

DATE: 2015-10-29

PROGRAM NAME: WOMANITY – WOMEN IN UNITY

GUEST NAME: PROFESSOR SONYA SMITH & DR. SHIRLEY MOTAUNG

SPEAKER	TRANSCRIPTION
DR. MALKA (INTRODUCTION)	Hello, I'm Dr. Amaleya Goneos-Malka, welcome to 'Womanity – Women in unity'. The show that celebrates prominent and ordinary African women's milestone achievements in their struggles for liberation, self-emancipation, human rights, democracy, racism, socio-economic class division and gender based violence.
DR. MALKA (GUEST SYNOPSIS)	Joining us in the studio today is Professor Sonya Smith from Howard University. She joined the University's faculty in 1995 and is the first tenured female faculty member in the Department of Mechanical Engineering. She obtained her PhD in Mechanical and Aerospace Engineering from the University of Virginia in 1995 and was also the first African American woman to do so. In 2010 she became the first woman promoted to the highest academic rank of Professor in this department and the following year, 2011 she became the first woman appointed as Mechanical Engineering Department Chair at Howard University. Also in our midst, is Dr. Shirley Motaung who is the Assistant Dean of Research and Innovation at the Faculty of Science at Tshwane University in Pretoria, who obtained her PhD from the University of California. Welcome to the show, ladies.
DR. MOTAUNG	Indeed.
DR. MALKA	Welcome to the show, ladies.
PROFESSOR SMITH. DR MOTAUNG	Thank you. Thank you for inviting us.
DR. MALKA	Professor Smith, turning to you first of all, you have been part of Women's Leadership in Science, Technology, Engineering and Mathematics and you've worked on this particular Initiative with the South African Department of Science and Technology on Gender Summit which was held in April 2015. You're also a member of the Howard University South Africa project which jointly hosts the Howard Advance IT, Women in Science Technology Engineering Mathematics Conference which is currently taking place in Johannesburg from the 27th through to the 29th of October. Can you tell us a little bit about the Conference's objectives?
PROFESSOR SMITH	Thank you very much. The objective of the conference is to bring together Women Faculty from the U.S. and primarily from our historically Black universities and colleges and Women Faculty from South Africa, primarily from the historically disadvantaged institutions who want to share best practices for matriculating through to the Professoriate for ... we want to foster research partnerships and we also want to foster Faculty Institute in exchanges. So out of the conference we hope to have those things as well as a plan for the way forward to continue this important

	work.
DR. MALKA	And Dr. Motaung, I understand that you have 60 students that are going to be participating in the conference?
DR. MOTAUNG	What I did after seeing the objectives of the conference is mainly to attract those students from the HDI, Historically Disadvantaged Individuals and HBU, Historically Black Universities. I wanted to make it very clear that all those students, they are well represented and I can testify and say that, yes out of sixty abstracts that I have received, most of those students, they are from HDI and HBUI.
DR. MALKA	And where we're talking HDI, we're talking Historically Disadvantaged Individuals?
DR. MOTAUNG	Historically Disadvantaged Individuals and when we talk about HBU, we talk about Historically Black Universities and I have received all abstracts from that in the Science field.
DR. MALKA	In the Science stream?
DR. MOTAUNG	Yes, in the Science stream and again in the Engineering and in Mathematics because there will be some students going to give an oral talk with what they are doing, PhD in Mathematics and some they are in Physics, they're also going to give their talk in Physics, then we've got Health, then we've got Chemistry, which each and everyone is going to. What I told them, the students that when they're going to give a talk for this conference, remember you don't want to give it to your peer so to make it very interesting, you can make it scientific but still make it layman's term so that you don't lose your audience, so that the audience can also participate and be interested on what you are doing.
DR. MALKA	And are there any particularly unique findings that have come through, particular topics that you can share with us, a couple?
DR. MOTAUNG	Yes, there are, Tissue Engineering and Regenerative Medicine using medicinal plants.
DR. MALKA	And is that local plants with
DR. MOTAUNG	The medical science is from here and then the research is also from here, it's from the University of Technology, where some of the students will also be giving a talk on how to use medicinal plants to regenerate articular cartilage and bone fracture for those people suffering from osteo-arthritis. What we have already identified, is a compound that comes from this plants, that one can partnership, either with the American or from a pharmaceutical company to be able to manufacture a drug from that. So I'm glad to collaborate with Howard because we can send our students there to go and learn entrepreneurship which is lacking in most of the case and our university and this is going to be important, you know.
DR. MALKA	I think that that's a great initiative, where we're looking at something which is going to have tangible results.

