

ACCELERATING ACTION: WOMEN BREAKING THE GLASS CEILING IN LEADERSHIP AND ACADEMIA



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**PRESENTED @ IWD @ THOMAS ADEWUMI UNIVERSITY,
OKO, KWARA STATE**

Date: March 18, 2025.

Outline

- **Introduction**
- **Defining Key Words**
- **Case studies**
- **Role models**
- **Challenges facing women**
- **Tips on Confidence and Resilience Building**
- **Conclusion**

Celebrating our Vice-Chancellor – Professor Francisca Oladipo



Educational Background:

PhD Computer science

Postdoctoral Fellow at the Massachusetts Institute of Technology (MIT)

Trained in Big Data Analytics and Data Science at the University of Essex, Universidad Autonoma de Madrid, and the University of Oxford

- She introduced Python programming language into the Computer Science Academic Program at Federal University, Lokoja
- Director of Research, Innovations, and International Relations at Kampala International University, Uganda (2019-2020)

Executive Coordinator of the Virus Outbreak Data Africa and Asia Network (VODAN Africa & Asia), promoting data ownership and governance

• **Research Interests:**

- Artificial Intelligence, Software Engineering, Machine Learning, and Data Science

• **Notable Achievements:**

- First female elected to the Governing Council of Federal University Lokoja
- Led the implementation of machine-actionable FAIR Data Points across multiple continents

Why it is important

- Women remain underrepresented in top leadership and academic positions.
- Breaking the glass ceiling is essential for equality, innovation, and diverse perspectives.
- This presentation explores the challenges, progress, and strategies to accelerate change.

Statistics on women's representation in leadership and academia

What Is the Glass Ceiling?

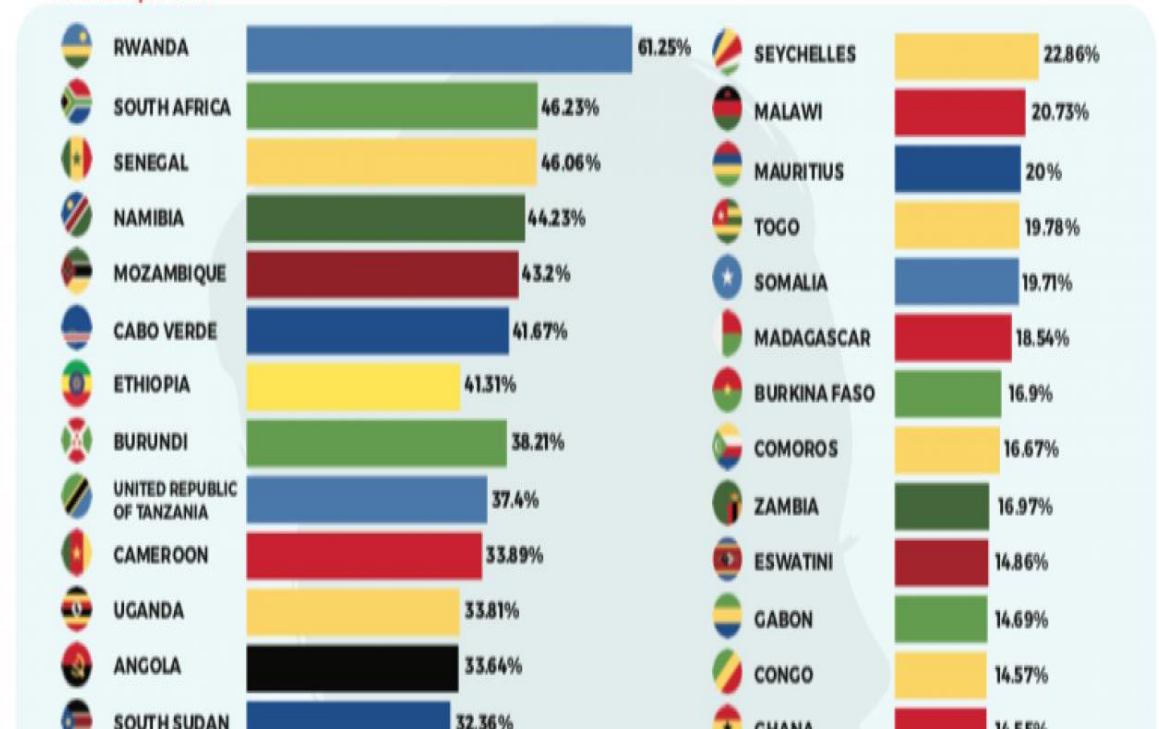
- Definition: Invisible barriers preventing women from reaching top leadership roles.
- Forms: Bias, lack of mentorship, unequal opportunities, work-life balance challenges.
- Women hold approximately 10% of CEO positions in Fortune 500 companies.
- Less than 30% of full professorship roles in academia are held by women.
- Gender pay gap persists in both sectors

Statistics of women in leadership

- In sub-Saharan Africa, there are 27% of women legislators,
- Eastern and South-Eastern Asia with 23.5%
- Oceania with 20%
- Northern Africa and Western Asia with 19%
- Central and Southern Asia with 17%
- The cumulative percentage of women in the two chambers of Nigeria's incoming 10th assembly is < 5%.

