

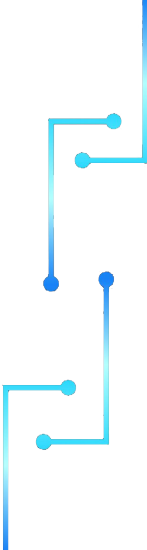


THE LAUNCHPAD TANZANIA
ANNUAL REPORT
JANUARY – DECEMBER 2024

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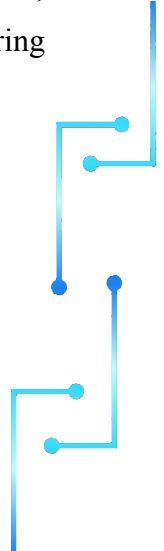
EXECUTIVE SUMMARY

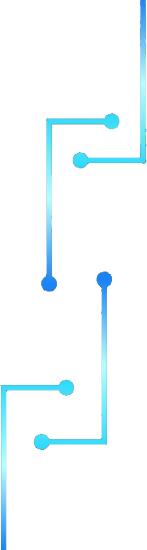
2024 marked a year of remarkable growth and achievement for LP Digital, cementing our position as a leader in promoting digital inclusion and advocating for safer, more equitable online environments. Through our targeted initiatives, we have empowered youth and women, fostered digital literacy, and advanced digital rights across Tanzania.

This annual report provides a comprehensive overview of our activities, events, and initiatives from January to December 2024, reflecting our commitment to sustainable development and community impact. Among our most significant achievements this year was the successful continuation of the LP Digital Cyber Helpline, providing support and guidance to individuals facing digital challenges, and the second phase of the Sauti Zao Project, which further amplified the voices of marginalized communities through digital tools and advocacy.

Collaboration has been at the heart of our success. In 2024, we forged strategic partnerships with esteemed organizations, including Restless Development, Youth Community Action OVAH, LOG AI, JJ Breastfeeding Organization, Fast Hub, DTB Bank, Tanzania Women's Chamber of Commerce (TWCC), iSoko, Mama Mias' Soko, Ilala Municipal Council, Young Strong Mothers Foundation, and the Malala Fund. These collaborations have enabled us to scale our impact, reach underserved populations, and innovate our approaches to digital inclusion and advocacy.

Through a combination of impactful projects, strategic events, and robust partnerships, LP Digital has not only expanded its reach but also solidified its role in shaping a more inclusive and empowered digital society. This report highlights our milestones, challenges, lessons learned, and vision for the future, as we continue to work towards bridging the digital divide and ensuring a secure, equitable digital future for all.





MESSAGE FROM THE EXECUTIVE DIRECTOR

I am pleased to present our organization's annual report, which highlights the progress and achievements of the organization in upholding young women's digital rights and justice. We have continued to pursue women's digital inclusion and a thriving digital economy with young women. We continue to learn the intersectional needs of young women with the outlook of adapting best practices that enable both women and girls to actively participate in the digital economy and civic engagement through digital platforms

This annual report highlights the organization's efforts in the past twelve months to empower youth and women in sustainable development and equitable inclusion through gender equality and inclusion, especially in technology and civic engagement. Also, the dedication of resources to strengthen the capacity of the team in different areas for organizational development. Lastly, the dedication exhibited by the team in enhancing collective action and agency to promote economic rights and social justice through networking and movement building.

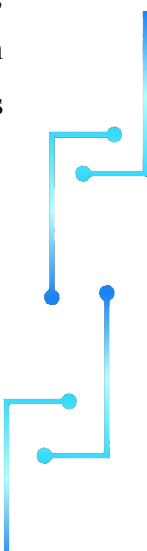
We would like to extend our sincere gratitude to our funders and partners for their generous contribution to the work of our organization. Your support is directly contributing to the future of an inclusive society in which girls and women have the power to choose and create opportunities for themselves and others. We deeply appreciate your support and commitment to our cause.

As we move forward into the next year, we remain committed to promoting digital resilience, digital advocacy, civic engagement, and digital inclusion amongst girls and women, enabling them to close the gender divide in the community. We are confident that, with our talented team and continued focus on delivering value to our community, we will achieve even greater success in the coming months.

Sincerely,



Carol Ndosi





ABOUT THE LAUNCHPAD TANZANIA

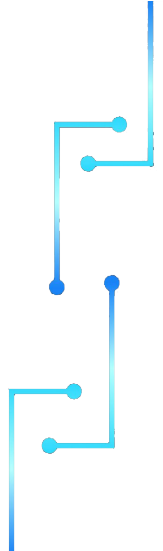
1.0 INTRODUCTION

The Launchpad is a center for personal and professional development that was created with the main objective of assisting youths and women in building their digital capital through the development of their skills and talents as well as by promoting a knowledgeable, effective, and productive mindset that can support the expansion of the digital economy, improve employability, and create decent jobs. The organization focuses on developing digital skills and 21st-century leadership.

Through capacity-building training in digital citizenship and skills, LP Digital, its digital branch, specializes in teaching, coaching, and mentoring in digital and media literacy. The Launchpad was founded in September 2017 by Henry Kulaya (an education specialist) and Carol Ndosi (a development practitioner) and incorporated on February 14, 2018, and further registered with the registrar of NGOs on 26th August 2019 under the registration number 00NGO/R2/000482.

Specialized in training, coaching, and mentoring in digital and media literacy through capacity-building training on digital skills and digital citizenship. The Launchpad is determined to onboard women and youths between 18 and 40 years onto digital platforms so that they do not miss the opportunities that are presented on those platforms. Also, The Launchpad aims to instill in the younger generation between the ages of 10 - 17 the importance of learning a digital skill at a young age.

The Launchpad is a team of young enthusiastic men and women who are driven by the desire for sustainable solutions developed in the community by women and youths. The team is resilient to the status quo, constantly developing programs that are born from design thinking workshops held with the targeted beneficiary groups so that solutions created are needed, customized, and sustainable.





