IN THE
k-NoW

JULY 2023

Caribbean Telecommunications Union

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CTU Network of Women Action Plan 2023 - 2024

The Secretariat of the Caribbean Telecommunications Union (CTU) presented a proposal at its 47th Executive Council (EC47) in March 2023. Subsequent to the proposal being adopted by the EC47 statutory meeting, the next step for the Secretariat of the CTU is to prepare a resolution to present to the General Conference of Ministers at the next meeting scheduled for October 2023. The resolution will aim to urge Member States to make a conscious and concerted effort to advance gender equality by integrating parity and gender mainstreaming into their national Information and Communication Technology (ICT) agendas.

The CTU has now developed an **Action Plan for 2023 - 2024** to implement the recommendations outlined in the proposal. The Action Plan focuses on the following key goals:

1. **Empowerment and Capacity Building**
2. **Advocacy and Policy Influence**
3. **Knowledge Sharing and Research**
4. **Partnerships and Collaboration**
5. **Monitoring and Evaluation**

The purpose of the action plan is to cultivate a supportive and collaborative community that empowers and advances Caribbean Women in ICT and STEM. We hope to create a dedicated platform for sharing experiences, mentoring, and encouraging women across the region to assume leadership roles associated with the statutory meetings and study groups at various treaty-based events hosted by the International Telecommunication Union (ITU), such as the **World Radio-communications Conference (WRC) 2023, World Telecommunications Standardisation Assembly (WTSA) 2024, World Telecommunications Development Conference (WTDC) 2025, and Plenipotentiary Conference (PP) 2026.**

Additionally, the CTU will issue a call for Points of Contact (POCs) in the region. We will maintain regular communication with the designated POC from each Member State to discuss gender issues, provide updates on ITU resolutions and engage in related activities. This step aims to foster collaboration and coordination among the Member States in facilitating the advancement of gender equality in the ICT sector within the Caribbean region.

Get to know your Point of Contact for the CTU NoW:
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CTU Focal Point for ITU's Network of Women
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Be In the k-NoW
please join our mailing list at:
https://form.jotform.com/CTUnion/in-the-k-now---caribbean-subscripti

FEATURE ARTICLE

CAN CAREER MENTORSHIP HELP TO BRIDGE THE GENDER DIGITAL DIVIDE IN THE CARIBBEAN?

Written By: Simone Joseph-Ollivierre
St. Vincent and the Grenadines

"What do you want to be when you grow up?" This is a natural question that children are asked by parents to encourage them to start thinking about their goals and aspirations. The responses typically provide insights into what a child is passionate about or finds interesting. They may desire to be doctors, teachers, engineers, etc. depending on what fascinates them or sometimes who or what may influence them given their environment. As a result, parents can be guided as to what kind of support is needed for their children to achieve their goals. However, as children grow their aspirations may change as they become more mature, aware of and exposed to a wider set of career and professional opportunities.

The Gender Digital Divide

Growing up in the Caribbean, I have witnessed over and over, a common practice, whether intentional or not, where parents encouraged their boys to pursue careers in science, technology, engineering, and mathematics (STEM) fields, while steering their girls in the direction of business administration, accounting, teaching, or such fields. This resulted in some females not being able to pursue their true passion because it was not in alignment with their parents' aspirations. Even though this practice is not as common today, girls still seem to be less interested in pursuing careers in the ICT and STEM fields. This helps maintain the longstanding gender digital divide in our societies.

The gender digital divide is the disproportion in access to and use of technology between men and women. It is an issue in many developing countries, including those in the Caribbean. Caribbean leaders have made significant strides in providing access to technology for citizens, laptop distribution drives, school broadband connectivity programmes and public Wi-Fi access projects. However, while we are seeing increased access to technology, the actual use of it for meaningful, developmental purposes is still not close to ideal. And, unfortunately, not enough girls and young women are equipped to use technology to its fullest potential.

