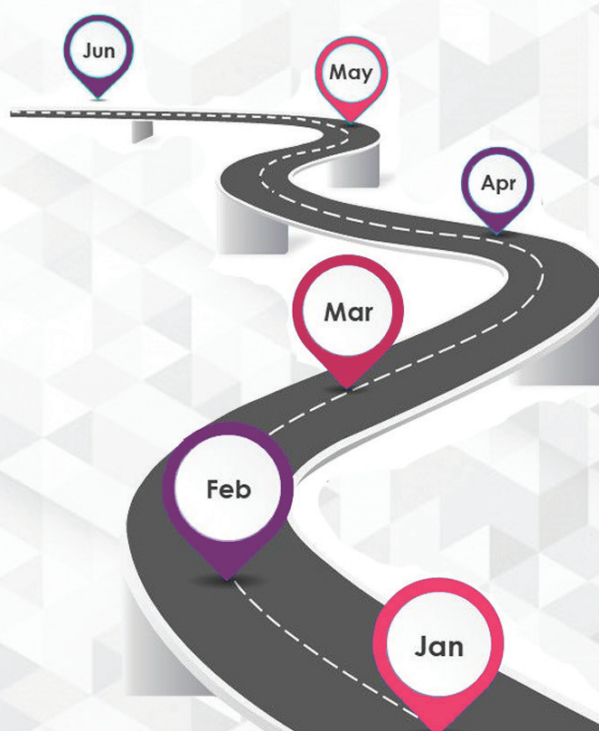


ENA MONTHLY NEWSLETTER

JUNE 2020 ISSUE

EVIDENCE OF GOD'S GRACE



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Word from the Group CEO

Evidence of God's Grace



Dr. Jennifer N. Riria
PhD, EBS, MBS, HRH/
Goodwill Ambassador,
ICON/HP, Chairperson
AWLN committee.

Group CEO, ENA

Reflecting back, the past 6 months have indeed been a bold testimony of the Evidence of God's Grace for Echo Network Africa (ENA).

The year began with a lot of expectation for the planned great annual performance. Unfortunately, everything has changed because of the rapid spread of the novel Covid – 19. This has significantly changed the way we work and live.

While the pandemic is gender blind and does not discriminate between the male and female gender, there is no denying that women and girls are suffering the

bluntest edges of the pandemic. As with all other crisis, COVID-19 pandemic has exposed the damaging impact of gender inequalities underscoring why societies must invest in efforts to close gender gaps as real safeguards for the survival of all.

Despite the odds, ENA has maintained its role as a catalyst for development that empowers, positions and advocates for women (including young women, women with disabilities and women from marginalized communities) towards attainment of their full potential.

The past six months have sustained an upward trajectory of growth as milestones have been achieved both at the corporate and programme areas of ENA.

Some of the achievements include; Streamlining all focus areas, Democracy Trust Fund successfully evolving into ENA's local implementing partner focusing on the political area of programming, Launching of the mentorship activities for the Girls in STEM initiative, Launching of the women empowerment activities on fish farming through introduction of HDPE Cages in Litare, Wakula, Kaugege and Mrongo beaches in Homa Bay County to help curb the Jaboya (sex for fish) practice and

distributing 200 ENA Dada packs to vulnerable girls in Meru ensuring that girls are not left behind by boys in school due to menstrual cycles.

ENA also successfully hosted the first Common Women Agenda Webinar dialogue which was officiated by Cabinet Secretary Ministry of Public Service and Gender, Prof. Margaret Kobia. During this same period, I was also honoured to be appointed as the Chairperson for the African Women Leadership Forum Committee, a challenging role that I am privileged to undertake.

These and many other achievements crowned the first six months of 2020.

This issue will highlight the mid-year achievements of the focus areas which truly are the Evidence of God's Grace.

“The past six months have sustained an upward trajectory of growth as milestones have been achieved both at the corporate and programme areas of ENA.”

2020 MID YEAR ACHIEVEMENTS

Corporate Office

Corporate Office is the topmost administrative level and the core of Echo Network Africa (ENA). Its main function is policy formulation and resource allocation within the institution. This is achieved through provision of strategic direction and coordination of activities of

different functions within ENA.