1.1 VISION AND MISSION

Vision: "To be a one-stop for personal and professional development, our vision is to promote and enhance lifelong learning through our different training programs and ‘catch them early’ sustainable approach through consultancy in learning programs.”

Mission: "We are at the heart of skills development in Tanzania, directly engaging youths and stakeholders, developing demand-driven bespoke modules, and advocating for equitable inclusion as a sustainable approach towards leaving no one behind. We are determined to raise awareness on lifelong learning for decent work and economic growth.”

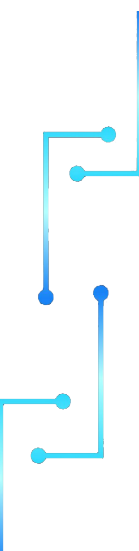
1.2 OUR SCOPE

The Launchpad Tanzania operates nationally but is based in Dar es Salaam. Our head office is in Dar es Salaam, but we have an extensive pool of certified trainers and program coordinators who are based in different regions of Tanzania to enable wider coverage.

1.3 OUR THEORY OF CHANGE

At The Launchpad, our theory of change is rooted in the belief that empowering youth and women through digital inclusion can spark a transformative cycle of growth and development. We believe that by equipping individuals with relevant digital skills and fostering their ability to create innovative digital solutions, we not only enhance their employability and entrepreneurial prospects but also stimulate economic development within their communities.

As we advocate for digital rights, online safety, and the importance of digital inclusion, we create an environment where individuals can thrive with confidence in the digital world. Our comprehensive approach, grounded in capacity building, digital empowerment, and advocacy, works synergistically to break down barriers, bridge divides, and pave the way for a future where youth and women are at the forefront of social and economic progress.





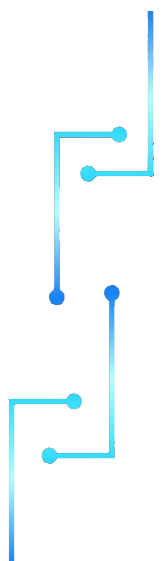
This theory of change is the driving force behind our commitment to empowering individuals, promoting safe online spaces, and advocating for their rights, as we collectively strive to leave no one behind in the digital age.

1.4 STRATEGIC OBJECTIVES

- To pursue a women's agenda that is inclusive through digital skills education, equal opportunities, access, and control of resources.
- To promote women's economy through sustainable development, civil engagement both online and offline, and equitable inclusion through gender equality and inclusion.
- To address online and Technology-Facilitated gender-based violence against women and girls.
- Build a sustainable, resilient, and competent organization that supports our efforts toward realizing the Launchpad Tanzania vision, mission, and strategic goal.

LP DIGITAL

The Launchpad Tanzania has a digital arm that specializes in digital inclusion through capacity building and advocacy. LP Digital has different initiatives, such as Mitandao Na Sisi, the Digital Tanzania Program, Dijito Na Mimi, and Sauti Zao, which target youth and women for digital skills training, storytelling, and advocacy on digital inclusion through digital literacy, citizenship, and rights. Our motivation for all our digital inclusion projects is bridging the digital divide and contributing to human capital development, safety, and linkages toward a prosperous digital economy as an avenue for decent work and economic growth. The flagship project for 2023, Sauti Zao, translates to “Their Voices”.





ANNUAL UPDATE

Strategic Objective 1: To pursue a women's agenda that is inclusive through digital skills education, equal opportunities, access, and control of resources.

2.1 Tanzania Women and Technology Conference

The 2024 Tanzania Women and Technology Conference was a significant event attended by Hon. Dr. Dorothea O. Gwajima, Minister of Community Development, Gender, Women, and Special Needs, and Michael Anthony Battle, Sr., US Ambassador to Tanzania. The conference honored the contributions of women in technology and featured an award ceremony for pioneering women in the sector.

Impact:

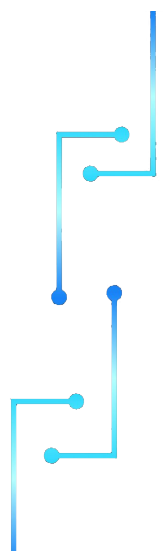
- Over 200 attendees, including policymakers, tech leaders, and aspiring women technologists.
- 10 women were acknowledged for their exceptional contributions to technology.
- Strengthened connections between women in technology and key stakeholders.

2.2 Girls in ICT Event 2024

This initiative aimed to empower secondary school girls by introducing them to the transformative potential of Artificial Intelligence (AI) through interactive sessions and hands-on activities, enhancing their digital skills and understanding of AI.

2.3 Mentorship Cafe

The Mentorship Cafe connected enthusiastic mentors with aspiring mentees across various development fields, facilitating meaningful interactions, knowledge sharing, and mentorship opportunities for personal and professional growth.



2.4 Digital Age Skills for Youth Entrepreneurs Training Program

This program aimed to equip young people with the skills necessary to shape their futures and contribute to their communities' economic growth, focusing on creativity, innovation, and practical business skills.

Impact:

- 50 young entrepreneurs trained.
- Increased entrepreneurial skills and innovation.
- Strengthened local economies through empowered youth entrepreneurs.

2.5 Digital Literacy for Young Out-of-School Mothers

In collaboration with the Young Strong Mothers Foundation and Camara Education Tanzania, supported by The Malala Fund, this initiative provided digital literacy training to teenage mothers in the Morogoro region. The program trained 15 trainers who will subsequently train 75 teenage mothers in basic computer skills, internet safety, digital citizenship, and entrepreneurship.

