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GENDER MAINSTREAMING
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>> TIM UNWIN: Good morning.

Good morning, colleagues, ladies and gentlemen, we are starting in two minutes. So if anybody who is speaking is not at the -- up here at podium, would you please do so.

Good morning, ladies and gentlemen. We will begin our work in two minutes.

Hello, hello. This is now working. We are underway. Please, could you take your seats. Please, could you take your seats.

Those standing, I will begin. So please, could you take your seats quietly. So welcome, ladies and gentlemen, to high level policy session 12. We have almost finished these sessions. This is the most important on gender mainstreaming. It's important to see you all here.

May I give our respect to the Chair but also by inviting

Doreen Bogdan, the Director of BDT to give some welcoming remarks.

>> DOREEN BOGDAN-MARTIN: Thank you very much, Tim. And good morning, distinguished colleagues, ladies and gentlemen. Thank you so much for joining us this morning for this high level dialogue on gender mainstreaming.

I think you all know that this is an issue that's very close to my heart. Gender equality and women's empowerment will be key to achieving the United Nations' sustainable development goals.

Not since SDG5 on gender equality, but all 17 SDGs. And that's because women's contribution to every critical area of development, from food security, to healthcare, to education, to clean water and sanitation, to employment, is absolutely fundamental. And it's been undervalued for far too long. In striving to meet and overcome these development challenges, women need to be consulted. They need the chance to lead. They need to have an equal voice at the table.

The 2030 agenda for sustainable development makes universal access to ICTs a priority. Our core mission at the ITU is to connect the world. But how can we connect the world if half of humanity does not have the same access to the ICT than the other half.

Men continue to outnumber women in terms of Internet access. Even more worrying is the fact that in some countries the digital gender divide is eventually growing.

The global digital gender divide has a profoundly negative impact on people's opportunity, and it's seriously undermines the potential success of programs aimed at achieving these SDGs.

It's our responsibility to bring the SDGs to all nations, all people and all segments of society, but simple connectivity alone will not be enough. Women and girls don't just need access to ICTs. They need to be empowered through digital skills, to become ICT creators and entrepreneurs. There needs to be an awareness of connectivity, the skills and the confidence to exploit that connectivity and affordable, accessible content to meet women's needs.

Our partners here from government, the private sector, and the ICT regulatory community and from civil society, I would like to say, this is where you come in.

We need to work together, to find fresh investments and collaboration models. We need to be more creative with our public/private partnerships. We need more open regulatory frameworks that support local innovation, and entrepreneurship.

Unlocking the power of ICT connectivity will help us fast forward progress to achieve the SDGs. Failure to mainstream

gender into ICT policy, into ICT products and services, and international education risks widening the digital divides that already exist between the information rich and the information poor.

Between those now reaping the rewards of technological change, and those already left behind. When we talk about closing global digital -- global digital gender divide, collaboration will be our key to success. Global partnerships such as EQUALS and girls in ICT day are great connections to building a network and benefiting from that network effect. These initiatives have caught the attention of many partners around the world, with EQUALS having more than 50 governments, UN organizations, private sector and civil society and girls in ICT day now being celebrated by more than 170 countries.

Recognizing and showcasing innovative initiatives and products, addressing the digital gender divide is one very effective way of driving global change. We need role models and inspiring women to step up and share their experience. And it gives me enormous pleasure to announce that today we are launching the call for nominations for the 2019 EQUALS in tech awards.

These prestigious awards, which will be conferred to three outstanding people and organizations working to promote gender inclusion, will be held in Berlin in November. I would encourage all of you to reach out to your communities and shine a spotlight on amazing work that's being done in your own countries and your regions.

We are taking girls in ICT on the road, where we will be celebrating with the African union and UN Women. We will welcome 300 local girls and private sector partners and young African tech graduates. So before handing back to sim, let me invite all of you governments, companies, universities, NGOs and everyone dedicated to gender equality to work with us and build open the expertise and resources. Your goal is to leave no one behind. So let's collaborate and recommit to a future where everyone benefits from the enormous opportunities of online world.

I thank you very much.

(Applause).

>> TIM UNWIN: Spontaneous round of applause for Doreen. I would like to say once again, how very much we all appreciate what you have done here. I congratulate you on your new role and the way in which you champion gender in all of its diversity.