DR. MOTAUNG	Yes.
DR. MALKA	Both progressing from the Science point of view but also having that commercial value.
DR. MOTAUNG	Yes.
DR. MALKA	And Professor Smith, I understand that Howard University received a 3.4 million U.S. dollar advance award from the National Science Foundation to help advance the careers of Women Faculty in Science Technology, Engineering and Mathematics so STEM. Can you tell us a little bit about that?
PROFESSOR SMITH	Yes, the U.S. National Science Foundation have a programme called Advance, whose purpose is to increase the number of Women Faculty in the STEM fields and Howard University was the recipient of one of the largest grants for institutional transformation and our grant focuses on women of colour as change agents in STEM. And the idea is to transform institutional practices and policies such that we can attract, retain and promote more Women Faculty in STEM so we don't want to just throw more women over the fence in the faculty ranks, but we want to make sure that they progress and that they are promoted and they can transition to leadership if they so choose. So this grant allows us to have programmes that tackle unconscious bias, we look at work life balance policies and those policies benefit both male and female faculty. We have leadership development as well as research initiation and seed grants to help women, either transition from the end of one grant before the next one starts or to start to get some preliminary data for a study that will allow them to compete in a much much better way for research grants.
DR. MALKA	And I think what you said is so important that we've got the soft issues as well as the hard issues because it's great being able to do your job and being competent and having that capability, but there's also all of that support environment and the nurturing that you need in order to allow you to do your job.
PROFESSOR SMITH	Absolutely, absolutely and it's also, it's not just a woman's initiative, we have male champions as well, so as I said, some of the policies benefit everyone so for example, about the time women join the faculty ranks it's about the time when you want to start a family so it's very important to have policies in place that stop your tenure clock for the birth of a child, adoption or whatever, and again those policies benefit both male and female, because men also want to take some type of leave to be involved in the family as well. So this is really a collaborative effort that allows us to work with the women but also work with our male champions as well to make sure that the environment is conducive for family friendly policies and the advancement of all of our faculty.
DR. MALKA	Well, I hope that message transcends to the rest of the institutions across the world. We've been talking about a point where women reach at a higher level in terms of going through from their tertiary graduation, having their studies and moving into postgraduates but that didn't happen overnight. There is a whole succession which happens before that and a question that I'd like to pose

	to both of you is that education is a vital tool I consider to empower individuals as well as societies and even basic levels of literacy and numeracy have profound effects on the wellbeing of women, whether those benefits are about greater control over fertility, reduced child mortality, improved health management, poverty reduction and according to UNESCO, the United Nations Educational, Scientific and Cultural Organisation an additional year of schooling yields a 10% increase in earnings. In your opinion do you feel that we're doing enough from a society point of view to ensure that this type of knowledge is preached in every forum possible, that it's been passed down from mothers through to their daughters, especially in underprivileged communities.
DR. MOTAUNG	I don't think we are doing good in that. I think the other thing that kind of barricades this whole thing can be a cultural issues you know, sometimes even if you are a woman, you are educated but there will always be those kind of culturists who won't be able to understand that you're still a woman, irrespective of whether you are educated ...
DR. MALKA	So contending with patriarchy ...
DR. MOTAUNG	Exactly. And this is what is happening, I'm going to talk about in South Africa especially, this is what happens, sometimes you can be a woman, you can be given a position that ends up being part of a window dressing, you know, you still have to go and consult to a man if you want to do a decision. So personally to me that is like a window dressing kind of so that the people can see and they say, wow there's a woman there but when you look at are you really really taking part in terms of leadership, are you taking part in terms of decision making, it's always bias in terms of that because at the end of the day it's always going to be you know, a man taking a decision and if it can happen that you are a woman there, in a top position sometimes, which I have to say it loud sometimes women don't support other women. Women have got that thing of pulling down, PD - pull down syndrome, not really supporting other women and hence we're always going to debate all this but we don't do anything about it. And when you look at the man, boy's club, they will support, they can go to the pub and drink but between that they will talk about the work. We women we're kind of, you know you are there, you'll be on your own even if you want ...
DR. MALKA	And what do you think are some of the factors that attribute to that? Why is that?
DR. MOTAUNG	You know, this is a lot of things, like you keep on inheriting it, inheriting it, inheriting it. We have to come with changes, completely, and why I'm saying so is because I've also started talking about this, and when you look at some of the young people who got a PhD at a very early age and they end up being supervisors, those sometimes they don't do good because they want to compare themselves with the students, not realising that if you are already supervising a student you must make sure that you are done with your achievements.
DR. MALKA	You've passed that level.
DR. MOTAUNG	My achievement is to see these 60 students that I've brought them, some of them going to Howard University, that to me is what I'm going to say, I