2.6 Women in AI Breakfast

The Women in AI Breakfast event brought together thought leaders, professionals, and enthusiasts to explore the expanding opportunities for women in Artificial Intelligence (AI) as Tanzania advances in digital transformation and technological innovation. The event featured a keynote address by our Executive Director, Carol Ndosu, who highlighted the critical role women play in shaping the future of AI and digital technology in the country.

Jacquiline Msambila, our SheTech Incubator and Accelerator Program Manager, skillfully moderated an engaging panel discussion, facilitating meaningful dialogue on the challenges and opportunities for women in AI. We extend our heartfelt gratitude to our distinguished panelists: Dina Machuve, Lavina Rao (Ramkissoon), Gloriana Monko, Rose Rwegasira, Fatuma Nkhangaa, and Annagrace Malamsha, who generously shared their valuable insights, experiences, and strategies for fostering a more inclusive AI ecosystem.



This event underscored the importance of empowering women to lead in AI and digital innovation and served as a platform for knowledge sharing, networking, and inspiring the next generation of women in technology.

2.7 Digital Skills Clubs Soft Launch

We had a fantastic celebration of the International Day of the Girl Child 2024 at Juhudi Secondary School in Gongo la Mboto, where we soft-launched our Digital Skills Clubs across Tanzania. These students have identified themselves to be tomorrow's leaders in the fields of technology, business, and innovation. Through Digital Skills Club, we prepare them to be change advocates using digital knowledge to improve their communities and actively participate in the digital economy. The future of a #DigitalTanzania is for everyone; both girls and boys. Now, we're excited and ready for the official launch in Dodoma!

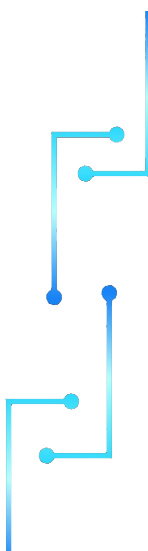
2.8 SheTech Incubator and Accelerator Program - Second Cohort

We officially launched the second season of the SHE TECH Incubator & Accelerator Program, welcoming innovative women with digital solutions aimed at transforming communities! We are supported by Tanzania Startup Association, PesaPal and GSA Africa. Through this program, 15 participants receive technical training, mentoring, and professional networking opportunities to improve and expand their solutions.

We are focused on empowering these women to make a difference using technology as a tool for development. This is a journey of innovation, courage, and success for the generation of tech-savvy women!

2.9 Kongamano na Soko la Wanawake na Dijitali 2024

The *Kongamano na Soko la Wanawake na Dijitali 2024* (Women & Digital Marketplace Conference 2024) took place on November 30, 2024, at Arnatougrou Hall, Mnazi Mmoja Hospital premises. This event, attended by 267 women entrepreneurs from Ilala, Kinondoni, and Ubungu municipalities, centered on the theme *Transforming Women's Enterprises through Digital Innovation*.





Organized by LP Digital through the Women and Technology program, under The Launchpad Tanzania, the event aimed to bridge the gap between women entrepreneurs and digital opportunities. It provided an interactive platform for training, networking, and access to solutions offered by key partners, including DTB Bank, TWCC's iSOKO, and Mama Mia's Soko. The conference delivered impactful presentations, training sessions, and activities like the Lucky Spin, where participants won valuable tools for their businesses.

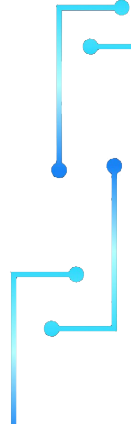
Additionally, the organizers surprised attendees by offering a free training session to one lucky guest selected through the digital spinning wheel. They also announced a special discount on the upcoming digital skills training session scheduled for January 2025.

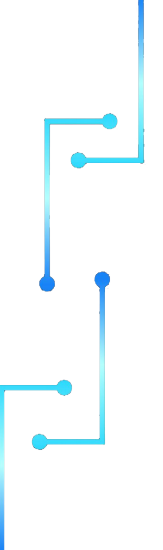
Despite logistical challenges, the event successfully improved the zeal and will to know more digital opportunities among participants, introduced practical solutions for business growth, and inspired attendees to embrace digital tools and platforms.

Strategic Objective 2: To promote women's economy through sustainable development, civil engagement both online and offline, and equitable inclusion through gender equality and inclusion.

3.0 Youth-led Solutions for Climate Action, Agriculture, and Digital Innovation training (Iringa)

The five-day training program provided participants with a comprehensive journey through innovation, problem-solving, and business management. It began with an exploration of industrial evolution and design thinking, emphasizing empathy and stakeholder analysis. Participants identified pain points, mapped stakeholders, and progressed to ideating and selecting impactful solutions. They gained practical insights into finance and resource management, creating financial projections and business budgets for real enterprises. The training highlighted the importance of digital media, guiding participants in crafting digital strategies and understanding online branding, particularly for agribusiness and SMEs. The program concluded with participants applying their learning to develop and present business pitches, integrating





problem analysis, financial planning, and digital marketing into actionable solutions for agriculture, livestock, and climate change initiatives.

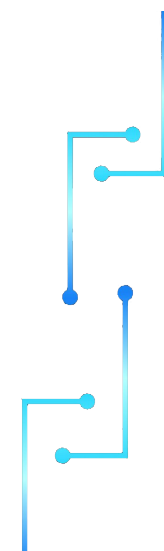
Strategic Objective 3: To become a leading organization in addressing online and Technology-Facilitated gender-based violence against women and girls.

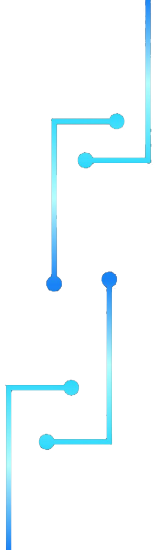
4.0 Sauti Zao: Promoting and Protecting the Voices of Youth and women online

LP Digital has emerged as a winner in the 2024 US-Tanzania Tech Challenge. From 113 innovative applicants, LP Digital was one of the top three finalists in the 2024 US-Tanzania Tech Challenge, an award that celebrates exceptional tech solutions addressing key societal issues.