May I also welcome everybody. It's a great privilege to be a man moderating this session on gender. But I'm a very special man because my mother was a mathematician and I have

always lived with great women scientists. She was a computer in the early days of the British aerospace industry, doing calculations and I'm privileged to have a daughter who is a mechanical engineer but now working on a post-Doc between math, computer science and engineering, using multilevel modeling for distribution of health and spread of diseases. So I have always been surrounded by really able women and I have another panel of really able women we look forward to hearing from.

Realizing we are not making the impacts on gender equality that we should be. We founded Tech together. It's about changing men's attitudes and their behaviors for women in technology. If you are around later in the week, we have a session.

Let me give some administrative points. We have nine speakers, five minutes each. That's 45 minutes. We will have to keep really tight. The bells and the whistles and the red cards will be flying around.

Hopefully, that will give you in the audience time at the end to ask some comments or make some observations.

I think my final introductory point is that the statements from panelists will be published in the outcome document but also there are ushers and if you have a question, if you could give it to the ushers so they can bring them up to me and I will interject them.

Without any more ado. May I invite Sarah Clatterbuck, why do you think inclusion of women is important in the tech second?

>> SARAH CLATTERBUCK: There are three primary reasons I believe this is important. First, without representation of women, technology is developed that has gender bias, and represents grave implications for women in society.

We have seen several examples of this in recent years, specifically we have seen biases appear in artificial intelligence and machine learning. Training data used for machine learning often creates biases, even though the underlying algorithms lack bias. Joyable Amini at MIT has shown that facial recognition has a 1% error rate for light-skinned men and 35% error for dark-skinned women.

Additionally predictive hiring tools across industries, also reinforced gender bias in hiring by leveraging training data that represents existing employee base. This shows the power of technology to reinforce or magnify bias and injustice in society. Inclusion of women in field can help to mitigate these biases.

Underrepresentation of women in technology also represents an economic opportunity issue. Technology workers have access to high salaries. Technology entrepreneurs have

access to capital. Additionally, many technology roles have flexibility in working hours which makes this an ideal career choice for many women. Access to the economic opportunity of technology fields has the capability to put more economic power in the hands of women and as we have seen with analog businesses over the decades, putting economic power in the hands of women has the potential to uplift entire communities.

Finally, technology skills are in such high demand that every company and every industry is struggling to meet the demands of the modern information economy. In as much as women are not participating in technology it represents of growth of women worldwide. Women represent, we are a largely untapped talent source which has the potential to power the modern information economy for decades to come.

>> TIM UNWIN: Brilliant. Can we move on to the second question?

>> SARAH CLATTERBUCK: Yes.

>> TIM UNWIN: A couple of ideas how women have equal access.

>> SARAH CLATTERBUCK: Yes, it is elementary school level every child should have access to curriculum in computational thinking. In the United States, Code.org is working to ensure that all states require computational thinking as part of the math and the science curriculum.

Fortunately, computational thinking can be learned with just a blackboard and chalk or just with a pencil and paper. It does not require access to computers. Logic, statistics and algorithm design or accessible concepts that can be introduced to children of all genders and incomes.

Normalizing access to computational thinking in the elementary years and not limiting experience to those with access to computers will increase exposure for women and other underrepresented groups, which will increase the number of women prepared to study further at the university level.

At the university level, programs in ICT can shift from a weeding mentality to a feeding mentality, where women that have demonstrated strong analytical capability in their elementary education, but who have not yet explored programming specifically can be helped to succeed in ICT programs.

A focus on diversification of faculty can also help to remove implicit biased in university education.

Dr. Mia Clavie has done substantial work in this area and proving that she can achieve gender balance of graduates in up with of the most prestigious computer science programs in the United States. Her work can serve as a model for institutions around the US and across the world. Carnegie

Mellon and MIT have been seeing similar success.

It will ensure that over time, women have greater access to technology fields and can contribute to the modern Information Society and economy towards the betterment of society as a whole.

>> TIM UNWIN: That is amazing, finishing right on the bell. Thank you so much, Sarah. Without any more ado, can we pass on to Limor Shmerling of Magazaniak. And what do you think the main thing is in promoting women in the technology based on your experience?