In the past six months, ENA has maintained good governance through; holding three board meetings (Full Board Meeting held on 26th May 2020, Special Board Meeting held on 4th May and Audit & Risk Committee meeting held on 21st April 2020), Twenty- four staff meetings were held aimed at providing relevant information and mentoring staff, the Institutional structure was revised and staff oriented on their reporting lines and responsibilities, Institutional capacity was built to undertake the functions in the region and Democracy Trust Fund was weaned off as ENA's Local Implementing Partner.

Under Bilateral Relations, the following donors were brought on-board since January; Hans Seidel, Uraia, SADES/FHI 360, AMREF and UN Women. It is important to also note that in the past

six months the working relationship between Ministry of Public Affairs and ENA was enhanced through the Common Women Agenda, the strategy on managing virtual staff meetings was successfully implemented and program activities are ongoing as per annual work plans.

To enhance brand visibility, the Corporate office ensured visibility of ENA through hosting the following webinars; the Common Women Agenda Dialogue ,Women Influencers Meeting and Media Practitioners training, The GCEO was also honoured to be the Keynote Speaker at a Webinar on Business Resilience and Strategic Leadership for Women Leaders, she was also featured by Forbes Magazine in February as one of Africa's most influential woman and on NTV during the International Women's Day at the Jennifer Riria Hub. Recently she has been appointed as the Chairperson for the Africa Women Leadership Forum Committee



L-R ENA Board members Ms. Elizabeth Achola, Ms. Ursula Bahati, Ms. Damaris Gitonga (Board Chair) and ENA GCEO Dr. Jennifer Riria receiving a cheque from Family Bank's Caroline Kiyanjui (extreme right) during the 2020 ENA Golf Tournament Gala dinner. The Gala dinner is a fundraising activity for the Youth Empowerment focus area to help propel the Girls in STEM initiative.

WOMEN EMPOWERMENT

(Aquaculture and Revolving Loan Fund)

Head of Focus Area : Teresia Wakahia

The Women Empowerment's focus area goal is to enhance sustainable livelihoods and empowerment of rural women and their families. The focus area aims to position women through strengthening women's voices to reduce human rights violations along aquaculture value chain and enhancing participation of women in aquaculture as a sustainable economic activity.

The Aquaculture Initiative is implemented by Echo Network Africa (ENA) with support from Open Society Foundation. In the past six months, the project has been implemented in Homa Bay County in four beaches namely Litare, Wakula, Kaugege and Mrongo targeting 100 women.

ENA used anchor cluster model, where women already practicing cage fish farming were identified as the champions to mentor other women engaging in cage fish farming. The project has four clusters comprising of 25 women each in the four beaches.

The women are currently engaged mainly as traders along the aquaculture value chain particularly in processing and marketing which makes them vulnerable to exploitation by the fishermen who have a higher bargaining power when it comes to wild capture fish production hence the Jaboya (sex for fish) practice.



One of the fish cages installed in Lake Victoria to be used by a group of 25 vulnerable women at Litare beach, Mbita Sub-county, Homa Bay County. It is one of the four cages bought by Echo Network Africa (ENA) with support from Open Society Foundation to empower 100 women in undertaking cage fish farming in Lake Victoria. Each of the four cages was given to one women group comprising of 25 members from Litare, Wakula, Kaugege and Mrongo beaches.

To empower the women, ENA trained them on aquaculture cage farming in collaboration with Ministry of Agriculture, Livestock and Fisheries. They were also trained on Entrepreneurship and Financial Literacy to help them engage in aquaculture as a business enterprise that will generate income for their families.

The initiative also implemented a gender and rights based approach to address HIV related human rights violations, gender biases and harmful cultural sexual gender based violence among the women. Further, four gender desks were established in each beach to create awareness and education on HIV and sexual reproductive health rights. Each beach has a gender responsive Beach Management Unit (BMU) policy and a gender sensitive service charter for the BMU's to lobby for inclusion of women in the BMU networks both at Sub County and County level.

ENA launched high density polyethylene (HDPE) cages equipped with fish feeds in Litare Beach on Friday 26th June, 2020. Each HDPE cage is 10m (diameter) and 7m (Height) with a stocking density of about 35,000 fingerlings. The feeds are manufactured by Unga feeds and have 35% to 40% protein level adequate for fish growth. On top of that, each cage is expected to produce 15 tons of fish which will be harvested after six months.

