

Gorretti Byomire - Curriculum Vitae

1. **Surname Name** : Byomire
2. **First Name** : Gorretti
3. **Gender** : Female
4. **Nationality** : Ugandan
5. **Address** : Sir Apollo Nsibambi Road, Kampala, Mengo- Bulange
- Telephone** : +256 (0) 704 349 359/ +256 (0) 782 349 359
- E-Mail** : bgorretti@gmail.com/gbyomire@mubs.ac.ug

6. Education

Institution	Degree(s) or Diploma(s)
University of South Africa, Pretoria-South Africa, 2021 – to date	Doctor of Philosophy (PhD) Information Systems
Makerere University, Kampala-Uganda, 2014–2015	Masters of (MIT) Information Technology
Information & Communication Technology University, Online, May 2014	Postgraduate Diploma (PGD) Information & Communication Technology, E - Learning
Makerere University, Kampala-Uganda, 2003–2006	Bachelor of (BBC) Business Computing
Trinity College Nabbingo, Wakiso-Uganda, 2001–2002	Uganda Advanced Certificate of Education (UACE)
Trinity College Nabbingo, Wakiso-Uganda (Year, 1997–2000)	Uganda Certificate of Education (UCE)

7. Professional Certifications

Institution	Date of Certification
AI Foundations: Ethics, Governance and Prompting, PoliSync International Engagement	April, 2026
AI for Operations, Admin and Planning, PoliSync International Engagement	April, 2026
AI for Research, Insights and Data, PoliSync International Engagement	April, 2026
I Know Gender: An Introduction to Gender Equality for UN staff- UN Women	Jan, 2026
Gender Equality and Women's Empowerment in the World of Work in Fragile, Conflict and Disaster Settings - ITC (ILO) Training Centre	Jan, 2026
MasterClass in Artificial Intelligence- ITC (ILO) Training Centre	Jan, 2026
AI Skills 4 Accessibility - Founderz AI & Business School	Dec, 2025
Prevention of sexual exploitation and abuse (PSEA)- UNICEF	Aug, 2025
Child Safeguarding Training- UNICEF	July, 2025
International Visitor Leadership Program, Education in the Digital Age II- United States Department of State Bureau of Educational and Cultural Affairs	Nov, 2024

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Membership of the International Leadership Association (ILA) (access to leadership development resources, materials, webinars, mentorships etc)	Sept, 2022
Diversity Management at Higher Education Institutions in Uganda- National Multiplication Uganda 2022 Training, Dialogue on Innovative Higher Education Strategies (DIES) – Germany Academic Exchange Services (DAAD), Kampala, Uganda,	Feb, 2022
Research Ethics- London School of Hygiene and Tropical Medicine, United Kingdom	Nov, 2021
The Inclusive Education Initiative Research Exchange Workshop Series- World Bank	Oct, 2021
Mandela Washington Fellowship 2020/2021- University of Minnesota, Public Management Training	Jul, 2021
A Short Course on How to Write a Winning Grant Proposal- Makerere University – Resilient Africa Network (RAN), USAID's Research Technical Assistance Centre (RTAC),	Jul, 2021
Commonwealth Disabled People's Forum Disability Equality On-Line Training Course 2021	Jun, 2021
Young African Leadership Initiative (YALI)- Regional Leadership Center, East Africa (RLCEA), Nairobi-Kenya, Fellowship, (Public Management Track)	Feb, 2018
Commonwealth of Learning, Online Course for TVET Institutional Managers and Teachers – Flexible Skills Development	Mar, 2015
Jimmy Ssekasi Institute of Catering, Kampala-Uganda, Certificate in Basic Professional Cookery and Bakery.	Aug, 2011