>> LIMOR SHMERLING: Current major problem is that the workforce available to industry lacks tough employees. So this is a world problem that will keep growing hasn't has great economic and social value to include women in that workforce. So reflecting on my personal experience, I realize that the main component for me was people, family, educators, work colleagues, supporting and advising me along the way.

All through my childhood, my parents told me I should get a higher education and my grandmother told me I should be an ambassador and travel the world. That's a great message for a young girl. In high school, when I wished to major in literature, the head master said, I'm assigning to you biology. If you want to move, let me know, after two weeks. This is not to say that humanities studies are not important. I did that in between law degrees.

When I had difficulties in mathematics and thought of giving up and switching to a lower level group, the head of math teaching called me to say that she believes I can overcome this. And she's assigning me to a small group class that she tutors herself and it worked. I had many managers over the years, including men who hired me to manage tech products when I had no formal education.

But the ones that benefited me the most was a woman who did her best to teach me how to be a manager, taught me the politics of the civil service and government, and sent me to computer investigation training and gave me my first chance as a public speaker. So I have many more examples, including my supportive husband, but you get the point. I think this is the key to getting more women into tech, supporting and promoting them for these goals and having role models for them to learn from.

We must support and encourage women throughout the work life cycle from early schooling to senior management.

>> TIM UNWIN: Lovely. Thanks. I listen to you speaking, I think we need many more women, younger women, mentoring older men in the tech sector. Let's move on to the second question. If you had one approach to courage women to

participate more in the tech sector, other than just having supportive family and friends, what would that be?

>> LIMOR SHMERLING: So I think briefly stating I would say different yet equal. I think that we need to encourage women in a way that is relevant to them. We firstly need to research how things work for girls and women today that are oftentimes different than the needs of men.

Research of the reasons we have much less women in tech, bearing in mind that the workplace was designed by and for men, as were education frameworks. We need to evaluate how to best cater to the needs of girls and women in education and the workplace and change our models to suit them.

For example, in 2014, Israel had 20% of students in high-tech professions being women. That is the average of OECD countries. So more -- we could say that is maybe okay. But interestingly, 25 years ago, it was 40%. We need to understand the reason for this decline. Israel's government goal now is to reach 40% women students in high-tech professions again.

So I think this is a fascinating point of statistics that is worth exploring. We have a new government decision, investing 200 million shekels in women in the tech business and there are also numerous civil society initiatives, but I think all initiatives should be based on different, Yeltsin equal.

Studies have shown women may have different ways of learning, different needs and support when they encounter challenges in learning. And the differences are relevant to solving this issue.

At the same time, we must fight gender biased that allow for lower salaries on women's work and fight the workplace environment that may be hostile to women or doesn't accommodate family life.

It is also a matter of reaching a critical mass. I think when we have more women in all roles and senior roles in the tech sector, including policy making, regulation and governance, we have a better chance of fostering the environment that will attract more girls and women.

So to sum up, support and encourage girls and women throughout the work life cycle, from early schooling to senior management, from an approach of different yet equal.

Thank you.

>> TIM UNWIN: Lovely. That's a key phrase I must include in my final summary.

>> LIMOR SHMERLING: It will be my honor.

>> TIM UNWIN: Next, let me introduce Madeline Scherb, the president of Health and Environment Program. It's always lovely to see you here. I think you are one of the stalwarts

of WSIS and we look forward to your responses.

My first question is: What kind of experiences and challenges do you think women are really having to face?

>> MADELEINE SCHERB: Thank you very much for your question. So this is my answer. Women in most developing countries, especially in Africa, have insufficient economic, financial, material, intellectual and human resources compared to men who generally have capital, basic education and proven skills.

The women are facing many challenges, including polygamy, and it's difficult to manage harmonious management of the private life and professional life entrepreneurship. This freedom is to -- the freedom is to produce, to try out and to consume and any goods throughout the use without constraints is called economic freedom. As measured by the index of economic freedom of the heritage foundation and the "Wall Street Journal."

Just recognize the fact that institution that protect the economic freedom are not always equal share between men and women.

Making it more difficult. Sometimes impossible. For women to enjoy the benefits of greater economic freedom in their countries, however, it shows a significant positive effects that a free society can have on the lives of women, especially in undeveloped economies.

