



## RENEE NGAMAU

- GLOBAL BOARD MEMBER, AMNESTY INTERNATIONAL
- BOARD MEMBER CLEANSTART KENYA
- GRACA MACHEL TRUST WOMEN ADVANCING AFRICA & WOMEN IN MEDIA CHAMPION
- PRACTICING ADVOCATE OF THE HIGH COURT OF KENYA
- BUSINESS GROWTH HACKER
- AWARD WINNING BROADCAST JOURNALIST & MEDIA PERSONALITY

### PROFILE

Renee is passionate about human dignity and inclusivity. As a leader, she believes in service, defining goals, charting a clear course and strategically moving with teams towards the goal while maneuvering obstacles & challenges with skillful negotiation and decisive action.

A practicing lawyer with multi-jurisdictional experience, business coach & trainer for women leading businesses, unapologetic

## KEY COMPETENCIES

**Multi-jurisdictional legal practice Experience | Transformative Leadership | Strategic Communications | Access to Justice | Inclusion, Diversity, Equity, Accessibility [IDEA] Strategist | Legal expertise | Organizational Development | International & National For-Profit & Not-For-Profit Board Expertise | Multi-cultural experience | Multi-lingual (English/French/Kiswahili)**

## RELEVANT EXPERIENCE

### MEMBER, NATIONAL REVIEW OF SEXUAL & GENDER BASED VIOLENCE LAWS [SGBV] LAWS, NATIONAL COUNCIL ON ADMINISTRATION OF JUSTICE

AUGUST 2022 – DATE

- Appointed by The Honorable, The Chief Justice of the Republic of Kenya on behalf of CleanStart, to serve on the committee tasked to comprehensively overhaul the SGBV laws and regulations in Kenya, harmonizing them to the Constitution of Kenya and relevant laws, reflecting the acknowledgment of a third gender, the experience & challenges of implementation of the law as currently is.
- Chair, subcommittee on victim protection: multisectoral subcommittee including county and national institutions, such as the Kenya Police Service, Council of Governors reviewing the law and practice of victim protection, including practicability, cross-agency cooperation, financing and budgetary allocation, legal & other constraints, with a view to recommend changes therein.

### GLOBAL BOARD MEMBER, AMNESTY INTERNATIONAL

OCTOBER 2021 – DATE

#### Responsibilities

- Board and statutory leadership for the 60-year-old global human rights organization
- Oversight for the International Secretariat and the Movement at large in the implementation of the vision of the Movement and the 3-year strategy
- Committee Chair Law, Policy & Governance
- Chair, Working Group on Strategic Review of Equitable Distribution of Financing & Fundraising
- Co-Chair Crisis Incident Management Team

#### Achievements during tenure

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inclusionist, human rights defender with wide range of experience in advocacy, leadership, Renee has been a volunteer & support for activists, for over 25 years.

Renee views empowerment as a vehicle to delivering full realization of the best individualized and collective expression of human experience. She runs an organization, ReneeSense Ltd, working to support women to confidently start, pivot & grow their businesses successfully.

At 20 years of age, while in University, Renee cofounded the Civic Resource & Information Centre CRIC, in the height of the Moi era, to educate others on their civic rights and duties. At 29, she served on the board of a company in the Nairobi Securities Exchange, the youngest ever member and youngest ever female African to serve on the Board of a listed company at the time.

Renee, a single mother of two children, is a strong advocate for inclusivity at all levels and sits on the board of CleanStart, a Kenyan organization by and for, formerly incarcerated women helping them transition out of jail, heal their trauma, reintegrate into society, and supporting them to start viable businesses, thus reducing recidivism and the cycle of poverty, crime and jail.

