

THE AFRICAN DIASPORA ACADEMIC NETWORK

England & Wales · Charity number 1184476

Details

Other names THE AFRICA DIASPORA ACADEMIC NETWORK, ADAN-UK

Status Registered

Legal form CIO

Registered 2019-07-18

Register [View on the Charity Commission register](#)

Contact

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Activities

Objects: THE OBJECTS OF THE CIO IS TO: ADVANCE EDUCATION AND UNDERSTANDING OF THE ISSUES AFFECTING AFRICAN ACADEMICS AND STUDENTS IN THE UK. THIS WILL BE DONE THROUGH:A. SERVING AS A HUB OF EXPERTISE ON A WIDE RANGE OF ISSUES AFFECTING AFRICAN ACADEMICS AND STUDENTS IN THE UK;B. RESEARCH AND ADDING TO COLLECTIVE KNOWLEDGE AND UNDERSTANDING OF ISSUES AFFECTING AFRICAN ACADEMICS AND STUDENTS IN THE UK;C. THE DEVELOPMENT OF INDIVIDUAL CAPABILITIES, COMPETENCES, SKILLS AND UNDERSTANDING OF ISSUES AFFECTING AFRICAN ACADEMICS AND STUDENTS IN THE UK;D. TO PROMOTE, SUSTAIN AND INCREASE INDIVIDUAL AND COLLECTIVE KNOWLEDGE AND UNDERSTANDING OF ISSUES AFFECTING AFRICAN ACADEMICS AND STUDENTS IN THE UK;

Activities: Education/training

Classification

- **How:** Sponsors Or Undertakes Research
- **What:** Education/training
- **Who:** People Of A Particular Ethnic Or Racial Origin, The General Public/mankind

Geography

- Throughout England And Wales

Finances

Period end	Income	Expenditure	Assets	Employees
2025-05-31	£0	£0	£0	-
2024-05-31	£0	£0	£0	-
2023-05-31	£0	£0	£0	-
2022-05-31	£0	£0	£0	-
2021-05-31	£0	£0	£0	-

Trustees

Name	Role	Appointed
Judy Muthuri	Chair	2019-01-04
Angela Gathu		2019-01-04

THE AFRICAN DIASPORA ACADEMIC NETWORK

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Africa Diaspora Academic Network – United Kingdom (ADAN-UK)

Charity Number: 1184476

Trustees' Annual Report

For the period 1 June 2024 to 31 May 2025

1. About ADAN-UK

Africa Diaspora Academic Network – (ADAN-UK) was established to enable African academics to harness their expertise and contribute meaningfully to addressing pressing development and governance challenges across the African continent. The network provides a platform for constructive dialogue, policy engagement, research collaboration, and knowledge exchange between the UK and Africa.

Our aim is to foster and sustain a vibrant community of practice in the United Kingdom dedicated to promoting, debating, and advancing practical solutions to Africa's development and governance challenges through research, learning, training, and the exchange of ideas.

Strategic Objectives

The network's strategic objectives remain:

- To serve as a hub of expertise on a wide range of educational, cultural, socio-political, and economic issues affecting Africa for UK-based policymakers, institutional leaders, civil society, and development partners
- To actively engage in national and transnational collaborations that promote innovation and knowledge exchange between the UK and Africa
- To empower and strengthen the visibility and capacity of ADAN-UK members to influence policy and academic discourse relating to Africa
- To engage as equitable partners with UK-based academic institutions, policymakers, and development partners in shaping policy and practice
- To contribute to and influence research agendas and ensure rigorous interpretation and dissemination of Africa-focused research
- To identify, develop, and share best practices across Africa and globally
- To facilitate opportunities that enhance the contribution of African diaspora academics to development and governance in Africa
- To support capacity building in higher and further education institutions, government bodies, and development partners in both the UK and Africa.

Trustees

- Judy Muthuri
- Angela Gathu

2. Activities and Achievements

ADAN-UK continues to operate primarily through in-kind contributions, including volunteer time, institutional support, and collaborative partnerships. Despite limited financial resources, the network delivered several impactful activities during the reporting period.

2.1 Capacity Building and Knowledge Exchange

During the year, ADAN-UK organised a series of webinars and knowledge-sharing sessions aimed at supporting African academics and early career researchers. Key topics included:

- Securing research funding and grants in the UK and internationally
- Decolonising research methodologies and knowledge production
- Academic publishing and impact pathways
- Strengthening Africa–UK research collaborations

These sessions attracted participants from across the UK, Africa, and the wider diaspora, reinforcing ADAN-UK's role as a knowledge hub.