8. Language Skills: (5 for perfect fluency)

Language	Reading	Speaking	Writing
English	5	5	5
Luganda	3	4	2
Lunyankole	3	4	2

9. Employment Experience (Last 5 Years)

Position/Title	Employer	Dates of Employment	Location	Activities / Responsibilities
Director	DRLC, Makerere University Business School	Nov 2017 – Present	Kampala, Uganda	Oversees inclusive learning environments, ensures accessibility for students with disabilities, leads strategic planning and stakeholder engagement.
Lecturer	Makerere University Business School	Mar 2015 – Present	Kampala, Uganda	Delivers lectures, supervises research, develops teaching

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				materials, contributes to institutional research and publications.
Founder and Team Lead	Byomire Inclusive Development Foundation (BIDF) Ltd	Nov 2021 – Present	Kampala, Uganda	Leads inclusive development initiatives, policy advocacy, and skills development using technology.
Core Consultant and Technical Expert in Disability and Gender	Inclusive Development Partners	Aug 2020 - Present	USA	Provide Technical Expertise in Disability and Gender
Gender, Inclusion and Safeguarding Lead (Technical Advisor)	Mastercard Foundation 10X Entrepreneurship Programme (implemented by Outbox Uganda and Consortium Partners)	January 2024 – Present	Uganda	Provides technical leadership on Gender Equality, Disability and Social Inclusion (GEDSI) and safeguarding across the 10X Entrepreneurship Programme. Leads the design and implementation of inclusive policies, strategies, tools and capacity strengthening initiatives for consortium partners and Entrepreneur Support Organizations (ESOs).
Consultant on Gender, Disability and Safeguarding	Multiple international and national organizations (USAID, U.S. Mission, Uganda, National Drug Authority (NDA), GIZ, NUDIPU, MTN Foundation, CBM, Tropical Health UK, MasterCard Foundation, African Leadership Academy)	2022 – Present	Uganda, Kenya, Liberia, Ethiopia, Malawi, Nigeria, Senegal, South Africa	Provides technical expertise in gender, disability inclusion, safeguarding, inclusive education, evaluations, training, and advisory services across Africa.

10. Board Advisory and Membership

- MasterCard Foundation, Africa Climate Collaborative, Steering Committee, advising on inclusion (2026- 2027)
- MasterCard Foundation, Africa Climate Collaborative, Selection Sub-Committee, advising on inclusion (2026- 2027)
- MasterCard Foundation Scholars Program, Steering Committee, advising on inclusion (2024- 2034)
- MasterCard Foundation Scholars Program Selection sub-committee at Makerere University. (2024)
- Young African Leaders Initiative (YALI) Regional Leadership Centre Southern Africa Board Member, mainstreaming Inclusion in at YALI RLC Southern Africa (2023-2025)
- Board Member, Makerere University Business School (MUBS), Representative of Staff with Disabilities to the Council–Kampala, Uganda, (from 2021– 2025)
- Member, Makerere University Business School (MUBS), Financial Planning and General Purpose (FPGP) Committee and the Student Affairs Committee (from, 2021 – 2025)
- Board Member, Makerere University Business School (MUBS), Representative of Staff with Disabilities to the Council–Kampala, Uganda, (from 2016– 2020)
- Member, Makerere University Business School (MUBS), Financial Planning and General Purpose (FPGP) Committee and the Student Affairs Committee (from 2016 – 2025)
- Board of directors of Network for Medical Transportation Agencies (NEMTA) LTD
- Board of Director Member, AEJNEXTGEN Innovations 2021–2024
- Asifiwe Childcare Ministries Board of Trustees (2024- 2029)
- BID TUKOLE, Board Member (2025- 2030)

11. Membership in Professional and Other Bodies (Active)

- Member, Lions Club International Foundation (LCIF)–Kampala New Century, Uganda (from, January 2021–to date)
- Member, International Leadership Association (ILA), (from June 2021 – Sept 2022)
- Member, Commonwealth Disabled People's Forum (CDPF) Human Rights Advocate Network (from January 2021– to date)
- Member, Inclusive Education Initiative (IEI) Group, World Bank, (from Jan 2023 – to date)

