

Creating Inclusive Spaces for Women in Tech and Media

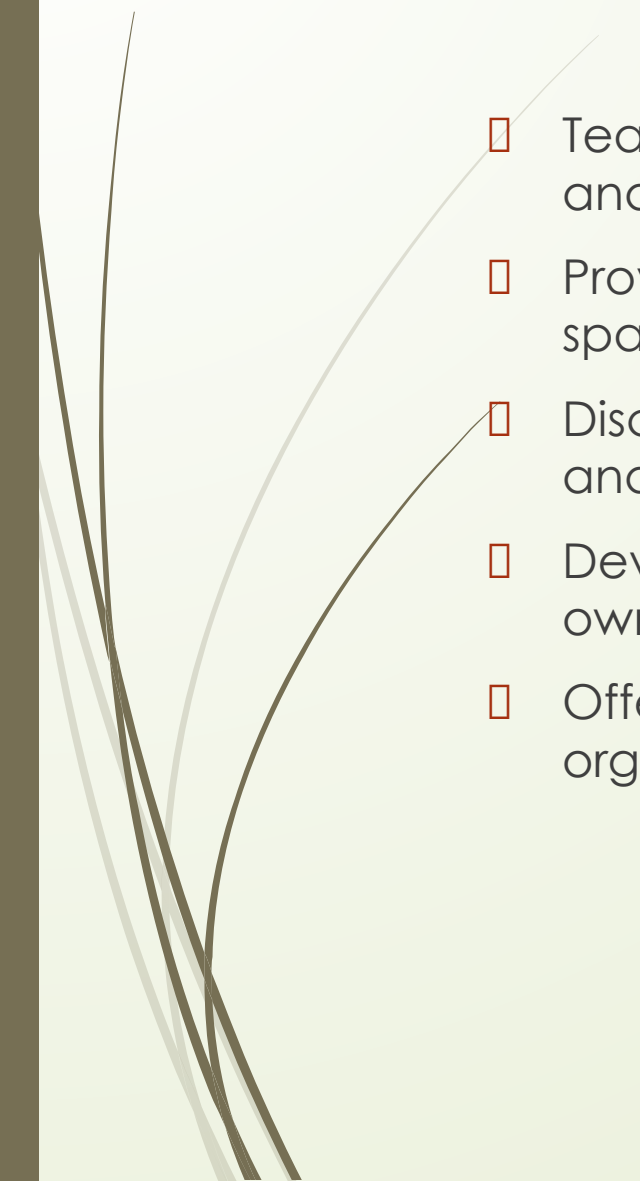
June – July 2023 via Zoom

#ASKnet





Objectives

- ❑ Teach #ASKnet community new skills which help enable women empowerment and support to build networks in their communities.
 - ❑ Provide participants with concrete strategies and tools for creating inclusive spaces for women
 - ❑ Discuss best practices for maintaining women's participation in media activities and workshops
 - ❑ Develop practical skills and tools for implementing these best practices in their own organizations and work
 - ❑ Offer strategies for addressing the challenges faced by the women and organizations themselves
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Facilitators:




Kudzai <https://www.linkedin.com/in/kudzaimmubaiwa/>

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Community Introductions + Ways of Working

- Favorite Fruit!
 - Your Name, Your Institution, Your Country
 - 3D – Disturbance, Discouragement, Dullness
- 



Sessions



- Thursday 22 June 8am GMT+2 : Introduction and Theory
- Friday 23 June 9am GMT+2: Case Study and AMA + Exercise Draft
- XXXXXX ? – Team Offline Exercise
- XXXXXX ? – Community of Practice



What?

- ▣ **In chat:** What comes to mind first when you think about this topic and your work?



Why?

- Why does women inclusion in tech and media spaces matters? (one word, phrase) <https://www.menti.com/alr4t4znhcj5>
- How women inclusive are your programs?
<https://app.sli.do/event/sUFg59gq7AuPvCdsu7FhW3>