This remarkable achievement is a testament to the power of community-driven solutions and LP Digital's unwavering commitment to amplifying the voices of Tanzania's marginalized youth and women. Our winning initiative, the Sauti Zao Project, is a groundbreaking platform that seeks to promote civic engagement and protect the voices of women and youth online. This journey began in 2022 when LP Digital spearheaded the project, engaging over 500 participants across six regions; Dodoma, Dar es Salaam, Mwanza, Singida, Shinyanga, and Morogoro in a series of workshops designed to understand and address the challenges of digital exclusion.

At the core of the Sauti Zao Project is the Siasa Zetu Podcast and LP Cyber Helpline:

- ❖ **Siasa Zetu The Podcast:** This is a youth-led series that delves into how political decisions impact Tanzanian society. The podcast provides Tanzanians with insights into governance, economics, and social welfare, fostering dialogue between citizens and policymakers. Through conversations with experts and leaders, Siasa Zetu sheds light on the current political landscape, offering constructive recommendations for improvement as Tanzania heads toward the 2025 elections. Each episode is designed not only to inform but also to engage listeners, encouraging them to participate in the governance process and advocate for positive change.
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Impact:

- Reached over 10,000 listeners.
- Increased awareness of political implications on everyday life.
- Provided a platform for diverse voices and perspectives.

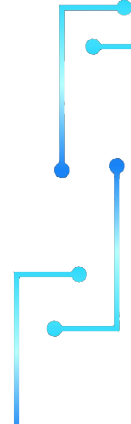
❖ **LP Cyber Helpline:** The Launchpad Tanzania has been operating several programs on digital rights, digital literacy, digital safety and security, and digital skills for women and youth in a range of professions which brought to the attention the need for a dedicated helpline for victims of online violence, the focus being women, as statistics show that they experience the violence acts the most.

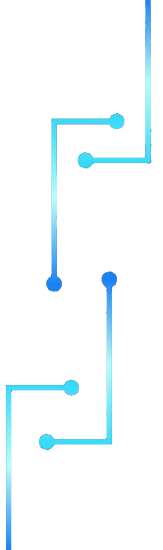
LP Digital launched a helpline number in January 2023 as a result of these developments. The helpline number would be used by anyone who has come across any online gender-based violence (OGBV), such as social media harassment, cyberbullying, revenge porn, and the non-consensual distribution of intimate images (NCSII), among other things. The helpline has helped young women and men take the first step toward reporting online violence and seeking assistance with mental health issues brought on by online violence

In 2024 alone, more than 150 cases were listed online, and 20 were accelerated to the authorities as per the victims' consent. This goes to show that there is still much to be done to ensure that the identities of victims are protected, as well as the laws and policies to not mimic a double-edged sword.

4.1 The Jamii Salama Initiative (JSI)

The Jamii Salama Initiative (JSI) is dedicated to combating sexual harassment through comprehensive education and community engagement, targeting high-risk areas such as public transportation, streets, markets, schools, and workplaces. JSI utilizes posters, radio dramas, and billboards to raise awareness, collaborates with media outlets to reach diverse populations, and engages local communities through workshops and educational initiatives. The initiative also aims to advocate for the implementation of best practices and PSEAH policies in workplaces and provides legal and psychological support to survivors.





Organizations Involved in Spearheading JSI are OVAH Tanzania, The Launchpad Tanzania, Serengeti Bytes, SEMA Tanzania (C-SEMA), Fasat Organisation, Tai Tanzania, Amani Initiative and WiLDAF (Women in Law and Development in Africa)

4.2 A 16 - Day Collaborative Campaign to End Online Gender-Based Violence

The 16 Days Activism Against Gender-Based Violence is an international campaign that every year takes place from November 25th (which is a global day to end violence against women) to December 10th (Human Rights Day). Organisations, human rights activists, and organisations come together to fight all forms of violence against women. This campaign is significant because it highlights the urgent need to address violence against women and girls (VAWG).

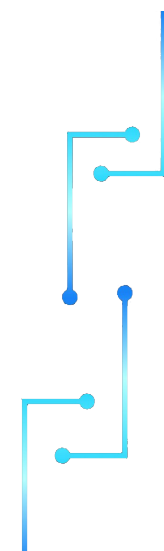
In the context of violence against women, online violence has become an elephant in the room that needs to be addressed. With the massive growth of digital technology and social media, often women and girls are not safe and become targeted victims.

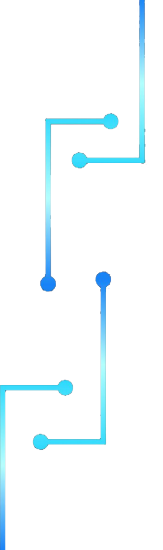
LP Digital Collaborated with several organizations, journalists, and individuals who work closely to end violence against women and girls to lead this campaign. Organizations such as JamiiForums, empower to prosper Foundation, Boys Initiatives, glaring future foundation, Tanzania Child's Right Forum Policy, Smile Initiative, Determined Society Organization, skymax, Timiza Ndoto Initiatives, e. t. c

Strategic Objective 4: Build a sustainable, resilient, and competent organization that supports our efforts toward realizing the Launchpad Tanzania vision, mission, and strategic goal.

5.0 Staff Mental Health Week

LP Digital emphasized the importance of mental health by offering a week-long break for staff during Mental Health Awareness Week, including two paid therapy sessions for each staff member to reduce burnout and boost productivity.





Impact:

- Improved staff mental well-being.
- Increased productivity and job satisfaction.
- Fostered a supportive work environment.

