

# **CURRICULUM VITAE**

**GRACE B. NYAMONGO Ph.D.**

**PhD (York University-Canada), MA (Nairobi), B. Ed (Kenyatta)**

**RESEARCH ASSOCIATE/LECTURER  
UNIVERSITY OF NAIROBI**

## GRACE B. NYAMONGO, PhD

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Kenya

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### Career Summary and Experience

I hold an advanced degree (PhD) in Gender Studies (Gender and Development) and over fifteen (15) years international and national development experience dealing with gender aspects in governance, public administration, policy formulation, strategy, social development, project management, democracy and human rights, economics, employment and labour market, access to finance, agriculture, public finance and budgeting and other socio-economic issues unique to Sub-Saharan African. For many years, I was responsible for Policy Advisory/Programme Support - delivery, policy development, research and content development, and practice transformative advocacy and designing training programmes on managing public policies for equal opportunities in the workplace, regarding poverty reduction and job creation at the Kenya Institute of Administration (KIA). I have also worked as an independent consultant for the African Development Bank (AFBD) on Higher Education Science and Technology (HEST) – Gender and Labour market dynamics in Uganda.

### Key Skills and Competencies

- ❖ In-depth knowledge of a broad range of gender issues, democracy, ethics and governance, public administration, gender and development, consensus building and conflict; social sciences and human right issues;
- ❖ Good understanding of regional social, development issues and international cooperation;
- ❖ Ability to formulate, implement, monitor and evaluate policies, programmes and budgets;
- ❖ Good understanding of economic policy design, implementation and evaluation;
- ❖ Deep knowledge and expertise on gender mainstreaming in national development discourse and planning;
- ❖ Wide experience on good practices for promoting gender equality in economic policy formulation, management and evaluation in countries with diverse economic backgrounds;
- ❖ Experienced researcher in areas of gender, public administration, education, project management, economic empowerment and women's role in conflict resolution and peace building;
- ❖ Ability to leverage information technology, executive information systems, management techniques and tools for optimal office performance;
- ❖ Ability to lead, coordinate, guide and conduct research on gender and work-related issues in Sub Saharan African countries;
- ❖ Development of training mechanism to promote equal opportunities and representation of women and men in decision making in public institutions and government structures and other institutions at all levels;
- ❖ Ability to develop strategies, lead and oversee implementation through establishment of work plans and setting objectives, performance measurements, standards and expected results;
- ❖ Providing intellectual leadership and strategic guidance to the team and take decisions to ensure delivery of overall results according to goals and accountability framework;
- ❖ Maintaining a culture of openness that promotes teamwork and empowerment of staff that is conducive to delivering results and performance according to the organizational, personal and professional standards of efficiency, accountability and integrity;

- ❖ Demonstrated negotiating, cultural sensitivity and diplomatic skills; and understanding of regional social issues, analysis and policy formulation and able to make relevant suggestions on good gender practices;
- ❖ Played a strong advocacy role and dissemination of information on gender programmes through publications.
- ❖ Good understanding of regional governance issues, including the impact of these issues on poverty reduction and Millennium Development Goals (MDG);
- ❖ Good listener with demonstrated ability to present and win support for ideas as well as making effective and timely decisions;
- ❖ Team player with experience working in a multi-cultural international environment;
- ❖ Excellent command of spoken and written English and Swahili; and
- ❖ Strong interpersonal, communication and presentation skills.

❖ **WORK EXPERIENCE:**

**Research Associate /Lecturer: University of Nairobi: African Women’s Studies Centre (AWSC)**

**August  
2014 – to  
date**

- ❖ In charge of Academic and Research Division: Administration;
- ❖ Engaged in research and curriculum development activities
- ❖ Organizing and coordinating short Certificate courses
- ❖ Participating in post graduate research supervision

**Postgraduate students’ Research Supervisor: Mount Kenya University Nairobi**

**2012- to  
date**

- ❖ Guiding students’ research activities: research proposal, field work, data analysis and report writing

**Postgraduate Students’ Research Supervisor: Kenyatta University**

Guiding students’ research activities: research proposal, field work, data analysis and report writing

Attends supervisees’ thesis defense meetings when called upon.