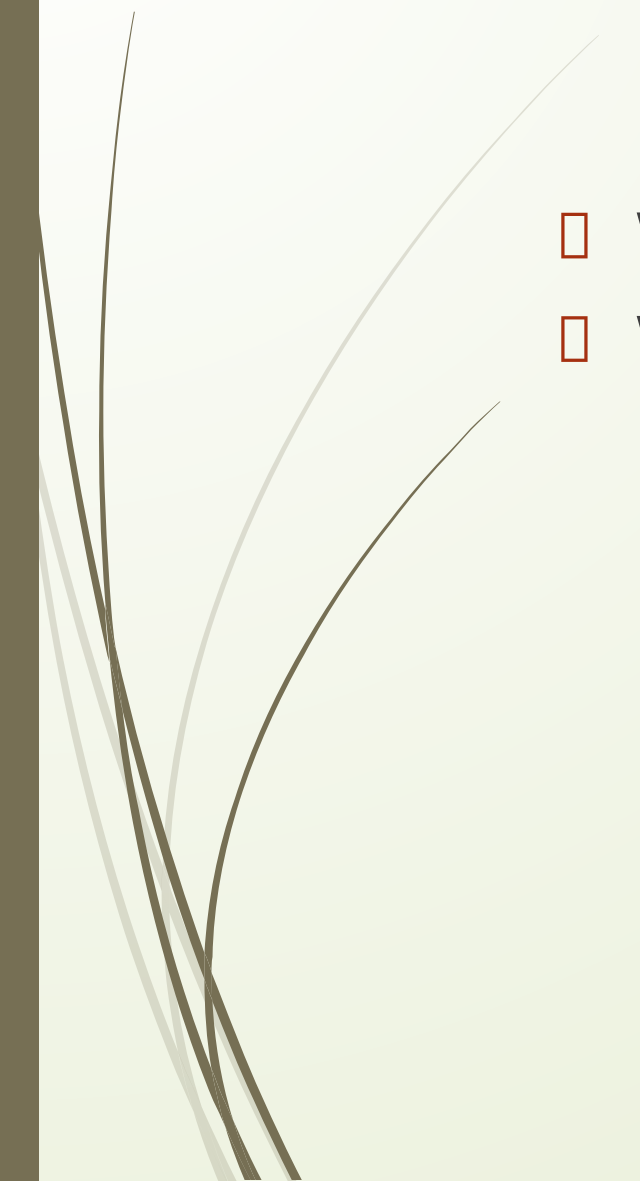
Pulse Check:

<https://ideaboardz.com/for/ASKnet%20Inclusive%20Spaces%20for%20Women%20in%20Tech%20and%20Media/4976181>

- What are your wins?
- What are your struggles?



How?

- What can/should we be doing?
 - What resources/tools do we need?
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Bio Break

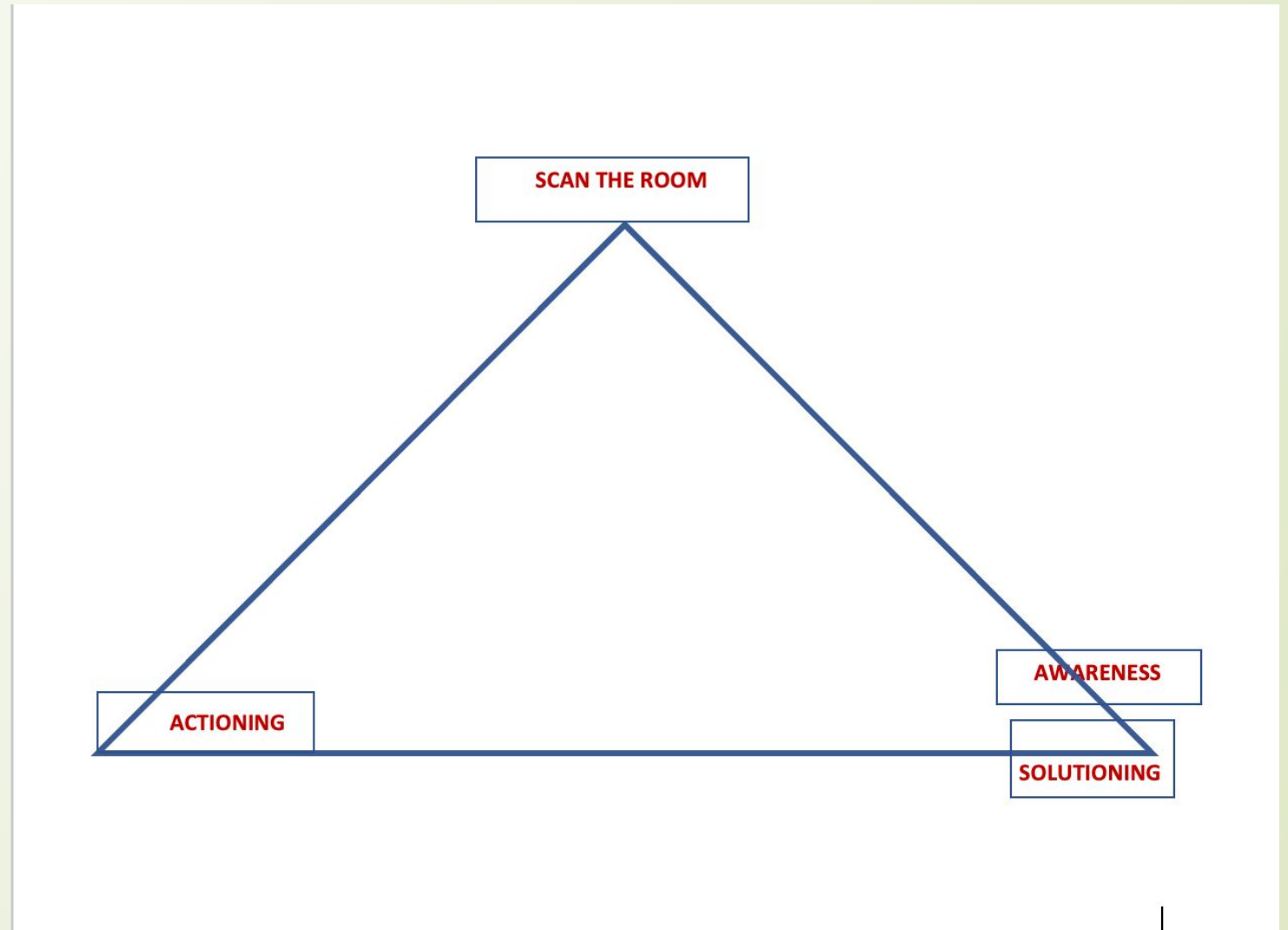
- ☐ Stretch
- ☐ Get water/coffee/tea
- ☐ Bathroom break