Beyond Girls in ICT day have shown that in some Caribbean countries, there are less females taking IT related subjects in secondary schools, leading to fewer females enrolling in ICT-related courses and even fewer pursuing ICT and STEM-related degrees in our universities.

I strongly believe that one solution to this problem that has been plaguing the Caribbean over the years is the implementation of career mentorship programs, not just in learning institutions, but also in the public and private sectors, as well as civil societies. Girls and young women need to be empowered to choose careers in ICT and STEM. They need to be aware of the many opportunities in ICT. This however cannot be a one-day or one-time activity on Girls in ICT Day, but it should be an ongoing process if it is to generate meaningful results.

Some of the ways that Career mentorship programs can help to reduce the gender digital divide in the Caribbean would include:

- **Encouraging girls and young women to pursue careers in ICT and STEM:** As a result of the stereotype that still exists, where females are encouraged to follow only for specific careers, many girls and young women are still skeptical about pursuing careers in technology. Career mentorship will help them to overcome these barriers and be more confident and comfortable entering the technology sector.

- **Providing access to training and development:** When girls and young women are exposed to practical opportunities to enhance their digital skills, they would be more excited and empowered to choose careers in technology, resulting in an increase in women tech leaders.

- **Facilitating networking opportunities**: building professional networks in the tech industry can be facilitated by a mentorship program. This can result in access to job opportunities that can help to advance the careers of women.

- **Promoting diversity and inclusion:** tech firms would be encouraged to hire more women with digital skills.

If girls and young women are exposed to career mentorship and become more aware of the options that are available in the ICT and STEM fields, there would definitely be a greater uptake of ICT-related courses in the learning institutions, resulting in more females choosing careers in ICT and STEM, contributing to a decrease in the gender digital divide.

BRIDGING THE DIVIDE

So, when asked the natural question "What do you want to be when you grow up?", it will no longer "I want to be a Lawyer", but "I want to be a Cyber lawyer or Telecommunications Lawyer". It's no longer "I want to be a doctor", but "I want to be a doctor that practices telemedicine". It will no longer "I don't want to be a farmer" but "I want to be an Agronomist".

It's about getting girls excited to become programmers/coders and developing digital solutions for everyday problems; demonstrating that there aren't careers designed for a specific gender; it's about helping girls and young women to be anything they want to be and incorporate ICT tools into everyday processes.

Hence, back to the original question: Can career mentorship help to bridge the gender digital divide that currently exists in the Caribbean? The simple answer is YES! It's about awareness, support me and guidance. These are common practices that are done under career mentorship programs. And if implemented correctly and the necessary resources needed to succeed in the tech industry are provided, then there would definitely be a reduction in the gender digital divide that exists in the Caribbean and we would have a more equitable and inclusive society.

So let us hear from you.
Can Career Mentorship help bridge the digital divide
Fill out the short survey at:
https://form.jotform.com/CTUnion/career-mentorship--can-it-bridge-th
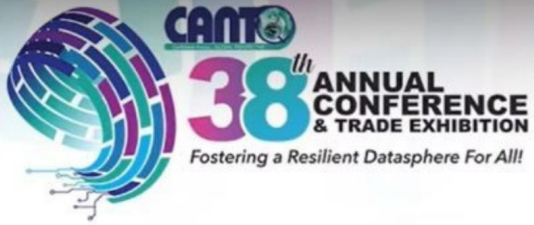
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GENDER FOCUS AT CANTO ANNUAL CONFERENCE 2023

Please click the photo to listen to the Panel Discussion on Gender Diversity in Cybersecurity

Summary of panel discussion: Gender and Cybersecurity in the Caribbean on 17th July 2023

Introduction:
In the rapidly advancing digital age, the internet and cybersecurity have become integral components of our lives, shaping how we interact, work and communicate. However, the issue of the gender gap in cybersecurity and its implications for women in the Caribbean persists. This article delves into the challenges and underrepresentation faced by women in cybersecurity and emphasises the need for more inclusion in the field as a strategic imperative for the Caribbean.

