IWD 2023
SCHOOLS KIT

UN WOMEN
AUSTRALIA

www.unwomen.org.au

WELCOME

A MESSAGE FROM UN WOMEN AUSTRALIA'S CHIEF EXECUTIVE OFFICER – SIMONE CLARKE

We are inspired by the many young students who reach out to us throughout the year, students who are passionate about making a positive difference and picking up the pace of change towards a gender equal world.

This International Women's Day, we're celebrating under the theme *Cracking the Code: Innovation for a Gender Equal Future*. We know that girls everywhere are a fundamental source of change, and technology is a crucial tool to support their work, activism and leadership.

But we also know that the digital gender gap can have devastating impacts for young women and girls. Without equal access to the Internet and new technologies, girls can miss out on essential opportunities that shape their futures.

Thank you for joining us for IWD 2023, as we call for improved access to opportunities, pathways and investment for women and girls to innovate and transform our future for the better.

We hope that the stories and activities in this kit will inspire you to continue speaking up again systematic barriers and long-standing stereotypes that keep young women and girls offline and from building careers in STEM.

Thank you for getting involved, we sincerely value your support.

Good luck and enjoy!

Simone Clarke

ABOUT UN WOMEN

UN Women Australia exists to raise funds for and awareness of UN Women's work to end violence against women, promote economic empowerment, advance women in leadership, and ensure women's participation in peace processes to accelerate gender equality worldwide.

UN Women is the United Nations agency for women's empowerment and gender equality, delivering programs and transforming policy to enable a brighter future for women and girls in more than 100 countries worldwide. Created in 2010, UN Women brought together various UN agencies working on gender quality and the empowerment of women. These international agreements below guide the work of UN Women.

1979 — CONVENTION ON THE ELIMINATION OF ALL FORMS OF DISCRIMINATION AGAINST WOMEN (CEDAW)

CEDAW sets out the rights for women in civil, political, economic, social, and cultural fields across 16 articles and provides a definition of discrimination against women. The 'women's bill of rights' is a cornerstone of all UN Women programs. 189 countries have committed to take: *all appropriate measures, including legislation, to ensure the full development and advancement of women, for the purpose of guaranteeing them the exercise and enjoyment of human rights and fundamental freedoms on a basis of equality with men.*

1995 — BEIJING DECLARATION AND PLATFORM FOR ACTION (PFA)

Developed at the 4th world conference on women in Beijing, China, it sets out how to remove the systemic barriers that hold women back from equal participation in life across 12 critical areas of concern including poverty, health, armed conflict, power and decision-making, violence, and the girl child. Adopted by 189 governments, member states review and report on their progress every 5 years.

2000 — WOMEN, PEACE AND SECURITY (WPS)

The UN Security Council resolution 1325 recognised the need to implement different gender perspectives in conflict prevention and resolution, in particular increasing women's participation in peace negotiations and humanitarian planning. There have been seven subsequent resolutions adopted by the UN Security Council and together, the 10 resolutions represent a critical framework for improving the situation of women in conflict-affected countries. Based on four pillars of prevention, participation, protection, and peacebuilding and recovery.

ABOUT IWD

International Women's Day (IWD) occurs annually on March 8 to celebrate the wonderful achievements of women. 1911 marked the very first IWD as 30,000 women protested across Europe to fight for equal working rights. Australia's first IWD was held in 1928 and nowadays, it provides an opportunity to shine a light on the progress still to be made in achieving full gender equality.

THEME:
CRACKING THE CODE

In 2023, we're celebrating International Women's Day under the theme, **Cracking the Code: Innovation for a Gender Equal Future.** This theme highlights the role that bold, transformative ideas, inclusive technologies, and accessible education can play in combatting discrimination and the marginalisation of women globally.

Innovation is a driver of change and by embracing new technologies and championing the unique skills and knowledge of women and girls in science, technology, engineering and mathematics (STEM), we can accelerate our progress towards a gender equal future.