6.0 CSO Week 2024

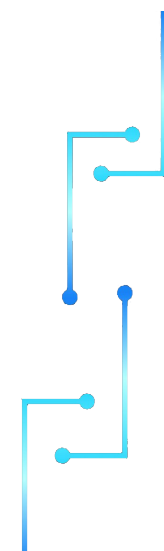
The CSO Week stands as an important annual event facilitating dialogue and collaboration among civil society organizations (CSOs) and between CSOs and the government in Tanzania and is organized by a group of CSOs in Tanzania.

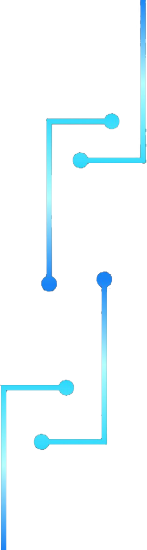
The Launchpad Tanzania, as a steering committee member for the CSO Week, had three representatives actively participate throughout the event from Day 1 to Day 5. Our representatives were:

- Carol Ndosi – Co-Founder & Executive Director
- Angella Karashani – Director of Programs & Operations
- Jacqueline Msambila – Head of SheTech & SMEs

The 2024 edition of CSO Week focused on the theme “Fostering Collaboration for Social Impact”, emphasizing the importance of multi-stakeholder partnerships to address critical challenges such as digital transformation, gender equality, youth empowerment, sustainability of the East African Civil Society Organizations, Financial inclusion and Economic Empowerment for women.

Angella Karashani, Director of Programs & Operations at The Launchpad Tanzania, took part in a pivotal side event panel discussion titled “Vigoda Vya Wanawake – Vision 2050: The Future is Financing for Gender Equality & Women’s Empowerment (GEWE) ” . This high-profile event focused on addressing the long-term strategies required to achieve gender equality and women’s economic empowerment through innovative financial mechanisms and cross- sectoral collaborations. Angella’s presence on this panel reaffirmed The Launchpad's commitment to driving systemic changes that prioritize gender equality as an economic and social imperative in Tanzania and beyond.





Carol Ndosi, Executive Director of The Launchpad Tanzania, served as a key panelist during a side event titled “Enhancing Human Capital for a Single Market for Public Good. ” In her contribution, Carol highlighted the critical need for skills development, education reform, and gender equality in preparing Tanzania’s workforce to effectively compete within the framework of the African Continental Free Trade Area (AfCFTA).

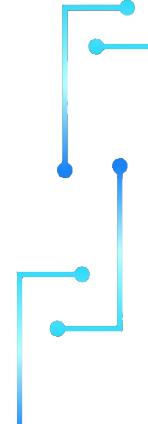
Carol emphasized that human capital development must be comprehensive and inclusive, ensuring that both men and women have equal access to opportunities in high-growth sectors within AfCFTA. To bridge this gap, she called for specific attention to vocational training, capacity-building programs, and targeted educational reforms that focus on empowering individuals with the skills necessary to excel in cross-border trade and modern economic sectors. She advocated for programs that aim to reduce the skills mismatch between the labor market demands and the capabilities of the workforce, especially women and youth.

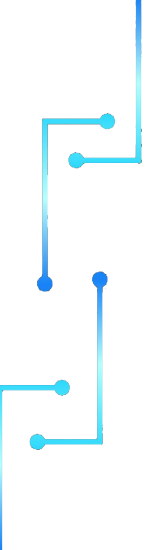
She also explored the challenges faced by Tanzanian entrepreneurs and professionals, particularly women, in gaining access to finance, market information, and technological infrastructure, which are vital to competing in the regional market. Carol noted that such challenges continue to hinder equitable access to opportunities and called on both public and private stakeholders to create solutions that are both sustainable and scalable.

PARTNERSHIPS AND COLLABORATIONS

7.0 New and Continuing Partnerships

In 2024, LP Digital established new partnerships and reinforced existing relationships, contributing to the success and expansion of our programs. Collaborations with organizations such as Restless Development, OVAH Tanzania, KAS Tanzania, DTB Bank, Malala Fund, and LOG AI have been transformative, providing financial support, technical expertise, and increased visibility. Partnerships with grassroots organizations like Tanzania Internet Governance Chapter, JJ Breastfeeding Organization, Mama Mias’ Soko, and Young Strong Mothers Foundation have allowed us to localize our efforts and connect directly with communities, ensuring that our initiatives are relevant and impactful. These partnerships collectively





demonstrate a shared commitment to fostering digital inclusion and empowering marginalized groups.

8.0 Strategic Collaborations with Donors, NGOs, and Government

Strategic collaborations with donors, NGOs, and government entities like TANPOL, COSTECH, TIE and TCRA have been integral to scaling our impact. For example, our partnership with the Ilala Municipal Council has facilitated community outreach and policy advocacy efforts. Additionally, collaborations with global and national NGOs have strengthened our program delivery, while donor partnerships have enabled access to sustainable funding. These relationships ensure that our initiatives align with national and international goals, enhancing their credibility and effectiveness.

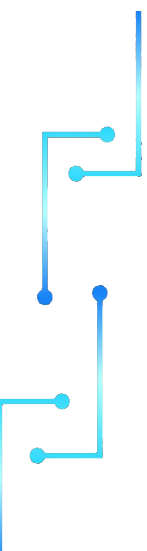
9.0 Role of Partnerships in Achieving Impact

Partnerships have been a cornerstone of our success in 2024. By leveraging the strengths of various stakeholders, we have expanded projects like the Sauti Zao Project, which addresses online harassment, and the LP Digital Cyber Helpline, which provides essential support to victims of cybercrime. These collaborations have allowed us to combine resources, share knowledge, and implement solutions that directly address critical issues in digital inclusion, safety, and empowerment.