- Comprehensive review Fundraising and Global Financial Distribution for over 60 national Entities globally to reflect Global Strategic Framework including equity, decolonization, anti-racist, pro-inclusion, pro- autonomy goals. Currently in implementation stage.
- Oversight of Law and Policy across global movement
- Co-Lead on forensic and legal review of global incidents including communications adversely affecting organization

### **BOARD CHAIRPERSON, AMNESTY INTERNATIONAL KENYA**

OCTOBER 2018 – OCTOBER 2021

#### **Responsibilities**

- Representative to the national movement, high-level stakeholders and Amnesty International
- Led National Board to set organizational vision, approve 3-year strategy and annual plans for transition to “section recognition”; semi-autonomous, locally governed, membership-based in alignment with the global strategy and statutory laws
- Leadership and Strategist coach and accountability-holder for the Executive Director on behalf of the Board and Amnesty International

#### **Achievements under my leadership**

- Successfully guided the transformation from an advisory board to a statutory board recognized by members, Government of Kenya and other stakeholders in 2018
- Set organization on pathway to “section recognition”, semi autonomy, financial diversification, local led membership based governance [Amnesty Kenya received Section Recognition in December 2022 having accomplished all the requirements for recognition].
- Led Board diversification to include a multiplicity of competencies as well as inclusive representation reflecting of national tapestry and guided by competencies
- Stewarded adoption of 2021-2023 Strategic Plan, organisation constitution and two significant change management processes by the board that has optimized services, regularized pay discrepancies and provided clear career paths for employees
- Contributed to increased funding diversification and adoption of new funders including Ford Foundation, Hewlett Packard Foundation and UNDP among others

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# IMPACT INDICATORS

## AMNESTY INTERNATIONAL KENYA OCTOBER 2018 TO OCTOBER 2021

- STRATEGIC PLANS – 2
- BUDGET INCREASE
- BOARD COMPOSITION IN NUMBERS
- BOARD COMPOSITION IN REPRESENTATION
- CHANGES IN CONSTITUTION
- INCREASE IN EXTERNAL FUNDING
- ASYLUM SEEKERS SUPPORTED
- EXTRAJUDICIAL KILLINGS AND HUMAN RIGHTS VIOLATIONS CASES HIGHLIGHTED
- LEGAL PROCEEDINGS INITIATED OR SUPPORTED
- MEMBERSHIP INCREASE
- CIRCLES OF CONSCIENCE ESTABLISHED
- PROFESSIONAL ORGANIZATIONS ENGAGED INCLUDE  
INSTITUTE OF CERTIFIED PUBLIC ACCOUNTANTS OF KENYA  
INSTITUTE OF PROCUREMENT PROFESSIONALS OF KENYA  
LAW SOCIETY OF KENYA  
ARCHITECTURAL ASSOCIATION OF KENYA  
KENYA MEDICAL PRACTITIONERS AND DENTISTRY UNION  
KENYA MEDICAL ASSOCIATION
- UNDER PLEDGE TO GLOBAL ASSEMBLY TO BE PART OF LEADERFUL ENGAGEMENT, EXECUTIVE DIRECTOR HAS

- Actively represented Amnesty Kenya at more than fifty external events and meetings with members, volunteers, alliances, persons at risk and Government
- Served as additional media spokesperson including engaging the National Police Service on issue of extra judicial killings during COVID-19 among others
- Negotiated partnerships with professional bodies leading to collaborative program with Institute of Certified Public Accountants of Kenya that trained over 200 auditors and accountants on anti-corruption whistle blowing to stop human rights violations in 2020
- Rallied Executive Director to provide protection systems for refugees and survivors of violence
- Worked with other Amnesty chairpersons and executive directors to raise focus on various issues of external human rights abuse or indignity as well as actively participating in regional and global Fora