Inequality Triangle

(Attribution- Matshepo Msibi)

- Scan
- Awareness
- Solutioning
- Actioning





Inequality Triangle

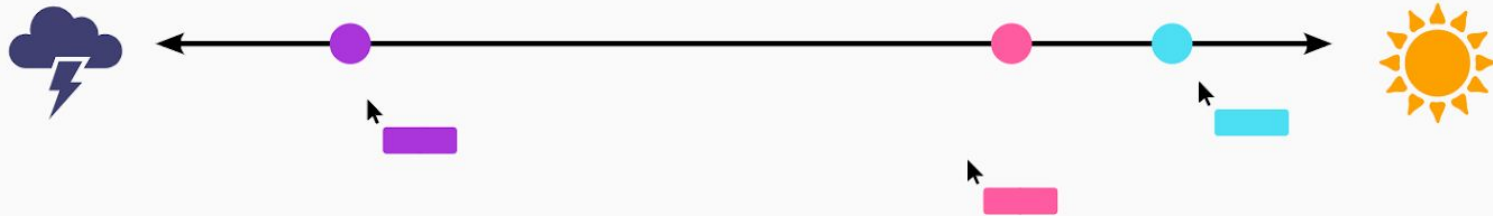
- ❑ 1. Scan the the room/ to ensure representativeness. Look around to check if we are all here (this creates self-awareness).
- ❑ 2a. Create corporate awareness (the fact that you know that not everyone is represented does not mean that the next person is aware). You do this by asking the next person if we are all represented
- ❑ 2b. Come up with solutions to address gender inequality
- ❑ 3. Actioning- actually putting the solutions into actions.
- ❑ “Finding a hundred solutions and implementing none is an exercise in futility” (Warren Buffett)
- ❑ Reference: <https://www.youtube.com/watch?v=yqF5C0xU-f4>

Feedback Session – Which are you?



23 June - Recap Session / Pulse Check

How do you feel today?



Case Study – Owilla Abiro Mercy



<https://www.linkedin.com/in/owilla-abiro-mercy-bb5529120/?originalSubdomain=ug>



Ask Me Anything





Activity / Exercise (Offline)

In class, in 6 minutes, on paper

- Before we started I did not know.....(1 minute)
- Now I have learnt..... (1 minute)
- Complete the Inequality Triangle [S.A.M.A] (4 minutes)
- Take picture and submit in WhatsApp/Telegram

Offline, with team, discuss, type, email or submit for discussion at next meeting which will be on.....(lets decide now)



Community of Practice

What is a Community of Practice?