Disparity in Internet Access and Education:
Even before addressing the challenges mentioned above, there exists a significant gender disparity in internet access and education. According to UNICEF reports, in low-income countries, 90% of young girls lack internet access compared to young boys who are more likely to be exposed to it. This initial introduction to the internet creates a substantial gap between young girls and boys, limiting opportunities for girls to access the vast collective knowledge the online world offers. Bridging this gap is crucial to empowering girls to participate actively in the digital sphere and consider careers in cybersecurity and other ICT-related fields.

The Intersection of Gender and Cybersecurity in the Caribbean:
In the Caribbean, the representation of women in the cybersecurity sector remains alarmingly low. On average, women hold only about 24% of cybersecurity roles, including leadership and technical positions. This underrepresentation serves as a significant red flag, exacerbating the existing cybersecurity skills gap in the region. The potential for talented women and girls to contribute to the field of cybersecurity is being overlooked, leading to a missed opportunity for the Caribbean's security landscape to grow and prosper.

CONCLUSION:

The gender gap in cybersecurity in the Caribbean remains a pressing issue that demands immediate attention and action. Overcoming stereotypes, improving internet access, education opportunities and fostering an inclusive environment for women are vital steps towards closing this gap.

One of the key challenges faced by the field of cybersecurity in the Caribbean is its under-resourcing and lack of support and investment. However, there is great potential to resolve the issue for women and girls who possess the skills, knowledge, and perspectives to significantly strengthen the sector. Embracing diversity and providing equal opportunities for women to thrive in cybersecurity is essential to bridge the gap and create a more robust and inclusive security landscape.

The global initiatives mentioned above which we will continue to elaborate on and share in upcoming issues will exemplify the dedication and determination of various organisations to bridge the gender gap in cybersecurity. Together we can build a stronger, more resilient cybersecurity workforce and drive positive change in the global cybersecurity landscape.

GLOBAL PROGRAMMES DRIVING CHANGE FOR WOMEN IN CYBERSECURITY

Click on the links below on each programme for more information

ITU Development Sector - Women in Cyber Mentorship Programme:
https://www.itu.int/en/ITU-D/Cybersecurity/Pages/Women-in-Cyber/Women-in-Cyber-Mentorship-Programme.aspx

ITU's Women in Cyber Skills Development Program addresses prevailing workforce challenges, unfilled positions and retention issues. By providing training, mentorship and skill-building opportunities, this program equips women with the expertise needed to thrive in the cybersecurity field.

100 Women in 100 Days - Cybersecurity Career Accelerator:
https://leadmind.inteligenca.com/100womenin100days/

The 100 Women in 100 Days program focuses solely on accelerating women's careers in cybersecurity. Through intensive training, networking and exposure to industry experts, participants gain the necessary confidence and skills to advance in this male-dominated sector. By fast-tracking career development, this program aims to create a more inclusive and balanced cybersecurity workforce.

Women in Cybersecurity (WiCyS) - Empowering Global Community: : https://www.wicys.org/

Established in 2012, WiCyS is an independent and global community that unites women, allies and advocates in the cybersecurity field. The organisation focuses on addressing challenges related to recruitment, retention and advancement of women. Through networking events, workshops and mentoring programs, WiCyS fosters a supportive ecosystem that empowers women to excel in cybersecurity.

HIGHLIGHTS

JULY 2023

Please click on the photo to view the CTU Flag raising ceremony in commemoration of CARICOM day

The Caribbean Telecommunications Union Secretariat extended congratulations on 4th July 2023 on the momentous occasion of the CARICOM: Caribbean Community's 50th anniversary!

On this significant milestone, we celebrated the strength of unity and collaboration within the Caribbean region and the remarkable progress achieved over the past half-century.

