LEADERSHIP COALITION
2018 UPDATE

EQUALS – LEADERSHIP COALITION 2018 UPDATE

Presented at the EQUALS annual partners' principals meeting, 22 September 2018

Coalition Introduction:

- The EQUALS Leadership Coalition aims to address the barriers that prevent women from rising to the top of their chosen technology field.

- Coalition members from leading private and public sector organizations will strive to empower women as ICT leaders, creators, and entrepreneurs through a range of actions that leverage their global presence and build on their own success stories.

- Building on the momentum of last year's principals and partners' plenary meeting, the Coalition re-defined the work plan of activities to include 5 main areas of focus to which partners can contribute:
    o Mobilization and building a professional network of women
    o Capacity-building
    o Advocacy
    o Investment and Funding
    o Policy recommendations

Achievements 2017-2018:

For 2017-2018, we have chosen to focus on the advocacy, investment and funding, and capacity-building pillars of our work plan.

- **Advocacy/Investment and Funding events completed:**

    o Our partners have been committed to sharing the work of EQUALS and the Leadership Coalition at various fora and have held discussions and roundtable events on relevant topics.

    o For example, the Coalition hosted the following events:

        ▪ An ITU roundtable event on the theme of backlash to gender equality in the tech sector at Microsoft
        ▪ A policy discussion on gender equality in the tech sector with UN Women
        ▪ ISOC's Shine the Light Campaign event during International Women's Day in March 2018
        ▪ The Leadership Coalition also contributed inputs to the Institute of Electrical and Electronics Engineers (IEEE) gender digital divide working group annual meeting. IEEE has also recently released a document on "25 Ways to be a More Inclusive Engineer"
        ▪ AccelerateHer, along with other EQUALS partners, has started to create a Male Champions of Change Group that will engage 30 CEOs/senior leaders in tech to support women in the sector
        ▪ She Loves Tech hosted ten rounds of a start-up competition followed by a conference in September to support entrepreneurs, including women and girls in the tech sector
        ▪ The World Wide Web Foundation hosted its 2nd Annual Summit on Women and Girls in the Tech Sector in September 2018

- UC Berkeley Women in Tech Initiative and ITU have also recently teamed up to create a side event at the PRI annual meeting in San Francisco to engage investors on their role in gender equality as drivers of venture capital and corporate behaviour in tech.

- **Capacity-Building work:**

  - The Leadership Coalition is creating a course on "Business and Leadership for Women in the Technology Sector"
    - The purpose of the course is to build the business and leadership skills of women and girls in the tech sector and also address the equity of supply chain opportunities with major corporations in the tech sector.
    - Structure of Course: Participants will have access to a series of 10 webinars for this course on various topics related to "Business and Leadership for Women and Girls in Technology". Each session will require successful completion of a key activity (quiz, written assignment, application to their own business). Webinars will be recorded for access at a later time. Those who complete all 10 webinars will receive a course certificate from the EQUALS partners.
    - We have also been in contact with the National Minority Supplier Development Council (NMSDC) and the Women Business Enterprises National Council (WBENC)
    - The course framework has been created, and course topics include:
      - Women's Economic Empowerment and Entrepreneurship in a Digital World Turning an Idea into a Tech Business
      - Obtaining a Loan from a Commercial Bank
      - Creating Pitch Decks and Securing Impact Investment Maintaining finances
      - How to digitize your business and maximize user design/experience Marketing and Communications Strategies
      - Negotiating contracts Strategic Management Leadership
    - Organizations including Planet Mogul, She Loves Tech, ITC, and UN Women have volunteered to host and/or bring in an expert to deliver a session. Additional volunteers are welcome to host on the remaining topics and structure the sessions as they see fit.

2018-2019 Activities:

- For 2018-2019, we have chosen to focus on capacity-building, mobilizing a network of women, and advocacy.

- The Leadership Coalition will carry out the aforementioned capacity-building course. This will include securing hosts for the remaining course topics, advertising the course for women entrepreneurs and girls to participate, composing activities that accompany each session, and keeping track of results to present certificates to successful candidates.