12. Leadership Experience

- Past President, Lions Club of Kampala New Century, Uganda (from, June 2024–to July 2025)
- Former Chairperson, Mandela Washington Fellowship Disability Inclusion Knowledge Network by IREX (from June 2022 – to June 2024). Worked to promote disability-inclusive development in Africa, its membership is open to all Mandela Washington Fellows, Reciprocal Exchange Alumni and the US Institute partners working or involved in the disability space.
- President of the U.S Exchange Alumni Disability Inclusion Network, comprised of all Alumni of the different U.S. Exchange Programs involved in the Disability Space, Industry and Movement in Uganda. (2022 to 2025)
- Vice President of the U.S Exchange Alumni (USEA) Network, Umbrella Alumni Association of all U.S Mission exchange programs (2022 to 2025), with over 8000 Alumni in Uganda
- Pioneer Director, Disability Resource and Learning Centre (DRLC), Makerere

University Business School (2017 to date) (led to its establishment). Creating usable, equitable, and inclusive environments for staff & students with disabilities

- Member, Makerere University Business School (MUBS), Technical Advisory Disability Committee (TADC), (from August 2016 – to date)
- Member, MUBS Digitization Committee to mainstream Disability Inclusion into all the School Systems and Processes, (2025 to date)
- Member, MUBS Client Service Charter Development to mainstream Disability Inclusion (2025)
- Member, Commonwealth Disabled People's Forum (CDPF) Human Rights Advocate Network (from Jan 2021– to date)
- Member, MUBS Staff Development Committee (2025 to date)
- Member, Makerere University Business School (MUBS), Management Committee (MCM), (from August 2018 – 2024)

13. Awards, Honours, and Selected Projects/Programs

- 2024, \$100,000. Diversity, Inclusion, Equity and Accessibility (DEIA) Project with the U.S. Mission Uganda on cultivating and nurturing inclusive recruitments at the U.S Mission. Alumni, Persons with Disabilities, Refugees were employed at the U.S Mission as a result.
- 2024, \$2650, Leveraging Innovations in New Communities (LINC) Grant from the US State Department and IREX to celebrate the 10 Years of the Mandela Washington Fellowship on a project entitled; Building on Success: Empowering University Students with Disabilities through Continued Virtual Exchange
- 2023 MacJannet Prize win of \$2500 (<https://talloiresnetwork.tufts.edu/about-the-macjannet-prize/2023-macjannet-prize-winners/>)
- 2022, Uganda's Top 40 under 40 Annual Awards by the New Vision Official News Paper – Recognised on Inclusive Education and Disability Advocacy
- 2022, \$2700, Leveraging Innovations in New Communities (LINC) Grant from the US State Department and IREX on a project entitled; "Managing Diversity and Handling Students with Disabilities at Higher Institutions".
- 2021, Brave Voices, #Orange the World: 16 Days of Activism against Gender – Based Violence with special focus on Women and Girls with Disabilities – Outstanding Contributor
- 2021, International Day for Persons with Disabilities (IDPD) Town Hall Certificate of Recognition
- 2021, \$6,000 Transformation Fund Grant: Sex Education for Persons with Physical and Intellectual Disabilities, YALI RLCEA
- 2020, \$20,000 Assistive Technologies for Students with Disabilities in Higher Education Institutions in Uganda, Makerere University RIF Project Grant
- 2018/2019, \$10,000, Special Needs Component, Implementation of Activities for Persons with Disabilities, Project Grants, African Development Bank (ADB)–HEST (V)
- 2016/2017, \$20,000, Special Needs Component, Implementation of Activities for Persons with Disabilities, Project Grants, African Development Bank (ADB)–HEST (V)
- 2011, Makerere University Business School (MUBS) Meritorious Performance 2011 – Award for performance, excellence in teaching service
- 2006, Makerere University, Vice Chancellor's List, 2003–2006, Outstanding academic achievement, Undergraduate Student–CGPA 4.20

14. Coaching and Mentorships

- Served as a Coach for the African Leadership Academy's 2025 Unity Challenge, where the team I mentored secured second place for their innovative solution developed for Sava Africa.
- Coached the 2024 Solver Class, supporting participants in developing and implementing solutions within our community as part of the Solve Challenge.

