

WEBINAR SERIES

LET'S CHAT GENDER EQUITY

Climate Action & Adaptability



**Ahumuza Ronah,
Founder and
Executive Director**



About the speaker

"Climate change is not gender-neutral. While men dominate initiatives driving the crisis, women and children suffer the worst consequences—heatwaves, floods, and food insecurity, hitting hardest where voices are least heard." - Ahumuza Ronah

Ahumuza Ronah is an award-winning young woman recognised by both local and international civil society groups such as the Real Play Coalition, the LEGO Foundation, Dreamtown-Denmark, and UN-Habitat for her work in creating climate-resilient public green spaces in Kampala's underserved communities, where children and women feel safe in the city. She is the founder and Executive Director of Holistic Action for Development and Empowerment (HADE), a local small-and-medium organisation (SMO) that demonstrates how women-friendly, climate-resilient micro-actions can have a macro-impact in reducing the adverse effects of climate change in cities, particularly urban heatwaves, flooding, and household food insecurity. Ahumuza holds a Bachelor's degree in Social Sciences from Makerere University, with specialised fellowship training in climate change from the Danish International Development Agency Fellowship Center in Denmark, as well as the British Council's Active Citizens program.

About Holistic Action for Development and Empowerment (HADE)

"HADE is a space where women grow and excel at their own pace, without being judged or compared to men, and to let them be the women who contribute to sustainable development in their capacity." - Ahumuza Ronah

In 2021, [Holistic Actions for Development and Empowerment \(HADE\)](#) was established as a woman-led, community-oriented organisation dedicated to promoting sustainable development and enhancing the lives of vulnerable groups, especially in urban areas. Their main focus includes Climate-Resilient Learning and Play Spaces, women-led co-working spaces, Urban Recycling and Skilling Academy, and Women in Sustainable Enterprises (WISE).

So far, HADE is home to over 15 women-led organizations that benefit from shared co-working spaces, administrative support, and mentorship. The established green public spaces have hosted a series of forums featuring women in climate change policy advocacy. Young mothers and children enjoy climate-resilient play and learning spaces, and women have a one-stop shared store to sell their climate-resilient products. Annually, over 1000 young women and stakeholders benefit from HADE programs, both directly and indirectly, through physical and online initiatives. These programs aim to enhance women's leadership in climate adaptation and strengthen the resilience of climate-sensitive communities, which include some of the most marginalized urban women and children.



**Ann Thomson,
Project Director**



About the speaker

Ann Thomson began her career as a CUSO volunteer in Thailand. She worked for CUSO and then WUSC as a project manager. She has lived and worked in Ghana, Bangladesh, and Indonesia with both WUSC and CARE Canada. She was Executive Director of USC Canada from 2000 to 2004. Since 2008, she has worked with Salasan Consulting Inc., a Victoria-based international development consulting firm with more than 40 years' project management experience. Throughout her career, she has strengthened her expertise as a Gender and Inclusion Specialist. In that capacity, she has been involved in more than 15 initiatives to undertake gender analysis, develop gender strategies, manage and evaluate projects through a gender lens. Here are a few projects that she has worked on:

- 2024: Project Director, Climate Leadership for Indigenous Women in Nepal (CLAN) Project, Gender Specialist, Evaluation of Modernising Agriculture in Ghana Program;
- 2022-2024: Monitor for Inspiring Action for GAC's Global Citizenship Program (IAGC), gender specialist for the Export Development Mechanism Project;
- 2021-2023: Development of a Gender Equality and Social Inclusion Strategy for the Canadian Ombudsperson for Responsible Enterprise (CORE);
- 2022: Lead evaluator on formative evaluation of the Elsie Initiative for Women in Peace Operations Pilot and Cuso International Canadian Program Review;
- 2021: Implementation of a gender analysis and gender strategy for the Women's Economic Empowerment Project in northern Ghana;
- 2020: Development of gender-based policy briefs for, Commonwealth of Learning;
- 2017-20: Gender specialist on African Leaders of Tomorrow (ALT) evaluation, Caribbean Leadership Program Evaluation.

About Salasan

[Salasan](#) is an award winning Canadian consulting company with extensive corporate experience in executing multi-stakeholder projects as well as monitoring and evaluation around the world. In operation since 1982, the company has completed over 400 projects.

The Climate Leadership and Action for Indigenous Women in Nepal (CLAN) is a three-year, \$2 million project, funded by Global Affairs Canada's Development Impact Window, that aims to build local climate leadership and gender-inclusive capacity in 25 settlements by training 50 Indigenous Women's Group (IWG) climate leaders, mobilizing climate action groups, and supporting gender-sensitive climate education for boys, girls, men, and local government officials. The project emphasizes mentoring, knowledge sharing, and collaboration among local partners and governments. Activities include developing and implementing community climate action plans and innovative climate mitigation initiatives financed by the project, culminating in a final conference to share lessons learned and draft policy recommendations that enhance IWG participation in local climate decision-making.



**Cégep de la Gaspésie
et des Îles**

**Nicolas Mbengue,
Operations
Coordinator**



About the speaker

Nicolas Mbengue is the Operations Coordinator at Cégep de la Gaspésie et des Îles. His work spans all international cooperation projects coordinated by the Dakar Office. With over seven years of professional experience in non-profit organizations as an expert and project leader, he has contributed to the implementation of projects on climate change (adaptation and mitigation), biodiversity conservation, particularly in relation to marine and coastal ecosystems, forest and fisheries resource management, food security, and the empowerment of women and girls. Gender equity has been a guiding theme in all the projects he has coordinated or collaborated on. In 2020, he worked on an international program dedicated to women's rights in Senegal (Women Deliver program) on a commission related to access to energy resources. In the same year, he coordinated the implementation of an online training platform for young people aged 18 to 35 on issues related to climate change. Currently, he is also pursuing a PhD in Ecology and Ecosystem Management at the Faculty of Science and Technology at Cheikh Anta Diop University in Dakar.

About the Cégep de la Gaspésie et des Îles

Since 1988, the [Cégep de la Gaspésie et des Îles](#) has been involved in international cooperation projects, particularly in the areas of training engineering, technology transfer, and community intervention. Through these projects, the Cégep demonstrates a deep commitment to sustainable development. It aims to bring about concrete and lasting improvements to the living conditions of the populations it supports worldwide, while also promoting the advancement of knowledge and learning.

The Cégep, which has worked in several African countries such as Senegal, Tunisia, Mauritania, and Gambia, continues to receive significant funding to carry out international cooperation projects. This support reflects its position as a privileged partner committed to helping populations adapt to climate change.

The SEDAD project: Sustainable Ecosystem Adaptation Solutions, operates in areas where climate vulnerabilities are most felt, notably the Banc d'Arguin National Park in Mauritania, the Ufoyaal Kassa Bandial and Kalone Bliss Kassa Marine Protected Areas in Casamance (Senegal), the Niimi National Park, and the Jokadu Park in Gambia. The project implements nature-based solutions based on inclusive female governance and is funded by Global Affairs Canada from 2023–2027. The presentation will focus on the actions implemented as part of the SEDAD project and how gender equity and equality are addressed in order to place women at the heart of the implementation mechanisms for various nature-based solutions, as well as their involvement in the governance bodies of protected areas located in their territories. We'll also discuss the economic empowerment of women, an important aspect for promoting climate resilience.