International decision-making in ICT - where are the women? What needs to be done?

Networks

- Need to help each other, support each other, grow a thicker skin
- Every generation is trying to bring more women in senior positions - do we have a projection - you need to know there are other women there in a network - so virtual world can bring people together - wider networks.
  - Intergenerational

Top leadership and champions

- SG of ITU - leading from the top
- Champions - pushing men to say who is most brilliant student etc. So not just a list of experts who are man
- Leadership group of men should not be all men
- SG of UN wanted 50% of women on shortlist - this is filtering down through the whole UN system

Involving men

- We need feminists (men and women) high up to make things happen
- Must have male colleagues standing up for women
- We need male feminists to advocate for women to do things

Organisational structure

- Looking at change within the organisation as well - changing the environment
- Addressing, elements of organisational culture is key
- Equiping women to survive the environments in which they have to work
- It is important that we look at where women are in the organisation
- Address bias in organisations - training does not always work - need other things as well

Inclusion is not the same as diversity

- Diversity is not enough, you need to be inclusive - so women feel comfortable

Ensuring women are in powerful positions

- Nominating women for chair positions
- Decision making role - you need to be decision maker at home in your delegation, and not just at conference
- Approaching heads of delegations and talking to them saying we want to see more women
- Need to climb the ladder through working groups
- Women in Iraq are decision makers - half of parliament are women - women have rights in Iraq

Training

- Training - when you meet these men who say they would not even think about hiring a women - you need leadership, empathy, breaking down bias on sub-conscious level - need lots of small interventions
- Bias - not just training
- Feedback on outputs for women - not just doing the training

Recognising it may not happen overnight

- it won't be overnight - we need to help each other gain the tools to survive the environment
- So how do we make it happen overnight?
- Momentum - we must make it happen

Incentivisations

- We need an incentivised programme above the dashboard
- Paying PhD candidates to attend

Role of recruitment

- Recruiters being made responsible - charter code of practice and gender

Awareness and communication

- Confronting people with their behaviour
- Data
  - ITU gender dashborad
  - We need to have data so we can have advocacy
- Understanding resistance
- Experts are often seen as being men - so now we have created website for expert women - so men can't say they don't know expert women
- Overall culture
  - Need to start in the schools and families
  - Boys definitely need educating - they need to be told what is right and wrong
- Qualitative aspects - not just 50%, but type of woman - but should be applied to men and women alike

Changing norms

- Address some of the underlying assumptions - revisit some of our assmptions