15. Key Skills

General Skills: Interpersonal Strategic communication and stakeholder engagement; leadership, supervision, delegation and team building; planning, coordination and organisational management; policy analysis and professional report writing; time management and attention to detail; critical problem-solving and results-based delivery; client and partner relationship management; general administration and institutional coordination; budgeting and financial accountability; customer service and public engagement; digital communication and social media management for advocacy and outreach.

Specialist Areas: AAI and accessibility; digital inclusion and assistive technology integration for persons with disabilities; inclusive education, gender analysis, safeguarding and institutional policy development; capacity building and training of trainers (ToT); project and programme planning and management (donor-funded and multi-stakeholder); partnerships development and resource mobilisation; community mobilisation and participatory engagement; database design and management for academic and programme systems; knowledge management and digitisation of institutional processes; Microsoft Office Suite (Word, Excel, PowerPoint and Access) – advanced.

Research & Training: Feasibility Study, Research design and feasibility studies; qualitative and participatory methods including focus group discussions (FGDs), in-depth interviews, semi-structured interviews and participant observation; monitoring, evaluation and learning (MEL) frameworks; qualitative data analysis (MaxQDA, NVivo, ATLAS.ti); quantitative data analysis (SPSS, STATA, Epi Info); training facilitation, curriculum development and professional capacity development; documentation of learning and evidence-based reporting.

Other Skills: Human-centred design and design thinking; prototyping and design-driven entrepreneurship; organisational design, institutional strengthening and systems analysis; programme coordination and events management; information and communication technology (ICT) applications; database management systems; digital collaboration tools (MS Teams, Zoom and online learning platforms); integration of AI captioning and adaptive technologies in learning environments.

16. Specific Experience in the Region: Uganda, Kenya, Liberia, Ethiopia, Malawi, Nigeria, Senegal, South Africa

17. Professional Experience

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Dates	Location	Client	Position	Description
July 2022	Kampala, Uganda	National Union of Disabled Persons of Uganda (NUDIPU)	Consultant	Consultancy Services to carry out a Mid-Term Evaluation of the NUDIPU Strategic Plan
August 2022	USAID, Liberia	USAID Liberia and International DBA Inclusive Development Partners	Consultant	Liberia Transforming the Education System for Teachers and Students (TESTS) Project, providing expertise and guidance on support to colleges and universities in promoting disability inclusion.
March – June 2023	Monrovia, Liberia	University of Liberia	Consultant	Consultant Contract under Liberia Transforming the Education System for Teachers and Students (TESTS)
January – Up to date	Kampala, Uganda	MTN Foundation Uganda and MUBS Entrepreneurship, Innovation & Incubation Centre (EIIC)	Consultant	Disability Inclusion, Assessment and Recruitment of Persons with Disabilities for the MTN Uganda Work Readiness Program, Graduate Employment and Customer Care Advisors
March – June 2023	Kampala, Uganda	German Development Cooperation GIZ Office , Uganda	Consultant	Workplace talk for GIZ staff Uganda on Disability inclusion “Organizational Culture and Disability Etiquette” to raise awareness among staff members of the importance of creating an inclusive organizational culture that values diversity and supports the participation of people with disabilities.
June, 2023	Senegal	AFRICAN LEADERSHIP ACADEMY NPC	Consultant	Person with disabilities Prevalence Survey to Audit: Conduct an audit of the survey tool we have been using for Disability prevalence data Collation. and give feedback and suggestion to improve the tool.
June - September 2023	Nairobi, Kenya	AFRICAN LEADERSHIP ACADEMY NPC	Consultant	Persons with Disabilities Cohort Training; Offer training to the cohort of students and the University Representatives to be ready for internship placement by September. USIU-A Persons with Disabilities Training (8 weeks 60-90 mins each session) in Kenya
July-August 2023	Ethiopia	AFRICAN LEADERSHIP ACADEMY NPC	Consultant	Design training materials and Facilitate training sessions focused on peer coaching techniques for empowering students with disabilities for the University of Gondar, Ethiopia