GRANTS AND FUNDRAISING

10.0 Overview of Grants Received

In 2024, LP Digital demonstrated relentless efforts in fundraising, applying for over eight grants from various prestigious organizations to expand and sustain our initiatives. While we successfully secured funding from the Ford Foundation and the US Tech Challenge to support the *Sauti Zao Project*, as well as the Malala Fund for the *Digital Literacy for Rural Teenage Mothers Project*, our commitment to finding new resources went far beyond these achievements.



Below is a summary of the grants we pursued in 2024, showcasing our dedication to scaling our impact:

Issuing Organization	Application Name	Status
Women In The Digital Economy Fund (WIDEF)	Closing the Gender Digital Divide	Unsuccessful
UN Trust Fund	The UN Trust Fund to End Violence Against Women (27th Grant Cycle)	Unsuccessful
The Ford Foundation	Sauti Zao: Promoting and Protecting the Voices of Youth and women	Successful
African Union	African Union Civic Tech Fund	Unsuccessful
US Embassy in Tanzania	US - TZ Tech Challenge	Successful
Access Now	RightsCon 2025	Unsuccessful
US Embassy in Tanzania	Public Diplomacy Programs: Strengthening civic rights awareness among Tanzanian Youth	Unsuccessful
DOT Tanzania	Implementing Partners for the Going Beyond Project	Unsuccessful
UN WOMEN	Women's Leadership Program Funding	Waiting for Results
US Embassy in Tanzania	Digital Collaboration Grant	Waiting for Results
European Union	Team Europe Democracy (TED) Initiative	Waiting for Results
Rescue	What Works to Prevent Violence against Girls and Women	Waiting for Results

These efforts reflect not only our commitment to resource mobilization but also our determination to align with global initiatives addressing pressing social issues. The grants we received provided essential funding and validated our mission, while the extensive applications



underscored our ability to engage with diverse stakeholders and position LP Digital as a credible and impactful organization in the development sector.

11.0 Summary of Fundraising Activities

In addition to grants, we conducted targeted fundraising campaigns, sought corporate sponsorships, and cultivated individual donors. Events such as the *Tanzania Women and Technology Conference & The Kongamano na soko la wanawake na Dijitali* served as platforms to engage potential donors, showcase our impact, and inspire investment in our mission. These diverse fundraising efforts allowed us to secure resources essential for program implementation.

12.0 Utilization and Impact of Funds

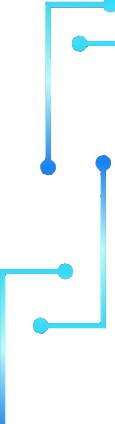
Funds raised in 2024 were strategically allocated to deliver impactful programs, such as online safety training, digital literacy workshops, and awareness campaigns. Investments were also made in technology infrastructure to enhance service delivery. For example, the LP Digital Cyber Helpline used grant funds to expand its outreach and support capabilities, directly benefiting thousands of individuals facing online violence.

ORGANIZATIONAL DEVELOPMENT

13.0 Capacity Building Initiatives

In 2024, LP Digital prioritized capacity-building to strengthen internal competencies and enhance project delivery. Two staff members, Rehema Yahya (Assistant Finance Manager) and Yakobo Karashani (Chief Financial Officer), attended a specialized five-day training program organized by the University of Dodoma's Institute of Development Studies. The training focused on Project Management and Evaluation, equipping participants with advanced knowledge and tools to oversee and assess projects effectively.

The program, inaugurated by Vice Chancellor Prof. Lughano Kusiluka on October 10, 2024, highlighted the critical role of expert project supervision in ensuring timely completion and value for money in large-scale initiatives. The course addressed gaps in national project management expertise, aligning with recent government efforts to provide comprehensive project evaluation





guidelines. This training empowered our staff with the skills to streamline processes, monitor progress, and optimize resource utilization, ensuring that LP Digital's projects are not only impactful but also efficiently executed.

CHALLENGES ENCOUNTERED AND PROPOSED MITIGATION STRATEGIES

- **Insufficient Funding and Infrastructure**

A persistent challenge has been the lack of sufficient funding and infrastructure, which has hindered our ability to expand digital literacy programs to underserved rural areas. These regions often lack basic access to technology and training facilities. The financial constraints force us to prioritize programs and limit their geographical reach, leaving many communities without essential digital tools and knowledge.

Addressing this requires innovative delivery models such as mobile training units and forming strategic partnerships with local stakeholders to extend our reach.

- **Abrupt Changes in Plans and Unrealistic Expectations**

Unexpected shifts in project plans and unattainable expectations from some stakeholders have disrupted the execution of several initiatives. These changes often result from misaligned goals, unanticipated external factors, or unrealistic timelines. Such challenges require agility in project management and open communication with stakeholders to recalibrate objectives and manage resources efficiently, ensuring that our mission remains on track despite setbacks.

- **Long Bureaucratic Government Processes**

Government processes for project approvals have often been time-consuming and bureaucratic, delaying implementation timelines. These lengthy procedures have impacted project momentum and occasionally caused missed opportunities.

While we recognize the importance of compliance, streamlining these processes through proactive engagement with government bodies and early submission of required documents is critical to mitigating these delays.



- **Uncertainty in Resource Allocation and Fluctuating Funding**

Unpredictable funding cycles and limited resource allocation have made it challenging to ensure the sustainability of our programs. The uncertainty has highlighted the importance of diversifying income sources and creating adaptable financial plans. Exploring alternative funding opportunities, including corporate sponsorships, donor partnerships, and self-sustaining initiatives, will remain a priority in overcoming this challenge.

- **Unclear or Cancelled Commitments from Partners**

Engaging partners has not always been seamless. Some partners remained non-committal after prolonged negotiations, while others cancelled agreements at the last minute after numerous meetings and email exchanges. This lack of clarity and sudden withdrawals consume significant time, create false hope, and stall progress in critical areas.

Moving forward, we aim to establish clearer partnership terms upfront and explore diversified collaborations to avoid over-reliance on single entities.