In the past six months the initiative has also successfully developed a draft revolving loan fund policy and a business case model for aqua culture fish farming. Through the fund 100 women have been successfully facilitated with access to credit to purchase and install the four HDPE cages.

Through this Initiative, ENA will steer the 100 women to not only being traders of fish

but also producers of fish along the aquaculture value chain.

The women will also be empowered economically to support their families through the livelihood income that will cater for their needs. This will go a long way in cushioning the women from exploitation by fishermen who have a higher bargaining power when it comes to wild capture fish production.



In security uniform Mbita Sub- County Deputy County Commissioner, Abraham Kemboi, nominated Homa Bay County assembly member Nereah Oketch, Homa bay County CEC Agriculture, Livestock and Fisheries, Aguko Juma (in black suit) and ENA Senior Programmes Manager, Teresia Wakahia at Litare Beach during the launch of the Cages for the four women groups in ENA's aquaculture initiative at Litare Beach in Homa Bay County.



Homa Bay CEC Agriculture, Livestock and Fisheries, Aguko Juma (in black suit) distributes environmental impact assessment certificates to representatives of 100 vulnerable women at Litare beach, Mbita Sub-county, Homa Bay County. In the picture are Miss President who is also nominated Homa Bay MCA Nereah Oketch (in white dress) and the ENA Senior Programmes Manager Teresia Wakahia (behind Nereah).

POSITIONING/DEMOCRACY PROGRAMME

Head of Focus Area : Sarah Muhoya

The Democracy Trust Fund (DTF) is now a Local Implementing Partner (LIP) for ENA's Positioning and Democracy Program. The decision to elevate the Positioning Pillar into a Program was made by ENA's Board of Directors and endorsed by the DTF Board of Trustees. Subsequently, ENA has seconded the Head of the Positioning and Democracy Program to drive both activities and the DTF and ensure that both are properly aligned to meet the political needs of the institution.

The decision to transform DTF into a LIP was both strategic and programmatic. Strategic because it gives ENA a niche to catalyze full attainment of women's participation and representation from a human rights perspective and programmatic because it will position and drive ENA's political interventions without jeopardising the development agenda of the institution.

Specifically, DTF is expected to drive ENA's activities for the Positioning and Democracy Program which include strengthening the capacity of DTF to contribute to solutions to the perennial challenge of few numbers of women in decision making processes and in political leadership. Although this is not new ground for ENA, it gives the institution greater muscle and impetus to accelerate its contribution to increasing the number and quality of women leadership particularly in Kenya and Africa in general.

ENA is already recognized as a major player in the area of women's leadership in the country with the appointment of its Group CEO as the first Chair of the newly inaugurated national network of women –

the African Women Leaders Network (ALWN) Kenya. As the Chair for this key national network, Dr. Riria will be expected to shape the direction of the Kenyan Chapter and connect Kenyan women to their counterparts in other countries in Africa where ALWN has a footprint.

The appointment of Dr. Riria to this Regional Body is one of the major achievements of the Positioning and Democracy Program as it puts ENA in a high pedestal which will be useful in the eventual move to the Africa Region while simultaneously linking the institution with all women leaders in the country.

In addition, the Program has created strong and invaluable partnerships with women rights organizations, individual women leaders working under the Common Women Agenda (COWA), development partners and the Kenyan Government represented by the Ministry of Public Service and Gender and other women rights organizations.

This partnership has enabled ENA to make significant input in the ongoing reform process spearheaded by the Building Bridges Initiative (BBI) and specifically in respect to the full implementation of the two third gender rule and other socio-economic rights for women and girls as provided for in the Constitution of Kenya 2010.



Distinguished panelists engaging the audience during the Common Women Agenda (COWA) webinar held on 6th May, 2020. The objective of the webinar was to discuss the issue of gender equality in Kenya within the context of the Covid-19 pandemic.

During the lock down period occasioned by the COVID-19 pandemic, ENA has used its convening capacity to advocate for continued inclusion of women in the BBI process as well as in driving the COWA agenda in a project supported by Family Health International (FHI) under their program Safeguarding Democracy in Kenya (SADES-Kenya). Through a series of webinars and other virtual meetings convened for different stakeholders including women influencers, journalists and women Members of the County Assemblies, ENA sustained vigilance in the push for gender concerns articulated in the COWA Recommendations.