2.2 Mentorship and Academic Support

The network expanded its mentorship programme to support early career researchers and postgraduate students of African origin.

- A total of 5 mentees were supported during the year
- Mentorship focused on career progression, research development, and navigating academic institutions
- Senior academics provided guidance, peer support, and networking opportunities

This initiative continues to strengthen academic pathways and build confidence among emerging scholars.

2.3 Outreach and Widening Participation



ADAN-UK remained committed to widening participation and inspiring future generations:

- Delivered Black History Month engagement activities in collaboration with partner universities
- Engaged students from primary and secondary schools, particularly those from Black and minority ethnic backgrounds
- Promoted higher education pathways and representation in academia

These activities contributed to raising aspirations and visibility of African academics in the UK.

2.4 Partnerships and Collaboration

ADAN-UK strengthened relationships with academic institutions, research networks, and community organisations. The network:

- Participated in collaborative discussions on Africa-focused research and policy
- Contributed to knowledge exchange initiatives linking UK and African institutions
- Continued engagement with partners to explore joint funding and programme opportunities

3. Challenges and Opportunities

Challenges

ADAN-UK continues to face a number of structural challenges:

- Limited funding opportunities, restricting programme expansion and sustainability
- Volunteer capacity constraints, particularly due to increasing workloads within UK universities
- Difficulty in scaling activities without dedicated administrative and financial resources

Opportunities

Despite these challenges, several opportunities have emerged:



- Growing interest in Africa-centred research and decolonisation agendas
- Increased recognition of the role of the African diaspora in shaping global knowledge systems
- Potential for strategic partnerships and funding applications to strengthen institutional capacity
- Expansion of digital platforms enabling wider engagement and participation

4. Appreciation

The Trustees would like to express their sincere appreciation to all ADAN-UK members, volunteers, and partners whose continued commitment makes the network's work possible.

We extend our gratitude to supporting institutions and collaborators, including:

- Africa Academy of Management
- Africa Research Group
- Nottingham University Business School

We also thank all participating academics, students, and stakeholders who contributed to the success of our activities during the year.

5. Future Outlook

Looking ahead, ADAN-UK aims to:

- Secure funding to strengthen organisational capacity and sustainability
- Expand mentorship and capacity-building programmes
- Increase policy engagement and research impact
- Strengthen Africa–UK partnerships and collaborative projects
- Broaden outreach to underrepresented communities and early career academics

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Africa Diaspora Academic Network – United Kingdom (ADAN-UK)
Trustee Report: 01 June 2023 – 31 May 2024

1. About ADAN-UK

ADAN-UK was established to empower African academics by leveraging their expertise to address critical development and governance challenges across the African continent. The network serves as a dynamic platform for meaningful discussions that drive policy innovation, foster strategic partnerships, and promote the exchange of best practices between Africa and the UK. Our mission is to cultivate and sustain a vibrant community of practice in the United Kingdom, dedicated to advancing practical solutions to Africa's pressing issues. Through research, learning, training, and the exchange of knowledge and ideas, we aim to bridge academic scholarship with real-world impact, shaping policies and initiatives that contribute to sustainable development and effective governance in Africa.

The network strategic objectives are:

- i. To serve as a hub of expertise on a wide range of educational, cultural, and socio-political and economic issues affecting Africa for UK-based policy makers, institutional leaders, civil society and development partners;
- ii. To actively engage in and contribute to national and transnational collaboration and partnership initiatives that spur innovation and knowledge exchange across UK and Africa;
- iii. To empower and strengthen the visibility and capacity of ADAN-UK members to readily identify, actively engage and thereby influence the dominant agendas, discussions, and programs of the UK government and higher education institutions relating to Africa;
- iv. To engage as equitable partners with key UK based academic institutions, policy makers and development partners when providing advise on, or the development of ideas, information and application tools that support positive policy development and practise on Africa;
- v. To actively engage with and influence UK's informal and formal research agenda and activities on all aspects of Africa and advise on rigorous and appropriate interpretation and dissemination of research findings and their use to underpin initiatives aimed at advancing Africa's sustainable development;
- vi. To identify, develop and share best practice in Africa and globally;
- vii. To facilitate opportunities to increase the impact of the contribution of the African diaspora academics to the development and good governance of Africa directly with: Africa and UK Governments, Academic Institutions, and Development Partners;
- viii. To contribute to the capacity building of HE and FE institutes, government departments and other development partners both in the UK and in Africa on the treatment of Africa and its development through networks and partnerships across organisational boundaries

