



Gender-Inclusive Leadership Development Workshops in Ugandan Nonprofits: Six-Month Member Engagement and Volunteer Retention Analysis

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Abstract

In Uganda, nonprofit organizations often struggle with gender imbalances in leadership positions, which can affect their effectiveness and sustainability. The research employed a mixed-methods approach with quantitative survey data collected from 250 members across five selected nonprofits, supplemented by qualitative interviews with workshop facilitators and participants. Gender-inclusive workshops significantly increased female member participation rates by 37% compared to pre-workshop levels, indicating improved engagement strategies. The findings suggest that fostering gender diversity in leadership roles can enhance nonprofit effectiveness and longevity. Nonprofits should prioritise ongoing training programmes focused on inclusivity and mentorship opportunities for underrepresented genders. Gender Inclusiveness, Leadership Development Workshops, Volunteer Retention, Nonprofit Organizations, Uganda

Keywords: *Uganda, Leadership Development, Gender Equality, Nonprofits, Qualitative Research, Quantitative Analysis, Empowerment Programmes*

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