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May 2023 – June 2024	Kenya, Tanzania and Uganda	Inclusive Development Partners	Consultant	World Bank Study: Employment and inclusive childcare for mothers of children with disabilities
October 2023– September 2024	Malawi	Tropical Health LLP, 8 Churchill Court, 58 Station Road, North Harrow, HA2 7SA, UK	Consultant	National Consultant related to Inclusivity Eye Health End of Term Evaluation funded by Sightsavers in Malawi and Uganda
September – November 2023	Leading Through Learning Global Platform (LTLGP) Network/Hub	Inclusive Development Partners and USAID/LTLGP. LTLGP is a USAID-funded project within the Education for Development Center' (EDC) international development division	Inclusive Education- Advisory Group Advisor	Inclusive Development Partners (IDP) is supporting the US Agency for International Development (USAID) to contextualize recommendations from two recent USAID published papers, Disability- Inclusive Pre-Primary Education White Paper and Financing Disability Inclusive Education White Paper.
September 2023– September 2024	Uganda	US Mission in Uganda	Consultant	Cultivating and Nurturing Diverse and Inclusive Recruitments In The Us Mission And USAID In Uganda. Country Focus: Diversity, Equity, Inclusion And Accessibility (Deia) Strategy For Uganda
January 2024 – April 2024	Uganda and USA	Inclusive Development Partners	Consultant	Assist IDP in preparing for its oral presentation for the Uganda "Targeting the Learning Crisis" concept note and pitching at the USAID- Uganda Coalition Building Workshop Targeting the Learning Crisis
February 2024	Uganda	MasterCard Foundation Scholars Program	Consultant	MasterCard Foundation Scholars Program, Mentors Consultative Engagement on Disability Inclusion
February 2024	Uganda	MasterCard Foundation Scholars Program	Consultant	Onboarding Selection Committee to Mastercard Foundation Scholars Program Phase II: Inclusive Education and Programming at Higher Institutions of Learning
February 2024	Uganda	National Drug Authority (NDA)	Consultant	Training of the NDA team on Dissemination of findings to the public using Social Media

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July 2024- April 2026	Ethiopia and Uganda	Tropical Health UK, Mid-Term Evaluation of FCDO-Funded Health Research Programme Consortia (RPCs) & Assessment of Funding Modality	Consultant	Baobab: Filling gaps in evidence to enhance sexual and reproductive health and rights among vulnerable populations in refugee settings in the East and Horn of Africa.
July 2024- April 2026	Nigeria; Kenya; Uganda; Malawi	Tropical Health UK, Mid-Term Evaluation of FCDO-Funded Health Research Programme Consortia (RPCs) & Assessment of Funding Modality	Consultant	LIGHT: Leaving no-one behind: transforming Gendered pathways to Health for TB
July 2024- Dec 2025	Uganda	Special Olympics International, Education Cannot Wait, Uganda Research Project and Inclusive Development Partners	Consultant	Building Inclusion through Sport: Special Olympics Unified Champion Schools Localization and Co-Design
September- October 2025	Uganda	CBM SRIL Project	Consultant	Conducting a comprehensive feasibility study across Amolatar and Kaberamaido, undertaking situation and problem analyses at macro, meso, and micro levels.
October – November 2025	Uganda	Habitat for Humanity Uganda	Consultant	The Sustainable Eco-Friendly Homes (SEFH) project Endline Evaluation
Dec 2025- Feb 2026	Uganda	Michigan Fellows Africa Initiative (MFAI) Uganda	Facilitator	University of Iceland GRO-GEST Alumni engagement project on Gender and Development in contemporary societies.
March 2026- April 2027	Uganda	Southern Centre for Inequality Studies University of the Witwatersrand, Johannesburg, South Africa	Researcher on the Gender Component	TVET, Informal Labour Circuits and Worker Power: Skills Formation in Kampala's Urban Economy