PERCENTAGE OF WOMEN IN UNICAMERAL OR LOWER CHAMBERS OF AFRICAN PARLIAMENTS

**As of 1st April 2023*



10 POWERFUL 21ST CENTURY AFRICAN WOMEN BREAKING BARRIERS AND CHAMPIONING INCLUSION

- Dr. Ngozi Okonjo-Iweala (Nigeria)
- Wangari Maathai (Kenya)
- Amina J. Mohammed (Nigeria)
- Alice Banze (Mozambique)
- Winnie Byanyima (Uganda)
- Samia Suluhu Hassan (Tanzania)
- Leymah Gbowee (Liberia)
- Yvonne Aki-Sawyerr (Sierra Leone)



Africa's first elected female head of state and Nobel Peace Prize winner, Sirleaf's leadership as President of Liberia further paved the way for democracy



Economist and former Finance Minister of Nigeria, Okonjo-Iweala **shattered glass ceilings by becoming the first African** and first woman to lead the World Trade Organisation (WTO), championing fair trade and economic development



She was an environmentalist and the founder of the Green Belt Movement. Maathai's grassroots efforts to promote conservation and women's rights earned her the Nobel Peace Prize in 2004, making her the first African woman to win the prize



Renowned author, Adichie's powerful storytelling and advocacy for gender equality have earned her global recognition



Yvonne Aki-Sawyerr (Sierra Leone) - first elected female mayor of Freetown. Has championed environmental sustainability through tree planting



HE Hassan - Breaking barriers as Tanzania's first female president

High Chief Dr. Mrs. Winifred Awosika (OON) The Amazon of Education –



Founder of Chrisland Group of Schools & Chrisland University

- Established Chrisland Educational Organisation in 1977 with just 5 children in her kitchen.
- Pioneered education from day-care to university level in Nigeria.
- Chrisland Schools are among the top educational institutions in Nigeria.

Visionary Leader & Education Advocate

- Fulfilled her vision to provide quality, all-round education from kindergarten to tertiary level.
- Chrisland University, founded in 2015, marked the realization of her lifelong dream started with 7 students

• A Legacy of Excellence & Impact

- "Give her a 3-year-old, and in 17 years, you'll get a graduate."
- Awarded Officer of the Order of the Niger (OON) in 2004 for her contribution to education.

• Entrepreneur & Philanthropist

- Chairman of multiple blue-chip companies.

• A Woman of Substance

- Educated at the University of Ibadan.
- A disciplinarian, role model, and motivator.
- Supported by her hardworking and dedicated late husband, Dr. Victor). Awosika

- *Dutiful mother of 9 accomplished children worldwide*

Pioneering Female Students of the University of Ibadan

- **1. Florence Gabrielle Abíọlá Adeniran (née Martins)**

- **Achievement:** Nigeria's first female medical graduate from the University of Ibadan.
- **Remark:** She became the first female director of the Nigerian Health Management Board in 1986, contributing significantly to healthcare administration.

- **2. Olusólápé Folasade Ifatureti (née Akinkugbe)**

- **Achievement:** Among the first female students of University College Ibadan.
- **Remark:** Entered at age 19, exemplifying dedication and paving the way for future female scholars.

- **3. Grace Awéní Alele-Williams (née Alele)**

- **Achievement:** Africa's first female professor of mathematics education and first female vice-chancellor of a Nigerian university.
- **Remark:** Her leadership and academic excellence made her a trailblazer in education and administration.

- **4. Adetowun Omolara Ogunsheye (née Banjo)**

- **Achievement:** Nigeria's first female professor, specializing in library and information science.
- **Remark:** Her academic journey and professional milestones established a lasting legacy for women in Nigerian academia.



Grace Alele Williams



- An educator who made history as the First Nigerian Female Vice-Chancellor at the University of Benin.
- She was also the first Nigerian woman to receive a doctorate degree.
- She is a professor of mathematics education.
- A member of governing council, [UNESCO](#) Institute of Education and
- also a [consultant](#) to the United Nations Educational, Scientific and Cultural Organization (UNESCO) and Institute of International Education Planning, among others.



- **Professor Ekanem Ikpi Baide (OFR) FAS**
- **First female** President of the **Nigerian Academy of Science (NAS)** 2021-2025.
- Renowned **Nigerian Parasitologist** with significant contributions to public health.
- Two-time Vice-Chancellor
- **Vice-Chancellor** of Cross River University of Technology (CRUTECH)
- The **pioneer** Vice-Chancellor of Federal University of Technology, Lafia.
- **Led efforts** in the **eradication of guinea worm** in Nigeria.
- **Chairman** of the Board of Trustees, **The Leprosy Mission (TLM)** Nigeria.
- **Pro-Chancellor** of **Arthur Jarvis University, Akpabuyo.**

Late Professor Aize Obayan (1960-2019)

Renowned Educational Administrator & Scholar

- Professor of Counselling, specializing in multicultural aspects of human behavioural disposition

Leadership Roles – Two-time Vice Chancellor

- Vice-Chancellor, Covenant University (2005–2012)
- Vice-Chancellor, Landmark University

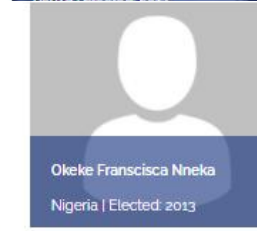
Key Achievements

- Laid the foundation for Covenant University's rise as Nigeria's top private university with highly employable graduates
- Awarded **Best Vice-Chancellor (2005)** among private universities in Nigeria

Continued Impact

- Director, African Leadership Development Centre, Covenant University
- I chose her as a mentor after appointment as VC





Women Vice-chancellors in Nigeria



- Since 1960, only 38 out of over 720 individuals who have held the position of vice chancellor in Nigeria have been women, representing a small percentage of the total number of vice chancellors.
- Here's a more detailed breakdown:
- **Total Vice Chancellors:** Over 720 individuals have held the position since 1960.
- **Female Vice Chancellors:** 38 women have served as vice chancellors.
- **Percentage of Female Vice Chancellors:** This translates to roughly 5.27% of all vice chancellors being women.
- **Current Data:** Currently, there are 258 male vice-chancellors in Nigeria and less than 20 female vice-chancellors which is about 95.3 percent to 4.7 percent.