	<p>have achieved. To me it's about done, it's not about me. Gone are the time when it was about me. This is how we have to start advocating this message and realising that, if you have achieved and I was your mentor, I must be said, your achievement is my achievement and this is the way we have to start saying to the people so that people can really understand.</p>
DR. MALKA	<p>And Prof Smith, your opinion?</p>
PROFESSOR SMITH	<p>I could not agree more with Professor Motaung. There is a problem with women not supporting other women for a variety of reasons but I do think it's important when you get to a leadership position, you have to realise it really is not about you and it's not about your career and your success definitely depends on the people that you bring behind you and I think that there is some healing that has to happen with women in leadership, a lot of times it's very difficult for the reasons that Prof just mentioned but you know, we have to make it better, you know we can't sort of focus on the women's of the past, we have to make it sure that we make it better, that's one of the reasons why I wanted to have this Advance grant and have this conference so that after Dr Motaung and I are long gone, that we've left something behind to say that we were here and it's better for the people that have come behind us.</p>
DR. MALKA	<p>And whilst we're on the topic of leadership, this programme is all about gender equality and increasingly we're seeing a great emphasis on building gender equality, globally and as such building female leadership capacity is critically important, not just for women in South Africa but women across the globe. In your opinion, how do you see female leadership, whether it is in the Parliamentary perspective, whether it is in university faculty, the education side, and I pose that to you, Dr Motaung, first of all?</p>
DR. MOTAUNG	<p>I think in terms of women leadership, in terms of the faculty, the university, what is important is going to be, whoever you are reporting to is that person supporting you, that to me is the most important, and you'll see that in most cases, even at the faculty, you will see that either the Executive Dean is still a male and you're assisting him, or the DVC, Deputy Vice-Chancellor is still a man and you're reporting to the DVC. And that to me is something that I don't want to see it, I want to see a woman making a decision at that top management, not to go and ask somebody else to be able to decide this, is this okay? or this is not okay?</p>
DR. MALKA	<p>And in South Africa if I understand correctly, I think we've only got two female Vice-Chancellors across our universities ...</p>
DR. MOTAUNG	<p>Yes, I think we have got two, the University of Mpumalanga ...</p>
DR. MALKA	<p>... and Pretoria.</p>
DR. MOTAUNG	<p>And Pretoria University, we've only got two because we had one previously at our university and you know, couldn't stay for long. So we have to work on this. It's not like women are not there and it's not like women ... it's just because of the system. I don't know how we're going to take out this system and we'll be able to understand that we can, as women also be able to do some work and we have proven ourselves, if you supervise female students or male students, as a woman, they can tell you</p>

	<p>even the male, because in my group I've got male students and I've got female students and you can see the difference, the male students, they will always compare and they will always tell you whether what you are doing can be wrong or it can be right and there is always this comparison and you will see in most cases if you supervise male students, you can start teaching them that from a student that they must acknowledge and realise, that there's nothing wrong to report to a woman and we can start building up that, in the undergraduate level or at the postgraduate level.</p>
DR. MALKA	<p>And that goes back to what you're saying about cultural issues, that that's part of the factors that we have to contend with and Prof Smith, slightly different but still within the same topic, what are your perspectives of Women's Empowerment and Gender Equality's legislation as an enabling form of legalese to help overcome these types of issues?</p>
PROFESSOR SMITH	<p>I think it's very important, quite often you can't really change people's thinking as far as cultural issues, as Prof said here but you change behaviour through legal action and so I think that's important but it's also important to get people to buy into, you know, what the mission is and what the purpose is. You know as Prof said, we do want to have more women in leadership, that's not something you can legislate and, but we also want to have women leaders that support other women. So if you're a woman leader, or a woman Faculty Assistant Dean, Dean or whatever, you want to have whoever you're reporting to, to support you, male or female and I think that's something that we have to inculcate, change the culture and it takes a while to change thinking but legislation, there's only one piece of that, you definitely have to get the buy-in from the community to support, to say, hey this is the right thing to do because this is, we want the best and these people happen to be the best, male or female and so that's who we want out front.</p>
DR. MALKA	<p>I think you're so right, that it's got to be inclusive decision making, accounting for diversity and it ultimately leads to greater productivity when you get the buy-in from everyone concerned.</p>
AD BREAK	
DR. MALKA	<p>In our previous segment we were talking about the recent conference which is taking place from Howard University, Advanced Women in Science, Technology, Engineering and Mathematics taking place in Johannesburg from the 27th to the 29th of October, where Dr Motaung highlighted some of her students' work in terms of Regenerative Tissue Development from some of our medicinal plants within the Southern Hemisphere and looking at various technologies in terms of combining them to advance tissue development. We also spoke about the importance of culture as being one of the elements which is in effect sometimes holding women back in terms of progressing with their careers and highlighted the fact of having a greater buy-in from an inclusive point of view from both men as well as women benefitting women's future careers both within faculty as well as in other areas. Now turning towards more of a political component, according to the latest statistics from the Inter-Parliamentary Union, South Africa's currently ranked eighth in the world and Rwanda and Senegal hold first and sixth positions respectively, yet in some of our leading First World nations, whether it is the UK, it only ranks thirty-ninth, France, forty-seventh, U.S. seventy-sixth, makes you wonder or question how such a low representation of women can take place in our First World</p>