**Lecturer: Kenyatta University – Department of Gender and Development Studies**

**2011-  
August  
July, 2014**

- Preparing course materials and lecturing courses covering Theories of State and Governance; Transformative Advocacy; Gender, Governance and Development;
- Carrying out research on gender issues and consultancy assignments;
- Supervising post-graduate students carrying out their research papers on gender, poverty reduction and community development issues;
- Teaching and researching in the areas of governance, gender and access to finance, gender responsive policy analysis, and public finance and gender responsive budgeting, especially regarding developing world with specific reference to Kenya;
- Facilitating and coordinating training on gender mainstreaming and providing ongoing

support to various departments within the university; and

- Playing a strong advocacy role and disseminating information on gender programs through publications; and performing any other duties that may be assigned to me by the Director of the College from time to time related to academic work internally.

❖ **Adjunct Research Supervisor/ Lecturer: The Catholic University of East Africa-Tangaza University College.** **May 2011-to-date**

- Teaching and researching in the areas of governance, gender and poverty, employment and labor markets, fundamentals of gender and development gender and macroeconomic strategy in Africa, peace building and conflict management, gender and work, gender responsive budgeting, especially regarding developing world with specific reference to Kenya.
- Carrying out research on gender issues and agricultural development, gender and governance and development issues, methods of gender and development research;
- Supervising students engaged in research in gender issues and writing scholarly articles for publications; and
- Supervising and guiding post-graduate students carrying out research.

❖ **Adjunct Lecturer: Masinde Muliro University of Science and Technology (Nairobi Campus)** **Jan. 2011-May 2012**

- Teaching and researching in areas of Gender and Girl-Child Development; Conflict Management and Peace Building and; Conflict Management and Resolutions; Gender and Peace Building; Conflict resolution and Development;
- Supervising Graduate students engaged in research in Conflict Management and Peace Building; Gender, Governance and Development Issues.

❖ **Adjunct Lecturer: Kenyatta University- Department of Gender and Development Studies.** **Sept,2010 – July 2011**

- Teaching and researching in the areas of governance, gender and poverty, employment and labor markets, gender and macroeconomic strategy in Africa, and gender responsive budgeting, gender and peace building; gender and agricultural development and especially regarding developing world with specific reference to Kenya.
- Supervising students engaged in research in gender issues. Writing articles for publication.

❖ **Visiting Assistant Professor; Dartmouth College, Hanover, New Hampshire** **2009/2010**

- Designed, developed, implemented, and evaluated Kiswahili curriculum; prepared course materials and lectures, and thus helped students to develop communication skills in Kiswahili.

**Key achievements**

- Wrote and published seminar papers on crimes against women, sexual violence against women, and several conference papers focusing on gender programmers and development issues.
- Prepared curriculum on teaching of Swahili as a foreign language at Dartmouth

College.

- Capitalized on success stories to promote gender work to internal and external audiences;
- Documented lessons learnt from academic knowledge through publication in international journals to improve the quality of gender work in Kenya;
- Promoted replication of documented best practices on gender work and issues among partner organizations in Africa and internationally; and
- Kept abreast of research and policy development on gender issues.

❖ **Teaching and Research Assistant; York University, Toronto, Canada. 2004–2008**

- Exercised expertise in teaching and research in areas of governance and gender, and women issues especially regarding the developing world.
- Assisted students to successfully conduct research on governance, women, gender, sexuality, and African studies.
- Helped students engage, actively and critically, in the lectures and course work as well as facilitated discussions in tutorials which improved students' understanding of class assignments and research papers.
- Evaluated students' assignments and exams and promptly communicated feedback to the students for continuous motivation and learning; and provided final students results to the institute for certification and future career determination.
- Taught and supervised undergraduate students on various courses including introduction to women's studies, women work and family, Religious Studies, Gender and Colonialism in Sub-Saharan Africa.
- Supervised undergraduate students undertaking Research Projects on Gender, Children and Women in Development (2004-2009) at York University Canada and Dartmouth College - USA respectively. Currently supervising three students undertaking research.