- In conjunction with the course, we will be compiling the information of women who participate, as well as women entrepreneurs in EQUALS partner networks to create a database. This will help us tailor capacity-building and networking activities by gathering information on country, sub-sector within technology, and other relevant information.

- EQUALS Women in Tech Taskforce:
  - EQUALS is launching a new global platform for women leaders to advocate for the policies, practices and investments needed to achieve gender equality in the ICT sector. The EQUALS Women in TECH Taskforce will include entrepreneurs, academics, development specialists and scientists, who can generate media and galvanize public support.

- As a group and individually, members of the Taskforce will leverage their status and expertise to mobilize national policymakers, corporations and educational institutions in a movement to encourage girls and women to study, work and lead in tech and to create more enabling environments for them to do so. They will have a particular focus on leadership and increasing the number of women in decision-making roles in the ICT field.
- ITU and People-Centered Internet have been leading on the concept.

Commitments of partner organizations:

The Coalition is proud to share commitments of some of our partners for 2018-2019 that contribute to the Leadership Coalition work plan of activities.

- Connect 10,000 tech women entrepreneurs to digital skills and tools as well as new business opportunities by 2021
- Coordinate the activities of the EQUALS Leadership Coalition, including hosting monthly calls, collecting and reporting on projects, providing inputs for EQUALS publications and reports, and promoting EQUALS events through social media channels in support of the EQUALS partnership goal to bridge the gender digital divide by 2030.

People Centered Internet:

- Work with IEEE Standards Division, DQ Institute and World Economic Forum to create global certification for 2 skills that will provide onramps for girls and women to earn incomes.
- Develop the EQUALS Women in Tech Taskforce concept and promote it with IEEE and other local networks to engage with them to recruit 50 members and leaders for EQUALS Women in Tech taskforces in communities in Silicon Valley, Singapore and 1 other country in South East Asia.

AfChix:

- Organize Annual Afchix Techwomen Summits in order to: Provide an annual platform for African Women in Technology to learn from each other through the various summit sessions; provide opportunities for network and inspiration for African Women in Technology; strengthen the AfChix Network through increased visibility of AfChix's work and programs; and collaborate and network with EQUALS partners to grow a vibrant platform for African Women in Technology.
- Promote upscaling of women-owned tech companies and entrepreneurship among STEM women graduates from Africa through having 50% of role models video database belonging to women business owners and entrepreneurs rather than women from academia research or industry we should specify. Also conduct yearly statistics to evaluate the progression of the rate of women tech entrepreneurs in collaboration with interested EQUALS partners.

Cherie Blair Foundation:
- Enable women entrepreneurs to access the skills, confidence and networks they need to grow their businesses through our mobile app, HerVenture. The app will provide 13,000 women in Indonesia and Vietnam by 2020 with essential business training and support.
- Empower 1,000 women in Nigeria through 2018-19 through our blended learning programme, Road to Growth, to build their financial literacy and business management skills.

Planet Mogul:

- Provide entrepreneurship and innovation mentoring to 100 girls in the next 12 months (with our partnership with WBENC)
- Organize training for 1000 girls in the next 6 months (with our partnership with WBENC) - we just had a training session June 18, 2018 in Detroit, Michigan for 80 students

UC Berkeley Women in Tech Initiative:

- Organize at least one public symposium on women in tech that will reach at least 150 in-person participants, including up to 5 awards to recognize women's leadership in the tech sector or tech applications/programs. Goal: provide inspiring examples of women's leadership and share research related to women's professional development and career paths.
- Hold at least 2 roundtable meetings for at least 40 executive leaders in industry, public sector, and academia, regarding women in technology in professional settings. Goal: 1. Advocate for a common set of industry metrics to ensure standardized, comparable measurements and benchmarks for women in tech; 2. Develop and evaluate programs to encourage women to be bold by taking initiative and holding institutions accountable. Deliver industry recommendations on best practices.

Nokia:

- Nokia has also committed to take a holistic view of female pipeline investments, including commitment to girls in STEM.
- Nokia has committed to take action to increase the proportion of women in leadership roles (baseline 2016) by 25% by 2020, and to increase the share of women in the total employee population, within the same timeframe.