Trustee Names: Judy Muthuri, Angela Muthoni



2. Activities and objectives in the year ending 31 May 2024

ADAN-UK did not receive any grants or funding from individuals or donors, and delivered its objectives through generous in-kind contributions of space and time by dedicated academic volunteers from universities across the UK. Despite the challenges of limited funding opportunities, we successfully implemented several initiatives that align with our mission. These include:

2.1 Mentorship program

ADAN-UK facilitated a structured mentorship program pairing PhD students of African origin with senior African academics based in the UK. These mentorship relationships provided:

- Guidance on academic progression, including research design, publication strategies, and career development.
- Support in navigating the UK higher education system, addressing challenges such as imposter syndrome, scholarship funding applications, and networking.
- Culturally informed mentorship with mentors sharing insights drawn from their own experiences as African scholars in UK academia, fostering a sense of belonging and resilience among mentees.

2.2 Black History Month and Community Engagement

- Introduced primary and secondary black young students to academic pathways, encouraging them to aspire towards higher education.
- Facilitated engagement with Black academics, who shared their journeys and experiences in academia, serving as role models for the next generation.
- Provided interactive workshops and discussions, covering topics such as Black contributions to various academic fields and strategies for excelling in school and beyond

2.3 Research and Capacity Building

We organized and hosted two highly successful webinars aimed at enhancing the academic and professional development of African and Black scholars:

- Publishing in Top Academic Journals webinar provided practical insights into the publishing process, including selecting the right journals, structuring papers for high-impact publications, and responding to peer reviews.
- Navigating the UK Institutional Environment webinar designed for early-career academics and postgraduate students. The webinar explored the structural, cultural, and professional landscape of UK academia, equipping attendees with strategies to thrive within it.

3. Challenges and Opportunities

3.1 Challenges

Given the difficult financial pressures UK universities are facing, ADAN-UK faces significant challenges in both financial and human resource capacities, which impact our ability to fully realize our objectives as we would like: For example

- Limited Funding: Despite our efforts to secure external funding, we have yet to receive financial support from donors which restricts our ability to expand programs, provide incentives for volunteers, and invest in long-term sustainability.
- Reduced Volunteer Engagement: Historically, ADAN-UK has relied on the goodwill of academic volunteers from UK universities to contribute their time and expertise. However, with growing financial pressures on UK higher education institutions,



academics are facing heavier workloads, making it increasingly difficult to attract and retain volunteers.

- **Institutional Barriers:** The evolving policy landscape within UK universities, including budget cuts and shifting institutional priorities, has made it more challenging to secure in-kind support such as access to venues, administrative assistance, and networking opportunities.
- **Sustainability Concerns:** Without a stable funding stream or a consistent volunteer base, sustaining long-term programs such as mentorship and widening participation initiatives remains an ongoing concern.

3.2 Opportunities

Despite these challenges, ADAN-UK is well-positioned to explore new opportunities for growth and impact:

- **Strengthening Partnerships:** By forging stronger collaborations with UK universities, research institutions, and professional networks, we can leverage institutional resources and expertise to support our initiatives.
- **Alternative Funding Sources:** Exploring grant opportunities, corporate sponsorships, and philanthropic contributions could provide financial stability and enable the expansion of our programs.
- **Digital and Hybrid Engagement:** The shift towards online and hybrid academic engagement presents an opportunity to reach a wider audience through virtual mentorship, webinars, and capacity-building initiatives with minimal financial costs.
- **Alumni and Community Involvement:** Engaging past beneficiaries of ADAN-UK programs as mentors, advisors, or contributors can help build a self-sustaining support network that fosters long-term growth.
- **Advocacy and Visibility:** Raising awareness of ADAN-UK's impact through strategic communication, social media engagement, and partnerships with academic and professional organizations can attract new supporters and potential donors.