	countries. Prof Smith, could you give us your opinion on that?
PROFESSOR SMITH	Yes, I'm sorry to hear the dismal statistics for the U.S. however, that's one thing we're here and we can learn from our South African counterparts. South Africa's Constitution has gender equity included in it specifically, and I think that definitely helps as far as making sure that you have a pool and opportunities for women leaders and you know in the U.S. we have several women who are Presidents of Universities, heads of corporations, few in the Senate, in the House, but we have not quite yet cracked the glass ceiling for the Presidency and we have a chance to do that in 2016.
DR. MALKA	And I'd love you to tell us a little bit more about that considering that in the next election Hillary Clinton is up for taking on the role. Can you tell us a little bit about that, do you think with her being a woman that she will have an influencing effect on the female voters in the U.S.A, especially after the challenges and successes that women's legal rights have had over the last few years?
PROFESSOR SMITH	Oh I definitely think that Secretary Clinton, if she becomes a nominee in 2016 that she will definitely have a positive impact for women, women voters and women aspiring to leadership as well. That's sort of the last rung that women in the U.S. have as yet to pass and I think that she's an energising person, she's done well as Secretary of State, she's been very inspiring and outspoken on women's issues there and I think that she will continue to do so as a nominee for the Democratic Presidential nominee.
DR. MALKA	Well, I hope she does, it will be wonderful to see a female President in the U.S.A. And Dr Motaung, your perspective in terms of why Africa has such a high representation of women in general in terms of the political space?
DR. MOTAUNG	I think this was based on, after 1994, then they revised all the policies, and then from there they started you know, advocating, it's they want to see a lot of women in the Parliament and I can see, this is what you are seeing now in South Africa in terms of seeing a lot of women in the Parliament being representatives. In terms of seeing South Africa, I don't know now whether it is the women who can now stand up and be brave like Hillary Clinton to say, now I want to run for President and then who's that you know, woman because of this lot of parties that you've got in South Africa, that might be a contributing factor, I don't know but I'm just going to leave it like that. Malawi for instance, is in Africa but they've got a President who's a woman.
DR. MALKA	She was, ja we have President Banda who is now, she lost the last election and then we have President Ellen Sirleaf Johnson, but ultimately I think the benefits of having women in these types of roles, is that it filters back too from a legislation point of view, which then feeds into the rest of the systems, where we have got more legal rights, to take action to benefit and have that empowerment. Dr. Motaung, one of the questions that I ask all my guests is often you've gone through incredibly hard work to get to achieve, in your particular field, that the factors of success, others speak about the hard work that they invested, some talk about the fear of failure, others talk about perseverance and their family as contributors. Can you tell us in your opinion, what have been some of the key drivers to your success?
DR. MOTAUNG	To me, working hard was one of the thing, what I just want to share with you, I matriculated in Soweto, you know from the location and going to