While innovation has the power to change lives, we know that there are still many barriers to equality. Access to inclusive digital technologies and education is critical. We must innovate to close the digital divide that keeps so many women offline and away from new opportunities.

Globally, there are around 250 million fewer women online than men.[1]

Innovations from a team that include at least one woman are proven to be more economically valuable and have higher impact than those with only men involved.[3]

There are approximately 327 million fewer women than men that have a smartphone and can access mobile internet.[2]

When Computer Science degrees were first offered in the late 1960s, the gender mix was about equal. Now, women only make up 21% of tertiary graduates with a STEM-related degree in Australia.[4]

By ensuring equal access to education for women and girls and creating clear pathways and inclusive workplaces for women in STEM, we can leverage the transformative power of inclusive innovation, so critical to cracking the code to gender equality.

Women in Action

SOK SOPHEAP

Climate change has significant impacts on access to fresh water for many living in rural communities. The consequences of the increased frequency in floods and droughts are far reaching, particularly for vulnerable groups, including women who are responsible for water management at the household level. All over the developing world, women and girls bear the burden of fetching water for their families and spend significant amounts of time daily hauling water from distant sources.

Sok Sopheap is one of the many women affected.

Every morning at 10 a.m., Sok Sopheap sets off to run errands and pick up her two grandchildren from school in Tropang Thom village, southern Cambodia. Sopheap is in her 50's – a stage in life when women might choose to slow down – but like many local women, she is bearing an increasingly heavy burden as a result of climate change. Like other villages in Takeo province, Tropang Thom has been struggling with a water crisis. During some months, taps and waterways run dry, paddy fields whither and villagers must walk 15 to 20 kilometres to collect water; while at other times, the sudden onslaught of rain floods villages and washes crops away.

While young men migrate to the urban centres in search of jobs, women and children are often left behind in the villages. Younger women spend the week working late hours in textile mills nearby, while older women tend the fields, take care of children, and bear most of the domestic responsibilities. On weekends, the younger women take their turn doing the farming.

Multiple generations of women are trapped by climate change in this way, caught in a vicious cycle of working inordinately for decreasing returns, with few able to break free.

Then, a couple of years ago, Sopheap had the foresight to invest in a biogas* pipeline fitted to her home with the support of a local enterprise. She was the first woman in the village to do so and is now one of a handful using biogas, run on organic manure sourced straight from her cowshed.

Nearly 85% of rural Cambodia relies on firewood and as prices kept rising, for Sopheap, breaking this habit was transformative. Not only has she saved money in the long run by switching to biogas, but cooking and heating water now goes much faster, and she no longer has to collect or buy, chop and clean firewood. This simple, clean and cost-saving renewable energy has eased her workload and set a positive example she is quick to share with others.

*Biogas is a renewable fuel produced by the breakdown of organic matter such as food scraps and animal waste. It can be used in a variety of ways including as vehicle fuel and for heating and electricity generation.
(Source: National Grid)

Source: UN Environment and UN Women/ Prashanthi Subramaniam

ALBANIAN TEENS DECLARE WAR ON VIOLENCE AGAINST WOMEN USING TECHNOLOGY

Jonada Shukarasi and her two best friends are using technology and innovation to combat violence against women in Albania. Calling themselves Team D3c0ders, Jonada, Arla Hoxha and Dea Rrozhani has developed an app called GjejZâ (Find your Voice) that provides comprehensive information to women experiencing abusive behaviour.

In 2019, Team D3c0ders were among 10 finalists from around the world who were chosen to attend the Technovation Challenge for Girls in Silicon Valley, in which they won the grand prize – a scholarship and funding to build the app.

The three girls have been learning code for several years, but Jonada admits that before she started programming, she had little interest in tech.

"I think that technology, although it is not my main field of interest, it's an innovative way to solve a problem," she says with a smile. "I did not expect to love the competition so much. I did not expect that it would broaden my perspective on so many things."