Women are great leaders – Why?

- They Value Work-life Balance
- They Are More Inclusive
- They Are More Empathetic
- They Encourage Free Thinking
- They Focus on Teamwork
- They're Good at Multitasking
- They're Motivated By Challenges
- They're Strong Communicators
- They Dream Big
- They Handle Crisis Situations Well
- They Are More Impartial
- They Keep Their Ego In-Check
- They Have High Emotional Intelligence
- They're Long-Term Strategic Thinkers
- They Lead by Example
- They Make Their Jobs Look Effortless
- They Are Hungry for Success

NOTABLE WORDS

- In these challenging times, we recall the famous words of Helen Keller: “Although the world is full of suffering, it is also full of the overcoming of it.”
- Women are resilient, as historically we had to overcome many hurdles and sometimes the same hurdle more than once! As Margret Thatcher put it, “You may have to fight a battle more than once to win it.”

Female Nobel laureates (1901 – 2020) 58 persons

Year ↕	Image	Laureate ↕	Country ↕	Category ↕	Rationale
1903		Marie Skłodowska Curie (shared with Pierre Curie and Henri Becquerel)	Poland and France	Physics	"in recognition of the extraordinary services they have rendered by their joint researches on the radiation phenomena discovered by Professor Henri Becquerel" ^[10]
1905		Bertha von Suttner	Austria-Hungary	Peace	Honorary President of Permanent International Peace Bureau, Bern, Switzerland; Author of <i>Lay Down Your Arms</i> . ^[11]
1909		Selma Lagerlöf	Sweden	Literature	"in appreciation of the lofty idealism, vivid imagination and spiritual perception that characterize her writings" ^[12]
1911		Marie Skłodowska Curie	Poland and France	Chemistry	"for her discovery of radium and polonium" ^[13]

UNESCO L'OREAL Awards by Nigerian women Prof Grace Oladunni Taylor



- A biochemist, formerly at University of Ibadan, Nigeria
- She was the second woman to be inducted into the [Nigerian Academy of Science](#) (FAS)
- The first African awarded a [L'Oréal-UNESCO Award for Women in Science](#) in 1998.
- Other awards include:
 - the Shell-BP Scholarship in Chemistry, a [World Health Organization Fellowship](#),
 - the [Fulbright-Hays Fellowship](#), a [Ciba-Geigy Fellowship](#), and
 - the Association of African Universities Fellowship.
 - Prof Taylor was inducted into the [Nigerian Academy of Science](#) in 1997, as the second woman to have ever been honored as an inductee. In 1998, among others.

UNESCO L'OREAL Award 2001
Prof Adeyinka Falusi



UNESCO L'Oreal – Professor Francesca Nneka Okeke



- A Nigerian [physicist](#).
- She is and Professor of Physics at the [University of Nigeria, Nsukka](#) and
- First female head of a department in the University.
- She was the First female Dean, Faculty of Physical Sciences, [University of Nigeria, Nsukka](#), 2008-2010.
- She was named [L'Oréal-UNESCO For Women in Science Awards](#) Laureate for Africa in 2013
- Significant contributions to the understanding of daily variations of the ion currents in the upper atmosphere which may further our understanding of climate change, among others.

Making Research Count in National Development: The Role of Women Scientists



Dr. Eucharia Oluchi Nwaichi



Prof. Francisca Okeke and Dr. Eucharia Oluchi Nwaichi bagged UNESCO L'OREAL AWARD in 2013 and were awarded in Paris



Prof. Francisca Okeke

Meet the 2022 Female Achievers of the WIMBIZ- Women in Academia

1. Professor Chinedum Peace Babalola

- **Achievement:** Vice-Chancellor of Chrisland University. Nigeria's first female Professor of Pharmacokinetics and First female Pharmacist as Vice-Chancellor.
- Recognized for her pioneering research in pharmacokinetics and her leadership in shaping future generations in the medical and pharmaceutical fields.

2. Professor Laraba Gambo Abdullahi, OON

- **Achievement:** First female Professor of Analytical Chemistry and the first female Vice-Chancellor from Northern Nigeria.
- Honored for breaking barriers in STEM fields and serving as a role model for women in the sciences and leadership.

3. Professor Deborah Enilo Ajakaiye

- **Achievement:** Africa's first female Professor of Physics and Geophysics, and the first female Dean of Sciences in West Africa.
- Celebrated for her ground-breaking work in geophysics and her leadership in advancing women in scientific research.

4. Professor Bolanle Awe, OFR

- **Achievement:** First female Professor of Oral History and the first female lecturer appointed by a Nigerian university.
- Recognized for preserving Nigeria's rich oral traditions and pioneering academic excellence in the humanities.

5. Professor Felicia Adetowun Omolara (Banjo) Ogunsheye

- **Achievement:** Nigeria's first female Professor.
- Honored for paving the way for women in academia and inspiring future generations to pursue higher education and research.



