year term),
  - c. An Advisory Board Senior Advisor (two-year term)
  - d. An Advisory Board Secretary (two-year term)
  - e. Four SWE Africa Advisors (two-year terms) representing each of the following sets of countries:
    - i. **East:** Kenya, Uganda, Tanzania, Rwanda, Burundi, South Sudan, Ethiopia, Somalia, Djibouti, Eritrea, Comoros, Seychelles, Madagascar, and Mauritius
    - ii. **West:** Benin, Burkina Faso, Cape Verde, Cameroon, Cote d'Ivoire, Equatorial Guinea, Gabon, The Gambia, Ghana, Guinea, Guinea-Bissau, Liberia, Mali, Mauritania, Niger, Nigeria, Sao Tome and Principe, Senegal, Sierra Leone, and Togo
    - iii. **Central/South:** Zambia, South Africa, Zimbabwe, Namibia, Botswana, Angola, Eswatini (Swaziland), Lesotho, Mozambique, Malawi, Democratic Republic of the Congo, Central African Republic, and Congo

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- iv. **North:** Algeria, Egypt, Libya, Morocco, Sudan, Tunisia, Chad, and Western Sahara

The Chair-Elect shall be selected every other fiscal year from among the Advisory Board members in that fiscal year. The Advisory Board Chair, SWE CEO, and SWE President will select the Chair-Elect. The Chair-Elect will serve two years in this role, followed by two years as Chair. The remainder of the Advisory Board - four regional Advisors, Senior Advisor, and Secretary - shall be appointed by the Chair and serve two-year terms.

This Advisory Board will create and nurture a SWE Africa network. Responsibilities include providing relevant information and guidance to the Board of Directors for defining a roadmap for SWE expansion across the continent, defining critical success metrics, building local leaders including the SWE Global Ambassadors, and facilitating collaboration, meetings, programs, and events.

## Background

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SWE's roots began growing across the African continent in 2007 with individual participation in the WE07 Conference. The Society began formally globalizing SWE programs and services in 2008 in four countries (Germany, India, Japan, and Nigeria). A Team Leader was selected for Nigeria who did workshops, outreach, and awareness campaigns for SWE including the INWES African Regional Workshop.

Momentum continued to build as Nigeria introduced its first SWE Global Ambassador and launched two SWE Affiliates (Federal Capital Territory Lagos and Rivers State) in 2015. Africa has the first non-US SWENext Club. SWE Africa have organized and hosted over 100 SWE events and activities across the continent of Africa.

Individuals continue to advise the SWE Leaders across the continent. There is strong commitment to grow SWE Affiliates across Africa and collaborate among the existing affiliates. Today there are active SWE Global Ambassadors based in Kenya and Nigeria providing SWE leadership in their local communities and places of employ. The Africa Task Force defined the original leadership structure of four regions (North, East, West, and South/Central) that has been successful in marketing the Society while retaining the brand and related intellectual properties (IP).

Chartering an Africa Advisory Board will establish a sustainable group that continues to build upon current successes and momentum while serving as a possible model for other continents/global areas. Facilitate regional and continent-wide events that address the issues facing African women in engineering and technology including an annual all-Africa event that may evolve to a WE Local Africa.

## Scope

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- In scope:
    - Guiding the Board of Directors to increase paid Membership of both Collegians and Professionals
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- Identifying potential employer partners for each region (North, East, West, and Central/South) within Africa
  - Sustaining cadence for Advisory Board and regionally distributed networking meetings
  - Supporting development and leadership pipeline assessments for future SWE Africa coaches, facilitators, coordinators, leads, etc.
  - Supporting gap assessments in the regional networks and identifying local country leads to cultivate members, increase SWE Global Ambassadors, and form Affiliates.
  - Supporting the recruitment of LCC coaches, including individual SWE Global Ambassadors, to establish and nurture new SWE Global Affiliates within Africa.
  - Supporting the recruitment of SWE Global Ambassadors to represent each African region annually and increase the number of individual countries represented.
  - Supporting the expanding visibility and awareness of SWE across the African continent through social media in collaboration with SWE's marketing and communications team.
- Out of scope:
    - Replicating any process and/or group already in place within the Society.
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## Resources and References

- SWE's Strategic Plan (with a focus on the Globalization goal and intent to have common member experiences everywhere)
  - SWE HQ staff
  - SWE Legal services
  - Existing Affiliate and Ambassador trainings and support structures
  - Existing programs and resources including LCCs, SWENext Clubs, etc.
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## Authority & Limitations

The SWE Africa Advisory Board serves solely in an **advisory** capacity to the Society.

## Deliverables

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- Define the SWE Africa Advisory Board Fiscal Year Goals and success metrics.
  - Provide recommendations and guidance to the SWE Board of Directors.
  - Serve as the conduit between the SWE Board of Directors and HQ to the regional country SWE groups.
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- Provide input to BOD reports including Board goals, metrics, and initiatives.
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## **Membership**

- Board structure will include (as described previously):
    - SWE HQ Staff Members
    - Up to two BOD Member (appointed by FY President)
    - An Advisory Board Chair
    - An Advisory Board Chair-Elect
    - An Advisory Board Senior Advisor
    - An Advisory Board Secretary
    - Four Africa Regional Advisors (North, East, West, Central/South)
  - The SWE Africa Advisory Board may identify individual leaders to act as liaisons to Public Relations, SWENext Clubs, Global Ambassadors, Collegiate Affiliates, Professional Development, and other areas as the Society grows across the continent.
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## **Criteria for Success**

- Annual increased membership and engagement across the African continent.
  - Increased active SWE member retention beginning with SWENext through sustained Professional members.
  - Expanded outreach, professional development, and employer support and participation in SWE events.
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## **Report To Duration**

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Current FY President-Elect

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Ongoing, reviewed every other year beginning in FY25

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