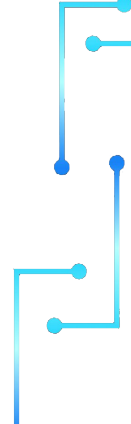
- **Gender Norms and Societal Expectations**

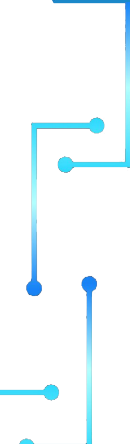
Societal norms and expectations have limited the participation of women and girls in tech-related programs, reflecting deeply ingrained gender biases. These norms deter women from pursuing technology-based opportunities, thereby reinforcing the digital gender divide.

To address this, we are intensifying our advocacy efforts and working directly with communities to create supportive environments that encourage women's participation and leadership in tech.

- **Cancellation of Launch and Pilot Testing Plans by Top Administration**

On several occasions, sudden cancellations or postponements of launch and pilot testing activities, often initiated by top administration or leadership, have significantly impacted the efficiency of the programs coordinating department. These decisions, although





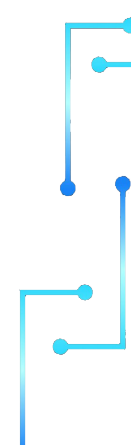
sometimes unavoidable, disrupt carefully planned schedules and affect morale. The coordinating team frequently invests substantial time and resources in preparations, including engaging with vendors, securing venues, coordinating with stakeholders, and mobilizing volunteers for projects or events. When such plans are abruptly halted, these efforts go to waste, and relationships with external partners may be strained.

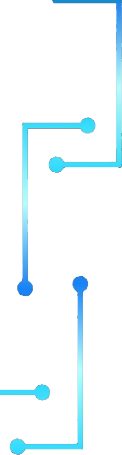
Moving forward, we recommend improving communication and decision-making processes at all levels to minimize disruptions and ensure that critical information is shared promptly with all involved teams. This will help in maintaining operational efficiency and fostering better collaboration within the organization and with external parties.

LESSONS LEARNED IN 2024

- Our programs have shown that equipping individuals with digital skills is a powerful tool for economic empowerment, particularly for women, youth, and other marginalized groups.
- Addressing the well-being of staff through counseling and wellness programs has improved team productivity and program delivery.
- Actively involving communities in program design and implementation has led to higher participation rates and more impactful outcomes.
- Regular evaluations and flexibility in program design have allowed us to respond effectively to the evolving needs of our beneficiaries.

RECOMMENDATIONS

- Increase awareness of our programs through targeted campaigns, particularly in rural and underserved areas.
 - Advocate for Stronger Cybercrime Legislation: Work closely with policymakers to push for stricter laws and better enforcement mechanisms.
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- Collaborate with educational institutions to make digital skills an essential part of the curriculum, ensuring early exposure for students.
 - Use interactive technologies such as gamification and video tutorials to make learning more engaging and effective.
 - Regularly collect and analyze feedback to identify areas for improvement and tailor programs to better meet participant needs.

FUTURE PLANS

- Extend digital literacy and safety programs to new regions, prioritizing underserved rural areas.
- Launch training initiatives in coding, data science, and artificial intelligence to prepare beneficiaries for emerging opportunities in the tech industry.
- Implement a nationwide campaign to educate the public on digital rights, online safety, and combating cyberbullying.
- Establish robust mental health services for both beneficiaries and staff to ensure holistic well-being.
- ties with international organizations to access global expertise, funding, and resources, ensuring greater impact and sustainability.

CONCLUSION

As we reflect on 2024, it is evident that LP Digital has made remarkable progress in advancing its mission of fostering digital inclusion, empowering youth and women, and advocating for safe online environments. This year has been a testament to the power of collaboration, innovation, and commitment to driving meaningful change. While we celebrate these achievements, we recognize the ongoing challenges that require our attention and collective effort. The digital landscape continues to evolve, presenting new opportunities and obstacles that demand innovative solutions and unwavering resolve.



Looking ahead, LP Digital remains committed to its mission and vision. With the lessons learned and the foundations built in 2024, we are poised to deepen our impact, expand our reach, and continue empowering individuals and communities through digital tools and advocacy. Together, with our partners, stakeholders, and beneficiaries, we look forward to a future where digital inclusion is not a privilege but a universal right, enabling a more equitable and connected world.

NETWORKING IN 2024

ACTIVITY	HOST INSTITUTION/S	ACTIVITY DESCRIPTION	OUR ROLE
Tanzania Startup Week 2024	Tanzania Startup Association (TSA)	A premier platform for Tanzanian startups to connect with a global network of investors, industry leaders, and strategic partners.	Invitees
AI in Journalism workshop	Pan-Africa Center for Artificial Intelligence Ethics (PACFAIE) in partnership with Policy and Africa Tech Radio.	Data Journalism: Striking a balance between Automation and Human Oversight.	Trainees
Problem Identification workshop on Young Women Financial Inclusion in Tanzania	FSDT & CGAP	Participating organizations came together to share thoughts on Young Women Financial Inclusion in Tanzania	Participants
Women in AI Breakfast	Tanzania AI Community & The Launchpad Tanzania	The Women in AI Breakfast event brought together thought leaders, professionals, and enthusiasts to explore the expanding opportunities for women in Artificial Intelligence (AI) as Tanzania advances in digital transformation and technological innovation.	Co-Organize, Speaker & Moderator