Stages of Development of a Female



- Infancy
- Adolescent
- Reproductive Stage (Child bearing stage)
- Postpartum stage
- Menopausal stage
- Elderly stage

Challenges of Female in academia/Leaders

- Female academics/Leaders undergo many physiological and occupational bias when compared to the male counterpart

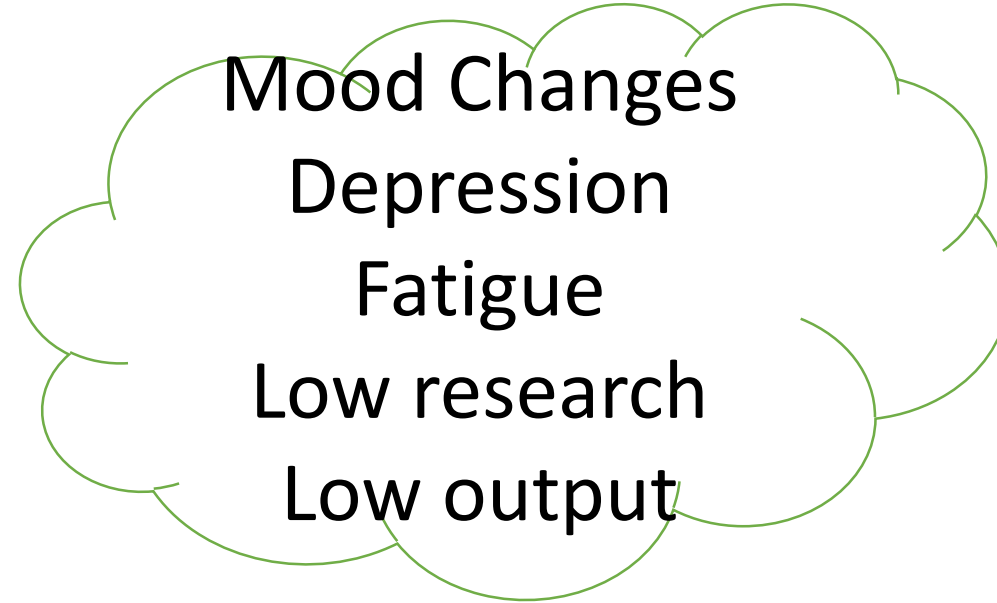
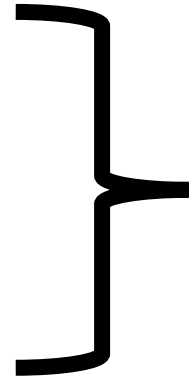
➤ Physiological changes

❖ Menstrual cycle

❖ Pregnancy phase

❖ Postpartum changes

❖ Menopause phase



If a female academic/leader is not resilient the above mentioned normal physiological changes a female can result in low output.

Challenges Female Leaders face

1. Gender Bias and Stereotypes:

- **Unconscious Bias:** due to perception and treatment.
- **Second-Generation Bias:** Intentional policies
- **Double Standards:** encounter higher expectations and scrutiny.
- **"Tall Poppy Syndrome":** Successful women criticized or undermined
- **Perception of Competence:** Perceived as less competent

2. Lack of Representation and Opportunities:

- **Underrepresentation:** Limited female presence in leadership
- **Limited Access to Networks and Mentorship:**
- **Difficulty Integrating into Male-Dominated Social Circles**
- **Limited Promotions and Growth Opportunities:** encounter obstacles to career advancement and leadership roles.

3. Work-Life Balance and Family Demands:

- **Managing Multiple Roles:** Balancing professional and family responsibilities can lead to burnout.
- **Perceptions of Commitment:** Perceived as less committed due to family obligations.

4. Other Challenges:

- **Imposter Syndrome:** Women question their abilities
- **Pushback on Diversity Integration:** Women advocating for diversity may face resistance.
- **Lack of Gender Equality Education & leadership**
- **Harassment:** Women in leadership positions are more likely to experience workplace harassment.



Challenges Female Researchers Face

- **Balance-** Difficulty in finding a balance between family and work.
- Female scientists usually engage in more household work compared to male scientists, hence women loose working hours.
- **Harassment and bullying-** A report released by National Academies of Sciences, Engineering, and Medicine (NASEM) in 2018, stated that, 20 % to 50%, women in research, experience sexual harassment by faculty or staff member??.
- **Compensation-** At Princeton University (New Jersey, USA), About 106 female professors claimed they were underpaid compared to their male colleagues.

Challenges/2

- Bias in peer review
- Disproportionate resource allocation for men
- Reviewers and colleagues' undervaluing the quality of women's research
- Stereotypes
- Favoritism
- Sexual harassment
- Poor mentorship
- Lack of role models



Factors that will support women for Leadership

1. Supportive Environment & Policies

- **Equal Opportunities:** Ensure fair access to education, training, and leadership programs.
- **Flexible Work Arrangements:** Offer remote work and flexible schedules to support work-life balance.
- **Inclusive Workplace Culture:** Foster a culture of diversity where women feel empowered to lead.
- **Policy Changes:** Implement gender-equality policies and remove systemic barriers.
- **Addressing Gender Bias:** Actively combat unconscious biases and stereotypes.

2. Mentorship & Networking:

- **Mentorship Programs:** Connect women with mentors for guidance and support.
- **Networking Opportunities:** Encourage professional connections and leadership engagement.
- **Role Models:** Highlight successful women leaders to inspire others.

3. Skills & Development

- **Leadership Training:** Offer programs tailored to women's leadership growth.
- **Confidence Building:** Support women in developing self-confidence and assertiveness.
- **Communication Skills:** Enhance interpersonal and communication abilities.
- **Networking:** Promote relationship-building with other leaders.