Women represent 51% of Cameroon's total population as submitted at 25.21 million. I was born in Cameroon. I'm Swiss. I'm also Cameroonian. That's according to the World Bank. Making Cameroon the 45th most populous country in the world and 17th in Africa.

If you have this type of performance, women like all human beings have all the faculties to make investment in the field of information and communication technologies. ICT penetration and use are relatively low. The Internet penetration rate in Cameroon is around 35% in 2018, according to the national agency for information and communication technology, which constitutes a potential market.

>> TIM UNWIN: Thank you. We are keeping well to time. I know I cut you short this. Apologies. But just a couple of final thoughts around what actually do we have to do, particularly in Cameroon or in other parts of Africa or more generally to empower women so that they can really realize this equality, apart from getting rid of polygamy.

>> MADELEINE SCHERB: Thank you. In view of achieving the sustainable development goals, the women must invest herself in time to make up for her delays. This can only be achieved through the establishment of more efficient and transparent mechanisms for decision-makers, the reduction of social

divisions, the increase in productivity of many economic sectors, the growth of infrastructures and especially the technological innovation.

Therefore, it is a positive correlation between employing women to greater tune and economic development. It is time to bring with it the economic freedom to women on ICT.

In conclusion, strengthening women's skills is a wish to guarantee access for all, and by all in this globalized world.

Thank you very much.

>> TIM UNWIN: Thank you very much, indeed.

We now turn to my left. So apologies for turning my back to you now. We move on to Monique Morrow, who is president and cofounder of humanized Internet. Thank you for joining us. And we changed now to perhaps more metrics and date, and things. How would you define specific metrics and desired outcomes?

>> MONIQUE MORROW: I will frame my response as follows. First of all, it's the worst industry for gender equality. Only 5% of tech start-ups in the United States are owned by women. In the UK, only 5% of women are in a technology leadership role. 16% of women report having had a technology career suggested to them.

Women's medium annual earnings stubbornly remain about 20% below men's. Why is progress stalling? And the question may be, it could come down to the troubling reality, perhaps, that new research suggests that work done by women, simply isn't valued. Now, I'm being provocative. People who know me, know that I'm very, very provocative being in tech.

So to further go, you know, through the setup, it's not that we haven't had a lack of -- of people or women who have been leaders over the centuries. Let's start with Aida Lovelace. Over the centuries, over time, we have had women leaders in tech before us. And, for example, this is the type of iceberg is Marian Merzokoni to win the Fields Medal and my friend who lives in Kinshasa. Women are not broken. Technical men are not the problem. We do have societal bias before us.

To the metrics, let's respond to the cognitive bias. Let's look at the composition of our teams. Can we target? Can we have that moon shot of 50/50 within tech companies? And when women leave, when they leave a tech job, it isn't usually -- it's really for good. They no longer -- we're no longer referring to a glass ceiling, but a glass cliff.

And I think we need to take a look at the correlation of the loss of talent in the industry when that occurs. They leave. They completely leave. They are just so tired. So we need to take a look at that. And I think without further

ado, I will go to your next question.

>> TIM UNWIN: I'm not actually sure I understand what this question that I have been asked to ask you. What is the governance model and overall accountability?

>> MONIQUE MORROW: I think it's to ask ourselves what are we looking at? What are the composition of teams? How do we actually measure against -- you know, it's very easy to sit before us and talk about the equality, especially in tech, especially -- you know in the 21st century when, in fact, too I think my colleague from Israel, who stated that they have to -- they have lost that talent. That's a concern for me. We are seeing that decline.

We need to ask ourselves questions as technologists with respect to the composition of teams. And if they are from culture or one ethnicity or one gender, then we have a problem. That should be a red flag. Ask the questions and pose the questions.

Let's take a look that are coming before us, the young girls. We need to start in kindergarten, no in high school, but in kindergarten where you have girls playing with science, when they are looking at the curiosity of what they can do, and being -- you know, to look at how they can explore and relate and invent.

So we have borrowed the earth from our children. It is past time that we empower them to redefine the reality, and create a world that surpasses what we have dreamt for them, for far past the boundaries our imaginations and far into the future.

Ladies and gentlemen, what will you do?