The first webinar brought together over 250 participants among them being two Cabinet Secretaries, Prof. Margaret Kobia and Hon. Raphael Tuju, Governor Charity Ngilu, Ms Mary Ellen who is the President and CEO of the Women's World Banking and ENA's Board Members. Coming at a time when the crisis occasioned by COVID-19 pandemic was escalating in the country, this first webinar dialogue was aptly titled: COVID-19 PANDEMIC: Affirming the Importance of fully Implementing Recommendations of the Common Women Agenda (COWA). ENA plans to continue with these virtual dialogues to keep the momentum towards the realization of gender equality in Kenya.

Additionally, DTF has created a special niche for ENA as an authority in the provision of political education for women seeking leadership through competitive means. Besides participating in the development of the national curriculum in collaboration with the Department for Gender and Kenya School of Government with funding support from the UNWomen, ENA developed its own bespoke training modules as well as a Facilitator Guide under the title: Women Pathways to a Successful Campaign. ENA plans to use this Training Modules along with other materials to address the capacity gaps for women seeking political leadership in Kenya and customize the same for use in other countries in Africa.

In the coming project period, ENA will also prioritize training a pool of trainers who will be responsible for delivering the Training Program for women seeking elective positions in the forthcoming 2022 General elections. The program will enhance its approach of collaborations, inclusivity, research and innovations to continue positioning ENA as a key player in the democracy space and deepening a culture of gender inclusivity which is the hallmark for democracy world over.

MAINSTREAMING: TUVUKE INITIATIVE & GENDER

Head of Focus Area : Margaret Mbugua



Over the years, Echo Network Africa (ENA) has been at the forefront on the women empowerment agenda through working with various stakeholders to achieve its mandate. On top of that, ENA seeks to mainstream gender in all its focus areas to ensure that men's and women's specific needs, vulnerabilities and capacities (e.g. in the context of class, ethnicity, race and religion) are recognized and addressed.

The commitment of ENA to attain gender equity and equality is underlined in various National and International legal and policy documents. This is because gender equality is an explicit internationally recognized human right and ENA seeks to promote equal realization of dignity and human rights and the elimination of poverty and injustice for both women and men.

In the past six months under the Gender initiative the following milestones were achieved; The Gender concept, work plan and budget were developed and approved, the Gender Mainstreaming policy for the

Beach Management Unit was developed, Gender charter billboards were erected in Litare, Wakula, Kaugege and Mrongo beaches, Community dialogue sessions were conducted in Mrongo beach targeting 96 people and internally, the gender training was conducted to ENA staff.

On the other hand, under the Tuvuke initiative, ENA seeks to ensure that women and girls participate and influence governance processes at local, county and national level ensuring that their rights are respected and their views are incorporated in the public discourse.

The following milestones were achieved in the past six months; the Tuvuke concept was reviewed and approved, a landscape assessment on peace to identify major sector players and gaps in the field was done and the UNESCO proposal on the Safety of female journalists was developed and submitted.

ADVOCACY

(Sexual Reproductive and Maternal Health)

Head of Focus Area : Judy Chebet

The Advocacy focus area objective is to prevent and reduce teenage pregnancies and enhance menstrual hygiene management. This is achieved through supplying girls with menstrual hygiene materials to reduce the sex for pads menace, which leaves them exposed to diseases and deprives them of their innocence at a tender age. The focus area works closely with Kithangari Girls High school in Meru.

Echo Network Africa in collaboration with the Ministry of Public Service and Gender, Kotex Kenya, Kenya Red Cross, Local Governments and local women philanthropists supported 200 girls in Meru County with four months' supply of Menstrual Hygiene Materials.

200 ENA dada packs and Seven Toto care boxes for teenage mothers were disbursed by Kenya Red Cross Kenya for distribution in informal settlement with the help of the Meru County Government, Gender and development office.

This deliberate process has been informed hugely by the struggles the adolescent girls in the area are facing especially during this Covid period. ENA plans to scale up the initiative to other counties with support of like-minded partners both regionally, nationally and internationally.

To date, ENA has distributed 2,388 packets of sanitary towels, 1248 panties, and 55 information guides to the 650 girls since 2019.

In the past six month the following milestones have also been achieved; Sensitization on Maternal health and Sexual reproductive health rights through online advocacy sessions, Five committee members were identified to ensure the continuity of the Advocacy programme of which two were male mentors and also development of the sexual reproductive health manual and guide.