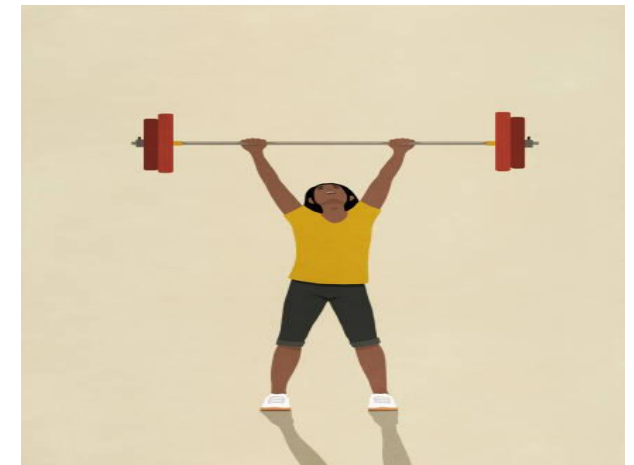
4. Addressing Societal Barriers:

- **Overcoming Stereotypes:** Challenge limiting societal perceptions.
- **Promoting Gender Diversity:** Advocate for diverse leadership representation.
- **Family Support:** Provide resources to balance work and family responsibilities.

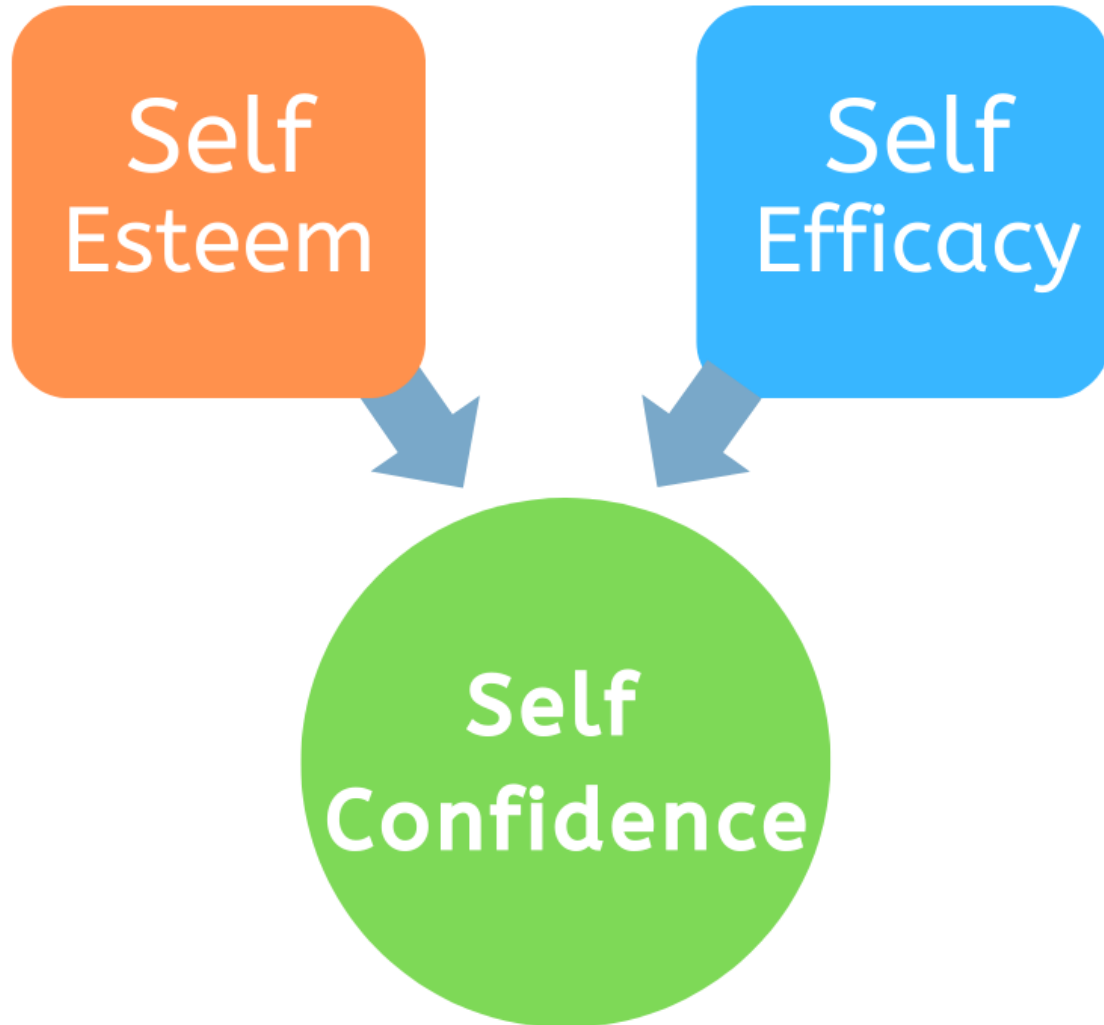
Resilience

Resilience is defined as the individual's ability to:

- adjust to adversity,
- maintain equilibrium,
- cope with life's ups and downs
- overcome stress,
- bounce back from adversity.
- retain or regain some sense of control over their environment and continue to move positively.