Although she does not see herself as an aspiring technologist, it's her passion for human rights and gender equality that helped spark the idea for this award-winning app.

"I am very, very passionate about human rights in general and especially gender equality," Jonada explains. "We picked this sensitive topic because violence against women is a huge issue in Albania, and it also affects us as teenage girls because we see the early stages of this even among our friends. Albania is a country with a lot of issues, but when it comes to gender equality, it is a very patriarchal society, and it has been this way for many

generations... our parents grew up thinking that men are superior to women. It is hard to change it because our parents have raised us this way."

Jonada also noticed that in Albania, several resources are offered to women experiencing domestic abuse and gender-based violence; however, this information is scattered and often unreliable and outdated. She thinks this is why Albanian women aren't using all the resources available to them.

Team D3c0ders believes their app can change this by providing an all-in-one resource about everything a woman needs to know if she is in an abusive situation. The app provides all-encompassing support to survivors of domestic violence, from breathing exercises to emergency hotlines, contact information for psychological help, empowerment programs and information on local jobs and workshops to assist women in becoming more financially independent.

SAMAIRA MEHTA,
CHAMPION FOR GIRLS IN TECHNOLOGY

At just 11 years old, Samaira Mehta was founder and CEO of Coderbunnyz and Codermindz, two board games that introduce kids to the concepts of computer programming and artificial intelligence. She also created the "Yes, One Billion Kids Can Code" initiative, which aims to help one billion children across the world gain access to STEM and coding tools by 2030.

"When I learned how unequal the STEM and artificial intelligence workforces are, I thought it was unfair and wanted to bring more girls into tech.

I started hosting workshops just for girls. I've realised now that not every girl will grow up to be a professional computer programmer, but coding and tech skills help them become better thinkers, leaders, creators and dreamers.

One of the biggest things that people can do to encourage women and girls in tech is to make them feel welcome in this field and make it more inclusive for girls. Just the simple things make a difference, like when you advertise a STEM or Robotics Club, show pictures of girls too.

I believe we really can create a more equitable tech world, even with the ongoing COVID-19 outbreak. It all starts by introducing girls to STEM and computer sciences from an early age. But once girls get started in these fields, we need you to help and support them, remind them that this is not only a boy's field. Continue to build awareness and fight to remove the obstacles.

We need women now more than ever. This isn't a suggestion; it is something that is urgently required.

Why—in three words: creativity, compassion, and collaboration.

With all the technologies in the making, especially to help out with COVID-19, we can't have just one mindset and just one point of view at the table. We need the voices of women as well.

Women can be bold and decisive but at the same time kind and empathetic, and that's exactly what we need. This way we can work together to find a solution to even the hardest of times. The best only comes when all ideas are put together.

I personally believe that computer science and artificial intelligence will play a huge role during this time. The more we know about this virus, the faster we can cure it.

Plus, with all the working-from-home and distance learning, the requirements for the online infrastructure will increase, and to support this, we will need more computer scientists."

GOOD DATA AND RESEARCH DRIVES INNOVATION ON GENDER EQUALITY

Innovation must be informed by evidence. This includes advancing gender equality.

The Australian Government's international policy engagement and investments are strengthening capacities to collect, analyse and make accessible statistics on gender equality and women's and girls' human rights.

Gender data provides meaningful insights into the lives of women, men, girls and boys, and persons of diverse gender identities, as well as actionable information for policy to address inequities and inequalities. Improvements in gender data support progress in areas such as women's health and wellbeing, women's workforce participation and ending sexual and gender-based violence.

Australia funds UN Women's global flagship program on better gender statistics, Making Every Woman and Girl Count (Women Count). Working with partner governments, international agencies and other actors, Women Count assists governments to collect, analyse and use good gender data, including to monitor progress on the Sustainable Development Goals. The program conducted rapid gender assessment surveys to determine the impacts of COVID-19 on women and girls. UN Women's timely data response shed light on the 'shadow pandemic' of gender-based violence. One in two women reported having experienced violence or knowing a woman who has, since the onset of

the pandemic. In 2022, Samoa, Solomon Islands and Tonga were supported to implement a questionnaire on gender and the environment to help countries develop gender-responsive disaster risk reduction plans.