The ENA Dada Pack that is distributed to vulnerable girls in Meru County to help them during their menstrual cycle.



The ENA Dada Pack contents that comprises of sanitary towels and undergarments meant to help vulnerable girls during their menstrual cycle.



ENA staff displaying some of the 200 ENA Dada Packs that were distributed to vulnerable girls in Meru County during the Menstrual Hygiene Day.



Red Cross Kenya distributing the ENA Dada Packs dispatched on Menstrual Hygiene day to Girls with Disabilities in Meru County.



A community leader illustrating to the Girls with Disabilities on how to use the sanitary towels during their menstrual cycle



Girls with Disabilities from Meru County celebrate upon receiving the ENA Dada Packs meant to help them during their menstrual cycle

YOUTH EMPOWERMENT

(Science, Technology, Engineering and Mathematics)

Head of Focus Area : Milkah Ndirangu and Mariah Muguku

The youth empowerment focus area's goal is to 'propel young women and girls into spaces of influence and leadership in Science, Technology, Engineering and Mathematics (STEM) fields to challenge the gender stereotypes in STEM.

The program seeks to catalyze, grow and strengthen STEM subjects among girls in schools. Further the focus area collaborates with like-minded stakeholders to address the issue of continuous poor performance in Mathematics and Sciences among girls in schools by starting/revamping and growing Hesabu Clubs in public schools.

In the past six months, the following milestones have been achieved; The Hesabu club was established and operationalized, Online Classes in the wake of Covid- 19 have been introduced to complement blended learning, Systems to anchor STEM program were established and are functional, 11 profiles for women in stem professionals were published and mounted, Five schools with persons with disabilities were identified and rolled out into the program and the golf tournament was held with 77 participants in a bid to help with fundraising for the focus area.



A golfer preparing to tee off during ENA's 2020 Charity Golf Tournament. The Charity Golf Tournament is held annually by the Youth Empowerment Focus Area as a fundraising activity to propel the Girls in STEM initiatives



Ms. Janice Kageni, Director for Gender Affairs Meru County Government officially opening the first Hesabu Club at Kithangari Girls Secondary School. ENA Group CEO Dr. Riria (Right), Kithangari Girls Principal Mrs. Lucy Gitau (centre) and Dr. Purity Ngina (Left) applaud after the unveiling of the plaque.



Dr. Purity Ngina addresses the girls at Kithangari Girls Secondary School and urges them to focus on Maths as the gateway to excelling in STEM subjects during the Hesabu Club Launch.



Hesabu Club materials that were distributed to the girls in Kithangari Girls Secondary School during the Hesabu Club Launch. The materials are meant to propel the girls in taking up STEM subjects.



ENA Golf sponsors displaying their merchandise and service help desks during ENA's 2020 Charity Golf Tournament. The tournament is a fundraising activity held annually and brings together stakeholders in the Girls in STEM initiative.

TALENT DEVELOPMENT & ADMINISTRATION

Head of Focus Area : Catherine Ng'ang'a

The Talent Development function is responsible for recruitment, employment law compliance, managing payroll, enhancing employee relations and performance management. The Administration function on the other hand is responsible for providing administrative support to all divisions, supporting coordination of logistic activities and overseeing safety and provision of security within the premises.

Over the past six months, the following milestones have been achieved; Recruitment of Head of Programs, Cohesion & Development, Internal Auditor and Communication specialist, Financial wellness training was organized for all staff, ICT officers attended G- Suit productivity training, Inspection of all properties owned by the Institution, the Kenya HR policies and Manuals were reviewed, Draft Sexual Harassment Policy and HIV/ AIDS policy were reviewed, Draft Health and Safety policy were prepared and Orientation guidelines were documented just to mention but a few achievements.

COMMUNICATIONS

Head of Focus Area : Bella Gwada and Kevin Karanja

As a membership institution, ENA has established itself as a credible, vibrant and easily recognizable brand locally, regionally and internationally. This good image has been as a result of a well-planned communications program that has sought to reach all stakeholders with a common message to improve ENA's brand awareness, visibility and market share. Echo Network Africa has been well positioned as a catalyst that empowers, positions and advocates for women (including young women, women with disabilities and women from marginalized communities) towards attainment of their full potential.