❖ **Senior Lecturer; Kenya Institute of Administration (KIA), Nairobi, Kenya 1995-2003**

- Training senior policy makers from Kenya and the wider East and Central Africa on governance, public administration and communication skills.
- Prepared and implemented program activities on governance and gender issues, communication skills, Kiswahili, Public Relations, Customer Care, and Training of Trainers for the Institute. Supervised and provided guidance and feedback on trainees' research work.
- Participated in identifying, assessing, preparing, and documenting key gender issues and provided technical guidance for gender mainstreaming.
- Represented the Institute at the governance, gender issues and development seminars and conferences to advise management on gender policy and strategies.
- Collaborated with and advised other departments on the integration of gender programs into the Institute's curriculum activities. Fostered good working relations with other departments.
- Undertook governance and gender related programs to enhance the quality of gender mainstreaming in the Institute's work.
- Engaged in writing a manuscript for publication. Participated in conferences focusing on gender and African sexualities, violence against women, children and youth to enhance research skills and document for policy implementation.
- Supervised ten Senior Public Policy Makers and Managers undertaking Research on

Advanced Management Courses on Development Projects at the Kenya Institute of Administration (KIA).

#### **Key Achievements:**

- Developed tools of gender sensitive planning and gender responsive budgeting to increase the knowledge and skills of senior Government officials including Police Officers.
- Trained on gender sensitive planning and gender responsive budgeting to advocate for, scrutinize and monitor expenditure.
- Contributed to the exchange of information and knowledge products within the Institute and outside by attending international forums and presentation of seminal papers.
- Facilitated the building up of partnership among academia and government partners.
- Participated in preparation and development of communication and advocacy materials as requested.
- Build database of relevant technical resources on GRB that are relevant to the context of Kenya including guidelines, training resources, policies and plans.
- Coordinated capacity building initiatives on the gender theme for senior public officers and other partner organizations.
- Supported cross-cutting research and advocacy work around the gender theme.
- Supported the development of clear policy and practice change (PPCs) targets on gender within public service, as well as at regional and international levels, through a process of critical analysis and reflection.

#### **❖ Graduate Teacher; Parklands High School Nairobi Kenya 1989-1995**

- Effectively taught and prepared students for national exams and future career development.

#### **ACADEMIC QUALIFICATIONS**

- ❖ **PhD in Gender Studies**, York University, Toronto, Canada **2009**  
Thesis; **“Women and Small-Scale Family Tea Farming in Kenya”**
- ❖ **Postgraduate Diploma in Public Relations**, Kenyatta University, Nairobi, Kenya **2002**  
Dissertation: **“The Role of Communication in Management Training Institutions in Nairobi”**
- ❖ **Postgraduate Diploma in Gender and Development Studies**, University of Nairobi, Kenya. **2000**  
Dissertation: **“The Socio-economic Challenges Facing University of Nairobi Students: A Case Study of Female Students”**
- ❖ **Master of Arts in Religious Studies**, University of Nairobi, Nairobi, Kenya **1995**  
Thesis: **“Popular Religion in Nairobi: A Study of Lunch Hour Religious Assemblies in Nairobi”**

- ❖ **Postgraduate Diploma in Curriculum Development**, Kenyatta University, Nairobi, Kenya, 1991  
Dissertation: "The Impact of 'Sheng' on the Learning of Kiswahili Language"
- ❖ **Bachelor of Arts in Education**, Kenyatta University, Nairobi, Kenya. 1989

## PUBLICATIONS

**"Becoming a Woman in the Gusii African Traditional Society: My Personal Experience"** (in Press)

**"Traditional Birth Attendants and Childbirth in Kenya: A Case of Kitui West Sub County"** in *International Journal for Innovation Education & Research Vol.6 No 5, 2018 (Pp-01-18)*

Authors: Paschalia Mbutu, Dr. Wanjiru Gichuhi, Dr. Grace Nyamongo

**"Choice of Place of Delivery during Pregnancy in Kenya: A Case of Kitui West Sub-County"** in the *International Journal of Science Arts and Commerce. Vol 3. No5 May 2018*

Authors: Paschalia Mbutu, Dr. Wanjiru Gichuhi, Dr. Grace Nyamongo

Woman to Woman Marriage Relationships among the Akamba of Kenya Challenges, and Implications (in Press)

**"Cultural Representation of Childlessness: Stories of Motherhood and Resistance"** In Wong, G. (ed.) *Moms Gone Mad: Motherhood and Madness, Oppression and Resistance*, Motherhood Research and Community Involvement Journal, Demeter Press (2012) Pp. 108-123.