To meet the increasing need and demand for data, Australia funded UN Women to implement Building Back Better: Promoting a gender data-driven response to the COVID-19 pandemic in the Pacific and South East Asia ($3.5 million, 2021-22). This initiative supported countries in the Pacific and Southeast Asia in their efforts to address the impacts of the pandemic, and to ensure their responses were data-driven and improved the lives of women and girls. With Australia's support and participation, national data dialogues were held in Samoa, Solomon Islands, Tonga, Indonesia, Kiribati, Philippines, and Pakistan last year. The dialogues were opportunities to share the research findings and discuss the gender consequences of COVID-19. Representatives from foreign governments discussed national priorities, future data collection plans, knowledge gaps and policy priorities.

Australian Government

Department of Foreign Affairs and Trade

MEET OUR SPEAKERS

We have an incredible line of up speakers #CrackingTheCode for gender equality at our 2023 IWD events taking place on Friday 3 March. Check out the full line up here.

Access to the livestream of our events is free for secondary schools. Email tickets@unwomen.org.au for more details.

TARANA J. BURKE

> *The 'me too.' Movement started in the deepest, darkest place in my soul."* [5]

For more than 25 years, activist, advocate, and author **Tarana J. Burke** has worked at the intersection of sexual violence and racial justice.
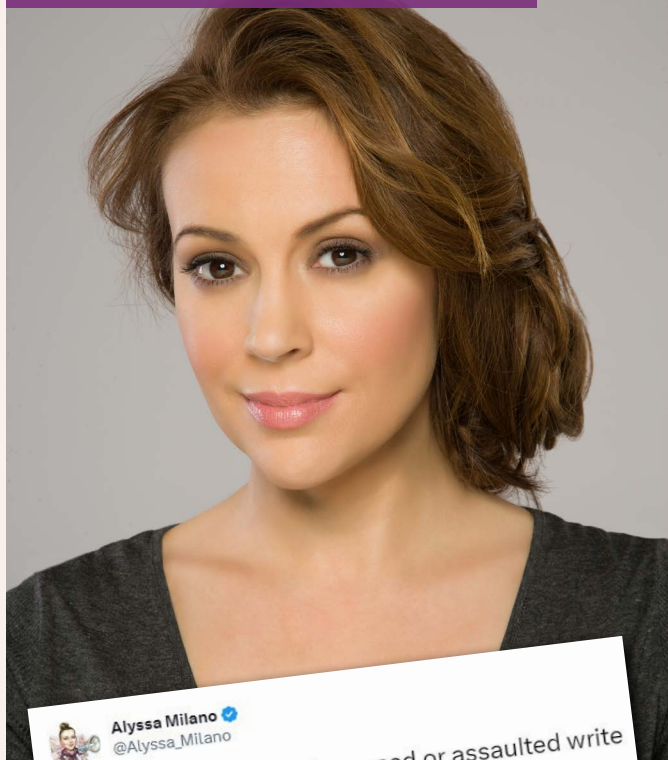
Fueled by commitments to interrupt sexual violence and other systemic inequalities disproportionately impacting marginalised people, particularly Black women and girls, Tarana has created and led various campaigns focused on increasing access to resources and support for impacted communities, including the *'me too.' movement*, which has galvanised millions of survivors and allies around the world.

Tarana uses her platform to share the message that healing is possible, survivors are leaders,

and ending sexual violence has to be a social justice priority, which has touched and inspired millions of survivors who previously lived with the pain, shame, and trauma of their experience in isolation. In 2018, Tarana founded *me too. International,* a global non-profit organisation that serves as a container for the vision and framework for the *'me too.' movement*.