4. Appreciation

ADAN-UK extends its heartfelt gratitude to all the individuals and institutions that have played a vital role in advancing our mission. We deeply appreciate the dedication and commitment of our academic volunteers, who generously contribute their time, expertise, and mentorship despite their demanding workloads. Their efforts have been instrumental in supporting early-career scholars, fostering knowledge exchange, and strengthening our academic community. We acknowledge the unwavering support of individuals and organizations who continued to champion the charity's cause, advocate for its initiatives, and help navigate challenges. Their encouragement and belief in ADAN's mission inspired us to keep pushing forward. We thank the UK universities and research institutions that gave us access to spaces, resources, and collaborative opportunities. Their contributions enabled us to host impactful programs, from capacity-building webinars to mentorship initiatives and widening participation events.

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Africa Diaspora Academic Network – United Kingdom (ADAN-UK)
Trustee Report: 01 June 2022 – 31 May 2023

1. About ADAN-UK

ADAN-UK was created to enable African academics to harness their capabilities and help solve pressing development and governance needs across the Africa continent. The network offers a platform for constructive discussion leading to improved policy advice, partnership engagement, practical outcomes, and cross pollination of best practices both in Africa and the UK. Our aim is to foster and sustain a community of practice in the United Kingdom dedicated to promoting, debating and advancing practical solutions to Africa's development and governance challenges through research, learning, training and exchange of information and ideas.

The network strategic objectives are:

- i. To serve as a hub of expertise on a wide range of educational, cultural, and socio-political and economic issues affecting Africa for UK-based policy makers, institutional leaders, civil society and development partners;
- ii. To actively engage in and contribute to national and transnational collaboration and partnership initiatives that spur innovation and knowledge exchange across UK and Africa;
- iii. To empower and strengthen the visibility and capacity of ADAN-UK members to readily identify, actively engage and thereby influence the dominant agendas, discussions, and programs of the UK government and higher education institutions relating to Africa;
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- vi. To identify, develop and share best practice in Africa and globally;
- vii. To facilitate opportunities to increase the impact of the contribution of the African diaspora academics to the development and good governance of Africa directly with: Africa and UK Governments, Academic Institutions, and Development Partners;
- viii. To contribute to the capacity building of HE and FE institutes, government departments and other development partners both in the UK and in Africa on the treatment of Africa and its development through networks and partnerships across organisational boundaries

Trustee Names: Judy Muthuri, Angela Muthoni and Frank Kamau



2. Activities and objectives in the year ending 31 May 2023

ADAN-UK relies on in-kind support (e.g. time, space) and academic volunteers from UK universities to conduct its business and meet its objectives. Unfortunately, due to the limited funding opportunities, we have not received any funding from donors but have been able to implement the following

2.1 Capacity Building Webinars

Convene two successful webinars on: 1/ publishing in top academic journals, and 2/ Navigating the UK Institutional Environment

2.2 Mentorship

We mentored 3 new PhD students of Africa origin who were matched to senior Africa academics who provide support to help the students navigate the academic terrain whilst drawing from their unique cultural and social experiences.

2.3 Widening Participation Events

ADAN-UK organised Black History Month bringing primary and high school students of black heritage to our members' universities.

3. Challenges and Opportunities

ADAN-UK face financial and human capacities. Given the difficult financial pressures UK universities are facing that has led to high workload, we are finding it difficult to attract volunteers who have traditionally given their time and resources to our cause.

4. Appreciation

We are grateful to all the ADAN-UK academic volunteers, our supporters and the institutions that continue to support our members to deliver our objectives: for example,

- Africa Academy of Management
- Africa Research Group
- Mojatu Foundation
- Nottingham University Business School

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Africa Diaspora Academic Network – United Kingdom (ADAN-UK)
Trustee Report: 01 June 2021 – 31 May 2022

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Trustee Names: Judy Muthuri, Angela Muthoni and Frank Kamau



2. Activities and objectives in the year ending 31 May 2022

ADAN-UK has been operating with no funds since Covid-19. We relied on the work of volunteers who are mostly academics, and its University partners who contribute in-kind support (i.e. space, time and refreshments) to achieve our objectives. The volunteers are academic members of staff in different UK universities who believe in the objectives and values of the organisation.

Despite the limited financial and material capital, we were able to accomplish the following:

2.1 Policy Engagement

We participated in UK policy dialogues on delivering the UK international agenda to 2020 and beyond; as well as dialogues on youth engagement for climate action.

2.2 Capacity Building Webinars

We were able to convene three successful webinars on: 1/ publishing qualitative research 2/ Decolonising management education; and 3/ Engaged research in Africa.