**"Effects of Gender-Based Violence: A Situation Analysis of the 2007 Post Election Ethnic Violence in Kenya"** in Barbra, W., Tucker, C. and Brick, A (eds.) *Gender Violence: Mechanisms, Anti-Mechanisms, Interventions, and Evaluations. GEXcel Work in Progress Report X1*. Linkoping University, Sweden, Swedish Research Council. (2011) Pp. 121-134

**"Female Circumcision in Kenya"**, Wingate, D. P. (Ed.). In *Crimes against Women*. Paris: Nova Publishers, (2011) Pp. 167-172.

**"Gendered Silence: Sexual Violence against Women during ethnic Conflicts in Kenya,"** in *Asian Women Journal Vol. 23 No.4, 2007 Pp.61-74*

## ONGOING RESEARCH

Women-Woman Marriage, Its Significance, Challenges and Interventions: a Comparative Study of the Kamba and Gusii Communities

'New Sexualities': The Situation of queer community in Africa

In Search of Academic Excellence: An Exploration of the Situation of 'Returnees' (Young Mothers) in Selected Secondary Schools in Nyamira County

## **CONFERENCES**

"Victims of Circumstances: The Case of the Akamba Female Wives in Woman to Woman Marriage" A paper presented at the 1<sup>st</sup> Annual Victimology and Victim Support Conference held at University of Nairobi. **Oct. 22 -24th, 2018**

"Woman to Woman Marriages: The Case of Female Husbands Among the Akamba". A paper presented at the 1st Annual Conference on the Status of Women held at University of Nairobi. **October 23rd -25th ,2018**

"Discrimination of Maweto Mothers: Implications and Interventions." A paper presented at Tubonge National Conference on Opening Doors for Gender & Sexuality Dialogues held at the Nairobi National Museums of Kenya **August 23rd, 2018**

"Challenges facing the Youth in Secondary Schools". Presentation made at Iroko Mixed Secondary School, Naira County during Education Day. **June 11,2016**

"Challenges facing humanity in contemporary Society" a paper presented at the International Seminar on Knowledge and Spirituality Religious Dimension of man In the Horizons of contemporary Challenges. Held at Vatra- Dornei, Romania. **June 4 -6 ,2016**

"The Significance of Inter-Religious and Inter-Cultural Dialogue: The Case of Kenya". A paper presented at the International Conference Inter-religious and Inter-Cultural Dialogue in a Pluralistic World. Held at Ibis Hotel, Conference Hall in Constanta Romania **June 1- 2, 2016**

Woman to Woman Marriage Relationships among the Akamba of Kenya: Challenges, and Implications. A paper presented in Budapest European University **March25,2016**

"Mechanisms for Effective Representation of Women in Kenya National Assembly and Senate: Challenges and Solutions for Redress". A paper presented at the Colloquium organized by the African Women's Studies Centre and Heinrich Ball Foundation at the University of Nairobi **Dec 11, 2014**

" Linking Gender Research and Practice" A paper presented at Solidaridad Eastern and Central African Expertise Centre, (S.E.C.A.E.C), **Nairobi, Kenya** **May 29,2012**

"Understanding the Household Context and contribution of household within Agricultural Value Chains" A paper presented at Gender Clinic Workshop for Agronomists, Organized by the Solidarid Organization at the Elmentaita Lodge, **Naivasha Kenya.** **May 28, 2012**

"Challenges Facing Teenagers in the Contemporary Society." Guest Speaker at a Workshop for the Nyamira, County Children's Assembly at the Kisii Agricultural Research Institute (KARI). **March13, 2012**

"Why in Invest in Education: Benefits and Challenges". Guest Speaker at Nyamusi **April 5,2012**



Primary School, Nyamusi Division Education Day.