>> TIM UNWIN: Thank you very much. You have taken something I was going to say right at the end. There's no point in anyone being in this room unless they go out and do something differently afterwards, having listened to these amazing speakers. So think about the one thing you are going to do differently when you are return to your day jobs.

So we're almost halfway through. And we get to another man! So Alfredo Ronchi, Secretary General of the ex C MEDICI, I love your tie. Your thoughts, how do citizens perceive security issues in pursuit of ICTs.

>> ALFREDO RONCHI: Thank you. So being at the WSIS forum, I decided to touch security and cybersecurity much more and by chance I have some notes here. So service equality was one of the key items to enter the era and activate eservices. It bids confidence in these sectors and so the citizens start to use banking, e-commerce, as well as e-health and e-Government.

To the time it became more complex to maintain the adequate label of security. It's associated to the

diffusion, and perceive the rules of ICTs. It's in privacy, safety, public opinions governments, national security transportation, and more.

And I will talk a little bit more about home appliances nowadays.

After the explosion of the use of Internet, in the middle of the '90s, potential risk pertains more and more to the women's side. All the new dangers started to populate in everything and directly to the economics. It was due to chatrooms and social media. And thanks to anonymous genderless profiles, genderless in some ways, although not specifically, declared and always some reference to devices, cyber criminals found a proactive environment.

Until now, despite experts, there are a few measures to minimize harm, GDPR in Europe. And I'm looking towards you. It's an attempt to protect privacy. National and international regulations and norms increase the opportunity to limit anonymity and criminals and but without risk awareness, we cannot succeed.

If we want to consider positive role of the cyber ages, women today have a rich set of technologies to help them and protect them from the basic mobile phone, geolocation and CCTV and specific apps protecting them in case of sexual harassment and any other abuse.

And this seems to be positive. Of course, I think we need to improve the level of knowledge, but I think I will talk about this with the next question. Please.

>> TIM UNWIN: Absolutely. How do you see things developing in the near future, particularly this interface between digital security and gender?

>> ALFREDO RONCHI: Yeah, of course. So due to the evolution of such kind of technologies, I think one of the key points is to consider that nowadays, the need to be informed and to be prepared to face cybersecurity problems has to be shared among all the citizens. As we see, cyber technology is merging every day with an increasing number of sectors. We embed the cyber technologies everywhere, any sector. So today, and much more tomorrow, we will deal with -- sorry, cybercrimes and cyber abuse and misuse. Our washing machine might be hacked by ransomware. We will not -- and lock your rugs if you don't pay something on the Internet in bit coins, of course.

The fridge may send orders for a ton of food. Alexis may broadcast audio.

Now there's a big problem about revenge, and, you know, this is up with of the key topics of the day.

There is an urgent need to foster cybersecurity, starting from kids and reaching elderly people. I have to say that in

my country, the number of women involved in technology and especially ICTs is increasing every day. So I think it's a good signal to reach the kind of awareness and even to work in the sector in order to protect that side.

Minister of State of artificial intelligence from the United Arab Emirates said it's easy for the country to be attacked through hacking into the defense system. Unlike before, it was required a physical invasion. That means basically from national security to cyber warfare, we have to face security problems nowadays. Thank you very much for your attention.

>> TIM UNWIN: Thank you. We now move on and before I introduce and ask Maya Plentz, with the European Commission to speak, I would like to reinforce in her mind that I'm one of the majority of people in Britain who loves being a European citizen and appreciates everything that the European Commission and the European Union is doing, has done, particularly in trying to keep Britain within the European union. So political statements should never be given in these forums, but I felt that one was probably necessary so that you would understand that I'm very supportive of what you are about to say.

So from your perspective, how can we change the landscape for women working in the digital economy?

>> MAYA PLENTZ: Excellencies, members of the news media, academics, private sector, representatives, it's a pleasure to be here again and speak about the gender mainstreaming issues. We have seen in the last year, all over the globe, businesses reckon with issues of accountability. So it is really great to see that so many in the tech sector are owning up their share of responsibility, and making our societies more inclusive.

But we are only getting started, because we as a collective of multilateral organizations, governments, and private sector actors must continue to shed light in the structures that prevent often unwittingly the advancement of women in positions of decision making in the technology sector.