## **BOARD MEMBER, CLEANSTART LTD. ORGANIZATION FOR AND BY FORMERLY IMPRISONED WOMEN**

MARCH 2021 – TO PRESENT

- Delivers on the statutory requirements of board members under the Companies Act and the NGO Coordination Act as well as other relevant laws.
- Areas of focus – fundraising, pre-release skills training within the correctional institutions and post-release financial independence & business set up training, systems and oversight for constituent clients; government & donor liaison
- Advise and approve three-year strategic framework for the organization [next strategic plan 2023-2026]
- Oversee the implementation of new strategic plan of organization to serve over 4900 formerly and over 3000 currently incarcerated women and girls in borstal homes and correctional facilities
- Create alignment of organizational practices and activities to fulfil on the strategic plan
- Oversee support and engage with CEO and COO to roll out operational plans and goals and to support establishment and growth of women's support groups and centres, delivery of psycho-social support and training for business startup and growth

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PARTICIPATED IN RECRUITMENT OF GLOBAL SECRETARY GENERAL, GLOBAL STRATEGY; AMNESTY KENYA TREASURER PARTICIPATED IN GLOBAL FINANCE PLANNING PROVIDING LEADERSHIP IN NEW FUNDING AND FUNDRAISING MODELS

#### RENEESENSE LTD

- WOMEN TRAINED THROUGH BI-MONTHLY CANDID CONVERSATIONS FOR WOMEN IN BUSINESS **800+** FROM JUNE 2017 TO JANUARY 2020
- WOMEN TRAINED AND COACHED IN TRAINING PROGRAM FOR BUSINESS START UPS OR PIVOTING SINCE SEPTEMBER 2020 TO MARCH 2021 **408**
- LOCATIONS OF WOMEN LED BUSINESSES REACHED WITH TRAINING – **NAIROBI, NAKURU, NAIVASHA, GILGIL, HOMA BAY, KILIFI, MALINDI, MOMBASA, NANYUKI**
- NUMBERS OF HOURS OF BUSINESS TRAINING SINCE SEPTEMBER 2020 TO MARCH 2021 **200+**
- NEW BUSINESSES STARTED OR REGISTERED **241**
- NUMBER OF WOMEN INVOLVED IN COTTAGE INDUSTRY EXPO AND IN MEMBERSHIP OF THE WOMEN WORKSPACE **3000+**

- Advocacy with prisons authorities, relevant bodies both national and international to effect policy change where discriminatory practices abound against women, children, youth, persons of low income and marginalized or displaced groups.

#### **PROGRAM COORDINATION AND TRAINING OF FORMERLY INCARCERATED WOMEN IN MSME BUSINESS START UP** NOVEMBER 2019- DATE

- Created and curated training programs to help women leaving prison to start income generating activities, register businesses and access financing and markets.
- Fundraising and creating structures for loans, grants to the women to safeguard reintegration, restart their lives post incarceration

#### **PRACTISING ADVOCATE OF THE HIGH COURT OF KENYA** 1997 – TO PRESENT

- Wealth of diverse experience in practice and industry in Kenya and in the UK, working with firms in Nairobi, Kenya and in the City of London.
- started legal practice journey as a litigator and arbitration lawyer
- transitioned into commercial law, working in the companies' mergers, acquisitions, restructures and commercial businesses, and supervising commercial legal work output by paralegals as a lawyer/paralegal manager at the global firm of Freshfields Bruckhaus Deringer, London, UK.
- Presently focuses legal practice on strategic legal advice, and law reform on gender-related, and IDEA matters;
- Provides legal counsel and guidance within the Boards that she serves.

#### **RESULTS COACH & TRAINER, RENEESENSE LTD. A SOCIAL ENTERPRISE COMPANY FOR WOMEN ENTREPRENEURS** JUNE 2017 – TO PRESENT

- Executive and Business Coaching for C-Suite Executives and women in business.
- Noting the relatively small numbers of formalized women-led and women-owned businesses despite a large number of women-led businesses in the informal sector, the unique challenges of women running businesses, began a series of bimonthly conversations by and for women in business in

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areas of challenge in September 2017, with the objective of fortifying business practice amongst women entrepreneurs