Youth-led Solutions for Climate Action, Agriculture, and Digital Innovation training in Iringa	KAS Tanzania & The Launchpad Tanzania	Participants explored current agribusiness market trends in Tanzania, developed digital strategies for selling their products, and understood the significance of online branding.	Co-Organizer , & Trainers
IFC ScaleX Accelerator	International Finance Corporation (IFC) & Women Entrepreneurs Finance Initiative (We-Fi)	This webinar series aimed to increase access to early-stage risk capital for women-led startups in emerging markets	Trainees
Education, Skills and Innovation Week	The Ministry of Education, Science, and Technology (MoEST)	The primary objective of this conference was to provide a comprehensive platform for various stakeholders in the Tanzanian education system to explore the current state and future prospects of education.	Presented a Paper
Digital Age Skills for Youth Entrepreneurs Training Program in Dodoma	KAS Tanzania, Restless Development & The Launchpad Tanzania	This program aimed to equip young people with the skills necessary to shape their futures and contribute to their communities' economic growth, focusing on creativity, innovation, and practical business skills.	Co-Organizer & Trainers
Raising Awareness on Data Governance and Practices in	The Chanzo Initiative & Open Institute	This workshop aimed at bringing together CSOs/CBOs to discuss the	Participants

Tanzania Workshop		following key topics on data governance.	
The 8th Tanzania Annual ICT Conference	The Ministry of Information, Communication and Information & the ICT Commission	Unleashing the power of Artificial intelligence and Robotics for Socio-Economic Transformation	Participants
The 3rd Tanzania Youth Internet Governance Forum	Youth Internet Governance Tanzania Forum	The event brought together young internet advocates, civil society, the technical community, and academia, to discuss key issues surrounding internet governance, digital inclusion, and emerging technologies.	Delivered a Presentation
Celebrating International Youth Day	Tai Tanzania	We discussed how youth innovation can drive sustainable development with an esteemed panel of keynote speakers who are experts in the world of technology.	Speaker
Bridging the Gap Divide in Tanzania	Digital Youth Impact	It was a discussion about digital opportunities for Tanzanian girls. We had girls who are experts in technology platforms sharing their different experiences to inspire others.	Speaker
The 2024 International Women's Day roundtable discussion	World Bank - Tanzania	Empowering Women Through Digital Innovation: Bridging the Gap in Secondary Education and Jobs	Participants
Jamii Salama Initiative (JSI)	OVAH Tanzania, The Launchpad Tanzania, Serengeti Bytes, SEMA Tanzania (C-SEMA), Fasat	The Jamii Salama Initiative (JSI) is dedicated to combating sexual harassment through comprehensive	Co-Founders

	Organisation, Tai Tanzania, Amani Initiative and WiLDAF (Women in Law and Development in Africa)	education and community engagement, targeting high-risk areas such as public transportation, streets, markets, schools, and workplaces.	
CSO Week 2024	FCS	The CSO Week stands as an important annual event facilitating dialogue and collaboration among civil society organizations (CSOs) and between CSOs and the government in Tanzania and is organized by a group of CSOs in Tanzania.	Steering Committee Member, Co-Created Session, Speakers in some sessions
SabaSaba International Trade Fair	TAN-TRADE	Exhibition	Exhibitors
A 16-Day Collaborative Campaign to End Online Gender-Based Violence	The Launchpad Tanzania, JamiiForums, Empower to prosper Foundation, Boys Initiatives, Glaring future foundation, Tanzania Child's Right Forum, Policy, Smile Initiative, Determined Society Organization, Timiza Ndoto Initiatives, e.t.c	LP Digital Collaborated with several organisations, journalists, and individuals who work closely to end violence against women and girls to lead this campaign.	Lead Organization
Human Milk Bank Fundraising	JJ Breastfeeding Organization & The Launchpad Tanzania	A 3-day workshop focused on creating a fundraising team for establishing a Human Milk Bank in Tanzania.	Co-Organizer

ANNEXES AND APPENDICES

S/N	ACTIVITY	LINK TO PHOTOS/VIDEOS/REPORT
1	Tanzania Women And Technology Conference 2024	https://drive.google.com/drive/folders/1nEkjR5zI9jX2lj1HGXhnmW2lVdai-AoP?usp=drive_link
2	Girls in ICT Event	https://drive.google.com/drive/folders/164QrWwZwtlSRLloflapefjta1spFzDis?usp=drive_link
3	Mentorship Cafe	https://drive.google.com/drive/folders/1AiiOGxef13LFz2uJZN5QFCPnuBwvOZPH?usp=sharing https://drive.google.com/drive/folders/13_fyJqMbgGxIkXYA7QEHqSOtzQP20fXV?usp=drive_link
4	Digital Skills for Young Out of School Mothers	https://drive.google.com/drive/folders/1XS1VqkAjoGGrAoPJHqxuvK0YPt-PsCNx?usp=drive_link :
5	Women in AI Breakfast	https://drive.google.com/drive/folders/1gI-ndkiH4K12p2sHvrg8bus7_sCJTbyE?usp=sharing
6	Digital Skills Club Soft Launch	https://drive.google.com/drive/folders/1NHINlizGrfDLRZfJLEL23SP8EHU_0Dk8?usp=sharing
7	SheTech Incubator and Accelerator Program - Second Cohort Launch	https://drive.google.com/drive/folders/1ZYSnRDUIc3AjZ_-zF7p8U3B1pHnubu3o?usp=sharing

8	Kongamano na Soko la Wanawake na Dijitali	https://drive.google.com/drive/folders/1y8YzNOQ20U-vX-rHZM0agvgorcpeW0Ed
9	Youth-led Solutions for Climate Action, Agriculture, and Digital Innovation training in Iringa	https://drive.google.com/drive/folders/1MqfflwBvvGofYGU6p-n5XMEGy7VhfkYu
10	Siasa Zetu The Podcast	https://youtube.com/playlist?list=PLNfMXqjia43JDmFAbGAXIALM6rBoHfVmq&si=NpQGGdfeVLkzjXHZ
11	CSO Week 2024	https://drive.google.com/drive/folders/1C2FTQUP11XC-Mbf58cNHsJlyzMzHFYVF