- Gender and Macroeconomic Strategies in Africa: An Overview of Approaches to Gender equality in Development strategy. A Paper presented at the TOT Workshop of gender Responsive Economic Policy Management, United Nations African Institute for Economic Development and Planning- Dakar Senegal **June 14-17, 2011**
- Gender Issues and their Implications on Girl Child Education among the Abagusii Society. A Talk Presented at the Ikonge Girls P.A.G Secondary School, Nyamira County, Kenya **Nov. 12, 2010**
- Socio- economic and Political Challenges that African women and Children Face Guest Speaker at the Valla Folks kola, Linkoping, Sweden **Dec. 10,2009**
- “Farming and Food Provisioning: The Challenges of Mothering with Reduced Resources.” A paper presented at the Association for Research on Mothering (ARM) Conference in Toronto, Canada **Oct.22-25, 2009**
- “African Socio-economic, Political, and Cultural Aspects.” Guest Speaker at Estabrook School, West Lebanon, NH, USA **Oct 16, 2009**
- “Economic and Sexual Violence against Women: Analyzing the Impacts of Post-Election Ethnic Violence.” A paper presented at the Centre for Gender Excellence, Temus - Linkoping University, Sweden **June 14-18, 2009**
- “Cultural Representation of Childlessness: (H) stories of Motherhood Resistance.” A paper presented at the Association for Research on Mothering (ARM) Conference in New York City, USA **May 27-30, 2009**
- Making a Great First Impression Workshop: York University, Toronto, Canada **Jan 8, 2009**
- “African Women and Poverty: Strategies for Improving Rural Women’s Lives.” Guest Speaker, Women and Leadership Workshop at the Sautinjiwa Ministries, MD, USA **Dec. 27, 2008**
- An Introduction to POWER (Progress & Opportunities for Women’s Equality Rights): Africa/Canada in Toronto, Canada **Dec 9, 2008**
- “Modernization and the Gusii Traditional Marriages and Practices”. Guest Speaker, McLaughlin Fellows and Students Seminar Series, York University, Toronto, Canada **Nov. 2, 2008**
- “Locating the ‘SELF’ in the study: A historical Perspective of the Insider/Outsider in Field Research”. A paper presented at Dalhousie Graduate History Conference, at Dalhousie University, Halifax, Canada **Mar14-17, 2008**
- “Relationships Across Cultures and Communities”. Guest Speaker, women’s Studies Course- Feminist Approaches to Religion, York University, Toronto, Canada **Jan 22, 2008**
- “Media and Violence Against Women: A case of Ethnic Conflicts”. A paper presented at the 4th Annual Women’s Studies Graduate Conference, held at Southern Connecticut State University, New Haven – Connecticut, USA **Apr 1, 2006**

“Globalization and Invisible Laborer’s in Kenya” A paper presented at the Mid - America Alliance for African Studies conference, Missouri State University, Springfield Missouri, USA	<b>Sep 30 – Oct 1, 2005</b>
“Female Genital Mutilation/Female Circumcision: A strategy for Controlling Women’s Sexuality.” A paper presented at the Graduate Women Studies’ Association Symposium (GWSSA) held at York University, Toronto, Canada	<b>Apr 13-4, 2005</b>
“Globalization and Women Tea Farmers in Kenya”. A paper presented at a Workshop on Feminist Responses to Restructuring in the global South, York University, Toronto, Canada	<b>Apr 22, 2005</b>
“Ethnicity and Resources Control: A Study of Border Conflicts in Kenya”, Mid-America Alliance for African Studies (MAAAS). Tenth Annual Conference Southern Illinois University, Edwardsville. USA	<b>Oct. 1-2, 2004</b>
Public Service Management Seminar at the Kenya Institute of Administration (KIA) Nairobi, Kenya	<b>Nov 18-22, 2002</b>
“Time as Value: The Measurement and Management of Time in Productive Life and Leisure”, Association of Social Anthropologists (ASA) Conference, Arusha, Tanzania	<b>Apr, 2002</b>
“Recruitment, Retention, and Workplace of Choice in the Civil Service”, International Association of Schools and Institutes of Administration (IASIA) Conference, Athens, Greece	<b>July, 2001</b>
“Public Enterprises and Various Mixes of Public and Private Activities in East Africa; and Rural/ traditional Leadership systems in Kenya”, International Association of Schools and Institutes of Administration (IASIA) Conference, Paris, France	<b>Sep, 1998</b>
Fostering Gender Equity in the Workplace – Ghana Institute of Management and Public Administration, Accra, Ghana	<b>Jan, 1998</b>