Tarana's steadfast commitment is what led her to receive numerous accolades including 2017 TIME Person of the Year, 2018 TIME 100 Most Influential People and the 2019 Sydney Peace Prize.

ALYSSA MILANO

Alyssa Milano ✓
@Alyssa_Milano

If you've been sexually harassed or assaulted write 'me too' as a reply to this tweet.

In 2017, the world was captivated by the *'me too.' movement* when fearless activist, Hollywood actor and producer, **Alyssa Milano** called for survivors of sexual harassment and assault to reply to her tweet with #MeToo[6].

Within 24 hours, over 53 000 people had commented on Milano's tweet and was re-tweeted almost a million times in two days. Heartbreaking, inspiring and eye-opening stories poured in from across the globe detailing the thoughts, emotions and experiences of sexual assault survivors.

These women harnessed the power of digital innovation to spearhead cultural change and shift societal norms, forever changing the fight for gender equality and women's rights. A modern movement that embodies accessibility and connectivity through the power of social media and digital campaigns.

SARAH MORAN

Sarah Moran is co-founder of Girl Geek Academy, a movement to bring one million women and girls into technology careers by 2030. Sarah established Girl Geek Academy in 2014 alongside four fellow co-founders, as a place to learn, connect and inspire change.

Working to shift the way political leaders, schools, young girls and professional women think about and practice STEM, Girl Geek Academy is for girls from the age of five right through to 95.

In 2014, Girl Geek Academy ran the world's first hackathon for women, #SheHacks – by accident.

"We were going to tech events, but they were usually held in dark basements where they fed us beer, pizza and energy drinks. Our mates were always happy we came, but they'd ask **"why don't more women come?"**. *So we designed a hackathon we wanted to go to as an example of how great tech events can be. We had tea and cupcakes. And yoga. And sunlight! We ran the first #SheHacks for International Women's Day 2014. We tried to find other women and non-binary folk running similar hackathons so we could be their friends. But we looked and looked — and we realised no-one had run one before!*

We had accidentally run the first all-women hackathon in the world."[7]

The Girl Geek Academy runs programs to support and increase the number of women in tech – they teach coding, game development, 3D printing, AI, machine learning, drones and new emerging technologies. Find out more or join one of their weekly tech classes for women and girls on the Girl Geek Academy website.

MIKAELA JADE

When **Mikaela Jade**, a Cabrogal woman from the Dharug-speaking nation, first saw augmented reality (AR) demonstrated at a university event, she recognised almost immediately how it could be used to share Indigenous stories and histories – especially in her park ranger role where significant cultural sites lacked meaningful storytelling.

Despite having no idea what she was doing, Mikaela began researching and cold-calling digital technology pioneers globally to learn about AR. Two years later, in 2014, she launched Indigital: Australia's first Indigenous Edu-tech company.

Through Indigital, Mikaela seeks to develop innovative ways to digitise and translate knowledge and culture from remote and ancient communities. Her aim is for Indigital to help create meaningful pathways for Indigenous people into the digital economy and the creation of future technologies. Indigital provides training in augmented and mixed realities, AI, machine learning, and geospatial technologies just to name a few.

Indigital's flagship program is Indigital Schools, an Indigenous-designed digital skills training for K-12 students and educators. It enables learners to connect with and learn from Elders about cultural knowledge, history, and language, while learning digital skills in metaverse-bridging technologies. You can find more information about this program and get your school involved via the Indigital Schools Website.

> We already have the world's oldest living cultures, we already have knowledge systems about environment, about ecosystems, about systems, which is basically what technology is - but it's not recognised through a qualification. We actually have tons of female Indigenous scientists and engineers and technologists and mathematicians. They're just not getting a university degree. Does that make it any less relevant?
>
> There's so much that First Nations people have to offer in the technology sector, and that's what gets me out of bed every morning.

CLASSROOM ACTIVITIES

FOR PRIMARY SCHOOLS

DISCUSSION

Write the word "TECHNOLOGY" on the board.