- Transitioned online during COVID pandemic and trained over 300 womenpreneurs in four months from September 2020 to March 2021, at all levels of business – start up and pivot, from pre-launch, to cottage industry, services, retail, B2B or manufacturing in order for them to create and launch MVP, go to market, create the structures to support best business practice, make the businesses investor ready and the business owners confident in the running thereof. 241 new businesses registered or formalized; 106 new KEBs certification processes started to obtain Kenya Bureau of Standards certification; 3000 women engaged in the cottage industry expo and allied training through the Cottage Industry Expo and through a partnership with Kayana Create; 800 substantive peer mentoring connections ongoing; 17 formerly incarcerated women registered their businesses 9 with more than 2 employees.
- Continues creating and delivering training, coaching and matchmaking for women-led/women-owned businesses in Africa, the objective whereof is to enable each business owner to confidently grow their business successfully to where the business can pay at least 5 other women the top salary scale in their respective countries.

### **COMMUNITY IMPACT WORK: CHAIRPERSON, JAMHURI ESTATE RESIDENTS' WELFARE ASSOCIATION**

NOVEMBER 2019 – OCTOBER 2021

- Believing strongly that service begins from home, registered the Residents' Association in 1999, making it one of the earliest residents' associations in Kenya, served as first vice chair and part of the founding officials warding off early attempts to grab estate playgrounds.
- After being re-elected to service, more than 20 years later, served as the chairperson of her local housing estate, one of the first post-independence model housing estates in Nairobi.
- Have been at the forefront of leading residents to defend the playgrounds and communal land and preserve the fifty-plus year old culturally significant fig trees that adorn the estate, leading to and unlawful arrest, multiple threats and

### **CONTACT**

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## SOCIAL MEDIA

Twitter & IG [Personal]

@Reneengamau

FB [Personal] Renee Ngamau page

Twitter & IG

@ReneeSenseKe

FB [Business] ReneeSense KE page

confrontation with politically connected wealthy landgrabbers.

- Through consensus building, strong institutional and social network forging within the estate, the playgrounds remain, by and large safe and open for the use and enjoyment of the mixed economic background, residents of the part council owned, part private owned estate.
- Four major attempts to grab children's playgrounds thwarted, 93% of the communal land preserved; two lawsuits initiated and successfully defended at the Environment and Land Court division of the High Court of Kenya to preserve the land with latest judgment reversing titles having been read in December 2022; two attempts to drill water in public land thwarted.
- Led a coalition of 14 housing estates ranging from high end Nairobi estates to middle class, working class and lower income located in Nairobi, Kilifi, Kwale and Mombasa residential areas, in intervention to Ministry of Lands and National Lands Commission to negotiate the securing of the communal lands for the residents and communities in prosperity

## **CAPITAL FM RADIO, CAPITAL IN THE MORNING HOST, WEEKDAY MORNING DRIVE SHOW**

JANUARY 2013-APRIL 2018

- Hosted the critically acclaimed weekday morning drive show on one of Kenya's oldest and most celebrated independent English speaking radio stations, breaking precedent by interviewing the entire cabinet of the day, from President of the Republic of Kenya, to Deputy President, to all Cabinet Secretaries, the Official Leader of the Opposition, major opposition figures, business leaders of note.
- Known for hard-hitting, research-based interviews, raised human rights issues, including FGM practices, early marriages of child brides by public figures; argued against potentially discriminatory bills, laws and practices, including airing other poor conditions for mental health patients; challenged business practices that put profit over people or that appeared racially discriminatory including the infamous Croissants saga for apparent non-service to persons of colour, collaborated in rallying together the My

## ACTIVITIES AND INTERESTS

Art • music and dance • critical thinking • yoga • spiritual pursuits  
• MC and moderator of note  
• crochet knitting • baking

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Dress My Choice demonstration against SGBV and harassment of young women. Deliberately sought to increase women's voices on air.