18. Research

- **Gorretti Byomire**, Robinah Nakawunde and Geoffrey Erem. *A Scoping Review Of Technology And Innovations As Transformative Agents For The Empowerment Of Women And Girls With Disabilities In Africa*. 22nd Austin Africa Conference, University of Texas at Austin, Austin, Texas, USA
- Prof Moya Musa, **G Byomire**, Ben Engotit, Abima Bonniface, Kato Ismael. *Adoption Of Assistive Technologies For Students With Disabilities In Higher Education Institutions In Uganda*. Harnessing Information and Communication Technology to drive development under the Makerere University RIF Project, 2021
- F Namisango, MM Kafuko, **G Byomire** - *Towards an Inventory of Social Media Affordances*. PACIS, 2020
- **Byomire, G.**, Namisango, F., Kafuko, M.M. (2019). *Social Media Use by Persons with Disabilities in Accessible Tourism and Shared Accommodations*. IST Africa Conference for 2020.
- **Byomire, G.**, Namisango, F., Kafuko, M.M. (2019). *Social Media Use by Persons with Disabilities in Accessible Tourism and Shared Accommodations*. Work in Progress, to be Submitted to the IST Africa Conference for 2020.
- Namisango F., **Byomire G.**, & Miir M., (2019, August). *Orchestrating Enterprise Social Media for Knowledge Co-creation: An Interactionist Perspective*". VINE Journal of Information and Knowledge Management Systems; Under Author Proofing Service.
- Kyeyune, R., Walugembe J.B., **Byomire, G.**, & Nakabonge F. (2018). *Monitoring and Controlling Energy Utilization in Uganda's Public Institutions with ICT. A study on the potential for leveraging Smart ICT Technologies towards improving energy utilization efficiency in selected institutions in Uganda*. Sponsored by NORAD. To be presented at the 23rd Annual International Management Conference: 11th – 13th September 2018 in Mbarara Uganda.
- Kafuko, M.M., Namisango, F., & **Byomire, G.** *Perceived Benefits of Technology Enhanced Learning (TEL) by Learners in Uganda: Three Band Benefits*, Accepted for oral presentation as well as inclusion in the conference proceedings of the ICTEL 2016 : 18th International Conference on Technology Enhanced Learning to be held in Dubai, UAE December 17-18, 2016.
- Kafuko, M.M., Namisango, F., & **Byomire, G.** *Cell Phone for Classroom Learning: Challenges and Recommendations in a Developing Country Context*, Accepted for presentation and publication in the Europe, Middle East and North Africa Conference on Technology and Security to Support Learning (EMENA-TSSL'2016) held at Ibero Hotel, Saïdia in Morocco 3-5 October 2016.
- **Byomire, G.**, Namisango, F., Kafuko, M.M. (2016). *Use of Social Media to Strengthen Service Delivery for Urban Agriculture in Uganda*, Proceedings of the IST-Africa 2016 Conference, ISBN: 978-1-905824-54-0.

