Four Areas of Engagement for Gender Equality in the Digital Age

<u>Statistics</u>

The outlined strategies were based on a global consultation:

- Number of participants: 53
- Sectors: Mostly Civil society, Academic and Research, Public sector, and a few from start-up community
- Countries: India, Norway, Argentina, Canada, Costa Rica, United Kingdom, United States, Estonia, South Africa, Trinidad and Tobago, Nigeria, Madagascar, Dominican Republic, France
- Ages: Majority between 25 and 45
- Gender: 64% Female, 36% Male

1. <u>Access: ensuring equal access to and inclusion in digital technologies</u>

   a) Ensuring women's access to affordable digital technologies (including infrastructures, devices, Internet access and free content, etc.), so that they can fully unlock digital opportunities.
   b) Promoting personal ownership and control of devices (computers, smartphones, other mobile devices, etc.) for women around the world, making themselves more independent and safer.
   c) Promoting gender diversity in digital technologies and considering the effects they have on women and other minority groups.
   d) Including women in the development and designing processes of products, and in their use and implementation.
   e) Protecting net neutrality, free flow of information and access to the World Wide Web, so that women can access information regarding sexual and reproductive health, their rights and legal resources, gender equality, etc.

2. <u>Culture: overcoming traditional thinking and deconstructing social barriers</u>

   a) Transforming repressive, adverse, patriarchal and misogynistic social norms to end traditional discrimination against women.
   b) Overcoming existing social structures and power dynamics repressing women's meaningful use of digital technologies, such as the idea that technological use and skills is for men, not women.
   c) Recognizing and addressing existing challenges faced by women and girls in cyberspace, including violence and harassment, and advocating for their rights.

d) Promoting, supporting and protecting women-led social and political movements and networks, to make sure that women have a voice and that they are visible.

3. Education: improving education and training

   a) Undertaking empirical gender-based, data and evidence-based, research and analysis on the impact of digital technologies.
   b) Supporting and sustaining women and girls' interest and education in STEM (Science, Technology, Engineering and Mathematics)
   c) Teaching digital skills and critical thinking from primary school onwards, by making sure that primary and secondary school curricula include digital literacy and security basics.
   d) Digital training integrated in educational curricula should introduce principles of appropriate online practices and behaviors, with a focus on hate speech, harassment, gender-based violence, freedom of expression, etc., and education around the impacts and consequences of the use of digital technology.
   e) Bridging the knowledge gaps across sectors, disciplines, and geographies.

4. Building: creating an international framework

   a) Adopting international agreements to apply standards and measures necessary for the proper use and development of digital and emerging technologies worldwide.
   b) Considering regulatory approaches to:
      - prevent the development or application of emerging technology that harms women;
      - eliminate gender-based cyber violence and abuse;
      - eliminate discrimination;
      - foster the use of technology by women through access, funding, education, training, inclusion, etc.
   c) Law enforcement: enabling prosecution of online violence and threats, ensuring accountability and responsibility for misconduct, misuse, human rights violations, etc.
   d) Mitigating unconscious bias though improved algorithms; better data sets; human supervision; active moderation; etc., to ensure they don't perpetuate historical data and patterns of gender-based bias.
   e) Motivating technology to support and enable women in their objectives, for example through government funding, accountability processes, procurement and other incentives.
   f) Including women in the development and designing processes of products, and in their use and implementation.
   g) Supporting local initiatives and targeted interventions.