## **EDUCATION & TRAINING**

### **MASTERS DEGREE IN LAW, LL. M. UNIVERSITY OF LONDON, QUEEN MARY COLLEGE**

FOCUS ON BANKING AND FINANCE LAW

THESIS ON THE NEW PARTNERSHIP FOR AFRICAN DEVELOPMENT AND IMPLICATIONS MAY 2003

### **MASTERS OF SCIENCES, ORGANIZATIONAL DEVELOPMENT USIU - AFRICA**

JUNE 1998

### **DIPLOMA IN LAWS, KENYA SCHOOL OF LAW**

FEBRUARY 1997

### **BACHELORS DEGREE IN LAW, LL. B. UPPER SECOND CLASS, UNIVERSITY OF NAIROBI**

AUGUST 1996

### **RESULTS COACHING SYSTEMS - NEUROLEADERSHIP INSTITUTE**

EXECUTIVE COACHING CERTIFICATION

TEAM COACHING CERTIFICATION

INTUITIVE COACHING CERTIFICATION

LIFE COACHING CERTIFICATION

### **ONE WEST TRAINING INSTITUTE**

NLP PRACTITIONER, MASTER PRACTITIONER, TRAINER

HYPNOTHERAPY

### **ROBBINS MADANES INSTITUTE**

STRATEGIC INTERVENTION COACHING

EXECUTIVE COACHING

RENEE ALSO LEADS SEVERAL PROGRAMS AND COACHING ON A VOLUNTARY BASIS TO SUPPORT VULNERABLE PERSONS

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**GOLDSMITH MARSHALL LEADERSHIP COACHING**  
**EXECUTIVE COACHING ROBBINS MADANES INSTITUTE**  
STRATEGIC INTERVENTION COACHING  
EXECUTIVE COACHING

**AWARDS AND RECOGNITION**

**100 MOST INFLUENTIAL AFRICAN WOMEN – AVANCE MEDIA  
AUGUST 2021**

RECOGNITION FOR PHILANTHROPIC WORK FOR WOMEN & CHILDREN ADVERSELY AFFECTED BY THE CRIMINAL JUSTICE SYSTEM IN REINTEGRATION AND BUSINESS/FINANCIAL STABILIZATION

**UNITED SUCCES GLOBAL - WOMEN MOVING MOUNTAIN  
AWARD, OCTOBER 2020**

RECOGNITION FOR SERVICE TO WOMEN IN BUSINESS IN TRAINING, MATCHMAKING, COACHING & INCREASING MARKET ACCESS

**GRACA MACHEL TRUST – FOUNDERS AWARD FOR SERVICES TO  
WOMEN ADVANCING AFRICA, AUGUST 2018**

RECOGNITION FOR WORK IN MEDIA AND FOR SERVICE TO WOMEN ADVANCING AFRICA ESPECIALLY FOR INCREASING VOICES AND AMPLIFYING FACES IN MEDIA SPACE AND ENCOURAGING AND MENTORING OTHERS IN MEDIA TO DO SO

**KEY SKILLS AND CHARACTERISTICS**

When former colleagues, stakeholders, friends were surveyed to describe Renee's key strengths the following was the feedback

Clarity of vision • Strong interpersonal & communication skills • Courageous • Change agent • Goal-oriented and results-focused • Ability to lead through consensus where possible • Versatility to work at grassroots levels and C-Suite with ease • Networks with ease • Executes with the conviction of purpose • works collaboratively as part of a team and is happy for credit to be apportioned and responsibility owned • Challenges status quo when it appears not serve inclusively or justly • solution focused • Empowerment leaning • Problem Solving • Confident Leadership • attention to detail • Excellent Organizational skills • Poised under pressure • Able to connect seemingly unrelated events or information to understand full picture • Multilingual including French-speaking • Multi-cultural and very attuned to cultural nuances at organizational and regional levels • Confident in media



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and public address settings • Empathetic • Able to negotiate difficult positions • Speaks very directly

**REFEREES AND TESTIMONIALS AVAILABLE UPON REQUEST**