These are systemic structural issues. It takes village as we like to say. It takes villages and cities all over the globe, through high-speed internet, not too far away in the future being right?

That's why we are here. It takes greater transparency on the modus operandi. What does it take? Posting the salaries online? We win federal agencies in the US, in Norway, in the UK for companies above 215 employees. And for venture capital, posting the amounts invested in each women and the amount invested in male start-ups. And the tech companies,

posting the hiring practices online, the candidates chosen to fill the position are for all to see and anonymized, of course.

From the big tech companies that have means to use artificial intelligence on their trove of in-house data to uncover and categorize the participation of women in their corporate structures in the US and in the different offices around the globe.

Hooking candidly, at the pay gap being one of today's pressing questions, the efforts towards creating an environment that welcomes women and people of color, and invests in their advancement is really the low hanging fruit for an organization, come to think of it.

>> TIM UNWIN: Is that okay to cut you off there to move on to the second question. You must have known I was facilitating this when the question came up the world population is aging. That must have been directed to me. How are policymakers addressing the changing demographic and making sure that we elders are included in the digital economy? That was the question.

>> MAYA PLENTZ: Yes, that was the question. We ought to share the data on women's participation in the digital economy widely, monitoring, and compare, right? Only the way -- only this way we can advance. This is one of the multilateral organizations like the ITU, UNESCO, to share knowledges and best practices and shape policy. And it's only now that the conversation is being brought to the foreground, right?

So sadly, it's thanks to excellent investigative journalism from "Vanity Fair" and the New Yorker of women's participating in -- in the participation in digital economy.

So there is much to do and it's a multifaceted issue and I would like to point out two works that have been crucial for moving the public discourse forward in the US, is the work of Kate Main a philosophy professor at Cornell University on the issues of systemic misogyny and the subtle way that women are not able to participate in international and Mary Bird on this very important work on women in power, again, with women in public life.

And then bring me back to the aging question, right? We all know the US, Europe, you know, the population is aging. So to prevent people who are 50-year-old or over to participate in the digital economy, it's really a shame for many reasons, because they can contribute as we know, the evidence shows that older people above the age of 50 are often much more imaginative. So we should really work on making sure that public funds and venture capital supports the new entrepreneur, the elderpreneur we like to say.

>> TIM UNWIN: I'm so glad that you think I'm just over 50. Let's rapidly move on to next series of questions and I would like to approach, Salar Shahna who is president of the world VR forum. What do you think the differences between VR and other digital technologies to reduce gender digital inequality.

>> SALAR SHAHNA: Good morning. I'm here to talk about gender mainstreaming. I was raised by my father. I was aware of the cliches. He was the one cooking for me and taking me to school. I think it's a grand chance to talk here today.

The virtual reality is a disruptive technology. It's a game changer. It breaks all the rules. It's a total new medium and allows new rules. We have a chance to build from the foundation, the healthy media.

Then the great thing about VR is that it's not an end in itself, it's a way to express and to represent our world, and it touches so many different fields that we can really raise the interest of young ladies because it can talk the creative world, health, tourism, education, it's so wide that it really offers a chance to many, many young girls and women to jump into the industry.

Thanks to the WSIS, we have had the chance, actually to expand our mission, and to the response was amazing. We are in a K lab, a young coding place for people in Kigali. You had young girls who said I want to code. I want to code for VR. This is exciting for me. This is new. There's no leader. Everything is open. They felt inspired.

Myself, I had the chance to jump from movies to VR, under women leaders. We have Emmy Jolie who was one of the greatest women and persons in the field, Cecilia Charboneau, who are real inspirations for everyone.

>> TIM UNWIN: Thank you very much. But there are always challenges. What do you think the two main challenges are in involving women in the design and the development of VR, particularly VR? I'm interested in, what makes it different from maybe other technologies or perhaps it doesn't.

>> SALAR SHAHNA: So one of the interesting challenges would be to create more content, which would enable people to understand the inequality that exists, because VR gives that chance to embody someone else. So there's been a few experiences where you can actually become a woman who is in a difficult position. I think for us men to see what it means to be discriminated from VR, that's one of the greatest challenges to overcome. It's a way for empathy and change. I think these are the first challenges. The second challenge is really education, as I mentioned before, is to show the path, to show the possibilities that exists, because until

you don't know, you cannot do.