	<p>varsity to go and study, and all these things is not because I was from a rich family or my parents had money, I had to work hard. During the school holidays one would go and work, maybe in Woolworths, just to make sure that you get extra money for that, but if you know your goal and where you want to, you will always reach those goals and not comparing yourself. I mean when I was a student again, I attended, one of my friend, the father was a President of Bophuthatswana but by that time President Mangope by that time, you know, I couldn't compare myself with her, irrespective of whatever she was getting I have to understand my background and where I'm coming from and what do I want to do with that background. For me it's to go to school, educate myself so that I can change that kind of background that I wanted to do. So, and sometimes you will hear the people saying, when I retire I will go to university. The university is not a retirement place where people work in the industry and they said thinking that in ... its' not like that. I am Assistant Dean of Research, but I'm still teaching and supervising students, so it's not an eight to four job as people think, that if you are ... and it's not an eight to two o'clock but you know, having a PhD is not like you have stopped there. If you become a Professor as well you want to keep the title, you don't want to be a Professor where you don't supervise students.</p>
DR. MALKA	Well, look at the way the world is moving.
DR. MOTAUNG	Exactly.
DR. MALKA	If you don't participate and research, you get left behind and in effect, your skills become redundant when you're supervising your students because you're just not up to date with things.
DR. MOTAUNG	Yes, and nowadays, let me tell you, students Google you, who you are if you're going to supervise, so they first start to say can you attract the funding, are you known internationally and nationally? They look at so many things so that also, is not like if you come from the industry or from corporate world and you decided to scale it, you're thinking that you can scale down at the university. It's not as easy they think.
DR. MALKA	I think it's very much about building a personal brand and maintaining your reputation through your work output. And can you tell us who have been some of the strong women in your life?
DR. MOTAUNG	Who?
DR. MALKA	Who have been some of the strong women in your life?
DR. MOTAUNG	To me, that question I always say, it's like somebody says, whose your role model, you know. I always said, I don't have a role model. My role model is Shirley in five years time. So to me, you can be my mentor, you can mentor me, but you cannot be my role model. I define my role model, I'll always say, look at me in five years time, I'll be having something, another five years time, that's how I defined my role model. Before having a PhD I had a Masters and I said to the people that my PhD, I'm definitely going to do my PhD in America. By that time it was a dream and I've made sure

	<p>that I win the dream and I apply for Fulbright scholarship, and I was the first female at the Tshwane University of Technology 2006 to get a Fulbright scholarship and on the list you choose the university that you want to go. I choose number one, University of California, because I know the type of research that they're doing, I want to go and learn. Out of 27 students that got a Fulbright, I was the only one who got my first university as my first priority. So I always said you know, you set your goals and you dream, that is your responsibility to make sure that you reach those goals and to make sure that your dream comes true and you don't point fingers on anyone else. In terms of failing, there's nothing wrong, you know, you learn from your mistakes and if have done something and then it didn't work, it's not like, you know that's the end of the world, you have to come with the solution, sometimes you learn another technique from the mistakes that you have made and see how you can do it.</p>
DR. MALKA	<p>So yours has been about forging that self-belief, going for your goals and looking ahead, always thinking like that.</p>
DR. MOTAUNG	<p>Yes, always like that and always being, I don't want to do things that everyone is doing. I always wanted to be an individual, that's always been like me.</p>
DR. MALKA	<p>I think you are a fantastic example of that. And Prof Smith, you hold a remarkable record, you've broken several glass ceilings in your career such as being the first African American woman to obtain her PhD in Mechanical and Aerospace Engineering from University of Virginia. In 2010 you became the first female promoted to the highest rank of Professor in your Department and the following year, 2011, you became the first woman appointed as Mechanical Engineering Department Chair at Howard University. Can you please take us back to some of those moments, when all the hard work that you've put in to and investing into your career, finally paid off?</p>
PROFESSOR SMITH	<p>Yes, well I have to say that I learnt a lot about investing and hard work from my mother. I'm the child of two academics, my mother had a PhD in Mathematics and so she showed me the way. I think I knew that I wanted to get a PhD, long before I really knew exactly what that was. And, but you know it also showed me how to persevere because I was a kid when they went to graduate school, so I was able to see the process, and see the work that went into getting your PhD and moving forward and being a faculty member. So I had sort of a view of that, but the hard work really began to pay off when I matriculated to the ranks, when I started getting my research grants and was able to fund students, to see them go on and have wonderful careers. I mean that is really rewarding and that is what it pays off for me, as being able to fund my research, to do the research that I love, but also teach students through this research and ignite their curiosity. I mean I've had female students, female graduate students who may have been in a different situation with a different Professor and that wasn't working out and they've come and I've been able to help them and say no, no, you can do this, you can stay in school, you can, you know you can get your Masters, you can get your PhD and just to see that excitement come back to them and that love for learning and a love for research and discovery, that is my greatest reward.</p>