Features of Resilience/1



- Risk-taking,
- Low fear of failure,
- High tolerance for uncertainty

Features of Resilience/2

- Ability to bounce back
- Self-awareness
- Mind and body wellness,
- Optimistic outlook,
- Adaptability,
- Determination to succeed.
- Strategic thinking,
- Social awareness,
- Relationship management,
- Building influential networks,
- Credibility,
- Courage

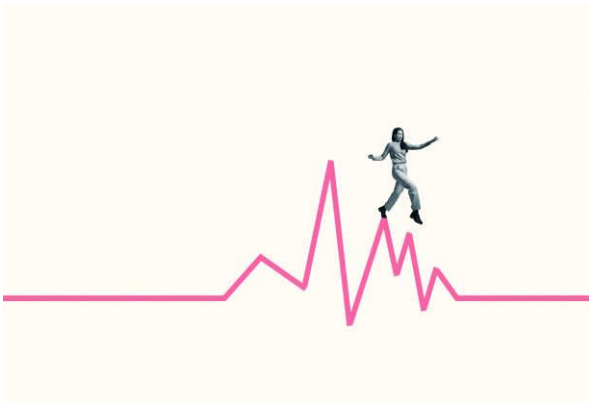
Note: Resilience is not static. It is an active process, a balance between vulnerability and elasticity

WHY RESILIENCE IS IMPORTANT TO FEMALE ACADEMIC AND LEADERS

- One's resilience level is determined by factors such as
 - ✓ Individual experiences
 - ✓ Environment
 - ✓ Balance of risk and protective factors
 - ✓ They may need to adapt in the face of adversity
 - ✓ Their identities are multiple and complex.
 - ✓ Expectation to switch between roles, which requires resilience.

CASES OF TWO WOMEN WHO KEPT CLIMBING DESPITE

Resilience is important and can defy age and challenges



Mrs. CL

- an excellent bank career
- Grappled with late marriage etc.
- Left juicy bank for a global financial outfit which turned sour leading to job loss
- Later Consulted for world bank
- Later landed a CEO job for international organization in Nigeria
- Resigned juicy job after childbirth by IVF at over 50
- Recently landed other juicy jobs as a global consultant to outfits that support women in business

Dr. Mrs. CI

- A CEO/Founder business woman, entrepreneur, philanthropist
- Built a towering career in Nigeria and abroad in science equipment
- Into Oil 7 Gas with husband
- Had challenges with child birth
- Took off for a few years to have a baby boy at almost 60
- Bounced back in full and is growing her business, influence and impact at an alarming at over 60 years.
- Her business is booming much more than what it was

Type of Confidence Levels

- ❖ Low confidence level
- ❖ Optimal confidence level
- ❖ Over confidence



*Confidence does not
come when you have
all the answers..!*

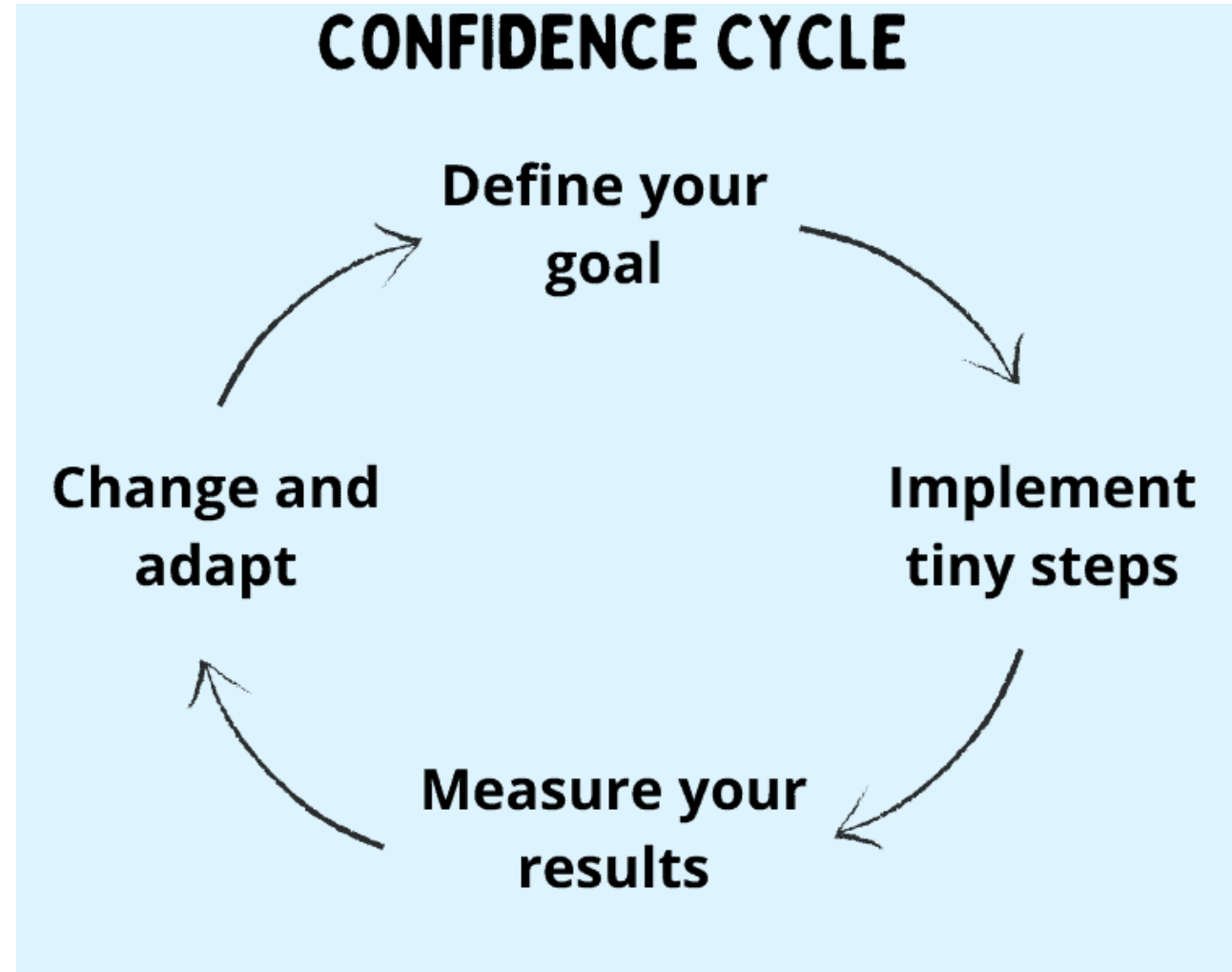
*But it comes, when
you are ready to face
all the questions..!!*