A group of people with
a common interest

A group of people
with a common goal
of improving

A group of people who
share experiences



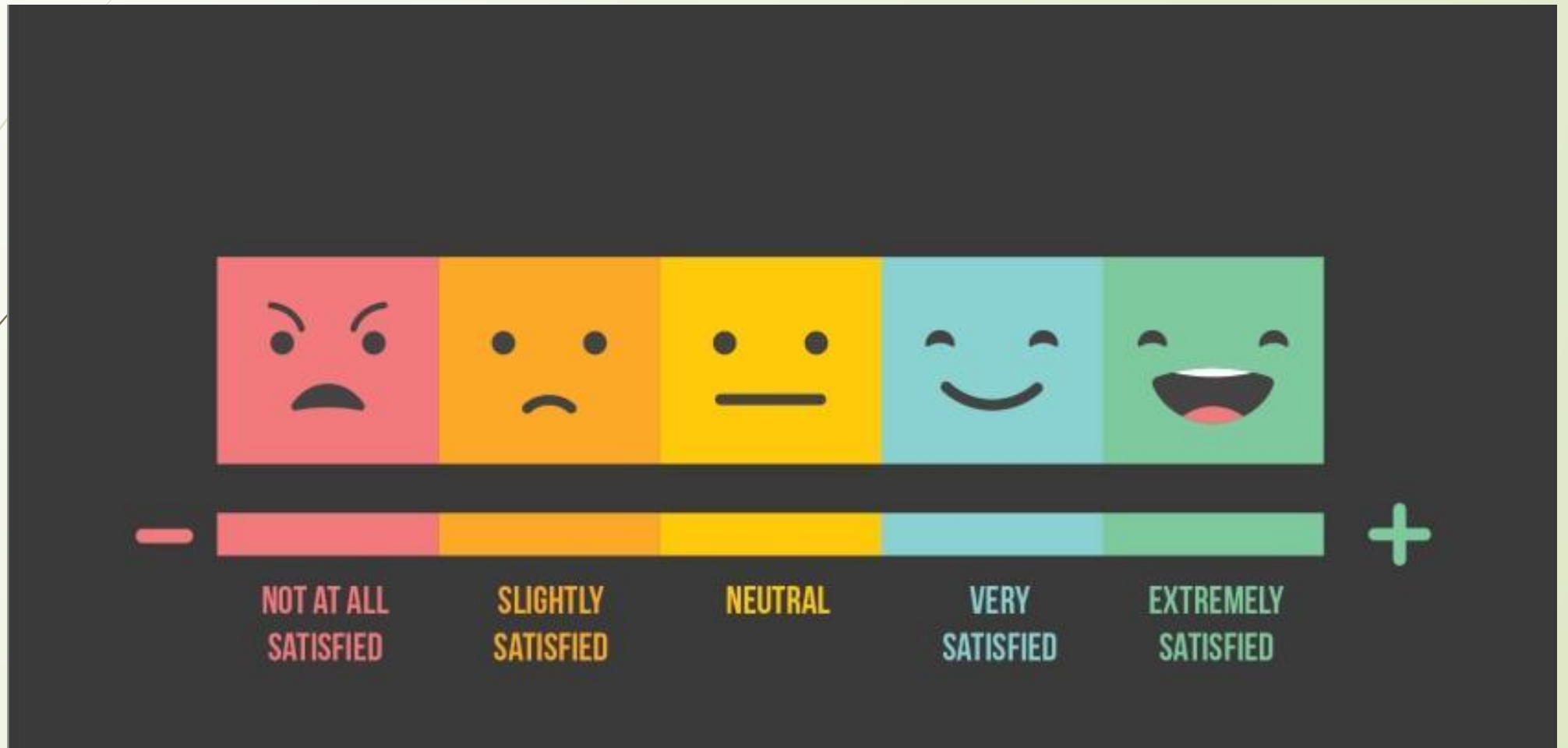
Domain • Community • Practice

Tool Box Elements

- Individual/Institutional Brainstorming from lived experiences
- Community Sharing – Case Studies and Scenarios
- Collecting and collating experiences
- Expert Guidance/Intervention
- ToolBox Development + Additional Resources



Outro



A close-up photograph of a person's hand holding a bright yellow sticky note. The note has the words "thank you" written in a dark, cursive script. The word "you" is underlined with two horizontal lines. The background is a soft-focus blue and purple, suggesting an indoor setting. On the far left, there is a vertical white bar with a brown arrow pointing right and some faint, abstract line art.

thank
you