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

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 men
- 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

We need data so we can have advocacy
- We need an incentivised programme above the dashboard
  - Paying PhD candidates to attend

Approaching heads of delegations and talking to them saying we want to see more women
- Nominating women for chair positions
- Need to climb the ladder through working groups
- Women in Iraq are decision makers - half of parliament are women - women have rights in Iraq

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

Looking at change within the organisation as well - changing the environment
- Addressing, elements of organisational culture is key
  - Equipping 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

Incentivisations

- Role of recruitment
  - Recruiters being made responsible - charter code of practice and gender
  - Paying PhD candidates to attend

Organisational structure

- Inclusion is not the same as diversity
  - Diversity is not enough, you need to be inclusive - so women feel comfortable
  - Nominating women for chair positions

- Ensuring women are in powerful 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

Training

- Bias - not just training
  - Feedback on outputs for women - not just doing the training

So how do we make it happen overnight?
- We need an incentivised programme above the dashboard
- We need to help each other gain the tools to survive the environment

It won’t be overnight - we need to help each other gain the tools to survive the environment

Confronting people with their behaviour
- 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

Overall culture

- Boys definitely need educating - they need to be told what is right and wrong

Role of recruitment

- Recruiters being made responsible - charter code of practice and gender
- Paying PhD candidates to attend

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

Addressing, elements of organisational culture is key
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Awareness and communication

- We need to have data so we can have advocacy
- Need to start in the schools and families
  - Boys definitely need educating - they need to be told what is right and wrong

INTRODUCING Dawn to Day. A digital exhibition in collaboration with the United Nations University

Momentum - we must make it happen

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