Many women and girls across the globe don't have access to even the most basic technology. There are many villages that have no electricity or running water. In many parts of the world there is no access to the internet and many people do not have mobile phones.

ASK STUDENTS:
· How do we use technology in our lives and how is it helpful to learning?
· How does technology make our lives easier?
· What piece of technology would you miss most if you didn't have it?

Students discuss in pairs and share answers with the class.

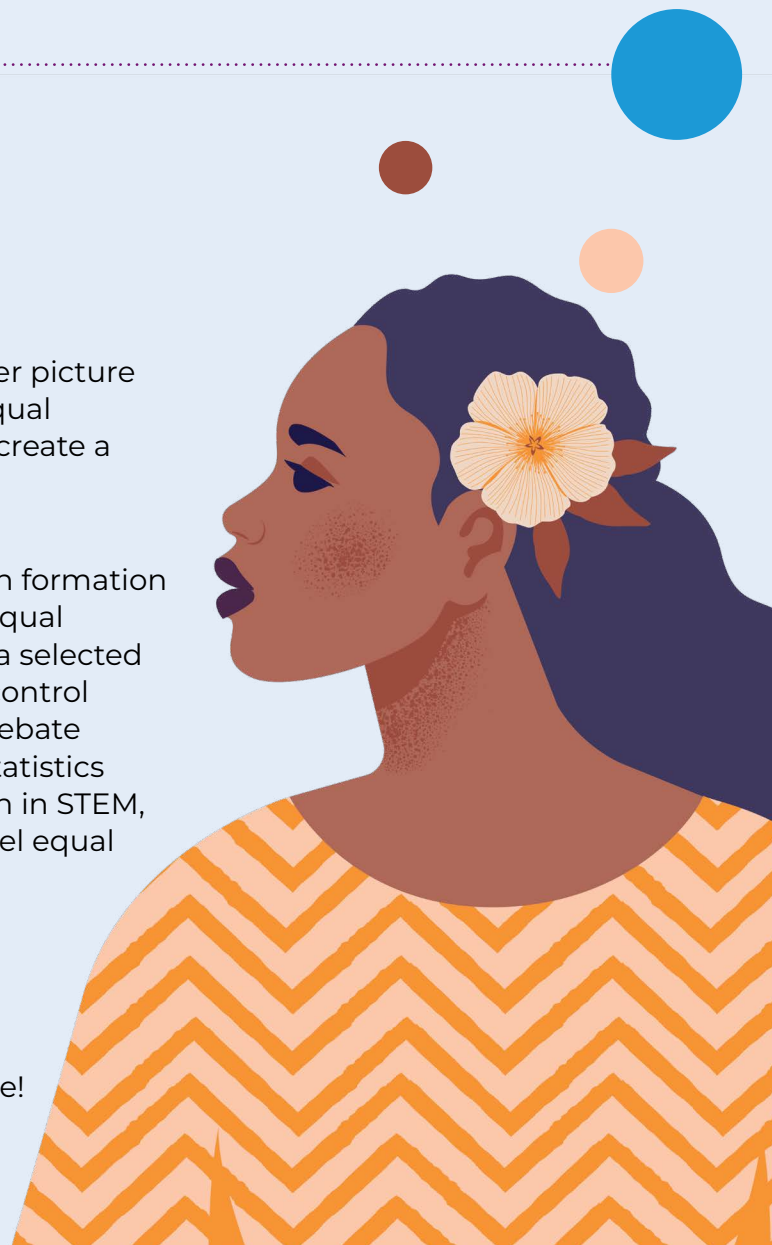## FOR HIGH SCHOOLS

DISCUSSION

AIM:
To get students thinking about the wider picture of gender equality and why women's equal representation in STEM is important to create a gender equal future.

INSTRUCTIONS:
Seat students in a roundtable discussion formation to debate the importance of women's equal representation in STEM. The teacher or a selected student will act as the moderator, and control debate. Each student will address the debate with an opening address and present statistics and facts about women's representation in STEM, and the extent to which the students feel equal representation is important.