So we really have to highlight all of these possibilities, and there are many, many initiatives like women in VR that exist, which is great but I hope we can overcome the women tag and show them not because they are women, but because they are great and doing amazing things and being able to remove the tag women. It's the best people that exist and I think then we will have definitely won our game.

>> TIM UNWIN: I'm sure we could carry on that conversation. I would like to thank the panelists for being brilliant with their timing.

If we have questions, bring them up to the ushers here. And for the people would be online, I'm not sure if there are people online, I should have welcomed you at the beginning but you are very welcome. And if you have questions, please raise them, because it would be nice to bring them up at the end.

So penultimately, we have Joyce Dogniez, who is with ISOC, and also I have a surprise at the end but I will keep her on her toes, chair of EQUALS, which is this amazing initiative designed to achieve gender equality in a digital age. Why don't we have all the speakers up here doing the EQUALS sign at the end. Should we do that? I don't think your microphone is on. Let's then approach your first question.

Maybe you could share with everyone who may not know what EQUALS is, but what do you believe it's doing to close the gender digital divide? And trying to achieve that target and doing it in different ways because we failed so far. We really have to do things differently.

>> JOYCE DOGNIEZ: Thank you very much Mr. Chairman. I'm very pleased to be here and wear the EQUALS chair hat today. Let me tell you more about EQUALS first. The EQUALS global partnership for gender equality in the digital age was created in 2016. It's a global movement and multi-stakeholder partnership that is bringing together international organizations of private sector companies, governments, civil society organizations, regulatory agencies and academic institutions, with a common goal to bridge the gender digital divide gap.

The network ensures that women and girls are giving access, are equipped with schools and offer the schools to develop leadership potential to work and succeed in the ICT sector.

As you follow the news, as I'm sure you all do, and track development projects across the globe, you will see that never before there really has been such a focus on closing on the gender digital divide and commitment to gender equality. We are seizing the moment to implement some of the ideas

across a wide variety of stakeholders and to coordinate multiple efforts towards closing the gender digital divide.

So today, we have more than 90 partners from every region. World, and we have response -- that have responded to the EQUALS call to action. We have set out a collaborative and coordinated framework for stakeholders to make specific but measurable pledges across three focus areas. So three coalitions, the access coalition, and leadership collision and we have a research group, and skills coalition that is contributing to evidence-based findings to adjust the multiple facets of the gender divide in technology.

The EQUALS global partnership creates a platform representing organizations across multiple sectors and develop that leadership potential.

So we have as I mentioned over 90 partners from every region of the world, combining resources, expertise, and also ideas to help bridge the gender divide and to pursue several novel and impactful initiatives.

One example with my Internet Society hat on for one second, we are working on -- with the APC, with the Association for Progressive Communications, to increase the women involvement in community networks and enhance policy to allow community networks to access other spectrum, which ensures more wide spread access for women in local communities.

So the partnership really leverages the access.

>> TIM UNWIN: EQUALS has published interesting reports. Would you like to describe some of the main learnings from those that we could share with others to address the gender divide?

>> JOYCE DOGNIEZ: Yes, thank you. One of the things about main learnings is take action. It was covered by some of the panelists but just talking about things is not enough, and you have to take action and accelerate the digital inclusion and advance the SDGs. More cooperation is needed and more action to -- to actually make the difference. Everybody really has a role to play across all the stakeholders. So a couple of examples I just wanted to highlight in terms of the work that the partnership has done to make it more real. The skills coalition has launched a digital skills front that is managed by the worldwide web foundation and is supported by the German federal ministry for economic cooperation and development. And the funds provides small grants for EQUALS partners to implement digital skills trainings and they also have recently launched a policy in digital divides through education.

On the leadership coalition, for example, we -- we are running a course now on business and leadership for women in

the technologies skills -- in the technology sector, which aims at really developing the leadership, knowledge and skills of women entrepreneurs and women working in technology sector, so that they can increase the competitiveness of their companies.

And then as you mentioned, the research group has recently published a report that highlights the implications of the different gaps across the different facets of digital technologies.

So I will do just one more call for action here is that as we all know, information is very often power. So share, share your best practices and share what you are doing with eco-system. We can only do that if we collaborate effectively.