The Secretariat celebrated **CARICOM Day** observed on **4th July 2023** with a flag raising ceremony.   The CTU, a CARICOM institution, was proud to be part of this auspicious occasion.

Caribbean
Telecommunications
Union

Shaping Caribbean ICT Development

Bridging the Mobile Gender Gap
Capacity Building Training

This course aims to help policymakers understand the size and drivers of the mobile gender gap in low- and middle-income countries and provides insights and recommendations on how to improve digital inclusion for women.

It focuses on mobile as Mobile is key to digital inclusion since it is now the primary way in which many gain access to the internet.

The course also focuses specifically on women, since despite the rapid growth in mobile technology, there remains a gender gap in mobile phone access and use. In an increasingly connected world we cannot afford to leave anyone behind.

Course Objectives
- Gain a better understanding of the issue and need for urgent action
- Discover how gender perspectives can be integrated into strategies, policies, plans and budgets so they explicitly address women's needs, circumstances and preferences
- Learn how barriers such as affordability, safety and security concerns, digital skills, access, and the availability of relevant content can be addressed
- Learn about what other governments are doing to improve women's digital inclusion
- Develop an action plan for your country to reduce the mobile gender gap.

This course is open to:
- Regulators
- Policymakers
- Representatives from academia and international organisations working on regulatory or policy issues

For more information visit: https://www.gsmatraining.com/course/bridging-the-mobile-gender-gap/

Carnegie Mellon University
CEE-TP
Center for
Executive Education
in Technology Policy

USING SPECTRUM: THE TECHNICAL AND ECONOMIC ASPECTS OF MANAGING AND USING RADIO SPECTRUM (virtual)

To apply for a scholarship and admission click here …
https://gradadmissions.engineering.cmu.edu/portal/special_apply

Course Date:
September 25 - 29, 2023 from 09:00 am to 12:00 noon EDT

This course will teach participants why spectrum needs to be regulated and how it can best be managed. The program:

- Provides background to what spectrum is currently used for and how it is regulated both nationally and internationally.
- Looks at the economics of spectrum. It sets out why economic benefit is the best way to optimise usage and the economic tools that can be used to determine who should have access.
- Looks at shared access to spectrum as a way to optimise usage and encourage innovation.
- Looks forward to the world in 10- and 20-years' time and asks what the implications would be for spectrum, drawing out conclusions as to likely pinch points and where new approaches might be needed.

Upon completing the course, participants will have greater understanding of all aspects of spectrum management and in particular will have detailed knowledge of the fundamentals underpinning key management decisions. For a full description see here___…
https://www.cmu.edu/epp/cee-tp/ict-courses/using-spectrum.html

TARGET AUDIENCE:
Persons with a professional interest in spectrum management, which could include :

- **Spectrum regulators**
- **Policymakers setting legislation or strategy**
- **Private sector employees working for companies that use spectrum**
- **Academics with an interest in spectrum and regulation**
- **Strategists working in the digital space.**

No prior knowledge of radio spectrum is required. Some basic mathematical and economic understanding would be helpful but not essential.

All courses are taught in English, and participants should have adequate fluency.
To get regular updates please join the CMU CEE-TP mailing list here …
https://docs.google.com/forms/d/e/1FAIpQLSd56ZXEtxUam2qSsz1mrG2ZKtueu2EcnNwZrPWcWVx_z9FzYw/viewform

Carnegie Mellon University
CEE-TP
Center for
Executive Education
in Technology Policy

Policy Making with Big Data Analytics: Case Studies in Telecoms and Streaming Services (virtual)

Course Date:
Oct. 2nd - 6th 2023, from 09:00 a.m. – 12:00 noon EDT

This course introduces participants to decision making using data analytics. The focus is on learning a set of tools that are useful when analyzing a wide range of policy issues. In this class, these tools will be applied in several telecom-related case studies. More specifically, participants are introduced to the following issues in telecoms and streaming services:

- how does changing the length of lock-in periods in triple play services affect firms and consumers?
- how did the introduction of mobile number portability in Europe affect consumer welfare?
- how do different recommender systems for streaming platforms affect firms and consumer welfare?

