

# Building the Backbone for Change:

## Becoming the Organisation We Aspire to Be

Zizi Afrique's external impact is only as strong as its internal foundation. In 2024, we continued building a resilient, values-driven organisation; one that walks its talk on gender equity, knowledge sharing, and youth inclusion. This is not just about improving operations; it's about becoming a model of the kind of change we want to see in the world.

## Anchoring Gender Equality in Everything We Do

Following a gender audit in early 2024, Zizi Afrique took significant strides toward becoming a model organisation for gender transformation. This went beyond counting gender ratios. We focused on shifting organisational culture, systems, and power dynamics that hinder progress towards being a gender transformative organisation.

Key steps included:

- Establishing a dedicated gender unit with three full-time staff.
- Co-learning with two partner organisations on a shared transformation journey.
- Developing and adopting a comprehensive gender framework to guide programming and operations.
- Supporting Kenya's National Gender and Equality Commission to launch a national research committee on gender and education.

We are now supporting others in the education ecosystem to deepen their work on gender equity, advancing a broader collective commitment to change.





# Turning Knowledge into Organisational Fuel

In 2024, Zizi Afrique undertook a major refresh of its knowledge management system to ensure learning becomes the engine of growth. Drawing insights from peer organisations, we:

- Developed a new knowledge management framework.
- Adopted and rolled out an integrated knowledge platform.
- Strengthened our business intelligence capabilities.

This work is about more than systems; it is about fostering a culture of reflection, adaptation, and continuous improvement, both internally and with our partner community.

We also began exploring the potential of Artificial Intelligence (AI) to support learning and knowledge sharing across Africa-led organisations.

## Listening to - and Learning from - Generation Zoomers

In the wake of Kenya's national Gen Z-led movement for political accountability, Zizi Afrique recognised a unique moment to act internally. We invited Gen Z staff, who make up 15% of our team, to draft a memorandum titled "The Zizi Afrique We Want". It was reviewed and adopted as a board paper.

Their message was clear:

Trust us. Train us. Test us.

As a result, the organisation embraced greater:

- Flexibility in work structures and styles.
- Leadership opportunities for young staff.
- Cultural shifts that reflect the creativity, energy, and values of younger generations.