>> TIM UNWIN: Thank you very much. Only one thing I took away from the research report led by UN UCS was that it's not one size fits all. We have to ensure that we address context.

Our final speaker Kenneth Herman, director of technology programming at the Aspire Artemis Foundation. From your perspective, how do we motivate young women and girls to not only consider technology as a career choice but become more aware of the wider opportunities available to them.

>> KENNETH HERMAN: Thank you very much, and we are most grateful for the invitation to speak on this important topic.

In addition to the structural and cultural impacts that we have heard here, we at the foundation have been working towards enhancing visibility. We believe that the lack of visible representation, the female representation in the STEM fields is making it difficult for women and girls to take on the sorts of roles that shape future technology. To quote a participant at a recent event, how can I be something that I do not see? These are the words of a participant at a foundation event at the international women's day at the UN headquarters. We will brought together the UN organizations and executives from private companies and the purpose of the event was to share lessons learned and have an opportunity to speak on the challenges that they face in the global and technology fields. They discussed topics under the umbrella of our theme, they equal, build smart and innovate for change.

The second component of our visibility activities involves the importance of encouraging women and girls to become involved with STEM. We believe that when they have role models, they have the opportunity to see someone like themselves working in a field they may not really have considered. That's the concept behind our journeys in STEAM. This looks at women from various regions and it helps the

young women see their own environment and highlight success stories of women and girls, women and girls get to see what they can be.

>> TIM UNWIN: And finally being finally, how do we ensure that they actually all do have the skills necessary to are that success?

>> KENNETH HERMAN: At the Foundation, our answer to that question and, in fact, both questions, is a three-pronged approach we call EMI, we believe that supplementary education, organized in-person mentorship and the role models like I mentioned coupled with internship experiences will offer a vision for young women to help to shape their own paths for a technology-centered future.

The -- in addition to introducing young women and girls to traditional topics that compromises the curriculum, the foundation recognizes the importance of integrating arts and education and culture into these programs and that -- that's our basis for the shift from STEM to STEAM. It's a way to guarantee creativity. Thanks to the efforts of many stakeholders, the technology skills, that introduce young women and girls to technology appears to be growing. The foundation's contribution to these activities is our plan for regional training centers and starting with a facility in the Caribbean region, working with existing partners, regional, public and private sector actor as and proven models. They envision the service of focus for the girls and women to learn from their peers and international experts and in addition to sharing lessons learned in order to innovation, it's also a platform for cultural exchange.

I just want to just add to the comment earlier about the importance of full range of skills development. It's not just the technical skills that we want to introduce these young women and girls to. But the full range of entrepreneurial skills and social development skills and media gills and financial management skills. It's a comprehensive view rather than focusing simply on the coding and the robotics and the science and the technology.

>> TIM UNWIN: Thank you. Brilliant. I think the danger if we do have questions we will overrun and in fairness to the next session, we should probably close it here.

I have been asked to remind everybody that the final summary of this session will be provided during concluding session on Wednesday, the 10th of April, from 4:30 to 6:00 in the afternoon. I'm sure you will all be there. Will you join me in thanking this amazing panel of speakers. It's been a joy to facilitate you.

>> MUSTAFA JABBAR: I would like to enforce what was spoken about with virtual reality and women. So I don't know if you

know, but in 1980, '89, it was a women Monica Fleishman, an artist from Germany to showcase the virtual reality application. It happened already, this leadership.

>> TIM UNWIN: I shouldn't have done that. What did I say to you all, having lessened, you will all go away and do one thing differently. While we do something differently at the end here, write it down and remember it.

Now, how do you remember a session some you got to do something. Write down WSIS in front of you. Do we have a WSIS there? Okay. You see it up at the top there. What does it really mean? Turn the W upside down. What does it become? Shout. M. Move the first S to the end, and what do you have? Miss. So WSIS is all about... women! And gender. Particularly young ones.

So thank you, everybody. Remember that. Can I invite Karla up to the desk as well. All the panelists come up here to go. You have been a leading light in EQUALS and you should have the respect that you deserve.

For those who don't know the EQUALS sign is this. The EQUALS like that. Karla, come on.

(Off microphone comments)