PRACTICAL TIPS OF BUILDING RESILIENCE

- **Cultivate a "learning orientation"** in which you see competitive situations (e.g., writing grants, getting promoted).
- **Prioritize relationships** -Focus on finding trustworthy and compassionate individuals who validate your feelings, which will support the skill of resilience.
- **Join a Research groups**- in your area offering you support and a sense of purpose or joy when you need it.
- **Supportive families and communities** in early adulthood and early careers

PRACTICAL TIPS OF BUILDING RESILIENCE

- Develop some realistic goals
- **Move toward your goals**
- Do something regularly (even if it seems small accomplishment)
- “What’s one thing I know I can accomplish today that helps me move in the direction I want to go?”



PRACTICAL TIPS FOR BUILDING RESILIENCE

- **Accept change.**
- **Maintain a hopeful outlook.** It's hard to be positive when life isn't going your way. An optimistic outlook empowers you to expect that good things will happen to you.
- **Learn from your past.** By looking back at who or what was helpful in previous times of distress, you may discover how you can respond effectively to new difficult situations.

PRACTICAL TIPS OF BUILDING RESILIENCE

Foster wellness including:

1. Care of your body

2. Care for your mind

- In your life journey, meditate, pray to God, ruminate on positive aspects of your life and recall the things you're grateful for, even during personal trials.

3. Balance work & life and treat everyone with respect and integrity



Some Practical tips for achieving work life balance

- Set realistic goals (SMART) and be organized
- Consult widely and be willing to learn
- Don't compare yourself with others
- Prioritize and Delegate
- Support groups- seek help, accept help
- Accept the balance that you have
- Cater to your own needs



Mentorship

Most especially being mentored by female researchers – this goes a long way in building confidence and resilience in younger female researchers

Mentorship aids grantsmanship – the mentee is actively engaged in the skill and language of applying for grants, being guided by her mentor(s)

Mentorship – a source of help



- Getting help when you need it is crucial in building your resilience.
- My story is based on finding a mentor – Professor Adeyinka Falusi (FAS) in 1998.
- She is an award winning woman researcher including L’Oreal UNESCO award winner in 2001 along with several others.
- At over 80 years, she is still researching and sourcing grants
- She taught me confidence and resilience.
- She is my catalyst till date.
- Having a mentor who pulls you up and carries you along is essential
- She has turned me into a mentor of several mentees

Benefits of mentorship & collaboration

- Numerous
- From one link to >100s, >1000s
- Expansion - Added genetics, bioethics etc
- Published together with laureates, the world's best researchers
- Published in Nature as co-author with Olopade and co
- Linkages
- Innovation
- Become a mentor to many
- Become a leader
- Become PI of >\$1m grants e.g. CDDDP – a centre of excellence
- A consultant in UCH
- Received many recognitions and awards
- A contributor to Pharmacy and medical profession

Female Mentees developed via my collaborations

Dr Yetunde Kolade
(Pioneer PhD
Student)

- German collaborator (Prof Jena)

Dr Funmi Adejumo

- Prof Falusi
- IAMRAT
- Prof Swati (Temple Uni., USA)