Upon completing this course, participants will be equipped with state-of-the-art tools used to develop policy analysis in domains where large datasets are available and where it is important to learn how to correctly anticipate the likely effects of different policy options. For a full description see here: https://www.cmu.edu/epp/cee-tp/ict-courses/big-data-policy-making.html

TARGET AUDIENCE:

This course is intended for policy analysts who develop reports to support decision making and look for ways to improve how empirical data can be used, collected, and more importantly analyzed to do so. The ideas and the policy tools discussed in this course are general in nature and apply similarly in contexts other than telecom policy.

No prior knowledge of data analytics is required.

All courses are taught in English, and participants should have adequate fluency.
To get regular updates please join the CMU CEE-TP mailing list here …
https://docs.google.com/forms/d/e/1FAIpQLSd56ZXEtxUam2qSsz1mrG2ZKtueu2EcnNwZrPWcWVx_z9FzYw/viewform

Carnegie Mellon University
CEE-TP
Center for Executive Education in Technology Policy

The 2023 ITU World Radiocommunications Conference

To apply for a scholarship and admission click here …
https://gradadmissions.engineering.cmu.edu/portal/special_apply

CONVENTION GATE

COURSE DATE:
October
10th - 12th 2023
09:00 – 10:30 a.m. EDT

TARGET AUDIENCE:

This course is intended for people who wish to understand the upcoming WRC-23 Conference. It will be accessible to those with little prior knowledge of the ITU or the role of the WRC, but after the introductory sections of the course, will delve into material that may interest those with greater knowledge. No prior knowledge of the ITU or the WRC are assumed. We only assume that participants are generally conversant in the kinds of wireless telecommunications policy and spectrum management issues that might come before the WRC.

The course will provide an overview of the International Telecommunications Union's (ITU) 2023 World Radiocommunications Conference (WRC-23) and will cover the history of the ITU and the WRC; membership roles, organizational structure and why it is important; the issues on the WRC-23 Agenda and other items that might arise, such as space sustainability; and finally the development of the WRC-27 Agenda. Issues being considered at this year's conference including additional spectrum for IMT (5G mobile services); mobile and fixed satellite services, including intersatellite links; protection of spectrum for all services; the allocation of spectrum for scientific and public safety services; and improving the ITU regulatory process for satellite networks including low earth orbit satellite systems. Upon completing the course, participants will have greater understanding of the WRC in general and of the upcoming WRC-23 in particular.

For a full description see here
https://www.cmu.edu/epp/cee-tp/ict-courses/2023-itu-radiocomm-conf.html

All courses are taught in English, and participants should have adequate fluency.
To get regular updates please join the CMU CEE-TP mailing list here …
https://docs.google.com/forms/d/e/1FAIpQLSd56ZXEtxUam2qSsz1mrG2ZKtueu2EcnNwZrPWcWVx_z9FzYw/viewform

Global Affairs Canada in partnership with Cyber Law International is pleased to offer **scholarships** for up to **two legal advisers or other public officials** from each Member State to participate in the online executive course on International Law in the Cyber Era: Finding Balance Between State Interests and Individual Rights. We will be offering two courses, one shortened 3-day course held on August 28-30 and one full length 7-day course, to be held on September 5-8 (Part I) and September 27-29 (Part II). These courses will be offered at **no cost to the selected participants**.

Cyberspace influences all aspects of international relations. It affects our national security, the protection and realisation of human rights and freedoms, global economic prosperity, sustainable development and international stability. National authorities throughout the world face complex challenges related to managing online activities to safeguard national security and public order, and to protect their populations from the various risks that exist in cyberspace. In a world where the internet both facilitates the exercise of human rights and poses threats to individual freedoms, it is crucial for government officials to acquire the skills to navigate these challenges in a manner that respects international law. By delving into issues of real-world significance, this practitioner-oriented course equips participants with the necessary knowledge to address the novel legal and policy challenges effectively.