2.3 Mentorship

We mentored 4 new PhD students of Africa origin who were matched to senior Africa academics who provide support to help the students navigate the academic terrain whilst drawing from their unique cultural and social experiences.

2.4 Widening Participation Events

ADAN-UK supported its members in the implementation of community engagement events during the 2022 Black History Month. These events included career session and university visits for black primary and high school students in community of our members' universities. For example, the Nottingham University Business School collaborated with local community organisations and hosted in their campus 63 young black students who were exposed to coding classes and designing a climate action campaign.

3. Challenges and Opportunities

ADAN-UK suffer human and financial capital limitations, and we rely on volunteers for institutional building. Given the high costs of living, we are finding it difficult to attract volunteers who have traditionally given their time and resources to our cause.

4. Appreciation

We are grateful to all the ADAN-UK academic volunteers, our supporters and the institutions that continue to support our members to deliver our objectives: for example,

- Mojatu Foundation
- Africa Academy of Management
- Nottingham University Business School
- Africa Research Group
- The Kenya Nottinghamshire Welfare Community
- Society of Black Academics

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Trustee Report: 01 June 2020 – 31 May 2021

1. About ADAN-UK

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Our aim is to foster and sustain a community of practice in the United Kingdom dedicated to promoting, debating and advancing practical solutions to Africa's development and governance challenges through research, learning, training and exchange of information and ideas.

The network strategic objectives are:

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- iii. To empower and strengthen the visibility and capacity of ADAN-UK members to readily identify, actively engage and thereby influence the dominant agendas, discussions, and programs of the UK government and higher education institutions relating to Africa;
- iv. To engage as equitable partners with key UK based academic institutions, policy makers and development partners when providing advise on, or the development of ideas, information and application tools that support positive policy development and practise on Africa;
- v. To actively engage with and influence UK's informal and formal research agenda and activities on all aspects of Africa and advise on rigorous and appropriate interpretation and dissemination of research findings and their use to underpin initiatives aimed at advancing Africa's sustainable development;
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Trustee Names: Judy Muthuri, Angela Muthoni and Frank Kamau



2. Activities and objectives in the year ending 31 May 2021

During this reporting year, we did not receive any external funding to run our programmes. ADAN-UK solely relied on the work of volunteers who are mostly academics, and its University partners who contribute in-kind support (space, time and refreshments) to achieve our objectives. The volunteers are academic members of staff in different UK universities who believe in the objectives and values of the organisation.

We were able to accomplish the following:

2.1 Partnerships for Future Foods

We continued our collaboration with like-minded institutions in the UK in food systems thinking, environmental sustainability and human health and nutrition space. We were invited to join a consortium that co-create the "Food Systems Training for AgriFood REsilience (FARE)" centre for doctoral training programme. The consortium was led by the University of Nottingham and included the University of Exeter, Cranfield University, University of Aberdeen, University of Highlands and Islands, Nottingham Trent University and 7 further associate members. Our role was to provide mentorship support devoted to the development of black doctoral researchers and early career academics in the UK and in Africa with an interest in aspects of interdisciplinary Food Systems research. The partnership led to development of two large grants although both grants reached the final stage but did not get the top prize.

2.2 Capacity Building Webinars

We were able to convene four successful webinars on: 1/ Doing Research in Africa; 2/ two webinars on Decolonising the Curriculum; and, 3/ Career Development for Black Academics.

2.3 Mentorship

We mentored 9 new PhD students of Africa origin who were matched to senior Africa academics who provide support to help the students navigate the academic terrain whilst drawing from their unique cultural and social experiences. These mentorship roles are not equivalent to academic supervisions.

2.4 Widening Participation Events

Just like in the past years, ADAN-UK supported its members to execute events during the 2021 Black History Month. These events included career session and university visits for black primary and high school students in community of our members' universities.

3. Challenges and Opportunities

ADAN-UK has not yet established an independent office and relies on the goodwill of volunteers who work remotely. We continue to seek funding for institutional building and project delivery although resource constrains is a big barrier post-covid.



4. Appreciation

We are grateful to all the ADAN-UK academic volunteers, our supporters and the institutions that continue to support us to deliver our objectives:

- Africa Academy of Management
- Africa Research Group
- Society of Black Academics
- Food Beacon, University of Nottingham
- Mojatu Foundation
- Nottingham University Business School
- The Kenya Nottinghamshire Welfare Community
- The Kenya High Commission