Dr Jacinta Nwogu-
Attah

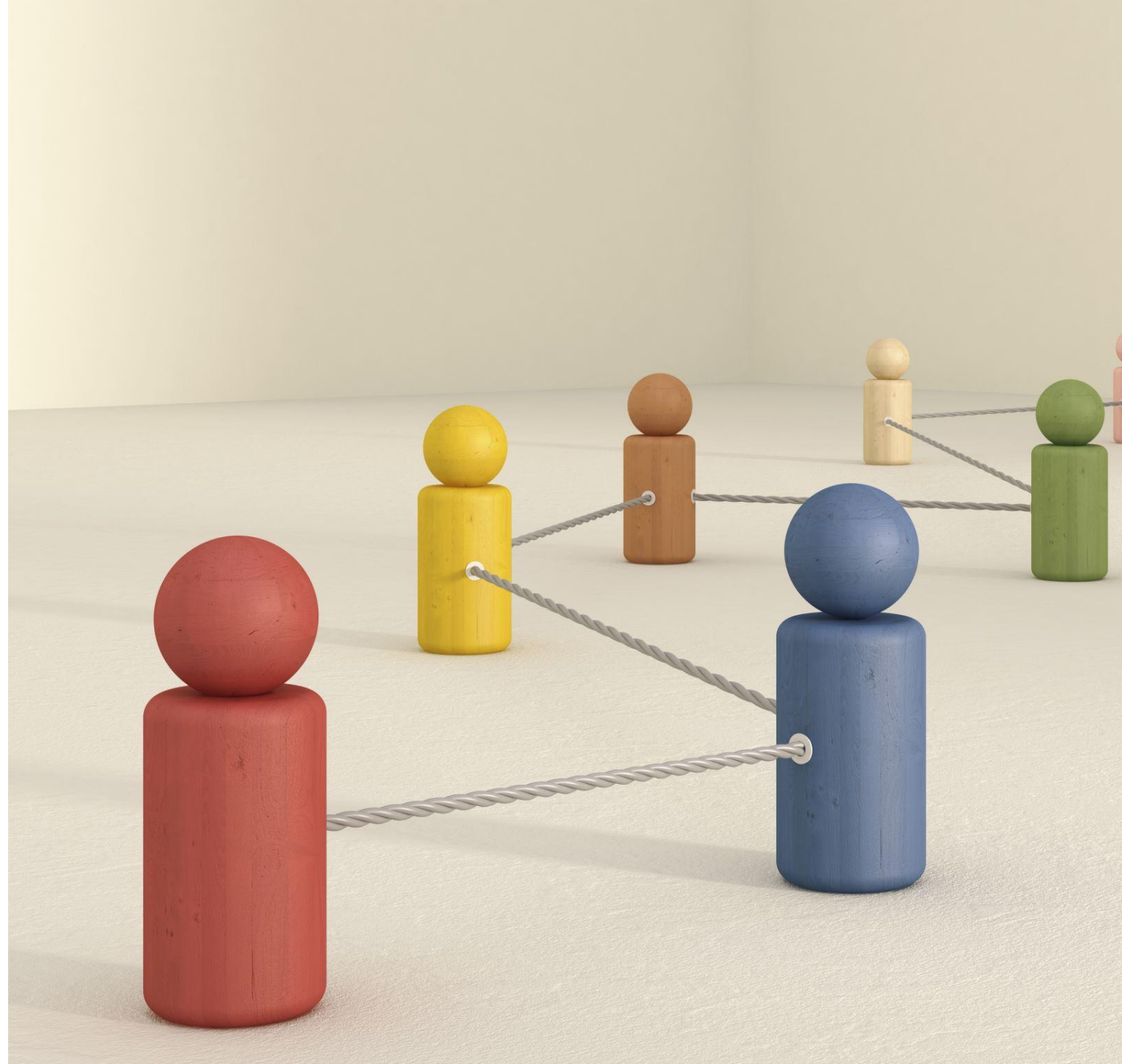
- PhD Pharm Chem
- Excellent
- From grass to grace

Dr Olayinka Kotila

- MacArthur
- IAMRAT
- Uni. of Chicago, USA
- AiBST, Zimbabwe
- MEPIN

Some Grants benefitted by my mentees

- Mentors readily initiate mentees into their collaborative networks
 - NIH-D43 (1D43TW009112-01A1)
 - NIH-FIC (R24TW008878)
 - MacArthur Foundation (Grant # 11-97968--000-INP)
 - United States Pharmacopeia (USP) Promoting Quality of Medicines Plus (PQM+) Program
 - TETFund Special Covid-19 Intervention Grant (TETFund/DR&D/CE/SI/COV-19/UI/Vol.1)



Opportunities for Women in academia

A number of awards are attributed to women in academia including:

- Nature Inspiring Science Award
 - Nature mentorship Award
 - Springer nature Inspiring Women in Science
 - L'Oréal-UNESCO Award for Women in Science
 - L'Oréal-UNESCO for Women in Science Programme
 - OWSD-Elsevier Foundation Awards
 - OWSD (Organization for Women in Science for Developing Countries)
 - **Zonta International** offers two scholarship programs
 - African Regional Kwame Nkrumah Prize for Scientific excellence
 - GWIS (Graduate Women in Science)
 - Delta Gamma Women in Science Grants
 - American Association of University Women (AAUW)
 - Graduate Women International (GWI)
 - Several others
-
- SEARCH, APPLY & DO NOT GIVE UP WHEN IT FAILS

Ways forward

- Women to encourage the women to come together and reason together – Collaboration pays
- Have a sub-unit of Women Fellows as mentors
- Design strategic plans to encourage women in RESEARCH to collaborate with other bodies e.g. OWSD
- Academy to encourage such a group
- Women should help themselves by networking with each other- collaboration with other academies and organizations.
- Women should mentor more women in science and leadership from their experience
- Women in leadership and academia should be more celebrated or showcased by the national academies and other organs in the nation
- Women should be more visible
- Use virtual/electronic means for meetings and activities to reduce pressure on time
- More funding for women in research to encourage young academic

TRIBUTE TO MY MOTHER



- Lady Mrs Adeline Emerenwa Anyabuike nee Osuji 1934-2015
- Headmistres
- Coach, mentor
- Nigerian sprinter
- Named one of the women that shaped 20th century

ACKNOWLEDGEMENTS

- My husband – Rt. Rev. Collins O. Babalola who has given me wings to fly as a woman
- My Children who has born it all
- My mentors & mentees
- Teachers
- Collaborators
- Family and friends
- To you all
- The GOD Almighty in Chinedum

Conclusion

- **Call to Action**

- **Be the Change**

- Support and mentor women in your field.
- Advocate for policy changes.
- Challenge gender biases.

- **Encourage and celebrate**

- Breaking the glass ceiling benefits everyone.
- Collective action accelerates change.

- **Together, we can create a future where leadership reflects all voices**





And at the end I would like to say. . . . A winner is not the one who never fails but. . .the one who never quits.!