Some of the milestones that have been achieved in the past six months include; Coordinating media coverage for ENA showcasing the focus areas achievements (ENA received four radio mentions, two television interviews, four television mentions and eight newspaper mentions), Developed the April, May & June Newsletters, developed a Communications Audit Report to guide the Communications Strategy, developed a Website TOR to guide on the commencement of the restructuring of ENA's website, updated and monitored ENA's social media platforms and designed ENA's Information, Education and Communication materials (Hesabu Club Diary, ENA Business Case, Golf tournament Materials, COWA dialogues materials and Menstrual Hygiene day Materials).

LEGAL ISSUES MANAGEMENT

Head of Focus Area : Teresia Wanja

The Legal Issues Management focus area is responsible for all legal external or internal matters such as litigation, investigations, compliance, mergers and acquisitions. It is a specialized function working jointly with the rest of the focus areas in order to achieve the company's objectives and ensure that the company's activities are in conformity with all laws and regulations. The legal function provides legal consultation and advice as well as reviewing the rules, contracts and agreements generated by other functions.

Some of the milestones achieved in the past six months include; Reviewing of

contracts (MOU between ENA and Ustadi Foundation Kenya, MOU between NMI, RIF & ENA, Service Agreement covering Scheduled Preventive Maintenance, drafting the MOU on UN Women proposal, drafting an addendum for a contract of employment and drafting of the contract for DTF implementation on the FHI 360 grant), Registration of leases for the Jennifer Riria Hub, Conducted a search at the lands registry for DTF trust deed, Reviewed three engagement letters for Baobab, NCBA and Inspiring Development and Registration of Democracy Trust Fund, "DTF" and ENA trademarks concluded and certificates issued.

FINANCIAL RESOURCES MANAGEMENT

Head of Focus Area : Elina Mutuku

The Financial Resources Management Division is a service Division that provides an efficient and effective management of the institutional financial resources so as to accomplish the objectives of the organization through a smooth flow of financial operations.

The function is comprised of the Financial management function, Investment management function and the procurement function. Over the past six months the following achievements have been achieved; Functional Budgets realigned and cost cutting measures put in place, six monthly variance explanation reports prepared for corrective purposes,

FHI budget was funded, Annual financial report for Open Society grant was prepared and submitted in January, Obtained an unqualified Audit opinion for 2019 financial statements, Monthly bank reconciliations for 10 banks prepared up to May and Updated assets register up to June 2020.

In Investment Management, the following milestones were achieved; Earned returns of Kshs. 52.6 million against budgeted Kshs. 47.4million from short term deposits, six monthly and two quarterly portfolio performance reports were prepared, updated the investment schedule, possible anchor tenant for the hub identified in



The Jennifer Riria Hub is an ultra-modern, state of the art facility developed by Echo Network Africa (ENA). Located at the junction of Tom Mboya and Kipchoge Keino road in Nakuru County. The Hub has 400 shops and 210 parking slots (187 internal parking slots and 23 external parking slots) making it the perfect and hustle free place for shopping, business, indoor and outdoor events.

ANCHOR TENANT SPACE AVAILABLE

15,700.05 Sqft (GROUND FLOOR)
&
7,640.29 Sqft (UPPER GROUND FLOOR)

OTHER SPACES AVAILABLE

Offices, Banking Hall,
Food Court- Restaurants,
Speciality Stores, etc.

KEY FEATURES

24 hrs CCTV security system, Ample parking, Standby generator, Sufficient water supply, Lift access to all floors, Easy access & exit Ample toilet facilities, Good access roads

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ICT

Head of Focus Area : Kevin Kiprop & Morris Kabuu

The ICT function is tasked with putting in place necessary systems to enhance the delivery of the development agenda. Some of the milestones achieved in the past six months include; staff orientation on the ICT policy, Internet renewal subscription JTL, Renewal of Checkpoint Firewall license, Renewal of Sage ERP support 2020, renewal of cashbook module licenses, servicing of the generator and CCTV, Registration of the DTF domain and provision of regular user support.

EVENTS IN JULY

1. Mental Wellness during COVID/Dealing with Anxiety and Depression Training on July 16

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The 3Cs approach to Combat Covid-19



Avoid CLOSED spaces



Avoid CROWDED places



Avoid CLOSE-CONTACT

#ENACares #Flattenthecurve