These two executive courses address the application of international human rights law in an online environment. They explore human rights mechanisms, limitations on individual rights, the relationship between business and human rights, freedom of expression online, issues surrounding moderating online content, considerations pertaining to restricting access to the internet or digital service providers, privacy rights and surveillance, personal data protection, and the future of human rights in cyberspace. The courses will be delivered by prominent experts in the field of international law from *Cyber Law International*, composing of renowned law professors and practitioners, and are certified by the University of Reading as executive education. Draft agendas for the courses are attached.

The full course is suitable for governmental legal advisers whose work relates to international human rights law and its application in the cyber context, with priority for those active in multilateral processes such as the UN *Open-Ended Working Group on security of and in the use of information and communications technologies* (OEWG), and the UN *Ad Hoc Committee* (AHC) negotiations on a cybercrime treaty.

Diplomats, policy makers, law enforcement personnel, legislators, and other public officials involved in cyber affairs and human rights, in particular with the OEWG or the AHC, are welcome to apply for the shortened 3-day version of the course.

Attendance at all sessions is required to successfully complete either course and receive the official certificate of completion from the University of Reading. Therefore, we ask that only individuals able to attend the full course be nominated. The course will be conducted in English with French and Spanish interpretation.

Applications for the courses must be submitted by August 20, 2023 for the 3-Day Course and by August 28, 2023 for the Full Course. Please use the following link to apply for the course **https://bit.ly/IHRLCyberFall23**. Please indicate in your application if you are active in the UN OEWG or AHC processes and if so, specify your role.

Upcoming

EVENT SCHEDULE

AUGUST 2023

Caribbean Telecommunications Union

August 14th - 16th 2023

Caribbean Broadcasting Union (CBU)
Annual General Assembly (AGA)
St. John's, Antigua and Barbuda

August 16th - 18th 2023

ITU's Regional Development Forum for Americas (RDF-AMS)
San Salvador, El Salvador

August 22nd - 24th 2023

CTU's 19th Caribbean Internet Governance Forum and 2nd Caribbean Youth Internet Governance Forum (HYBRID)
Port-of-Spain, Trinidad and Tobago

August 21st -
1st September 2023

United Nations 6th Session of the Ad Hoc Committee to Elaborate a Comprehensive International Convention on Countering the Use of Information and Communications Technologies for Criminal Purposes
New York, U.S.A

August 28th -
1st September 2023

42nd Meeting of Permanent Consultative Committee (PCC) II - OAS/CITEL
Ottawa, Canada

In The K-NoW

Network of Women (NoW) in ICT in the Caribbean

Caribbean Telecommunications Union
Shaping Caribbean ICT Development

VISION OF CTU NETWORK OF WOMEN

To lead the charge in creating a strong community of Caribbean Women in ICT to drive profound and impactful transformation across the region. We envision women being equally represented and actively shaping the industry's future.

MISSION OF THE CTU NETWORK OF WOMEN

Our mission is to cultivate a supportive and collaborative community that empowers and advances Caribbean Women in ICT and STEM. Through networking, mentoring and professional development opportunities, we strive to promote gender equality, equity and parity by amplifying women's voices, and driving positive change in the industry.

OBJECTIVES OF IN THE k-NoW

The Caribbean has a staggering record of potent women leaders in telecommunications, yet there is no channel for the sharing of experiences, mentoring and encouraging women across the region to take on leadership roles in the longitudinal processes associated with ITU's statutory meetings and study groups. ITU's networks of women are available to fill this gap. At the same time, In the K-NoW provides information on key supporting resources with a Caribbean focus.

Women are a key CTU Stakeholder group. We engage them through **In the k-NoW** to share updates, inform on activities, data, announcements and successes of Women in ICT in our Member States and the wider Caribbean Community.

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