After hearing opening addresses, students will have the opportunity to get up and defend their proposal.
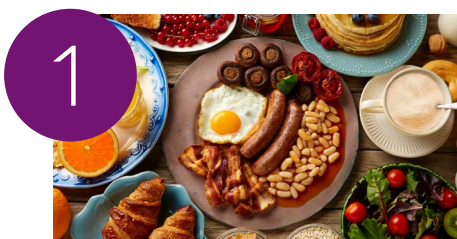
The debate can be as detailed as you like!

HOW YOU CAN HELP

UN Women Australia is calling on students, just like you, to pick up the pace of progress towards gender equality by making every day count. We can all help crack the code to gender equality. Conversations are important, and funds are critical, if we are committed to accelerating gender equality for a sustainable future.

JOIN OUR CAMPAIGN TO PRIORITISE GENDER EQUALITY AT ALL LEVELS OF SOCIETY. HERE ARE SOME IDEAS TO GET YOU STARTED!

1 HOST AN INTERNATIONAL WOMEN'S DAY EVENT IN YOUR CLASS OR SCHOOL

Help make the world safe and fair by hosting an event and raising money to support UN Women's work around the world. There are many different ways that you and your classmates can fundraise. Check out our Fundraiser Pack for ideas and create your own fundraising page on our Just Giving platform!

2 ORGANISE A SCREENING OF UN WOMEN AUSTRALIA'S VIRTUAL IWD PROGRAM

Our virtual event is free to schools across Australia, so you can bring UN Women Australia's IWD speakers to your school and stream the event live on Friday 3 March or up to a week later. Please contact tickets@unwomen.org.au for more information.
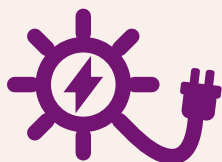
3 SELL PURPLE RIBBONS

Be a local leader by showing your support for International Women's Day – wear your purple ribbon with pride. Wearing a purple ribbon is a great way to demonstrate that you support gender equality to make the world safe and fair for everyone. You can help to spread the word by purchasing purple ribbons to sell or give away at your event, school or in your community.
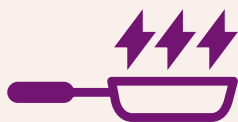
Each ribbon sold supports UN Women's work, ensuring that everybody everywhere is treated fairly, is safe and has access to opportunities to lead and learn. Purchase your purple ribbons here.

HOW CAN DONATIONS HELP WOMEN AND GIRLS?

$74 could provide an **energy efficient cooking kit,** reducing long hours women spend looking for firewood and cooking.

$108 could supply solar-powered **mobile phone chargers** for 50 women to keep the lines of communication open following a natural disaster.

$143 could support the development of an **app** to provide access to services for sexual gender-based violence survivors.

$215 could help provide a **smartphone** to a woman in Nepal enabling her to connect to vital services, including domestic violence support.

STAY CONNECTED

Source: UN Women/Satu Bumi Jaya

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www.youtube.com/user/UNWomenAustralia

REFERENCES 1 https://www.unwomen.org/en/digital-library/publications/2022/09/progress-on-the-sustainable-development-goals-the-gender-snapshot-2022 2 https://www.unwomen.org/en/digital-library/publications/2022/09/progress-on-the-sustainable-development-goals-the-gender-snapshot-2022 3 https://www.forbes.com/sites/forbestechcouncil/2020/03/10/top-three-reasons-we-need-more-women-in-tech/?sh=393c6f815fbb 4 https://enterprisinggirls.com.au/home-2/ 5 https://metoomvmt.org/get-to-know-us/history-inception/ 6 Alyssa Milano on Twitter: "If you've been sexually harassed or assaulted write 'me too' as a reply to this tweet. https://t.co/k2oeCiUf9n" / Twitter 7 https://girlgeekacademy.com/about/

UN WOMEN AUSTRALIA