DR. MALKA	Do you find that being teachers, in effect, it's about being able to touch your students lives and that that has got such a great sense of reward on where they go to?
PROFESSOR SMITH	Oh absolutely, for me, yes just working with young people and showing them, yes you can have an idea and you can follow that idea and make new knowledge, you can create new knowledge and once they really really understand, yes you can do this, it's fantastic, it is fantastic.
DR. MALKA	See the lights go on and ...
DR. MOTAUNG	Yes, it is, like what is important is to allow, don't be a threat. When you supervise students, then I think you will agree with me, there are students who are very smart you know, they ... and if you are a supervisor, you don't know where you stand, some supervisors sometimes they become so agitated because some students they can be outspoken, some students they can always come with this, always come with this. So I always said to myself, you must allow them, even if they want to do an experiment and it's going to fail. Even if you can see that, like some of my students they will say, Doctor, I want to do this and see if it's going to work, even if they're going to waste my reagents I will say, go and try even if I know that it's not going to work, but you don't stop them everything and everything.
DR. MALKA	It's part of the experience.
PROFESSOR SMITH	Absolutely.
DR. MOTAUNG	You must always allow them to have that kind of a dream and to see because that is what is good for them too. Because I mean like there... we will be filing a patent and that is again, with my students that we were working together with that. So you always have to allow them to dream and to see what they can do.
DR. MALKA	And I think that that's one of the most exciting parts within the academic space, is the development of new knowledge.
DR. MOTAUNG	Yes, yes.
AD BREAK	
DR. MALKA	In our previous segment we spoke about some of the political attributes, the differences between the U.S.A. and South Africa and some of the factors in terms of women's representation in Parliament and we also shared some of the insights from both Dr. Motaung as well as Professor Smith, in terms of their upbringing and some of their factors of success and role modelling and mentorship. Now, we're coming to the end of our discussion, so Professor Smith, if I can start with you, this radio programme is broadcast across Africa. In closing our discussion, can you please use this platform and send a message of hope to all of those women who are listening to the show that due to circumstances, gender equality might not be the first item on their agenda, but rather putting food onto their table and taking care of their family, raising their children is a more pressurizing reality.
PROFESSOR	I would say to all women, in whatever situation, never ever give up and

SMITH	that's, you know not my quote, you know that's a quote from Winston Churchill and it was also quoted by Hillary Clinton, never give up, never give up on your dreams, you can always find a way to realise them and one thing I would also say is mentorship is very important but even more important is sponsorship, if whatever it is you want to do, you need to get to know the person who is in that space, who is doing well and has the connections, they will not have the time to spend with you, as a mentor will but they are the people that can make the phone call to give you the opportunities. So I would also say as a take away, please also look for mentors but also look for sponsors.
DR. MALKA	And I think those are really important words, particularly in terms of the sponsorship because often we hear about mentoring but sponsorship is the point where they're going to be able to connect you to where you need to go.
PROFESSOR SMITH	Absolutely, absolutely.
DR. MALKA	And Dr. Motaung from your point of view, can you share with us a few words of inspiration that you'd like to impart to our young ladies on the continent?
DR. MOTAUNG	I agree with Professor Smith, never give up, you can write a grant, they will reject it, keep on writing, keep on writing that grant and writing that grant and one day you will win that grant so never give up on whatever you have started and you're not getting a grant, just keep on pushing. This is exactly where I started as well with my research, you just keep on pushing, in terms of what you want to achieve and makes sure that it is your dream and you make sure that that dream must come true. Get a mentorship, but a mentor is there to guide you, he's not going to make your dream to come true. And that's why sometimes, we women we get things confused, you're thinking that she can guide you and show you how to do but it is you as a person who has to make sure that you do the things on your own, that you can always go for guidance from your mentor. So, but what I really want to stress now, it's about time that we get women mentorship, if I can ask, most of women when you are exposed to a mentor you find that it is a male who mentored you to be where you are, he's a male, I think it is about time that the upcoming one, we women who are successful, we have to start mentoring them.
DR. MALKA	So for women to step up to the plate, start to mentor and for us as individuals, to do everything in our power to make our dreams happen ourselves. Well thank you so much for joining us today, it's been a pleasure having you both here and look forward to hearing about the successes of the conference that's taking place and that there is sustainability long after you've left and gone to your respective institutions that we remain with the sense of leadership going through to our young women.
END PROGRAM	