

# ACTIVITY REPORT

POST  
**INTERNATIONAL  
WOMEN'S DAY**  
EVENT

*Theme: Digital Inclusion*  
*#BreakTheBias*

 Thursday 31st March 2022

 Innovation Village Gulu

Organized by



with support from



**DEFENDDEFENDERS**  
East and Horn of Africa Human Rights Defenders Project

 Gender Tech Initiative-Uganda

 @gender\_uganda

International Women's Day is a time to celebrate women's accomplishments, but it is also a call to action to confront bias and accelerate gender parity. Giving everyone a voice and a place at the table is critical to long-term social and economic progress because it allows for more variety of ideas, which leads to greater creativity. Gender equality, in other words, means growth for everybody. We are glad our initiative gives everyone a chance and has women in significant positions throughout the organization.

This year's International Women's Day theme focused on 'breaking the bias', referring to the gender-based biases, stereotypes and discriminatory behaviors women encounter in their everyday lives.

Accordingly, we hosted a one-day activity to commemorate the International Women's Day 2022 under the theme: #BreaktheBias with a focus on "Gender equality in the Tech Field: breaking down the barriers".

We had amazing panelists who dived deep into the Theme and attendees walked away fulfilled and empowered to embrace tech in whatever they do.

### #BreakTheBias in Digital Inclusion

*Christine Adero*

Christine Adero has earned 8 years experience actively working in the fields of program management, advocacy, digital safety and security, and organizing & delivering trainings in a wide range of fields.

Throughout her career, she has taken lead roles where she has developed, led and implemented innovative programs and activities in relation to children, women & girls, and young people.

Christine is the Founder of PASSAGE, a social enterprise providing a low tech solution that integrates with ride hailing Apps to provide safe, affordable and accountable mobility for school children without needing a smartphone



### #BreakTheBias in Digital Inclusion

*Odur Jacob*

Odur Jacob is the Co-Founder and CEO of Mwonyaa Media, a company that builds digital tools for African entertainment and art. A firm believer in the power of entrepreneurship and digital technology in changing and improving the lives of Africans, Jacob has over 8 years experience in designing and building programs & tools that introduce young men and women from low tech backgrounds to not only interface with technology and entrepreneurship but also use it as tools to solve challenges in their lives and the communities they come from.



## #BreakTheBias in Digital Inclusion

*Akello Prisca Patricia*

Patricia is Program manager at GTI Uganda a national NGO doing WASH, education, livelihoods and health projects in Gulu and central Uganda.

She is a Gender Inclusive Trainer and also a member of the Women's Land rights inter and intra land conflicts (WOLRIC) interest group supported by GIZ to promote women Land rights in Amuru, Kitgum and Agago



### Context Analysis.

The International Women's Day theme for 2022 is #BreaktheBias which highlights the importance of challenging biases and misconceptions in the interest of creating a more inclusive and gender-equal world.

Women are vastly underrepresented in the technology workforce. This is not only a societal concern, but also a workforce problem. When it comes to gender equality, the challenges of the tech industry have been so public that it has almost lost its attractiveness for female talent.





While society has made huge strides towards gender equality in recent decades, there's still a lot of work left to do when it comes to women in tech.

Through the commemoration of this #IWD22 we wanted to #BreaktheBias in science & Tech. Whether deliberate or unconscious, bias makes it difficult for women to move ahead. Knowing that bias exists isn't enough, action is needed to level the playing field and that is why will also use the opportunity to advocate for a gender equal world free of bias, stereotypes and discrimination.

During this event, we also celebrated women's achievement, raised awareness against bias and took action for a diverse, equitable, and inclusive world that can work together to #BreaktheBias.



## Planned activities.

We had several presentations in the morning and a panel discussion in the afternoon, including an exchange of information between participants and the panel. We had speakers from the Tech industry, academia, non- governmental and public sector. The focus was on the challenges and opportunities related to breaking down barriers in gender gap in ICT professions.

The panel talked about some of the reasons women are kept out of the Tech industry and explored why this is ultimately so detrimental to workers, companies, and society as a whole. We also highlighted some of the incredible women who are making waves in tech and looking at some powerful initiatives designed to tackle the gender gap.





# Results.

- Raised awareness about women's equality and lobbied for accelerated gender parity from the audience.
- Inspired individuals/stakeholders/Employers to challenge biases and celebrated the achievements of women in Northern Uganda.
- Acknowledged and for forged ways to address the bias, conscious or otherwise, because it has a critical role in furthering the diversity, equity and the inclusion agenda.
- Influenced young women locally and nationally to break the bias and celebrate the achievements of women who have overcome these barriers/biases that exist in the Tech/STEM industry.



Participants posing with their arms crossed to show their commitment to calling out bias, smashing stereotypes, breaking inequality, and rejecting discrimination.





We are grateful to  
DefendDefenders  
for supporting this  
Event.

Here is a link to  
the Event Video.  
<https://youtu.be/dX4IKelmcX0>