- Joseph Kizito Bada, **Byomire Gorretti**, Lugemwa Brian, Namataba Josephine. *Exploring the Use of Information and Communication Technology for Health Service Delivery in Uganda*. International Journal of Business and General Management (IJBGM) ISSN(P): 2319- 2267; ISSN(E): 2319-2275, Vol. 5, Issue 4, Jun - Jul 2016; 1-8
- Kafuko, M.M., **Byomire, G.**, Namisango F. (2016). *An M-Learning Method for Enhancing Classroom Learning: A Learner-Centric Approach*, Poster Paper presented at the 7th EAI International Conference on e-infrastructure and e-services for developing countries, Conference Proceedings.
- Kafuko, M.M., **Byomire, G.**, Namisango F. (2016). *Positioning M-Learning in the Classroom: A Sustainable Echelon*, Poster Paper presented at the 7th EAI International Conference on e-infrastructure and e-services for developing countries, Conference Proceedings.
- Grace Nalweyiso, Sudi Nangoli*, Muwanga Robert, **Byomire Gorretti**, Yunia Musasizi and Silvia W. Simiyu. *Strategizing for Project Success in Multifaceted Public-Sector Stakeholder Environments*. Paper published in the Journal of Economics and International Business Management (JEIBM), December 2015, Vol. 3(2), pp. 46-50.
- **Byomire, G** & Gilbert, M. (2015). *A Model for Mobile Phone Adoption in Maternal Healthcare*. Paper published in IEEE Xplorer and presented at IST-Africa 2015 featuring Information Society, ICT, Innovation and Entrepreneurship related policy contributions, research and implementation project results from Africa and Europe (including FP7 and Horizon 2020), and focus on Research and Innovation Collaboration Opportunities between Africa and Europe under Horizon 2020, Lilongwe, Malawi, 05 - 08 May 2015. DOI: 10.1109/ISTAFRICA.2015.7190562
- **Byomire, G** & Gilbert, M. *Adoption and Use of Mobile Phones for Maternal Healthcare Service Delivery*. Paper published in the Institute for Computer Sciences, Social Informatics and Telecommunications Engineering 2015, A. Nungu et al. (Eds.): AFRICOMM 2014, LNICST 147, pp. 103–114, 2015. DOI: 10.1007/978-3-319-16886-9_1.
- **Byomire G.**, Namisango F., Miiro M & Mayoka K. G. (2014). *An Investigation on Physician Acceptance and Use of Mobile Phones for Maternal Health Care: A Task Technology Fit Perspective*, 6th Annual International Conference on ICT for Africa, Yaounde, Cameroon, Conference Proceeding, Vol. 6 ISBN: 978-9956-27-030-X. Available on <http://www.ictforafrica.org/images/stories/downloads/ICT4A2014Proceedings/ConferencePapers/byomire%20et%20al.%2059.pdf>
- Namisango F., **Byomire G.**, & Miiro M., (2014, August). *The Use of Cloud Computing and Storage Virtualization for Information Storage in Ugandan-Based Small Businesses*. Paper presentation at the 1st International Conference on Technology and Management, Kampala, Uganda, 2014 (ICTM - 14), at Uganda Technology and Management University (UTAMU) Kampala, August 2014. DOI: 10.13140/2.1.4050.6246

16. Contact:

Gorretti Byomire.

Founder and Team Lead, Byomire Inclusive Development Foundation (BIDF) Ltd,
Mengo Bulange, Zone A, P.O BOX 34113, Kampala–Uganda

Mobile: +256 (0) 704 349 359/ +256 (0) 782 349 359

E-Mail: bgorretti@gmail.com

17 References

1. **Prof. Laura Orobia**

Makerere University Business School

P.O. Box 1337, Kampala – Uganda

Mobile: +256772512277

Email: lorobia@mubs.ac.ug

2. **Anna Martin**

Program Manager and Disability Inclusion Consultant,
1391 Pennsylvania Avenue SE 205, Washington DC 20003.

Tel: +1 (828) 242-0471

Email: Ahmartin1808@gmail.com/amartin@inclusivedevpartners.com

3. **Dr. Godfrey Erem (PhD)**

Senior Lecturer, Head of Department of Radiology and Radiotherapy

School of Medicine, College of Health Sciences–Makerere University

Consulting Radiologist – Nsambya Hospital

Zone 3 Chairperson Region A, District 411B, Lions International Club
Foundation (LCIF), Member of Lions Club International – Kampala New
Century Club

Tel: +256 (0) 772 676 316

Email: deeremgeoffrey@gmail.com