## **RESEARCH INTERESTS**

- |                                    |  |
|------------------------------------|--|
| ❖ African Cultures and Sexualities | ❖ Public Finance and Gender Responsive Budgeting |
| ❖ Employment and Labour Markets    | ❖ Violence Against Women and Girls               |
| ❖ Women, Work, and Gender Issues   | ❖ Street Children in Rural African Cities        |
| ❖ Gender and Trade                 | ❖ Gender and Macroeconomics Strategies in Africa |

## **INTERNATIONAL FELLOWSHIPS, AWARDS AND GRANTS**

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|--|----------------------|
| Research Fellow at the Excel Centre in Linkoping University Sweden           | <b>Nov-Dec. 2009</b> |
| Gendering Excellence Organization Conference, Travel, and Fellowship program | <b>2009</b>          |

The Dickey Center Conference Travel Support	2009
Canadian Commonwealth Fellowship	2003-2008
Doris Anderson Canadian Bursary	2005-2006
Kenya Public Service Reform Conference Travel Support	2001
Commonwealth Secretariat UK Conferences Travel Support	1998
Association of African Universities Grant for African Women, Ghana	1992-1995
Association of African Universities Grant for African Women, Ghana	1990-1991
University of Alberta International African Project Grant	1996-1997

### **SHORT TERM DEVELOPMENT COURSES**

Pedagogy, Andragogy and Mentorship Training Programme at University of Nairobi.	<b>June 19-21, 2019</b>
Gender Aware Budgeting Course held at the University of Nairobi	<b>Oct. 3 to 5<sup>th</sup>, 2018</b>
“Democracy and Role Models Suppression Techniques, Networking, Advocacy, Mentorship & Empowerment.” Industrial Relations Training buddleia, Nairobi	<b>July30<sup>th</sup>, 2018</b>
Training on becoming Innovation Champion by: University of Nairobi	<b>March 12, 2018</b>
Training on Turn in Plagiarism Detection Software by: University of Nairobi	<b>June 9, 2016</b>
African Women & Economic Policies. Training held at the University of Nairobi	<b>Oct.26<sup>th</sup> -31<sup>st</sup> 2015</b>
Grants and Proposal Writing Workshop. Held at the University of Nairobi	<b>March, 2015</b>
TOT Workshop of gender Responsive Economic Policy Management, United Nations African Institute for Economic Development and Planning- Dakar Senegal	<b>June 14-17, 2011</b>
Gender-Responsive Economic Policy Management (Sponsored by African Institute for Economic development and Planning (IDEP) – United Nations development Programme), <b>Dakar Senegal</b>	<b>Oct.10-31, 2010</b>
Faculty Voice group: A weekly Seminar in Effective Communication. Dartmouth Centre for Advancement of Learning, <b>Dartmouth College, NH, USA</b>	<b>Sept-Nov, 2009</b>
Graduate Women’s Studies Program Seminars at <b>York University, Toronto, Canada</b>	<b>2003 -2005</b>

## **COMMUNITY SERVICE & OTHER RESPONSIBILITIES**

Chairperson, Board of Management, Mogongo Secondary School	<b>2011 -to date</b>
Member of the Board of Management for Misambi Secondary School	<b>2019 to 2022</b>
Member of the Board of Management for St. Claire Gekendo Girls Secondary	<b>2019 to 2022</b>
Chairperson of AWSC- UoN International Conference Committee	<b>2018 to 2019</b>
Chairperson of AWSC- UoN Complaints Committee	<b>2019-</b>
Chairperson, Board of governor –Ekerubo Gietai TTI	<b>April 2015 +3yrs</b>
Member of Nyamira County National Land Commission	<b>Jan 2015+ 2017</b>
Member of the Board of Management, Nyandoche Ibere Girls school	<b>Jan 2016 +3yrs</b>
Mentor of school girls at Ikonge Girls P.A.G. Secondary School	<b>2010 - to date</b>
Touch of Love and Morning Star Community Service - visiting the homeless and the Elderly, Toronto, Canada	<b>2006 -2009</b>
Mentor of school girls at Nyamiranga Mixed High School, Kenya	<b>1999-2008</b>
Resource Person - Centre for Intercultural Learning, Toronto, Canada	<b>2004-2007</b>
Moderator and Examiner, Kiswahili Examination Papers for the Kenya National Examination Council, Nairobi, Kenya	<b>1995-2003</b>